APPENDIX H

NORTH READING HIGH SCHOOL WWTF PREVAILING WAGE SCHEDULE

NORTH READING PUBLIC SCHOOLS

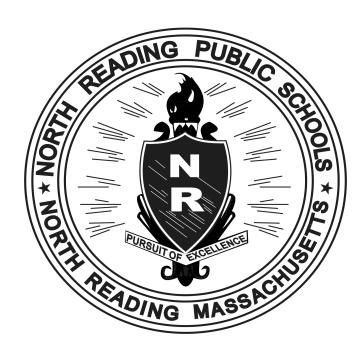
NORTH READING MIDDLE AND HIGH SCHOOL WASTEWATER TREATMENT FACILITY

CONTRACT OPERATION AND MAINTENANCE SERVICES

REQUEST FOR PROPOSAL

FEBRUARY 14, 2020

RFP No. 20 - 02





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

Prevailing Wage Rates

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

ROSALIN ACOSTA Secretary WILLIAM D MCKINNEY Director

Awarding Authority:

North Reading Public Schools - North Reading, M

Contract Number:

City/Town: NORTH READING

Description of Work:

The contract operation repair services of wastewater treatment facility, In accordance with Groundwater Discharge

Permit No. 931-1 issued to the School Department of North Reading.

Job Location:

189 Park Street

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: 11/26/2019 **Wage Request Number:** 20191126-046

Caxilip Driver - Equipment	on Supplemental Unemployment	Total Rate
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	Спетрюущен	
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	.72 \$0.00	\$60.38
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ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER" AIR TRACK OPERATOR LABORERS - ZONE 2 ASSESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON) ASSENDANCE 12/01/2020 \$36.00 \$12.50 \$8.85 12/01/2020 \$37.00 \$12.50 \$8.85 12/01/2020 \$37.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85 12/01/		\$64.37
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice-PILE DRIVER" AIR TRACK OPERATOR LABORERS - ZONE 2 12/01/2019 \$34.81 \$8.10 \$15.3 06/01/2020 \$35.70 \$8.10 \$15.3 12/01/2021 \$37.51 \$8.10 \$15.3 12/01/2021 \$37.51 \$8.10 \$15.3 12/01/2021 \$37.51 \$8.10 \$15.3 For apprentice rates see "Apprentice- LABORER" ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON) 12/01/2020 \$36.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85 ASPHALT RAKER 06/01/2020 \$39.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85		\$65.56
For apprentice rates see "Apprentice-PILE DRIVER" AIR TRACK OPERATOR LABORERS - ZONE 2 12/01/2019 \$34.81 \$8.10 \$15.3 06/01/2020 \$35.70 \$8.10 \$15.3 12/01/2020 \$36.59 \$8.10 \$15.3 12/01/2021 \$37.51 \$8.10 \$15.3 06/01/2021 \$37.51 \$8.10 \$15.3 12/01/2021 \$38.42 \$8.10 \$15.3 12/01/2021 \$38.42 \$8.10 \$15.3 For apprentice rates see "Apprentice- LABORER" ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON) 12/01/2019 \$37.00 \$12.50 \$8.85 06/01/2020 \$38.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85 ASPHALT RAKER LABORERS - ZONE 2 12/01/2019 \$34.20 \$7.85 \$14.8 12/01/2020 \$35.20 \$8.10 \$15.3 06/01/2020 \$35.20 \$8.10 \$15.3 12/01/2020 \$35.20 \$8.10 \$15.3		\$133.83
AIR TRACK OPERATOR LABORERS - ZONE 2 12/01/2019 \$34.81 \$8.10 \$15.3 06/01/2020 \$35.70 \$8.10 \$15.3 12/01/2020 \$36.59 \$8.10 \$15.3 12/01/2021 \$37.51 \$8.10 \$15.3 12/01/2021 \$37.51 \$8.10 \$15.3 12/01/2021 \$38.42 \$8.10 \$15.3 12/01/2021 \$38.42 \$8.10 \$15.3 12/01/2021 \$38.42 \$8.10 \$15.3 12/01/2021 \$38.42 \$8.10 \$15.3 12/01/2021 \$38.42 \$8.10 \$15.3 12/01/2021 \$36.00 \$12.50 \$8.85 12/01/2019 \$37.00 \$12.50 \$8.85 12/01/2020 \$38.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85		
12/01/2019 \$34.81 \$8.10 \$15.3		
12/01/2019	.88 \$0.00	\$57.43
12/01/2020 \$36.59 \$8.10 \$15.3 06/01/2021 \$37.51 \$8.10 \$15.3 12/01/2021 \$38.42 \$8.10 \$15.3 12/01/2021 \$38.42 \$8.10 \$15.3 12/01/2021 \$38.42 \$8.10 \$15.3 ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON) 12/01/2019 \$37.00 \$12.50 \$8.85 06/01/2020 \$38.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85	.38 \$0.00	\$58.29
06/01/2021 \$37.51 \$8.10 \$15.3	.38 \$0.00	\$59.18
12/01/2021 \$38.42 \$8.10 \$15.3	.38 \$0.00	\$60.07
For apprentice rates see "Apprentice- LABORER" ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON) 12/01/2019 \$37.00 \$12.50 \$8.85 06/01/2020 \$38.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85 ASPHALT RAKER LABORERS - ZONE 2 12/01/2019 \$34.20 \$7.85 \$14.8 12/01/2019 \$34.31 \$8.10 \$15.3 12/01/2020 \$35.20 \$8.10 \$15.3	.38 \$0.00	\$60.99
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON) 12/01/2019 \$36.00 \$12.50 \$8.85 12/01/2019 \$37.00 \$12.50 \$8.85 12/01/2020 \$38.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85 ASPHALT RAKER LABORERS - ZONE 2 12/01/2019 \$34.20 \$7.85 \$14.8 12/01/2019 \$34.31 \$8.10 \$15.3 12/01/2020 \$35.20 \$8.10 \$15.3	.38 \$0.00	\$61.90
HEAT & FROST INSULATORS LOCAL 6 (BOSTON) 12/01/2019 \$37.00 \$12.50 \$8.85 06/01/2020 \$38.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85 12/01/2020 \$34.20 \$7.85 \$14.8 LABORERS - ZONE 2 12/01/2019 \$34.31 \$8.10 \$15.3 06/01/2020 \$35.20 \$8.10 \$15.3	25 \$0.00	
ASPHALT RAKER LABORERS - ZONE 2 06/01/2020 \$38.00 \$12.50 \$8.85 12/01/2020 \$39.00 \$12.50 \$8.85 \$12/01/2019 \$34.20 \$7.85 \$14.8 12/01/2019 \$34.31 \$8.10 \$15.3 06/01/2020 \$35.20 \$8.10 \$15.3 12/01/2020 \$36.09 \$8.10 \$15.3		\$57.35
12/01/2020 \$39.00 \$12.50 \$8.85 ASPHALT RAKER LABORERS - ZONE 2 12/01/2019 \$34.20 \$7.85 \$14.8 12/01/2019 \$34.31 \$8.10 \$15.3 12/01/2020 \$35.20 \$8.10 \$15.3 12/01/2020 \$36.09 \$8.10 \$15.3		\$58.35
ASPHALT RAKER LABORERS - ZONE 2 06/01/2019 \$34.20 \$7.85 \$14.8 12/01/2019 \$34.31 \$8.10 \$15.3 06/01/2020 \$35.20 \$8.10 \$15.3 12/01/2020 \$36.09 \$8.10 \$15.3		\$59.35
LABORERS - ZONE 2 12/01/2019 \$34.31 \$8.10 \$15.3 06/01/2020 \$35.20 \$8.10 \$15.3 12/01/2020 \$36.09 \$8.10 \$15.3		\$60.35
06/01/2020 \$35.20 \$8.10 \$15.3 12/01/2020 \$36.09 \$8.10 \$15.3		\$56.93
12/01/2020 \$36.09 \$8.10 \$15.3		\$57.79
		\$58.68
06/01/2021 \$37.01 \$8.10 \$15.3		\$59.57
		\$60.49
12/01/2021 \$37.92 \$8.10 \$15.3 For apprentice rates see "Apprentice- LABORER"	.38 \$0.00	\$61.40

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	06/01/2019	\$48.18	\$12.00	\$15.60	\$0.00	\$75.78
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$49.33	\$12.00	\$15.60	\$0.00	\$76.93
	06/01/2020	\$50.43	\$12.00	\$15.60	\$0.00	\$78.03
	12/01/2020	\$51.58	\$12.00	\$15.60	\$0.00	\$79.18
	06/01/2021	\$52.68	\$12.00	\$15.60	\$0.00	\$80.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$53.83	\$12.00	\$15.60	\$0.00	\$81.43
BACKHOE/FRONT-END LOADER	06/01/2010	¢40.10	¢12.00	\$15.60	00.00	\$75.70
OPERATING ENGINEERS LOCAL 4	06/01/2019	\$48.18	\$12.00		\$0.00	\$75.78
	12/01/2019	\$49.33	\$12.00	\$15.60	\$0.00	\$76.93
	06/01/2020	\$50.43	\$12.00	\$15.60	\$0.00	\$78.03
	12/01/2020	\$51.58	\$12.00	\$15.60	\$0.00	\$79.18
	06/01/2021	\$52.68	\$12.00	\$15.60	\$0.00	\$80.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$53.83	\$12.00	\$15.60	\$0.00	\$81.43
BARCO-TYPE JUMPING TAMPER	06/01/2019	\$34.20	\$7.85	\$14.88	\$0.00	\$56.93
LABORERS - ZONE 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
BLOCK PAVER, RAMMER / CURB SETTER	06/01/2019	\$34.70	\$7.85	\$14.88	\$0.00	\$57.43
LABORERS - ZONE 2	12/01/2019	\$34.81	\$8.10	\$15.38	\$0.00	\$58.29
	06/01/2020	\$35.70	\$8.10	\$15.38	\$0.00	\$59.18
	12/01/2020	\$36.59	\$8.10	\$15.38	\$0.00	\$60.07
	06/01/2021	\$37.51	\$8.10	\$15.38	\$0.00	\$60.99
	12/01/2021	\$38.42	\$8.10	\$15.38	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"	-2, 01, 2021	V -	42.10		* · · · · *	+
BOILER MAKER	01/01/2019	\$44.71	\$7.07	\$17.72	\$0.00	\$69.50
BOILERMAKERS LOCAL 29	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

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Apprentice - BOILERMAKER - Local 29

Total Rate

E	ffective		01/01/2019				Supplemental		
St	tep	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	ite
1		65		\$29.06	\$7.07	\$11.52	\$0.00	\$47.0	65
2		65		\$29.06	\$7.07	\$11.52	\$0.00	\$47.0	65
3		70		\$31.30	\$7.07	\$12.40	\$0.00	\$50.7	77
4		75		\$33.53	\$7.07	\$13.30	\$0.00	\$53.9	90
5		80		\$35.77	\$7.07	\$14.18	\$0.00	\$57.0	02
6		85		\$38.00	\$7.07	\$15.07	\$0.00	\$60.	14
7		90		\$40.24	\$7.07	\$15.95	\$0.00	\$63.2	26
8		95		\$42.47	\$7.07	\$16.84	\$0.00	\$66.3	38
		e Date -	01/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	ıte
1		65		\$29.97	\$7.07	\$11.69	\$0.00	\$48.7	
2		65		\$29.97	\$7.07	\$11.69	\$0.00	\$48.7	
3		70		\$32.27	\$7.07	\$12.59	\$0.00	\$51.9	
4		75		\$34.58	\$7.07	\$13.49	\$0.00	\$55.	
5		80		\$36.88	\$7.07	\$14.38	\$0.00	\$58.3	
6		85		\$39.19	\$7.07	\$15.29	\$0.00	\$61.	
7		90		\$41.49	\$7.07	\$16.18	\$0.00	\$64.7	
8		95		\$43.80	\$7.07	\$17.09	\$0.00	\$67.9	
N	otes:								Ì
	nnront	tigo to Jour	rneyworker Ratio:1:4						-
			SONRY (INCL. MASONR	V 00/01/2016	· • • • • • • • • • • • • • • • • • • •	440.55	#21.20	Φ0.00	0001
ERPROOFIN		CIAL WIA	SONKT (INCL. MASONK	00,01,201			\$21.30	\$0.00	\$86.45
LAYERS LOCAL	. 3 (LYN)	V)		02/01/2020			\$21.30	\$0.00	\$87.09
				08/01/2020	*		\$21.45	\$0.00	\$88.59
				02/01/2021			\$21.45	\$0.00	\$89.23
				08/01/2021			\$21.61	\$0.00	\$90.79
				02/01/2022	2 \$59.02	\$10.75	\$21.61	\$0.00	\$91.38

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Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Lynn

		ive Date - 08/01/2019	ENT MASON - Local 5 Lynn			Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$27.20	\$10.75	\$21.30	\$0.00	\$59.25	
	2	60	\$32.64	\$10.75	\$21.30	\$0.00	\$64.69	
	3	70	\$38.08	\$10.75	\$21.30	\$0.00	\$70.13	
	4	80	\$43.52	\$10.75	\$21.30	\$0.00	\$75.57	
	5	90	\$48.96	\$10.75	\$21.30	\$0.00	\$81.01	
		ive Date - 02/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$27.52	\$10.75	\$21.30	\$0.00	\$59.57	
	2	60	\$33.02	\$10.75	\$21.30	\$0.00	\$65.07	
	3	70	\$38.53	\$10.75	\$21.30	\$0.00	\$70.58	
	4	80	\$44.03	\$10.75	\$21.30	\$0.00	\$76.08	
	5	90	\$49.54	\$10.75	\$21.30	\$0.00	\$81.59	
	Notes	- — — — — — — — - :						
							i	
	Appre	entice to Journeyworker Ratio:1:	5					
BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4		06/01/2019	9 \$47.69	\$12.00	\$15.60	\$0.00	\$75.29	
OI EKATING ENGI	NEEKS L	OCAL 4	12/01/2019	9 \$48.83	\$12.00	\$15.60	\$0.00	\$76.43
			06/01/2020	\$49.91	\$12.00	\$15.60	\$0.00	\$77.51
			12/01/2020	\$51.05	\$12.00	\$15.60	\$0.00	\$78.65
			06/01/202	1 \$52.14	\$12.00	\$15.60	\$0.00	\$79.74
For apprentice	rates see	"Apprentice- OPERATING ENGINEERS"	12/01/202	1 \$53.28	\$12.00	\$15.60	\$0.00	\$80.88
		PINNING BOTTOM MAN	06/01/2019	9 \$40.25	\$7.85	\$16.05	\$0.00	\$64.15
LABORERS - FOUN	NDATION	AND MARINE	12/01/2019	9 \$40.25	\$8.10	\$16.80	\$0.00	\$65.15
			06/01/2020	\$41.24	\$8.10	\$16.80	\$0.00	\$66.14
			12/01/2020	\$42.22	\$8.10	\$16.80	\$0.00	\$67.12
			06/01/202	1 \$43.24	\$8.10	\$16.80	\$0.00	\$68.14
For apprentice	rates see	"Apprentice- LABORER"	12/01/202	1 \$44.25	\$8.10	\$16.80	\$0.00	\$69.15
CAISSON & U	NDERF	PINNING LABORER	06/01/2019	9 \$39.10	\$7.85	\$16.05	\$0.00	\$63.00
LABORERS - FOUR	NDATION	AND MARINE	12/01/2019			\$16.80	\$0.00	\$64.00
			06/01/2020	\$40.09	\$8.10	\$16.80	\$0.00	\$64.99
			12/01/2020			\$16.80	\$0.00	\$65.97
			06/01/202			\$16.80	\$0.00	\$66.99
			12/01/202			\$16.80	\$0.00	\$68.00
For apprentice	rates see	"Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN	06/01/2019	\$39.10	\$7.85	\$16.05	\$0.00	\$63.00
LABORERS - FOUNDATION AND MARINE	12/01/2019	\$39.10	\$8.10	\$16.80	\$0.00	\$64.00
	06/01/2020	\$40.09	\$8.10	\$16.80	\$0.00	\$64.99
	12/01/2020	\$41.07	\$8.10	\$16.80	\$0.00	\$65.97
	06/01/2021	\$42.09	\$8.10	\$16.80	\$0.00	\$66.99
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$43.10	\$8.10	\$16.80	\$0.00	\$68.00
CARBIDE CORE DRILL OPERATOR	06/01/2019	\$34.20	\$7.85	\$14.88	\$0.00	\$56.93
LABORERS - ZONE 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	09/01/2019	\$41.90	\$9.40	\$18.95	\$0.00	\$70.25
CARPENTERS -ZONE 2 (Eastern Massachusetts)	03/01/2020	\$42.50	\$9.40	\$18.95	\$0.00	\$70.85
	09/01/2020	\$43.15	\$9.40	\$18.95	\$0.00	\$71.50
	03/01/2021	\$43.75	\$9.40	\$18.95	\$0.00	\$72.10
	09/01/2021	\$44.40	\$9.40	\$18.95	\$0.00	\$72.75
	03/01/2022	\$45.00	\$9.40	\$18.95	\$0.00	\$73.35
	09/01/2022	\$45.65	\$9.40	\$18.95	\$0.00	\$74.00
	03/01/2023	\$46.25	\$9.40	\$18.95	\$0.00	\$74.60

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Apprentice -	CARPENTER - Zone 2 Eastern MA
Effective Date	- 09/01/2019

Effect	ive Date -	09/01/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$20.95	\$9.40	\$1.73	\$0.00	\$32.08
2	60		\$25.14	\$9.40	\$1.73	\$0.00	\$36.27
3	70		\$29.33	\$9.40	\$13.76	\$0.00	\$52.49
4	75		\$31.43	\$9.40	\$13.76	\$0.00	\$54.59
5	80		\$33.52	\$9.40	\$15.49	\$0.00	\$58.41
6	80		\$33.52	\$9.40	\$15.49	\$0.00	\$58.41
7	90		\$37.71	\$9.40	\$17.22	\$0.00	\$64.33
8	90		\$37.71	\$9.40	\$17.22	\$0.00	\$64.33
Effect	ive Date -	03/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$21.25	\$9.40	\$1.73	\$0.00	\$32.38
2	60		\$25.50	\$9.40	\$1.73	\$0.00	\$36.63
3	70		\$29.75	\$9.40	\$13.76	\$0.00	\$52.91
4	75		\$31.88	\$9.40	\$13.76	\$0.00	\$55.04
5	80		\$34.00	\$9.40	\$15.49	\$0.00	\$58.89
6	80		\$34.00	\$9.40	\$15.49	\$0.00	\$58.89
7	90		\$38.25	\$9.40	\$17.22	\$0.00	\$64.87
8	90		\$38.25	\$9.40	\$17.22	\$0.00	\$64.87
Notes	% Indento	ared After 10/1/17; 45/45/ \$29.99/ 3&4 \$35.85/ 5&					
		urneyworker Ratio:1:5					
	FRAME		10/01/2019	\$27.95	\$7.07	\$7.86	\$0.00 \$42.8

CARPENTER WOOD FRAME

CARPENTERS -ZONE 2 (Wood Frame)

All Aspects of New Wood Frame Work

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Pension

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.77	\$7.07	\$0.00	\$0.00	\$23.84
2	60	\$16.77	\$7.07	\$0.00	\$0.00	\$23.84
3	65	\$18.17	\$7.07	\$7.86	\$0.00	\$33.10
4	70	\$19.57	\$7.07	\$7.86	\$0.00	\$34.50
5	75	\$20.96	\$7.07	\$7.86	\$0.00	\$35.89
6	80	\$22.36	\$7.07	\$7.86	\$0.00	\$37.29
7	85	\$23.76	\$7.07	\$7.86	\$0.00	\$38.69
8	90	\$25.16	\$7.07	\$7.86	\$0.00	\$40.09
Notes:						

CEMENT MASONRY/PLASTERING	07/01/2019	\$47.67	\$12.75	\$22.41	\$0.62	\$83.45
BRICKLAYERS LOCAL 3 (LYNN)	01/01/2020	\$49.07	\$12.75	\$22.41	\$0.62	\$84.85

	ive Date -	07/01/2019				Supplemental	
tep	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$23.84	\$12.75	\$15.41	\$0.00	\$52.00
2	60		\$28.60	\$12.75	\$17.41	\$0.62	\$59.38
3	65		\$30.99	\$12.75	\$18.41	\$0.62	\$62.77
1	70		\$33.37	\$12.75	\$19.41	\$0.62	\$66.15
5	75		\$35.75	\$12.75	\$20.41	\$0.62	\$69.53
5	80		\$38.14	\$12.75	\$21.41	\$0.62	\$72.92
7	90		\$42.90	\$12.75	\$22.41	\$0.62	\$78.68
ffect	ive Date -	01/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
L	50		\$24.54	\$12.75	\$15.41	\$0.00	\$52.70
	60		\$29.44	\$12.75	\$17.41	\$0.62	\$60.22
;	65		\$31.90	\$12.75	\$18.41	\$0.62	\$63.68
L	70		\$24.25	012.75	¢10.41	¢0.72	¢(7.12

Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$24.54	\$12.75	\$15.41	\$0.00	\$52.70
2	60	\$29.44	\$12.75	\$17.41	\$0.62	\$60.22
3	65	\$31.90	\$12.75	\$18.41	\$0.62	\$63.68
4	70	\$34.35	\$12.75	\$19.41	\$0.62	\$67.13
5	75	\$36.80	\$12.75	\$20.41	\$0.62	\$70.58
6	80	\$39.26	\$12.75	\$21.41	\$0.62	\$74.04
7	90	\$44.16	\$12.75	\$22.41	\$0.62	\$79.94

ĺ	Notes:		_
i		Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.	

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR	06/01/2019	\$34.20	\$7.85	\$14.88	\$0.00	\$56.93
LABORERS - ZONE 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	06/01/2019	\$49.18	\$12.00	\$15.60	\$0.00	\$76.78
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$50.33	\$12.00	\$15.60	\$0.00	\$77.93
	06/01/2020	\$51.43	\$12.00	\$15.60	\$0.00	\$79.03
	12/01/2020	\$52.58	\$12.00	\$15.60	\$0.00	\$80.18
	06/01/2021	\$53.68	\$12.00	\$15.60	\$0.00	\$81.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$54.83	\$12.00	\$15.60	\$0.00	\$82.43
COMPRESSOR OPERATOR	06/01/2019	\$32.28	\$12.00	\$15.60	\$0.00	\$59.88
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$33.07	\$12.00	\$15.60	\$0.00	\$60.67
	06/01/2020	\$33.82	\$12.00	\$15.60	\$0.00	\$61.42
	12/01/2020	\$34.60	\$12.00	\$15.60	\$0.00	\$62.20
	06/01/2021	\$35.35	\$12.00	\$15.60	\$0.00	\$62.95
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$36.14	\$12.00	\$15.60	\$0.00	\$63.74
DELEADER (BRIDGE)	07/01/2019	\$50.66	\$8.20	\$21.45	\$0.00	\$80.31
PAINTERS LOCAL 35 - ZONE 2	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
	07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36
	01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46

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	Step	ve Date - 07/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$25.33	\$8.20	\$0.00	\$0.00	\$33.53	
	2	55	\$27.86	\$8.20	\$5.78	\$0.00	\$41.84	
	3	60	\$30.40	\$8.20	\$6.30	\$0.00	\$44.90	
	4	65	\$32.93	\$8.20	\$6.83	\$0.00	\$47.96	
	5	70	\$35.46	\$8.20	\$18.30	\$0.00	\$61.96	
	6	75	\$38.00	\$8.20	\$18.83	\$0.00	\$65.03	
	7	80	\$40.53	\$8.20	\$19.35	\$0.00	\$68.08	
	8	90	\$45.59	\$8.20	\$20.40	\$0.00	\$74.19	
	Effecti	ve Date - 01/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$25.48	\$8.20	\$0.00	\$0.00	\$33.68	
	2	55	\$28.03	\$8.20	\$5.94	\$0.00	\$42.17	
	3	60	\$30.58	\$8.20	\$6.48	\$0.00	\$45.26	
	4	65	\$33.12	\$8.20	\$7.02	\$0.00	\$48.34	
	5	70	\$35.67	\$8.20	\$18.51	\$0.00	\$62.38	
	6	75	\$38.22	\$8.20	\$19.05	\$0.00	\$65.47	
	7	80	\$40.77	\$8.20	\$19.59	\$0.00	\$68.56	
	8	90	\$45.86	\$8.20	\$20.67	\$0.00	\$74.73	
	Notes:	Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1						
EMO: ADZEN			06/01/2019	\$39.30	\$7.85	\$15.85	\$0.00	\$63.00
ABORERS - ZONE	2		12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
•••		Apprentice- LABORER"						
EMO: BACKI BORERS - ZONE		DADER/HAMMER OPERATOR	06/01/2019	\$40.30	\$7.85	\$15.85	\$0.00	\$64.00
		Apprentice- LABORER"	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
EMO: BURNI			06/01/2019	\$40.05	\$7.85	\$15.85	\$0.00	\$63.75
ABORERS - ZONE			12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
**		Apprentice- LABORER"						
EMO: CONCI IBORERS - ZONE		UTTER/SAWYER	06/01/2019		\$7.85	\$15.85	\$0.00	\$64.00
For apprentice	rates see "	Apprentice- LABORER"	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
EMO: JACKH		ER OPERATOR	06/01/2019	\$40.05	\$7.85	\$15.85	\$0.00	\$63.75
		Annesties LADORERII	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
		ADORER						
	KING L	ABUKEK	06/01/2019	\$39.30	\$7.85	\$15.85	\$0.00	\$63.00
EMO: WREC BORERS - ZONE	2		12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIRECTIONAL DRILL MACHINE OPERATOR	06/01/2019	\$47.69	\$12.00	\$15.60	\$0.00	\$75.29
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.83	\$12.00	\$15.60	\$0.00	\$76.43
	06/01/2020	\$49.91	\$12.00	\$15.60	\$0.00	\$77.51
	12/01/2020	\$51.05	\$12.00	\$15.60	\$0.00	\$78.65
	06/01/2021	\$52.14	\$12.00	\$15.60	\$0.00	\$79.74
	12/01/2021	\$53.28	\$12.00	\$15.60	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) ELECTRICIANS LOCAL 103	03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN ELECTRICIANS LOCAL 103	03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98

	Step	ive Date - 03/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	То	tal Rate	
	1	40	\$20.44	\$13.00	\$0.61	\$0.00		\$34.05	
	2	40	\$20.44	\$13.00	\$0.61	\$0.00		\$34.05	
	3	45	\$23.00	\$13.00	\$14.34	\$0.00		\$50.34	
	4	45	\$23.00	\$13.00	\$14.34	\$0.00		\$50.34	
	5	50	\$25.55	\$13.00	\$14.76	\$0.00		\$53.31	
	6	55	\$28.11	\$13.00	\$15.17	\$0.00		\$56.28	
	7	60	\$30.66	\$13.00	\$15.58	\$0.00		\$59.24	
	8	65	\$33.22	\$13.00	\$16.00	\$0.00		\$62.22	
	9	70	\$35.77	\$13.00	\$16.40	\$0.00		\$65.17	
	10	75	\$38.33	\$13.00	\$16.82	\$0.00		\$68.15	
	Notes:		/40/45/50/55/65/70/75/80					 	
	Appre	ntice to Journeyworker	Ratio:2:3***						
VATOR CO			01/01/2019	\$59.47	\$15.58	\$17.51	\$0.00		\$92.56
ATOR CONST	RUCTOR	S LOCAL 4	01/01/2020	\$61.42	\$15.73	\$18.41	\$0.00		\$95.56
			01/01/2021	\$63.47	\$15.88	\$19.31	\$0.00		\$98.66
			01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00		\$101.8

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Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Unemployment

Total Rate

	Effecti		01/2019	200m /			Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$29.74	\$15.58	\$0.00	\$0.00	\$45.32	
	2	55		\$32.71	\$15.58	\$17.51	\$0.00	\$65.80	
	3	65		\$38.66	\$15.58	\$17.51	\$0.00	\$71.75	
	4	70		\$41.63	\$15.58	\$17.51	\$0.00	\$74.72	
	5	80		\$47.58	\$15.58	\$17.51	\$0.00	\$80.67	
	Effecti	ive Date - 01/	01/2020				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$30.71	\$15.73	\$0.00	\$0.00	\$46.44	
	2	55		\$33.78	\$15.73	\$18.41	\$0.00	\$67.92	
	3	65		\$39.92	\$15.73	\$18.41	\$0.00	\$74.06	
	4	70		\$42.99	\$15.73	\$18.41	\$0.00	\$77.13	
	5	80		\$49.14	\$15.73	\$18.41	\$0.00	\$83.28	
	Notes:								
	İ	Steps 1-2 are 6	mos.; Steps 3-5 are 1	year				i	
	Appre	ntice to Journey	worker Ratio:1:1						
ELEVATOR CO			ER	01/01/2019	9 \$41.	.63 \$15.58	\$17.51	\$0.00	\$74.72
ELEVATOR CONST	KUCIOK	S LOCAL 4		01/01/2020	\$42.	.99 \$15.73	\$18.41	\$0.00	\$77.13
				01/01/202	1 \$44.	.43 \$15.88	\$19.31	\$0.00	\$79.62
				01/01/2022	2 \$45.	.93 \$16.03	\$20.21	\$0.00	\$82.17
			ATOR CONSTRUCTOR"						
FENCE & GUA		IL ERECTOR		06/01/2019			\$14.88	\$0.00	\$56.93
				12/01/2019			\$15.38	\$0.00	\$57.79
				06/01/2020			\$15.38	\$0.00	\$58.68
				12/01/2020			\$15.38	\$0.00	\$59.57
				06/01/202			\$15.38	\$0.00	\$60.49
For apprentice	rates see '	'Apprentice- LABOF	RER"	12/01/202	1 \$37.	.92 \$8.10	\$15.38	\$0.00	\$61.40
FIELD ENG.IN			TE,HVY/HWY	11/01/2019	9 \$44.	.18 \$12.00	\$15.60	\$0.00	\$71.78
OPERATING ENGL	NEERS L	OCAL 4		05/01/2020	945.	.33 \$12.00	\$15.60	\$0.00	\$72.93
				11/01/2020	946.	.33 \$12.00	\$15.60	\$0.00	\$73.93
				05/01/202	1 \$47.	.48 \$12.00	\$15.60	\$0.00	\$75.08
				11/01/202	1 \$48.	.48 \$12.00	\$15.60	\$0.00	\$76.08
For appropriace	rates son!	'Annrentice ODED A	ATING ENGINEERS"	05/01/2022	2 \$49.	.63 \$12.00	\$15.60	\$0.00	\$77.23
гог арргенисе	raics See	Appronuce- Of ERA	TIMO ENGINEERS						

FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	on Supplemental Unemployment		Total Rate
05/01/2020 \$46.83 \$12.00 \$15.60 11/01/2020 \$47.84 \$12.00 \$15.60 05/01/2021 \$49.00 \$12.00 \$15.60 11/01/2021 \$50.01 \$12.00 \$15.60 11/01/2021 \$50.01 \$12.00 \$15.60 11/01/2022 \$51.17 \$12.00 \$15.60 05/01/2022 \$51.17 \$12.00 \$15.60 05/01/2022 \$51.17 \$12.00 \$15.60 05/01/2022 \$51.17 \$12.00 \$15.60 05/01/2022 \$23.24 \$12.00 \$15.60 05/01/2020 \$23.24 \$12.00 \$15.60 05/01/2020 \$23.24 \$12.00 \$15.60 05/01/2021 \$24.51 \$12.00 \$15.60 05/01/2021 \$24.51 \$12.00 \$15.60 05/01/2021 \$24.51 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$38.33 \$13.00 \$18.88 ELECTRICIANS LOCAL 103 For apprentice rates see "Apprentice- ELECTRICIAN" FIRE ALARM REPAIR / MAINTENANCE 03/01/2019 \$38.33 \$13.00 \$16.82 LOCAL 103	.60 \$0.00	\$0.00	\$73.28
D5/01/2021	.60 \$0.00	\$0.00	\$74.43
The proper content of the see "Apprentice of PERATING ENGINEERS" S12.00 S15.60	.60 \$0.00	\$0.00	\$75.44
Proper	.60 \$0.00	\$0.00	\$76.60
For apprentice rates see "Apprentice-OPERATING ENGINEERS" FIELD ENG ROD PERSON-BLDG, SITE, HVY/HWY	.60 \$0.00	\$0.00	\$77.61
FIELD ENG.ROD PERSON-BLDG.SITE,HVY/HWY 11/01/2019 \$22.57 \$12.00 \$15.60 05/01/2020 \$23.24 \$12.00 \$15.60 11/01/2020 \$23.33 \$12.00 \$15.60 11/01/2021 \$24.51 \$12.00 \$15.60 05/01/2021 \$24.51 \$12.00 \$15.60 11/01/2021 \$25.11 \$12.00 \$15.60 11/01/2021 \$25.11 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2029 \$38.33 \$13.00 \$18.88 ELECTRICLINS LOCAL 103 \$18.88 ELECTRICLINS LOCAL 103 \$13.00 \$18.82 ELECTRICLINS LOCAL 103 \$13.00 \$16.82 FIRE ALARM REPAIR / MAINTENANCE \$03/01/2019 \$38.33 \$13.00 \$16.82 COMMISSIONING ELECTRICLINS LOCAL 103 \$15.60 OFERATING ENGINEERS LOCAL 4 \$12.00 \$15.60 OPERATING ENGINEERS LOCAL 4 \$12.00 \$15.60 OPERATING ENGINEERS LOCAL 4 \$12.00 \$15.60 O6/01/2020 \$41.40 \$12.00 \$15.60 O6/01/2020 \$44.21 \$12.00 \$15.60 O6/01/2021 \$44.21 \$12.00 \$15.60 O6/01/2021 \$44.21 \$12.00 \$15.60 O6/01/2021 \$24.50 \$81.0 \$15.38 O6/01/2020 \$23.50 \$81.0 \$15.38 O6/01/2021 \$24.50 \$81.0 \$15.38 O6/01/2020 \$47.85 \$9.40 \$19.25 FLOORCOVERER O9/01/2020 \$47.85 \$9.40 \$19.25 O6/01/2020 \$47.85 \$9.40 \$19.25 O6/01/2	.60 \$0.00	\$0.00	\$78.77
### OPERATING ENGINEERS LOCAL 4 05/01/2020 \$23.24 \$12.00 \$15.60 11/01/2020 \$23.83 \$12.00 \$15.60 05/01/2021 \$24.51 \$12.00 \$15.60 11/01/2021 \$25.11 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$38.33 \$13.00 \$18.88 ELECTRICIANS LOCAL 103 \$38.33 \$13.00 \$16.82 LOCAL 103 \$6.00 \$6.00 FOR apprentice rates see "Apprentice- ELECTRICIAN" FIRE ALARM REPAIR / MAINTENANCE \$03/01/2019 \$39.54 \$12.00 \$15.60 OF ALARM (ASST. ENGINEER) \$06/01/2019 \$39.54 \$12.00 \$15.60 OF ALARM (ASST. ENGINEER) \$06/01/2020 \$41.40 \$12.00 \$15.60 OF ALARM (ASST. ENGINEER) \$06/01/2020 \$41.40 \$12.00 \$15.60 OF ALARM (ASST. ENGINEER) \$06/01/2021 \$44.21 \$12.00 \$15.60 OF ALARM (ASST. ENGINEER) \$.60 \$0.00	\$0.00	\$50.17
11/01/2020 \$23.83 \$12.00 \$15.60 05/01/2021 \$24.51 \$12.00 \$15.60 11/01/2021 \$25.11 \$12.00 \$15.60 11/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2022 \$25.78 \$12.00 \$15.60 05/01/2023 \$38.33 \$13.00 \$18.88 ELECTRICIANS LOCAL 103 \$38.33 \$13.00 \$16.82 LOCAL 103 \$6.00 \$6.00 \$6.00 FIRE ALARM REPAIR / MAINTENANCE \$6.00 \$6.00 \$6.00 OPERATING ENGINEER) \$6.00 \$6.00 \$6.00 OPERATING ENGINEER) \$6.00 \$6.00 \$6.00 OPERATING ENGINEERS LOCAL 4 \$12.00 \$15.60 O6/01/2020 \$41.40 \$12.00 \$15.60 O6/01/2021 \$43.26 \$12.00 \$15.60 O6/01/2021 \$44.21 \$1			\$50.17
11/01/2021 \$24.51 \$12.00 \$15.60 11/01/2021 \$25.11 \$12.00 \$15.60 10/01/2022 \$25.78 \$12.00 \$15.60 10/01/2022 \$25.78 \$12.00 \$15.60 10/01/2022 \$25.78 \$12.00 \$15.60 10/01/2022 \$25.78 \$12.00 \$15.60 10/01/2023 \$25.78 \$12.00 \$15.60 10/01/2029 \$51.10 \$13.00 \$18.88 10/01/2019 \$15.10 \$13.00 \$18.88 10/01/2019 \$38.33 \$13.00 \$16.82 10/01/2019 \$38.33 \$13.00 \$16.82 10/01/2019 \$38.33 \$13.00 \$16.82 10/01/2019 \$39.54 \$12.00 \$15.60 10/01/2019 \$40.49 \$12.00 \$15.60 10/01/2019 \$40.49 \$12.00 \$15.60 10/01/2019 \$40.49 \$12.00 \$15.60 10/01/2012 \$41.40 \$12.00 \$15.60 10/01/2012 \$44.21 \$12.00 \$15.60 10/01/2012 \$44.21 \$12.00 \$15.60 10/01/2012 \$44.21 \$12.00 \$15.60 10/01/2012 \$44.21 \$12.00 \$15.60 10/01/2012 \$44.21 \$12.00 \$15.60 10/01/2012 \$44.21 \$12.00 \$15.60 10/01/2012 \$44.21 \$12.00 \$15.60 10/01/2012 \$44.21 \$12.00 \$15.60 10/01/2012 \$44.21 \$12.00 \$15.60 10/01/2012 \$44.21 \$12.00 \$15.60 10/01/2012 \$44.21 \$12.00 \$15.60 10/01/2012 \$44.21 \$12.00 \$15.60 10/01/2012 \$44.21 \$12.00 \$15.60 10/01/2012 \$44.21 \$12.00 \$15.60 10/01/2012 \$44.21 \$12.00 \$15.60 10/01/2012 \$44.21 \$12.00 \$15.38 10/01/2012 \$44.50 \$8.10 \$15.38 10/01/2012 \$44.50 \$8.10 \$15.38 10/01/2012 \$44.50 \$8.10 \$15.38 10/01/2012 \$44.50 \$8.10 \$15.38 10/01/2012 \$44.50 \$8.10 \$15.38 10/01/2012 \$44.50 \$8.10 \$15.38 10/01/2012 \$44.50 \$8.10 \$15.38 10/01/2012 \$44.50 \$8.10 \$15.38 10/01/2012 \$44.50 \$8.10 \$15.38 10/01/2012 \$44.50 \$8.10 \$15.38 10/01/2012 \$44.50 \$8.10 \$15.38 10/01/2012 \$44.50 \$8.10 \$15.38 10/01/2012 \$44.50 \$8.10 \$15.38 10/01/2012 \$44.50 \$8.10 \$15.38 10/01/2012 \$44.50 \$8.10 \$15.38 10/01/2012 \$44.50 \$8.10 \$15.38 10			\$50.64
The proper continue of the proper continue			\$52.11
Por apprentice rates see "Apprentice- OPERATING ENGINEERS"			\$52.71
For apprentice rates see "Apprentice- OPERATING ENGINEERS" FIRE ALARM INSTALLER ### FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING ELECTRICIANS **LOCAL 103** FOR apprentice rates see "Apprentice- ELECOMMUNICATIONS TECHNICIAN" FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING ELECTRICIANS **LOCAL 103** For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" FIREMAN (ASST. ENGINEER)			\$53.38
For apprentice rates see "Apprentice- ELECTRICIAN" S18.00 S16.82	4	4	ψ33.30
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING ELECTRICIANS LOCAL 103 For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4 12/01/2019 \$40.49 \$12.00 \$15.60 12/01/2020 \$41.40 \$12.00 \$15.60 12/01/2020 \$42.35 \$12.00 \$15.60 12/01/2020 \$42.35 \$12.00 \$15.60 12/01/2021 \$43.26 \$12.00 \$15.60 12/01/2021 \$43.26 \$12.00 \$15.60 12/01/2021 \$44.21 \$12.00 \$15.60 For apprentice rates see "Apprentice- OPERATING ENGINEERS" FLAGGER & SIGNALER LABORERS - ZONE 2 12/01/2019 \$22.50 \$7.85 \$14.88 LABORERS - ZONE 2 12/01/2020 \$23.50 \$8.10 \$15.38 12/01/2020 \$24.50 \$8.10 \$15.38 12/01/2020 \$24.50 \$8.10 \$15.38 For apprentice rates see "Apprentice- LABORER" FLOORCOVERER FLOORCOVERER FLOORCOVERER FLOORCOVERER FLOORCOVERER FLOORCOVERER O9/01/2020 \$47.85 \$9.40 \$19.25 99.01/2020 \$47.85 \$9.40 \$19.25	.88 \$0.00	\$0.00	\$82.98
COMMISSIONINGELECTRICIANS Solution Sol			
For apprentice rates see "Apprentice-TELECOMMUNICATIONS TECHNICIAN" FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4 12/01/2019 \$40.49 \$12.00 \$15.60 06/01/2020 \$41.40 \$12.00 \$15.60 12/01/2020 \$42.35 \$12.00 \$15.60 12/01/2020 \$42.35 \$12.00 \$15.60 06/01/2021 \$43.26 \$12.00 \$15.60 12/01/2021 \$43.26 \$12.00 \$15.60 12/01/2021 \$44.21 \$12.00 \$15.60 12/01/2021 \$44.21 \$12.00 \$15.60 12/01/2021 \$44.21 \$12.00 \$15.60 12/01/2021 \$44.21 \$12.00 \$15.60 12/01/2021 \$44.21 \$12.00 \$15.60 12/01/2021 \$22.50 \$7.85 \$14.88 LABORERS - ZONE 2 12/01/2019 \$22.50 \$8.10 \$15.38 06/01/2020 \$23.50 \$8.10 \$15.38 12/01/2020 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 For apprentice rates see "Apprentice- LABORER" FLOORCOVERER FLOORCOVERER FLOORCOVERER FLOORCOVERER FLOORCOVERER FLOORCOVERER FLOORCOVERER FOR THE MAN AND THE APPRENTICE APPREN	.82 \$0.00	\$0.00	\$68.15
OPERATING ENGINEERS LOCAL 4 12/01/2019 \$40.49 \$12.00 \$15.60 06/01/2020 \$41.40 \$12.00 \$15.60 12/01/2020 \$42.35 \$12.00 \$15.60 06/01/2021 \$43.26 \$12.00 \$15.60 06/01/2021 \$43.26 \$12.00 \$15.60 12/01/2021 \$44.21 \$12.00 \$15.60 12/01/2021 \$44.21 \$12.00 \$15.60 12/01/2021 \$44.21 \$12.00 \$15.60 For apprentice rates see "Apprentice- OPERATING ENGINEERS" FLAGGER & SIGNALER LABORERS - ZONE 2 12/01/2019 \$22.50 \$7.85 \$14.88 12/01/2019 \$23.50 \$8.10 \$15.38 06/01/2020 \$23.50 \$8.10 \$15.38 12/01/2020 \$24.50 \$8.10 \$15.38 12/01/2020 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 For apprentice rates see "Apprentice- LABORER" FLOORCOVERER FLOORCOVERER FLOORCOVERER FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE 1 03/01/2020 \$47.05 \$9.40 \$19.25 09/01/2020 \$47.85 \$9.40 \$19.25			
12/01/2019 \$40.49 \$12.00 \$15.60	.60 \$0.00	\$0.00	\$67.14
12/01/2020	.60 \$0.00	\$0.00	\$68.09
06/01/2021 \$43.26 \$12.00 \$15.60 12/01/2021 \$44.21 \$12.00 \$15.60 12/01/2021 \$44.21 \$12.00 \$15.60 12/01/2021 \$44.21 \$12.00 \$15.60 12/01/2021 \$44.21 \$12.00 \$15.60 12/01/2019 \$22.50 \$7.85 \$14.88 12/01/2019 \$23.50 \$8.10 \$15.38 12/01/2020 \$23.50 \$8.10 \$15.38 12/01/2020 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2020 \$47.05 \$9.40 \$19.25 12/01/2020 \$47.85 \$9.40 \$19.25 12/01/2020 \$47.85 \$9.40 \$19.25 12/01/2020 \$47.85 \$9.40 \$19.25 12/01/2020 \$47.85 \$9.40 \$19.25 12/01/2020 \$47.85 \$9.40 \$19.25 12/01/2020 \$47.85 \$9.40 \$19.25 12/01/2020 \$47.85 \$9.40 \$19.25 12/01/2020 \$47.85 \$9.40 \$19.25 12/01/2020 \$47.85 \$9.40	.60 \$0.00	\$0.00	\$69.00
12/01/2021 \$44.21 \$12.00 \$15.60	.60 \$0.00	\$0.00	\$69.95
For apprentice rates see "Apprentice- OPERATING ENGINEERS" FLAGGER & SIGNALER LABORERS - ZONE 2 12/01/2019 \$22.50 \$7.85 \$14.88 12/01/2019 \$23.50 \$8.10 \$15.38 06/01/2020 \$23.50 \$8.10 \$15.38 12/01/2020 \$24.50 \$8.10 \$15.38 12/01/2020 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 For apprentice rates see "Apprentice- LABORER" FLOORCOVERER FLOORCOVERER 09/01/2019 \$46.25 \$9.40 \$19.25 FLOORCOVERERS LOCAL 2168 ZONE 1 03/01/2020 \$47.05 \$9.40 \$19.25 09/01/2020 \$47.85 \$9.40 \$19.25	.60 \$0.00	\$0.00	\$70.86
FLAGGER & SIGNALER LABORERS - ZONE 2 12/01/2019 \$22.50 \$7.85 \$14.88 12/01/2019 \$23.50 \$8.10 \$15.38 06/01/2020 \$23.50 \$8.10 \$15.38 12/01/2020 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 06/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 For apprentice rates see "Apprentice- LABORER" FLOORCOVERER FLOORCOVERER FLOORCOVERES FLOORCOVERES LOCAL 2168 ZONE 1 03/01/2020 \$47.05 \$9.40 \$19.25 09/01/2020 \$47.85 \$9.40 \$19.25	.60 \$0.00	\$0.00	\$71.81
LABORERS - ZONE 2 12/01/2019 \$23.50 \$8.10 \$15.38 06/01/2020 \$23.50 \$8.10 \$15.38 12/01/2020 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38 12/01/2021 \$24.50 \$8.10 \$15.38			
12/01/2019 \$23.50 \$8.10 \$15.38			\$45.23
12/01/2020			\$46.98
06/01/2021			\$46.98
12/01/2021 \$24.50 \$8.10 \$15.38			\$47.98
FILOORCOVERER 09/01/2019 \$46.25 \$9.40 \$19.25 FLOORCOVERERS LOCAL 2168 ZONE I 03/01/2020 \$47.05 \$9.40 \$19.25 09/01/2020 \$47.85 \$9.40 \$19.25			\$47.98
FLOORCOVERER 09/01/2019 \$46.25 \$9.40 \$19.25 FLOORCOVERERS LOCAL 2168 ZONE 1 03/01/2020 \$47.05 \$9.40 \$19.25 09/01/2020 \$47.85 \$9.40 \$19.25	.38 \$0.00	\$0.00	\$47.98
FLOORCOVERERS LOCAL 2168 ZONE 1 03/01/2020 \$47.05 \$9.40 \$19.25 09/01/2020 \$47.85 \$9.40 \$19.25	.25 \$0.00	\$0.00	\$74.90
09/01/2020 \$47.85 \$9.40 \$19.25			\$74.90 \$75.70
			\$75.70
05/01/2021 \$40.05 \$9.40 \$17.25			\$76.30
09/01/2021 \$49.45 \$9.40 \$19.25			\$77.30 \$78.10
03/01/2021 \$49.45 \$9.40 \$19.25 03/01/2022 \$50.25 \$9.40 \$19.25			\$78.10 \$78.90

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Apprentice - FLOORCOVERER - Local 2168 Zone I

Supplemental

Total Rate

		ve Date - 09/01/	2019				Supplemental		
	Step	percent	Apprentice :	Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	50	\$:	23.13	\$9.40	\$1.79	\$0.00	\$34.3	2
	2	55	\$:	25.44	\$9.40	\$1.79	\$0.00	\$36.6	3
	3	60	\$:	27.75	\$9.40	\$13.88	\$0.00	\$51.0	3
	4	65	\$	30.06	\$9.40	\$13.88	\$0.00	\$53.3	4
	5	70	\$	32.38	\$9.40	\$15.67	\$0.00	\$57.4	5
	6	75	\$	34.69	\$9.40	\$15.67	\$0.00	\$59.7	6
	7	80	\$	37.00	\$9.40	\$17.46	\$0.00	\$63.8	6
	8	85	\$.	39.31	\$9.40	\$17.46	\$0.00	\$66.1	7
	Effecti	ve Date - 03/01/	2020				Supplemental		
	Step	percent	Apprentice :	Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	50	\$:	23.53	\$9.40	\$1.79	\$0.00	\$34.7	2
	2	55	\$:	25.88	\$9.40	\$1.79	\$0.00	\$37.0	7
	3	60	\$:	28.23	\$9.40	\$13.88	\$0.00	\$51.5	1
	4	65	\$	30.58	\$9.40	\$13.88	\$0.00	\$53.8	6
	5	70	\$	32.94	\$9.40	\$15.67	\$0.00	\$58.0	1
	6	75	\$	35.29	\$9.40	\$15.67	\$0.00	\$60.3	6
	7	80	\$.	37.64	\$9.40	\$17.46	\$0.00	\$64.5	0
	8	85	\$.	39.99	\$9.40	\$17.46	\$0.00	\$66.8	5
		Step 1&2 \$32.00/	45/45/55/55/70/70/80/80 (1500hr 3&4 \$38.36/ 5&6 \$57.45/ 7&8 \$						
		ntice to Journeywo	orker Ratio:1:1						
FORK LIFT/CI OPERATING ENGL				06/01/2019	\$48.18	\$12.00	\$15.60	\$0.00	\$75.78
				12/01/2019	\$49.33	\$12.00	\$15.60	\$0.00	\$76.93
				06/01/2020		\$12.00	\$15.60	\$0.00	\$78.03
				12/01/2020	\$51.58	\$12.00	\$15.60	\$0.00	\$79.18
				06/01/2021	\$52.68	\$12.00	\$15.60	\$0.00	\$80.28
For apprentice	rates see '	'Apprentice- OPERATIN	G ENGINEERS"	12/01/2021	\$53.83	\$12.00	\$15.60	\$0.00	\$81.43
		ING PLANT/HEAT	ERS	06/01/2019	\$32.28	\$12.00	\$15.60	\$0.00	\$59.88
OPERATING ENG	INEERS LO	OCAL 4		12/01/2019	\$33.07	\$12.00	\$15.60	\$0.00	\$60.67
				06/01/2020	\$33.82	\$12.00	\$15.60	\$0.00	\$61.42
				12/01/2020	\$34.60	\$12.00	\$15.60	\$0.00	\$62.20
				06/01/2021	\$35.35	\$12.00	\$15.60	\$0.00	\$62.95
				12/01/2021	\$36.14	\$12.00	\$15.60	\$0.00	\$63.74
		'Apprentice- OPERATIN							
,	ASS PL	ANK/AIR BARRIE	CR/INTERIOR	07/01/2019	\$40.16	\$8.20	\$21.45	\$0.00	\$69.81
SYSTEMS) <i>Glaziers local</i>	35 (ZONE	T 2)		01/01/2020	\$40.46	\$8.20	\$22.10	\$0.00	\$70.76
	•			07/01/2020	\$41.56	\$8.20	\$22.10	\$0.00	\$71.86
				01/01/2021	\$42.66	\$8.20	\$22.10	\$0.00	\$72.96
Issue Date: 1			Wage Request Number:	2019112	6-046				Page 14 of 42

Apprentice - *GLAZIER - Local 35 Zone 2*

Pension

Ei	ffecti	ve Date - 07/01/2019				Supplemental		
St	ep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
1		50	\$20.08	\$8.20	\$0.00	\$0.00	\$28.28	3
2		55	\$22.09	\$8.20	\$5.78	\$0.00	\$36.07	7
3		60	\$24.10	\$8.20	\$6.30	\$0.00	\$38.60)
4		65	\$26.10	\$8.20	\$6.83	\$0.00	\$41.13	3
5		70	\$28.11	\$8.20	\$18.30	\$0.00	\$54.61	l
6		75	\$30.12	\$8.20	\$18.83	\$0.00	\$57.15	5
7		80	\$32.13	\$8.20	\$19.35	\$0.00	\$59.68	3
8		90	\$36.14	\$8.20	\$20.40	\$0.00	\$64.74	1
		ve Date - 01/01/2020				Supplemental		
_	ep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	2
1		50	\$20.23	\$8.20	\$0.00	\$0.00	\$28.43	3
2		55	\$22.25	\$8.20	\$5.94	\$0.00	\$36.39)
3		60	\$24.28	\$8.20	\$6.48	\$0.00	\$38.96	5
4		65	\$26.30	\$8.20	\$7.02	\$0.00	\$41.52	2
5		70	\$28.32	\$8.20	\$18.51	\$0.00	\$55.03	3
6		75	\$30.35	\$8.20	\$19.05	\$0.00	\$57.60)
7		80	\$32.37	\$8.20	\$19.59	\$0.00	\$60.16	5
8		90	\$36.41	\$8.20	\$20.67	\$0.00	\$65.28	3
N	otes:	Steps are 750 hrs.						
		Steps are 750 ms.						
$\overline{\mathbf{A}}$	pprei	ntice to Journeyworker Ratio:1:	1					
		/CRANES/GRADALLS	06/01/2019	\$48.18	\$12.00	\$15.60	\$0.00	\$75.78
ATING ENGINEE	ERS LC	OCAL 4	12/01/2019	\$49.33	\$12.00	\$15.60	\$0.00	\$76.93
			06/01/2020	\$50.43	\$12.00	\$15.60	\$0.00	\$78.03
			12/01/2020	\$51.58	\$12.00	\$15.60	\$0.00	\$79.18
			06/01/202	\$52.68	\$12.00	\$15.60	\$0.00	\$80.28
			12/01/202	\$53.83	\$12.00	\$15.60	\$0.00	\$81.43

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		ntice - OPERATING ENGINEER	RS - Local 4					
	Effecti Step	ve Date - 06/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55	\$26.50	\$12.00	\$0.00	\$0.00	\$38.50	
	2	60	\$28.91	\$12.00	\$15.60	\$0.00	\$56.51	
	3	65	\$31.32	\$12.00	\$15.60	\$0.00	\$58.92	
	4	70	\$33.73	\$12.00	\$15.60	\$0.00	\$61.33	
	5	75	\$36.14	\$12.00	\$15.60	\$0.00	\$63.74	
	6	80	\$38.54	\$12.00	\$15.60	\$0.00	\$66.14	
	7	85	\$40.95	\$12.00	\$15.60	\$0.00	\$68.55	
	8	90	\$43.36	\$12.00	\$15.60	\$0.00	\$70.96	
	Effecti	ve Date - 12/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55	\$27.13	\$12.00	\$0.00	\$0.00	\$39.13	
	2	60	\$29.60	\$12.00	\$15.60	\$0.00	\$57.20	
	3	65	\$32.06	\$12.00	\$15.60	\$0.00	\$59.66	
	4	70	\$34.53	\$12.00	\$15.60	\$0.00	\$62.13	
	5	75	\$37.00	\$12.00	\$15.60	\$0.00	\$64.60	
	6	80	\$39.46	\$12.00	\$15.60	\$0.00	\$67.06	
	7	85	\$41.93	\$12.00	\$15.60	\$0.00	\$69.53	
	8	90	\$44.40	\$12.00	\$15.60	\$0.00	\$72.00	
į	Notes:							
	Annre	ntice to Journeyworker Ratio:1:						
HVAC (DUCTW		muce to Journey worker Katio.1.		0 4040	212.20	Ф24.12	Φ2.56	#0 = 00
SHEETMETAL WOR		OCAL 17 - A	08/01/2019			\$24.12	\$2.56	\$87.98
			02/01/2020			\$24.12	\$2.61	\$89.68
			08/01/2020		\$13.20	\$24.12	\$2.66 \$2.71	\$91.33
			02/01/202			\$24.12 \$24.12	\$2.76	\$93.03
			08/01/202 02/01/202			\$24.12 \$24.12	\$2.70	\$94.83 \$96.63
For apprentice r	ates see "	Apprentice- SHEET METAL WORKER"	02/01/2022	2 \$30.30	\$13.20	ψ2 4 .12	φ2.01	\$90.03
HVAC (ELECTI ELECTRICIANS LOC		CONTROLS)	03/01/2019	9 \$51.10	\$13.00	\$18.88	\$0.00	\$82.98
For apprentice r	ates see "	Apprentice- ELECTRICIAN"						
		D BALANCING - AIR)	08/01/2019	9 \$48.10	\$13.20	\$24.12	\$2.56	\$87.98
SHEETMETAL WOR	KEKS LC	UCAL 1/ - A	02/01/2020	0 \$49.75	\$13.20	\$24.12	\$2.61	\$89.68
			08/01/2020	0 \$51.35	\$13.20	\$24.12	\$2.66	\$91.33
			02/01/202	1 \$53.00	\$13.20	\$24.12	\$2.71	\$93.03
			08/01/202	1 \$54.75	\$13.20	\$24.12	\$2.76	\$94.83
For apprentice r	ates see "	Apprentice- SHEET METAL WORKER"	02/01/2022	2 \$56.50	\$13.20	\$24.12	\$2.81	\$96.63

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER)	09/01/2019	\$54.69	\$10.95	\$19.74	\$0.00	\$85.38
PIPEFITTERS LOCAL 537	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88
HVAC MECHANIC	09/01/2019	\$54.69	\$10.95	\$19.74	\$0.00	\$85.38
PIPEFITTERS LOCAL 537	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88
HYDRAULIC DRILLS	06/01/2019	\$34.70	\$7.85	\$14.88	\$0.00	\$57.43
LABORERS - ZONE 2	12/01/2019	\$34.81	\$8.10	\$15.38	\$0.00	\$58.29
	06/01/2020	\$35.70	\$8.10	\$15.38	\$0.00	\$59.18
	12/01/2020	\$36.59	\$8.10	\$15.38	\$0.00	\$60.07
	06/01/2021	\$37.51	\$8.10	\$15.38	\$0.00	\$60.99
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$38.42	\$8.10	\$15.38	\$0.00	\$61.90
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2019	\$48.44	\$12.80	\$16.40	\$0.00	\$77.64

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

Issue Date: 11/26/2019

Effect	ive Date - 09/01/2019				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$24.22	\$12.80	\$11.90	\$0.00	\$48.92
2	60	\$29.06	\$12.80	\$12.80	\$0.00	\$54.66
3	70	\$33.91	\$12.80	\$13.70	\$0.00	\$60.41
4	80	\$38.75	\$12.80	\$14.60	\$0.00	\$66.15
Notes	:					
	Steps are 1 year					İ
Appro	entice to Journeyworker Ratio:1:4					- — — —
ONWORKER/WEL		03/16/2019	\$42.25	\$8.00	\$23.50	\$0.00 \$73.75

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Wage Request Number: 20191126-046

Apprentice - IRONWORKER - Local 7 Lawrence

Pension

1	60	\$25.35	\$8.00	\$23.50	\$0.00	\$56.8
2	70	\$29.58	\$8.00	\$23.50	\$0.00	\$61.0
3	75	\$31.69	\$8.00	\$23.35	\$0.00	\$63.04
4	80	\$33.80	\$8.00	\$23.50	\$0.00	\$65.30
5	85	\$35.91	\$8.00	\$23.50	\$0.00	\$67.4
6	90	\$38.03	\$8.00	\$23.50	\$0.00	\$69.53

Apprentice to Journeyworker Ratio:						
JACKHAMMER & PAVING BREAKER OPERATOR	06/01/2019	\$34.20	\$7.85	\$14.88	\$0.00	\$56.93
LABORERS - ZONE 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
LABORER	06/01/2019	\$33.95	\$7.85	\$14.88	\$0.00	\$56.68
LABORERS - ZONE 2	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15

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Pension

		ntice - LABORER - Zone 2						
	Step	ive Date - 06/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$20.37	\$7.85	\$14.88	\$0.00	\$43.10	
	2	70	\$23.77	\$7.85	\$14.88	\$0.00	\$46.50	
	3	80	\$23.77 \$27.16	\$7.85	\$14.88	\$0.00	\$49.89	
	4	90	\$30.56	\$7.85	\$14.88	\$0.00	\$49.89 \$53.29	
	Effecti	ive Date - 12/01/2019						
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$20.44	\$8.10	\$15.38	\$0.00	\$43.92	
	2	70	\$23.84	\$8.10	\$15.38	\$0.00	\$47.32	
	3	80	\$27.25	\$8.10	\$15.38	\$0.00	\$50.73	
	4	90	\$30.65	\$8.10	\$15.38	\$0.00	\$54.13	
	Notes:							
	Appre	ntice to Journeyworker Ra	tio:1:5					
		TER TENDER	06/01/2019	9 \$33.95	\$7.85	\$14.88	\$0.00	\$56.68
ABORERS - ZON	VE 2		12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
			06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
			12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
			06/01/2023	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
			12/01/202	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
		"Apprentice- LABORER"						
ABORER: CI 4BORERS - ZON		FINISHER TENDER	06/01/2019	\$33.95	\$7.85	\$14.88	\$0.00	\$56.68
ADORERS - ZOW	E 2		12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
			06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
			12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
			06/01/2023	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
		" LABORER"	12/01/202	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
		"Apprentice- LABORER" OUS WASTE/ASBESTOS	REMOVER 06/01/2019	9 \$34.15	\$7.85	\$14.83	\$0.00	\$56.83
ABORERS - ZON	VE 2		12/01/2019			\$15.44	\$0.00	\$57.69
For apprentice	e rates see '	"Apprentice- LABORER"						
ABORER: M		ENDER	06/01/2019	\$34.20	\$7.85	\$14.88	\$0.00	\$56.93
ABORERS - ZONA	E 2		12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
			06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
			12/01/2020			\$15.38	\$0.00	\$59.57
			06/01/2023			\$15.38	\$0.00	\$60.49
			12/01/202			\$15.38	\$0.00	\$61.40
				=				

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER	06/01/2019	\$33.95	\$7.85	\$14.88	\$0.00	\$56.68
LABORERS - ZONE 2	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
LABORER: TREE REMOVER	06/01/2019	\$33.95	\$7.85	\$14.88	\$0.00	\$56.68
LABORERS - ZONE 2	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
This classification applies to all tree work associated with the removal of s a utility company for the purpose of operation, maintenance or repair of ut					\$0.00 s not done for	\$61.15
LASER BEAM OPERATOR	06/01/2019	\$34.20	\$7.85	\$14.88	\$0.00	\$56.93
LABORERS - ZONE 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
MARBLE & TILE FINISHERS	08/01/2019	\$41.49	\$10.75	\$19.61	\$0.00	\$71.85
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2020	\$42.00	\$10.75	\$19.61	\$0.00	\$72.36
	08/01/2020	\$43.08	\$10.75	\$19.76	\$0.00	\$73.59
	02/01/2021	\$43.59	\$10.75	\$19.76	\$0.00	\$74.10
	08/01/2021	\$44.71	\$10.75	\$19.92	\$0.00	\$75.38
	02/01/2022	\$45.18	\$10.75	\$19.92	\$0.00	\$75.85

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Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH

BRICKLAYERS LOCAL 3 - MARBLE & TILE

Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$20.75	\$10.75	\$19.61	\$0.00	\$51.1
2	60	\$24.89	\$10.75	\$19.61	\$0.00	\$55.25
3	70	\$29.04	\$10.75	\$19.61	\$0.00	\$59.40
4	80	\$33.19	\$10.75	\$19.61	\$0.00	\$63.55
5	90 tive Date - 02/01/2020 percent	\$37.34 Apprentice Base Wage	\$10.75 Health	\$19.61 Pension	\$0.00 Supplemental Unemployment	\$67.70 Total Rate
5 Effect	tive Date - 02/01/2020				Supplemental	
5 Effect Step	percent 02/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
5 Effect Step 1	percent 02/01/2020	Apprentice Base Wage \$21.00	Health \$10.75	Pension \$19.61	Supplemental Unemployment \$0.00	Total Rate
5 Effect Step 1 2	percent 02/01/2020 50 60	Apprentice Base Wage \$21.00 \$25.20	Health \$10.75 \$10.75	Pension \$19.61 \$19.61	Supplemental Unemployment \$0.00 \$0.00	Total Rate \$51.36

08/01/2019

02/01/2020

08/01/2020

02/01/2021

08/01/2021

02/01/2022

\$54.42

\$55.05

\$56.40

\$57.04

\$58.44

\$59.01

\$10.75

\$10.75

\$10.75

\$10.75

\$10.75

\$10.75

\$21.30

\$21.30

\$21.45

\$21.45

\$21.61

\$21.61

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$86.47

\$87.10

\$88.60

\$89.24

\$90.80

\$91.37

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Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

	Effecti	ve Date -	08/01/2019	MECHANIC Boom 5 ma			Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$27.21	\$10.75	\$21.30	\$0.00	\$59.26	
	2	60		\$32.65	\$10.75	\$21.30	\$0.00	\$64.70	
	3	70		\$38.09	\$10.75	\$21.30	\$0.00	\$70.14	
	4	80		\$43.54	\$10.75	\$21.30	\$0.00	\$75.59	
	5	90		\$48.98	\$10.75	\$21.30	\$0.00	\$81.03	
	Effecti	ve Date -	02/01/2020				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$27.53	\$10.75	\$21.30	\$0.00	\$59.58	
	2	60		\$33.03	\$10.75	\$21.30	\$0.00	\$65.08	
	3	70		\$38.54	\$10.75	\$21.30	\$0.00	\$70.59	
	4	80		\$44.04	\$10.75	\$21.30	\$0.00	\$76.09	
	5	90		\$49.55	\$10.75	\$21.30	\$0.00	\$81.60	
	Notes:								
	İ							i	
	Appre	ntice to Jo	urneyworker Ratio:1:5						
			ON CONST. SITES)	06/01/2019	\$47.69	\$12.00	\$15.60	\$0.00	\$75.29
PERATING ENGL	NEEKS LC	OCAL 4		12/01/2019	\$48.83	\$12.00	\$15.60	\$0.00	\$76.43
				06/01/2020	\$49.91	\$12.00	\$15.60	\$0.00	\$77.51
				12/01/2020	\$51.05	\$12.00	\$15.60	\$0.00	\$78.65
				06/01/2021	\$52.14	\$12.00	\$15.60	\$0.00	\$79.74
For apprentice	rates see "	Annrentice- (DPERATING ENGINEERS"	12/01/2021	\$53.28	\$12.00	\$15.60	\$0.00	\$80.88
ECHANICS N			Z EIGHT (O EIGH (EERO	06/01/2019	9 \$47.69	\$12.00	\$15.60	\$0.00	\$75.29
PERATING ENGL				12/01/2019			\$15.60	\$0.00	\$76.43
				06/01/2020		\$12.00	\$15.60	\$0.00	\$77.51
				12/01/2020			\$15.60	\$0.00	
				06/01/2020			\$15.60	\$0.00	\$78.65 \$79.74
							\$15.60	\$0.00	\$80.88
For apprentice	rates see "	Apprentice- C	PERATING ENGINEERS"	12/01/2021	\$53.28	\$12.00	φ13.00	φυ.υυ	\$60.88
	(Zone 2	• • • • • • • • • • • • • • • • • • • •		04/01/2019	9 \$38.87	\$9.90	\$18.50	\$0.00	\$67.27

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	Step	ive Date - 04/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total	Rate
	1	55	\$21.38	\$9.90	\$5.31	\$0.00	\$3	6.59
	2	65	\$25.27	\$9.90	\$15.13	\$0.00	\$5	50.30
	3	75	\$29.15	\$9.90	\$16.10	\$0.00	\$5	55.15
	4	85	\$33.04	\$9.90	\$17.06	\$0.00	\$6	60.00
	Notes:							ī
		Steps are 2,000 hours						
	Appre	entice to Journeyworker Ratio:1:5						
IORTAR MIX ABORERS - ZONI			06/01/2019	\$34.20	\$7.85	\$14.88	\$0.00	\$56.93
EUNERO - ZUM			12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
			06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
			12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
			06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
For apprentice	rates see	"Apprentice- LABORER"	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
ILER (OTHE	For apprentice rates see "Apprentice- LABORER" LER (OTHER THAN TRUCK CRANES, GRADALLS) ERATING ENGINEERS LOCAL 4		06/01/2019	\$23.11	\$12.00	\$15.60	\$0.00	\$50.71
PERATING ENG	NEERS L	OCAL 4	12/01/2019	\$23.68	\$12.00	\$15.60	\$0.00	\$51.2
			06/01/2020	\$24.23	\$12.00	\$15.60	\$0.00	\$51.83
			12/01/2020	\$24.80	\$12.00	\$15.60	\$0.00	\$52.40
			06/01/2021	\$25.35	\$12.00	\$15.60	\$0.00	\$52.9
			12/01/2021	\$25.93	\$12.00	\$15.60	\$0.00	\$53.53
		"Apprentice- OPERATING ENGINEERS"						
ILER (TRUC PERATING ENGL		NES, GRADALLS) OCAL 4	06/01/2019		\$12.00	\$15.60	\$0.00	\$55.17
			12/01/2019	\$28.24		\$15.60	\$0.00	\$55.84
			06/01/2020	\$28.89	\$12.00	\$15.60	\$0.00	\$56.49
			12/01/2020	\$29.57	\$12.00	\$15.60	\$0.00	\$57.17
			06/01/2021			\$15.60	\$0.00	\$57.83
For appropriate	rates soc	"Apprentice- OPERATING ENGINEERS"	12/01/2021	\$30.89	\$12.00	\$15.60	\$0.00	\$58.49
		VEN EQUIPMENT - CLASS II	07/01/2010	047.00	¢12.00	¢15.60	\$0.00	φ 7 ε 2 6
PERATING ENG		~	06/01/2019			\$15.60 \$15.60	\$0.00	\$75.29 \$76.43
			12/01/2019			\$15.60	\$0.00 \$0.00	
			06/01/2020			\$15.60	\$0.00	\$77.51 \$78.65
			12/01/2020 06/01/2021			\$15.60	\$0.00	\$78.03 \$79.74
			12/01/2021			\$15.60	\$0.00	\$80.88
For apprentice	rates see	"Apprentice- OPERATING ENGINEERS"	12/01/2021	\$33.28	\$12.00	ψ15.00	φυ.υυ	φ δ U.δ∂
AINTER (BR	IDGES/	TANKS)	07/01/2019	\$50.66	\$8.20	\$21.45	\$0.00	\$80.3
AINTERS LOCAL	35 - ZON	E 2	01/01/2020			\$22.10	\$0.00	\$81.20
			07/01/2020			\$22.10	\$0.00	\$82.36
			01/01/2021			\$22.10	\$0.00	\$83.40

PAINTER (SIGN, PICTORIAL & DISPLAY)
PAINTERS LOCAL 35 - ZONE 2

Pension

\$7.05

\$7.07

\$0.00

\$39.93

Step	ive Date - 07/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat
1	50	\$25.33	\$8.20	\$0.00	\$0.00	\$33.5
2	55	\$27.86	\$8.20	\$5.78	\$0.00	\$41.8
3	60	\$30.40	\$8.20	\$6.30	\$0.00	\$44.9
4	65	\$32.93	\$8.20	\$6.83	\$0.00	\$47.9
5	70	\$35.46	\$8.20	\$18.30	\$0.00	\$61.9
6	75	\$38.00	\$8.20	\$18.83	\$0.00	\$65.0
7	80	\$40.53	\$8.20	\$19.35	\$0.00	\$68.0
8	90	\$45.59	\$8.20	\$20.40	\$0.00	\$74.1
Effect	ive Date - 01/01/2020				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat
1	50	\$25.48	\$8.20	\$0.00	\$0.00	\$33.6
2	55	\$28.03	\$8.20	\$5.94	\$0.00	\$42.1
3	60	\$30.58	\$8.20	\$6.48	\$0.00	\$45.2
4	65	\$33.12	\$8.20	\$7.02	\$0.00	\$48.3
5	70	\$35.67	\$8.20	\$18.51	\$0.00	\$62.3
6	75	\$38.22	\$8.20	\$19.05	\$0.00	\$65.4
7	80	\$40.77	\$8.20	\$19.59	\$0.00	\$68.5
8	90	\$45.86	\$8.20	\$20.67	\$0.00	\$74.7
Notes						
	Steps are 750 hrs.					

06/01/2013

\$25.81

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Apprentice -	PAINTER SIGN - Local 3.	5 Zone 2
Effective Date	06/01/2013	

	Effect	ive Date - 06/01/2013				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.9	8
	2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.7	2
	3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.0	1
	4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30	0
	5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19	9
	6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.4	8
	7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.7	7
	8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.0	6
	9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.3	5
	Notes:	:						
		Steps are 4 mos.						
	Appre	entice to Journeyworker Ratio:1:1					'	
,		R SANDBLAST, NEW) *	07/01/2019	\$41.56	\$8.20	\$21.45	\$0.00	\$71.21
	6 or more of surfaces to be painted are new construction,		n, 01/01/2020	\$41.86	\$8.20	\$22.10	\$0.00	\$72.16
Ew paint rate	e shan be	e used.PAINTERS LOCAL 35 - ZONE 2	07/01/2020	\$42.96	\$8.20	\$22.10	\$0.00	\$73.26
			01/01/2021	\$44.06	\$8.20	\$22.10	\$0.00	\$74.36

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07/01/2019 **Effective Date -**Supplemental Unemployment Total Rate Step percent Apprentice Base Wage Health Pension 1 50 \$20.78 \$8.20 \$0.00 \$0.00 \$28.98 2 55 \$22.86 \$8.20 \$5.78 \$0.00 \$36.84 3 60 \$24.94 \$8.20 \$6.30 \$0.00 \$39.44 4 65 \$27.01 \$8.20 \$6.83 \$0.00 \$42.04 5 70 \$29.09 \$8.20 \$0.00 \$18.30 \$55.59 6 75 \$31.17 \$8.20 \$18.83 \$0.00 \$58.20 7 80 \$0.00 \$33.25 \$8.20 \$19.35 \$60.80 8 90 \$37.40 \$8.20 \$20.40 \$0.00 \$66.00 01/01/2020 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 50 \$20.93 \$8.20 \$0.00 \$0.00 \$29.13 2 55 \$23.02 \$8.20 \$5.94 \$0.00 \$37.16 3 60 \$25.12 \$8.20 \$6.48 \$0.00 \$39.80 4 65 \$27.21 \$0.00 \$8.20 \$7.02 \$42.43 5 70 \$29.30 \$8.20 \$18.51 \$0.00 \$56.01 6 75 \$31.40 \$8.20 \$19.05 \$0.00 \$58.65 7 80 \$33.49 \$0.00 \$8.20 \$19.59 \$61.28 8 90 \$37.67 \$8.20 \$20.67 \$0.00 \$66.54 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 PAINTER (SPRAY OR SANDBLAST, REPAINT) 07/01/2019 \$21.45 \$0.00 \$39.62 \$8.20 \$69.27 PAINTERS LOCAL 35 - ZONE 2 \$22.10 \$0.00 01/01/2020 \$39.92 \$8.20 \$70.22 07/01/2020 \$8.20 \$22.10 \$0.00 \$41.02 \$71.32 01/01/2021 \$42.12 \$8.20 \$22.10 \$0.00 \$72.42

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

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

Pension

Total Rate

	Effecti	ve Date -	07/01/2019				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$19.81	\$8.20	\$0.00	\$0.00	\$28.01	
	2	55		\$21.79	\$8.20	\$5.78	\$0.00	\$35.77	
	3	60		\$23.77	\$8.20	\$6.30	\$0.00	\$38.27	
	4	65		\$25.75	\$8.20	\$6.83	\$0.00	\$40.78	
	5	70		\$27.73	\$8.20	\$18.30	\$0.00	\$54.23	
	6	75		\$29.72	\$8.20	\$18.83	\$0.00	\$56.75	
	7	80		\$31.70	\$8.20	\$19.35	\$0.00	\$59.25	
	8	90		\$35.66	\$8.20	\$20.40	\$0.00	\$64.26	
		ve Date -	01/01/2020				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$19.96	\$8.20	\$0.00	\$0.00	\$28.16	
	2	55		\$21.96	\$8.20	\$5.94	\$0.00	\$36.10	
	3	60		\$23.95	\$8.20	\$6.48	\$0.00	\$38.63	
	4	65		\$25.95	\$8.20	\$7.02	\$0.00	\$41.17	
	5	70		\$27.94	\$8.20	\$18.51	\$0.00	\$54.65	
	6	75		\$29.94	\$8.20	\$19.05	\$0.00	\$57.19	
	7	80		\$31.94	\$8.20	\$19.59	\$0.00	\$59.73	
	8	90		\$35.93	\$8.20	\$20.67	\$0.00	\$64.80	
	Notes:								
	İ	Steps are 75	50 hrs.					İ	
	Appre	ntice to Jour	neyworker Ratio:1:1						
		MARKINGS))	06/01/2019	\$33.95	\$7.85	\$14.88	\$0.00	\$56.68
BORERS - ZO	NE 2			12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
				06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
				12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
				06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
For Apprent	tice rates see	"Apprentice- LA	ABORER"	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
		RUSH, NEW		07/01/2019	\$40.16	\$8.20	\$21.45	\$0.00	\$69.81
f 30% or m	ore of sur	faces to be pa	ainted are new construction	01/01/2020		\$8.20	\$22.10	\$0.00	\$70.76
W naint ra	te shall be	used.PAINTE	RS LOCAL 35 - ZONE 2	07/01/2020		\$8.20	\$22.10	\$0.00	\$71.86
w paint ia					Ψ11.50	40.20			4,1.00

Pension

Annrontico	PAINTER - Local 35 Zone 2 - BRUSH NEW
Apprentice -	TAINTER - Local 33 Zone 2 - BROSH NEW

Step	ive Date - 07/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$20.08	\$8.20	\$0.00	\$0.00	\$28.28	
2	55	\$22.09	\$8.20	\$5.78	\$0.00	\$36.07	
3	60	\$24.10	\$8.20	\$6.30	\$0.00	\$38.60	
4	65	\$26.10	\$8.20	\$6.83	\$0.00	\$41.13	
5	70	\$28.11	\$8.20	\$18.30	\$0.00	\$54.61	
6	75	\$30.12	\$8.20	\$18.83	\$0.00	\$57.15	
7	80	\$32.13	\$8.20	\$19.35	\$0.00	\$59.68	
8	90	\$36.14	\$8.20	\$20.40	\$0.00	\$64.74	
Effect Step	ive Date - 01/01/2020 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{step}{1}$	50	\$20.23	\$8.20	\$0.00	\$0.00	\$28.43	
2	55	\$20.25	\$8.20	\$5.94	\$0.00	\$36.39	
3	60	\$24.28	\$8.20	\$6.48	\$0.00	\$38.96	
4	65	\$26.30	\$8.20	\$7.02	\$0.00	\$41.52	
5	70	\$28.32	\$8.20	\$18.51	\$0.00	\$55.03	
6	75	\$30.35	\$8.20	\$19.05	\$0.00	\$57.60	
7	80	\$32.37	\$8.20	\$19.59	\$0.00	\$60.16	
8	90	\$36.41	\$8.20	\$20.67	\$0.00	\$65.28	
Notes	- — — — — — — — :						
	Steps are 750 hrs.						
Appre	entice to Journeyworker Ratio:1					'	
	RUSH, REPAINT)	07/01/2019	\$38.22	\$8.20	\$21.45	\$0.00	\$67.8
OCAL 35 - ZON	TE 2	01/01/2020	\$38.52	\$8.20	\$22.10	\$0.00	\$68.8
		07/01/2020	\$39.62	\$8.20	\$22.10	\$0.00	\$69.9
		01/01/2021	\$40.72	\$8.20	\$22.10	\$0.00	\$71.0

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Pension

Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

	ctive Date - 07/01/2019	33 Zone 2 - BROSII REI I				Supplemental		
Step		Apprentice	Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$19.11	\$8.20	\$0.00	\$0.00	\$27.31	
2	55	9	\$21.02	\$8.20	\$5.78	\$0.00	\$35.00	
3	60		\$22.93	\$8.20	\$6.30	\$0.00	\$37.43	
4	65	9	\$24.84	\$8.20	\$6.83	\$0.00	\$39.87	
5	70	9	\$26.75	\$8.20	\$18.30	\$0.00	\$53.25	
6	75		\$28.67	\$8.20	\$18.83	\$0.00	\$55.70	
7	80	9	\$30.58	\$8.20	\$19.35	\$0.00	\$58.13	
8	90	9	\$34.40	\$8.20	\$20.40	\$0.00	\$63.00	
Effe	ctive Date - 01/01/2020					Supplemental		
Step	percent	Apprentice	Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	9	\$19.26	\$8.20	\$0.00	\$0.00	\$27.46	
2	55	9	\$21.19	\$8.20	\$5.94	\$0.00	\$35.33	
3	60	9	\$23.11	\$8.20	\$6.48	\$0.00	\$37.79	
4	65	9	\$25.04	\$8.20	\$7.02	\$0.00	\$40.26	
5	70	9	\$26.96	\$8.20	\$18.51	\$0.00	\$53.67	
6	75	9	\$28.89	\$8.20	\$19.05	\$0.00	\$56.14	
7	80	9	\$30.82	\$8.20	\$19.59	\$0.00	\$58.61	
8	90	9	\$34.67	\$8.20	\$20.67	\$0.00	\$63.54	
Note								
	Steps are 750 hrs.						į	
App	rentice to Journeyworker	Ratio:1:1						
PANEL & PICKUP			08/01/2019	\$34.08	\$12.41	\$12.70	\$0.00	\$59.19
TEAMSTERS JOINT COU	NCIL NO. 10 ZONE B		12/01/2019	\$34.08	\$12.41	\$13.72	\$0.00	\$60.21
			06/01/2020	\$34.98	\$12.41	\$13.72	\$0.00	\$61.11
			08/01/2020	\$34.98	\$12.91	\$13.72	\$0.00	\$61.61
			12/01/2020	\$34.98	\$12.91	\$14.82	\$0.00	\$62.71
			06/01/2021	\$35.78	\$12.91	\$14.82	\$0.00	\$63.51
			08/01/2021	\$35.78	\$13.41	\$14.82	\$0.00	\$64.01
			12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
DECK) PILE DRIVER LOCAL 56	ONSTRUCTOR (UNDERI (ZONE 1) De "Apprentice- PILE DRIVER"	PINNING AND	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
PILE DRIVER PILE DRIVER LOCAL 56	(ZONE 1)		08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99

Effect Step	entice - PILE DRIVER - Local 56 ive Date - 08/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.47	\$9.90	\$21.15	\$0.00	\$55.52
2	60	\$29.36	\$9.90	\$21.15	\$0.00	\$60.41
3	70	\$34.26	\$9.90	\$21.15	\$0.00	\$65.31
4	75	\$36.71	\$9.90	\$21.15	\$0.00	\$67.76
5	80	\$39.15	\$9.90	\$21.15	\$0.00	\$70.20
6	80	\$39.15	\$9.90	\$21.15	\$0.00	\$70.20
7	90	\$44.05	\$9.90	\$21.15	\$0.00	\$75.10
8	90	\$44.05	\$9.90	\$21.15	\$0.00	\$75.10
Notes	: entice to Journeyworker Ratio:1:5					
FITTER & STEA	<u> </u>	09/01/2019	9 \$54.69	\$10.95	\$19.74	\$0.00 \$85.3
ITTERS LOCAL 537		03/01/2020			\$19.74	\$0.00 \$86.8
		09/01/2020			\$19.74	\$0.00 \$88.3
		03/01/2023			\$19.74	\$0.00 \$89.8
Effect	entice - PIPEFITTER - Local 537 ive Date - 09/01/2019				Supplemental	
Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate
	40	\$21.88	\$10.95	\$8.00	\$0.00	\$40.83
1			010.05	\$19.74	\$0.00	\$55.30
1 2	45	\$24.61	\$10.95		φ0.00	
1	45 60 70	\$24.61 \$32.81	\$10.95 \$10.95	\$19.74	\$0.00	\$63.50 \$68.97

	00		\$ 1 3.73	\$10.75	ψ1 <i>7.</i> / 4	\$0.00	\$/4.44	
Effecti	ive Date -	03/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40		\$22.48	\$10.95	\$8.00	\$0.00	\$41.43	
2	45		\$25.29	\$10.95	\$19.74	\$0.00	\$55.98	
3	60		\$33.71	\$10.95	\$19.74	\$0.00	\$64.40	
4	70		\$39.33	\$10.95	\$19.74	\$0.00	\$70.02	
5	80		\$44.95	\$10.95	\$19.74	\$0.00	\$75.64	

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.

Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

Classification	Effective	Date Base Wag	ge Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER	06/01/20	019 \$34.20	\$7.85	\$14.88	\$0.00	\$56.93
LABORERS - ZONE 2	12/01/20	019 \$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/20	020 \$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/20	020 \$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/20	921 \$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/20	021 \$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABOF	RER"					
PLUMBERS & GASFITTERS PLUMBERS & GASFITTERS LOCAL 12	09/01/20)19 \$57.69	\$11.82	\$17.01	\$0.00	\$86.52
E EUNIDERIS & GIISI II TERIS ESCRE 12	03/01/20)20 \$59.19	\$11.82	\$17.01	\$0.00	\$88.02
	09/01/20	020 \$60.69	\$11.82	\$17.01	\$0.00	\$89.52
	03/01/20)21 \$62.19	\$11.82	\$17.01	\$0.00	\$91.02
Apprentice - PLUMP	BER/GASFITTER - Local 12					
	01/2019 Apprentice Base Wag	ge Health	Pension	Supplementa Unemploymen		
1 35	\$20.19	\$11.82	\$6.16	\$0.00		
2 40	\$23.08	\$11.82	\$6.99	\$0.00		
3 55	\$31.73	\$11.82	\$9.53	\$0.00		
4 65	\$37.50	\$11.82	\$11.18	\$0.00		
5 75	\$43.27	\$11.82	\$12.88	\$0.00		
,,,	Ψ13.27	ψ11.02	Ψ12.00	ψ0.00	φοτ.91	
Effective Date - 03/	01/2020			Supplementa	1	
Step percent	Apprentice Base Wag	ge Health	Pension	Unemploymen	t Total Rate	
1 35	\$20.72	\$11.82	\$6.16	\$0.00	\$38.70	
2 40	\$23.68	\$11.82	\$6.99	\$0.00	\$42.49	
3 55	\$32.55	\$11.82	\$9.53	\$0.00	\$53.90	
4 65	\$38.47	\$11.82	\$11.18	\$0.00	\$61.47	
5 75	\$44.39	\$11.82	\$12.88	\$0.00	\$69.09	
Notore						
	10; 4:14; 5:19/Steps are 1 yr 664.20, Step5 with lic\$71.67					
Apprentice to Journey						
PNEUMATIC CONTROLS (TEMP.)	09/01/20	019 \$54.69	\$10.95	\$19.74	\$0.00	\$85.38
PIPEFITTERS LOCAL 537	03/01/20			\$19.74	\$0.00	\$86.88
	09/01/20			\$19.74	\$0.00	\$88.38
	03/01/20			\$19.74	\$0.00	\$89.86
For apprentice rates see "Apprentice- PIPEFI"						
PNEUMATIC DRILL/TOOL OPERAT	OR 06/01/20)19 \$34.20	\$7.85	\$14.88	\$0.00	\$56.93
LABORERS - ZONE 2	12/01/20	34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/20	35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/20	020 \$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/20	021 \$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	00/01/20	J=1				
	12/01/20			\$15.38	\$0.00	\$61.40

Supplemental

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER	06/01/2019	\$34.95	\$7.85	\$14.88	\$0.00	\$57.68
LABORERS - ZONE 2	12/01/2019	\$35.06	\$8.10	\$15.38	\$0.00	\$58.54
	06/01/2020	\$35.95	\$8.10	\$15.38	\$0.00	\$59.43
	12/01/2020	\$36.84	\$8.10	\$15.38	\$0.00	\$60.32
	06/01/2021	\$37.76	\$8.10	\$15.38	\$0.00	\$61.24
	12/01/2021	\$38.67	\$8.10	\$15.38	\$0.00	\$62.15
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4	06/01/2019	\$48.18	\$12.00	\$15.60	\$0.00	\$75.78
SE BIATTINO ENGLINEERO EO CALL Y	12/01/2019	\$49.33	\$12.00	\$15.60	\$0.00	\$76.93
	06/01/2020	\$50.43	\$12.00	\$15.60	\$0.00	\$78.03
	12/01/2020	\$51.58	\$12.00	\$15.60	\$0.00	\$79.18
	06/01/2021	\$52.68	\$12.00	\$15.60	\$0.00	\$80.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$53.83	\$12.00	\$15.60	\$0.00	\$81.43
PUMP OPERATOR (CONCRETE)	06/01/2019	\$48.18	\$12.00	\$15.60	\$0.00	\$75.78
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$49.33	\$12.00	\$15.60	\$0.00	\$76.93
	06/01/2020	\$50.43	\$12.00	\$15.60	\$0.00	\$78.03
	12/01/2020	\$51.58	\$12.00	\$15.60	\$0.00	\$79.18
	06/01/2021	\$52.68	\$12.00	\$15.60	\$0.00	\$80.28
	12/01/2021	\$53.83	\$12.00	\$15.60	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER)	06/01/2019	\$32.28	\$12.00	\$15.60	\$0.00	\$59.88
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$33.07	\$12.00	\$15.60	\$0.00	\$60.67
	06/01/2020	\$33.82	\$12.00	\$15.60	\$0.00	\$61.42
	12/01/2020	\$34.60	\$12.00	\$15.60	\$0.00	\$62.20
	06/01/2021	\$35.35	\$12.00	\$15.60	\$0.00	\$62.95
	12/01/2021	\$36.14	\$12.00	\$15.60	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER (FEAMSTERS 170 - J.G. MacLellan (Lowell)	05/01/2019	\$24.80	\$9.29	\$6.35	\$0.00	\$40.44
Elinoteno 170 v.o. Macellan (Eloncia)	01/01/2020	\$24.80	\$9.65	\$6.35	\$0.00	\$40.80
	05/01/2020	\$25.15	\$9.65	\$6.35	\$0.00	\$41.15
	01/01/2021	\$25.15	\$10.01	\$6.35	\$0.00	\$41.51
	05/01/2021	\$25.50	\$10.01	\$6.35	\$0.00	\$41.86
	01/01/2022	\$25.50	\$10.37	\$6.35	\$0.00	\$42.22
	05/01/2022	\$25.85	\$10.37	\$6.35	\$0.00	\$42.57
	01/01/2023	\$25.85	\$10.77	\$6.35	\$0.00	\$42.97
RECLAIMERS	06/01/2019	\$47.69	\$12.00	\$15.60	\$0.00	\$75.29
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.83	\$12.00	\$15.60	\$0.00	\$76.43
	06/01/2020	\$49.91	\$12.00	\$15.60	\$0.00	\$77.51
	12/01/2020	\$51.05	\$12.00	\$15.60	\$0.00	\$78.65
	06/01/2021	\$52.14	\$12.00	\$15.60	\$0.00	\$79.74
	12/01/2021	\$53.28	\$12.00	\$15.60	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

 Issue Date:
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Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
06/01/2019	\$34.20	\$7.85	\$14.88	\$0.00	\$56.93
12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
06/01/2019	\$47.69	\$12.00	\$15.60	\$0.00	\$75.29
12/01/2019	\$48.83	\$12.00	\$15.60	\$0.00	\$76.43
06/01/2020	\$49.91	\$12.00	\$15.60	\$0.00	\$77.51
12/01/2020	\$51.05	\$12.00	\$15.60	\$0.00	\$78.65
06/01/2021	\$52.14	\$12.00	\$15.60	\$0.00	\$79.74
12/01/2021	\$53.28	\$12.00	\$15.60	\$0.00	\$80.88
08/01/2019	\$44.64	\$11.50	\$15.90	\$0.00	\$72.04
02/01/2020	\$45.92	\$11.50	\$15.90	\$0.00	\$73.32
08/01/2020	\$47.35	\$11.50	\$15.90	\$0.00	\$74.75
02/01/2021	\$48.78	\$11.50	\$15.90	\$0.00	\$76.18
08/01/2021	\$50.21	\$11.50	\$15.90	\$0.00	\$77.61
02/01/2022	\$51.64	\$11.50	\$15.90	\$0.00	\$79.04
	06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 08/01/2021 08/01/2020 08/01/2020 08/01/2020 08/01/2021 08/01/2021	06/01/2019 \$34.20 12/01/2019 \$34.31 06/01/2020 \$35.20 12/01/2020 \$36.09 06/01/2021 \$37.01 12/01/2021 \$37.92 06/01/2019 \$47.69 12/01/2019 \$48.83 06/01/2020 \$49.91 12/01/2020 \$51.05 06/01/2021 \$52.14 12/01/2021 \$53.28 08/01/2021 \$53.28 08/01/2020 \$45.92 08/01/2020 \$47.35 02/01/2021 \$50.21	06/01/2019 \$34.20 \$7.85 12/01/2019 \$34.31 \$8.10 06/01/2020 \$35.20 \$8.10 12/01/2020 \$36.09 \$8.10 06/01/2021 \$37.01 \$8.10 12/01/2021 \$37.92 \$8.10 06/01/2019 \$47.69 \$12.00 12/01/2019 \$48.83 \$12.00 06/01/2020 \$49.91 \$12.00 12/01/2020 \$51.05 \$12.00 06/01/2021 \$52.14 \$12.00 12/01/2021 \$53.28 \$12.00 08/01/2021 \$44.64 \$11.50 08/01/2020 \$45.92 \$11.50 08/01/2021 \$48.78 \$11.50 08/01/2021 \$50.21 \$11.50	06/01/2019 \$34.20 \$7.85 \$14.88 12/01/2019 \$34.31 \$8.10 \$15.38 06/01/2020 \$35.20 \$8.10 \$15.38 12/01/2020 \$36.09 \$8.10 \$15.38 06/01/2021 \$37.01 \$8.10 \$15.38 12/01/2021 \$37.92 \$8.10 \$15.38 06/01/2019 \$47.69 \$12.00 \$15.60 12/01/2019 \$48.83 \$12.00 \$15.60 06/01/2020 \$49.91 \$12.00 \$15.60 12/01/2020 \$51.05 \$12.00 \$15.60 06/01/2021 \$52.14 \$12.00 \$15.60 12/01/2021 \$53.28 \$12.00 \$15.60 08/01/2021 \$53.28 \$12.00 \$15.60 08/01/2020 \$44.64 \$11.50 \$15.90 08/01/2020 \$47.35 \$11.50 \$15.90 08/01/2021 \$48.78 \$11.50 \$15.90 08/01/2021 \$50.21 \$11.50 \$15.90	Effective Date Base Wage Health Pension Unemployment 06/01/2019 \$34.20 \$7.85 \$14.88 \$0.00 12/01/2019 \$34.31 \$8.10 \$15.38 \$0.00 06/01/2020 \$35.20 \$8.10 \$15.38 \$0.00 12/01/2020 \$36.09 \$8.10 \$15.38 \$0.00 06/01/2021 \$37.01 \$8.10 \$15.38 \$0.00 12/01/2021 \$37.92 \$8.10 \$15.38 \$0.00 06/01/2021 \$37.92 \$8.10 \$15.38 \$0.00 12/01/2021 \$37.92 \$8.10 \$15.38 \$0.00 06/01/2019 \$47.69 \$12.00 \$15.60 \$0.00 12/01/2020 \$48.83 \$12.00 \$15.60 \$0.00 12/01/2020 \$51.05 \$12.00 \$15.60 \$0.00 06/01/2021 \$52.14 \$12.00 \$15.60 \$0.00 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 08/01/2020

Apprentice -	ROOFER - Local 33
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Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.32	\$11.50	\$3.69	\$0.00	\$37.51
2	60	\$26.78	\$11.50	\$15.90	\$0.00	\$54.18
3	65	\$29.02	\$11.50	\$15.90	\$0.00	\$56.42
4	75	\$33.48	\$11.50	\$15.90	\$0.00	\$60.88
5	85	\$37.94	\$11.50	\$15.90	\$0.00	\$65.34

Effecti	ve Date -	02/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$22.96	\$11.50	\$3.69	\$0.00	\$38.15	
2	60		\$27.55	\$11.50	\$15.90	\$0.00	\$54.95	
3	65		\$29.85	\$11.50	\$15.90	\$0.00	\$57.25	
4	75		\$34.44	\$11.50	\$15.90	\$0.00	\$61.84	
5	85		\$39.03	\$11.50	\$15.90	\$0.00	\$66.43	

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.

(Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

Issue Date: 11/26/2019 **Wage Request Number:** 20191126-046 **Page 33 of 42**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROOFER SLATE / TILE / PRECAST CONCRETE	08/01/2019	\$44.89	\$11.50	\$15.90	\$0.00	\$72.29
ROOFERS LOCAL 33	02/01/2020	\$46.17	\$11.50	\$15.90	\$0.00	\$73.57
	08/01/2020	\$47.60	\$11.50	\$15.90	\$0.00	\$75.00
	02/01/2021	\$49.03	\$11.50	\$15.90	\$0.00	\$76.43
	08/01/2021	\$50.46	\$11.50	\$15.90	\$0.00	\$77.86
	02/01/2022	\$51.89	\$11.50	\$15.90	\$0.00	\$79.29
For apprentice rates see "Apprentice- ROOFER"						
SHEETMETAL WORKER	08/01/2019	\$48.10	\$13.20	\$24.12	\$2.56	\$87.98
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2020	\$49.75	\$13.20	\$24.12	\$2.61	\$89.68
	08/01/2020	\$51.35	\$13.20	\$24.12	\$2.66	\$91.33
	02/01/2021	\$53.00	\$13.20	\$24.12	\$2.71	\$93.03
	08/01/2021	\$54.75	\$13.20	\$24.12	\$2.76	\$94.83
	02/01/2022	\$56.50	\$13.20	\$24.12	\$2.81	\$96.63

Apprentice - SHEET METAL WORKER - Local 17-A

	ve Date -	08/01/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	42		\$20.20	\$13.20	\$5.89	\$0.00	\$39.29
2	42		\$20.20	\$13.20	\$5.89	\$0.00	\$39.29
3	47		\$22.61	\$13.20	\$11.13	\$1.41	\$48.35
4	47		\$22.61	\$13.20	\$11.13	\$1.41	\$48.35
5	52		\$25.01	\$13.20	\$12.08	\$1.51	\$51.80
6	52		\$25.01	\$13.20	\$12.33	\$1.52	\$52.06
7	60		\$28.86	\$13.20	\$13.70	\$1.67	\$57.43
8	65		\$31.27	\$13.20	\$14.65	\$1.77	\$60.89
9	75		\$36.08	\$13.20	\$16.56	\$1.98	\$67.82
10	85		\$40.89	\$13.20	\$17.96	\$2.16	\$74.21
		02/01/2020					
Effecti	ve Date -	UZ/UT/ZUZU					
E ffecti Step	percent	02/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
		02/01/2020	Apprentice Base Wage \$20.90	Health \$13.20	Pension \$5.89		Total Rate \$39.99
Step	percent	02/01/2020				Unemployment	
Step 1	percent 42	02/01/2020	\$20.90	\$13.20	\$5.89	Unemployment \$0.00	\$39.99
Step 1 2	percent 42 42	02/01/2020	\$20.90 \$20.90	\$13.20 \$13.20	\$5.89 \$5.89	\$0.00 \$0.00	\$39.99 \$39.99
Step 1 2 3	42 42 47	02/01/2020	\$20.90 \$20.90 \$23.38	\$13.20 \$13.20 \$13.20	\$5.89 \$5.89 \$11.13	\$0.00 \$0.00 \$1.43	\$39.99 \$39.99 \$49.14
Step 1 2 3 4	42 42 47 47	02/01/2020	\$20.90 \$20.90 \$23.38 \$23.38	\$13.20 \$13.20 \$13.20 \$13.20	\$5.89 \$5.89 \$11.13 \$11.13	\$0.00 \$0.00 \$1.43 \$1.43	\$39.99 \$39.99 \$49.14
Step 1 2 3 4 5 5	percent 42 42 47 47 52	02/01/2020	\$20.90 \$20.90 \$23.38 \$23.38 \$25.87	\$13.20 \$13.20 \$13.20 \$13.20 \$13.20	\$5.89 \$5.89 \$11.13 \$11.13	\$0.00 \$0.00 \$1.43 \$1.43 \$1.53	\$39.99 \$39.99 \$49.14 \$49.14 \$52.68
Step 1 2 3 4 5 6	percent 42 42 47 47 52 52	02/01/2020	\$20.90 \$20.90 \$23.38 \$23.38 \$25.87 \$25.87	\$13.20 \$13.20 \$13.20 \$13.20 \$13.20 \$13.20	\$5.89 \$5.89 \$11.13 \$11.13 \$12.08 \$12.33	\$0.00 \$0.00 \$1.43 \$1.43 \$1.53 \$1.54	\$39.99 \$39.99 \$49.14 \$49.14 \$52.68 \$52.94
Step 1 2 3 4 5 6 7	percent 42 47 47 52 52 60	02/01/2020	\$20.90 \$20.90 \$23.38 \$23.38 \$25.87 \$25.87	\$13.20 \$13.20 \$13.20 \$13.20 \$13.20 \$13.20 \$13.20	\$5.89 \$5.89 \$11.13 \$11.13 \$12.08 \$12.33 \$13.70	\$0.00 \$0.00 \$1.43 \$1.53 \$1.54 \$1.70	\$39.99 \$39.99 \$49.14 \$49.14 \$52.68 \$52.94 \$58.45

Apprentice to Journeyworker Ratio:1:4

 Issue Date:
 11/26/2019
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP < 35 TONS	08/01/2019	\$34.54	\$12.41	\$12.70	\$0.00	\$59.65
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	08/01/2019	\$34.83	\$12.41	\$12.70	\$0.00	\$59.94
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.83	\$12.41	\$13.72	\$0.00	\$60.96
	06/01/2020	\$35.73	\$12.41	\$13.72	\$0.00	\$61.86
	08/01/2020	\$35.73	\$12.91	\$13.72	\$0.00	\$62.36
	12/01/2020	\$35.73	\$12.91	\$14.82	\$0.00	\$63.46
	06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
	08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER	10/01/2019	\$60.48	\$9.47	\$19.60	\$0.00	\$89.55
SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	01/01/2020	\$60.07	\$9.68	\$19.80	\$0.00	\$89.55
	03/01/2020	\$61.98	\$9.47	\$19.60	\$0.00	\$91.05
	10/01/2020	\$63.48	\$9.47	\$19.60	\$0.00	\$92.55
	03/01/2021	\$64.98	\$9.47	\$19.60	\$0.00	\$94.05

Issue Date: 11/26/2019 Wage Request Number: 20191126-046 Page 35 of 42

Supplemental

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1

Effective Date - 10/01/2019

Total Rate

1 35		Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
3 45 S27.22 S9.47 S12.45 S0.00 S49.14 4 50 S30.24 S9.47 S13.10 S0.00 S52.81 5 55 S33.26 S9.47 S13.75 S0.00 S56.48 6 6 60 S36.29 S9.47 S14.40 S0.00 S60.16 7 65 S39.31 S9.47 S15.05 S0.00 S63.33 8 70 S42.34 S9.47 S15.05 S0.00 S63.33 1 S9.47 S15.05 S0.00 S63.33 8 70 S42.34 S9.47 S15.05 S0.00 S67.51 10 80 S48.38 S9.47 S15.05 S0.00 S75.11 10 80 S48.38 S9.47 S15.05 S0.00 S74.35 Fife-tire- Date - 01.01.2020		1	35	\$21.17	\$9.47	\$11.15	\$0.00	\$41.79	
A		2	40	\$24.19	\$9.47	\$11.80	\$0.00	\$45.46	
S S S S S S S S S S		3	45	\$27.22	\$9.47	\$12.45	\$0.00	\$49.14	
Signature Sign		4	50	\$30.24	\$9.47	\$13.10	\$0.00	\$52.81	
Process		5	55	\$33.26	\$9.47	\$13.75	\$0.00	\$56.48	
Section Sect		6	60	\$36.29	\$9.47	\$14.40	\$0.00	\$60.16	
Part Part		7	65	\$39.31	\$9.47	\$15.05	\$0.00	\$63.83	
Fifective Date		8	70	\$42.34	\$9.47	\$15.70	\$0.00	\$67.51	
EITCetive Date		9	75	\$45.36	\$9.47	\$16.35	\$0.00	\$71.18	
Step percent		10	80	\$48.38	\$9.47	\$17.00	\$0.00	\$74.85	
1 35 \$21.02				Annrentice Base Wage	Health	Pension		Total Rate	
\$2 40			•						
3 45 \$27.03 \$9.68 \$12.65 \$0.00 \$49.36 \$4 50 \$30.04 \$9.68 \$13.30 \$0.00 \$53.02 \$5 55 \$33.04 \$9.68 \$13.30 \$0.00 \$53.02 \$5 55 \$33.04 \$9.68 \$13.95 \$0.00 \$56.67 \$6 60 \$36.04 \$9.68 \$13.95 \$0.00 \$56.67 \$6 60 \$36.04 \$9.68 \$14.60 \$0.00 \$60.32 \$7 65 \$39.05 \$9.68 \$15.25 \$0.00 \$63.98 \$8 70 \$42.05 \$9.68 \$15.25 \$0.00 \$63.98 \$8 70 \$42.05 \$9.68 \$15.25 \$0.00 \$67.63 \$9 75 \$45.05 \$9.68 \$16.55 \$0.00 \$71.28 \$10 80 \$48.06 \$9.68 \$17.20 \$0.00 \$71.28 \$10 80 \$48.06 \$9.68 \$17.20 \$0.00 \$74.94 \$10 80 \$12.00 \$15.60 \$0.00 \$74.94 \$10 80 \$12.00 \$15.60 \$0.00 \$74.94 \$12.01 \$10 80 \$12.00 \$15.60 \$0.00 \$75.29 \$12.00 \$15.60 \$0.00 \$76.43 \$12.01 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$									
\$\frac{4}{50}									
\$ 5 55 \$ 53.04 \$9.68 \$13.95 \$0.00 \$56.67\$ 6 6 60 \$36.04 \$9.68 \$14.60 \$0.00 \$60.32\$ 7 65 \$39.05 \$9.68 \$15.25 \$0.00 \$63.98\$ 8 70 \$42.05 \$9.68 \$15.25 \$0.00 \$67.63\$ 9 75 \$45.05 \$9.68 \$15.90 \$0.00 \$71.28\$ 10 80 \$48.06 \$9.68 \$17.20 \$0.00 \$74.94\$ Notes: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 \$12.00 \$15.60 \$0.00 \$74.94\$ Notes: Apprentice to Journeyworker Ratio:1:3 STEAM BOILER OPERATOR									
Side									
Notes: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours									
Section Sect									
9 75 \$45.05 \$9.68 \$16.55 \$0.00 \$71.28 \$10 80 \$48.06 \$9.68 \$17.20 \$0.00 \$74.94 \$10 80 \$48.06 \$9.68 \$17.20 \$0.00 \$74.94 \$10 80 \$48.06 \$9.68 \$17.20 \$0.00 \$74.94 \$10 80 \$10.45/50/55/60/65/70/75/80/85 \$1698 are 850 hours \$10 40/45/50/55/60/65/70/75/80/85 \$1698 are 850 hours \$10 40/45/60/55/60/65/70/75/80/85 \$1698 are 850 hours \$10 40/45/60/55/60/65/70/75/80/85 \$1698 are 850 hours \$10 40/45/60/55/60/65/70/75/80/85 \$1698 are 850 hours \$10 40/45/60/65/70/75/80/85 \$10 40/45/60/65/70/75/80/85 \$10 40/45/60/65/70/75/80/85 \$10 40/45/60/60/12020 \$48.83 \$12.00 \$15.60 \$0.00 \$76.43 \$10 40/45/60/60/12021 \$53.28 \$12.00 \$15.60 \$0.00 \$79.74 \$10 40/45/60/60/12021 \$53.28 \$12.00 \$15.60 \$0.00 \$76.43 \$10 40/45/60/60/12020 \$48.83 \$12.00 \$15.60 \$0.00 \$76.43 \$10 40/45/60/60/12020 \$49.91 \$12.00 \$15.60 \$0.00 \$77.51 \$10 40/45/60/60/12020 \$48.83 \$12.00 \$15.60 \$0.00 \$77.51 \$10 40/45/60/60/12020 \$49.91 \$12.00 \$15.60 \$0.00 \$77.51 \$10 40/45/60/60/12020 \$49.91 \$12.00 \$15.60 \$0.00 \$77.51 \$10 40/45/60/60/12020 \$49.91 \$12.00 \$15.60 \$0.00 \$77.51 \$10 40/45/60/60/12020 \$49.91 \$12.00 \$15.60 \$0.00 \$77.51 \$10 40/45/60/60/12020 \$49.91 \$12.00 \$15.60 \$0.00 \$77.51 \$10 40/45/60/60/12020 \$40/45/60/60/12020 \$40/45/60/60/12020 \$40/45/60/60/12020 \$40/45/60/60/12020 \$40/45/60/60/12020 \$40/45/60/60/12020 \$40/45/60/60/12020 \$40/45/60/60/60/12020 \$40/45/60/60/60/12020 \$40/45/60/60/60/60/60/60/60/60/60/60/60/60/60/									
Notes: Apprentice entered prior 9/30/10:									
## A0/45/50/55/60/65/70/75/80/85 Steps are 850 hours									
Apprentice to Journeyworker Ratio:1:3 STEAM BOILER OPERATOR OPERATING ENGINEERS LOCAL 4 12/01/2019 \$48.83 \$12.00 \$15.60 \$0.00 \$75.29 12/01/2020 \$49.91 \$12.00 \$15.60 \$0.00 \$77.51 12/01/2020 \$51.05 \$12.00 \$15.60 \$0.00 \$77.51 12/01/2021 \$52.14 \$12.00 \$15.60 \$0.00 \$79.74 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$79.74 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$79.74 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$79.74 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$79.74 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$75.29 OPERATING ENGINEERS LOCAL 4 12/01/2019 \$48.83 \$12.00 \$15.60 \$0.00 \$76.43 06/01/2020 \$49.91 \$12.00 \$15.60 \$0.00 \$77.51 12/01/2020 \$51.05 \$12.00 \$15.60 \$0.00 \$77.51 12/01/2020 \$51.05 \$12.00 \$15.60 \$0.00 \$77.51 12/01/2020 \$51.05 \$12.00 \$15.60 \$0.00 \$77.51 12/01/2020 \$51.05 \$12.00 \$15.60 \$0.00 \$77.51 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$77.51 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$77.51 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$77.51 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$77.51 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$77.51 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$77.51 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$79.74 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$79.74		Notes:	40/45/50/55/60/65/70/75/80/85						
12/01/2019 \$48.83 \$12.00 \$15.60 \$0.00 \$76.43		Appre	·^						
12/01/2019 \$48.83 \$12.00 \$15.60 \$0.00 \$76.43 06/01/2020 \$49.91 \$12.00 \$15.60 \$0.00 \$77.51 12/01/2020 \$51.05 \$12.00 \$15.60 \$0.00 \$78.65 12/01/2021 \$52.14 \$12.00 \$15.60 \$0.00 \$79.74 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$79.74 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$80.88 For apprentice rates see "Apprentice-OPERATING ENGINEERS" TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN 06/01/2019 \$47.69 \$12.00 \$15.60 \$0.00 \$75.29 OPERATING ENGINEERS LOCAL 4 12/01/2019 \$48.83 \$12.00 \$15.60 \$0.00 \$76.43 06/01/2020 \$49.91 \$12.00 \$15.60 \$0.00 \$77.51 12/01/2020 \$51.05 \$12.00 \$15.60 \$0.00 \$78.65 06/01/2021 \$52.14 \$12.00 \$15.60 \$0.00 \$79.74 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$79.74 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$79.74 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$80.88 For apprentice rates see "Apprentice-OPERATING ENGINEERS"	STEAM BOIL	ER OPE	RATOR	06/01/2019	\$47.6	9 \$12.00	\$15.60	\$0.00	\$75.29
06/01/2020	OPERATING ENG	GINEERS L	OCAL 4						
06/01/2021 \$52.14 \$12.00 \$15.60 \$0.00 \$79.74 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$80.88 For apprentice rates see "Apprentice-OPERATING ENGINEERS" \$12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$80.88 TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN				06/01/2020			\$15.60	\$0.00	
12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$80.88				12/01/2020	\$51.0	5 \$12.00	\$15.60	\$0.00	\$78.65
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4 12/01/2019 \$47.69 \$12.00 \$15.60 \$0.00 \$75.29 12/01/2019 \$48.83 \$12.00 \$15.60 \$0.00 \$76.43 06/01/2020 \$49.91 \$12.00 \$15.60 \$0.00 \$77.51 12/01/2020 \$51.05 \$12.00 \$15.60 \$0.00 \$78.65 06/01/2021 \$52.14 \$12.00 \$15.60 \$0.00 \$79.74 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$80.88 For apprentice rates see "Apprentice- OPERATING ENGINEERS"				06/01/2021	\$52.1	4 \$12.00	\$15.60	\$0.00	\$79.74
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4 12/01/2019 \$48.83 \$12.00 \$15.60 \$0.00 \$75.29 12/01/2019 \$48.83 \$12.00 \$15.60 \$0.00 \$76.43 06/01/2020 \$49.91 \$12.00 \$15.60 \$0.00 \$77.51 12/01/2020 \$51.05 \$12.00 \$15.60 \$0.00 \$78.65 06/01/2021 \$52.14 \$12.00 \$15.60 \$0.00 \$79.74 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$80.88 For apprentice rates see "Apprentice- OPERATING ENGINEERS"				12/01/2021	\$53.2	8 \$12.00	\$15.60	\$0.00	\$80.88
OPERATING ENGINEERS LOCAL 4 12/01/2019 \$48.83 \$12.00 \$15.60 \$0.00 \$76.43 06/01/2020 \$49.91 \$12.00 \$15.60 \$0.00 \$77.51 12/01/2020 \$51.05 \$12.00 \$15.60 \$0.00 \$78.65 06/01/2021 \$52.14 \$12.00 \$15.60 \$0.00 \$79.74 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$80.88 For apprentice rates see "Apprentice- OPERATING ENGINEERS"									
06/01/2020 \$49.91 \$12.00 \$15.60 \$0.00 \$77.51 12/01/2020 \$51.05 \$12.00 \$15.60 \$0.00 \$78.65 06/01/2021 \$52.14 \$12.00 \$15.60 \$0.00 \$79.74 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$80.88 For apprentice rates see "Apprentice- OPERATING ENGINEERS"									
12/01/2020 \$51.05 \$12.00 \$15.60 \$0.00 \$78.65 06/01/2021 \$52.14 \$12.00 \$15.60 \$0.00 \$79.74 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$80.88 For apprentice rates see "Apprentice- OPERATING ENGINEERS"									
06/01/2021 \$52.14 \$12.00 \$15.60 \$0.00 \$79.74 12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$80.88 For apprentice rates see "Apprentice- OPERATING ENGINEERS"									
12/01/2021 \$53.28 \$12.00 \$15.60 \$0.00 \$80.88 For apprentice rates see "Apprentice- OPERATING ENGINEERS"									
For apprentice rates see "Apprentice- OPERATING ENGINEERS"									
	For apprentic	ce rates see '	"Apprentice- OPERATING ENGINEERS"	12/01/2021	\$53.2	8 \$12.00	\$15.60	\$0.00	\$80.88
Issue Date: 11/26/2019 Wage Request Number: 20191126-046 Page 36 of									
	Issue Date:	11/26/20	19 Wage Requ	est Number: 2019112	26-046			P	age 36 of 42

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 103	03/01/2019	\$38.33	\$13.00	\$16.82	\$0.00	\$68.15

Apprentice -	TELECOMMUNICATION TECHNICIAN - Local 103
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Effe Step	percent 03/01/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	40	\$15.33	\$13.00	\$0.46	\$0.00	\$28.79	
2	40	\$15.33	\$13.00	\$0.46	\$0.00	\$28.79	
3	45	\$17.25	\$13.00	\$13.42	\$0.00	\$43.67	
4	45	\$17.25	\$13.00	\$13.42	\$0.00	\$43.67	
5	50	\$19.17	\$13.00	\$13.73	\$0.00	\$45.90	
6	55	\$21.08	\$13.00	\$14.03	\$0.00	\$48.11	
7	60	\$23.00	\$13.00	\$14.34	\$0.00	\$50.34	
8	65	\$24.91	\$13.00	\$14.66	\$0.00	\$52.57	
9	70	\$26.83	\$13.00	\$14.96	\$0.00	\$54.79	
10	75	\$28.75	\$13.00	\$15.27	\$0.00	\$57.02	
Note							
App	rentice to Journeyworke	Ratio:1:1					
RAZZO FINISH		08/01/2019	\$53.34	\$10.75	\$21.30	\$0.00	\$85.39
KLAYERS LOCAL 3 -	MAKBLE & TILE	02/01/2020	\$53.98	\$10.75	\$21.30	\$0.00	\$86.03
		08/01/2020	\$55.33	\$10.75	\$21.45	\$0.00	\$87.53
		02/01/2021	\$55.97	\$10.75	\$21.45	\$0.00	\$88.17
		08/01/2021	\$57.37	\$10.75	\$21.61	\$0.00	\$89.73
		02/01/2022	\$57.96	\$10.75	\$21.61	\$0.00	\$90.32

 Issue Date:
 11/26/2019
 Wage Request Number:
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Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

	Effective Date - 08/01/2019 Supplemental							
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$26.67	\$10.75	\$21.30	\$0.00	\$58.72	
	2	60	\$32.00	\$10.75	\$21.30	\$0.00	\$64.05	
	3	70	\$37.34	\$10.75	\$21.30	\$0.00	\$69.39	
	4	80	\$42.67	\$10.75	\$21.30	\$0.00	\$74.72	
	5	90	\$48.01	\$10.75	\$21.30	\$0.00	\$80.06	
		ive Date - 02/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$26.99	\$10.75	\$21.30	\$0.00	\$59.04	
	2	60	\$32.39	\$10.75	\$21.30	\$0.00	\$64.44	
	3	70	\$37.79	\$10.75	\$21.30	\$0.00	\$69.84	
	4	80	\$43.18	\$10.75	\$21.30	\$0.00	\$75.23	
	5	90	\$48.58	\$10.75	\$21.30	\$0.00	\$80.63	
	Notes	- — — — — — — — — :						
							i	
	Appre	entice to Journeyworker Ratio:1:3						
TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE		06/01/2019	9 \$40.50	\$7.85	\$16.05	\$0.00	\$64.40	
LABORERS - FOUN	NDATION	AND MARINE	12/01/2019	9 \$40.50	\$8.10	\$16.80	\$0.00	\$65.40
			06/01/2020	0 \$41.49	\$8.10	\$16.80	\$0.00	\$66.39
			12/01/2020	0 \$42.47	\$8.10	\$16.80	\$0.00	\$67.37
			06/01/202	1 \$43.49	\$8.10	\$16.80	\$0.00	\$68.39
For apprentice	rates see	"Apprentice- LABORER"	12/01/202	1 \$44.50	\$8.10	\$16.80	\$0.00	\$69.40
TEST BORING	DRILI	LER HELPER	06/01/2019	9 \$39.22	\$7.85	\$16.05	\$0.00	\$63.12
LABORERS - FOUN	NDATION	AND MARINE	12/01/2019	9 \$39.22	\$8.10	\$16.80	\$0.00	\$64.12
			06/01/2020	0 \$40.21	\$8.10	\$16.80	\$0.00	\$65.11
			12/01/2020	0 \$41.19	\$8.10	\$16.80	\$0.00	\$66.09
			06/01/202	1 \$42.21	\$8.10	\$16.80	\$0.00	\$67.11
For apprentice	rates see	"Apprentice- LABORER"	12/01/202	1 \$43.22	\$8.10	\$16.80	\$0.00	\$68.12
TEST BORING		**	06/01/2019	9 \$39.10	\$7.85	\$16.05	\$0.00	\$63.00
LABORERS - FOUN	NDATION	AND MARINE	12/01/2019			\$16.80	\$0.00	\$64.00
			06/01/2020			\$16.80	\$0.00	\$64.99
			12/01/2020			\$16.80	\$0.00	\$65.97
			06/01/202			\$16.80	\$0.00	\$66.99
			12/01/202			\$16.80	\$0.00	\$68.00
For apprentice	rates see	"Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS/PORTABLE STEAM GENERATORS	06/01/2019	\$47.69	\$12.00	\$15.60	\$0.00	\$75.29
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.83	\$12.00	Health Pension Unemployment \$12.00 \$15.60 \$0.00 \$12.00 \$12.00 \$15.60 \$0.00 \$12.00 \$12.00 \$15.60 \$0.00 \$12.00 \$12.00 \$15.60 \$0.00 \$12.00 \$12.00 \$15.60 \$0.00 \$12.00 \$12.00 \$15.60 \$0.00 \$12.00 \$12.41 \$12.70 \$0.00 \$12.41 \$12.70 \$0.00 \$12.41 \$13.72 \$0.00 \$12.41 \$12.41 \$13.72 \$0.00 \$12.91 \$14.82 \$0.00 \$12.91 \$14.82 \$0.00 \$12.91 \$14.82 \$0.00 \$12.91 \$14.82 \$0.00 \$13.41 \$14.82 \$0.00 \$13.41 \$16.01 \$0.00 \$13.41 \$16.01 \$0.00 \$12.91 \$14.82 \$0.00 \$12.91 \$14.82 \$0.00 \$12.91 \$14.82 \$0.00 \$12.91 \$14.82 \$0.00 \$12.91 \$14.82 \$0.00 \$12.91 \$12.91	\$76.43	
	06/01/2020	\$49.91	\$12.00	\$15.60	\$0.00	\$77.51
	12/01/2020	\$51.05	\$12.00	\$15.60	\$0.00	\$78.65
	06/01/2021	\$52.14	\$12.00	\$15.60	\$0.00	\$79.74
	12/01/2021	\$53.28	\$12.00	\$15.60	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2019	\$35.12	\$12.41	\$12.70	\$0.00	\$60.23
ELIMBIEMOVOITI COCICEE NO. 10 EGILE D	12/01/2019	\$35.12	\$12.41	\$13.72	\$0.00	\$61.25
	06/01/2020	\$36.02	\$12.41	\$13.72	\$0.00	\$62.15
	08/01/2020	\$36.02	\$12.91	\$13.72	\$0.00	\$62.65
	12/01/2020	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	06/01/2021	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
	08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR	06/01/2019	\$51.38	\$7.85	\$16.45	\$0.00	\$75.68
LABORERS (COMPRESSED AIR)	12/01/2019	\$51.38	\$8.10	\$17.20	\$0.00	\$76.68
	06/01/2020	\$52.37	\$8.10	\$17.20	\$0.00	\$77.67
	12/01/2020	\$53.35	\$8.10	\$17.20	\$0.00	\$78.65
	06/01/2021	\$54.37	\$8.10	\$17.20	\$0.00	\$79.67
	12/01/2021	\$55.38	\$8.10	\$17.20	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	06/01/2019	\$53.38	\$7.85	\$16.45	\$0.00	\$77.68
ABOKEKS (COMPRESSED AIR)	12/01/2019	\$53.38	\$8.10	\$17.20	\$0.00	\$78.68
	06/01/2020	\$54.37	\$8.10	\$17.20	\$0.00	\$79.67
	12/01/2020	\$55.35	\$8.10	\$17.20	\$0.00	\$80.65
	06/01/2021	\$56.37	\$8.10	\$17.20	\$0.00	\$81.67
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$57.38	\$8.10	\$17.20	\$0.00	\$82.68
ΓUNNEL WORK - FREE AIR	06/01/2019	\$43.45	\$7.85	\$16.45	\$0.00	\$67.75
ABORERS (FREE AIR TUNNEL)	12/01/2019	\$43.45	\$8.10	\$17.20	\$0.00	\$68.75
	06/01/2020	\$44.44	\$8.10	\$17.20	\$0.00	\$69.74
	12/01/2020	\$45.42	\$8.10	\$17.20	\$0.00	\$70.72
	06/01/2021	\$46.44	\$8.10	\$17.20	\$0.00	\$71.74
	12/01/2021	\$47.45	\$8.10	\$17.20	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"	12,01/2021	Ψ17.73	ψ0.10	J.,.20	\$0.00	Ψ12.13
TUNNEL WORK - FREE AIR (HAZ. WASTE)	06/01/2019	\$45.45	\$7.85	\$16.45	\$0.00	\$69.75
ABORERS (FREE AIR TUNNEL)	12/01/2019	\$45.45	\$8.10	\$17.20	\$0.00	\$70.75
	06/01/2020	\$46.44	\$8.10	\$17.20	\$0.00	\$71.74
	12/01/2020	\$47.42	\$8.10	\$17.20	\$0.00	\$72.72
	06/01/2021	\$48.44	\$8.10	\$17.20	\$0.00	\$73.74
	12/01/2021	\$49.45	\$8.10	\$17.20	\$0.00	\$73.74
For apprentice rates see "Apprentice- LABORER"	12/01/2021	Ψ12.43	ψ0.10	J.,.20	+ ****	Ψ11.13

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL	08/01/2019	\$34.54	\$12.41	\$12.70	\$0.00	\$59.65
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR	06/01/2019	\$34.20	\$7.85	\$14.88	\$0.00	\$56.93
LABORERS - ZONE 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4	06/01/2019	\$48.18	\$12.00	\$15.60	\$0.00	\$75.78
OFERATING ENGINEERS LOCAL 4	12/01/2019	\$49.33	\$12.00	\$15.60	\$0.00	\$76.93
	06/01/2020	\$50.43	\$12.00	\$15.60	\$0.00	\$78.03
	12/01/2020	\$51.58	\$12.00	\$15.60	\$0.00	\$79.18
	06/01/2021	\$52.68	\$12.00	\$15.60	\$0.00	\$80.28
	12/01/2021	\$53.83	\$12.00	\$15.60	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER PLUMBERS & GASFITTERS LOCAL 12	09/01/2019	\$57.69	\$11.82	\$17.01	\$0.00	\$86.52
. 20.132.10 (1.01.11.12.10.200.12.12	03/01/2020	\$59.19	\$11.82	\$17.01	\$0.00	\$88.02
	09/01/2020	\$60.69	\$11.82	\$17.01	\$0.00	\$89.52
The state of the s	03/01/2021	\$62.19	\$11.82	\$17.01	\$0.00	\$91.02
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/G Outside Electrical - East	ASFITTER"					
CABLE TECHNICIAN (Power Zone)	00/01/2010	\$20.02	¢0.75	\$1.86	\$0.00	¢20.44
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$28.83	\$8.75	\$1.00	\$0.00	\$39.44
	0.0/20/2020	\$20.67	¢0.25	¢1 90	00.02	¢40 01
For apprentice rates see "Apprentice- LINEMAN"	08/30/2020	\$29.67	\$9.25	\$1.89	\$0.00	\$40.81
					· 	
CABLEMAN (Underground Ducts & Cables)	09/01/2019	\$40.84	\$8.75	\$10.02	\$0.00	\$59.61
CABLEMAN (Underground Ducts & Cables)					· 	
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" DRIVER / GROUNDMAN CDL	09/01/2019	\$40.84	\$8.75	\$10.02	\$0.00	\$59.61
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" DRIVER / GROUNDMAN CDL	09/01/2019 08/30/2020	\$40.84 \$42.03	\$8.75 \$9.25	\$10.02 \$10.27	\$0.00 \$0.00	\$59.61 \$61.55
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" DRIVER / GROUNDMAN CDL	09/01/2019 08/30/2020 09/01/2019	\$40.84 \$42.03 \$33.64	\$8.75 \$9.25 \$8.75	\$10.02 \$10.27 \$9.86	\$0.00 \$0.00 \$0.00	\$59.61 \$61.55 \$52.25
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" DRIVER / GROUNDMAN CDL OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs)	09/01/2019 08/30/2020 09/01/2019	\$40.84 \$42.03 \$33.64	\$8.75 \$9.25 \$8.75	\$10.02 \$10.27 \$9.86	\$0.00 \$0.00 \$0.00	\$59.61 \$61.55 \$52.25
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" DRIVER / GROUNDMAN CDL OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019 08/30/2020 09/01/2019 08/30/2020	\$40.84 \$42.03 \$33.64 \$34.62	\$8.75 \$9.25 \$8.75 \$9.25	\$10.02 \$10.27 \$9.86 \$10.07	\$0.00 \$0.00 \$0.00 \$0.00	\$59.61 \$61.55 \$52.25 \$53.94
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" DRIVER / GROUNDMAN CDL OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN"	09/01/2019 08/30/2020 09/01/2019 08/30/2020 09/01/2019	\$40.84 \$42.03 \$33.64 \$34.62 \$26.43	\$8.75 \$9.25 \$8.75 \$9.25 \$8.75	\$10.02 \$10.27 \$9.86 \$10.07	\$0.00 \$0.00 \$0.00 \$0.00	\$59.61 \$61.55 \$52.25 \$53.94 \$36.97
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" DRIVER / GROUNDMAN CDL OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" EQUIPMENT OPERATOR (Class A CDL)	09/01/2019 08/30/2020 09/01/2019 08/30/2020 09/01/2019 08/30/2020	\$40.84 \$42.03 \$33.64 \$34.62 \$26.43	\$8.75 \$9.25 \$8.75 \$9.25 \$8.75	\$10.02 \$10.27 \$9.86 \$10.07	\$0.00 \$0.00 \$0.00 \$0.00	\$59.61 \$61.55 \$52.25 \$53.94 \$36.97
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" DRIVER / GROUNDMAN CDL OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" EQUIPMENT OPERATOR (Class A CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019 08/30/2020 09/01/2019 08/30/2020 09/01/2019 08/30/2020	\$40.84 \$42.03 \$33.64 \$34.62 \$26.43 \$27.20	\$8.75 \$9.25 \$8.75 \$9.25 \$8.75 \$9.25	\$10.02 \$10.27 \$9.86 \$10.07 \$1.79 \$1.82	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$59.61 \$61.55 \$52.25 \$53.94 \$36.97 \$38.27
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" DRIVER / GROUNDMAN CDL OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" EQUIPMENT OPERATOR (Class A CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN"	09/01/2019 08/30/2020 09/01/2019 08/30/2020 09/01/2019 08/30/2020 09/01/2019 08/30/2020	\$40.84 \$42.03 \$33.64 \$34.62 \$26.43 \$27.20 \$40.84 \$42.03	\$8.75 \$9.25 \$8.75 \$9.25 \$8.75 \$9.25 \$8.75 \$9.25	\$10.02 \$10.27 \$9.86 \$10.07 \$1.79 \$1.82 \$14.10 \$14.35	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$59.61 \$61.55 \$52.25 \$53.94 \$36.97 \$38.27 \$63.69 \$65.63
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" DRIVER / GROUNDMAN CDL OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN" EQUIPMENT OPERATOR (Class A CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019 08/30/2020 09/01/2019 08/30/2020 09/01/2019 08/30/2020	\$40.84 \$42.03 \$33.64 \$34.62 \$26.43 \$27.20	\$8.75 \$9.25 \$8.75 \$9.25 \$8.75 \$9.25	\$10.02 \$10.27 \$9.86 \$10.07 \$1.79 \$1.82	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$59.61 \$61.55 \$52.25 \$53.94 \$36.97 \$38.27

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GROUNDMAN	09/01/2019	\$21.62	\$8.75	\$1.65	\$0.00	\$32.02
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$22.25	\$9.25	\$1.67	\$0.00	\$33.17
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.)	09/01/2019	\$26.43	\$8.75	\$1.79	\$0.00	\$36.97
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN	09/01/2019	\$48.05	\$8.75	\$17.19	\$0.00	\$73.99
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18

URNEYM <i>!</i> TSIDE ELECT		MAN RKERS - EAST LOCAL 104	09/01/2019		\$8.75	\$17.19	\$0.00	\$73.99
			08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18
		ntice - LINEMAN (Outside) ve Date - 09/01/2019	Electrical) - East Local 104					
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
	1	60	\$28.83	\$8.75	\$3.36	\$0.00	\$40.94	
	2	65	\$31.23	\$8.75	\$3.44	\$0.00	\$43.42	!
	3	70	\$33.64	\$8.75	\$3.51	\$0.00	\$45.90)
	4	75	\$36.04	\$8.75	\$5.08	\$0.00	\$49.87	•
	5	80	\$38.44	\$8.75	\$5.15	\$0.00	\$52.34	ļ
	6	85	\$40.84	\$8.75	\$5.23	\$0.00	\$54.82	?
	7	90	\$43.25	\$8.75	\$7.30	\$0.00	\$59.30)
	Effecti	ve Date - 08/30/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
	1	60	\$29.67	\$9.25	\$3.39	\$0.00	\$42.31	
	2	65	\$32.14	\$9.25	\$3.46	\$0.00	\$44.85	i
	3	70	\$34.62	\$9.25	\$3.54	\$0.00	\$47.41	
	4	75	\$37.09	\$9.25	\$5.11	\$0.00	\$51.45	;
	5	80	\$39.56	\$9.25	\$5.19	\$0.00	\$54.00)
	6	85	\$42.03	\$9.25	\$5.26	\$0.00	\$56.54	ļ
	7	90	\$44.51	\$9.25	\$7.34	\$0.00	\$61.10)
	Notes:							
							j	
		ntice to Journeyworker Rat	0:1:2					
EDATA (SIDE ELECT		PLICER RKERS - EAST LOCAL 104	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
		N/EQUIPMENT OPERATOI RKERS - EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
		N/INSTALLER/TECHNICLA RKERS - EAST LOCAL 104	AN 02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
EE TRIMN SIDE ELECT		RKERS - EAST LOCAL 104	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
operating, ma	aintaining, o		ity company, R.E.A. cooperative, or railroad pment, and (c) by a person who is using han					
EE TRIMN	IER GRO	OUNDMAN RKERS - EAST LOCAL 104	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87

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Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

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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