

KARYN E. POLITO

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 WILLIAM D MCKINNEY

Awarding Authority:

City of Brockton

Contract Number:

City/Town: BROCKTON

Description of Work:

Minor, Small and/or Emergency Isolated Repairs Not Associated With Other Larger Planned Projects (6 Months).

Job Location:

Various Locations

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: 01/22/2020 Wage Request Number: 20200122-045

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction			~			
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.25	\$12.41	\$13.72	\$0.00	\$60.38
	06/01/2020	\$35,15	\$12.41	\$13.72	\$0.00	\$61.28
	08/01/2020	\$35.15	\$12.91	\$13.72	\$0.00	\$61.78
	12/01/2020	\$35.15	\$12.91	\$14.82	\$0.00	\$62.88
	06/01/2021	\$35.95	\$12.91	\$14.82	\$0.00	\$63.68
	08/01/2021	\$35,95	\$13.41	\$14.82	\$0.00	\$64.18
	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.32	\$12.41	\$13.72	\$0.00	\$60.45
ILIMOTERS JOHN COOPERS. TO ZONE B	06/01/2020	\$35.22	\$12.41	\$13.72	\$0.00	\$61.35
	08/01/2020	\$35.22	\$12,91	\$13.72	\$0.00	\$61.85
	12/01/2020	\$35.22	\$12.91	\$14.82	\$0.00	\$62.95
	06/01/2021	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	08/01/2021	\$36.02	\$13.41	\$14.82	\$0.00	\$64.25
	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT	12/01/2019	\$34.44	\$12,41	\$13.72	\$0.00	\$60.57
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2020	\$35.34	\$12.41	\$13.72	\$0.00	\$61,47
	08/01/2020	\$35.34	\$12.91	\$13.72	\$0.00	\$61.97
	12/01/2020	\$35.34	\$12.91	\$14.82	\$0.00	\$63.07
	06/01/2021	\$36.14	\$12.91	\$14.82	\$0.00	\$63.87
	08/01/2021	\$36.14	\$13,41	\$14.82	\$0.00	\$64.37
	12/01/2021	\$36,14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE I)	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice-PILE DRIVER"						
AIR TRACK OPERATOR	12/01/2019	\$34.81	\$8.10	\$15.38	\$0.00	\$58.29
LABORERS - ZONE 2	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"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	12/01/2019	\$37.00	\$12.50	\$8.85	\$0.00	\$58.35
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	06/01/2020	\$38.00	\$12.50	\$8.85	\$0.00	\$59.35
	12/01/2020	\$39.00	\$12.50	\$8.85	\$0.00	\$60.35
ASPHALT RAKER	12/01/2019	\$34.31	\$8:10	\$15.38	\$0.00	-\$57.79
LABORERS - ZONE 2	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"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	12/01/2019	\$48.73	\$12,50	\$15.70	\$0.00	\$76.93
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15,70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						•

Issue Date: 01/22/2020

Classification	4 Effective Date	· Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48,73	\$12.50	\$15.70	\$0.00	\$76.93
OF MATING ENGINEERS LOCAL 4	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS'	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
BARCO-TYPE JUMPING TAMPER	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
LABORERS - ZONE 2	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	12/01/2019	\$34.81	\$8.10	\$15.38	\$0.00	\$58.29
LABORERS - ZONE 2	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
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice -	BOILERWAKER - LOCAI 29
Effective Date	- 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33
5	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY	08/01/2019	\$54.40	\$10.75	\$21.30	\$0.00	\$86.45
WATERPROOFING) BRICKLAYERS LOCAL 3 (QUINCY)	02/01/2020	\$54.40	\$10.75	\$21.94	\$0.00	\$87.09
	08/01/2020	\$55.75	\$10.75	\$22.09	\$0.00	\$88.59
	02/01/2021	\$56.39	\$10.75	\$22.09	\$0.00	\$89.23
	08/01/2021	\$57.79	\$10.75	\$22.25	\$0.00	\$90.79
	02/01/2022	\$58.38	\$10.75	\$22.25	\$0.00	\$91.38

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

Total Rate

	Effect	ive Date - 08/01/2019				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	
	Effect	ive Date - 02/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$27.20	\$10.75	\$21.94	\$0.00	\$59.89	
	2	60	\$32.64	\$10.75	\$21.94	\$0.00	\$65.33	
	3	70	\$38.08	\$10.75	\$21.94	\$0.00	\$70.77	
	4	80 ·	\$43.52	\$10.75	\$21.94	\$0.00	\$76.21	
	5	90	\$48.96	\$10.75	\$21.94	\$0.00	\$81.65	
	Notes:	NA ANGENT STEERS NEWSTER OFFICER CHARGE CHARGE CHARGE	· APPENDED AND ADDRESS OF THE STREET, WASHINGTON,	would thinks thereby	ACCURACY DESCRIPTION	COLUMN CHICAGO COMMENTE AND		
	***************************************						* THROUGHTAN	
		entice to Journeyworker Ratio:1:5					ner addito brookly egilet	
JLLDOZEI <i>Erating en</i>		ER/SCRAPER OCAL 4	- 12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
Zidizii(O Zii	OH VEELING E		06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
			12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
			06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
For apprent	ice rates see '	"Apprentice- OPERATING ENGINEERS"	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
AISSON &	UNDERP	INNING BOTTOM MAN	12/01/2019	\$40.25	\$8.10	\$16.80	\$0.00	\$65.15
BORERS - FO	UNDAIION	AND MARINE	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
			06/01/2021	\$43.24	\$8.10	\$16.80	\$0.00	\$68.14
For anarouti	ion water gan l	PAnnyouting LABORED®	12/01/2021	\$44.25	\$8.10	\$16.80	\$0.00	\$69.15
JSSON &	UNDERP	"Apprentice- LABORER" PINNING LABORER	12/01/2019	\$39.10	\$8,10	\$16.80	\$0.00	\$64.00
ORERS - FO	UNDATION	AND MARINE	06/01/2020		\$8.10	\$16.80	\$0.00	\$64.99
			12/01/2020			\$16.80	\$0.00	\$65.97
			06/01/2021			\$16.80	\$0.00	\$66.99
			12/01/2021			\$16.80	\$0.00	\$68.00
For apprenti	ce rates see '	"Apprentice- LABORER"						
		INNING TOP MAN	12/01/2019	\$39.10	\$8.10	\$16.80	\$0.00	\$64.00
ORERS - FO	UNDATION	AND MARINE	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
			12/01/2021	\$43.10	\$8.10	\$16.80	\$0.00	\$68.00
For apprenti	ce rates see '	"Apprentice- LABORER"						

Classification			· Effective D	ate == Base Wa	nge Health	Pension	Supplemental Unemployment	Total Rat
CARBIDE CORE DE ABORERS - ZONE 2	LILL OPERA	ATOR	12/01/201	19 \$34.3	1 \$8.10	\$15.38	\$0.00	\$57.79
ABOKERS - ZONE 2			06/01/202	20 \$35.2	0 \$8.10	\$15.38	\$0.00	\$58.68
			12/01/202	20 \$36.0	9 \$8.10	\$15.38	\$0.00	\$59.57
			06/01/202	21 \$37.0	1 \$8.10	\$15.38	\$0.00	\$60.49
For apprentice rates se	a #Annrantina	I ADODEDII	12/01/202	21 \$37.9	2 \$8,10	\$15.38	\$0.00	\$61.40
CARPENTER	e Applentice-	LABORER	09/01/201	10 ¢410	n ¢0.40	\$18.95	\$0.00	
CARPENTERS -ZONE 2 (E	astern Massach	usetts)						\$70.25
			03/01/202			\$18.95	\$0.00	\$70.85
			09/01/202			\$18.95	\$0.00	\$71.50
			03/01/202			\$18.95	\$0.00	\$72.10
			09/01/202			\$18.95 \$18.95	\$0.00	\$72.75
			03/01/202			\$18.95 \$18.95	\$0.00 \$0.00	\$73.35
			09/01/202 03/01/202			\$18.95	\$0.00	\$74.00 \$74.60
			03/01/202	470. 4.	シー・サン・サリ	Ψ10.22	Ψ0.00	Ψιπιυυ
Аррг	entice - C.	ARPENTER - Zone 2 Eastern	ı MA					
	tive Date -	09/01/2019		YY 1.5	ъ .	Supplemental		
Step 1	percent		Apprentice Base Wage		Pension	Unemploymen		
2	50		\$20.95	\$9.40	\$1.73	\$0.00		
	60		\$25.14	\$9.40	\$1.73	\$0.00		
3	70		\$29.33	\$9.40	\$13.76	\$0.00		
4	75		\$31.43	\$9.40	\$13.76	\$0.00		
5	80		- \$33.52	\$9.40	\$15.49	\$0.00	•	٠
6	80		\$33,52	\$9.40	\$15.49	\$0.00		
7	90	•	\$37.71	\$9.40	\$17.22	\$0.00		
8	90		\$37.71	\$9.40	\$17.22	\$0.00	\$64.33	
Effec	tive Date -	03/01/2020				Supplemental	l	
Step	percent	<u> </u>	Apprentice Base Wage	Health	Pension	Unemployment		
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	
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Notes			E E ION ION ION				\$	
Notes	% Indent	ared After 10/1/17; 45/45/55/					T. W. L.	
den / rennene	% Indento	red After 10/1/17; 45/45/55/. \$29.99/ 3&4 \$35.85/ 5&6 \$5 urneyworker Ratio:1:5				manner (T. T.L. C	Nama Nama	

Issue Date: 01/22/2020 Wage Request Number: 20200122-045 Page 5 of 41

All Aspects of New Wood Frame Work

Issue Date: 01/22/2020

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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					THE STATE OF STREET ADVANCE.	
n udowords.		/17; 45/45/55/55/70/70/80/80 27.19/ 5&6 \$34.50/ 7&8 \$37.29				and an address of the second
Appr	entice to Journeyworker l	Ratio:1:5				D THEORY OF THE PARTY OF THE PA

	Appre	ntice - CE	EMENT MASONRY/PLASTE	RING - Eastern Mass (Ç	Juincy)				
	Effect Step	ive Date - percent	01/01/2020	Apprentice Base Wage	Health	Pension	Supplemental 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	
HAIN SAV BORERS - ZO	V OPERAT		rneyworker Ratio:1:3	12/01/2019 06/01/2020		\$8.10 \$8.10	\$15.38 \$15.38	\$0.00 \$0.00	\$57.79 \$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 appren	tice rates see '	'Apprentice- L	ABORER"	12/01/2021	1 \$37.92	\$8.10	\$15.38	\$0.00	\$61.40
			ETS/HEADING MACHINE	S 12/01/2019	\$49.73	\$12.50	\$15.70	\$0.00	\$77.93
EKATING EI	NGINEERS L	JCAL 4		06/01/2020	\$50.83	\$12.50	\$15.70	\$0.00	\$79.03
				12/01/2020	\$51.98	\$12.50	\$15.70	\$0.00	\$80.18
				06/01/2021	\$53.08	\$12.50	\$15.70	\$0.00	\$81.28
				12/01/2021	\$54.23	\$12.50	\$15.70	\$0.00	\$82.43

20200122-045

Wage Request Number:

Classification For apprentic		"Apprentice- OPERATING ENGINEERS"	· Effective Da	e →Base Wag	e» Health	Pension	Supplemental Unemployment	Total Rat
COMPRESSO			12/01/2019	\$32.47	\$12.50	\$15.70	\$0.00	\$60.67
PERATING EN	FINEERS L	OCAL 4	06/01/2020	\$33.22	\$12.50	\$15.70	\$0.00	\$61.42
			12/01/2020	\$34.00	\$12.50	\$15.70	\$0.00	\$62.20
			06/01/2021	\$34.75	\$12.50	\$15.70	\$0.00	\$62.95
			12/01/2021	\$35,54	\$12.50	\$15.70	\$0.00	\$63.74
		"Apprentice-OPERATING ENGINEERS"						
ELEADER (<i>unters loca</i>		-	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
		ntice - PAINTER Local 35 - BRID	GES/TANKS					
	Effect: Step	ive Date - 01/01/2020 percent	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
	1	50						
	2	55	\$25.48	\$8.20	\$0.00	\$0.00		
	3		\$28.03	\$8.20	\$5.94	\$0.00	,	
	3 4	60 65	\$30.58	\$8.20	\$6.48	\$0.00		
	.5	70	\$33.12	\$8.20	\$7.02	\$0.00		
	,5 6	75	\$35.67	\$8.20	\$18.86	\$0.00		
	7	80	\$38.22	\$8.20	\$19.40	\$0.00		
	8		\$40.77	\$8.20	\$19.94	\$0.00		
	O	90	\$45.86	\$8.20	\$21.02	\$0.00	\$75.08	
		ve Date - 07/01/2020		i.		Supplementai		
	Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
	I	50	\$26.03	\$8.20	\$0.00	\$0.00	\$34.23	
	2	55	\$28.63	\$8.20	\$5.94	\$0.00	\$42.77	
	3	60	\$31.24	\$8.20	\$6.48	\$0.00	\$45.92	
	4	65	\$33.84	\$8.20	\$7.02	\$0.00	\$49.06	
	5	70	\$36,44	\$8.20	\$18.86	\$0.00	\$63.50	
	6	75	\$39.05	\$8.20	\$19.40	\$0.00	\$66.65	
	7	80	\$41.65	\$8.20	\$19.94	\$0.00	\$69.79	
	8	90 .	\$46.85	\$8.20	\$21.02	\$0.00	\$76.07	
	Notes:	t construire provincia constituir apallabaja amendan albambar albambar and exem-	was and a second of the second	مانگلار مستخدم			and the second second second	
•	od Menanae	Steps are 750 hrs.					enne primario primari	
	Apprei	ntice to Journeyworker Ratio:1:1	THE THE TAXABLE PARTY CONTRACTOR OF THE PARTY OF THE PART		***************************************			
EMO: ADZE Borers - zon		-	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice	rates see ".	Apprentice LABORER"		***************************************	·			
MO: BACK BORERS - ZONI		ADER/HAMMER OPERATOR	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
		Apprentice- LABORER"						
EMO: BURN <i>borers - zoni</i>			12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75

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LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2019	\$40.30 \$40.05	\$8.10	\$16.60	Unemployment \$0.00	\$65.00
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" DEMO: WRECKING LABORER LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2019	\$40.05	\$2.10			
LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" DEMO: WRECKING LABORER LABORERS - ZONE 2	12/01/2019	\$40.05	\$2.10			
DEMO: WRECKING LABORER LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" DIRECTIONAL DRILL MACHINE OPERATOR			φο.10	\$16.60	\$0.00	\$64.75
LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER" DIRECTIONAL DRILL MACHINE OPERATOR						
DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2019	. \$39.30	\$8,10	\$16,60	\$0.00	\$64.00
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.23	\$12,50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
·	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$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 I)	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice-PILE DRIVER"	·					
ELECTRICIAN						
ELECTRICIANS LOCAL 223	09/01/2019	\$42.26	\$10.15	\$13.54	\$0.00	\$65.95

Issue Date: 01/22/2020

Apprentice - ELECTRICIAN - Local 223

	Effecti	ve Date -	09/01/2019						
	Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment		2
	1	40		\$16.90	\$10.15	\$0.51	\$0.00	\$27.56	; ;
	2	42		\$17.75	\$10.15	\$0.53	\$0.00		
	3 -	45		\$19.02	\$10.15	\$0.57	\$0.00		
	4	48	•	\$20,28	\$10.15	\$4.93	\$0.00	\$35.36	
	5	50		\$21.13	\$10.15	\$4.97	\$0.00		
	6	55		\$23.24	\$10.15	\$5,33	\$0.00		
	7	60		\$25.36	\$10.15	\$5.64	\$0.00		
	8	65		\$27.47	\$10.15	\$5.94	\$0.00		
	9	70		\$29.58	\$10.15	\$6.25	\$0.00		
	10	75		\$31.70	\$10.15	\$6.50	\$0.00		
	Effecti Step	ve Date - percent	03/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Uncupployment	Total Rate	:
-	1	40		\$17.15	\$10.40	\$0.51	\$0.00	\$28.06	
	2	42		\$18.01	\$10.40	\$0.54	\$0.00	\$28.95	
	3	45		\$19,29	\$10.40	\$0.58	\$0.00	\$30.27	
	4	48		\$20,58	\$10.40	\$5.22	\$0,00	\$36.20	
	5	50		\$21.44	\$10.40	\$5.26	\$0.00	\$37.10	
	6	55		\$23.58	\$10.40	\$5.63	\$0.00	\$39.61	
	7	60			\$10.40	\$5.93	\$0.00	\$42.05	
	8	65			\$10.40	\$6.25	\$0.00	\$44.52	
	9	70			\$10.40	\$6,54	\$0.00	\$46.95	
	10	75			\$10.40	\$6.79	\$0.00	\$49.34	
Till Park	Notes:	سا عندی سند		THERE SEEMS MADE TO SEE SEEMS TO SEE SEEMS TO SEE SEEMS TO SEEMS TO SEE SEEMS TO SEEMS TO SEE SEEMS TO SEEMS TO SEE SEEMS TO SEEMS TO SEE SEEMS TO SEE			(1770)(11)		
pa propostages		Steps are 7	'50 hours					THE IDEALORS.	
	***************************************		rneyworker Ratio:2:3	3***				WHEN THE PARTY OF	
VATOR COVETE				01/01/2020	\$61.42	\$15.73	\$18.41	\$0.00	\$95.56
TOR CONSTR	OCTORS	LOCAL 4		01/01/2021	\$63.47	\$15.88	\$19.31	\$0.00	\$98.66
				01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86

Pension

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	11/01/2019	\$22.57	\$12.00	\$15.60	\$0.00	\$50.17
OPERATING ENGINEERS LOCAL 4	05/01/2020	\$23.24	\$12.00	\$15.60	\$0.00	\$50.84
	11/01/2020	\$23.83	\$12,00	\$15.60	\$0.00	\$51.43
	05/01/2021	\$24.51	\$12.00	\$15.60	\$0.00	\$52.11
	11/01/2021	\$25.11	\$12.00	\$15.60	\$0.00	\$52.71
	05/01/2022	\$25.78	\$12.00	\$15.60	\$0.00	\$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER	09/01/2019	\$42.26	\$10,15	\$13,54	\$0.00	\$65.95
ELECTRICIANS LOCAL 223	03/01/2020	\$42.87	\$10.40	\$13.94	\$0.00	\$67.21
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE	09/01/2019	\$35.78	\$10.15	\$11.45	\$0.00	\$57.38
/ COMMISSIONING ELECTRICIANS LOCAL 223	03/01/2020	\$36.27	\$10.40	\$11.78	\$0.00	\$58.45
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER)	12/01/2019	\$39.89	\$12.50	\$15.70	\$0.00	\$68.09
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$40.80	\$12.50	\$15.70	\$0,00	\$69.00
	12/01/2020	\$41.75	\$12.50	\$15.70	\$0.00	\$69.95
	06/01/2021	\$42.66	\$12.50	\$15.70	\$0.00	\$70.86
	12/01/2021	\$43.61	\$12.50	\$15.70	\$0.00	\$71.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER	12/01/2019	\$23.50	\$8.10	\$15.38	\$0.00	\$46.98
LABORERS - ZONE 2	06/01/2020	\$23.50	\$8.10	\$15.38	\$0.00	\$46.98
	12/01/2020	\$24,50	\$8.10	\$15.38	\$0.00	\$47.98
	06/01/2021	\$24.50	\$8.10	\$15.38	\$0.00	\$47.98
	12/01/2021	\$24.50	\$8.10	\$15.38	\$0.00	\$47.98
For apprentice rates see "Apprentice- LABORER"						*****
FLOORCOVERER	09/01/2019	\$46.25	\$9.40	\$19.25	\$0.00	\$74.90
FLOORCOVERERS LOCAL 2168 ZONE I	03/01/2020	\$47.05	\$9.40	\$19.25	\$0.00	\$75.70
	09/01/2020	\$47.85	\$9.40	\$19.25	\$0.00	\$76.50
	03/01/2021	\$48.65	\$9.40	\$19.25	\$0.00	\$77.30
	09/01/2021	\$49.45	\$9.40	\$19.25	\$0.00	\$78.10
	03/01/2022	\$50.25	\$9,40	\$19.25	\$0.00	\$78.90
•	55,51,2022	400120	Ψ,,,ο	+	\$0.00	φ10.50

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Apprentice - FLOORCOVERER - Local 2168 Zone I

	Effecti	ve Date -	09/01/2019				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
	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
		ve Date -	03/01/2020				Supplemental		
	Step	percent	<u> </u>	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	œ
	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	THEORY THEORY TOTAL MOVING WALLES A	\$39.99	\$9.40	\$17.46	\$0.00	\$66.8	5
	Notes:	Steps are 7 % After 0 Step 1&2		80/80 (1500hr Steps)	Mining dente deserte		annung amama assada an	-	5
	Notes:	Steps are 7 % After 0 Step 1&2 tice to Jo	750 hrs. 19/1/17; 45/45/55/55/70/70/ \$32.00/ 3&4 \$38.36/ 5&6	80/80 (1500hr Steps) \$57.45/ 7&8 \$63.86				0	
ORK LIFT/CH	Notes:	Steps are 7 % After 0 Step 1&2 ntice to Jo	750 hrs. 19/1/17; 45/45/55/55/70/70/ \$32.00/ 3&4 \$38.36/ 5&6	80/80 (1500hr Steps) \$57.45/ 7&8 \$63.86 12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
ORK LIFT/CH	Notes:	Steps are 7 % After 0 Step 1&2 ntice to Jo	750 hrs. 19/1/17; 45/45/55/55/70/70/ \$32.00/ 3&4 \$38.36/ 5&6	80/80 (1500hr Steps) \$57.45/ 7&8 \$63.86 12/01/2019 06/01/2020	\$48.73	\$12.50 \$12.50	\$15.70 \$15.70	\$0.00 \$0.00	\$76.93 \$78.03
ORK LIFT/CH	Notes:	Steps are 7 % After 0 Step 1&2 ntice to Jo	750 hrs. 19/1/17; 45/45/55/55/70/70/ \$32.00/ 3&4 \$38.36/ 5&6	80/80 (1500hr Steps) \$57.45/ 7&8 \$63.86 12/01/2019 06/01/2020 12/01/2020	\$48.73 \$49.83 \$50.98	\$12.50 \$12.50 \$12.50	\$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18
ORK LIFT/CH	Appren	Steps are 7 % After 0 Step 1&2 tice to Journal of the Color of the Col	750 hrs. 19/1/17; 45/45/55/55/70/70/ \$32.00/ 3&4 \$38.36/ 5&6	80/80 (1500hr Steps) \$57.45/ 7&8 \$63.86 12/01/2019 06/01/2020	\$48.73	\$12.50 \$12.50	\$15.70 \$15.70	\$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28
ORK LIFT/CH ERATING ENGIN For apprentice r ENERATOR/L	Apprender Appren	Steps are 7 % After 0 Step 1&2 tice to Jo PICKER CAL 4 Apprentice- C	750 hrs. 19/1/17; 45/45/55/55/70/70/ \$32.00/ 3&4 \$38.36/ 5&6 (urneyworker Ratio:1:1	80/80 (1500hr Steps) \$57.45/ 7&8 \$63.86 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$48.73 \$49.83 \$50.98 \$52.08 \$53.23	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50	\$15.70 \$15.70 \$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43
ORK LIFT/CH ERATING ENGIN For apprentice r ENERATOR/L	Apprender Appren	Steps are 7 % After 0 Step 1&2 tice to Jo PICKER CAL 4 Apprentice- C	750 hrs. 19/1/17; 45/45/55/55/70/70/ \$32.00/ 3&4 \$38.36/ 5&6 (urneyworker Ratio:1:1	80/80 (1500hr Steps) \$57.45/ 7&8 \$63.86 12/01/2019 06/01/2020 12/01/2020 06/01/2021	\$48.73 \$49.83 \$50.98 \$52.08 \$53.23	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50	\$15.70 \$15.70 \$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43
ORK LIFT/CH ERATING ENGIN For apprentice r ENERATOR/L	Apprender Appren	Steps are 7 % After 0 Step 1&2 tice to Jo PICKER CAL 4 Apprentice- C	750 hrs. 19/1/17; 45/45/55/55/70/70/ \$32.00/ 3&4 \$38.36/ 5&6 (urneyworker Ratio:1:1	80/80 (1500hr Steps) \$57.45/ 7&8 \$63.86 12/01/2019 06/01/2020 12/01/2021 12/01/2021 12/01/2019	\$48.73 \$49.83 \$50.98 \$52.08 \$53.23	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50	\$15.70 \$15.70 \$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43
ORK LIFT/CH ERATING ENGIN For apprentice r ENERATOR/L	Apprender Appren	Steps are 7 % After 0 Step 1&2 tice to Jo PICKER CAL 4 Apprentice- C	750 hrs. 19/1/17; 45/45/55/55/70/70/ \$32.00/ 3&4 \$38.36/ 5&6 (urneyworker Ratio:1:1	80/80 (1500hr Steps) \$57.45/ 7&8 \$63.86 12/01/2019 06/01/2020 12/01/2021 12/01/2021 12/01/2019 06/01/2020	\$48.73 \$49.83 \$50.98 \$52.08 \$53.23 \$32.47 \$33.22	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50	\$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$60.67 \$61.42 \$62.20
ORK LIFT/CH ERATING ENGIN For apprentice r ENERATOR/L	Apprender Appren	Steps are 7 % After 0 Step 1&2 tice to Jo PICKER CAL 4 Apprentice- C	750 hrs. 19/1/17; 45/45/55/55/70/70/ \$32.00/ 3&4 \$38.36/ 5&6 (urneyworker Ratio:1:1	80/80 (1500hr Steps) \$57.45/ 7&8 \$63.86 12/01/2019 06/01/2020 12/01/2021 12/01/2021 12/01/2019 06/01/2020 12/01/2020	\$48.73 \$49.83 \$50.98 \$52.08 \$53.23 \$32.47 \$33.22 \$34.00	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50	\$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$60.67 \$61.42 \$62.20 \$62.95
PRK LIFT/CH ERATING ENGIN For apprentice r ENERATOR/I	Apprender Appren	Steps are 7 % After 0 Step 1&2 tice to Jo PICKER CAL 4 Apprentice- C	750 hrs. 19/1/17; 45/45/55/55/70/70/ \$32.00/ 3&4 \$38.36/ 5&6 (urneyworker Ratio:1:1	80/80 (1500hr Steps) \$57.45/ 7&8 \$63.86 12/01/2019 06/01/2020 12/01/2021 12/01/2021 12/01/2019 06/01/2020 12/01/2020 06/01/2020 06/01/2021	\$48.73 \$49.83 \$50.98 \$52.08 \$53.23 \$32.47 \$33.22 \$34.00 \$34.75	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50	\$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$60.67 \$61.42 \$62.20 \$62.95
DRK LIFT/CH DERATING ENGIN For apprentice re ENERATOR/L ERATING ENGIN For apprentice re AZIER (GLA	Apprendiction Ap	Steps are 7 % After 0 Step 1&2 Itice to Jo PICKER CAL 4 Apprentice- C	750 hrs. 19/1/17; 45/45/55/55/70/70/ \$32.00/ 3&4 \$38.36/ 5&6 (urneyworker Ratio:1:1 DPERATING ENGINEERS** T/HEATERS	80/80 (1500hr Steps) \$57.45/ 7&8 \$63.86 12/01/2019 06/01/2020 12/01/2021 12/01/2021 12/01/2019 06/01/2020 12/01/2020 06/01/2020 06/01/2021	\$48.73 \$49.83 \$50.98 \$52.08 \$53.23 \$32.47 \$33.22 \$34.00 \$34.75	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50	\$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43
ORK LIFT/CH PERATING ENGIN For apprentice re ENERATOR/L PERATING ENGIN	Apprendiction Ap	Steps are 7 % After 0 Step 1&2 Itice to Jo PICKER CAL 4 Apprentice- C NG PLAN CAL 4	750 hrs. 19/1/17; 45/45/55/55/70/70/ \$32.00/ 3&4 \$38.36/ 5&6 surneyworker Ratio; 1:1 DPERATING ENGINEERS* T/HEATERS DPERATING ENGINEERS*	80/80 (1500hr Steps) \$57.45/ 7&8 \$63.86 12/01/2019 06/01/2020 12/01/2021 12/01/2021 12/01/2021 12/01/2020 12/01/2020 06/01/2020 12/01/2020 12/01/2021	\$48.73 \$49.83 \$50.98 \$52.08 \$53.23 \$32.47 \$33.22 \$34.00 \$34.75 \$35.54	\$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50 \$12.50	\$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$60.67 \$61.42 \$62.20 \$62.95 \$63.74

Apprentice - GLAZIER - Local 35 Zone 2

Ef	fective Date -	01/01/2020				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemployment		;
1	50		\$20,23	\$8.20	\$0.00	\$0.00	\$28.43	
2	55		\$22.25	\$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	\$18.86	\$0.00	\$55.38	;
6	75		\$30.35	\$8.20	\$19.40	\$0.00	\$57.95	
7	80		\$32.37	\$8.20	\$19.94	\$0.00	\$60.51	
8	90		\$36.41	\$8.20	\$21.02	\$0.00	\$65.63	
Efi Ste	ective Date -	07/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$20.78	\$8.20	\$0.00	\$0.00	\$28.98	
2	- 55		\$22.86	\$8.20	\$5.94	\$0.00	\$37.00	
3	60		\$24,94	\$8.20	\$6.48	\$0.00	\$39.62	
4	65		\$27.01	\$8.20	\$7.02	\$0.00	\$42.23	
5	70		\$29.09	\$8.20	\$18.86	\$0.00	\$56.15	
6	75		\$31.17	\$8.20	\$19.40	\$0,00	\$58.77	
7	80		\$33.25	\$8.20	\$19.94	\$0.00	\$61.39	
8	90		\$37.40	\$8.20	\$21.02	\$0.00	\$66.62	
www.	tes: Steps are	750 hrs.			TTTT NAME OF BELLEVIES	ulidina lamand Hosewer e	The second secon	
Ap	prentice to Jou	ırneyworker Ratio:1:1	ngar arawana sanaman anagaran selatahan selatahan se	nesse summe valend w	edown worked typeways t	entere protoco acomoca oc	HATE ANDERS WELLEN	•
HOISTING ENGINE		/GRADALLS	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
OI EKATING ENGINEER	S LOCAL 4		06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
			12/01/2020	\$50,98	\$12.50	\$15.70	\$0.00	\$79.18
			06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
			12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43

Pension

Apprentice - OPERATING ENGINEERS - Local 4

		nuce - OFERATING ENGINEERS ive Date - 12/01/2019	- Locui 4			Cuantar		
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55	\$26,80	\$12.50	\$0.00	\$0.00	\$39.30	
	2	60	\$29.24	\$12.50	\$15.70	\$0,00	\$57.44	
	3	65	\$31.67	\$12.50	\$15.70	\$0.00	\$59.87	
	4	70	\$34.11	\$12.50	\$15.70	\$0.00	\$62.31	
	5	75	\$36.55	\$12.50	\$15.70	\$0.00	\$64.75	
	6	80	\$38.98	\$12.50	\$15.70	\$0.00	\$67.18	
	7	85	\$41,42	\$12.50	\$15.70	\$0.00	\$69.62	
•	8	90	\$43.86	\$12.50	\$15.70	\$0.00	\$72.06	
	Effecti	ve Date - 06/01/2020				Sumulamantal		
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
•	1	55	\$27.41	\$12.50	\$0.00	\$0.00	\$39.91	
	2	60	\$29.90	\$12.50	\$15.70	\$0.00	\$58.10	
	3	65	\$32,39	\$12.50	\$15.70	\$0.00	\$60.59	
	4	70	\$34.88	\$12.50	\$15.70	\$0.00	\$63.08	
	5	75	\$37.37	\$12.50	\$15.70	\$0.00	\$65.57	
	6	80	\$39.86	\$12.50	\$15.70	\$0.00	\$68.06	
	7	85	\$42.36	\$12.50	\$15.70	\$0.00	\$70.56	
	8	90	\$44.85	\$12.50	\$15.70	\$0.00	\$73.05	٠
	Notes:	THE PARTY NAMED ASSESSED TO TH	Statistical state of application occurred volumes of the state of the		2911 2119			
	Mil. Managaray						Townseyen	
	Appre	ntice to Journeyworker Ratio:1:6	provinces wherever overseight executing electrical executions of	risand warms arrested as	obligation and setting of the contraction of	-	THE SECTION SECTION SECTIONS	
VAC (DUCT			08/01/2019	\$48.10	\$13.20	\$24.12	\$2.56	\$87.98
HEETMETAL WO	ORKERS LC	OCAL 17 - A	02/01/2020	\$49.36	\$13.35	\$24.12	\$2.61	\$89.44
			08/01/2020	\$50.96	\$13.35	\$24,12	\$2.66	\$91.09
			02/01/2021	\$52.61	\$13.35	\$24.12	\$2.71	\$92.79
		•	08/01/2021	\$54.36	\$13.35	\$24.12	\$2.76	\$94.59
			02/01/2022	\$56.11	\$13.35	\$24.12	\$2.81	\$96.39
		Apprentice- SHEET METAL WORKER"						
VAU (ELEC <i>ECTRICIANS L</i>		CONTROLS)	09/01/2019			\$13.54	\$0.00	\$65.95
For apprentice	e rates see ^N	Apprentice- ELECTRICIAN"	03/01/2020	\$42.87	\$10.40	\$13.94	\$0.00	\$67.21
		BALANCING - AIR)	00/01/0010	@40 1A	e12.20	\$24.12	\$2.56	604.00
		,	08/01/2019					\$87.98
VAC (TESTI	ORKERS LC		02/01/2020			\$24.12 \$24.12	\$2.61 \$2.66	\$89.44
VAC (TESTI	ORKERS LC		00/01/0000	00000			az. 00	\$91.09
VAC (TESTI	ORKERS LC		08/01/2020					
VAC (TESTI	ORKERS LC		02/01/2021	\$52.61	\$13.35	\$24.12	\$2.71	\$92.79
	ORKERS LC			\$52.61 \$54.36	\$13.35		\$2.71 \$2.76	

Classification	eren er	Effective Date ==	Basc Wage	··Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 51		09/01/2018	\$42.04	\$10.00	\$18.20	\$0.00	\$70.24
For apprentice rates see "Apprentice-PIPEFITTER" or "PLU	UMBER/PIPEFITTER"						
HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51		09/01/2018	\$42.04	\$10.00	\$18.20	\$0.00	\$70.24
For apprentice rates see "Apprentice- PIPEFITTER" or "PLU	UMBER/PIPEFITTER"						
HYDRAULIC DRILLS LABORERS - ZONE 2		.12/01/2019	\$34.81	\$8.10	\$15.38	\$0.00	\$58.29
LABURERS - ZUIVE 2		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

Effecti	ve 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:	think here were were	AND THE RESIDENCE OF THE PROPERTY OF THE PROPE			ACCRECATE VALUE VALUE	And the same of th	
Per standalandel	Steps are 1 year					***************************************	
Appre	ntice to Journeywo	rker Ratio:1:4	verveux -420		THE PARTY OF THE P		

IRONWORKER/WELDER 03/16/2019 \$46.66 \$8.00 \$23.50 \$0.00 \$78.16 IRONWORKERS LOCAL 7 (BOSTON AREA)

NWORKER -	·Local	7	Boston
	NWORKER -	NWORKER - Local	NWORKER - Local 7

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
l _.	60	\$28.00	\$8.00	\$23.50	\$0.00	\$59.50
2	70	\$32.66	\$8.00	\$23.50	\$0.00	\$64.1 <i>6</i>
3	75	\$35.00	\$8.00	\$23.50	\$0.00	\$66.50
4	80	\$37.33	\$8.00	\$23.50	\$0.00	\$68,83
5	85	\$39.66	\$8.00	\$23.50	\$0.00	\$71.16
6	90	\$41,99	\$8.00	\$23.50	\$0.00	\$73,49

Apprentice to Journeyworker Ratio:**

ACCELLAMAMER & PAVING BREAKER OPERATOR 1201/2003	Classification	Effective Date Base Wage		e Health		Supplemental Unemployment	Total Rat
MARGERIS 20082 1,000 1		12/01/2019	\$34.31	\$8.10			\$57.79
Part	LABORERS - ZONE 2	06/01/2020	\$35.20		\$15.38	\$0.00	\$58.68
Part		12/01/2020			\$15.38		
12/01/2012		06/01/2021					
ABORER:							
Apprentice	For apprentice rates see "Apprentice-LABORER"			*	·		Ψ01
Apprentice		12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
Apprentice	ABORERS - ZONE 2	06/01/2020	\$34.95	\$8.10	\$15,38	\$0.00	\$58.43
Apprentice - LABORER - Zone 2 Effect Date - 12/01/2019 Apprentice Base Wage Health Pension Unimplemental Unimplemental Unimplemental Unimplemental Unimplemental Unimplemental Unimplement		12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
Apprentice - LABORER - Zone 2 Effective Date - 12/01/2019 Apprentice Base Wage Health Pension Supplemental Unemployment Total Rate	•	06/01/2021	\$36.76	\$8.10	\$15,38	\$0.00	\$60,24
Effect Date Percent Apprentice Base Wage Health Pension Unemployment Total Rate		12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
Effective Date							
Notes:							
1 60		A	TT 1.1	ъ :	• • •		
Second S				- Int-			
3 80 \$27.25 \$8.10 \$15.38 \$0.00 \$50.73 \$4 90 \$30.65 \$8.10 \$15.38 \$0.00 \$50.73 \$4 90 \$30.65 \$8.10 \$15.38 \$0.00 \$50.73 \$54.13 \$	- 00			\$15.38			
## 190	\	\$23.84	\$8.10	\$15.38	\$0.00	\$47.32	
Effective Date - 06/01/2020 Step percent Apprentice Base Wage Health Pension Supplemental Inemployment Total Rate		\$27.25	\$8.10	\$15.38	\$0.00	\$50,73	
Step percent Apprentice Base Wage Health Pension Unemployment Total Rate	4 90	\$30.65	\$8.10	\$15.38	\$0.00	\$54.13	
1 60 \$20,97							
2 70 \$24.47 \$8.10 \$15.38 \$0.00 \$47.95 \$3 80 \$27.96 \$8.10 \$15.38 \$0.00 \$51.44 \$4 90 \$31.46 \$8.10 \$15.38 \$0.00 \$54.94 \$				Pension	Unemployment	Total Rate	
3 80 \$27.96 \$8.10 \$15.38 \$0.00 \$51.44 4 90 \$31.46 \$8.10 \$15.38 \$0.00 \$54.94 \$		\$20.97		\$15.38	\$0.00	\$44.4 5	
Apprentice to Journeyworker Ratio:1:5 Apprentice to Journeyworker Ratio:1:5 ABORER: CARPENTER TENDER ABORERS - ZONE 2 12/01/2019 \$34.06 \$8.10 \$15.38 \$0.00 \$57.54 12/01/2020 \$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 \$59.32 06/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$61.15 For apprentice rates see "Apprentice-LABORER" ABORER: CEMENT FINISHER TENDER 12/01/2019 \$34.06 \$8.10 \$15.38 \$0.00 \$57.54 12/01/2020 \$35.84 \$8.10 \$15.38 \$0.00 \$57.54 12/01/2020 \$35.84 \$8.10 \$15.38 \$0.00 \$57.54 12/01/2020 \$35.84 \$8.10 \$15.38 \$0.00 \$59.32 06/01/2020 \$35.84 \$8.10 \$15.38 \$0.00 \$59.32 06/01/2021 \$36.76 \$8.10 \$15.38 \$0.00 \$59.32 06/01/2021 \$36.76 \$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 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24		\$24.47	\$8.10	\$15.38	\$0.00	\$47.95	
Notes:	**	\$27.96	\$8.10	\$15.38	\$0.00	\$51.44	
Apprentice to Journeyworker Ratio:1:5 ABORER: CARPENTER TENDER 12/01/2019 \$34.06 \$8.10 \$15.38 \$0.00 \$57.54 12/01/2020 \$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 For apprentice rates see "Apprentice-LABORER" ABORER: CEMENT FINISHER TENDER 12/01/2019 \$34.06 \$8.10 \$15.38 \$0.00 \$57.54 12/01/2020 \$34.95 \$8.10 \$15.38 \$0.00 \$57.54 12/01/2020 \$34.95 \$8.10 \$15.38 \$0.00 \$57.54 12/01/2020 \$34.95 \$8.10 \$15.38 \$0.00 \$58.43 12/01/2020 \$35.84 \$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 \$59.32 06/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$59.32 06/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24	4 90	\$31.46	\$8.10	\$15.38	\$0.00	\$54.94	
ABORER: CARPENTER TENDER ##BORERS - ZONE 2 12/01/2019 \$34.06 \$8.10 \$15.38 \$0.00 \$57.54 12/01/2020 \$34.95 \$8.10 \$15.38 \$0.00 \$58.43 12/01/2020 \$35.84 \$8.10 \$15.38 \$0.00 \$59.32 12/01/2021 \$36.76 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$61.15 For apprentice rates see "Apprentice- LABORER" ABORER: CEMENT FINISHER TENDER ##BORERS - ZONE 2 12/01/2019 \$34.06 \$8.10 \$15.38 \$0.00 \$57.54 12/01/2020 \$34.95 \$8.10 \$15.38 \$0.00 \$58.43 12/01/2020 \$34.95 \$8.10 \$15.38 \$0.00 \$59.32 12/01/2021 \$36.76 \$8.10 \$15.38 \$0.00 \$59.32 12/01/2021 \$36.76 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$61.15 For apprentice rates see "Apprentice- LABORER"	Notes:	the second secon	Stable business property was	TOTAL TANGENTY			
ABORER: CARPENTER TENDER ##BORERS - ZONE 2 12/01/2019 \$34.06 \$8.10 \$15.38 \$0.00 \$57.54 12/01/2020 \$34.95 \$8.10 \$15.38 \$0.00 \$58.43 12/01/2020 \$35.84 \$8.10 \$15.38 \$0.00 \$59.32 12/01/2021 \$36.76 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$61.15 For apprentice rates see "Apprentice- LABORER" ABORER: CEMENT FINISHER TENDER ##BORERS - ZONE 2 12/01/2019 \$34.06 \$8.10 \$15.38 \$0.00 \$57.54 12/01/2020 \$34.95 \$8.10 \$15.38 \$0.00 \$58.43 12/01/2020 \$34.95 \$8.10 \$15.38 \$0.00 \$59.32 12/01/2021 \$36.76 \$8.10 \$15.38 \$0.00 \$59.32 12/01/2021 \$36.76 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$61.15 For apprentice rates see "Apprentice- LABORER"						in the entrance	
BORERS - ZONE 2	· · · · · · · · · · · · · · · · · · ·						
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 For apprentice rates see "Apprentice-LABORER" ABORER: CEMENT FINISHER TENDER BORERS - ZONE 2 12/01/2019 \$34.06 \$8.10 \$15.38 \$0.00 \$57.54 12/01/2020 \$34.95 \$8.10 \$15.38 \$0.00 \$58.43 12/01/2020 \$35.84 \$8.10 \$15.38 \$0.00 \$59.32 12/01/2020 \$35.84 \$8.10 \$15.38 \$0.00 \$59.32 12/01/2021 \$36.76 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24 12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$60.24							
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 \$15.38 \$0.00 \$61.15 \$15.38 \$0.00 \$61.15 \$15.38 \$0.00 \$61.15 \$15.38 \$0.00 \$60.24 \$12/01/2021 \$34.06 \$8.10 \$15.38 \$0.00 \$57.54 \$15.38 \$0.00 \$57.54 \$15.38 \$0.00 \$58.43 \$12/01/2020 \$34.95 \$8.10 \$15.38 \$0.00 \$58.43 \$12/01/2020 \$35.84 \$8.10 \$15.38 \$0.00 \$59.32 \$15.38 \$1							
12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$61.15							\$59.32
For apprentice rates see "Apprentice-LABORER" ABORER: CEMENT FINISHER TENDER 12/01/2019 \$34.06 \$8.10 \$15.38 \$0.00 \$57.54 12/01/2020 \$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							
12/01/2020 \$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 For apprentice rates see "Apprentice-LABORER"	For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
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 For apprentice rates see "Apprentice- LABORER"		12/01/2019	\$34.06	\$8,10	\$15.38	\$0.00	\$57.54
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 For apprentice rates see "Apprentice- LABORER"	DOMENU - ZUME 2	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$61.15 For apprentice rates see "Apprentice- LABORER" A POPER, HA ZA PROUE WASTE/A SPESTOS REMOVER		12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
12/01/2021 \$37.67 \$8.10 \$15.38 \$0.00 \$61.15 For apprentice rates see "Apprentice- LABORER" A POPER, HA ZA PROUE WASTE/A SPESTOS REMOVER		06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
A DODED, HAZA DENOUS WASTE/A CRESTOS DEMOVED	For any entire rates see "Angrentice, I ABODED"	12/01/2021	\$37.67	\$8.10	\$15.38		
ABORER: HAZARDOUS WASTE/ASBESTOS REMOVER 12/01/2019 \$34.15 \$8.10 \$15.44 \$0.00 \$57.69			00115	£0 10	\$15.44	\$0.00	\$57.69

Wage Request Number:

20200122-045

Classification

Issue Date: 01/22/2020

Supplemental

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER	12/01/2019	\$34,31	\$8.10	\$15.38	\$0.00	\$57.79
LABORERS - ZONE 2	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
LABORER: MULTI-TRADE TENDER	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
LABORERS - ZONE 2	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
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER LABORERS - ZONE 2	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
ENDORDIG - ZONG &	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 standing trees,	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
a utility company for the purpose of operation, maintenance or repair of utility company	equipment. For appre	ntice rates see "A	Apprentice- L	ABORER"	not done for	
LASER BEAM OPERATOR	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
LABORERS - ZONE 2	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"						
MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2019	\$41.49	\$10.75	\$19.61	\$0.00	\$71.85
DAGRANIAG BOOMD 3 - MEMBER C. TIEB	02/01/2020	\$41.49	\$10.75	\$20.12	\$0.00	\$72.36
	08/01/2020	\$42.57	\$10.75	\$20.27	\$0.00	\$73.59
	02/01/2021	\$43.08	\$10.75	\$20.27	\$0.00	\$74.10
	08/01/2021	\$44.20	\$10.75	\$20.43	\$0.00	\$75.38
	02/01/2022	\$44.67	\$10.75	\$20.43	\$0.00	\$75.85

Classification

Effective Date Base Wage Health

Pension

Supplemental Unemployment

Total Rate

	Effecti	ive Date -	08/01/2019				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	50		\$20.75	\$10.75	\$19.61	\$0.00	\$51.1	1
	2	60		\$24.89	\$10.75	\$19.61	\$0,00	\$55.2	5
	3	70		\$29.04	\$10.75	\$19.61	\$0.00	\$59.4	0
	4	80		\$33.19	\$10.75	\$19.61	\$0.00	\$63.5	5
	5	90		\$37.34	\$10.75	\$19.61	\$0.00	\$67.7	0
	Effecti	ve Date -	02/01/2020				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	50		\$20.75	\$10.75	\$20.12	\$0.00	\$51.62	2
	2	60		\$24.89	\$10.75	\$20.12	\$0.00	\$55.76	6
	3	70		\$29.04	\$10.75	\$20.12	\$0.00	\$59.9	1
	4	80		\$33.19	\$10.75	\$20.12	\$0.00	\$64.00	5
	5	90		\$37.34	\$10.75	\$20.12	\$0.00	\$68.2	ł
	Notes:	(MINISTER TAXABLE	and the second second second second second second	TO THESE WASHING AMERICAN CONTROL OF THE PARTY OF THE PAR	TOTAL OCCUPANT CONTRACT		Column constant control of		
	A.A.A.							Common data	
	Apprei	itice to Jou	rneyworker Ratio:1:3	THE CONTRACT OF THE PARTY OF TH		TOTAL TARILLA EVERTAL .	vvvvvv 3.1	Andrews was and the second	
		LELAYER	S & TERRAZZO MECH	08/01/2019	\$54.42	\$10.75	\$21.30	\$0.00	\$86.47
ALATEKS LA	CAL 3 - AL	RBLE & IILE	4	02/01/2020	\$54.42	\$10.75	\$21.93	\$0.00	\$87.10
				08/01/2020	\$55.77	\$10.75	\$22.08	\$0.00	\$88.60
				02/01/2021	\$56.41	\$10.75	\$22.08	\$0.00	\$89.24
				08/01/2021	\$57.81	\$10.75	\$22.24	\$0.00	\$90.80
				02/01/2022	\$58.38	\$10.75	\$22.24	\$0.00	\$91.37

Issue Date: 01/22/2020

MILLWRIGHT (Zone 2)

MILLWRIGHTS LOCAL 1121 - Zone 2

Pension

	Effective Dat	e - 08/01/2019				Supplemental		
	Step perce	ent	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	
	Effective Dat	e - 02/01/2020				Supplemental		
	Step perce	nt	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1 50		\$27.21	\$10.75	\$21.93	\$0.00	\$59.89	
	2 60		\$32.65	\$10.75	\$21.93	\$0.00	\$65,33	
	3 70		\$38.09	\$10.75	\$21.93	\$0.00	\$70.77	
	4 80		\$43.54	\$10.75	\$21.93	\$0.00	\$76.22	
	5 90		\$48.98	\$10.75	\$21.93	\$0.00	\$81.66	
	Notes:	and animal theorem and the second seconds common theorem.	ENTER WHITE THE THE THE PERSON OF THE PERSON					
	processory of the contract of		•				·	
	Apprentice to	Journeyworker Ratio:1:5	vientes services liesalide volumes gaments minorità p	***************************************	TOTAL TERMINE TOTAL			
		OR (ON CONST. SITES)	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
PERATING ENC	GINEERS LOCAL 4		06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
			12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
			06/01/2021	l \$51.5 ²	\$12.50	\$15.70	\$0.00	\$79.74
Ei		ce- OPERATING ENGINEERS"	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
	MAINTENAN		10/01/201/		010.50	\$15.70	¢0.00	
	GINEERS LOCAL 4	5.5	12/01/2019 06/01/2020	*		\$15.70 \$15.70	\$0.00 \$0.00	\$76.43 \$77.51
			12/01/2020			\$15.70	\$0.00	\$78.65
		•	06/01/2021			\$15.70	\$0.00	\$79.74
			12/01/2021			\$15.70 \$15.70	\$0.00	\$80.88
For any cutic	ce rates see "Amprenti	ce- OPERATING ENGINEERS"	12/01/2021	i	0د,∠14 ،	φ±3./U	φυ,υυ	φου . 00

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04/01/2019

\$38.87

\$9.90

\$18.50

\$0.00

\$67.27

	Step	ive Date - 04/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Tota	ıl Rate
	1	55	\$21.38	\$9.90	\$5.31	\$0.00	<u> </u>	\$36.59
	2	65	\$25.27	\$9.90	\$15.13	\$0.00	5	\$50.30
	3	75	\$29.15	\$9.90	\$16.10	\$0.00		\$55.15
	4	85	\$33.04	\$9.90	\$17.06	\$0.00	5	\$60.00
	Notes	ACTION AND ACTION OF THE PARTY AND ACTION AND ACTIONS	enname Medical Associa assertion comment t	entre en	A Section 1988 - Percent	Marketon Arteneous economic em	, , , , , , , , , , , , , , , , , , , 	ed Albertaley
	Appre	Steps are 2,000 hours ntice to Journeyworker Ratio:1:5	Audition consists systems, exceeded streets systems are	-Anna waddald bd	COMMENT CANADA CALIMON :	COLOURS BESTEVES VEGES OF THE	primati universi unit munuliti	al Alexandra
IORTAR MI			12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
ABORERS - ZON	IE 2		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
		"Apprentice- LABORER"						
ILER (OTHI PERATING ENC		N TRUCK CRANES, GRADALLS)	12/01/2019	\$23.08	\$12.50	\$15.70	\$0.00	\$51.28
23017.110 2110	, i i i i i i i i i i i i i i i i i i i		06/01/2020	\$23,63	\$12.50	\$15.70	\$0.00	\$51.83
			12/01/2020	\$24.20	\$12.50	\$15.70	\$0.00	\$52.40
			06/01/2021	\$24.75	\$12.50	\$15.70	\$0.00	\$52.95
For apprentic	e rates see	"Apprentice- OPERATING ENGINEERS"	12/01/2021	\$25.33	\$12.50	\$15.70	\$0.00	\$53.53
ILER (TRUC	CK CRAI	NES, GRADALLS)	12/01/2019	\$27.64	\$12.50	\$15.70	\$0.00	\$55.84
PERATING ENC	SINEERS L	OCAL 4	06/01/2020	\$28.29	.\$12,50	\$15.70	\$0.00	\$56.49
			12/01/2020	\$28.97	\$12.50	\$15.70	\$0.00	\$57.17
			06/01/2021	\$29.61	\$12.50	\$15.70	\$0.00	\$57.81
			12/01/2021	\$30.29	\$12.50	\$15.70	\$0.00	\$58.49
		'Apprentice- OPERATING ENGINEERS"	***************************************		······································	•		
THER POW. PERATING ENC		/EN EQUIPMENT - CLASS II	12/01/2019		\$12.50	\$15.70	\$0.00	\$76.43
Manne	articello L		06/01/2020		\$12.50	\$15.70	\$0.00	\$77.51
			12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
			06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
E'		Annualina ODED ATING ENGLINEED OF	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentic AINTER (BF		'Apprentice- OPERATING ENGINEERS" TANKS	01/01/0000	ΦCΛ C.C	80.00	¢22.10	ቀ ለ ለለ	PO1 24
AINTERS LOCA		•	01/01/2020			\$22.10	\$0.00	\$81.26
			07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36

Supplemental Unemployment

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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	\$18.86	\$0.00	\$62.73
6	75	\$38,22	\$8.20	\$19.40	\$0.00	\$65.82
7	80	\$40.77	\$8.20	\$19.94	\$0.00	\$68.91
8	90	\$45.86	\$8.20	\$21.02	\$0.00	\$75.08
Effecti	ve Date - 07/01/2020				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
i	50	\$26.03	\$8.20	\$0.00	\$0.00	\$34.23
2	55	\$28.63	\$8.20	\$5.94	\$0.00	\$42.77
3	60	\$31.24	\$8.20	\$6.48	\$0.00	\$45.92
4	65	\$33.84	\$8.20	\$7.02	\$0.00	\$49.06
5	70	\$36.44	\$8.20	\$18.86	\$0.00	\$63.50
6	75	\$39.05	\$8.20	\$19.40	\$0.00	\$66.65
7	80	\$41.65	\$8.20	\$19.94	\$0.00	\$69.79
8	90	\$46.85	\$8.20	\$21.02	\$0.00	\$76.07
Notes:	C VERNISCUS SULVERIOR SERVICUS PROFESSION SERVICUS SERVICUS TRANSPORTS	STATEMENT STATEM	arang amandig /1 wa	and the second	e acceptante acceptante acceptante acceptante	
- nanagaran	Steps are 750 hrs.					bodrodenky. Ten
Appre	ntice to Journeyworker Ratio:	1:1	camen eteroca como	T COURT STRANT VISIONS	workers markets consider contract	N SOUTHWEST CHARACTER SELECTION
	ORIAL & DISPLAY)	06/01/2013	\$25.	81 \$7.07	\$7.05	\$0.00

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Supplemental Unemployment

\$0.00

\$74.36

\$22.10

\$8,20

\$44.06

Apprentice -	PAINTER SIGN - Local 35 Zone 2
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NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

	Effect	ive Date - 06/01/2013				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98	
	2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72	
	3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01	
	4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30	
	5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19	
	6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48	
	7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77	
	8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06	
	9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35	
	Notes		AND THE PARTY COURSES SERVING ASSESSMENT ASS	 	<u></u>	<u></u>	-	
	With which day	Steps are 4 mos.					TESTOTOTO	
	Appre	entice to Journeyworker Ratio:1:1						
•		R SANDBLAST, NEW) *	01/01/2020	\$41.86	\$8.20	\$22.10	\$0.00	\$72.16
If 30% or mo	ore of su	rfaces to be painted are new construction	n, 07/01/2020	\$42.96	\$8.2Ò	\$22.10	\$0.00	\$73.26

01/01/2021

\$22.10

\$22.10

\$0.00

\$0.00

07/01/2020

01/01/2021

\$41.02

\$42,12

\$8.20

\$8.20

Wage Request Number:

20200122-045

PAINTERS LOCAL 35 - ZONE 2

\$71.32

\$72.42

01/01/2020

07/01/2020

01/01/2021

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\$40.46

\$41.56

\$42.66

\$8.20

\$8.20

\$8.20

\$22.10

\$22.10

\$22.10

\$0.00

\$0.00

\$0.00

\$70.76

\$71.86

\$72.96

PAINTER / TAPER (BRUSH, NEW) *

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

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

Effect Step	ive Date - 01/01/2020 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$20.23	\$8.20	\$0.00	\$0.00	\$28.43	
2	55	\$22.25	\$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	\$18.86	\$0.00	\$55.38	
6	75	\$30.35	\$8.20	\$19.40	\$0.00	\$57.95	
7	80	\$32.37	\$8.20	\$19.94	\$0.00	\$60.51	
8	90	\$36.41	\$8.20	\$21.02	\$0.00	\$65.63	
Effect Step	ive Date - 07/01/2020 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$20.78	\$8,20	\$0.00	\$0.00	\$28.98	
2	55	\$22.86	\$8.20	\$5.94	\$0.00	\$37.00	
3	60	\$24.94	\$8.20	\$6.48	\$0.00	\$39.62	
4	65	\$27.01	\$8.20	\$7.02	\$0.00	\$42.23	
5	70	\$29.09	\$8.20	\$18.86	\$0.00	\$56.15	
6	75	\$31.17	\$8.20	\$19.40	\$0.00	\$58.77	
7	80	\$33.25	\$8,20	\$19.94	\$0.00	\$61.39	
8	90	\$37.40	\$8.20	\$21.02	\$0.00	\$66.62	
Notes:	Steps are 750 hrs.	manana Madalaka Madalaka Madalah Penderika Majerera Penderiki I		·	LANCE LANCED ALLOWS	Annual annual and annual and annual and annual and annual	
Appre	entice to Journeyworker Ratio:1:	to the second section section section section sections of the second sections of the section section section sections of the section sectio		LLL CINN VOIN	COLUMN VICINO CELEBRA	and the same state of the same of	
-	RUSH, REPAINT)	01/01/2020	\$38.52	\$8.20	\$22.10	\$0.00	\$68.
'AL 35 - ZON.	E 2	07/01/2020	\$39.62	\$8.20	\$22.10	\$0.00	\$69.

01/01/2021

20200122-045

\$22.10

\$0.00

\$71.02

\$40.72

\$8,20

Pension

Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

	Effect	ve Date -	01/01/2020				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$19.26	\$8.20	\$0.00	\$0.00	\$27.46	
	2	55		\$21.19	\$8.20	\$5.94	\$0.00	\$35.33	
	3	60		\$23.11	\$8.20	\$6.48	\$0.00	\$37.79	
	4	65		\$25.04 ⁻	\$8.20	\$7.02	\$0.00	\$40.26	
	5	70		\$26.96	\$8.20	\$18.86	\$0.00	\$54.02	
	6	75		\$28.89	\$8.20	\$19.40	\$0.00	\$56.49	
	7	80		\$30.82	\$8.20	\$19.94	\$0.00	\$58.96	
	8	90		\$34.67	\$8.20	\$21.02	\$0.00	\$63.89	
	Effecti	ve Date -	07/01/2020				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	\$5.94	\$0.00	\$35.93	
	3	60		\$23.77	\$8.20	\$6.48	\$0.00	\$38.45	
	4	65		\$25.75	\$8.20	\$7.02	\$0.00	\$40.97	
	5	70		\$27.73	\$8.20	\$18.86	\$0.00	\$54.79	
	6	75		\$29.72	\$8.20	\$19.40	\$0.00	\$57.32	
	7	80	·	\$31.70	\$8.20	\$19.94	\$0.00	\$59.84	
	8	90		\$35.66	\$8.20	\$21.02	\$0.00	\$64.88	
	Notes:	Ctong one 7	NEO han		 	TOTAL POLICE ACCUSE	THE PARTY STATES OF THE PA		
	*wandoween	Steps are 7						-monthly later	
			rneyworker Ratio:1:1	Carlos Ca	Online 9000,300 Vaccious; 40	counts whereast amin's a	and the second second second second second	post support proposit morrors	
PANEL & PICI				12/01/2019	\$34.08	\$12.41	\$13.72	\$0.00	\$60.21
		2170110 2011		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
PIER AND DO DECK) PILE DRIVER LOC For apprentice	AL 56 (ZO	NE 1)	R (UNDERPINNING AND LE DRIVER"	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
PILE DRIVER PILE DRIVER LOC	AL 56 (ZO.	NE 1)		08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99

	Step	ive Date - 08/01/2 percent		ce 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:			· ····································	 		<u></u>		
	3							***	
	Appre	ntice to Journeywor	ker Ratio:1:5					··· ··· ··· ··· ·	
PELAYER				12/01/2019	\$34,31	\$8.10	\$15.38	\$0.00	\$57.79
IBORERS - ZO	NE 2			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
Eau amananti		Apprentice- LABORER"		12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
LUMBER &	PIPEFIT	TER	V	09/01/2018	\$42.04	\$10.00	\$18.20	\$0.00	\$70.24
.UMBERS & PI	PEFII IEKS	LOCAL SI	•						
	Apprei		PIPEFITTER - Local 51						
		ve Date - 09/01/20					Supplemental		
	Step	percent	Apprentic	ce Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40		\$16.82	\$10.00	\$2.50	\$0.00	\$29.32	
	2	50		\$21.02	\$10.00	\$2.50	\$0.00	\$33.52	

3	60		\$25.22	\$10.00	\$7.85	\$0.00	9 \$4.	3.07
4	70		\$29.43	\$10.00	\$12.56	\$0.00	3 \$5	1.99
5	80		\$33.63	\$10.00	\$15.70	\$0.00	0 \$5	9.33
	Steps 2000hrs. P	. Controlos videntis ecuvidas circuladas vidente	250/55/60/65/75/80/85	errenn canala canala a	entrens entrens vertera at	na na manana manana	THERE STATES WILLIAM :	THE DESCRIPTION OF THE PROPERTY OF THE PROPERT
PNEUMATIC CONTR	` ,		09/01/2018	\$42.04	\$10.00	\$18.20	\$0.00	\$70.24

For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER"

Classification	· Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR LABORERS - ZONE 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
EABORERS - ZONE Z	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
POWDERMAN & BLASTER	12/01/2019	\$35.06	\$8.10	\$15.38	\$0.00	\$58.54
LABORERS - ZONE 2	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	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
For appropriate value and # Appropriate ODER ATIMO PAIGUNGERS#	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS" PUMP OPERATOR (CONCRETE)	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020			\$15.70	\$0.00	\$78.03 \$79.18
	06/01/2021	\$50.98	\$12.50 \$12.50	\$15.70	\$0.00	\$80.28
		\$52.08		\$15.70	\$0.00 \$0.00	
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$53.23	\$12.50	φ1.5.70	ψυ.υυ	\$81.43
PUMP OPERATOR (DEWATERING, OTHER)	12/01/2019	\$32.47	\$12,50	\$15.70	\$0.00	\$60.67
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$33.22	\$12.50	\$15.70	\$0.00	\$61.42
	12/01/2020	\$34,00	\$12.50	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.75	\$12.50	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.54	\$12.50	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER	08/01/2019	\$23.00	\$11.91	\$6.90	\$0.00	\$41.81
TEAMSTERS 653 - Southeastern Concrete (Weymouth)	05/01/2020	\$23.50	\$11.91	\$6.90	\$0.00	\$42.31
	08/01/2020	\$23.50	\$12.41	\$6.90	\$0.00	\$42.81
	05/01/2021	\$24.00	\$12.41	\$6.90	\$0.00	\$43.31
	08/01/2021	\$24.00	\$12.91	\$6.90	\$0.00	\$43.81
	05/01/2022	\$24.50	\$12.91	\$6.90	\$0.00	\$44.31
•	08/01/2022	\$24.50	\$13.41	\$6.90	\$0.00	\$44.81
	05/01/2023	\$25.00	\$13.41	\$6.90	\$0,00	\$45.31
	08/01/2023	\$25.00	\$13.91	\$6.90	\$0.00	\$45.81
RECLAIMERS	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

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LABORERS - ZONE 2 For apprentice rates see "Apprentice- LAB		12/01/2019	\$34,31	\$8.10	\$15.38	\$0.00	\$57.79
For apprentice rates see "Apprentice- LAB		06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
For apprentice rates see "Apprentice- LAB		12/01/2020	\$36,09	\$8.10	\$15.38	\$0.00	\$59.57
For apprentice rates see "Apprentice- LAB		06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
For apprentice rates see "Apprentice- LAB		12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
	BORER"						
ROLLER/SPREADER/MULCHING	MACHINE	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
OPERATING ENGINEERS LOCAL 4		06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
		12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
		06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
		12/01/2021	\$52,68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPE					 		
ROOFER (Inc.Roofer Waterproofing a ROOFERS LOCAL 33	&Roofer Damproofg)	08/01/2019	\$44.64		\$15.90	\$0.00	\$72.04
,		02/01/2020			\$15.90	\$0.00	\$73.32
		08/01/2020	\$47.35		\$15.90	\$0.00	\$74.75
		02/01/2021	1 \$48.78	\$11.50	\$15.90	\$0.00	\$76.18
		08/01/2021		\$11.50	\$15.90	\$0.00	\$77.61
		02/01/2022	2 \$51.64	\$11.50	\$15.90	\$0.00	\$79.04
Apprentice - ROO. Effective Date - 0	FER - Local 33 8/01/2019				Supplemental		
Step percent		Apprentice Base Wage	Health	Pension	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	
Effective Date - 0 Step percent	2/01/2020	Apprentice Base Wage	Health	Pension	Supplemental 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		\$27.33 \$29.85	\$11.50	\$15.90	\$0.00	\$57.25	
4 75		\$34.44	\$11.50	\$15.90	\$0.00	\$61.84	
		\$39.03	\$11.50	\$15.90	\$0.00	\$66.43	
,,		ψ37.03	ψ11,50	φ15.70	ψο,υο	ψ00.15	
	the 1,10, Dancefore, 1,4	then 1:1					
5 85 Notes: ** 1:5, 2:6-10 Step 1 is 200	00 hrs.; Steps 2-5 are 1000 fechanics' receive \$1.00 hr	hrs.					
Notes: ** 1:5, 2:6-10 Step 1 is 200 (Hot Pitch M	00 hrs.; Steps 2-5 are 1000 fechanics' receive \$1.00 hr	hrs.	\$44.89	\$11.50	\$15.90	\$0.00	\$72.29
Notes: ** 1:5, 2:6-10 Step 1 is 200 (Hot Pitch M Apprentice to Journ	00 hrs.; Steps 2-5 are 1000 fechanics' receive \$1.00 hr	hrs. . above ROOFER)		\$11.50 \$11.50	\$15.90 \$15.90	\$0.00 \$0.00	
Notes: ** 1:5, 2:6-10 Step 1 is 200 (Hot Pitch M Apprentice to Journ	00 hrs.; Steps 2-5 are 1000 fechanics' receive \$1.00 hr	hrs. : above ROOFER) 08/01/2019 02/01/2020	\$46.17	\$11.50			\$73.57
Notes: ** 1:5, 2:6-10 Step 1 is 200 (Hot Pitch M Apprentice to Journ	00 hrs.; Steps 2-5 are 1000 fechanics' receive \$1.00 hr	hrs. : above ROOFER) 08/01/2019	\$46.17 \$47.60	\$11.50 \$11.50	\$15.90	\$0.00	\$73.57 \$75.00
5 85 Notes: ** 1:5, 2:6-10 Step 1 is 200 (Hot Pitch M	00 hrs.; Steps 2-5 are 1000 fechanics' receive \$1.00 hr	hrs above ROOFER) 08/01/2019 02/01/2020 08/01/2020	\$46.17 \$47.60 \$49.03	\$11.50	\$15.90 \$15.90	\$0.00 \$0.00	\$73.57

Wage Request Number:

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· Effective Date Base Wage Health

Classification

Issue Date: 01/22/2020

Supplemental

Unemployment

Pension

Total Rate

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EETMETAL WORKER EETMETAL WORKERS LOCAL 17 - A			08/01	/2019	\$48.10	\$13.20	\$24.12	\$2.56	\$87.98
GEIMEIAL	II OKKEKS LC	IQAL 17 - A	02/01	/2020	\$49.36	\$13.35	\$24.12	\$2.61	\$89.44
			08/01	/2020	\$50.96	\$13.35	\$24.12	\$2.66	\$91.09
			02/01	/2021	\$52.61	\$13.35	\$24.12	\$2.71	\$92.79
			08/01	/2021	\$54.36	\$13.35	\$24.12	\$2.76	\$94.59
			02/01	/2022	\$56.11	\$13.35	\$24.12	\$2.81	\$96.39
	Apprei	ntice - SHEET META	L WORKER - Local 17-A						
		ve Date - 08/01/2019 percent		Vage He	ealth	Pension	Supplemental Unemployment	Total Rate	
	1	42	\$20,20		3.20	\$5.89	\$0.00	\$39.29	
	2	42	\$20.20		3.20	\$5.89	\$0.00	\$39.29	
	3	47	\$22,61		3.20	\$11.13	\$1,41	\$48.35	
	4	47	\$22.61		3.20	\$11.13	\$1.41	\$48.35	
	5	52	\$25.01		3.20	\$12.08	\$1.51	\$51,80	
	6	52	\$25.01		3.20	\$12.33	\$1.52	\$52.06	
	7	60	\$28.86		3,20	\$13.70	\$1.67	\$57.43	
	8	65	\$31.27		3.20	\$14.65	\$1.77	\$60.89	
	9	75	\$36.08		3.20	\$16.56	\$1.98	\$67.82	
	10	85	\$40.89		3,20	\$17.96	\$2.16	\$74.21	
	Effecti Step	ve Date - 02/01/2020) Apprentice Base V	Jage He	ealth	Pension	Supplemental Unemployment	Total Rate	
	1	42	\$20.73		3.35	\$5.89	\$0.00	\$39.97	•
	2	42	\$20.73		3.35	\$5.89	\$0.00	\$39.97	
	3	47	\$23.20		3.35	\$11.13	\$1,43	\$49.11	
	4	47	\$23.20		3.35	\$11.13	\$1.43	\$49,11	
	5	52	\$25.67		3.35	\$12.08	\$1.53	\$52.63	
	6	52	\$25.67		3,35	\$12.33	\$1.54	\$52.89	
	7	60	\$29.62		3,35	\$13.70	\$1.70	\$58.37	
	8	65	\$32.08		3.35	\$14.65	\$1,80	\$61,88	
	9	75	\$37.02		.3,35	\$16.56	\$2.01	\$68.94	
	10	85	\$41.96		3.35	\$17.96	\$2.20	\$75.47	
	Notes:	. Name and the state of the sta	كالمقافلة ككشنت المستنت المرابعي مسامعية ومراسية ومحسب ومبيعتها	LOCAL CORNE	ರ ತನಿಕಾಣಕ ಚಿಕ್ಕಗಳ ೭-	. فئندم منسديد جميد	عد وبعد بندد بند		
	Andrew strains	Steps are 6 mos.	mana mana mana sama mana sama societi etter — — —	Service distinct	· ************************************	ins souts kierou k	edestri cissionini esteristi est	Annual designation of the control of	
		ıtice to Journeyworke	r Ratio:1:4						
		I MOVING EQUIP < 3 L no. 10 zone b	5 TONS 12/01	/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
231 EK3 JU		D NO. IV LONE B	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		\$36.24	\$13.41	\$16.01	\$0.00	\$65.66

Effective Date Base Wage Health

Classification

For apprentice rates see "Apprentice- ROOFER"

Supplemental

Unemployment

Pension

Total Rate

Classification	Effective Da	te Base Wago	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	12/01/2019	\$34.83	\$12.41	\$13.72	\$0.00	\$60.96
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	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
PRINKLER FITTER	01/01/2020	\$60.07	\$9.68	\$19.80	\$0.00	\$89.55
PRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	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
Effective Date - 01/01/2020	ocal 550 (Section A) Zone 1			Supplementa		
Step percent	Apprentice Base Wage	Health	Pension	Unemploymen	t Total Rat	e
1 35	\$21.02	\$9.68	\$11.35	\$0.00	\$42.0	5 .

		PRINKLER FITTER - Local	550 (Section A) Zone 1					
Effec Step	etive Date - percent	01/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	35		\$21.02	\$9.68	\$11.35	\$0.00	\$42.05	
2	40		\$24.0 3	\$9.68	\$12,00	\$0.00	\$45.71	
. 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	\$13.95	\$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	\$15.90	\$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	\$74.94	
Appı	Steps are	55/60/65/70/75/80/85 850 hours urneyworker Ratio:1:3	LILLE ALLEGAN ELIDICAN NILANAN ATUREN ELIDICAN N	annen ennam enemen e		annaan saarans saaksis -ee	Acida - Sancolar Acidanist - Sancolar	
TEAM BOILER OP			12/01/2019	\$48.23	\$12,50	\$15.70	\$0.00	\$76.43
PERATING ENGINEERS	LOCAL 4		06/01/2020	\$49.31	\$12.50	\$15,70	\$0.00	\$77.51
		V	12/01/2020	\$50.45	\$12.50	\$15.70	\$0,00	\$78.65
			06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
For apprentice rates see	e "Apprentice- C	PERATING ENGINEERS"	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
		OR TRACTOR DRAWN	12/01/2019	\$48,23	\$12,50	\$15.70	\$0.00	\$76.43
PERATING ENGINEERS	LOCAL 4		06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
			12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
		± v.	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
			12/01/2021	\$52,68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see	"Apprentice- C	PERATING ENGINEERS"						
		NICHANI	00/01/2010	£25.70	\$10.15	\$11.45	\$0.00	\$57.38
ELECOMMUNICA ECTRICIANS LOCAL 22		MICIMIA	09/01/2019	\$35.78	\$10.15	ψ11.10	\$0.00	ψυ 1.50

Issue Date: 01/22/2020 Wage Request Number: 20200122-045 Page 31 of 41

	Step	ive Date - 09/ percent	01/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	-
	1	0		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
		Steps are 750h Telecom Appr		he same as the Electrician	n Apprentice V	Wages		The second secon	
DD 1770 I			yworker Raud.2:5				***		
ERRAZZO I <i>ICKLAYERS L</i>		KS IARBLE & TILE		08/01/2019			\$21.30	\$0.00	\$85.39
				02/01/2020			\$21.94	\$0.00	\$86.03
		•		08/01/2020		\$10.75	\$22.09	\$0.00	\$87.53
				02/01/2021		\$10.75	\$22.09	\$0.00	\$88.17
				08/01/2021 02/01/2022		\$10.75 \$10.75	\$22.25 \$22.25	\$0.00 \$0.00	\$89.73 \$90.32
	Appre		ZZO FINISHER - Loca	l 3 Marble & Tile					
			01/2019	A manustice Dana Wase	TT-alth	Danaian	Supplemental	Turina.	
	Step	percent		Apprentice Base Wage		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	
	Effecti	ve Date - 02/0	01/2020	·			Supplemental		
	Effecti Step	ve Date - 02/0	01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
			01/2020		Health \$10.75	Pension \$21.94		Total Rate \$59.36	
	Step 1 2	percent	01/2020	\$26.67			Unemployment		
	Step 1	percent 50	01/2020	\$26.67 \$32.00	\$10.75	\$21.94	Unemployment \$0.00	\$59.36	
	Step 1 2 3 4	percent 50 60	01/2020	\$26.67 \$32.00 \$37.34	\$10.75 \$10.75	\$21.94 \$21.94	\$0.00 \$0.00	\$59.36 \$64.69	
	Step 1 2 3	50 60 70	01/2020	\$26.67 \$32.00 \$37.34 \$42.67	\$10.75 \$10.75 \$10.75	\$21.94 \$21.94 \$21.94	\$0.00 \$0.00 \$0.00	\$59.36 \$64.69 \$70.03	
	Step 1 2 3 4	50 60 70 80	01/2020	\$26.67 \$32.00 \$37.34 \$42.67	\$10.75 \$10.75 \$10.75 \$10.75	\$21.94 \$21.94 \$21.94 \$21.94	\$0.00 \$0.00 \$0.00 \$0.00	\$59.36 \$64.69 \$70.03 \$75.36	
	Step 1 2 3 4 5 Notes:	percent 50 60 70 80 90 ntice to Journey	01/2020 worker Ratio;1:3	\$26.67 \$32.00 \$37.34 \$42.67	\$10.75 \$10.75 \$10.75 \$10.75	\$21.94 \$21.94 \$21.94 \$21.94	\$0.00 \$0.00 \$0.00 \$0.00	\$59.36 \$64.69 \$70.03 \$75.36	
ST BORING	Step 1 2 3 4 5 Notes: Appre	percent 50 60 70 80 90 ntice to Journey		\$26.67 \$32.00 \$37.34 \$42.67	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75	\$21.94 \$21.94 \$21.94 \$21.94	\$0.00 \$0.00 \$0.00 \$0.00	\$59.36 \$64.69 \$70.03 \$75.36	\$65.40
ST BORING BORERS - FOU	Step 1 2 3 4 5 Notes: Appre	percent 50 60 70 80 90 ntice to Journey		\$26.67 \$32.00 \$37.34 \$42.67 \$48.01	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$40.50	\$21.94 \$21.94 \$21.94 \$21.94 \$21.94	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$59.36 \$64.69 \$70.03 \$75.36 \$80.70	\$65.40 \$66.39
	Step 1 2 3 4 5 Notes: Appre	percent 50 60 70 80 90 ntice to Journey		\$26.67 \$32.00 \$37.34 \$42.67 \$48.01	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$40.50 \$41.49	\$21.94 \$21.94 \$21.94 \$21.94 \$21.94	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$59.36 \$64.69 \$70.03 \$75.36 \$80.70	
	Step 1 2 3 4 5 Notes: Appre	percent 50 60 70 80 90 ntice to Journey		\$26.67 \$32.00 \$37.34 \$42.67 \$48.01	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$40.50 \$41.49 \$42.47	\$21.94 \$21.94 \$21.94 \$21.94 \$21.94 \$21.94	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$16.80	\$59.36 \$64.69 \$70.03 \$75.36 \$80.70 \$0.00	\$66.39

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FEST BORING DRILLER HELPER ABORERS - FOUNDATION AND MARINE	12/01/2019	\$39.22	\$8.10	\$16.80	\$0.00	\$64.12
ADORDRO - POURDATION AND MARRING	06/01/2020	\$40.21	\$8.10	\$16.80	\$0.00	\$65.11
	12/01/2020	\$41.19	\$8.10	\$16.80	\$0.00	\$66.09
	06/01/2021	\$42.21	\$8.10	\$16.80	\$0.00	\$67.11
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$43.22	\$8.10	\$16.80	\$0.00	\$68.12
TEST BORING LABORER	1010110010				***	
ABORERS - 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
RACTORS/PORTABLE STEAM GENERATORS	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
PERATING ENGINEERS LOCAL 4	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"			*			400.00
RAILERS FOR EARTH MOVING EQUIPMENT	12/01/2019	\$35.12	\$12.41	\$13.72	\$0.00	\$61.25
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	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
UNNEL WORK - COMPRESSED AIR	12/01/2019	\$51.38	\$8.10	\$17.20	\$0.00	\$76.68
ABORERS (COMPRESSED AIR)	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"						
UNNEL WORK - COMPRESSED AIR (HAZ. WASTE) (BORERS (COMPRESSED AIR)	12/01/2019	\$53.38	\$8.10	\$17.20	\$0.00	\$78.68
BOILENS (COMPRESSED AIR)	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
	12/01/2021	\$57.38	\$8.10	\$17.20	\$0.00	\$82.68
TO A STATE OF TAXABLE PARTIES.				·		
For apprentice rates see "Apprentice- LABORER"						
UNNEL WORK - FREE AIR	12/01/2019	\$43.45	\$8.10	\$17.20	\$0.00	\$68.75
	12/01/2019 06/01/2020	\$43.45 \$44.44	\$8.10 \$8.10	\$17.20 \$17.20	\$0.00 \$0.00	\$68.75 \$69.74
UNNEL WORK - FREE AIR						
UNNEL WORK - FREE AIR	06/01/2020	\$44.44	\$8.10	\$17.20	\$0.00	\$69.74

Issue Date: 01/22/2020

Classification	Æffective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2019	\$45.45	\$8.10	\$17.20	\$0.00	\$70.75
EADOLEAG (PREE AR PORTEE)	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
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$49.45	\$8.10	\$17.20	\$0.00	\$74.75
VAC-HAUL	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
LABORERS - ZONE 2	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	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
WATER METER INSTALLER PLUMBERS & PIPEFITTERS LOCAL 51	09/01/2018	\$42.04	\$10.00	\$18.20	\$0.00	\$70.24
For apprentice rates see "Apprentice-PLUMBER/PIPEFITTER" or "PLUMBI	ER/GASFITTER"					
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone)	09/01/2019	\$28.83	\$8.75	\$1.86	\$0.00	\$39.44
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$29.67	\$9.25	\$1.89	\$0.00	\$40.81
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$40.84	\$8.75	\$10.02	\$0.00	\$59.61
	08/30/2020	\$42.03	\$9.25	\$10.27	\$0.00	\$61.55
For apprentice rates see "Apprentice- LINEMAN"			**************************************			
ORIVER / GROUNDMAN CDL OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$33.64	\$8.75	\$9.86	\$0.00	\$52.25
For apprentice rates see "Apprentice- LINEMAN"	08/30/2020	\$34.62	\$9.25	\$10.07	\$0.00	\$53.94
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs)	00/01/0010			01.20	60.00	
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$26.43	\$8.75	\$1.79	\$0.00	\$36.97
For apprentice rates see "Apprentice- LINEMAN"	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
EQUIPMENT OPERATOR (Class A CDL)	09/01/2019	\$40.84	\$8.75	\$14.10	\$0.00	\$63.69
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$42.03	\$9.25	\$14.35	\$0.00	\$65.63
For apprentice rates see "Apprentice- LINEMAN"	00/30/2020	ψ † 4.U3	Φ7.Δ J	ψ.J.J.J	Ψ0.00	φυ.,υ.ο
EQUIPMENT OPERATOR (Class B CDL)	09/01/2019	\$36.04	\$8.75	\$10.65	\$0.00	\$55.44
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$37.09	\$9.25	\$10.87	\$0.00	\$57.21
For apprentice rates see "Apprentice- LINEMAN"						

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.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	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 OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$48.05	\$8.75	\$17.19	\$0.00	\$73.99
OUISIDE ELECTRICAL HORKERS - EAST LUCAL 104	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18

Ef. Ste	fective Dar perce		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	ē
1	60		\$28.83	\$8.75	\$3.36	\$0.00	\$40.94	1
2	65		\$31.23	\$8.75	\$3.44	\$0.00	\$43.42	2
3	70		\$33.64	\$8.75	\$3.51	\$0.00	\$45.90)
4	75	•	\$36.04	\$8.75	\$5.08	\$0.00	\$49.87	7
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	2
7	90		\$43.25	\$8.75	\$7.30	\$0.00	\$59.30)
Eff	ective Dat	e - 08/30/2020				Supplemental		
Ste	p perce	ent	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	j
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)
No	tes:				internal susual assessors	*****	TOTAL TOTAL TOTAL	
- Innavannin							. Annual management	
	_	Journeyworker Ratio:1:2				**************************************		
EDATA CABL SIDE ELECTRICAL			02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.6
EDATA LINEN SIDE ELECTRICAL	_	IPMENT OPERATOR EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.7
EDATA WIREI		FALLER/TECHNICIAN EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.7
E TRIMMER	WORKERS -	EAST LOCAL 104	01/31/2016	\$18.51	\$3.55	\$0,00	\$0.00	\$22.0
This classification ap	plies only to	tree work done: (a) for a utility compa g the utility company's equipment, ar						

Supplemental Classification Total Rate Effective Date Base Wage Pension Health Unemployment This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal. Rental of Equipment - East (2 AXLE) DRIVER - EQUIPMENT \$0.00 12/01/2019 \$34.25 \$12.41 \$0.00 \$46.66 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B \$0.00 \$0.00 06/01/2020 \$35.15 \$12,41 \$47.56 08/01/2020 \$35.15 \$12.91 \$0.00 \$0.00 \$48.06 12/01/2020 \$35.15 \$12.91 \$0.00 \$0.00 \$48.06 \$0.00 \$0.00 06/01/2021 \$35.95 \$12.91 \$48.86 08/01/2021 \$35.95 \$0.00 \$0.00 \$13.41 \$49.36 12/01/2021 \$35.95 \$13.41 \$0.00 \$0.00 \$49.36 (3 AXLE) DRIVER - EQUIPMENT 12/01/2019 \$34.32 \$12.41 \$0.00 \$0.00 \$46.73 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B 06/01/2020 \$35.22 \$0.00 \$0.00 \$47.63 \$12.41 08/01/2020 \$35.22 \$12.91 \$0.00 \$0.00 \$48.13 12/01/2020 \$35.22 \$12.91 \$0.00 \$0.00 \$48.13 06/01/2021 \$36.02 \$12.91 \$0.00 \$0.00 \$48.93 \$0.00 08/01/2021 \$36.02 \$13.41 \$0.00 \$49.43 12/01/2021 \$36.02 \$13.41 \$0.00 \$0.00 \$49.43 (4 & 5 AXLE) DRIVER - EQUIPMENT \$0.00 \$0.00 12/01/2019 \$34.44 \$12.41 \$46.85 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B 06/01/2020 \$35.34 \$0.00 \$0.00 \$47.75 \$12.41 08/01/2020 \$35.34 \$12.91 \$0.00 \$0.00 \$48.25 12/01/2020 \$35.34 \$12.91 \$0.00 \$0.00 \$48,25 06/01/2021 \$36,14 \$12.91 \$0.00 \$0.00 \$49.05 08/01/2021 \$36.14 \$13.41 \$0.00 \$0.00 \$49.55 12/01/2021 \$36.14 \$13.41 \$0.00 \$0.00 \$49.55 ADS/SUBMERSIBLE PILOT 08/01/2019 \$0.00 \$0.00 \$102.78 \$9.90 \$112.68 PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER" ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE \$0.00 \$0.00 12/01/2019 \$48.73 \$12.50 \$61.23 OPERATING ENGINEERS LOCAL 4 06/01/2020 \$49.83 \$12.50 \$0.00 \$0.00 \$62.33 \$0.00 12/01/2020 \$0.00 \$50.98 \$12.50 \$63.48 06/01/2021 \$52,08 \$12.50 \$0.00 \$0.00 \$64.58 \$0.00 12/01/2021 \$53.23 \$12.50 \$0,00 \$65.73 For apprentice rates see "Apprentice- OPERATING ENGINEERS" BACKHOE/FRONT-END LOADER 12/01/2019 \$48.73 \$12.50 \$0.00 \$0.00 \$61.23 OPERATING ENGINEERS LOCAL 4 \$0.00 \$0.00 06/01/2020 \$49.83 \$12.50 \$62.33 12/01/2020 \$50.98 \$0.00 \$0.00 \$63.48 \$12.50 06/01/2021 \$52.08 \$12,50 \$0.00 \$0.00 \$64.58 \$0.00 \$0.00 12/01/2021 \$53.23 \$65.73 \$12.50 For apprentice rates see "Apprentice- OPERATING ENGINEERS" BULLDOZER/GRADER/SCRAPER \$0.00 \$0.00 12/01/2019 \$48.23 \$12.50 \$60.73 OPERATING ENGINEERS LOCAL 4 \$0.00 \$0.00 06/01/2020 \$49.31 \$12,50 \$61.81 \$0.00 \$0.00 12/01/2020 \$50.45 \$12.50 \$62.95 \$0.00 \$0.00 06/01/2021 \$51.54 \$12.50 \$64.04 12/01/2021 \$0.00 \$0.00 \$52.68 \$12.50 \$65.18 For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	··Health	Pension	Supplemental Unemployment	Total Rate
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	12/01/2019	\$49.73	\$12.50	\$0.00	\$0.00	\$62,23
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$50.83	\$12.50	\$0.00	\$0.00	\$63.33
·	12/01/2020	\$51.98	\$12.50	\$0.00	\$0.00	\$64.48
	06/01/2021	\$53.08	\$12.50	\$0.00	\$0.00	\$65.58
The state of the s	12/01/2021	\$54.23	\$12.50	\$0.00	\$0.00	\$66.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS" COMPRESSOR OPERATOR						
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$32.47	\$12.50	\$0.00	\$0.00	\$44.97
	06/01/2020	\$33.22	\$12.50	\$0.00	\$0.00	\$45.72
	12/01/2020	\$34.00	\$12.50	\$0.00	\$0.00	\$46.50
	06/01/2021	\$34.75	\$12.50	\$0.00	\$0.00	\$47.25
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$35,54	\$12.50	\$0.00	\$0.00	\$48.04
DIVER	00/01/2010	E/O 50	#0.00	\$0.00	\$0.00	ean 40
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$68.52	\$9.90	30.00	\$0.00	\$78.42
For apprentice rates see "Apprentice-PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$48.94	\$9.90	\$0.00	\$0.00	\$58.84
For apprentice rates see "Apprentice-PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$73.41	\$9.90	\$0.00	\$0.00	\$83.31
For apprentice rates see "Apprentice-PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$102.78	\$9.90	\$0.00	\$0.00	\$112.68
For apprentice rates see "Apprentice-PILE DRIVER"						
FLAGGER & SIGNALER	12/01/2019	\$23.50	\$8.10	\$0.00	\$0.00	\$31.60
LABORERS - ZONE 2	06/01/2020	\$23.50	\$8.10	\$0.00	\$0.00	\$31.60
	12/01/2020	\$24.50	\$8,10	\$0.00	\$0.00	\$32.60
	06/01/2021	\$24.50	\$8.10	\$0.00	\$0.00	\$32.60
	12/01/2021	\$24.50	\$8.10	\$0.00	\$0.00	\$32.60
For apprentice rates see "Apprentice- LABORER"						
FORK LIFT/CHERRY PICKER	12/01/2019	\$48.73	\$12.50	\$0.00	\$0.00	\$61.23
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.83	\$12.50	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.98	\$12.50	\$0.00	\$0.00	\$63.48
	06/01/2021	\$52.08	\$12.50	\$0.00	\$0.00	\$64.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$53.23	\$12,50	\$0.00	\$0.00	\$65.73
GENERATOR/LIGHTING PLANT/HEATERS	12/01/2019	\$32,47	\$12.50	\$0.00	\$0.00	\$44.97
OPERATING ENGINEERS LOCAL 4	06/01/2019	\$32.47	\$12.50	\$0.00	\$0.00	\$45.72
	12/01/2020	\$33.22	\$12.50	\$0.00	\$0.00	\$45.72 \$46.50
	06/01/2020	\$34.00 \$34.75	\$12.50	\$0.00	\$0.00	\$40.30 \$47.25
				\$0.00	\$0.00	
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$35.54	\$12.50	φυ.υυ	φυ.υυ	\$48.04
HOISTING ENGINEER/CRANES/GRADALLS	12/01/2019	\$48.73	\$12.50	\$0.00	\$0.00	\$61.23
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.83	\$12.50	\$0.00	\$0.00	\$62.33
	12/01/2020	\$50.98	\$12.50	\$0.00	\$0.00	\$63.48
	06/01/2021	\$52.08	\$12.50	\$0.00	\$0.00	\$64.58
	12/01/2021	\$53.23	\$12.50	\$0.00	\$0.00	\$65.73

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	Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55		\$26.80	\$12.50	\$0.00	\$0.00	\$39,30	
	2	60		\$29.24	\$12.50	\$0.00	\$0.00	\$41.74	
	3	65		\$31.67	\$12.50	\$0.00	\$0.00	\$44.17	
	4	70		\$34.11	\$12.50	\$0.00	\$0.00	\$46.61	
	5	75		\$36.55	\$12.50	\$0.00	\$0.00	\$49.05	
	6	80		\$38.98	\$12.50	\$0.00	\$0.00	\$51.48	
	7	85		\$41,42	\$12.50	\$0.00	\$0.00	\$53.92	
	8	90		\$43.86	\$12.50	\$0.00	\$0.00	\$56,36	
	Effecti Step	ive Date -	06/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55		\$27.41	\$12.50	\$0.00	\$0.00	\$39.91	
	2	60		\$29.90	\$12.50	\$0.00	\$0.00	\$42.40	
	3	65		\$32.39	\$12.50	\$0.00	\$0.00	\$44.89	
	4	70		\$34.88	\$12.50	\$0.00	\$0.00	\$47.38	
	5	75		\$37.37	\$12.50	\$0.00	\$0.00	\$49.87	
	6	80		\$39.86	\$12.50	\$0.00	\$0.00	\$52,36	
	7	85		\$42.36	\$12.50	\$0.00	\$0.00	\$54.86	
	8	90		\$44.85	\$12.50	\$0.00	\$0.00	\$57.35	
	Notes:	n newsonal sections of	odine minima salasia s			ACCORD	and the second s	y y y y y y y y y y y y y y y y y y y	
	Appre	ntice to Joi	ırneyworker Ratio:1:6	. بنينات تنتين كنياب لمتلفظ تبدينها بمجهد		CATALOGUE COULDING CONTROLOG	STATUTE LANGE AND THE	THE REPORTED PROPERTY NAMED IN	
ER	2			12/01/2019	\$34.00	5 \$8.10	\$0.00	\$0.00	\$42.16
S - ZONE	2			06/01/2020	\$34.95	\$8.10	\$0.00	\$0.00	\$43.05
				12/01/2020	\$35.84	\$8.10	\$0.00	\$0.00	\$43.94
-				06/01/2021	\$36.76	\$8.10	\$0.00	\$0.00	\$44.86
				12/01/2021	\$37.67	7 \$8.10	\$0.00	\$0.00	\$45.77

	Apprentice - LABORER - Zone 2 Effective Date - 12/01/2019	`					
	Step percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1 60	\$20,44	\$8.10	\$0.00	\$0.00	\$28.54	
	2 70	\$23.84	\$8.10	\$0.00	\$0.00	\$31.94	
	3 80	\$27.25	\$8.10	\$0.00	\$0.00	\$35.35	
	4 90	\$30.65	\$8.10	\$0.00	\$0.00	\$38.75	
	Effective Date - 06/01/2020 Step percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1 60	\$20.97	\$8.10	\$0.00	\$0.00	\$29.07	
	2 70	\$24.47	\$8.10	\$0.00	\$0.00	\$32,57	
	3 80	\$27.96	\$8.10	\$0.00	\$0.00	\$36.06	
	4 90	\$31.46	\$8.10	\$0.00	\$0.00	\$39.56	
	Notes:				Shakaran shakaran wasan 1994 1992 Annan San San San San San San San San San	TOTAL AND	
T TO (00011)	Apprentice to Journeyworker Ratio:1:5						
•	ER THAN TRUCK CRANES,GRADALLS) GINEERS LOCAL 4	12/01/2019		\$12.50	\$0.00	\$0.00	\$35.58
		06/01/2020	\$23.63	\$12.50	\$0.00	\$0.00	\$36.13
		12/01/2020	\$24.20	\$12.50	\$0.00	\$0.00	\$36.70
		06/01/2021	\$24.75	\$12.50	\$0.00	\$0.00	\$37.25
For apprentic	ce rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$25.33	\$12.50	\$0.00	\$0.00	\$37.83
	CK CRANES, GRADALLS)	12/01/2019	\$27.64	\$12.50	\$0.00	\$0.00	\$40.14
ERATING ENC	GINEERS LOCAL 4	06/01/2020	\$28.29	\$12.50	\$0.00	\$0.00	\$40.79
		12/01/2020	\$28.97	\$12,50	\$0.00	\$0.00	\$41.47
		06/01/2021	\$29.61	\$12.50	\$0.00	\$0.00	\$42.11
For apprentic	ce rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$30.29	\$12,50	\$0.00	\$0.00	\$42.79
HER POW	ER DRIVEN EQUIPMENT - CLASS II	12/01/2019	\$48.23	\$12.50	\$0.00	\$0.00	\$60.73
ERATING ENC	GINEERS LOCAL 4	06/01/2020	\$49.31	\$12.50	\$0.00	\$0.00	\$61.81
		12/01/2020	\$50.45	\$12.50	\$0.00	\$0.00	\$62.95
		06/01/2021	\$51.54	\$12.50	\$0.00	\$0.00	\$64.04
		12/01/2021	\$52.68	\$12.50	\$0.00	\$0.00	\$65.18
	e rates see "Apprentice- OPERATING ENGINEERS"						
	CKUP TRUCKS DRIVER NT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.08	\$12.41	\$0.00	\$0.00	\$46.49
morena JUII	COORDING. TO BOTTLE I	06/01/2020	\$34.98	\$12.41	\$0.00	\$0.00	\$47.39
		08/01/2020	\$34.98	\$12.91	\$0.00	\$0.00	\$47.89
		12/01/2020	\$34.98	\$12.91	\$0.00	\$0.00	\$47.89
		06/01/2021	\$35.78	\$12.91	\$0.00	\$0.00	\$48.69
		08/01/2021	\$35.78	\$13.41	\$0.00	\$0.00	\$49.19
		12/01/2021	\$35.78	\$13.41	\$0.00	\$0.00	\$49.19

·Effective Date	Base Wage	⊶Health	Pension	Supplemental Unemployment	Total Rate
12/01/2019	\$48.73	\$12.50	\$0.00	\$0.00	\$61.23
06/01/2020	\$49.83	\$12.50	\$0.00	\$0.00	\$62.33
12/01/2020	\$50.98	\$12.50	\$0.00	\$0.00	\$63.48
06/01/2021	\$52.08	\$12.50	\$0.00	\$0.00	\$64.58
12/01/2021	\$53.23	\$12.50	\$0.00	\$0.00	\$65.73

12/01/2019	\$48.73	\$12.50	\$0.00	\$0.00	\$61.23
06/01/2020	\$49.83	\$12.50	\$0.00	\$0.00	\$62.33
12/01/2020	\$50.98	\$12.50	\$0.00	\$0.00	\$63.48
06/01/2021	\$52.08	\$12.50	\$0.00	\$0.00	\$64.58
12/01/2021	\$53.23	\$12.50	\$0.00	\$0.00	\$65.73
<u> </u>		····			
					\$44.97
					\$45.72
					\$46.50
06/01/2021	\$34.75				\$47.25
12/01/2021	\$35.54	\$12.50	\$0.00	\$0.00	\$48.04
12/01/2010	e40 33	#10 FO	00.00	\$0.00	\$ 60 72
					\$60.73
					\$61.81
					\$62.95
					\$64.04
12/01/2021	\$52.68	\$12.50	\$0.00	\$0.00	\$65.18
12/01/2019	\$34.54	\$12.41	\$0.00	\$0.00	\$46.95
					\$47.85
					\$48.35
					\$48.35
			\$0.00		\$49.15
			\$0.00		\$49.65
			\$0.00		\$49.65
			\$0.00		\$47.24
					\$48.14
					\$48.64
					\$48.64
					\$49.44
					\$49.94
					\$49.94
		-		*	\$60.73
					\$61.81
12/01/2020	\$50.45	\$12.50	\$0.00	\$0.00	\$62.95
1.20013.2020	ゆうひょせう	$\varphi_1 \angle JU$	ψυ,υυ	40,00	φ02.7 <i>3</i>
06/01/2021	\$51.54	\$12.50	\$0.00	\$0.00	\$64.04
	12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 12/01/2020 12/01/2020 06/01/2021 12/01/2021 12/01/2021 12/01/2020 06/01/2020 12/01/2020 06/01/2020	12/01/2019 \$48.73 06/01/2020 \$50.98 06/01/2021 \$52.08 12/01/2021 \$53.23 12/01/2019 \$48.73 06/01/2020 \$49.83 12/01/2020 \$50.98 06/01/2020 \$50.98 06/01/2021 \$52.08 12/01/2021 \$53.23 12/01/2019 \$32.47 06/01/2021 \$53.23 12/01/2019 \$32.47 06/01/2020 \$33.22 12/01/2020 \$34.00 06/01/2021 \$34.75 12/01/2021 \$35.54 12/01/2021 \$35.54 12/01/2021 \$51.54 12/01/2020 \$50.45 06/01/2020 \$50.45 06/01/2021 \$51.54 12/01/2021 \$52.68 12/01/2021 \$34.54 06/01/2021 \$35.44 06/01/2021 \$35.44 06/01/2021 \$35.44 06/01/2021 \$35.44 06/01/2021 \$36.24 12/01/2020 \$35.44 08/01/2020 \$35.44 08/01/2020 \$35.44 08/01/2020 \$35.44 08/01/2021 \$36.24 12/01/2021 \$36.24 12/01/2021 \$36.24 12/01/2021 \$36.24 12/01/2021 \$36.53 08/01/2021 \$36.53 12/01/2021 \$36.53 12/01/2021 \$36.53 12/01/2021 \$36.53	06/01/2020 \$49.83 \$12.50 12/01/2021 \$50.98 \$12.50 06/01/2021 \$52.08 \$12.50 12/01/2021 \$53.23 \$12.50 12/01/2029 \$48.73 \$12.50 06/01/2020 \$49.83 \$12.50 12/01/2020 \$50.98 \$12.50 06/01/2021 \$52.08 \$12.50 12/01/2019 \$32.47 \$12.50 06/01/2021 \$53.23 \$12.50 12/01/2029 \$34.00 \$12.50 06/01/2020 \$34.00 \$12.50 12/01/2021 \$35.54 \$12.50 12/01/2021 \$35.54 \$12.50 12/01/2021 \$35.54 \$12.50 12/01/2021 \$48.23 \$12.50 12/01/2020 \$49.31 \$12.50 12/01/2020 \$50.45 \$12.50 12/01/2020 \$50.45 \$12.50 12/01/2021 \$52.68 \$12.50 12/01/2021 \$34.54 \$12.41 06/01/2020	12/01/2019 \$48.73 \$12.50 \$0.00 06/01/2020 \$49.83 \$12.50 \$0.00 12/01/2020 \$50.98 \$12.50 \$0.00 06/01/2021 \$52.08 \$12.50 \$0.00 12/01/2021 \$53.23 \$12.50 \$0.00 12/01/2020 \$48.73 \$12.50 \$0.00 06/01/2020 \$49.83 \$12.50 \$0.00 12/01/2020 \$50.98 \$12.50 \$0.00 12/01/2021 \$52.08 \$12.50 \$0.00 12/01/2021 \$53.23 \$12.50 \$0.00 12/01/2029 \$34.00 \$12.50 \$0.00 12/01/2020 \$34.00 \$12.50 \$0.00 12/01/2021 \$34.75 \$12.50 \$0.00 12/01/2021 \$35.54 \$12.50 \$0.00 12/01/2021 \$35.54 \$12.50 \$0.00 12/01/2020 \$49.31 \$12.50 \$0.00 12/01/2021 \$51.54 \$12.50 \$0.00 12/01/2021	12/01/2019 \$48.73 \$12.50 \$0.00 \$0.00 12/01/2020 \$50.98 \$12.50 \$0.00 \$0.00 12/01/2021 \$52.08 \$12.50 \$0.00 \$0.00 12/01/2021 \$53.23 \$12.50 \$0.00 \$0.00 12/01/2021 \$53.23 \$12.50 \$0.00 \$0.00 12/01/2021 \$53.23 \$12.50 \$0.00 \$0.00 12/01/2020 \$48.73 \$12.50 \$0.00 \$0.00 12/01/2020 \$49.83 \$12.50 \$0.00 \$0.00 12/01/2020 \$50.98 \$12.50 \$0.00 \$0.00 12/01/2021 \$52.08 \$12.50 \$0.00 \$0.00 12/01/2021 \$53.23 \$12.50 \$0.00 \$0.00 12/01/2021 \$53.23 \$12.50 \$0.00 \$0.00 12/01/2020 \$33.22 \$12.50 \$0.00 \$0.00 12/01/2020 \$33.22 \$12.50 \$0.00 \$0.00 12/01/2021 \$33.24 \$12.50 \$0.00 \$0.00 12/01/2020 \$34.00 \$12.50 \$0.00 \$0.00 12/01/2021 \$34.75 \$12.50 \$0.00 \$0.00 12/01/2021 \$35.54 \$12.50 \$0.00 \$0.00 12/01/2021 \$35.54 \$12.50 \$0.00 \$0.00 12/01/2021 \$35.54 \$12.50 \$0.00 \$0.00 12/01/2021 \$35.54 \$12.50 \$0.00 \$0.00 12/01/2021 \$35.54 \$12.50 \$0.00 \$0.00 12/01/2021 \$35.54 \$12.50 \$0.00 \$0.00 12/01/2020 \$49.31 \$12.50 \$0.00 \$0.00 12/01/2021 \$35.44 \$12.50 \$0.00 \$0.00 12/01/2021 \$35.44 \$12.50 \$0.00 \$0.00 12/01/2021 \$35.44 \$12.41 \$0.00 \$0.00 12/01/2021 \$35.44 \$12.91 \$0.00 \$0.00 12/01/2021 \$36.24 \$13.41 \$0.00 \$0.00 12/01/2020 \$35.44 \$12.91 \$0.00 \$0.00 12/01/2021 \$36.24 \$13.41 \$0.00 \$0.00 12/01/2021 \$36.24 \$13.41 \$0.00 \$0.00 12/01/2021 \$36.24 \$13.41 \$0.00 \$0.00 12/01/2021 \$36.24 \$13.41 \$0.00 \$0.00 12/01/2021 \$36.24 \$13.41 \$0.00 \$0.00 12/01/2021 \$36.53 \$12.91 \$0.00 \$0.00 12/01/2021 \$36.53 \$13.41 \$0.00 \$0.00 12/01/2021 \$36.53 \$13.41 \$0.00 \$0.00 12/01/2021 \$36.53 \$13.41 \$0.00 \$0.00 12/01/2021 \$36.53 \$13.41 \$0.00 \$0.00 12/01/2021 \$36.53 \$13.41 \$0.00 \$0.00 12/01/2021 \$36.53 \$13.41 \$0.0

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Issue Date: 01/22/2020

Classification	Effective Date	Base-Wage	Health	Pension	Supplemental Unemployment	Total Rate
FRAILERS FOR EARTH MOVING EQUIPMENT	12/01/2019	\$35.12	\$12.41	\$0.00	\$0.00	\$47.53
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2020	\$36.02	\$12.41	\$0.00	\$0.00	\$48.43
	08/01/2020	\$36.02	\$12.91	\$0.00	\$0.00	\$48.93
	12/01/2020	\$36.02	\$12.91	\$0.00	\$0.00	\$48.93
	06/01/2021	\$36.82	\$12.91	\$0.00	\$0.00	\$49.73
	08/01/2021	\$36.82	\$13.41	\$0.00	\$0.00	\$50.23
	12/01/2021	\$36,82	\$13.41	\$0.00	\$0.00	\$50.23
TREE TRIMMER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
This classification applies only to tree work done: (a) for a utility company, R.E.F.						
This classification applies only to tree work done: (a) for a utility company, R.E.A operating, maintaining, or repairing the utility company's equipment, and (c) by a This classification does not apply to wholesale tree removal. FREE TRIMMER GROUNDMAN						\$19.87
This classification applies only to tree work done: (a) for a utility company, R.E. soperating, maintaining, or repairing the utility company's equipment, and (c) by a	.01/31/2016 A. cooperative, or railroad or	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
This classification applies only to tree work done: (a) for a utility company, R.E.A operating, maintaining, or repairing the utility company's equipment, and (c) by a This classification does not apply to wholesale tree removal. FREE TRIMMER GROUNDMAN DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 This classification applies only to tree work done: (a) for a utility company, R.E.A operating, maintaining, or repairing the utility company's equipment, and (c) by a classification does not apply to wholesale tree removal.	.01/31/2016 A. cooperative, or railroad or person who is using hand or	\$16.32 coal mining con mechanical cutt	\$3.55 spany, and (b) ing methods a	\$0.00 for the purposend is on the g	\$0.00 se of round. This	
This classification applies only to tree work done: (a) for a utility company, R.E.A operating, maintaining, or repairing the utility company's equipment, and (c) by a This classification does not apply to wholesale tree removal. TREE TRIMMER GROUNDMAN DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 This classification applies only to tree work done: (a) for a utility company, R.E.A operating, maintaining, or repairing the utility company's equipment, and (c) by a classification does not apply to wholesale tree removal. VAC-HAUL/CATCH BASIN CLEANING	.01/31/2016 A. cooperative, or railroad or	\$16.32	\$3.55	\$0.00 for the purpose and is on the grant \$0.00	\$0.00 se of round. This	\$46.95
This classification applies only to tree work done: (a) for a utility company, R.E.A operating, maintaining, or repairing the utility company's equipment, and (c) by a This classification does not apply to wholesale tree removal. TREE TRIMMER GROUNDMAN DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 This classification applies only to tree work done: (a) for a utility company, R.E.A operating, maintaining, or repairing the utility company's equipment, and (c) by a classification does not apply to wholesale tree removal. VAC-HAUL/CATCH BASIN CLEANING	.01/31/2016 A. cooperative, or railroad or person who is using hand or	\$16.32 coal mining con mechanical cutt	\$3.55 spany, and (b) ing methods a	\$0.00 for the purposend is on the g	\$0.00 se of round. This	
This classification applies only to tree work done: (a) for a utility company, R.E.A operating, maintaining, or repairing the utility company's equipment, and (c) by a This classification does not apply to wholesale tree removal. TREE TRIMMER GROUNDMAN DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 This classification applies only to tree work done: (a) for a utility company, R.E.A operating, maintaining, or repairing the utility company's equipment, and (c) by a classification does not apply to wholesale tree removal. VAC-HAUL/CATCH BASIN CLEANING	.01/31/2016 A. cooperative, or railroad or person who is using hand or 12/01/2019	\$16.32 coal mining contractant automatical cuttors mechanical cuttors \$34.54	\$3.55 spany, and (b) sing methods a \$12.41	\$0.00 for the purpose and is on the grant \$0.00	\$0.00 se of round. This	\$46.95
This classification applies only to tree work done: (a) for a utility company, R.E.A operating, maintaining, or repairing the utility company's equipment, and (c) by a This classification does not apply to wholesale tree removal. TREE TRIMMER GROUNDMAN DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 This classification applies only to tree work done: (a) for a utility company, R.E.A operating, maintaining, or repairing the utility company's equipment, and (c) by a classification does not apply to wholesale tree removal. VAC-HAUL/CATCH BASIN CLEANING	.01/31/2016 A. cooperative, or railroad or person who is using hand or 12/01/2019 06/01/2020	\$16.32 coal mining con mechanical cutt \$34.54 \$35.44	\$3.55 pany, and (b) ing methods a \$12.41	\$0.00 for the purporal is on the grand is on the grand \$0.00 \$0.00	\$0.00 se of round. This \$0.00 \$0.00	\$46.95 \$47.85
This classification applies only to tree work done: (a) for a utility company, R.E.A operating, maintaining, or repairing the utility company's equipment, and (c) by a This classification does not apply to wholesale tree removal. TREE TRIMMER GROUNDMAN DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 This classification applies only to tree work done: (a) for a utility company, R.E.A operating, maintaining, or repairing the utility company's equipment, and (c) by a classification does not apply to wholesale tree removal. VAC-HAUL/CATCH BASIN CLEANING	.01/31/2016 A. cooperative, or railroad or person who is using hand or 12/01/2019 06/01/2020 08/01/2020	\$16.32 coal mining contract mechanical cutt \$34.54 \$35.44	\$3.55 pany, and (b) ing methods a \$12.41 \$12.41 \$12.91	\$0.00 for the purpose and is on the grand \$0.00 \$0.00 \$0.00	\$0.00 se of round. This \$0.00 \$0.00 \$0.00 \$0.00	\$46.95 \$47.85 \$48.35
This classification applies only to tree work done: (a) for a utility company, R.E.A operating, maintaining, or repairing the utility company's equipment, and (c) by a This classification does not apply to wholesale tree removal. TREE TRIMMER GROUNDMAN DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 This classification applies only to tree work done: (a) for a utility company, R.E.A operating, maintaining, or repairing the utility company's equipment, and (c) by a	.01/31/2016 A. cooperative, or railroad or person who is using hand or 12/01/2019 06/01/2020 08/01/2020 12/01/2020	\$16.32 coal mining con mechanical cutt \$34.54 \$35.44 \$35.44	\$3.55 pany, and (b) ing methods a \$12.41 \$12.41 \$12.91	\$0.00 for the purporal is on the grand is on the grand is on the grand \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 se of round. This \$0.00 \$0.00 \$0.00 \$0.00	\$46.95 \$47.85 \$48.35 \$48.35

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

- ** Multiple ratios are listed in the comment field.
- *** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:8, 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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