RFQ (Request for Quotes) (\$10,000 to \$50,000) City of Brockton, Building Department

PROJECT # BD-RFQ24-ELECTRICAL

ELECTRICAL SERVICES MAINTENANCE

ISSUED: (Wednesday) August 2, 2023
RETURN/DEADLINE: (Wednesday), August 23, 2023 (NO LATER THAN 4:30 P.M.)

GENERAL INFORMATION

It is the declared and acknowledged intention to procure an experienced electrician to furnish all labor, materials, equipment and insurance, and perform all work required for **FY2024 ELECTRICAL SERVICES & MAINTENANCE at various City of Brockton Buildings**. This is a maintenance contract and will be based on on-call work as may be deemed necessary throughout the year.

QUOTE PACKAGES MAY BE DOWNLOADED FROM THE FOLLOWING:

www.brockton.ma.us

Go to the Postings Tab, then click on See All Procurement Postings.

- 1. Questions concerning this RFQ must be submitted in writing before 3:00 P.M. on Wednesday, August 16, 2023, via email to jplouffe@cobma.us
- 2. With quotes greater than \$25,000, **the awarded** vendor/contractor must furnish a 50% (fifty percent) Payment Bond with a surety company acceptable to the Owner.
- 3. This is a Prevailing Wage Project. Rates are included in this quote package.
- **4.** As a Successful Quoter you will be required to supply the City of Brockton with a properly endorsed **CERTIFICATE OF INSURANCE.** Both the City of Brockton and the vendor shall be named as co-insured/additional insured and the City of Brockton shall be named as owner.
- 5. The successful vendor/contractor must certify, under the pains and penalties of perjury, that they are able to furnish labor in harmony with all other elements of labor employed in the work and that all employees employed on the worksite, or in work subject to the bid, have successfully completed at least 10 hours of OSHA approved training.
- 6. Award will go to the vendor/contractor with the lowest most responsible and most responsive quote.
- 7. The completion date for work is June 30, 2024.
- **8.** If you download an RFQ, it is your responsibility to check back for any addendums before submitting a response. The City of Brockton accepts no liability for quote submittals that fail to acknowledge any addenda. Acknowledge any addendums on the Quote Page 1.

RETURN COMPLETED RFQ QUOTE PAGES TO:

The City of Brockton's Building Department at jplouffe@cobma.us
NO LATER THAN (Wednesday) August 23, 2023 (ON/BEFORE 4:30 P.M.)

Any quotes received after this date & time shall not be accepted.

STATEMENT OF WORK

Scope of work is to include but not limited to maintenance and/or repairs: wiring, low voltage, tel/data, office renovations and panel upgrades.

TERM OF CONTRACT

The contract period shall be from September 1, 2023, through June 30, 2024.

THE CONTRACT SUM AND REQUIREMENTS

immediately terminated.

A.	Hourly rates for on-call services for Monday-Friday, 7:00 a.m. to 5:00 p.m. for a Journeyman. Note: All hourly service rates are to reflect the incorporation of State prevailing wage requirements. <u>Contract will be awarded to the lowest responsive and responsible contractor offering the lowest total for a Journeyman for the lowest total for the lowest total for a Journeyman for the lowest total for the low</u>
	on-call services for Monday-Friday, 7:00 a.m. to 5:00 p.m.
	\$Per Journeyman Man Hour x 100 hours = \$
	Hourly rates for on-call services for nights, weekends and holidays is a contractually binding rate for the contract but is not a factor in determining the low bid. Hourly rates for on-call services for nights, weekends and holidays shall not exceed 1 ½ times the hourly rate as established in the section above for on-call services for Monday-Friday, 7:00 a.m. to 5:00 p.m. Note: All hourly service rates are to reflect the incorporation of State prevailing wage requirements.
	\$Per Journeyman Man Hour x 100 hours = \$
В.	Travel charge(s)—The City of Brockton Public Property Department will not pay any invoices which include travel charges, mileage, truck charge(s), or any other associated costs. There shall be no exceptions.
C.	Material(s) Costs: The contractor shall supply all materials. The vendor shall submit with each invoice an original copy of the cost of any material(s) purchased from a respectable trades' supplier, which material has been installed during the repair and/or replacement of equipment in the City of Brockton. There shall be a percentage overhead of the said materials at a percentage of 10% above vendor's cost. The material overhead percentage must be based on the original invoice from the supplier and not based on any trade service publication prices.
D.	Voluntary Alternates (If any)please describe and attach supporting materials
E.	Required Response Times: The Owner is seeking service which can respond on a timely basis and not to exceed 60 minutes on-site after the initial telephone call, except for an emergency call. In terms of an emergency service call, the response time by contractor is not to exceed 30 minutes. Vendors shall submit with their quotes, evidence of being able to make required response times. If a contractor fails to meet the required response time when an emergency exists, the City of Brockton Public Property Department shall in

Contractors shall submit with quotes, evidence of at least five years' experience on similar type projects and copies of current licenses for a minimum of five licensed technicians on staff. Work in a municipal building setting shall be given preference. Vendors shall supply references for listed jobs.

writing, notify the contractors that if this should happen again in any point of the contract, the contract will be

RFQ QUOTE PAGE (Electrical Services Maintenance)

It is the intention of the Building Department to purchase services as previously described in the Scope of Work. The vendor/contractor proposes to furnish all labor and materials required for the project outlined in the Scope of Work in accordance with the accompanying quote documents prepared by the Procurement Department, for the contract price specified below.

\$	Per Journeyman Man Hour x 100 hours = \$
\$	(written out in words)
	E PROVIDE THREE (3) REFERENCES OF SIMILAR SIZE AND SCOPE PROJECTS, DING CONTACT INFORMATION:
1.	
2.	
3.	
NAME	OF VENDOR/CONTRACTOR,
•	SS (STREET, CITY, STATE, ZIP CODE)
SIGNA	TURE OF PERSON AUTHORIZED TO SIGN DATE
TYPE (OR PRINT SIGNER'S NAME AND TITLE
EMAIL	ADDRESS PHONE

THIS QUOTE REFLECTS ALL CHANGES/CLARIFICATIONS IN ADDENDUM(S)

Pursuant to M.G.L. Chapter 30, Section 39s, I hereby certify, under the pains and penalties of perjury, that I am able to furnish labor in harmony with all other elements of labor employed in the work and that all employees employed on the worksite, or in work subject to the bid, have successfully completed at least 10 hours of OSHA approved training.

This is a prevailing wage job. Certified payrolls documenting compliance with the prevailing wage for a labor on this job must be received in the Building Department, 45 School Street, 3rd Floor, Brockton, MA prior to any invoices being paid.



KIM DRISCOLL

Lt, Governor

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

Prevailing Wage Rates

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

MICHAEL FLANAGAN Director

Awarding Authority:

CITY OF BROCKTON

Contract Number:

BD-RFQ24-ELECTRICAL

City/Town: BROCKTON

Description of Work:

TO PROCURE AN EXPERIENCED VENDOR TO PROVIDE ELECTRICAL SERVICES AND REPAIR AT

VARIOUS CITY BUILDINGS.

Job Location:

VARIOUS CITY BUILDINGS

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- 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 no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multiyear CM AT RISK projects, the 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. The annual update requirement is not applicable to 27F "rental of equipment" contracts, The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- · 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 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 a subcontractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons 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 DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.
- Every contractor or subcontractor working on the construction project must 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. For a sample payroll reporting form go to 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.
- Contractors must obtain the wage schedules from awarding authorities, 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 criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Issue Date:

07/24/2023

Wage Request Number: 20230724-035

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction (2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36,02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice-PILE DRIVER"						
AIR TRACK OPERATOR LABORERS - ZONE 2	06/01/2023 12/01/2023	\$38.21 \$39.11	\$9.40 \$9.40	\$16.89 \$16.89	\$0.00 \$0.00	\$64.50 \$65.40
For apprentice rates see "Apprentice-LABORER"	12, 01, 20, 20	4 03.11				,
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
	06/01/2024	\$40.44	\$9.40	\$16.89	\$0.00	\$66.73
	12/01/2024	\$41.77	\$9.40	\$16.89	\$0.00	\$68.06
	06/01/2025	\$43,16	\$9.40	\$16.89	\$0.00	\$69.45
	12/01/2025	\$44.54	\$9.40	\$16.89	\$0.00	\$70.83
	06/01/2026	\$45.98	\$9.40	\$16.89	\$0.00	\$72.27
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$47.42	\$9.40	\$16.89	\$0.00	\$73.71
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00 -	\$60.35
ASPHALT RAKER	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY)	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$38,61	\$9.40	\$16.89	\$0.00	\$64.90
	06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
	12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56
	06/01/2025	\$42,66	\$9.40	\$16.89	\$0.00	\$68.95
	12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
	06/01/2026	\$45.48	\$9.40	\$16.89	\$0.00	\$71.77
	12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	06/01/2023	\$54.28	\$14.75	\$16.15	\$0.00	\$85.18
	12/01/2023	\$55.53	\$14.75	\$16.15	\$0.00	\$86.43
•	06/01/2024	\$56.83	\$14.75	\$16.15	\$0.00	\$87.73
	12/01/2024	\$58.28	\$14.75	\$16.15	\$0.00	\$89.18
	06/01/2025	\$59.58	\$14.75	\$16.15	\$0.00	\$90.48
	12/01/2025	\$61.03	\$14.75	\$16.15	\$0.00	\$91.93
	06/01/2026	\$62.33	\$14.75	\$16.15	\$0.00	\$93.23
For apprentice rates see "Apprentice-OPERATING ENGINEERS"	12/01/2026	\$63.78	\$14.75	\$16.15	\$0.00	\$94.68

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER	06/01/2023	\$54.28	\$14.75	\$16.15	\$0.00	\$85.18
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$55.53	\$14.75	\$16.15	\$0.00	\$86.43
	06/01/2024	\$56.83	\$14.75	\$16.15	\$0.00	\$87.73
	12/01/2024	\$58.28	\$14.75	\$16.15	\$0.00	\$89.18
	06/01/2025	\$59.58	\$14.75	\$16.15	\$0.00	\$90.48
	12/01/2025	\$61.03	\$14.75	\$16.15	\$0.00	\$91.93
	06/01/2026	\$62.33	\$14.75	\$16,15	\$0.00	\$93.23
	12/01/2026 \$63.78 \$14.75 \$16.15 \$0.	12/01/2026 \$63.78 \$14.75 \$16.15 \$0.00	\$63.78 \$14.75 \$16.15 \$0.00 \$9	75 \$16.15 \$0.00	\$90.48 \$91.93	
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
LABORERS - ZONE 2	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
	06/01/2024	\$40.44	\$9.40	\$16.89	\$0.00	\$66.73
	12/01/2024	\$41.77	\$9.40	\$16.89	\$0.00	\$68.06
	06/01/2025	\$43.16	\$9.40	\$16.89	\$0.00	\$69.45
	12/01/2025	\$44.54	\$9,40	\$16.89	\$0.00	\$70.83
	06/01/2026	\$45.98	\$9.40	\$16.89	\$0.00	\$72.27
	12/01/2026	\$47.42	\$9.40	\$16.89	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER	01/01/2023	\$47.37	\$7.07	\$20,31	\$0.00	\$74.75
BOILERMAKERS LOCAL 29	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

Issue Date: 07/24/2023 Wage Request Number: 20230724-035 Page 3 of 38

	Effectiv Step	ve Date - percent	01/01/2023 A	pprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
,	1	65		\$30.79	\$7.07	\$13.22	\$0.00	\$51.08	
	2	65		\$30.79	\$7.07	\$13.22	\$0.00	\$51.08	
	3	70		\$33.16	\$7.07	\$14.23	\$0.00	\$54,46	
	4	75		\$35.53	\$7.07	\$15.24	\$0.00	\$57.84	
	5	80	•	\$37.90	\$7.07	\$16.25	\$0.00	\$61.22	
	6	85		\$40.26	\$7.07	\$17.28	\$0.00	\$64.61	
	7	90		\$42.63	\$7.07	\$18.28	\$0.00	\$67.98	}
	8	95		\$45.00	\$7.07	\$19.32	\$0.00	\$71.39	
	Effectiv	e Date -	01/01/2024				Supplemental		
	Step	percent	A	pprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	65		\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
	2	65		\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
	3	70		\$33.68	\$7.07	\$14.23	\$0.00	\$54.98	
	4	75		\$36.09	\$7.07	\$15.24	\$0.00	\$58.40	
	5	80		\$38.50	\$7.07	\$16.25	\$0.00	\$61.82	
	6	85		\$40.90	\$7.07	\$17.28	\$0.00	\$65.25	
	7	90		\$43.31	\$7.07	\$18.28	\$0.00	\$68.66	
	8	95		\$45.71	\$7.07	\$19.32	\$0.00	\$72.10	
appring	Notes:	and the second				NAME OF STREET		***************************************	
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			rneyworker Ratio:1:4		·				
K/STONE/. RPROOFI		CIAL MA	SONRY (INCL. MASONRY	02/01/2023			\$22.34	\$0.00	\$94.13
AYERS LOCA	•	NCY)		08/01/2023			\$22.34	\$0.00	\$96.2
				02/01/2024			\$22,34	\$0.00	\$97.4
				08/01/2024			\$22.34	\$0.00	\$99.5
				02/01/2025			\$22.34	\$0.00	\$100.8
				08/01/2025			\$22.34	\$0.00	\$103.0
				02/01/2026			\$22.34	\$0.00	\$104.3
				08/01/2026	\$72.75	\$11.49	\$22.34	\$0.00	\$106.5

Pension

Apprentice -	BRICK/PLASTER/CEMENT MASON - Local 3 Quincy
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Effe	ective Date -	02/01/2023				Supplemental		
Ster			Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$30.18	\$11.49	\$22,34	\$0.00	\$64.01	
2	60		\$36.21	\$11.49	\$22.34	\$0.00	\$70.04	
3	70		\$42.25	\$11.49	\$22.34	\$0.00	\$76.08	
4	80		\$48.28	\$11.49	\$22.34	\$0.00	\$82.11	
. 5	90		\$54.32	\$11.49	\$22,34	\$0.00	\$88.15	
Effe Ste _F	ective Date -	08/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$31.20	\$11.49	\$22.34	\$0.00	\$65.03	
2	60		\$37.44	\$11.49	\$22.34	\$0.00	\$71.27	
3	70		\$43.68	\$11.49	\$22.34	\$0.00	\$77.51	
4	80		\$49.92	\$11.49	\$22.34	\$0.00	\$83.75	
5	90		\$56.16	\$11.49	\$22.34	\$0.00	\$89.99	
Not	es:			anarin arayan (<u> </u>	THE STATE OF THE S	
App	orentice to Jou	ırneyworker Ratio:1:5	AND THE PROPERTY OF THE PROPER	encent officer according to		25.19 TE	Ann	
ULLDOZER/GRA		ER	06/01/2023	3 \$53.69	\$14.75	\$16.15	\$0.00	\$84.59
PERATING ENGINEERS	S LOCAL 4		12/01/2023	3 \$54.93	\$14.75	\$16.15	\$0.00	\$85.83
			06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
			12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
			06/01/202:	5 \$58.93	\$14.75	\$16.15	\$0.00	\$89.83
			12/01/202:	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
			06/01/2020	5 \$61.65	\$14.75	\$16.15	\$0.00	\$92.55
For apprentice rates s	ee "Apprentice- O	PERATING ENGINEERS"	12/01/2020	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99
AISSON & UNDE	RPINNING B	OTTOM MAN	06/01/2023	3 \$44.73	\$9.40	\$17.97	\$0.00	\$72,10
BORERS - FOUNDATE	ON AND MARINE	\$	12/01/2023	3 \$45.98	\$9.40	\$17.97	\$0.00	\$73.35
			06/01/2024	\$47.46	\$9.40	\$17.97	\$0.00	\$74.83
			12/01/2024	\$48.93	\$9.40	\$17.97	\$0.00	\$76.30
			06/01/202:	\$50.43	\$9.40	\$17.97	\$0.00	\$77.80
			12/01/202:	5 \$51.93	\$9.40	\$17.97	\$0.00	\$79.30
			06/01/2020	5 \$53.48	\$9.40	\$17.97	\$0.00	\$80.85
			12/01/2020	5 \$54.98	\$9.40	\$17.97	\$0.00	\$82,35
For apprentice rates s	ee "Apprentice-T.	ABORER"						

20230724-035

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER	06/01/2023	\$43.58	\$9.40	\$17.97	\$0.00	\$70.95
LABORERS - FOUNDATION AND MARINE	12/01/2023	\$44.83	\$9.40	\$17.97	\$0.00	\$72.20
	06/01/2024	\$46.31	\$9.40	\$17.97	\$0.00	\$73.68
	12/01/2024	\$47.78	\$9.40	\$17.97	\$0.00	\$75.15
	06/01/2025	\$49.28	\$9.40	\$17.97	\$0.00	\$76.65
	12/01/2025	\$50.78	\$9.40	\$17.97	\$0.00	\$78.15
	06/01/2026	\$52,33	\$9.40	\$17.97	\$0.00	\$79.70
	12/01/2026	\$53.83	\$9.40	\$17.97	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	06/01/2023	\$43.58	\$9.40	\$17.97	\$0.00	\$70.95
LABORERS - FOUNDATION AND MARINE	12/01/2023	\$44.83	\$9.40	\$17.97	\$0.00	\$72.20
	06/01/2024	\$46.31	\$9.40	\$17.97	\$0.00	\$73.68
	12/01/2024	\$47.78	\$9.40	\$17.97	\$0.00	\$75.15
	06/01/2025	\$49.28	\$9.40	\$17.97	\$0.00	\$76.65
	12/01/2025	\$50.78	\$9.40	\$17.97	\$0.00	\$78.15
	06/01/2026	\$52.33	\$9.40	\$17.97	\$0.00	\$79.70
	12/01/2026	\$53.83	\$9.40	\$17.97	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
CARPENTER CARPENTERS - ZONE 2 (Eastern Massachusetts)	03/01/2023	\$45.12	\$9.33	\$19.97	\$0.00	\$74,42

Apprentice -	CARPENTER :	- Zone 2 Eastern MA
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Effect	ive Date - 03/01/2023				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$22.56	\$9.33	\$1.73	\$0.00	\$33.62
2	60	\$27.07	\$9.33	\$1.73	\$0.00	\$38.13
3	70	\$31.58	\$9.33	\$14.78	\$0.00	\$55.69
4	75	\$33.84	\$9.33	\$14.78	\$0.00	\$57.95
5	80	\$36.10	\$9.33	\$16.51	\$0.00	\$61.94
´ 6	80	\$36.10	\$9.33	\$16.51	\$0.00	\$61.94
7	90 -	\$40.61	\$9.33	\$18,24	\$0.00	\$68.18
8	90	\$40.61	\$9.33	\$18.24	\$0.00	\$68.18
Notes:		gaginery persons, services senses souls discuss discuss discuss and	11111 27.103 A	<u></u>	LILLIU MARKE WARRE WAR	The second second
· -	% Indentured After 10/1/1	7; 45/45/55/55/70/70/80/80				•
	Step 1&2 \$30.71/3&4 \$3	6.93/ 5&6 \$56.82/ 7&8 \$63.06				
Appre	ntice to Journeyworker Ra	atio:1:5				
RPENTER WOOD RPENTERS-ZONE 3 (Woo		04/01/2023	\$24.1	6 \$7.21	\$4.80	\$0.00 \$36.17

All Aspects of New Wood Frame Work

 Issue Date:
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Supplemental Total Rate

Pension

Apprentice to Journeyworker Ratio:1:5		2000				
CEMENT MASONRY/PLASTERING	07/01/2023	\$50.59	\$12.75	\$22.74	\$0.87	\$86.95
BRICKLAYERS LOCAL 3 (QUINCY)	01/01/2024	\$51.73	\$12.75	\$22.74	\$0.87	\$88.09

Step 1&2 \$17.86/ 3&4 \$20.22/ 5&6 \$27.57/ 7&8 \$29.94

Effect	ive Date -	07/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$25.30	\$12.75	\$15.49	\$0.00	\$53.54
2	60		\$30.35	\$12.75	\$22.74	\$0.87	\$66.71
3	65		\$32.88	\$12.75	\$22.74	\$0.87	\$69.24
4	70		\$35.41	\$12.75	\$22.74	\$0.87	\$71.77
5	75		\$37.94	\$12.75	\$22.74	\$0.87	\$74.30
6	80		\$40.47	\$12.75	\$22.74	\$0.87	\$76.83
7	90		\$45.53	\$12.75	\$22.74	\$0.87	\$81.89
ffect	ive Date -	01/01/2024				Supplemental	
tep	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
tep l	percent 50		Apprentice Base Wage \$25.87	Health \$12.75	Pension \$15.49	Unemployment \$0.00	Total Rate \$54.11
<u> </u>							
Step 1 2 3	50		\$25.87	\$12.75	\$15.49	\$0.00	\$54.11
	50 60		\$25.87 \$31.04	\$12.75 \$12.75	\$15.49 \$22.74	\$0.00 \$0.87	\$54.11 \$67.40
	50 60 65		\$25.87 \$31.04 \$33.62	\$12.75 \$12.75 \$12.75	\$15.49 \$22.74 \$22.74	\$0.00 \$0.87 \$0.87	\$54.11 \$67.40 \$69.98
!	50 60 65 70		\$25.87 \$31.04 \$33.62 \$36.21	\$12.75 \$12.75 \$12.75 \$12.75	\$15.49 \$22.74 \$22.74 \$22.74	\$0.00 \$0.87 \$0.87 \$0.87	\$54.11 \$67.40 \$69.98 \$72.57

Apprentice to Journeyworker Ratio:1:3

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

Notes:

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2	12/01/2023	\$38.61	\$9,40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	06/01/2023	\$55,35	\$14.75	\$16.15	\$0.00	\$86.25
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$56.63	\$14.75	\$16.15	\$0.00	\$87.53
	06/01/2024	\$57.95	\$14.75	\$16.15	\$0.00	\$88,85
	12/01/2024	\$59.43	\$14.75	\$16.15	\$0.00	\$90.33
	06/01/2025	\$60.76	\$14.75	\$16.15	\$0.00	\$91.66
	12/01/2025	\$62,23	\$14.75	\$16.15	\$0.00	\$93.13
	06/01/2026	\$63.56	\$14.75	\$16,15	\$0.00	\$94.46
	12/01/2026	\$65.04	\$14.75	\$16.15	\$0.00	\$95.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR	06/01/2023	\$35.30	\$14.75	\$16.15	\$0.00	\$66.20
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$36.12	\$14.75	\$16.15	\$0.00	\$67.02
	06/01/2024	\$36.97	\$14.75	\$16.15	\$0.00	\$67.87
	12/01/2024	\$37.92	\$14.75	\$16.15	\$0.00	\$68.82
	06/01/2025	\$38.77	\$14.75	\$16.15	\$0.00	\$69.67
	12/01/2025	\$39.72	\$14.75	\$16.15	\$0.00	\$70.62
	06/01/2026	\$40.58	\$14.75	\$16.15	\$0.00	\$71.48
	12/01/2026	\$41.53	\$14.75	\$16.15	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE)	07/01/2023	\$55,51	\$9.65	\$23.70	\$0.00	\$88.86
PAINTERS LOCAL 35 - ZONE 2	01/01/2024	\$56.06	\$9.95	\$23.95	\$0.00	\$89.96
	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

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Apprentice - PAINTER Local 35 - BRIDGES/TANKS

	Effective Date tep percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	I 50		\$27.76	\$9.65	\$0.00	\$0.00	\$37.41	
2	2 55		\$30.53	\$9.65	\$6.55	\$0.00	\$46,73	
:	3 60		\$33.31	\$9.65	\$7.14	\$0.00	\$50.10	1
4	4 65		\$36.08	\$9.65	\$7.74	\$0.00	\$53.47	•
	5 70		\$38.86	\$9.65	\$20.13	\$0.00	\$68.64	
(5 75		\$41.63	\$9.65	\$20.73	\$0.00	\$72.01	
,	7 80		\$44.41	\$9.65	\$21.32	\$0.00	\$75.38	
8	3 90		\$49.96	\$9.65	\$22.51	\$0.00	\$82.12	;
	ffective Date					Supplemental		
	tep percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	!
1			\$28.03	\$9.95	\$0.00	\$0.00	\$37.98	•
			\$30.83	\$9.95	\$6.66	\$0.00	\$47.44	
Ĵ			\$33.64	\$9.95	\$7.26	\$0.00	\$50.85	
4	•		\$36.44	\$9.95	\$7.87	\$0.00	\$54.26	
5			\$39.24	\$9.95	\$20.32	\$0.00	\$69.51	
(, , ,		\$42.05	\$9.95	\$20.93	\$0.00	\$72.93	
7	00		\$44.85	\$9.95	\$21.53	\$0.00	\$76.33	
8	3 90	`	\$50.45	\$9.95	\$22.74	\$0.00	\$83.14	
<u> </u>		re 750 hrs. Journeyworker Ratio:1:1	THE STATE ST		eries seculi 2010.	vacet week	tanen erreptore	
EMO: ADZEMA	AN		06/01/2023	\$43.73	\$9.40	\$17.82	\$0.00	\$70.95
ABORERS - ZONE 2			12/01/2023	\$44.98	\$9.40	\$17.82	\$0.00	\$72.20
For apprentice rate								,
EMO; BACKHC 4 <i>BORERS - ZONE 2</i>	DE/LOADER/I	HAMMER OPERATOR	06/01/2023	\$44.73	\$9.40	\$17.82	\$0.00	\$71.95
For apprentice rate	e see "Annrentice	- LABORER"	12/01/2023	\$45.98	\$9.40	\$17.82	\$0.00	\$73.20
EMO: BURNER		I I I I I I I I I I I I I I I I I I I	06/01/2023	\$44.48	\$9.40	\$17.82	\$0.00	\$71.70
ABORERS - ZONE 2			12/01/2023		\$9.40 \$9.40	\$17.82	\$0.00	\$71.70
For apprentice rate	es see "Apprentice	- LABORER"	12/01/2023	ር ነ , ር ምው	ψ2.40	ψ17.02	ψ0.00	ψ12.7.7
EMO; CONCRE	TE CUTTER/	SAWYER	06/01/2023	\$44.73	\$9.40	\$17.82	\$0.00	\$71.95
ABORERS - ZONE 2			12/01/2023	\$45.98	\$9.40	\$17.82	\$0.00	\$73.20
For apprentice rate	**							
EMO: JACKHA Borers - zone 2	MMER OPER	ATOR	06/01/2023		\$9.40	\$17.82	\$0.00	\$71.70
· For apprentice rate	es see "Apprentice	- LABORER"	12/01/2023	\$45.73	\$9.40	\$17.82	\$0.00	\$72.95
EMO: WRECKI			06/01/2023	\$43.73	\$9.40	\$17.82	\$0.00	\$70.95
			12/01/2023	\$44.98	\$9.40	\$17.82	\$0.00	\$72.20
BORERS - ZONE 2								
ABORERS - ZONE 2 For apprentice rate	s see "Apprentice	- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIRECTIONAL DRILL MACHINE OPERATOR	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
	06/01/2024	\$56.21	\$14,75	\$16.15	\$0.00	\$87.11
	12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
	06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
	12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	06/01/2026	\$61.65	\$14.75	\$16.15	\$0.00	\$92.55
	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice-PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice-PILE DRIVER"				•		
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice-PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9,40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN	09/01/2022	\$46.35	\$11.50	\$16.18	\$0.00	\$74.03
ELECTRICIANS LOCAL 223	09/01/2023	\$47.87	\$11.75	\$16.86	\$0.00	\$76.48

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ELEVATOR CONSTRUCTORS LOCAL 4

ELEVATOR CONSTRUCTORS LOCAL 4

Step	ve Date - 09/01/2022 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.54	\$11.50	\$0.56	\$0.00	\$30.60
2	45	\$20.86	\$11.50	\$0.63	\$0.00	\$32.99
3	50	\$23.18	\$11.50	\$0.70	\$0.00	\$35.38
4	55	\$25.49	\$11,50	\$7.35	\$0.00	\$44.34
5	60	\$27.81	\$11.50	\$7.86	\$0.00	\$47.17
6	65	\$30.13	\$11.50	\$8.37	\$0.00	\$50.00
7	70	\$32.45	\$11.50	\$8.89	\$0.00	\$52.84
8	75	\$34,76	\$11.50	\$9.40	\$0.00	\$55,66
Effecti	ve Date - 09/01/2023				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40	\$19,15	\$11.75	\$0.57	\$0.00	\$31.47
2	45	\$21.54	\$11.75	\$0.65	\$0.00	\$33.94
3	50	\$23.94	\$11.75	\$0.72	\$0.00	\$36.41
4	55	\$26,33	\$11.75	\$7.79	\$0.00	\$45.87
5	60	\$28.72	\$11.75	\$8.31	\$0.00	\$48.78
6	65	\$31.12	\$11.75	\$8.65	\$0.00	\$51.52
U	70	\$33,51	\$11.75	\$9.38	\$0.00	\$54.64
7				\$9.90	\$0.00	\$57.55
	75	\$35.90	\$11.75	\$9.90	Ψ0.00	40 (100
7	75	\$35.90	\$11.75			
7 8	THE THE PERSON AND ADDRESS SERVICE STATES	\$35.90	\$11.75	# 3.9 0		

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84
2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33
3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89
4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82,17
5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74
Notes	Steps 1-2 are 6 mos.; Steps 3-5 are 1	year	la speriment ann aid an air an aid an air an aid an air an ai	as manufa managa manag	CONTRACTOR CONTRACTOR	to make the second
Notes		year				Seminaria di di Nasionalia

Classification For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$38,61	\$9.40	\$16.89	\$0.00	\$64.90
	06/01/2024	\$39.94	\$9.40	\$16,89	\$0.00	\$66.23
	12/01/2024	\$41,27	\$9.40	\$16.89	\$0.00	\$67,56
	06/01/2025	\$42.66	\$9.40	\$16.89	\$0.00	\$68.95
	12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
	06/01/2026	\$45.48	\$9.40	\$16.89	\$0.00	\$71.77
	12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FIELD ENG.INST.PERSON-BLDG,SITE,FIVY/HWY	05/01/2023	\$49.06	\$14.50	\$16.15	\$0.00	\$79.71
OPERATING ENGINEERS LOCAL 4	11/01/2023	\$50.30	\$14.50	\$16.15	\$0.00	\$80.95
	05/01/2024	\$51,54	\$14.50	\$16.15	\$0.00	\$82.19
	11/01/2024	\$52.83	\$14.50	\$16.15	\$0.00	\$83.48
	05/01/2025	\$54.27	\$14.50	\$16.15	\$0.00	\$84.92
	11/01/2025	\$55.56	\$14.50	\$16.15	\$0.00	\$86.21
	05/01/2026	\$57.00	\$14.50	\$16.15	\$0.00	\$87.65
	11/01/2026	\$58.29	\$14.50	\$16.15	\$0.00	\$88.94
	05/01/2027	\$59.72	\$14.50	\$16.15	\$0.00	\$90.37
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4	05/01/2023	\$50.62	\$14.50	\$16.15	\$0.00	\$81.27
SI BRATINO BRONVERGE ECCHE 1	11/01/2023	\$51.87	\$14.50	\$16.15	\$0.00	\$82.52
	05/01/2024	\$53.12	\$14.50	\$16.15	\$0.00	\$83.77
	11/01/2024	\$54.42	\$14.50	\$16.15	\$0.00	\$85.07
	05/01/2025	\$55.87	\$14.50	\$16.15	\$0.00	\$86.52
	11/01/2025	\$57.17	\$14.50	\$16.15	\$0.00	\$87.82
	05/01/2026	\$58.62	\$14.50	\$16.15	\$0.00	\$89.27
	11/01/2026	\$59.92	\$14.50	\$16.15	\$0.00	\$90.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	05/01/2027	\$61.37	\$14.50	\$16.15	\$0,00	\$92.02
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	05/01/2023	\$24,20	\$14.50	\$16.15	\$0.00	\$54.85
OPERATING ENGINEERS LOCAL 4	11/01/2023	\$24.93	\$14.50	\$16.15	\$0.00	\$55.58
	05/01/2024	\$25,66	\$14.50	\$16.15	\$0.00	\$56,31
	11/01/2024	\$26.42	\$14,50	\$16.15	\$0.00	\$57.07
	05/01/2025	\$27.27	\$14.50	\$16.15	\$0.00	\$57.92
	11/01/2025	\$28.03	\$14.50	\$16.15	\$0.00	\$58.68
	05/01/2026	\$28.88	\$14.50	\$16,15	\$0.00	\$59.53
	11/01/2026	\$29.64	\$14.50	\$16.15	\$0.00	\$60.29
	05/01/2027	\$30.49	\$14.50	\$16,15	\$0.00	\$61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"			,			
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 223	09/01/2020	\$43.66	\$10.90	\$14.66	\$0.00	\$69.22
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING ELECTRICIANS	09/01/2020	\$36.86	\$10.90	\$12,45	\$0.00	\$60.21
LOCAL 223						

LOCAL 223

For apprentice rates see "Apprentice-TELECOMMUNICATIONS TECHNICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIREMAN (ASST. ENGINEER)	06/01/2023	\$43.96	\$14.75	\$16.15	\$0.00	\$74.86
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$44.97	\$14.75	\$16.15	\$0.00	\$75.87
	06/01/2024	\$46,03	\$14.75	\$16.15	\$0.00	\$76.93
	12/01/2024	\$47.21	\$14.75	\$16.15	\$0.00	\$78.11
	06/01/2025	\$48.27	\$14.75	\$16.15	\$0.00	\$7 9.1 7
	12/01/2025	\$49.44	\$14.75	\$16.15	\$0.00	\$80.34
•	06/01/2026	\$50.50	\$14.75	\$16.15	\$0.00	\$81.40
	12/01/2026	\$51.68	\$14.75	\$16.15	\$0.00	\$82.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	06/01/2023	\$25.98	\$9.40	\$16.89	\$0.00	\$52.27
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$25.98	\$9.40	\$16.89	\$0.00	\$52.27
	06/01/2024	\$27.01	\$9.40	\$16.89	\$0.00	\$53.30
	12/01/2024	\$27.01	\$9.40	\$16.89	\$0.00	\$53.30
	06/01/2025	\$28.09	\$9.40	\$16.89	\$0.00	\$54.38
	12/01/2025	\$28.09	\$9.40	\$16.89	\$0.00	\$54.38
	06/01/2026	\$29.21	\$9.40	\$16.89	\$0.00	\$55.50
	12/01/2026	\$29.21	\$9.40	\$16.89	\$0.00	\$55.50
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE I	03/01/2022	\$51.77	\$9,33	\$20.27	\$0.00	\$81.37

Step	ive Date - 03/01/2022 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$25.89	\$9.33	\$1.79	\$0.00	\$37.01	
2	55	\$28.47	\$9.33	\$1.79	\$0.00	\$39.59	
3	60	\$31.06	\$9.33	\$14.90	\$0.00	\$55.29	
4	65	\$33.65	\$9.33	\$14.90	\$0.00	\$57.88	
5	70	\$36.24	\$9.33	\$16.69	\$0.00	\$62,26	
6	75	\$38.83	\$9.33	\$16.69	\$0.00	\$64.85	
7	80	\$41.42	\$9.33	\$18.48	\$0.00	\$69,23	
8	85	\$44.00	\$9.33	\$18.48	\$0.00	\$71.81	
2 1007 AB 1005 - 1982 - 19		The service of the service and the service services and the service services and the service services and the services are the services and the services are the services and the services and the services are the services and the services and the services are th				make concern arrests among	
Notes		/55/55/70/70/80/80 (1500hr Steps) \$39.66/ 5&6 \$60.32/ 7&8 \$67.10	and the second s			with the contract services of the contract of	
September 197	% After 10/1/17; 45/45	\$39.66/ 5&6 \$60.32/ 7&8 \$67.10		essa samua baanaa :		AND THE PERSON APPROXIMATE AND	
Appre	% After 10/1/17; 45/45. Step 1&2 \$32.94/ 3&4 entice to Journeyworker PICKER	\$39.66/ 5&6 \$60.32/ 7&8 \$67.10		\$14.75	minut Minist Annhi 11	\$0.00	\$85.18
Appre	% After 10/1/17; 45/45. Step 1&2 \$32.94/ 3&4 entice to Journeyworker PICKER	\$39.66/ 5&6 \$60.32/ 7&8 \$67.10 Ratio:1:1	\$54.28	\$14.75 \$14.75	\$16.15 \$16.5	\$0.00 \$0.00	\$85.18 \$86.43
Appro	% After 10/1/17; 45/45. Step 1&2 \$32.94/ 3&4 entice to Journeyworker PICKER	\$39.66/ 5&6 \$60.32/ 7&8 \$67.10 Ratio:1:1 06/01/2023	\$ \$54.28 \$ \$55.53		•		,
Appro	% After 10/1/17; 45/45. Step 1&2 \$32.94/ 3&4 entice to Journeyworker PICKER	\$39.66/ 5&6 \$60.32/ 7&8 \$67.10 Ratio:1:1 06/01/2023	\$ \$54.28 \$ \$55.53 \$ \$56.83	\$14.75	\$16.15	\$0.00	\$86.43
Appre	% After 10/1/17; 45/45. Step 1&2 \$32.94/ 3&4 entice to Journeyworker PICKER	\$39.66/ 5&6 \$60.32/ 7&8 \$67.10 Ratio:1:1 06/01/2023 12/01/2024	\$54.28 \$55.53 \$56.83 \$58.28	\$14.75 \$14.75	\$16.15 \$16.15	\$0.00 \$0.00	\$86.43 \$87.73
Appro	% After 10/1/17; 45/45. Step 1&2 \$32.94/ 3&4 entice to Journeyworker PICKER	\$39.66/ 5&6 \$60.32/ 7&8 \$67.10 Ratio:1:1 06/01/2023 12/01/2024 12/01/2024	\$54.28 \$55.53 \$56.83 \$58.28 \$59.58	\$14.75 \$14.75 \$14.75	\$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00	\$86.43 \$87.73 \$89.18
Verbreenen	% After 10/1/17; 45/45. Step 1&2 \$32.94/ 3&4 entice to Journeyworker PICKER	\$39.66/ 5&6 \$60.32/ 7&8 \$67.10 Ratio:1:1 06/01/2023 12/01/2024 12/01/2024 06/01/2025	\$54.28 \$55.53 \$56.83 \$58.28 \$59.58 \$61.03	\$14.75 \$14.75 \$14.75 \$14.75	\$16.15 \$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00 \$0.00	\$86.43 \$87.73 \$89.18 \$90.48

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GENERATOR/LIGHTING PLANT/HEATERS	06/01/2023	\$35.30	\$14.75	\$16.15	\$0.00	\$66.20
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$36.12	\$14.75	\$16.15	\$0.00	\$67.02
	06/01/2024	\$36.97	\$14.75	\$16.15	\$0.00	\$67.87
	12/01/2024	\$37.92	\$14.75	\$16.15	\$0.00	\$68.82
•	06/01/2025	\$38.77	\$14.75	\$16.15	\$0.00	\$69.67
	12/01/2025	\$39.72	\$14.75	\$16.15	\$0.00	\$70.62
	06/01/2026	\$40.58	\$14.75	\$16.15	\$0.00	\$71.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$41.53	\$14.75	\$16.15	\$0.00	\$72.43
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR	07/01/2023	\$45.01	\$9.65	\$23,70	\$0.00	\$78.36
SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2)	01/01/2024	\$45,56	\$9.95	\$23.95	\$0.00	\$79.46
	07/01/2024	\$46.76	\$9.95	\$23.95	\$0.00	\$80.66
	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86

Annrentice -	GLAZIER - Local 35 Zone 2	
Annrenace -	GLAZIEK - LOCUI 33 Zone Z	

	ive Date -	07/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$22.51	\$9.65	\$0.00	\$0.00	\$32.16
2	55		\$24.76	\$9.65	\$6.55	\$0.00	\$40.96
3	60		\$27.01	\$9.65	\$7.14	\$0.00	\$43.80
4	65		\$29.26	\$9.65	\$7.74	\$0.00	\$46.65
5	70		\$31.51	\$9.65	\$20,13	\$0.00	\$61.29
6	75		\$33.76	\$9.65	\$20.73	\$0.00	\$64.14
7	80		\$36.01	\$9.65	\$21.32	\$0.00	\$66.98
	90		\$40.51	\$9.65	\$22.51	\$0,00	\$72.67
8 Effect	ive Date -	01/01/2024	ψ+0.51	\$3.00	7	Supplemental	
		01/01/2024	ψ+0,51	ψ3.02	7	·	
Effect	ive Date -	01/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Effect Step 1	percent	01/01/2024	Apprentice Base Wage \$22.78	Health \$9.95	Pension \$0.00	Supplemental Unemployment \$0.00	\$32.73
Effect	ive Date -	01/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	
Effect Step 1	percent	01/01/2024	Apprentice Base Wage \$22.78	Health \$9.95	Pension \$0.00	Supplemental Unemployment \$0.00	\$32.73
Effect Step 1 2	percent 50 55	01/01/2024	Apprentice Base Wage \$22.78 \$25.06	Health \$9.95 \$9.95	Pension \$0.00 \$6.66	Supplemental Unemployment \$0.00 \$0.00	\$32.73 \$41.67
Effect Step 1 2	percent 50 55 60	01/01/2024	Apprentice Base Wage \$22.78 \$25.06 \$27.34	Health \$9.95 \$9.95 \$9.95	Pension \$0.00 \$6.66 \$7.26	Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$32.73 \$41.67 \$44.55
Effect Step 1 2 3	50 55 60 65	01/01/2024	Apprentice Base Wage \$22.78 \$25.06 \$27.34 \$29.61	### Health \$9.95 \$9.95 \$9.95 \$9.95 \$9.95	Pension \$0.00 \$6.66 \$7.26 \$7.87	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$32.73 \$41.67 \$44.55 \$47.43
Effect Step 1 2 3 4 5	50 55 60 65 70	01/01/2024	Apprentice Base Wage \$22.78 \$25.06 \$27.34 \$29.61 \$31.89	Health \$9.95 \$9.95 \$9.95 \$9.95 \$9.95	\$0.00 \$6.66 \$7.26 \$7.87 \$20.32	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$32.73 \$41.67 \$44.55 \$47.43 \$62.16

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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OISTING ENGI PERATING ENGINE							Unemployment	
PERATIMIS EMISSIME		/CRANES/GRADALLS	06/01/202:	3 \$54.28	\$14.75	\$16.15	\$0.00	\$85.18
DANONG DINORE	EEKS LO	CAL 4	12/01/2023	3 \$55.53	\$14.75	\$16.15	\$0.00	\$86.43
	÷		06/01/2024	4 \$56.83	\$14.75	\$16.15	\$0.00	\$87.73
			12/01/2024	4 \$58.28	\$14.75	\$16.15	\$0.00	\$89.18
			06/01/2023	5 \$59.58	\$14.75	\$16.15	\$0.00	\$90.48
			12/01/2025	5 \$61.03	\$14.75	\$16.15	\$0.00	\$91.93
			06/01/2020	6 \$62.33	\$14.75	\$16.15	\$0.00	\$93.23
			12/01/2020	6 \$63.78	\$14.75	\$16.15	\$0.00	\$94.68
	Appren		RS - Local 4					
		e Date - 06/01/2023	Apprentice Base Wage	Ugalth	Pension	Supplemental Unemployment	Total Rate	
_	Step 1	percent						······································
		55	\$29.85	\$14.75	\$0.00	\$0.00	\$44.60	
	2	60	\$32.57	\$14.75	\$16.15	\$0.00	\$63.47	
	3	65	\$35.28	\$14.75	\$16.15	\$0.00	\$66.18	
	4	70	\$38.00	\$14.75	\$16.15	\$0.00	\$68.90	
	5	75	\$40.71	\$14.75	\$16.15	\$0.00	\$71.61	
	6	80	\$43.42	\$14.75	\$16.15	\$0.00	\$74.32	
	7	85	\$46.14	\$14.75	\$16.15	\$0.00	\$77.04	
8	8	90	\$48.85	\$14.75	\$16.15	\$0.00	\$79.75	
107	Tffootiv	e Date - 12/01/2023						
		percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
				\$14.75		\$0.00		
ì	1	55	\$30.54		.501.00		\$45.29	
		55 60	\$30.54 \$33.32		\$0.00 \$16.15		\$45.29 \$64.22	
2	2	60	\$33,32	\$14.75	\$16.15	\$0.00	\$64.22	
3	2	60 65	\$33.32 \$36.09	\$14.75 \$14.75	\$16.15 \$16.15	\$0.00 \$0.00	\$64.22 \$66.99	
2 3 4	2 3 4	60 65 70	\$33.32 \$36.09 \$38.87	\$14.75 \$14.75 \$14.75	\$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00	\$64.22 \$66.99 \$69.77	
2 3 4 5	2 3 4 5	60 65 70 75	\$33.32 \$36.09 \$38.87 \$41.65	\$14.75 \$14.75 \$14.75 \$14.75	\$16.15 \$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00 \$0.00	\$64.22 \$66.99 \$69.77 \$72.55	
2 3 4 5	2 3 4 5 6	60 65 70 75 80	\$33.32 \$36.09 \$38.87 \$41.65 \$44.42	\$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.15 \$16.15 \$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.22 \$66.99 \$69.77 \$72.55 \$75.32	
2 3 4 5	2 3 4 5 6 7	60 65 70 75 80 85	\$33.32 \$36.09 \$38.87 \$41.65 \$44.42 \$47.20	\$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.15 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.22 \$66.99 \$69.77 \$72.55 \$75.32 \$78.10	
2 3 4 5	2 3 4 5 6	60 65 70 75 80	\$33.32 \$36.09 \$38.87 \$41.65 \$44.42	\$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.15 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.22 \$66.99 \$69.77 \$72.55 \$75.32 \$78.10 \$80.88	
2 3 4 5 6 7 8	2 3 4 5 6 7	60 65 70 75 80 85	\$33.32 \$36.09 \$38.87 \$41.65 \$44.42 \$47.20	\$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.15 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.22 \$66.99 \$69.77 \$72.55 \$75.32 \$78.10	
2 3 4 5 6 7 8	2 3 4 5 6 7 8	60 65 70 75 80 85	\$33.32 \$36.09 \$38.87 \$41.65 \$44.42 \$47.20	\$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.15 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.22 \$66.99 \$69.77 \$72.55 \$75.32 \$78.10 \$80.88	
2 3 4 5 6 7 8	2 3 4 5 6 7 8 Notes:	60 65 70 75 80 85 90	\$33.32 \$36.09 \$38.87 \$41.65 \$44.42 \$47.20 \$49.98	\$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.15 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.22 \$66.99 \$69.77 \$72.55 \$75.32 \$78.10 \$80.88	
2 3 4 5 6 7 8 8	2 3 4 5 6 7 8 Notes:	60 65 70 75 80 85	\$33.32 \$36.09 \$38.87 \$41.65 \$44.42 \$47.20 \$49.98	\$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.15 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.22 \$66.99 \$69.77 \$72.55 \$75.32 \$78.10 \$80.88	
2 3 4 5 6 7 8 8 N A AC (DUCTWO	2 3 4 5 6 7 8 Notes:	60 65 70 75 80 85 90 sites to Journeyworker Ratio:1:6	\$33.32 \$36.09 \$38.87 \$41.65 \$44.42 \$47.20 \$49.98	\$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.15 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.22 \$66.99 \$69.77 \$72.55 \$75.32 \$78.10 \$80.88	\$98.89
2 3 4 5 6 7 8 8 N A AC (DUCTWO	2 3 4 5 6 7 8 Notes:	60 65 70 75 80 85 90 sites to Journeyworker Ratio:1:6	\$33.32 \$36.09 \$38.87 \$41.65 \$44.42 \$47.20 \$49.98	\$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.15 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.22 \$66.99 \$69.77 \$72.55 \$75.32 \$78.10 \$80.88	\$98.89 \$100.59
2 3 4 5 6 7 8 N N A	2 3 4 5 6 7 8 Notes:	60 65 70 75 80 85 90 sites to Journeyworker Ratio:1:6	\$33.32 \$36.09 \$38.87 \$41.65 \$44.42 \$47.20 \$49.98	\$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$3 \$55.31 \$3	\$16.15 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.22 \$66.99 \$69.77 \$72.55 \$75.32 \$78.10 \$80.88	
2 3 4 5 6 7 8 N N	2 3 4 5 6 7 8 Notes:	60 65 70 75 80 85 90 sites to Journeyworker Ratio:1:6	\$33.32 \$36.09 \$38.87 \$41.65 \$44.42 \$47.20 \$49.98	\$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.15 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$26.64	\$64.22 \$66.99 \$69.77 \$72.55 \$75.32 \$78.10 \$80.88	\$100.59
2 3 4 5 7 8	2 3 4 5 6 7 8 Notes:	60 65 70 75 80 85 90 sites to Journeyworker Ratio:1:6	\$33.32 \$36.09 \$38.87 \$41.65 \$44.42 \$47.20 \$49.98	\$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.15 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15 \$14.11 \$14.11 \$14.11	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$26.64 \$26.64	\$64.22 \$66.99 \$69.77 \$72.55 \$75.32 \$78.10 \$80.88	\$100.59 \$102.29

Effective Date Base Wage

Health

Pension

\$26.64

\$14.66

\$14.11

\$10.90

\$2.83

\$0.00

\$109.59

\$69.22

Classification

Supplemental

Unemployment

Total Rate

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For apprentice rates see "Apprentice-SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS)

ELECTRICIANS LOCAL 223

02/01/2026

09/01/2020

\$66.01

\$43.66

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR)	02/01/2023	\$55.31	\$14.11	\$26,64	\$2.83	\$98.89
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2023	\$57.01	\$14.11	\$26.64	\$2.83	\$100.59
	02/01/2024	\$58.71	\$14.11	\$26.64	\$2.83	\$102.29
	08/01/2024	\$60.46	\$14.11	\$26.64	\$2.83	\$104.04
	02/01/2025	\$62.21	\$14.11	\$26.64	\$2.83	\$105.79
	08/01/2025	\$64.06	\$14.11	\$26.64	\$2.83	\$107.64
•	02/01/2026	\$66.01	\$14.11	\$26.64	\$2.83	\$109.59
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 51	08/30/2021	\$46.49	\$10.15	\$19,95	\$0.00	\$76.59
For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51	08/30/2021	\$46.49	\$10.15	\$19.95	\$0.00	\$76.59
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS	06/01/2023	\$38.21	\$9,40	\$16.89	\$0.00	\$64.50
LABORERS - ZONE 2	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
	06/01/2024	\$40.44	\$9.40	\$16.89	\$0.00	\$66.73
	12/01/2024	\$41.77	\$9.40	\$16.89	\$0.00	\$68.06
	06/01/2025	\$43.16	\$9.40	\$16.89	\$0.00	\$69.45
	12/01/2025	\$44.54	\$9,40	\$16.89	\$0.00	\$70.83
	06/01/2026	\$45.98	\$9.40	\$16.89	\$0.00	\$72.27
	12/01/2026	\$47.42	\$9.40	\$16.89	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	•					
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2022	\$53.85	\$13.80	\$17.14	\$0.00	\$84.79

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

Effectiv	ve Date - 09/01/2022				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$26.93	\$13.80	\$12.42	\$0.00	\$53.15	
2	60	\$32,31	\$13.80	\$13.36	\$0.00	\$59.47	
3	70	\$37.70	\$13.80	\$14.31	\$0.00	\$65.81	
4	80	\$43.08	\$13.80	\$15.25	\$0.00	\$72.13	
Notes:	Steps are 1 year					of any and a second	
Appren	tice to Journeyworker Ratio:1:4						
IRONWORKER/WELD		03/16/2023	\$52,72	\$8.35	\$26.70	\$0.00	\$87.77
IRONWORKERS LOCAL 7 (BC	JSTON AREA)	03/16/2024	\$53.97	\$8.35	\$26.70	\$0.00	\$89.02

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Supplemental Unemployment

		ve Date -	03/16/2023	Apprentice Base Wage	Uaalth	Pension	Supplemental Unemployment	Total Rate	
	Step	percent							
	1	60		\$31.63	\$8.35	\$26.70	\$0.00	\$66.68	
	2	70		\$36,90	\$8.35	\$26.70	\$0.00	\$71.95	
	3	75		\$39.54	\$8.35	\$26.70	\$0.00	\$74.59	
	4	80		\$42.18	\$8,35	\$26.70	\$0.00	\$77.23	
	5	85		\$44.81	\$8.35	\$26.70	\$0.00	\$79.86	
	6	90		\$47.45	\$8.35	\$26.70	\$0.00	\$82.50	
	Effecti Step	ve Date -	03/16/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60		\$32.38	\$8.35	\$26.70	\$0.00	\$67,43	
	2	70		\$37.78	\$8.35	\$26.70	\$0.00	\$72.83	
	3	75		\$40.48	\$8.35	\$26.70	\$0.00	\$75.53	
	4	80		\$43.18	\$8.35	\$26.70	\$0.00	\$78.23	
	5	85		\$45.87	\$8.35	\$26.70	\$0.00	\$80.92	
	6	90		\$48.57	\$8.35	\$26.70	\$0.00	. \$83.62	
	Notes:		Carried Value (Administration Constitution of the Constitution of		ACRES OF THE PARTY		and the second s	A C C C C C C C C C C C C C C C C C C C	
								- AAVASSASS	
	Appre	ntice to Jo	urneyworker Ratio:1:4	25.1 MILITARY 1777777 17777 1777 1777			respective to a stand "School of 197	1977	
		ЛNG BRE	AKER OPERATOR	06/01/2023	\$37.7	1 \$9.40	\$16.89	\$0.00	\$64.00
BORERS - ZONE	2			12/01/2023	\$38.6	1 \$9.40	\$16.89	\$0.00	\$64.90
For apprentice	rates see "	Apprentice- I	ABORER"						
BORER				06/01/2023	\$37.4	6 \$9.40	\$16.89	\$0.00	\$63.75
BORERS - ZONE	2			12/01/2023	\$38,3	6 \$9.40	\$16,89	\$0.00	\$64.65

Issue Date: 07/24/2023

	Appre	ntice - LABORER - Zone 2						
		ive Date - 06/01/2023	A namentice Dage Wage	TTaalth	Pension	Supplemental Unemployment	Total Rate	
	Step	percent	Apprentice Base Wage					
	1	60	\$22.48	\$9.40	\$16.89	\$0,00	\$48.77	
	2	70	\$26.22	\$9.40	\$16.89	\$0.00	\$52,51	
	3	80	\$29.97	\$9.40	\$16.89	\$0.00	\$56.26	
	4	90	\$33.71	\$9.40	\$16.89	\$0.00	\$60.00	
	Effecti Step	ve Date - 12/01/2023 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$23.02	\$9.40	\$16.89	\$0.00	\$49.31	***************************************
	2	70	\$26.85	\$9.40	\$16.89	\$0.00	\$53.14	
	3	80	\$30.69	\$9.40	\$16.89	\$0.00	\$56,98	
	4	90	\$34.52	\$9.40	\$16.89	\$0.00	\$60.81	
	Notes:	and the second s		. A. 2.64 - 1877/16 - 200/1978		Accessed Administration of the Contract of the	integral in the state of the st	
	Yes warran						. White and	
	Appre	ntice to Journeyworker Ratio:1:5	em en en la manage de la capación d					
LABORER (HE		•	06/01/2023	3 \$37.46	\$9.40	\$16.89	\$0.00	\$63.75
LABORERS - ZONE	3 2 (HBAY	Y & HIGHWAY)	12/01/2023	3 \$38.36	\$9.40	\$16.89	\$0.00	\$64.65
			06/01/2024	\$39.69	\$9.40	\$16.89	\$0.00	\$65.98
			12/01/2024	\$41.02	\$9.40	\$16.89	\$0.00	\$67.31
			06/01/202:	5 \$42.41	\$9.40	\$16.89	\$0.00	\$68.70
			12/01/202	5 \$43.79	\$9.40	\$16.89	\$0.00	\$70.08
			06/01/2020	5 \$45.23	\$9.40	\$16.89	\$0.00	\$71.52
			12/01/2020	5 \$46.67	\$9.40	\$16.89	\$0.00	\$72.96

Pension

	Step	ve Date ~ 06/01/2023 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$22.48	\$9.40	\$16.89	\$0.00	\$48.77	
	2	70	\$26.22	\$9.40	\$16.89	\$0.00	\$52.51	
	3	80	\$29.97	\$9.40	\$16.89	\$0.00	\$56.26	
	4	90	\$33.71	\$9.40	\$16.89	\$0.00	\$60,00	
	Effecti Step	ve Date - 12/01/2023 percent	Apprentice Base Wage	Health	Pension	Supplemental Uncmployment	Total Rate	
	1	60	\$23.02	\$9.40	\$16.89	\$0.00	\$49.31	
	2	70	\$26.85	\$9.40	\$16.89	\$0.00	\$53.14	
	3	80	\$30.69	\$9.40	\$16.89	\$0.00	\$56.98	
	4	90	\$34.52	\$9.40	\$16.89	\$0.00	\$60.81	
	Notes:	. — — — — — — —	en e			- Author - Control - Victoria - Pri	***************************************	
	V ModPAY						- Complete	
	Appre	ntice to Journeyworker Ratio:1:5		, albania (la seconomia de la s	· · · · · · · · · · · · · · · · · · ·		Ann Attenda and a season	
		ER TENDER	06/01/2023	\$37.46	\$9.40	\$16.89	\$0.00	\$63.7.
IBORERS - ZON	VE 2		12/01/2023	\$38.36	\$9.40	\$16.89	\$0.00	\$64.6
		'Apprentice- LABORER"						
ABORER: C Iborers - zon		FINISHER TENDER	06/01/2023	\$37.46	\$9.40	\$16.89	\$0.00	\$63.7
		Apprentice- LABORER"	12/01/2023	\$38.36	\$9.40	\$16.89	\$0.00	\$64.6
		OUS WASTE/ASBESTOS REMO	VER 06/01/2023	\$37.55	\$9.40	\$16.95	\$0.00	\$63.9
IBORERS - ZON			12/01/2023		\$9.40	\$16.95	\$0.00	\$64.8
For apprentic	e rates see "	Apprentice- LABORER"	12/01/2023	ψ36,43	ΨΣΑΤΟ	4.0.50	\$	ψο 1.0
ABORER: M		ENDER	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
IBORERS - ZON	VE 2		12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentic	e rates see "	Apprentice- LABORER"	-					
		ENDER (HEAVY & HIGHWAY) Y & HIGHWAY)	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.0
LOZGIG - ZON	<u>.</u> (1115/17	· «······················	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.9
			06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
			12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.5
			06/01/2025	\$42.66	\$9.40	\$16.89	\$0.00	\$68.9
			12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.3
			06/01/2026	\$45.48	\$9.40	\$16.89	\$0.00	\$71.7
For appeared	o rates see "	Apprentice- LABORER (Heavy and Highw	12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.2
		Apprentice- LABORER (Heavy and Highwood)	06/01/2023	\$37.46	\$9,40	\$16.89	\$0.00	\$63.7
IBORERS - ZON		na magnisus. Skilda (dan dalida k				\$16.89	\$0.00	\$64.6
For apprentic	e rates see "	Apprentice- LABORER"	12/01/2023	\$38.36	\$9.40	φ10,02	ψυ,υυ	ФО4.0 3
ABORER: T	REE REM	MOVER	06/01/2023	\$37.46	\$9.40	\$16.89	\$0.00	\$63.7
BORERS - ZON	/E 2		12/01/2023		\$9.40	\$16.89	\$0.00	\$64.6

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LASER BEAM OPERATOR	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice-LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
	06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66,23
	12/01/2024	\$41,27	\$9.40	\$16.89	\$0.00	\$67.56
	06/01/2025	\$42.66	\$9.40	\$16.89	\$0.00	\$68.95
	12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70,33
	06/01/2026	\$45.48	\$9.40	\$16.89	\$0.00	\$71.77
	12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
For apprentice rates see "Apprentice-LABORER (Heavy and Highway)						
MARBLE & TILE FINISHERS	02/01/2023	\$46.25	\$11.49	\$20.37	\$0.00	\$78.11
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2023	\$47.89	\$11.49	\$20.37	\$0.00	\$79.75
	02/01/2024	\$48.89	\$11.49	\$20.37	\$0.00	\$80.75
	08/01/2024	\$50.57	\$11.49	\$20.37	\$0.00	\$82.43
	02/01/2025	\$51.61	\$11.49	\$20.37	\$0.00	\$83.47
	08/01/2025	\$53,33	\$11.49	\$20.37	\$0.00	\$85.19
	02/01/2026	\$54.41	\$11.49	\$20.37	\$0.00	\$86.27
	08/01/2026	\$56.17	\$11.49	\$20.37	\$0.00	\$88.03
	02/01/2027	\$57.29	\$11.49	\$20.37	\$0.00	\$89.15

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effecti	ve Date -	02/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$23.13	\$11.49	\$20.37	\$0.00	\$54.99
2	60		\$27.75	\$11.49	\$20.37	\$0.00	\$59.61
3	70		\$32.38	\$11.49	\$20.37	\$0.00	\$64.24
4	80		\$37.00	\$11.49	\$20.37	\$0.00	\$68.86
5	90		\$41.63	\$11.49	\$20.37	\$0.00	\$73.49
Effecti	ve Date -	08/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	300	\$23.95	\$11.49	\$20.37	\$0.00	\$55.81
2	60		\$28.73	\$11.49	\$20.37	\$0.00	\$60.59
3	70		\$33.52	\$11.49	\$20.37	\$0.00	\$65.38
4	80		\$38.31	\$11.49	\$20,37	\$0.00	\$70.17
5	90		\$43.10	\$11.49	\$20.37	\$0.00	\$74.96
Notes:	r austra normana es		Ling John J. Colon Crists with the time.			Annual Annual Saleman Section	District Control of Co
· schwede							1 1 2 1

Apprentice to Journeyworker Ratio:1:3

Issue Date: 07/24/2023 Wage Request Number: 20230724-035 Page 20 of 38

Classification				Effective Da	ite Base Wag	e Health	Pension	Unemployment	Total Rate
			S & TERRAZZO MECH	02/01/202	3 \$60.37	\$11.49	\$22.31	\$0.00	\$94.17
RICKLAYERS LOCA	4L 3 - M	ARBLE & TIL	E	08/01/2023	3 \$62.42	\$11.49	\$22.31	\$0.00	\$96.22
				02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
				08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57
				02/01/202	5 \$67.07	\$11.49	\$22.31	\$0.00	\$100.87
				08/01/202	\$69.22	\$11.49	\$22.31	\$0.00	\$103.02
				02/01/2020	\$70,57	\$11.49	\$22.31	\$0.00	\$104.37
				08/01/2020	5 \$72.77	\$11.49	\$22.31	\$0.00	\$106.57
				02/01/202	7 \$74.17	\$11.49	\$22.31	\$0,00	\$107.97
		ntice - <i>M.</i> ve Date -	4 <i>RBLE-TILE-TERRAZZO 1</i> 02/01/2023	MECHANIC - Local 3 Ma	rble & Tile		Supplements	al	
\$	Step	percent		Apprentice Base Wage	Health	Pension	Unemploymer	t Total Rate	
	1	50		\$30.19	\$11.49	\$22.31	\$0.0	0 \$63.99	
;	2	60		\$36.22	\$11.49	\$22.31	\$0.0	\$70.02	
	3	70		\$42.26	\$11.49	\$22.31	\$0.0	9 \$76.06	
	4	80		\$48.30	\$11.49	\$22.31	\$0.0	9 \$82.10	
	5	90		\$54.33	\$11.49	\$22.31	\$0.0	\$88.13	
	Effecti Step	ve Date -	08/01/2023	Apprentice Base Wage	Health	Pension	Supplements Unemploymen		
_	l	50		\$31.21	\$11.49	\$22.31	\$0.0		
	2	60		\$37.45	\$11.49	\$22.31	\$0.0		
	3	70		\$43.69	\$11.49	\$22.31	\$0.0		
	4	80		\$49.94	\$11,49	\$22.31	\$0.0		
	5	90		\$56.18	\$11.49	\$22.31	\$0.0		
 **********************************	Notes:	. VILLES DUTINS IL	inner Standig Andrew perfects allevel with the mo	, en	was asa		ELANT MARKA CONTROL	viennes d'arraid viviens estates	
a programme of the state of the								n 1953-3-000	
	Appre	ntice to Joi	urneyworker Ratio:1:5	THE PERSON WATER STORES WASHINGTON	was well was				
		`	ON CONST. SITES)	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
ERATING ENGINE	EERS LC	OCAL 4		12/01/2023		\$14.75	\$16.15	\$0.00	\$85.83
						\$14.75	\$16.15	\$0.00	\$87.11
				06/01/2024	\$56.21	Φ1 4 ./2	ΨΙΟΙΙ	φυ.συ	Ψ07,11
				06/01/202 ² 12/01/202 ²		\$14.75	\$16.15	\$0.00	\$88.55
					\$57.65				
				12/01/2024	\$57.65 \$58.93	\$14.75	\$16.15	\$0.00	\$88.55
				12/01/202- 06/01/202-	\$57.65 \$58.93 \$60.37	\$14.75 \$14.75	\$16.15 \$16.15	\$0.00 \$0.00	\$88.55 \$89.83

Classification

Supplemental

Total Rate

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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MECHANICS MAINTENANCE	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
	06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
	12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
	06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
	12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	06/01/2026	\$61.65	\$14.75	\$16.15	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99
MILLWRIGHT (Zone 2) MILLWRIGHTS LOCAL 1121 - Zone 2	01/02/2023	\$41.92	\$8.58	\$21.57	\$0.00	\$72.07

Apprentice -	MILLWRIGHT - Local 1121 Zone 2
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Apprentice - MILLWRIGHT - Local 1121	Zone 2					
Effective Date - 01/02/2023 Step percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1 55	\$23.06	\$8.58	\$5.72	\$0.00	\$37.36	
2 65	\$27.25	\$8.58	\$17.93	\$0.00	\$53.76	
3 75				\$0.00	\$59.00	
4 85	\$31.44 \$35.63	\$8.58 \$8.58	\$18.98 \$20.01	\$0.00	\$59.00 \$64.22	
Notes: Step 1&2 Appr. indentured after 1/6. but do receive annuity. (Step 1 \$5.7 Steps are 2,000 hours Apprentice to Journeyworker Ratio:1:4	2, Step 2 \$6.66)			935.1933 Valuetina majamina ma		
MORTAR MIXER	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2	12/01/2023			\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"		•				
OILER (OTHER THAN TRUCK CRANES, GRADALLS)	06/01/2023	\$24.34	\$14.75	\$16.15	\$0.00	\$55.24
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$24.91	\$14.75	\$16.15	\$0.00	\$55.81
	06/01/2024	\$25.51	\$14.75	\$16.15	\$0.00	\$56.41
	12/01/2024	\$26.17	\$14.75	\$16.15	\$0.00	\$57.07
	06/01/2025	\$26.77	\$14.75	\$16.15	\$0.00	\$57.67
	12/01/2025	\$27.43	\$14.75	\$16.15	\$0.00	\$58.33
	06/01/2026	\$28.02	\$14.75	\$16.15	\$0.00	\$58.92
	12/01/2026	\$28.69	\$14.75	\$16.15	\$0.00	\$59.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	06/01/2023	\$29.67	\$14.75	\$16.15	\$0.00	\$60.57
Of BRATING ENGINEERS ESCAL 4	12/01/2023	\$30.36	\$14.75	\$16.15	\$0.00	\$61.26
	06/01/2024	\$31.08	\$14.75	\$16.15	\$0.00	\$61.98
	12/01/2024	\$31.88	\$14.75	\$16.15	\$0.00	\$62.78
	06/01/2025	\$32.60	\$14.75	\$16.15	\$0.00	\$63,50
	12/01/2025	\$33,40	\$14.75	\$16.15	\$0.00	\$64.30
	06/01/2026	\$34.12	\$14.75	\$16.15	\$0.00	\$65,02
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$34.92	\$14.75	\$16.15	\$0.00	\$65.82

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	Effective Da	te Base Wag	e Health	Pension	Supplemental Unemployment	Total Rat
	06/01/2023	\$53,69	\$14.75	\$16.15	\$0.00	\$84.59
OCAL 4	12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
	06/01/2024	\$56,21	\$14.75	\$16.15	\$0.00	\$87.11
	12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
	06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
	12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	06/01/2020	\$61.65	\$14.75	\$16.15	\$0.00	\$92.55
II. Chan taking thigh labban	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99
	07/01/000		00.65	#12 7A	έο οο	#00 0 <i>C</i>
						\$88.86
						\$89.96
						\$91.16 \$92.36
	01/01/2022	07.000	\$9.9J	ΨΔΟ	φ0,00	φ32,30
	GES/TANKS					
•	Annrentice Base Wage	Health	Pension			,
50	49.90	\$9.03	Φ22.31	φυ.υυ	\$ \$02.12	
-						
50	\$28.03	\$9.95	\$0.00	\$0.00	\$37.98	
55	\$30.83	\$9.95	\$6.66		·	
		\$9.95	\$7.26	\$0.00		
65	\$36,44	\$9.95	\$7.87			
70	\$39.24	\$9.95	\$20.32			
	\$42.05	\$9.95	\$20.93			
80	\$44.85	\$9.95	\$21.53	\$0.00		
	\$50.45	\$9.95	\$22.74	\$0.00	\$83.14	
90						
90 Steps are 750 hrs.		temmet delemen delement in		ACCOUNT AND AND ASSESSED ASSESSED TO	***************************************	
Steps are 750 hrs.	NATION VARIANCE RESIDENCE INSIDENCE AND ADMINISTRATION OF THE PARTY OF	Committee debiation de debiation de la constant de		2.0200.0. P. 000.0200.0 00700 TE		
Steps are 750 hrs.						
Steps are 750 hrs.	07/01/2023		\$9.65	\$23.70	\$0.00	\$79.76
	ive Date - 07/01/2023 percent 50 55 60 65 70 75 80 90 ive Date - 01/01/2024 percent 50 55 60 65 70 75	VEN EQUIPMENT - CLASS II 06/01/2023	VEN EQUIPMENT - CLASS II 06/01/2023 \$53.69 12/01/2023 \$54.93 06/01/2024 \$56.21 12/01/2024 \$57.65 06/01/2025 \$88.93 12/01/2025 \$60.37 06/01/2026 \$61.65 12/01/2026 \$63.09 "Apprentice- OPERATING ENGINEERS" TANKS) 07/01/2023 \$55.51 E 2 01/01/2024 \$57.26 01/01/2025 \$58.46 TANKS) 07/01/2023 \$55.51 01/01/2024 \$57.26 01/01/2025 \$58.46 TANKS	VEN EQUIPMENT - CLASS II	VEN EQUIPMENT - CLASS II O6/01/2023 \$53.69 \$14.75 \$16.15 12/01/2024 \$55.21 \$14.75 \$16.15 12/01/2024 \$55.62 \$14.75 \$16.15 12/01/2024 \$55.62 \$14.75 \$16.15 12/01/2024 \$57.65 \$14.75 \$16.15 12/01/2025 \$58.93 \$14.75 \$16.15 12/01/2025 \$60.37 \$14.75 \$16.15 12/01/2026 \$63.09 \$14.75 \$16.15 12/01/2026 \$63.09 \$14.75 \$16.15 12/01/2026 \$63.09 \$14.75 \$16.15 12/01/2026 \$63.09 \$14.75 \$16.15 12/01/2026 \$63.09 \$14.75 \$16.15 12/01/2026 \$56.06 \$9.95 \$23.95 07/01/2024 \$55.51 \$9.65 \$23.70 07/01/2024 \$55.60 \$9.95 \$23.95 07/01/2024 \$57.26 \$9.95 \$23.95 01/01/2025 \$58.46 \$9.95 \$23.95 01/01/2025 \$58.46 \$9.95 \$23.95 01/01/2025 \$58.46 \$9.95 \$23.95 01/01/2026 \$56.06 \$9.95 \$23.95 01/01/2027 \$56.06 \$9.95 \$23.95 01/01/2028 \$57.26 \$9.65 \$0.00 \$0.00 \$50 \$27.76 \$9.65 \$0.00 \$0.00 \$55 \$30.53 \$9.65 \$6.55 \$0.00 \$66 \$33.31 \$9.65 \$7.14 \$0.00 \$65 \$36.08 \$9.65 \$7.14 \$0.00 \$65 \$36.08 \$9.65 \$20.13 \$0.00 \$65 \$36.08 \$9.65 \$20.13 \$0.00 \$75 \$41.63 \$9.65 \$20.13 \$0.00 \$75 \$41.63 \$9.65 \$20.73 \$0.00 \$76 \$38.86 \$9.65 \$20.13 \$0.00 \$75 \$41.63 \$9.65 \$20.73 \$0.00 \$76 \$38.86 \$9.65 \$20.13 \$0.00 \$77 \$38.86 \$9.65 \$20.13 \$0.00 \$78 \$44.41 \$9.65 \$21.32 \$0.00 \$79 \$28.03 \$9.95 \$0.00 \$0.00 \$75 \$30.83 \$9.95 \$0.00 \$0.00 \$75 \$30.83 \$9.95 \$0.00 \$0.00 \$75 \$30.83 \$9.95 \$0.00 \$0.00 \$76 \$33.64 \$9.95 \$7.26 \$0.00 \$70 \$33.64 \$9.95 \$7.26 \$0.00 \$70 \$33.64 \$9.95 \$7.26 \$0.00 \$70 \$33.64 \$9.95 \$7.26 \$0.00 \$70 \$33.64 \$9.95 \$7.26 \$0.00 \$70 \$39.24 \$9.95 \$7.26 \$0.00 \$70 \$39.24 \$9.95 \$7.26 \$0.00 \$70 \$39.24 \$9.95 \$7.26 \$0.00 \$70 \$39.24 \$9.95 \$7.26 \$0.00 \$70 \$39.24 \$9.95 \$7.26 \$0.00 \$70 \$39.24 \$9.95 \$0.03 \$0.00 \$75 \$75 \$0.00 \$0.00 \$75 \$75 \$0.00 \$0.00 \$75 \$75 \$0.00 \$0.00 \$75 \$75 \$0.00 \$0.00 \$75 \$75 \$0.00 \$0.00 \$75 \$75 \$0.00 \$0.00 \$75 \$75 \$0.00 \$0.00 \$75 \$75 \$0.00 \$0.00 \$75 \$75 \$75 \$0.00 \$0.00 \$75 \$75 \$75 \$75 \$0.00 \$75 \$75 \$75 \$75 \$0.00 \$75 \$75 \$75 \$75 \$0.00 \$75 \$75 \$75 \$75 \$0.00 \$75 \$75 \$75 \$75 \$0.00 \$75 \$75 \$75 \$75 \$0.00 \$75 \$75 \$75 \$75 \$0.00 \$75 \$75 \$75 \$75 \$0.00 \$75 \$75 \$75 \$75 \$0.00 \$75 \$75 \$75 \$75 \$0.00 \$75 \$75 \$75 \$75 \$0.00 \$75	VENEQUIPMENT - CLASS II

Supplemental

Issue Date: 07/24/2023 Wage Request Number: 20230724-035 Page 23 of 38

07/01/2024

01/01/2025

\$48.16

\$49.36

\$9.95

\$9.95

\$23,95

\$23.95

\$0.00

\$0.00

\$82.06

\$83.26

Pension

Annventice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - New
ADDIENUCE -	THINT LA LOCAL 33 LONG 2 - Spray/Bandolast Tien

]	Effecti	ve Date -	07/01/2023				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$23.21	\$9.65	\$0.00	\$0.00	\$32.86	
	2	55		\$25.53	\$9.65	\$6,55	\$0.00	\$41.73	
	3	60		\$27.85	\$9.65	\$7.14	\$0.00	\$44.64	
	4	65		\$30.17	\$9.65	\$7.74	\$0.00	\$47.56	
	5	70		\$32.49	\$9.65	\$20.13	\$0,00	\$62.27	
	6	75		\$34.81	\$9.65	\$20.73	\$0.00	\$65.19	
	7	80		\$37.13	\$9.65	\$21.32	\$0.00	\$68.10	
	8	90		\$41.77	\$8.65	\$22.51	\$0.00	\$72.93	
			0.1/0.1/0.001						
	Effecti Step	ve Date - percent	01/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
_	1	50		\$23.48	\$9.95	\$0.00	\$0.00	\$33.43	
	2	55		\$25.83	\$9.95	\$6.66	\$0,00	\$42.44	
	3	60		\$28.18	\$9.95	\$7.26	\$0.00	\$45.39	
	4	65		\$30.52	\$9.95	\$7.87	\$0.00	\$48.34	
	5	70		\$32.87	\$9.95	\$20.32	\$0,00	\$63.14	
	6	75		\$35.22	\$9.95	\$20.93	\$0.00	\$66:10	
	7	80		\$37.57	\$9.95	\$21.53	\$0.00	\$69.05	٠
	8	90		\$42.26	\$9.95	\$22.74	\$0.00	\$74.95	
 }	Notes:					CONTRACTOR STORTER		one court occur conse	
and the statement of th		Steps are						en ename	
±.	Apprei	ntice to Jou	rneyworker Ratio:1:1	OR NATURE WARRY WORKS STOTICS T			TO SUM A SUBSTITUTE TO STREET		
PAINTER (SPRA			AST, REPAINT)	07/01/2023	\$44.4	7 \$9.65	\$23.70	\$0.00	\$77.82
PAINTERS LOCAL 35	- ZONE	2		01/01/2024	\$45.0	2 \$9.95	\$23.95	\$0.00	\$78.92
				07/01/2024	\$46.2	2 \$9.95	\$23,95	\$0.00	\$80.12
				01/01/2025	\$47.4	2 \$9.95	\$23.95	\$0.00	\$81.32

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
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	Step	ve Date - 07/01/2023 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$22.24	\$9.65	\$0.00	\$0.00	\$31.89	
	2	55	\$24.46	\$9.65	\$6.55	\$0.00	\$40.66	
	3	60	\$26.68	\$9.65	\$7.14	\$0.00	\$43.47	
	4	65	\$28.91	\$9.65	\$7.74	\$0.00	\$46,30	
	5	70	\$31.13	\$9.65	\$20.13	\$0.00	\$60.91	
	6	75	\$33.35	\$9.65	\$20.73	\$0.00	\$63.73	
	7	80	\$35.58	\$9.65	\$21.32	\$0.00	\$66.55	
	8	90	\$40.02	\$9.65	\$22.51	\$0.00		
	Effecti Step	ve Date - 01/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$22.51	\$9.95	\$0.00	\$0.00	\$32.46	
	2	55	\$24.76	\$9.95	\$6.66	\$0.00	\$41.37	
	3	60	\$27.01	\$9.95	\$7,26	\$0.00	\$44.22	
	4	65	\$29.26	\$9.95	\$7.87	\$0.00	\$47.08	
	5	70	\$31.51	\$9.95	\$20.32	\$0.00	\$61.78	
	6	75	\$33.77	\$9.95	\$20.93	\$0.00	\$64.65	
	7	80	\$36.02	\$9.95	\$21.53	\$0.00	\$67.50	
	8	90	\$40.52	\$9.95	\$22.74	\$0.00	\$73.21	
	Notes:	Change and 750 has	- Colonia Calabara Malai Malain minim	····		resource ordinate sources to	and the second s	
	PERSONAL NATIONAL NAT	Steps are 750 hrs.					and the same of th	
	Appre	ntice to Journeyworker Ratio:1:1						
	,	USH, NEW) *	07/01/2023	\$45.01	\$9,65	\$23.70	\$0.00	\$78.36
		aces to be painted are new constructured. PAINTERS LOCAL 35 - ZONE 2	otion, 01/01/2024	\$45.56	\$9.95	\$23.95	\$0.00	\$79.46
т раши	are sman 60	GOOGLAMALENG LOCAL 33 - ZOME Z	07/01/2024	\$46,76	\$9,95	\$23.95	\$0.00	\$80.66
			01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86

Supplemental Unemployment

Issue Date: 07/24/2023

\$23.95

\$9.95

\$46.02

\$0.00

\$79.92

	Effective Date - 07/01/	- Local 35 Zone 2 - BRUSH NEW 2023			Supplemental		
	Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1 50	\$22.51	\$9.65	\$0.00	\$0.00	\$32.16	
	2 55	\$24.76	\$9.65	\$6.55	\$0.00	\$40.96	
	3 60	\$27.01	\$9.65	\$7.14	\$0.00	\$43.80	
	4 65	\$29.26	\$9.65	\$7.74	\$0.00	\$46.65	
	5 70	\$31.51	\$9.65	\$20.13	\$0.00	\$61.29	
	6 75	\$33.76	\$9.65	\$20.73	\$0.00	\$64.14	
	7 80	\$36.01	\$9.65	\$21.32	\$0,00	\$66.98	
	8 90	\$40.51	\$9.65	\$22.51	\$0.00	\$72.67	
	Effective Date - 01/01/	2024 Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1 50	\$22.78	\$9.95	\$0.00	\$0.00	\$32.73	
	2 55	\$25.06	\$9.95	\$6.66	\$0.00	\$41.67	
	3 60	\$27.34	\$9.95	\$7.26	\$0.00	\$44.55	
	4 65	\$29.61	\$9.95	\$7.87	\$0.00	\$47.43	
	5 70	\$31.89	\$9.95	\$20.32	\$0.00	\$62.16	
	6 75	\$34.17	\$9.95	\$20.93	\$0.00	\$65.05	
	7 80	\$36.45	\$9.95	\$21.53	\$0.00	\$67.93	
	8 90	\$41.00	\$9.95	\$22.74	\$0.00	\$73.69	
	Notes:	descript and the state of the s				2 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	
	Steps are 750 hrs.	VALUE				- AND ASSOCIATION	
	Apprentice to Journeywo				,000.000 - 00.0000 - 00.0000 - 00.0000		
	/ TAPER (BRUSH, REPAINT)	07/01/2023	\$43.07	\$9.65	\$23.70	\$0.00	\$76.42
NIEKS L	OCAL 35 - ZONE 2	01/01/2024	\$43.62	\$9.95	\$23.95	\$0.00	\$77.52
•		07/01/2024	\$44.82	\$9.95	\$23.95	\$0.00	\$78.72

01/01/2025

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

	Effecti Step	ive Date - 07/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
	1	50	\$21.54	\$9.65	\$0.00	\$0.00	\$31.19	
	2	55	\$23.69	\$9.65	\$6.27	\$0.00	\$39.61	
	3	60	\$25.84	\$9.65	\$6.84	\$0.00	\$42.33	
	4	65	\$28.00	\$9.65	\$7.41	\$0.00	\$45.06	
	5	70	\$30.15	\$9.65	\$19.78	\$0.00	\$59.58	
	6	75	\$32.30	\$9.65	\$20.35	\$0.00	\$62.30	
	7	80	\$34.46	\$9.65	\$20.92	\$0.00	\$65,03	
	8	90	\$38.76	\$9.65	\$20.92	\$0.00	\$70.47	
	Ů		φ36.70	φ9.03	\$22.00	φυ.υυ	φ/0.7/	
	Effecti	ive Date - 01/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	<u> </u>
	1	50	\$21.81	\$9.95	\$0.00	\$0.00	\$31.76	5
	2	55	\$23.99	\$9.95	\$6.66	\$0.00	\$40.60)
	3	60	\$26.17	\$9.95	\$7.26	\$0.00	\$43.38	}
	4	65	\$28.35	\$9.95	\$7.87	\$0.00	\$46.17	,
	5	70	\$30.53	\$9.95	\$20.32	\$0.00	\$60,80).
	6	75	\$32.72	\$9.95	\$20.93	\$0.00	\$63,60)
	7	80	\$34.90	\$9.95	\$21.53	\$0.00	\$66.38	3
	8	90	\$39.26	\$9.95	\$22.74	\$0.00	\$71.95	; ,
	Notes:	Steps are 750 hrs.	THE MALE PROPERTY OF THE PARTY			CANAL WARRANT STORES TO		
	·	The second secon		o out to the service of			- 11 00 00 00 00 00 00 00 00 00 00 00 00	
		ntice to Journeyworker Ratio:1:1						
		ARKINGS (HEAVY/HIGHWAY) y & <i>highway</i>)	06/01/2023	\$37.46	\$9,40	\$16.89	\$0.00	\$63.75
DONDAG - LOI	12 1 (11211)	i u manimi)	12/01/2023	\$38.36	\$9.40	\$16.89	\$0.00	\$64.65
			06/01/2024		\$9.40	\$16.89	\$0.00	\$65.98
			12/01/2024	\$41.02	\$9.40	\$16.89	\$0.00	\$67.31
			06/01/2025	\$42.41	\$9.40	\$16.89	\$0.00	\$68.70
			12/01/2025	\$43.79	\$9.40	\$16.89	\$0.00	\$70.08
			06/01/2026	\$45.23	\$9.40	\$16.89	\$0.00	\$71.52
For annuartic	o rotor coc 0	Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$46.67	\$9.40	\$16.89	\$0.00	\$72.96
		UCKS DRIVER	10/01/2021	@1c 70	Φ12 A1	\$16.01	\$0.00	\$65.20
		IL NO. 10 ZONE B	12/01/2021	\$35.78	\$13.41	Φ10'01	φυιου	φυυ.Ζθ
ER AND DO	OCK CON	ISTRUCTOR (UNDERPINNING AN	D 08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
ECK) <i>le driver lo</i>	CAL 56 (ZO	NE 1)						
For apprentic	e rates see "	Apprentice-PILE DRIVER*						
ILE DRIVER	}	NE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59

	Effect Step	ive Date - 08/01/2020 percent	0 Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	÷
	1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06	<u> </u>
	2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.90	5
	3	70	\$34.35	\$9.40	\$23,12	\$0.00	\$66.87	7
	4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32	2
	5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78	3
	6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78	3
	7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68	}
	8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68	3
 PIPELAYER	Appre	entice to Journeyworker	4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25 r Ratio:1:5	3 \$37.71	\$9,40	\$16.89	\$0.00	\$64.00
LABORERS - ZONA For apprentice		"Apprentice- LABORER"	12/01/2023			\$16.89	\$0.00	\$64.90
PIPELAYER (F	HEAVY	& HIGHWAY)	06/01/2023	\$37.71	\$9.40	\$16,89	\$0.00	\$64.00
LABORERS - ZONI	E 2 (HEAV	Y & HIGHWAY)	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
			06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
			12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56
			06/01/2025	\$42.66	\$9.40	\$16.89	\$0.00	\$68.95
			12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70,33
			06/01/2026	\$45.48	\$9.40	\$16.89	\$0.00	\$71.77
			12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
For apprentice	rates see "	'Apprentice-LABORER (Hea	vy and Highway)					
PLUMBER & I			08/30/2021	\$46.49	\$10.15	\$19.95	\$0.00	\$76.59
DITIMBERG & DID	CCITTCU	STOCH ST						

Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40	\$18.60	\$10.15	\$2.50	\$0.00	\$31.25
2	50	\$23,25	\$10.15	\$2.50	\$0.00	\$35.90
3	60	\$27.89	\$10.15	\$8.80	\$0.00	\$46.84
4	70	\$32.54	\$10.15	\$14.08	\$0.00	\$56.77
5	80	\$37.19	\$10.15	\$17.60	\$0.00	\$64.94

Apprentice to Journeyworker Ratio:1:3

PLUMBERS & PIPEFITTERS LOCAL SI

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC CONTROLS (TEMP.) PLUMBERS & PIPEFITTERS LOCAL SI	08/30/2021	\$46.49	\$10.15	\$19.95	\$0.00	\$76.59
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY &	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
HIGHWAY) .aborers - zone 2 (heavy & highway)	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
,	06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
	12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56
	06/01/2025	\$42.66	\$9.40	\$16.89	\$0.00	\$68.95
	12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
	06/01/2026	\$45,48	\$9.40	\$16,89	\$0.00	\$71.77
	12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
POWDERMAN & BLASTER LABORERS - ZONE 2	06/01/2023	\$38.46	\$9.40	\$16.89	\$0.00	\$64.75
	12/01/2023	\$39.36	\$9.40	\$16.89	\$0.00	\$65.65
For apprentice rates see "Apprentice- LABORER" POWDERMAN & BLASTER (HEAVY & HIGHWAY)	0.6/01/2003	020.46	£0.40	\$16.90	\$0.00	\$64.7E
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2023	\$38,46	\$9.40	\$16.89		\$64.75
	12/01/2023	\$39.36	\$9.40	\$16.89	\$0.00 \$0.00	\$65.65
	06/01/2024	\$40.69	\$9.40	\$16.89		\$66.98
	12/01/2024	\$42.02	\$9.40	\$16.89	\$0.00	\$68.31
	06/01/2025	\$43.41	\$9.40	\$16.89	\$0.00	\$69.70
	12/01/2025	\$44.79	\$9,40	\$16.89	\$0.00	\$71.08
	06/01/2026	\$46.23	\$9.40	\$16.89	\$0.00	\$72.52
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$47.67	\$9.40	\$16.89	\$0.00	\$73.96
POWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2023	\$54.28	\$14.75	\$16.15	\$0.00	\$85.18
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$55.53	\$14.75	\$16.15	\$0.00	\$86.43
	06/01/2024	\$56.83	\$14.75	\$16.15	\$0.00	\$87.73
	12/01/2024	\$58.28	\$14.75	\$16.15	\$0.00	\$89.18
	06/01/2025	\$59.58	\$14.75	\$16.15	\$0.00	\$90.48
	12/01/2025	\$61.03	\$14.75	\$16,15	\$0.00	\$91.93
	06/01/2026	\$62.33	\$14.75	\$16.15	\$0.00	\$93.23
	12/01/2026	\$63.78	\$14.75	\$16.15	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2020	\$05.76	\$1 4 .75	φ10.13	φυ.συ	φ/ τ. υσ
PUMP OPERATOR (CONCRETE)	06/01/2023	\$54.28	\$14.75	\$16.15	\$0.00	\$85.18
PPERATING ENGINEERS LOCAL 4	12/01/2023	\$55.53	\$14.75	\$16.15	\$0.00	\$86.43
	06/01/2024	\$56.83	\$14.75	\$16.15	\$0.00	\$87.73
	12/01/2024	\$58.28	\$14.75	\$16.15	\$0.00	\$89.18
	06/01/2025	\$59.58	\$14.75	\$16.15	\$0.00	\$90.48
	12/01/2025	\$61.03	\$14.75	\$16,15	\$0.00	\$91.93
	06/01/2026	\$62.33	\$14.75	\$16.15	\$0.00	\$93.23
	12/01/2026	\$63.78	\$14.75	\$16,15	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	, , , , , , , , , , , , , , , , , , ,	,	4-1110			,

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Classification	Effective Date	Base Wage	Health	Pension	Supplementai Unemployment	Total Rate
PUMP OPERATOR (DEWATERING, OTHER)	06/01/2023	\$35,30	\$14.75	\$16.15	\$0.00	\$66.20
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$36.12	\$14.75	\$16.15	\$0.00	\$67.02
	06/01/2024	\$36.97	\$14.75	\$16.15	\$0.00	\$67.87
	12/01/2024	\$37.92	\$14.75	\$16.15	\$0.00	\$68.82
	06/01/2025	\$38.77	\$14.75	\$16.15	\$0.00	\$69.67
·	12/01/2025	\$39.72	\$14.75	\$16.15	\$0.00	\$70.62
	06/01/2026	\$40.58	\$14.75	\$16.15	\$0.00	\$71.48
	12/01/2026	\$41.53	\$14.75	\$16.15	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER TEAMSTERS 653 - Southeastern Concrete (Weymouth)	05/01/2023	\$25.00	\$13.41	\$6.90	\$0.00	\$45.31
1EAMS1EKS 033 - Southeastern Concrete (Weymouth)	08/01/2023	\$25.00	\$13.91	\$6,90	\$0.00	\$45,81
RECLAIMERS	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
	06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
	12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
	06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
	12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	06/01/2026	\$61.65	\$14.75	\$16.15	\$0.00	\$92.55
	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"				01/15	***	404.50
ROLLER/SPREADER/MULCHING MACHINE OPERATING ENGINEERS LOCAL 4	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
	12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
	06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
	12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
	06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
	12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	06/01/2026	\$61.65	\$14.75	\$16.15	\$0.00	\$92.55
Parameter state as BA seconding ODED ATIMIC ENGINEEDES	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS" ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)	00 10 1 10 20 2	#10.54	010.50	#20.20	\$0.00	401 51
ROOFER (Inc.Rooter waterproofing & Rooter Damproofig)	02/01/2023	\$48.53	\$12.78	\$20.20	\$0.00	\$81.51
	08/01/2023	\$50.03	\$12.78	\$20.20	\$0.00	\$83.01
	02/01/2024	\$51.28	\$12.78	\$20.20	\$0.00	\$84.26
	08/01/2024	\$52.78	\$12.78	\$20.20	\$0.00	\$85.76
	02/01/2025	\$54.03	\$12.78	\$20,20	\$0.00	\$87.01
	08/01/2025	\$55.53	\$12.78	\$20.20	\$0.00	\$88.51
	02/01/2026	\$56.78	\$12.78	\$20,20	\$0.00	\$89.76

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Pension

	Step	ive Date - percent	02/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$24.27	\$12.78	\$5.59	\$0.00	\$42.64	
	2	60		\$29.12	\$12.78	\$20.20	\$0.00	\$62.10	
	3	65		\$31.54	\$12.78	\$20.20	\$0.00	\$64.52	
	4	75		\$36.40	\$12.78	\$20.20	\$0.00	\$69.38	
	5	85		\$41,25	\$12.78	\$20.20	\$0.00	\$74.23	
	Effecti	ive Date -	08/01/2023				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$25.02	\$12.78	\$5.59	\$0.00	\$43.39	
	2	60		\$30.02	\$12.78	\$20.20	\$0.00	\$63.00	
	3	65		\$32.52	\$12.78	\$20.20	\$0.00	\$65.50	
	4	75		\$37.52	\$12.78	\$20.20	\$0.00	\$70.50	
	5	85		\$42.53	\$12.78	\$20.20	\$0.00	\$75.51	
	manyoppen manyop	Step 1 is 2 (Hot Pitch	-10, the 1:10; Reroofing 2000 hrs.; Steps 2-5 are land Mechanics' receive \$1.0 11 Mechanics' Ratio:**	000 hrs.	202402			AND	
OFER SLA	Appre	Step 1 is 2 (Hot Pitch ntice to Jou	2000 hrs.; Steps 2-5 are I Mechanics' receive \$1.0	000 hrs.		\$12.78	\$20.20	\$0.00	\$81.76
	Appre	Step 1 is 2 (Hot Pitch ntice to Jou	2000 hrs.; Steps 2-5 are la Mechanics' receive \$1.0 nrneyworker Ratio:**	000 hrs. 00 hr. above ROOFER)	8 \$48.78			Western standards	\$81.76 \$83.26
	Appre	Step 1 is 2 (Hot Pitch ntice to Jou	2000 hrs.; Steps 2-5 are la Mechanics' receive \$1.0 nrneyworker Ratio:**	000 hrs. 00 hr. above ROOFER) 02/01/2023	\$ \$48.78 \$ \$50.28	\$12.78	\$20.20	\$0.00	-
	Appre	Step 1 is 2 (Hot Pitch ntice to Jou	2000 hrs.; Steps 2-5 are la Mechanics' receive \$1.0 nrneyworker Ratio:**	000 hrs. 00 hr. above ROOFER) 02/01/2023 08/01/2023	\$ \$48.78 \$ \$50.28 \$ \$51.53	\$12.78 \$12.78	\$20.20 \$20.20	\$0.00	\$83.26
	Appre	Step 1 is 2 (Hot Pitch ntice to Jou	2000 hrs.; Steps 2-5 are la Mechanics' receive \$1.0 nrneyworker Ratio:**	000 hrs. 00 hr. above ROOFER) 02/01/2023 08/01/2023 02/01/2024	\$ \$48.78 \$ \$50.28 \$ \$51.53 \$ \$53.03	\$12.78 \$12.78 \$12.78	\$20.20 \$20.20 \$20.20	\$0.00 \$0.00 \$0.00	\$83.26 \$84.51
	Appre	Step 1 is 2 (Hot Pitch ntice to Jou	2000 hrs.; Steps 2-5 are la Mechanics' receive \$1.0 nrneyworker Ratio:**	000 hrs. 00 hr. above ROOFER) 02/01/2023 08/01/2024 08/01/2024	\$ \$48.78 \$ \$50.28 \$ \$51.53 \$ \$53.03 \$ \$54.28	\$12.78 \$12.78 \$12.78 \$12.78	\$20.20 \$20.20 \$20.20 \$20.20	\$0.00 \$0.00 \$0.00 \$0.00	\$83.26 \$84.51 \$86.01
PERS LOCAL	Appre ATE / TIL	Step 1 is 2 (Hot Pitch ntice to Jou E / PRECA	2000 hrs.; Steps 2-5 are la Mechanics' receive \$1.0 hrneyworker Ratio:** ST CONCRETE	000 hrs. 00 hr. above ROOFER) 02/01/2023 08/01/2024 08/01/2024 02/01/2025	3 \$48.78 3 \$50.28 4 \$51.53 4 \$53.03 5 \$54.28 5 \$55.78	\$12.78 \$12.78 \$12.78 \$12.78 \$12.78	\$20.20 \$20.20 \$20.20 \$20.20 \$20.20	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$84.51 \$86.01 \$87.26
For apprentice	Appre Appre Appre Appre Appre Appre Appre Appre	Step 1 is 2 (Hot Pitch ntice to Jou E / PRECA	2000 hrs.; Steps 2-5 are la Mechanics' receive \$1.0 hrneyworker Ratio:** ST CONCRETE	000 hrs. 00 hr. above ROOFER) 02/01/2023 08/01/2023 02/01/2024 08/01/2023 08/01/2023 08/01/2023	\$ \$48.78 \$ \$50.28 \$ \$51.53 \$ \$53.03 \$ \$54.28 \$ \$55.78 \$ \$57.03	\$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78	\$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$83.26 \$84.51 \$86.01 \$87.26 \$88.76 \$90.01
FERS LOCAL For apprentice	Appre ATE / TIL L 33	Step 1 is 2 (Hot Pitch ntice to Jou E / PRECA	2000 hrs.; Steps 2-5 are la Mechanics' receive \$1.0 hrneyworker Ratio:** ST CONCRETE	000 hrs. 00 hr. above ROOFER) 02/01/2023 08/01/2024 08/01/2024 02/01/2025 08/01/2026	3 \$48.78 3 \$50.28 4 \$51.53 4 \$53.03 5 \$54.28 5 \$57.03 8 \$55.31	\$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78	\$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$26.64	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$83.26 \$84.51 \$86.01 \$87.26 \$88.76 \$90.01
FERS LOCAL For apprentice	Appre ATE / TIL L 33	Step 1 is 2 (Hot Pitch ntice to Jou E / PRECA	2000 hrs.; Steps 2-5 are la Mechanics' receive \$1.0 hrneyworker Ratio:** ST CONCRETE	000 hrs. 00 hr. above ROOFER) 02/01/2023 08/01/2024 08/01/2024 02/01/2025 02/01/2026 02/01/2026	\$ \$48.78 \$ \$50.28 \$ \$51.53 \$ \$53.03 \$ \$54.28 \$ \$55.78 \$ \$57.03	\$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$14.11	\$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.64	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$2.83 \$2.83	\$83.26 \$84.51 \$86.01 \$87.26 \$88.76 \$90.01 \$98.89 \$100.59
FERS LOCAL For apprentice	Appre ATE / TIL L 33	Step 1 is 2 (Hot Pitch ntice to Jou E / PRECA	2000 hrs.; Steps 2-5 are la Mechanics' receive \$1.0 hrneyworker Ratio:** ST CONCRETE	000 hrs. 00 hr. above ROOFER) 02/01/2023 08/01/2024 08/01/2024 08/01/2025 08/01/2025 02/01/2026 02/01/2023	8 \$48.78 8 \$50.28 8 \$51.53 4 \$53.03 5 \$54.28 5 \$55.78 5 \$57.03 8 \$55.31 8 \$57.01	\$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$14.11 \$14.11	\$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$26.64 \$26.64	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$2.83 \$2.83 \$2.83	\$83.26 \$84.51 \$86.01 \$87.26 \$88.76 \$90.01 \$98.89 \$100.59
FERS LOCAL For apprentice	Appre ATE / TIL L 33	Step 1 is 2 (Hot Pitch ntice to Jou E / PRECA	2000 hrs.; Steps 2-5 are la Mechanics' receive \$1.0 hrneyworker Ratio:** ST CONCRETE	000 hrs. 00 hr. above ROOFER) 02/01/2023 08/01/2024 08/01/2024 08/01/2025 02/01/2026 02/01/2026 02/01/2026 02/01/2026 02/01/2026	\$ \$48.78 \$ \$50.28 \$ \$51.53 \$ \$53.03 \$ \$54.28 \$ \$55.78 \$ \$57.03 \$ \$55.31 \$ \$57.01 \$ \$58.71 \$ \$60.46	\$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$14.11 \$14.11 \$14.11	\$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$26.64 \$26.64 \$26.64	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$2.83 \$2.83 \$2.83 \$2.83	\$83.26 \$84.51 \$86.01 \$87.26 \$88.76 \$90.01 \$98.89 \$100.59 \$102.29 \$104.06
FERS LOCAL	Appre ATE / TIL L 33	Step 1 is 2 (Hot Pitch ntice to Jou E / PRECA	2000 hrs.; Steps 2-5 are la Mechanics' receive \$1.0 hrneyworker Ratio:** ST CONCRETE	000 hrs. 00 hr. above ROOFER) 02/01/2023 08/01/2024 08/01/2024 08/01/2025 08/01/2025 02/01/2026 02/01/2023	\$ \$48.78 \$ \$50.28 \$ \$51.53 \$ \$53.03 \$ \$54.28 \$ \$55.78 \$ \$57.03 \$ \$55.31 \$ \$57.01 \$ \$58.71 \$ \$60.46 \$ \$62.21	\$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$14.11 \$14.11	\$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$26.64 \$26.64	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$2.83 \$2.83 \$2.83	\$83.26 \$84.51 \$86.01 \$87.26 \$88.76 \$90.01 \$98.89 \$100.59

Classification

Issue Date: 07/24/2023

	Step	ve Date - 02/01/2023 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
	1	42	\$23.23	\$14.11	\$6.13	\$0.00	\$43.4	7
	2	42	\$23.23	\$14.11	\$6,13	\$0.00	\$43.4	7
	3	47	\$26.00	\$14.11	\$11.90	\$1.54	\$53.5	5
	4	47	\$26.00	\$14.11	\$11.90	\$1.54	\$53.5	5
	5	52	\$28.76	\$14.11	\$12.88	\$1.65	\$57.4	0
	6	52	\$28.76	\$14.11	\$13.13	\$1.65	\$57.6	5
	7	60	\$33.19	\$14.11	\$14.54	\$1.83	\$63.6	7
	8	65	\$35.95	\$14.11	\$15.52	\$1.94	\$67.5	2
	9	75	\$41.48	\$14.11	\$17.48	\$2.16	\$75.2	3
	10	85	\$47.01	\$14.11	\$18.94	\$2.36	\$82,4	2
	Effective Step	ve Date - 08/01/2023 percent	Apprentice Base Wage	Health	Pension	Supplemental Uncomployment	Total Rat	e
	1	42	\$23.94	\$14.11	\$6.13	\$0.00	\$44.1	8
	2	42	\$23.94	\$14.11	\$6.13	\$0.00	\$44.1	
	3	47	\$26.79	\$14.11	\$11.90	\$1.58	\$54.3	
	4	47	\$26.79	\$14.11	\$11.90	\$1.58	\$54,3	
	5	52	\$29.65	\$14.11	\$12.88	\$1.70	\$58.3	
	6	52	\$29.65	\$14.11	\$13.13	\$1.70	\$58.5	
	7	60	\$34.21	\$14.11	\$14,54	\$1.89	\$64.7	
	8	65	\$37.06	\$14.11	\$15.52	\$2.00	\$68.69	
	9	75	\$42.76	\$14.11	\$17.48	\$2.23	\$76.5	8
	10	85	\$48.46	\$14.11	\$18.94	\$2.45	\$83.9	
	Notes:	Steps are 6 mos.	MANAGE VALVES PROVING ANGELY VALUE VALVE VA	Types	Carried Carried Calendar	OUTSTANDS VALUE OF STREET	**************************************	
	Appren	tice to Journeyworker Ratio:1:4					2000 CANNELLO 2000 PROF SPECTOR	
		MOVING EQUIP < 35 TONS LNO. 10 ZONE B	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
		MOVING EQUIP > 35 TONS L NO. 10 ZONE B	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
RINKLER FI			03/01/2023	\$ \$66.20	\$10.90	\$23,20	\$0.00	\$100.30
UNKLER FITTEI	RS LOCAL	550 - (Section A) Zone 1	10/01/2023	3 \$67.9 <i>5</i>	\$10.90	\$23.20	\$0.00	\$102.05
			03/01/2024	\$69.75	\$10.90	\$23,20	\$0.00	\$103.85
			10/01/2024			\$23.20	\$0.00	\$105.65
			03/01/2025			\$23,20	\$0.00	\$107.45

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

		ive Date -	03/01/2023	Ammunting Deer 337	II a lel-	Dama!	Supplemental Unemployment	Total Data	
	Step	percent		Apprentice Base Wage		Pension		Total Rate	
	1	35		\$23.17	\$10.90	\$12.80	\$0.00	\$46.87	
	2	40		\$26.48	\$10.90	\$13.60	\$0.00	\$50.98	
	3	45		\$29.79	\$10.90	\$14.40	\$0.00	\$55,09	
	4	50		\$33.10	\$10.90	\$15.20	\$0.00	\$59.20	
	5	55		\$36.41	\$10.90	\$16.00	\$0.00	\$63.31	
	6	60		\$39.72	\$10.90	\$16.80	\$0.00	\$67.42	
	7	65		\$43.03	\$10.90	\$17.60	\$0.00	\$71.53	
	8	70		\$46.34	\$10.90	\$18.40	\$0.00	\$75.64	
	9	75		\$49.65	\$10.90	\$19.20	\$0.00	\$79.75	
·	10	80		\$52.96	\$10.90	\$20.00	\$0.00	\$83.86	
I	Effecti	ve Date -	10/01/2023				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	35		\$23.78	\$10.90	\$12.80	\$0.00	\$47.48	
:	2	40		\$27.18	\$10.90	\$13.60	\$0.00	\$51.68	
	3	45		\$30.58	\$10.90	\$14.40	\$0.00	\$55.88	
	4	50 '		\$33.98	\$10.90	\$15.20	\$0.00	\$60.08	
;	5	55		\$37.37	\$10.90	\$16.00	\$0.00	\$64.27	
	6	60		\$40.77	\$10.90	\$16.80	\$0.00	\$68.47	
	7	65		\$44.17	\$10.90	\$17.60	\$0.00	\$72.67	
:	8	70		\$47.57	\$10.90	\$18.40	\$0.00	\$76.87	
•	9	75		\$50.96	\$10.90	\$19.20	\$0,00	\$81.06	
	10	80		\$54.36	\$10.90	\$20.00	\$0.00	\$85,26	
American	Notes:		entered prior 9/30/10: 5/60/65/70/75/80/85 50 hours	gov gove whose their delice	ELECT CAPACITY CALLED	According to the second	Windows Windows to		
Ā	Appre		rneyworker Ratio:1:3		er denning - northwest denning on a		ALLEAN AND THE P.	,,	
TEAM BOILER				06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
PERATING ENGINE	EKSLC	JCAL 4		12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
				06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
				12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
				06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
				12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
				06/01/2026	\$61.65	\$14.75	\$16.15	\$0.00	\$92.55
				12/01/2026	5 \$63.09	\$14.75	\$16.15	\$0.00	\$93.99
For apprentice rat	es see "	Apprentice- OI	ERATING ENGINEERS"						

Classification			Effective Da	te Base Wag	e Health	Pension	Supplemental Unemployment	Total Rat
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN		DRAWN	06/01/2023	\$53,69	\$14.75	\$16.15	\$0.00	\$84.59
OPERATING ENGIN	NEERS LOCAL 4		12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
			06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
			12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
			06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
			12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
			06/01/2026	\$61.65	\$14.75	\$16,15	\$0.00	\$92.55
		12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99	
For apprentice t	rates see "Apprentice- OPERATING ENGIN	EERS"						
TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 223			09/01/2022	\$38,16	\$11.25	\$13.31	\$0.00	\$62.72
			09/01/2023	\$39.40	\$11.50	\$13.91	\$0.00	\$64.81
			09/01/2024	\$40.69	\$11.75	\$14.53	\$0.00	\$66.97
	Apprentice - TELECOMMUNIC Effective Date - 09/01/2022 Step percent	CATION TECHNICIA Apprenti	N - Local 223	Health	Pension	Supplementa Unemploymen		
	1 0		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	Notes: See Electrician Apprentice	_		nae oo paalak a santa A	LINE HIVEETE STILLE			
,	Telecom Apprentice Wage	s shall be the same as	the Electrician	Apprentice W	ages	grand commenced a		
	Apprentice to Journeyworker Ra	itio:2:3***						
ERRAZZO FIN	NISHERS 'al 3 - Marble & Tile		02/01/2023	\$59,29	\$11.49	\$22.34	\$0.00	\$93.12
MICALATERS LUC.	AL J - MARDLE & TILE		08/01/2023	\$61.34	\$11.49	\$22.34	\$0.00	\$95.17
			00/01/0004	660.50	611.40	የጋጋ 3/4	20.00	¢04.40

\$0.00 02/01/2024 \$62.59 \$11.49 \$22.34 \$96.42 08/01/2024 \$64.69 \$11.49 \$22.34 \$0.00 \$98.52 \$22.34 \$0.00 02/01/2025 \$65.99 \$11.49 \$99.82 \$22.34 \$0.00 08/01/2025 \$68.14 \$11.49 \$101.97 \$22.34 \$0.00 02/01/2026 \$69,49 \$11.49 \$103.32 08/01/2026 \$71.69 \$11.49 \$22.34 \$0.00 \$105.52 \$0.00 02/01/2027 \$11.49 \$22,34 \$106.92 \$73.09

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F			Local 3 Marble & Tile					
S	Effective Date Step percer		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1 50		\$29.65	\$11.49	\$22.34	\$0.00	\$63.48	
	2 60		\$35.57	\$11.49	\$22.34	\$0.00	\$69.40	
<u> </u>	3 70		\$41.50	\$11.49	\$22.34	\$0.00	\$75.33	
4	4 80		\$47.43	\$11.49	\$22.34	\$0.00	\$81.26	
	5 90		\$53.36	\$11.49	\$22.34	\$0.00	\$87.19	
E	Effective Date	08/01/2023				Supplemental		
S	Step percei	nt	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	1 50		\$30.67	\$11.49	\$22.34	\$0,00	\$64,50	
2	2 60		\$36.80	\$11.49	\$22.34	\$0.00	\$70.63	
3	3 70		\$42.94	\$11.49	\$22.34	\$0.00	\$76.77	
4	4 80		\$49.07	\$11.49	\$22.34	\$0.00	\$82.90	
5	5 90		\$55.21	\$11.49	\$22.34	\$0.00	\$89.04	
1 N	Notes:							
90000							EA. walk	
\$ A	l movembles to	Journeyworker Ratio:1:3			100		 !	
EST BORING D		Journey Worker Katto. 1.			40.10	#17.07		A-1.05
ABORERS - FOUNDA		RINE	06/01/2023			\$17.97		\$74.95
			12/01/2023			\$17.97	\$0.00	\$76.20
			06/01/2024	\$50.31	\$9.40			
			10 (01 (000)	. AC1.00		\$17.97	\$0.00	\$77.68
			12/01/2024		\$9.40	\$17.97	\$0.00	\$79.15
			06/01/2025	\$53.28	\$9.40 \$9.40	\$17.97 \$17.97	\$0.00 \$0.00	\$79.15 \$80.65
			06/01/2025 12/01/2025	\$53.28 \$54.78	\$9.40 \$9.40 \$9.40	\$17.97 \$17.97 \$17.97	\$0.00 \$0.00 \$0.00	\$79.15 \$80.65 \$82.15
			06/01/2025 12/01/2025 06/01/2026	\$53.28 \$54.78 \$56.33	\$9.40 \$9.40 \$9.40 \$9.40	\$17.97 \$17.97 \$17.97 \$17.97	\$0.00 \$0.00 \$0.00 \$0.00	\$79.15 \$80.65 \$82.15 \$83.70
For apprentice rate	es see "Apprentic	e- LABORER"	06/01/2025 12/01/2025	\$53.28 \$54.78 \$56.33	\$9.40 \$9.40 \$9.40 \$9.40	\$17.97 \$17.97 \$17.97	\$0.00 \$0.00 \$0.00 \$0.00	\$79.15 \$80.65 \$82.15
For apprentice rate EST BORING D			06/01/2025 12/01/2025 06/01/2026 12/01/2026	\$53.28 \$54.78 \$5 \$56.33 \$57.83	\$9.40 \$9.40 \$9.40 \$9.40 \$9.40	\$17.97 \$17.97 \$17.97 \$17.97 \$17.97	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$79.15 \$80.65 \$82.15 \$83.70 \$85.20
EST BORING D	RILLER HEI	LPER	06/01/2025 12/01/2026 06/01/2026 06/01/2023	\$53.28 \$54.78 \$5 \$56.33 \$57.83	\$9.40 \$9.40 \$9.40 \$9.40 \$9.40	\$17.97 \$17.97 \$17.97 \$17.97 \$17.97	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$79.15 \$80.65 \$82.15 \$83.70 \$85.20
EST BORING D	RILLER HEI	LPER	06/01/2025 12/01/2025 06/01/2026 12/01/2026 06/01/2023	\$53.28 \$54.78 \$5 \$56.33 \$57.83 \$43.70 \$44.95	\$9.40 \$9.40 \$9.40 \$9.40 \$9.40	\$17.97 \$17.97 \$17.97 \$17.97 \$17.97 \$17.97	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$79.15 \$80.65 \$82.15 \$83.70 \$85.20 \$71.07
EST BORING D	RILLER HEI	LPER	06/01/2025 12/01/2026 06/01/2026 12/01/2023 12/01/2023 06/01/2023	\$53.28 \$54.78 \$5 \$56.33 \$57.83 \$43.70 \$44.95 \$46.43	\$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40	\$17.97 \$17.97 \$17.97 \$17.97 \$17.97 \$17.97 \$17.97	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$79.15 \$80.65 \$82.15 \$83.70 \$85.20 \$71.07 \$72.32 \$73.80
EST BORING D	RILLER HEI	LPER	06/01/2025 12/01/2026 06/01/2026 12/01/2026 06/01/2023 06/01/2024 12/01/2024	\$53.28 \$54.78 \$5 \$56.33 \$57.83 \$43.70 \$44.95 \$46.43 \$47.90	\$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40	\$17.97 \$17.97 \$17.97 \$17.97 \$17.97 \$17.97 \$17.97 \$17.97	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$79.15 \$80.65 \$82.15 \$83.70 \$85.20 \$71.07 \$72.32 \$73.80 \$75.27
EST BORING D	RILLER HEI	LPER	06/01/2025 12/01/2026 06/01/2026 12/01/2026 06/01/2023 12/01/2024 12/01/2024 06/01/2025	\$53.28 \$54.78 \$5 \$56.33 \$57.83 \$43.70 \$44.95 \$46.43 \$47.90 \$49.40	\$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40	\$17.97 \$17.97 \$17.97 \$17.97 \$17.97 \$17.97 \$17.97 \$17.97 \$17.97	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$79.15 \$80.65 \$82.15 \$83.70 \$85.20 \$71.07 \$72.32 \$73.80 \$75.27 \$76.77
EST BORING D	RILLER HEI	LPER	06/01/2025 12/01/2026 06/01/2026 12/01/2026 06/01/2023 12/01/2024 12/01/2024 06/01/2025	\$53.28 \$54.78 \$556.33 \$57.83 \$43.70 \$44.95 \$454.95 \$454.90 \$550.90	\$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40	\$17.97 \$17.97 \$17.97 \$17.97 \$17.97 \$17.97 \$17.97 \$17.97 \$17.97 \$17.97	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$79.15 \$80.65 \$82.15 \$83.70 \$85.20 \$71.07 \$72.32 \$73.80 \$75.27 \$76.77 \$78.27
For apprentice rate EST BORING D ABORERS - FOUND	RILLER HEI	LPER	06/01/2025 12/01/2026 06/01/2026 12/01/2026 06/01/2023 12/01/2024 12/01/2024 06/01/2025	\$53.28 \$54.78 \$556.33 \$57.83 \$43.70 \$44.95 \$454.95 \$454.95 \$450.90 \$50.90 \$52.45	\$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40	\$17.97 \$17.97 \$17.97 \$17.97 \$17.97 \$17.97 \$17.97 \$17.97 \$17.97	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$79,15 \$80.65 \$82.15 \$83.70 \$85.20 \$71.07 \$72.32 \$73.80 \$75.27 \$76.77

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER LABORERS - FOUNDATION AND MARINE	06/01/2023	\$43.58	\$9.40	\$17.97	\$0.00	\$70.95
ABORERO - FOUNDATION AND MARINE	12/01/2023	\$44.83	\$9.40	\$17.97	\$0.00	\$72.20
	06/01/2024	\$46.31	\$9.40	\$17.97	\$0.00	\$73.68
	12/01/2024	\$47.78	\$9.40	\$17.97	\$0.00	\$75.15
	06/01/2025	\$49.28	\$9.40	\$17.97	\$0.00	\$76.65
	12/01/2025	\$50.78	\$9.40	\$17.97	\$0.00	\$78.15
	06/01/2026	\$52.33	\$9.40	\$17.97	\$0.00	\$79.70
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$53.83	\$9.40	\$17.97	\$0.00	\$81.20
FRACTORS/PORTABLE STEAM GENERATORS	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
PPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.93	\$14.75	\$16,15	\$0.00	\$85.83
	06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
	12/01/2024	\$57.65	\$14,75	\$16.15	\$0.00	\$88.55
	06/01/2025	\$58,93	\$14.75	\$16.15	\$0.00	\$89.83
	12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	06/01/2026	\$61,65	\$14.75	\$16.15	\$0.00	\$92.55
	12/01/2026	\$63.09	\$14,75	\$16.15	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"				,,	·	
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36,82	\$13.41	\$16.01	\$0.00	\$66.24
UNNEL WORK - COMPRESSED AIR	06/01/2023	\$55,81	\$9.40	\$18.42	\$0.00	\$83.63
ABORERS (COMPRESSED AIR)	12/01/2023	\$57.06	\$9,40	\$18.42	\$0.00	\$84.88
	06/01/2024	\$58.54	\$9.40	\$18.42	\$0.00	\$86.36
	12/01/2024	\$60.01	\$9.40	\$18.42	\$0.00	\$87.83
	06/01/2025	\$61.51	\$9.40	\$18.42	\$0.00	\$89.33
	12/01/2025	\$63.01	\$9.40	\$18.42	\$0.00	\$90.83
	06/01/2026	\$64.56	\$9.40	\$18.42	\$0.00	\$92.38
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$66,06	\$9.40	\$18.42	\$0.00	\$93.88
UNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	06/01/2023	\$57.81	\$9.40	\$18.42	\$0.00	\$85.63
ABORERS (COMPRESSED AIR)	12/01/2023	\$59.06	\$9.40	\$18.42	\$0.00	\$86.88
	06/01/2024	\$60.54	\$9.40	\$18.42	\$0.00	\$88.36
	12/01/2024	\$62.01	\$9.40	\$18.42	\$0.00	\$89,83
	06/01/2025	\$63.51	\$9.40	\$18.42	\$0.00	\$91.33
	12/01/2025	\$65.01	\$9.40	\$18.42	\$0.00	\$92.83
	06/01/2026	\$66.56	\$9.40	\$18.42	\$0.00	\$94.38
	12/01/2026	\$68.06	\$9.40	\$18.42	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER" "UNNEL WORK - FREE AIR	06/01/0000	¢ 47 00	eo 40	@10 A2	\$0.00	\$75.70
ABORERS (FREE AIR TUNNEL)	06/01/2023	\$47.88	\$9.40	\$18.42	\$0.00	\$75.70 \$74.05
	12/01/2023	\$49.13	\$9.40	\$18.42	\$0.00	\$76.95
	06/01/2024	\$50.61	\$9.40	\$18.42	\$0.00	\$78.43
	12/01/2024	\$52.08	\$9.40	\$18.42	\$0.00	\$79.90
	06/01/2025	\$53.58	\$9.40	\$18.42	\$0.00	\$81.40
	12/01/2025	\$55.08	\$9.40	\$18.42	\$0.00	\$82.90
	06/01/2026	\$56.63	\$9.40	\$18.42	\$0.00	\$84.45
	12/01/2026	\$58.13	\$9.40	\$18.42	\$0.00	\$85.95

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE)	06/01/2023	\$49,88	\$9.40	\$18.42	\$0.00	\$77.70
LABORERS (FREE AIR TUNNEL)	12/01/2023	\$51.13	\$9.40	\$18,42	\$0.00	\$78.95
	06/01/2024	\$52.61	\$9.40	\$18.42	\$0.00	\$80.43
	12/01/2024	\$54.08	\$9.40	\$18.42	\$0.00	\$81.90
	06/01/2025	\$55.58	\$9.40	\$18.42	\$0.00	\$83.40
	12/01/2025	\$57.08	\$9.40	\$18.42	\$0.00	\$84.90
	06/01/2026	\$58.63	\$9.40	\$18.42	\$0.00	\$86.45
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$60.13	\$9.40	\$18.42	\$0.00	\$87.95
VAC-HAUL	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$30.24	Φ13. 4 1	\$10.01	\$0.00	
WAGON DRILL OPERATOR	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
EMBOREAS - ZONE Z (HEAV I & HIOHMAI)	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
	06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
	12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56
	06/01/2025	\$42,66	\$9.40	\$16.89	\$0.00	\$68.95
	12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
	06/01/2026	\$45.48	\$9.40	\$16,89	\$0.00	\$71.77
The convention value and "A paranting I A DODED (Hagus and Highway)	12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway) WASTE WATER PUMP OPERATOR	06/01/2023	\$54.28	\$14.75	\$16,15	\$0.00	\$85.18
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$55.53	\$14.75	\$16.15	\$0.00	\$86.43
	06/01/2024	\$56.83	\$14.75	\$16,15	\$0.00	\$87.73
	12/01/2024	\$58.28	\$14.75	\$16.15	\$0.00	\$89.18
	06/01/2025	\$59.58	\$14.75	\$16.15	\$0.00	\$90.48
	12/01/2025	\$61.03	\$14.75	\$16.15	\$0.00	\$91.93
	06/01/2026	\$62.33	\$14.75	\$16.15	\$0.00	\$93.23
	12/01/2026	\$63.78	\$14.75	\$16.15	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2020	\$05.76	\$1 4 .75	φ10,15	φο.σσ	φ24.00
WATER METER INSTALLER PLUMBERS & PIPEFITTERS LOCAL SI	08/30/2021	\$46.49	\$10.15	\$19.95	\$0.00	\$76.59
For apprentice rates see "Apprentice-PLUMBER/PIPEFITTER" or "PLUMBER/C	GASFITTER"					
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) 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	08/30/2020	\$42.03	\$9.25	\$10.27	\$0.00	\$61.55
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$34.62	\$9.25	\$10.07	\$0.00	\$53.94
For apprentice rates see "Apprentice-LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) 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"						

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Issue Date: 07/24/2023

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
EQUIPMENT OPERATOR (Class A CDL) 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"						
EQUIPMENT OPERATOR (Class B CDL) 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"						
GROUNDMAN 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"						
GROUNDMAN -Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$22.25	\$9.25	\$1.82	\$0.00	\$33.32
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18

Apprentice -	LINEMAN	(Outside	Electrical,) - East	Local 104
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Effect	ive Date -	08/30/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$29.67	\$9.25	\$3.39	\$0.00	\$42.31
2	65	•	\$32.14	\$9.25	\$3.46	\$0.00	\$44.85
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
7	90		\$44.51	\$9.25	\$7.34	\$0.00	\$61.10

Apprentice to Journeyworker Ratio: 1

TELEDATA CABLE SPLICER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	\$30.73	\$4.70	\$3,17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.