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

### PROJECT # BD-RFQ24-PLUMBING

#### PLUMBING SERVICES

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 contractor to furnish all labor, materials, equipment and insurance, and perform all work required for FY2024 PLUMBING SERVICES 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 coinsured/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: boilers, pumps, sewer injectors, toilets, sinks, faucets, valves, copper pipe repair, soil pipe repair, hot water heaters, and new water pipe installation.

### TERM OF CONTRACT

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

## THE CONTRACT SUM AND REQUIREMENTS

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.  Contract will be awarded to the lowest responsive and responsible contractor offering the lowest total
	for a Journeyman for 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 <u>is a contractually binding rate</u> for the contract but is not a factor in determining the low quote. 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 the 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
F.	Required Response Times: The Owner is seeking service which can respond on a timely basis and not

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, response time by contractor is not to exceed 30 minutes. Contractor shall submit with their quote, 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 writing, notify the contractors that if this should happen again at any point of the contract, the contract will be immediately terminated.

## RFQ QUOTE PAGE (Plumbing Services)

It is the intention of the Building Department to purchase services as previously described in the Scope of Work. The Vendor 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.

The proposed Contract Price is:  SPer Journeyman Man Hour x 100 hours = S  (written out in words)
PLEASE PROVIDE THREE (3) REFERENCES OF SIMILAR SIZE AND SCOPE PROJECTS, INCLUDING CONTACT INFORMATION:
1.
2.
3.
NAME OF VENDOR/CONTRACTOR,  ADDRESS (STREET, CITY, STATE, ZIP CODE)
SIGNATURE 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.



### MAURA HEALEY 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 Secretary

MICHAEL FLANAGAN

Director

Awarding Authority:

CITY OF BROCKTON

Contract Number:

BD-RFQ24-PLUMBING

City/Town: BROCKTON

Description of Work:

TO PROCURE AN EXPERIENCED VENDOR FOR PLUMBING SERVICES 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.

Wage Request Number: 20230724-050 Issue Date: 07/24/2023

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction	***				00.00	0.7=0.00
(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	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"						
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
	12/01/2026	\$47.42	\$9.40	\$16.89	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)					00.00	0.000
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
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		\$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"						

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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	\$0.00	\$94.68
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
LABORERS - ZONE 2 (HEAY I & HIGHMAI)	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

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Total Rate

Apprentice - BOILERMAKER - Local 29

Supplemental Unemployment

	Apprentice - Effective Da	te - 02/01/2023	Apprentice Base Wage	Health	Po	ension	Supplemental Unemployment	Total Rate	
	Step perc	ent	\$30.18	\$11.49		\$22.34	\$0.00	\$64.01	
	1 50		\$36.21	\$11.49	9	\$22.34	\$0.00	\$70.04	
	2 60		\$42,25	\$11.49		\$22.34	\$0.00	\$76.08	
	3 70			\$11.49		\$22.34	\$0.00	\$82.11	
	4 80		\$48.28	\$11.49		\$22.34	\$0.00	\$88.15	
	5 90		\$54.32	ر ۲۰۰۱ و		<b>~=</b>			
	Effective De	ote - 08/01/2023	Apprentice Base Wage	e Health	F	ension	Supplemental Unemployment	Total Rate	
			\$31.20	\$11.49		\$22,34	\$0.00	\$65.03	
			\$37.44	\$11.49		\$22.34	\$0.00	\$71.27	
	2 60		\$43.68	\$11.49		\$22.34	\$0.00	\$77.51	
	3 70		\$49.92	\$11.49		\$22.34	\$0.00	\$83.75	
	4 80		\$56.16	\$11.49		\$22.34	\$0.00	\$89.99	
	5 90								
	Notes:	, manager and a second common a						LUCCION STANDAR	
			and the same of th				,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
	Apprentic	e to Journeyworker Ratio:1:	5					00.00	\$84.59
ULLDOZI	ER/GRADER/S	CRAPER	06/01/20	)23	\$53.69	\$14.75	*****	\$0.00	\$85.83
PERATING E	NGINEERS LOCAL	. 4	12/01/20	)23	\$54.93	\$14.75		\$0.00	\$87.11
			06/01/20	024	\$56.21	\$14.75	****	\$0.00	\$88.55
			12/01/2	024	\$57.65	\$14.75		\$0.00	\$89.83
			06/01/2	025	\$58.93	\$14.75		\$0.00	
			12/01/2	025	\$60.37	\$14.75		\$0.00	\$91.27
			06/01/2	026	\$61.65	\$14.75		\$0.00	\$92.55
			12/01/2	.026	\$63.09	\$14.75	\$ \$16.15	\$0.00	\$93.99
For appre	entice rates see "App	rentice- OPERATING ENGINEERS*					\$17.97	\$0.00	\$72,10
CAISSON	& UNDERPIN	VING BOTTOM MAN	06/01/2		\$44.73	\$9.40	415.05	\$0.00	\$73.35
ABORERS -	FOUNDATION AN	O MARINE	12/01/2		\$45.98			\$0.00	\$74.83
			06/01/2		\$47.46		**= 05	\$0.00	\$76.30
			12/01/2		\$48.93			\$0.00	\$77.80
			06/01/2	2025	\$50.43			\$0.00	\$79.3
			12/01/		\$51.93			\$0.00	\$80.8
			06/01/		\$53.48			\$0.00	\$82.3
			12/01/	2026	\$54.98	3 \$9.40	\$17.97	φυ.υυ	ψ02.0

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

Step	ive Date - 03/01/2023 percent	Apprentice Base Wage	Health	Pension	Supplemental 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			<u></u>		. As a larger to the second	. <u> </u>
		1/17; 45/45/55/55/70/70/80/80 \$36.93/ 5&6 \$56.82/ 7&8 \$63.06				10 pp
Appro	entice to Journeyworker	Ratio:1:5				

All Aspects of New Wood Frame Work

Issue Date: 07/24/2023 Wage Request Number: 20230724-050 Page 6 of 37

Supplemental **Total Rate** Pension Effective Date Base Wage Health Unemployment

Apprentice -	CARPENTER (Wood Frame) - Zone 3

Classification

Effecti	ive Date -	04/01/2023				Supplemental	Total Rate	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Kate	
1	60		\$14.50	\$7.21	\$0.00	\$0.00	\$21.71	
2	60		\$14.50	\$7.21	\$0.00	\$0.00	\$21.71	
3	65		\$15.70	\$7.21	\$0.00	\$0.00	\$22.91	
4	70		\$16.91	\$7.21	\$0.00	\$0.00	\$24.12	
5	75		\$18.12	\$7.21	\$3.80	\$0.00	\$29.13	
6	80		\$19.33	\$7.21	\$3.80	\$0.00	\$30.34	
7	85		\$20.54	\$7.21	\$3.80	\$0.00	\$31.55	
8	90		\$21.74	\$7.21	\$3.80	\$0.00	\$32.75	
Notes		and the second s		2007 T-100	an account which the country of		The second secon	
1	% Indent	ured After 10/1/17; 45/45/55	/55/70/70/80/80				440	
		\$17.86/3&4 \$20.22/5&6 \$			n			
Appro	entice to Jo	urneyworker Ratio:1:5						
CEMENT MASONRY	/PLASTER	ING	07/01/202	.3 \$50.5	59 \$12.75	\$22,74	\$0.87	\$86.95
BRICKLAYERS LOCAL 3 (Q	UINCY)		01/01/202	4 \$51.	73 \$12.75	\$22.74	\$0.87	\$88.09

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Quincy)

	ve Date -	07/01/2023		T7 1.1	Danaian	Supplemental Unemployment	Total Rate
tep	percent		Apprentice Base Wage	Health	Pension		
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
Lffect	ive Date -	01/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$25.87	\$12.75	\$15.49	\$0.00	\$54.11
2	60	•	\$31.04	\$12.75	\$22.74	\$0.87	\$67.40
3	65		\$33.62	\$12.75	\$22.74	\$0.87	\$69.98
4	70		\$36.21	\$12.75	\$22,74	\$0.87	\$72.57
5	75		\$38.80	\$12.75	\$22.74	\$0.87	\$75.16
6	80		\$41.38	\$12.75	\$22.74	\$0.87	\$77.74
7	90		\$46.56	\$12.75	\$22.74	\$0.87	\$82.92
			Mark samuel provide substitute and the market	02000 1 000	room to the second second	y samely with the second	A STATE OF THE STA
Notes		are 500 hrs. All other steps					ANTIA PE

Apprentice to Journeyworker Ratio:1:3

	Effective Date	Base Wage	Health —————	Pension	Supplemental Unemployment	Total Rate
Classification	. 06/01/2023	\$37.71	\$9.40	\$16.89 \$16.89	\$0.00 \$0.00	\$64.90
CHAIN SAW OPERATOR ABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40			\$86.25
"Apprentice-LABORER"	06/01/2023	\$55.35	\$14.75	\$16.15	\$0.00	
CLAM SHELLS/SLURRY BUCKETS/HEADING WACHITES	12/01/2023	\$56.63	\$14.75	\$16.15	\$0.00	\$87.53
OPERATING ENGINEERS LOCAL 4		\$57.95	\$14.75	\$16.15	\$0.00	\$88.85
	06/01/2024	\$59,43	\$14.75	\$16.15	\$0.00	\$90.33
	12/01/2024	\$60.76	\$14.75	\$16.15	\$0.00	\$91.66
	06/01/2025	\$62.23	\$14.75	\$16.15	\$0.00	\$93.13
	12/01/2025	\$63.56	\$14.75	\$16.15	\$0.00	\$94.46
	06/01/2026	\$65.04	\$14.75	\$16.15	\$0.00	\$95.94
	12/01/2026	φ02.0 <del>1</del>				
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	06/01/2023	\$35.30	\$14.75	\$16.15		\$66.20
COMPRESSOR OPERATOR	12/01/2023	\$36.12	\$14.75	\$16.15		\$67.02
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$36.97	\$14.75	\$16.15		\$67.87
		\$37.92	\$14.7	5 \$16.15		\$68.82
	12/01/2024	\$38.77	\$14.7	5 \$16.13	\$0.00	\$69.67
	06/01/2025	*** 72		m 1 C 1	5 \$0.00	\$70.62
	12/01/2025				5 \$0.00	\$71.48
	06/01/2026				5 \$0.00	\$72.43
	12/01/2026	941.55	Ψ			enn 9.6
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	07/01/2023	\$55.51	\$9.6	5 \$23.		\$88.86
DELEADER (BRIDGE)	01/01/202			5 \$23.5		\$89.96
PAINTERS LOCAL 35 - ZONE 2	_			5 \$23.		\$91.16
•	07/01/202 01/01/202			5 \$23.	95 \$0.00	\$92.36

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Apprentice - PAINTER Local 35 - BRIDGES/TANKS

	Step	ve Date - 07/01/2023	Annrentice	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	<b>!</b>
	1	50		27.76	\$9.65	\$0.00	\$0.00	\$37.41	
	2	55		30.53	\$9.65	\$6.55	\$0.00	\$46.73	
	3	60		33.31	\$9.65	\$7.14	\$0.00	\$50.10	
	4	65		36.08	\$9.65	\$7.74	\$0.00	\$53,47	
	5	70		38.86	\$9.65	\$20.13	\$0.00	\$68.64	
	6	75		41.63	\$9.65	\$20.73	\$0.00	\$72.01	
	7	80		44,41	\$9.65	\$21.32	\$0.00	\$75.38	
	8	90		49.96	\$9.65	\$22.51	\$0.00	\$82.12	
	Effecti	ve Date - 01/01/2024					Supplemental		
	Step	percent	Apprentice	Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50	\$:	28.03	\$9.95	\$0.00	\$0.00	\$37.98	
	2	55	\$:	30.83	\$9.95	\$6.66	\$0.00	\$47.44	+
	3	60	\$:	33,64	\$9.95	\$7.26	\$0,00	\$50.85	;
	4	65	\$:	36.44	\$9.95	\$7.87	\$0.00	\$54.26	;
	5	70	\$:	39.24	\$9.95	\$20.32	\$0.00	\$69.51	
	6	75		42.05	\$9.95	\$20.93	\$0,00	\$72.93	
	7	80		44.85	\$9.95	\$21.53	\$0.00	\$76.33	
	8	90		50.45	\$9.95	\$22.74	\$0.00	\$83,14	
	Notes:		and the second s	LIN WHERE WILL	ANNUAL WALNES			· ·	
	www	Steps are 750 hrs.	en married 25 to 150 to 100 to	man war oderh Marin 56 V		THE TOURS SEED TO		W	
	Appre	ntice to Journeyworker F							
DEMO: ADZEN LABORERS - ZONE				06/01/2023 12/01/2023		\$9.40 \$9.40	\$17.82 \$17.82	\$0.00 \$0.00	\$70.95 \$72.20
For apprentice	rates see '	'Apprentice- LABORER"		12/01/2023	φ <del>11</del> ,70	\$2.4U	ψ17,02	ψ0.00	ψ/2.20
		OADER/HAMMER OPER	ATOR	06/01/2023	\$44.73	\$9.40	\$17.82	\$0.00	\$71.95
LABORERS - ZONE				12/01/2023	\$45,98	\$9.40	\$17.82	\$0.00	\$73.20
		'Apprentice- LABORER"							
DEMO: BURNI Laborers - zone				06/01/2023		\$9.40	\$17.82	\$0.00	\$71.70
		'Apprentice- LABORER"		12/01/2023	\$45.73	\$9.40	\$17.82	\$0.00	\$72.95
		UTTER/SAWYER		06/01/2023	\$44.73	\$9.40	\$17.82	\$0.00	\$71.95
LABORERS - ZONE				12/01/2023	,	\$9.40	\$17.82	\$0.00	\$73.20
For apprentice	rates see '	'Apprentice- LABORER"	•	12,01,2025	ψ13.30	45	•	•	*
DEMO; JACKH		ER OPERATOR		06/01/2023	\$44.48	\$9.40	\$17.82	\$0.00	\$71.70
LABORERS - ZONE	3 2			12/01/2023	\$45.73	\$9.40	\$17.82	\$0.00	\$72.95
		'Apprentice- LABORER"							
DEMO: WREC Laborers - zone		ABORER		06/01/2023		\$9.40	\$17.82	\$0.00	\$70.95
		'Apprentice- LABORER"		12/01/2023	\$44.98	\$9.40	\$17.82	\$0.00	\$72,20
. or appromise		Eksenses missociati							

n effection	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Classification	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
IRECTIONAL DRILL MACHINE OPERATOR PERATING ENGINEERS LOCAL 4	12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
PERATING ENGINEERO DO CITA	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
		\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
	06/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	12/01/2025		\$14.75	\$16.15	\$0.00	\$92.55
	06/01/2026	\$61.65	\$14.75	\$16.15	\$0.00	\$93.99
	12/01/2026	\$63.09	\$14.73	ψισιισ	•	
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	00/01/20-1					
For apprentice rates see "Apprentice-PILE DRIVER"		410.00	\$9.40	\$23.12	\$0.00	\$81.59
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	Q23,12	•	
For apprentice rates see "Apprentice-PILE DRIVER"				\$23.12	\$0.00	\$106.12
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL S6 (ZONE 1)	08/01/2020	\$73.60	\$9.40	\$23.12	φυ.υυ	<b>\$100.</b> 1
For apprentice rates see "Apprentice- PILE DRIVER"				\$23.12	\$0.00	\$135.57
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	φο.σο	4
For apprentice rates see "Apprentice- PILE DRIVER"				\$3.93	\$0.16	\$37.53
DRAWBRIDGE OPERATOR (Construction)	07/01/2020	\$26.77	\$6.67	\$3.93	90,10	42
DRAWBRIDGE - SEIU LOCAL 888	,		611.50	\$16.18	\$0.00	\$74.03
ELECTRICIAN	09/01/2022	\$46.35	\$11.50			\$76.48
ELECTRICIANS LOCAL 223	09/01/2023	\$47.87	\$11.75	\$ \$10.90	) ψυ.υ <del>υ</del>	Ψ,σσ

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Effectiv	e Date -	ECTRICIAN - Local 223 09/01/2022	oprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Step	percent	4.5]	\$18.54	\$11.50	\$0.56	\$0.00	\$30.60	
1	40		\$20.86	\$11.50	\$0.63	\$0.00	\$32.99	
2	45		\$23.18	\$11.50	\$0.70	\$0.00	\$35.38	
3	50		\$25.49	\$11.50	\$7.35	\$0.00	\$44.34	
4	55		\$27.81	\$11.50	\$7.86	\$0.00	\$47.17	
5	60		\$30.13	\$11.50	\$8.37	\$0.00	\$50.00	
6	65		\$32.45	\$11.50	\$8.89	\$0.00	\$52.84	
7 8	70 75		\$34.76	\$11.50	\$9.40	\$0.00	\$55.66	
	ve Date -	09/01/2023	pprentice Base Wage	: Health	Pension	Supplemental Unemployment	Total Rate	
Step	percent		\$19.15	\$11.75	\$0.57	\$0.00	\$31.47	
1	40		\$21.54	\$11.75	\$0.65	\$0.00	\$33.94	
2	45		\$23.94	\$11.75	\$0.72	\$0,00	\$36.41	
. 3	50 55		\$26.33	\$11.75	\$7.79	\$0.00	\$45.87	
4 5	55 60		\$28.72	\$11.75	\$8.31	\$0.00	\$48.78	
		•	\$31.12	\$11.75	\$8.65	\$0.00	\$51.52	
6	65 70		\$33.51	\$11.75	\$9.38	\$0.00	\$54.64	
7 8	70 75		\$35.90	\$11.75	\$9.90	\$0,00	\$57.55	
Note			American commence of the second commence of t	m therefore and the	the months were among		N 100 100 100 100 100 100 100 100 100 10	
OR CONST	RUCTOR	ourneyworker Ratio:2:3***	01/01/20	022 \$65.	,62 \$16.03	\$20.21	\$0.00	\$101.
CONSTRUCTO	ORS LOCAL 4							
	ctive Date ·		Local 4  Apprentice Base Wa	ge Health	Pension	Supplemental Unemployment		
3ict 1	50		\$32.81	\$16.03	\$0.00	\$0.00	\$48.84	
2	55		\$36.09	\$16.03	\$20.21	\$0.00		
3	65		\$42.65	\$16.03	\$20.21	\$0.00		
4	70		\$45.93	\$16.03	\$20.21	\$0.00	***	
5	80		\$52.50	\$16.03	\$20.21	\$0.00		
		no species contain some species across contain so	A STATE OF THE STA			NOTE AND THE COLUMN TO SECULO	AV parties	

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER ELEVATOR CONSTRUCTORS LOCAL 4

01/01/2022

\$82.17

\$20.21

\$16.03

\$45.93

\$0.00

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
The state of the s	12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	A - ID A 10 A D A	0.10.05	01150	#16.16	60.00	070.71
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY  OPERATING ENGINEERS LOCAL 4	05/01/2023	\$49.06	\$14.50	\$16.15	\$0.00	\$79.71
	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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	05/01/2027	\$59.72	\$14.50	\$16.15	\$0.00	\$90.37
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	05/01/2023	\$50.62	\$14.50	\$16.15	\$0.00	\$81.27
OPERATING ENGINEERS LOCAL 4	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
	05/01/2027	\$61.37	\$14.50	\$16.15	\$0.00	\$92.02
For apprentice rates see "Apprentice- OPERATING ENGINEERS" FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	0.5 (0.1 (0.00)		<b></b>	Φ1.C 1.C	20.00	## A O F
PIELD ENG.ROD PERSON-BLDG,SITE,TIV 17TIW I  OPERATING ENGINEERS LOCAL 4	05/01/2023	\$24,20	\$14.50	\$16.15	\$0.00	\$54.85
	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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	05/01/2027	\$30.49	\$14.50	\$16.15	\$0.00	\$61.14
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 <i>electricians</i>	09/01/2020	\$36.86	\$10.90	\$12.45	\$0.00	\$60.21
LOCAL 223 For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"	1					

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	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Classification		\$43,96	\$14.75	\$16.15	\$0.00	\$74.86
TREMAN (ASST. ENGINEER)	06/01/2023	\$44.97	\$14,75	\$16.15	\$0.00	\$75.87
PERATING ENGINEERS LOCAL 4	12/01/2023	\$46.03	\$14.75	\$16.15	\$0.00	\$76.93
	06/01/2024	\$47.21	\$14.75	\$16.15	\$0.00	\$78.11
,	12/01/2024	\$48.27	\$14.75	\$16.15	\$0.00	\$79.17
•	06/01/2025	\$49.44	\$14.75	\$16.15	\$0.00	\$80.34
	12/01/2025	\$50.50	\$14.75	\$16.15	\$0.00	\$81.40
	06/01/2026	\$50.50	\$14.75	\$16.15	\$0.00	\$82.58
For apprentice rates sec "Apprentice- OPERATING ENGINEERS"	12/01/2026		\$9,40	\$16.89	\$0.00	\$52.27
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 \$9.40	\$16.89	\$0.00	\$53.30
•	06/01/2024	\$27.01	\$9.40 \$9.40	\$16.89	\$0.00	\$53.30
	12/01/2024	\$27.01	\$9.40 \$9.40	\$16.89	\$0.00	\$54.38
	06/01/2025	\$28.09	\$9.40 \$9.40	\$16.89		\$54.38
	12/01/2025	\$28.09	\$9.40 \$9.40	\$16.89		\$55.50
	06/01/2026	\$29.21	\$9.40	\$16.89		\$55.50
	12/01/2026	\$29.21	\$9,40	<b>\$10.</b> 02	· 	
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

Effective I		Apprentice Base Wage	Health	Pensior		Supplemental nemployment	Total Rate	
	ercent	\$25.89	\$9.33	\$1.79	)	\$0.00	\$37.01	
1 5	60	\$28.47	\$9,33	\$1.79	)	\$0.00	\$39.59	
2 5	55	\$31.06	\$9.33	\$14.90	0	\$0.00	\$55.29	
3 6	60	•	\$9.33	\$14.9	0	\$0.00	\$57.88	
4 6	55	\$33.65	\$9.33	\$16.6		\$0.00	\$62.26	
5	70	\$36.24	-	\$16.6		\$0.00	\$64.85	
6	75	\$38.83	\$9.33	\$10.0 \$18.4		\$0.00	\$69.23	
7	80	\$41.42	\$9.33			\$0.00	\$71.81	
8	85	\$44.00	\$9.33	\$18.4	+O ~-	~	and the second second	
a.	750 hrs						owe Cah	
ž.	teps are 750 hrs. % After 10/1/17; 45/45/55/55/70/7 Step 1&2 \$32.94/ 3&4 \$39.66/ 5&	0/80/80 (1500hr Steps) 6 \$60.32/ 7&8 \$67.10	<u>, ,</u> y, v <u>_</u> t ~	antick comment and the	x	مد تاممد بمدي ي	water	
0) (4)	% After 10/1/17; 45/45/55/55/70// Step 1&2 \$32.94/ 3&4 \$39.66/ 5&	0/80/80 (1500hr Steps) 6 \$60.32/ 7&8 \$67.10			. <u> </u>	01/15		\$85.18
Apprent	% After 10/1/17; 45/45/55/55/70// Step 1&2 \$32.94/ 3&4 \$39.66/ 5& tice to Journeyworker Ratio:1:1	0/80/80 (1500hr Steps) 6 \$60.32/ 7&8 \$67.10 06/01/20		4.28 \$	14.75	\$16.15	\$0.00	•
Apprent	% After 10/1/17; 45/45/55/55/70// Step 1&2 \$32.94/ 3&4 \$39.66/ 5& tice to Journeyworker Ratio:1:1 ICKER	6 \$60.32/ 788 \$07.10	23 \$5	4.28 \$ 5.53 \$	14.75	\$16.15	\$0.00	\$86.43
Apprent  K LIFT/CHERRY PI	% After 10/1/17; 45/45/55/55/70// Step 1&2 \$32.94/ 3&4 \$39.66/ 5& tice to Journeyworker Ratio:1:1 ICKER	06/01/20	23 \$5	4.28 \$ 5.53 \$ 66.83 \$	14.75 14.75	\$16.15 \$16.15	\$0.00 \$0.00	\$86.43 \$87.73
Apprent  K LIFT/CHERRY PI	% After 10/1/17; 45/45/55/55/70// Step 1&2 \$32.94/ 3&4 \$39.66/ 5& tice to Journeyworker Ratio:1:1 ICKER	06/01/20 12/01/20	23 \$5 923 \$5 924 \$5	4.28 \$ 5.53 \$ 66.83 \$	14.75	\$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00	\$86.43 \$87.73 \$89.18
Apprent K LIFT/CHERRY PI	% After 10/1/17; 45/45/55/55/70// Step 1&2 \$32.94/ 3&4 \$39.66/ 5& tice to Journeyworker Ratio:1:1 ICKER	06/01/20 12/01/20 06/01/20	23 \$5 923 \$5 924 \$5 924 \$5	4.28 \$ 5.53 \$ 66.83 \$ 88.28 \$	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
Apprent K LIFT/CHERRY PI	% After 10/1/17; 45/45/55/55/70// Step 1&2 \$32.94/ 3&4 \$39.66/ 5& tice to Journeyworker Ratio:1:1 ICKER	06/01/20 12/01/20 12/01/20 12/01/20	23 \$5 223 \$5 224 \$5 224 \$5 224 \$5	4.28 \$ 5.53 \$ 6.83 \$ 8.28 \$ 59.58 \$	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	\$86.43 \$87.73 \$89.18 \$90.48 \$91.93
0) (4)	% After 10/1/17; 45/45/55/55/70// Step 1&2 \$32.94/ 3&4 \$39.66/ 5& tice to Journeyworker Ratio:1:1 ICKER	06/01/20 12/01/20 06/01/20 12/01/20 06/01/20	\$5 \$23 \$5 \$23 \$5 \$24 \$5 \$24 \$5 \$24 \$5 \$22 \$5 \$22 \$5 \$22 \$5 \$22 \$5 \$22 \$5 \$22 \$5 \$6 \$6 \$6 \$6 \$6 \$6 \$6 \$6 \$6 \$6	4.28 \$ 5.53 \$ 6.83 \$ 8.28 \$ 59.58 \$ 51.03 \$	14.75 14.75 14.75	\$16.15 \$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00 \$0.00	\$85.18 \$86.43 \$87.73 \$89.18 \$90.48 \$91.93 \$93.2

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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Issue Date: 07/24/2023 Wage Request Number: 20230724-050

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
	12/01/2026	\$41.53	\$14.75	\$16.15	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR	07/01/2023	\$45.01	\$9,65	\$23.70	\$0.00	\$78.36
SYSTEMS)	01/01/2024	\$45.56	\$9.95	\$23.95	\$0.00	\$79.46
GLAZIERS LOCAL 35 (ZONE 2)	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

Effecti	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
8	90		\$40.51	\$9.65	\$22.51	\$0.00	\$72.67
Effect Step	ive 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

\$9.95

\$9.95

\$9.95

\$20.93

\$21.53

\$22.74

\$0.00

\$0.00

\$0.00

\$65.05

\$67.93

\$73.69

Notes:

Steps are 750 hrs.

\$34.17

\$36.45

\$41.00

Apprentice to Journeyworker Ratio:1:1

75

80

7

8

Apprentice - GLAZIER - Local 35 Zone 2

Issue Date: 07/24/2023 Wage Request Number: 20230724-050 Page 14 of 37

	Effective Date	Base Wage	Iteatti	Pension	Supplement Unemploym \$0.00	al Total Rate	
Classification	06/01/2023	\$54.28	\$14.75	\$16.15	\$0.00	\$86.43	
Classification  HOISTING ENGINEER/CRANES/GRADALLS	12/01/2023	\$55.53	\$14.75	\$16.15	\$0.00	\$87.73	
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.83	\$14.75	\$16.15	\$0.00	\$89.18	
), Divi	12/01/2024	\$58.28	\$14.75	\$16.15	44	\$90.48	
		\$59.58	\$14.75	\$16.15		\$91.93	
	06/01/2025	\$61.03	\$14.75	\$16.15	- ^	\$93.23	
	12/01/2025	\$62.33	\$14.75			\$94.68	
	06/01/2026		\$14.75	\$16.1	5 \$0.00	<b>ф</b> )-1.00	
	12/01/2026	<b>Q</b> -2					,
Apprentice - OPERATING ENGINEERS - Local 4				Supple Unempl	mental	Total Rate	
Apprentice - OPERATING ENGRISE  Effective Date - 06/01/2023  Appre	entice Base Wage	Health	Pension			\$44.60	
Step percent Appre	\$29.85	\$14.75	\$0.00		\$0.00	\$63.47	
1 55	\$29.63 \$32.57	\$14.75	\$16.15		\$0.00	\$66.18	
2 60		\$14.75	\$16.15		\$0.00	\$68.90	
3 65	\$35.28 \$38.00	\$14.75	\$16.15		\$0.00	\$71.61	
4 70		\$14.75	\$16.15	5	\$0.00	\$74.32	
5 75	\$40.71	\$14.75	\$16.13	5	\$0.00	\$77.04	
6 80	\$43.42	\$14.75	\$16.1	5	\$0.00	\$79.75	
·	\$46.14	\$14.75	\$16.1	5	\$0.00	\$17.10	
·	\$48.85	⊕1-1+1°					
-					ipplemental mployment	Total Rate	
Effective Date - 12/01/2023	pprentice Base Wa	age Health	Pensi		\$0.00	\$45.29	
Step percent	\$30.54	\$14.75	\$0.		\$0.00	\$64.22	
1 55	\$33.32	\$14.75	\$16		\$0.00	\$66.99	
2 60	\$36.09	\$14.75	\$16		\$0.00	\$69.77	
3 65	\$38.87	\$14.75	\$16		\$0.00	\$72.55	
. 4 70	\$41.65	\$14.75		6.15	\$0.00	\$75.32	
5 75	\$44.42	\$14.75		6.15	\$0.00	\$78.10	
6 80	\$47.20	01475	,	6.15		\$80.88	
7 85	\$47.28 \$49.98	21.17	<b>- </b> \$1	16.15	\$0.00		
•	<b>549.7</b> 0	,		property ordered so	nana erazoue autoute e	THE STATE STATE STATE STATES	
Notes:	The Charles Williams Comme					the contract of the contract o	
Lup Patio 1:6	and the second seconds seconds and the	and the second second second	part of the second seco			***	\$98
Apprentice to Journeyworker Ratio:1:6			\$55.31	\$14.11	\$26.64	\$2.83	\$10
		/01/2023	\$57.01	\$14.11	\$26.64	\$2.83	\$10
HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A		3/01/2023	\$58.71	\$14.11	\$26.64	\$2.83	\$10
MEETING		2/01/2024	\$60.46	\$14.11		\$2.83	\$1
		8/01/2024	\$62.21	\$14.11		\$2.83	\$1 \$1
		2/01/2025	\$64.06	\$14.1	00661		\$ \$
		)8/01/2025 02/01/2026	\$66.01	\$14.1		\$2.83	
For apprentice rates see "Apprentice-SHEET METAL WORKER"		09/01/2020	\$43.66	\$10.9	90 \$14.66	\$0.00	\$
HVAC (ELECTRICAL CONTROLS)  ELECTRICIANS LOCAL 223		20230724					Pa

Issue Date: 07/24/2023

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- ELECTRICIAN"					опсиразущем	
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  For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
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)	12,01,2020	ψ./.rΔ	Ψ2.10		7-1-7	ψ. υ. ( 1
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

Effect	ive Date - 09/01/2022				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	3
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	ŀ
Notes:	Steps are 1 year					resoluti dinama	
	entice to Journeyworker Ratio:1:4	aline C. Schmade (1986) C. Almadania (School) Conserved	n double granting thinks .	alicental describe egolocial e	dan dan kenghir bibbih dan kenghir kenghir b	AND SECRET AND	
IRONWORKER/WELI		03/16/2023	\$52.72	\$8,35	\$26.70	\$0.00	\$87.77
IRONWORKERS LOCAL 7 (E	BOSTON AREA)	03/16/2024	\$53.97	\$8.35	\$26.70	\$0.00	\$89.02

 Issue Date:
 07/24/2023
 Wage Request Number:
 20230724-050
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Page

Apprer	itice - IRC	ONWORKER - Local 7 Boston 03/16/2023	apprentice Base Wage	Health	Pension	Unemple	emental loyment \$0.00	Total Rate \$66.68	
Effective Step	percent	Aţ	\$31.63 \$36.90	\$8.35 \$8.35	\$26.70 \$26.70		\$0.00 \$0.00	\$71.95 \$74.59	
2 3 4	70 75 80		\$39.54 \$42.18 \$44.81	\$8.35 \$8.35 \$8.35	\$26.70 \$26.70 \$26.70		\$0.00 \$0.00 \$0.00	\$77.23 \$79.86 \$82.50	
5	85 90		\$47.45	\$8.35	\$26.70 Pension		upplemental employment	Total Rate	
Ste		- 03/16/2024 int	Apprentice Base Wag \$32.38	\$8.35 \$8.35	\$26.70 \$26.70	0	\$0.00 \$0.00	\$67.43 \$72.83 \$75.53	
1 2 3	70		\$37.78 \$40.48 \$43.18	\$8.35 \$8.35	\$26.70 \$26.7	70 70	\$0.00 \$0.00 \$0.00	\$78.23 \$80.92	
4	- a		\$45.87 \$48.57	\$8.35 \$8.35	\$26.7 \$26.7		\$0.00	\$83.62	
	6 90 Notes:	جيدي يعين يوني بالمان المانية المانية	- market when when the second		nerve and the		internal designate tendengui		
question and trophete .		ee to Journeyworker Ratio:1:4	06/0	01/2023	- ۱۰۱ دو	\$9.40 \$9.40	\$16.89 \$16.89	\$0,00 \$0.00	\$64.6 \$64.5
7 C D S - 7 L MY 4	ce rates see "App	oprentice-LABORER"	. 06/	/01/2023	\$37.46 \$38.36	\$9.40 \$9.40	617.00	\$0.00 \$0.00	\$63. \$64

	Appre	entice - La	IBORER - Zone 2						
	Effect Step	ive Date - percent	06/01/2023	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	
	Effect	ive Date -	12/01/2023				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	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:	-, <del></del>				<del></del>			
	Vicentifica	٠						a popular	
	Appre	ntice to Jou	ırneyworker Ratio:1:5	and animal manual particles are all and are a	92 76.75.119 9	-0.400 William 120.00	215000 210000 2001.02 250		
LABORER (H				06/01/2023	3 \$37.46	\$9.40	\$16.89	\$0.00	\$63.75
LABORERS - ZOI	NE 2 (FIEAT	I & HIGHWA	"	12/01/2023	\$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
*				06/01/2025	\$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
				12/01/2026	\$46.67	\$9.40	\$16.89	\$0.00	\$72.96

Effective Da		Apprentice Base Wage	Health	Pensi		ipplemental imployment	Total Rate	
Step perc	ent	\$22.48	\$9.40	\$16.	89	\$0.00	\$48.77	
1 60		\$26,22	\$9.40	\$16.	89	\$0.00	\$52.51	
2 70		·	\$9.40	\$16.	89	\$0.00	\$56.26	
3 80		\$29.97	\$9.40	\$16		\$0.00	\$60.00	
4 90		\$33.71	پې. <del>-</del> رو	•		1		
Effective D	ate - 12/01/2023	Apprentice Base Wag	e Health	Pens		Supplemental nemployment	Total Rate	
Step per	cent	\$23.02	\$9.40		.89	\$0.00	\$49.31	
1 60			\$9.40		5.89	\$0.00	\$53.14	
2 70	1	\$26.85	\$9.40		5.89	\$0.00	\$56.98	
3 80	)	\$30.69	\$9.40		6.89	\$0.00	\$60.81	
4 90	)	\$34.52	φ <b>7.4</b> 0			- make - 1,77	<u></u>	
Notes:		(1995 - 1995) 11 The Control of the					ou AAAPPP 1	
	La Languaguaguaguaguaguaguaguaguaguaguaguaguag			_ ~~ ~~ ~		ed colours schools advan		
Apprentic	e to Journey worker 2002	06/01/2		\$37.46	\$9.40	\$16.89	\$0.00	\$63.75
ORER: CARPENTER rers - zone 2	TENDER	12/01/2		\$38.36	\$9.40	\$16.89	\$0.00	\$64.65
or apprentice rates see "Ap	orentice- LABORER"	06/01/	2023	\$37.46	\$9.40	\$16.89	\$0.00	\$63.75
ORER: CEMENT FII DRERS - ZONE 2	VISHER TENDER	12/01/		\$38.36	\$9.40	\$16.89	\$0.00	\$64.65
For apprentice rates see "Ap	prentice- LABORER"			¢27.55	\$9.40	\$16.95	\$0.00	\$63.90
BORER: HAZARDOU ORERS - ZONE 2	JS WASTE/ASBESTOS REM	MOVER 06/01/ 12/01		\$37.55 \$38.45	\$9.40	\$16.95	\$0.00	\$64.80
For apprentice rates see "A	oprentice- LABORER"		10.003	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
BORER: MASON TE ORERS - ZONE 2			/2023 /2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "A	pprentice- LABORER"			#27.71	\$9.40	\$16.89	\$0.00	\$64.00
BORER: MASON TE	NDER (HEAVY & HIGHWA	,	/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.90
ORERS - ZONE 2 (HEAVY	& HIGHWAY)	12/0	1/2023	\$38.61	\$9.40 \$9.40	\$16.89	\$0.00	\$66.23
		<u>-</u>	1/2024	\$39.94	\$9.40 \$9.40	\$16.89	\$0.00	\$67.56
			1/2024	\$41.27	\$9.40 \$9.40	\$16.89	\$0.00	\$68.95
		-	1/2025	\$42.66	\$9.40 \$9.40	\$16.89	\$0.00	\$70.33
			1/2025	\$44.04	\$9.40 \$9.40	\$16.89	\$0.00	\$71.77
			1/2026	\$45.48	\$9.40 \$9.40	\$16.89	\$0.00	\$73.21
	CORDS (Harrison)		)1/2026	\$46.92	φ <b>ઝ.</b> 40			0/0/75
For apprentice rates see "	Apprentice- LABORER (Heavy and	06/	01/2023	\$37.46	\$9.40	\$16.89	\$0.00	\$63.75
ABORER: MULTI-TI BORERS - ZONE 2	RADE TENDEK		01/2023	\$38.36	\$9.40	\$16.89	\$0.00	\$64.65
For apprentice rates see	"Apprentice- LABORER"	061	01/2023	\$37.46	\$9,40	\$16.89	\$0.00	\$63.75
ABORER: TREE RE 4BORERS - ZONE 2	MOVER			#20.26	\$9.40	\$16.89	\$0.00	\$64.65

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

Effect	ive 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
Effect	ive Date -	08/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$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:		The second second second second	CARRELLY THE SECOND STREET, SECOND S	Amenda Managar second	*********************************	STATE STATES STATES STATES	· · · · · · · · · · · · · · · · · · ·
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Apprentice to Journeyworker Ratio:1:3

Issue Date: 07/24/2023 Wage Request Number: 20230724-050 Page 20 of 37

Classification				Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
		FLAYERS	& TERRAZZO MECH	02/01/2023	\$60.37	\$11.49	\$22.31	\$0.00	\$94.17
MAKBLE WA BRICKLAYERS LO	OCAL 3 - MAR	BLE & TILE		08/01/2023	\$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
	,			02/01/2025	\$67.07	\$11,49	\$22.31	\$0.00	\$100.87
				08/01/2025	\$69.22	\$11.49	\$22,31	\$0.00	\$103.02
				02/01/2026	\$70.57	\$11.49	\$22.31	\$0.00	\$104.37
				08/01/2026	\$72.77	\$11.49	\$22.31	\$0.00	\$106.57
			•	02/01/2027	\$74.17	\$11.49	\$22.31	\$0.00	\$107.97
		e Date - percent	02/01/2023	O MECHANIC - Local 3 Mar Apprentice Base Wage		Pension	Suppleme Unemploys	ient Total R	
	1	50		\$30.19	\$11.49	\$22.31	\$0	.00 \$63	
	2	60		\$36.22	\$11.49	\$22.31	\$0	.00 \$70	
				\$42.26	\$11.49	\$22.31	\$0	.00 \$76	5.06
	2	70				*** ***	QC.	.00 \$82	
·	3	70		\$48.30	\$11.49	\$22.31	Φ		2.10
•	4	80		\$48.30 \$54.33	\$11.49 \$11.49	\$22.31 \$22.31			2.10 3.13
							\$0	0.00 \$88	
	4 5 Effecti	80 90 ve Date -	08/01/2023	\$54.33	\$11.49			).00 \$88	3.13
	4 5 Effecti Step	80 90 ve Date - percent	08/01/2023	\$54.33 Apprentice Base Wage	\$11.49	\$22.31	\$( Supplem Unemploy	ental ment Total	3.13
	4 5 Effecti	80 90 ve Date -	08/01/2023	\$54.33	\$11.49 Health	\$22.31 Pension	Supplem Unemploy	ental ment Total 0.00 \$6	3.13 Rate

_	:00		\$42.26	\$11.49	\$22.31	\$0.00	\$76.06	
3	70		\$48.30	\$11.49	\$22.31	\$0.00	\$82.10	
4	80			\$11.49	\$22.31	\$0.00	\$88.13	
5	90		\$54.33	JII.TA	<b>4</b>			
Effecti	ve Date -	08/01/2023		w 1.1	Pension	Supplemental Unemployment	Total Rate	
Step	percent	_	Apprentice Base Wage	Health			\$65.01	
	50		\$31.21	\$11.49	\$22.31	\$0.00		
1			\$37.45	\$11.49	\$22.31	\$0.00	\$71.25	
2.	60		\$43.69	\$11.49	\$22.31	\$0.00	\$77.49	
3	70			\$11.49	\$22,31	\$0.00	\$83.74	
4	80		\$49.94		\$22.31	\$0.00	\$89.98	
5	90		\$56.18	\$11.49				
TT V***	uzo unubera utuntiria	When weigh one come house and	igo auditor districto atrovero Nacistro editario serional	, could write the	canne inves	de electrica Electrica (Company) electrica	, year-14 100-122 500-17	
Notes	:						a van	
					سمد مصد عدمو	and the second commencer of th		
Ann	entice to J	ourneyworker Ratio:1:5	nd promise stability within the second section.					
Thhr	CALCION CO D				40 P147	s \$16.15	\$0.00	384.5

Apprentice to Journeyworker Ratio:1:5			_			
	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
MECH. SWEEPER OPERATOR (ON CONST. SITES)		\$54.93	\$14,75	\$16.15	\$0.00	\$85.83
OPERATING ENGINEERS LOCAL 4	12/01/2023		,	\$16.15	\$0.00	\$87.11
	06/01/2024	\$56.21	\$14.75	•	\$0.00	\$88.55
	12/01/2024	\$57.65	\$14.75	\$16.15	·	\$89.83
	06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	•
	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"

Wage Request Number: 20230724-050

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			e Health	Pension	Supplement Unemploy	ment	
	Effective Date	Base Wag				\$84.5	59
Classification	06/01/2023	\$53.69		64615		\$85.8	33
THE STANICS MAINTENANCE	12/01/2023	\$54.93		44 / 15		\$87.	11
AECHANICS IN AMERICAL 4  OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.21	\$14.75		***	\$88.	55
	12/01/2024	\$57.65	\$14.7			400	
	06/01/2025	\$58.9	3 \$14.7				
	12/01/2025	\$60.3				,	
		\$61.6		15 \$16.1		402	3.99
	06/01/2026	\$63.0		75 \$16.1	15 \$0.00	0 - 52-	,,,,
	12/01/2026	ψ0514				\$7	2.07
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	01/02/2023	\$41.	92 \$8.5	8 \$21.	57 \$0.0	,υ Ψ…	
MILLWRIGHT (Zone 2) MILLWRIGHTS LOCAL 1121 - Zone 2	01/02/2020						
Apprentice - MILLWRIGHT - Local 1121 Zone 2				_	demental	Total Rate	
Effective Date - 01/02/2023	orentice Base Wage	Health	Pensio	n Unemp	ployment	\$37.36	
Step percent App		\$8.58	\$5.7	12	\$0.00	\$57.36 \$53.76	
1 55	\$23.06	\$8.58	\$17.9	93	\$0.00	\$53.70 \$59.00	
2 65	\$27.25	\$8.58	\$18.	98	\$0.00		
3 75	\$31.44	\$8.58	\$20.	01	\$0.00	\$64.22	
4 85	\$35.63			* ****			
Notes: Step 1&2 Appr. indentured after 170/2020	en 2. \$6.66)						
Notes: Step 1&2 Appr. indentified after 1. 5.72 Ste	ep 2 \$6.66)	2023	\$37.71	\$7,10	J10.02	\$0.00	\$64.00 \$64.90
Notes: Step 1&2 Appr. indentured area but do receive annuity. (Step 1 \$5.72, Step step 2,000 hours  Apprentice to Journeyworker Ratio:1:4	ep 2 \$6.66)	2023	\$37.71	BY:10	\$10.02		\$64.90
Notes: Step 1&2 Appr. indentured and but do receive annuity. (Step 1 \$5.72, Steps are 2,000 hours  Apprentice to Journeyworker Ratio:1:4  MORTAR MIXER  LABORERS - ZONE 2	06/01/2	2023	\$37,71 \$38,61	\$9.40	J10.02		\$64.90 \$55.24
Notes: Step 1&2 Appr. indentured and but do receive annuity. (Step 1 \$5.72, Steps are 2,000 hours  Apprentice to Journeyworker Ratio:1:4  MORTAR MIXER  LABORERS - ZONE 2	06/01/2 06/01/2	2023 2023 2023	\$37.71 \$38.61 \$24.34	\$9.40 \$14.75	\$16.89	\$0.00 \$0.00 \$0.00	\$64.90 \$55.24 \$55.81
Notes: Step 1&2 Appr. indentured and but do receive annuity. (Step 1 \$5.72, Step are 2,000 hours  Apprentice to Journeyworker Ratio:1:4  MORTAR MIXER  LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"	06/01/2 06/01/2 12/01/. 06/01/1	2023 2023 2023 72023	\$37.71 \$38.61 \$24.34 \$24.91	\$9.40 \$14.75 \$14.75	\$16.89	\$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$55.24 \$55.81 \$56.41
Notes: Step 1&2 Appr. indentured and 1 but do receive annuity. (Step 1 \$5.72, Step Steps are 2,000 hours  Apprentice to Journeyworker Ratio:1:4  MORTAR MIXER  LABORERS - ZONE 2	06/01/2 12/01/2 06/01/1 06/01/1 06/01/1	2023 2023 2023 72023 72023 72024	\$37.71 \$38.61 \$24.34 \$24.91 \$25.51	\$9.40 \$14.75 \$14.75 \$14.75	\$16.89 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$55.24 \$55.81 \$56.41 \$57.07
Notes: Step 1&2 Appr. indentured and but do receive annuity. (Step 1 \$5.72, Step are 2,000 hours  Apprentice to Journeyworker Ratio:1:4  MORTAR MIXER  LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"	06/01/2 12/01/. 06/01/1 06/01/ 06/01 12/01	2023 2023 2023 2023 /2023 /2024 /2024	\$37.71 \$38.61 \$24.34 \$24.91 \$25.51 \$26.17	\$9.40 \$14.75 \$14.75 \$14.75 \$14.75	\$16.89 \$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$55.24 \$55.81 \$56.41 \$57.07 \$57.67
Notes: Step 1&2 Appr. indentured and but do receive annuity. (Step 1 \$5.72, Step are 2,000 hours  Apprentice to Journeyworker Ratio:1:4  MORTAR MIXER  LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"	06/01/2 12/01/2 06/01/2 06/01/ 12/01 06/01 12/01 06/01	2023 2023 2023 72023 72023 72024 72024 1/2025	\$37.71 \$38.61 \$24.34 \$24.91 \$25.51 \$26.17 \$26.77	\$9.40 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.89 \$16.15 \$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$55.24 \$55.81 \$56.41 \$57.07 \$57.67 \$58.33
Notes: Step 1&2 Appr. indentured and but do receive annuity. (Step 1 \$5.72, Step are 2,000 hours  Apprentice to Journeyworker Ratio:1:4  MORTAR MIXER  LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  THAN TRUCK CRANES, GRADALLS)	06/01/2 12/01/. 06/01/1 06/01 12/01 06/01 12/01	2023 2023 /2023 /2023 /2024 /2024 1/2025	\$37.71 \$38.61 \$24.34 \$24.91 \$25.51 \$26.17 \$26.77 \$27.43	\$9.40 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.89 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$55.24 \$55.81 \$56.41 \$57.07 \$57.67 \$58.33 \$58.92
Notes: Step 1&2 Appr. indentured and but do receive annuity. (Step 1 \$5.72, Step are 2,000 hours  Apprentice to Journeyworker Ratio:1:4  MORTAR MIXER  LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  THAN TRUCK CRANES, GRADALLS)	06/01/2 12/01/2 06/01/1 12/01 06/01 12/01 06/01 12/01 06/01 12/01	2023 2023 2023 /2023 /2023 /2024 /2024 1/2025 1/2025 1/2026	\$37.71 \$38.61 \$24.34 \$24.91 \$25.51 \$26.17 \$26.77 \$27.43 \$28.02	\$9.40 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.89 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$55.24 \$55.81 \$56.41 \$57.07 \$57.67 \$58.33 \$58.92
Notes: Step 1&2 Appr. indentured and but do receive annuity. (Step 1 \$5.72, Steps are 2,000 hours  Apprentice to Journeyworker Ratio:1:4  MORTAR MIXER  LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  OILER (OTHER THAN TRUCK CRANES, GRADALLS)  OPERATING ENGINEERS LOCAL 4	06/01/2 12/01/2 06/01/1 12/01 06/01 12/01 06/01 12/01 06/01 12/01	2023 2023 /2023 /2023 /2024 /2024 1/2025	\$37.71 \$38.61 \$24.34 \$24.91 \$25.51 \$26.17 \$26.77 \$27.43	\$9.40 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.89 \$16.15 \$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 \$0.00 \$0.00	\$55.24 \$55.81 \$56.41 \$57.07 \$57.67 \$58.33 \$58.92 \$59.55
Notes: Step 1&2 Appr. indentured and but do receive annuity. (Step 1 \$5.72, Steps are 2,000 hours  Apprentice to Journeyworker Ratio:1:4  MORTAR MIXER  LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  OILER (OTHER THAN TRUCK CRANES, GRADALLS)  OPERATING ENGINEERS LOCAL 4	06/01/2 12/01/2 06/01/1 12/01/ 06/01 12/01 06/01 12/01 06/01 12/0 06/0	2023 2023 2023 /2023 /2023 /2024 /2024 1/2025 1/2025 1/2026	\$37.71 \$38.61 \$24.34 \$24.91 \$25.51 \$26.17 \$26.17 \$27.43 \$28.02 \$28.69	\$9.40 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.89 \$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 \$0.00 \$0.00	\$64.90 \$55.24 \$55.81 \$56.41 \$57.07 \$57.67 \$58.33 \$58.92 \$59.55
Notes: Step 1&2 Appr. indentured and but do receive annuity. (Step 1 \$5.72, Steps are 2,000 hours  Apprentice to Journeyworker Ratio:1:4  MORTAR MIXER  LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  OILER (OTHER THAN TRUCK CRANES, GRADALLS)  OPERATING ENGINEERS LOCAL 4	06/01/2 12/01/2 06/01/2 06/01/1 12/01 06/01 12/01 06/01 12/0 06/0	2023 2023 2023 /2023 /2023 /2024 /2024 1/2025 11/2026 01/2026	\$37.71 \$38.61 \$24.34 \$24.91 \$25.51 \$26.17 \$26.77 \$27.43 \$28.02 \$28.69	\$9.40 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.89 \$16.15 \$16.15 \$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 \$0.00 \$0.00	\$64.90 \$55.24 \$55.81 \$56.41 \$57.07 \$58.33 \$58.92 \$59.55 \$60.5 \$61.2
Notes: Step 1&2 Appr. indentured and but do receive annuity. (Step 1 \$5.72, Steps are 2,000 hours  Apprentice to Journeyworker Ratio:1:4  MORTAR MIXER  LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  OILER (OTHER THAN TRUCK CRANES, GRADALLS)  OPERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPERATING ENGINEERS"  OILER (TRUCK CRANES, GRADALLS)	06/01/2 12/01/2 06/01/2 12/01/2 06/01 12/01 06/01 12/0 06/0 12/0	2023 2023 2023 72023 72024 72024 1/2025 1/2025 1/2026 01/2026 01/2023 01/2023	\$37.71 \$38.61 \$24.34 \$24.91 \$25.51 \$26.17 \$26.77 \$27.43 \$28.02 \$28.69 \$29.67 \$30.36	\$9.40 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.89 \$16.15 \$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 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$55.24 \$55.81 \$56.41 \$57.07 \$57.67 \$58.33 \$58.92 \$59.59 \$60.5 \$61.2
Notes: Step 1&2 Appr. indentured and but do receive annuity. (Step 1 \$5.72, Steps are 2,000 hours  Apprentice to Journeyworker Ratio:1:4  MORTAR MIXER  LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  OILER (OTHER THAN TRUCK CRANES, GRADALLS)  OPERATING ENGINEERS LOCAL 4	06/01/2 12/01/2 06/01/2 12/01/2 06/01 12/01 06/01 12/0 06/0 12/0	2023 2023 2023 2023 /2023 /2024 /2024 //2025 1/2025 1/2026 01/2023 01/2023 701/2024	\$37.71 \$38.61 \$24.34 \$24.91 \$25.51 \$26.17 \$26.77 \$27.43 \$28.02 \$28.69 \$29.67 \$30.36 \$31.08	\$9.40 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.89 \$16.15 \$16.15 \$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 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$55.24 \$55.81 \$56.41 \$57.07 \$58.33 \$58.92 \$59.55 \$60.5 \$61.2 \$61.2
Notes: Step 1&2 Appr. indentured and but do receive annuity. (Step 1 \$5.72, Steps are 2,000 hours  Apprentice to Journeyworker Ratio:1:4  MORTAR MIXER  LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  OILER (OTHER THAN TRUCK CRANES, GRADALLS)  OPERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPERATING ENGINEERS"  OILER (TRUCK CRANES, GRADALLS)	06/01/2 12/01/2 06/01/2 12/01/2 06/01 12/01 06/01 12/01 06/0 12/0 06/0 12/0	2023 2023 2023 2023 /2023 /2024 ./2024 1/2025 1/2025 1/2026 01/2023 01/2023 /01/2024 /01/2024	\$37.71 \$38.61 \$24.34 \$24.91 \$25.51 \$26.17 \$26.77 \$27.43 \$28.02 \$28.69 \$29.67 \$30.36 \$31.08 \$31.88	\$9.40 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.89 \$16.15 \$16.15 \$16.15 \$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 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$55.24 \$55.81 \$56.41 \$57.07 \$57.67 \$58.33 \$58.92 \$59.59 \$60.5 \$61.2 \$61.9 \$62.7
Notes: Step 1&2 Appr. indentured and but do receive annuity. (Step 1 \$5.72, Steps are 2,000 hours  Apprentice to Journeyworker Ratio:1:4  MORTAR MIXER  LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  OILER (OTHER THAN TRUCK CRANES, GRADALLS)  OPERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPERATING ENGINEERS"  OILER (TRUCK CRANES, GRADALLS)	06/01/2 12/01/2 06/01/2 12/01/2 06/01 12/01 06/01 12/0 06/0 12/0 06/0 12/0	2023 2023 2023 2023 /2023 /2024 //2024 //2025 1/2025 1/2026 01/2023 01/2023 /01/2024 //01/2024	\$37.71 \$38.61 \$24.34 \$24.91 \$25.51 \$26.17 \$27.43 \$28.02 \$28.69 \$29.67 \$30.36 \$31.08 \$31.88 \$32.60	\$9.40 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.89 \$16.15 \$16.15 \$16.15 \$16.15 \$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 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$55.24 \$55.81 \$56.41 \$57.07 \$57.67 \$58.33 \$58.92 \$59.55 \$60.5 \$61.2 \$61.2 \$62.7 \$63. \$64.
Notes: Step 1&2 Appr. indentured and but do receive annuity. (Step 1 \$5.72, Steps are 2,000 hours  Apprentice to Journeyworker Ratio:1:4  MORTAR MIXER  LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  OILER (OTHER THAN TRUCK CRANES, GRADALLS)  OPERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPERATING ENGINEERS"  OILER (TRUCK CRANES, GRADALLS)	06/01/2 12/01/3 06/01/1 12/01/3 06/01 12/01 06/01 12/0 06/0 12/0 06/0 12/0 06/0 12/0	2023 2023 2023 2023 /2023 /2024 ./2024 1/2025 11/2026 01/2023 01/2023 01/2023 /01/2024 /01/2024 /01/2025	\$37.71 \$38.61 \$24.34 \$24.91 \$25.51 \$26.17 \$26.77 \$27.43 \$28.02 \$28.69 \$29.67 \$30.36 \$31.08 \$31.88 \$32.60 \$33.40	\$9.40 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.89  \$16.15  \$16.15  \$16.15  \$16.15  \$16.15  \$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 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$55.24 \$55.81 \$56.41 \$57.07 \$57.67 \$58.33 \$58.92 \$59.59 \$60.5 \$61.2 \$61.2 \$62.3 \$63. \$64.
Notes: Step 1&2 Appr. indentured and but do receive annuity. (Step 1 \$5.72, Steps are 2,000 hours  Apprentice to Journeyworker Ratio:1:4  MORTAR MIXER  LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  OILER (OTHER THAN TRUCK CRANES, GRADALLS)  OPERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPERATING ENGINEERS"  OILER (TRUCK CRANES, GRADALLS)	06/01/2 12/01/2 06/01/2 12/01/2 06/01 12/01 06/01 12/0 06/0 12/0 06/0 12/ 06/ 06/0 12/ 06/0 12/ 06/0 12/ 06/0 12/ 06/0 12/ 06/0 12/ 06/ 06/0 12/ 0 06/0 12/ 0 06/0 12/ 0 12/ 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2023 2023 2023 2023 /2023 /2024 //2024 //2025 1/2025 1/2026 01/2023 01/2023 /01/2024 //01/2024 //01/2025 2/01/2025	\$37.71 \$38.61 \$24.34 \$24.91 \$25.51 \$26.17 \$26.77 \$27.43 \$28.02 \$28.69 \$29.67 \$30.36 \$31.08 \$31.88 \$32.60 \$33.40 \$34.12	\$9.40 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.89  \$16.15  \$16.15  \$16.15  \$16.15  \$16.15  \$16.15  \$16.15  \$16.15  \$16.15  \$16.15  \$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 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$55.24 \$55.81 \$56.41 \$57.67 \$58.33 \$58.92 \$59.55 \$60.5 \$61.2 \$61.2 \$62.' \$63. \$64.
Notes: Step 1&2 Appr. indentured and but do receive annuity. (Step 1 \$5.72, Steps are 2,000 hours  Apprentice to Journeyworker Ratio:1:4  MORTAR MIXER  LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  OILER (OTHER THAN TRUCK CRANES, GRADALLS)  OPERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPERATING ENGINEERS"  OILER (TRUCK CRANES, GRADALLS)	06/01/2 12/01/2 06/01/2 12/01/2 06/01 12/01 06/01 12/0 06/0 12/0 06/0 12/ 06/ 06/0 12/ 06/0 12/ 06/0 12/ 06/0 12/ 06/0 12/ 06/0 12/ 06/ 06/0 12/ 0 06/0 12/ 0 06/0 12/ 0 12/ 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2023 2023 2023 2023 /2023 /2024 ./2024 1/2025 11/2026 01/2023 01/2023 01/2023 /01/2024 /01/2024 /01/2025	\$37.71 \$38.61 \$24.34 \$24.91 \$25.51 \$26.17 \$26.77 \$27.43 \$28.02 \$28.69 \$29.67 \$30.36 \$31.08 \$31.88 \$32.60 \$33.40 \$34.12	\$9.40 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.89  \$16.15  \$16.15  \$16.15  \$16.15  \$16.15  \$16.15  \$16.15  \$16.15  \$16.15  \$16.15  \$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 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$55.24 \$55.81 \$56.41 \$57.07 \$58.33 \$58.92 \$59.59 \$60.5 \$61.2 \$61.2 \$62. \$63. \$64.

Supplemental

Total Rate

Page 22 0 20230724-050 Wage Request Number: Issue Date: 07/24/2023

Classification			Effective Da	ate Base Wag	e Health	Pension	Supplemental Unemployment	Total Ra
OTHER POWER OPERATING ENGIN		EN EQUIPMENT - CLASS II	06/01/202	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
OLEMATING ENGIN	LENG LU	ALL 7	12/01/202	3 \$54.93	\$14.75	\$16.15	\$0.00	\$85.83
			06/01/202	4 \$56.21	\$14.75	\$16.15	\$0.00	\$87.11
			12/01/2024	4 \$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	6 \$61.65	\$14.75	\$16.15	\$0.00	\$92.55
			12/01/2020	5 \$63,09	\$14.75	\$16.15	\$0.00	\$93.99
		pprentice- OPERATING ENGINEERS"	***************************************					
PAINTER (BRID PAINTERS LOCAL 35		· · · · · · · · · · · · · · · · · · ·	07/01/2023	3 \$55.51	\$9.65	\$23.70	\$0.00	\$88.86
ANTIERO EO CAE 33	- ZONE	•	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
			01/01/202:	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36
ì	Effectiv	ice - PAINTER Local 35 - BRIDG e Date - 07/01/2023		<b></b>	To "	Supplementa		
-		percent	Apprentice Base Wage		Pension	Unemploymen		
	1	50	\$27.76	\$9.65	\$0.00	\$0.00		
	2	55	\$30.53	\$9.65	\$6.55	\$0.00		
	3	60	\$33.31	\$9.65	\$7.14	\$0.00	\$50.10	
	4	65	\$36.08	\$9.65	\$7.74	\$0.00	\$53.47	•
	5	70	\$38.86	\$9.65	\$20.13	\$0.00	\$68.64	
	6	75	\$41.63	\$9.65	\$20.73	\$0.00	\$72.01	
	7	80	\$44.41	\$9.65	\$21.32	\$0.00	\$75.38	
	8	90	\$49.96	\$9.65	\$22.51	\$0.00	\$82.12	
	Effective Step	e Date - 01/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment		
-	1	50	\$28.03	\$9.95	\$0.00	\$0.00	\$37.98	
	2	55	\$30.83	\$9.95	\$6.66	\$0.00		
	3	60	\$33.64	\$9.95	\$7.26	\$0.00		
	4	65	\$36.44	\$9.95	\$7.87	\$0.00		
	5	70	\$39.24	\$9.95	\$20.32	\$0.00		
	6	75	\$42.05	\$9.95	\$20.93	\$0.00		
	7	80	\$42.03 \$44.85	\$9.95	\$20.53	\$0.00		
	8	90	\$50.45	\$9.95 \$9.95	\$22.74	\$0.00		
	Notes:				www. manage manager	Assessing Violentia and all		
hove reconnents		Steps are 750 hrs.					Americand (Americand)	
		ice to Journeyworker Ratio:1:1	ance makin makin carre carre carre e		- ANDROVE VENEZA		Carrier Carrotte	
Ā	Apprent	ice to Juni neyworker Katio.1.1						
AINTER (SPRA	Y OR S	ANDBLAST, NEW) *	07/01/2023	\$46,41	\$9.65	\$23.70	\$0.00	\$79.76
PAINTER (SPRA * If 30% or more	Y OR S	ANDBLAST, NEW) * ces to be painted are new constructi			\$9.65 <b>\$</b> 9.95	\$23.70 \$23.95	\$0.00 \$0.00	\$79.76 \$80.86
PAINTER (SPRA * If 30% or more	Y OR S	ANDBLAST, NEW) *	on	\$46.96				

Supplemental Unemployment Effective Date Base Wage Health Pension

Total Rate

Annrentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - New	
Annrentice -	PAINTER Local 33 Zone 2 - Spray/Sandolust - Ive	W

Classification

Effect	ive Date -	INTER Local 35 Zone 2 - S 07/01/2023	Apprentice Base Wage	Health	Pens	sion	Supplemental Unemployment	Total Rate	
Step 1	50 percent		\$23,21	\$9.65	\$(	00,0	\$0.00	\$32.86	
2	55		\$25.53	\$9.65	\$0	6.55	\$0.00	\$41.73	
			\$27.85	\$9.65	\$	7.14	\$0.00	\$44.64	
3	60		\$30.17	\$9.65	\$	7.74	\$0.00	\$47.56	
4	65		\$32.49	\$9.65		0.13	\$0.00	\$62.27	
5	70 7.5		\$34.81	\$9.65		0.73	\$0.00	\$65.19	
6	75		\$37.13	\$9.65		1.32	\$0.00	\$68.10	
7 8	80 90		\$41.77	\$8.65		2.51	\$0.00	\$72.93	
	tive Date -	01/01/2024	Apprentice Base Wage	Health	Per	ısion	Supplemental Unemployment	Total Rate	
Step	percent		\$23.48	\$9.95		00.00	\$0.00	\$33.43	
1	50		\$25.83	\$9.95	9	66.66	\$0.00	\$42.44	
2	55		\$28.18	\$9.95		57.26	\$0.00	\$45.39	
3	60		\$30.52	\$9.95		\$7.87	\$0.00	\$48.34	
4	65		\$32.87	\$9.95		20.32	\$0.00	\$63.14	
5	70	•	\$35.22	\$9.95		20.93	\$0.00	\$66.10	•
6	75		\$37.57	\$9.95		21.53	\$0.00	\$69.05	
7 8	80 90		\$42.26	\$9.95		22.74	\$0.00	\$74.95	
Note		e 750 hrs.	The second second second second second	ينسون والمشار			The second secon	Standing of Standing or Standing	
Ant	rentice to J	ourneyworker Ratio:1:1	A		··				
		LAST, REPAINT)	07/01/202	23 \$4	4.47	\$9.65	\$23.70	\$0.00	\$77.8
ERS LOCAL 35 - ZO	ONE 2		01/01/202		5.02	\$9.95	\$23.95	\$0.00	\$78.9
			07/01/20		16.22	\$9.95	\$23.95	\$0.00	\$80.1
			01/01/20		17.42	\$9.95	\$23.95	\$0.00	\$81.3

Page 24 of 37 Wage Request Number: 20230724-050 Issue Date: 07/24/2023

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

Effect	ve Date -	NTER Local 35 Zone 2 - Spre 07/01/2023	Apprentice Base Wage	Health	Pensio	n 1	Supplemental Unemployment	Total Rate	
Step	percent		\$22.24	\$9.65	\$0.0	Ю	\$0.00	\$31.89	
1	50		\$24.46	\$9.65	\$6.5	55	\$0.00	\$40.66	
2	55		\$26.68	\$9.65	\$7.1		\$0.00	\$43.47	
3	60			\$9.65	\$7.7		\$0.00	\$46.30	
4	65		\$28.91	\$9.65	\$20.1		\$0.00	\$60.91	
5	70		\$31.13		\$20.		\$0.00	\$63.73	
6	75		\$33.35	\$9.65	\$20.		\$0.00	\$66.55	
7	80		\$35.58	\$9.65			\$0.00	\$72.18	
8	90		\$40.02	\$9.65	\$22.	31	Φ0.00	<b>47211</b>	
	tive Date -	01/01/2024	Apprentice Base Wage	Health	Pensi	on	Supplemental Unemployment	Total Rate	
Step	percent			\$9,95	\$0.	በበ	\$0.00	\$32.46	·
1	50		\$22.51		\$6.		\$0.00	\$41.37	
2	55		\$24.76	\$9.95		.26	\$0.00	\$44.22	
3	60		\$27.01	\$9.95			\$0.00	\$47.08	
4	65		\$29.26	\$9.95		.87	\$0.00	\$61.78	
5	70		\$31.51	\$9.95	\$20		\$0.00	\$64.65	
6	75		\$33.77	\$9.95	\$20			\$67.50	
7	80		\$36.02	\$9.95	\$21		\$0.00	\$73,21	
8	90		\$40.52	\$9.95	\$22	2.74	\$0.00	φ13,21 	
Note	Steps ar	e 750 hrs.		and the second s				a production of the state of th	
Apr	rentice to J	ourneyworker Ratio:1:1							670
/ TAPER	BRUSH, N	EW) *	07/01/20	23 \$45	.01	\$9.65	\$23.70	\$0.00	\$78.
r more of	surfaces to b	e painted are new construction	n, 01/01/20	24 \$45	.56	\$9.95	\$23.95	\$0.00	\$79
t rate shall	be used.PAL	NTERS LOCAL 35 - ZONE 2	07/01/20	24 \$46	5,76	\$9.95	\$23.95	\$0.00	\$80
			01/01/20	25 \$47	1,96	\$9.95	\$23.95	\$0.00	\$81

Supplemental Unemployment Total Rate Effective Date Base Wage Health Pension

	e Date -	INTER - Local 35 Zone 2 - 1 07/01/2023	Apprentice Base Wage	Health	Pe	nsion	Supplemental Unemployment	Total Rate	
Step	percent		\$22.51	\$9.65		\$0.00	\$0.00	\$32.16	
1	50		\$22.31 \$24.76	\$9.65		\$6,55	\$0.00	\$40.96	
2	55			\$9.65		\$7.14	\$0.00	\$43.80	
3	60		\$27.01	\$9.65		\$7.74	\$0.00	\$46.65	
4	65		\$29.26	\$9.65		20.13	\$0.00	\$61.29	
5	70		\$31.51	\$9.65		520.73	\$0.00	\$64.14	
6	75		\$33.76	\$9.65		521.32	\$0.00	\$66.98	
7	80		\$36.01			\$22.51	\$0.00	\$72.67	
8	90		\$40.51	\$9.65	,	922.JE			
Effect	ive Date -	01/01/2024	Apprentice Base Wag	e Health	P	ension	Supplemental Unemployment	Total Rate	
Step	percent			\$9.95		\$0.00	\$0.00	\$32.73	
1	50	·	\$22.78	\$9.95		\$6.66	\$0.00	\$41.67	
2	55		\$25.06	\$9.95		\$7.26	\$0.00	\$44.55	
3	60		\$27.34	\$9.95		\$7.87	\$0.00	\$47.43	
4	65		\$29.61	\$9.95		\$20.32	\$0.00	\$62.16	
5	70		\$31.89	\$9.95		\$20.93	\$0.00	\$65.05	
6	75		\$34.17	\$9.95 \$9.95		\$21.53	\$0.00	\$67.93	
7	80		\$36.45			\$22.74	\$0.00	\$73.69	
8	90		\$41.00	\$9.95	)	ψ44.11			
Note	Steps a	are 750 hrs.	ه المحسب يحسنند منسبود سيدي، ووالمسبو					and the second s	
App	rentice to	Journeyworker Ratio:1:1					002.70	\$0.00	\$76
		REPAINT)	07/01/2		\$43.07	\$9.6	*** 05	\$0.00	\$77
CAL 35 - ZC	ONE 2		01/01/2		\$43.62	\$9.9	222.05	\$0.00	\$78
			07/01/2	2024	\$44.82	\$9.9	5 \$23.95	\$0.00	\$79

Total Rate

	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
	1	50	\$21.54	\$9.65	\$0.00	\$0.00	\$31.19	i
	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	\$22.06	\$0.00	\$70.47	
	Effecti	ve Date - 01/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$21.81	\$9.95	\$0.00	\$0.00	\$31.76	
	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	
	8	90	\$39.26	\$9.95	\$22.74	\$0.00	\$71.95	
	Notes:	Steps are 750 hrs.	A destructive defensions. Northwester Assessment Assessment Assessment Assessment				The state of the s	
		· ·					and America 1	
	Appre	ntice to Journeyworker Ratio:1:1	k menangan bermana esteramba palambiak danarkak .	Control Control Control Control	NO. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.	STATES AND AND AND AND AND AND		
		ARKINGS (HEAVY/HIGHWAY) Y & <i>HIGHWAY</i> )	06/01/2023	\$37.46	\$9.40	\$16.89	\$0.00	\$63.75
OILING ~ ZOIVE	z (HEAF.	a a monnai,	12/01/2023	\$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
			06/01/2025	\$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
_			12/01/2026	\$46.67	\$9.40	\$16.89	\$0.00	\$72.96
		Apprentice- LABORER (Heavy and Highway)						
		JCKS DRIVER IL NO. 10 ZONE B	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
CK) E <i>driver loc</i> a	4L 56 (ZO	ISTRUCTOR (UNDERPINNING AND NE 1) Apprentice- PILE DRIVER"	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
E DRIVER			08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59

Supplemental Pension Unemployment

Apprentice -	PILE DRIVER - Local 56 Zone 1

		ILE DRIVER - Local Do Zon					Supplemental		
	ective Date -	08/01/2020	Apprentice Base Wage	Health	Per	sion	Unemployment	Total Rate	
Step			\$24.54	\$9,40	\$2	23.12	\$0.00	\$57.06	
1	50		\$29,44	\$9.40		23.12	\$0.00	\$61.96	
2	60		·	\$9.40		23.12	\$0.00	\$66.87	
3	70		\$34.35	•		23.12	\$0.00	\$69.32	
4	75		\$36.80	\$9.40		23.12	\$0.00	\$71.78	
5	80		\$39.26	\$9.40			\$0.00	\$71.78	
6	80		\$39.26	\$9.40		23.12	•	\$76.68	
7	90		\$44.16	\$9.40		23.12	\$0.00	\$76.68	
8	90		\$44.16	\$9.40	\$	23.12	\$0.00	<b>\$70.08</b>	
and Antonian	Step 1&	ntured After 10/1/17; 45/45/5 22 \$34.01/ 3&4 \$41.46/ 5&6	\$5/55/70/70/80/80 \$62.80/ 7&8 \$69.25	——————————————————————————————————————	7. 41.000		Market State of Burgs and Statement and		
Ar	prentice to l	Journeyworker Ratio:1:5					¢17.00	\$0.00	\$64.00
PIPELAYER			06/01/202	23 \$3	7.71	\$9.40	\$16.89	·	\$64.90
ABORERS - ZONE 2			12/01/202	23 \$3	8.61	\$9.40	\$16.89	\$0.00	φυτ.20
For apprentice rates	see "Apprentico	- LABORER"					\$16.89	\$0.00	\$64.00
PIPELAYER (HEA	VY & HIGH	WAY)	06/01/20		37.71	\$9.40	\$16.89	\$0.00	\$64.90
LABORERS - ZONE 2 (I	HEAVY & HIGH	WAY)	12/01/20		38.61	\$9.40		\$0.00	\$66.23
			06/01/20	24 \$.	39.94	\$9.40	\$16.89	\$0.00	\$67.56
			12/01/20	24 \$4	41.27	\$9.40	\$16.89	•	\$68.95
			06/01/20	25 \$	42.66	\$9.40	\$16.89	\$0.00	
			12/01/20	25 \$	44.04	\$9.40	\$16.89	\$0.00	\$70.33
			06/01/20	26 \$	45.48	\$9.40	\$16.89	\$0.00	\$71.77
			12/01/20	26 \$	46.92	\$9.40	\$16.89	\$0.00	\$73.21
For apprentice rate	es see "Apprentic	e- LABORER (Heavy and Highway					\$19.95	\$0.00	\$76.59
			<b>ハッ/2ハ/3</b> (	าวา 🕏	46 49	\$10.15	り ウエン・フノ	ψ0.00	Ψ. 4.4.

08/30/2021

## Apprentice - PLUMBER/PIPEFITTER - Local 51

ffectiv	e Date - 08/30/2021	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
tep	percent				\$0.00	\$31.25
	40	\$18.60	\$10.15	\$2.50	•	
2	50	\$23.25	\$10.15	\$2.50	\$0.00	\$35.90
_		\$27.89	\$10.15	\$8.80	\$0.00	\$46.84
3	60	<del>7 -</del> · ·	Ÿ	\$14.08	\$0.00	\$56.77
4	70	\$32.54	\$10.15	,	,	\$64.94
5	80	\$37.19	\$10.15	\$17.60	\$0.00	<b>д04.94</b>
		to seems, married towards the seems produced seems to		and the second second	A ALLES AND THE STATE OF THE STATE OF	y reserve 4677-7 4-17-5
Notes:	Vermala W. San committee and Company of the Company					Į.
. (0000	Steps 2000hrs. Prior 9/1/05; 40/46	)/45/50/55/60/65/75/80/85		•		Approximate

\$46.49

\$10.15

PLUMBER & PIPEFITTER PLUMBERS & PIPEFITTERS LOCAL SI

Classification	Effective Date	Base Wage	Health	Dancian	Supplemental Unemployment	Total Rate
NEUMATIC CONTROLS (TEMP.) LUMBERS & 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"						
PNEUMATIC DRILL/TOOL OPERATOR	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
ABORERS - 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)	12/01/2023	\$38.61	\$9,40	\$16.89	\$0.00	\$64.90
ABORERS - ZONE 2 (HEAVY & HIGHWAY)	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)	200					
POWDERMAN & BLASTER	06/01/2023	\$38.46	\$9,40	\$16.89	\$0.00	\$64.75
LABORERS - ZONE 2	12/01/2023	\$39.36	\$9.40	\$16.89	\$0.00	\$65.65
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	06/01/2023	\$38,46	\$9.40	\$16.89	\$0.00	\$64.75
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$39.36	\$9.40	\$16.89	\$0.00	\$65.65
•	06/01/2024	\$40.69	\$9.40	\$16.89	\$0.00	\$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
	12/01/2026	\$47.67	\$9.40	\$16.89	\$0.00	\$73.96
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
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"						
PUMP OPERATOR (CONCRETE)	06/01/2023	\$54.28	\$14.75	\$16.15		\$85.18
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$55.53	\$14.75	\$16.15		\$86.43
	06/01/2024	\$56.83	\$14.75	\$16.15		\$87.73
	12/01/2024	\$58.28	\$14.75	\$16.15	5 \$0.00	\$89.18
	06/01/2025	\$59.58	\$14.75	\$16.13	5 \$0.00	\$90.48
•	12/01/2025		\$14.75	\$16.13	5 \$0.00	\$91.93
	06/01/2026			\$16.1	5 \$0.00	\$93.23
	12/01/2026	_		\$16.1	5 \$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12.01/2020	,			-	

Issue Date: 07/24/2023 Wage Request Number: 20230724-050 Page 29 of 37

Classification	Effective Date	Base Wage	Health	Pension	Supplemental 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	05/01/2023	\$25.00	\$13.41	\$6.90	\$0.00	\$45.31
TEAMSTERS 653 - 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		\$64.00
LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
ROLLER/SPREADER/MULCHING MACHINE	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"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)	02/01/2023	\$48,53	\$12.78	\$20.20	\$0.00	\$81.51
ROOFERS LOCAL 33	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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Effective Date Base Wage Health Pension Supplemental Unemployment

Total Rate

\$105.79

\$107.64

\$109.59

\$2.83

\$2.83

\$2.83

\$26.64

\$26.64

\$26.64

\$14.11

\$14.11

\$14.11

		ve Date -	OFER - Local 33 02/01/2023	Apprentice Base Wage	Health	Pensio	Supplemen 1 Unemploymen		
	1	50		\$24,27	\$12.78	\$5.5	9 \$0.	00 \$42.64	
	2	60		\$29.12	\$12.78	\$20.2	0 \$0.	00 \$62.10	
	3	65		\$31.54	\$12.78	\$20.2	0 \$0.	00 \$64.52	
	4	75		\$36.40	\$12.78	\$20.2	0 \$0.	00 \$69.38	
	5	85		\$41.25	\$12.78	\$20.2	0 \$0.	00 \$74.23	
	Effect	ive Date -	08/01/2023	. D. Wessel	IIooleh	Pensio	Suppleme n Unemployn		
	Step	percent		Apprentice Base Wage					
	1	50		\$25.02	\$12.78	\$5.5 \$20.2			
	2	60		\$30.02	\$12.78				
	3	65		\$32.52	\$12.78	\$20.2		,00 \$70,50	
	4	75		\$37.52 \$42.53	\$12.78 \$12.78	\$20.2 \$20.2		.00 \$75.51	
	Notes	Step 1 is	5-10, the 1:10; Reroofing: 1 2000 hrs.; Steps 2-5 are 100 h Mechanics' receive \$1.00	00 hrs.			73 may 200 may		
	Appr		urneyworker Ratio:**					<b></b>	<b>*01.7</b> (
		LE / PRECA	AST CONCRETE	02/01/202	23 \$48.	<b>7</b> 8 \$1	12.78 \$20.20		\$81.76
OFERS LOC.	AL 33			08/01/202	23 \$50.		12.78 \$20.20		\$83.26
				02/01/202			12.78 \$20.20		\$84.51
				08/01/20	24 \$53.		12.78 \$20.20		\$86.01
				02/01/20	25 \$54	.28 \$	12.78 \$20.20		\$87.26
				08/01/20	25 \$55		12.78 \$20.20		\$88.76
				02/01/20	26 \$57	.03 \$	12.78 \$20.20	00.00	\$90.01
		e "Apprentice-	ROOFER"	0.2 (0.1) 2.0	02 055	21 &	14.11 \$26.6	4 \$2.83	\$98.89
EETMET		KER Local 17 - A		02/01/20			14.11 \$26.6 14.11 \$26.6		\$100.5
DETMETAL	" OMETHO			08/01/20			14.11 \$26.6		\$102.2
				02/01/20			14.11 \$26.6 14.11 \$26.6		\$104.0
				08/01/20	24 \$60	.40 4	17.11 \$20.0	. 4	

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\$62.21

\$64.06

\$66.01

02/01/2025

08/01/2025

02/01/2026

Supplemental Unemployment

Pension

Effecti Step	ve Date - percent	02/01/2023	Apprentice Base Wage	Health	I	Pension	Supplemental Unemployment	Total Rate	
1	42		\$23.23	\$14.11		\$6.13	\$0.00	\$43.47	
2	42		\$23.23	\$14.11		\$6.13	\$0.00	\$43.47	
3	47		\$26.00	\$14.11		\$11.90	\$1.54	\$53.55	
4	47		\$26,00	\$14.11		\$11.90	\$1.54	\$53.55	
5	52		\$28.76	\$14.11		\$12.88	\$1.65	\$57.40	
6	52		\$28.76	\$14.11		\$13.13	\$1.65	\$57.65	
7	60		\$33.19	\$14.11		\$14.54	\$1.83	\$63.67	
8	65		\$35.95	\$14.11		\$15.52	\$1.94	\$67.52	
9	75		\$41.48	\$14.11		\$17.48	\$2.16	\$75.23	
10	85		\$47.01	\$14.11		\$18.94	\$2.36	\$82.42	
	ive Date -	08/01/2023	Apprentice Base Wage	Health		Pension	Supplemental Unemployment	Total Rate	
Step	percent		\$23.94	\$14.11		\$6.13	\$0.00	\$44.18	
1	42		\$23.94	\$14.11		\$6.13	\$0.00	\$44.18	
2	42		\$26.79	\$14.11		\$11.90	\$1.58	\$54.38	
3	47		\$26.79	\$14.11		\$11.90	\$1.58	\$54.38	
4	47		\$29.65	\$14.11		\$12.88	\$1.70	. \$58.34	
5 6	52		\$29.65	\$14.11		\$13.13	\$1.70	\$58.59	
7	52 60		\$34.21	\$14.11		\$14.54	\$1.89	\$64.75	
8	65		\$37.06	\$14.11		\$15.52	\$2.00	\$68.69	
9	75		\$42.76	\$14.11		\$17.48	\$2.23	\$76.58	
10	7 <i>5</i> 85	•	\$48.46	\$14.11		\$18.94	\$2.45	\$83.96	
Note		-		, <del></del>	•		many or the second seconds and	NAME OF THE PARTY	
modes (Indicated)	Steps are		ALLEGED SERVICE TORONTO TORONT					and the second s	
		ourneyworker Ratio:1:4				012.41	\$16.01	\$0.00	\$65.66
IZED EART S JOINT COUN	TH MOVIN ICIL NO. 10 Z	G EQUIP < 35 TONS ONE B	12/01/20	21 \$	\$36.24	\$13.41	\$10.01	ψ0,00	
IZED EAR	TH MOVIN	IG EQUIP > 35 TONS ONE B	12/01/20	21 5	\$36.53	\$13.41	\$16.01	\$0.00	\$65.93
ER FITTE			03/01/20	023	\$66.20	\$10.90	\$23.20	\$0.00	\$100.
FITTERS LOC	CAL 550 - (Sec	tion A) Zone 1	10/01/20	)23	\$67.95	\$10.90	\$23.20	\$0.00	\$102.
			03/01/20	)24	\$69.75	\$10.90	\$23.20	\$0.00	\$103.
			10/01/20	)24	\$71.55	\$10.9	\$23.20	\$0.00	\$105.
			03/01/20	)25	\$73.35	\$10.9	\$23.20	\$0.00	\$107.

Supplemental Unemployment

Total Rate

Step  1 2 3 4 5 6 7 8 9 10	35 40 45 50 55 60 65 70 75 80 ve Date - 10/01/2023 percent 35 40 45 50 55 60 65	\$23.17 \$26.48 \$29.79 \$33.10 \$36.41 \$39.72 \$43.03 \$46.34 \$49.65 \$52.96 Apprentice Base Wage \$23.78 \$27.18 \$30.58 \$33.98 \$37.37 \$40.77	\$10.90 · \$10.90 \$10.90 \$10.90 \$10.90	\$12.80 \$13.60 \$14.40 \$15.20 \$16.00 \$16.80 \$17.60 \$18.40 \$19.20 \$20.00 Pension \$12.80 \$13.60 \$14.40 \$15.20 \$16.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$46.87 \$50.98 \$55.09 \$59.20 \$63.31 \$67.42 \$71.53 \$75.64 \$79.75 \$83.86 Total Rate \$47.48 \$51.68 \$55.88 \$60.08 \$64.27	
3 4 5 6 7 8 9 10  Effective Step 1 2 3 4 5 6 7 8 9 10  Notes: 4	45 50 55 60 65 70 75 80 Ve Date - 10/01/2023 percent 35 40 45 50 55 60	\$29.79 \$33.10 \$36.41 \$39.72 \$43.03 \$46.34 \$49.65 \$52.96 Apprentice Base Wage \$23.78 \$27.18 \$30.58 \$33.98 \$37.37	\$10.90 \$10.90 \$10.90 \$10.90 \$10.90 \$10.90 \$10.90 \$10.90 \$10.90 \$10.90 \$10.90 \$10.90	\$14.40 \$15.20 \$16.00 \$16.80 \$17.60 \$18.40 \$19.20 \$20.00 Pension \$12.80 \$13.60 \$14.40 \$15.20 \$16.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$55.09 \$59.20 \$63.31 \$67.42 \$71.53 \$75.64 \$79.75 \$83.86 Total Rate \$47.48 \$51.68 \$55.88 \$60.08	
4 5 6 7 8 9 10  Effectiv Step 1 2 3 4 5 6 7 8 9 10	50 55 60 65 70 75 80 ve Date - 10/01/2023 percent 35 40 45 50 55 60	\$33.10 \$36.41 \$39.72 \$43.03 \$46.34 \$49.65 \$52.96 Apprentice Base Wage \$23.78 \$27.18 \$30.58 \$33.98 \$37.37	\$10.90 \$10.90 \$10.90 \$10.90 \$10.90 \$10.90 \$10.90 \$10.90 \$10.90 \$10.90 \$10.90	\$15.20 \$16.00 \$16.80 \$17.60 \$18.40 \$19.20 \$20.00 Pension \$12.80 \$13.60 \$14.40 \$15.20 \$16.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$59.20 \$63.31 \$67.42 \$71.53 \$75.64 \$79.75 \$83.86 Total Rate \$47.48 \$51.68 \$55.88 \$60.08	
5 6 7 8 9 10 Effectiv Step 1 2 3 4 5 6 7 8 9 10	55 60 65 70 75 80 Ve Date - 10/01/2023 percent 35 40 45 50 55 60	\$36.41 \$39.72 \$43.03 \$46.34 \$49.65 \$52.96 Apprentice Base Wage \$23.78 \$27.18 \$30.58 \$33.98 \$37.37	\$10.90 \$10.90 \$10.90 \$10.90 \$10.90 \$10.90 Health \$10.90 \$10.90 \$10.90 \$10.90	\$16.00 \$16.80 \$17.60 \$18.40 \$19.20 \$20.00 Pension \$12.80 \$13.60 \$14.40 \$15.20 \$16.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$63.31 \$67.42 \$71.53 \$75.64 \$79.75 \$83.86 Total Rate \$47.48 \$51.68 \$55.88 \$60.08	
6 7 8 9 10  Effective Step 1 2 3 4 5 6 7 8 9 10	60 65 70 75 80 ve Date - 10/01/2023 percent 35 40 45 50 55 60	\$39.72 \$43.03 \$46.34 \$49.65 \$52.96 Apprentice Base Wage \$23.78 \$27.18 \$30.58 \$33.98 \$37.37	\$10.90 \$10.90 \$10.90 \$10.90 \$10.90 Health \$10.90 \$10.90 \$10.90 \$10.90	\$16.80 \$17.60 \$18.40 \$19.20 \$20.00 Pension \$12.80 \$13.60 \$14.40 \$15.20 \$16.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$67.42 \$71.53 \$75.64 \$79.75 \$83.86 Total Rate \$47.48 \$51.68 \$55.88 \$60.08	
7 8 9 10  Effective Step 1 2 3 4 5 6 7 8 9 10	65 70 75 80 ve Date - 10/01/2023 percent 35 40 45 50 55 60	\$43.03 \$46.34 \$49.65 \$52.96 Apprentice Base Wage \$23.78 \$27.18 \$30.58 \$33.98 \$37.37	\$10.90 \$10.90 \$10.90 \$10.90 Health \$10.90 \$10.90 \$10.90 \$10.90	\$17.60 \$18.40 \$19.20 \$20.00 Pension \$12.80 \$13.60 \$14.40 \$15.20 \$16.00	\$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$71.53 \$75.64 \$79.75 \$83.86 Total Rate \$47.48 \$51.68 \$55.88 \$60.08	
8 9 10  Effective Step 1 2 3 4 5 6 7 8 9 10	70 75 80 ve Date - 10/01/2023 percent 35 40 45 50 55 60	\$46.34 \$49.65 \$52.96 Apprentice Base Wage \$23.78 \$27.18 \$30.58 \$33.98 \$37.37	\$10.90 \$10.90 \$10.90 Health \$10.90 \$10.90 \$10.90 \$10.90	\$18.40 \$19.20 \$20.00 Pension \$12.80 \$13.60 \$14.40 \$15.20 \$16.00	\$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$75.64 \$79.75 \$83.86 Total Rate \$47.48 \$51.68 \$55.88 \$60.08	
9 10 Effective Step 1 2 3 4 5 6 7 8 9 10	75 80 ve Date - 10/01/2023 percent 35 40 45 50 55 60	\$49.65 \$52.96 Apprentice Base Wage \$23.78 \$27.18 \$30.58 \$33.98 \$37.37	\$10.90 \$10.90 Health \$10.90 \$10.90 \$10.90 \$10.90	\$19.20 \$20.00 Pension \$12.80 \$13.60 \$14.40 \$15.20 \$16.00	\$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$79.75 \$83.86 Total Rate \$47.48 \$51.68 \$55.88 \$60.08	
Effectiv Step  1 2 3 4 5 6 7 8 9 10	80  ve Date - 10/01/2023  percent  35  40  45  50  55  60	\$52.96  Apprentice Base Wage \$23.78 \$27.18 \$30.58 \$33.98 \$37.37	\$10.90  Health \$10.90 · \$10.90 \$10.90 \$10.90 \$10.90	\$20.00  Pension \$12.80 \$13.60 \$14.40 \$15.20 \$16.00	\$0.00  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00	\$83.86  Total Rate \$47.48 \$51.68 \$55.88 \$60.08	
Effectiv Step  1  2  3  4  5  6  7  8  9  10	percent 35 40 45 50 55 60	\$23.78 \$27.18 \$30.58 \$33.98 \$37.37	Health \$10.90 \$10.90 \$10.90 \$10.90 \$10.90	\$12.80 \$13.60 \$14.40 \$15.20 \$16.00	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$47.48 \$51.68 \$55.88 \$60.08	
Step  1 2 3 4 5 6 7 8 9 10	percent  35  40  45  50  55  60	\$23.78 \$27.18 \$30.58 \$33.98 \$37.37	\$10.90 · \$10.90 \$10.90 \$10.90 \$10.90	\$12.80 \$13.60 \$14.40 \$15.20 \$16.00	\$0.00 \$0.00 \$0.00 \$0.00	\$47.48 \$51.68 \$55.88 \$60.08	
1 2 3 4 5 6 7 8 9 10	35 40 45 50 55 60	\$27.18 \$30.58 \$33.98 \$37.37	\$10.90 \$10.90 \$10.90 \$10.90	\$13.60 \$14.40 \$15.20 \$16.00	\$0.00 \$0.00 \$0.00	\$51.68 \$55.88 \$60.08	
3 4 5 6 7 8 9 10	40 45 50 55 60	\$27.18 \$30.58 \$33.98 \$37.37	\$10.90 \$10.90 \$10.90 \$10.90	\$14.40 \$15.20 \$16.00	\$0.00 \$0.00	\$55.88 \$60.08	
4 5 6 7 8 9 10 Notes:	45 50 55 60	\$30.58 \$33.98 \$37.37	\$10.90 \$10.90	\$15.20 \$16.00	\$0.00	\$60.08	
5 6 7 8 9 10 Notes: 4	50 55 60	\$37.37	\$10.90	\$16.00			
6 7 8 9 10 Notes:	55 60				\$0.00	\$64.27	
7 8 9 10 Notes: 4		\$40.77	¢10.00				
8 9 10 Notes: 4	65		\$10,90	\$16.80	\$0.00	\$68.47	
9 10  Notes: 4		\$44.17	\$10.90	\$17.60	\$0.00	\$72.67	
Notes:	70	\$47.57	\$10.90	\$18.40	\$0.00	\$76.87	
Notes:	75	\$50.96	\$10.90	\$19.20	\$0.00	\$81.06	
· (management)	80	\$54.36	\$10.90	\$20.00	\$0.00	\$85.26	
Annean	Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours ntice to Journeyworker Ratio:1:3					\$ \$Additional content of the c	
M BOILER OPER		06/01/202	3 \$53.69	\$14.75	\$16.15	\$0.00	\$84.:
TING ENGINEERS LO		12/01/202			\$16.15		\$85.
		06/01/202			\$16.15		\$87.
		12/01/202					\$88.
		06/01/202					\$89.
		12/01/202				\$0.00	\$91.
			6 \$61.65			\$0.00	

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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
,	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99
12/01/2	_				
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
	06/01/2023 12/01/2023 06/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026	06/01/2023 \$53.69 12/01/2023 \$54.93 06/01/2024 \$56.21 12/01/2024 \$57.65 06/01/2025 \$58.93 12/01/2025 \$60.37 06/01/2026 \$61.65 12/01/2026 \$63.09 09/01/2022 \$38.16 09/01/2023 \$39.40	06/01/2023       \$53.69       \$14.75         12/01/2023       \$54.93       \$14.75         06/01/2024       \$56.21       \$14.75         12/01/2024       \$57.65       \$14.75         06/01/2025       \$58.93       \$14.75         12/01/2025       \$60.37       \$14.75         06/01/2026       \$61.65       \$14.75         12/01/2026       \$63.09       \$14.75         09/01/2022       \$38.16       \$11.25         09/01/2023       \$39.40       \$11.50	06/01/2023         \$53.69         \$14.75         \$16.15           12/01/2023         \$54.93         \$14.75         \$16.15           06/01/2024         \$56.21         \$14.75         \$16.15           12/01/2024         \$57.65         \$14.75         \$16.15           06/01/2025         \$58.93         \$14.75         \$16.15           12/01/2025         \$60.37         \$14.75         \$16.15           06/01/2026         \$61.65         \$14.75         \$16.15           12/01/2026         \$63.09         \$14.75         \$16.15           09/01/2022         \$38.16         \$11.25         \$13.31           09/01/2023         \$39.40         \$11.50         \$13.91	Effective Date         Base Wage         Health         Pension         Unemployment           06/01/2023         \$53.69         \$14.75         \$16.15         \$0.00           12/01/2023         \$54.93         \$14.75         \$16.15         \$0.00           06/01/2024         \$56.21         \$14.75         \$16.15         \$0.00           12/01/2024         \$57.65         \$14.75         \$16.15         \$0.00           06/01/2025         \$58.93         \$14.75         \$16.15         \$0.00           12/01/2025         \$60.37         \$14.75         \$16.15         \$0.00           06/01/2026         \$61.65         \$14.75         \$16.15         \$0.00           12/01/2026         \$63.09         \$14.75         \$16.15         \$0.00           09/01/2022         \$38.16         \$11.25         \$13.31         \$0.00           09/01/2023         \$39.40         \$11.50         \$13.91         \$0.00

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 223

Apprentice - TELECOMMUNICATION TE  Effective Date - 09/01/2022  Step percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1 0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Notes: See Electrician Apprentice Wages  Telecom Apprentice Wages shall be t		Apprentice	Wages		STATE COLUMN COL	
Apprentice to Journeyworker Ratio:2:3***					\$0.00	\$93.12
TERRAZZO FINISHERS	02/01/202	3 \$59.2			·	•
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/202	3 \$61.3	\$11.49	\$22.34	\$0.00	\$95.17
	02/01/202	4 \$62.5	59 \$11.49	\$22.34	\$0.00	\$96.42
	08/01/202	4 \$64.6	59 \$11.49	\$22.34	\$0.00	\$98.52
	02/01/202	5 \$65.9	99 \$11.49	\$22.34	\$0.00	\$99.82
	08/01/202	.5 \$68.1	14 \$11.49	\$22.34	\$0.00	\$101.97
·	02/01/202	6 \$69.4	49 \$11.49	\$22.34	\$0.00	\$103.32
	08/01/202	6 \$71.6	59 \$11.49	\$22,34	\$0.00	\$105.52
	02/01/202	27 \$73.6	09 \$11.49	\$22.34	\$0.00	\$106.92

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	ve Date -	ERRAZZO FINISHER - Loc 02/01/2023	Apprentice Base Wage	Health	Pens		Supplemental Inemployment	Total Rate	
Step	percent		\$29.65	\$11.49	\$22	2.34	\$0.00	\$63.48	
1	50		\$35.57	\$11.49	\$2:	2.34	\$0.00	\$69.40	
2	60		\$41.50	\$11.49	\$2:	2.34	\$0.00	\$75.33	
3	70		\$47.43	\$11.49	\$2	2.34	\$0.00	\$81.26	
4 5	80 90		\$53.36	\$11.49	\$2	2.34	\$0.00	\$87.19	
Effec	ive Date -	08/01/2023	Dogo Worre	. Health	Per	asion	Supplemental Unemployment	Total Rate	
Step	percent		Apprentice Base Wage			22.34	\$0,00	\$64.50	
1	50		\$30.67	\$11.49		22.34	\$0.00	\$70.63	
2	60		\$36.80	\$11.49		22.34	\$0.00	\$76.77	
3	70		\$42.94	\$11.49		22.34	\$0.00	\$82.90	
4	80		\$49.07	\$11.49		22.34	\$0.00	\$89.04	
5	90		\$55.21	\$11.49	)				
Note	s:	- production to the second second second second						surfaces on America	
· ·			The second second second second second	مسد میدرد ی	· · · · · · · · · · · · · · · · · · ·		Commence of the commence of th		
App	rentice to	Journeyworker Ratio:1:3					¢17.07	\$0.00	\$74.95
T BORING DRI	LLER		06/01/20		\$47.58	\$9.40	\$17.97 \$17.97	\$0.00	\$76.20
RERS - FOUNDATIO	RERS - FOUNDATION AND MARINE		12/01/2		\$48.83	\$9.40	\$17.97	\$0.00	\$77.68
			06/01/2		\$50.31	\$9,40	\$17.97	\$0.00	\$79.15
			12/01/2	024	\$51.78	\$9.40	\$17.97	\$0.00	\$80.65
			06/01/2		\$53.28	\$9.40	\$17.97	\$0.00	\$82.15
			12/01/2		\$54.78	\$9,40	\$17.97	\$0.00	\$83.70
			06/01/2		\$56.33	\$9.40	\$17.97	\$0.00	\$85.20
		_	12/01/2	2026	\$57.83	\$9.40	waite.		
For apprentice rates			06/01/2	2023	\$43.70	\$9.40	\$17.97	\$0.00	\$71.07
ST BORING DRILLER HELPER BORERS - FOUNDATION AND MARINE		12/01/3		\$44.95	\$9.40	\$17.97	\$0.00	\$72.32	
		06/01/		\$46,43	\$9.40	\$17.97	\$0.00	\$73.80	
		•	12/01/		\$47.90	\$9.40	045.05	\$0.00	\$75.2
			06/01/		\$49.40	\$9.40	415.05	\$0.00	\$76.7
			12/01/		\$50.90	\$9.40	\$17.97	\$0.00	\$78.2
						\$9.40	\$17.97	\$0.00	\$79.8
			06/01/	/2026	\$52.45	φρίπο			\$81.3

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	Effective Date	Base Wage	Health		Supplemental Unemployment	Total Rate
lassification	06/01/2023	\$43.58	\$9.40	\$17.97	\$0.00	\$70.95
EST BORING LABORER ABORERS - FOUNDATION AND MARINE	12/01/2023	\$44.83	\$9.40	\$17.97	\$0.00	\$72.20
ABOKEKS - FOUNDATION AND WELLERS	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
		\$50.78	\$9.40	\$17.97	\$0.00	\$78.15
	12/01/2025	\$52.33	\$9.40	\$17.97	\$0.00	\$79.70
	06/01/2026	\$52.33 \$53.83	\$9.40	\$17.97	\$0.00	\$81.20
T A DODED!	12/01/2026	دن, درق				
For apprentice rates see "Apprentice- LABORER"	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
A BRITING BIOLILIA	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"	(2/01/2020					
TRAILERS FOR EARTH MOVING EQUIPMENT	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TRAILERS FOR EARTH MOVEN SET TEAMSTERS JOINT COUNCIL NO. 10 ZONE B				010.40	\$0.00	\$83.63
TUNNEL WORK - COMPRESSED AIR	06/01/2023	\$55.81	\$9.40	\$18.42		\$84.88
LABORERS (COMPRESSED AIR)	12/01/2023	\$57.06	\$9.40	\$18.42		\$86.36
	06/01/2024	\$58.54	\$9.40	\$18.42		\$87.83
	12/01/2024	\$60.01	\$9.40	\$18.42		\$89.33
	06/01/2025	\$61.51	\$9.40	\$18.42		\$90.83
	12/01/2025	\$63.01	\$9.40	\$18.42		\$90.83
	06/01/2026	\$64.56	\$9.40	\$18.4		\$92.38 \$93.88
	12/01/2026	\$66.06	\$9.40	\$18.4	2 \$0.00	\$33.00
For apprentice rates see "Apprentice- LABORER"		0.57.01	en 40	\$18.4	2 \$0.00	\$85.63
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	06/01/2023	\$57.81	\$9.40	\$18.4		\$86.88
LABORERS (COMPRESSED AIR)	12/01/2023	\$59.06		\$18.4		\$88.36
	06/01/2024			\$18.4		\$89.83
	12/01/2024			*10		\$91.33
	06/01/2025			***		\$92.83
	12/01/2025			***		\$94.38
	06/01/2026			***		\$95.88
	12/01/2026	\$68.00	\$9.40	, 10.	42 . ψ0100	
For apprentice rates see "Apprentice-LABORER"	06/01/202	3 \$47.88	\$ \$9.40	\$18.	42 \$0.00	\$75.70
TUNNEL WORK - FREE AIR	06/01/2023 12/01/2023				_	\$76.95
LABORERS (FREE AIR TUNNEL)	06/01/202					\$78.43
			•			\$79.90
	12/01/202					\$81,40
	06/01/202	_	- · · · · ·			\$82.90
	4 4 14 1 14 14	$\sim$ $\sim$ $\sim$ $\sim$	υ ψ2,τ	-		\$84.45
	12/01/202		3 \$0.4	0 \$18	.42 \$0.00	ф <del>оч.4</del> 3
	12/01/202 06/01/202 12/01/202	26 \$56.6		***		\$85.95

Issue Date: 07/24/2023

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
ABORERS (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
	12/01/2026	\$60.13	\$9.40	\$18.42	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
ABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"					.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
VAGON DRILL OPERATOR (HEAVY & HIGHWAY)	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
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)						
WASTE WATER PUMP OPERATOR	06/01/2023	\$54.28	\$14.75	\$16.15	\$0.00	\$85.18
PERATING 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
ODED ATTMIC EXICINITIES OF	12/01/2026	\$63.78	\$14.75	\$16.15	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	00/00/000	¢47.40	\$10.15	\$19.95	\$0.00	\$76.59
WATER METER INSTALLER  PLUMBERS & PIPEFITTERS LOCAL 51  For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER	08/30/2021	\$46.49	\$10.13	ψ17.7√	ψοισο	ψ.υ.υ.>

#### Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

\*\* Multiple ratios are listed in the comment field.

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

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

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