# RFQ (Request for Quotes) (\$10,000 to \$50,000)

# City of Brockton, Building Department

# PROJECT # BD-RFQ24-ROOFING

#### ROOFING 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 ROOFING 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 iplouffe@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 of roofing, flashing, sealing, replacement and minor construction.

#### TERM OF CONTRACT

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

the contract, the contract will be immediately terminated.

## 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 Roofer. 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 roofer for on-call services for Monday-Friday, 7:00 a.m. to 5:00 p.m.
	\$Per Roofer Man Hour x 100 hours = \$
	Hourly rates for on-call services for nights, weekends and holidays is a contractually binding rate for the contract but is not a factor in determining the low bid. Hourly rates for on-call services for nights, weekends and holidays shall not exceed 1 ½ times the hourly rate as established in the section above for on-call services for Monday-Friday, 7:00 a.m. to 5:00 p.m. Note: All hourly service rates are to reflect the incorporation of State prevailing wage requirements.
	\$Per Roofer 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.
E.	Required Response Times: The Owner is seeking service which can respond on a timely basis and not to exceed 1 business day <u>on-site</u> after the initial telephone call. Bidders shall submit with their bid, 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

Contractors shall submit with quotes evidence of at least five years' experience on similar type projects. Work in a municipal building setting shall be given preference. Vendors shall supply references for listed jobs.

Brockton Public Property Department shall in writing, notify the contractors that if this should happen again in any point of

## **RFQ QUOTE PAGE (Roofing Services)**

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

The proposed Contract Price is:				
\$Per Roofer Man Hour x	100 hours =	\$	_	
\$	(written	out in words)		
PLEASE PROVIDE THREE (3) REFE CONTACT INFORMATION:	RENCES OF SIMI	LAR SIZE AND SCOPE	PROJECTS, INCLUD	ING
1.				
2.				
3.				
		- Control State		
NAME OF VENDOR/CONTRACTOR,				
ADDRESS (STREET, CITY, STATE, ZI	P CODE)		Seaton .	
SIGNATURE OF PERSON AUTHORIZE	ED TO SIGN	DATE		
TYPE OR PRINT SIGNER'S NAME AN	ID TITLE		<del></del>	
EMAIL ADDRESS PHONE				••
EMAIL ADDICESS THORE				
<b></b>				

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

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

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



# KIM DRISCOLL

Lt. Governor

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

#### **Prevailing Wage Rates**

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

LAUREN JONES Secretary

MICHAEL FLANAGAN Director

Awarding Authority:

CITY OF BROCKTON

Contract Number:

**BD-RFQ24-ROOFING** 

City/Town: BROCKTON

Description of Work:

TO PROCURE AN EXPERIENCED VENDOR FOR ROOFING 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.

Issue Date: 07/24/2023 Wage Request Number: 20230724-041

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$35,95	\$13.41	\$16,01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135,57
For apprentice rates see "Apprentice-PILE DRIVER"						
AIR TRACK OPERATOR  LABORERS - ZONE 2	06/01/2023 12/01/2023	\$38.21 \$39.11	\$9.40 \$9.40	\$16.89 \$16.89	\$0.00 \$0.00	\$64.50 \$65.40
For apprentice rates see "Apprentice-LABORER"	14,01,2020	ψ37,11	Ψ2.10	4147	44.55	ψου. το
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)						
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 LABORERS - ZONE 2	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
For apprentice rates see "Apprentice-LABORER"	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
ASPHALT RAKER (HEAVY & HIGHWAY)	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
	06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
	12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56
	06/01/2025	\$42.66	\$9.40	\$16.89	\$0.00	\$68.95
	12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
	06/01/2026	\$45.48	\$9.40	\$16.89	\$0.00	\$71.77
	12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	06/01/2023	\$54.28	\$14.75	\$16.15	\$0.00	\$85.18
	12/01/2023	\$55.53	\$14.75	\$16.15	\$0.00	\$86.43
	06/01/2024	\$56.83	\$14.75	\$16.15	\$0.00	\$87.73
	12/01/2024	\$58.28	\$14.75	\$16.15	\$0.00	\$89.18
	06/01/2025	\$59.58	\$14.75	\$16.15	\$0.00	\$90.48
	12/01/2025	\$61.03	\$14.75	\$16.15	\$0.00	\$91.93
	06/01/2026	\$62.33	\$14.75	\$16.15	\$0.00	\$93.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$63.78	\$14.75	\$16.15	\$0.00	\$94.68

Issue Date: 07/24/2023 Wage Request Number: 20230724-041 Page 2 of 37

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 LABORERS - ZONE 2	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABURERS - ZUNE Z	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 2	06/01/2023	\$38.21	\$9,40	\$16.89	\$0.00	\$64.50
	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
HIGHWAY) Laborers - zone 2 (heavy & highway)	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
,	06/01/2024	\$40.44	\$9.40	\$16.89	\$0.00	\$66.73
	12/01/2024	\$41.77	\$9.40	\$16.89	\$0.00	\$68.06
	06/01/2025	\$43.16	\$9.40	\$16.89	\$0.00	\$69.45
	12/01/2025	\$44.54	\$9.40	\$16.89	\$0.00	\$70.83
	06/01/2026	\$45.98	\$9.40	\$16.89	\$0.00	\$72.27
	12/01/2026	\$47.42	\$9.40	\$16.89	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER	01/01/2023	\$47.37	\$7.07	\$20.31	\$0.00	\$74.75
BOILERMAKERS LOCAL 29	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

Issue Date: 07/24/2023 Wage Request Number: 20230724-041 Page 3 of 37

Apprentice - BOILERMAKER - Local 29

	Effect	ive Date -	01/01/2023				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
	1	65		\$30.79	\$7.07	\$13.22	\$0.00	\$51.08	3
	2	65		\$30.79	\$7.07	\$13.22	\$0.00	\$51.08	3
	3	70		\$33.16	\$7.07	\$14,23	\$0.00	\$54.46	5
	4	75		\$35.53	\$7.07	\$15.24	\$0.00	\$57.84	ļ.,
	5	80		\$37.90	\$7.07	\$16.25	\$0.00	\$61.22	!
	6	85		\$40.26	\$7.07	\$17.28	\$0.00	\$64.61	
	7	90		\$42.63	\$7.07	\$18.28	\$0.00	\$67.98	
	8	95		\$45.00	\$7.07	\$19.32	\$0.00	\$71.39	
	Effecti Step	ive Date -	01/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	65		\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
	2	65		\$31.28	\$7.07	\$13.22	\$0.00	\$51.57 \$51.57	
	3	70		\$33.68	\$7.07	\$14.23	\$0.00	\$51.57 \$54.98	
	4	75		\$36.09	\$7.07	\$15.24	\$0.00	\$54.96 \$58.40	
	5	80		\$38.50	\$7.07	\$16.25	\$0.00	\$61.82	
	6	85		\$40.90	\$7.07	\$17.28	\$0.00	\$65.25	
	7	90		\$43.31	\$7.07	\$18.28	\$0.00	\$68.66	
·	8	95		\$45.71	\$7.07	\$19.32	\$0.00	\$72.10	
	Notes:	<del></del>	The street streets streets streets	TOTAL NEWSTER CONTRACTOR ASSESSMENT			Von Parista		
	geodyna, and a second		•						
	Appre	ntice to Jou	rneyworker Ratio:1:4	NATIONAL COLUMN CONTRACTOR CONTRA	series viena c			the court court	
		ICIAL MA	SONRY (INCL. MASONRY	02/01/2023	\$60.35	\$11.49	\$22,34	\$0.00	\$94.18
WATERPRO BRICKLAYERS	OOFING) 8 <i>local 3 (Qu</i>	INCY		08/01/2023	\$62.40	\$11.49	\$22.34	\$0.00	\$96.23
		/		02/01/2024	\$63.65	\$11.49	\$22.34	\$0.00	\$97.48
				08/01/2024	\$65.75	\$11.49	\$22.34	\$0.00	\$99.58
				02/01/2025	\$67.05	\$11.49	\$22.34	\$0.00	\$100.88
				08/01/2025	\$69.20	\$11.49	\$22.34	\$0.00	\$103.03
				02/01/2026	\$70.55	\$11.49	\$22.34	\$0.00	\$104.38
				08/01/2026	\$72.75	\$11.49	\$22.34	\$0.00	\$106.58
			•	02/01/2027	\$74.15	\$11.49	\$22.34	\$0.00	\$107.98

Total Rate

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

Pension

	Effecti	ve Date -	02/01/2023	anson - Locui s Quincy					
	Step	percent	02,01,2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$30,18	\$11.49	\$22.34	\$0.00	\$64.01	
	2	60		\$36.21	\$11.49	\$22.34	\$0.00	\$70.04	
	3	70		\$42.25	\$11.49	\$22.34	\$0.00	\$76.08	
•	4	80		\$48.28	\$11.49	\$22.34	\$0.00	\$82.11	
	5	90		\$54,32	\$11.49	\$22.34	\$0.00	\$88.15	
	Effecti	ve Date -	08/01/2023				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$31,20	\$11.49	\$22.34	\$0.00	\$65,03	
	2	60		\$37.44	\$11.49	\$22.34	\$0.00	\$71.27	
	3	70		\$43.68	\$11.49	\$22,34	\$0.00	\$77.51	
	4	80		\$49.92	\$11.49	\$22.34	\$0.00	\$83,75	
	5	90		\$56.16	\$11.49	\$22.34	\$0.00	\$89.99	
	Notes:					<del></del>	ONE TO STRONG CONTOCON AME		
	entropera						-	WWW.	
*	Apprer	ntice to Jou	ırneyworker Ratio:1:5	······································		mana man mina	Mines, colored above		
BULLDOZER/0	GRADE	R/SCRAPE	3R	06/01/2023	3 \$53.69	9 \$14.75	\$16.15	\$0.00	\$84.59
OPERATING ENGI	VEERS LO	CAL 4		12/01/2023			\$16.15		\$85.83
				06/01/2024	•		\$16.15		\$87.11
				12/01/2024			\$16.15		\$88.55
				06/01/2025			\$16.15		\$89.83
				12/01/2025	\$60.31	7 \$14.75	\$16.15	\$0.00	\$91.27
				06/01/2026	\$61.65	5 \$14.75	\$16.15	\$0.00	\$92.55
				12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99
			PERATING ENGINEERS"						
CAISSON & UI LABORERS - FOUN				06/01/2023			\$17.97		\$72.10
				12/01/2023	·		\$17.97		\$73.35
				06/01/2024			\$17.97		\$74.83
				12/01/2024			\$17.97		\$76.30
				06/01/2025			\$17.97		\$77.80
				12/01/2025	\$51.93	\$9.40	\$17.97		\$79.30
				06/01/2026	\$53.48	\$9.40	\$17.97		\$80.85
For apprentice r	atcs see "A	Apprentice- LA	ABORER"	12/01/2026	\$54.98	3 \$9.40	\$17.97	\$0.00	\$82.35

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER	06/01/2023	\$43.58	\$9.40	\$17.97	\$0.00	\$70.95
LABORERS - FOUNDATION AND MARINE	12/01/2023	\$44.83	\$9.40	\$17.97	\$0.00	\$72.20
	06/01/2024	\$46.31	\$9.40	\$17.97	\$0.00	\$73.68
	12/01/2024	\$47.78	\$9.40	\$17.97	\$0.00	\$75.15
	06/01/2025	\$49.28	\$9.40	\$17.97	\$0.00	\$76.65
	12/01/2025	\$50.78	\$9.40	\$17.97	\$0.00	\$78.15
	06/01/2026	\$52,33	\$9.40	\$17.97	\$0.00	\$79.70
	12/01/2026	\$53.83	\$9.40	\$17.97	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	06/01/2023	\$43.58	\$9.40	\$17.97	\$0.00	\$70.95
LABORERS - FOUNDATION AND MARINE	12/01/2023	\$44.83	\$9.40	\$17.97	\$0.00	\$72.20
•	06/01/2024	\$46.31	\$9.40	\$17.97	\$0.00	\$73.68
	12/01/2024	\$47.78	\$9.40	\$17.97	\$0.00	\$75.15
	06/01/2025	\$49.28	\$9.40	\$17.97	\$0.00	\$76.65
	12/01/2025	\$50.78	\$9.40	\$17.97	\$0.00	\$78.15
	06/01/2026	\$52.33	\$9.40	\$17.97	\$0.00	\$79.70
	12/01/2026	\$53.83	\$9.40	\$17.97	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
CARPENTER CARPENTERS - ZONE 2 (Eastern Massachusetts)	03/01/2023	\$45.12	\$9.33	\$19.97	\$0.00	\$74.42

Apprentice - CARPENTER - Zone 2 Eastern MA

Effecti Step	ve 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:	AND THE COLUMN TARGET WAS A SECURE OF SECURE O	. The second sec	erenta arabana antanti	rumay ruma admin	towns where making and		
r annow	% Indentured After 10/1/17; 45/45					**	
} *******	Step 1&2 \$30.71/3&4 \$36.93/5&	£6 \$56.82/ 7&8 \$63.06					
Apprer	tice to Journeyworker Ratio:1:5						
RPENTER WOOD F		04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00	\$36.17

All Aspects of New Wood Frame Work

Issue Date: 07/24/2023 Wage Request Number: 20230724-041 Page 6 of 37

Pension

Annuantica	CARPENTER	(Wood Frame)	- 70He 3
Apprentice -	CHALENIER	(woou rrame)	- Zone 3

	ive Date - 04/01/2023				Supplementa		
Step	percent	Apprentice Base Wage	Health	Pension	Unemploymen	Total Rate	; 
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:	e entropy throaten sensitive products and a	CALLER ANDREW ALLEGON VARIABLE WOOLENS HOWEVER VARIETY VARIABLE SPRINGER	- 1000 -	TOTAL	www		
}	% Indentured After 10/	1/17; 45/45/55/55/70/70/80/80				i i	
	Step 1&2 \$17.86/ 3&4	\$20.22/ 5&6 \$27.57/ 7&8 \$29.94				100	
Appre	ntice to Journeyworker	Ratio:1:5	-				
CEMENT MASONRY/		07/01/2023	\$50.59	\$12.75	\$22.74	\$0.87	\$86.95
BRICKLAYERS LOCAL 3 (QU	IINCY)	01/01/2024	\$51.73	\$12.75	\$22.74	\$0.87	\$88.09

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

Effecti	ve Date -	07/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$25.30	\$12.75	\$15.49	\$0.00	\$53.54
2	60	•	\$30.35	\$12.75	\$22.74	\$0.87	\$66.71
3	65		\$32.88	\$12,75	\$22.74	\$0.87	\$69.24
4	70		\$35.41	\$12.75	\$22.74	\$0.87	\$71.77
5	75		\$37.94	\$12.75	\$22.74	\$0.87	\$74.30
6	80		\$40.47	\$12,75	\$22.74	\$0.87	\$76.83
7	90		\$45.53	\$12.75	\$22.74	\$0.87	\$81.89
Effecti	ve 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
Notes:	Steps 3,4	are 500 hrs. All other step	s are 1,000 hrs.			CATIVAL SEALES MALES MALES	distant Similar Colling

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	06/01/2023	\$55,35	\$14.75	\$16.15	\$0.00	\$86.25
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$56.63	\$14.75	\$16.15	\$0.00	\$87.53
	06/01/2024	\$57.95	\$14.75	\$16.15	\$0.00	\$88.85
	12/01/2024	\$59.43	\$14.75	\$16.15	\$0.00	\$90.33
	06/01/2025	\$60.76	\$14.75	\$16.15	\$0.00	\$91.66
	12/01/2025	\$62.23	\$14.75	\$16.15	\$0.00	\$93.13
	06/01/2026	\$63.56	\$14.75	\$16.15	\$0.00	\$94.46
	12/01/2026	\$65.04	\$14.75	\$16.15	\$0.00	\$95.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR	06/01/2023	\$35.30	\$14.75	\$16.15	\$0.00	\$66.20
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$36.12	\$14.75	\$16.15	\$0.00	\$67.02
	06/01/2024	\$36.97	\$14.75	\$16.15	\$0.00	\$67.87
	12/01/2024	\$37.92	\$14.75	\$16.15	\$0.00	\$68.82
	06/01/2025	\$38.77	\$14.75	\$16.15	\$0.00	\$69.67
	12/01/2025	\$39.72	\$14.75	\$16.15	\$0.00	\$70.62
	06/01/2026	\$40.58	\$14.75	\$16.15	\$0.00	\$71.48
	12/01/2026	\$41.53	\$14.75	\$16.15	\$0.00	\$72,43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE)	07/01/2023	\$55.51	\$9.65	\$23.70	\$0.00	\$88.86
PAINTERS LOCAL 35 - ZONE 2	01/01/2024	\$56.06	\$9.95	\$23.95	\$0.00	\$89.96
	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Issue Date: 07/24/2023

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

	Effect	tive Date - 07/01/20	3				Supplementa	i	
	Step	percent	Apprentic	e Base Wage	Health	Pension	Unemploymen		tal Rate
	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
	Effect	ive Date - 01/01/202	4				Supplementa	I	
	Step	percent	Apprentic	e Base Wage	Health	Pension	Unemploymen		tal Rate
	1	50		\$28.03	\$9.95	\$0.00	\$0.00	)	\$37.98
	2	55	•	\$30.83	\$9.95	\$6.66	\$0.00	١	\$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:	A comment of the comm	AND STATE OF THE PROPERTY OF THE STATE OF TH		TOMOTO SUPERINES AND		Visitati i trans		7 m 4 m 7 m
	W All (Madesons)	Steps are 750 hrs.	•						
		ntice to Journeywork	r Ratio:1:1	PROPERTY OF THE STATE AND A STATE OF THE STA		99385 San S. San	Andrew seasons between	*******	ri, /morania
DEMO; ADZI Laborers - zon				06/01/2023	\$43.73	\$9.40	\$17.82	\$0.00	\$70.95
				12/01/2023	\$44.98	\$9.40	\$17.82	\$0,00	\$72.20
,,		Apprentice- LABORER"							
DEMO: BACE LABORERS - ZON		)ADER/HAMMER OI	ERATOR	06/01/2023	\$44.73	\$9.40	\$17.82	\$0.00	\$71.95
		Apprentice- LABORER*		12/01/2023	\$45.98	\$9.40	\$17.82	\$0.00	\$73.20
DEMO: BURN		Appleinice- LABOKEK					<del></del>		
LABORERS - ZON				06/01/2023	\$44.48	\$9.40	\$17.82	\$0.00	\$71.70
For apprentic	e rates see "	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 OF
ABORERS - ZON				12/01/2023	\$45.98	\$9.40 \$9.40	\$17.82	\$0.00	\$71.95 \$73.20
For apprentic	e rates see "	Apprentice- LABORER"		12/01/2023	Φ40,70	Φ9.40	ψ17.02	φ0.00	\$73.20
		R OPERATOR		06/01/2023	\$44,48	\$9.40	\$17.82	\$0.00	\$71.70
ABORERS - ZON	E 2			12/01/2023	\$45.73	\$9.40	\$17.82	\$0.00	\$72.95
		Apprentice- LABORER"							*******
DEMO: WREC		ABORER		06/01/2023	\$43.73	\$9.40	\$17.82	\$0.00	\$70.95
ABORERS - ZON				12/01/2023	\$44.98	\$9.40	\$17.82	\$0.00	\$72.20
For apprentice	rates see ".	Apprentice- LABORER"							

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIRECTIONAL DRILL MACHINE OPERATOR	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
	06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
	12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
	06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
	12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	06/01/2026	\$61,65	\$14.75	\$16.15	\$0.00	\$92.55
For apprentice rates see "Apprentice-OPERATING ENGINEERS"	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice-PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice-PILE DRIVER"				•		
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice-PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice-PILE DRIVER"				-		
DRAWBRIDGE OPERATOR (Construction)  DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN ELECTRICIANS LOCAL 223	09/01/2022	\$46.35	\$11.50	\$16,18	\$0.00	\$74.03
ELECTRICIANS LOCAL 223	09/01/2023	\$47.87	\$11.75	\$16.86	\$0.00	\$76.48

Issue Date: 07/24/2023

ELEVATOR CONSTRUCTORS LOCAL 4

Step	ive Date - 09/01/2022 percent	Apprentice Base Wage	Health	Pension	Supplementat Unemployment	Total Ra
1	40	\$18,54	\$11.50	\$0.56	\$0.00	\$30.
2	45	\$20.86	\$11.50	\$0.63	\$0.00	\$32.
3	50	\$23.18	\$11.50	\$0.70	\$0.00	\$35.
4	55	\$25.49	\$11.50	\$7.35	\$0.00	\$44.
5	60	\$27.81	\$11.50	\$7.86	\$0.00	\$47.
6	65	\$30.13	\$11.50	\$8.37	\$0.00	\$50.0
7	70	\$32.45	\$11.50	\$8.89	\$0.00	\$52.
8	75	\$34.76	\$11.50	\$9.40	\$0.00	\$55.6
	ve Date - 09/01/2023		**		Supplemental	m . I n
Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Ra
1	40	\$19.15	\$11.75	\$0.57	\$0.00	\$31.4
2	45	\$21.54	\$11.75	\$0.65	\$0.00	\$33.9
3	50	\$23.94	\$11.75	\$0.72	\$0.00	\$36,4
4	55	\$26.33	\$11.75	\$7.79	\$0.00	\$45.
5	60 .	\$28.72	\$11.75	-\$8.31	\$0.00	\$48.
6	65	\$31.12	\$11.75	\$8.65	\$0.00	\$51.
7	70	\$33.51	\$11.75	\$9.38	\$0.00	\$54.
8	75	\$35.90	\$11.75	\$9.90	\$0.00	\$57.
Notes:	. — — — — — —				Annual Annual Annual Annual	a vanami, 1 <sub>2</sub> /
·						
	CONTRACTOR AND AND THE PROPERTY AND	se free some personne services some excessor sometime construe o	erre more man	C COSSIS MATERIA METERS	******* ******* *******	

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84
2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33
3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89
ļ	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74
lotes	Steps 1-2 are 6 mos.; Steps 3-5 are	1 year	Constant Walter Const.	ina kumana periodek ketikan	STARK WARPS SEPTEMENT	Annual Mr. Bahandar Strotted

ELEVATOR CONSTRUCTOR HELPER ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17

Classification  For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rat
ENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	06/01/2023	\$37.71	. \$9.40	\$16.89	\$0.00	\$64.00
IBORERS - 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)						
ELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	05/01/2023	\$49.06	\$14.50	\$16.15	\$0.00	\$79.71
PERATING ENGINEERS LOCAL 4	11/01/2023	\$50.30	\$14.50	\$16.15	\$0.00	\$80.95
	05/01/2024	\$51.54	\$14.50	\$16.15	\$0.00	\$82.19
	11/01/2024	\$52.83	\$14.50	\$16.15	\$0.00	\$83.48
	05/01/2025	\$54.27	\$14.50	\$16.15	\$0.00	\$84.92
	11/01/2025	\$55.56	\$14.50	\$16.15	\$0.00	\$86.21
	05/01/2026	\$57.00	\$14.50	\$16.15	\$0.00	\$87.65
	11/01/2026	\$58.29	\$14.50	\$16.15	\$0.00	\$88.94
	05/01/2027	\$59.72	\$14.50	\$16.15	\$0.00	\$90.37
For apprentice rates see "Apprentice- OPERATING ENGINEERS"			01450	017.15	\$0.00	¢01.00
ELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY PERATING ENGINEERS LOCAL 4	05/01/2023	\$50.62	\$14.50	\$16.15	\$0.00	\$81.27
	11/01/2023	\$51.87	\$14.50	\$16.15 \$16.15	\$0.00 \$0.00	\$82.52 \$83.77
	05/01/2024	\$53.12	\$14.50	\$16.15	\$0.00	\$85.07
	11/01/2024	\$54.42	\$14.50	\$16.15	\$0.00	\$86.52
	05/01/2025	\$55.87	\$14.50		\$0.00	\$87.82
	11/01/2025	\$57.17	\$14.50		\$0.00	\$89.27
	05/01/2026	\$58.62	\$14.50		\$0.00	\$90.57
	11/01/2026	\$59.92	\$14.50	\$16.15 \$16.15	\$0.00	\$92.02
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	05/01/2027	\$61.37	\$14.50	\$10.13	\$0.00	\$92.02
ELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	05/01/2023	\$24.20	\$14.50	\$16.15	\$0.00	\$54.85
PERATING ENGINEERS LOCAL 4	11/01/2023	\$24.93	\$14.50	\$16.15	\$0.00	\$55.58
	05/01/2024	\$25.66	\$14.50	\$16.15	\$0.00	\$56.31
	11/01/2024	\$26.42	\$14.50	\$16.15	\$0.00	\$57.07
	05/01/2025	\$27.27	\$14.50	\$16.15	\$0.00	\$57.92
	11/01/2025	\$28.03	\$14.50	\$16.15	\$0.00	\$58.68
	05/01/2026	\$28.88	\$14.50	\$16.15	\$0.00	\$59.53
	11/01/2026	\$29.64	\$14.50	\$16.15	\$0.00	\$60.29
	05/01/2027	\$30.49	\$14.50	\$16.15	\$0.00	\$61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	00/01/2021	40010	T = 112 2			
IRE ALARM INSTALLER LECTRICIANS LOCAL 223	09/01/2020	\$43.66	\$10.90	\$14.66	\$0.00	\$69.22
For apprentice rates see "Apprentice- ELECTRICIAN"						
TIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>electrician</i> s	09/01/2020	\$36.86	\$10.90	\$12.45	\$0.00	\$60.21

Page 12 of 37

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIREMAN (ASST. ENGINEER)  OPERATING ENGINEERS LOCAL 4	06/01/2023	\$43.96	\$14.75	\$16.15	\$0.00	\$74.86
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$44.97	\$14.75	\$16.15	\$0.00	\$75.87
	06/01/2024	\$46.03	\$14.75	\$16.15	\$0.00	\$76.93
	12/01/2024	\$47.21	\$14.75	\$16.15	\$0.00	\$78.11
	06/01/2025	\$48.27	\$14.75	\$16.15	\$0.00	\$79.17
	12/01/2025	\$49.44	\$14.75	\$16.15	\$0.00	\$80.34
	06/01/2026	\$50.50	\$14.75	\$16,15	\$0.00	\$81.40
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$51.68	\$14.75	\$16.15	\$0.00	\$82.58
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	06/01/2023	\$25.98	\$9.40	\$16.89	\$0.00	\$52.27
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$25,98	\$9,40	\$16.89	\$0.00	\$52.27
	06/01/2024	\$27.01	\$9.40	\$16.89	\$0.00	\$53.30
	12/01/2024	\$27.01	\$9.40	\$16.89	\$0.00	\$53.30
	06/01/2025	\$28.09	\$9.40	\$16.89	\$0.00	\$54.38
	12/01/2025	\$28.09	\$9.40	\$16.89	\$0.00	\$54.38
	06/01/2026	\$29.21	\$9.40	\$16.89	\$0.00	\$55.50
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$29.21	\$9.40	\$16.89	\$0.00	\$55.50
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE I	03/01/2022	\$51.77	\$9.33	\$20.27	\$0.00	\$81.37

Apprentice -	FLOORCOVERER - Local 2168 Zone I
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Effect	ive Date - 03/01/202				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$25.89	\$9.33	\$1.79	\$0.00	\$37.01
2	55	\$28.47	\$9.33	\$1.79	\$0.00	\$39.59
3	60	\$31.06	\$9.33	\$14.90	\$0.00	\$55.29
4	65	\$33.65	\$9.33	\$14.90	\$0.00	\$57.88
5	70	\$36.24	\$9.33	\$16.69	\$0.00	\$62,26
6	75	\$38.83	\$9.33	\$16.69	\$0.00	\$64.85
7	80	\$41.42	\$9.33	\$18.48	\$0.00	\$69.23
8	85	\$44.00	\$9.33	\$18.48	\$0.00	\$71.81

Notes: Steps are 750 hrs.

% After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps) Step 1&2 \$32.94/ 3&4 \$39.66/ 5&6 \$60.32/ 7&8 \$67.10

Apprentice to Journeyworker Ratio:1:1

RK LIFT/CHERRY PICKER Erating engineers local 4	06/01/2023	\$54.28	\$14.75	\$16.15	\$0.00	\$85.18
ERATING 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"

Issue Date: 07/24/2023 Wage Request Number: 20230724-041 Page 13 of 37

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) GLAZIERS LOCAL 35 (ZONE 2)	01/01/2024	\$45.56	\$9.95	\$23.95	\$0.00	\$79.46
OLIMANIA DOCTIONAL	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

Apprentice - GLAZIER - Local 35 Zone 2

	ve Date -	07/01/2023				Supplemental	m . 1n .
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
		01/01/2024					
	ve Date - percent	01/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step	percent 50	01/01/2024	Apprentice Base Wage \$22.78	Health \$9.95	Pension \$0.00	• • •	Total Rate \$32.73
Effecti Step 1 2	percent	01/01/2024				Unemployment	
Step 1	percent 50	01/01/2024	\$22.78	\$9.95	\$0.00	Unemployment \$0.00	\$32.73
Step 1	50 55	01/01/2024	\$22.78 \$25.06	\$9.95 \$9.95	\$0.00 \$6.66	\$0.00 \$0.00	\$32.73 \$41.67
Step 1 2 3 4	50 55 60	01/01/2024	\$22.78 \$25.06 \$27.34	\$9.95 \$9.95 \$9.95	\$0.00 \$6.66 \$7.26	\$0.00 \$0.00 \$0.00	\$32.73 \$41.67 \$44.55
Step 1 2 3	50 55 60 65	01/01/2024	\$22.78 \$25.06 \$27.34 \$29.61	\$9.95 \$9.95 \$9.95 \$9.95	\$0.00 \$6.66 \$7.26 \$7.87	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$32.73 \$41.67 \$44.55 \$47.43
Step 1 2 3 4 5	50 55 60 65 70	01/01/2024	\$22.78 \$25.06 \$27.34 \$29.61 \$31.89	\$9.95 \$9.95 \$9.95 \$9.95 \$9.95	\$0.00 \$6.66 \$7.26 \$7.87 \$20.32	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$32.73 \$41.67 \$44.55 \$47.43 \$62.16

Apprentice to Journeyworker Ratio:1:1

Issue Date: 07/24/2023 Wage Request Number: 20230724-041 Page 14 of 37

LECTRICIANS LOCAL 22.	3							
/AC (ELECTRICAL			09/01/2020	\$43.66	\$10.90	\$14.66	\$0.00	\$69.22
For apprentice rates see	a "Apprentice» SHFI	ET METAL WORKER#	02/01/2026	\$66.01	\$14.11	\$26.64	\$2.83	\$109.59
			08/01/2025		\$14.11	\$26.64	\$2.83	\$107.64
			02/01/202	\$62.21	\$14.11	\$26,64	\$2.83	\$105.79
			08/01/2024	\$60.46	\$14.11	\$26.64	\$2.83	\$104.04
			02/01/2024	\$58.71	\$14.11	\$26.64	\$2.83	\$102.29
TMETAL WORKERS I	LOCAL 17 - A		08/01/2023	\$57.01	\$14.11	\$26.64	\$2.83	\$100.59
C (DUCTWORK			02/01/2023	3 \$55.31	\$14.11	\$26.64	\$2.83	\$98.89
Appr	entice to Journ	eyworker Ratio:1:6						
1								
Notes	s:						arrapoura.	
	uno nutro nutro e-e-e	and strong washing the company of the	one seem also allocation south	SECURITY CONTRACTOR CONTRACTOR CONTRACTOR	mens evenus environ	server contra simula s	count account provide growns	
8	90		\$49.98	\$14.75	\$16.15	\$0.00	\$80.88	
7	85		\$47.20	\$14.75	\$16.15	\$0.00	\$78.10	
6	80		\$44.42	\$14.75	\$16.15	\$0.00	\$75.32	
5	75		\$41.65	\$14.75	\$16.15	\$0.00	\$72.55	
4	70		\$38.87	\$14.75	\$16.15	\$0.00	\$69.77	
3	65		\$36.09	\$14.75	\$16.15	\$0.00	\$66.99	
2	60		\$33.32	\$14.75	\$16.15	\$0.00	\$64.22	
1	55		\$30.54	\$14.75	\$0.00	\$0.00	\$45.29	
Effec Step	tive Date - 12	2/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
8	90		\$48.85	\$14.75	\$16.15	\$0.00	\$79.75	
7	85		\$46.14	\$14.75	\$16.15	\$0.00	\$77.04	
6	80		\$43.42	\$14.75	\$16.15	\$0.00	\$74.32	
5	75		\$40.71	\$14.75	\$16,15	\$0.00	\$71.61	
4	70		\$38.00	\$14.75	\$16.15	\$0.00	\$68.90	
3	65		\$35.28	\$14.75	\$16.15	\$0.00	\$66.18	
2	60		\$32.57	\$14.75	\$16.15	\$0.00	\$63.47	
1	55		\$29.85	\$14.75	\$0.00	\$0.00	\$44.60	
Step	percent		Apprentice Base Wage		Pension	Unemployment	Total Rate	
		RATING ENGINEERS - 1 5/01/2023	Local 4			Supplemental		
			12/01/2026	5 \$63.78	\$14.75	\$16.15	\$0.00	\$94.68
			06/01/2020		\$14.75	\$16.15	\$0.00	\$93.23
			12/01/2025		\$14.75	\$16.15	\$0.00	\$91.93
			06/01/2025		\$14.75	\$16.15	\$0.00	\$90.48
			12/01/2024		\$14.75	\$16.15	\$0.00	\$89.18
			06/01/2024	\$56.83	\$14.75	\$16.15	\$0.00	\$87.73
			12/01/2023	\$55.53	\$14.75	\$16.15	\$0.00	\$86.43
HOISTING ENGINEER/CRANES/GRADALLS  OPERATING ENGINEERS LOCAL 4			06/01/2023		\$14.75	\$16.15	\$0.00	\$85.18
IOISTING ENGINEER/CRANES/GRADALIS			TE Base 77 ag			Inemployment		

Effective Date Base Wage Health

Classification

Supplemental

Unemployment

Pension

**Total Rate** 

Issue Date: 07/24/2023 Wage Request Number: 20230724-041 Page 15 of 37

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice-ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR)	02/01/2023	\$55.31	\$14.11	\$26.64	\$2.83	\$98.89
HEETMETAL WORKERS LOCAL 17 - A	08/01/2023	\$57.01	\$14.11	\$26.64	\$2.83	\$100.59
	02/01/2024	\$58.71	\$14.11	\$26.64	\$2.83	\$102.29
	08/01/2024	\$60,46	\$14.11	\$26.64	\$2.83	\$104.04
	02/01/2025	\$62.21	\$14,11	\$26,64	\$2.83	\$105.79
	08/01/2025	\$64,06	\$14.11	\$26.64	\$2.83	\$107.64
	02/01/2026	\$66,01	\$14.11	\$26.64	\$2.83	\$109.59
For apprentice rates see "Apprentice-SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 51	08/30/2021	\$46.49	\$10.15	\$19.95	\$0.00	\$76.59
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51	08/30/2021	\$46.49	\$10.15	\$19.95 ·	\$0.00	\$76.59
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
LABORERS - ZONE 2	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
VAC (TESTING AND BALANCING -WATER)  JUMBERS & PIPEFITTERS LOCAL 51  For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"  VAC MECHANIC  JUMBERS & PIPEFITTERS LOCAL 51  For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"  YDRAULIC DRILLS  BORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
LABORERS - ZONE 2 (HEAV I & HIGHWAI)	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
	06/01/2024	\$40.44	\$9,40	\$16.89	\$0.00	\$66.73
	12/01/2024	\$41.77	\$9.40	\$16.89	\$0.00	\$68.06
	06/01/2025	\$43.16	\$9.40	\$16.89	\$0.00	\$69.45
	12/01/2025	\$44.54	\$9.40	\$16.89	\$0.00	\$70.83
	06/01/2026	\$45.98	\$9.40	\$16.89	\$0.00	\$72.27
	12/01/2026	\$47.42	\$9.40	\$16.89	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)					***	**
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2022	\$53.85	\$13.80	\$17.14	\$0.00	\$84. <b>7</b> 9

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

Effec	tive Date - 09/01/2022				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	е
1	50	\$26.93	\$13.80	\$12.42	\$0.00	\$53.1	5
2	60	\$32.31	\$13.80	\$13.36	\$0.00	\$59.4	7
3	70	\$37.70	\$13.80	\$14.31	\$0.00	\$65.8	1
4	80 .	\$43.08	\$13.80	\$15.25	\$0.00	\$72.1	3
Notes	5:	And the second s	para 1		*****		
24.4MC01.20	Steps are 1 year					0	
Аррг	rentice to Journeyworker Rat	io:1:4	comments we will be a finance of the	respond to the comment	grynnig meening bestellt i		
IRONWORKER/WEI		03/16/2023	\$52.72	\$8.35	\$26.70	\$0.00	\$87.77
IRONWORKERS LOCAL 7	(BOSTON AREA)	03/16/2024	\$53.97	\$8.35	\$26.70	\$0.00	\$89.02

Issue Date: 07/24/2023 Wage Request Number: 20230724-041 Page 16 of 37

Effective Date Base Wage Health Pension Supplemental Total Rate Unemployment

### Classification

Арр	rentice - IR	ONWORKER - Local 7 Bos	rton					
Effe	ctive Date -	03/16/2023				Supplemental	m . tv	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$31.63	\$8.35	\$26.70	\$0.00	\$66.68	
2	70		\$36.90	\$8.35	\$26.70	\$0.00	\$71.95	
3	75		\$39.54	\$8.35	\$26.70	\$0.00	\$74.59	
4	80		\$42.18	\$8.35	\$26.70	\$0.00	\$77.23	
5	85		\$44.81	\$8.35	\$26.70	\$0.00	\$79.86	
6	90		\$47.45	\$8.35	\$26.70	\$0.00	\$82.50	
Effe	ctive Date -	03/16/2024				Supplemental	•	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$32.38	\$8.35	\$26.70	\$0.00	\$67.43	
2	70		\$37.78	\$8.35	\$26.70	\$0.00	\$72.83	
3	75		\$40.48	\$8.35	\$26,70	\$0.00	\$75.53	
4	80		\$43.18	\$8.35	\$26.70	\$0.00	\$78.23	
. 5	85		\$45.87	\$8.35	\$26.70	\$0.00	\$80.92	
6	90		\$48.57	\$8.35	\$26.70	\$0.00	\$83,62	
Not	2 <b>S</b> :						· · · · · · · · · · · · · · · · · · ·	
5. C			was common and the common common				and any of the second by	
Apr	rentice to Jo	urneyworker Ratio:1:4	AND COMMENTS OF STREET STREET					
CKHAMMER &	PAVING BRE	EAKER OPERATOR	06/01/202	3 \$37.7	1 \$9.40	\$16.89	\$0.00	\$64.00
BORERS - ZONE 2			12/01/202	3 \$38.6	1 \$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates s	ee "Apprentice- l	LABORER"						
ABORER			06/01/202	3 \$37.4	6 \$9.40	\$16.89	\$0.00	\$63.75
ABORERS - ZONE 2			12/01/202	3 \$38.3	6 \$9.40	\$16.89	\$0.00	\$64.65

Wage Request Number: 20230724-041 Page 17 of 37

Classification Effective Date Base Wage Health Pension Supplemental Total Rate Unemployment

	ctive Date -	4BORER - Zone 2 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	
Effe Step	ctive Date -	12/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60		\$23.02	\$9.40	\$16.89	\$0.00	\$49.31	
2	70		\$26.85	\$9.40	\$16.89	\$0.00	\$53.14	
3	80		\$30.69	\$9.40	\$16.89	\$0.00	\$56,98	
4	90		\$34.52	\$9.40	\$16.89	\$0.00	\$60.81	
Note	S:	The second of th	errate America (received comments) energys (1998)				22 10	
*A A brokers							A. davidence	
Арр	rentice to Jou	rneyworker Ratio:1:5			<del></del>	2.24 <del></del>		
BORER (HEAVY Orers - zone 2 (iie)		•	06/01/2023	\$37.46	\$9.40	\$16.89	\$0.00	\$63.75
MING - 2011 2 (112)	ar a monna		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	-	\$9.40	\$16.89	\$0.00	\$71.52
			12/01/2026	\$46.67	\$9.40	\$16.89	\$0.00	\$72.96

Issue Date: 07/24/2023

Total Rate

Pension

clearance incidental to construction. For apprentice rates see "Apprentice- LABORER"

This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site

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
ASER BEAM OPERATOR (HEAVY & HIGHWAY)  ABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
	06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
	12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56
	06/01/2025	\$42,66	\$9.40	\$16.89	\$0.00	\$68.95
	12/01/2025	\$44,04	\$9.40	\$16.89	\$0.00	\$70.33
	06/01/2026	\$45.48	\$9.40	\$16.89	\$0.00	\$71.77
	12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
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

Lifecti	ve Date -	02/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$23.13	\$11.49	\$20.37	\$0.00	\$54.99
2	60		\$27.75	\$11.49	\$20.37	\$0.00	\$59.61
3	70		\$32.38	\$11.49	\$20,37	\$0.00	\$64.24
4	80		\$37.00	\$11.49	\$20.37	\$0.00	\$68.86
5	90		\$41.63	\$11.49	\$20.37	\$0.00	\$73.49
Effecti	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
•			\$43,10	\$11.49	\$20,37	\$0.00	\$74.96

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Dat	e Base Wage	Health		Supplemental Unemployment	Total Rate
IARBLE MASONS,TILELAYERS & TERRAZZO MECH	02/01/2023	\$60.37	\$11.49	\$22.31	\$0.00	\$94.17
RICKLAYERS LOCAL 3 - MARBLE & 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
Apprentice - MARBLE-TILE-TERRAZZO	) MECHANIC - Local 3 Ma	rble & Tile				,
Effective Date - 02/01/2023 Step percent	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		<b>,</b>
1 50	\$30.19	\$11.49	\$22.31	\$0.00	\$63.99	
2 60	\$36.22	\$11.49	\$22.31	\$0.00	\$70.02	:
3 70	\$42.26	\$11.49	\$22.31	\$0.00	\$76.06	5
4 80	\$48.30	\$11.49	\$22,31	\$0.0	382.10	)
5 90	\$54.33	\$11.49	\$22.31	\$0.00	) \$88.13	i
<b>Effective Date -</b> 08/01/2023		•		Supplementa		
Step percent	Apprentice Base Wage	Health	Pension	Unemploymer		
1 50	\$31.21	\$11.49	\$22.31	\$0.0		
2 60	\$37.45	\$11.49	\$22.31	\$0.0	0 \$71.25	5
3 70	\$43.69	\$11.49	\$22.31	\$0.0	0 \$77.49	)
4 80	\$49.94	\$11.49	\$22.31	\$0.0		
5 90	\$56.18	\$11.49	\$22.31	\$0.0		3
Notes:	, graphic allege strong source Commit services	SECTION CONTRACTOR ASSULED S	regressed with addition that the second	44 7778 VIV.	VALUED A VECTOR OF THE PARTY OF	
Apprentice to Journeyworker Ratio:1:5	C			AND THE PERSON NAMED IN COLUMN		
MECH, SWEEPER OPERATOR (ON CONST. SITES)	06/01/202	3 \$53.69	\$14.75	\$16.15	\$0.00	\$84.59
PERATING ENGINEERS LOCAL 4	12/01/202				\$0.00	\$85.83
	06/01/202		\$14.75		\$0.00	\$87.11
	00/01/202				\$0.00	\$88.55
	12/01/202	4 \$57.65	J14./J	4.0	ΨΟισσ	
	12/01/202- 06/01/202				\$0.00	\$89.83
	06/01/202	5 \$58.93	\$14.75	\$16.15		\$89.83 \$91.27
		5 \$58.93 5 \$60.37	\$14.75 \$14.75	\$16.15 \$16.15	\$0.00	

Page 21 of 37 Wage Request Number: 20230724-041 Issue Date: 07/24/2023

For apprentice rates see "Apprentice-OPERATING ENGINEERS"

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

	ffective Date - tep percent	01/02/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1			\$23.06	\$8.58	\$5.72	\$0.00	\$37.36	
2	65		\$27.25	\$8.58	\$17.93	\$0.00	\$53.76	
3	75		\$31.44	\$8.58	\$18.98	\$0.00	\$59.00	
4	85		\$35.63	\$8.58	\$20.01	\$0.00	\$64.22	
ggy soonnands	but do re Steps ar	2 Appr. indentured after 1/6/eceive annuity. (Step 1 \$5.77) e 2,000 hours		Carry growth tarres			And the second s	
		ourneyworker Ratio:1:4				#16 9A	\$0.00	\$64.00
MORTAR MIXER ABORERS - ZONE 2		06/01/2023	·		\$16.89		\$64.90	
	es see "Apprentice-	· LABORER"	12/01/2023	3 \$38.6	1 \$9.40	\$16.89	\$0.00	\$04.90
			06/01/202	3 \$24,3	4 \$14.75	\$16.15	\$0.00	\$55.24
For apprentice rates see "Apprentice- LABORER"  LER (OTHER THAN TRUCK CRANES, GRADALLS)  **PERATING ENGINEERS LOCAL 4**		12/01/202	3 \$24.9	1 \$14.75	\$16.15	\$0.00	\$55.8	
			06/01/202	4 \$25.5	1 \$14.75	\$16.15	\$0.00	\$56.41
			12/01/202	4 \$26.1	7 \$14.75	\$16.15	\$0.00	\$57.07
			06/01/202	5 \$26.7	7 \$14.75	\$16.15	\$0.00	\$57.67
			12/01/202	5 \$27.4	3 \$14.75	\$16.15	\$0.00	\$58.33
			06/01/202	6 \$28.0	2 \$14.75	\$16.15	\$0.00	\$58.92
		OBED ATIMO ENGINEEROS	12/01/202	6 \$28.6	9 \$14.75	\$16.15	\$0.00	\$59.59
		- OPERATING ENGINEERS"	0.6/01/000	3 \$29.6	7 \$14.75	\$16.15	\$0.00	\$60.5
ILER (TRUCK ) PERATING ENGINE		ADALLO)	06/01/202			****	\$0.00	\$61.2
			12/01/202	·	·	****	\$0.00	\$61.9
			06/01/202	•	•		\$0.00	\$62.7
			12/01/202	•			\$0.00	\$63.5
			06/01/202		,		\$0.00	\$64.3
			12/01/202				\$0.00	\$65.0
			06/01/202	6 \$34.	.2 \$14.75	\$16.15	20.00	\$65.

12/01/2026

For apprentice rates see "Apprentice-OPERATING ENGINEERS"

Page 22 of 37 20230724-041 Wage Request Number:

\$14.75

\$16.15

\$0.00

\$65.82

\$34.92

Classification			Effective Da	te Base Wage	e Health	Pension	Supplemental Unemployment	Total Rat
OTHER POWER DRI		PMENT - CLASS II	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
OPERATING ENGINEERS	LOCAL 4		12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
			06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
			12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
			06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
			12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
			06/01/2026	\$61.65	\$14.75	\$16.15	\$0.00	\$92.55
For apprentice rates see	e "Apprentice- (	PERATING ENGINEERS"	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS INTER (BRIDGES/TANKS)  WIERS LOCAL 35 - ZONE 2			07/01/2023	\$55.51	\$9.65	\$23.70	\$0.00	\$88.86
AINTERS LOCAL 35 - ZO	NE 2		01/01/2024	\$56.06	\$9.95	\$23.95	\$0.00	\$89.96
			07/01/2024	\$57,26	\$9.95	\$23.95	\$0.00	\$91.16
			01/01/2025	\$58.46	\$9.95	\$23,95	\$0.00	\$92.36
		INTER Local 35 - BRIDO	GES/TANKS					
	rentice - PA	INTER Local 35 - BRIDO 07/01/2023	GES/TANKS  Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		ı
Effec	ctive Date -			Health \$9.65	Pension \$0.00		t Total Rate	
Effec Step	percent		Apprentice Base Wage			Unemploymen	Total Rate	
Effec Step	percent 50		Apprentice Base Wage \$27.76	\$9.65	\$0.00	Unemploymen	Total Rate  3 \$37.41  3 \$46.73	
Effec Step 1 2	percent 50 55		Apprentice Base Wage \$27.76 \$30.53	\$9.65 \$9.65	\$0.00 \$6.55	\$0.00 \$0.00	Total Rate  3 \$37.41  3 \$46.73  3 \$50.10	
Effect Step 1 2 3	50 55 60		Apprentice Base Wage \$27.76 \$30.53 \$33.31	\$9.65 \$9.65 \$9.65	\$0.00 \$6.55 \$7.14	\$0.00 \$0.00 \$0.00	Total Rate 3 \$37,41 3 \$46,73 4 \$50,10 5 \$53,47	
Effect Step 1 2 3 4	50 55 60 65		Apprentice Base Wage \$27.76 \$30.53 \$33.31 \$36.08	\$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$6.55 \$7.14 \$7.74	\$0.00 \$0.00 \$0.00 \$0.00	Total Rate  3 \$37.41  3 \$46.73  3 \$50.10  \$53.47  3 \$68.64	
Effect Step 1 2 3 4 5 5	50 55 60 65 70		\$27.76 \$30.53 \$33.31 \$36.08 \$38.86	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$6.55 \$7.14 \$7.74 \$20.13	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate 3 \$37,41 3 \$46,73 46,73 5 \$50,16 6 \$53,47 6 \$68,64 6 \$72,03	
Step 1 2 3 4 5 6	50 55 60 65 70		\$27.76 \$30.53 \$33.31 \$36.08 \$38.86 \$41.63	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$6.55 \$7.14 \$7.74 \$20.13 \$20.73	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate  37.41  37.41  37.41  38.46.73  39.50.10  39.50.10  \$68.64  39.50.10  \$75.38	
Effect Step 1 2 3 4 5 6 7 8 Effect Step 1 2 5 6 7 8 8 Effect Step 1 2 5 6 7 8 8 Effect Step 1 2 5 6 7 8 8 Effect Step 1 2 7 8 8 8 Effect Step 1 2 7 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	50 55 60 65 70 75 80 90		\$27.76 \$30.53 \$33.31 \$36.08 \$38.86 \$41.63 \$44.41 \$49.96	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$6.55 \$7.14 \$7.74 \$20.13 \$20.73 \$21.32 \$22.51	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate 337,41 3 \$46,73 5 \$50,10 5 \$53,47 6 \$68,64 6 \$72,01 6 \$75,38 6 \$82,12	
Effect Step 1 2 3 4 5 6 7 8 Effect Step Step	50 55 60 65 70 75 80 90 etive Date - percent	07/01/2023	\$27.76 \$30.53 \$33.31 \$36.08 \$38.86 \$41.63	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 Health	\$0.00 \$6.55 \$7.14 \$7.74 \$20.13 \$20.73 \$21.32 \$22.51 Pension	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate	
Effect Step 1 2 3 4 5 6 7 8 Effect Step 1	50 55 60 65 70 75 80 90 etive Date - percent 50	07/01/2023	\$27.76 \$30.53 \$33.31 \$36.08 \$38.86 \$41.63 \$44.41 \$49.96	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$6.55 \$7.14 \$7.74 \$20.13 \$20.73 \$21.32 \$22.51 Pension \$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	Total Rate  3 \$37.41  3 \$46.73  3 \$50.16  3 \$53.47  3 \$68.64  3 \$72.01  3 \$75.38  3 \$82.12	
Effect Step 1 2 3 4 5 6 7 8 Effect Step Step	50 55 60 65 70 75 80 90 etive Date - percent	07/01/2023	\$27.76 \$30.53 \$33.31 \$36.08 \$38.86 \$41.63 \$44.41 \$49.96	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 Health	\$0.00 \$6.55 \$7.14 \$7.74 \$20.13 \$20.73 \$21.32 \$22.51 Pension	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate  337,41  346,73  350,16  353,47  360, \$53,47  370, \$68,64  372,03  375,38  382,12  41  Total Rate  377,98  377,98  377,98	

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:	Steps are	750 hrs.	Secretary services and secretary ordered to the secretary secretar	e com pa	adding property entering a solution	<u></u>	Accordance of the control of the con	
Appre	ntice to Joi	ırneyworker Ratio:1:1	CONTROL DESCRIPTION OF THE PROPERTY OF THE PRO		TOTAL POLICE	mpreserve (Albertan Committee) Will II. W	Of the second se	

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2023	\$46.41	\$9.65	\$23.70	\$0.00	\$79.76
* If 30% or more of surfaces to be painted are new construction,	01/01/2024	\$46.96	\$9.95	\$23.95	\$0.00	\$80.86
NEW paint rate shall be used, PAINTERS LOCAL 35 - ZONE 2	07/01/2024	\$48.16	\$9.95	\$23.95	\$0.00	\$82.06
	01/01/2025	\$49.36	\$9.95	\$23.95	\$0.00	\$83.26

Issue Date: 07/24/2023 Wage Request Number: 20230724-041 Page 23 of 37

Supplemental Unemployment Pension

Apprentice - PAINTER Local 35 Zone 2 - Spray	/Sandblast - New
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		1/2023		** 1.5	D		Supplemental Unemployment	Total Rate	
Step	percent	-	Apprentice Base Wage		Pensi				
i	50		\$23.21	\$9.65	\$0.		\$0.00	\$32.86	
2	55		\$25.53	\$9.65	\$6.	.55	\$0.00	\$41.73	
3	60		\$27.85	\$9.65	\$7.	.14	\$0.00	\$44.64	
4	65		\$30.17	\$9.65	\$7.	.74	\$0.00	\$47.56	
5	70		\$32.49	\$9.65	\$20.	.13	\$0.00	\$62.27	
6	75		\$34.81	\$9.65	\$20.	.73	\$0.00	\$65.19	
7	80		\$37.13	\$9.65	\$21.	.32	\$0.00	\$68.10	
8	90		\$41.77	\$8.65	\$22	.51	\$0.00	\$72.93	
Effec Step	tive Date - 01/0	01/2024	Apprentice Base Wage	Health	Pensi	ion	Supplemental Unemployment	Total Rate	ı
1	50		\$23.48	\$9.95	\$0.	.00	\$0.00	\$33.43	
2	55		\$25.83	\$9.95	\$6	.66	\$0.00	\$42.44	
3	60		\$28.18	\$9.95	\$7	.26	\$0.00	\$45.39	
4	65		\$30.52	\$9.95	\$7	.87	\$0.00	\$48.34	
5	70		\$32.87	\$9.95	\$20	.32	\$0.00	\$63.14	
6	75		\$35.22	\$9.95	\$20	.93	\$0.00	\$66.10	)
7	80		\$37.57	\$9.95	\$21	.53	\$0.00	\$69.05	
8	90		\$42.26	\$9.95	\$22	.74	\$0.00	\$74.95	i
Note	<u></u>	Accordance	WWW. WALLS WATER WHITE				a metalogic recognition and mark the Sci	AMPANA AMPANA	
december one	Steps are 750 h				-			a was	
Appr	entice to Journey	worker Ratio:1:1	A CONTROL TO THE CONTROL OF THE CONT					1707313	
PAINTER (SPRAY O		REPAINT)	07/01/202	3 \$4	4.47 \$	39.65	\$23.70	\$0.00	\$77.82
PAINTERS LOCAL 35 - ZO	NE 2		01/01/202	4 \$4	5.02 \$	9.95	\$23.95	\$0.00	\$78.92
			07/01/202	4 \$4	6.22 \$	89.95	\$23.95	\$0.00	\$80.12
			01/01/202	5 \$4	7.42	9.95	\$23.95	\$0.00	\$81.32

Page 24 of 37 Wage Request Number: 20230724-041 Issue Date: 07/24/2023

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Re	epaint
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Step	tive Date - 07/01/2023 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
1	50	\$22.24	\$9.65	\$0.00	\$0.00	\$31.89	)
2	55	\$24.46	\$9.65	\$6,55	\$0.00	\$40.66	;
3	60	\$26.68	\$9.65	\$7.14	\$0.00	\$43.47	
4	65	\$28.91	\$9.65	\$7.74	\$0.00	\$46.30	)
5	70	\$31.13	\$9.65	\$20.13	\$0.00	\$60.91	
6	75	\$33.35	\$9.65	\$20.73	\$0.00	\$63.73	
7	80	\$35.58	\$9.65	\$21.32	\$0.00	\$66.55	
8	90	\$40.02	\$9.65	\$22.51	\$0.00	\$72.18	
Effec Step	tive Date - 01/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$22,51	\$9.95	\$0.00	\$0.00	\$32.46	
2	55	\$24.76	\$9.95	\$6.66	\$0.00	\$41.37	
3	60	\$27.01	\$9.95	\$7.26	\$0.00	\$44.22	
4	65	\$29.26	\$9.95	\$7.87	\$0.00	\$47.08	
5	70	\$31.51	\$9.95	\$20.32	\$0.00	\$61.78	
6	75	\$33.77	\$9.95	\$20.93	\$0.00	\$64.65	
7	80	\$36.02	\$9.95	\$21.53	\$0.00	\$67.50	
8	90	\$40,52	\$9.95	\$22.74	\$0.00	\$73.21	
Notes		THE THE PERSON NAMED ASSESSED.	<del></del>	THE STATE SHOULD			
n mayore detail	Steps are 750 hrs.					ILU DICIPINA	
Appr	entice to Journeyworker Ratio;1;		THE RESIDENCE OF THE PARTY OF			eren <del></del>	
INTER / TAPER (B		. 07/01/2023	\$45.01	\$9.65	\$23.70	\$0.00	\$78.36
	faces to be painted are new construe used. PAINTERS LOCAL 35 - ZONE 2	otion, 01/01/2024	\$45.56	\$9.95	\$23.95	\$0.00	\$79.46
point into mail 0	V WOVWIETELLED BOOKE 33 - LOISE Z	07/01/2024	\$46.76	\$9.95	\$23.95	\$0.00	\$80.66
		01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86

Effective Date Base Wage Health Pension Supplemental Total Rate Unemployment

	order - 07/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Step 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	
Effe	ctive Date - 01/01/2024		TT - 141.	Pension	Supplemental Unemployment	Total Rate	
Step	percent	Apprentice Base Wage				\$32.73	
1	50	\$22.78	\$9.95	\$0.00	\$0.00		
2	55	\$25.06	\$9.95	\$6.66	\$0.00	\$41.67	
3	60	\$27.34	\$9.95	\$7.26	\$0.00	\$44.55	
4	65	\$29.61	\$9.95	\$7.87	\$0.00	\$47.43	
5	70	\$31.89	\$9.95	\$20.32	\$0.00	\$62.16	
6	75	\$34,17	\$9.95	\$20.93	\$0.00	\$65.05	
7	80	\$36.45	\$9.95	\$21.53	\$0.00	\$67.93	
8	90	\$41.00	\$9.95	\$22.74	\$0.00	\$73.69	
Not		N 2007	programming and an extension of the contract o	general visiting versus 10		MANUFER	
STAN AL AP	Steps are 750 hrs.	many country working remains contain markets are selected.	10000	er. 1914. The state of the stat	whose every several sub-	and the second second	
	rentice to Journeyworker Rat	io:1:1			<b>402.70</b>	ΦΩ ΩΩ	φα <i>ζ</i> 4
	BRUSH, REPAINT)	07/01/2023			\$23.70	\$0.00	\$76.4
S LOCAL 35 - ZO	JIVE 2	01/01/202			\$23.95	\$0.00	\$77.5
		07/01/202	4 \$44.82	\$9.95	\$23.95	\$0.00	\$78.7

Issue Date: 07/24/2023 Wage Request Number: 20230724-041 Page 26 of 37

	Step	ve Date - percent	07/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	1	50		\$21.54	\$9.65	\$0.00	\$0.00	\$31.19	
	2	55		\$23.69	\$9.65	\$6.27	\$0.00	\$39.61	
	3	60		\$25,84	\$9.65	\$6.84	\$0.00	\$42,33	
	4	65		\$28.00	\$9.65	<b>\$7.4</b> 1	\$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	
	<b>Effecti</b> Step	ve Date -	01/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	i	50		\$21.81	\$9.95	\$0.00	\$0.00	\$31.76	
	2	55		\$23.99	\$9.95	\$6.66	\$0.00	\$40.60	
	3			\$26.17	\$9.95	\$7.26	\$0.00	\$43.38	
	4	60			\$9.95	\$7.87	\$0.00	\$46.17	
	5	65		\$28.35	\$9.93 \$9.95	\$20.32	\$0.00	\$60.80	
	6	70 75		\$30.53	\$9.95 \$9.95	\$20.32	\$0.00	\$63.60	
		75		\$32.72		\$20.53	\$0.00	\$66.38	
	7	80		\$34.90	\$9.95	\$22.74	\$0.00	\$71.95	
	8	90		\$39.26	\$9.95	\$22.74		· ·····	
h morrisher attended	Notes:	Steps are	4					Frequency conditions	
=	Appre	ntice to Jo	urneyworker Ratio:1:1				27777		
			(HEAVY/HIGHWAY)	06/01/2023	\$37.46	\$9.40	\$16.89	\$0.00	\$63.75
ERS - ZONE :	2 (HEAV	Y & HIGHWA	11)	12/01/2023	\$38.3€	\$9.40	\$16.89	\$0.00	\$64.65
				06/01/2024	\$39.69	\$9.40	\$16.89	\$0.00	\$65.98
				12/01/2024	\$41.02	\$9.40	\$16.89	\$0.00	\$67.31
				06/01/202	\$42.41	\$9.40	\$16,89	\$0.00	\$68,70
				12/01/202	\$43.79	\$9.40	\$16.89	\$0.00	\$70.08
				06/01/202	s45.23	\$9.40	\$16.89	\$0.00	\$71.52
				12/01/202	s46.67	9.40	\$16.89	\$0.00	\$72.96
		,	_ABORER (Heavy and Highway)				<b>A</b> • • • • •	60.00	0.00
		UCKS DR IL NO. 10 ZC		12/01/202	1 \$35.78	\$13.41	\$16.01	\$0.00	\$65.20
.) RIVER LOCA	L 56 (ZC	DNE I)	OR (UNDERPINNING ANI pile driver"	08/01/202	0 \$49.0°	7 \$9.40	\$23.12	\$0.00	\$81.59
DRIVER				08/01/202	0 \$49.0′	7 \$9.40	\$23.12	\$0.00	\$81.59

Supplemental Unemployment

Pension

	Appre	ntice - PI	LE DRIVER - Local 56 Zone	1					
	Effect	ive Date -	08/01/2020		77 1.3	D-weien	Supplemental Unemployment	Total Rate	
	Step	percent		Apprentice Base Wage		Pension			
	1	50		\$24.54	\$9.40	\$23.12	\$0.00	\$57.06	
	2	60		\$29.44	\$9.40	\$23,12	\$0.00	\$61.96	
	3	70		\$34.35	\$9.40	\$23.12	\$0.00	\$66.87	
	4	75		\$36.80	\$9.40	\$23,12	\$0.00	\$69.32	
	5	80		\$39.26	\$9.40	\$23.12	\$0.00	\$71.78	
	6	80		\$39.26	\$9.40	\$23.12	\$0.00	\$71.78	
	7	90		\$44.16	\$9.40	\$23.12	\$0.00	\$76.68	
	8	90		\$44.16	\$9.40	\$23.12	\$0.00	\$76.68	
	Notes	% Indent Step 1&2	ured After 10/1/17; 45/45/55 \$34.01/3&4 \$41.46/5&6 \$						
	Appro	entice to Jo	urneyworker Ratio:1:5						
PIPELAYER				06/01/202	3 \$37.	.71 \$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONI				12/01/202	3 \$38.	.61 \$9.40	\$16.89	\$0.00	\$64.90
For apprentice							01.6.00	00.00	ΦC1.00
PIPELAYER (F				06/01/202			\$16.89	\$0.00	\$64.00
LABORERS - ZONA	c z (HEA)	1 & mon	•••	12/01/202			\$16.89	\$0.00	\$64.90
				06/01/202	4 \$39		\$16.89	\$0.00	\$66.23
				12/01/202	4 \$41	.27 \$9.40	\$16.89	\$0.00	\$67.56
				06/01/202	.5 \$42	.66 \$9.40	\$16.89	\$0.00	\$68.95
				12/01/202	5 \$44	.04 \$9.40	\$16.89	\$0.00	\$70.33
				06/01/202	6 \$45	.48 \$9.40	\$16.89	\$0.00	\$71.77
				12/01/202	6 \$46	.92 \$9.40	\$16.89	\$0.00	\$73.21
			LABORER (Heavy and Highway)				#10.05	<b>A</b> A AA	077.50
PLUMBER &	PIPEFI	TTER		08/30/202	1 \$46	5.49 \$10.15	\$19.95	\$0.00	\$76.59

tep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40	\$18.60	\$10.15	\$2.50	\$0.00	\$31.25
2	50	\$23.25	\$10.15	\$2.50	\$0.00	\$35.90
3	60	\$27.89	\$10.15	\$8.80	\$0.00	\$46.84
4	70	\$32.54	\$10.15	\$14.08	\$0.00	\$56.77
5	80	\$37.19	\$10.15	\$17.60	\$0.00	\$64.94

Apprentice to Journeyworker Ratio:1:3

PLUMBERS & PIPEFITTERS LOCAL 51

**************************************	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PREMIATIC PRILLATION OPERATOR 1201/2023 \$38.61 \$9.40 \$16.89 \$0.00 \$64.00 \$16.00 \$64.00 \$64.00 \$16.00 \$64.00	PNEUMATIC CONTROLS (TEMP.) 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"						
Para papernitice rules see "Apprentite- LABORER"   S000   S64.09   S000   S66.23   S000   S000   S66.23   S0	PNEUMATIC DRILL/TOOL OPERATOR	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
PREMIMATIC DRILLTOOL OPERATOR (HEAVY & 6601/2023 \$37.71 \$9.40 \$16.89 \$0.00 \$64.90 \$16.00 \$64.90 \$66.00 \$64.90 \$66.00 \$66.		12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
HIGHWAY)							
12/01/2024   \$41.27   \$9.40   \$16.89   \$0.00   \$66.23     12/01/2024   \$41.27   \$9.40   \$16.89   \$0.00   \$66.26     12/01/2025   \$42.66   \$9.40   \$16.89   \$0.00   \$66.26     12/01/2025   \$44.04   \$9.40   \$16.89   \$0.00   \$67.56     12/01/2026   \$45.48   \$9.40   \$16.89   \$0.00   \$71.77     12/01/2026   \$45.48   \$9.40   \$16.89   \$0.00   \$71.77     12/01/2026   \$46.92   \$9.40   \$16.89   \$0.00   \$71.77     12/01/2026   \$46.92   \$9.40   \$16.89   \$0.00   \$71.77     12/01/2026   \$46.92   \$9.40   \$16.89   \$0.00   \$71.77     12/01/2026   \$46.92   \$9.40   \$16.89   \$0.00   \$71.77     12/01/2026   \$46.92   \$9.40   \$16.89   \$0.00   \$77.27     12/01/2028   \$38.46   \$9.40   \$16.89   \$0.00   \$64.75     12/01/2023   \$38.46   \$9.40   \$16.89   \$0.00   \$64.75     12/01/2023   \$38.36   \$9.40   \$16.89   \$0.00   \$65.65     12/01/2023   \$38.36   \$9.40   \$16.89   \$0.00   \$64.75     12/01/2023   \$38.36   \$9.40   \$16.89   \$0.00   \$66.75     12/01/2023   \$38.36   \$9.40   \$16.89   \$0.00   \$66.75     12/01/2024   \$42.02   \$9.40   \$16.89   \$0.00   \$66.98     12/01/2024   \$42.02   \$9.40   \$16.89   \$0.00   \$66.98     12/01/2025   \$44.79   \$9.40   \$16.89   \$0.00   \$66.98     12/01/2025   \$44.79   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$44.62   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$44.62   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$44.79   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.98     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.98     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.99     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.99     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.99     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.99     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.99     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.99     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.99     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.99     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.99     12/01/2026   \$		06/01/2023	\$37.71	\$9.40	\$16.89		
12/01/2024   \$41.27   \$9.40   \$16.89   \$0.00   \$67.56     06/01/2025   \$42.66   \$9.40   \$16.89   \$0.00   \$58.95     12/01/2025   \$44.64   \$9.40   \$16.89   \$0.00   \$70.33     06/01/2026   \$45.48   \$9.40   \$16.89   \$0.00   \$71.77     12/01/2026   \$45.92   \$9.40   \$16.89   \$0.00   \$71.77     12/01/2026   \$45.92   \$9.40   \$16.89   \$0.00   \$71.77     12/01/2026   \$45.92   \$9.40   \$16.89   \$0.00   \$73.21     POWDERNAN & BLASTER   \$0.601/2023   \$38.46   \$9.40   \$16.89   \$0.00   \$64.75     12/01/2023   \$39.36   \$9.40   \$16.89   \$0.00   \$65.55     For apprentice rates see "Appendice- LABORER"     12/01/2023   \$38.46   \$9.40   \$16.89   \$0.00   \$65.55     For apprentice rates see "Appendice ABORER"     12/01/2023   \$38.46   \$9.40   \$16.89   \$0.00   \$65.55     12/01/2023   \$39.40   \$16.89   \$0.00   \$66.93     12/01/2024   \$40.69   \$9.40   \$16.89   \$0.00   \$66.93     12/01/2025   \$44.79   \$9.40   \$16.89   \$0.00   \$66.93     12/01/2026   \$447.67   \$9.40   \$16.89   \$0.00   \$66.93     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$87.03     12/01/2026   \$47.67   \$9.40   \$16.15   \$0.00   \$89.48     12/01/2026   \$59.38   \$14.75   \$16.15   \$0.00   \$89.48     12/01/2026   \$5	•	12/01/2023	\$38.61	\$9.40			
1,000   1,00		06/01/2024	\$39.94	\$9.40			
12/01/2025   \$44.04   \$9.40   \$16.89   \$0.00   \$70.33     16/01/2026   \$45.48   \$9.40   \$16.89   \$0.00   \$71.77     12/01/2026   \$45.48   \$9.40   \$16.89   \$0.00   \$71.77     12/01/2026   \$46.92   \$9.40   \$16.89   \$0.00   \$71.77     12/01/2023   \$38.46   \$9.40   \$16.89   \$0.00   \$64.75     12/01/2023   \$39.36   \$9.40   \$16.89   \$0.00   \$65.65     12/01/2023   \$39.36   \$9.40   \$16.89   \$0.00   \$65.65     12/01/2023   \$39.36   \$9.40   \$16.89   \$0.00   \$65.65     12/01/2023   \$39.36   \$9.40   \$16.89   \$0.00   \$65.65     12/01/2023   \$39.36   \$9.40   \$16.89   \$0.00   \$65.65     12/01/2024   \$40.69   \$9.40   \$16.89   \$0.00   \$66.55     12/01/2024   \$40.69   \$9.40   \$16.89   \$0.00   \$66.55     12/01/2025   \$43.41   \$9.40   \$16.89   \$0.00   \$66.91     12/01/2025   \$43.41   \$9.40   \$16.89   \$0.00   \$66.91     12/01/2025   \$44.79   \$9.40   \$16.89   \$0.00   \$66.91     12/01/2025   \$44.79   \$9.40   \$16.89   \$0.00   \$66.91     12/01/2025   \$44.79   \$9.40   \$16.89   \$0.00   \$66.91     12/01/2025   \$44.79   \$9.40   \$16.89   \$0.00   \$69.70     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$72.52     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$72.52     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$72.52     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$72.52     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$72.52     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$72.52     12/01/2026   \$63.31   \$14.75   \$16.15   \$0.00   \$86.43     12/01/2026   \$63.33   \$14.75   \$16.15   \$0.00   \$89.18     12/01/2026   \$63.37   \$14.75   \$16.15   \$0.00   \$89.18     12/01/2026   \$63.37   \$14.75   \$16.15   \$0.00   \$89.18     12/01/2026   \$63.37   \$14.75   \$16.15   \$0.00   \$89.18     12/01/2026   \$63.37   \$14.75   \$16.15   \$0.00   \$89.18     12/01/2026   \$63.37   \$14.75   \$16.15   \$0.00   \$89.18     12/01/2026   \$63.37   \$14.75   \$16.15   \$0.00   \$89.18     12/01/2026   \$63.37   \$14.75   \$16.15   \$0.00   \$89.18     12/01/2026   \$63.37   \$14.75   \$16.15   \$0.00   \$89.18     12/0		12/01/2024	\$41.27	\$9.40			
		06/01/2025	\$42.66	\$9.40	\$16.89		
Por apprentice nates see "Apprentice- LABORER (Heavy and Nighway)  POWDERMAN & BLASTER    06/01/2023   \$38.46   \$9.40   \$16.89   \$0.00   \$64.75     AROORERS - 2008 2   12/01/2023   \$338.46   \$9.40   \$16.89   \$0.00   \$64.75     AROORERS - 2008 2   10.10   \$16.89   \$0.00   \$65.65     For apprentice nates see "Apprentice- LABORER"   12/01/2023   \$338.46   \$9.40   \$16.89   \$0.00   \$64.75     AROORERS - 2008 2   10.10   \$16.89   \$0.00   \$65.65     For apprentice nates see "Apprentice nates see "Apprentice nates see"   Apprentice nates see   Apprentic		12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
POWDERMAN & BILASTER		06/01/2026	\$45.48	\$9.40	\$16.89	\$0.00	\$71.77
POWDERMAN & BLASTER	The second of the ADODED (Herens and Highway)	12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
12/01/2023   \$39,36   \$9,40   \$16.89   \$0.00   \$65.65     For apprentice nates see "Apprentice-LABORER"   12/01/2023   \$38,46   \$9,40   \$16.89   \$0.00   \$66.75     LABORERS - ZONE 2 (HEAVY & HIGHWAY)   12/01/2023   \$39,36   \$9,40   \$16.89   \$0.00   \$66.75     LABORERS - ZONE 2 (HEAVY & HIGHWAY)   12/01/2024   \$40.69   \$9,40   \$16.89   \$0.00   \$66.98     L2/01/2024   \$42.02   \$9,40   \$16.89   \$0.00   \$66.98     L2/01/2025   \$43.41   \$9,40   \$16.89   \$0.00   \$69.70     L2/01/2025   \$44.79   \$9,40   \$16.89   \$0.00   \$69.70     L2/01/2025   \$44.79   \$9,40   \$16.89   \$0.00   \$71.08     L2/01/2026   \$46.23   \$9,40   \$16.89   \$0.00   \$71.08     L2/01/2026   \$44.79   \$9,40   \$16.89   \$0.00   \$86.43     L2/01/2026   \$59.58   \$14.75   \$16.15   \$0.00   \$90.48     L2/01/2026   \$62.33   \$14.75   \$16.15   \$0.00   \$90.48     L2/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$90.48		06/01/2023	\$38.46	\$9.40	\$16.89	\$0.00	\$64.75
POWDERMAN & BLASTER (HEAVY & HIGHWAY)  12/01/2023	LABORERS - ZONE 2						•
12/01/2023   \$39,36   \$9,40   \$16,89   \$0,00   \$65,65     16/01/2024   \$40,69   \$9,40   \$16,89   \$0,00   \$66,98     12/01/2024   \$42,02   \$9,40   \$16,89   \$0,00   \$68,31     12/01/2025   \$43,41   \$9,40   \$16,89   \$0,00   \$69,70     12/01/2025   \$44,79   \$9,40   \$16,89   \$0,00   \$71,08     12/01/2026   \$46,23   \$9,40   \$16,89   \$0,00   \$71,08     12/01/2026   \$46,23   \$9,40   \$16,89   \$0,00   \$72,52     12/01/2026   \$46,23   \$9,40   \$16,89   \$0,00   \$72,52     12/01/2026   \$46,23   \$9,40   \$16,89   \$0,00   \$72,52     12/01/2026   \$46,23   \$9,40   \$16,89   \$0,00   \$72,52     12/01/2026   \$46,23   \$9,40   \$16,89   \$0,00   \$72,52     12/01/2026   \$46,23   \$9,40   \$16,89   \$0,00   \$72,52     12/01/2026   \$46,23   \$9,40   \$16,89   \$0,00   \$72,52     12/01/2026   \$46,23   \$9,40   \$16,89   \$0,00   \$72,52     12/01/2026   \$52,33   \$14,75   \$16,15   \$0,00   \$86,43     12/01/2024   \$56,83   \$14,75   \$16,15   \$0,00   \$87,73     12/01/2024   \$58,28   \$14,75   \$16,15   \$0,00   \$89,18     12/01/2025   \$61,03   \$14,75   \$16,15   \$0,00   \$99,48     For appromitice rates see "Apprentice-OPERATING ENGINEERS"    PUMP OPERATOR (CONCRETE)   06/01/2023   \$54,28   \$14,75   \$16,15   \$0,00   \$86,43     12/01/2026   \$63,78   \$14,75   \$16,15   \$0,00   \$86,43     12/01/2026   \$58,83   \$14,75   \$16,15   \$0,00   \$86,43     12/01/2026   \$58,83   \$14,75   \$16,15   \$0,00   \$87,73     12/01/2026   \$58,83   \$14,75   \$16,15   \$0,00   \$87,73     12/01/2026   \$58,83   \$14,75   \$16,15   \$0,00   \$87,73     12/01/2026   \$58,83   \$14,75   \$16,15   \$0,00   \$89,18     12/01/2025   \$59,58   \$14,75   \$16,15   \$0,00   \$89,18     12/01/2025   \$59,58   \$14,75   \$16,15   \$0,00   \$89,18     12/01/2025   \$59,58   \$14,75   \$16,15   \$0,00   \$89,18     12/01/2026   \$63,78   \$14,75   \$16,15   \$0,00   \$99,48     12/01/2026   \$63,78   \$14,75   \$16,15   \$0,00   \$99,48     12/01/2026   \$63,78   \$14,75   \$16,15   \$0,00   \$99,48     12/01/2026   \$63,78   \$14,75   \$16,15   \$0,00   \$99,48     12/01/2026   \$63,78   \$14,75   \$16,15   \$0,00   \$99,48     12/01/2026   \$63,78	For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$39.30	\$3. <del>40</del>	Ψ10.05	ψ0.00	ψ05.05
12/01/2024   \$40.69   \$9.40   \$16.89   \$0.00   \$66.98     12/01/2024   \$42.02   \$9.40   \$16.89   \$0.00   \$66.98     12/01/2025   \$43.41   \$9.40   \$16.89   \$0.00   \$69.70     12/01/2025   \$44.79   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2025   \$44.79   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$46.23   \$9.40   \$16.89   \$0.00   \$71.08     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$72.52     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$73.96     12/01/2026   \$47.67   \$9.40   \$16.89   \$0.00   \$73.96     POWER SHOVEL/DERRICK/TRENCHING MACHINE   \$06/01/2023   \$54.28   \$14.75   \$16.15   \$0.00   \$85.18     20/01/2024   \$55.83   \$14.75   \$16.15   \$0.00   \$86.43     12/01/2024   \$55.82   \$14.75   \$16.15   \$0.00   \$87.73     12/01/2024   \$58.28   \$14.75   \$16.15   \$0.00   \$89.18     12/01/2025   \$50.33   \$14.75   \$16.15   \$0.00   \$91.93     12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$56.33   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$55.53   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$56.37   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$55.53   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$55.53   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$56.33   \$14.75   \$16.15   \$0.00   \$85.18     12/01/2026   \$56.33   \$14.75   \$16.15   \$0.00   \$86.43     12/01/2028   \$55.53   \$14.75   \$16.15   \$0.00   \$87.73     12/01/2024   \$58.82   \$14.75   \$16.15   \$0.00   \$87.73     12/01/2024   \$58.82   \$14.75   \$16.15   \$0.00   \$87.73     12/01/2025   \$59.58   \$14.75   \$16.15   \$0.00   \$87.73     12/01/2026   \$56.33   \$14.75   \$16.15   \$0.00   \$87.73     12/01/2026   \$56.33   \$14.75   \$16.15   \$0.00   \$87.73     12/01/2026   \$56.33   \$14.75   \$16.15   \$0.00   \$87.73     12/01/2026   \$56.33   \$14.75   \$16.15   \$0.00   \$87.73     12/01/2026   \$56.33   \$14.75   \$16.15   \$0.00   \$87.73     12/01/2026   \$56.37   \$14.75   \$16.15   \$0.00   \$87.73     12/01/2026   \$56.37   \$14.75   \$16.15   \$0.00   \$99.48     12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$99.48     12/01	POWDERMAN & BLASTER (HEAVY & HIGHWAY)	06/01/2023	\$38.46	\$9.40	\$16.89	\$0.00	\$64.75
12/01/2024   \$42.02   \$9.40   \$16.89   \$0.00   \$68.31	ABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$39.36	\$9,40	\$16.89	\$0.00	\$65.65
\$66.701/2025   \$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)    FOWER SHOVEL/DERRICE/TRENCHING MACHINE   \$06/01/2023   \$54.28   \$14.75   \$16.15   \$0.00   \$85.18     \$12/01/2024   \$56.83   \$14.75   \$16.15   \$0.00   \$87.73     \$12/01/2024   \$56.83   \$14.75   \$16.15   \$0.00   \$87.73     \$12/01/2024   \$58.28   \$14.75   \$16.15   \$0.00   \$89.18     \$12/01/2025   \$61.03   \$14.75   \$16.15   \$0.00   \$99.48     \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$99.48     \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$99.48     \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$99.48     \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$99.48     \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$99.48     \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$99.48     \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$99.48     \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$99.48     \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$87.73     \$12/01/2026   \$63.33   \$14.75   \$16.15   \$0.00   \$87.73     \$12/01/2026   \$63.33   \$14.75   \$16.15   \$0.00   \$87.73     \$12/01/2026   \$63.33   \$14.75   \$16.15   \$0.00   \$89.18     \$12/01/2026   \$63.33   \$14.75   \$16.15   \$0.00   \$89.18     \$12/01/2026   \$63.33   \$14.75   \$16.15   \$0.00   \$89.18     \$12/01/2026   \$63.33   \$14.75   \$16.15   \$0.00   \$99.48     \$12/01/2026   \$63.33   \$14.75   \$16.15   \$0.00   \$99.48     \$12/01/2026   \$63.33   \$14.75   \$16.15   \$0.00   \$99.48     \$12/01/2026   \$63.33   \$14.75   \$16.15   \$0.00   \$99.48     \$12/01/2026   \$63.33   \$14.75   \$16.15   \$0.00   \$99.48     \$12/01/2026   \$63.33   \$14.75   \$16.15   \$0.00   \$99.48     \$12/01/2026   \$63.33   \$14.75   \$16.15   \$0.00   \$99.48     \$12/01/2026   \$63.33   \$14.75   \$16.15   \$0.00   \$99.48     \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$99.48     \$12/01/2026   \$63.		06/01/2024	\$40.69	\$9.40	\$16.89	\$0.00	\$66.98
12/01/2025   \$44.79   \$9.40   \$16.89   \$0.00   \$71.08		12/01/2024	\$42.02	\$9.40	\$16.89	\$0.00	\$68,31
D6/01/2026   \$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   D6/01/2023   \$54.28   \$14.75   \$16.15   \$0.00   \$85.18     D6/01/2024   \$56.83   \$14.75   \$16.15   \$0.00   \$86.43     12/01/2024   \$56.83   \$14.75   \$16.15   \$0.00   \$87.73     12/01/2024   \$58.28   \$14.75   \$16.15   \$0.00   \$89.18     12/01/2025   \$59.58   \$14.75   \$16.15   \$0.00   \$90.48     12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$91.93     12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$94.68     PUMP OPERATOR (CONCRETE)   D6/01/2023   \$54.28   \$14.75   \$16.15   \$0.00   \$85.18     D6/01/2024   \$56.83   \$14.75   \$16.15   \$0.00   \$94.68     PUMP OPERATOR (CONCRETE)   D6/01/2024   \$56.83   \$14.75   \$16.15   \$0.00   \$85.18     D6/01/2024   \$56.83   \$14.75   \$16.15   \$0.00   \$85.18     D6/01/2024   \$56.83   \$14.75   \$16.15   \$0.00   \$85.18     D6/01/2024   \$56.83   \$14.75   \$16.15   \$0.00   \$86.43     D6/01/2024   \$56.83   \$14.75   \$16.15   \$0.00   \$87.73     D6/01/2024   \$56.83   \$14.75   \$16.15   \$0.00   \$87.73     D6/01/2024   \$56.83   \$14.75   \$16.15   \$0.00   \$87.73     D6/01/2025   \$59.58   \$14.75   \$16.15   \$0.00   \$87.73     D6/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$89.18     D6/01/2026   \$63.33   \$14.75   \$16.15   \$0.00   \$89.18     D6/01/2026   \$63.33   \$14.75   \$16.15   \$0.00   \$99.48     D6/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$99.48		06/01/2025	\$43.41	\$9.40	\$16.89	\$0.00	\$69.70
POWER SHOVEL/DERRICK/TRENCHING MACHINE O6/01/2023 \$54.28 \$14.75 \$16.15 \$0.00 \$85.18 OPERATING ENGINEERS LOCAL 4 12/01/2024 \$56.83 \$14.75 \$16.15 \$0.00 \$87.73 \$12/01/2024 \$55.53 \$14.75 \$16.15 \$0.00 \$89.18 \$12/01/2024 \$58.28 \$14.75 \$16.15 \$0.00 \$89.18 \$12/01/2024 \$58.28 \$14.75 \$16.15 \$0.00 \$89.18 \$12/01/2024 \$58.28 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2025 \$59.58 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2025 \$61.03 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$62.33 \$14.75 \$16.15 \$0.00 \$99.23 \$12/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2024 \$55.83 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2024 \$55.83 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2024 \$55.83 \$14.75 \$16.15 \$0.00 \$85.18 \$12/01/2024 \$55.83 \$14.75 \$16.15 \$0.00 \$85.18 \$12/01/2024 \$55.83 \$14.75 \$16.15 \$0.00 \$87.73 \$12/01/2024 \$55.83 \$14.75 \$16.15 \$0.00 \$87.73 \$12/01/2024 \$55.83 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2025 \$61.03 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2025 \$61.03 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2025 \$61.03 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2025 \$61.03 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2025 \$61.03 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$62.33 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$62.33 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$62.33 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$62.33 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$62.33 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$62.33 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$62.33 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$62.33 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$62.33 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$62.33 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$62.33 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$62.33 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$62.33 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$62.33 \$14.75 \$16.15 \$0.00 \$99.48 \$12/01/2026 \$62.33 \$14.75 \$16.15 \$0.00 \$99.48 \$12		12/01/2025	\$44.79	\$9.40	\$16.89	\$0.00	\$71.08
POWER SHOVEL/DERRICK/TRENCHING MACHINE  O6/01/2023 \$54.28 \$14.75 \$16.15 \$0.00 \$85.18  OFERATING ENGINEERS LOCAL 4  12/01/2023 \$55.53 \$14.75 \$16.15 \$0.00 \$86.43  12/01/2024 \$56.83 \$14.75 \$16.15 \$0.00 \$87.73  12/01/2024 \$56.83 \$14.75 \$16.15 \$0.00 \$89.18  06/01/2025 \$59.58 \$14.75 \$16.15 \$0.00 \$89.18  12/01/2025 \$61.03 \$14.75 \$16.15 \$0.00 \$99.48  12/01/2026 \$62.33 \$14.75 \$16.15 \$0.00 \$91.93  06/01/2026 \$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 \$0.00 \$94.68  06/01/2024 \$56.83 \$14.75 \$16.15 \$0.00 \$88.43  12/01/2024 \$56.83 \$14.75 \$16.15 \$0.00 \$87.73  12/01/2024 \$56.83 \$14.75 \$16.15 \$0.00 \$87.73  12/01/2024 \$56.83 \$14.75 \$16.15 \$0.00 \$87.73  12/01/2024 \$56.83 \$14.75 \$16.15 \$0.00 \$87.73  12/01/2024 \$56.83 \$14.75 \$16.15 \$0.00 \$87.73  12/01/2024 \$58.28 \$14.75 \$16.15 \$0.00 \$87.73  12/01/2025 \$61.03 \$14.75 \$16.15 \$0.00 \$87.73  12/01/2026 \$59.58 \$14.75 \$16.15 \$0.00 \$87.73  12/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$87.73  12/01/2026 \$63.3 \$14.75 \$16.15 \$0.00 \$99.48  12/01/2027 \$56.83 \$14.75 \$16.15 \$0.00 \$99.48  12/01/2028 \$63.3 \$14.75 \$16.15 \$0.00 \$99.48  12/01/2026 \$63.3 \$14.75 \$16.15 \$0.00 \$99.48  12/01/2026 \$63.3 \$14.75 \$16.15 \$0.00 \$99.48  12/01/2026 \$63.3 \$14.75 \$16.15 \$0.00 \$99.48		06/01/2026	\$46.23	\$9.40	\$16.89	\$0.00	\$72.52
POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 1  12/01/2023 \$54.28 \$14.75 \$16.15 \$0.00 \$85.18  12/01/2023 \$55.53 \$14.75 \$16.15 \$0.00 \$86.43  06/01/2024 \$56.83 \$14.75 \$16.15 \$0.00 \$87.73  12/01/2024 \$58.28 \$14.75 \$16.15 \$0.00 \$89.18  06/01/2025 \$59.58 \$14.75 \$16.15 \$0.00 \$99.48  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  PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4  12/01/2023 \$55.53 \$14.75 \$16.15 \$0.00 \$85.18  06/01/2024 \$56.83 \$14.75 \$16.15 \$0.00 \$87.73  12/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$87.73  12/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$87.73  12/01/2026 \$59.58 \$14.75 \$16.15 \$0.00 \$87.73  12/01/2026 \$56.83 \$14.75 \$16.15 \$0.00 \$87.73  12/01/2026 \$59.58 \$14.75 \$16.15 \$0.00 \$87.73  12/01/2026 \$59.58 \$14.75 \$16.15 \$0.00 \$87.73  12/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$99.48  12/01/2025 \$61.03 \$14.75 \$16.15 \$0.00 \$99.48  12/01/2026 \$62.33 \$14.75 \$16.15 \$0.00 \$99.48  12/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$99.48  12/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$99.48  12/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$99.323  12/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$99.323  12/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$99.323		12/01/2026	\$47.67	\$9.40	\$16.89	\$0.00	\$73.96
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     12/01/2026   \$63.33   \$14.75   \$16.15   \$0.00   \$91.93     06/01/2026   \$63.78   \$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)	For apprentice rates see "Apprentice- LABORER (Heavy and Highway)					.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
12/01/2023   \$55.53   \$14.75   \$16.15   \$0.00   \$87.73     12/01/2024   \$56.83   \$14.75   \$16.15   \$0.00   \$89.18     12/01/2025   \$59.58   \$14.75   \$16.15   \$0.00   \$90.48     12/01/2025   \$61.03   \$14.75   \$16.15   \$0.00   \$91.93     12/01/2026   \$63.78   \$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   \$0.00   \$85.18     OPERATING ENGINEERS LOCAL 4   12/01/2023   \$55.53   \$14.75   \$16.15   \$0.00   \$86.43     O6/01/2024   \$56.83   \$14.75   \$16.15   \$0.00   \$87.73     12/01/2024   \$58.28   \$14.75   \$16.15   \$0.00   \$89.18     O6/01/2024   \$59.58   \$14.75   \$16.15   \$0.00   \$89.18     O6/01/2025   \$59.58   \$14.75   \$16.15   \$0.00   \$90.48     12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$90.48     12/01/2026   \$63.33   \$14.75   \$16.15   \$0.00   \$90.48     12/01/2026   \$62.33   \$14.75   \$16.15   \$0.00   \$91.93     O6/01/2026   \$62.33   \$14.75   \$16.15   \$0.00   \$91.93     O6/01/2026   \$62.33   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$93.23     12/01/2026   \$63.78   \$14.75   \$16.15		06/01/2023	\$54.28	\$14.75	\$16.15	\$0.00	\$85.18
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 \$0.00 \$85.18 06/01/2023 \$55.53 \$14.75 \$16.15 \$0.00 \$86.43 12/01/2024 \$56.83 \$14.75 \$16.15 \$0.00 \$87.73 12/01/2024 \$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 \$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 \$91.93 06/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$91.93 06/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$93.23	OPERATING ENGINEERS LOCAL 4	12/01/2023	\$55.53	\$14.75	\$16.15	\$0.00	\$86.43
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"		06/01/2024	\$56.83	\$14.75	\$16.15	\$0.00	\$87.73
12/01/2025   \$61.03   \$14.75   \$16.15   \$0.00   \$91.93		12/01/2024	\$58.28	\$14.75	\$16.15	\$0.00	\$89.18
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   \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$94.68   \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$85.18   \$12/01/2023   \$54.28   \$14.75   \$16.15   \$0.00   \$85.18   \$12/01/2023   \$55.53   \$14.75   \$16.15   \$0.00   \$86.43   \$12/01/2024   \$56.83   \$14.75   \$16.15   \$0.00   \$87.73   \$12/01/2024   \$58.28   \$14.75   \$16.15   \$0.00   \$89.18   \$12/01/2025   \$59.58   \$14.75   \$16.15   \$0.00   \$90.48   \$12/01/2025   \$61.03   \$14.75   \$16.15   \$0.00   \$91.93   \$12/01/2026   \$62.33   \$14.75   \$16.15   \$0.00   \$93.23   \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$93.23   \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$93.23   \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$93.23   \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$94.68   \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$94.68   \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$94.68   \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$94.68   \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$94.68   \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$94.68   \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$94.68   \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$94.68   \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$94.68   \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$94.68   \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$94.68   \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$94.68   \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$94.68   \$12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$94.68   \$12/01/2026   \$63.78   \$14.75   \$16.15   \$1		06/01/2025	\$59.58	\$14.75	\$16.15	\$0.00	\$90.48
12/01/2026   \$63.78   \$14.75   \$16.15   \$0.00   \$94.68		12/01/2025	\$61.03	\$14.75	\$16.15	\$0.00	\$91.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"  PUMP OPERATOR (CONCRETE)  06/01/2023 \$54.28 \$14.75 \$16.15 \$0.00 \$85.18  12/01/2023 \$55.53 \$14.75 \$16.15 \$0.00 \$86.43  06/01/2024 \$56.83 \$14.75 \$16.15 \$0.00 \$87.73  12/01/2024 \$58.28 \$14.75 \$16.15 \$0.00 \$89.18  06/01/2025 \$59.58 \$14.75 \$16.15 \$0.00 \$90.48  12/01/2025 \$61.03 \$14.75 \$16.15 \$0.00 \$91.93  06/01/2026 \$62.33 \$14.75 \$16.15 \$0.00 \$93.23  12/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$94.68		06/01/2026	\$62.33	\$14.75	\$16.15	\$0.00	\$93.23
PUMP OPERATOR (CONCRETE)  O6/01/2023 \$54.28 \$14.75 \$16.15 \$0.00 \$85.18  12/01/2023 \$55.53 \$14.75 \$16.15 \$0.00 \$86.43  O6/01/2024 \$56.83 \$14.75 \$16.15 \$0.00 \$87.73  12/01/2024 \$58.28 \$14.75 \$16.15 \$0.00 \$89.18  O6/01/2025 \$59.58 \$14.75 \$16.15 \$0.00 \$90.48  12/01/2025 \$61.03 \$14.75 \$16.15 \$0.00 \$91.93  O6/01/2026 \$62.33 \$14.75 \$16.15 \$0.00 \$93.23  12/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$94.68		12/01/2026	\$63.78	\$14.75	\$16.15	\$0.00	\$94.68
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	**	2010410000	454.00	<b></b>	01615	20.00	ΦΩΕ 10
12/01/2023 \$55.53 \$14.75 \$16.15 \$0.00 \$886.43 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							
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							
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							
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							
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							
12/01/2026 \$63.78 \$14.75 \$16.15 \$0.00 \$94.68							
	For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$63.78	\$14,75	\$10.15	\$0 <b>.</b> 00	<b></b> \$94.68

Issue Date: 07/24/2023 Wage Request Number: 20230724-041 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 TEAMSTERS 653 - Southeastern Concrete (Weymouth)	05/01/2023	\$25.00	\$13.41	\$6.90	\$0.00	\$45.31
	08/01/2023	\$25.00	\$13.91	\$6.90	\$0.00	\$45.81
RECLAIMERS Operating engineers local 4	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
N BIATTING ENGINEERS EOCAL 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 LABORERS - ZONE 2	06/01/2023	\$37,71	\$9.40	\$16.89	\$0.00	\$64.00
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 Waterproofing &Roofer Damproofg)	02/01/2023	\$48.53	\$12.78	\$20.20	\$0.00	\$81.51
COOFERS 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
		\$51.28 \$52.78	\$12.78 \$12.78	\$20,20 \$20.20	\$0.00 \$0,00	\$84.26 \$85.76
	02/01/2024					
	02/01/2024 08/01/2024	\$52.78	\$12.78	\$20.20	\$0.00	\$85.76

 Issue Date:
 07/24/2023
 Wage Request Number:
 20230724-041
 Page 30 of 37

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

	Effective Step	percent	02/01/2023	A	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
•	1	50			\$24.27	\$12.78	\$5.59	\$0.00	\$42.64	
	2	60			\$29.12	\$12.78	\$20.20	\$0.00	\$62.10	
	3	65			\$31.54	\$12.78	\$20.20	\$0.00	\$64.52	
	4	75			\$36.40	\$12.78	\$20.20	\$0.00	\$69.38	
	5	85			\$41.25	\$12.78	\$20.20	\$0.00	\$74.23	
	Effectiv	e Date -	08/01/2023			TT14Ja	Pension	Supplemental Unemployment	Total Rate	
	Step	percent			Apprentice Base Wage			* *	\$43.39	
	1	50			\$25.02	\$12.78	\$5.59	\$0.00	·	
	2	60			\$30.02	\$12.78	\$20.20	\$0.00	\$63.00	
	3	65			\$32.52	\$12.78	\$20.20	\$0.00	\$65.50	
	4	75			\$37.52	\$12.78	\$20.20	\$0.00	\$70.50	
	5	85	•		\$42.53	\$12.78	\$20.20	\$0.00	\$75.51	
1	*	Step 1 is (Hot Pitcl		2-5 are 1000 eive \$1.00 hr	then 1:1 hrs. above ROOFER)	Statement Statem		April 20 (19)	CONTROL CONTRO	
	Appren	Step 1 is (Hot Pitch tice to Jo	2000 hrs.; Steps 2 n Mechanics' rece urneyworker Ra	2-5 are 1000 eive \$1.00 hr itio:**	hrs above ROOFER)	3 \$48.5	18 \$12.78	\$20.20	\$0.00	\$81.76
OOFER SLAT	Apprei E/TILI	Step 1 is (Hot Pitch tice to Jo	2000 hrs.; Steps 2 n Mechanics' rece	2-5 are 1000 eive \$1.00 hr itio:**	hrs. , above ROOFER) 02/01/202				\$0.00	\$81.76 \$83.26
OOFER SLAT	Apprei E/TILI	Step 1 is (Hot Pitch tice to Jo	2000 hrs.; Steps 2 n Mechanics' rece urneyworker Ra	2-5 are 1000 eive \$1.00 hr itio:**	hrs. above ROOFER) 02/01/202 08/01/202	3 \$50.2	8 \$12.78	\$20.20		
OOFER SLAT	Apprei E/TILI	Step 1 is (Hot Pitch tice to Jo	2000 hrs.; Steps 2 n Mechanics' rece urneyworker Ra	2-5 are 1000 eive \$1.00 hr itio:**	hrs above ROOFER)  02/01/202  08/01/202  02/01/202	\$50.2 24 \$51.5	\$12.78 53 \$12.78	\$20.20 \$20.20	\$0.00	\$83.26
OOFER SLAT	Apprei E/TILI	Step 1 is (Hot Pitch tice to Jo	2000 hrs.; Steps 2 n Mechanics' rece urneyworker Ra	2-5 are 1000 eive \$1.00 hr itio:**	hrs. above ROOFER) 02/01/202 08/01/202	\$50.2 4 \$51.5 4 \$53.0	\$12.78 53 \$12.78 53 \$12.78	\$20.20 \$20.20 \$20.20	\$0.00 \$0.00	\$83.26 \$84.51 \$86.01
OOFER SLAT	Apprei E/TILI	Step 1 is (Hot Pitch tice to Jo	2000 hrs.; Steps 2 n Mechanics' rece urneyworker Ra	2-5 are 1000 eive \$1.00 hr itio:**	hrs. above ROOFER)  02/01/202  08/01/202  02/01/202  08/01/202	\$50.2 44 \$51.5 44 \$53.6 25 \$54.2	\$12.78 \$12.78 \$3 \$12.78 \$3 \$12.78 \$12.78	\$20.20 \$20.20 \$20.20 \$20.20	\$0.00 \$0.00 \$0.00	\$83.26 \$84.51 \$86.01 \$87.26
OOFER SLAT	Apprei E/TILI	Step 1 is (Hot Pitch tice to Jo	2000 hrs.; Steps 2 n Mechanics' rece urneyworker Ra	2-5 are 1000 eive \$1.00 hr itio:**	hrs. above ROOFER)  02/01/202  08/01/202  02/01/202  08/01/202  02/01/202	\$50.2 4 \$51.5 4 \$53.6 25 \$54.2 25 \$55.7	\$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78	\$20.20 \$20.20 \$20.20 \$20.20 \$20.20	\$0.00 \$0.00 \$0.00 \$0.00	\$83.26 \$84.51
	Apprer E/TILL	Step 1 is (Hot Pitc) ntice to Jo	2000 hrs.; Steps 2 n Mechanics' rece urneyworker Ra ST CONCRETE	2-5 are 1000 eive \$1.00 hr itio:**	hrs. above ROOFER)  02/01/202 08/01/202 02/01/202 08/01/202 02/01/202 08/01/202	\$50.2 4 \$51.5 4 \$53.6 25 \$54.2 25 \$55.7	\$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78	\$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$83.26 \$84.51 \$86.01 \$87.26 \$88.76 \$90.01
For apprentice	Apprer E / TILL 333	Step 1 is (Hot Pitc)  tice to Jo  PRECA	2000 hrs.; Steps 2 n Mechanics' rece urneyworker Ra ST CONCRETE	2-5 are 1000 eive \$1.00 hr itio:**	hrs. above ROOFER)  02/01/202 08/01/202 02/01/202 08/01/202 02/01/202 08/01/202	\$50.2 \$4 \$51.5 \$4 \$53.6 \$5 \$54.2 \$5 \$55.7 \$6 \$57.6	\$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78	\$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$83.26 \$84.51 \$86.01 \$87.26 \$88.76 \$90.01
For apprentice	Apprer E / TILL 333	Step 1 is (Hot Pitc)  tice to Jo  PRECA	2000 hrs.; Steps 2 n Mechanics' rece urneyworker Ra ST CONCRETE	2-5 are 1000 eive \$1.00 hr itio:**	hrs. above ROOFER)  02/01/202 08/01/202 02/01/202 08/01/202 02/01/202 08/01/202	\$50.2 \$4 \$51.5 \$4 \$53.6 \$54.2 \$55.7 \$26 \$57.6 \$55.2 \$55.7	\$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78	\$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$26.64 \$26.64	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$2.83 \$2.83	\$83.26 \$84.51 \$86.01 \$87.26 \$88.76 \$90.01
For apprentice	Apprer E / TILL 333	Step 1 is (Hot Pitc)  tice to Jo  PRECA	2000 hrs.; Steps 2 n Mechanics' rece urneyworker Ra ST CONCRETE	2-5 are 1000 eive \$1.00 hr itio:**	hrs. above ROOFER)  02/01/202 08/01/202 08/01/202 08/01/202 08/01/202 08/01/202 02/01/202 02/01/202 02/01/202	\$50.2 \$4 \$51.5 \$4 \$53.6 \$5 \$54.2 \$5 \$55.7 \$23 \$55.7 \$24 \$58.7	\$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$14.11 \$14.11 \$14.11	\$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$26.64 \$26.64	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$2.83 \$2.83 \$2.83	\$83.26 \$84.51 \$86.01 \$87.26 \$88.76 \$90.01 \$98.89 \$100.5 \$102.2
For apprentice	Apprer E / TILL 333	Step 1 is (Hot Pitc)  tice to Jo  PRECA	2000 hrs.; Steps 2 n Mechanics' rece urneyworker Ra ST CONCRETE	2-5 are 1000 eive \$1.00 hr itio:**	hrs. above ROOFER)  02/01/202 08/01/202 08/01/202 08/01/202 08/01/202 02/01/202 08/01/202 08/01/202 08/01/202 08/01/202	\$50.2 \$4 \$51.5 \$4 \$53.6 \$5 \$54.2 \$5 \$55.7 \$23 \$55.2 \$23 \$57.6 \$24 \$60.	\$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$14.11 \$14.11 \$14.11 \$14.11	\$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$26.64 \$26.64 \$26.64	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$2.83 \$2.83 \$2.83 \$2.83	\$83.26 \$84.51 \$86.01 \$87.26 \$88.76 \$90.01 \$98.89 \$100.5 \$102.2
OOFER SLAT OFERS LOCAL 3	Apprer E / TILL 333	Step 1 is (Hot Pitc)  tice to Jo  PRECA	2000 hrs.; Steps 2 n Mechanics' rece urneyworker Ra ST CONCRETE	2-5 are 1000 eive \$1.00 hr itio:**	hrs. above ROOFER)  02/01/202 08/01/202 08/01/202 08/01/202 08/01/202 08/01/202 02/01/202 02/01/202 02/01/202	\$50.2 \$4 \$51.5 \$4 \$53.6 \$5 \$54.2 \$5 \$55.7 \$26 \$57.6 \$23 \$55.7 \$24 \$58.7 \$24 \$60.2 \$52.5 \$62.5	\$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$14.11 \$14.11 \$14.11 \$14.11 \$14.11 \$14.11	\$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$26.64 \$26.64 \$26.64 \$26.64	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$2.83 \$2.83 \$2.83	\$83,26 \$84,51 \$86,01 \$87,26 \$88,76 \$90,01 \$98,89 \$100,5 \$102,2

Supplemental Unemployment

Total Rate

\$23,20

\$10.90

\$73.35

\$0.00

\$107.45

03/01/2025

Total Rate

Effec	tive Date - 03/01/2023		** 1.1	Danalan	Supplemental Unemployment	Total Rate	
Step	percent	Apprentice Base Wage		Pension			<del>,</del>
1	35	\$23.17	\$10.90	\$12.80	\$0.00	\$46.87	
2	40	\$26.48	\$10.90	\$13.60	\$0.00	\$50.98	
3	45	\$29.79	\$10.90	\$14.40	\$0.00	\$55.09	
4	50	\$33.10	\$10.90	\$15.20	\$0.00	\$59.20	
5	55	\$36.41	\$10.90	\$16.00	\$0.00	\$63.31	
6	60	\$39.72	\$10.90	\$16.80	\$0.00	\$67.42	
7	65	\$43.03	\$10.90	\$17.60	\$0.00	\$71.53	
8	70	\$46.34	\$10.90	\$18.40	\$0.00	\$75.64	
9	75	\$49.65	\$10.90	\$19.20	\$0.00	\$79.75	
10	80	\$52.96	\$10.90	\$20.00	- \$0.00	\$83.86	
Effec Step	tive Date - 10/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	35	\$23.78	\$10.90	\$12.80	\$0.00	\$47.48	
2	40	\$27.18	\$10.90	\$13.60	\$0.00	\$51.68	
3	45	\$30.58	\$10.90	\$14.40	\$0.00	\$55.88	
4	50	\$33.98	\$10.90	\$15,20	\$0.00	\$60.08	
5	55	\$37.37	\$10.90	\$16.00	\$0.00	\$64.27	
6	60	\$40.77	\$10.90	\$16.80	\$0.00	\$68.47	
7	65	\$44.17	\$10.90	\$17.60	\$0.00	\$72.67	
8	70	\$47.57	\$10.90	\$18.40	\$0.00	\$76.87	
9	75	\$50.96	\$10.90	\$19.20	\$0.00	\$81.06	
10	80	\$54.36	\$10.90	\$20.00	\$0.00	\$85.26	
nut supprised to	s: Apprentice entered prior 9/ 40/45/50/55/60/65/70/75/8 Steps are 850 hours rentice to Journeyworker Ra	30/85			Appropries Security Appropries of the		
EAM BOILER OF	ERATOR	06/01/20	23 \$53.6	9 \$14.75	\$16.15	\$0.00	\$84.59
RATING ENGINEERS	LOCAL 4	12/01/20	23 \$54.9	3 \$14.75	\$16.15	\$0.00	\$85.83
4		06/01/20	24 \$56.2	1 \$14.75	\$16.15	\$0.00	\$87.11
		12/01/20	24 \$57.6	5 \$14.75	\$16.15	\$0.00	\$88.55
		06/01/20	25 \$58.9	3 \$14,75	\$16.15	\$0.00	\$89.83
		12/01/20	25 \$60.3	7 \$14.75	\$16.15	\$0.00	\$91.27
		06/01/20	26 \$61.6	5 \$14.75	\$16.15	\$0.00	\$92,55
		12/01/20	26 \$63.0	9 \$14.75	\$16.15	\$0.00	\$93.99

Classification	n		Effective Date	e Base Wage	e Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN		AWN 06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59	
OPERATING EN	PERATING 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 apprentic	ce rates see	"Apprentice- OPERATING ENGINEER	RS"					
TELECOMM ELECTRICIANS I		ION TECHNICIAN	09/01/2022	\$38.16	\$11,25	\$13.31	\$0.00	\$62.72
LECINICINIST	LOCAL 223		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
		ntice - <i>TELECOMMUNICAT</i> ive Date - 09/01/2022	ION TECHNICIAN - Local 223			Supplemente	ıł	
			ION TECHNICIAN - Local 223  Apprentice Base Wage	Health	Pension	Supplementa Unemploymer		e
	Effect	ive Date - 09/01/2022		Health \$0.00	Pension \$0.00		t Total Rat	
	Effect Step	ive Date - 09/01/2022 percent	Apprentice Base Wage \$0.00			Unemploymen	t Total Rat	
	Step  I  Notes:	percent  0  See Electrician Apprentice Wa	Apprentice Base Wage \$0.00 ages	\$0.00	\$0.00	Unemploymer \$0.00	t Total Rat	
	Effect Step 1 Notes: Appre	percent  0  See Electrician Apprentice Wages stentice to Journeyworker Ratio	Apprentice Base Wage \$0.00 ages	\$0.00	\$0.00	Unemploymer \$0.00	t Total Rat	
	Effect Step 1 Notes: Appre	percent  0  See Electrician Apprentice Wages stentice to Journeyworker Ratio	Apprentice Base Wage \$0.00  ages hall be the same as the Electrician Agency 2:2:3***	\$0.00 Apprentice W	\$0.00	Unemploymer \$0.06	t Total Rat	
	Effect Step 1 Notes: Appre	percent  0  See Electrician Apprentice Wages stentice to Journeyworker Ratio	Apprentice Base Wage \$0.00  ages  hall be the same as the Electrician 2:2:3***	\$0.00 Apprentice W	\$0.00 ages	\$0.00 \$22.34	1 Total Rat	\$93.12
	Effect Step 1 Notes: Appre	percent  0  See Electrician Apprentice Wages stentice to Journeyworker Ratio	Apprentice Base Wage \$0.00  liges hall be the same as the Electrician A :2:3***  02/01/2023 08/01/2023	\$0.00 Apprentice W: \$59.29 \$61.34	\$0.00 ages \$11.49 \$11.49	\$22.34 \$22.34	\$0.00 \$0.00	\$93.12 \$95.17
	Effect Step 1 Notes: Appre	percent  0  See Electrician Apprentice Wages stentice to Journeyworker Ratio	Apprentice Base Wage \$0.00  siges  hall be the same as the Electrician 2:2:3***  02/01/2023 08/01/2023 02/01/2024	\$0.00 Apprentice We \$59.29 \$61.34 \$62.59	\$0.00 ages \$11.49 \$11.49	\$22.34 \$22.34 \$22.34	\$0.00 \$0.00 \$0.00 \$0.00	\$93.12 \$95.17 \$96.42
	Effect Step 1 Notes: Appre	percent  0  See Electrician Apprentice Wages stentice to Journeyworker Ratio	Apprentice Base Wage \$0.00  siges  hall be the same as the Electrician 12:3***  02/01/2023 08/01/2023 02/01/2024 08/01/2024	\$0.00 Apprentice Was \$59.29 \$61.34 \$62.59 \$64.69	\$0.00 ages \$11.49 \$11.49 \$11.49 \$11.49	\$22.34 \$22.34 \$22.34 \$22.34	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$93.12 \$95.17 \$96.42 \$98.52
ERRAZZO I	Effect Step 1 Notes: Appre	percent  0  See Electrician Apprentice Wages stentice to Journeyworker Ratio	Apprentice Base Wage \$0.00  ages  hall be the same as the Electrician 02/01/2023 08/01/2023 02/01/2024 08/01/2024 02/01/2025	\$0.00 Apprentice Was \$59.29 \$61.34 \$62.59 \$64.69 \$65.99	\$0.00 ages \$11.49 \$11.49 \$11.49 \$11.49	\$22.34 \$22.34 \$22.34 \$22.34 \$22.34	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$93.12 \$95.17 \$96.42 \$98.52 \$99.82

02/01/2027

\$73.09

\$22.34

\$11.49

\$0.00

\$106.92

Issue Date: 07/24/2023 Wage Request Number: 20230724-041 Page 34 of 37

Supplemental Unemployment

Pension

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

	d D.	02/01/2023				0 1		
Effe Step	etive Date - percent	UZIVI.12U23	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$29.65	\$11,49	\$22.34	\$0.00	\$63,48	
2	60		\$35.57	\$11.49	\$22,34	\$0.00	\$69.40	
3	70		\$41.50	\$11.49	\$22.34	\$0.00	\$75.33	
4	80		\$47.43	\$11.49	\$22.34	\$0.00	\$81.26	
5	90		\$53.36	\$11.49	\$22.34	\$0.00	\$87.19	
Effe Step	ctive Date - percent	08/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$30.67	\$11.49	\$22.34	\$0.00	\$64.50	
2	60		\$36.80	\$11.49	\$22.34	\$0.00	\$70.63	
3	70		\$42.94	\$11.49	\$22.34	\$0.00	\$76.77	
4	80		\$49.07	\$11.49	\$22.34	\$0.00	\$82.90	
5	90		\$55.21	\$11.49	\$22.34	\$0.00	\$89.04	
Note	es:	Word was a second	And the second s	A CONTRACTOR OF THE PARTY OF TH	Comment Military Comment	and the second s	Section of the sectio	
App	rentice to Jo	ourneyworker Ratio:1:3	Santana	A	77-77			
EST BORING DRI BORERS - FOUNDATION		J.C	06/01/202	3 \$47.5	8 \$9.40		\$0.00	\$74.95
BOREKS - FOUNDAIR	JN AND MARIN	₹Ľ	12/01/202	3 \$48.8	3 \$9.40	\$17.97	\$0.00	\$76.20
			06/01/202	4 \$50.3	1 \$9.40	\$17.97	\$0.00	\$77.68
			12/01/202	4 \$51.7	8 \$9.40	\$17.97	\$0.00	\$79.13
			06/01/202	5 \$53.2	8 \$9.40	\$17.97	\$0.00	\$80.63
			(2/01/202	5 \$54.7	8 \$9.40	\$17.97	\$0.00	\$82,1:
			06/01/202	6 \$56.3	\$9.40	\$17.97	\$0.00	\$83.70
			12/01/202	6 \$57.8	\$9.40	\$17.97	\$0.00	\$85.20
For apprentice rates s	ee "Apprentice-	LABORER"						
EST BORING DRI			06/01/202	3 \$43.7	9.40	\$17.97	\$0.00	\$71.0
ABORERS - FOUNDATION AND MARINE		12/01/202	3 \$44.9	95 \$9.40	\$17.97	\$0.00	\$72.32	
			06/01/202	4 \$46.4	\$9.40	\$17.97	\$0.00	\$73.8
			12/01/202	4 \$47.9	90 \$9.40	\$17.97	\$0.00	\$75.2
			06/01/202	.5 \$49.4	10 \$9.40	\$17.97	\$0.00	\$76.7
			12/01/202	15 \$50.9	90 \$9.40	\$17.97	\$0.00	\$78.2
			06/01/202	26 \$52.4	15 \$9.40	\$17.97	\$0.00	\$79.8
			12/01/202		95 \$9.40	\$17.97	\$0.00	\$81.3
For apprentice rates s	ee "Apprentice-	LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER	06/01/2023	\$43.58	\$9.40	\$17.97	\$0.00	\$70.95
ABORERS - 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"						
RACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
REMING ENGINEERS DOCAL 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"		****		Ø17.01	\$0.00	\$66.0A
FRAILERS FOR EARTH MOVING EQUIPMENT FEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
UNNEL WORK - COMPRESSED AIR	06/01/2023	\$55.81	\$9.40	\$18.42	\$0.00	\$83,63
ABORERS (COMPRESSED AIR)	12/01/2023	\$57.06	\$9.40	\$18.42	\$0.00	\$84.88
	06/01/2024	\$58,54	\$9.40	\$18.42	\$0,00	\$86.36
	12/01/2024	\$60.01	\$9.40	\$18.42	\$0.00	\$87.83
	06/01/2025	\$61.51	\$9.40	\$18.42	\$0.00	\$89.33
	12/01/2025	\$63.01	\$9.40	\$18.42	\$0.00	\$90.83
	06/01/2026	\$64.56	\$9.40	\$18.42	\$0.00	\$92.38
	12/01/2026	\$66.06	\$9.40	\$18.42	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	06/01/2023	\$57.81	\$9.40	\$18.42	\$0.00	\$85.63
ABOKENS (COM RESSED AM)	12/01/2023	\$59.06	\$9.40	\$18.42	\$0.00	\$86.88
	06/01/2024	\$60.54	\$9.40	\$18.42	\$0.00	\$88.36
	12/01/2024	\$62.01	\$9.40	\$18.42	\$0.00	\$89.83
	06/01/2025	\$63.51	\$9.40	\$18.42	\$0.00	\$91.33
	12/01/2025	\$65.01	\$9.40	\$18.42		\$92.83
	06/01/2026	\$66.56	\$9.40	\$18.42		\$94.38
ALL DODTEN	12/01/2026	\$68.06	\$9.40	\$18.42	\$0.00	\$95.88
For apprentice rates see "Apprentice-LABORER"	06/01/2022	¢47.00	\$0.4D	\$18.42	\$0,00	\$75.70
FUNNEL WORK - FREE AIR Laborers (free air tunnel)	06/01/2023	\$47.88	\$9.40	\$18.42		\$76.95
	12/01/2023	\$49.13	\$9.40	\$18.42		\$78.43
	06/01/2024	\$50.61	\$9.40	\$18.42		\$78.43 \$79.90
	12/01/2024	\$52.08	\$9.40			\$79.90 \$81.40
	06/01/2025	\$53.58	\$9.40	\$18.42		
	12/01/2025	\$55.08	\$9.40	\$18.42		\$82.90
	06/01/2026	\$56.63	\$9.40	\$18.42		\$84.45
	12/01/2026	\$58.13	\$9.40	\$18.42	\$0.00	\$85.95

Issue Date: 07/24/2023 Wage Request Number:

20230724-041

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 EAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
VAGON 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)						
VASTE WATER PUMP OPERATOR PERATING ENGINEERS LOCAL 4	06/01/2023	\$54.28	\$14.75	\$16.15	\$0.00	\$85.18
FERATING 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"						
VATER METER INSTALLER LUMBERS & PIPEFITTERS LOCAL SI	08/30/2021	\$46.49	\$10.15	\$19.95	\$0.00	\$76.59
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER	/GASFITTER"					

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.

Issue Date: 07/24/2023 Wage Request Number: 20230724-041 Page 37 of 37