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

PROJECT # BD-RFQ24-SPRINKLER

FIRE SPRINKLER REPAIR 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 <u>FY2024 FIRE SPRINKLER</u> <u>SERVICES at various City of Brockton Buildings</u>. This is a maintenance contract and will be based on oncall work as may be deemed necessary throughout the year.

QUOTE PACKAGES MAY BE DOWNLOADED FROM THE FOLLOWING:

www.brockton.ma.us

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

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

RETURN COMPLETED RFQ QUOTE PAGES TO:

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

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

STATEMENT OF WORK

Scope of work is to include but not limited to maintenance and/or repairs of fire sprinkler systems, sprinkler piping, sprinkler heads, Ansul systems and inspections.

TERM OF CONTRACT

terminated.

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

THE CONTRACT SUM AND REQUIREMENTS

A.	Hourly rates for on-call services for Monday-Friday, 7:00 a.m. to 5:00 p.m. for a Sprinkler Fitter. Note: All hourly service rates are to reflect the incorporation of State prevailing wage requirements. <u>The contract will be awarded to the lowest responsive and responsible contractor offering the lowest total for a Sprinkler Fitter</u>
	for on-call services for Monday-Friday, 7:00 a.m. to 5:00 p.m.
	\$Per Sprinkler Fitter 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 quote. Hourly rates for on-call services for nights, weekends and holidays shall not exceed 1 ½ times the hourly rate as established in the section above for on-call services for Monday-Friday, 7:00 a.m. to 5:00 p.m. Note: All hourly service rates are to reflect the incorporation of State prevailing wage requirements.
	\$Per Sprinkler Fitter 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 60 minutes on-site after the initial telephone call, except for an emergency call. In terms of an emergency service call, the response time by the contractor is not to exceed 30 minutes. Vendors shall submit with their quote, evidence of being able to make required response times. If a contractor fails to meet the required response time when an emergency exists, the City of Brockton Public Property Department shall in writing, notify the contractors that if this should happen again at any point of the contract, the contract will be immediately

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

RFQ QUOTE PAGE (Fire Sprinkler Repair Services)

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

The proj	posed Contract Price is:
\$	Per Sprinkler Fitter Man Hour x 100 hours = \$
\$	(written out in words)
PLEASI CONTA	E PROVIDE THREE (3) REFERENCES OF SIMILAR SIZE AND SCOPE PROJECTS, INCLUDING CT INFORMATION:
1.	
2.	
3.	
NAME (OF VENDOR/CONTRACTOR,
ADDRE	SS (STREET, CITY, STATE, ZIP CODE)
SIGNAT	TURE OF PERSON AUTHORIZED TO SIGN DATE
ТҮРЕ О	OR PRINT SIGNER'S NAME AND TITLE
EMAIL	ADDRESS PHONE

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

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

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



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

Prevailing Wage Rates

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

MICHAEL FLANAGAN

KIM DRISCOLL Lt. Governor

CITY OF BROCKTON

Awarding Authority: **Contract Number:**

BD-RFQ24-SPRINKLER

City/Town: BROCKTON

Description of Work:

TO PROCURE AN EXPERIENCED VENDOR TO PROVIDE FIRE SPRINKLER REPAIR SERVICES FOR

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: 20230724-051

Classification Construction	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR LABORERS - ZONE 2	06/01/2023 12/01/2023	\$38.21 \$39.11	\$9.40 \$9.40	\$16.89 \$16.89	\$0.00 \$0.00	\$64.50 \$65,40
For apprentice rates see "Apprentice- LABORER"	12/01/2025	ψ37.11	\$5.10	*	*	4.27.10
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	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"	<u> </u>					
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
ZEODEC ZONZ Z (NEW CANAL)	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
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	07/01/0003	es 4 00	Ø1375	\$16.15	\$0.00	\$85.18
OPERATING ENGINEERS LOCAL 4	06/01/2023	\$54.28 \$55.53	\$14.75	\$16.15	\$0.00	\$85.18
	12/01/2023	\$55,53 \$56,93	\$14.75 \$14.75	\$16.15	\$0.00	\$87.73
	06/01/2024	\$56.83	\$14.75 \$14.75	\$16.15	\$0.00	\$89.18
	12/01/2024	\$58.28 \$50.59		\$16.15	\$0.00	\$90.48
	06/01/2025	\$59.58 \$61.03	\$14.75	\$16.15	\$0.00	\$90.48
	12/01/2025	\$61.03	\$14.75	\$16.15	\$0.00	\$91.93 \$93.23
	06/01/2026	\$62.33	\$14.75 \$14.75	\$16.15	\$0.00	\$93.23 \$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$63.78	Φ14.13	Ψ10.13	ψ0.00	φ2 7. 00

Issue Date: 07/24/2023 Wage Request Number: 20230724-051 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	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16,89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"				· · · · · · · · · · · · · · · · · · ·		
BLOCK PAVER, RAMMER / CURB SETTER	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
LABORERS - ZONE 2	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
	06/01/2024	\$40.44	\$9.40	\$16.89	\$0.00	\$66.73
	12/01/2024	\$41.77	\$9.40	\$16.89	\$0.00	\$68.06
	06/01/2025	\$43.16	\$9.40	\$16.89	\$0.00	\$69.45
	12/01/2025	\$44.54	\$9.40	\$16.89	\$0.00	\$70.83
	06/01/2026	\$45.98	\$9.40	\$16.89	\$0.00	\$72.27
	12/01/2026	\$47.42	\$9.40	\$16.89	\$0.00	\$73.71
For apprentice rates see "Apprentice-LABORER (Heavy and Highway)						
BOILER MAKER	01/01/2023	\$47.37	\$7.07	\$20.31	\$0.00	\$74.75
BOILERMAKERS LOCAL 29	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

Issue Date: 07/24/2023 Wage Request Number: 20230724-051 Page 3 of 37

e Wage Health Pension Supplemental Unemployment

		ive Date -	01/01/2023				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	65		\$30.79	\$7.07	\$13.22	\$0.00	\$51.08	
	2	65		\$30.79	\$7.07	\$13.22	\$0.00	\$51.08	
	3	70		\$33.16	\$7.07	\$14.23	\$0.00	\$54.46	
	4	75		\$35.53	\$7.07	\$15.24	\$0.00	\$57.84	
	5	80		\$37.90	\$7.07	\$16.25	\$0.00	\$61.22	
	6	85		\$40.26	\$7.07	\$17.28	\$0.00	\$64.61	
	7	90		\$42.63	\$7.07	\$18.28	\$0.00	\$67.98	
	8	95		\$45.00	\$7.07	\$19.32	\$0.00	\$71.39	
	Effecti Step	ve 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	
	3	70		\$33.68	\$7.07	\$14.23	\$0.00	\$54.98	
	4	75		\$36.09	\$7.07	\$15.24	\$0.00	\$58.40	
	5	80		\$38.50	\$7.07	\$16.25	\$0.00	\$61.82	
-	6	85		\$40,90	\$7.07	\$17.28	\$0.00	\$65,25	
	7	90		\$43.31	\$7.07	\$18.28	\$0.00	\$68.66	
	8	95		\$45.71	\$7.07	\$19.32	\$0.00	\$72,10	
	Notes:	Constant Present P				Security at Assessment No.	20-10239 Assemble	***************************************	
								All Elizables	
	Appre	ntice to Joi	urneyworker Ratio:1:4	a activity thank is absented the same to be			enements sommers comments held	APPA - 12 (BENEVA - 2 VINNESSAV - 1995)	
		ICIAL MA	SONRY (INCL. MASONRY	02/01/2023	\$60,35	\$11.49	\$22.34	\$0.00	\$94.18
TERPROC CKLAYERS L	OFING) .ocal 3 (Qu	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	\$100.8
				08/01/2025	\$69.20	\$11.49	\$22.34	\$0.00	\$103.0
				02/01/2026	\$70.55	\$11.49	\$22.34	\$0.00	\$104.3
				08/01/2026	\$72.75	\$11.49	\$22.34	\$0.00	\$106.5

Supplemental Unemployment

For apprentice rates see "Apprentice- LABORER"

Pension

			RICK/PLASTER/CEMENT	MASON - Local 3 Quincy					
	Effectiv Step	ve Date - 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	
-	Effectiv Step	ve Date -	08/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	l	50		\$31.20	\$11.49				
	2	60		\$37.44	\$11.49	\$22.34 \$22.34	\$0.00 \$0.00	\$65.03 \$71.27	
	3	70		\$43.68	\$11.49	\$22.34	\$0.00	\$71.27 \$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:	**************************************	TOTAL TOTAL TOTAL TOTAL STATE SECTION OF THE SECTIO			THE PARTY OF THE P			
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•	Annren	tice to Jo	irneyworker Ratio:1:5			·			
BULLDOZE	R/GRADEI	R/SCRAPI	· · · · · · · · · · · · · · · · · · ·	06/01/2023	\$ \$53,69	\$14.75	\$16.15	\$0.00	\$84.59
OPERATING EN	GINEERS LO	CAL 4		12/01/2023			\$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
E			PERATING ENGINEERS"	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99
			OTTOM MAN	06/01/2023	\$44.73	\$9.40	\$17.97	\$0,00	\$72.10
LABORERS - FO				12/01/2023		\$9.40 \$9.40	\$17.97		\$73.35
				06/01/2024			\$17.97		\$74.83
				12/01/2024		\$9.40	\$17.97	•	\$76,30
				06/01/2025		\$9.40	\$17.97		\$77.80
				12/01/2025		\$9.40	\$17.97		\$79.30
				06/01/2026		\$9.40	\$17.97		\$80.85
				12/01/2026		\$9.40	\$17.97		\$82.35
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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 Easte	ern MA
---------------------------------------	--------

Effect	ive Date -	03/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$22.56	\$9.33	\$1.73	\$0.00	\$33.62
2	60		\$27.07	\$9.33	\$1.73	\$0.00	\$38.13
3	70		\$31.58	\$9.33	\$14.78	\$0.00	\$55.69
4	75		\$33,84	\$9.33	\$14.78	\$0.00	\$57,95
5	80		\$36.10	\$9.33	\$16.51	\$0.00	\$61.94
6	80		\$36.10	\$9.33	\$16.51	\$0.00	\$61.94
7	90		\$40.61	\$9.33	\$18.24	\$0.00	\$68.18
8	90		\$40,61	\$9.33	\$18.24	\$0.00	\$68.18

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME 04/01/2023 \$24.16 \$7.21 \$4.80 \$0.00 \$36.17 CARPENTERS-ZONE 3 (Wood Frame)

All Aspects of New Wood Frame Work

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Supplemental Unemployment

Apprentice -	CARPENTER (Wood Frame) - Zone 3
77.00 - 44 TO - 4-	04/01/2022

Eff Ste	ective Date - 04/01/2023 p percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	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	
Not			omno unados. Mariman del Ministración ins	morrownia momentuma socializationi i			
- Andrews and Angeles and Ange		/1/17; 45/45/55/55/70/70/80/80 \$20.22/ 5&6 \$27.57/ 7&8 \$29.94				Vanuary Avy	
Ap	prentice to Journeyworker	·Ratio:1:5					
CEMENT MASONI		07/01/2023	\$50.59	\$12.75	\$22.74	\$0.87	\$86.95
BRICKLAYERS LOCAL 3	(QUINCY)	01/01/2024	\$51.73	\$12.75	\$22,74	\$0.87	\$88.09

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

Step	ive Date - percent	07/01/2023	Apprentice Base Wage	Health	Pension	Supplemental 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 Step	ve Date -	01/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
•			025.07	\$12,75	\$15,49	\$0.00	\$54,11
1	50		\$25.87	Φ12./J	ゆきょ、サブ	ψ0.00	φ.J + .11
I 2	50 60		\$25.87 \$31.04	\$12.75	\$22.74	\$0.87	\$67.40
2						•	\$67.40
	60		\$31.04	\$12.75	\$22.74	\$0.87	•
2	60 65		\$31.04 \$33.62	\$12.75 \$12.75	\$22.74 \$22.74	\$0.87 \$0.87	\$67.40 \$69.98
2 3 4	60 65 70		\$31.04 \$33.62 \$36.21	\$12.75 \$12.75 \$12.75	\$22.74 \$22.74 \$22.74	\$0.87 \$0.87 \$0.87	\$67.40 \$69.98 \$72.57

Claration	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Classification	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
CHAIN SAW OPERATOR ABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
	12/01/2023	φ.σ.σ.	•>			
For apprentice rates see "Apprentice- LABORER"	06/01/2023	\$55.35	\$14.75	\$16.15	\$0.00	\$86.25
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	12/01/2023	\$56.63	\$14.75	\$16.15	\$0.00	\$87.53
OPERATING ENGINEERS DOCALL		\$57.95	\$14.75	\$16.15	\$0.00	\$88.85
	06/01/2024	\$57.93 \$59.43	\$14.75	\$16.15	\$0.00	\$90.33
•	12/01/2024	•	\$14.75	\$16.15	\$0.00	\$91.66
	06/01/2025	\$60.76	\$14.75	\$16.15	\$0.00	\$93.13
	12/01/2025	\$62.23		\$16.15	\$0.00	\$94.46
	06/01/2026	\$63.56	\$14.75	\$16.15	\$0.00	\$95.94
	12/01/2026	\$65.04	\$14.75	\$10.15	\$0.00	4,50.00
For apprentice rates see "Apprentice-OPERATING ENGINEERS"		#25.20	\$14.75	\$16.15	\$0.00	\$66.20
COMPRESSOR OPERATOR	06/01/2023	\$35.30		\$16.15	\$0.00	\$67.02
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$36.12	\$14.75	\$16.15		\$67.87
	06/01/2024	\$36.97	\$14.75	\$16.15		\$68.82
	12/01/2024	\$37.92	\$14.75	-		\$69.67
	06/01/2025	\$38.77	\$14.75	\$16.15		\$70.62
	12/01/2025	\$39.72	\$14.75	\$16.15		•
	06/01/2026	\$40.58	\$14.75			\$71.48
	12/01/2026	\$41.53	\$14.75	\$16.15	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"					***	#0P 0/
DELEADER (BRIDGE)	07/01/2023	\$55.51	\$9.65	\$23.70		\$88.86
PAINTERS LOCAL 35 - ZONE 2	01/01/2024	\$56.06	\$9.95	\$23.95		\$89.96
	07/01/2024	\$57.26	\$9.95	\$23.95	5 \$0.00	\$91.16
	01/01/2025	\$58.46	\$9.95	\$23.93	\$0.00	\$92,36

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Total Rate

	Effecti	ve Date -	INTER Local 35 - BRIDGE 07/01/2023	Apprentice Base Wage	Health	Pens	ion 1	Supplemental Unemployment	Total Rate	
	Step	percent		\$27.76	\$9.65	\$0	.00	\$0.00	\$37.41	
	i	50		\$30.53	\$9.65	\$6	5,55	\$0.00	\$46.73	
	2	55		\$33.31	\$9.65	\$7	7.14	\$0.00	\$50.10	
	3	60		\$36.08	\$9.65		7.74	\$0.00	\$53.47	
	4	65		\$38.86	\$9.65		0,13	\$0.00	\$68.64	
	5	70		\$41.63	\$9.65		0.73	\$0.00	\$72.01	
	6	75			\$9.65		1.32	\$0.00	\$75.38	
	7	80		\$44.41	\$9.65		2.51	\$0.00	\$82.12	
	8	90		\$49.96	\$9.03	ψ2.	2.01			
	Effect	ive Date -	01/01/2024		** 1.1	Dow	ision	Supplemental Unemployment	Total Rate	
	Step	percent		Apprentice Base Wage					\$37.98	
	1	50		\$28.03	\$9.95		0.00	\$0.00	\$47.44	
	2	55		\$30.83	\$9.95		6.66	\$0.00	\$50.85	
	3	60		\$33.64	\$9.95		57.26	\$0.00		
	4	65		\$36.44	\$9.95		\$7.87	\$0.00	\$54.26	
	5	70		\$39.24	\$9.95	\$ \$2	20.32	\$0.00	\$69.51	
	6	75		\$42.05	\$9.95	\$	20.93	\$0.00	\$72.93	
	7	80		\$44.85	\$9.95	5 \$	21.53	\$0.00	\$76.33	
	8	90		\$50.45	\$9.95	5 \$	22.74	\$0.00	\$83.14	}
	Note				v v-v	.,			***************************************	
	1100		re 750 hrs.	and the second second second second second			we see that the second	among making alternation and	——————————————————————————————————————	
	App	rentice to	Journeyworker Ratio:1:1				40.10	\$17.82	\$0.00	\$70.95
ло: ADZ	EMAN			06/01/20		\$43.73	\$9.40	\$17.82	\$0.00	\$72.20
ORERS - ZO	NE 2			12/01/20	123	\$44.98	\$9.40	\$17.02	φ0.00	Ψ, Δ,,,
For apprent	ice rates s	ee "Apprentic	e- LABORER"	0.001/00	102	\$44.73	\$9.40	\$17.82	\$0.00	\$71.9
MO: BAC	KHOE	LOADER/	HAMMER OPERATOR	06/01/20		\$45.98	\$9.40		\$0.00	\$73.20
ORERS - ZO			. TADODED!	12/01/20	14.3	φ - υ.νο	ψοιτο			
		ee "Apprentic	e- LABORER"	06/01/20	023	\$44.48	\$9.40	\$17.82	\$0.00	\$71.7
MO: BUI Orers - Zo	NERS			12/01/20		\$45.73	\$9.40	\$17.82	\$0.00	\$72.9
			ce- LABORER"			****	00.40	\$17.82	\$0.00	\$71.9
MO: CO	NCRET		R/SAWYER	06/01/2		\$44.73	\$9.40	0.4.7.00	\$0.00	\$73.2
ORERS - Z	ONE 2			12/01/2	023	\$45.98	\$9.40	, ψ11.U <i>E</i>	g100	
			cc- LABORER"	06/01/2	023	\$44.48	\$9.40	\$17.82	\$0.00	\$71.7
MO: JAC BORERS - Z	CKHAN ONE 2	IMER OPE	SKATOK	12/01/2		\$45.73	\$9.40	444.04	\$0.00	\$72.9
		see "Apprenti	ice- LABORER"					- 617.00	\$0.00	\$70.9
For appre				06/01/2	2023	\$43.73	\$9.4		\$0.00 \$0.00	\$70.
For appre MO: WI	RECKIN	IQ LABOR	C).C				\$9.4	0 \$17.82		

n to dan	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Classification CVDIE ODERATOR	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
RECTIONAL DRILL MACHINE OPERATOR PERATING ENGINEERS LOCAL 4	12/01/2023	\$54,93	\$14,75	\$16.15	\$0.00	\$85.83
PERALING ENGINEERO BOOLE	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
		\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	12/01/2025	\$61.65	\$14,75	\$16:15	\$0.00	\$92.55
	06/01/2026	-	\$14.75	\$16.15	\$0.00	\$93.99
	12/01/2026	\$63.09	Φ14.12	Ψ10.10	*	
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	08/01/2020	\$68.70	\$9,40	\$23.12	\$0.00	\$101.22
DIVER PILE DRIVER LOCAL S6 (ZONE 1)	08/01/2020	\$60.10	ΨΣίτο			
For apprentice rates see "Apprentice- PILE DRIVER"			40.40	\$23,12	\$0.00	\$81.59
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE I)	08/01/2020	\$49.07	\$9.40	\$23.12	ψ0.00	0011
For apprentice rates see "Apprentice-PILE DRIVER"				#22 I2	\$0.00	\$106.12
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$73.60	\$9.40	\$23.12	φυ.υυ	\$100,12
For apprentice rates see "Apprentice-PILE DRIVER"				\$23.12	\$0.00	\$135.57
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	φυ.υυ	\$130.0
For apprentice rates see "Apprentice- PILE DRIVER"					\$0.16	\$37.53
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	Φ0.10	υ., , cφ
<u> </u>	09/01/2022	\$46.35	\$11.50	\$16.18	\$0.00	\$74.03
ELECTRICIAN ELECTRICIANS LOCAL 223	09/01/2023	\$47.87	\$11.75	\$16.86	\$0.00	\$76.48

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5

Notes:

ELEVATOR CONSTRUCTOR HELPER ELEVATOR CONSTRUCTORS LOCAL 4

80

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1

\$0.00

\$82.17

\$0.00

\$20.21

\$20.21

\$16.03

\$16.03

\$45.93

	e Date - 0	CTRICIAN - Local 223 9/01/2022 Ar	prentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Step	percent	4 1	\$18.54	\$11.50	\$0.56	\$0.00	\$30.60	
1	40		\$20.86	\$11.50	\$0.63	\$0.00	\$32.99	
2	45			\$11.50	\$0.70	\$0.00	\$35.38	
3	50		\$23.18	\$11.50	\$7.35	\$0.00	\$44.34	
4	55		\$25.49	\$11.50	\$7.86	\$0.00	\$47.17	
5	60		\$27.81		\$8.37	\$0.00	\$50.00	
6	65		\$30.13	\$11.50	\$8.89	\$0.00	\$52.84	
7	70		\$32.45	\$11.50		\$0.00	\$55.66	
8	75		\$34.76	\$11.50	\$9.40	φυ.υυ	φου.σσ	
	ve Date -	09/01/2023 A	pprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Step 1			\$19.15	\$11.75	\$0.57	\$0.00	\$31.47	
	40		\$21.54	\$11.75	\$0.65	\$0.00	\$33.94	
2	45		\$23,94	\$11.75	\$0.72	\$0.00	\$36.41	
3	50		\$26.33	\$11.75	\$7.79	\$0.00	\$45.87	
4	55		\$28.72	\$11.75	\$8.31	\$0.00	\$48.78	
5	60		\$31.12	\$11.75	\$8.65	\$0.00	\$51.52	
6	65		\$31.12	\$11.75	\$9.38	\$0.00	\$54.64	
7	70			\$11.75	\$9.90	\$0.00	\$57.55	
8	75		\$35.90	911.7 5			na 	
Notes	<u> </u>	and the second second with the second					s. s	
gamen de la constante de la co								
Appr	entice to Jou	rneyworker Ratio:2:3***						
OR CONSTR CONSTRUCTO	UCTOR		01/01/20	22 \$65.	62 \$16.03	\$20.21	\$0.00	\$101.86
Effec	tive Date -	EVATOR CONSTRUCTOR - 01/01/2022	Local 4 Apprentice Base Wa	e Health	Pension	Supplemental Unemployment	Total Rate	
Step	percent		\$32.81	\$16.03	\$0.00	\$0.00	\$48.84	
1	50			\$16.03	\$20.21	\$0.00	\$72.33	i
2	55		\$36.09		\$20.21	\$0.00	\$78.89)
3	65		\$42.65 \$45.93	\$16.03 \$16.03	\$20.21	\$0.00	\$82,17	

01/01/2022

\$52.50

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"			40.40	\$16.89	\$0.00	\$64.00
ENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) ABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.90
ABOREKS - ZONE 2 (HEAVI & HIGHWAI)	12/01/2023	\$38.61	\$9,40	\$16.89	\$0.00	\$66.23
	06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$67.56
	12/01/2024	\$41.27	\$9.40		\$0.00	\$68.95
	06/01/2025	\$42.66	\$9.40	\$16.89	\$0.00	\$70.33
	12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
	06/01/2026	\$45.48	\$9.40	\$16.89	\$0.00	\$73.21
and the second s	12/01/2026	\$46.92	\$9.40	\$16.89	φυ.υυ	ψ, υ, ευ τ
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	05/01/2022	\$40.06	\$14.50	\$16.15	\$0.00	\$79.71
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4	05/01/2023	\$49.06 \$50.20	\$14.50	\$16.15	\$0.00	\$80.95
A EMILIO ENGINEERI DE CITE	11/01/2023	\$50.30	\$14.50	\$16.15	\$0.00	\$82.19
	05/01/2024	\$51.54	\$14.50	\$16.15	\$0.00	\$83.48
	11/01/2024	\$52.83	\$14.50	\$16.15	\$0.00	\$84.92
	05/01/2025	\$54.27	\$14.50	\$16.15	\$0.00	\$86.21
	11/01/2025	\$55.56		\$16.15	\$0.00	\$87.65
	05/01/2026	\$57.00	\$14.50	\$16.15	\$0.00	\$88.94
	11/01/2026	\$58.29	\$14.50	\$16.15	\$0.00	\$90.37
ODER ATIMIC ENGINEERS!	05/01/2027	\$59.72	\$14.50	Ψ10,15	φ0.00	•
FOR Apprentice rates see "Apprentice- OPERATING ENGINEERS" FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	05/01/2023	\$50.62	\$14.50	\$16.15	\$0.00	\$81.27
OPERATING ENGINEERS LOCAL 4	11/01/2023	\$51.87	\$14.50	\$16.15	\$0.00	\$82.52
	05/01/2024	\$53.12	\$14.50	\$16.15	\$0.00	\$83.77
	11/01/2024	\$54.42	\$14.50	\$16.15	\$0.00	\$85.07
·	05/01/2025	\$55.87	\$14.50	\$16.15	\$0.00	\$86.52
	11/01/2025	\$57.17	\$14.50	\$16.15	\$0.00	\$87.82
	05/01/2026	\$58.62	\$14.50	\$16.15	\$0.00	\$89.27
	11/01/2026	\$59.92	\$14.50	\$16.15	\$0.00	\$90.57
	05/01/2027	\$61.37	\$14.50	\$16.15	\$0.00	\$92.02
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	03/01/2027	ψ01.51				
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	05/01/2023	\$24.20	\$14.50	\$16.15	\$0.00	\$54.85
OPERATING ENGINEERS LOCAL 4	11/01/2023	\$24.93	\$14.50	\$16.15	\$0.00	\$55.58
	05/01/2024	\$25.66	\$14.50	\$16.15	\$0.00	\$56.31
	11/01/2024	\$26.42	\$14.50	\$16.15	\$0.00	\$57.07
	05/01/2025	\$27.27	\$14.50	\$16.15	\$0.00	\$57.92
	11/01/2025	\$28.03	\$14.50	\$16.15	\$0.00	\$58.68
	05/01/2026	\$28.88	\$14.50	\$16.15	\$0.00	\$59.53
	11/01/2026	\$29.64	\$14.50	\$16.15	\$0.00	\$60.29
	05/01/2027	\$30.49	\$14.50	\$16.15	\$0.00	\$61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 223	09/01/2020	\$43.66	\$10.90	\$14.66	5 \$0.00	\$69.22
For apprentice rates see "Apprentice- ELECTRICIAN"				010 4	e 60.00	\$60.2
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING ELECTRICIANS	09/01/2020	\$36.86	\$10.90	\$12.4	5 \$0.00	,50U.Z

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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
	12/01/2026	\$29.21	\$9.40	\$16,89	\$0.00	\$55.50
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE I	03/01/2022	\$51.77	\$9.33	\$20.27	\$0.00	\$81.37

Apprentice - FLOORCOVERER - Local 2168 Zone 1

	tive Date - 03/01/2022				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	
St. St. St. St. St. St. St. St.	Step 1&2 \$32.94/ 3&4	5/55/55/70/70/80/80 (1500hr Steps) \$39.66/ 5&6 \$60.32/ 7&8 \$67.10		end common victors .	norman analogue es	AND AN ALLOCATE STORY OF THE STORY	
Appre	% After 10/1/17; 45/45 Step 1&2 \$32.94/ 3&4 entice to Journeyworker	\$39.66/ 5&6 \$60.32/ 7&8 \$67.10	entre server de d'a e	es intel entry .	nere amerika amerika n	PROPERTY PROPERTY STATES STATES STATES	
Appre	% After 10/1/17; 45/45 Step 1&2 \$32.94/ 3&4 entice to Journeyworker PICKER	\$39.66/ 5&6 \$60.32/ 7&8 \$67.10		\$14.75	\$16.15	\$0.00	\$85.18
S. Mariana - Alexandra - Alexa	% After 10/1/17; 45/45 Step 1&2 \$32.94/ 3&4 entice to Journeyworker PICKER	\$39.66/ 5&6 \$60.32/ 7&8 \$67.10 Ratio:1:1	\$54.28			\$0.00	\$85.18 \$86.43
Appre	% After 10/1/17; 45/45 Step 1&2 \$32.94/ 3&4 entice to Journeyworker PICKER	\$39.66/ 5&6 \$60.32/ 7&8 \$67.10 Ratio:1:1 06/01/2023	\$54.28 \$55.53	\$14.75	\$16.15		
Appre	% After 10/1/17; 45/45 Step 1&2 \$32.94/ 3&4 entice to Journeyworker PICKER	\$39.66/ 5&6 \$60.32/ 7&8 \$67.10 Ratio:1:1 06/01/2023 12/01/2023	\$54.28 \$55.53 \$56.83	\$14.75 \$14.75	\$16.15 \$16.15	\$0.00	\$86.43 \$87.73
Appre	% After 10/1/17; 45/45 Step 1&2 \$32.94/ 3&4 entice to Journeyworker PICKER	\$39.66/ 5&6 \$60.32/ 7&8 \$67.10 Ratio:1:1 06/01/2023 12/01/2023 06/01/2024	\$54.28 \$55.53 \$56.83 \$58.28	\$14.75 \$14.75 \$14.75	\$16.15 \$16.15 \$16.15	\$0.00 \$0.00	\$86.43 \$87.73 \$89.18
Appre	% After 10/1/17; 45/45 Step 1&2 \$32.94/ 3&4 entice to Journeyworker PICKER	\$39.66/ 5&6 \$60.32/ 7&8 \$67.10 Ratio:1:1 06/01/2023 12/01/2024 12/01/2024	\$54.28 \$55.53 \$56.83 \$58.28 \$59.58	\$14.75 \$14.75 \$14.75 \$14.75	\$16.15 \$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00	\$86.43
Appre	% After 10/1/17; 45/45 Step 1&2 \$32.94/ 3&4 entice to Journeyworker PICKER	\$39.66/ 5&6 \$60.32/ 7&8 \$67.10 Ratio:1:1 06/01/2023 12/01/2024 12/01/2024 06/01/2025	\$54.28 \$55.53 \$56.83 \$58.28 \$59.58 \$61.03	\$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$16.15 \$16.15 \$16.15 \$16.15 \$16.15	\$0.00 \$0.00 \$0.00 \$0.00	\$86.43 \$87.73 \$89.18 \$90.48

Issue Date: 07/24/2023

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GENERATOR/LIGHTING PLANT/HEATERS	06/01/2023	\$35.30	\$14.75	\$16.15	\$0.00	\$66.20
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$36.12	\$14.75	\$16.15	\$0.00	\$67.02
	06/01/2024	\$36.97	\$14.75	\$16.15	\$0.00	\$67.87
	12/01/2024	\$37.92	\$14.75	\$16.15	\$0.00	\$68.82
	06/01/2025	\$38.77	\$14.75	\$16.15	\$0.00	\$69.67
	12/01/2025	\$39.72	\$14.75	\$16.15	\$0.00	\$70.62
	06/01/2026	\$40.58	\$14.75	\$16.15	\$0.00	\$71.48
	12/01/2026	\$41.53	\$14.75	\$16.15	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR	07/01/2023	\$45.01	\$9.65	\$23,70	\$0.00	\$78.36
SYSTEMS)	01/01/2024	\$45.56	\$9.95	\$23.95	\$0.00	\$79.46
GLAZIERS LOCAL 35 (ZONE 2)	07/01/2024	\$46.76	\$9.95	\$23.95	\$0.00	\$80.66
	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86

tep	ive Date - 07/01/2023 percent	Apprentice Base Wag	e Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.51	\$9.65	\$0.00	\$0.00	\$32.16
2	55	\$24.76	\$9.65	\$6.55	\$0.00	\$40.96
3	60	\$27.01	\$9.65	\$7.14	\$0.00	\$43.80
4	65	\$29.26	\$9.65	\$7.74	\$0.00	\$46.65
5	70	\$31.51	\$9.65	\$20.13	\$0.00	\$61.29
6	75	\$33.76	\$9.65	\$20.73	\$0.00	\$64.14
7	80	\$36.01	\$9.65	\$21.32	\$0.00	\$66.98
8	90	\$40.51	\$9.65	\$22.51	\$0.00	\$72.67
Effect	tive Date - 01/01/2024				Supplemental	er . 15 .
Step	percent	Apprentice Base Wag	e Health	Pension	Unemployment	Total Rate
1	50	\$22.78	\$9.95	\$0.00	\$0.00	\$32.73
•			ቀለ ስና	\$6.66	\$0.00	\$41,67
2	55	\$25.06	\$9.95	φ0.00		*
	55 60	\$25.06 \$27.34	\$9.95 \$9.95	\$7.26	\$0.00	\$44.55
2					\$0.00 \$0.00	•
2	60	\$27.34	\$9.95	\$7.26	·	\$44.55
2 3 4	60 65	\$27.34 \$29.61	\$9.95 \$9.95	\$7.26 \$7.87	\$0.00	\$44.55 \$47.43
2 3 4 5	60 65 70	\$27.34 \$29.61 \$31.89	\$9.95 \$9.95 \$9.95	\$7.26 \$7.87 \$20.32	\$0.00 \$0.00	\$44.55 \$47.43 \$62.16

Apprentice to Journeyworker Ratio:1:1

Steps are 750 hrs.

Issue Date: 07/24/2023 Wage Request Number: 20230724-051 Page 14 of 37

HOISTING FN	IGINEE	R/CRANE	S/GRADALLS			e Wage		Pension	Unemployment	Total Ra
OPERATING ENG			OLUDATIO	06/01/20		54.28	\$14.75		\$0.00	\$85.18
				12/01/20		55.53	\$14.75	\$16.15	\$0.00	\$86.43
				06/01/20		56.83	\$14.75	\$16.15	\$0.00	\$87.73
				12/01/20		58.28	\$14.75	\$16.15	\$0.00	\$89.18
				06/01/20	25 \$:	59,58	\$14.75	\$16.15	\$0.00	\$90.48
				12/01/20		51.03	\$14.75	\$16.15	\$0.00	\$91.93
				06/01/20	26 \$6	52.33	\$14.75	\$16.15	\$0.00	\$93.23
				12/01/20:	26 \$6	53.78	\$14.75	\$16.15	\$0.00	\$94.68
	Appre	ntice - O	PERATING ENGINEERS	- Local 4						
		ve Date -	06/01/2023						_	
	Step	percent		Apprentice Base Wage	Health	F	ension	Supplementa Unemploymen		
	1	55		\$29.85	\$14.75		\$0.00	\$0.00		·
	2	60		\$32.57	\$14.75		\$16.15	\$0.00		
	3	65		\$35.28	\$14.75		\$16.15	\$0.00		
	4	70		\$38.00	\$14.75		\$16.15	\$0.00 \$0.00		
	5	75		\$40.71	\$14.75		\$16.15			
	6	80		\$43.42	\$14.75		\$16.15 \$16.15	\$0.00		
	7	85		\$46.14	\$14.75		\$16.15	\$0.00		
	8	90		\$48.85	\$14.75		\$16.15	\$0.00 \$0.00		
	Effectiv	ve Date -	12/01/2023			·				
	Step	percent		Apprentice Base Wage	Health	P	ension	Supplemental Unemployment		
	1	55	· · · · · · · · · · · · · · · · · · ·	\$30.54	\$14.75		\$0.00	\$0.00		
	2	60		\$33.32	\$14.75	4	\$16.15	\$0.00		
	3	65		\$36.09	\$14.75		316.15	\$0.00		
	4	70		\$38.87	\$14.75		316.15	\$0.00	\$66.99	
	5	75		\$41.65	\$14.75		316.15		\$69.77	
	6	80		\$44.42	\$14.75			\$0.00	\$72.55	
	7	85		\$47.20			16.15	\$0.00	\$75.32	
	8	90		\$49.98	\$14.75 \$14.75		16.15 16.15	\$0.00 \$0.00	\$78.10	
u.		savere source are	ere ende bloom versoo besom a		vista 2	Ψ		40.00	\$80.88	
organism 4.1.1.	Notes:								-Adelmone	
} /	Apprent	ice to Jou	neyworker Ratio:1:6	ene sentra elevere monat screge damin -			975554 sawer grad	and were more war	and the second s	
AC (DUCTW)		AI. 17 - A		02/01/2023	\$55.	.31	\$14.11	\$26,64	\$2.83	\$98.89
		-near : A		08/01/2023	\$57.	.01	\$14.11	\$26.64		\$100.59
				02/01/2024	\$58.	.71	\$14.11	\$26.64	** **	\$102.29
				08/01/2024	\$60.	46	\$14.11	\$26.64		\$104.04
				02/01/2025	\$62.	21	\$14.11	\$26.64		\$105.79
				08/01/2025	\$64.	06	\$14.11	\$26.64		\$107.64
Paul au				02/01/2026	\$66.		\$14.11	\$26.64		3109.59
For apprentice rat AC (ELECTRI			EET METAL WORKER"							
CTRICIANS LOCA		NI I IVOLO)	09/01/2020	\$43.	66	\$10.90	\$14.66	\$0.00	69.22
					•					

un der al .	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Classification For apprentice rates see "Apprentice- ELECTRICIAN"						
	02/01/2023	\$55.31	\$14.11	\$26.64	\$2.83	\$98.89
IVAC (TESTING AND BALANCING - AIR) heetmetal workers local 17 - a	08/01/2023	\$57.01	\$14.11	\$26.64	\$2.83	\$100.59
III. III. III. III. III. III. III. III	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"			010.15	\$19.95	\$0.00	\$76.59
HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 51	08/30/2021	\$46.49	\$10.15	Ψ17.73	\$0, 00	•
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"			\$10,15	\$19.95	\$0.00	\$76.59
HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51	08/30/2021	\$46.49	\$10.13	Q1 7.70	***	
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"		020.01	\$9,40	\$16.89	\$0.00	\$64.50
HYDRAULIC DRILLS	06/01/2023	\$38.21	*	\$16.89	\$0.00	\$65.40
LABORERS - ZONE 2	12/01/2023	\$39.11	\$9.40	\$10.02	\$3.0 0	,
For apprentice rates see "Apprentice- LABORER"		¢20.21	\$9.40	\$16.89	\$0.00	\$64.50
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	06/01/2023	\$38.21	\$9.40	\$16.89		\$65.40
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$39.11		\$16.89		\$66.73
	06/01/2024	\$40.44	\$9.40	\$16.89		\$68.06
	12/01/2024	\$41.77	\$9.40			\$69.45
	06/01/2025	\$43.16		\$16.89		\$70.83
	12/01/2025	\$44.54		\$16.89		\$70.83
	06/01/2026	\$45.98	\$9.40	\$16.89		•
	12/01/2026	\$47.42	\$9.40	\$16.89	9 \$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)				0.51	4 60.00	\$84.79
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2022	\$53.85	\$13.80) \$17.14	4 \$0.00	φ04.17

Apprentice -	ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston
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Effective Date - 09/01/2022	ULATOR (Pipes & Tanks) - Local 6 Bos		Pension	Supplementai Unemployment	Total Rate	÷
Step percent	Apprentice Base Wage	Health			\$53.1:	
1 50	\$26.93	\$13.80	\$12,42	\$0.00		
•	\$32.31	\$13.80	\$13.36	\$0.00	\$59.4	7
2 60	\$37.70	\$13.80	\$14.31	\$0.00	\$65.8	Í
3 70	·		\$15.25	\$0.00	\$72.1	3
4 80	\$43.08	\$13.80	φ1.3.2.2	•		
Company of the Compan	Name of the Property of the Pr	and the second s	and the second second section in the second	Contact access account.	amen's amen's resistant contracts	
Notes: Steps are 1 year	the state of the s	Commence of the Commence of th	many was a second	Markey survive revends t	whenter is some against a mount	
Apprentice to Journeyworke					\$0.00	\$87.77
NWORKER/WELDER	03/16/202	3 \$52.7	2 \$8.35	\$26.70	,	,
WORKERS LOCAL 7 (BOSTON AREA)	03/16/202	24 \$53.9	7 \$8.35	\$26.70	\$0.00	\$89.02

Page 16 of 37 Wage Request Number: 20230724-051 Issue Date: 07/24/2023

Supplemental Unemployment

Effect	ive Date -	03/16/2023				Supplemental		
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	
Effect Step	ive Date -	03/16/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60		\$32.38	\$8,35	\$26.70	\$0.00	\$67.43	
2	70	•	\$37.78	\$8.35	\$26.70	\$0.00	\$72.83	
3	75		\$40.48	\$8.35	\$26.70	\$0.00	\$75,53	
4	80		\$43.18	\$8.35	\$26.70	\$0.00	\$78.23	
5	85		\$45.87	\$8.35	\$26.70	\$0.00	\$80.92	
6	90		\$48.57	\$8,35	\$26.70	\$0.00	\$83.62	
Notes:		andread valueable versions successor versions enter the ve		entre de la companya		amazi an	***************************************	
}							or salestation	
Appre	ntice to Jo	urneyworker Ratio:1:4	The state of the s	· · · · · · · · · · · · · · · · · · ·		personal about the color of	29/7 // 11110	
CKHAMMER & PA	VING BRE	AKER OPERATOR	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
BORERS - ZONE 2			12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see '	'Apprentice- L	ABORER"						
ABORER BORERS - ZONE 2			06/01/2023	\$37.46	\$9.40	\$16.89	\$0.00	\$63.75
DUREKS - ZUNE 2			12/01/2023	\$38.36	\$9.40	\$16.89	\$0.00	\$64.65

Issue Date: 07/24/2023 Wage Request Number: 20230724-051 Page 17 of 37 Effective Date Base Wage Health Pension Supplemental Total Rate Unemployment

CI	assi	fic	ati	ดท

	ctive Date -	BORER - 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	ective 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	i
4	90		\$34.52	\$9.40	\$16.89	\$0.00	\$60.81	
No	es:		and the second s		,	\$2.4 (May 1997)	- Amageore	
**************************************		many and some many and a some of	The second secon					
Ap	prentice to Jo	ourneyworker Ratio:1:5						
BORER (HEAV			06/01/202	3 \$37.46	\$9.40	\$16.89	\$0.00	\$63.75
BORERS - ZONE 2 (H	EAVY & HIGHW	4Y)	12/01/202	3 \$38.36	\$9.40	\$16.89	\$0.00	\$64.65
			06/01/202	4 \$39.69	\$9.40	\$16.89	\$0.00	\$65.98
			12/01/202	4 \$41.02	\$9.40	\$16.89	\$0.00	\$67.31
			06/01/202	5 \$42.4	\$9.40	\$16.89	\$0.00	\$68.70
			12/01/202	5 \$43.79	\$9.40	\$16.89	\$0.00	\$70.08
			06/01/202	6 \$45.23	\$9.40	\$16.89	\$0.00	\$71.52
			12/01/202	6 \$46.6	7 \$9.40	\$16.89	\$0.00	\$72.96

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		e Date -	BORER (Heavy & Highway 06/01/2023	Apprentice Base Wage	Health	Pens		Supplemental nemployment	Total Rate	
	Step	percent		\$22.48	\$9.40	\$16	5,89	\$0.00	\$48.77	
	I	60		\$26.22	\$9.40	\$16	5.89	\$0.00	\$52.51	
	2	70		•	\$9,40		5.89	\$0.00	\$56.26	
	3	80		\$29.97	\$9.40		5.89	\$0.00	\$60.00	
	4	90		\$33.71	\$9.40	Ψ1.	•••			
	Effecti	ve Date -	12/01/2023	Apprentice Base Wage	Health	Pen	sion [[]	Supplemental Jnemployment	Total Rate	
	Step	percent			\$9.40		6.89	\$0.00	\$49.31	
	1	60		\$23.02	\$9.40		6.89	\$0.00	\$53.14	
	2	70		\$26.85			6.89	\$0.00	\$56.98	
	3	80		\$30.69	\$9.40	_	16.89	\$0.00	\$60.81	
	4	90		\$34.52	\$9.40	-		,		
	Notes	:	The same of the sa	Warner and the first transfer of the first t					gypmeen ferialis	
				والمراجعة ومصارات ووالمستعل المسارات والمستعل فالمدانية	_ /	»	A 7 /-		3	
			ourneyworker Ratio:1:5			\$37.46	\$9.40	\$16.89	\$0.00	\$63.75
BORER: C	CARPEN NE 2	TER TEN	DER	06/01/20 12/01/20		\$38.36	\$9.40	\$16.89	\$0.00	\$64.65
For apprentic	ce rates se	e "Apprentice	- LABORER"	06/01/04		\$37.46	\$9.40	\$16.89	\$0.00	\$63.75
BORER: C	CEMEN' NE 2	T FINISHI	ER TENDER	06/01/20 12/01/20		\$38.36	\$9.40	\$16.89	\$0.00	\$64.65
For apprenti	ice rates se	e "Apprentice	- LABORER"	100 ac/01/0		\$37.55	\$9.40	\$16.95	\$0.00	\$63.90
BORERS - ZO	ONE 2		ASTE/ASBESTOS REMOV	ZER 06/01/2 12/01/2		\$38.45	\$9.40	\$16.95	\$0.00	\$64.80
			e- LABORER"	0.6/01/2	.022	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
BORER:	MASON	TENDER	8	06/01/2 12/01/2		\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For appren	tice rates s	ee "Apprentic	ce- LABORER"	06/01/6	1022	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
ABORER:	MASO	Y TENDE	R (HEAVY & HIGHWAY)	06/01/2		\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
BORERS - Ze	ONE 2 (HI	EAVY & HIGI	nnai)	12/01/2		\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
				06/01/		\$41.27	\$9,40	\$16.89	\$0.00	\$67.56
				12/01/	,	\$41.27 \$42.66	\$9.40	41.600	\$0.00	\$68.95
				06/01/		•	\$9.40	417.00	\$0.00	\$70.33
				12/01/		\$44.04 \$45.48	\$9.40	A17.00	\$0.00	\$71.77
				06/01/ 12/01/		\$45.46 \$46.92	\$9.40	#1 C PO	\$0.00	\$73.21
_	.41_44+	ega #ånnroni	tice- LABORER (Heavy and High						00.00	ψ£2 75
For appro	ntice rates	T TD ATIE	TENDER	06/01	/2023	\$37.46	\$9,40		\$0.00	\$63.75
,ABORER .aborers - 1	ZONE 2	T- LKADE	TENDER	12/01	/2023	\$38.36	\$9.40	\$16.89	\$0.00	\$64.65
			ntice- LABORER"	0.6/0.1	/2023	\$37.46	\$9.4	0 \$16.89	\$0.00	\$63.75
		REMOVE	e removal of standing trees, and the		10000	¢20 26	\$9.4	n \$16.89	\$0.00	\$64.65

Cl. Affection	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Classification	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LASER BEAM OPERATOR LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"	12,01,2025					
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LASER BEAM OF ERATOR (HEAT) 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)					#0.00	\$78.11
MARBLE & TILE FINISHERS	02/01/2023	\$46.25	\$11.49	\$20.37	\$0.00	
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

	ve Date -	RBLE & TILE FINISHER - 02/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
step	percent		\$23.13	\$11.49	\$20.37	\$0.00	\$54.99
1	50		\$27.75	\$11.49	\$20.37	\$0.00	\$59.61
2	60		\$32.38	\$11.49	\$20.37	\$0.00	\$64.24
3	70		\$37.00	\$11.49	\$20.37	\$0.00	\$68.86
4 5	80 90		\$41.63	\$11.49	\$20.37	\$0.00	\$73.49
Effect	ive Date -	08/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step	percent			\$11.49	\$20.37	\$0.00	\$55.81
1	50		\$23.95 \$28.73	\$11.49	\$20.37	\$0.00	\$60.59
2	60		\$33.52	\$11.49	\$20.37	\$0.00	\$65.38
3	70		\$38.31	\$11.49	\$20.37	\$0.00	\$70.17
4	80		\$43.10	\$11.49	\$20.37	\$0.00	\$74.96
5	90			\$		The second second second	A CALLED TO THE
Note							

Apprentice to Journeyworker Ratio:1:3

				Effective Date	Base Wage	e Health	Pens		Suppleme Unemplo		Total Rate
Classification					\$60.37	\$11.4	9 \$22	2.31	\$0.00		\$94.17
ARBLE MASONS	S,TILEI	AYERS	& TERRAZZO MECH	02/01/2023	\$62.42	\$11.4		2.31	\$0.00	l	\$96.22
RICKLAYERS LOCAL 3	s - MARBL	Æ & TILE		08/01/2023	\$62.42 \$63.67	\$11.4		2.31	\$0.00)	\$97.47
				02/01/2024	\$63.67 \$65.77			2.31	\$0.00)	\$99.57
				08/01/2024	\$65.77 \$67.07			22.31	\$0.00		\$100.87
				02/01/2025				22.31	\$0.00		\$103.02
				08/01/2025	\$69.22 \$70.57			22.31	\$0.00		\$104.37
				02/01/2026	\$70.57			22.31	\$0.0		\$106.57
				08/01/2026	\$72.77			22.31	\$0.0		\$107.97
				02/01/2027	\$74.17	, 511.	,, ψ	*			
			RBLE-TILE-TERRAZZO M	IECHANIC - Local 3 Mar	·ble & Tile						
	pprenti		RBLE-TILE-TERRAZZO M 02/01/2023				_	ppleme		Total Ra	te
	Effective		UZIU114U4J	Apprentice Base Wage	Health	Pension	Une	mployn			
		percent			\$11.49	\$22.31	l		0.00	\$63.9	
		50		\$36.22	\$11.49	\$22.31	Į		00,(\$70.0	
		60		\$42.26	\$11.49	\$22.3	1	\$0	00.0	\$76.	
	3	70		\$48.30	\$11.49	\$22.3	1	\$(00.0	\$82.	
	4	80		•	\$11.49	\$22.3		\$(0.00	\$88.	.13
	5	90		\$54.33	ل∓نغيب	, 		J	ientol		
		e Date -	08/01/2023	Apprentice Base Wage	Health	Pensic		Supplem nemploy		Total R	
-		percent		\$31.21	\$11.49	\$22.3	31	\$	00.00	\$65	
·	1	50		\$31.21 \$37.45	\$11.49	\$22.3		\$	00.00	\$71	
	2	60			\$11.49	\$22.		\$	00.00	\$77	7.49
	3	70		\$43.69 \$49.94	\$11.49	\$22.		9	\$0.00	\$83	3.74
	4	80		\$49.94 \$56.18	\$11.49 \$11.49	\$22.			\$0.00	\$85	9.98
	5	90	and the second s	\$56.18		DAA.				poster states	- Y. T.
	Notes:		Average regions arranged Average designs weaponed								C. SANSERAN
	and the same of th			grand grand district themselves are		-w	<u></u>	, ,			-
	Appre	ntice to J	Journeyworker Ratio:1:5			2.60	114.75	\$16	.15 \$	\$0.00	\$84.59
MECH. SWEE	PER OP	ERATOR	R (ON CONST. SITES)	06/01/20			\$14.75 814.75	\$16		\$0.00	\$85.83
OPERATING ENGL	INEERS L	OCAL 4		12/01/20	•	.,-	\$14.75	\$16	•	\$0.00	\$87.11
				06/01/20			\$14.75	\$16		\$0.00	\$88.55
				12/01/20		*	\$14.75			\$0.00	\$89.83
				06/01/2		,	\$14.75			\$0.00	\$91.27
				12/01/2			\$14.75			\$0.00	\$92.55
				06/01/2	2026 \$6	61.65	\$14.75			\$0.00	\$92.33 \$93.99
							A147E	€ 1.	615	NU.UU	ゆフ コ・フラ

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Issue Date: 07/24/2023 Wage Request Number: 20230724-051

12/01/2026

\$0.00

\$16.15

\$14.75

\$63.09

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MECHANICS MAINTENANCE OPERATING ENGINEERS LOCAL 4	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
	12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
	06/01/2024	\$56.21	\$14.75	\$16,15	\$0.00	\$87.11
	12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
•	06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
	12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	06/01/2026	\$61.65	\$14.75	\$16.15	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99
MILLWRIGHT (Zone 2) MILLWRIGHTS LOCAL 1121 - Zone 2	01/02/2023	\$41.92	\$8.58	\$21.57	\$0.00	\$72.07

Apprentice -	MILLWRIGHT - Local 1121 Zone	2
Tabbicute -	nabbii iddiii - bocqi iizi zone	Z

	entice - MILLWRIGE							
Ettect Step	tive Date - 01/02/20 percent		ntice Base Wage	Health	Pension	Supplementa Unemploymen		tal Rate
1	55		\$23.06	\$8.58	\$5.72	\$0.00		\$37.36
2	65		\$27.25	\$8.58	\$17.93	\$0.00		\$53.76
3	75		\$31.44	\$8.58	\$18.98	\$0.00		\$59.00
4	85		\$35.63	\$8.58	\$20.01	\$0.00		\$64.22
· · · · · · · · · · · · · · · · · · ·	but do receive annuit Steps are 2,000 hours		ive no pension,			\$1 - may many many commands	AAAAA	·
	ntice to Journeywork	er Ratio:1:4			VIII company (Viii)		to the second second	TO STORY
MORTAR MIXER LABORERS - ZONE 2			06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
	'Apprentice-LABORER"		12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
OILER (OTHER THAN TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4		RADALLS)	06/01/2023	\$24.34	\$14.75	\$16.15	\$0.00	\$55.24
			12/01/2023	\$24.91	\$14.75	\$16.15	\$0.00	\$55.81
			06/01/2024	\$25.51	\$14.75	\$16.15	\$0.00	\$56.41
			12/01/2024	\$26.17	\$14.75	\$16.15	\$0.00	\$57.07
			06/01/2025	\$26.77	\$14.75	\$16.15	\$0.00	\$57.67
			12/01/2025	\$27.43	\$14.75	\$16.15	\$0.00	\$58.33
			06/01/2026	\$28.02	\$14.75	\$16.15	\$0.00	\$58.92
	Apprentice- OPERATING E	NGINEERS"	12/01/2026	\$28.69	\$14.75	\$16,15	\$0.00	\$59.59
ILER (TRUCK CRAN PERATING ENGINEERS LO			06/01/2023	\$29.67	\$14.75	\$16.15	\$0.00	\$60.57
- Adding Dignizons Lo	CAL 4		12/01/2023	\$30.36	\$14.75	\$16.15	\$0.00	\$61.26
			06/01/2024	\$31.08	\$14.75	\$16.15	\$0.00	\$61.98
			12/01/2024	\$31.88	\$14.75	\$16,15	\$0.00	\$62.78
			06/01/2025	\$32.60	\$14.75	\$16.15	\$0.00	\$63.50
			12/01/2025	\$33.40	\$14.75	\$16.15	\$0.00	\$64.30
			06/01/2026	\$34.12	\$14,75	\$16.15	\$0.00	\$65.02
For apprentice rates see "A	pprentice- OPERATING EN	GINEERS"	12/01/2026	\$34.92	\$14.75	\$16.15	\$0.00	\$65,82

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployme	nt
THER POWER DRIVEN EQUIPMENT - CLASS II	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
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 apprentice rates see "Apprentice- OPERATING ENGINEERS"	-2				00.00	\$00 QZ
PAINTER (BRIDGES/TANKS)	07/01/2023	\$55.51	\$9.65	\$23,70		\$88.86
PAINTERS LOCAL 35 - ZONE 2	01/01/2024	\$56.06	\$9.95	\$23.95		\$89.96
	07/01/2024	\$57.26	\$9.95	\$23.95		\$91.16
	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36
The particular particu	O/TANKS					
Apprentice - PAINTER Local 35 - BRIDGES	O\ TV1.IVD			Suppleme		1.00-4-
Directive Dave	Apprentice Base Wage	Health	Pension	Unemploy		al Rate
Step percent	\$27.76	\$9.65	\$0.00	\$(\$37.41
1 50	\$30.53	\$9.65	\$6.55	\$0		\$46.73
2 55	\$33.31	\$9.65	\$7.14	\$6	0.00	\$50.10
3 60	\$36.08	\$9.65	\$7.74	\$1	0.00	\$53.47
4 65	\$38.86	\$9,65	\$20.13	\$	0.00	\$68.64
5 70	\$41.63	\$9.65	\$20.73	\$	0.00	\$72.01
6 75	\$44.41	\$9.65	\$21.32	\$	0.00	\$75.38
7 80		\$9.65	\$22.51	\$	0.00	\$82.12
8 90	\$49.96	ψ,,,,	4			
Effective Date - 01/01/2024	Apprentice Base Wage	Health	Pension	Suppler Unemplo		otal Rate
Step percent		\$9,95	\$0.00	9	\$0.00	\$37.98
1 50	\$28.03	\$9,95	\$6.66		\$0.00	\$47.44
2 55	\$30.83		\$7.26		\$0.00	\$50.85
3 60	\$33.64	\$9.95	\$7.20 \$7.87		\$0.00	\$54.26
4 65	\$36.44	\$9.95	\$20.32		\$0.00	\$69.51
5 70	\$39.24	\$9.95			\$0.00	\$72.93
6 75	\$42.05	\$9.95	\$20.93		\$0.00	\$76.33
7 80	\$44.85	\$9.95	\$21.53		\$0.00	\$83.14
8 90	\$50.45	\$9.95	\$22.74	and the second	ريست رسيد	
Notes: Steps are 750 hrs.			and the second s	The second se		arimonalis mandalisti
Apprentice to Journeyworker Ratio:1:1						670.77
DAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/20	23 \$46.	.41 \$9.6		3,70 \$0.00	
	tion, 01/01/20)24 \$46.	.96 \$9.9			
* If 30% or more of surfaces to be painted are new construc	01/01/20					
* If 30% or more of surfaces to be painted are new construction. NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/20		.16 \$9.9		3.95 \$0.00 3.95 \$0.00	

Issue Date: 07/24/2023 Wage Request Number: 20230724-051 Page 23 of 37

Effective Date Base Wage Health Pension Supplemental Total Rate Unemployment

7 80 \$37.13 \$9.03 \$21.52 \$0.00 \$72.93 \$ 90 \$41.77 \$8.65 \$22.51 \$0.00 \$72.93	\$0.00 \$41.73 \$0.00 \$44.64 \$0.00 \$47.56 \$0.00 \$62.27 \$0.00 \$65.19 \$0.00 \$68.10 \$0.00 \$72.93	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$6.55 \$7.14 \$7.74 \$20.13 \$20.73	\$ \$ \$ \$	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$23.21 \$25.53 \$27.85 \$30.17 \$32.49 \$34.81	-	50 55 60 65 70	1 2 3 4
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 \$20.13 \$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 Effective Date - 01/01/2024 Step percent Apprentice Base Wage Health Pension Unemployment Un	\$0.00 \$44.64 \$0.00 \$47.56 \$0.00 \$62.27 \$0.00 \$65.19 \$0.00 \$68.10 \$0.00 \$72.93 emental loyment Total Rate	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$7.14 \$7.74 \$20.13 \$20.73 \$21.32	\$; \$; \$;	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$25.53 \$27.85 \$30.17 \$32.49 \$34.81		55 60 65 70	2 3 4
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 Effective Date - 01/01/2024 Step percent Apprentice Base Wage Health Pension Unemployment Unemployment Unemployment Total Rate 1 50 \$23.48 \$9.95 \$0.00 \$0.00 \$33.43 2 55 \$25.83 \$9.95 \$6.66 \$0.00 \$342.44 3 60 \$28.18 \$9.95 \$7.26 \$0.00 \$44.44 3 65 \$30.52 \$9.95 \$7.26 \$0.00 \$44.44 65 \$30.52 \$9.95 \$7.87 \$0.00 \$44.84 65 \$30.52 \$9.95 \$7.87 \$0.00 \$44.84 65 \$30.52 \$9.95 \$7.87 \$0.00 \$44.84 65 \$30.52 \$9.95 \$7.87 \$0.00 \$44.84 65 \$30.52 \$9.95 \$7.87 \$0.00 \$44.84 65 \$30.52 \$9.95 \$7.87 \$0.00 \$44.84 65 \$30.52 \$9.95 \$7.87 \$0.00 \$44.84 65 \$30.52 \$9.95 \$7.87 \$0.00 \$44.84 65 \$30.52 \$9.95 \$7.87 \$0.00 \$44.84 65 \$30.52 \$9.95 \$20.32 \$0.00 \$63.14 6 75 \$35.22 \$9.95 \$20.32 \$0.00 \$63.14 6 75 \$35.22 \$9.95 \$20.32 \$0.00 \$66.10 7 80 \$37.57 \$9.95 \$20.32 \$0.00 \$66.10 8 90 \$42.26 \$9.95 \$21.53 \$0.00 \$69.00 8 90 \$42.26 \$9.95 \$22.74 \$0.00 \$74.90 Notes: Notes: Steps are 750 hrs.	\$0.00 \$47.56 \$0.00 \$62.27 \$0.00 \$65.19 \$0.00 \$68.10 \$0.00 \$72.93 emental loyment Total Rate	\$0.00 \$0.00 \$0.00 \$0.00	\$7.74 (20.13 (20.73 (21.32	\$? \$? \$	\$9.65 \$9.65 \$9.65 \$9.65	\$27.85 \$30.17 \$32.49 \$34.81		60 65 70	3 4
## 4 65	\$0.00 \$62.27 \$0.00 \$65.19 \$0.00 \$68.10 \$0.00 \$72.93 emental loyment Total Rate	\$0.00 \$0.00 \$0.00	320.13 320.73 321.32	\$; \$; \$	\$9.65 \$9.65 \$9.65	\$30.17 \$32.49 \$34.81		65 70	4
\$ 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 \$8.65 \$9.00 \$1.00 \$72.93 \$8.65 \$9.00 \$1.00 \$72.93 \$8.65 \$9.00 \$1.00 \$72.93 \$8.65 \$9.00 \$1.00 \$72.93 \$8.65 \$1.00 \$1.	\$0.00 \$65.19 \$0.00 \$68.10 \$0.00 \$72.93 emental loyment Total Rate	\$0.00 \$0.00	320.73 321.32	\$; \$	\$9.65 \$9.65	\$32.49 \$34.81		70	
\$\frac{6}{75}\$ \$\\$34.81 \\$9.65 \\$20.73 \\$0.00 \\$65.19\$ \begin{array}{cccccccccccccccccccccccccccccccccccc	\$0.00 \$68.10 \$0.00 \$72.93 emental loyment Total Rate	\$0.00	321.32	\$	\$9.65	\$34.81			3
Step Percent Supplemental Pension Supplemental Total Rate	\$0.00 \$72.93 emental loyment Total Rate								6
Separation Sep	emental loyment Total Rate	\$0.00	522.51	\$	00.65	• *			
Step percent Apprentice Base Wage Health Pension Unemployment Total Rate	loyment Total Rate			·	\$8.05	\$41.77			
Step percent Apprentice Base Wage Step St			ension	a Pe	Health	A consorting Daca Warre	01/01/2024		Effectiv
\$25.48 \$9.95 \$0.00 \$42.44 \$2.55 \$25.83 \$9.95 \$6.66 \$0.00 \$42.44 \$2.65 \$2.83 \$9.95 \$7.26 \$0.00 \$42.44 \$2.26 \$9.95 \$7.26 \$0.00 \$42.44 \$2.26 \$2.274 \$0.00 \$63.12 \$2.288 \$9.95 \$2.2.74 \$0.00 \$63.12 \$2.288 \$9.95 \$2.2.74 \$0.00 \$63.12 \$2.288 \$9.95 \$2.2.74 \$0.00 \$63.12 \$2.288 \$9.95 \$2.2.74 \$0.00 \$64.05 \$2.288 \$2.288 \$9.95 \$2.289 \$2.	\$0.00 \$33.43	\$0.00							
2 55 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 \$69.00 8 90 \$42.26 \$9.95 \$22.74 \$0.00 \$74.90 Notes: Steps are 750 hrs. Notes: Steps are 750 hrs.			•					50	1
3 60 \$28.18 \$9.95 \$7.20 \$0.00 \$48.34 \$5.70 \$7.00 \$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 \$6.10 \$1.26 \$9.95 \$22.74 \$0.00 \$74.95 \$1.26 \$9.95 \$22.74 \$0.00 \$74.95 \$1.26 \$1.2								55	2
4 65 \$30.52 \$9.95 \$20.32 \$0.00 \$63.14 5 70 \$32.87 \$9.95 \$20.32 \$0.00 \$66.16 6 75 \$35.22 \$9.95 \$20.93 \$0.00 \$66.16 7 80 \$37.57 \$9.95 \$21.53 \$0.00 \$69.05 8 90 \$42.26 \$9.95 \$22.74 \$0.00 \$74.95 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 ER (SPRAY OR SANDBLAST, REPAINT) \$07/01/2023 \$44.47 \$9.65 \$23.70 \$0.00 \$\$LOCAL 35 - ZONE 2\$ \$9.95 \$23.95 \$0.00						\$28.18		60	3
\$ 70 \$32.87 \$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 \$1.50					\$9.95	\$30.52		65	4
6 75 7 80 \$37.57 \$9.95 \$21.53 \$0.00 \$69.05 8 90 \$42.26 \$9.95 \$22.74 \$0.00 \$74.95 Notes: Steps are 750 hrs.			\$20.32	5 \$	\$9.95	\$32.87		70	5
7 80 \$37.37 \$9.95 \$22.74 \$0.00 \$74.90 8 90 \$42.26 \$9.95 \$22.74 \$0.00 \$74.90 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 ER (SPRAY OR SANDBLAST, REPAINT) 07/01/2023 \$44.47 \$9.65 \$23.70 \$0.00 SLOCAL 35 - ZONE 2 01/01/2024 \$45.02 \$9.95 \$23.95 \$0.00	***		\$20.93	5 \$	\$9.95	\$35.22		75	6
8 90 \$42.26 \$5.93 \$22.71 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 ER (SPRAY OR SANDBLAST, REPAINT) 07/01/2023 \$44.47 \$9.65 \$23.70 \$0.00 SLOCAL 35 - ZONE 2 01/01/2024 \$45.02 \$9.95 \$23.95 \$0.00			\$21.53	5 5	\$9.95	\$37.57		80	7
Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 ER (SPRAY OR SANDBLAST, REPAINT) 07/01/2023 \$44.47 \$9.65 \$23.70 \$0.00 \$LOCAL 35 - ZONE 2 01/01/2024 \$45.02 \$9.95 \$23.95 \$0.00	4-11					\$42.26		90	8
Apprentice to Journeyworker Ratio:1:1 ER (SPRAY OR SANDBLAST, REPAINT) 07/01/2023 \$44.47 \$9.65 \$23.70 \$0.00 IS LOCAL 35 - ZONE 2 01/01/2024 \$45.02 \$9.95 \$23.95 \$0.00		gymn, symmy skrimy skir		and the second s					Notes:
ER (SPRAY OR SANDBLAST, REPAINT) 07/01/2023 \$44.47 \$3.00 \$23.95 \$0.00 \$2.00 \$45.02 \$9.95 \$23.95 \$0.00	3.70 \$0.00 \$7	\$22.70	****				ourneyworker Ratio:1:1		
01/01/2024 \$45.02 \$5.55							LAST, REPAINT)	R SANDBL	RAY OR
07/01/2024 \$46,22 \$9.95 \$23.95 \$0.00						01/01/202		NE 2	L 35 - ZONI
01/01/2025 \$47.42 \$9.95 \$23.95 \$0.00	13.95 \$0.00 \$8 13.95 \$0.00 \$8	\$23.95	\$9.95	\$46.22	24 \$	07/01/202			

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Effective Date Base Wage Health Pension Supplemental Unemployment

Total Rate

Effect Step	ive Date -	07/01/2023	Apprentice Base Wage	Health		Pension	Supplemental Unemployment	Total Rate	
1	50		\$22,24	\$9.65		\$0.00	\$0.00	\$31.89	
2	55		\$24.46	\$9.65		\$6.55	\$0.00	\$40.66	
3	60		\$26.68	\$9.65		\$7.14	\$0.00	\$43.47	
4	65		\$28.91	\$9,65		\$7.74	\$0.00	\$46.30	
5	70		\$31,13	\$9.65		\$20.13	\$0.00	\$60.91	
6	75		\$33.35	\$9.65		\$20.73	\$0.00	\$63.73	
7	80		\$35.58	\$9.65		\$21.32	\$0.00	\$66.55	
8	90		\$40.02	\$9.65	i	\$22.51	\$0.00	\$72.18	
Effec	tive Date -	01/01/2024	Apprentice Base Wage	Uaalth	•	Pension	Supplemental Unemployment	Total Rate	
Step	percent					\$0.00	\$0.00	\$32.46	
1	50		\$22.51	\$9.95			\$0.00	\$41.37	
2	55		\$24.76	\$9.93		\$6.66		\$44.22	
3	60		\$27.01	\$9.95		\$7.26	\$0.00	\$47.08	
4	65		\$29.26	\$9.93	5	\$7.87	\$0.00		
5	70		\$31.51	\$9.93	5	\$20.32	\$0.00	\$61.78	
6	75		\$33.77	\$9.93	5	\$20.93	\$0.00	\$64.65	
7	80		\$36.02	\$9.9	5	\$21.53	\$0.00	\$67.50	
8	90		\$40.52	\$9.9	5	\$22.74	\$0.00	\$73.21	
Note	s:	Standing and the second Standing of Standing Standing Standing	es and the second second		·		, which which was the		
Applications	Steps ar	e 750 hrs.				ar water and a second at the second		2411	
App	rentice to J	ourneyworker Ratio:1:1	of Manhant 1882 and the 1992 demand to					82.00	
R / TAPER (BRUSH, N	EW) *	07/01/20	23	\$45.01	\$9.65	\$23.70	\$0.00	\$78.3
or more of s	urfaces to b	e painted are new construction	01/01/20	24	\$45.56	\$9.95	\$23.95	\$0.00	\$79.4
int rate shall	oe usea. <i>PAL</i>	NTERS LOCAL 35 - ZONE 2	07/01/20	24	\$46.76	\$9.95	\$23.95	\$0.00	\$80.6
			01/01/20	25	\$47.96	\$9.95	\$23.95	\$0.00	\$81.8

Issue Date: 07/24/2023 Wage Request Number: 20230724-051 Page 25 of 37

Effective	e Date -	INTER - Local 35 Zone 2 - 1 07/01/2023	Apprentice Base Wage	Health	P	ension	Supplemental Unemployment	Total Rate	
	percent		\$22.51	\$9.65		\$0.00	\$0.00	\$32.16	
1	50		\$24.76	\$9.65		\$6.55	\$0.00	\$40.96	
2	55		\$27.01	\$9.65		\$7.14	\$0.00	\$43.80	
3	60		\$29.26	\$9.65		\$7.74	\$0.00	\$46.65	
4	65		\$29.20 \$31.51	\$9.65		\$20.13	\$0.00	\$61.29	
5	70		- -	\$9.65		\$20.73	\$0.00	\$64.14	
6	75		\$33.76	\$9.65		\$21.32	\$0.00	\$66.98	
7 8	80 90		\$36.01 \$40.51	\$9.65		\$22.51	\$0.00	\$72.67	
Effecti	ve Date -	01/01/2024	Apprentice Base Wage	Health		Pension	Supplemental Unemployment	Total Rate	
Step	50		\$22.78	\$9.95		\$0.00	\$0.00	\$32.73	
-			\$25.06	\$9.95		\$6.66	\$0.00	\$41.67	
2	55		\$27.34	\$9.95		\$7.26	\$0.00	\$44.55	
3	60		\$29.61	\$9.95		\$7.87	\$0.00	\$47.43	
4	65		\$31.89	\$9.95		\$20.32	\$0.00	\$62.16	
5	70 5.5		\$34.17	\$9.95		\$20.93	\$0.00	\$65.05	
6	75		\$36.45	\$9.95		\$21.53	\$0.00	\$67.93	
7 8	80 90		\$41.00	\$9.95		\$22.74	\$0.00	\$73.69	
Notes	Steps a	re 750 hrs.						-	
_		Journeyworker Ratio:1:1	07/01/20	23	\$43.07	\$9.65	\$23.70	\$0.00	\$76.
TAPER (B Cal 35 - ZON	RUSH, R IE 2	EPAIN1)	01/01/20		\$43.62		\$23.95	\$0.00	\$77
			07/01/20		\$44.82		\$23.95	\$0.00	\$78
			01/01/20		\$46.02			\$0.00	\$79

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

	Step	ive Date - 07/01/2023 percent	Annuation Descript	Magtil.	n '	Supplementa		
	1	50	Apprentice Base Wage		Pension	Unemploymen		
	2		\$21.54	\$9.65	\$0.00	\$0.00		
	3	55	\$23.69	\$9.65	\$6.27	\$0.00		
		60	\$25.84	\$9.65	\$6.84	\$0.00		
		65	\$28.00	\$9.65	\$7.41	\$0.00	\$45.06	i
	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	
		ve Date - 01/01/2024		~- ··		Supplemental		
	Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	50	\$21.81	\$9.95	\$0.00	\$0.00		
	2	55	\$23.99	\$9.95	\$6.66	\$0.00	\$40.60	
	3	60	\$26.17	\$9.95	\$7.26	\$0.00	\$43.38	
	4	65	\$28.35	\$9.95	\$7.87	\$0.00	\$46.17	
	5	70	\$30.53	\$9.95	\$20.32	\$0.00	\$60.80	
	6	75	\$32.72	\$9.95	\$20.93	\$0.00	\$63,60	
	7	80	\$34.90	\$9.95	\$21.53	\$0.00	\$66.38	
	8	90	\$39.26	\$9.95	\$22.74	\$0.00	\$71.95	
	Notes:				····	******* : 4.42		
	Provideducated	Steps are 750 hrs.					ANYONO P	
		tice to Journeyworker Ratio:1				tale and the same and the same of the same	Thirt manager commy company	
INTER TRA SORERS - ZOM		ARKINGS (HEAVY/HIGHWAY	Y) 06/01/2023	\$37.46	\$9.40	\$16.89	\$0.00	\$63.75
OKEKS - ZUM	e 2 (Heav i	& HIGHWAI)	12/01/2023	\$38.36	\$9.40	\$16.89	\$0.00	\$64.63
			06/01/2024	\$39.69	\$9.40	\$16.89	\$0.00	\$65.98
			12/01/2024	\$41.02	\$9.40	\$16.89	\$0.00	\$67.3
			06/01/2025	\$42.41	\$9.40	\$16,89	\$0.00	\$68.70
			12/01/2025	\$43.79	\$9.40	\$16.89	\$0.00	\$70.08
			06/01/2026	\$45.23	\$9.40	\$16.89	\$0.00	\$71.52
For apprentice	rates see "A	pprentice- LABORER (Heavy and High	12/01/2026	\$46.67	\$9.40	\$16.89	\$0,00	\$72.96
NEL & PICK	CUP TRU	CKS DRIVER NO. 10 ZONE B	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
		STRUCTOR (UNDERPINNING	G AND			000:-		
CK) e driver loc	'AL 56 (ZON		G AND 08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
E DRIVER	AL 56 (ZON		08/01/2020	\$49.07	\$9,40	\$23.12	\$0.00	\$81.59

		e Date - 08/0	IVER - Local 56 Zone 1 1/2020	entice Base Wage	Health	P	ension (Supplemental Inemployment	Total Rate	
-	tep	percent	7.ppi	\$24.54	\$9.40		\$23.12	\$0.00	\$57.06	
	l	50		\$29.44	\$9.40		\$23.12	\$0.00	\$61.96	
	2	60		\$34.35	\$9.40		\$23.12	\$0.00	\$66.87	
	3	70		\$36.80	\$9.40		\$23.12	\$0.00	\$69.32	
	4	75		\$39,26	\$9.40		\$23.12	\$0.00	\$71.78	
	5	80		\$39.26	\$9.40		\$23.12	\$0.00	\$71.78	
	6	80		\$44.16	\$9.40		\$23.12	\$0.00	\$76.68	
	7	90		\$44.16	\$9.40		\$23.12	\$0.00	\$76.68	
	8	90		ф 44.10						
77	Naton		COLUMN TO THE PERSON AND THE PERSON	and the second second second					A Paragraphic Control of the Control	
	Notes:	O/ Todophyrad (After 10/1/17; 45/45/55/55/7	0/70/80/80					, over your	
		Step 1&2 \$34.	01/3&4 \$41.46/5&6 \$62.8	0/ 7&8 \$69.23			wall water yet an			
	Appre	ntice to Journe	yworker Ratio:1:5	06/01/20	22	\$37.71	\$9,40	\$16.89	\$0.00	\$64.00
PELAYER				12/01/20		\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
BORERS - ZONE			D ED#	12/01/20	123	ψ30,0 κ			<u></u>	
		"Apprentice- LABO		06/01/20)23	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
PELAYER (H BORERS - ZONE	EAV Y 2 (HEA	& HIGHWAY) VY & HIGHIVAY)		12/01/20		\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
g/0145145				06/01/20		\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
				12/01/2	024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56
				06/01/2		\$42.66	\$9.40	\$16.89	\$0.00	\$68.95
				12/01/2	025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
				06/01/2	026	\$45.48	\$9.40	\$16.89	\$0.00	\$71.77
				12/01/2	:026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
For anyreptice	e rates se	e "Apprentice- LAB	ORER (Heavy and Highway)					- P10.05	\$0.00	\$76.59
PLUMBER &				08/30/2	2021	\$46.49	9 \$10.15	\$19.95	φυ.υυ	\$70.55
PLUMBERS & PIF	EFITTE	RS LOCAL 51								

Effecti	ve Date - 08/30/202	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
Step	percent	\$18.60	\$10.15	\$2.50	\$0.00	\$31.25
1	40	\$18.00 \$23.25	\$10.15	\$2,50	\$0.00	\$35.90
2	50	\$23.23 \$27.89	\$10.15	\$8.80	\$0.00	\$46.84
3	60	\$27.89 \$32.54	\$10.15	\$14.08	\$0.00	\$56.77
4	70	******	\$10.15	\$17.60	\$0.00	\$64.94
5	80	\$37.19	·	The second various second	walling of the second of the second	and the second and are
	and the second discount of the second	the Champing Agreement services of the service		The State of		See a se
Notes	A CONTRACTOR CONTRACTO	9/1/05; 40/40/45/50/55/60/65/75/80/85				

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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"						
PNEUMATIC DRILL/TOOL OPERATOR	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY &	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
HIGHWAY) 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
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
OWDERMAN & BLASTER	06/01/2023	\$38.46	\$9.40	\$16.89	\$0.00	\$64.75
ABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$39.36	\$9.40	\$16.89	\$0.00	\$65.65
OWDERMAN & BLASTER (HEAVY & HIGHWAY)	06/01/2023	\$38.46	\$9.40	\$16.89	\$0.00	\$64.75
ABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$39.36	\$9.40	\$16.89	\$0.00	\$65.65
	06/01/2024	\$40.69	\$9.40	\$16.89	\$0.00	\$66.98
	12/01/2024	\$42.02	\$9,40	\$16.89	\$0.00	\$68.31
	06/01/2025	\$43.41	\$9.40	\$16.89	\$0.00	\$69.70
	12/01/2025	\$44.79	\$9.40	\$16.89	\$0.00	\$71.08
	06/01/2026	\$46.23	\$9.40	\$16.89	\$0.00	\$72.52
	12/01/2026	\$47.67	\$9,40	\$16.89	\$0.00	\$73.96
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
OWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2023	\$54.28	\$14.75	\$16.15	\$0.00	\$85.18
PERATING ENGINEERS LOCAL 4	12/01/2023	\$55.53	\$14.75	\$16.15	\$0.00	\$86,43
	06/01/2024	\$56.83	\$14.75	\$16.15	\$0.00	\$87.73
	12/01/2024	\$58.28	\$14.75	\$16.15	\$0.00	\$89.18
·	06/01/2025	\$59.58	\$14.75	\$16.15	\$0.00	\$90.48
	12/01/2025	\$61.03	\$14.75	\$16.15	\$0.00	\$91.93
	06/01/2026	\$62.33	\$14.75	\$16.15	\$0.00	\$93.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$63.78	\$14.75	\$16.15	\$0.00	\$94.68
UMP OPERATOR (CONCRETE)	06/01/2023	\$54.28	\$14.75	\$16.15	\$0.00	\$85.18
PERATING ENGINEERS LOCAL 4	12/01/2023	\$55,53	\$14.75	\$16,15	\$0.00	\$86.43
	06/01/2024	\$56.83	\$14.75	\$16.15	\$0.00	\$87.73
	12/01/2024	\$58,28	\$14.75	\$16.15	\$0.00	\$89.18
	06/01/2025	\$59.58	\$14.75	\$16.15	\$0.00	\$90.48
	12/01/2025	\$61.03	\$14.75	\$16.15	\$0.00	\$91.93
	06/01/2026	\$62.33	\$14.75	\$16,15	\$0.00	\$93.23
	12/01/2026	\$63.78	\$14.75	\$16.15	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	15,0115020	Ψ02.10	ψ. F. F.	4.0110	ψυ.υυ	ΨΖ-1,00

Issue Date: 07/24/2023 Wage Request Number: 20230724-051 Page 29 of 37

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (DEWATERING, OTHER)	06/01/2023	\$35.30	\$14.75	\$16.15	\$0.00	\$66.20
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$36.12	\$14.75	\$16.15	\$0.00	\$67.02
	06/01/2024	\$36.97	\$14.75	\$16.15	\$0.00	\$67.87
	12/01/2024	\$37.92	\$14.75	\$16.15	\$0.00	\$68.82
	06/01/2025	\$38.77	\$14.75	\$16.15	\$0.00	\$69.67
	12/01/2025	\$39.72	\$14.75	\$16.15	\$0.00	\$70.62
	06/01/2026	\$40.58	\$14.75	\$16.15	\$0.00	\$71.48
	12/01/2026	\$41.53	\$14.75	\$16.15	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER	05/01/2023	\$25.00	\$13.41	\$6.90	\$0.00	\$45.31
TEAMSTERS 653 - Southeastern Concrete (Weymouth)	08/01/2023	\$25.00	\$13.91	\$6.90	\$0.00	\$45.81
RECLAIMERS	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.93	\$14.75	\$16.15	\$0.00	\$85.83
	06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
	12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
	06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
	12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	06/01/2026	\$61.65	\$14.75	\$16.15	\$0.00	\$92.55
	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
ROLLER/SPREADER/MULCHING MACHINE	06/01/2023	\$53.69	\$14.75	\$16.15	\$0.00	\$84.59
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.93	\$14.75	\$16,15	\$0.00	\$85.83
	06/01/2024	\$56.21	\$14.75	\$16.15	\$0.00	\$87.11
	12/01/2024	\$57.65	\$14.75	\$16.15	\$0.00	\$88.55
	06/01/2025	\$58.93	\$14.75	\$16.15	\$0.00	\$89.83
	12/01/2025	\$60.37	\$14.75	\$16.15	\$0.00	\$91.27
	06/01/2026	\$61.65	\$14.75	\$16.15	\$0.00	\$92.55
	12/01/2026	\$63.09	\$14.75	\$16.15	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"		•				
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg)	02/01/2023	\$48.53	\$12.78	\$20.20	\$0.00	\$81.51
ROOFERS LOCAL 33	08/01/2023	\$50.03	\$12.78	\$20,20	\$0.00	\$83.01
	02/01/2024	\$51.28	\$12.78	\$20.20	\$0.00	\$84.26
	08/01/2024	\$52.78	\$12.78	\$20.20	\$0.00	\$85.76
	02/01/2025	\$54.03	\$12.78	\$20.20	\$0.00	\$87.01
	08/01/2025	\$55.53	\$12.78	\$20,20	\$0.00	\$88.51
	02/01/2026	\$56.78	\$12.78	\$20.20	\$0.00	\$89.76
	•					

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Total Rate

	Effection Step	ve Date - percent	02/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$24.27	\$12.78	\$5.59	\$0.00	\$42.64	
	2	60		\$29.12	\$12.78	\$20.20	\$0.00	\$62.10	
	3	65		\$31.54	\$12,78	\$20.20	\$0.00	\$64.52	
	4	75		\$36.40	\$12.78	\$20.20	\$0.00	\$69.38	
	5	85		\$41.25	\$12.78	\$20.20	\$0.00	\$74.23	
	Effecti	ve Date -	08/01/2023				Supplemental	Total Rate	
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment		
	1	50		\$25.02	\$12.78	\$5.59	\$0.00	\$43.39	
	2	60		\$30.02	\$12.78	\$20.20	\$0.00	\$63.00	
	3	65		\$32.52	\$12.78	\$20.20	\$0.00	\$65.50	
	4	75		\$37.52	\$12.78	\$20.20	\$0.00	\$70.50	
	5	85		\$42.53	\$12.78	\$20.20	\$0.00	\$75.51	
	NA wayamba	Step 1 is (Hot Pitc	6-10, the 1:10; Reroofing: 2000 hrs.; Steps 2-5 are 10 h Mechanics' receive \$1.0 ourneyworker Ratio:**	000 hrs.		A 1977 - 1974		And the second s	.,,
	Appre	Step 1 is (Hot Pitcentice to Jo	2000 hrs.; Steps 2-5 are 10 h Mechanics' receive \$1.0 urneyworker Ratio:**	000 hrs.				Andrew Andrews	401.76
	Appro	Step 1 is (Hot Pitcentice to Jo	2000 hrs.; Steps 2-5 are 10 h Mechanics' receive \$1.0	000 hrs. 0 hr. above ROOFER) 02/01/202		_		\$0.00	\$81.76 \$83.26
	Appro	Step 1 is (Hot Pitcentice to Jo	2000 hrs.; Steps 2-5 are 10 h Mechanics' receive \$1.0 urneyworker Ratio:**	000 hrs. 0 hr. above ROOFER) 02/01/202 08/01/202	\$50.2	8 \$12.78	\$20.20	\$0.00	\$83.26
	Appro	Step 1 is (Hot Pitcentice to Jo	2000 hrs.; Steps 2-5 are 10 h Mechanics' receive \$1.0 urneyworker Ratio:**	000 hrs. 0 hr. above ROOFER) 02/01/202 08/01/202 02/01/202	\$50.2 24 \$51.5	8 \$12.78 3 \$12.78	\$20.20 \$20.20	\$0.00 \$0.00	\$83.26 \$84.51
	Appro	Step 1 is (Hot Pitcentice to Jo	2000 hrs.; Steps 2-5 are 10 h Mechanics' receive \$1.0 urneyworker Ratio:**	000 hrs. 0 hr. above ROOFER) 02/01/202 08/01/202 02/01/202 08/01/202	\$50.2 24 \$51.5 24 \$53.0	8 \$12.78 3 \$12.78 3 \$12.78	\$20.20 \$20.20 \$20.20	\$0.00 \$0.00 \$0.00	\$83.26 \$84.51 \$86.01
	Appro	Step 1 is (Hot Pitcentice to Jo	2000 hrs.; Steps 2-5 are 10 h Mechanics' receive \$1.0 urneyworker Ratio:**	000 hrs. 0 hr. above ROOFER) 02/01/202 08/01/202 08/01/202 02/01/202	\$50.2 24 \$51.5 24 \$53.0 25 \$54.2	8 \$12.78 3 \$12.78 3 \$12.78 8 \$12.78	\$20.20 \$20.20 \$20.20 \$20.20	\$0.00 \$0.00	\$83.26 \$84.51 \$86.01 \$87.26
	Appro	Step 1 is (Hot Pitcentice to Jo	2000 hrs.; Steps 2-5 are 10 h Mechanics' receive \$1.0 urneyworker Ratio:**	000 hrs. 0 hr. above ROOFER) 02/01/202 08/01/202 08/01/202 08/01/202 08/01/202	\$50.2 24 \$51.5 24 \$53.0 25 \$54.2 25 \$55.7	8 \$12.78 3 \$12.78 3 \$12.78 8 \$12.78 8 \$12.78	\$20.20 \$20.20 \$20.20 \$20.20 \$20.20	\$0.00 \$0.00 \$0.00 \$0.00	\$83.26 \$84.51 \$86.01
OFERS LOCAL	Appre	Step 1 is (Hot Pitc entice to Jo LE / PRECA	2000 hrs.; Steps 2-5 are 10 h Mechanics' receive \$1.0 burneyworker Ratio:** AST CONCRETE	000 hrs. 0 hr. above ROOFER) 02/01/202 08/01/202 08/01/202 02/01/202	\$50.2 44 \$51.5 24 \$53.0 25 \$54.2 25 \$55.7	8 \$12.78 3 \$12.78 3 \$12.78 8 \$12.78 8 \$12.78	\$20.20 \$20.20 \$20.20 \$20.20 \$20.20	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$83.26 \$84.51 \$86.01 \$87.26 \$88.76
For apprentic	Appre	Step 1 is (Hot Pitce entice to Jo LE / PRECA	2000 hrs.; Steps 2-5 are 10 h Mechanics' receive \$1.0 burneyworker Ratio:** AST CONCRETE	000 hrs. 0 hr. above ROOFER) 02/01/202 08/01/202 08/01/202 08/01/202 08/01/202	\$50.2 \$51.5 \$4 \$53.0 \$54.2 \$54.2 \$55.7 \$6 \$57.0	8 \$12.78 3 \$12.78 3 \$12.78 8 \$12.78 8 \$12.78 93 \$12.78	\$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$83.26 \$84.51 \$86.01 \$87.26 \$88.76 \$90.01
For apprentic	Appre	Step 1 is (Hot Pitce entice to Jo LE / PRECA	2000 hrs.; Steps 2-5 are 10 h Mechanics' receive \$1.0 burneyworker Ratio:** AST CONCRETE	000 hrs. 0 hr. above ROOFER) 02/01/202 08/01/202 02/01/202 02/01/202 08/01/202 08/01/202 08/01/202	\$50.2 \$51.5 \$4 \$53.0 \$54.2 \$55.7 \$6 \$57.0 \$55.2 \$55.3	8 \$12.78 3 \$12.78 3 \$12.78 8 \$12.78 8 \$12.78 93 \$12.78	\$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$2.83 \$2.83	\$83.26 \$84.51 \$86.01 \$87.26 \$88.76 \$90.01
For apprentic	Appre	Step 1 is (Hot Pitce entice to Jo LE / PRECA	2000 hrs.; Steps 2-5 are 10 h Mechanics' receive \$1.0 burneyworker Ratio:** AST CONCRETE	000 hrs. 0 hr. above ROOFER) 02/01/202 08/01/202 08/01/202 08/01/202 08/01/202 08/01/202 02/01/202	\$50.2 \$51.5 \$4 \$53.0 \$54.2 \$54.2 \$55.7 \$6 \$57.0 \$23 \$55.3 \$57.0	8 \$12.78 3 \$12.78 3 \$12.78 8 \$12.78 8 \$12.78 93 \$12.78 93 \$12.78	\$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$20.20 \$26.64	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$83.26 \$84.51 \$86.01 \$87.26 \$88.76 \$90.01
For apprentic	Appre	Step 1 is (Hot Pitce entice to Jo LE / PRECA	2000 hrs.; Steps 2-5 are 10 h Mechanics' receive \$1.0 burneyworker Ratio:** AST CONCRETE	000 hrs. 0 hr. above ROOFER) 02/01/202 08/01/202 08/01/202 08/01/202 08/01/202 02/01/202 02/01/202	\$50.2 \$51.5 \$24 \$53.0 \$54.2 \$55.7 \$66 \$57.0 \$23 \$55.3 \$57.0 \$24 \$58.3	8 \$12.78 3 \$12.78 3 \$12.78 8 \$12.78 8 \$12.78 9 \$12.78 9 \$12.78 9 \$14.11 9 \$14.11 9 \$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 \$2.83	\$83.26 \$84.51 \$86.01 \$87.26 \$88.76 \$90.01 \$98.89 \$100.59 \$102.29
For apprentic	Appre	Step 1 is (Hot Pitce entice to Jo LE / PRECA	2000 hrs.; Steps 2-5 are 10 h Mechanics' receive \$1.0 burneyworker Ratio:** AST CONCRETE	000 hrs. 0 hr. above ROOFER) 02/01/202 08/01/202 08/01/202 08/01/202 08/01/202 02/01/202 02/01/202 02/01/202 02/01/202	\$50.2 \$51.5 \$4 \$53.0 \$54.2 \$54.2 \$55.7 \$6 \$57.0 \$55.3 \$23 \$55.3 \$24 \$58.1 \$60.4	8 \$12.78 3 \$12.78 3 \$12.78 8 \$12.78 8 \$12.78 9 \$12.78 9 \$12.78 9 \$14.11 9 \$14.11 9 \$14.11 9 \$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	\$83.26 \$84.51 \$86.01 \$87.26 \$88.76 \$90.01 \$98.89 \$100.55
For apprentic	Appre	Step 1 is (Hot Pitce entice to Jo LE / PRECA	2000 hrs.; Steps 2-5 are 10 h Mechanics' receive \$1.0 burneyworker Ratio:** AST CONCRETE	000 hrs. 0 hr. 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 \$51.5 \$24 \$53.0 \$54.2 \$55.7 \$25 \$55.7 \$26 \$57.0 \$23 \$55.3 \$57.0 \$24 \$58.1 \$24 \$60.4 \$60.4 \$62.5	8 \$12.78 3 \$12.78 3 \$12.78 8 \$12.78 8 \$12.78 9 \$12.78 9 \$12.78 9 \$14.11 9 \$14.11 9 \$14.11 9 \$14.11 9 \$14.11 9 \$14.11 9 \$14.11 9 \$14.11 9 \$14.11 9 \$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 \$2.83	\$83.26 \$84.51 \$86.01 \$87.26 \$88.76 \$90.01 \$98.89 \$100.5 \$102.2

	rtice - SHEET METAL WORKER - ve Date - 02/01/2023 percent	Apprentice Base Wage	Health	Pe	ension	Supplemental Unemployment	Total Rate	
1	42	\$23.23	\$14.11		\$6.13	\$0.00	\$43.47	
2	42	\$23.23	\$14.11		\$6.13	\$0.00	\$43.47	
3	47	\$26.00	\$14.11	\$	11.90	\$1.54	\$53.55	
4	47	\$26.00	\$14.11	\$	511.90	\$1.54	\$53.55	
5	52	\$28.76	\$14.11	\$	312.88	\$1.65	\$57.40	
6	52	\$28.76	\$14.11	9	313.13	\$1.65	\$57.65	
7	60	\$33,19	\$14.11	9	\$14.54	\$1.83	\$63.67	
8	65	\$35.95	\$14.11	\$	\$15.52	\$1.94	\$67.52	
9	75	\$41.48	\$14.11	9	\$17.48	\$2.16	\$75.23	
10	85	\$47.01	\$14.11	5	\$18.94	\$2.36	\$82.42	
Effect	ive Date - 08/01/2023		TY 148.	р	ension	Supplemental Unemployment	Total Rate	
Step	percent	Apprentice Base Wage		г		\$0.00	\$44.18	
1	42	\$23.94	\$14.11		\$6.13	\$0.00	\$44.18	
2	42	\$23.94	\$14.11		\$6.13		\$54.38	
3	47	\$26.79	\$14.11		\$11.90	\$1.58	\$54.38	
4	47	\$26.79	\$14.11		\$11.90	\$1.58	\$58.34	
5	52	\$29.65	\$14.11		\$12.88	\$1.70	\$58.59	
6	52	\$29.65	\$14.11		\$13.13	\$1.70	\$64.75	
7	60	\$34.21	\$14.11		\$14.54	\$1.89	\$68.69	
8	65	\$37.06	\$14.11		\$15.52	\$2.00	\$06.09 \$76.58	
9	75	\$42.76	\$14.11		\$17.48	\$2.23	\$70.56 \$83.96	
10	85	\$48.46	\$14.11		\$18.94	\$2.45		
Note	Steps are 6 mos.						Silippyin variable.	
App	entice to Journeyworker Ratio:1:4	- Law world - Law world						
LIZED EART	TH MOVING EQUIP < 35 TONS ICIL NO. 10 ZONE B	12/01/20	21 5	36.24	\$13.41	\$16.01	\$0.00	\$65.66
LIZED EAR	TH MOVING EQUIP > 35 TONS ICIL NO. 10 ZONE B	12/01/20	21 5	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
LER FITTEI		03/01/20)23	\$66.20	\$10.90	\$23.20	\$0.00	\$100.3
ER FITTERS LOC	CAL 550 - (Section A) Zone 1	10/01/20)23	\$67.95	\$10.90	\$23.20	\$0.00	\$102.
		03/01/20)24	\$69.75	\$10.90	\$23.20	\$0.00	\$103.
		10/01/20)24	\$71.55	\$10.90	\$23.20	\$0.00	\$105.
		03/01/20		\$73.35	\$10.90	\$23.20	\$0.00	\$107.

Apprentice -	SPRINKLER FITTER - Local 550 (Section A) Zone 1
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Effecti Step	ve Date - 03/01/2023 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	35	\$23,17	\$10.90	\$12.80	\$0.00	\$46.87	
2	40	\$26.48	\$10.90	\$13.60	\$0.00	\$50.98	
3	45	\$29.79	\$10.90	\$14.40	\$0.00	\$55.09	
4	50	\$33.10	\$10.90	\$15.20	\$0.00	\$59.20	
5	55	\$36.41	\$10.90	\$16.00	\$0.00	\$63.31	
6	60	\$39.72	\$10.90	\$16.80	\$0.00	\$67.42	
7	65	\$43.03	\$10.90	\$17.60	\$0.00	\$71.53	
8	70	\$46.34	\$10.90	\$18.40	\$0.00	\$75.64	
9	75	\$49.65	\$10.90	\$19.20	\$0.00	\$79.75	
10	80	\$52.96	\$10.90	\$20.00	\$0.00	\$83.86	
Effect Step	ive Date - 10/01/2023	Apprentice Base Wage	Health	Pension_	Supplemental Unemployment	Total Rate	
1 dtcp	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	
erre 'Administration	s: Apprentice entered pri 40/45/50/55/60/65/70 Steps are 850 hours rentice to Journeyworks	75/80/85				AARRING ARTICLE ARTICL	
M BOILER OP		06/01/20	23 \$53.	69 \$14.75	\$16.15	\$0.00	\$84.5
TING ENGINEERS	LOCAL 4	12/01/20	23 \$54.	93 \$14.75	\$16.15	\$0.00	\$85.8
		06/01/20	24 \$56.	21 \$14.75	\$16.15	\$0.00	\$87.1
		12/01/20	24 \$57.	65 \$14.75		\$0.00	\$88.5
		06/01/20	25 \$58.	.93 \$14.73	\$ \$16.15	\$0.00	\$89.8
		12/01/20	325 \$60.	.37 \$14.7	5 \$16.15	\$0.00	\$91.2
		06/01/20	26 \$61	.65 \$14.7	5 \$16.15	\$0.00	\$92.5
		12/01/20	26 \$63	.09 \$14.7	5 \$16.15	\$0.00	\$93.9

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	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"						
TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 223	09/01/2022	\$38.16	\$11.25	\$13.31	\$0.00	\$62.72
	09/01/2023	\$39.40	\$11.50	\$13.91	\$0.00	\$64.81
	09/01/2024	\$40.69	\$11.75	\$14.53	\$0.00	\$66.97

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 223

E S	Step	e Date - 09/01/2022 percent	Apprentice Base Wage		Pension \$0.00	Supplemental Unemployment \$0.00	Total Rat	
	1	0	\$0.00	\$0.00	\$0.00	φυ.σο	ψ0.0	•
and	Notes:	See Electrician Apprentice Wages	A supplementary and a supplementary of the suppleme	**************************************				
pergeoners		Telecom Apprentice Wages shall be	e the same as the Electrician	Apprentice V	Wages	manufacture of the second	usus egemen wasse memor	
F	Apprer	tice to Journeyworker Ratio:2:3*	**					
TERRAZZO FIN	ISHER	S	02/01/202	3 \$59.29	\$11.49	\$22.34	\$0.00	\$93.12
BRICKLAYERS LOCA	1L 3 - MA	RBLE & TILE	08/01/202	3 \$61.34	\$11.49	\$22.34	\$0.00	\$95.17
			02/01/202	4 \$62.59	\$11.49	\$22.34	\$0.00	\$96.42
			08/01/202	4 \$64.69	\$11.49	\$22.34	\$0.00	\$98.52
			02/01/202	5 \$65.99	\$11.49	\$22.34	\$0.00	\$99.82
			08/01/202	5 \$68.14	\$11.49	\$22.34	\$0.00	\$101.97
			02/01/202	6 \$69.49	\$11.49	\$22.34	\$0.00	\$103.32
			08/01/202	6 \$71.69	\$11.49	\$22.34	\$0.00	\$105.52
			02/01/202		\$11.49	\$22.34	\$0.00	\$106.92

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	fective Date -	02/01/2023	Apprentice Base Wage	Health	Per	nsion	Supplemental Unemployment	Total Rate	
St			\$29.65	\$11.49	\$2	22.34	\$0.00	\$63.48	
1			\$35.57	\$11.49	\$2	22.34	\$0.00	\$69.40	
2			\$41.50	\$11.49	\$2	22.34	\$0.00	\$75.33	
3			\$47.43	\$11.49	\$:	22.34	\$0.00	\$81.26	
4 5			\$53.36	\$11.49	\$	22.34	\$0.00	\$87.19	
	ffective Date - tep percent	08/01/2023	Apprentice Base Wage	Health		ension	Supplemental Unemployment	Total Rate	
			\$30.67	\$11.49	\$	22.34	\$0.00	\$64.50	
	2 60		\$36.80	\$11.49		322.34	\$0.00	\$70.63	
	3 70		\$42.94	\$11.49		522.34	\$0.00	\$76.77	
	4 80		\$49.07	\$11.49		322.34	\$0.00	\$82.90	
	5 90		\$55.21	\$11,49)	\$22.34	\$0.00	\$89.04	
i Carlo	Notes:	s water desired process address sources	The second secon	,		, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		described Allihor	
. vi.						.,			
5.	Ambrentice to	Journeyworker Ratio:1:3							
ST BORING I			06/01/20	23	\$47.58	\$9.40	\$17.97	\$0.00	\$74.95
ORERS - FOUNI	DATION AND MAR	INE	12/01/20	123	\$48.83	\$9.40	\$17.97	\$0.00	\$76.20
			06/01/20)24	\$50.31	\$9.40	\$17.97	\$0.00	\$77.68
			12/01/20)24	\$51.78	\$9.40	\$17.97	\$0.00	\$79.15
			06/01/20)25	\$53.28	\$9.40	\$17.97	\$0.00	\$80.65
			12/01/2	025	\$54.78	\$9.40	\$17.97	\$0.00	\$82.15
			06/01/2	026	\$56.33	\$9.40	\$17.97	\$0.00	\$83.70
			12/01/2	026	\$57.83	\$9.40	\$17.97	\$0.00	\$85.20
	ates see "Apprentic		06/01/2	023	\$43.70	\$9.40	\$17.97	\$0.00	\$71.07
EST BORING DRILLER HELPER BORERS - FOUNDATION AND MARINE		LPER <i>rine</i>	12/01/2		\$44.95	\$9.40	\$17.97	\$0.00	\$72.32
BUKEKA - FUUN	Dittor His in		06/01/2		\$46.43	\$9.40	\$17.97	\$0.00	\$73.80
			12/01/2		\$47.90	\$9.40	015.05	\$0.00	\$75.27
			06/01/2		\$49.40	\$9,40	**= 0=	\$0.00	\$76.7
			12/01/2		\$50.90	\$9.40	***	\$0.00	\$78.2
			06/01/3		\$52.45	\$9.40	******	\$0.00	\$79.8
			12/01/		\$53.95	\$9.40		\$0.00	\$81.3

	Effective Date	Base Wage	Health	Dancion	Supplemental Unemployment	Total Rate
Classification	06/01/2023	\$43,58	\$9.40	\$17.97	\$0.00	\$70.95
EST BORING LABORER ABORERS - FOUNDATION AND MARINE	12/01/2023	\$44.83	\$9.40	\$17.97	\$0.00	\$72.20
ABOVERO 1 CONTEST	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"	12.01.201					
TRACTORS/PORTABLE STEAM GENERATORS	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"			010 11	\$16.01	\$0.00	\$66.24
TRAILERS FOR EARTH MOVING EQUIPMENT	12/01/2021	\$36.82	\$13.41	\$10.01	30.00	Ψοσ.Ξ .
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2023	\$55.81	\$9.40	\$18.42	\$0.00	\$83.63
TUNNEL WORK - COMPRESSED AIR LABORERS (COMPRESSED AIR)	12/01/2023	\$57.06	\$9.40	\$18.42	\$0.00	\$84.88
LABOADAS (COM TESSEE MAY	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"	12/01/2020					
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	06/01/2023	\$57.81	\$9.40	\$18.42		\$85.63
LABORERS (COMPRESSED AIR)	12/01/2023	\$59.06	\$9.40	\$18.42		\$86.88
	06/01/2024	\$60.54	\$9.40	\$18.42	2 \$0.00	\$88.36
	12/01/2024	\$62.01	\$9.40	\$18.42	2 \$0.00	\$89.83
	06/01/2025	\$63.51	\$9.40	\$18.47	2 \$0.00	\$91.33
	12/01/2025	\$65.01	\$9.40	\$18.4	2 \$0.00	\$92.83
	06/01/2026		\$9.40	\$18.4	2 \$0.00	\$94.38
	12/01/2026		\$9.40	\$18.4	2 \$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"				\$18.4	2 \$0.00	\$75.70
TUNNEL WORK - FREE AIR	06/01/2023			410.4		\$76.95
LABORERS (FREE AIR TUNNEL)	12/01/2023					\$78.43
	06/01/2024			010		\$79.90
	12/01/2024			410		\$81.40
	06/01/2025	\$53.5		#10		\$82.90
	12/01/202	5 \$55.0	8 \$9.40			\$82.90 \$84.45
	06/01/2020			***		\$84.43 \$85.95
	12/01/202	6 \$58.1	3 \$9.4	0 \$18.	42 \$0.00	\$63.93
For apprentice rates see "Apprentice- LABORER"						

Issue Date: 07/24/2023

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE)	06/01/2023	\$49.88	\$9.40	\$18.42	\$0.00	\$77.70
ABORERS (FREE AIR TUNNEL)	12/01/2023	\$51.13	\$9.40	\$18.42	\$0.00	\$78.95
	06/01/2024	\$52.61	\$9.40	\$18.42	\$0.00	\$80.43
	12/01/2024	\$54.08	\$9.40	\$18.42	\$0.00	\$81.90
	06/01/2025	\$55.58	\$9.40	\$18.42	\$0.00	\$83.40
	12/01/2025	\$57.08	\$9.40	\$18.42	\$0.00	\$84.90
	06/01/2026	\$58.63	\$9.40	\$18.42	\$0.00	\$86.45
	12/01/2026	\$60.13	\$9.40	\$18.42	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	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)						
WASTE WATER PUMP OPERATOR	06/01/2023	\$54.28	\$14.75	\$16.15	\$0.00	\$85.18
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$55.53	\$14.75	\$16.15	\$0.00	\$86.43
	06/01/2024	\$56.83	\$14.75	\$16.15	\$0.00	\$87.73
	12/01/2024	\$58.28	\$14.75	\$16.15	\$0.00	\$89.18
	06/01/2025	\$59.58	\$14.75	\$16.15		\$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"						
WATER METER INSTALLER PLUMBERS & PIPEFITTERS LOCAL 51	08/30/2021	\$46.49	\$10.15	\$19.95	\$0.00	\$76.59
For apprentice rates see "Apprentice-PLUMBER/PIPEFITTER" or "PLUMBER	VGASFITTER"					

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

** Multiple ratios are listed in the comment field.

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

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

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