APPENDIX A MASSACHUSETTS WAGE RATES



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

RONALD L. WALKER, II Secretary WILLIAM D MCKINNEY Director

KARYN E. POLITO Lt. Governor

Awarding Authority: City of Greenfield

Contract Number: 17-07 City/Town: GREENFIELD

Description of Work: Demolition of 141 Davis Street (Former Davis Street School)an old school building and related work

Job Location: 141 Davis Street, Greenfield, MA 01301

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at http://www.mass.gov/dols/pw.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and

Issue Date: 01/30/2017 Wage Request Number: 20170130-002

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	S54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	S32.34	\$10.91	\$10.89	\$0.00	\$54,14
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
For apprentice rates see "Apprentice-PILE DRIVER"						
AIR TRACK OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/05/2016	\$30.33	\$7.60	\$12.50	\$0.00	\$50.43
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2016	\$30,25	\$7.60	\$10.62	\$0.00	S48.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)		·				
ASBESTOS WORKER (PIPES & TANKS)	12/01/2016	\$30.51	\$11.50	\$6.60	\$0.00	\$48.61
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	06/01/2017	\$31.41	\$11.50	\$6.60	\$0.00	\$49.51
	12/01/2017	\$32.31	\$11.50	\$6.60	\$0.00	\$50.41
	06/01/2018	\$33.21	\$11.50	\$6.60	\$0.00	\$51.31
	12/01/2018	\$34.11	\$11.50	\$6.60	\$0.00	\$52.21
	06/01/2019	\$35.01	\$11.50	\$6.60	\$0.00	\$53.11
	12/01/2019	\$35.91	\$11.50	\$6.60	\$0.00	\$54.01
	06/01/2020	\$36.81	\$11.50	\$6.60	\$0.00	\$54.91
	12/01/2020	\$37.71	\$11.50	\$6.60	\$0.00	\$55.81
ASPHALT RAKER LABORERS - ZONE 3 (BUILDING & SITE)	12/05/2016	\$29.83	\$7.60	\$12.50	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2016	\$29.75	\$7.60	\$10.62	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)		****		.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		······································
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER)	12/01/2016	\$33.68	\$10.58	\$12.38	\$0.00	\$56.64
OPERATING ENGINEERS LOCAL 98	06/01/2017	\$34.29	\$10.58	\$12.65	00.02	\$57.52
	12/01/2017	\$34.89	\$10.58	\$12.92	\$0.00	\$58.39
	06/01/2018	\$35.50	\$10.58	\$13.19	\$0.00	\$59.27
	12/01/2018	\$36.10	\$10.58	\$13.46	\$0.00	\$60.14
	06/01/2019	\$36.61	\$10.58	\$13.73	\$0.00	\$60.92
	12/01/2019	\$37.21	\$10.58	\$14.00	\$0.00	\$61.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR OPERATING ENGINEERS LOCAL 98	12/01/2016	\$33.68	\$10.58	\$12.38	\$0.00	\$56.64
biombbio boomb 70	06/01/2017	\$34.29	\$10.58	\$12.65	\$0.00	\$57.52
	12/01/2017	\$34.89	\$10.58	\$12.92	\$0.00	\$58.39
	06/01/2018	\$35.50	\$10.58	\$13.19	\$0.00	\$59.27
	12/01/2018	\$36.10	\$10.58	\$13.46	\$0.00	\$60.14
	06/01/2019	\$36.61	\$10.58	\$13.73	\$0.00	\$60.92
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$37.21	\$10.58	\$14.00	\$0.00	\$61.79
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 3 (BUILDING & SITE)	12/05/2016	\$29.83	\$7.60	\$12.50	\$0.00	\$49.93

Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 2 of 30

Classification For apprentice rates see "Apprentice- LABORER"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BATCH/CEMENT PLANT - ON SITE	12/01/2016	\$33.15	S10.58	\$12.38	\$0.00	S56.11
OPERATING ENGINEERS LOCAL 98	06/01/2017	\$33.76	\$10.58	\$12.65	\$0.00	\$56.99
	12/01/2017	\$34.36	\$10.58	\$12.92	\$0.00	\$57.86
	06/01/2018	\$34.97	\$10.58	\$13.19	\$0.00	\$58.74
	12/01/2018	\$35.57	\$10.58	\$13.46	\$0.00	\$59.61
	06/01/2019	\$36.08	\$10.58	\$13.73	\$0.00	\$60.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$36.68	\$10.58	\$14.00	\$0.00	\$61.26
BLOCK PAVER, RAMMER / CURB SETTER L4BORERS - ZONE 3 (BUILDING & SITE)	12/05/2016	\$30.33	S7.60	\$12.50	\$0.00	\$50.43
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2016	\$30.25	\$7.60	\$10.62	\$0.00	\$48.47
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

Step	ive Date - 01/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
2	65	\$27.90	S6.97	\$10.54	\$0.00	\$45.41
3	70	\$30.04	\$6.97	\$11.35	\$0.00	\$48.36
4	75	\$32.19	\$6.97	\$12.16	\$0.00	\$51.32
5	80	\$34.34	\$6.97	\$12.97	\$0.00	\$54.28
6	85	\$36.48	\$6.97	\$13.78	\$0.00	\$57.23
7	90	\$38.63	\$6.97	\$14.59	\$0.00	\$60.19
8	95	\$40.77	\$6.97	\$15.40	\$0.00	\$63.14
Notes:	- Compression of the control of the	The second of the second section of the second sections of the second se	tarin manan san		Andrew Control of the	Committee and the committee of the commi
Appre	ntice to Journeyworker Ra	atio:1:5	47.497 mm			manner anner soons

02/27/2017

\$39.83

\$10.18

\$17.38

\$0.00

\$67.39

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Issue Date:	01/30/2017	Wage Request Number:	20170130-002	Page 3 of 30

WATERPROOFING)

BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)

Issue Date: 01/30/2017

Total Rate

Page 4 of 30

	Apprer			M4SON - Local 3 Spring)	ield Pittsfield				
	Effection Step	ve Date - (09/05/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$19.63	\$10.18	\$17.38	\$0.00	\$47.19	
	2	60		\$23.56	\$10.18	\$17.38	\$0.00	\$51.12	
	3	70		\$27.48	\$10.18	\$17.38	\$0.00	\$55.04	
	4	80		\$31.41	S10.18	\$17.38	\$0.00	\$58.97	
	5	90		\$35.33	\$10.18	\$17.38	\$0.00	\$62.89	
			02/27/2017				Supplemental		
	Step	percent	***************************************	Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	50		\$19.92	\$10.18	\$17.38	\$0.00	\$47.48	
	2	60		\$23.90	\$10.18	\$17.38	\$0.00	\$51.46	
	3	70		\$27.88	\$10.18	\$17.38	\$0.00	\$55.44	
	4	80		\$31.86	\$10.18	\$17.38	\$0.00	\$59.42	
	5	90		\$35,85	\$10.18	\$17.38	\$0.00	\$63.41	
	Notes:	Period and Alberta America	-mander steering moneys in the date of mande. An	enals withink minimum mentals moduli-	Dominance chalcina conference of	estanti monori estanti	agentylen sopressine spreyenty one	Minds institute Andreiss beautier	
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	Apprer	tice to Journ	neyworker Ratio:1:5	marke manne manerer (1949), belevile skillister	sounds intains spiner :	elation (100-214) (RAZIONI	asterne control service en	and ottober parette exister	
BULLDOZER/P			REE SHREDDER	12/01/2016	5 \$33.68	\$10.58	\$12.38	\$0.00	\$56.64
			M SHELL <i>operating</i>	06/01/2010		\$10.58	S12.65	S0.00	\$57.52
ENGINEERS LOCAL	. 98			12/01/2017		\$10.58	S12.92	\$0.00	\$57.32 \$58.39
				06/01/2018		\$10.58	\$13.19	S0.00	\$59.27
				12/01/2018		\$10.58	\$13.46	S0.00	\$60.14
				06/01/2019		\$10.58	\$13.73	\$0.00	\$60.92
				12/01/2019		\$10.58	\$14.00	\$0.00	\$61.79
For apprentice r	ates see "/	Apprentice- OPE	RATING ENGINEERS"						
CAISSON & UN			TOM MAN	12/01/2016	S37.45	\$7.60	\$14.35	\$0.00	\$59.40
LABORERS - FOUN			OPED*						
CAISSON & UN	n	Apprentice- LAB	mamanaman wentanam waan maan taan maan ta	12.01.003			C14.25	50.00	050.05
LABORERS - FOUN			JOREK	12/01/2016	S36.30	\$7.60	\$14.35	\$0.00	\$58.25
For apprentice r	ates see "2	Apprentice- LAB	ORER"						
CAISSON & UN			MAN	12/01/2016	5 \$36.30	\$7.60	\$14.35	S0.00	\$58.25
For apprentice r	ates see ".	Apprentice- LAB	ORER"						
CARBIDE COR			OR.	12/05/2016	5 \$29.83	\$7.60	S12.50	\$0.00	\$49.93
For apprentice r	ates see "A	Apprentice- LAB	ORER"						
CARPENTER			······································	09/05/2010	S33.56	\$8.26	\$15.00	\$0.00	\$56.82
CARPENTERS LOCA	4L 108 - Fi	IAMPDEN HAM	PSHIRE FRANKLIN	02/27/2017			\$15.00	\$0.00	\$57.82
				09/04/2017		\$8.26	\$15.00	\$0.00	\$58.82
				03/05/2018			\$15.00	\$0.00	\$59.82
				09/05/2018	\$37.60	\$8.26	\$15.00	\$0.00	\$60.86
				03/04/2019		\$8.26	\$15.00	\$0.00	\$61.90
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Wage Request Number:

20170130-002

Apprentice -	CARPENTER - Local	108 Hampden	Hampshire	Franklin
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Effec	tive Date -	09/05/2016				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$16.78	\$8.26	\$1.22	\$0.00	\$26.26
2	60		\$20.14	\$8.26	\$1.22	\$0.00	\$29.62
3	70		\$23.49	\$8.26	\$11.34	\$0.00	\$43.09
4	75		\$25.17	\$8.26	\$11.34	\$0.00	\$44.77
5	80		\$26.85	\$8.26	\$12.56	\$0.00	\$47.67
6	80		\$26.85	\$8.26	\$12.56	\$0.00	\$47.67
7	90		\$30.20	\$8.26	\$13.78	\$0.00	S52.24
8	90		\$30.20	\$8.26	\$13.78	\$0.00	\$52.24
Effect	tive Date -	02/27/2017				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1			\$17.28				
	50		\$17.20	\$8.26	\$1,22	\$0.00	\$26.76
	50 60		\$17.28 \$20.74	\$8.26 \$8.26	\$1.22 \$1.22	\$0.00 \$0.00	\$26.76 \$30.22
2							
2	60		\$20.74	\$8.26	\$1.22	\$0.00	\$30.22
2 3 4	60 70		\$20.74 \$24.19	\$8.26 \$8.26	\$1.22 \$11.34	\$0.00 \$0.00	\$30.22 \$43.79
2 3 4 5	60 70 75		\$20.74 \$24.19 \$25.92	\$8.26 \$8.26 \$8.26	\$1.22 \$11.34 \$11.34	\$0.00 \$0.00 \$0.00	\$30.22 \$43.79 \$45.52
2 3 4 5 6	60 70 75 80		\$20.74 \$24.19 \$25.92 \$27.65	\$8.26 \$8.26 \$8.26 \$8.26	\$1.22 \$11.34 \$11.34 \$12.56	\$0.00 \$0.00 \$0.00 \$0.00	\$30.22 \$43.79 \$45.52 \$48.47

Notes:

^{** 1: 1-5/2: 6-8/3:9-11/}Steps: 6 mos (600 hrs)/rates by step

190 V V-1000	1-6-17-17-2	rodikan Aleberah	1 414	Zaladia pa	440,000	estuence d	Salar Res	ere comme	120,000	1.776	 120,000	1.000	a need o	20.26	10770070	4,450,000	er er orden.	1012000	105,4750	1000000	5055500	4600 655	***************************************	4.000
Appren	tice t	o Jour	neyw	orke	er Ra	tio:**																		

CEMENT MASONRY/PLASTERING	01/01/2017	\$38.72	\$12.15	\$14.56	\$1.30	\$66.73
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	07/01/2017	\$39.31	S12.15	\$14.56	\$1.30	\$67.32
	01/01/2018	\$39.34	\$12.15	\$14.56	\$1.30	\$67.35
	07/01/2018	\$39.37	\$12.15	\$14.56	\$1.30	\$67.38
	01/01/2019	\$39.41	\$12.15	\$14.56	\$1.30	\$67.42
	07/01/2019	\$39.44	\$12.15	\$14.56	\$1.30	\$67.45
	01/01/2020	S39.48	\$12.15	\$14.56	\$1.30	\$67.49

Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 5 of 30

		CENTER LANCON	DV DI 10TEDIVO O 1 A LIDIV	^ 11				
	• •	ntice - CEMENT MASON ive Date - 01/01/2017 percent	RY PLASTERING - Springfield Pitts Apprentice Base Wage		Pension	Supplemental Unemployment	Total R	ate
	1	50	\$19.36	\$12.15	\$12.33	\$0.00	\$43.	.84
	2	60	\$23,23	\$12,15	\$14.56	\$1.30	S 51.	24
	3	65	\$25.17	\$12.15	\$14.56	\$1.30	\$53.	.18
	4	70	\$27.10	\$12.15	\$14.56	\$1.30	\$55.	.11
	5	75	\$29.04	\$12.15	\$14.56	\$1.30	\$57.	.05
	6	80	\$30.98	\$12.15	\$14.56	\$1.30	\$58.	99
	7	90	\$34.85	\$12.15	\$14.56	\$1.30	S62.	86
	Effecti Step	ve Date - 07/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	ate
	1	50	\$19.66	\$12.15	\$12.33	\$0.00	S44.	14
	2	60	\$23.59	S12.15	\$14.56	\$1.30	S51.	60
	3	65	\$25.55	\$12.15	\$14.56	\$1.30	\$53.	56
	4	70	\$27.52	\$12.15	\$14.56	\$1.30	\$55.	53
	5	75	\$29.48	\$12.15	\$14.56	\$1.30	\$57.	49
	6	80	\$31.45	\$12.15	\$14.56	\$1.30	\$59.	46
	7	90	\$35.38	\$12.15	\$14.56	\$1.30	\$63.	39
	Notes:	Steps 3,4 are 500 hrs. All o	The second of th	MARIANTA EL MARIANTA CAMPARANTA C				
CHAIN SAW	OPERAT		12/05/2016	S29.83	\$7.60	\$12.50	\$0.00	\$49.93
LABORERS - ZON	•	DING & SITE) Apprentice- LABORER"						
COMPRESSO			12/01/2016	S33.15	\$10.58	\$12.38	\$0.00	\$56.11
OPERATING ENG						\$12.58	\$0.00	
			06/01/2017 12/01/2017		\$10.58 \$10.58	\$12.03	\$0.00	\$56.99 \$57.86
			06/01/2018		\$10.58	\$13.19	\$0.00 \$0.00	\$58.74
			12/01/2018			\$13.46	\$0.00	\$59.61
			06/01/2019			\$13.73	\$0.00	\$60.39
			12/01/2019			\$14.00	\$0.00	\$61.26
For apprentic	e rates sec "	Apprentice- OPERATING ENGIN		330,08	9۲۰٬۸۱۵	φ1-1.VV	JU.UU	301.20

Issue Date: 01/30/2017	Wage Request Number:	20170130-	002				Page 6 of 30
DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 3		01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36
For apprentice rates see "Apprentice- OPERA"	TING ENGINEERS"	********************	.,				
		12/01/2019	\$40.71	\$10.58	\$14.00	\$0.00	\$65.29
		06/01/2019	\$40.11	\$10.58	\$13.73	\$0.00	\$64.42
		12/01/2018	\$39.60	\$10.58	\$13.46	\$0.00	\$63.64
		06/01/2018	\$39.00	\$10.58	\$13.19	\$0.00	\$62.77
		12/01/2017	\$38.39	\$10.58	\$12.92	\$0.00	\$61.89
OPERATING ENGINEERS LOCAL 98		06/01/2017	\$37.79	\$10.58	\$12.65	\$0.00	\$61.02
CRANE OPERATOR		12/01/2016	\$37.18	\$10.58	\$12.38	\$0.00	\$60.14
For apprentice rates see "Apprentice- OPERA"	TING ENGINEERS"	12/01/2019	350.00	\$10.50	Q11100	\$ 0.00	301.20
		12/01/2019	\$36,68	\$10.58	\$14.00	\$0.00	\$61.26
		06/01/2019	\$36.08	\$10.58	\$13.73	\$0.00	\$60.39
		12/01/2018	S35.57	\$10.58	\$13.46	00.02	\$59.61
		06/01/2018	\$34.97	\$10.58	\$13.19	\$0.00	\$58.74
		12/01/2017	\$34.36	\$10.58	\$12.92	\$0.00	\$57.86
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Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 6 of 30

	Step	ive Date - 01/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Tota	al Rate
	1	50	\$25.71	\$7.85	\$0.00	\$0.00		\$33.56
	2	55	\$28.28	\$7.85	\$3.66	\$0.00	:	\$39.79
	3	60	\$30.85	\$7.85	\$3.99	\$0.00	;	S42.69
	4	65	\$33.42	\$7.85	\$4.32	\$0.00	•	\$45.59
	5	70	\$35.99	\$7.85	\$14.11	\$0.00	5	\$57.95
	6	75	\$38.56	\$7.85	\$14.44	\$0.00	9	\$60.85
	7	80	\$41.13	\$7.85	\$14.77	\$0.00	į.	\$63.75
	8	90	\$46.27	\$7.85	\$15.44	\$0.00	:	\$69.56
	Notes:	Steps are 750 hrs.	State and an annual angular States and an angular 36468 a	erini siyeme siriyeti s		and any and any and a	ina mang mga	v diver
	Appre	ntice to Journeyworker Ra	the:1:1	and the second of the second of	entra entre etenen	and the second sections and	enter egyenese troops	o- service
EMO: ADZE		DING A CITE	12/01/2016	\$36.50	\$7.60	\$14.15	\$0.00	\$58.2
IBOREKS - ZONI	C 3 (DUILL	ANG & SITE	06/01/2017	\$37.50	\$7.60	\$14.15	\$0.00	\$59.2
			12/01/2017	\$38.35	\$7.60	\$14.15	\$0.00	\$60.1
			06/01/2018	\$39.30	\$7.60	\$14.15	\$0.00	\$61.0
			12/01/2018	\$40.25	\$7.60	\$14.15	\$0.00	\$62.0
			06/01/2019	\$41.25	\$7.60	\$14.15	\$0.00	\$63.0
For apprentice	rates see "	Apprentice- LABORER"	12/01/2019	\$42.25	\$7.60	\$14.15	\$0.00	\$64.0
		DADER/HAMMER OPERA	TOR 12/01/2016	\$37.50	S7.60	\$14.15	\$0.00	\$59.2
BORERS - ZONI			06/01/2017		\$7.60	\$14.15	\$0.00	\$59.2 \$60.2
			12/01/2017	\$39.35	\$7.60	\$14.15	\$0.00	\$61.1
			06/01/2018		\$7.60	\$14.15	\$0.00	\$62,0
			12/01/2018		\$7.60	\$14.15	\$0.00	\$63.0
			06/01/2019		\$7.60	\$14.15	\$0.00	\$64.0
			12/01/2019		\$7.60	\$14.15	\$0.00	\$65.0
	*****	Apprentice- LABORER"						***
EMO: BURN BORERS - ZONI		NING & SITE	12/01/2016	\$37.25	\$7.60	\$14.15	\$0.00	\$59.0
DONEIO - ZUM	s a (moith	max onej	06/01/2017	\$38.25	\$7.60	\$14.15	\$0.00	\$60.0
			12/01/2017	\$39.10	\$7.60	\$14.15	\$0.00	\$60.8
			06/01/2018	\$40.05	\$7.60	\$14.15	\$0.00	\$61.8
			12/01/2018	\$41.00	\$7.60	\$14.15	\$0.00	\$62.7
			06/01/2019	\$42.00	\$7.60	\$14.15	\$0.00	\$63.7
			12/01/2019	\$43.00	\$7.60	\$14.15	\$0.00	\$64.7

Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 7 of 30

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER	12/01/2016	\$37.50	\$7.60	\$14.15	\$0.00	S59.25
L4BORERS - ZONE 3 (BUILDING & SITE)	06/01/2017	\$38.50	\$7.60	\$14.15	S0.00	S60.25
	12/01/2017	\$39.35	\$7.60	\$14.15	\$0.00	\$61.10
	06/01/2018	\$40.30	\$7.60	\$14.15	\$0.00	\$62.05
	12/01/2018	\$41.25	\$7.60	\$14.15	\$0.00	\$63.00
	06/01/2019	\$42.25	\$7.60	\$14.15	\$0.00	\$64.00
	12/01/2019	\$43.25	\$7.60	\$14.15	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"	· · · · · · · · · · · · · · · · · · ·	·····		<u> </u>		
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2016	\$37.25	\$7.60	\$14.15	\$0.00	\$59.00
LABORERS - 20NE 3 (BUILDING & 311E)	06/01/2017	\$38.25	S7.60	\$14.15	\$0.00	\$60.00
	12/01/2017	\$39.10	\$7.60	\$14.15	\$0.00	\$60.85
	06/01/2018	\$40.05	S7.60	\$14.15	\$0.00	\$61.80
	12/01/2018	\$41.00	\$7.60	\$14.15	\$0.00	S62.75
	06/01/2019	\$42.00	\$7.60	\$14.15	\$0.00	\$63.75
	12/01/2019	\$43.00	\$7.60	\$14.15	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2016	\$36.50	\$7.60	\$14.15	\$0.00	\$58.25
EMBORERS - ZONE 3 (BOLEDING & SELE)	06/01/2017	\$37.50	\$7.60	\$14.15	\$0.00	\$59.25
	12/01/2017	\$38.35	\$7.60	\$14.15	\$0.00	\$60.10
	06/01/2018	\$39.30	\$7.60	\$14.15	\$0.00	\$61.05
	12/01/2018	\$40.25	S7.60	\$14.15	\$0.00	\$62.00
	06/01/2019	\$41.25	S7.60	\$14.15	\$0.00	\$63.00
	12/01/2019	S42.25	S7.60	\$14.15	S0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
For apprentice rates see "Apprentice- PILE DRIVER"	***************************************	**************************************	~~~			
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
For apprentice rates see "Apprentice- PILE DRIVER"						· · · · · · · · · · · · · · · · · · ·
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN (Including Core Drilling) ELECTRICIANS LOCAL 7	01/01/2017	\$39.51	\$9.35	\$10.84	\$0.00	\$59.70

Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 8 of 30

Supplemental Total Rate Effective Date Base Wage Health Pension Unemployment

Apprentice -	ELECTRICIAN - Local	7
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Effect	ive Date - 01/01/2017				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40	\$15.80	\$5.00	\$0.47	\$0.00	\$21.27
2	45	\$17.78	\$5.00	\$0.53	\$0.00	\$23.31
3	50	\$19.76	\$9.35	\$6.54	\$0.00	\$35.65
1	55	\$21.73	\$9.35	\$6.60	\$0.00	\$37.68
5	65	\$25.68	\$9.35	\$7.72	\$0.00	\$42.75
6	70	\$27.66	\$9.35	\$8.78	\$0.00	\$45.79

Notes: Pre-5/31/11 Begins at Step 3 \$39.72/4\$41.75/5\$46.38/6\$48.60 Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

Apprentice to Journeyworker Ratio:2:3****

ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL 41

01/01/2017

\$49.90

\$15.28 \$15.71

00.02

\$80.89

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Step	ve Date - 01/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.95	\$15.28	\$15.71	\$0.00	\$55.94
?	55	\$27.45	\$15.28	\$15.71	\$0.00	\$58.44
i .	65	\$32,44	\$15.28	\$15.71	\$0.00	\$63.43
ļ	70	\$34.93	\$15.28	\$15.71	\$0.00	\$65.92
;	80	\$39.92	\$15.28	\$15.71	\$0.00	\$70.91

Notes:

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

Apprentice to Journeyworker Ratio:	1:	l
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ELEVATOR CONSTRUCTOR HELPER ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2017	\$34.93	\$15.28	\$15.71	\$0.00	\$65.92
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2016	\$29.75	\$7.60	\$10.62	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	S27.74
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 7	01/01/2017	\$39.51	\$9.35	\$10.84	\$0.00	\$59.70

For apprentice rates see "Apprentice-ELECTRICIAN"

Classification		Effective Date Base Wage		Health Pension		Supplemental Unemployment	Total Ra		
FIRE ALARM REPAIF	R MAINTENANCE COMMISSIONINGEL	ECTRICL4N8	01/01/201	7 \$39	2.51	\$9.35	\$10.84	\$0.00	S59.70
OCAL 7 For apprentice rates see "	'Apprentice- TELECOMMUNIC	ATIONS TECHNICIAN"							
IREMAN		**************************************	12/01/201	5 S33	.15	\$10.58	\$12.38	\$0.00	\$56.11
PER4TING ENGINEERS LO	OCAL 98		06/01/201			\$10.58	\$12.65	\$0.00	\$56.99
			12/01/201	7 S34	.36	\$10.58	\$12.92	\$0.00	\$57.86
			06/01/201	8 \$34.	.97	\$10.58	\$13.19	\$0.00	\$58.74
			12/01/201			S10.58	\$13.46	\$0.00	S59.61
			06/01/2019	9 \$36.	.08	\$10.58	\$13.73	\$0.00	\$60.39
			12/01/2019	9 \$36.	.68	\$10.58	\$14.00	\$0.00	\$61.26
	ntice - OPERATING EN	GINEERS - Local 98 Cl	lass 3						
Step	percent	Apprentic	e Base Wage	Health	Pe	ension	Supplemental Unemployment		
1	60		\$19.89	\$10.58		12.38	\$0.00	\$42.85	
					-		20.00	4.2.00	
2	70		S23.21	\$10.58	S	12.38	\$0.00	\$46.17	
2 3	70 80								
			\$23.21 \$26.52 \$29.84	\$10.58 \$10.58 \$10.58	S	12.38 12.38 12.38	\$0.00 \$0.00 \$0.00	\$49.48	
3 4	80		\$26.52	\$10.58	S	12.38	\$0.00 \$0.00	\$49.48 \$52.80	
3 4	80 90	Apprentic	\$26.52	\$10.58 \$10.58	S	12.38	\$0.00	\$49.48 \$52.80	
3 4 Effective	80 90 ve Date - 06/01/2017	Apprentic	\$26.52 \$29.84	\$10.58 \$10.58	S S Pe	12.38 12.38	\$0.00 \$0.00 Supplemental	\$49.48 \$52.80 Total Rate	ONE STOCKE SHAPE AND ASSAULT AND ASSAULT ASSAULT.
3 4 Effectiv Step	80 90 ve Date - 06/01/2017 percent	Apprentic	\$26.52 \$29.84 e Base Wage	\$10.58 \$10.58 Health	S S Pe	12.38 12.38 ension	\$0.00 \$0.00 Supplemental Unemployment	S49.48 S52.80 Total Rate S43.49	100 PARA SA
3 4 Effective Step 1	80 90 we Date - 06/01/2017 percent	Apprentic	\$26.52 \$29.84 e Base Wage \$20.26	\$10.58 \$10.58 Health \$10.58	S S Pe	12.38 12.38 ension 12.65	\$0.00 \$0.00 Supplemental Unemployment	S49.48 S52.80 Total Rate S43.49 S46.86	
3 4 Effective Step 1 2	80 90 ve Date - 06/01/2017 percent 60 70	Apprentic	\$26.52 \$29.84 e Base Wage \$20.26 \$23.63	\$10.58 \$10.58 Health \$10.58 \$10.58	S S Pee S S S	12.38 12.38 ension 12.65 12.65	\$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	S49.48 S52.80 Total Rate S43.49 S46.86 S50.24	no anto al constante de la cons
3 4 Effective Step 1 2 3	80 90 we Date - 06/01/2017 percent 60 70 80		\$26.52 \$29.84 e Base Wage \$20.26 \$23.63 \$27.01	\$10.58 \$10.58 Health \$10.58 \$10.58 \$10.58	S S Pee S S S	12.38 12.38 ension 12.65 12.65	\$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	S49.48 S52.80 Total Rate S43.49 S46.86 S50.24	
3 4 Effective Step 1 2 3 4 Notes:	80 90 See Date - 06/01/2017 percent 60 70 80 90	Steps 3-4 are 2000 hrs.	\$26.52 \$29.84 e Base Wage \$20.26 \$23.63 \$27.01	S10.58 S10.58 Health S10.58 S10.58 S10.58	Per S S S S	12.38 12.38 12.38 12.65 12.65 12.65	\$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	S49.48 S52.80 Total Rate S43.49 S46.86 S50.24	

Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 10 of 30

03/01/2016

\$32.60

\$14.42

\$8.55

\$0.00

\$55.57

FLOORCOVERER

FLOORCOVERERS LOCAL 2168 ZONE III

ension Supplemental
Unemployment

Apprentice -	FLOORCOVERER - Local 2168 Zone III
Effective Date	03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
l	50	\$16.30	\$8.55	\$1.20	\$0.00	\$26.05
2	55	\$17.93	\$8.55	\$1.20	\$0.00	\$27.68
3	60	\$19.56	\$8.55	\$10.82	\$0.00	\$38.93
4	65	\$21.19	\$8.55	\$10.82	\$0.00	\$40.56
5	70	\$22.82	\$8.55	\$12.02	\$0.00	\$43.39
6	75	\$24.45	\$8.55	\$12.02	\$0.00	\$45.02
7	80	\$26.08	\$8.55	\$13.22	\$0.00	\$47.85
8	85	\$27.71	\$8.55	\$13.22	\$0.00	\$49.48

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1						
FORK LIFT	12/01/2016	\$33.37	\$10.58	\$12.38	\$0.00	\$56.33
OPERATING ENGINEERS LOCAL 98	06/01/2017	\$33.98	\$10.58	\$12.65	\$0.00	\$57.21
	12/01/2017	\$34.58	\$10.58	\$12.92	\$0.00	\$58.08
	06/01/2018	\$35.19	\$10.58	\$13.19	\$0.00	\$58.96
	12/01/2018	\$35.79	\$10.58	\$13.46	\$0.00	\$59.83
	06/01/2019	\$36.30	\$10.58	\$13.73	\$0.00	\$60.61
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$36.90	\$10.58	\$14.00	\$0.00	\$61.48
GENERATORS/LIGHTING PLANTS	OMBITATION OF THE PROPERTY OF				20.00	
JENERATORS/LIGHTING PLANTS OPERATING ENGINEERS LOCAL 98	12/01/2016	S29.92	\$10.58	\$12.38	\$0.00	\$52.88
TENTING ENGINEERA EGGIE 70	06/01/2017	\$30.53	\$10.58	\$12.65	\$0.00	\$53.76
	12/01/2017	\$31.13	\$10.58	\$12.92	\$0.00	\$54.63
	06/01/2018	\$31.74	\$10.58	\$13.19	\$0.00	\$55.51
	12/01/2018	\$32.34	\$10.58	\$13.46	00.02	\$56.38
	06/01/2019	\$32.85	\$10.58	\$13.73	\$0.00	\$57.16
	12/01/2019	\$33.45	\$10.58	\$14.00	\$0.00	\$58.03
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	06/01/2016	\$35,58	\$10.70	\$8.25	S0.00	\$54.53

GLAZIERS LOCAL 1333

Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 11 of 30

Step

Pension

Pension	Supplemental Unemplovment	Total Rate
Supplementa Unemploymen		
\$0.00	S29.49	
\$0.00	\$31.71	
\$0.00	\$34.44	
\$0.00	\$36.66	
\$0.00	\$39.39	
\$0.00	\$41.61	
\$0.00	\$49.83	
\$0.00	\$52.06	
There is a second of the secon		
\$12.38	\$0.00	\$56.64
\$12.65	\$0.00	\$57.52
\$12.92	\$0.00	\$58.39
\$13.19	\$0.00	\$59.27
\$13.46	\$0.00	\$60.14
\$13.73	\$0.00	S60.92
\$14.00	\$0.00	S61.79

Apprentice -	GL	AZIER - Local 1333
Effective Date	_	06/01/2016

percent

•		* *	~			
1	50	\$17.79	S10.70	\$1.00	\$0.00	S29.49
2	56	\$20.01	S10.70	\$1.00	\$0.00	\$31.71
3	63	S22.24	\$10.70	\$1.50	\$0.00	\$34.44
4	69	\$24.46	\$10.70	\$1.50	\$0.00	\$36.66
5	75	\$26.69	\$10.70	\$2.00	\$0.00	\$39.39
6	81	\$28.91	\$10.70	\$2.00	\$0.00	\$41.61
7	88	\$31.13	\$10.70	\$8.00	\$0.00	\$49.83
8	94	\$33.36	\$10.70	\$8.00	\$0.00	\$52.06

Apprentice Base Wage Health

Apprentice to Journeyworker Ratio:1:3						
GRADER/TRENCHING MACHINE/DERRICK	12/01/2016	\$33.68	\$10.58	\$12.38	\$0.00	\$56.64
OPERATING ENGINEERS LOCAL 98	06/01/2017	\$34.29	\$10.58	\$12.65	\$0.00	\$57.52
	12/01/2017	\$34.89	\$10.58	\$12.92	\$0.00	\$58.39
	06/01/2018	\$35.50	\$10.58	\$13.19	\$0.00	\$59.27
	12/01/2018	\$36.10	\$10.58	\$13.46	\$0.00	\$60.14
	06/01/2019	\$36.61	\$10.58	\$13.73	\$0.00	\$60.92
	12/01/2019	\$37.21	\$10.58	\$14.00	\$0.00	\$61.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK) sheetmetal workers local 63	01/01/2017	\$32.24	\$10.64	S15.49	\$1.75	\$60.12
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 7	01/01/2017	S39.51	\$9.35	\$10.84	\$0.00	\$59.70
For apprentice rates see *Apprentice-ELECTRICIAN*						
HVAC (TESTING AND BALANCING - AIR) sheetmetal workers local 63	01/01/2017	\$32,24	\$10.64	\$15.49	\$1.75	\$60.12
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER)	09/17/2016	\$38.76	\$8.45	\$15.05	\$0.00	\$62.26
PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2017	\$39.76	\$8.45	\$15.05	\$0.00	\$63.26
	09/17/2017	\$40.51	\$8.45	\$15.05	\$0.00	\$64.01
	03/17/2018	\$41.26	\$8.45	\$15.05	\$0.00	\$64.76
	09/17/2018	\$42.01	\$8.45	\$15.05	\$0.00	\$65.51
	03/17/2019	\$42.76	\$8.45	\$15.05	\$0.00	\$66.26
For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 104	09/17/2016	\$38.76	\$8.45	\$15.05	\$0.00	\$62.26
-LUMBERO & FIFEFII IERO LUCAL 104	03/17/2017	\$39.76	\$8.45	\$15.05	\$0.00	\$63.26
	09/17/2017	\$40.51	\$8.45	\$15.05	00.02	\$64.01
	03/17/2018	S41.26	\$8.45	\$15.05	\$0.00	\$64.70
	09/17/2018	S42.01	\$8.45	\$15.05	\$0.00	\$65.51
	03/17/2019	\$42.76	\$8.45	\$15.05	\$0.00	\$66.26

Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 12 of 30

Classification			Effective Da	ite Base Wa	ge Health	Pension	Supplemental Unemployment	Total Rat
For apprentice i	ates see	"Apprentice- PIPEFITTER" or "PLUMBER	PIPEFITTER"					
HYDRAULIC D LABORERS - ZONE		S (HEAVY & HIGHWAY) T & <i>HIGHWA</i> Y)	12/01/201/	5 \$30.2:	5 S7.60	\$10.62	\$0.00	\$48.47
For apprentice t	ales see	"Apprentice- LABORER (Heavy and Highw	ray)					
NSULATOR (F			09/01/201	5 \$36.0°	7 \$11,75	\$14.20	S0.00	S62.02
IEAT & FROST INS	ULATOI	RS LOCAL 6 (SPRINGFIELD)	09/01/201	7 \$37.6	7 S11.75	\$14.20	\$0.00	\$63.62
			09/01/201	8 \$39.4	7 \$11.75	\$14.20	\$0.00	\$65.42
			09/01/2019			\$14.20	\$0.00	\$67.42
		ntice - ASBESTOS INSULATOR ive Date - 09/01/2016	(Pipes & Tanks) - Local 6 Sp	ringfield				
	Step	percent	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
	1	50	\$18.04	\$11.75	\$10.45	\$0.00	\$40.24	*************************************
	2	60	\$21.64	\$11.75	\$11.20	\$0.00		
	3	70	\$25.25	\$11.75	\$11.95	\$0.00	\$48.95	
	4	80	\$28.86	\$11.75	\$12.70	\$0.00	\$53.31	
	Effecti	ve Date - 09/01/2017				Supplementa		
,	Step	percent	Apprentice Base Wage	Health	Pension	Unemploymen	Total Rate	
	l	50	\$18.84	S11.75	\$10.45	\$0.00	S41.04	
	2	60	\$22.60	\$11.75	\$11.20	\$0.00	\$45.55	
	3	70	\$26.37	\$11.75	\$11.95	\$0.00	\$50.07	
	4	80	\$30.14	\$11.75	\$12.70	\$0.00	\$54.59	
	Notes:	Steps are 1 year		a tronge i servicia de la Salva Greco	SAMETON EMPLOYEE TO SELECT	The state of the s		
	Appre	ntice to Journeyworker Ratio:1:4	ma reconstruction attacks charled the local selection.	amendo as su describe con considerções	rowersky billioned out in the	nunciani ensula necessia	antar isan mari sawar	
RONWORKER			09/16/2016	\$31.74	\$7.80	\$19.60	\$0.00	\$59.14
ONII ONNERO LOC	.m. / (5.	PRINGFIELD AREA)	02/16/2017		67.00	\$10.60	20.02	050.70

03/16/2017 \$32.39

\$7.80 \$19.60

\$0.00

\$59.79

Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 13 of 30

Supplemental Unemployment

LABORERS - ZONE 3 (HEAVY & HIGHWAY)

***************************************	ep percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60		\$19.04	S7.80	\$19.60	\$0.00	S46.44	
2	70		\$22.22	\$7.80	\$19.60	\$0.00	\$49.62	
3	75		\$23.81	\$7.80	\$19.60	\$0.00	\$51.21	
4	80		\$25.39	\$7.80	\$19.60	\$0.00	\$52.79	
5	85		\$26.98	\$7.80	\$19.60	\$0.00	\$54.38	
6	90		\$28.57	S7.80	\$19.60	\$0.00	\$55.97	
	ective Date -	03/16/2017				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$19.43	\$7.80	\$19.60	\$0.00	\$46.83	
2	70		\$22.67	\$7.80	\$19.60	\$0.00	\$50.07	
3	75		\$24.29	S7.80	\$19.60	\$0.00	\$51.69	
4	80		\$25.91	\$7.80	\$19.60	\$0.00	\$53.31	
5	85		\$27.53	\$7.80	\$19.60	\$0.00	\$54.93	
6	90		\$29.15	\$7.80	\$19.60	\$0.00	\$56.55	
No		al 1:6; Ornamental 1:4	and the second section of the second second second		THE MINE MANNEY		· · · · · · · · · · · · · · · · · · ·	
Ap	prentice to Jo	ourneyworker Ratio:				and an expense of the second	etie indian indian eenit	
	PAVING BR	EAKER OPERATOR	12/05/2016	\$29.83	\$7.60	S12.50	\$0.00	\$49.93
ERS - ZONE 3 (BU								
		LABORER"						
r apprentice rates : DRER	see "Apprentice-		12/05/2016	\$29.58	S7.60	S12.50	\$0.00	\$49.6
r apprentice rates :	see "Apprentice-		12/05/2016	\$29.58	\$7.60	S12.50	\$0.00	\$49.6
r apprentice rates ORER ERS - ZONE 3 (B) App	see "Apprentice- UILDING & SITE	E) ABORER - Zone 3 Building		\$29.58	\$7.60		\$0.00	\$49.6
r apprentice rates ORER ERS - ZONE 3 (B) App	see "Apprentice- UILDING & SITE prentice - L ective Date -	Z)			S7.60	S12.50 Supplemental Unemployment	\$0.00 Total Rate	\$49.6
r apprentice rates of PRER PERS - ZONE 3 (B) App	see "Apprentice- UILDING & SITE prentice - L ective Date -	E) ABORER - Zone 3 Building	& Site			Supplemental		\$49.68
r apprentice rates ORER ERS - ZONE 3 (B) App Effe Ste	see "Apprentice- UILDING & SITE prentice - L ective Date - p percent	E) ABORER - Zone 3 Building	& Site Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	\$49.6
App Effective App Effective App Effective App Effective App App App App App App App App App A	prentice - Lective Date - p percent	E) ABORER - Zone 3 Building	& Site Apprentice Base Wage \$17.75	Health \$7.60	Pension S12.50	Supplemental Unemployment \$0.00	Total Rate \$37.85	\$49.66
App Effective Step 1	prentice - L ective Date - p percent 60 70	E) ABORER - Zone 3 Building	& Site Apprentice Base Wage \$17.75 \$20.71	Health \$7.60 \$7.60	Pension \$12.50 \$12.50	Supplemental Unemployment \$0.00 \$0.00	Total Rate \$37.85 \$40.81	\$49.6
App ERS - ZONE 3 (Bl App Eff Step 1 2 3	prentice - Lactive Date - p percent 60 70 80 90	E) ABORER - Zone 3 Building	& Site Apprentice Base Wage \$17.75 \$20.71 \$23.66	Health \$7.60 \$7.60 \$7.60	Pension \$12.50 \$12.50 \$12.50	Supplemental Unemployment \$0.00 \$0.00 \$0.00	Total Rate \$37.85 \$40.81 \$43.76	\$49.6
Appendice rates ORER Appendice Step 1 2 3 4	prentice - Lactive Date - p percent 60 70 80 90	E) ABORER - Zone 3 Building	& Site Apprentice Base Wage \$17.75 \$20.71 \$23.66	Health \$7.60 \$7.60 \$7.60	Pension \$12.50 \$12.50 \$12.50	Supplemental Unemployment \$0.00 \$0.00 \$0.00	Total Rate \$37.85 \$40.81 \$43.76	\$49.6

Apprentice - LABORER (Heavy & Highway) - Zone 3

Unemployment

Total Rate

	Effective	e Date -	12/01/2016				Supplemental			
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	T	otal Rate	
	1	60		\$17.70	\$7.60	\$10.62	\$0.00		\$35.92	
	2	70		\$20.65	\$7.60	\$10.62	\$0.00		\$38.87	
	3	80		\$23.60	\$7.60	\$10.62	\$0.00		S41.82	
	4	90		\$26.55	S7.60	\$10.62	\$0.00		\$44.77	
	Notes:	erganistati og Lander Laden	mage and the second of the	. 1981 1991 1991 1991.	terme disease etimore e		especial security approximates	,,,, .		
	Apprent	ice to Jou	rneyworker Ratio:1:5	NAT ILLE SALES NATION AS T SALES AS AREA OF SALES			Δ ω	NAME SAME	and the second s	
LABORER: CAI LABORERS - ZONE			ER	12/05/2016	\$29.58	\$7.60	\$12.50	\$0.00		\$49.68
For apprentice ra	ates see "Aj	oprentice- La	ABORER"						TT-CTTT-TT-TT-TT-TT-TT-TT-TT-TT-TT-TT-TT	
LABORER: CEN LABORERS - ZONE			TENDER	12/05/2016	\$29.83	\$7.60	S12.50	\$0.00		\$49.93
For apprentice ra	ates see "Ap	oprentice- LA	ABORER"							
LABORER: HAZ LABORERS - ZONE :			E/ASBESTOS REMOVER	12/05/2015	\$29.68	\$7.60	\$12.50	\$0.00		S49.78
For apprentice ra	ates see "A _l	prentice- LA	ABORER"							
LABORER: MA				12/05/2016	\$30.58	S7.60	\$12.50	\$0.00		\$50.68
For apprentice ra	ates see "Ap	prentice- LA	ABORER"							
LABORER: MAS LABORERS - ZONE S		-	EAVY & HIGHWAY)	12/01/2016	\$29.75	\$7.60	\$10.62	\$0.00		\$47.97
For apprentice ra	ates see "Ap	prentice- LA	ABORER (Heavy and Highway)							
LABORER: MUL LABORERS - ZONE 3			DER	12/05/2016	\$29.58	\$7.60	\$12.50	\$0.00		\$49.68
For apprentice ra	ates see "Ap	prentice- LA	ABORER"							
LABORER: TRE				12/05/2016	\$29.58	\$7.60	\$12.50	\$0.00		\$49.68
			k associated with the removal of stration, maintenance or repair of util	-				t done for		
LASER BEAM C LABORERS - ZONE 3				12/05/2016	\$29.83	\$7.60	\$12.50	\$0.00	!	\$49.93
For apprentice ra	ites see "Ap	prentice- LA	BORER"							
LASER BEAM C LABORERS - ZONE 3			VY & HIGHWAY))	12/01/2016	\$29.75	\$7.60	\$10.62	\$0.00		\$47.97
For apprentice ra	ites see "Ap	prentice- LA	BORER (Heavy and Highway)							
MARBLE & TIL			AND THE CONTROL OF TH	09/05/2016	\$32.67	\$10.18	\$17.05	S0.00		\$59.90
BRICKLAYERS LOCA	1L 3 (SPR/I	11T) - MAR.	BLE & TILE	02/27/2017	\$33.24	\$10.18	\$17.05	\$0.00	!	\$60.47

Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 15 of 30

Supplemental Pension Unemployment

Apprentice - MARBLE-TILE-TERRAZZO FINISHER-Loc	cal 3 Marble Tile (Spr Pitt)
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	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	·
	1	50	\$16.34	\$10.18	\$17.05	\$0.00	S43.57	•
	2	60	\$19.60	\$10.18	\$17.05	\$0.00	\$46.83	
	3	70	\$22.87	\$10.18	\$17.05	\$0.00	\$50.10	
	4	80	\$26.14	\$10.18	\$17.05	\$0.00	\$53.37	
	5	90	\$29.40	\$10.18	\$17.05	\$0.00	\$56.63	
		ve Date - 02/27/2017				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50	\$16.62	\$10.18	\$17.05	\$0.00	\$43.85	
	2	60	\$19.94	\$10.18	\$17.05	\$0.00	\$47.17	
	3	70	\$23.27	\$10.18	\$17.05	\$0.00	\$50.50	
	4	80	\$26.59	\$10.18	\$17.05	\$0.00	\$53.82	
	5	90	\$29.92	\$10.18	\$17.05	\$0.00	\$57.15	
	Notes:	HERMON MENNER MANAGER CONTINUES CONT	er kommen er	Steenson omissis die P _{er} ee o	erante enabledo escribe	CONTO MORREY MARTIN AC	and comment of the comment	
	and a second		and comment and an array array.	esentar en araba estados en a		emerica e escapação e que como em	May contain company section	
		tice to Journeyworker Ratio:1:			***************************************			
		LELAYERS & TERRAZZO ME R <i>PITT) - MARBLE & TILE</i>	ECH 09/05/2016	\$39.26	\$10.18	\$17.38	\$0.00	\$66.82
, KLAI ERO	LOCAL J (BI I	CITITY - REMIDER OF TIER	02/27/2017	\$39.83	\$10.18	\$17.38	\$0.00	\$67.39

Apprentice - MARBLE-TILE-TERRAZZO MECH - Local 3 Marble Tile (Spr/Pitt)

Effective Date -		09/05/2016				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$19.63	\$10.18	\$17.38	\$0.00	\$47.19
2	60		\$23.56	\$10.18	\$17.38	\$0.00	\$51.12
3	70		\$27.48	\$10.18	\$17.38	\$0.00	\$55.04
4	80		\$31.41	\$10.18	\$17.38	\$0.00	\$58.97
5	90		\$35.33	\$10.18	\$17.38	\$0.00	S62.89
Effecti	ve Date -	02/27/2017				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
l	50		\$19.92	\$10.18	\$17.38	\$0.00	\$47.48
2	60		\$23.90	\$10.18	\$17.38	\$0.00	\$51.46
3	70		\$27.88	\$10.18	\$17.38	\$0.00	\$55.44
4	80		\$31.86	\$10.18	\$17.38	\$0.00	\$59.42
5	90		\$35.85	\$10.18	\$17.38	\$0.00	\$63.41
Notes:	· Indicated waterway of	rokana kontran kanadan kadana menteba disebatik m	control endoctor embersion swelfels activately behavior	er Length or per the personnel of	the first - western in a solution of several	ementes amontes relativos estados	tion therefore, the above measures.
i ioccs.							
		tagaga samakitan kanasa maganganga samakan samakita sa					A DATE OF THE PARTY OF THE PART

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/01/2016	\$33.68	\$10.58	\$12.38	\$0.00	S56.64
OPERATING ENGINEERS LOCAL 98	06/01/2017	\$34.29	\$10.58	S12.65	\$0.00	\$57.52
	12/01/2017	\$34.89	\$10.58	\$12.92	\$0.00	\$58.39
	06/01/2018	\$35.50	\$10.58	\$13.19	\$0.00	\$59.27
	12/01/2018	\$36.10	\$10.58	\$13.46	S0.00	\$60.14
	06/01/2019	\$36.61	\$10.58	\$13.73	\$0.00	\$60.92
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$37.21	\$10.58	\$14.00	\$0.00	\$61.79
MECHANIC/WELDER/BOOM TRUCK	12/01/2016	\$33.15	\$10.58	\$12.38	\$0.00	\$56.11
OPERATING ENGINEERS LOCAL 98	06/01/2017	S33.76	\$10.58	\$12.65	\$0.00	\$56.99
	12/01/2017	\$34.36	\$10.58	\$12.92	\$0.00	\$57.86
	06/01/2018	\$34.97	\$10.58	\$13.19	\$0.00	S58.74
	12/01/2018	\$35.57	\$10.58	\$13.46	\$0.00	\$59.61
	06/01/2019	\$36.08	\$10.58	\$13.73	\$0.00	\$60.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$36.68	\$10.58	\$14.00	\$0.00	\$61.26
MILLWRIGHT (Zone 3)	10/01/2016	\$33.24	S9.90	\$18.25	\$0.00	\$61.39
MILLWRIGHTS LOCAL 1121 - Zone 3	04/01/2017	\$34.06	\$9.90	\$18.25	\$0.00	\$62.21
	10/01/2017	\$34.89	\$9.90	\$18.25	\$0.00	\$63.04
	04/01/2018	\$35.71	\$9.90	\$18.25	\$0.00	\$63.86
	10/01/2018	\$36.54	\$9.90	S18.25	\$0.00	\$64.69
	04/01/2019	\$37.36	\$9.90	\$18.25	\$0.00	S65.51

Apprentice - MILLWRIGHT - Local 1121 Zone 3

Effective Date -		10/01/2016				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	55		\$18.28	\$9.90	\$5.17	\$0.00	\$33.35
2	65		\$21.61	\$9.90	\$14.96	\$0.00	\$46.47
3	75		\$24.93	\$9.90	\$15.91	\$0.00	\$50.74
4	85		\$28.25	\$9.90	\$16.84	\$0.00	\$54.99
Effecti	ve Date -	04/01/2017				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	55		\$18.73	\$9.90	\$5.17	\$0.00	\$33.80
2	65		\$22.14	\$9.90	\$14.96	\$0.00	\$47.00
3	75		\$25.55	\$9.90	\$15.91	\$0.00	\$51.36
4	85		\$28.95	\$9.90	\$16.84	\$0.00	\$55.69
Notes:	- aprenius - cameros - ce	negata esta oso osociales nossen osciolos especies acid	er, receive internal escaped interne-	nd on John Bright of the least	क्षर्रकराज्यकः नक्षणक्षयाः - रक्षणकरणसःस्वरस्थानकः	eminates essential enteracti entra	esta" vicinian rimanti, annoviti
	Steps are	2,000 hours			electric Danisher (electron) del 1979	warding worder words was	*
Apprei	ntice to Jou	ırneyworker Ratio:1:5			onemia (managar)		

\$29.83

\$12.50

\$7.60

\$0.00

\$49.93

MORTAR MIXER LABORERS - ZONE 3 (BUILDING & SITE)

For apprentice rates see "Apprentice- LABORER"

Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 17 of 30

12/05/2016

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OILER	12/01/2016	\$28.84	\$10.58	\$12.38	\$0.00	S51.80
OPERATING ENGINEERS LOCAL 98	06/01/2017	\$29.45	\$10.58	\$12.65	\$0.00	S52.68
	12/01/2017	\$30.05	\$10.58	\$12.92	\$0.00	\$53.55
	06/01-2018	\$30.66	\$10.58	\$13.19	\$0.00	\$54.43
	12/01/2018	\$31.26	\$10.58	\$13.46	S0.00	\$55.30
	06/01/2019	\$31.77	\$10.58	\$13.73	\$0.00	\$56.08
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$32.37	\$10.58	\$14.00	\$0.00	\$56.95
OTHER POWER DRIVEN EQUIPMENT - CLASS VI	12/01/2016	S26.86	\$10.58	\$12.38	\$0.00	\$49.82
OPERATING ENGINEERS LOCAL 98	06/01/2017	\$27.47	\$10.58	\$12.65	\$0.00	\$50.70
	12/01/2017	S28.07	\$10.58	\$12.92	\$0.00	S51.57
	06/01/2018	\$28.68	\$10.58	\$13.19	\$0.00	\$52.45
	12/01/2018	\$29.28	\$10.58	\$13.46	\$0.00	\$53.32
	06/01/2019	\$29.79	\$10.58	\$13.73	\$0.00	\$54.10
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$30.39	\$10.58	\$14.00	\$0.00	\$54.97
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 3	01/01/2017	S51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES TANKS

Effect	ive Date - 01/0	1/2017			Supplemental		
Step	percent	Apprentice Base Wag	ge Health	Pension	Unemployment	Total Rate	
1	50	\$25.71	\$7.85	\$0.00	\$0.00	\$33.56	
2	55	\$28.28	\$7.85	\$3.66	\$0.00	\$39.79	
3	60	\$30.85	\$7.85	\$3.99	\$0.00	\$42.69	
4	65	\$33.42	\$7.85	\$4.32	\$0.00	\$45.59	
5	70	\$35.99	\$7.85	\$14.11	\$0.00	\$57.95	
6	75	\$38.56	\$7.85	\$14.44	\$0.00	\$60.85	
7	80	\$41.13	\$7.85	\$14.77	\$0.00	\$63.75	
8	90	\$46.27	\$7.85	\$15.44	\$0.00	\$69.56	

01/01/2017

\$34.68

\$12.30

\$7.85

\$0.00

\$54.83

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *

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

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3

Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 18 of 30

Effective Date Base Wage Health Pension Supplemental Total Rate Unemployment

\$53.43

Apprentice -	PAINTER Local	35 Zone 3 - S	pray Sandblast - New
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Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.34	\$7,85	\$0.00	\$0.00	\$25.19
2	55	\$19.07	\$7.85	\$1.57	\$0.00	\$28.49
3	60	\$20.81	\$7.85	\$1.71	\$0.00	\$30.37
4	65	\$22.54	\$7.85	\$1.85	\$0.00	\$32.24
5	70	\$24.28	S7.85	\$11.45	\$0.00	\$43.58
5	75	\$26.01	S7.85	\$11.59	\$0.00	S45.45
7	80	\$27.74	\$7.85	\$11.73	\$0.00	\$47.32
8	90	\$31.21	S7.85	S12.02	\$0.00	\$51.08

Notes:

Classification

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) 01/01/2017 \$32.00 \$7.85 \$12.30 \$0.00 \$52.15 PAINTERS LOCAL 35 - ZONE 3

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.00	\$7.85	\$0.00	\$0.00	S23.85
2	55	\$17.60	\$7.85	\$1.57	\$0.00	\$27.02
3	60	\$19.20	\$7.85	\$1.71	00.02	S28.76
4	65	\$20.80	\$7.85	\$1.85	\$0.00	\$30.50
5	70	\$22.40	\$7.85	\$11.45	\$0.00	\$41.70
6	75	\$24.00	\$7.85	\$11.59	\$0.00	\$43.44
7	80	\$25.60	\$7.85	\$11.73	\$0.00	\$45.18
8	90	\$28.80	\$7.85	\$12.02	\$0.00	\$48.67

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) * 01/01/2017 \$33.28 \$7.85 \$12.30 \$0.00

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3

Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 19 of 30

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

Supplemental Pension Unemployment

Apprentice -	PAINTER - Local 35 Zone 3 - BRUSH NEW	
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Step	percent	Apprentice Base Wage	e Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.64	\$7.85	\$0.00	\$0.00	\$24.49
2	55	\$18.30	\$7.85	\$1.57	\$0.00	\$27.72
3	60	\$19.97	\$7.85	\$1.71	\$0.00	\$29.53
4	65	\$21.63	\$7.85	\$1.85	\$0.00	\$31.33
5	70	\$23.30	\$7.85	\$11.45	\$0.00	\$42.60
6	75	\$24.96	\$7.85	\$11.59	\$0.00	\$44.40
7	80	\$26.62	\$7.85	\$11.73	\$0.00	\$46.20
8	90	\$29.95	\$7.85	S12.02	\$0.00	\$49.82

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT) PAINTERS LOCAL 35 - ZONE 3

01/01/2017

\$30.60

\$7.85

\$12.30 \$0.00 \$50.75

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effecti	ve Date -	01/01/2017				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$15.30	\$7.85	\$0.00	\$0.00	\$23.15
2	55		\$16.83	\$7.85	\$1.57	\$0.00	S26.25
3	60		\$18.36	\$7.85	\$1.71	\$0.00	\$27.92
4	65		\$19.89	\$7.85	\$1.85	\$0.00	\$29.59
5	70		\$21.42	\$7.85	\$11.45	\$0.00	\$40.72
6	75		\$22.95	S7.85	\$11.59	\$0.00	\$42.39
7	80		\$24.48	\$7.85	\$11.73	\$0.00	\$44.06
8	90		\$27.54	\$7.85	\$12.02	\$0.00	\$47.41

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2016	\$29.50	\$7.60	\$10.62	\$0.00	\$47.72
For apprentice rates see *Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 3) For apprentice rates see "Apprentice-PILE DRIVER"	08/31/2015	\$39.00	\$9.80	\$18.17	\$0.00	\$66.97
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/31/2015	\$39.00	\$9.80	\$18.17	\$0.00	\$66.97

Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 20 of 30

Pension Supplemental Unemployment

Apprentice -	PILE DRIVER - Loc	al 56 Zone 3
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Effective Date - 08/31/2015				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total	Rate
1 0	\$0.00	\$0.00	\$0.00	\$0.00	S	00.00
Notes: Apprentice wages shall be no less (Same as set in Zone 1) 1\$50.05 2\$54.25/3\$58.46/4\$60.5	6/5\$62.66/6\$62.66/7\$66.87/8	3\$66.87	A. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.			
Apprentice to Journeyworker Ratio:1:3			***************************************			·
PIPELAYER L4BORERS - ZONE 3 (BUILDING & SITE)	12/05/2016	5 \$29.83	S7.60	\$12.50	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY) L4BORERS - ZONE 3 (HEAVY & HIGHII'.4Y)	12/01/2016	\$29.75	\$7.60	\$10.62	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highw	ay)					
PLUMBER & PIPEFITTER PLUMBERS & PIPEFITTERS LOCAL 104	09/17/2016	S38.76	\$8.45	\$15.05	\$0.00	S62.26
-LUMBERS & FIFE-11 IERS LOCAL 104	03/17/2017	\$39.76	\$8.45	\$15.05	S0.00	\$63.26
	09/17/2017	s40.51	\$8.45	\$15.05	\$0.00	\$64.01
	03/17/2018	S41.26	\$8.45	\$15.05	\$0.00	\$64.76
	09/17/2018	\$42.01	\$8.45	\$15.05	\$0.00	\$65.51
	03/17/2019	S42.76	\$8.45	\$15.05	\$0.00	\$66.26

Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 21 of 30

Apprentice - PLUMBER PIPEFITTER - Local 104

	1 2 3 4 5 6 7 8	45 50 55 60 65	\$17.44 \$19.38 \$21.32 \$23.26	\$8.45 \$8.45 \$8.45	\$9.05 \$9.05	\$0.00 \$0.00	\$34.94 \$36.88	
	3 4 5 6 7	55 60 65	\$21.32		\$9.05	\$0.00	\$36.88	
	4 5 6 7	60 65		\$8.45				
	5 6 7	65	\$23.26		\$9.05	\$0.00	\$38.82	
	6 7			\$8.45	\$9.05	\$0.00	\$40.76	
	7		\$25.19	\$8.45	\$9.05	\$0.00	\$42.69	
		70	\$27.13	\$8.45	\$9.05	\$0.00	\$44.63	
	0	75	\$29.07	\$8.45	\$9.05	\$0.00	\$46.57	
	0	80	\$31.01	\$8.45	\$9.05	\$0.00	\$48.51	
	9	80	\$31.01	\$8.45	\$15.05	\$0.00	\$54.51	
	10	80	\$31.01	\$8.45	\$15.05	\$0.00	\$54.51	
	Effecti	ive Date - 03/17/2017				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	45	\$17.89	\$8.45	\$9.05	\$0.00	\$35.39	
	2	50	\$19.88	S8.45	\$9.05	\$0.00	\$37.38	
	3	55	S21.87	\$8.45	\$9.05	\$0.00	\$39.37	
	4	60	\$23.86	\$8.45	\$9.05	\$0.00	\$41.36	
	5	65	\$25,84	\$8.45	\$9.05	\$0.00	\$43.34	
	6	70	\$27.83	\$8.45	\$9.05	\$0.00	\$45.33	
	7	75	\$29.82	\$8.45	\$9.05	\$0.00	\$47.32	
	8	80	\$31.81	\$8.45	\$9.05	\$0.00	\$49.31	
	9	80	\$31.81	\$8.45	\$15.05	\$0.00	\$55.31	
	10	80	\$31.81	\$8.45	\$15.05	\$0.00	\$55.31	
	Notes:	**1:1.2:5,3:9,4:12				***************************************	· · · · · · · · · · · · · · · · · · ·	
	Apprei	nfice to Journeyworker Ratio:**	willower drives volution relative dreams service	PATRIK VIIVAN DEBAKE A	earm - Upsgrip verifice-	wanding appropriately and finely and	tour positives and control similarity.	
		OLS (TEMP.)	09/17/2016	\$38.76	S8.45	\$15,05	\$0.00	\$62.20
UMBERS & PIPE	FITTERS	LOCAL 104	03/17/2017	\$39.76	\$8.45	\$15.05	\$0.00	\$63.20
			09/17/2017	\$40.51	\$8.45	\$15.05	\$0.00	\$64.01
			03/17/2018	\$41.26	\$8.45	\$15.05	\$0.00	\$64.76
			09/17/2018	\$42.01	\$8.45	\$15.05	\$0.00	\$65.5
			03/17/2019	\$42.76	\$8.45	\$15.05	\$0.00	\$66.26
		Apprentice- PIPEFITTER" or "PLUMBER/PI	PEFITTER"		· · · · · · · · · · · · · · · · · · ·		········	
GHWAY) Borers - zone	3 (HEAVI	OOL OPERATOR (HEAVY & " & HIGHWAY) Apprentice- LABORER (Heavy and Highway)	12/01/2016	\$29.75	\$7.60	\$10.62	\$0.00	\$47.97
OWDERMAN BORERS - ZONE			12/05/2016	\$30.58	\$7.60	S12.50	\$0.00	\$50.68
For apprentice r	ates see "/	Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2016	\$30.50	\$7.60	\$10.62	\$0.00	S48.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PUMP OPERATOR (CONCRETE)	12/01/2016	\$33.68	\$10.58	\$12.38	\$0.00	\$56.64
OPERATING ENGINEERS LOCAL 98	06/01/2017	\$34.29	\$10.58	\$12.65	S0.00	\$57.52
	12/01/2017	\$34.89	\$10.58	\$12.92	\$0.00	\$58.39
	06/01/2018	\$35.50	\$10.58	\$13.19	\$0.00	\$59.27
	12/01/2018	\$36.10	\$10.58	\$13,46	\$0.00	\$60.14
	06/01/2019	\$36.61	\$10.58	\$13.73	\$0.00	\$60.92
	12/01/2019	\$37.21	\$10.58	\$14.00	\$0.00	\$61.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						***
PUMP OPERATOR (DEWATERING, OTHER)	12/01/2016	\$33.15	\$10.58	\$12.38	\$0.00	\$56.11
OPERATING ENGINEERS LOCAL 98	06/01/2017	\$33.76	\$10.58	\$12.65	\$0.00	\$56.99
	12/01/2017	S34.36	\$10.58	S12.92	\$0.00	\$57.86
	06/01/2018	\$34.97	\$10.58	\$13.19	\$0.00	\$58.74
	12/01/2018	\$35.57	\$10.58	\$13.46	\$0.00	\$59.61
	06/01/2019	\$36.08	\$10.58	\$13.73	\$0.00	\$60.39
	12/01/2019	\$36.68	\$10.58	\$14.00	\$0.00	\$61.26
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER TEAMSTERS LOCAL 404	05/01/2016	\$21.01	\$10.23	\$9.40	\$0.00	S40.64
RESIDENTIAL WOOD FRAME CARPENTER **	10/01/2016	\$21.53	\$7.07	\$7.18	\$0.00	\$35.78
** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do	04/01/2017	\$22.08	\$7.07	\$7.18	\$0.00	\$36.33
not exceed four stories including the basement. CARPENTERS	10/01/2017	\$22.63	\$7.07	\$7.18	\$0.00	\$36.88
LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN	04/01/2018	\$23.01	\$7.07	\$7.18	\$0.00	\$37.26
	10/01/2018	\$23.39	\$7.07	\$7.18	\$0.00	\$37.64
	04/01/2019	S23.78	\$7.07	\$7.18	\$0.00	\$38.03
	10/01/2019	\$24.17	\$7.07	\$7.18	\$0.00	\$38.42

As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.

 Issue Date:
 01/30/2017
 Wage Request Number:
 20170130-002
 Page 23 of 30

ffecti tep	ve Date - percent	10/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	60		\$12.92	\$7.07	\$0.00	\$0.00	\$19.99	·
!	60		\$12.92	\$7.07	\$7.18	\$0.00	\$27.17	
;	65		\$13.99	\$7.07	\$7.18	\$0.00	\$28.24	
ļ	70		\$15.07	\$7.07	\$7.18	\$0.00	\$29.32	
	75		\$16.15	\$7.07	\$7.18	\$0.00	\$30.40	
	80		\$17.22	\$7.07	\$7.18	\$0.00	\$31.47	
	85		\$18.30	\$7.07	\$7.18	\$0.00	\$32.55	
	90		\$19.38	S7.07	\$7.18	\$0.00	\$33.63	
ffecti tep	ve Date - percent	04/01/2017	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	60		\$13.25	S7.07	\$0.00	\$0.00	\$20.32	
	60		\$13.25	\$7.07	\$7.18	\$0.00	\$27.50	
	65		\$14.35	\$7.07	\$7.18	\$0.00	\$28.60	
	70		\$15.46	\$7.07	\$7.18	\$0.00	\$29.71	
	75		\$16.56	\$7.07	\$7.18	\$0.00	\$30.81	
	80		\$17.66	\$7.07	\$7.18	\$0.00	\$31.91	
	85		\$18.77	\$7.07	\$7.18	\$0.00	\$33.02	
	90		\$19.87	\$7.07	\$7.18	\$0.00	\$34.12	
otes:	** 1: 1-5,	2: 6-8, 3: 9-11		व्यवस्थाः स्टब्स्य स्टब्स्यः र	ristrick (regulative britishter)	tivarió legendo biológico geo	ette est oper Black oderoo	
pprer	rtice to Jou	rneyworker Ratio:**						
	D BUGGY ING & SITE)	OPERATOR	12/05/2016	\$29.83	\$7.60	\$12.50	\$0.00	\$49.93
see",	Apprentice- L.	ABORER"						
OR	CAL 98		12/01/2016	\$32.54	\$10.58	\$12.38	\$0.00	\$55.50
no LU	CAL YO		06/01/2017	\$33.15	\$10.58	\$12.65	\$0.00	\$56.38

Apprentice to Journeyworker Ratio:**						
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/05/2016	\$29.83	\$7.60	\$12.50	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR	12/01/2016	\$32.54	\$10.58	S12.38	\$0.00	\$55.50
OPERATING ENGINEERS LOCAL 98	06/01/2017	\$33.15	\$10.58	\$12.65	\$0.00	\$56.38
	12/01/2017	\$33.75	\$10.58	S12.92	\$0.00	\$57.25
	06/01/2018	\$34.36	\$10.58	\$13.19	\$0.00	\$58.13
	12/01/2018	\$34.96	\$10.58	\$13.46	\$0.00	\$59.00
	06/01/2019	\$35.47	\$10.58	\$13.73	\$0.00	\$59.78
	12/01/2019	\$36.07	\$10.58	\$14.00	\$0.00	\$60.65
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) ROOFERS LOCAL 248	10/16/2016	\$32.25	\$9.41	\$13.25	\$0.00	\$54.91
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg) ROOFERS LOCAL 248	10/16/2016	\$31.75	\$9.41	\$12.75	\$0.00	\$53.91

· Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 24 of 30

Apprentice -	ROOFER - Local 248
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Effect	ive Date -	10/16/2016				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
l	60		\$19.05	\$9.41	\$0.00	\$0.00	\$28.46
2	65		\$20.64	\$9.41	\$12.75	\$0.00	\$42.80
3	70		\$22.23	\$9.41	\$12.75	\$0.00	\$44.39
4	75		\$23.81	\$9.41	\$12.75	00.02	\$45.97
5	80		\$25.40	\$9.41	\$12.75	\$0.00	\$47.56
5	85		\$26.99	\$9.41	\$12.75	\$0.00	\$49.15
7	90		\$28.58	\$9.41	\$12.75	\$0.00	\$50.74
8	95		\$30.16	\$9.41	\$12.75	\$0.00	\$52.32

Notes:

Steps are 750 hrs.Roofer(Tear Off)1:1; Same as above

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 248	10/16/2016	\$32.25	\$9.41	\$13.25	\$0.00	\$54.91
For apprentice rates see "Apprentice- ROOFER"						
SCRAPER	12/01/2016	\$33.15	\$10.58	\$12.38	\$0.00	\$56.11
OPERATING ENGINEERS LOCAL 98	06/01/2017	\$33.76	S10.58	S12.65	\$0.00	\$56.99
	12/01/2017	\$34.36	\$10.58	S12.92	\$0.00	\$57.86
	06/01/2018	S34.97	\$10.58	\$13.19	\$0.00	\$58.74
	12/01/2018	\$35.57	\$10.58	\$13.46	\$0.00	\$59.61
	06/01/2019	\$36.08	\$10.58	\$13.73	\$0.00	\$60.39
	12/01/2019	\$36.68	\$10.58	\$14.00	\$0.00	\$61.26
For apprentice rates see "Apprentice- OPERATING ENGINEERS"			······································	······································		
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS)	12/01/2016	\$32.54	\$10.58	\$12.38	\$0.00	\$55.50
DPERATING ENGINEERS LOCAL 98	06/01/2017	\$33.15	\$10.58	\$12.65	\$0.00	\$56.38
	12/01/2017 \$33.75 \$10.58 \$12.92 \$0.00	\$57.25				
	06/01/2018	\$34.36	\$10.58	\$13.19	\$0.00	\$58.13
	12/01/2018	\$34.96	\$10.58	\$13.46	\$0.00	\$59.00
	06/01/2019	\$35.47	\$10.58	\$13.73	\$0.00	\$59.78
	12/01/2019	\$36.07	\$10.58	\$14.00	\$0.00	\$60.65
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98	12/01/2016	\$29.92	\$10.58	\$12.38	\$0.00	\$52.88
TEIGHING ENGINEERG LOCAL 98	06/01/2017	\$30.53	\$10.58	\$12.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$53.76
	12/01/2017	\$31.13	\$10.58	\$12.92	\$0.00	\$54.63
	06/01/2018	\$31.74	\$10.58	\$13.19	\$0.00	\$55.51
	12/01/2018	\$32.34	\$10.58	\$13.46	\$0.00	\$56.38
	06/01/2019	\$32,85	\$10.58	\$13.73	\$0.00	\$57.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$33.45	\$10.58	\$14.00	\$0.00	\$58.03
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63	01/01/2017	\$32.24	\$10.64	\$15.49	\$1.75	\$60.12

Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 25 of 30

Supplemental Pension

Apprentice -	SHEET METAL	WORKER - Local 63
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Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$14.51	S6.21	\$4.36	\$0.00	\$25.08
2	50	\$16.12	\$6.55	\$4.85	\$0.00	S27.52
3	55	\$17.73	\$6.88	\$8.72	\$0.98	\$34.31
4	60	\$19.34	\$7.22	\$8.72	\$1.06	\$36.34
5	65	\$20.96	\$7.55	\$8.72	\$1.12	\$38.35
6	70	\$22.57	\$7.88	\$8.72	\$1.18	\$40.35
7	75	\$24.18	\$8.22	\$8.72	\$1.23	\$42.35
8	80	\$25.79	\$9.30	\$14.52	\$1.43	\$51.04
9	85	\$27.40	\$9.64	\$14.52	\$1.49	\$53.05
10	90	\$29.02	\$9.98	\$14.52	\$1.55	\$55.07

Notes:

Apprentice to Journeyworker Ratio:1:3

SIGN ERECTOR 06/01/2013 \$25.81 \$7.07 \$7.05 \$0.00 \$39.93 PAINTERS LOCAL 35 - ZONE 3

Apprentice - SIGN ERECTOR - Local 35 Zone 3

Step	ive Date - percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	 \$12.91	\$7.07	\$0.00	\$0.00	\$19.98
2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72
3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01
4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30
5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19
6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48
7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77
8	85	S21.94	\$7.07	\$7.05	\$0.00	\$36.06
9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53

Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 26 of 30

Classification	Effective Da	ite Base Wage	e Health	Pension	Unemployment	TOTAL KM
SPRINKLER FITTER	01/01/201	7 \$39.01	S9.17	\$12.28	\$0.00	\$60.46
PRINKLER FITTERS LOCAL 669	04/01/201	7 \$40.26	\$9.17	\$12.43	\$0.00	\$61.86
	01/01/201	8 \$40.26	\$9.67	\$12.63	\$0.00	\$62.56
	04/01/2013	8 \$41.51	\$9.67	\$12.88	\$0.00	\$64.06
	01/01-2019	9 \$41.51	\$10.02	\$13.08	\$0.00	\$64.61
Apprentice - SPRINKLER FITTER - Local	669					
Effective Date - 01/01/2017 Step percent	Apprentice Base Wage	Lianith	Danaian	Supplements		
			Pension	Unemploymen		
	\$17.55	\$7.60	\$0.00	\$0.08		
2 50	\$19.51	\$7.60	\$0.00	\$0.00		
3 55	\$21.46	S9.17	\$6.45	\$0.00		
4 60	\$23.41	\$9.17	\$6.45	\$0.00		
5 65	\$25.36	\$9.17	\$6.70	\$0.00		
6 70	\$27.31	S9.17	\$6.70	\$0.00	S43.18	
7 75	\$29.26	\$9.17	\$6.70	\$0.00	\$45.13	
8 80	\$31.21	\$9.17	\$6.70	\$0.00	\$47.08	
9 85	\$33.16	\$9.17	\$6.70	\$0.00	\$49.03	
10 90	\$35.11	\$9.17	\$6.70	\$0.00	\$50.98	
Effective Date - 04/01/2017				Supplementa	1	
Step percent	Apprentice Base Wage	Health	Pension	Unemploymen		
1 45	\$18.12	\$7.60	\$0.00	\$0.00	\$25.72	
2 50	\$20.13	\$7.60	\$0.00	\$0.00	\$27.73	
3 55	S22.14	\$9.17	\$6.60	\$0.00	\$37.91	
4 60	\$24.16	\$9.17	\$6.60	\$0.00	\$39.93	
5 65	\$26.17	\$9.17	\$6.85	\$0.00	S42.19	
6 70	\$28.18	\$9.17	\$6.85	\$0.00		
7 75	\$30.20	\$9.17	\$6.85	\$0.00		
8 80	\$32.21	\$9.17	\$6.85	\$0.00		
9 85	\$34.22	\$9.17	\$6.85	\$0.00		
10 90	\$36.23	\$9.17	\$6.85	\$0.00		
Notes:					:	
Notes:					:	

Effective Date Base Wage Health

Classification

TELECOMMUNICATION TECHNICIAN

ELECTRICIANS LOCAL 7

Supplemental

Total Rate

Pension

Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 27 of 30

01/01/2017

\$39.51

\$9.35

\$10.84

\$0.00

\$59.70

Supplemental Unemployment

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

	Effect Step	ive Date - 01/01/2 percent	2017 Apprentice Base Wage	: Health	Pension	Supplemental Unemployment	Total Rate	
	1	40	\$15.80	S5.00	\$0.47	\$0.00	\$21.27	
	2	45	\$17.78	\$5.00	\$0.53	\$0.00	\$23.31	
	3	50	\$19.76	\$9.35	\$6.54	\$0.00	\$35.65	
	4	55	\$21.73	\$9.35	\$6.60	\$0.00	\$37.68	
	5	65	\$25.68	\$9.35	\$7.72	\$0.00	\$42.75	
	6	70	\$27.66	\$9.35	\$8.78	\$0.00	\$45.79	
	Notes	Steps are 800 hour		versio veda esser-		week transport of	ong come con total	
	Appre	ntice to Journeywo	rker Rafio:1:1	discussed interests to the control of	Secret organic with a	general control consists of	office of Security for exalts we write	
ERRAZZO F RICKLAYERS LO		RS R-PITT) - M4RBLE & TL	09/05/201 LE 02/27/201		\$10.18 \$10.18	\$17.05 \$17.05	\$0.00 \$0.00	\$59.90 \$60.47
		ntice - MARBLE-T ve Date - 09/05/2 percent	TLE-TERRAZZO FINISHER-Local 3 Marb 016 Apprentice Base Wage	_	(1) Pension	Supplemental Unemployment	Total Rate	
	1	50	\$16.34	\$10.18	\$17.05	\$0.00	\$43,57	
	2	60	\$19.60	\$10.18	\$17.05	\$0.00	\$46.83	
	3	70	\$22.87	\$10.18	\$17.05	\$0.00	\$50.10	
	4	80	\$26.14	\$10.18	\$17.05	\$0.00	\$53.37	
	5	90	\$29.40	\$10.18	\$17.05	\$0.00	\$56.63	
	Effecti Step	ve Date - 02/27/2	017 Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$16.62	\$10.18	\$17.05	\$0.00	\$43.85	
	2	60	\$19.94	\$10.18	\$17.05	\$0.00	\$47.17	
	3	70	\$23,27	\$10.18	\$17.05	\$0.00	\$50.50	
	4	80	\$26.59	\$10.18	\$17.05	\$0.00	\$53.82	
	5	90	\$29.92	\$10.18	\$17.05	\$0.00	\$57.15	
	J	90						
	Notes:	,					:	
	Notes:	ntice to Journeywor	ker Ratio:1:5	иева маеч тепте и	risonato esperialem mercesos .	nagaway nimman ninangan ng	Mar sanishin surrends silled ()	
	Notes: Appre	ntice to Journeywon		6 \$37.70	\$7.60	\$14.35	\$0.00	\$59.65
BORERS - FOU	Notes: Appre	ntice to Journeywon	ker Ratio:1:5	5 \$37.70	\$7.60	\$14.35	\$0.00	\$59.65
	Notes: Appre G DRILL INDATION e rates see "	ntice to Journeywor ER 4ND MARINE Apprentice- LABORER" ER HELPER	ker Ratio:1:5		\$7.60	\$14.35 \$14.35	\$0.00 \$0.00	\$59.65 \$58.37
BORERS - FOU For apprentice EST BORING BORERS - FOU	Appre G DRILL NDATION e rates see ** G DRILL NDATION	ntice to Journeywor ER 4ND MARINE Apprentice- LABORER" ER HELPER	ker Ratio:1:5					

Classification For apprentice rates see "Apprentice- LABORER"		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS		12/01/2016	\$32.54	\$10.58	\$12.38	\$0.00	\$55.50
OPERATING ENGINEERS LOCAL 98		06/01/2017	\$33.15	\$10.58	\$12.65	\$0.00	\$56.38
		12/01/2017	\$33.75	\$10.58	\$12.92	\$0.00	S57.25
		06/01/2018	\$34.36	\$10.58	\$13.19	\$0.00	\$58.13
		12/01/2018	\$34.96	\$10.58	\$13.46	\$0.00	\$59.00
		06/01/2019	S35.47	\$10.58	\$13.73	\$0.00	\$59.78
		12/01/2019	\$36.07	\$10.58	\$14.00	\$0.00	\$60.65
For apprentice rates see "Apprentice- OPERATING E	NGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPM TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	IENT	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82
TUNNEL WORK - COMPRESSED AIR LABORERS (COMPRESSED AIR)	NOCAL AND REPORT PROJECT AND ADMINISTRATION OF THE PROPERTY AND ADMINISTRATION OF THE PROPERTY AND ADMINISTRATION OF THE ADMINISTRAT	12/01/2016	\$48.58	\$7.60	\$14.75	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - COMPRESSED AIR (HAZ LABORERS (COMPRESSED AIR)	Z. WASTE)	12/01/2016	\$50.58	\$7.60	\$14.75	S0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"	07-110-110-1-1-1-1-0-1-1-1-1-1-1-1-1-1-1						
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)		12/01/2016	\$40.65	\$7.60	\$14.75	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"					· · · · · · · · · · · · · · · · · · ·		
TUNNEL WORK - FREE AIR (HAZ. WASTE LABORERS (FREE AIR TUNNEL)	3)	12/01/2016	\$42.65	\$7.60	\$14.75	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"			······································	***************************************	***************************************	***************************************	***************************************
VAC-HAUL reamsters joint council no. 10 zone b		12/01/2016	\$32.44	\$10.91	\$10.89	S0.00	\$54.24
WAGON DRILL OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)		12/05/2016	\$29.83	\$7.60	\$12.50	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"	an recommendation of the contract of the contr	reasons and the common becomes a business to the constitution of a common to the commo					······································
WAGON DRILL OPERATOR (HEAVY & HI LABORERS - ZONE 3 (HEAVY & HIGHILAY)	GHWAY)	12/01/2016	\$29.75	\$7.60	\$10.62	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Hea	vy and Highway)	eren weren eren sener seren eren eren eren ere					
WATER METER INSTALLER		09/17/2016	\$38.76	\$8.45	\$15.05	\$0.00	\$62.26
PLUMBERS & PIPEFITTERS LOCAL 104		03/17/2017	\$39.76	S8.45	\$15.05	00.02	\$63.26
		09/17/2017	\$40.51	\$8.45	\$15.05	00.02	\$64.01
		03/17/2018	\$41.26	\$8.45	\$15.05	\$0.00	\$64.76
		09/17/2018	\$42.01	S8.45	\$15.05	\$0.00	\$65.51
For apprentice rates see "Apprentice- PLUMBER/PIPE	FITTER" or "PLUMBER/GASFIT	03/17/2019 TER"	\$42.76	\$8.45	\$15.05	\$0.00	\$66.26
Outside Electrical - West							
EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42		08/30/2015	\$42.16	\$8.20	\$9.26	S0.00	\$59.62
For apprentice rates see "Apprentice- LINEMAN"			***************************************	*********		·	
GROUNDMAN DUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42		08/30/2015	\$28.87	\$8.20	\$8.87	\$0.00	\$45.94
For apprentice rates see "Apprentice-LINEMAN"		······································					
GROUNDMAN / TRUCK DRIVER DUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42		08/30/2015	\$37.73	\$8.20	\$9.13	\$0.00	\$55.06
For apprentice rates see "Apprentice- LINEMAN"							
HEAVY EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42		08/30/2015	\$44.37	\$8.20	\$9.33	\$0.00	\$61.90
For apprentice rates see "Apprentice- LINEMAN"							
Ssue Date: 01/30/2017	Wage Request Number:				· · · · · · · · · · · ·		Page 29 of 30

Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 29 of 30

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
JOURNEYMAN LINEMAN	08/30/2015	\$48.80	\$8.20	\$9.46	\$0.00	\$66.46
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42						

Apprentice -	LINEMAN (Outside Electrical) - West Local 42
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Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
l	60	\$29.28	\$8.20	\$0.88	S0.00	\$38.36
2	65	\$31.72	\$8.20	\$0.95	\$0.00	\$40.87
3	70	\$34.16	\$8.20	\$9.02	\$0.00	\$51.38
ļ	75	\$36.60	\$8.20	\$9.10	\$0.00	\$53.90
}	80	\$39.04	\$8.20	\$9.17	\$0.00	\$56.41
5	85	\$41.48	\$8.20	\$9.24	\$0.00	\$58.92
7	90	\$43.92	\$8.20	\$9.32	\$0.00	\$61.44

Notes:

Apprentice t	ก .ไดมะของระเ	orker Ratio:1:2
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TELEDATA CABLE SPLICER OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	01/01/2016	\$28.98	\$4.25	\$3.12	S0.00	\$36.35
TELEDATA LINEMAN/EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TELEDATA WIREMAN/INSTALLER/TECHNICIAN OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TRACTOR-TRAILER DRIVER OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	08/30/2015	\$42.16	\$8.20	\$9.26	\$0.00	\$59.62
TREE TRIMMER OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	01/31/2016	\$18.51	S3.55	\$0.00	\$0.00	\$22.06

\$19.87

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.

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TREE TRIMMER GROUNDMAN	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42					

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.

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

Issue Date: 01/30/2017 Wage Request Number: 20170130-002 Page 30 of 30

^{**} 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.