TOWN OF ARLINGTON MASSACHUSETTS PURCHASING DEPARTMENT

INVITATION FOR BID

BID #13-15

Sealed bids are invited and will be received by the Town Manager, Town of Arlington, Massachusetts until <u>10:00</u> <u>AM, Thursday, June 20, 2013</u> at the Town Manager's Office/Purchasing Department, Town Hall Arlington, Massachusetts, at which time and place they will be publicly opened and read for:

BID #13-15, HVAC MAINTENANCE SERVICE CONTRACT/VARIOUS BUILDINGS

Specifications and proposal forms may be obtained at the Town Manager's Office/Purchasing Department at the above mentioned address.

All proposals shall be accompanied by a bid deposit in an amount of 5% of the bid amount. Bid deposits, payable to the Town of Arlington, shall be either in the form of a bid bond, a certified check, or a treasurer's or cashier's check issued by a responsible bank or trust company.

Proposal must be submitted on form provided and in sealed envelope plainly marked: <u>BID ON HVAC MAINTENANCE SERVICE CONTRACT</u>, <u>BID #13-15</u>, <u>THURSDAY</u>, <u>JUNE 20</u>, <u>2013</u>, <u>10:00 A.M.</u>

Bids to receive consideration must be in the hands of the Purchasing Agent or his authorized representative not later than the day and hour above mentioned.

Attention is called to the minimum rates of wages to be paid on this contract as determined by the Commissioner of Labor and Industries under the provisions of Chapter 149 of the General Laws.

For further information relative to this bid, please confer with Mark Miano at (781) 316-3631.

The Town Manager reserves the right to accept or reject any or all bids, to waive any informalities, to divide the award or to accept any part of any bid deemed for the best interest of the Town of Arlington.

TOWN OF ARLINGTON

Adam W. Chapdelaine Town Manager

June 6, 2013

SPECIFICATIONS FOR MAINTENANCE SERVICE CONRACT FOR HEATING, VENTILATION AND AIR CONDITIONING AT VARIOUS TOWN BUILDINGS

GENERAL RIQUIREMENTS

The Contractor shall use trained personnel to perform the labor for the required services. These workmen must have appropriate licenses. A list of qualified workman and their credentials must be supplied with the original bid to the Town of Arlington. No Sub-Contractors are allowed with this bid.

The Contractor, or his representative, shall report to the Facility Superintendent for each every day that work is being performed on site. A work report signed by a representative at each building shall be submitted daily with the following information:

- a) Dates
- b) Time of start and finish of each job
- c) Brief description of work being performed
- d) Name and number of parts repaired of replaced
- e) Recommendations or comments pertaining to the operation of the equipment
- f) Hours worked

The contractor shall render <u>priority service</u> to the Town of Arlington to perform all emergency and ordinary service as a condition of this Contract. If, for any reason, equipment must be shut down for an extended period, the Facilities Superintendent shall be notified immediately of the problem, and the measures being taken to restore the equipment to service as soon as possible.

As work is scheduled, the Contractor shall issue to the mechanic on the job; the necessary and appropriate manufactures recommended maintenance procedures, and a listing of the apparatus concerned.

All <u>planned</u> repairs and preventive maintenance service work under these specifications shall be performed during normal working hours of a regular business day, which is typically between the hours of 7:00 a.m. and 3:30 p.m. Monday thru Friday. Planned repairs and preventive maintenance service work will be completed at a straight time hourly rate.

Emergency corrective maintenance service, including overtime service, shall be included under this Contract, on a "time and material basis" as needed.

Service of this nature, that may be needed in order to keep the building systems in proper operating condition, shall be provided within two (2) hours from the time such call originates (including weekends and holidays). Emergency repairs shall be provided a on a twenty –four (24), seven-day a week basis.

After-hour telephone calls for emergency repairs shall be answered directly to the Contractor's personal or answering service.

Period of Service Contract is:

July 1, 2013 through June 30, 2014 July 1, 2014 through June 30, 2015 July 1, 2015 through June 30, 2016

Term of Contract- This service shall commence on the first day of this contract and continue for a period of one (1) year, two (2) years or three (3) years as indicated. The option of extending the contract for years two and three are within the sole discretion of the Town of Arlington.

All bidders shall visit, examine and inspect the site to become thoroughly familiar with it and conditions under which work will be accomplished. The Town Of Arlington will not be responsible for errors, omissions and/or charges for extra work arising due to failure of the bidder to familiarize themselves with contract documents or existing conditions.

The Contractor is to further guarantee that the labor and material will be up to the standard and suitable for the various purposes intended.

PREVENTIVE MAINTENANCE CONTRACT

- Preventive maintenance work shall be performed on all HVAC equipment listed below semiannually, Spring and Fall.
- All parts and labor to maintain the HVAC equipment will be supplied by the contractor with a cost plus mark-up on materials as well as labor to perform such repairs as listed in the pricing sheet.
- The Town of Arlington will pay the contractor all labor, parts, refrigerants, materials, filters, and supplies to maintain maximum efficient operation of the HVAC equipment and all its necessary controls.
- The preventive maintenance will include the fall pump-down of all air conditioning equipment and the spring start-up including venting, insuring flow and start-up of all equipment and includes similar functions for the seasonal changeover cycle for the heating units.
- Preventive Maintenance will include, but is not limited to the following:
 - 1. Spring and Fall lubrication of all pumps, motors, and bearings, in accordance with manufacturer's specifications, except where sealed;
 - 2. Spring and Fall clean all drains and pan lines.
 - 3. Spring and Fall check of all electrical contacts and connections.
 - 4. Spring and Fall check and recording of all voltage and current draws, including nameplate data;

- 5. Spring and Fall check dampers, belts, bearings, pumps, motors, compressors, shafts, and sheaves for alignment, noise level and vibration.
- 6. Spring and Fall change filters and clean heat transfer surfaces, including evaporators and condensers.
- 7. Spring and Fall Inspect automatic heating and air conditioning controls and dampers for position and operation.
- 8. Spring and Fall Calibrate and loop tune Johnson Control (JCI) Metasys and Allerton systems once a year in all buildings listed.
- The Town of Arlington reserves the right to obtain competitive quotes on all projects and will bid all projects in excess of \$5,000.00

REPORTS

A written inspection report will be forwarded by mail to the Facility Superintendent, Mark Miano, 869 Massachusetts Avenue, Arlington, MA 02476 following each scheduled preventive maintenance inspection visit at each location.

It is imperative that all service orders or invoices be signed by a custodian and forwarded to, Mark Miano Superintendent of Building Maintenance and Custodians.

Any billing not covered by the HVAC contract is to be accompanied by a letter explaining why the town is being billed. It is the intent of this contract to cover all normal HVAC services.

Service rate i	or regular nours	3 7:00 a.m. to 3:	30 p.m. – Mo	nday through	Friday:	
			<u></u>			
Service rate f	or overtime, 3:3	0 p.m. to 7:00	a.m., Weekda	ys and all day	Saturday,	Sundays and Holidays
	ŕ	1	ŕ	•		, ,

Mileage is to be included in the above rate structure.

REQUIREMENTS

- Bidder must provide a bid surety in the form of certified check, money order, or bid bond payable to Town of Arlington in an amount equal to five percent (5%) of the bid total amount.
- The Contractor shall, as a bidder, submit a list of at least three (3) contracts of a similar nature wherein he is servicing, maintaining, and providing repair service covering equipment of the same type and application prior to award of bid.
- Bids will be valid only when accompanied by a Certificate of Eligibility in HVAC and Energy
 Management Systems issued by the Division of Capital Asset Management (DCAM) showing that
 the contractor has been approved to bid on projects the size and nature of that advertised and an
 Update Statement summarizing the contractor's record for the period between the latest DCAM
 certification and the date contractor submits its bid.
- The successful bidder shall be fully licensed to do business as a registered contractor in the state of Massachusetts. Have at least Ten (10) full-time Massachusetts Licensed HVAC journeymen servicemen on staff, as well as at least two (2) trained Technicians on staff capable of validating, commissioning Metasys Direct Digital Controls.
- * Contractor must have Staff experienced on pneumatic controls.

LOCATION OF UNITS

BUILDING & ADDRESS	TYPE	<u>UNITS</u>	LOCATION
Arlington High School 869 Massachusetts Avenue	RTU's	5 H&V,s	Roof
Ottoson Middle School			
63 Acton Street	1-4 RTU's #1 Mammoth #2 Trane	Heating and Cooling 40-Ton 50 Ton	Roof
	#3 Trane #4 Mammoth 5-10 RTU's #5 Trane	35 Ton 35 Ton Heating & Cooling 2-1/2 Ton	Roof
	#6 Trane #7 Trane #8 Trane	2 Ton 1-1/2 Ton 2 Ton	
	#9 Trane #10 Trane	1-1/2 Ton 6 Ton	
	2-Trane Heat pumps	3 Ton	Media Center
Brackett School 66 Eastern Avenue	(JCI Metasys DDC Syst	ems)	
	McQuay RTU #1 RTU #2 RTU #3 RTU #4	4 Units 30 HP H & V 7.5 HP Heating & Coo 20 HP Heat & Cool 7.5 HP Heat & Vent	Roof

BUILDING & ADDRESS	ТҮРЕ	UNIT LC	<u>CATION</u>
Hardy School 52 Lake St.	(JCI Metasys DDC Syst	ems)	
	10 Trane Units		Roof
	RTU1	No Cooling	
	RTU 1A	No Cooling	
	RTU 2	No Cooling	
	RTU 3	No Cooling	
	RTU 4	No Cooling	
	RTU 5	No Cooling	
	RTU 6	No Cooling	
	RTU 7	Model #TTA120C300FA Serial #R232S4Fah	
	DELIO	1 Condenser/Roof	
	RTU8 RTU 9	HVAC unit Model #TTA090A300dA Serial # R235Me5Ah	
		1 Condenser/Roof	
		1 H&V Unit (Model # MCCA021)	Gym
Bishop School 25 Columbia Rd	Trane Equipment		
	RTU1 no heat	Model# TSCA0066CA S/N K99d73161M	
		Condenser ACCU-2	Roof
	RTU2 no heat	Model# TSCA0066CA	•
		Condenser ACCU-3	Roof
	RTU3 gas heat	Model# Ycd060 c3hbbF S/N P12104463d	
		Condenser ACCU-1	Roof
		4- Heating & Ventilation Units	
		1 Heating & Ventilation Unit	Cafe
Peirce School 85 Park Ave ext	JCI Metasys Systems		
	(1) Package Unit AAON	RK-08-3	
	(1) Package Unit AAON	RK-2020 ton	
	(1) Package Unit Carrier	48HJE-008	
	(1) Split System Carrier	53QAB-018	
	(2) Air Handlers Dunham-	Rush	

Town Hall Annex 730 Mass Ave

York Equipment

AC-1 Model H1CE090A25 AH-1 Model K4EV090A33 AC-2 Model H1CE090A25 AH-2 Model K4EV090A33A (23) Mitsubishi Split Systems

BUILDING & ADDRESS	TYPE	UNITS		LOCATION
Community Safety Building				
112 Mystic Street	Cooling Towe	er		
,		mps units and related		
	Change over o		al.	
Fox Library				
175 Mass Äve	1 water-coole	d roof top unit (30 ton es	st.)	
		ange over controls.		
2 Filter changes per year	and 2 P.M. visits p	er year at the start of hea	ating and cool	ing season.
D 11' T'1	() ()			
Robbins Library 700 Massachusetts Avenue	(Metasys)	79400D EO AEGO	Т	A 443 -
700 Massachusetts Avenue		CS490D-FO-AF60	Tons	Attic
		CS490D-FO-AF	60 Tons	Attic
		nd related pumps and va		Roof
	Model YCAJ76		160 Tons	
×.	Serial #YFAM8	37/30		D. C
	4-exhaust fans			Roof
24- Fan powered VAV be once a year prior to the sta			and filter chan	ige to be done

BID AWARD

It is the intent of the Town to award the bid to the lowest responsible bidder based on the three (3) year total cost of providing the service requested.

If it should become necessary to revise any part of this Invitation to Bid or otherwise provide additional information, an addendum will be issued by the Town Of Arlington and furnished to all prospective bidders who have obtained copies of this original Invitation to Bid.

PROPOSAL

FOR: Maintenance Service Contract for Heating, Ventilation, and Air Conditioning Equipment-Various Buildings.

TO: Town Manager Arlington, MA 02476

The undersigned, as bidder, declares that the only persons or parties interested in this proposal as principals are those named herein; that this proposal is made without collusion with any other person, firm, or corporation; that he was carefully examined the location of the proposed work, the proposed form of contract and the specifications therein contained or referred to; that he will agree, if this proposal is accepted, to contract with the Tow of Arlington, in the form of said contract, to provide all necessary tools and apparatus and furnish all materials necessary for the work, in the manner and time therein prescribed and according to the requirements of the Town Manager as therein set forth.

The undersigned proposes to furnish all labor and materials required for:

Maintenance Service Contract for Heating, Ventilation and Air Conditioning Equipment at the Arlington High School, Arlington High school Media Center, Ottoson Middle School, Gibbs School, Central School, Engineering Building, Town Hall Annex, Community Safety Building, Robbins Library and Fox Library, all in Arlington, MA in accordance with the accompanying specifications prepared by the Town of Arlington, for the contract price specified below, subject to additions and deductions according to the terms of the specifications.

BASE BID

LOCATION	BILL TO:	FY 2014	FY 2015	FY 2016
(a) Arlington High School	Town of Arlington School Department 869 Mass. Ave.	d	ф	•
	Arlington, MA	\$	\$	\$
(b) Ottoson Middle School	Town of Arlington School Department 869 Mass. Ave.			
	Arlington, MA	\$	\$	\$
(c) Brackett School	Town of Arlington School Department 869 Mass. Ave.			
	Arlington, MA	\$	\$	\$
(d) Hardy School	Town of Arlington School Department 869 Mass. Ave.			
	Arlington, MA	\$	_ \$	\$

(e) Bishop School	Town of Arlington School Department 869 Mass. Ave. Arlington, MA	\$	\$	\$	
(f) Peirce School	Town of Arlington School Department 869 Mass. Ave. Arlington, MA.	\$	\$_	\$\$	
(g) Dallin School	Town of Arlington School Department 869 Mass. Ave. Arlington, MA.	\$	\$	\$	
(h) Central School Bldg. Gibbs School	Town of Arlington Planning Department 730 Mass. Ave. Arlington, MA	\$ \$	\$\$ \$	\$ \$	
(i) Engineering Bldg. and Town Hall Annex	Town of Arlington Properties Div. 730 Mass. Ave. Arlington, MA	\$	\$	<u> </u>	
(j) Community Safety Building	CS Building 112 Mystic St. Arlington, MA	\$	\$	\$	
(k) Robbins Library	Robbins Library Mary Ellen Loud 700 Mass. Ave. Arlington, MA	\$	<u> </u>	\$	
(l) Fox Library 175 Mass. Ave.	Robbins Library Mary Ellen Loud 700 Mass. Ave. Arlington, MA	\$	\$	<u> </u>	
BASE BID SUB-TOTAL		\$	\$	\$	
TIME AND M.	<u>ATERIALS</u>				
a.) Parts and/or \$25,000.00 plus	Materials Cost: % Total Markup \$	\$	\$	\$	

I.

PLEASE NOTE:

TEL. NO.

The successful bidder shall bill items a, b, c, d, e, f, g, h, i, j and k to their respective departments monthly.

TOTAL BID PRICE: (Sum of Base Bid Sub-Total Section I and Time and Materials Section II) FISCAL YEAR 2014 (in words) dollars FISCAL YEAR 2015 (in words)_____(\$____) dollars FISCAL YEAR 2016 (in words)______(\$_____) dollars TOTAL PRICE FOR THREE YEARS (Award will be made to the lowest, responsive, responsible bidder based on the three (3) year total) (in words)______(\$_____) dollars TERMS____ COMPANY ADDRESS_____ SIGNED BY (COMPANY OFFICIAL) (Name) (Title)

DATE____

CERTIFICATE OF NON-COLLUSION

The undersigned certifies under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club or other organization, entity, or group of individuals.

(Signature of individual submitting	bid or proposal)
(Name of individual submitting bid	or proposal)
Name of Business	· · · · · · · · · · · · · · · · · · ·
<u>Date</u>	
	PA, I certify under the penalties of perjury that I have complied with exes, reporting of employees and contractors, and withholding and
Social Security Number or Federal Identification Number	Signature of Individual or Responsible Corporate Officer and Title

NON-COLLUSION FORMS
MUST BE SIGNED AND
SUBMITTED WITH BID

To: dlanzillotti@town.arlington.ma.us

Date: 06/04/2013 05:19 PM

Subject: Prevailing wage schedule for Wage Request number :20130604-078

To view and print Weekly Payroll & Compliance Forms Click on www.mass.gov/dols/pw

PLEASE NOTE: The attached Prevailing Wage Schedule is valid for 90 days. An Awarding Authority should re-request an up to date Prevailing Wage Schedule if it has NOT opened bids or selected a contractor within 90 days of the issuance date of the attached prevailing wage schedule.

* NEW - Effective 3/18/10, prevailing wage schedules will include apprentice wages (expressed as a dollar figure) including the required benefits pursuant to the prevailing wage law. Apprentice wages shall be no less than the published amounts. Contractors that provide health and welfare, pension or supplemental unemployment benefits to apprentices, may deduct the amount of those benefit contributions from the published wages. For further details please see DOS Opinion Letter PW 2010-03-03.16.10(Dated March 18,2010)at www.mass.gov/dols.

*For MULTI-YEAR projects bid on or after 8/8/08, Awarding Authorities must request an Annual Update to this Prevailing Wage Schedule each year for the duration of the project, no later than two weeks before the anniversary date of the execution of the general contract. Annual updates are not required for projects that last LESS THAN ONE YEAR.

*For CM AT RISK projects (bid pursuant to GL c.149A), Awarding Authorities should request a Prevailing Wage Schedule NOT sooner than 90 days before the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid opening date for the FIRST "fast-track" Trade Contractor scope of work (e.g., site work, etc.). For MULTI-YEAR CM AT RISK projects bid on or after 8/8/08, Awarding Authorities also must request an Annual Update to this prevailing wage schedule each year for the duration of the project.

Request Prevailing Wage Rates online at: www.mass.gov/dols.

THIS IS A SYSTEM-GENERATED EMAIL. PLEASE DO NOT REPLY TO THIS EMAIL. TO CONTACT DLS REGARDING PREVAILING WAGE MATTERS CALL 617.626.6953

APPROVAL/DENIAL COMMENTS

This e-mail message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure, or distribution is strictly prohibited and may be the subject of legal action. If you are not the intended recipient, please contact the sender by reply e-mail and destroy all copies of the original message. Thank you.

Attachments:

File: 20130604-078.pdf Size: 160k Content Type: application/pdf



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

JOANNE F. GOLDSTEIN
Secretary
HEATHER E. ROWE
Director

Awarding Authority:

Town of Arlington

Contract Number:

13-15

City/Tov

City/Town: ARLINGTON

Description of Work:

Provide all labor, materials, equipment and supervision necessary for the Service and Repair of HVAC Systems as

per specifications.

Job Location:

Various Buildings

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.
- Awarding authorities 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.
- 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. Once a contractor has been selected by the awarding authority, the wage schedule shall be made a part of the contract for that project. The wage schedule must be posted in a conspicuous place at the work site during 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 regardless of 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 Division of Apprentice Training (DAT). Apprentices must keep his/her apprentice identification card on his/her person during all work hours on the project. If an apprentice rate is listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAT, the apprentice may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAT, the apprentice 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. 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 directly to the awarding authority 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 criminal
 penalties.

Issue Date: 06/04/2013 Wage Request Number: 20130604-078

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction					o nomproy mene	
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2012	\$31.55	\$8.91	\$8.00	\$0.00	\$48.46
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2012	\$31.62	\$8.91	\$8.00	\$0.00	\$48.53
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2012	\$31.74	\$8.91	\$8.00	\$0.00	\$48.65
ADS/SUBMERSIBLE PILOT	08/01/2012	\$82.32	\$9.80	\$17.67	\$0.00	\$109.79
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2013	\$85.47	\$9.80	\$17.67	\$0.00	\$112.94
	08/01/2014	\$88.62	\$9.80	\$17.67	\$0.00	\$116.09
	08/01/2015	\$91.77	\$9.80	\$17.67	\$0.00	\$119.24
AIR TRACK OPERATOR	06/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
LABORERS - ZONE 1	12/01/2013	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	06/01/2014	\$35.30	\$7.10	\$12,45	\$0.00	\$54.85
	12/01/2014	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	06/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	12/01/2015	\$37.55	\$7.10	\$12,45	\$0.00	\$57.10
	06/01/2016	\$38.30	\$7.10	\$12.45	\$0.00	\$57.85
	12/01/2016	\$39.30	\$7.10	\$12.45	\$0.00	\$58.85
For apprentice rates see "Apprentice- LABORER"	radion (A. Walland M. I.) (Madell) (Malelgik) (A) (A) (A) (A) (A) (A) (A) (A) (A) (an monta conservator conserva			t M. A. L. (-), M. A. J. (-	***************************************
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	06/01/2013	\$29.88	\$10.40	\$5.95	\$0.00	\$46.23
LI NOO MOOMSON BOOKE V BOOK ON	12/01/2013	\$30.68	\$10.40	\$5.95	\$0.00	\$47.03
•	06/01/2014	\$31.58	\$10.40	\$5.95	\$0.00	\$47.93
	12/01/2014	\$32.48	\$10.40	\$5.95	\$0.00	\$48.83
	06/01/2015	\$33.43	\$10.40	\$5.95	\$0.00	\$49.78
	12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
ASPHALT RAKER	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52,85
LABORERS - ZONE I	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38,80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63,89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67
BACKHOE/FRONT-END LOADER	06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63,89
OPERATING ENGINEERS LOCAL 4	12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

 Issue Date:
 06/04/2013
 Wage Request Number:
 20130604-078
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
LABORERS - ZONE 1	12/01/2013	\$34.05	\$7 .10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54,35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7 .10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56,60
	06/01/2016	\$37.80	\$ 7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER	06/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
LABORERS - ZONE I	12/01/2013	\$34,55	\$7.10	\$12,45	\$0.00	\$54.10
	06/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	12/01/2014	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	06/01/2015	\$36,80	\$7.10	\$12,45	\$0.00	\$56,35
	12/01/2015	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	06/01/2016	\$38.30	\$7.10	\$12.45	\$0.00	\$57.85
	12/01/2016	\$39.30	\$7.10	\$12.45	\$0.00	\$58.85
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55,85

	Effect Step	ive Date - 01/01/20 percent		apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	65		\$24.51	\$6.97	\$11.18	\$0.00	\$42.66	
	2	65		\$24.51	\$6.97	\$11.18	\$0.00	\$42.66	
	3	70		\$26.39	\$6.97	\$11.18	\$0.00	\$44.54	
	4	75		\$28.28	\$6.97	\$11,18	\$0.00	\$46.43	
	5	80		\$30.16	\$6.97	\$11.18	\$0.00	\$48.31	
	6	85		\$32.05	\$6.97	\$11.18	\$0.00	\$50,20	
	7	90		\$33.93	\$6.97	\$11.18	\$0.00	\$52.08	
	8	95		\$35.82	\$6.97	\$11.18	\$0.00	\$53.97	
	Notes	LA CORNER MARINE CONTRACT SALES	W NORTHWAY WARRIES ANNUALS.	COMMISSION AND AND AND AND AND AND AND AND AND AN	ACTION SELECTION ACCORDINGS	encontrol Valuations to Valuation	AMERICAN DESIGNATION AND ADMINISTRAL AND	and the second s	
		entice to Journeywork	er Ratio:1:5	AMERICAN AME	essence versus successor a	CONTROL CONTRO	enterview varieties and		
RICK/STON ATERPRO		FICIAL MASONRY (NCL. MASONRY	02/01/2013	3 \$47.41	\$10.18	\$17.83	\$0.00	\$75.42
ICKLAYERS L	,	OSTON)		08/01/2013	3 \$48.31	\$10.18	\$17.90	\$0.00	\$76.39
				02/01/2014	4 \$48.87	\$10.18	\$17.90	\$0.00	\$76.95
				08/01/2014	4 \$49.77	\$10.18	\$17.97	\$0.00	\$77.92
				02/01/2015	5 \$50.33	\$10.18	\$17.97	\$0.00	\$78.48
				08/01/2015	5 \$51.23	\$10.18	\$18.04	\$0.00	\$79.45
				02/01/2016	5 \$51.80	\$10.18	\$18.04	\$0.00	\$80.02
				08/01/2016	5 \$52.70	\$10.18	\$18.12	\$0.00	\$81.00
				02/01/2017	7 \$53.27	\$10.18	\$18.12	\$0.00	\$81.57

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Wage Request Number:

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Issue Date: 06/04/2013

Effective Date Base Wage Health

Pension

Total Rate

	Step	ive Date - 02/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$23.71	\$10.18	\$17.83	\$0.00	\$51.72	
	2	60	\$28.45	\$10.18	\$17.83	\$0.00	\$56.46	
	3	70	\$33,19	\$10.18	\$17.83	\$0.00	\$61.20	
	4	80	\$37.93	\$10.18	\$17.83	\$0.00	\$65.94	
	5	90	\$42.67	\$10.18	\$17.83	\$0.00	\$70.68	
	Effecti	ive Date - 08/01/2013				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$24.16	\$10.18	\$17.90	\$0.00	\$52.24	
	2	60	\$28.99	\$10.18	\$17.90	\$0.00	\$57.07	
	3	70	\$33.82	\$10.18	\$17.90	\$0.00	\$61.90	
	4	80	\$38.65	\$10.18	\$17.90	\$0.00	\$66.73	
	5	90	\$43.48	\$10.18	\$17.90	\$0.00	\$71.56	
	Notes:	er eronenen stammete vertromete eronenen bezonerro eronentro eroneteko boro	inch arrests fortabr atabres tradects (satisfus solicitus	herebredit Abeliatitis vacalitatis a	the label to the l	2007-resemble Georgian Control (Anti-vision) 2017-	review	
	Appre	ntice to Journeyworker Ratio;1;5	en encour Annen comme encour annous Comme.	emonane amanana amanana wa	estimite applying of the control of	Seminar encountry encountry some	none Common Manager Calaborate	
JLLDOZEF Erating en		ER/SCRAPER	06/01/2013	3 \$39.96	\$10.00	\$13.55	\$0.00	\$63.51
		'Apprentice- OPERATING ENGINEERS"	12/01/2013	3 \$40.74	\$10.00	\$13.55	\$0.00	\$64.29
		INNING BOTTOM MAN	06/01/2013	3 \$34.20	\$7.10	\$12.60	\$0.00	\$53.90
BORERS - FO	UNDATION	AND MARINE	12/01/2013	3 \$34.95	\$7.10	\$12.60	\$0.00	\$54.65
			06/01/2014	4 \$35.70	\$7.10	\$12.60	\$0.00	\$55.40
			12/01/2014	4 \$36.45	\$7.10	\$12.60	\$0.00	\$56.15
			06/01/201:	5 \$37.20	\$7.10	\$12.60	\$0.00	\$56.90
					\$7.10 \$7.10	\$12.60 \$12.60	\$0.00 \$0.00	
			06/01/201:	\$37.95				\$57.65
For apprenti	ce rates see ¹	'Annrentice- LABORER"	06/01/201: 12/01/201:	\$37.95 \$38.70	\$7.10	\$12.60	\$0.00	\$56.90 \$57.65 \$58.40 \$59.40
AISSON &	UNDERP	'Apprentice- LABORER" INNING LABORER	06/01/201: 12/01/201: 06/01/2016	\$37.95 \$38.70 \$39.70	\$7.10 \$7.10	\$12.60 \$12.60	\$0.00 \$0.00	\$57.65 \$58.40
ISSON &	UNDERP		06/01/201: 12/01/201: 06/01/2016 12/01/2016	\$37.95 \$38.70 \$39.70 \$33.05	\$7.10 \$7.10 \$7.10	\$12.60 \$12.60 \$12.60	\$0.00 \$0.00 \$0.00	\$57.65 \$58.40 \$59.40
ISSON &	UNDERP	INNING LABORER	06/01/201: 12/01/201: 06/01/2010 12/01/2010	\$37.95 \$38.70 \$39.70 \$33.05 \$33.80	\$7.10 \$7.10 \$7.10 \$7.10	\$12.60 \$12.60 \$12.60	\$0.00 \$0.00 \$0.00	\$57.65 \$58.40 \$59.40 \$52.75 \$53.50
ISSON &	UNDERP	INNING LABORER	06/01/2013 12/01/2016 06/01/2016 12/01/2016 06/01/2013	\$37.95 \$38.70 \$39.70 \$33.05 \$33.80 \$34.55	\$7.10 \$7.10 \$7.10 \$7.10 \$7.10	\$12.60 \$12.60 \$12.60 \$12.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$57.65 \$58.40 \$59.40 \$52.75
JSSON &	UNDERP	INNING LABORER	06/01/201: 12/01/201: 06/01/2010 12/01/2010 06/01/201: 12/01/2013	\$37.95 \$38.70 \$39.70 \$33.05 \$33.80 \$34.55 \$35.30	\$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10	\$12.60 \$12.60 \$12.60 \$12.60 \$12.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$57.65 \$58.40 \$59.40 \$52.75 \$53.50 \$54.25
AISSON &	UNDERP	INNING LABORER	06/01/201: 12/01/201: 06/01/2016 12/01/2016 06/01/201: 12/01/2016 12/01/2014	\$37.95 \$38.70 \$39.70 \$33.05 \$33.80 \$34.55 \$4 \$35.30 \$36.05	\$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10	\$12.60 \$12.60 \$12.60 \$12.60 \$12.60 \$12.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$57.65 \$58.40 \$59.40 \$52.75 \$53.50 \$54.25 \$55.75
AISSON &	UNDERP	INNING LABORER	06/01/201: 12/01/201: 06/01/2016 12/01/2016 06/01/201: 12/01/2014 12/01/2014 06/01/2015	\$37.95 \$38.70 \$39.70 \$33.05 \$33.80 \$4 \$34.55 \$4 \$35.30 \$36.05 \$36.80	\$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10	\$12.60 \$12.60 \$12.60 \$12.60 \$12.60 \$12.60 \$12.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$57.65 \$58.40 \$59.40 \$52.75 \$53.50 \$54.25 \$55.00

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
06/01/2013	\$33.05	\$7.10	\$12.60	\$0.00	\$52.75
12/01/2013	\$33.80	\$7.10	\$12.60	\$0.00	\$53.50
06/01/2014	\$34.55	\$7.10	\$12.60	\$0.00	\$54.25
12/01/2014	\$35.30	\$7.10	\$12.60	\$0.00	\$55.00
06/01/2015	\$36.05	\$7.10	\$12.60	\$0.00	\$55.75
12/01/2015	\$36.80	\$7.10	\$12.60	\$0.00	\$56,50
06/01/2016	\$37.55	\$7.10	\$12.60	\$0.00	\$57.25
12/01/2016	\$38.55	\$7.10	\$12.60	\$0.00	\$58.25
06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53,60
06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
03/01/2013	\$33.92	\$9.80	\$15.61	\$0.00	\$59.33
09/01/2013	\$34.53	\$9.80	\$15.61	\$0.00	\$59.94
03/01/2014	\$35.13	\$9.80	\$15.61	\$0.00	\$60.54
09/01/2014	\$35.90	\$9.80	\$15.61	\$0.00	\$61.31
03/01/2015	\$36.67	\$9.80	\$15.61	\$0.00	\$62.08
	06/01/2013 12/01/2013 06/01/2014 12/01/2014 06/01/2015 12/01/2016 12/01/2016 06/01/2013 12/01/2014 06/01/2014 12/01/2014 06/01/2015 12/01/2015 06/01/2016 12/01/2016 03/01/2016 03/01/2013 09/01/2013 03/01/2014 09/01/2014	06/01/2013 \$33.05 12/01/2013 \$33.80 06/01/2014 \$34.55 12/01/2014 \$35.30 06/01/2015 \$36.05 12/01/2015 \$36.80 06/01/2016 \$37.55 12/01/2016 \$38.55 06/01/2013 \$33.30 12/01/2013 \$34.05 06/01/2014 \$34.80 12/01/2014 \$35.55 06/01/2015 \$36.30 12/01/2015 \$37.05 06/01/2016 \$37.80 12/01/2016 \$37.80 12/01/2016 \$38.80 03/01/2013 \$33.92 09/01/2013 \$34.53 03/01/2014 \$35.13 09/01/2014 \$35.13	06/01/2013 \$33.05 \$7.10 12/01/2013 \$33.80 \$7.10 06/01/2014 \$34.55 \$7.10 12/01/2014 \$35.30 \$7.10 06/01/2015 \$36.05 \$7.10 12/01/2015 \$36.80 \$7.10 06/01/2016 \$37.55 \$7.10 12/01/2016 \$38.55 \$7.10 06/01/2013 \$33.30 \$7.10 12/01/2013 \$34.05 \$7.10 06/01/2014 \$34.80 \$7.10 12/01/2014 \$35.55 \$7.10 06/01/2014 \$36.30 \$7.10 12/01/2015 \$36.30 \$7.10 12/01/2016 \$37.80 \$7.10 06/01/2016 \$37.80 \$7.10 12/01/2016 \$38.80 \$7.10 03/01/2013 \$33.92 \$9.80 09/01/2013 \$34.53 \$9.80 09/01/2014 \$35.90 \$9.80 09/01/2014 \$35.90 \$9.80	06/01/2013 \$33.05 \$7.10 \$12.60 12/01/2013 \$33.80 \$7.10 \$12.60 06/01/2014 \$34.55 \$7.10 \$12.60 12/01/2014 \$35.30 \$7.10 \$12.60 06/01/2015 \$36.05 \$7.10 \$12.60 12/01/2015 \$36.80 \$7.10 \$12.60 06/01/2016 \$37.55 \$7.10 \$12.60 12/01/2016 \$38.55 \$7.10 \$12.60 06/01/2013 \$33.30 \$7.10 \$12.45 12/01/2013 \$34.05 \$7.10 \$12.45 06/01/2014 \$34.80 \$7.10 \$12.45 12/01/2014 \$35.55 \$7.10 \$12.45 12/01/2014 \$35.55 \$7.10 \$12.45 12/01/2015 \$36.30 \$7.10 \$12.45 12/01/2016 \$37.80 \$7.10 \$12.45 06/01/2016 \$37.80 \$7.10 \$12.45 12/01/2016 \$38.80 \$7.10 \$12.45 03/01/2013	Effective Date Base Wage Health Pension Unemployment 06/01/2013 \$33.05 \$7.10 \$12.60 \$0.00 12/01/2013 \$33.80 \$7.10 \$12.60 \$0.00 06/01/2014 \$34.55 \$7.10 \$12.60 \$0.00 12/01/2014 \$35.30 \$7.10 \$12.60 \$0.00 06/01/2015 \$36.05 \$7.10 \$12.60 \$0.00 12/01/2015 \$36.80 \$7.10 \$12.60 \$0.00 06/01/2016 \$37.55 \$7.10 \$12.60 \$0.00 12/01/2016 \$38.55 \$7.10 \$12.60 \$0.00 06/01/2013 \$33.30 \$7.10 \$12.45 \$0.00 12/01/2013 \$34.05 \$7.10 \$12.45 \$0.00 06/01/2014 \$34.80 \$7.10 \$12.45 \$0.00 12/01/2014 \$35.55 \$7.10 \$12.45 \$0.00 06/01/2015 \$36.30 \$7.10 \$12.45 \$0.00 06/01/2016 \$37.8

Issue Date: 06/04/2013

Wage Request Number: 20130604-078

Apprentice - CARPENTER - Zone 2 Eastern MA

	Effecti	ve Date -	03/01/2013				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$16.96	\$9.80	\$1.57	\$0.00	\$28.33	
	2	60		\$20.35	\$9.80	\$1.57	\$0.00	\$31.72	
	3	70		\$23.74	\$9.80	\$10.90	\$0.00	\$44.44	
	4	75		\$25.44	\$9.80	\$10.90	\$0.00	\$46.14	
	5	80		\$27.14	\$9.80	\$12.47	\$0.00	\$49.41	
	6	80		\$27.14	\$9.80	\$12.47	\$0.00	\$49.41	
	7	90		\$30.53	\$9.80	\$14.04	\$0.00	\$54.37	
	8	90		\$30,53	\$9.80	\$14.04	\$0.00	\$54.37	
		ve Date -	09/01/2013				Supplemental		
	Step	percent	o Mikipi je i j	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$17.27	\$9.80	\$1.57	\$0.00	\$28.64	
	2	60		\$20.72	\$9.80	\$1.57	\$0.00	\$32.09	
	3	70		\$24.17	\$9.80	\$10.90	\$0.00	\$44.87	
	4	75		\$25.90	\$9.80	\$10.90	\$0.00	\$46.60	
	5	80		\$27.62	\$9.80	\$12.47	\$0.00	\$49.89	
	6	80		\$27.62	\$9.80	\$12.47	\$0.00	\$49.89	
	7	90		\$31.08	\$9.80	\$14.04	\$0.00	\$54.92	
	8	90		\$31.08	\$9.80	\$14.04	\$0.00	\$54.92	
	Notes:	O STREET, CASTER C	OYIOLIS ENGINER «Intendet labertales establised «Intendes» ««««	eres secontra econocia seguinos manejos eccionia -	ancas nassas antesas e	#HOOD 1525500 42551	CHARLE REPORT FRANCES ALL	OTTE SERVICE SERVICE SERVICE	
	*								
	Appre	ntice to Joi	urneyworker Ratio:1:5	nno makaban narmann casanna unibesata sususces es		annen ename annyny ,	ellelenelen schwerzen, erreneuwe eusen		
MENT MAS			ING	02/01/2013	\$42.55	\$10.65	\$18.61	\$1.30	\$73.11
CKLAYERS LOC	_AL 3 (BU	iston)		08/01/2013	\$43.32	\$10.65	\$18,61	\$1.30	\$73.88
				02/01/2014	\$43.75	\$10.65	\$18.61	\$1.30	\$74.31
				08/01/2014	\$44.50	\$10.65	\$18.61	\$1.30	\$75.06
				02/01/2015	\$44.93	\$10.65	\$18.61	\$1.30	\$75.49
				08/01/2015	\$45.68	\$10.65	\$18.61	\$1.30	\$76.24
				02/01/2016	\$46.13	\$10.65	\$18.61	\$1.30	\$76.69
				08/01/2016	\$46.88	\$10.65	\$18.61	\$1.30	\$77.44
					\$47.33		\$18.61	\$1.30	

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

	Effecti	ve Date -	02/01/2013	·			Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$21.28	\$10.65	\$12.11	\$1.30	\$45.34	
	2	60		\$25.53	\$10.65	\$13.61	\$1.30	\$51.09	
	3	65		\$27.66	\$10.65	\$14.61	\$1.30	\$54.22	
	4	70		\$29.79	\$10.65	\$15.61	\$1.30	\$57.35	
	5	75		\$31.91	\$10.65	\$16.61	\$1.30	\$60.47	
	6	80		\$34.04	\$10.65	\$17.61	\$1.30	\$63.60	
	7	90	·	\$38.30	\$10.65	\$18.61	\$1.30	\$68.86	
	Effecti	ve Date -	08/01/2013				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$21.66	\$10.65	\$12.11	\$1.30	\$45.72	
	2	60		\$25.99	\$10.65	\$13.61	\$1.30	\$51.55	
	3	65		\$28.16	\$10.65	\$14.61	\$1.30	\$54.72	
	4	70		\$30.32	\$10.65	\$15.61	\$1.30	\$57.88	
	5	75		\$32.49	\$10.65	\$16.61	\$1.30	\$61.05	
	6	80		\$34.66	\$10.65	\$17.61	\$1.30	\$64.22	
	7	90		\$38.99	\$10.65	\$18.61	\$1.30	\$69.55	
	Notes:			THE THEORY WHEN STORM THOUSE STORMS	enteria torinini 2000020 2		200000 100001 40000 11		
	vonaca.	_	6000 hours					servine ner ne	
	Appre	ntice to Joi	urneyworker Ratio:1:3				TELES CONTROLL MANAGES MANAGES	to the control of the	
AIN SAW C		OR		06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52,85
ORERS - ZONE	s 1			12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
				06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
				12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
				06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
				12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
				06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
For apprentice	rates see "	Apprentice- I.	.ABORER"	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
AM SHELL:	S/SLUR	RY BUCK	ETS/HEADING MACHIN	ES 06/01/2013	3 \$41.34	\$10.00	\$13.55	\$0.00	\$64.89
ERATING ENGL	NEERS LO	OCAL 4		12/01/2013			\$13.55	\$0.00	\$65.67
			PERATING ENGINEERS"		· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·			
MPRESSOR				06/01/2013	\$28.19	\$10.00	\$13.55	\$0.00	\$51.74
		*	PERATING ENGINEERS"	12/01/2013	\$28.74	\$10.00	\$13.55	\$0.00	\$52.29
ELEADER (B	RIDGE)		01/01/2013	\$45.01	\$ 7.80	\$15.60	\$0.00	\$68.41

	Step	ve Date - 01/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$22.51	\$7.80	\$0.00	\$0.00	\$30.31	
	2	55	\$24.76	\$7.80	\$3.52	\$0.00	\$36.08	
	3	60	\$27.01	\$7.80	\$3.84	\$0.00	\$38.65	
	4	65	\$29.26	\$7.80	\$4.16	\$0.00	\$41.22	
	5	70	\$31.51	\$7.80	\$13.68	\$0.00	\$52.99	
	6	75	\$33.76	\$7.80	\$14.00	\$0.00	\$55.56	
	7	80	\$36.01	\$7.80	\$14.32	\$0.00	\$58.13	
	8	90	\$40.51	\$7.80	\$14.96	\$0.00	\$63.27	
	Notes:	Steps are 750 hrs.	heldelició emellelek kiróden Conform omengen vancasan me	MINOR LEARNER VALUE	TO SERVICE SERVICE AND ADMINISTRA		distrin, man	
	Appre	ntice to Journeyworker Ratio:1:1	COLUMN COLOGO COLOGO PORTON VINTONIA PRO	OCCUPATIVE APPRAISA T	entritude transmission amendeants d	antacharlas antradusadas, spirotrados pilos	marke standarder, standarders, franklicery	
EMO: ADZEN BORERS - ZONE			12/01/2011	\$31.80	\$7.10	\$12.45	\$0.00	\$51.35
For apprentice	rates see '	'Apprentice- LABORER"						
EMO: BACKI borers - zone		DADER/HAMMER OPERATOR	12/01/2011	\$32,80	\$7 .10	\$12.45	\$0.00	\$52.35
For apprentice	rates see '	'Apprentice- LABORER"						
EMO: BURNI <i>borers - zone</i>			12/01/2011	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
For apprentice	rates see 1	'Apprentice- LABORER"						
EMO: CONCI BORERS - ZONE		CUTTER/SAWYER	12/01/2011	\$32.80	\$7.10	\$12.45	\$0.00	\$52.35
For apprentice	rates see 1	'Apprentice- LABORER"		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			ANDRONALISMAN ANDROLOGISMAN AND HE HE	
EMO: JACKE borers - zone		ER OPERATOR	12/01/2011	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
For apprentice	rates see '	'Apprentice- LABORER"						
EMO: WREC BORERS - ZONE		ABORER	12/01/2011	\$31.80	\$7.10	\$12.45	\$0.00	\$51.35
		'Apprentice- LABORER"						
IRECTIONAL PERATING ENGL		L MACHINE OPERATOR OCAL 4	06/01/2013	\$39.96		\$13.55	\$0.00	\$63,51
			12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29
VER	iates see	'Apprentice- OPERATING ENGINEERS"	00/01/2013	ΦE 4.00	<i>ው</i> ስ ስለ	¢17 <i>6</i> 7	የ ለ ሰለ	eon an
LE DRIVER LOC	AL 56 (ZC	ONE 1)	08/01/2012			\$17.67 \$17.67	\$0.00	\$82.35
			08/01/2013	\$56.98		\$17.67 \$17.67	\$0.00 \$0.00	\$84.45
			08/01/2014			\$17.67 \$17.67		\$86.55
VER TENDE	 P		08/01/2015	\$61.18		\$17.67	\$0.00	\$88.65
E DRIVER LOC		ONE 1)	08/01/2012	·		\$17.67 \$17.67	\$0.00	\$82.35
			08/01/2013	\$56.98		\$17.67	\$0.00	\$84,45
			08/01/2014	\$59.08	\$9.80	\$17.67	\$0.00	\$86.55

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER TENDER (EFFLUENT)	08/01/2012	\$58.80	\$9.80	\$17.67	\$0.00	\$86.27
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2013	\$61.05	\$9.80	\$17.67	\$0.00	\$88.52
	08/01/2014	\$63.30	\$9.80	\$17.67	\$0.00	\$90.77
	08/01/2015	\$65.55	\$9.80	\$17.67	\$0.00	\$93.02
DIVER/SLURRY (EFFLUENT)	08/01/2012	\$82.32	\$9.80	\$17.67	\$0.00	\$109.79
PILE DRIVER LOCAL 56 (ZONE I)	08/01/2013	\$85.47	\$9.80	\$17.67	\$0.00	\$112.94
	08/01/2014	\$88.62	\$9.80	\$17.67	\$0.00	\$116.09
	08/01/2015	\$91.77	\$9.80	\$17.67	\$0.00	\$119.24
DRAWBRIDGE OPERATOR (Construction)	03/01/2013	\$43.52	\$13.00	\$14.16	\$0.00	\$70.68
ELECTRICIANS LOCAL 103	09/01/2013	\$44.20	\$13.00	\$14.18	\$0.00	\$71.38
	03/01/2014	\$44.92	\$13.00	\$14.20	\$0.00	\$72.12
	09/01/2014	\$45.60	\$13.00	\$14.22	\$0.00	\$72.82
	03/01/2015	\$46.32	\$13.00	\$14.24	\$0.00	\$73.56
	09/01/2015	\$47.27	\$13.00	\$14.27	\$0.00	\$74.54
	03/01/2016	\$48.23	\$13.00	\$14.30	\$0.00	\$75,53
For apprentice rates see "Apprentice- ELECTRICIAN"			***************************************		***************************************	
ELECTRICIAN ELECTRICIANS LOCAL 103	03/01/2013	\$43.52	\$13.00	\$14.16	\$0.00	\$70.68
ILLECT RICIANS DOCAL 103	09/01/2013	\$44.20	\$13.00	\$14.18	\$0.00	\$71.38
	03/01/2014	\$44.92	\$13.00	\$14.20	\$0.00	\$72.12
	09/01/2014	\$45.60	\$13.00	\$14.22	\$0.00	\$72.82
	03/01/2015	\$46.32	\$13.00	\$14.24	\$0.00	\$73.56
	09/01/2015	\$47.27	\$13.00	\$14.27	\$0.00	\$74.54
	03/01/2016	\$48.23	\$13.00	\$14.30	\$0.00	\$75.53

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Supplemental Unemployment Effective Date Base Wage Health Pension

\$6.96

\$8.78

\$0.00

	ive Date -	03/01/2013				Supplemental	
tep	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
Í	40		\$17.41	\$13.00	\$0.52	\$0.00	\$30.93
2	40		\$1 7.41	\$13.00	\$0.52	\$0.00	\$30.93
3	45		\$19.58	\$13.00	\$10.53	\$0.00	\$43.11
4	45		\$19.58	\$13.00	\$10.53	\$0.00	\$43.11
5	50		\$21.76	\$13.00	\$10.85	\$0.00	\$45.61
6	55		\$23.94	\$13.00	\$11.19	\$0.00	\$48.13
7	60		\$26.11	\$13.00	\$11.51	\$0.00	\$50.62
8	65		\$28.29	\$13.00	\$11.85	\$0.00	\$53.14
9	70		\$30.46	\$13.00	\$12.17	\$0.00	\$55.63
				#13 OA	010.51	ተ ለ ለለ	\$58.15
10	75		\$32.64	\$13.00	\$12.51	\$0.00	\$36.13
10 Effect	75 ive Date -	09/01/2013	\$32.64	\$13.00	\$12.51		\$36.13
		09/01/2013	\$32.64 Apprentice Base Wage		\$12.51 Pension	\$0.00 Supplemental Unemployment	Total Rate
E ffect Step	ive Date -	09/01/2013				Supplemental	Total Rate
E ffect Step	ive Date - percent	09/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	
Effect	percent	09/01/2013	Apprentice Base Wage \$17.68	Health \$13.00	Pension \$0.53	Supplemental Unemployment \$0.00	Total Rate \$31.21 \$31.21
Effect Step 1	percent 40 40	09/01/2013	Apprentice Base Wage \$17.68 \$17.68	Health \$13.00 \$13.00	Pension \$0.53 \$0.53	Supplemental Unemployment \$0.00	Total Rate
Effecti Step 1 2 3	percent 40 40 45	09/01/2013	Apprentice Base Wage \$17.68 \$17.68 \$19.89	Health \$13.00 \$13.00 \$13.00	Pension \$0.53 \$0.53 \$10.54	Supplemental Unemployment \$0.00 \$0.00 \$0.00	Total Rate \$31.21 \$31.21 \$43.43
Effecti Step 1 2 3 4	40 40 45 45	09/01/2013	Apprentice Base Wage \$17.68 \$17.68 \$19.89 \$19.89	Health \$13.00 \$13.00 \$13.00 \$13.00	Pension \$0.53 \$0.53 \$10.54 \$10.54	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$31.21 \$31.21 \$43.43 \$43.43 \$45.96
Effect Step 1 2	10 percent 40 40 45 45 50	09/01/2013	Apprentice Base Wage \$17.68 \$17.68 \$19.89 \$19.89 \$22.10	Health \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	Pension \$0.53 \$0.53 \$10.54 \$10.54 \$10.86	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$31.21 \$31.21 \$31.21 \$43.43 \$43.43 \$45.96 \$48.51
Effect Step 1 2 3 4 5	40 40 45 45 50	09/01/2013	Apprentice Base Wage \$17.68 \$17.68 \$19.89 \$19.89 \$22.10 \$24.31	Health \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.53 \$0.53 \$10.54 \$10.54 \$10.86 \$11.20	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$31.21 \$31.21 \$43.43
Effecti Step 1 2 3 4 5 6	10 percent 40 40 45 45 50 55 60	09/01/2013	Apprentice Base Wage \$17.68 \$17.68 \$19.89 \$19.89 \$22.10 \$24.31 \$26.52	Health \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	Pension \$0.53 \$0.53 \$10.54 \$10.54 \$10.86 \$11.20 \$11.53	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$31.21 \$31.21 \$43.43 \$43.43 \$45.96 \$48.51

Issue Date: 06/04/2013

ELEVATOR CONSTRUCTOR

ELEVATOR CONSTRUCTORS LOCAL 4

Wage Request Number:

20130604-078

01/01/2012

\$52.45

\$68.19

	Step	ive Date - 01/01/2012 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$26,23	\$8.78	\$0.00	\$0.00	\$35.01	
	2	55	\$28.85	\$8.78	\$6.96	\$0.00	\$44.59	
	3	65	\$34.09	\$8.78	\$6.96	\$0.00	\$49.83	
	4	70	\$36.72	\$8.78	\$6.96	\$0.00	\$52.46	
	5	80	\$41.96	\$8.78	\$6.96	\$0.00	\$57.70	
	Notes:		erformes admitted mathematic entrance entrance entrance en		TOTAL CONTROL CONTROL	TOTAL STATEMENT SPANNERS STA		
	Accident	Steps 1-2 are 6 mos.; Steps 3-5 are 1	year					
	Appre	ntice to Journeyworker Ratio:1:1	entron Antonios metronos transcos escandos escan	one consessor surround to	TOTAL CONTROL SOLUTION S	CONTROL AND	THE THEORY CONTOCOL VACCOUNT.	
EVATOR CO		UCTOR HELPER Ś LOCAL 4	01/01/2012	\$38.59	\$8.78	\$6.96	\$0.00	\$54.33
		IL ERECTOR	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
BORERS - ZONE	s I		12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
			06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
			12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
			06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
			12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
			06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
For appropriace		'Apprentice- LABORER"	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
		SON-BLDG,SITE,HVY/HWY	05/01/0050	#80.50		012.02	# 0.00	
PERATING ENGL			05/01/2013	\$38.50	\$10.00	\$13.02	\$0.00	\$61.52
			11/01/2013	\$39.26	\$10.00	\$13.02	\$0.00	\$62.28
For apprentice	rates see '	'Apprentice- OPERATING ENGINEERS"	05/01/2014	\$40.03	\$10.00	\$13.02	\$0.00	\$63.05
		HIEF-BLDG,SITE,HVY/HWY	05/01/2013	\$39.91	\$10.00	\$13.02	\$0.00	\$62,93
PERATING ENGL	NEERS LO	OCAL 4	11/01/2013	\$40.68	\$10.00	\$13.02	\$0.00	\$63.70
			05/01/2014	\$41.45	\$10.00	\$13.02	\$0.00	\$64.47
For apprentice	rates see '	Apprentice- OPERATING ENGINEERS*	AMAMATANIA MAMATANA MAMAMAMAMATANA Jirjinin jiriyo qoqayaya baqiliyo qoqayayay iyoliyinin qoqay		ro-orr-ooronovoronvurusuum	manarian da da papana da	i - n-l-n-d-h-hal-h-nama-nas-namasa-nasa-	
ELD ENG.RO P <i>ERATING ENGL</i>		SON-BLDG,SITE,HVY/HWY	05/01/2013	\$21.17	\$10.00	\$13.02	\$0.00	\$44.19
ENATING EN(III	IAEEVO YY	CAL 4	11/01/2013	\$21.63	\$10.00	\$13.02	\$0.00	\$44.65
For apprentice	rates see '	Apprentice- OPERATING ENGINEERS"	05/01/2014	\$22.08	\$10.00	\$13.02	\$0.00	\$45.10
RE ALARM I			03/01/2013	\$43.52	\$13.00	\$14.16	\$0.00	P70 C
ECTRICIANS LO								\$70.68
			09/01/2013	\$44.20	\$13.00	\$14.18	\$0.00	\$71.38
			03/01/2014	\$44.92	\$13.00	\$14.20	\$0.00	\$72.12
			09/01/2014	\$45.60	\$13.00	\$14.22	\$0.00	\$72.82
			03/01/2015	\$46.32	\$13.00	\$14.24	\$0.00	\$73.56
			09/01/2015	\$47.27	\$13.00	\$14.27	\$0.00	\$74.54
		Apprentice- ELECTRICIAN"	03/01/2016	\$48,23	\$13.00	\$14.30	\$0.00	\$75.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM REPAIR / MAINTENANCE	03/01/2013	\$32.64	\$13.00	\$12.51	\$0.00	\$58.15
/ COMMISSIONING ELECTRICIANS LOCAL 103	09/01/2013	\$33.15	\$13.00	\$12.52	\$0.00	\$58.67
50.52.50	03/01/2014	\$33.69	\$13.00	\$12.54	\$0.00	\$59.23
	09/01/2014	\$34.20	\$13.00	\$12.56	\$0.00	\$59.76
	03/01/2015	\$34.74	\$13.00	\$12.57	\$0.00	\$60.31
	09/01/2015	\$35.45	\$13.00	\$12.59	\$0.00	\$61.04
	03/01/2016	\$36.17	\$13.00	\$12.62	\$0.00	\$61.79
For apprentice rates see "Apprentice-TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER)	06/01/2013	\$33.73	\$10.00	\$13.55	\$0.00	\$57.28
OPERATING ENGINEERS LOCAL 4	12/01/2013	\$34.39	\$10.00	\$13.55	\$0.00	\$57.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER	06/01/2013	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
LABORERS - ZONE 1	12/01/2013	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	06/01/2014	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	12/01/2014	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	06/01/2015	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	12/01/2015	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
,	06/01/2016	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
	12/01/2016	\$20.50	\$7.10	\$12.45	\$0.00	\$40,05
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER	03/01/2013	\$38.61	\$9.80	\$16.71	\$0.00	\$65.12
FLOORCOVERERS LOCAL 2168 ZONE 1	09/01/2013	\$38.61	\$9.80	\$16.71	\$0.00	\$65.12
	03/01/2014	\$38.61	\$9.80	\$16.71	\$0.00	\$65.12

Issue Date: 06/04/2013

Apprentice - FLOORCOVERER - Local 2168 Zone I

	Effecti	ive Date -	03/01/2013				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	е
	1	50		\$19.31	\$9.80	\$1.79	\$0.00	\$30.90)
	2	55		\$21.24	\$9.80	\$1.79	\$0.00	\$32.83	3
	3	60		\$23.17	\$9.80	\$11,34	\$0.00	\$44.3	1
	4	65		\$25.10	\$9.80	\$11.34	\$0.00	\$46.24	1
	5	70		\$27.03	\$9.80	\$13.13	\$0.00	\$49.90	5
	6	75		\$28.96	\$9.80	\$13.13	\$0.00	\$51.89)
	7.	80		\$30.89	\$9.80	\$14.92	\$0.00	\$55.6	l
	8	85	•	\$32.82	\$9.80	\$14.92	\$0.00	\$57.5	1
	Effecti	ive Date -	09/01/2013				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
	1	50		\$19.31	\$9.80	\$1.79	\$0.00	\$30.90)
	2	55		\$21.24	\$9.80	\$1.79	\$0.00	\$32.83	3
	3	60		\$23.17	\$9.80	\$11.34	\$0.00	\$44.3	1
	4	65		\$25.10	\$9.80	\$11.34	\$0.00	\$46.24	1
	5	70		\$27.03	\$9.80	\$13.13	\$0.00	\$49.90	5
	6	75		\$28.96	\$9.80	\$13.13	\$0.00	\$51.89)
	7	80		\$30.89	\$9.80	\$14.92	\$0.00	\$55.6	l
	8	85		\$32.82	\$9.80	\$14.92	\$0.00	\$57.5	1
	Notes:	e arrina erron s	energia interes serioscos centrales intereste descendo de	MILEGATION OFFICE SERVICES AND ADMINISTRATION ADMINISTRATION ADMINISTRATION AND ADMINISTRATION ADMINISTRATION AND ADMINISTRATION AND ADMINISTRATION AND ADMINISTRATION AND ADMINISTRATION AND ADMINISTRATION AND ADMINISTRATIO	Chhans Labrint totaled	eprime manada autolom	THE PROTES NAMED 62	CONTROL CONTROL CARLEY	
		Steps are	750 hrs.					***************************************	
	Appre	ntice to Jo	urneyworker Ratio:1:1	COLOR CONTROL ESCURE ASSESSED ESCURENZA ESCURE		inelegicania resolucatione motodomos	elemente totalento tambiana anni		
ORK LIFT/CH			naca ndengan departe departe departe de des de la despeta de la despeta de la despeta de la despeta de la constante de la cons	06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63,89
PERATING ENGII	NEERS LO	OCAL 4		12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67
		· · ·	PERATING ENGINEERS"						
ENERATOR/			T/HEATERS	06/01/2013	\$28.19	\$10,00	\$13.55	\$0.00	\$51,74
PERATING ENGII				12/01/2013	\$28.74	\$10.00	\$13.55	\$0.00	\$52.29
			PERATING ENGINEERS"						
LAZIER (GLÆ YSTEMS)	488 PL	ANK/AIR	BARRIER/INTERIOR	01/01/2013	\$35.51	\$7.80	\$14.60	\$0.00	\$57.91
LAZIERS LOCAL :	35 (ZONE	2)							

Classification Effective Date Base Wage Health Pension Supplemental Total Rate

Effec	tive Date - 01/01/2013				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$17.76	\$7.80	\$0.00	\$0.00	\$25.56	
2	55	\$19.53	\$7.80	\$3.25	\$0.00	\$30.58	
3	60	\$21.31	\$7.80	\$3.54	\$0.00	\$32.65	
4	65	\$23,08	\$7.80	\$3.84	\$0.00	\$34.72	
5	70	\$24.86	\$7.80	\$12.83	\$0.00	\$45.49	
6	75	\$26.63	\$7.80	\$13.13	\$0.00	\$47.56	
7	80	\$28.41	\$7.80	\$13.42	\$0,00	\$49.63	
8	90	\$31.96	\$7.80	\$14.01	\$0.00	\$53.77	
Notes	reach valuements haddelikeld adderende rebelleden belakering etwentelijer enderelije.	Appropriation supplication and supplication supplications and supplications and supplications and supplications and supplications are designed to the supplication of the supplications and supplications are supplicated as the supplica	Section of Marie 1807 Sections	nogo, potentia de la constanta		The second secon	
a de la companya de l	Steps are 750 hrs.					THE STATE OF THE S	
Appr	entice to Journeyworker Ratio:	$1{:}1$	and the second s	ucanana namanan mananan u	CHINITIN TENNING CONTRACT TRACE	many grymany alexadesis. Violendone	
	R/CRANES/GRADALLS	06/01/201:	3 \$40.34	\$10,00	\$13,55	\$0.00	\$63.89
ENGINEERS I	LOCAL 4	12/01/201	3 \$41,12	\$10.00	\$13.55	\$0.00	\$64.67

Issue Date: 06/04/2013 Wage Request Number: 20130604-078 Page 14 of 36

Total Rate

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Issue Date: 06/04/2013

Apprentice - OPERATING ENGINEERS - Local 4

Wage Request Number:

20130604-078

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER"					c nempto, ment	
HYDRAULIC DRILLS	06/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
LABORERS - ZONE 1	12/01/2013	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	06/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	12/01/2014	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	06/01/2015	\$36,80	\$7.10	\$12.45	\$0.00	\$56,35
	12/01/2015	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	06/01/2016	\$38.30	\$7.10	\$12.45	\$0.00	\$57.85
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$39.30	\$7.10	\$12.45	\$0.00	\$58.85
INSULATOR (PIPES & TANKS)	09/01/2012	\$41.46	\$10.65	\$11.50	\$0.00	\$63.61
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2013	\$43.06	\$10.65	\$11.50	\$0.00	\$65.21
	09/01/2014	\$45.06	\$10.65	\$11.50	\$0.00	\$67.21

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

J	Effecti	ve Date -	09/01/2012				Supplemental	
:	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
	1	50		\$20.73	\$10.65	\$8.60	\$0.00	\$39.98
	2	60		\$24.88	\$10.65	\$9.18	\$0.00	\$44.71
	3	70		\$29.02	\$10.65	\$9.76	\$0.00	\$49.43
	4	80		\$33.17	\$10.65	\$10.34	\$0.00	\$54.16
]	Effecti	ve Date -	09/01/2013				Supplemental	
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
	1	50		\$21.53	\$10.65	\$8.60	\$0.00	\$40.78
	2	60		\$25.84	\$10.65	\$9.18	\$0.00	\$45.67
	3	70		\$30.14	\$10.65	\$9.76	\$0.00	\$50.55
	4	80		\$34.45	\$10.65	\$10.34	\$0.00	\$55,44
 Ige	Notes:	T METROCOCCO MANUSCOCY ACC	ANNONE ANNONESS. MANAGEMENT ANNONESS SALVANDOS ANNOS SALVANDOS SAL	mene estama menera menera contrato montena	THE CONTRACT OF THE CONTRACT O	***************************************	e proposition contraction and analysis and	erre erren
on september		Steps are	1 year					ooged. occasion
₹ 1	Appre	ntice to Jou	ırneyworker Ratio:1:4	THE CONTRACTOR SECURISION SECURISION ASSESSMENT ASSESSM	CONTROL SONTONIO SONTONIO	distinction absoluted assumes	**************************************	AND ALBERTA ANDRONE ANDRONE
NWORKER/				03/16/2013	3 \$40.2	3 \$7.70	\$18.35	\$0.00 \$66.2

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Supplemental Unemployment

Classification

Effective Date Base Wage Health

Pension

Total Rate

	Step	ive Date - 03/16/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$24.14	\$7.70	\$18.35	\$0.00	\$50.19	
	2	70	\$28.16	\$7.70	\$18.35	\$0.00	\$54.21	
	3	75	\$30.17	\$7.70	\$18.35	\$0.00	\$56.22	
	4	80	\$32.18	\$7.70	\$18.35	\$0.00	\$58.23	
	5	85	\$34,20	\$7.70	\$18.35	\$0.00	\$60,25	
	6	90	\$36.21	\$7.70	\$18.35	\$0.00	\$62.26	
	Notes:		apriliagis apriliadas apriliadas descabados destadas estadologis kielentesta.	morrower common monocon :	estronomica estronomica artistations.	TOTAL AND DESIGN SA	actions accounts tolerang	
		** Structural 1:6; Ornamental 1:					u va Diagnostino	
		ntice to Journeyworker Ratio:**		entrene reneration breester e-	TREPORTS SERVICES	thoughts adopted the country and	COLUMN OFFICE STANSFERS CALLEGOUS	
		VING BREAKER OPERATOR	06/01/2013	3 \$33.30	\$7.10	\$12.45	\$0.00	\$52.85
ABORERS - ZONE	1		12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
			06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
			12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
			06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
			12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
			06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
			12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
	rates see '	'Apprentice- LABORER"						
ABORER 4BORERS - ZONE	1		06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
			12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
			06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
			12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
			06/01/2015	\$36,05	\$7.10	\$12.45	\$0.00	\$55.60
			12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
			06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
			12/01/2016	\$38,55	\$7.10	\$12.45	\$0.00	\$58.10

	Step	ve Date - percent	06/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	,
	1	60		\$19.83	\$7.10	\$12.45	\$0.00	\$39,38	
	2	70		\$23.14	\$7.10	\$12.45	\$0.00	\$42.69	
	3	80		\$26.44	\$7.10	\$12.45	\$0.00	\$45,99	
	4	90		\$29.75	\$7.10	\$12.45	\$0.00	\$49.30	
	Effecti	ve Date -	12/01/2013				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60		\$20.28	\$7.10	\$12.45	\$0.00	\$39.83	}
	2	70		\$23.66	\$7.10	\$12.45	\$0.00	\$43.21	
	3	80		\$27.04	\$7.10	\$12.45	\$0.00	\$46.59)
	4	90		\$30.42	\$7.10	\$12.45	\$0.00	\$49.97	,
	Notes:	e diministra escenare ale	enterente emprendo promoner estados successos a	OTTO DESCRIPTION AND AND AND AND AND AND AND AND AND AN	errene energene mendenn v	nerrore encuer consum.	and the second of the second o	orania nenanan kananan sanasag	
	ection of the							ari energene	
	Appre	ntice to Jou	urneyworker Ratio:1:5	and a suppose the supplement of the supplement o	TTTTTT (CTORNATO) AMARIANA MA	COLORE CONTACTOR SANCTOR	hereven mentati entrenes uma	COURT CONTROL STORMANT PROPERTY	
ABORER: CARPENTER TENDER		06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60		
BORERS - ZON	VE I			12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
				06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
				12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
				06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
				12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
				06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
				12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10
		Apprentice- L							
BORER: C BORERS - ZON		THEIM	LENDEK	06/01/2013	\$33,05	\$7.10	\$12.45	\$0.00	\$52.60
				12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
				06/01/2014		\$7.10	\$12.45	\$0.00	\$54.10
				12/01/2014		\$7.10	\$12.45	\$0.00	\$54.85
				06/01/2015		\$ 7.10	\$12.45	\$0.00	\$55.60
				12/01/2015		\$ 7.10	\$12.45	\$0.00	\$56.35
				06/01/2016	\$37.55	\$7. 10	\$12.45	\$0.00	\$57.10
			A DODEN!	12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10
For apprentic	e rates see ".	Apprentice- L.	ABOKEK						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER LABORERS - ZONE I	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
abolate byte:	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"				··· · · · · · · · · · · · · · · · · ·		
LABORER: MULTI-TRADE TENDER LABORERS - ZONE I	06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
	12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
	06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	12/01/2014	\$35.30	\$ 7.10	\$12.45	\$0.00	\$54.85
	06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	12/01/2015	\$36.80	\$7.10	\$12,45	\$0.00	\$56.35
	06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10
For apprentice rates see "Apprentice- LABORER"	, <u></u> ,					
ABORER: TREE REMOVER ABORERS - ZONE J	06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
	12/01/2013	\$33.80	\$7.10	\$12,45	\$0.00	\$53.35
	06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	12/01/2015	\$36,80	\$7.10	\$12.45	\$0.00	\$56.35
	06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10
This classification applies to the wholesale removal of standing trees including all associated trimming of branches and limbs, apprentice rates see "Apprentice- LABORER"	and applies to the removal of branch	nes at locations n	ot on or aroun	d utility lines,	For	
ASER BEAM OPERATOR	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
ABORERS - ZONE I	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12,45	\$0.00	\$54.35
	12/01/2014	\$35,55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$ 7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12,45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"		•			•	40000
ARBLE & TILE FINISHERS	02/01/2013	\$36.20	\$10.18	\$16.51	\$0,00	\$62.89
RICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2013	\$36.91	\$10.18	\$16.58	\$0.00	\$63.67
	02/01/2014	\$37.36	\$10.18	\$16.58	\$0.00	\$64.12
	08/01/2014	\$38.07	\$10,18	\$16.65	\$0.00	\$64.90
	02/01/2015	\$38.52	\$10.18	\$16.65	\$0.00	\$65.35
	08/01/2015	\$39.23	\$10.18	\$16.72	\$0.00	\$66.13
	02/01/2016	\$39.68	\$10.18	\$16.72	\$0.00	\$66.58
	08/01/2016	\$40.38	\$10.18	\$16.80	\$0.00	\$67.36
	02/01/2017	\$40.84	\$10.18	\$16.80	\$0.00	\$67.82
	02/01/201/	₩ † U.04	φ10,10	470.00	40.00	Φ∪1.0∠

 Issue Date:
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Effecti	ive Date -	02/01/2013				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$18.10	\$10.18	\$16.51	\$0.00	\$44.79	
2	60		\$21.72	\$10.18	\$16.51	\$0.00	\$48.41	
3	70		\$25.34	\$10.18	\$16.51	\$0.00	\$52.03	
4	80		\$28.96	\$10.18	\$16.51	\$0.00	\$55.65	
5	90		\$32.58	\$10.18	\$16.51	\$0.00	\$59.27	
Effecti	ive Date -	08/01/2013				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$18.46	\$10.18	\$16.58	\$0.00	\$45.22	
2	60		\$22.15	\$10.18	\$16.58	\$0.00	\$48.91	
3	70		\$25.84	\$10.18	\$16.58	\$0.00	\$52.60	
4	80		\$29.53	\$10.18	\$16.58	\$0.00	\$56.29	
5	90	,	\$33.22	\$10.18	\$16.58	\$0.00	\$59.98	

Apprentice	to Journeyworl	ker Ratio:1:3
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Notes:

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

MARBLE MASONS, TILELA YERS & TERRAZZO MECH	02/01/2013	\$47.45	\$10.18	\$17.83	\$0.00	\$75.46
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2013	\$48.35	\$10.18	\$17.90	\$0.00	\$76.43
	02/01/2014	\$48.91	\$10.18	\$17.90	\$0.00	\$76.99
	08/01/2014	\$49.81	\$10.18	\$17.97	\$0.00	\$77.96
	02/01/2015	\$50.37	\$10.18	\$17.97	\$0.00	\$78.52
	08/01/2015	\$51.27	\$10.18	\$18.04	\$0.00	\$79.49
	02/01/2016	\$51.84	\$10.18	\$18.04	\$0.00	\$80.06
	08/01/2016	\$52.74	\$10.18	\$18.12	\$0.00	\$81.04
	02/01/2017	\$53.31	\$10.18	\$18.12	\$0.00	\$81.61

 Issue Date:
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 Wage Request Number:
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Supplemental Unemployment

1	Step	percent	Apprentice Base Wage	Health		Pension	Supplemental Unemployment	Total Rate	
-		50	\$23.73	\$10.18		\$17.83	\$0.00	\$51.74	
,	2		,	·		•	•	•	
		60	\$28.47	\$10.18		\$17.83	\$0.00	\$56.48	
	3	70	\$33.22	\$10.18		\$17.83	\$0.00	\$61.23	
	4	80	\$37.96	\$10.18		\$17.83	\$0.00	\$65.97	
5	5	90	\$42.71	\$10,18		\$17.83	\$0.00	\$70.72	
E	Effecti	ve Date - 08/01/2013					Supplemental		
S	Step	percent	Apprentice Base Wage	Health		Pension	Unemployment	Total Rate	
1	1	50	\$24,18	\$10.18		\$17.90	\$0.00	\$52.26	
2	2	60	\$29.01	\$10.18		\$17.90	\$0.00	\$57.09	
3	3	70	\$33.85	\$10.18		\$17.90	\$0.00	\$61.93	
2	4	80	\$38.68	\$10.18		\$17.90	\$0.00	\$66.76	
5	5	90	\$43.52	\$10.18		\$17.90	\$0.00	\$71.60	
N	Votes:	empany physical Chalets smooth stabile chalcted Charac inhalis	substitutional estimates increases increases estimated estimates	30.007035 *0504000	: >********* #	control environme restriction	anishinna daninindi menimbir an	Special Assession missingles Assession stateward	
debotedos.								and	
Ā	Apprei	ntice to Journeyworker Ratio:1:5	ACCURACY ACCURACY SECURIOR SECURIOR SECURIOR SECURIOR SE	CHESTON OF CHESTON	contrarion to	manan mananan manana s	mentana accourac economico como	rorae imamanar arammah hishamma	
		ERATOR (ON CONST. SITES)	06/01/2011	3 \$	39.96	\$10.00	\$13,55	\$0.00	\$63,51
ERATING ENGINE	EERS LC	OCAL 4	12/01/2013	3 \$	40.74	\$10.00	\$13.55	\$0.00	\$64.29
For apprentice rate	tes see ".	Apprentice- OPERATING ENGINEERS"							*******************
ECHANICS MA			06/01/2013	3 \$.	39.96	\$10.00	\$13.55	\$0.00	\$63.51
ERATING ENGINE		·	12/01/2013	3 \$	40.74	\$10.00	\$13.55	\$0.00	\$64.29
For apprentice rate [LLWRIGHT (2		Apprentice- OPERATING ENGINEERS"		-					

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	Step	ve Date - ()4/01/2011	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
	1	50		\$16.79	\$8.67	\$11.64	\$0.00	\$37.1	.0
	2	55		\$18.46	\$8.67	\$11.64	\$0.00	\$38.7	77
	3	60		\$20.14	\$8.67	\$13.23	\$0.00	\$42.0)4
	4	65		\$21.82	\$8.67	\$13.23	\$0.00	\$43.7	⁷ 2
	5	70		\$23.50	\$8.67	\$14.02	\$0.00	\$46 . J	.9
	6	75		\$25.18	\$8.67	\$14.02	\$0.00	\$47.8	37
	7	80		\$26,86	\$8.67	\$14.82	\$0.00	\$50.3	35
	8	85		\$28.53	\$8.67	\$14.82	\$0.00	\$52.0)2
	Notes:	e was an east of the secondary	e etheretech Versibileth failteillein almaneum vanualism. See	the south victor where south victor	generalized Philosophy and Colleged	secure machine meana	West winds - American that - and american - was	and the second s	A management
and	Appre	ntice to Journ	neyworker Ratio:1:5	was semanta santanan santanan semantan semantan semantan s	EMONOLA NEURONA CURELLE	TOTALISE STATEMENT ANNUALS	emmine initial andreas tong	THE THEORY STATES SECTION	94
ORTAR MIXE	R			06/01/2013	3 \$33.30	\$7.10	\$12.45	\$0.00	\$52.85
ABORERS - ZONE I	ī			12/01/2013	•		\$12,45	\$0.00	\$53.60
				06/01/2014			\$12.45	\$0.00	\$54.35
				12/01/2014	•		\$12.45	\$0.00	\$55.10
				06/01/2015			\$12.45	\$0.00	\$55.85
				12/01/2015	5 \$37.05	5 \$7.10	\$12,45	\$0.00	\$56.60
				06/01/2016		\$7.10	\$12.45	\$0.00	\$57.35
For apprentice ra	stog goo "	Appropriate LAB	ADIZD#	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
ILER (OTHER	THAN	TRUCK CR	ANES,GRADALLS)	06/01/2013	\$21,17	7 \$10.00	\$13.55	\$0.00	\$44.72
PERATING ENGIN	EERS LC	OCAL 4		12/01/2013			\$13.55	\$0.00	\$45.14
For apprentice ra	ites see "	Apprentice- OPE	RATING ENGINEERS"						
LER (TRUCK			LLS)	06/01/2013	\$24.57	7 \$10.00	\$13.55	\$0.00	\$48.12
				12/01/2013	\$25.06	\$10.00	\$13.55	\$0.00	\$48.61
			RATING ENGINEERS"						
THER POWER PERATING ENGIN		~	ENT - CLASS II	06/01/2013			\$13.55	\$0.00	\$63.51
For apprentice ra	ites see "	Apprentice- OPE	RATING ENGINEERS"	12/01/2013	3 \$40.74	\$10.00	\$13.55	\$0.00	\$64,29
AINTER (BRID	GES/1	(ANKS)		01/01/2013	3 \$45.01	\$7.80	\$15.60	\$0.00	\$68,41

\$15.60

\$0.00

\$59.31

INTER Local 35	- BRIDGES/TANKS
ĺ	INTER Local 35

Step	tive Date - 01/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22,51	\$7.80	\$0.00	\$0.00	\$30,31
2	55	\$24.76	\$7.80	\$3.52	\$0.00	\$36.08
3	60	\$27.01	\$7.80	\$3.84	\$0.00	\$38,65
4	65	\$29.26	\$7.80	\$4.16	\$0.00	\$41.22
5	70	\$31.51	\$7.80	\$13.68	\$0.00	\$52.99
6	75	\$33.76	\$7.80	\$14.00	\$0.00	\$55.56
7	80	\$36.01	\$7.80	\$14.32	\$0.00	\$58.13
8	90	\$40.51	\$7.80	\$14.96	\$0.00	\$63,27

01/01/2013

\$35.91

\$7.80

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

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

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

Effecti	ve Date - 01/01/2013				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$17.96	\$7.80	\$0,00	\$0.00	\$25.76	
2	55	\$19.75	\$7.80	\$3.52	\$0.00	\$31.07	
3	60	\$21.55	\$7.80	\$3.84	\$0.00	\$33.19	
4	65	\$23.34	\$7.80	\$4.16	\$0.00	\$35.30	
5	70	\$25.14	\$7.80	\$13.68	\$0.00	\$46.62	
6	75	\$26.93	\$7.80	\$14.00	\$0.00	\$48.73	
7	80	\$28.73	\$7.80	\$14.32	\$0.00	\$50.85	
8	90	\$32.32	\$7.80	\$14.96	\$0.00	\$55.08	
Notes:		COME echalist disabilità Geologia Geologia Massaccia orra proposità disabilità Geologia Massaccia orra proposità cologia cologia sociologia sociologia disabilità	adionalis estabach mascast i	epopulara melabahan Malabahan melabahan r		10th Contributed shacestown which the	
PAINTER (SPRAY OR PAINTERS LOCAL 35 - ZONE	SANDBLAST, REPAINT)	01/01/2013	3 \$33.97	\$7.80	\$15.60	\$0.00 \$57.37	

PAINTER (SPRAY OR SANDBLAST, NEW) *

Total Rate

Effect	ive Date -	01/01/2013				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$16.99	\$7.80	\$0.00	\$0.00	\$24.79
2	55		\$18.68	\$7.80	\$3.52	\$0.00	\$30.00
3	60		\$20.38	\$7.80	\$3.84	\$0.00	\$32.02
4	65		\$22.08	\$7.80	\$4.16	\$0.00	\$34.04
5	70		\$23.78	\$7.80	\$13.68	\$0.00	\$45.26
6	75		\$25.48	\$7.80	\$14.00	\$0.00	\$47.28
7	80		\$27.18	\$7.80	\$14.32	\$0.00	\$49.30
8	90		\$30.57	\$7.80	\$14.96	\$0.00	\$53.33
national obstant			inter water attack to the same water water	**************************************	merer annearone sembolistic (MISSOS)	server rearing manual distances	
Notes:							****
							The paper of

Ar	prei	atice	to J	ourr	ievw	orke	r R	atio:	1:1

PAINTER (TRAFFIC MARKINGS)	06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52,60
LABORERS - ZONE 1	12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
	06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
For Appropriate state and "Appropriate LADODED"	12/01/2016	\$38.55	\$7.10	\$12,45	\$0.00	\$58.10
For Apprentice rates see "Apprentice- LABORER"	ogsår de halle de	·			ware and a transfer of a find of the first of a find of a find of a find of the first	
PAINTER / TAPER (BRUSH, NEW) *	01/01/2013	\$34.51	\$7.80	\$15.60	\$0.00	\$57.91

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

NEW paint rate shall be used, PAINTERS LOCAL 35 - ZONE 2

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.26	\$7.80	\$0.00	\$0.00	\$25.06
2	55	\$18.98	\$7.80	\$3.52	\$0.00	\$30.30
3	60	\$20.71	\$7.80	\$3.84	\$0.00	\$32.35
4	65	\$22.43	\$7.80	\$4.16	\$0.00	\$34.39
5	70	\$24.16	\$7.80	\$13,68	\$0.00	\$45.64
6	75	\$25.88	\$7.80	\$14.00	\$0.00	\$47.68
7	80	\$27.61	\$7.80	\$14.32	\$0.00	\$49.73
8	90	\$31.06	\$7.80	\$14.96	\$0.00	\$53.82

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER / TAPER (BRUSH, REPAINT)	01/01/2013	\$32.57	\$7.80	\$15,60	\$0.00	\$55.97
PAINTERS LOCAL 35 - ZONE 2		*	*****			******

Ste	fective Date - ep percent	01/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$16,29	\$7.80	\$0.00	\$0.00	\$24.09	
2	55		\$17.91	\$7.80	\$3.52	\$0.00	\$29.23	
3	60		\$19.54	\$7.80	\$3.84	\$0.00	\$31.18	
4	65		\$21.17	\$7.80	\$4.16	\$0.00	\$33.13	
5	70		\$22.80	\$7.80	\$13.68	\$0.00	\$44.28	
6	75		\$24.43	\$7.80	\$14.00	\$0.00	\$46.23	
7	80		\$26.06	\$7.80	\$14.32	\$0.00	\$48.18	
8	90		\$29.31	\$7.80	\$14.96	\$0.00	\$52.07	
and the second s	executives essentially successive.	e 750 hrs. ourneyworker Ratio:1:1	P JOSEPH MATERIAL SALVERS ASSESSED WHATERS S	and the second second of the second s	TOPACCO ASSISTED OF ESTABLISHED.	Militaria Militaria sanda sanda sanda	Control Control Control Control	
NEL & PICKUF AMSTERS JOINT CO			12/01/2012	\$31,38	\$8.91	\$8.00	\$0.00	\$48.29
	CONSTRUC	FOR (UNDERPINNING ANI	08/01/2012	\$39.20	\$9.80	\$17.67	\$0.00	\$66.67
ECK.) .e driver local 5	6 (ZONE 1)		08/01/2013	\$40.70	\$9.80	\$17.67	\$0.00	\$68.17
			08/01/2014	\$42,20	\$9.80	\$17.67	\$0.00	\$69.67
		ментания на правитальный при	08/01/2015	\$43.70	\$9.80	\$17.67	\$0.00	\$71.17
LE DRIVER E DRIVER LOCAL 5	6 CONE II		08/01/2012	\$39.20	\$9.80	\$17.67	\$0.00	\$66.67
D DAG ER ECCAL J	o (POIAT I)		08/01/2013	\$40.70	\$9.80	\$17.67	\$0.00	\$68.17
			08/01/2014	\$42.20	\$9.80	\$17.67	\$0.00	\$69.67
			08/01/2015	\$43.70	\$9.80	\$17.67	\$0.00	\$71.17

Issue Date: 06/04/2013 **Wage Request Number:** 20130604-078 **Page 25 of 36**

tep	ive Date - percent	08/01/2012	Apprentice Base Wag	e Health	Pension	Supplemental Unemployment	Total Rate
1	50		\$19.60	\$9.80	\$17.67	\$0.00	\$47.07
2	60		\$23.52	\$9.80	\$17.67	\$0.00	\$50.99
3	70		\$27.44	\$9.80	\$17.67	\$0.00	\$54.91
4	75		\$29.40	\$9.80	\$17.67	\$0.00	\$56.87
5	80		\$31.36	\$9.80	\$17.67	\$0.00	\$58.83
6	80		\$31.36	\$9.80	\$17.67	\$0.00	\$58.83
7	90		\$35.28	\$9.80	\$17.67	\$0.00	\$62.75
8	90		\$35.28	\$9.80	\$17.67	\$0.00	\$62.75
Effect	ive Date -	08/01/2013				Supplemental	
Step	percent		Apprentice Base Wag	e Health	Pension	Unemployment	Total Rate
1	50		\$20.35	\$9.80	\$17.67	\$0.00	\$47.82
2	60		\$24.42	\$9.80	\$17.67	\$0.00	\$51.89
2					01 H CH	ቀለ ለሰ	\$55.96
	70		\$28.49	\$9.80	\$17.67	\$0.00	\$33.70
3	70 75		\$28.49 \$30.53	\$9.80 \$9.80	\$17.67 \$17.67	\$0.00	\$58.00
2 3 4 5							
3	75		\$30.53	\$9.80	\$17.67	\$0.00	\$58.00
3 4 5	75 80		\$30.53 \$32.56	\$9.80 \$9.80	\$17.67 \$17.67	\$0.00 \$0.00	\$58,00 \$60.03

Apprentice to Journeyworker Ratio:1:3

PIPEFITTER & STEAMFITTER

PIPEFITTERS LOCAL 537

03/01/2013

\$49.34

\$8.75

\$14.39

\$0.00

\$72.48

Apprentice - PIPEFITTER - Local 537

Effect	ive Date -	03/01/2013				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40	•	\$19.74	\$8.75	\$6.50	\$0.00	\$34.99
2	45		\$22.20	\$8.75	\$14.39	\$0.00	\$45.34
3	60		\$29.60	\$8.75	\$14.39	\$0.00	\$52.74
4	70		\$34.54	\$8.75	\$14.39	\$0.00	\$57.68
5	80		\$39.47	\$8.75	\$14.39	\$0.00	\$62.61

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.

Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
LABORERS - ZONE I	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
For apprentice rates see "Apprentice-LABORER"	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
PLUMBERS & GASFITTERS PLUMBERS & GASFITTERS LOCAL 12	03/01/2013	\$49.31	\$9.32	\$13.29	\$0.00	\$71.92

		ve Date - 03/01/2013	Apprentice Base Wage	Hoalth	Pension	Supplemental Unemployment	Total Rate	
	Step 1	percent 35				, -		
	2		\$17.26	\$9.32	\$4.97	\$0.00	\$31.55	
		40	\$19.72	\$9.32	\$5.61	\$0.00	\$34.65	
	3	55	\$27.12	\$9.32	\$7.53	\$0.00	\$43.97	
	4	65	\$32.05	\$9.32	\$8.81	\$0.00	\$50.18	
	5	75	\$36.98	\$9.32	\$10.09	\$0.00	\$56.39	
	Notes:	e indestal continue mentany mandra estatra representative estatra estatra e	adalas desantas silventas perdente incornio interest	stoletini tadishad thranco.	Pytonosp inclusions inclusion	. CALTE CARNOL SAFEES CO	EXAMPLE AND RESIDENCE OF THE SECOND	
	and the second	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps ar					and the same of th	
		Step4 with lic\$53.29 Step5 with lic\$	59.49	THEOREM THEOREM WITHOUT OF	cocces describe describe	Marine America and The	102000 000000 2000000	
	* * .	ntice to Journeyworker Ratio:**						
EUMATIC (EFITTERS LOC		OLS (TEMP.)	03/01/201	3 \$49.34	\$8.75	\$14.39	\$0.00	\$72.48
		'Apprentice- PIPEFITTER" or "PLUMBER/PIP	EFITTER"					
		TOOL OPERATOR	06/01/201	3 \$33,30	\$7.10	\$12.45	\$0.00	\$52.85
BORERS - ZONE	E I		12/01/201	3 \$34.05	\$7.10	\$12.45	\$0.00	\$53.60
			06/01/201	4 \$34.80	\$7.10	\$12.45	\$0.00	\$54.35
			12/01/201	4 \$35,55	\$7.10	\$12.45	\$0.00	\$55.10
			06/01/201	5 \$36.30	\$7.10	\$12.45	\$0.00	\$55.85
			12/01/201	5 \$37.05	\$7.10	\$12,45	\$0.00	\$56.60
			06/01/201	6 \$37.80	\$7.10	\$12.45	\$0.00	\$57.35
			12/01/201	6 \$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice	rates see '	'Apprentice- LABORER"	e yks yn yfge y fa allafal a ballafal a ball	naaraanaanaanaana	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			
WDERMAN	V & BL/		06/01/201	3 \$34.05	\$7.10	\$12.45	\$0.00	\$53.60
WDERMAN	V & BL/		06/01/201 12/01/201			\$12.45 \$12.45	\$0.00 \$0.00	·
WDERMAN	V & BL/			3 \$34.80	\$7.10	•		\$54.35
WDERMAN	V & BL/		12/01/201	3 \$34.80 4 \$35.55	\$7.10 \$7.10	\$12.45	\$0.00	\$54.35 \$55.10
WDERMAN	V & BL/		12/01/201 06/01/201	3 \$34.80 4 \$35.55 4 \$36.30	\$7.10 \$7.10 \$7.10	\$12.45 \$12.45	\$0.00 \$0.00	\$54.35 \$55.10 \$55.85
WDERMAN	V & BL/		12/01/201 06/01/201 12/01/201	3 \$34.80 4 \$35.55 4 \$36.30 5 \$37.05	\$7.10 \$7.10 \$7.10 \$7.10	\$12.45 \$12.45 \$12.45	\$0.00 \$0.00 \$0.00	\$54.35 \$55.10 \$55.85 \$56.60
For apprentice WDERMAN SORERS - ZONE	V & BL/		12/01/201 06/01/201 12/01/201 06/01/201	3 \$34.80 4 \$35.55 4 \$36.30 5 \$37.05 5 \$37.80	\$7.10 \$7.10 \$7.10 \$7.10 \$7.10	\$12.45 \$12.45 \$12.45 \$12.45	\$0.00 \$0.00 \$0.00 \$0.00	\$53.60 \$54.35 \$55.10 \$55.85 \$56.60 \$57.35 \$58.10

Issue Date: 06/04/2013 Wage Request Number: 20130604-078 Page 27 of 36

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63.89
OPERATING ENGINEERS LOCAL 4	12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE)	06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63.89
OPERATING ENGINEERS LOCAL 4	12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER)	06/01/2013	\$28.19	\$10.00	\$13,55	\$0.00	\$51.74
OPERATING ENGINEERS LOCAL 4	12/01/2013	\$28.74	\$10.00	\$13.55	\$0.00	\$52.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	2-7-7-7-7-7-7-7-7-7-7-7-7-7-7-7-7-7-7-7	· ·	******	•	*****	dia mina
READY-MIX CONCRETE DRIVER TEAMSTERS LOCAL 25c	05/01/2011	\$31.21	\$7.25	\$6.19	\$0.00	\$44.65
WAS A STATE OF THE						
RECLAIMERS OPERATING ENGINEERS LOCAL 4	06/01/2013	\$39.96	\$10.00	\$13.55	\$0.00	\$63.51
	12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	MATTER AND CONTROL OF THE CONTROL OF		remonaronomeronomianom	anron-no-neutroreautivan	77117787117781171171171171171171171171717171717171717	***************************************
RESIDENTIAL WOOD FRAME (All Other Work) CARPENTERS - ZONE 2 (Residential Wood)	04/01/2011	\$24.24	\$8.67	\$15.51	\$0.00	\$48.42
RESIDENTIAL WOOD FRAME CARPENTER **	05/01/2011	\$24.24	\$6.34	\$6.23	\$0.00	\$36.81
** The Residential Wood Frame Carpenter classification applies	05/01/2011	Ψ2 1.2 I	40.51	Ψ 02	40,00	ψ50.01
only to the construction of new, wood frame residences that do						
not exceed four stories including the basement. CARPENTERS -ZONE 2 (Residential Wood) As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION project	s shall be paid the RES	IDENTIAL WO	OD FRAME C	ARPENTER :	rate.	
RIDE-ON MOTORIZED BUGGY OPERATOR	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
LABORERS - ZONE 1	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53,60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12,45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
				·	·	
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
Parameter water as #Anneading I ADODED#	12/01/2016	\$38.80	\$7.10	\$12,45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"		aranywananan-a-amanyana				
ROLLER/SPREADER/MULCHING MACHINE OPERATING ENGINEERS LOCAL 4	06/01/2013	\$39.96	\$10,00	\$13.55	\$0.00	\$63.51
	12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	····					· · · · · · · · · · · · · · · · · · ·
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg) ROOFERS LOCAL 33	02/01/2013	\$37.41	\$10.50	\$10.70	\$0.00	\$58.61

Issue Date: 06/04/2013 **Wage Request Number:** 20130604-078 **Page 28 of 36**

Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$18.71	\$10.50	\$3.38	\$0.00	\$32.59	
2	60		\$22.45	\$10.50	\$10.70	\$0.00	\$43.65	
3	65		\$24.32	\$10.50	\$10.70	\$0.00	\$45.52	
4	75		\$28.06	\$10.50	\$10.70	\$0.00	\$49.26	
5	85		\$31.80	\$10.50	\$10.70	\$0.00	\$53.00	
School Control	Step 1 is	5-10, the 1:10; Reroofing: 1: 2000 hrs.; Steps 2-5 are 100 urneyworker Ratio:**	•	ennomer communica economica un	anna maanaa maaaan (initialistic enterprise especiales and	WARE VERSION DESIGNAL ADDRESS	
OOFER SLATE / TI		*	02/01/2013	3 \$37.66	\$10.50	\$10.70	\$0.00	\$58.86
For apprentice rates see	"Apprentice- I	ROOFER"						
HEETMETAL WOR HEETMETAL WORKERS I		те с с с се	02/01/2013	3 \$42.32	\$9.82	\$18.24	\$2.11	\$72.49
	entice - <i>SE</i> tive Date -	HEET METAL WORKER - 1 02/01/2013	ocal 17-A					
Step	percent	02/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	40	**************************************	1 xppxxxxxx Dago 11 ago	TIONILI	1 01101011		TOTAL ICAL	~

Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40	\$16.93	\$9.82	\$4.00	\$0.00	\$30.75	
2	40	\$16.93	\$9.82	\$4.00	\$0.00	\$30,75	
3	45	\$19.04	\$9.82	\$8.00	\$ 1.11	\$37.97	
4	45	\$19.04	\$9.82	\$8.00	\$1.11	\$37.97	
5	50	\$21,16	\$9.82	\$8.75	\$ 1.19	\$40.92	
6	50	\$21.16	\$9.82	\$9.00	\$1.20	\$41.18	
7	60	\$25.39	\$9.82	\$10.24	\$1.36	\$46.81	
8	65	\$27.51	\$9.82	\$10.99	\$1.45	\$49.77	
9	75	\$31.74	\$9.82	\$12.49	\$1.62	\$55,67	
10	85	\$35.97	\$9.82	\$13.49	\$1.78	\$61.06	
Notes:	Steps are 6 mos.	THE MOTION OFFICER CONTROL SERVICE ALLEGAN AND AND ANALYSIS ASSESSMENT	and the second s		PRESTRUCTIVE NUMBERS, ANDLASSON MANAGEMEN		
Appre	ntice to Journeyworker l	Ratio:1:4	Citizen administra anyone	en regularer december convents	WHENTH COLUMN DANIEL WASHINGTON	THE PROPERTY AND THE PROPERTY OF THE PROPERTY	

SIGN ERECTOR
PAINTERS LOCAL 35 - ZONE 2

06/01/2013

\$25.81

\$7.07

\$7.05

\$0.00

\$39.93

Appre	entice - SIGN ERECTOR - Local 35	Zone 2					
Effect Step	ive Date - 06/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	ı
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	1
5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19	i
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	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06	· ·
9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35	
Notes	are according samples control	GALLES LEVELUS SPACIES GESTALE ACCRESS GESTALES	CENTRALS INSTITUTE VILLEGALIST C	ada tibo - pinamado - Septembri	status centros protesta d	PARTIES AND	
Appro	entice to Journeyworker Ratio:1:1	ANDERSON AND AND AND AND AND AND AND AND AND AN		Michigan Ave	eritefetere Vehabassen operationer osse		
PECIALIZED EART EAMSTERS JOINT COUN	H MOVING EQUIP < 35 TONS CIL NO. 10 ZONE A	12/01/2012	\$31.84	\$8.91	\$8.00	\$0.00	\$48.75
PECIALIZED EART EAMSTERS JOINT COUNC	H MOVING EQUIP > 35 TONS CIL NO. 10 ZONE A	12/01/2012	\$32.13	\$8.91	\$8.00	\$0.00	\$49.04
SPRINKLER FITTER	1L 550 - (Section A)	03/01/2013	\$52,58	\$8.42	\$12.60	\$0.00	\$73.60

	ffective Date - 03/01/2013 ep percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	35	\$18.40	\$8.42	\$8.00	\$0.00	\$34.82	
2	. 40	\$21.03	\$8.42	\$8.00	\$0.00	\$37.45	٠
3	45	\$23.66	\$8.42	\$8.00	\$0.00	\$40.08	
4	50	\$26.29	\$8.42	\$8.00	\$0.00	\$42,71	
5	55	\$28.92	\$8.42	\$8.00	\$0.00	\$45.34	
6	60	\$31.55	\$8,42	\$8.00	\$0.00	\$47.97	
7	65	\$34.18	\$8.42	\$8.00	\$0.00	\$50.60	
8	70	\$36.81	\$8.42	\$8.00	\$0.00	\$53.23	
9	75	\$39.44	\$8.42	\$8.00	\$0.00	\$55.86	
1	0 80	\$42.06	\$8.42	\$8.00	\$0.00	\$58.48	
N	otes: Steps are 850 hours	na manuar kumura kumun kutumur vuonna muunna muunna kumun k	necessaria establicaria e	TOTAL CONTINUES CONTINUES	annanana unununun unununun en	terterior resorvano variantes emissing	
**************************************	Steps are 050 Hours					to be the state of the	
A	pprentice to Journeyworker R	latio:1:1					
M BOILER		06/01/2013	\$39.96	\$10.00	\$13,55	\$0.00	\$63.51
ATING ENGINEE	CRS LOCAL 4	12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4	06/01/2013	\$39.96	\$10.00	\$13.55	\$0.00	\$63.51
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29
TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 103	03/01/2013	\$32.64	\$13.00	\$12.51	\$0.00	\$58.15
ELECTRICIANS LOCAL 103	09/01/2013	\$33.15	\$13.00	\$12.52	\$0.00	\$58.67
	03/01/2014	\$33.69	\$13.00	\$12.54	\$0.00	\$59.23
	09/01/2014	\$34.20	\$13.00	\$12.56	\$0.00	\$59.76
	03/01/2015	\$34.74	\$13.00	\$12.57	\$0.00	\$60,31
	09/01/2015	\$35.45	\$13.00	\$12.59	\$0.00	\$61.04
	03/01/2016	\$36.17	\$13.00	\$12.62	\$0.00	\$61.79

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effecti	ve Date -	03/01/2013				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$13.06	\$13.00	\$0.39	\$0.00	\$26.45
2	40		\$13.06	\$13.00	\$0.39	\$0.00	\$26.45
3	45		\$14.69	\$13.00	\$10.77	\$0.00	\$38.46
4	45		\$14.69	\$13.00	\$10.77	\$0.00	\$38,46
5	50		\$16.32	\$13.00	\$11.02	\$0.00	\$40.34
6	55		\$17.95	\$13.00	\$11.27	\$0.00	\$42.22
7	60		\$19.58	\$13.00	\$11.52	\$0.00	\$44.10
8	65		\$21.22	\$13.00	\$11.77	\$0.00	\$45.99
9	70		\$22.85	\$13.00	\$12.02	\$0.00	\$47.87
10	75		\$24.48	\$13.00	\$12.26	\$0.00	\$49.74
Effecti	ve Date -	09/01/2013				Supplemental	
step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$13.26	\$13.00	\$0.40	\$0.00	\$26.66
2	40		\$13.26	\$13.00	\$0.40	\$0.00	\$26,66
3	45		\$14.92	\$13.00	\$9.79	\$0.00	\$37.71
4	45		\$14.92	\$13.00	\$9.79	\$0.00	\$37.71
5	50		\$16.58	\$13.00	\$10.04	\$0.00	\$39.62
6	55		\$18.23	\$13.00	\$10.29	\$0.00	\$41.52
7	60		\$19.89	\$13.00	\$10,54	\$0.00	\$43.43
8	65		\$21.55	\$13.00	\$10.79	\$0.00	\$45.34
9	70		\$23.21	\$13.00	\$11.04	\$0.00	\$47.25
10	75		\$24.86	\$13.00	\$11.29	\$0.00	\$49.15
Notes:	. Catallo balance e-	energies epistenen Territoriale disactuatis subdivies subdi	and a second	La Attitude Stanford	was secured was men supposed	and the control of th	

Apprentice to Journeyworker Ratio:1:1

lassification	sification RAZZO FINISHERS KLAYERS LOCAL 3 - MARBLE & TILE		Effective Da	ite Base Wa	ge Health	Pension	Supplemental Unemployment	Total Rate
		ant D	02/01/201	3 \$46.35	\$10.18	\$17.83	\$0.00	\$74.36
GCKLAYERS LOCAL 3	- MARBLE &	TILE	08/01/201	3 \$47.25	\$10.18	\$17.90	\$0.00	\$75.33
			02/01/201	4 \$47.81	\$10.18	\$17.90	\$0.00	\$75.89
			08/01/201	4 \$48.71	\$10.18	\$17.97	\$0.00	\$76.86
			02/01/201	5 \$49.27	\$10.18	\$17.97	\$0.00	\$77.42
			08/01/201	5 \$50.17	\$10.18	\$18.04	\$0.00	\$78.39
			02/01/201	5 \$50.74	\$10.18	\$18.04	\$0.00	\$78.96
			08/01/201	5 \$51.64	\$4 \$10.18	\$18.12	\$0.00	\$79.94
			02/01/201	7 \$52.21	\$10.18	\$18.12	\$0.00	\$80.51
Ann	rentice -	TERRAZZO FINISHER - L	acal 3 Marble & Tile					
	ctive Date	- 02/01/2013	Apprentice Base Wage \$23.18 \$27.81 \$32.45	Health \$10.18 \$10.18 \$10.18	Pension \$17.83 \$17.83 \$17.83	Supplementa Unemploymer \$0.00 \$0.00	Total Rate 3 \$51.19 3 \$55.82	
Effe Step 1	percen 50 60	- 02/01/2013	Apprentice Base Wage \$23.18 \$27.81	\$10.18 \$10.18	\$17.83 \$17.83	\$0.00 \$0.00	Total Rate 3 \$51.19 3 \$55.82 4 \$60.46	
Effe Step 1 2 3	50 60 70	- 02/01/2013	Apprentice Base Wage \$23.18 \$27.81 \$32.45	\$10.18 \$10.18 \$10.18	\$17.83 \$17.83 \$17.83	\$0.00 \$0.00 \$0.00	Total Rate 3 \$51.19 4 \$55.82 5 \$60.46 6 \$65.09	
Effe Step 1 2 3 4 5	50 60 70 80	- 02/01/2013 t	\$23.18 \$27.81 \$32.45 \$37.08	\$10.18 \$10.18 \$10.18 \$10.18	\$17.83 \$17.83 \$17.83 \$17.83	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate 3 \$51.19 4 \$55.82 5 \$60.46 6 \$65.09 6 \$69.73	
Effe Step 1 2 3 4 5	50 percen 50 60 70 80 90 sective Date	- 02/01/2013 t	\$23.18 \$27.81 \$32.45 \$37.08	\$10.18 \$10.18 \$10.18 \$10.18 \$10.18	\$17.83 \$17.83 \$17.83 \$17.83	\$0.00 \$0.00 \$0.00 \$0.00	Total Rate 3 \$51.19 3 \$55.82 3 \$60.46 3 \$65.09 3 \$69.73	
Effe Step 1 2 3 4 5	50 percen 50 60 70 80 90 sective Date	- 02/01/2013 t	\$23.18 \$27.81 \$32.45 \$37.08 \$41.72	\$10.18 \$10.18 \$10.18 \$10.18 \$10.18	\$17.83 \$17.83 \$17.83 \$17.83 \$17.83	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate 3 \$51.19 3 \$55.82 3 \$60.46 3 \$65.09 3 \$69.73	
Effe Step 1 2 3 4 5 Effe Step	50 percen 50 60 70 80 90 setive Date	- 02/01/2013 t	\$23.18 \$27.81 \$32.45 \$37.08 \$41.72	\$10.18 \$10.18 \$10.18 \$10.18 \$10.18	\$17.83 \$17.83 \$17.83 \$17.83 \$17.83	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplementa Unemploymen	Total Rate Total Rate Total Rate S51.19 S55.82 S60.46 S65.09 S69.73 Total Rate S51.71	
Effe Step 1 2 3 4 5 Effe Step 1	50 percen 50 60 70 80 90 sective Date percen 50	- 02/01/2013 t	\$23.18 \$27.81 \$32.45 \$37.08 \$41.72 Apprentice Base Wage	\$10.18 \$10.18 \$10.18 \$10.18 \$10.18 Health	\$17.83 \$17.83 \$17.83 \$17.83 \$17.83 Pension \$17.90	\$0.00 \$0.00	Total Rate 3 \$51.19 3 \$55.82 3 \$60.46 3 \$65.09 3 \$69.73 4 Total Rate 3 \$51.71 5 \$56.43	
Effe Step 1 2 3 4 5 Effe Step 1 2	50 60 70 80 90 setive Date 50 60	- 02/01/2013 t	\$23.18 \$27.81 \$32.45 \$37.08 \$41.72 Apprentice Base Wage \$23.63 \$28.35	\$10.18 \$10.18 \$10.18 \$10.18 \$10.18 Health \$10.18	\$17.83 \$17.83 \$17.83 \$17.83 \$17.83 Pension \$17.90 \$17.90	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplementa Unemploymen \$0.00 \$0.00	Total Rate S51.71 S56.43	
Effe Step 1 2 3 4 5 Effe Step 1 2 3	50 60 70 80 90 sective Date 50 60 70 60 70 60 70	- 02/01/2013 t	Apprentice Base Wage \$23.18 \$27.81 \$32.45 \$37.08 \$41.72 Apprentice Base Wage \$23.63 \$28.35 \$33.08	\$10.18 \$10.18 \$10.18 \$10.18 \$10.18 Health \$10.18 \$10.18	\$17.83 \$17.83 \$17.83 \$17.83 \$17.83 \$17.83 Pension \$17.90 \$17.90	\$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	Total Rate 3 \$51.19 3 \$55.82 3 \$60.46 3 \$65.09 3 \$69.73 4 Total Rate 3 \$51.71 3 \$56.43 3 \$61.16 3 \$65.88	

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TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE	06/01/2013	\$34,45	\$7.10	\$12.60	\$0.00	\$54.15
	12/01/2013	\$35.20	\$7.10	\$12.60	\$0.00	\$54.90
	06/01/2014	\$35.95	\$7.10	\$12.60	\$0.00	\$55.65
·	12/01/2014	\$36.70	\$7.10	\$12.60	\$0.00	\$56.40
	06/01/2015	\$37.45	\$7.10	\$12.60	\$0.00	\$57.15
	12/01/2015	\$38.20	\$7.10	\$12.60	\$0.00	\$57.90
	06/01/2016	\$38.95	\$7.10	\$12.60	\$0.00	\$58.65
	12/01/2016	\$39.95	\$7.10	\$12.60	\$0.00	\$59.65

For apprentice rates see "Apprentice- LABORER"

Notes:

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING DRILLER HELPER LABORERS - FOUNDATION AND MARINE	06/01/2013	\$33.17	\$7.10	\$12.60	\$0.00	\$52.87
LADONERS - FOUNDATION AND MAIGHE	12/01/2013	\$33.92	\$7.10	\$12.60	\$0.00	\$53.62
	06/01/2014	\$34.67	\$7.10	\$12.60	\$0.00	\$54.37
	12/01/2014	\$35.42	\$7.10	\$12.60	\$0.00	\$55.12
	06/01/2015	\$36.17	\$7.10	\$12.60	\$0.00	\$55.87
	12/01/2015	\$36.92	\$ 7.10	\$12,60	\$0.00	\$56.62
	06/01/2016	\$37.67	\$ 7.10	\$12.60	\$0.00	\$57.37
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.67	\$7.10	\$12.60	\$0.00	\$58.37
TEST BORING LABORER	0.6103.40010	400.00		#10.60	00.00	
LABORERS - FOUNDATION AND MARINE	06/01/2013	\$33.05	\$7.10	\$12.60	\$0.00	\$52.75
	12/01/2013	\$33.80	\$7.10	\$12,60	\$0.00	\$53.50
	06/01/2014	\$34.55	\$7.10	\$12.60	\$0.00	\$54.25
	12/01/2014	\$35.30	\$7.10	\$12.60	\$0.00	\$55.00
	06/01/2015	\$36,05	\$7.10	\$12.60	\$0,00	\$55.75
	12/01/2015	\$36.80	\$7.10	\$12.60	\$0.00	\$56.50
	06/01/2016	\$37.55	\$7.10	\$12.60	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38,55	\$7.10	\$12.60	\$0.00	\$58.25
TRACTORS/PORTABLE STEAM GENERATORS	0.510.4.10.4.4			A4		
OPERATING ENGINEERS LOCAL 4	06/01/2013	\$39.96	\$10.00	\$13.55	\$0.00	\$63.51
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2012	\$32.42	\$9.07	\$8.00	\$0.00	\$49.49
TUNNEL WORK - COMPRESSED AIR	06/01/2013	\$45.33	\$7.10	\$13.00	\$0.00	\$65.43
LABORERS (COMPRESSED AIR)	12/01/2013	\$46.08	\$7.10	\$13.00	\$0.00	\$66.18
	06/01/2014	\$46.83	\$7.10	\$13.00	\$0.00	\$66.93
	12/01/2014	\$47.58	\$7.10	\$13.00	\$0.00	\$67.68
	06/01/2015	\$48,33	\$7.10	\$13.00	\$0.00	\$68.43
	12/01/2015	\$49.08	\$7.10	\$13.00	\$0.00	\$69.18
	06/01/2016	\$49.83	\$7.10	\$13.00	\$0.00	\$69.93
To a state of a state	12/01/2016	\$50.83	\$7.10	\$13.00	\$0.00	\$70.93
For apprentice rates see "Apprentice-LABORER" TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	06/01/2013	\$47.33	\$7.10	\$13,00	\$0.00	\$67.42
LABORERS (COMPRESSED AIR)	12/01/2013			\$13.00		\$67.43
		\$48.08	\$7.10		\$0.00	\$68.18
	06/01/2014	\$48.83	\$7.10	\$13.00	\$0,00	\$68.93
	12/01/2014	\$49.58	\$7.10	\$13.00	\$0.00	\$69,68
	06/01/2015	\$50.33	\$7.10	\$13.00	\$0.00	\$70.43
	12/01/2015	\$51.08	\$7.10	\$13.00	\$0.00	\$71.18
	06/01/2016	\$51.83	\$7.10	\$13.00	\$0.00	\$71.93
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$52.83	\$7 .10	\$13.00	\$0.00	\$72.93

Issue Date: 06/04/2013

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
UNNEL WORK - FREE AIR ABORERS (FREE AIR TUNNEL)	06/01/2013	\$37.40	\$7.10	\$13.00	\$0.00	\$57.50
ADORDIO (TIES ANT TOWNS)	12/01/2013	\$38.15	\$7.10	\$13.00	\$0.00	\$58.25
	06/01/2014	\$38.90	\$7.10	\$13.00	\$0.00	\$59.00
	12/01/2014	\$39.65	\$7.10	\$13.00	\$0.00	\$59.75
	06/01/2015	\$40.40	\$7.10	\$13.00	\$0.00	\$60.50
	12/01/2015	\$41.15	\$7.10	\$13.00	\$0.00	\$61.25
	06/01/2016	\$41.90	\$7.10	\$13.00	\$0.00	\$62.00
	12/01/2016	\$42.90	\$7.10	\$13.00	\$0.00	\$63,00
For apprentice rates see "Apprentice- LABORER"			·			
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	06/01/2013	\$39.40	\$7.10	\$13.00	\$0.00	\$59.50
	12/01/2013	\$40.15	\$7.10	\$13.00	\$0.00	\$60.25
	06/01/2014	\$40,90	\$7.10	\$13.00	\$0.00	\$61.00
	12/01/2014	\$41.65	\$ 7.10	\$13.00	\$0.00	\$61,75
	06/01/2015	\$42.40	\$7.10	\$13.00	\$0.00	\$62.50
	12/01/2015	\$43.15	\$7.10	\$13.00	\$0.00	\$63.25
	06/01/2016	\$43.90	\$ 7.10	\$13.00	\$0.00	\$64.00
	12/01/2016	\$44.90	\$ 7.10	\$13.00	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
AC-HAUL Amsters joint council no. 10 zone a	12/01/2012	\$31.84	\$8.91	\$8.00	\$0.00	\$48.75
WAGON DRILL OPERATOR .aborers - zone 1	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55,85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58,35
For apprentice rates see "Apprentice- LABORER"						7
ASTE WATER PUMP OPERATOR	06/01/2013	\$40.34	\$10.00	\$13,55	\$0.00	\$63.89
ERATING ENGINEERS LOCAL 4	12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ATER METER INSTALLER umbers & gasfitters local 12	03/01/2013	\$49,31	\$9.32	\$13.29	\$0.00	\$71.92
For apprentice rates see "Apprentice-PLUMBER/PIPEFITTER" or "PLUMBE utside Electrical - East	R/GASFITTER"					
ABLE TECHNICIAN (Power Zone)	03/03/2013	ድ ንና 10	\$9.70	\$4.17	\$0,00	ውን <i>ግ ፎደ</i>
TSIDE ELECTRICAL WORKERS - EAST LOCAL 104		\$25.18	\$8.20 \$8.70	\$4.17 \$4.48		\$37.55
For apprentice rates see "Apprentice- LINEMAN"	09/01/2013	\$25.66	\$8.70	Ф4.4 8	\$0.00	\$38.84
ABLEMAN (Underground Ducts & Cables)	03/03/2013	\$35.67	\$8.20	\$4.98	\$0.00	\$48.85
TSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2013	\$36.55	\$8.70	\$6.58	\$0.00	\$51.83
For apprentice rates see "Apprentice-LINEMAN"	03/04/2018	ψ50.55	ψ0.70	40.00	\$0.00	Ψ51.05
UVER / GROUNDMAN CDL	03/03/2013	\$29.38	\$8.20	\$5.68	\$0.00	\$43.26
TSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2013	\$29.94	\$8.70	\$6.05	\$0.00	\$44.69
For apprentice rates see "Apprentice- LINEMAN"						
RIVER / GROUNDMAN -Inexperienced (<2000 Hrs)	03/03/2013	\$23.08	\$8.20	\$3.94	\$0.00	\$35,22
TSIDE ELECTRICAL WORKERS - EAST LOCAL, 104	09/01/2013	\$23,52	\$8.70	\$5.24	\$0.00	\$37.46
For apprentice rates see "Apprentice-LINEMAN"						

Wage Request Number:

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Issue Date: 06/04/2013

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
EQUIPMENT OPERATOR (Class A CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	03/03/2013	\$35.67	\$8.20	\$8.98	\$0.00	\$52.85
For apprentice rates see "Apprentice- LINEMAN"	09/01/2013	\$36.35	\$8.70	\$9.43	\$0.00	\$54.48
EQUIPMENT OPERATOR (Class B CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN"	03/03/2013	\$31.48	\$8.20	\$6.19	\$0.00	\$45.87
	09/01/2013	\$32.08	\$8.70	\$6.59	\$0.00	\$47.37
GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN"	03/03/2013	\$23.08	\$8.20	\$3.42	\$0.00	\$34.70
	09/01/2013	\$23.52	\$8.70	\$3.72	\$0.00	\$35.94
GROUNDMAN -Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice-LINEMAN"	03/03/2013	\$18.89	\$8.20	\$2.61	\$0.00	\$29.70
	09/01/2013	\$19.25	\$8.70	\$2.85	\$0.00	\$30.80
JOURNE YMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	03/03/2013	\$41.97	\$8.20	\$11.26	\$0.00	\$61.43
	09/01/2013	\$42.77	\$8.70	\$11.78	\$0.00	\$63.25

Step	ive Date - percent	03/03/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60		\$25.18	\$8.20	\$3.92	\$0.00	\$37.30
2	65		\$27.28	\$8.20	\$4.36	\$0.00	\$39.84
3	70		\$29.38	\$8.20	\$5.06	\$0.00	\$42.64
4	75		\$31.48	\$8.20	\$5.76	\$0.00	\$45.44
5	80		\$33.58	\$8.20	\$6.46	\$0.00	\$48.24
6	85		\$35.67	\$8.20	\$7.17	\$0.00	\$51.04
7	90		\$37.77	\$8.20	\$8.36	\$0.00	\$54.33
Effect	ive Date -	09/01/2013				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$25.66	\$8.70	\$4.24	\$0.00	\$38.60
2	65		\$27.80	\$8.70	\$4.71	\$0.00	\$41.21
3	70		\$29.94	\$8.70	\$5.43	\$0.00	\$44.07
4	75		\$32.08	\$8.70	\$6.16	\$0.00	\$46.94
5	80		\$34.22	\$8.70	\$6.88	\$0.00	\$49.80
6	85		\$36.35	\$8.70	\$7.62	\$0.00	\$52.67
7	90		\$38.49	\$8.70	\$8.83	\$0.00	\$56.02
Notes:	e eminor massac e	MANAGEM	MARKET POPUNTANE POPUNTANIA (CONTINUE CONTINUES AND	desidentials Methodologic constitution	en management versioners sommer	SUMMERS COMMISSION STOCKES	TORRISON COMMENTS AND ADMINISTRATION OF THE PARTY OF THE
non occasion	-tion to You	ırneyworker Ratio:1	organistic companies, establication constituent consti	management and an experience of the second	re- recogniser recognises executions	Control de Andrew de Control C	3

TELEDATA CABLE SPLICER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	07/16/2012	\$26.33	\$4.18	\$2.79	\$0.00	\$33.30
TELEDATA LINEMAN/EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	07/16/2012	\$24.78	\$4.18	\$2.74	\$0.00	\$31.70
TELEDATA WIREMAN/INSTALLER/TECHNICIAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	07/16/2012	\$24.78	\$4.18	\$2.74	\$0.00	\$31.70

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TREE TRIMMER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/01/2009	\$16.59	\$2.42	\$0.00	\$0.00	\$19.01
This classification applies only to the trimming of branches on and around utility lines.						
TREE TRIMMER GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/01/2009	\$14.64	\$2.42	\$0.00	\$0.00	\$17.06
This classification applies only to the trimming of branches on and around utility lines.						

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) unless otherwise specified.

- * Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof.
- ** 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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