

**TOWN OF ARLINGTON  
MASSACHUSETTS  
PURCHASING DEPARTMENT**

**BID #13-16**

**GRAVEL BORROW (TYPE B)/DPW**

Sealed bids pursuant to the Uniform Procurement Act, Ch. 30B are invited and will be received by the Town Manager's Office/Purchasing Dept., 730 Massachusetts Avenue, Arlington, Massachusetts until **10:00 AM, Monday, July 1, 2013** at which time and place they will be publicly opened and read. Any bids received after this time will not be accepted. Bid will be awarded as soon as possible.

Specifications and Proposal Forms may be obtained at the Office of the Town Manager/Purchasing Department at the above mentioned address on **June 20, 2013**, Monday-Wednesday from 8:00 A.M. to 4:00 P.M., Thursdays from 8:00 A.M. to 7:00 P.M., and Fridays from 8:00 A.M. to Noon. Bid Documents are available on the Town Website, [www.arlingtonma.gov/purchasing](http://www.arlingtonma.gov/purchasing). All Bids must be submitted on form provided and in sealed envelope plainly marked: **BID #13-16: Gravel Borrow (Type B)/DPW, July 1, 2013 @ 10:00 A.M. .**

Attention is called to the minimum rates of wages to be paid on the work as determined by the Commissioner of Labor and Industries under the provisions of Sections 26 and 27, Chapter 149 of the General Laws.

For further information regarding this bid please contact Domenic R. Lanzillotti, Purchasing Officer at (781) 316-3003.

The Town Manager reserves the right to cancel any Invitation for Bids, to reject in whole or in part any and all bids, when it is deemed in the best interest of the Town to do so.

TOWN OF ARLINGTON

ADAM W. CHAPDELAINÉ  
Town Manager

June 20, 2013

**BID #13-16 GRAVEL BORROW (TYPE B)/DPW**

**BID OPENING: MONDAY, JULY 1, 2013 @ 10:00 A.M.**

All work to be performed under this contract shall be in accordance with the following specifications and under the following conditions:

1. The Town of Arlington, acting through its awarding authority, reserves the right to accept or reject any and/or all bids or portions thereof, and to waive any informalities in bidding, and/or to make the award as appears in the best interest of the Town of Arlington.
2. The bid will be awarded to the lowest qualified and responsible bidder.
3. Payment will be made monthly, unless otherwise specified.
4. Normal Hours of work: Work hours shall be between the hours of 7:00 A.M. and 2:00 P.M. Monday through Friday, unless otherwise specified. The successful Contractor shall not work on Saturdays, Sundays, Holidays or other hours, without express authority from the Director of Public Works.
5. The successful bidder must provide proof of all licenses, where applicable.
6. Insurance – The successful bidder shall be required to file an Insurance Certificate with the Department of Public Works with policy limits as specified in the attached Insurance Requirements.
7. The Contractor's equipment must be covered by all types of insurance necessary for the protection of the Town of Arlington while performing service for the Town. **This is to include \$100,000.00 to \$300,000.00 Bodily Injury Coverage and \$50,000.00 Property Damage Coverage.** Successful bidders will be required to submit Insurance Certificates showing coverage and indemnifying the Town of Arlington while in the employ of the Town. All of the equipment must be specifically listed on said certificate.
8. All equipment must comply with the requirements of the Department of Public Safety and the Registry of Motor Vehicles relative to safe operation of vehicles.
9. Minimum wage rates as established by the Commissioner of Labor and Industries in accordance with Sections 26 and 27D and 27F of Chapter 149 of the General Laws must be strictly adhered to. Wage rates are attached and made a part of these specifications.
10. The Contractor shall observe and comply with and cause all his agents and employees to observe and comply with all existing and future State and National laws and Town Bylaws and regulations in any manner affecting those engaged or

employed in the performance of this contract and shall protect and indemnify the Town, the Town Manager and all of its officers, agents, and employees against any claim of liability arising from or based on the violation of any such law, bylaw, or regulation.

11. The Contractor shall take all precautions for preventing injury to persons or property in connection with this contract and the performance thereof, and shall indemnify and save harmless the Town and the Town Manager and its officers and agents from all claims relating to injuries to any person, corporation, or property received or sustained by or from the contractor or its employees in carrying out the terms of this contract or in consequence of any improper implements of the contractor or its employees herein.
12. This Contract includes estimated quantities that may or may not be purchased during Fiscal Year.
13. This Contract may be terminated, with fifteen (15) days notice, for unsatisfactory performance and/or availability of funds. The contractor will hold the Town harmless from all damages as a result of funding restraints.
14. All work and/or supplies must meet the approval of the Director of Public Works or his designee.
15. No bid may be withdrawn within thirty (30) days, Saturdays, Sundays, and legal holidays excluded, after the opening of bids.
16. All bid prices shall be held firm for one year from the date of contract award.
17. The Town of Arlington acting through its awarding authority, reserves the right to extend this contract for up to two additional one (1) year periods to provide the services and/or materials at the unit prices bid, as appears in the best interest of the Town of Arlington.
18. All envelopes must be clearly marked indicating:

Contract Name and number  
Date of Opening  
Name of Bidder

19. Bids must be submitted on the required proposal form, and delivered to:

Purchasing Department  
Town Hall Annex  
730 Massachusetts Avenue  
Arlington, MA 02476

**PROPOSAL SHEET**

**BID OPENING: MONDAY July 1, 2013  
Bid #13-16, 10:00 A.M.**

Adam W. Chapdelaine  
Town Manager  
730 Massachusetts Avenue  
Arlington, MA 02476

We, the undersigned, herewith agree to furnish, in accordance with Invitation for Bid and Specifications provided us, the following service for a period from Date of Contract through June 30, 2014. Option to renew for a second and third year at the sole discretion of the Town of Arlington.

**AWARD BASED ON THE TOTAL PRICE FOR YEAR #1.**

**BID SHEET**

**YEAR #1**

| <b>Item</b>  | <b>Estimated Quantity</b> | <b>Unit Price</b>   | <b>Item Total</b> |
|--|---------------------------|---------------------|-------------------|
| Gravel Borrow (Type B), Delivered<br>Per attached specifications | 1,161 Tons                | \$ _____<br>per ton | \$ _____          |

**OPTION YEAR #2**

| <b>Item</b>  | <b>Estimated Quantity</b> | <b>Unit Price</b>   | <b>Item Total</b> |
|--|---------------------------|---------------------|-------------------|
| Gravel Borrow (Type B), Delivered<br>Per attached specifications | 1,161 Tons                | \$ _____<br>per ton | \$ _____          |

**OPTION YEAR #3**

| <b>Item</b>  | <b>Estimated Quantity</b> | <b>Unit Price</b>   | <b>Item Total</b> |
|--|---------------------------|---------------------|-------------------|
| Gravel Borrow (Type B), Delivered<br>Per attached specifications | 1,161 Tons                | \$ _____<br>per ton | \$ _____          |

**Total Price in words:** \_\_\_\_\_

COMPANY \_\_\_\_\_

ADDRESS \_\_\_\_\_

PHONE# \_\_\_\_\_

**SPECIFICATIONS – GRAVEL BORROW (TYPE B)/DPW**

Gravel shall conform to the Commonwealth of Massachusetts DPW standard specifications for highways and bridges latest edition-Section M1.03.0 Type B.

Gravel Borrow shall consist of inert material that is hard, durable stone and coarse sand, free from loam and clay, surface coatings and deleterious materials.

Gradation requirements for gravel shall be determined by AASHTO-T11 T-27 and shall conform to the following:

| <u>Sieve Designation</u> | <u>Percent Passing</u> |
|--------------------------|------------------------|
| ½ in.                    | 50-85                  |
| No. 4                    | 40-75                  |
| No. 50                   | 8-28                   |
| No. 200                  | 0-10                   |

Maximum size of stone in gravel shall be as follows:

M1.03.0 Type B                      3 inches largest dimension

**Gravel to be delivered to Public Works Yard, 51 Grove St., Arlington, MA**

**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**

\_\_\_\_\_  
**DATE**

\_\_\_\_\_

Pursuant to M.G.L. Chapter 62C, Section 49A, I certify under the penalties of perjury that I have complied with all laws of the commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

\_\_\_\_\_  
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***

**From:** "MA Prevailing Wage" <prevailingwages@state.ma.us>  
**To:** dlanziliotti@town.arlington.ma.us  
**Date:** 06/14/2013 06:57 PM  
**Subject:** Prevailing wage schedule for Wage Request number :20130614-027

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To view and print Weekly Payroll & Compliance Forms  
Click on [www.mass.gov/dols/pw](http://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](http://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](http://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

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APPROVAL/DENIAL COMMENTS

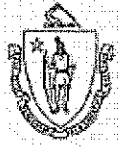
This e-mail message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged



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: [20130614-027.pdf](#)      Size: 157k      Content Type: application/pdf



DEVAL L. PATRICK  
Governor  
TIMOTHY P. MURRAY  
Lt. Governor

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

Prevailing Wage Rates

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

JOANNE F. GOLDSTEIN  
Secretary  
HEATHER E. ROWE  
Director

**Awarding Authority:** Town of Arlington  
**Contract Number:** 13-16 **City/Town:** ARLINGTON  
**Description of Work:** Gravel Borrow (Type B) Hauling - Furnish and Deliver Gravel Borrow (Type B) as required for a contract period of one (1) year.  
**Job Location:** 51 Grove Street

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**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.

| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| <b>Construction</b>  |                |           |         |         |                           |            |
| (2 AXLE) DRIVER - EQUIPMENT<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>                    | 12/01/2012     | \$31.55   | \$8.91  | \$8.00  | \$0.00                    | \$48.46    |
| (3 AXLE) DRIVER - EQUIPMENT<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>                    | 12/01/2012     | \$31.62   | \$8.91  | \$8.00  | \$0.00                    | \$48.53    |
| (4 & 5 AXLE) DRIVER - EQUIPMENT<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>                | 12/01/2012     | \$31.74   | \$8.91  | \$8.00  | \$0.00                    | \$48.65    |
| ADS/SUBMERSIBLE PILOT<br><i>PILE DRIVER LOCAL 56 (ZONE 1)</i>                                  | 08/01/2012     | \$82.32   | \$9.80  | \$17.67 | \$0.00                    | \$109.79   |
|  | 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<br><i>LABORERS - ZONE 1</i>   | 06/01/2013     | \$33.80   | \$7.10  | \$12.45 | \$0.00                    | \$53.35    |
|  | 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"   |                |           |         |         |                           |            |
| ASBESTOS REMOVER - PIPE / MECH. EQUIPT.<br><i>HEAT &amp; FROST INSULATORS LOCAL 6 (BOSTON)</i> | 06/01/2013     | \$29.88   | \$10.40 | \$5.95  | \$0.00                    | \$46.23    |
|  | 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<br><i>LABORERS - ZONE 1</i>  | 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"   |                |           |         |         |                           |            |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE<br><i>OPERATING ENGINEERS LOCAL 4</i>                   | 06/01/2013     | \$40.34   | \$10.00 | \$13.55 | \$0.00                    | \$63.89    |
|  | 12/01/2013     | \$41.12   | \$10.00 | \$13.55 | \$0.00                    | \$64.67    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                                     |                |           |         |         |                           |            |
| BACKHOE/FRONT-END LOADER<br><i>OPERATING ENGINEERS LOCAL 4</i>                                 | 06/01/2013     | \$40.34   | \$10.00 | \$13.55 | \$0.00                    | \$63.89    |
|  | 12/01/2013     | \$41.12   | \$10.00 | \$13.55 | \$0.00                    | \$64.67    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                                     |                |           |         |         |                           |            |

| Classification  | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| BARCO-TYPE JUMPING TAMPER<br><i>LABORERS - ZONE 1</i>         | 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"                |                |           |        |         |                           |            |
| BLOCK PAVER, RAMMER / CURB SETTER<br><i>LABORERS - ZONE 1</i> | 06/01/2013     | \$33.80   | \$7.10 | \$12.45 | \$0.00                    | \$53.35    |
|   | 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<br><i>BOILERMAKERS LOCAL 29</i>                  | 01/01/2010     | \$37.70   | \$6.97 | \$11.18 | \$0.00                    | \$55.85    |

**Apprentice - BOILERMAKER - Local 29**

Effective Date - 01/01/2010

| Step | 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:**

**Apprentice to Journeyworker Ratio:1:5**

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)<br><i>BRICKLAYERS LOCAL 3 (BOSTON)</i> | 02/01/2013 | \$47.41 | \$10.18 | \$17.83 | \$0.00 | \$75.42 |
|   | 08/01/2013 | \$48.31 | \$10.18 | \$17.90 | \$0.00 | \$76.39 |
|   | 02/01/2014 | \$48.87 | \$10.18 | \$17.90 | \$0.00 | \$76.95 |
|   | 08/01/2014 | \$49.77 | \$10.18 | \$17.97 | \$0.00 | \$77.92 |
|   | 02/01/2015 | \$50.33 | \$10.18 | \$17.97 | \$0.00 | \$78.48 |
|   | 08/01/2015 | \$51.23 | \$10.18 | \$18.04 | \$0.00 | \$79.45 |
|   | 02/01/2016 | \$51.80 | \$10.18 | \$18.04 | \$0.00 | \$80.02 |
|   | 08/01/2016 | \$52.70 | \$10.18 | \$18.12 | \$0.00 | \$81.00 |
|   | 02/01/2017 | \$53.27 | \$10.18 | \$18.12 | \$0.00 | \$81.57 |

**Classification**

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

**Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Boston**

**Effective Date - 02/01/2013**

| Step | 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    |

**Effective Date - 08/01/2013**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental 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:**

**Apprentice to Journeyworker Ratio:1:5**

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| BULLDOZER/GRADER/SCRAPER<br>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"

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING BOTTOM MAN<br>LABORERS - FOUNDATION AND MARINE | 06/01/2013 | \$34.20 | \$7.10 | \$12.60 | \$0.00 | \$53.90 |
|   | 12/01/2013 | \$34.95 | \$7.10 | \$12.60 | \$0.00 | \$54.65 |
|   | 06/01/2014 | \$35.70 | \$7.10 | \$12.60 | \$0.00 | \$55.40 |
|   | 12/01/2014 | \$36.45 | \$7.10 | \$12.60 | \$0.00 | \$56.15 |
|   | 06/01/2015 | \$37.20 | \$7.10 | \$12.60 | \$0.00 | \$56.90 |
|   | 12/01/2015 | \$37.95 | \$7.10 | \$12.60 | \$0.00 | \$57.65 |
|   | 06/01/2016 | \$38.70 | \$7.10 | \$12.60 | \$0.00 | \$58.40 |
|   | 12/01/2016 | \$39.70 | \$7.10 | \$12.60 | \$0.00 | \$59.40 |

For apprentice rates see "Apprentice- LABORER"

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING LABORER<br>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 |
|  | 12/01/2016 | \$38.55 | \$7.10 | \$12.60 | \$0.00 | \$58.25 |

For apprentice rates see "Apprentice- LABORER"

| Classification  | Effective Date | Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|------------------------------|------------|
| CAISSON & UNDERPINNING TOP MAN<br><i>LABORERS - FOUNDATION AND MARINE</i> | 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    |
| For apprentice rates see "Apprentice- LABORER"                            |                |           |        |         |                              |            |
| CARBIDE CORE DRILL OPERATOR<br><i>LABORERS - ZONE 1</i>                   | 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"                            |                |           |        |         |                              |            |
| CARPENTER<br><i>CARPENTERS - ZONE 2 (Eastern Massachusetts)</i>           | 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    |

Classification

Effective Date   Base Wage   Health   Pension   Supplemental Unemployment   Total Rate

**Apprentice - CARPENTER - Zone 2 Eastern MA**

Effective Date - 03/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental 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    |

Effective Date - 09/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental 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:

**Apprentice to Journeyworker Ratio:1:5**

|                              |            |         |         |         |        |         |
|------------------------------|------------|---------|---------|---------|--------|---------|
| CEMENT MASONRY/PLASTERING    | 01/01/2013 | \$42.57 | \$10.65 | \$18.61 | \$1.30 | \$73.13 |
| BRICKLAYERS LOCAL 3 (BOSTON) | 07/01/2013 | \$42.74 | \$10.65 | \$18.61 | \$1.30 | \$73.30 |
|                              | 01/01/2014 | \$43.66 | \$10.65 | \$18.61 | \$1.30 | \$74.22 |
|                              | 07/01/2014 | \$44.26 | \$10.65 | \$18.61 | \$1.30 | \$74.82 |
|                              | 01/01/2015 | \$45.20 | \$10.65 | \$18.61 | \$1.30 | \$75.76 |
|                              | 07/01/2015 | \$45.78 | \$10.65 | \$18.61 | \$1.30 | \$76.34 |
|                              | 01/01/2016 | \$46.70 | \$10.65 | \$18.61 | \$1.30 | \$77.26 |

**Classification**

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

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

**Effective Date - 01/01/2013**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$21.29              | \$10.65 | \$12.11 | \$1.30                    | \$45.35    |
| 2    | 60      | \$25.54              | \$10.65 | \$13.61 | \$1.30                    | \$51.10    |
| 3    | 65      | \$27.67              | \$10.65 | \$14.61 | \$1.30                    | \$54.23    |
| 4    | 70      | \$29.80              | \$10.65 | \$15.61 | \$1.30                    | \$57.36    |
| 5    | 75      | \$31.93              | \$10.65 | \$16.61 | \$1.30                    | \$60.49    |
| 6    | 80      | \$34.06              | \$10.65 | \$17.61 | \$1.30                    | \$63.62    |
| 7    | 90      | \$38.31              | \$10.65 | \$18.61 | \$1.30                    | \$68.87    |

**Effective Date - 07/01/2013**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$21.37              | \$10.65 | \$12.11 | \$1.30                    | \$45.43    |
| 2    | 60      | \$25.64              | \$10.65 | \$13.61 | \$1.30                    | \$51.20    |
| 3    | 65      | \$27.78              | \$10.65 | \$14.61 | \$1.30                    | \$54.34    |
| 4    | 70      | \$29.92              | \$10.65 | \$15.61 | \$1.30                    | \$57.48    |
| 5    | 75      | \$32.06              | \$10.65 | \$16.61 | \$1.30                    | \$60.62    |
| 6    | 80      | \$34.19              | \$10.65 | \$17.61 | \$1.30                    | \$63.75    |
| 7    | 90      | \$38.47              | \$10.65 | \$18.61 | \$1.30                    | \$69.03    |

**Notes:**

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

**Apprentice to Journeyworker Ratio:1:3**

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| CHAIN SAW OPERATOR<br>LABORERS - 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"                             |            |         |         |         |        |         |
| CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES<br>OPERATING ENGINEERS LOCAL 4 | 06/01/2013 | \$41.34 | \$10.00 | \$13.55 | \$0.00 | \$64.89 |
|  | 12/01/2013 | \$42.12 | \$10.00 | \$13.55 | \$0.00 | \$65.67 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                 |            |         |         |         |        |         |
| COMPRESSOR OPERATOR<br>OPERATING ENGINEERS LOCAL 4                         | 06/01/2013 | \$28.19 | \$10.00 | \$13.55 | \$0.00 | \$51.74 |
|  | 12/01/2013 | \$28.74 | \$10.00 | \$13.55 | \$0.00 | \$52.29 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                 |            |         |         |         |        |         |
| DELEADER (BRIDGE)<br>PAINTERS LOCAL 35 - ZONE 2                            | 01/01/2013 | \$45.01 | \$7.80  | \$15.60 | \$0.00 | \$68.41 |



| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|----------------|-----------|--------|---------|---------------------------|------------|

**Apprentice - PAINTER Local 35 - BRIDGES/TANKS**

**Effective Date - 01/01/2013**

| Step | 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.

**Apprentice to Journeyworker Ratio:1:1**

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| DEMO: ADZEMAN<br>LABORERS - ZONE 1                                | 12/01/2011 | \$31.80 | \$7.10  | \$12.45 | \$0.00 | \$51.35 |
| For apprentice rates see "Apprentice- LABORER"                    |            |         |         |         |        |         |
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR<br>LABORERS - ZONE 1         | 12/01/2011 | \$32.80 | \$7.10  | \$12.45 | \$0.00 | \$52.35 |
| For apprentice rates see "Apprentice- LABORER"                    |            |         |         |         |        |         |
| DEMO: BURNERS<br>LABORERS - ZONE 1                                | 12/01/2011 | \$32.55 | \$7.10  | \$12.45 | \$0.00 | \$52.10 |
| For apprentice rates see "Apprentice- LABORER"                    |            |         |         |         |        |         |
| DEMO: CONCRETE CUTTER/SAWYER<br>LABORERS - ZONE 1                 | 12/01/2011 | \$32.80 | \$7.10  | \$12.45 | \$0.00 | \$52.35 |
| For apprentice rates see "Apprentice- LABORER"                    |            |         |         |         |        |         |
| DEMO: JACKHAMMER OPERATOR<br>LABORERS - ZONE 1                    | 12/01/2011 | \$32.55 | \$7.10  | \$12.45 | \$0.00 | \$52.10 |
| For apprentice rates see "Apprentice- LABORER"                    |            |         |         |         |        |         |
| DEMO: WRECKING LABORER<br>LABORERS - ZONE 1                       | 12/01/2011 | \$31.80 | \$7.10  | \$12.45 | \$0.00 | \$51.35 |
| For apprentice rates see "Apprentice- LABORER"                    |            |         |         |         |        |         |
| DIRECTIONAL DRILL MACHINE OPERATOR<br>OPERATING ENGINEERS LOCAL 4 | 06/01/2013 | \$39.96 | \$10.00 | \$13.55 | \$0.00 | \$63.51 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"        |            |         |         |         |        |         |
| DIVER<br>PILE DRIVER LOCAL 56 (ZONE 1)                            | 08/01/2012 | \$54.88 | \$9.80  | \$17.67 | \$0.00 | \$82.35 |
|   | 08/01/2013 | \$56.98 | \$9.80  | \$17.67 | \$0.00 | \$84.45 |
|   | 08/01/2014 | \$59.08 | \$9.80  | \$17.67 | \$0.00 | \$86.55 |
|   | 08/01/2015 | \$61.18 | \$9.80  | \$17.67 | \$0.00 | \$88.65 |
| DIVER TENDER<br>PILE DRIVER LOCAL 56 (ZONE 1)                     | 08/01/2012 | \$54.88 | \$9.80  | \$17.67 | \$0.00 | \$82.35 |
|   | 08/01/2013 | \$56.98 | \$9.80  | \$17.67 | \$0.00 | \$84.45 |
|   | 08/01/2014 | \$59.08 | \$9.80  | \$17.67 | \$0.00 | \$86.55 |
|   | 08/01/2015 | \$61.18 | \$9.80  | \$17.67 | \$0.00 | \$88.65 |

| Classification  | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|------------------------------|------------|
| DIVER TENDER (EFFLUENT)<br><i>PILE DRIVER LOCAL 56 (ZONE 1)</i>     | 08/01/2012     | \$58.80   | \$9.80  | \$17.67 | \$0.00                       | \$86.27    |
|   | 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)<br><i>PILE DRIVER LOCAL 56 (ZONE 1)</i>     | 08/01/2012     | \$82.32   | \$9.80  | \$17.67 | \$0.00                       | \$109.79   |
|   | 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)<br><i>ELECTRICIANS LOCAL 103</i> | 03/01/2013     | \$43.52   | \$13.00 | \$14.16 | \$0.00                       | \$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    |
|   | 03/01/2016     | \$48.23   | \$13.00 | \$14.30 | \$0.00                       | \$75.53    |
| For apprentice rates see "Apprentice- ELECTRICIAN"                  |                |           |         |         |                              |            |
| ELECTRICIAN<br><i>ELECTRICIANS LOCAL 103</i>                        | 03/01/2013     | \$43.52   | \$13.00 | \$14.16 | \$0.00                       | \$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    |
|   | 03/01/2016     | \$48.23   | \$13.00 | \$14.30 | \$0.00                       | \$75.53    |

**Classification**

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

**Apprentice - ELECTRICIAN - Local 103**

**Effective Date - 03/01/2013**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 40      | \$17.41              | \$13.00 | \$0.52  | \$0.00                    | \$30.93    |
| 2    | 40      | \$17.41              | \$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    |
| 10   | 75      | \$32.64              | \$13.00 | \$12.51 | \$0.00                    | \$58.15    |

**Effective Date - 09/01/2013**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 40      | \$17.68              | \$13.00 | \$0.53  | \$0.00                    | \$31.21    |
| 2    | 40      | \$17.68              | \$13.00 | \$0.53  | \$0.00                    | \$31.21    |
| 3    | 45      | \$19.89              | \$13.00 | \$10.54 | \$0.00                    | \$43.43    |
| 4    | 45      | \$19.89              | \$13.00 | \$10.54 | \$0.00                    | \$43.43    |
| 5    | 50      | \$22.10              | \$13.00 | \$10.86 | \$0.00                    | \$45.96    |
| 6    | 55      | \$24.31              | \$13.00 | \$11.20 | \$0.00                    | \$48.51    |
| 7    | 60      | \$26.52              | \$13.00 | \$11.53 | \$0.00                    | \$51.05    |
| 8    | 65      | \$28.73              | \$13.00 | \$11.86 | \$0.00                    | \$53.59    |
| 9    | 70      | \$30.94              | \$13.00 | \$12.19 | \$0.00                    | \$56.13    |
| 10   | 75      | \$33.15              | \$13.00 | \$12.53 | \$0.00                    | \$58.68    |

**Notes :**  
 App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

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

|   |            |         |        |        |        |         |
|---|------------|---------|--------|--------|--------|---------|
| ELEVATOR CONSTRUCTOR<br>ELEVATOR CONSTRUCTORS LOCAL 4 | 01/01/2012 | \$52.45 | \$8.78 | \$6.96 | \$0.00 | \$68.19 |
|---|------------|---------|--------|--------|--------|---------|

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

**Apprentice - ELEVATOR CONSTRUCTOR - Local 4**

Effective Date - 01/01/2012

| Step | 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:**

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

**Apprentice to Journeyworker Ratio:1:1**

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR HELPER<br><i>ELEVATOR CONSTRUCTORS LOCAL 4</i>           | 01/01/2012 | \$38.59 | \$8.78  | \$6.96  | \$0.00 | \$54.33 |
| FENCE & GUARD RAIL ERECTOR<br><i>LABORERS - ZONE 1</i>                        | 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"                                |            |         |         |         |        |         |
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY<br><i>OPERATING ENGINEERS LOCAL 4</i> | 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 |
|   | 05/01/2014 | \$40.03 | \$10.00 | \$13.02 | \$0.00 | \$63.05 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                    |            |         |         |         |        |         |
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY<br><i>OPERATING ENGINEERS LOCAL 4</i> | 05/01/2013 | \$39.91 | \$10.00 | \$13.02 | \$0.00 | \$62.93 |
|   | 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"                    |            |         |         |         |        |         |
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY<br><i>OPERATING ENGINEERS LOCAL 4</i>  | 05/01/2013 | \$21.17 | \$10.00 | \$13.02 | \$0.00 | \$44.19 |
|   | 11/01/2013 | \$21.63 | \$10.00 | \$13.02 | \$0.00 | \$44.65 |
|   | 05/01/2014 | \$22.08 | \$10.00 | \$13.02 | \$0.00 | \$45.10 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                    |            |         |         |         |        |         |
| FIRE ALARM INSTALLER<br><i>ELECTRICIANS LOCAL 103</i>                         | 03/01/2013 | \$43.52 | \$13.00 | \$14.16 | \$0.00 | \$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 |
|   | 03/01/2016 | \$48.23 | \$13.00 | \$14.30 | \$0.00 | \$75.53 |
| For apprentice rates see "Apprentice- ELECTRICIAN"                            |            |         |         |         |        |         |

| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| FIRE ALARM REPAIR / MAINTENANCE                                      | 03/01/2013     | \$32.64   | \$13.00 | \$12.51 | \$0.00                       | \$58.15    |
| LOCAL 103<br>/ COMMISSIONING <i>ELECTRICIANS</i>                     | 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    |
| 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    |

**Classification**

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

**Apprentice - FLOORCOVERER - Local 2168 Zone 1**

**Effective Date - 03/01/2013**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 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    | 60      | \$23.17              | \$9.80 | \$11.34 | \$0.00                    | \$44.31    |
| 4    | 65      | \$25.10              | \$9.80 | \$11.34 | \$0.00                    | \$46.24    |
| 5    | 70      | \$27.03              | \$9.80 | \$13.13 | \$0.00                    | \$49.96    |
| 6    | 75      | \$28.96              | \$9.80 | \$13.13 | \$0.00                    | \$51.89    |
| 7    | 80      | \$30.89              | \$9.80 | \$14.92 | \$0.00                    | \$55.61    |
| 8    | 85      | \$32.82              | \$9.80 | \$14.92 | \$0.00                    | \$57.54    |

**Effective Date - 09/01/2013**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 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    | 60      | \$23.17              | \$9.80 | \$11.34 | \$0.00                    | \$44.31    |
| 4    | 65      | \$25.10              | \$9.80 | \$11.34 | \$0.00                    | \$46.24    |
| 5    | 70      | \$27.03              | \$9.80 | \$13.13 | \$0.00                    | \$49.96    |
| 6    | 75      | \$28.96              | \$9.80 | \$13.13 | \$0.00                    | \$51.89    |
| 7    | 80      | \$30.89              | \$9.80 | \$14.92 | \$0.00                    | \$55.61    |
| 8    | 85      | \$32.82              | \$9.80 | \$14.92 | \$0.00                    | \$57.54    |

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| FORK LIFT/CHERRY PICKER<br>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 |
| GENERATOR/LIGHTING PLANT/HEATERS<br>OPERATING ENGINEERS LOCAL 4                  | 06/01/2013 | \$28.19 | \$10.00 | \$13.55 | \$0.00 | \$51.74 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                       | 12/01/2013 | \$28.74 | \$10.00 | \$13.55 | \$0.00 | \$52.29 |
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)<br>GLAZIERS LOCAL 35 (ZONE 2) | 01/01/2013 | \$35.51 | \$7.80  | \$14.60 | \$0.00 | \$57.91 |

**Classification**

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

**Apprentice - GLAZIER - Local 35 Zone 2**

**Effective Date - 01/01/2013**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental 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:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

|                                   |            |         |         |         |        |         |
|-----------------------------------|------------|---------|---------|---------|--------|---------|
| HOISTING ENGINEER/CRANES/GRADALLS | 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 |

**Classification**

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

**Apprentice - OPERATING ENGINEERS - Local 4**

**Effective Date - 06/01/2013**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 55      | \$22.19              | \$10.00 | \$0.00  | \$0.00                    | \$32.19    |
| 2    | 60      | \$24.20              | \$10.00 | \$13.55 | \$0.00                    | \$47.75    |
| 3    | 65      | \$26.22              | \$10.00 | \$13.55 | \$0.00                    | \$49.77    |
| 4    | 70      | \$28.24              | \$10.00 | \$13.55 | \$0.00                    | \$51.79    |
| 5    | 75      | \$30.26              | \$10.00 | \$13.55 | \$0.00                    | \$53.81    |
| 6    | 80      | \$32.27              | \$10.00 | \$13.55 | \$0.00                    | \$55.82    |
| 7    | 85      | \$34.29              | \$10.00 | \$13.55 | \$0.00                    | \$57.84    |
| 8    | 90      | \$36.31              | \$10.00 | \$13.55 | \$0.00                    | \$59.86    |

**Effective Date - 12/01/2013**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 55      | \$22.62              | \$10.00 | \$0.00  | \$0.00                    | \$32.62    |
| 2    | 60      | \$24.67              | \$10.00 | \$13.55 | \$0.00                    | \$48.22    |
| 3    | 65      | \$26.73              | \$10.00 | \$13.55 | \$0.00                    | \$50.28    |
| 4    | 70      | \$28.78              | \$10.00 | \$13.55 | \$0.00                    | \$52.33    |
| 5    | 75      | \$30.84              | \$10.00 | \$13.55 | \$0.00                    | \$54.39    |
| 6    | 80      | \$32.90              | \$10.00 | \$13.55 | \$0.00                    | \$56.45    |
| 7    | 85      | \$34.95              | \$10.00 | \$13.55 | \$0.00                    | \$58.50    |
| 8    | 90      | \$37.01              | \$10.00 | \$13.55 | \$0.00                    | \$60.56    |

**Notes:**

**Apprentice to Journeyworker Ratio:1:6**

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| HVAC (DUCTWORK)<br>SHEETMETAL WORKERS LOCAL 17 - A                        | 02/01/2013 | \$42.32 | \$9.82  | \$18.24 | \$2.11 | \$72.49 |
| For apprentice rates see "Apprentice- SHEET METAL WORKER"                 |            |         |         |         |        |         |
| HVAC (ELECTRICAL CONTROLS)<br>ELECTRICIANS LOCAL 103                      | 03/01/2013 | \$43.52 | \$13.00 | \$14.16 | \$0.00 | \$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 |
|   | 03/01/2016 | \$48.23 | \$13.00 | \$14.30 | \$0.00 | \$75.53 |
| For apprentice rates see "Apprentice- ELECTRICIAN"                        |            |         |         |         |        |         |
| HVAC (TESTING AND BALANCING - AIR)<br>SHEETMETAL WORKERS LOCAL 17 - A     | 02/01/2013 | \$42.32 | \$9.82  | \$18.24 | \$2.11 | \$72.49 |
| For apprentice rates see "Apprentice- SHEET METAL WORKER"                 |            |         |         |         |        |         |
| HVAC (TESTING AND BALANCING -WATER)<br>PIPEFITTERS LOCAL 537              | 03/01/2013 | \$49.34 | \$8.75  | \$14.39 | \$0.00 | \$72.48 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" |            |         |         |         |        |         |
| HVAC MECHANIC<br>PIPEFITTERS LOCAL 537                                    | 03/01/2013 | \$49.34 | \$8.75  | \$14.39 | \$0.00 | \$72.48 |



| Classification  | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" |                |           |        |         |                           |            |
| HYDRAULIC DRILLS<br>LABORERS - ZONE 1                                     | 06/01/2013     | \$33.80   | \$7.10 | \$12.45 | \$0.00                    | \$53.35    |
|   | 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"

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| INSULATOR (PIPES & TANKS)<br>HEAT & FROST INSULATORS LOCAL 6 (BOSTON) | 09/01/2012 | \$41.46 | \$10.65 | \$11.50 | \$0.00 | \$63.61 |
|   | 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**

Effective Date - 09/01/2012

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental 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    |

Effective Date - 09/01/2013

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental 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    |

**Notes:**

Steps are 1 year

**Apprentice to Journeyworker Ratio:1:4**

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| IRONWORKER/WELDER<br>IRONWORKERS LOCAL 7 (BOSTON AREA) | 03/16/2013 | \$40.23 | \$7.70 | \$18.35 | \$0.00 | \$66.28 |
|--|------------|---------|--------|---------|--------|---------|

**Classification**

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

**Apprentice - IRONWORKER - Local 7 Boston**

**Effective Date - 03/16/2013**

| Step | 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:**

**\*\* Structural 1:6; Ornamental 1:4**

**Apprentice to Journeyworker Ratio:\*\***

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| JACKHAMMER & PAVING BREAKER OPERATOR<br>LABORERS - 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"

|                              |            |         |        |         |        |         |
|------------------------------|------------|---------|--------|---------|--------|---------|
| LABORER<br>LABORERS - 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 |

**Classification**

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

**Apprentice - LABORER - Zone 1**

**Effective Date - 06/01/2013**

| Step | percent | 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    |

**Effective Date - 12/01/2013**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental 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:**

**Apprentice to Journeyworker Ratio:1:5**

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| LABORER: CARPENTER TENDER<br>LABORERS - 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 |

For apprentice rates see "Apprentice- LABORER"

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| LABORER: CEMENT FINISHER TENDER<br>LABORERS - 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 |

For apprentice rates see "Apprentice- LABORER"

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER<br>LABORERS - ZONE 1 | 12/01/2011 | \$31.80 | \$7.10 | \$12.45 | \$0.00 | \$51.35 |
|--|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| LABORER: MASON TENDER<br><i>LABORERS - ZONE 1</i>  | 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"   |                |           |         |         |                              |            |
| LABORER: MULTI-TRADE TENDER<br><i>LABORERS - ZONE 1</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"   |                |           |         |         |                              |            |
| LABORER: TREE REMOVER<br><i>LABORERS - ZONE 1</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    |
| This classification applies to the wholesale removal of standing trees including all associated trimming of branches and limbs, and applies to the removal of branches at locations not on or around utility lines. For apprentice rates see "Apprentice- LABORER" |                |           |         |         |                              |            |
| LASER BEAM OPERATOR<br><i>LABORERS - ZONE 1</i>  | 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"   |                |           |         |         |                              |            |
| MARBLE & TILE FINISHERS<br><i>BRICKLAYERS LOCAL 3 - MARBLE &amp; TILE</i>  | 02/01/2013     | \$36.20   | \$10.18 | \$16.51 | \$0.00                       | \$62.89    |
|  | 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    |

**Classification**

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

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

**Effective Date - 02/01/2013**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental 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    |

**Effective Date - 08/01/2013**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental 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    |

**Notes:**

**Apprentice to Journeyworker Ratio:1:3**

| Classification                            | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| MARBLE MASONS, TILELAYERS & 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    |

**Classification**

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

**Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile**

**Effective Date - 02/01/2013**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 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    | 90      | \$42.71              | \$10.18 | \$17.83 | \$0.00                    | \$70.72    |

**Effective Date - 08/01/2013**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$24.18              | \$10.18 | \$17.90 | \$0.00                    | \$52.26    |
| 2    | 60      | \$29.01              | \$10.18 | \$17.90 | \$0.00                    | \$57.09    |
| 3    | 70      | \$33.85              | \$10.18 | \$17.90 | \$0.00                    | \$61.93    |
| 4    | 80      | \$38.68              | \$10.18 | \$17.90 | \$0.00                    | \$66.76    |
| 5    | 90      | \$43.52              | \$10.18 | \$17.90 | \$0.00                    | \$71.60    |

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| MECH. SWEEPER OPERATOR (ON CONST. SITES)<br><i>OPERATING ENGINEERS LOCAL 4</i> | 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"                     |            |         |         |         |        |         |
| MECHANICS MAINTENANCE<br><i>OPERATING ENGINEERS LOCAL 4</i>                    | 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"                     |            |         |         |         |        |         |
| MILLWRIGHT (Zone 1)<br><i>MILLWRIGHTS LOCAL 1121 - Zone 1</i>                  | 04/01/2013 | \$34.68 | \$9.80  | \$15.76 | \$0.00 | \$60.24 |
|  | 10/01/2013 | \$35.45 | \$9.80  | \$15.76 | \$0.00 | \$61.01 |
|  | 04/01/2014 | \$36.23 | \$9.80  | \$15.76 | \$0.00 | \$61.79 |
|  | 10/01/2014 | \$37.18 | \$9.80  | \$15.76 | \$0.00 | \$62.74 |
|  | 04/01/2015 | \$38.14 | \$9.80  | \$15.76 | \$0.00 | \$63.70 |

**Classification**

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

**Apprentice - MILLWRIGHT - Local 1121 Zone 1**

**Effective Date - 04/01/2013**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 55      | \$19.07              | \$9.80 | \$4.32  | \$0.00                    | \$33.19    |
| 2    | 65      | \$22.54              | \$9.80 | \$13.01 | \$0.00                    | \$45.35    |
| 3    | 75      | \$26.01              | \$9.80 | \$13.80 | \$0.00                    | \$49.61    |
| 4    | 85      | \$29.48              | \$9.80 | \$14.58 | \$0.00                    | \$53.86    |

**Effective Date - 10/01/2013**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 55      | \$19.50              | \$9.80 | \$4.32  | \$0.00                    | \$33.62    |
| 2    | 65      | \$23.04              | \$9.80 | \$13.01 | \$0.00                    | \$45.85    |
| 3    | 75      | \$26.59              | \$9.80 | \$13.80 | \$0.00                    | \$50.19    |
| 4    | 85      | \$30.13              | \$9.80 | \$14.58 | \$0.00                    | \$54.51    |

**Notes:**

Steps are 2,000 hours

**Apprentice to Journeyworker Ratio:1:5**

|   |            |         |         |         |        |         |
|---|------------|---------|---------|---------|--------|---------|
| <b>MORTAR MIXER</b><br><i>LABORERS - ZONE 1</i>                                       | 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"  |            |         |         |         |        |         |
| <b>OILER (OTHER THAN TRUCK CRANES,GRADALLS)</b><br><i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2013 | \$21.17 | \$10.00 | \$13.55 | \$0.00 | \$44.72 |
|   | 12/01/2013 | \$21.59 | \$10.00 | \$13.55 | \$0.00 | \$45.14 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                            |            |         |         |         |        |         |
| <b>OILER (TRUCK CRANES, GRADALLS)</b><br><i>OPERATING ENGINEERS LOCAL 4</i>           | 06/01/2013 | \$24.57 | \$10.00 | \$13.55 | \$0.00 | \$48.12 |
|   | 12/01/2013 | \$25.06 | \$10.00 | \$13.55 | \$0.00 | \$48.61 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                            |            |         |         |         |        |         |
| <b>OTHER POWER DRIVEN EQUIPMENT - CLASS II</b><br><i>OPERATING ENGINEERS LOCAL 4</i>  | 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"                            |            |         |         |         |        |         |
| <b>PAINTER (BRIDGES/TANKS)</b><br><i>PAINTERS LOCAL 35 - ZONE 2</i>                   | 01/01/2013 | \$45.01 | \$7.80  | \$15.60 | \$0.00 | \$68.41 |

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

**Apprentice - PAINTER Local 35 - BRIDGES/TANKS**

**Effective Date - 01/01/2013**

| Step | 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.

**Apprentice to Journeyworker Ratio:1:1**

PAINTER (SPRAY OR SANDBLAST, NEW) \* 01/01/2013 \$35.91 \$7.80 \$15.60 \$0.00 \$59.31

\* 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**

**Effective Date - 01/01/2013**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental 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:**

**Apprentice to Journeyworker Ratio:1:1**

PAINTER (SPRAY OR SANDBLAST, REPAINT) 01/01/2013 \$33.97 \$7.80 \$15.60 \$0.00 \$57.37

PAINTERS LOCAL 35 - ZONE 2



**Classification**

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

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

**Effective Date - 01/01/2013**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental 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    |

**Notes:**

**Apprentice to Journeyworker Ratio: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 |
|                            | 12/01/2016 | \$38.55 | \$7.10 | \$12.45 | \$0.00 | \$58.10 |

For Apprentice rates see "Apprentice- LABORER"

|                                |            |         |        |         |        |         |
|--------------------------------|------------|---------|--------|---------|--------|---------|
| 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**

**Effective Date - 01/01/2013**

| 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    |

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

| Classification  | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| PAINTER / TAPER (BRUSH, REPAINT)<br><i>PAINTERS LOCAL 35 - ZONE 2</i> | 01/01/2013     | \$32.57   | \$7.80 | \$15.60 | \$0.00                    | \$55.97    |

**Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT**

**Effective Date - 01/01/2013**

| Step | percent | 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    |

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| PANEL & PICKUP TRUCKS DRIVER<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>              | 12/01/2012 | \$31.38 | \$8.91 | \$8.00  | \$0.00 | \$48.29 |
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)<br><i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2012 | \$39.20 | \$9.80 | \$17.67 | \$0.00 | \$66.67 |
|   | 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 |
| PILE DRIVER<br><i>PILE DRIVER LOCAL 56 (ZONE 1)</i>                                       | 08/01/2012 | \$39.20 | \$9.80 | \$17.67 | \$0.00 | \$66.67 |
|   | 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 |

**Classification**

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

**Apprentice - PILE DRIVER - Local 56 Zone 1**

**Effective Date - 08/01/2012**

| Step | percent | Apprentice Base Wage | 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    |

**Effective Date - 08/01/2013**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental 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    |
| 3    | 70      | \$28.49              | \$9.80 | \$17.67 | \$0.00                    | \$55.96    |
| 4    | 75      | \$30.53              | \$9.80 | \$17.67 | \$0.00                    | \$58.00    |
| 5    | 80      | \$32.56              | \$9.80 | \$17.67 | \$0.00                    | \$60.03    |
| 6    | 80      | \$32.56              | \$9.80 | \$17.67 | \$0.00                    | \$60.03    |
| 7    | 90      | \$36.63              | \$9.80 | \$17.67 | \$0.00                    | \$64.10    |
| 8    | 90      | \$36.63              | \$9.80 | \$17.67 | \$0.00                    | \$64.10    |

**Notes:**

**Apprentice to Journeyworker Ratio:1:3**

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| PIPEFITTER & STEAMFITTER<br>PIPEFITTERS LOCAL 537 | 03/01/2013 | \$49.34 | \$8.75 | \$14.39 | \$0.00 | \$72.48 |
|---|------------|---------|--------|---------|--------|---------|

**Apprentice - PIPEFITTER - Local 537**

**Effective Date - 03/01/2013**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental 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<br>LABORERS - 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"

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| PLUMBERS & GASFITTERS<br>PLUMBERS & GASFITTERS LOCAL 12 | 03/01/2013 | \$49.31 | \$9.32 | \$13.29 | \$0.00 | \$71.92 |
|---|------------|---------|--------|---------|--------|---------|

**Apprentice - PLUMBER/GASFITTER - Local 12**

**Effective Date - 03/01/2013**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 35      | \$17.26              | \$9.32 | \$4.97  | \$0.00                    | \$31.55    |
| 2    | 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:**

\*\* 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr  
Step4 with lic\$53.29 Step5 with lic\$59.49

**Apprentice to Journeyworker Ratio:\*\***

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| PNEUMATIC CONTROLS (TEMP.)<br>PIPEFITTERS LOCAL 537 | 03/01/2013 | \$49.34 | \$8.75 | \$14.39 | \$0.00 | \$72.48 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR<br>LABORERS - 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"

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| POWDERMAN & BLASTER<br>LABORERS - ZONE 1 | 06/01/2013 | \$34.05 | \$7.10 | \$12.45 | \$0.00 | \$53.60 |
|  | 12/01/2013 | \$34.80 | \$7.10 | \$12.45 | \$0.00 | \$54.35 |
|  | 06/01/2014 | \$35.55 | \$7.10 | \$12.45 | \$0.00 | \$55.10 |
|  | 12/01/2014 | \$36.30 | \$7.10 | \$12.45 | \$0.00 | \$55.85 |
|  | 06/01/2015 | \$37.05 | \$7.10 | \$12.45 | \$0.00 | \$56.60 |
|  | 12/01/2015 | \$37.80 | \$7.10 | \$12.45 | \$0.00 | \$57.35 |
|  | 06/01/2016 | \$38.55 | \$7.10 | \$12.45 | \$0.00 | \$58.10 |
|  | 12/01/2016 | \$39.55 | \$7.10 | \$12.45 | \$0.00 | \$59.10 |

For apprentice rates see "Apprentice- LABORER"

| Classification  | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|------------------------------|------------|
| POWER SHOVEL/DERRICK/TRENCHING MACHINE<br><i>OPERATING ENGINEERS LOCAL 4</i>  | 06/01/2013     | \$40.34   | \$10.00 | \$13.55 | \$0.00                       | \$63.89    |
|   | 12/01/2013     | \$41.12   | \$10.00 | \$13.55 | \$0.00                       | \$64.67    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"  |                |           |         |         |                              |            |
| PUMP OPERATOR (CONCRETE)<br><i>OPERATING ENGINEERS LOCAL 4</i>  | 06/01/2013     | \$40.34   | \$10.00 | \$13.55 | \$0.00                       | \$63.89    |
|   | 12/01/2013     | \$41.12   | \$10.00 | \$13.55 | \$0.00                       | \$64.67    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"  |                |           |         |         |                              |            |
| PUMP OPERATOR (DEWATERING, OTHER)<br><i>OPERATING ENGINEERS LOCAL 4</i>   | 06/01/2013     | \$28.19   | \$10.00 | \$13.55 | \$0.00                       | \$51.74    |
|   | 12/01/2013     | \$28.74   | \$10.00 | \$13.55 | \$0.00                       | \$52.29    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"  |                |           |         |         |                              |            |
| READY-MIX CONCRETE DRIVER<br><i>TEAMSTERS LOCAL 25c</i>   | 05/01/2011     | \$31.21   | \$7.25  | \$6.19  | \$0.00                       | \$44.65    |
| RECLAIMERS<br><i>OPERATING ENGINEERS LOCAL 4</i>  | 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"  |                |           |         |         |                              |            |
| RESIDENTIAL WOOD FRAME (All Other Work)<br><i>CARPENTERS -ZONE 2 (Residential Wood)</i>   | 04/01/2011     | \$24.24   | \$8.67  | \$15.51 | \$0.00                       | \$48.42    |
| RESIDENTIAL WOOD FRAME CARPENTER **<br>** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. <i>CARPENTERS -ZONE 2 (Residential Wood)</i><br>As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate. | 05/01/2011     | \$24.24   | \$6.34  | \$6.23  | \$0.00                       | \$36.81    |
| RIDE-ON MOTORIZED BUGGY OPERATOR<br><i>LABORERS - ZONE 1</i>  | 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"  |                |           |         |         |                              |            |
| ROLLER/SPREADER/MULCHING MACHINE<br><i>OPERATING ENGINEERS LOCAL 4</i>  | 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 Damproofing)<br><i>ROOFERS LOCAL 33</i>  | 02/01/2013     | \$37.41   | \$10.50 | \$10.70 | \$0.00                       | \$58.61    |

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

**Apprentice - ROOFER - Local 33**

**Effective Date - 02/01/2013**

| 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    |

**Notes:** \*\* 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1  
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.

**Apprentice to Journeyworker Ratio:\*\***

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| ROOFER SLATE / TILE / PRECAST CONCRETE<br>ROOFERS LOCAL 33 | 02/01/2013 | \$37.66 | \$10.50 | \$10.70 | \$0.00 | \$58.86 |
|--|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- ROOFER"

|  |            |         |        |         |        |         |
|--|------------|---------|--------|---------|--------|---------|
| SHEETMETAL WORKER<br>SHEETMETAL WORKERS LOCAL 17 - A | 02/01/2013 | \$42.32 | \$9.82 | \$18.24 | \$2.11 | \$72.49 |
|--|------------|---------|--------|---------|--------|---------|

**Apprentice - SHEET METAL WORKER - Local 17-A**

**Effective Date - 02/01/2013**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental 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.

**Apprentice to Journeyworker Ratio:1:4**

|  |            |         |        |        |        |         |
|--|------------|---------|--------|--------|--------|---------|
| SIGN ERECTOR<br>PAINTERS LOCAL 35 - ZONE 2 | 06/01/2013 | \$25.81 | \$7.07 | \$7.05 | \$0.00 | \$39.93 |
|--|------------|---------|--------|--------|--------|---------|

**Classification**

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

**Apprentice - SIGN ERECTOR - Local 35 Zone 2**

**Effective Date - 06/01/2013**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1    | 50      | \$12.91              | \$7.07 | \$0.00  | \$0.00                    | \$19.98    |
| 2    | 55      | \$14.20              | \$7.07 | \$2.45  | \$0.00                    | \$23.72    |
| 3    | 60      | \$15.49              | \$7.07 | \$2.45  | \$0.00                    | \$25.01    |
| 4    | 65      | \$16.78              | \$7.07 | \$2.45  | \$0.00                    | \$26.30    |
| 5    | 70      | \$18.07              | \$7.07 | \$7.05  | \$0.00                    | \$32.19    |
| 6    | 75      | \$19.36              | \$7.07 | \$7.05  | \$0.00                    | \$33.48    |
| 7    | 80      | \$20.65              | \$7.07 | \$7.05  | \$0.00                    | \$34.77    |
| 8    | 85      | \$21.94              | \$7.07 | \$7.05  | \$0.00                    | \$36.06    |
| 9    | 90      | \$23.23              | \$7.07 | \$7.05  | \$0.00                    | \$37.35    |

**Notes:**

Steps are 4 mos.

**Apprentice to Journeyworker Ratio:1:1**

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS<br>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 12/01/2012 | \$31.84 | \$8.91 | \$8.00  | \$0.00 | \$48.75 |
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS<br>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 12/01/2012 | \$32.13 | \$8.91 | \$8.00  | \$0.00 | \$49.04 |
| SPRINKLER FITTER<br>SPRINKLER FITTERS LOCAL 550 - (Section A)                     | 03/01/2013 | \$52.58 | \$8.42 | \$12.60 | \$0.00 | \$73.60 |

**Apprentice - SPRINKLER FITTER - Local 550**

**Effective Date - 03/01/2013**

| Step | 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    |
| 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    |
| 10   | 80      | \$42.06              | \$8.42 | \$8.00  | \$0.00                    | \$58.48    |

**Notes:**

Steps are 850 hours

**Apprentice to Journeyworker Ratio:1:1**

|  |            |         |         |         |        |         |
|--|------------|---------|---------|---------|--------|---------|
| STEAM BOILER OPERATOR<br>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"

| Classification  | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN<br>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"              |                |           |         |         |                           |            |
| TELECOMMUNICATION TECHNICIAN<br>ELECTRICIANS LOCAL 103                  | 03/01/2013     | \$32.64   | \$13.00 | \$12.51 | \$0.00                    | \$58.15    |
|   | 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**

**Effective Date - 03/01/2013**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental 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    |

**Effective Date - 09/01/2013**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental 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:**

**Apprentice to Journeyworker Ratio:1:1**



| Classification  | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TERRAZZO FINISHERS<br>BRICKLAYERS LOCAL 3 - MARBLE & TILE | 02/01/2013     | \$46.35   | \$10.18 | \$17.83 | \$0.00                    | \$74.36    |
|   | 08/01/2013     | \$47.25   | \$10.18 | \$17.90 | \$0.00                    | \$75.33    |
|   | 02/01/2014     | \$47.81   | \$10.18 | \$17.90 | \$0.00                    | \$75.89    |
|   | 08/01/2014     | \$48.71   | \$10.18 | \$17.97 | \$0.00                    | \$76.86    |
|   | 02/01/2015     | \$49.27   | \$10.18 | \$17.97 | \$0.00                    | \$77.42    |
|   | 08/01/2015     | \$50.17   | \$10.18 | \$18.04 | \$0.00                    | \$78.39    |
|   | 02/01/2016     | \$50.74   | \$10.18 | \$18.04 | \$0.00                    | \$78.96    |
|   | 08/01/2016     | \$51.64   | \$10.18 | \$18.12 | \$0.00                    | \$79.94    |
|   | 02/01/2017     | \$52.21   | \$10.18 | \$18.12 | \$0.00                    | \$80.51    |

**Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile**

**Effective Date - 02/01/2013**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$23.18              | \$10.18 | \$17.83 | \$0.00                    | \$51.19    |
| 2    | 60      | \$27.81              | \$10.18 | \$17.83 | \$0.00                    | \$55.82    |
| 3    | 70      | \$32.45              | \$10.18 | \$17.83 | \$0.00                    | \$60.46    |
| 4    | 80      | \$37.08              | \$10.18 | \$17.83 | \$0.00                    | \$65.09    |
| 5    | 90      | \$41.72              | \$10.18 | \$17.83 | \$0.00                    | \$69.73    |

**Effective Date - 08/01/2013**

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1    | 50      | \$23.63              | \$10.18 | \$17.90 | \$0.00                    | \$51.71    |
| 2    | 60      | \$28.35              | \$10.18 | \$17.90 | \$0.00                    | \$56.43    |
| 3    | 70      | \$33.08              | \$10.18 | \$17.90 | \$0.00                    | \$61.16    |
| 4    | 80      | \$37.80              | \$10.18 | \$17.90 | \$0.00                    | \$65.88    |
| 5    | 90      | \$42.53              | \$10.18 | \$17.90 | \$0.00                    | \$70.61    |

**Notes:**

**Apprentice to Journeyworker Ratio:1:3**

|   |            |         |        |         |        |         |
|---|------------|---------|--------|---------|--------|---------|
| TEST BORING DRILLER<br>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"

| Classification  | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TEST BORING DRILLER HELPER<br><i>LABORERS - FOUNDATION AND MARINE</i>               | 06/01/2013     | \$33.17   | \$7.10  | \$12.60 | \$0.00                    | \$52.87    |
|   | 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    |
|   | 12/01/2016     | \$38.67   | \$7.10  | \$12.60 | \$0.00                    | \$58.37    |
| For apprentice rates see "Apprentice- LABORER"                                      |                |           |         |         |                           |            |
| TEST BORING LABORER<br><i>LABORERS - FOUNDATION AND MARINE</i>                      | 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    |
| For apprentice rates see "Apprentice- LABORER"                                      |                |           |         |         |                           |            |
| TRACTORS/PORTABLE STEAM GENERATORS<br><i>OPERATING ENGINEERS LOCAL 4</i>            | 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"                          |                |           |         |         |                           |            |
| TRAILERS FOR EARTH MOVING EQUIPMENT<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2012     | \$32.42   | \$9.07  | \$8.00  | \$0.00                    | \$49.49    |
| TUNNEL WORK - COMPRESSED AIR<br><i>LABORERS (COMPRESSED AIR)</i>                    | 06/01/2013     | \$45.33   | \$7.10  | \$13.00 | \$0.00                    | \$65.43    |
|   | 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    |
|   | 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)<br><i>LABORERS (COMPRESSED AIR)</i>       | 06/01/2013     | \$47.33   | \$7.10  | \$13.00 | \$0.00                    | \$67.43    |
|   | 12/01/2013     | \$48.08   | \$7.10  | \$13.00 | \$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    |
|   | 12/01/2016     | \$52.83   | \$7.10  | \$13.00 | \$0.00                    | \$72.93    |
| For apprentice rates see "Apprentice- LABORER"                                      |                |           |         |         |                           |            |

| Classification   | Effective Date | Base Wage | Health  | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| TUNNEL WORK - FREE AIR<br><i>LABORERS (FREE AIR TUNNEL)</i>                      | 06/01/2013     | \$37.40   | \$7.10  | \$13.00 | \$0.00                    | \$57.50    |
|  | 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)<br><i>LABORERS (FREE AIR TUNNEL)</i>         | 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"                                   |                |           |         |         |                           |            |
| VAC-HAUL<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>                         | 12/01/2012     | \$31.84   | \$8.91  | \$8.00  | \$0.00                    | \$48.75    |
| WAGON DRILL OPERATOR<br><i>LABORERS - ZONE 1</i>                                 | 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"                                   |                |           |         |         |                           |            |
| WASTE WATER PUMP OPERATOR<br><i>OPERATING ENGINEERS LOCAL 4</i>                  | 06/01/2013     | \$40.34   | \$10.00 | \$13.55 | \$0.00                    | \$63.89    |
|  | 12/01/2013     | \$41.12   | \$10.00 | \$13.55 | \$0.00                    | \$64.67    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                       |                |           |         |         |                           |            |
| WATER METER INSTALLER<br><i>PLUMBERS &amp; GASFITTERS LOCAL 12</i>               | 03/01/2013     | \$49.31   | \$9.32  | \$13.29 | \$0.00                    | \$71.92    |
| For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER" |                |           |         |         |                           |            |

Additional Apprentice Information:

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

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

All steps are six months (1000 hours) 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.