# TOWN OF ARLINGTON MASSACHUSETTS PURCHASING DEPARTMENT

### BID #13-17

### CONCRETE/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 <u>June 20, 2013</u>, 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, <u>www.arlingtonma.gov/purchasing</u>. All Bids must be submitted on form provided and in sealed envelope plainly marked: <u>BID #13-17: CONCRETE/DPW</u>, 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. CHAPDELAINE Town Manager

June 20, 2013

## **BID #13-17 CONCRETE/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 #13-17, 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 supply and 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 TO BE MADE BY LINE ITEM BY.

ITEM	EST. QUANTITY	UNIT PRICE	TOTAL PRICE
1. Concrete, 3,000 PSI Pick-Up only Plant must be within 1		\$/cu. Yd.	\$
2. Concrete, 3,000 PSI Delivered to site	500 cu. Yds.	\$/cu. Yd.	\$
COMPANY ———		·.	
ADDRESS			
PHONE#		Manager .	

Contract can be extended for a second and third year at the sole discretion of the Town of Arlington.

## YEAR 2

ITEM	EST. QUANTITY	UNIT PRICE	TOTAL PRICE
1. Concrete, 3,000 PSI Pick-Up only	500 cu. Yds.	\$/cu. Yd.	\$
Plant must be within 1	0 mile radius of Arl	ington	
2. Concrete, 3,000 PSI Delivered to site	500 cu. Yds.	\$/cu. Yd.	\$
YEAR 3			
ITEM	EST. QUANTITY	UNIT PRICE	TOTAL <u>PRICE</u>
1. Concrete, 3,000 PSI Pick-Up only Plant must be within 1		\$/cu. Yd.	\$
Tant must be within I	o mine radius of Arr	mgton	
2. Concrete, 3,000 PSI Delivered to site	500 cu. Yds.	\$/cu. Yd.	\$

## **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 SU	BMITTING BID OR PROPOSAL)
(NAME OF INDIVIDUAL SUBMITT	ING BID OR PROPOSAL)
NAME OF BUSINESS	
DATE	
1	on 49A, I certify under the penalties of perjury se commonwealth relating to taxes, reporting of
employees and contractors, and withho	
Social Security Number or Federal Identification Number	Signature of Individual or Responsible Corporate Officer and Title

NON-COLLUSION FORMS

MUST BE SIGNED AND SUBMITTED WITH BID

To: dlanzillotti@town.arlington.ma.us

Date: 06/14/2013 06:59 PM

Subject: Prevailing wage schedule for Wage Request number :20130614-029

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

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

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

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

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

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

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

APPROVAL/DENIAL COMMENTS

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

## **Attachments:**

File: 20130614-029.pdf Size: 157k Content Type: application/pdf



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

## **Prevailing Wage Rates**

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

JOANNE F. GOLDSTEIN
Secretary
HEATHER E. ROWE

Awarding Authority:

Town of Arlington

**Contract Number:** 

13-17

City/Town:

ARLINGTON

Description of Work:

Furnish Concrete Application as required for a contract period of one (1) year.

Job Location:

Various

## Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Issue Date: 06/14/2013 Wage Request Number: 20130614-029

Classification Construction	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2012	\$31.55	\$8.91	\$8.00	\$0.00	\$48.46
(3 AXLE) DRIVER - EQUIPMENT teamsters joint council no. 10 zone a	12/01/2012	\$31.62	\$8.91	\$8.00	\$0.00	\$48.53
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2012	\$31.74	\$8.91	\$8,00	\$0.00	\$48.65
ADS/SUBMERSIBLE PILOT	08/01/2012	\$82.32	\$9.80	\$17.67	\$0.00	\$109.79
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2013	\$85.47	\$9.80	\$17.67	\$0.00	\$112.94
	08/01/2014	\$88.62	\$9.80	\$17.67	\$0.00	\$116.09
	08/01/2015	\$91.77	\$9.80	\$17.67	\$0.00	\$119.24
AIR TRACK OPERATOR	06/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
LABORERS - ZONE 1	12/01/2013	\$34,55	\$7.10	\$12.45	\$0.00	\$54.10
	06/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	12/01/2014	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	06/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	12/01/2015	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	06/01/2016	\$38.30	\$7.10	\$12.45	\$0.00	\$57.85
	12/01/2016	\$39.30	\$7.10	\$12.45	\$0.00	\$58.85
For apprentice rates see "Apprentice- LABORER"		THE THE PERSON ASSESSMENT OF THE PERSON ASSESS	na n	entivotorientatorientiiviin		
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	06/01/2013	\$29.88	\$10.40	<b>\$</b> 5.95	\$0.00	\$46.23
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2013	\$30.68	\$10.40	\$5.95	\$0.00	\$47.03
	06/01/2014	\$31.58	\$10.40	\$5.95	\$0.00	\$47.93
	12/01/2014	\$32.48	\$10.40	\$5.95	\$0.00	\$48.83
	06/01/2015	\$33.43	\$10.40	\$5.95	\$0.00	\$49.78
	12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
ASPHALT RAKER	06/01/2013	\$33,30	\$7.10	\$12.45	\$0.00	\$52.85
LABORERS - ZONE 1	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56,60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63.89
OPERATING ENGINEERS LOCAL 4  For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64,67
BACKHOE/FRONT-END LOADER	06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63.89
OPERATING ENGINEERS LOCAL 4	12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

**Issue Date:** 06/14/2013 **Wage Request Number:** 20130614-029 **Page 2 of 34** 

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
LABORERS - ZONE 1	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35,55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	<b>\$</b> 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	<b>\$</b> 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 LABORERS - ZONE 1	06/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
LABORERS - ZONE	12/01/2013	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	06/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	12/01/2014	\$36.05	\$7.10	\$12,45	\$0.00	\$55.60
	06/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	12/01/2015	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	06/01/2016	\$38.30	\$7.10	\$12.45	\$0.00	\$57.85
	12/01/2016	\$39.30	\$7.10	\$12.45	\$0.00	\$58.85
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85

	Effect Step	ive Date - 01/01/2010 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:		THE COLUMN PROPERTY OF THE PRO	and the second	المتحدد مستملت بالتنظيف			
	To an and the second						Alemande and	
	Appre	entice to Journeyworker I	Ratio:1:5	independent superinfluency depotentings	defettete fateratus monocolar a	entropy and a service control	THE PROPERTY STATES AND ASSESSMENT ASSESSMEN	
		FICIAL MASONRY (INC	L. MASONRY 02/01/201	3 \$47.4	1 \$10.18	\$17.83	\$0.00	\$75.42
ATERPROC ICKLAYERS LO	-	OSTON)	08/01/201	3 \$48.3	1 \$10.18	\$17.90	\$0.00	\$76.39
		,	02/01/201	4 \$48.8	7 \$10.18	\$17.90	\$0.00	\$76.95
			08/01/201	4 \$49.7	7 \$10.18	\$17.97	\$0.00	\$77.92
			02/01/201	5 \$50.3	3 \$10.18	\$17.97	\$0.00	\$78.48
			08/01/201	5 \$51.2	3 \$10.18	\$18.04	\$0.00	\$79.45
			02/01/201	6 \$51.8	0 \$10.18	\$18.04	\$0.00	\$80.02
			08/01/201	6 \$52.7	0 \$10.18	\$18.12	\$0.00	\$81.00
			02/01/201	7 \$53.2	7 \$10.18	\$18.12	\$0.00	\$81.57

20130614-029

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Wage Request Number:

**Issue Date:** 06/14/2013

**Total Rate** 

	Step	ove <b>Date</b> - 02/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$23.71	\$10.18	\$17.83	\$0.00	\$51.72	
	2	60	\$28.45	\$10.18	\$17.83	\$0.00	\$56.46	
	3	70	\$33.19	\$10.18	\$17.83	\$0.00	\$61.20	
	4	80	\$37.93	\$10.18	\$17.83	\$0.00	\$65.94	
	5	90	\$42.67	\$10.18	\$17.83	\$0.00	\$70.68	
	Effecti	ive Date - 08/01/2013				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$24,16	\$10.18	\$17.90	\$0.00	\$52.24	
	2	60	\$28.99	\$10.18	\$17.90	\$0.00	\$57.07	
	3	70	\$33.82	\$10.18	\$17.90	\$0.00	\$61.90	
	4	80	\$38.65	\$10.18	\$17.90	\$0.00	\$66.73	
	5	90	\$43.48	\$10.18	\$17.90	\$0.00	\$71.56	
	Notes:		53 JOHANNE METERIA KANDENIA KANDENIA METERIA M	MANAGER VERSERAGE CONTRACTOR STREET	######################################	POTENTIAN DISCONDER (1/30/30/0) 200	COUNTY PRODUCES NORMALINE SERVICE SERV	
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ILLDOZER Erating enc		ER/SCRAPER OCAL 4	06/01/2013	3 \$39.96	\$10,00	\$13.55	\$0.00	\$63.51
		'Apprentice- OPERATING ENGINEERS"	12/01/2013	3 \$40.74	\$10.00	\$13.55	\$0.00	\$64.29
		INNING BOTTOM MAN	06/01/2012	3 \$34.20	\$7.10	\$12.60	\$0,00	\$53.90
ORERS - FOU	NDATION	AND MARINE	12/01/2013	3 \$34.95	\$7.10	\$12,60	\$0.00	\$54.65
			06/01/2014	<b>\$35.70</b>	\$7.10	\$12.60	\$0.00	\$55.40
			12/01/2014	<b>\$</b> \$36.45	\$7.10	\$12.60	\$0.00	\$56.15
			06/01/201:	5 \$37.20	\$7.10	\$12.60	\$0.00	\$56.90
			12/01/2013	5 \$37.95	\$7.10	\$12.60	\$0.00	\$57.65
			06/01/2010	5 \$38.70	\$7.10	\$12.60	\$0.00	\$58.40
For appropri	oo rafoa ooo 1	"Apprentice- LABORER"	12/01/2016	5 \$39.70	\$7.10	\$12.60	\$0.00	\$59.40
		INNING LABORER	06/01/2013	3 \$33.05	\$7.10	\$12.60	\$0.00	\$52,75
ORERS - FOU	JNDATION	AND MARINE	12/01/201:			\$12.60	\$0.00	\$53.50
			06/01/2014			\$12.60	\$0.00	\$54.25
			12/01/2014			\$12.60	\$0.00	\$55.00
			06/01/201:			\$12.60	\$0.00	\$55.75
			12/01/201:			\$12.60	\$0.00	\$56.50
			06/01/2010	5 \$37.55	\$7.10	\$12.60	\$0.00	\$57.25

Classification  AISSON & UNDERPINNING TOP MAN  ABORERS - FOUNDATION AND MARINE	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN	06/01/2013	\$33.05	\$7.10	\$12.60	\$0.00	\$52.75
LABORERS - FOUNDATION AND MARINE	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	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
LABORERS - ZONE 1	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36,30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	03/01/2013	\$33.92	\$9.80	\$15.61	\$0.00	\$59.33
CARPENTERS-ZONE 2 (Eastern Massachusetts)	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

**Issue Date:** 06/14/2013 **Wage Request Number:** 20130614-029 **Page 5 of 34** 

Apprentice - CARPENTER - Zone 2 Eastern MA

	Effecti	ive Date -	03/01/2013				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$16.96	\$9.80	\$1.57	\$0.00	\$28.33	
	2	60		\$20.35	\$9.80	\$1.57	\$0.00	\$31.72	
	3	70		\$23,74	\$9.80	\$10.90	\$0.00	\$44.44	
	4	75		\$25.44	\$9.80	\$10.90	\$0.00	\$46.14	
	5	80		\$27.14	\$9.80	\$12.47	\$0.00	\$49.41	
	6	80		\$27.14	\$9.80	\$12.47	\$0.00	\$49.41	
	7	90		\$30.53	\$9.80	\$14.04	\$0.00	\$54.37	
	8	90		\$30.53	\$9.80	\$14.04	\$0.00	\$54.37	
	Effecti	ive Date -	09/01/2013				Supplemental		
	Step	percent	alaurharah bah ar har har kalbahan anang perahiper	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$17.27	\$9.80	\$1.57	\$0.00	\$28,64	
	2	60		\$20.72	\$9.80	\$1.57	\$0.00	\$32.09	
	3	70		\$24.17	\$9.80	\$10.90	\$0.00	\$44.87	
	4	75		\$25.90	\$9.80	\$10.90	\$0.00	\$46.60	
	5	80		\$27.62	\$9.80	\$12.47	\$0.00	\$49.89	
	6	80		\$27.62	\$9.80	\$12.47	\$0.00	\$49.89	
	7	90		\$31.08	\$9.80	\$14.04	\$0.00	\$54.92	
	8	90		\$31.08	\$9.80	\$14.04	\$0.00	\$54.92	
	Notes:	me therefore everyone and	NOTES TO THE PROTECT OF THE PROTECT PROTECTS OF	stands manufacts servines evenues evenues	rockette theraper rocketting o	orinos estabel carrent	PERSONAL WORLD PLANE OF	E STORY SERVICES SOCIETAL SERVICES	
								all and becomes	
	Appre	entice to Jou	urneyworker Ratio:1:5	oran rischarar arbenerar reinsterna verkrander andreseder e	daning Nam - and againg and an and an against - along	nerven ekonomiske stabildada	entrant tractions tonicina con	recor posentiero recordente seccessore	
		/PLASTER	ING	01/01/2013	\$42.57	\$10.65	\$18.61	\$1.30	\$73.13
CKLAYERS I	LOCAL 3 (BC	OSTON)		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				\$1.30	\$76.34
				01/01/2016				\$1.30	\$77.26

**Total Rate** 

	Enecu Step	ve Date - percent	01/01/2013	Apprentice Base Wage	Health	Pen	sion	Supplemental Unemployment	Total Rate	
	1	50		\$21.29	\$10.65	\$1	2.11	\$1.30	\$45.35	
	2	60		\$25.54	\$10.65	\$1	3.61	\$1.30	\$51.10	
	3	65		\$27.67	\$10.65	\$1	4.61	\$1.30	\$54.23	
	4	70		\$29.80	\$10.65	\$1	5.61	\$1.30	\$57.36	
	5	75		\$31.93	\$10.65	\$1	6,61	\$1.30	\$60.49	
	6	80		\$34.06	\$10.65	\$1	7.61	\$1.30	\$63.62	
	7	90		\$38.31	\$10.65	\$1	8.61	\$1.30	\$68.87	
	Effecti	ve Date -	07/01/2013					Supplemental		
	Step	percent	-	Apprentice Base Wage	Health	Pen	sion	Unemployment	Total Rate	
-	1	50		\$21.37	\$10.65	\$1	2.11	\$1,30	\$45,43	
	2	60		\$25.64	\$10.65	\$1	3.61	\$1.30	\$51.20	
	3	65		\$27.78	\$10.65	\$1	4.61	\$1.30	\$54.34	
	4	70		\$29.92	\$10.65	\$1	5.61	\$1.30	\$57.48	
	5	75		\$32.06	\$10.65	\$1	6.61	\$1.30	\$60.62	
	6	80		\$34.19	\$10.65	\$1	7.61	\$1.30	\$63.75	
	7	90		\$38.47	\$10.65	\$1	8.61	\$1.30	\$69.03	
erer seerroom vi	Notes:	manuscrit entertart to	are 500 hrs. All other steps a	re 1,000 hrs.		tone electrodorik skol		čenkolikim variadnosti nazozoozo soo	Page man - consequent	
			urneyworker Ratio:1:3							
IN SAW OF RERS - ZONE I		OR		06/01/201	3 \$33	.30	\$7.10	\$12.45	\$0.00	\$52.85
ENG-ZONE I	•			12/01/201	3 \$34	.05	\$7.10	\$12.45	\$0.00	\$53.60
				06/01/201	4 \$34	.80	\$7.10	\$12.45	\$0.00	\$54.35
				12/01/201	4 \$35	.55	\$7.10	\$12.45	\$0.00	\$55.10
				06/01/201	5 \$36	.30	\$7.10	\$12.45	\$0.00	\$55.85
				12/01/201	5 \$37		\$7.10	\$12.45	\$0.00	\$56.60
				06/01/201	6 \$37	.80	\$7.10	\$12.45	\$0.00	\$57.35
or apprentice ra	ates see "	Apprentice- l	LABORER"	12/01/201	6 \$38	.80	\$7.10	\$12.45	\$0.00	\$58.35
M SHELLS			ETS/HEADING MACHINE	S 06/01/201:	3 \$41	.34	\$10.00	\$13.55	\$0.00	\$64.89
			OPERATING ENGINEERS"	12/01/201	3 \$42	.12	\$10.00	\$13.55	\$0.00	\$65,67
PRESSOR				06/01/201	3 \$28	.19	\$10.00	\$13.55	\$0.00	\$51,74
ATING ENGIN	EERS LC	OCAL 4		12/01/201			\$10.00		\$0.00	\$52.29
			OPERATING ENGINEERS"							
EADER (BF	RIDGE	)		01/01/201	3 \$45	01	\$7.80	\$15.60	\$0.00	\$68.41

**Total Rate** 

\$9.80

\$61.18

\$17.67

\$0.00

08/01/2015

\$88.65

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER TENDER (EFFLUENT)	08/01/2012	\$58.80	\$9.80	\$17.67	\$0.00	\$86.27
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2013	\$61.05	\$9.80	\$17.67	\$0.00	\$88.52
	08/01/2014	\$63.30	\$9.80	\$17.67	\$0.00	\$90.77
	08/01/2015	\$65.55	\$9.80	\$17.67	\$0.00	\$93.02
DIVER/SLURRY (EFFLUENT)	08/01/2012	\$82.32	\$9.80	\$17.67	\$0.00	\$109.79
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2013	\$85.47	\$9.80	\$17.67	\$0.00	\$112.94
	08/01/2014	\$88.62	\$9.80	\$17.67	\$0.00	\$116.09
	08/01/2015	\$91.77	\$9.80	\$17.67	\$0.00	\$119.24
DRAWBRIDGE OPERATOR (Construction)	03/01/2013	\$43.52	\$13.00	\$14.16	\$0.00	\$70.68
ELECTRICIANS LOCAL 103	09/01/2013	\$44.20	\$13.00	\$14.18	\$0.00	\$71.38
	03/01/2014	\$44.92	\$13.00	\$14.20	\$0.00	\$72.12
	09/01/2014	\$45.60	\$13.00	\$14.22	\$0.00	\$72.82
	03/01/2015	\$46.32	\$13,00	\$14.24	\$0.00	\$73.56
	09/01/2015	\$47.27	\$13.00	\$14.27	\$0.00	\$74.54
	03/01/2016	\$48.23	\$13,00	\$14.30	\$0.00	\$75.53
For apprentice rates see "Apprentice- ELECTRICIAN"	yy a hyn yyn yyy a ghfaraghf a hyf a glaiddia hyf agairddia h.M. a ghfall a h.	w				
ELECTRICIAN ELECTRICIANS LOCAL 103	03/01/2013	\$43.52	\$13.00	\$14.16	\$0.00	\$70.68
3LEC TRICIANS LOCAL 105	09/01/2013	\$44.20	\$13.00	\$14.18	\$0.00	\$71.38
	03/01/2014	\$44.92	\$13.00	\$14.20	\$0.00	\$72.12
	09/01/2014	\$45.60	\$13.00	\$14.22	\$0.00	\$72.82
	03/01/2015	\$46.32	\$13.00	\$14.24	\$0.00	\$73.56
	09/01/2015	\$47.27	\$13.00	\$14.27	\$0.00	\$74.54
	03/01/2016	\$48,23	\$13,00	\$14.30	\$0.00	\$75,53

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Supplemental Unemployment

ELEVATOR CONSTRUCTORS LOCAL 4

Effective Date Step percen		prentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra
1 40		\$17.41	\$13.00	\$0.52	\$0.00	\$30.9
2 40		\$17.41	\$13.00	\$0.52	\$0.00	\$30.9
3 45		\$19.58	\$13.00	\$10.53	\$0.00	\$43.
4 45		\$19.58	\$13.00	\$10.53	\$0.00	\$43.
5 50		\$21.76	\$13.00	\$10.85	\$0.00	\$45.0
6 55		\$23.94	\$13.00	\$11.19	\$0.00	\$48.
7 60		\$26.11	\$13.00	\$11.51	\$0.00	\$50.6
8 65		\$28.29	\$13.00	\$11.85	\$0.00	\$53,
9 70		\$30.46	\$13.00	\$12.17	\$0.00	\$55.6
10 75		\$32.64	\$13.00	\$12.51	\$0.00	\$58.
Effective Date	09/01/2013				Supplemental	
Step percen	Aŗ	oprentice Base Wage	Health	Pension	Unemployment	Total Ra
1 40		\$17.68	\$13.00	\$0.53	\$0.00	\$31.
2 40		\$17.68	\$13.00	\$0.53	\$0.00	\$31.2
3 45		\$19.89	\$13.00	\$10.54	\$0.00	\$43.
4 45		\$19.89	\$13.00	\$10.54	\$0.00	\$43.
5 50		\$22.10	\$13.00	\$10.86	\$0.00	\$45.
6 55		\$24.31	\$13.00	\$11.20	\$0.00	\$48.
7 60		\$26.52	\$13.00	\$11.53	\$0.00	\$51.
8 65		\$28.73	\$13.00	\$11.86	\$0.00	\$53,
9 70		\$30.94	\$13.00	\$12.19	\$0.00	\$56.
10 75		\$33.15	\$13.00	<sup>'</sup> \$12.53	\$0.00	\$58.
Notes: :	. ANTICLES ANGULA CALEBON, ANGULES ANGULES ANGULES AN				. TOLOGO ADDIOLO LINEON TOLOGO	or
App Pr	or 1/1/03; 30/35/40/45/50/55/65/	70/75/80				

**Issue Date:** 06/14/2013 **Wage Request Number:** 20130614-029 **Page 10 of 34** 

**Total Rate** 

	Step	ve Date - 01/01/2012 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$26.23	\$8.78	\$0.00	\$0.00	\$35.01	
	2	55	\$28.85	\$8.78	\$6.96	\$0.00	\$44.59	
	3	65	\$34.09	\$8.78	\$6.96	\$0.00	\$49.83	
	4	70	\$36.72	\$8.78	\$6.96	\$0.00	\$52.46	
	5	80	\$41.96	\$8.78	\$6.96	\$0.00	\$57.70	
	Notes:	Steps 1-2 are 6 mos.; Steps 3-5 are	•	errene mineres creente .	detection educates deleteled	digitalistis statististis tartuminis uu	Annual Communication of the Co	
	Appre	ntice to Journeyworker Ratio:1:1	COLLEGE ANDREWS COLUMNS CONTROL PARTIES TO	THE STREET, STREET, ST.	Minister derivation Washington 3	STATE AND ADDRESS STATE OF THE	THE PERSON AND THE PERSON	
LEVATOR ( EVATOR CON		UCTOR HELPER S LOCAL 4	01/01/2012	\$38.59	\$8.78	\$6.96	\$0.00	\$54.33
		IL ERECTOR	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52,85
IBORERS - ZON	VE I		12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
			06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
			12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55,10
			06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
			12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
			06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
			12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
<del></del>		"Apprentice- LABORER"						
ELD ENG.I PERATING ENC		SON-BLDG,SITE,HVY/HWY	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
· Ear annountie	an zotan ana '	"Apprentice- OPERATING ENGINEERS"	05/01/2014	\$40.03	\$10.00	\$13.02	\$0.00	\$63.05
		HIEF-BLDG,SITE,HVY/HWY	05/01/2013	620.01	#10.00	\$13.02	\$0.00	# <i>C</i> 2.02
PERATING EN		, , , , , , , , , , , , , , , , , , ,	11/01/2013			\$13.02	\$0.00	\$62.93 \$63.70
			05/01/2013	·		\$13.02	\$0.00	\$64.47
For apprentic	ce rates see	"Apprentice- OPERATING ENGINEERS"	03/01/2014	C+.1+Q	\$10,00	Ψ15.02	\$0.00	JU4.47
ELD ENG.F	ROD PER	SON-BLDG,SITE,HVY/HWY	05/01/2013	\$21.17	\$10.00	\$13.02	\$0.00	\$44.19
PERATING EN	GINEERS L	OCAL 4	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 apprentic	ce rates see	"Apprentice- OPERATING ENGINEERS"						
RE ALARN ECTRICIANS I		LLER	03/01/2013	\$43.52	\$13.00	\$14.16	\$0.00	\$70.68
ascinicians l	WW. 103		09/01/2013	\$44.20	\$13.00	\$14.18	\$0.00	\$71.38
			03/01/2014	\$44.92	\$13.00	\$14.20	\$0.00	\$72.12
			09/01/2014	\$45.60	\$13.00	\$14.22	\$0.00	\$72.82
		,	03/01/2015	\$46.32	\$13.00	\$14.24	\$0.00	\$73.56
			09/01/2015	\$47.27	\$13.00	\$14.27	\$0.00	\$74.54
			03/01/2016	\$48.23	\$13.00	\$14.30	\$0.00	\$75.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM REPAIR / MAINTENANCE	03/01/2013	\$32.64	\$13.00	\$12.51	\$0.00	\$58.15
/ COMMISSIONING ELECTRICIANS	09/01/2013	\$33.15	\$13.00	\$12.52	\$0.00	\$58.67
DOCAL IV	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 I	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 I	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

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**Apprentice -** FLOORCOVERER - Local 2168 Zone I

		ive Date - 03/01/2013		TT 44	<b>.</b>	Supplemental		
	Step	percent	Apprentice Base Wage		Pension	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	
	Effecti	ive Date - 09/01/2013				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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:		שאונפינים אל אינוסטים יריכינדירדי אאארינינים אוני בינונארטי	STANDED BURDONSS SOCIETANS	erconne granden uniment	PROTEST KENNESS MARKEN GE	Proper remaining and dealers and sold	
	and the second s	Steps are 750 hrs.					A Particular	
	Appre	ntice to Journeyworker Ratio:1:1	antina vaniana manana manana manana eminana	elentricum versienten korroller i	arrows Common tonounts	STREET, VERSION COMMAND AND	eldeler ellerinan selvadeler electricis	
RK LIFT/C			06/01/201	3 \$40.34	\$10.00	\$13.55	\$0.00	\$63.89
PERATING ENG	HNEERS L	OCAL 4	12/01/201:	3 \$41.12	\$10.00	\$13.55	\$0.00	\$64.67
For apprentice	e rates see '	'Apprentice- OPERATING ENGINEERS"						
ENERATOR PERATING ENG		ING PLANT/HEATERS	06/01/201	3 \$28.19	\$10.00	\$13.55	\$0.00	\$51.74
			12/01/201	3 \$28.74	\$10.00	\$13.55	\$0.00	\$52.29
		'Apprentice- OPERATING ENGINEERS"					<del></del>	<del> </del>
(STEMS)	.ASS PL L 35 (ZONE	ANK/AIR BARRIER/INTERIOR	01/01/201	3 \$35.51	\$7.80	\$14.60	\$0.00	\$57.91

Supplemental Unemployment Total Rate Effective Date Base Wage Health Pension

	assifi	204	
V.I	assu	кап	$\Theta$

**Issue Date:** 06/14/2013

Effi Ste <sub>j</sub>	p 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
No	CONTRACTOR PROPERTY SECURISION SE	engapapa makalasa makalasa varandin kedisten tertesber Stellebes	Andrews well-desired accomment.		Sautente material etitolosi mil	The constant mention for the
a designment	Steps are 750 hrs.					as some rem
Ap	prentice to Journeyworker Ratio	:1:1	COMMENT COMMENTS SOCIORES TO	Cantain magainne mercunge	ence mose mose es.	CONTROL CONTROL CONTROL
	EER/CRANES/GRADALLS	06/01/201	3 \$40.34	\$10.00	\$13.55	\$0.00 \$63.89
ERATING ENGINEER	S LOCAL 4	12/01/201	\$ \$41.12	\$10.00	\$13.55	\$0.00 \$64.67

12/01/2013

\$41.12

\$10.00

\$13.55

\$0.00

\$64.67

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**Total Rate** 

Apprentice - OPERATING ENGINEERS - Local 4

Step	percent 06/01/2013	Apprentice Bas	e Wage Heal	th	Pension	Supplemental Unemployment	Total Rat	e
1	55	\$22.1			\$0.00	\$0.00	\$32.1	9
2	60	\$24,2			\$13.55	\$0.00	\$47.7	
3	65	\$26.2			\$13.55	\$0.00	\$49.7	7
4	70	\$28.2			\$13.55	\$0.00	\$51.7	9
5	75	\$30.2	26 \$10.0	00	\$13,55	\$0.00	\$53.8	1
6	80	\$32.2	27 \$10.0	)0	\$13.55	\$0.00	\$55.8	2
7	85	\$34.2	29 \$10.0	00	\$13.55	\$0.00	\$57.8	4
. 8	90	\$36.3	31 \$10.0	)0	\$13.55	\$0.00	\$59.8	6
Effec	tive Date - 12/01/2013					Supplemental		
Step	percent	Apprentice Bas	e Wage Heal	th	Pension	Unemployment	Total Rat	e
I	55	\$22.6	62 \$10.0	00	\$0.00	\$0.00	\$32,6	2
2	60	\$24.6	67 \$10.0	00	\$13,55	\$0.00	\$48.2	2
3	65	\$26.	73 \$10.0	00	\$13.55	\$0.00	\$50.2	8
4	70	\$28.	78 \$10.0	)0	\$13.55	\$0.00	\$52.3	3
5	75	\$30.5	84 \$10.0	30	\$13.55	\$0.00	\$54.3	9
6	80	\$32.9	90 \$10.0	<b>30</b>	\$13.55	\$0.00	\$56.4	5
7	85	\$34.9	95 \$10.0	00	\$13.55	\$0.00	\$58.5	0
8	90	\$37.0	01 \$10.0	)0	\$13.55	\$0.00	\$60.5	6
Note	Lines selective company entered hereign outpose $ au$	THE SECOND PROPERTY AND ADDRESS OF THE PROPERTY OF THE PROPERT	properties equipments evenuess. Sand	tale exempt en	CONTRACTO CONTRACTO CONTRACTOR	CACHTURE PROBLEME REPORTED ON	ינונים פוניתים הואינים היונים	
62 enviouen								
	entice to Journeyworker	Ratio:1:6	acceptance enforcement Melec	***************************************	www. www. www.		more common woodene emercen	
AC (DUCTWORK ETMETAL WORKERS	- T	02	2/01/2013	\$42.32	\$9.82	\$18.24	\$2.11	\$72.49
For apprentice rates se-	"Apprentice- SHEET METAL	WORKER"						
AC (ELECTRICA		03	3/01/2013	\$43.52	\$13.00	\$14.16	\$0.00	\$70.68
CTRICIANS LOCAL 10	3	09	9/01/2013	\$44.20	\$13.00	\$14.18	\$0.00	\$71.38
		03	3/01/2014	\$44.92	\$13.00	\$14.20	\$0.00	\$72.12
		09	9/01/2014	\$45.60	\$13.00	\$14.22	\$0.00	\$72.82
		03	3/01/2015	\$46.32	\$13.00	\$14.24	\$0.00	\$73.56
		09	9/01/2015	\$47.27	\$13,00	\$14.27	\$0.00	\$74.54
		03	3/01/2016	\$48.23	\$13.00	\$14.30	\$0.00	\$75.53
	"Apprentice- ELECTRICIAN"			<del></del>				
AC (TESTING AI ETMETAL WORKERS	ND BALANCING - AIR) LOCAL 17 - A	02	2/01/2013	\$42.32	\$9.82	\$18.24	\$2.11	\$72.49
	a "Apprentice- SHEET METAL"				· · · · · · · · · · · · · · · · · · ·			
AC (TESTING AL	ND BALANCING -WATE	ER) 03	3/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48
EFITTERS LOCAL 537	e "Apprentice-PIPEFITTER" or	"PLUMBER/PIPEFITTER"		·				
EFITTERS LOCAL 537  For apprentice rates se				640.24	\$8.75	\$14.39	\$0.00	\$72,48
		03	3/01/2013	\$49.34	\$6.75	Ψ14.37	φυισο	4,2,10

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	*					
HYDRAULIC DRILLS	06/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53,35
LABORERS - ZONE I	12/01/2013	\$34.55	\$7.10	\$12,45	\$0.00	\$54.10
	06/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	12/01/2014	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	06/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	12/01/2015	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	06/01/2016	\$38.30	\$7.10	\$12.45	\$0.00	\$57.85
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$39.30	\$7.10	\$12.45	\$0.00	\$58.85
INSULATOR (PIPES & TANKS)	09/01/2012	\$41.46	\$10.65	\$11.50	\$0.00	\$63.61
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2013	\$43.06	\$10.65	\$11.50	\$0,00	\$65.21
	09/01/2014	\$45.06	\$10.65	\$11.50	\$0.00	\$67.21

Apprentice -	ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston	
Apprenace -	ADDEDITED THE CHAICH (Tipes & Tunks) - Local C Desion	6

IRONWORKERS LOCAL 7 (BOSTON AREA)

	Effecti	ive Date -	09/01/2012				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	,	\$20.73	\$10.65	\$8.60	\$0.00	\$39.98	
	2	60		\$24.88	\$10.65	\$9.18	\$0.00	\$44.71	
	3	70		\$29.02	\$10.65	\$9.76	\$0.00	\$49.43	
	4	80		\$33.17	\$10.65	\$10.34	\$0,00	\$54.16	
	Effecti	ive Date -	09/01/2013				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$21,53	\$10.65	\$8.60	\$0.00	\$40.78	
	2	60		\$25.84	\$10.65	\$9.18	\$0.00	\$45.67	
	3	70		\$30.14	\$10.65	\$9.76	\$0.00	\$50.55	
	4	80		\$34.45	\$10.65	\$10.34	\$0.00	\$55.44	
	Notes:	en enterente vantentes es	CONTRACT ACCORDING VICENSIA ACCORDING MISSIONEN TORGONON TORG	color anaman toloren settemer memme memme	AND STREET, STATESTALL	Javvakede slavlande ervaklade	THE PROPERTY ASSESSED THE	and an and an and an an and an	
		Steps are	1 year					va.	
	Appre	ntice to Joi	urneyworker Ratio:1:4	MARK PRODUCTION STREET, STREET STOP ASSESSMENT STREET, STREET		encourage resources excession	SERVICE CONSTITUTE COLUMNS SON	NAMES AND ASSESSED ASSESSED.	
IRONWORKER	VWEL1	DER		03/16/201:	3 \$40.23	\$7.70	\$18.35	\$0.00	\$66.28

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Pension

	Step	ive Date - 03/16/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$24.14	\$7.70	\$18.35	\$0.00	\$50.19	
	2	70	\$28.16	\$7.70	\$18.35	\$0.00	\$54.21	
	3	75	\$30.17	\$7.70	\$18.35	\$0.00	\$56.22	
	4	80	\$32.18	\$7.70	\$18.35	\$0.00	\$58.23	
	5	85	\$34.20	\$7.70	\$18.35	\$0.00	\$60.25	
	6	90	\$36.21	\$7.70	\$18.35	\$0.00	\$62.26	
	Notes:	** Structural 1:6; Ornamental 1:4	ranam emman. Amerika termene enterem senterem	continue american managan.	component elementum emotiones	Policinalisma Aribicanalis propositurity Preto	THE PERSONAL STREET, S	
	Appre	entice to Journeyworker Ratio:**	aceura. Date data anno de la mante de la competita della competita della competita della competita della compe	BALLOTE MERCONICO POPULICADO PE	REPORTS MORNEYS DECISIONS	SASSIFINE ANGLISH SASSIFINE SPAIN	CONT. CONTRACTO STATEMENT	
	ACKHAMMER & PAVING BREAKER OPERATOR		06/01/2013	3 \$33.30	\$7.10	\$12.45	\$0.00	\$52.85
ABORERS - ZC	INE I		12/01/2013	\$34.05	\$7.10	\$12,45	\$0.00	\$53.60
			06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
			12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
			06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
			12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
			06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
For apprent	ice rates see	"Apprentice- LABORER"	12/01/2016	\$38.80	<b>\$7</b> .10	\$12.45	\$0.00	\$58.35
ABORER			06/01/2013	3 \$33.05	\$7.10	\$12.45	\$0.00	\$52.60
ABORERS - ZC	NE I		12/01/2013	3 \$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	5 \$38.55	\$7.10	\$12.45	\$0.00	\$58.10

Total Rate

			06/01/2013	A	YYaaldi.	Danat	Supplemental	Ta4-1 D-1	
	Step	percent		Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	60		\$19.83	\$7.10	\$12.45	\$0.00	\$39.38	
	2	70		\$23.14	\$7.10	\$12.45	\$0.00	\$42.69	
	3	80		\$26.44	\$7.10	\$12.45	\$0.00	\$45.99	
	4	90		\$29.75	\$7.10	\$12.45	\$0.00	\$49,30	
	Effecti	ive Date -	12/01/2013				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60		\$20.28	\$7.10	\$12.45	\$0.00	\$39.83	
	2	70		\$23.66	\$7.10	\$12.45	\$0.00	\$43.21	
	3	80		\$27.04	\$7.10	\$12.45	\$0.00	\$46.59	
	4	90		\$30.42	\$7.10	\$12.45	\$0.00	\$49.97	
	Notes:	mer materialistic landstatus estatus	ana annana sarraran anaman mananan mananan m	Property Assessed Country Controller Assessed Assessed	AND	STREET, NO. 10 CO. 100	SANSTANCE AMERICAN WANTED	and the second	
	334								
	Appre	ntice to Jou	rneyworker Ratio:1:5	CONTRACT AND	manang mandan sasahan s		NAMES OF THE PARTY	According agreement enteriors	
ABORER: C	CARPEN	TER TENDE	R	06/01/201	3 \$33.05	\$7.10	\$12,45	\$0.00	\$52.60
BORERS - ZO				12/01/201			\$12.45	\$0.00	\$53.35
				06/01/201			\$12.45	\$0.00	\$54.10
				12/01/201	,		\$12.45	\$0.00	\$54.85
				06/01/201			\$12.45	\$0,00	\$55.60
				12/01/201			\$12.45	\$0.00	\$56.35
				06/01/201			\$12,45	\$0.00	\$57,10
				12/01/201			\$12.45	\$0.00	\$58.10
For apprenti	ce rates see	"Apprentice- LA	BORER"			4,			,
		FINISHER T	TENDER	06/01/201	3 \$33.05	\$7.10	\$12.45	\$0.00	\$52.60
BORERS - ZO.	NE I		t	12/01/201	3 \$33.80	\$7.10	\$12.45	\$0.00	\$53.35
				06/01/201	4 \$34.55	\$7.10	\$12.45	\$0.00	\$54.10
				12/01/201	4 \$35,30	\$7.10	\$12.45	\$0.00	\$54.85
				06/01/201	5 \$36.05	\$7.10	\$12.45	\$0.00	\$55.60
				12/01/201	5 \$36.80	\$7.10	\$12.45	\$0.00	\$56.35
						e7 10	\$12.45	\$0.00	A== 10
				06/01/201	6 \$37.55	\$7.10	\$14.43	Φ0.00	\$57.10
				06/01/201 12/01/201			\$12.45 \$12.45	\$0.00	\$57.10 \$58.10
For apprenti	ce rates see	"Apprentice- LA	BORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52,85
LABORERS - ZONE I	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54,35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56,60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER laborers - zone i	06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
ENDOREIG - ZONE I	12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
	06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10
For apprentice rates see "Apprentice- LABORER"						
LABORER; TREE REMOVER LABORERS - ZONE 1	06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
SECULIA - NOVE I	12/01/2013	\$33.80	\$7.10	\$12,45	\$0.00	\$53.35
	06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10
This classification applies to the wholesale removal of standing trees including all associated trimming of branches and limbs apprentice rates see "Apprentice-LABORER"	, and applies to the removal of branc	hes at locations 1	not on or arour	ıd utility lines.	For	
LASER BEAM OPERATOR	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
LABORERS - ZONE I	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
•	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58,35
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS	02/01/2013	\$36.20	\$10,18	\$16.51	\$0.00	\$62.89
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2013	\$36.91	\$10.18	\$16.58	\$0.00	\$63.67
	02/01/2014	\$37.36	\$10.18	\$16.58	\$0.00	\$64.12
	08/01/2014	\$38.07	\$10,18	\$16.65	\$0.00	\$64,90
	02/01/2015	\$38.52	\$10.18	\$16.65	\$0.00	\$65.35
	08/01/2015	\$39.23	\$10.18	\$16.72	\$0.00	\$66.13
	02/01/2016	\$39.68	\$10.18	\$16.72	\$0.00	\$66,58
	08/01/2016	\$40.38	\$10.18	\$16.80	\$0.00	\$67.36
	02/01/2017	\$40.84	\$10.18	\$16.80	\$0.00	\$67.82
	02/01/2017	ψ+0.0±	Ψ10.10	Ψ. Ο. Ο Ο	ψ0,00	φυ1.62

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**Total Rate** 

Appro	entice - M	ARBLE & TILE FINISHER -	Local 3 Marble & Tile					
Effect Step	tive Date - percent	02/01/2013	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	
Effec Step	tive Date -	08/01/2013	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	standardin demonstration demonstration de	eetivad eenverkeen kustalahda tidudassad sadiitidisen distiidisen 300.001/00 300.00	STORE ASSESSMENT ANNIHALIST ASSESSMENT ANNIHALISM	annimens missinide hästend 1	Curanius Surciolema sundophil	huntietie thuidehist (bitulione hue	volume (minter of the content of the	
Appr	entice to Jo	urneyworker Ratio:1:3	and constitute totalistic sections of the constitution of	-		AND THE PROPERTY OF THE PARTY O	ALL COMMON ASSESSMENT SERVICES	-yU-MQ-UUMUMUMUMUMUMUMU-
,		RS & TERRAZZO MECH	02/01/2013	3 \$47.45	\$10.18	\$17.83	\$0.00	\$75.46
BRICKLAYERS LOCAL 3 - 1	MAKBLE & IIL	£	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
			02/01/201:	5 \$50.37	\$10.18	\$17.97	\$0.00	\$78.52
			08/01/201	\$51.27	\$10.18	\$18.04	\$0.00	\$79.49

02/01/2016

08/01/2016

02/01/2017

\$51.84

\$52.74

\$53.31

\$10.18

\$10.18

\$10.18

\$18.04

\$18.12

\$18.12

\$0.00

\$0.00

\$0.00

\$80.06

\$81.04

\$81.61

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	Step	ive Date - percent	02/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	÷
	1	50		\$23.73	\$10.18	\$17.83	\$0.00	\$51.74	ļ.
	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	7
	5	90		\$42.71	\$10.18	\$17.83	\$0.00	\$70.72	2
	Effect	ive Date -	08/01/2013				Supplemental		
	Step	percent	<u></u>	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
	1	50		\$24.18	\$10.18	\$17.90	\$0.00	\$52.26	5
	2	60		\$29.01	\$10.18	\$17.90	\$0.00	\$57.09	)
	3	70		\$33.85	\$10.18	\$17.90	\$0.00	\$61.93	3
	4	80		\$38.68	\$10.18	\$17.90	\$0.00	\$66.76	5
	5	90		\$43.52	\$10.18	\$17.90	\$0.00	\$71.60	)
	Notes	THE PERSON NAMED IN	anyong uponominy prompomi ninatrawa katiantalio hubalishko a	awadin dawawa Xusumar Izaranis erherres internet	SOURCE-MARK ADMINISTRATION AND AND AND AND AND AND AND AND AND AN	Minderlast minimizate mechanics	advisora entiredada viscuelara ten	Section distincts despitated minimals	
	nanood and							a. Hiladanna	
	Appro	ntice to Jo	ırneyworker Ratio:1:5	AND AND THE PROPERTY OF THE PR	manusan communica emergence	concorner consister management	manerum konssente enotonek men	reder reserver economic aboccore-	
			ON CONST. SITES)	06/01/201	3 \$39.9	6 \$10.00	\$13,55	\$0.00	\$63.51
ERATING EN	GINEERS L	OCAL 4		12/01/2013	3 \$40.7	4 \$10.00	\$13.55	\$0.00	\$64.29
			PERATING ENGINEERS"				~~~		
ECHANICS <i>erating en</i>				06/01/201	3 \$39.9	6 \$10.00	\$13.55	\$0.00	\$63.51
			PERATING ENGINEERS"	12/01/201	3 \$40.7	4 \$10.00	\$13.55	\$0.00	\$64.29
LLWRIGH	IT (Zone	1)		04/01/201	3 \$34.6	8 \$9.80	\$15.76	\$0.00	\$60.24
LLWRIGHTS I	OCAL 112.	- Zone 1		10/01/201	3 \$35.4		\$15.76	\$0.00	\$61.01
				04/01/201	4 \$36,2	3 \$9.80	\$15.76	\$0.00	\$61.79
				10/01/201	4 \$37.1	8 \$9.80	\$15.76	\$0.00	\$62.74
				04/01/201	5 \$38.1	4 \$9.80	\$15.76	\$0.00	\$63.70

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		ive Date -	04/01/2013	A	1714	D	Supplemental	m · 15 ·	
	Step	percent		Apprentice Base Wage		Pension	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	
	Effecti	ive Date -	10/01/2013				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	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:	of transmission organization, t	various services sendente devander devatrice. Selection C	AND THE PROPERTY OF THE PROPER	COAD 300000 COADO	000000 2000039 20021 <b>4</b>		***************************************	
	a de	Steps are	2,000 hours					nan wannesse see	
	Appre	· KONSTONEN TENEREDEN ES	urneyworker Ratio:1:5	and the state of the second second seconds second s	distribution formation of	adelectes materials batteries .	THE PROPERTY AND THE	eren merener erremen samman	
ORTAR MIX	XER			06/01/2013	3 \$33.30	\$7.10	\$12.45	\$0.00	\$52.85
ABORERS - ZON	ΕI			12/01/2013			\$12.45	\$0.00	\$53.60
				06/01/2014			\$12.45	\$0.00	\$54.35
				12/01/2014			\$12.45	\$0.00	\$55.10
				06/01/2015	5 \$36.30		\$12.45	\$0.00	\$55,85
				12/01/2015			\$12,45	\$0.00	\$56.60
				06/01/2016	5 \$37.80	\$7.10	\$12.45	\$0.00	\$57.35
				12/01/2016			\$12.45	\$0.00	\$58.35
For apprentice	e rates see '	'Apprentice- I	.ABORER"						
			CRANES,GRADALLS)	06/01/2013	\$21.17	\$10.00	\$13.55	\$0.00	\$44.72
PERATING ENG				12/01/2013	3 \$21.59	\$10.00	\$13.55	\$0.00	\$45.14
			OPERATING ENGINEERS"	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		*********************			
	K CRAI		DALLS)	06/01/2013	\$24.57	\$10.00	\$13.55	\$0.00	\$48.12
ILER (TRUC	INEERS L			12/01/2013	3 \$25.06	\$10.00	\$13.55	\$0.00	\$48.61
OILER (TRUC PERATING ENG			MICH ATTINIC PRICINITED OF						
OILER (TRUC OPERATING ENG For apprentice	e rates see '	'Apprentice- (	DPERATING ENGINEERS"			<b>#10.00</b>	Φ12.55	Ф0.00	252.5
OILER (TRUC OPERATING ENG For apprentice	e rates see '	'Apprentice- (	PMENT - CLASS II	06/01/2013			\$13.55	\$0.00	\$63.51
OILER (TRUC PERATING ENG For apprentice OTHER POWI OPERATING ENG	ER DRIV	'Apprentice- ( 'EN EQUI OCAL 4					\$13.55 \$13.55	\$0.00 \$0.00	\$63.51 \$64.29

\$0.00

\$59.31

\$15.60

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

	ive Date -	01/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step	percent						
1	50		\$22.51	\$7.80	\$0.00	\$0.00	\$30.31
2	55		\$24.76	\$7.80	\$3.52	\$0.00	\$36.08
3	60		\$27.01	\$7.80	\$3.84	\$0.00	\$38.65
4	65		\$29.26	\$7.80	\$4.16	\$0.00	\$41.22
5	70		\$31.51	\$7.80	\$13.68	\$0.00	\$52.99
6	75		\$33.76	\$7.80	\$14.00	\$0.00	\$55.56
7	80		\$36.01	\$7.80	\$14.32	\$0.00	\$58.13
8	90		\$40.51	\$7.80	\$14.96	\$0.00	\$63.27

01/01/2013

\$35.91

\$7.80

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

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

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

Step	ve Date - percent	01/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	MINUSEAN THE STOCKES WITH MINISTERN PROPERTY OF STATE OF	. \$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:	· Approximation (Contractions and	urneyworker Ratio:1:1	THEODOTO Antiquine RESPONSES, VACIOUSLA, Adequates,	MONTH PARAMETER PARAMETER STATES OF THE STATES OF T	La Socialistic vincial de vincial de la composition della composit	Salebalan andered dispersion pro-	Augustus estandratus Alleiteren Stevenson Stev	
NTER (SPRAY OF			01/01/201	3 \$33.9	7 \$7.80	\$15.60	\$0.00 \$	57.37

PAINTER (SPRAY OR SANDBLAST, NEW) \*

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
	01/01/0018

Effect Step	ive Date - percent	01/01/2013 Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
_ <u>*</u>	50	\$16.99	\$7.80	\$0.00	\$0.00	\$24.79
:	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

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

PAINTER (TRAFFIC MARKINGS)	06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60	
LABORERS - ZONE I	12/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35	
	06/01/2014	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10	
	12/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85	
	06/01/2015	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60	
	12/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35	
	06/01/2016	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10	
	12/01/2016	\$38.55	\$7.10	\$12,45	\$0.00	\$58.10	
For Apprentice rates see "Apprentice- LABORER"							
PAINTER / TAPER (BRUSH, NEW) *	01/01/2013	\$34.51	\$7.80	\$15.60	\$0.00	\$57.91	

<sup>\*</sup> If 30% or more of surfaces to be painted are new construction,

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

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

Step	percent	Apprentice Base Wage He	alth 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

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) PAINTERS LOCAL 35 - ZONE 2	01/01/2013	\$32.57	\$7.80	\$15.60	\$0.00	\$55.97

	Step	ve Date - 01/01/2013 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	
į I	Notes:	Commission American American Manager accounts access	odi. Viiniikka kaanada ahinakki kanamad iliahinda amidalaa wambida	THE RESIDENCE AND PROPERTY.	entransering Perturbation Contractor	monomics consister technical to	**************************************	
commence a		Steps are 750 hrs.					i i i i i i i i i i i i i i i i i i i	
		ntice to Journeyworker Ratio		mention comment expenses to	TOTAL CONTROL CONTROL		OTTO COLLEGE SECRETARIA CONTRACTOR CONTRACTO	
		UCKS DRIVER EL NO. 10 ZONE A	12/01/2013	2 \$31.38	\$8.91	\$8.00	\$0.00	\$48.29
	K COI	ISTRUCTOR (UNDERPINN	ING AND 08/01/2012	2 \$39.20	\$9.80	\$17.67	\$0.00	\$66.67
CK.) : driver local	L 56 (ZO	NE I)	08/01/2013	3 \$40.70	\$9.80	\$17.67	\$0.00	\$68.17
	,	•	08/01/2014	\$42.20	\$9.80	\$17.67	\$0.00	\$69.67
	ribero-eroeroe	THE STATE OF THE S	08/01/201:	5 \$43.70	\$9.80	\$17.67	\$0.00	\$71.17
E DRIVER	T 56 /00	AIF 71	08/01/2012	2 \$39.20	\$9.80	\$17.67	\$0.00	\$66.67
DRIVER LOCAL	L 30 (ZO	NE I)	08/01/2013	\$40.70	\$9.80	\$17.67	\$0.00	\$68.17
			08/01/2014	4 \$42.20	\$9.80	\$17.67	\$0.00	\$69.67

08/01/2015

\$43.70

\$9.80

\$17.67

\$0.00

\$71.17

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Apprentice -	PILE DRIVER - Local 56 Zone 1
Annrenner -	I IDD DIGITOR - DOCAL SO ZORE I

Effecti	ive Date -	08/01/2012	•		Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	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		08/01/2013				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$20.35	\$9.80	\$17.67	\$0.00	\$47.82
2	60		\$24.42	\$9.80	\$17.67	\$0.00	\$51.89
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:		national exception annual makeum densition	which which product through strucks station whereigh	ANDRON NUMBER OF	فكند خلطت ستخط	A simulate Attended the later surveyor	e wastelijk kulturalijk aktoriek
							144

PIPEFITTER & STEAMFITTER

PIPEFITTERS LOCAL 537

03/01/2013

\$49.34

\$8.75

\$14.39

\$0.00

\$72.48

Apprentice - PIPEFITTER - Local 537

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

Notes:

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

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

Apprentice to Journeyworker Ratio:\*\*

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER	06/01/2013	\$33.30	<b>\$</b> 7.10	\$12.45	\$0.00	\$52.85
LABORERS - ZONE 1	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7.10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$7.10	\$12.45	\$0.00	\$57.35
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
PLUMBERS & GASFITTERS PLUMBERS & GASFITTERS LOCAL 12	03/01/2013	\$49.31	\$9.32	\$13.29	\$0.00	\$71.92

Ei	ffectiv	rtice - PLUMBER/GASFITT	Apprentice Base Wage	Lianith	Pension	Supplemental Unemployment	Total Rate	
5t 	tep	percent 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	\$43.9	
4		65	\$32.05	\$9.32	\$8.81	\$0.00	\$50.18	
5	i	75	\$36.98	\$9.32	\$10.09	\$0.00	\$56.39	€
description description .	otes:	** 1:2; 2:6; 3:10; 4:14; 5:19/ Step4 with lic\$53.29 Step5 w		entende entende entende	walland indones definition	LESSEE ELISERES PROPERTY -TO	TOTAL	
A	pprei	ntice to Journeyworker Ratio	**	THE PERSON NAMED ASSESSED.	-controller appeliations applying	Makeshilar Madagarah Markadasa sasa	CONTRACTOR CONTRACTOR CONTRACTOR	
NEUMATIC CONTROLS (TEMP.)  PEFITTERS LOCAL 537		03/01/2013	3 \$49.3	\$8,75	\$14.39	\$0.00	\$72.48	
		Apprentice- PIPEFITTER" or "PLUM	BER/PIPEFITTER"					
EUMATIC DR	ILL/I	OOL OPERATOR	06/01/201:	3 \$33.30	) <b>\$</b> 7.10	\$12.45	\$0.00	\$52.85
BORERS - ZONE 1			12/01/2013		5 \$7.10	\$12,45	\$0.00	\$53.60
			06/01/201-	4 \$34.80	\$7.10	\$12.45	\$0.00	\$54.35
			12/01/201	4 \$35.5	5 \$7.10	\$12.45	\$0.00	\$55,10
		•	06/01/201:	5 \$36.30	\$7.10	\$12.45	\$0.00	\$55.85
			12/01/201:	5 \$37.0:	5 \$7.10	\$12.45	\$0.00	\$56.60
			06/01/201	6 \$37.80	\$7.10	\$12.45	\$0.00	\$57.35
			12/01/201	5 \$38.80	\$7.10	\$12.45	\$0.00	\$58.35
For apprentice rate	es see ".	Apprentice- LABORER"	ру дарын данын данын такка		one han a said if we do not be the color of one	terishnehishat nakton makamanananan	**************************************	
WDERMAN &	BLA	STER	06/01/2013	3 \$34.0	\$7.10	\$12.45	\$0.00	\$53.60
BORERS - ZONE I			12/01/2013	3 \$34.8	\$7.10	\$12.45	\$0.00	\$54.35
			06/01/201-	4 \$35.5	5 \$7.10	\$12.45	\$0.00	\$55.16
			12/01/201	4 \$36.3	\$7.10	\$12.45	\$0.00	\$55.85
			06/01/201:	5 \$37.0	5 \$7.10	\$12.45	\$0.00	\$56.60
			12/01/201:	5 \$37.8	\$7.10	\$12.45	\$0.00	\$57.33
			06/01/201	6 \$38.5	5 \$7.10	\$12.45	\$0.00	\$58.10
			12/01/201	6 \$39.5	5 \$7.10	\$12,45	\$0.00	\$59.10

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For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63.89
OPERATING ENGINEERS LOCAL 4	12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE)	06/01/2013	\$40,34	\$10.00	\$13.55	\$0.00	\$63.89
OPERATING ENGINEERS LOCAL 4	12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER)	06/01/2013	\$28.19	\$10.00	\$13.55	\$0.00	\$51.74
OPERATING ENGINEERS LOCAL 4	12/01/2013	\$28.74	\$10.00	\$13.55	\$0.00	\$52.29
For apprentice rates see "Apprentice-OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER	05/01/2011	\$31.21	\$7.25	\$6.19	\$0.00	\$44.65
TEAMSTERS LOCAL 25c						
RECLAIMERS	06/01/2013	\$39.96	\$10.00	\$13,55	\$0.00	\$63.51
OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12,01,2015	<b>4</b> 10,7.	<b>\$10.00</b>			4011
RESIDENTIAL WOOD FRAME (All Other Work)	04/01/2011	\$24,24	\$8.67	\$15.51	\$0.00	\$48.42
CARPENTERS -ZONE 2 (Residential Wood)		<b>*</b>	*			• • • • • • • • • • • • • • • • • • • •
RESIDENTIAL WOOD FRAME CARPENTER **	05/01/2011	\$24.24	\$6.34	\$6.23	\$0.00	\$36,81
** The Residential Wood Frame Carpenter classification applies		<del></del>	7			• • • • • • • • • • • • • • • • • • • •
only to the construction of new, wood frame residences that do						
not exceed four stories including the basement. CARPENTERS -ZONE  2 (Residential Wood)						
As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projec	ts shall be paid the RES	IDENTIAL WO	OD FRAME C	ARPENTER	rate.	
RIDE-ON MOTORIZED BUGGY OPERATOR .	06/01/2013	\$33.30	\$7,10	\$12,45	\$0.00	\$52.85
LABORERS - ZONE 1	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12,45	\$0.00	\$55.10
•				\$12.45	\$0.00	\$55.85
	06/01/2015	\$36.30	\$7.10			
	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"	w.p.a.a.w.w.w.a.a.a.a.a.a.a.a.a.a.a.a.a.		wannaan wheat in a care of	.hmd-crn-a-h-ma-a-a-	-novemend-h-bero-bre-o-dy-h-d-sylv	harada la allagra la granagad ny aharahad alamada y hagilagan y
ROLLER/SPREADER/MULCHING MACHINE OPERATING ENGINEERS LOCAL 4	06/01/2013	\$39.96	\$10.00	\$13.55	\$0.00	\$63.51
	12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg) ROOFERS LOCAL 33	02/01/2013	\$37.41	\$10.50	\$10.70	\$0.00	\$58.61

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Pension

PAINTERS LOCAL 35 - ZONE 2

Total Rate

	entice - ROOFER - 1 ive Date - 02/01/20				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	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	
\$ }	•	:10; Reroofing: 1:4, then 1:1 Steps 2-5 are 1000 hrs. ker Ratio:**	proprietoris destroproposa association :			TOTAL TOTAL CONTROL CO	
ROOFER SLATE / TII ROOFERS LOCAL 33	.E / PRECAST CON	CRETE 02/01/201:	3 \$37.66	\$10.50	\$10.70	\$0.00	\$58.86
For apprentice rates see	"Apprentice-ROOFER"						
SHEETMETAL WOR		02/01/201:	3 \$42.32	\$9.82	\$18.24	\$2.11	\$72.49

Appre	ntice - SHEET	METAL WORKER - Local 17-A				
Effecti	ve Date - 02/0	01/2013			Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40	\$16.93	\$9.82	\$4.00	\$0.00	\$30.75
2	40	\$16.93	\$9.82	\$4.00	\$0.00	\$30.75
3	45	\$19.04	\$9.82	\$8.00	\$1.11	\$37.97
4	45	\$19.04	\$9.82	\$8.00	\$1.11	\$37.97
5	50	\$21.16	\$9.82	\$8.75	\$1.19	\$40.92
6	50	\$21.16	\$9.82	\$9.00	\$1.20	\$41.18
7	60	\$25.39	\$9.82	\$10.24	\$1.36	\$46.81
8	65	\$27.51	\$9.82	\$10.99	\$1.45	\$49.77
9	75	\$31.74	\$9.82	\$12.49	\$1.62	\$55.67
10	85	\$35.97	\$9.82	\$13.49	\$1.78	\$61.06
Notes:	as transporter vicentiere (elephiniste leibi	AND ALLEGORY SECURES SECURES PROSESSO PROSESSO SUPPOSOR WHOMAN MANAGE SECURES SECURES	essense vaname emere	e economica renorante exeminete	arcalanar disealate disealata arka	recor recolorors reconstruir esterming
	Steps are 6 mos					20 10 200104
Appre	ntice to Journey	worker Ratio:1:4	NEW TOTAL CONTRACTOR CONTRACTOR	introduction Commissions Sectioness	annancement voluments, very leadable advanced	en eministra acresina succiona
GN ERECTOR		06/01/201	3 \$25.8	1 \$7.07	\$7.05	\$0.00 \$39.93

**Total Rate** 

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

	Step	ve Date - 03/01/2013  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:	a successor consisten versorder versorder Amerikaan suuraassa vastassa suuraassa	annum vormen systemas Automobile analysis success constitution of the second se	profession regulations are assessed	AND AND ADDRESS OF THE PARTY OF	estassation mathematic Endfelfeles and		
	Name of the last	Steps are 850 hours					poper admitted give	
	Appre	ntice to Journeyworker Ratio	$1{:}1$	THE PERSON NAMED IN COLUMN	NAMES AND ASSESSED OF THE PARTY	MODELLE CHIMANEL STREET, THE	geograph seegropes of administration distribution.	
AM BOILE			06/01/201:	3 \$39.90	\$10.00	\$13.55	\$0.00	\$63.51
RATING ENGL	NEERS LO	OCAL 4	12/01/201	3 \$40.74	\$10.00	\$13.55	\$0.00	\$64.29
For apprentice	rates see '	Apprentice- OPERATING ENGINEER	us"					

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	06/01/2013	\$39.96	\$10.00	\$13.55	\$0.00	\$63.51
OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN	03/01/2013	\$32.64	\$13.00	\$12.51	\$0.00	\$58.15
ELECTRICIANS LOCAL 103	09/01/2013	\$33.15	\$13.00	\$12.52	\$0.00	\$58.67
	03/01/2014	\$33.69	\$13.00	\$12.54	\$0.00	\$59.23
	09/01/2014	\$34.20	\$13.00	\$12.56	\$0.00	\$59.76
	03/01/2015	\$34.74	\$13.00	\$12.57	\$0.00	\$60.31
	09/01/2015	\$35.45	\$13.00	\$12.59	\$0.00	\$61.04
	03/01/2016	\$36.17	\$13.00	\$12.62	\$0.00	\$61.79

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effecti	ve Date -	03/01/2013				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$13.06	\$13.00	\$0.39	\$0.00	\$26.45
2	40		\$13.06	\$13.00	\$0.39	\$0.00	\$26.45
3	45		\$14.69	\$13.00	\$10.77	\$0.00	\$38.46
4	45		\$14.69	\$13.00	\$10.77	\$0.00	\$38.46
5	50		\$16,32	\$13.00	\$11.02	\$0.00	\$40.34
6	55		\$17.95	\$13.00	\$11.27	\$0.00	\$42.22
7	60		\$19.58	\$13.00	\$11.52	\$0.00	\$44.10
8	65		\$21.22	\$13.00	\$11.77	\$0.00	\$45.99
9	70		\$22.85	\$13.00	\$12.02	\$0.00	\$47.87
10	75		\$24.48	\$13.00	\$12.26	\$0.00	\$49.74
Effecti	ve Date -	09/01/2013				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$13,26	\$13.00	\$0.40	\$0.00	\$26,66
2	40		\$13.26	\$13.00	\$0.40	\$0.00	\$26.66
3	45		\$14.92	\$13.00	\$9.79	\$0.00	\$37.71
4	45		\$14.92	\$13.00	\$9.79	\$0.00	\$37.71
5	50		\$16.58	\$13.00	\$10.04	\$0.00	\$39.62
6	55		\$18.23	\$13.00	\$10.29	\$0.00	\$41.52
7	60		\$19.89	\$13.00	\$10.54	\$0.00	\$43,43
8	65		\$21.55	\$13.00	\$10.79	\$0.00	\$45.34
9	70		\$23.21	\$13.00	\$11.04	\$0.00	\$47.25
10	75		\$24.86	\$13.00	\$11.29	\$0.00	\$49.15
Notes:	e wicklaste turcount e	disconditional analysis of the second contracts and second	rough sopyates interchase transfers surround enterchase interchase	BENYME (LENNING A	entrodis andresses electricis visualists	allustratus transcrupts compresso premingr	and the second distribute southed.
							1

Apprentice to Journeyworker Ratio:1:1

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TERRAZZO FINISHERS	02/01/2013	\$46.35	\$10.18	\$17.83	\$0.00	\$74.36
BRICKLAYERS LOCAL 3 - MARBLE & TILE	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

Appre	ntice - T	ERRAZZO FINISHER - Loca	al 3 Marble & Tile					
<b>Effect</b> Step	ive Date - percent	02/01/2013	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	
Effect Step	ive Date -	08/01/2013	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:	og control months	anagama, panasatur apamengi mentana makanasa kacaban ad	ANALAS SALASAN ANALASAN ANALASAN SALASANA SALASANA ANALASAN ANALAS	entronia variation statement	acceptantians franchiscopies franchiscopies	and control of the second control of the sec	random mediana setemana disebutika	
Appro	entice to Jo	ourneyworker Ratio:1:3	Juliania Communication Communi	and a second		Action Manager Application of the Control of the Co	AND	
TEST BORING DRILL		lE	06/01/201	3 \$34.45	\$7.10	\$12.60	\$0.00	\$54.15
			12/01/2013	3 \$35.20	\$7.10	\$12.60	\$0.00	\$54.90
		•	06/01/201	4 \$35.95	\$7.10	\$12.60	\$0.00	\$55.65
			12/01/2014	4 \$36.70	\$7.10	\$12.60	\$0.00	\$56.40

\$12.60

\$0.00

\$0.00

\$0.00

\$0.00

\$57.15

\$57.90

\$58.65

\$59.65

12/01/2015 \$38.20 \$7.10 \$12.60 06/01/2016 \$38.95 \$7.10 \$12.60 12/01/2016 \$39.95 \$7.10 \$12.60

For apprentice rates see "Apprentice-LABORER"

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06/01/2015

\$37.45

\$7.10

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING DRILLER HELPER	06/01/2013	\$33.17	\$7.10	\$12.60	\$0.00	\$52.87
LABORERS - FOUNDATION AND MARINE	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	<b>\$</b> 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	06/01/2013	\$33.05	\$7.10	\$12.60	\$0.00	\$52.75
LABORERS - FOUNDATION AND MARINE	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  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"						
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2012	\$32,42	\$9.07	\$8.00	\$0,00	\$49.49
TUNNEL WORK - COMPRESSED AIR	06/01/2013	\$45.33	\$7.10	\$13.00	\$0.00	\$65.43
LABORERS (COMPRESSED AIR)	12/01/2013	\$46.08	\$7.10	\$13.00	\$0.00	\$66.18
	06/01/2014	\$46,83	\$7.10	\$13.00	\$0.00	\$66.93
	12/01/2014	\$47.58	\$7.10	\$13.00	\$0.00	\$67.68
	06/01/2015	\$48.33	\$7.10	\$13.00	\$0.00	\$68.43
	12/01/2015	\$49.08	\$7.10	\$13.00	\$0.00	\$69.18
	06/01/2016	\$49.83	\$7.10	\$13.00	\$0.00	\$69.93
	12/01/2016	\$50.83	\$7.10	\$13.00	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	06/01/2013	\$47.33	\$7.10	\$13.00	\$0.00	\$67.43
LABORERS (COMPRESSED AIR)	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"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	06/01/2013	\$37.40	\$7.10	\$13.00	\$0.00	\$57.50
ROOMENG (THEE AIR TOWNES)	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
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$42.90	\$7.10	\$13.00	\$0.00	\$63.00
UNNEL WORK - FREE AIR (HAZ, WASTE)	06/01/2013	\$39.40	\$7.10	\$13.00	\$0.00	\$59.50
ABORERS (FREE AIR TUNNEL)	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"	12.01.2010	Ψ11.50	Ψ7	<b>\$15.00</b>	Ψ0.00	J05,00
AC-HAUL EAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2012	\$31.84	\$8.91	\$8.00	\$0.00	\$48.75
/AGON DRILL OPERATOR	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
ABORERS - ZONE I	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34.80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55,10
	06/01/2015	\$36.30	<b>\$</b> 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	<b>\$</b> 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"		Markatania Markatania adalpadipa dipanja projesprojespro	ree-n-araran-araranananan		de de la companya de	
/ASTE WATER PUMP OPERATOR	06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63.89
PERATING ENGINEERS LOCAL 4	12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
VATER METER INSTALLER LUMBERS & GASFITTERS LOCAL 12	03/01/2013	\$49.31	\$9.32	\$13.29	\$0.00	\$71.92

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

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