TOWN OF ARLINGTON MASSACHUSETTS

Bid #13-43

Request for Quotes

Windows Installation/Arlington High School

Quotes are invited and will be received by the Town Manager, Town of Arlington, Massachusetts, until 11.100 A.M.. Thursday, December 5, 2013 at the Office of the Purchasing Agent, Town Hall, Arlington, Massachusetts, at which time and place in the Town Hall they will be publicly opened and read aloud.

Specifications and proposal forms will be available at the Office of the Purchasing Agent/Town Manager's Office at the above-mentioned address on <u>Tuesday November 12</u>, 2013 and on the Town Website www.arlingtonma.gov/purchasing.

All quotes must be in envelopes plainly marked: BID #13-43 Windows Installation/Arlington High School

A Pre-bid Site Visit will be held on Thursday November 21, 2013 @ 11:00 A.M. at the Arlington High School, 869 Massachusetts Ave., Arlington, MA. Prospective bidders are to meet at the Main Entrance. All Prospective Bidders are encouraged to attend.

Attention is called to the fact that minimum wage rates and health and welfare and pension fund contributions are established for this contract and are a part of the specifications.

Work under this contract shall be governed by MGL Ch.149, Sec.44A-J.

The conditions of employment as set forth in Sections 26 to 27D and 27F of Chapter 149 of the General Laws, as amended, shall prevail in the execution of the work under this contract.

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

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

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 of Arlington to do so.

TOWN OF ARLINGTON

Adam W. Chapdelaine Town Manager

November 12, 2013

BID PROPOSAL FORM

BID #13-43

PROJE	;	Windows Installation/Arlington High School 869 Massachusetts Ave. ARLINGTON, MA
DATE:	-	THURSDAY DECEMBER 5, 2013 @ 11:00 A.M.
1.	Wind	ows Installation/Arlington High School
	All lab	oor services, miscellaneous materials, tools, equipment and supervision necessary for the pletion of the entire project as stated in the Specifications, or properly inferable there from.
ADDEN	IDA:	
The Pro		
	\$	TOTAL PRICE
<u>SPECIF</u>	ICAT	I <mark>ON:</mark>
		stall 10 each project-in bronze aluminum hopper windows with insulated glass. Approximate sizes, 2 inches thick.
**ALL V	VORK	TO BE COMPLETED WITHIN SIXTY (60) DAYS FROM DATE OF NOTICE TO PROCEED.
FIRM N	AME	
ADDRE	SS	
PHONE	: NO	
FAX NO		
AUTHO	RIZE	O SIGNATURE
PRINT /	AUTH	ORIZED NAME

CERTIFICATE OF NON-COLLUSION

The undersigned certifies under p submitted in good faith and with certification, the word "person" sho union, committee, club or other organic	out collusion or fraud w all mean any natural pe	vith any other person. erson, business, partner	As used in this
(Signature of individual submitting b	oid or proposal)	_	
(Name of individual submitting bid o	or proposal)	_	
Name of Business			
Date			
Pursuant to M.G.L. Chapter 62C, Section the commonwealth relating to taxes, report	49A, I certify under the penalting of employees and contrac	ties of perjury that I have contors, and withholding and rer	mplied with all laws of nitting child support.
Social Security Number or Federal Identification Number	Signature of Individ Corporate Officer a	lual or Responsible	

NON-COLLUSION FORMS
MUST BE SIGNED AND
SUBMITTED WITH BID

OSHA TRAINING

The undersigned hereby certifies that it is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work; that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is a t least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and that it will comply fully with all laws and regulations applicable to awards made subject to section forty-four A of Chapter 149 of the General Laws.

Signature:				
Title:	 			
Date:				

To: dlanzillotti@town.arlington.ma.us

Date: 11/05/2013 04:59 PM

Subject: Prevailing wage schedule for Wage Request number :20131105-030

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.

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/pw.

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: 20131105-030.pdf Size: 166k Content Type: application/pdf



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 HEATHER E, ROWE

Awarding Authority:

Town of Arlington

Contract Number:

13-43

City/Town: ARLINGTON

Description of Work:

Furnish all labor, materials, equipment and supervision for the Supply and Installation of Windows at the

Arlington High School

Job Location:

869 Massachusetts Ave.

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.

Wage Request Number: 20131105-030 **Issue Date:** 11/05/2013

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	08/01/2013	\$84.21	\$9.80	\$18.17	\$0.00	\$112.18
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
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"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	06/01/2013	\$29.88	\$10.40	\$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 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

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER	06/01/2013	\$33.30	\$ 7.10	\$12.45	\$0.00	\$52.85
LABORERS - ZONE 1	12/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
	06/01/2014	\$34,80	\$7.10	\$12.45	\$0.00	\$54.35
	12/01/2014	\$35.55	\$7.10	\$12.45	\$0.00	\$55.10
	06/01/2015	\$36.30	\$7. 10	\$12.45	\$0.00	\$55.85
	12/01/2015	\$37.05	\$ 7.10	\$12.45	\$0.00	\$56.60
	06/01/2016	\$37.80	\$ 7.10	\$12.45	\$0.00	\$57.35
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.80	\$7.10	\$12.45	\$0.00	\$58.35
BLOCK PAVER, RAMMER / CURB SETTER	06/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
LABORERS - ZONE 1	12/01/2013	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	06/01/2014	\$35.30	\$ 7.10	\$12.45	\$0.00	\$54.85
	12/01/2014	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	06/01/2015	\$36.80	\$ 7.10	\$12.45	\$0.00	\$56,35
	12/01/2015	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	06/01/2016	\$38.30	\$7.10	\$12.45	\$0.00	\$57.85
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$39.30	\$7.10	\$12.45	\$0.00	\$58.85
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85

	entice - BOILERM ive Date - 01/01/ percent	(AKER - Local 29 (2010 Apprentice Base)	Waga Haalth	Pension	Supplemental Unemployment	Total Rate	
1 step	65	11					
2	65	\$24.51	\$6.97	\$11.18	\$0.00	\$42.66	
3		\$24.51	\$6.97	\$11.18	\$0.00	\$42.66	
	70 	\$26.39		\$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 thinks the advances to the terms and the actions and the actions are the a	THE THE PERSON NAMED AND THE PERSON NAMED ASSESSMENT AS	re, atreamare etiatorea, unuantur etia	CONTROL CONTROL CONTROL	THE CENTER OF SE	3	
Appre	entice to Journeywo	orker Ratio:1:5	. ACCURACION PROSPERATA COMPRIANTA ACCUA	CO ATTRONA ALLEGA SELECTION	allocations shoulders, september decem	Printer communes recommen communes	
	FICIAL MASONR	Y (INCL. MASONRY 08/0	1/2013 \$48	.06 \$10.18	\$18.15	\$0.00	\$76.39
TERPROOFING) Klayers local 3 (B	() S'TY() N.T.)	02/0	1/2014 \$48	.62 \$10,18	\$18.15	\$0.00	\$76.95
	351 0119	08/0	1/2014 \$49	.52 \$10.18	\$18.22	\$0.00	\$77.92
		02/0	1/2015 \$50	.08 \$10.18	\$18.22	\$0.00	\$78.48
		08/0	1/2015 \$50	.98 \$10.18	\$18.29	\$0.00	\$79.45
		02/0	1/2016 \$51			\$0.00	\$80.02
			1/2016 \$52			\$0.00	\$81,00
		00/0		\$20.10			401,00

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Issue Date: 11/05/2013

Effective Date Base Wage Health

Pension

Total Rate

	Step	percent	08/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$24.03	\$10.18	\$18.15	\$0.00	\$52.36	
	2	60		\$28.84	\$10.18	\$18.15	\$0.00	\$57.17	
	3	70		\$33.64	\$10.18	\$18.15	\$0.00	\$61.97	
	4	80		\$38.45	\$10.18	\$18.15	\$0.00	\$66.78	
	5	90		\$43.25	\$10.18	\$18.15	\$0.00	\$71.58	
	Effect	ive Date -	02/01/2014				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$24.31	\$10.18	\$18.15	\$0.00	\$52.64	
	2	60		\$29.17	\$10.18	\$18.15	\$0.00	\$57.50	
	3	70		\$34.03	\$10.18	\$18.15	\$0.00	\$62.36	
	4	80		\$38.90	\$10.18	\$18.15	\$0.00	\$67.23	
	5	90		\$43.76	\$10.18	\$18.15	\$0.00	\$72.09	
	Notes:	er early-man minimum cou	nnt train extinsi inter delustratità entrolosità dell'alatane deleticale d	programming deserving merchants deserved deserving districts.	Process statement consider	Administration Commissions and conserve	security districts accepted to	system grouping ground make	
	h. Yanasada 22							****	
	Appre	ntice to Jou	ırneyworker Ratio:1:5	Newson Amerikan waxamara sandrama casamara waxasana s	THE COURT AND THE COURT OF THE	COCCA ACCORDINATE Subsymmetry of	elegacido economico monocara suma	COLUMN MICHAEL SANDANINE TIMETYTE	
LLDOZER			ER	06/01/2013	3 \$39.96	\$10.00	\$13.55	\$0.00	\$63.51
ERATING ENG			DED ATTRIC ENIOD TERROR	12/01/2013	3 \$40.74	\$10.00	\$13.55	\$0.00	\$64.29
			PERATING ENGINEERS" OTTOM MAN	06/01/2016			£10.60	# 0.00	
		AND MARINE		06/01/2013			\$12.60	\$0.00	\$53.90
				12/01/2013 06/01/2014			\$12.60 \$12.60	\$0.00 \$0.00	\$54.65
				12/01/2014			\$12.60	\$0.00	\$55.40 \$56.15
				06/01/2015			\$12.60	\$0.00	\$56.90
				12/01/2015			\$12.60	\$0.00	\$57.65
				06/01/2016			\$12.60	\$0.00	\$58,40
				12/01/2016			\$12.60	\$0.00	\$59.40
For apprentic		'Apprentice- L. INNING L.		06/01/2013	3 \$33.05	\$7.10	\$12.60	\$0.00	\$52.75
BORERS - FOU				12/01/2013			\$12.60	\$0.00	\$52.75 \$53.50
				06/01/2014			\$12.60	\$0.00	\$54.25
				12/01/2014	·		\$12.60	\$0.00	\$55.00
				06/01/2015			\$12.60	\$0.00	\$55.75
				12/01/2015			\$12.60	\$0.00	\$56.50
				06/01/2016			\$12.60	\$0.00	\$57.25

Classification	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 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"						
CARPENTER	09/01/2013	\$34.53	\$9.80	\$15.61	\$0.00	\$59.94
CARPENTERS - ZONE 2 (Eastern Massachusetts)	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:
 11/05/2013
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Apprentice - CARPENTER - Zone 2 Eastern MA

	Effect	ive Date -	09/01/2013				Supplemental		
	Step	percent		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	
	Effect Step	ive Date -	03/01/2014	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	SSELECTORISME TO BOTH TO A CONTRACTOR OF THE STATE OF THE	\$17.57	\$9.80	\$1.57	\$0.00	\$28.94	n-man-menuba-ma
	2	60		\$21.08	\$9.80	\$1.57	\$0.00	\$32.45	
	3	70		\$24.59	\$9.80	\$10.90	\$0.00	\$45.29	
	4	75		\$26.35	\$9.80	\$10.90	\$0.00	\$47.05	
	5	80		\$28.10	\$9.80	\$12.47	\$0.00	\$50.37	
	6	80		\$28.10	\$9.80	\$12.47	\$0.00	\$50.37	
	7	90		\$31.62	\$9.80	\$14.04	\$0.00	\$55.46	
	8	90		\$31.62	\$9.80	\$14.04	\$0.00	\$55.46	
	Notes	कः ।व्यवस्थानः नामस्त्रकः ।	ngarangan samuningan didininga sahahnan sahahnan abbatani and	יהפידוים יתיוסיים ימווומני צונויונג אונונאא אנאנו	· · · · · · · · · · · · · · · · · · ·	sanciolo situatino tutibilidi	estativam Asambelo minumata eb	plantin thinking agreement, where	
	Lancare recons	u. comment encounter de		NONE MANAGEMENT EMPERATOR PROGRAMMA ESPECIALE.	omonostram worsteelorm folkonskeline i	gyddyddia feladlaiddol, tolyyddydi	elitabilitatis Martamania olityteistöjile vitor	Transport Applications Survey Control Company Control	
		+p.jpu.psu.jnu.aumnininu	urneyworker Ratio:1:5	a program, prodjegoga naj moje naj kondo jem je nje o jem je ojstokih Moderni Moderni Moderni Moderni Moderni					
MENT MAS			ING	07/01/201	3 \$42.68	\$10.90	\$18.71	\$1.30	\$73.59
JALIA LOC	<i></i>	<i>)10111</i>		01/01/201	4 \$43.60	\$10.90	\$18.71	\$1.30	\$74.51
				07/01/201	4 \$44.20	\$10.90	\$18.71	\$1.30	\$75.11
				01/01/201	5 \$45.14	\$10.90	\$18.71	\$1.30	\$76.05
				07/01/201:	5 \$45.72	\$10.90	\$18.71	\$1.30	\$76.63
				01/01/2010	5 \$46.64	\$10.90	\$18.71	\$1.30	\$77.55

Issue Date: 11/05/2013 **Wage Request Number:** 20131105-030 **Page 6 of 39**

	Effecti	ve Date -	07/01/2013				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$21.34	\$10.90	\$12.21	\$1.30	\$45.75	
	2	60		\$25.61	\$10.90	\$13.71	\$1.30	\$51.52	
	3	65		\$27.74	\$10.90	\$14.71	\$1.30	\$54.65	
	4	70		\$29.88	\$10.90	\$15.71	\$1.30	\$57.79	
	5	75		\$32.01	\$10.90	\$16.71	\$1.30	\$60.92	
	6	80		\$34.14	\$10.90	\$17.71	\$1.30	\$64.05	
	7 '	90		\$38.41	\$10.90	\$18.71	\$1.30	\$69.32	
	Effecti	ve Date -	01/01/2014				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	I	50		\$21.80	\$10.90	\$12.21	\$1.30	\$46.21	
	2	60		\$26.16	\$10.90	\$13.71	\$1.30	\$52.07	
	3	65		\$28.34	\$10.90	\$14.71	\$1.30	\$55.25	
	4	70		\$30,52	\$10.90	\$15.71	\$1.30	\$58.43	
	5	75		\$32.70	\$10.90	\$16.71	\$1.30	\$61.61	
	6	80		\$34.88	\$10.90	\$17.71	\$1.30	\$64.79	
	7	90		\$39.24	\$10.90	\$18.71	\$1.30	\$70.15	
	Notes:		are 500 hrs. All other steps a	re 1,000 hrs.	MARTINIAN THICKNESS TO THE STATE OF THE STAT	Marian Coloron Coloron			
	Appre	ntice to Jo	ourneyworker Ratio:1:3	s. Common assesses assesses assesses a			and the second second second second	**************************************	
AIN SAW (06/01/2013	3 \$33.30	\$7.10	\$12.45	\$0.00	\$52.85
ORERS - ZONE	3 <i>I</i>			12/01/2013			\$12.45	\$0.00	\$53.60
				06/01/2014			\$12,45	\$0.00	\$54.35
				12/01/2014			\$12.45	\$0.00	\$55.10
				06/01/2015			\$12.45	\$0.00	\$55.85
				12/01/2015			\$12.45	\$0.00	\$56.60
				06/01/2016			\$12.45	\$0.00	\$57.35
				12/01/2016			\$12.45	\$0,00	\$58.35
For apprentice	rates see '	Apprentice- I	LABORER"			***			
			ETS/HEADING MACHINE	S 06/01/2013	\$41.34	\$10.00	\$13.55	\$0.00	\$64.89
RATING ENGL				12/01/2013	\$42.12	\$10.00	\$13.55	\$0.00	\$65.67
			OPERATING ENGINEERS"						
ホッレションぐく()し	IPRESSOR OPERATOR ATING ENGINEERS LOCAL 4			06/01/2013	\$28.19	\$10.00	\$13.55	\$0.00	\$51.74
	NEERS LO	CAL 7		12/01/2013	\$28.74	\$10.00	\$13.55	\$0.00	\$52.29

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

			01/01/2014	343.91	⊅ 7.8⊃	\$10.10	\$0.00	\$09.80
			07/01/2014	\$46.76	\$7.85	\$16.10	\$0.00	\$70.71
			01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
			07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
			01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
			07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
			01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36
	Appre	ntice - PAINTER Local 35 - BRIDG	GES/TANKS					
		ve Date - 07/01/2013				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$22.71	\$7.85	\$0.00	\$0.00	\$30.56	
	2	55	\$24.98	\$7.85	\$3.58	\$0.00	\$36.41	
	3	60	\$27.25	\$7.85	\$3.90	\$0.00	\$39.00	
	4	65	\$29.52	\$7.85	\$4.23	\$0.00	\$41.60	
	5	70	\$31.79	\$7.85	\$13.90	\$0.00	\$53.54	
	6	75	\$34.06	\$7.85	\$14.23	\$0.00	\$56.14	
	7	80	\$36.33	\$7.85	\$14.55	\$0.00	\$58.73	
	8	90	\$40.87	\$7.85	\$15.20	\$0.00	\$63.92	
		ve Date - 01/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$22.96	\$7.85	\$0.00	\$0.00	\$30.81	
	2	55	\$25.25	\$7.85	\$3.66	\$0.00	\$36.76	
	3	60	\$27.55	\$7.85	\$3.99	\$0.00	\$39.39	
	4	65	\$29.84	\$7.85	\$4.32	\$0.00	\$42.01	
	5	70	\$32.14	\$7.85	\$14,11	\$0.00	\$54.10	
	6	75	\$34.43	\$7.85	\$14.44	\$0.00	\$56.72	
	7	80	\$36.73	\$7.85	\$14.77	\$0.00	\$59.35	
	8	90	\$41.32	\$7.85	\$15.44	\$0.00	\$64.61	
	-Literature statement	 measure streets received successor successor successor successors. 	CENTRES MERCOCE CHICAGA CENTRES MARILES MINERALI M	LINISO ISSANIS SLIGHTS W	delicated community promotorer	STATES CLEANING MARKIN SO	Other Manifest Ministry andress	
	Notes:	G					i de	
	1000000	Steps are 750 hrs.					announced	
	Appre	ntice to Journeyworker Ratio:1:1	TOTOTOTO CONTINUE ADMINISTRAÇÃO ADMI		allalla valdalijalija seletenasse	france moneton sources and	TO THE CHARLES OF THE CONTRACT	
MO: ADZI		*	12/01/2011	\$31.80	\$7.10	\$12,45	\$0.00	€51.25
ORERS - ZOI			12/01/2011	\$31.0U	φ/.10	Ψ12,43	ψυ.συ	\$51.35
For apprentic	e rates see "	Apprentice- LABORER"						
MO: BACI ORERS - ZOI		DADER/HAMMER OPERATOR	12/01/2011	\$32.80	\$7.10	\$12.45	\$0.00	\$52.35
		Apprentice- LABORER"		·····				
MO: BURI ORERS - ZOI			12/01/2011	\$32.55	\$7.10	\$12.45	\$0.00	\$52.10
		Apprentice- LABORER"						
$2MO \cdot COM$	CRETE C	UTTER/SAWYER	12/01/2011	\$32.80	\$7.10	\$12.45	\$0.00	\$52.35

Wage Request Number:

20131105-030

Classification

DELEADER (BRIDGE)

Issue Date: 11/05/2013

PAINTERS LOCAL 35 - ZONE 2

Supplemental

\$0.00

\$0.00

Unemployment

Pension

\$15.85

\$16.10

Effective Date Base Wage Health

\$45.41

\$45.91

\$7.85

\$7.85

07/01/2013

01/01/2014

Total Rate

\$69.11

\$69.86

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Classification For apprentice rates see "Apprentice- LABORER"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: JACKHAMMER OPERATOR	12/01/2011	やつつ EE	ድ7 10	\$12.45	ድስ በበ	Ø50 10
LABORERS - ZONE I	12/01/2011	\$32.55	\$7.10	\$12.43	\$0.00	\$52.10
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER 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	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"					· · · · · · · · · · · · · · · · · · ·	
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2013	\$56.14	\$9.80	\$18.17	\$0.00	\$84.11
THE DAVER LOCAL 30 (ZONE 1)	08/01/2014	\$58.24	\$9.80	\$18.17	\$0.00	\$86.21
	08/01/2015	\$60,34	\$9.80	\$18.17	\$0.00	\$88.31
DIVER TENDER	08/01/2013	\$40.10	\$9.80	\$18.17	\$0.00	\$68.07
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69,57
	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
DIVER TENDER (EFFLUENT)	08/01/2013	\$60.15	\$9.80	\$18.17	\$0.00	\$88.12
PILE DRIVER LOCAL 56 (ZONE I)	08/01/2014	\$62.40	\$9.80	\$18.17	\$0.00	\$90.37
	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
DIVER/SLURRY (EFFLUENT)	08/01/2013	\$84.21	\$9.80	\$18.17	\$0.00	\$112.18
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
DRAWBRIDGE OPERATOR (Construction)	09/01/2013	\$43.96	\$13.00	\$14.42	\$0.00	\$71.38
ELECTRICIANS LOCAL 103	03/01/2014	\$44.45	\$ 13.00	\$14.68	\$0.00	\$72.13
	09/01/2014	\$45.12	\$13.00	\$14.70	\$0.00	\$72.82
	03/01/2015	\$45.84	\$13.00	\$14.72	\$0.00	\$73.56
	09/01/2015	\$46.80	\$13,00	\$14.75	\$0.00	\$74.55
	03/01/2016	\$47.75	\$13.00	\$14.78	\$0.00	\$75.53
For apprentice rates see "Apprentice- ELECTRICIAN"		*	+			4,0,00
ELECTRICIAN	09/01/2013	\$43.96	\$13.00	\$14.42	\$0.00	\$71.38
ELECTRICIANS LOCAL 103	03/01/2014	\$44.45	\$13.00	\$14.68	\$0.00	\$72.13
	09/01/2014	\$45.12	\$13.00	\$14.70	\$0.00	\$72.82
	03/01/2015	\$45.84	\$13.00	\$14.72	\$0.00	\$73.56
	09/01/2015	\$46.80	\$13.00	\$14.75	\$0.00	\$74.55
	03/01/2016	\$47.75	\$13,00	\$14.78	\$0.00	\$75.53

 Issue Date:
 11/05/2013
 Wage Request Number:
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Supplemental Effective Date Base Wage Health Pension Unemployment

step	ive Date - percent	09/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
l	40		\$17.58	\$13.00	\$0.53	\$0.00	\$31.11
2	40		\$17.58	\$13.00	\$0.53	\$0.00	\$31.11
	45		\$19.78	\$13.00	\$10.78	\$0.00	\$43.56
4	45		\$19.78	\$13.00	\$10.78	\$0.00	\$43.56
5	50		\$21.98	\$13.00	\$11.11	\$0.00	\$46,09
6	55		\$24.18	\$13.00	\$11.45	\$0.00	\$48.63
7	60		\$26,38	\$13.00	\$11.77	\$0.00	\$51,15
8	65		\$28.57	\$13.00	\$12.11	\$0.00	\$53.68
9	70		\$30.77	\$13.00	\$12.43	\$0.00	\$56.20
10	75		\$32.97	\$13.00	\$12.77	\$0.00	\$58.74
ffect	ive Date -	03/01/2014				Supplemental	
tep	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$17.78	\$13.00	\$0.53	\$0.00	\$31.31
2	40		\$17.78	\$13.00	\$0.53	\$0.00	\$31.31
3	45		\$20.00	\$13.00	\$11.04	\$0.00	\$44,04
4	45		\$20.00	\$13.00	\$11.04	\$0.00	\$44.04
5	50		\$22.23	\$13.00	\$11.37	\$0.00	\$46.60
6	55		\$24,45	\$13.00	\$11.70	\$0.00	\$49.15
7	60		\$26.67	\$13.00	\$12.03	\$0.00	\$51.70
8	65		\$28.89	\$13.00	\$12.37	\$0.00	\$54.26
9	70		\$31.12	\$13.00	\$12.69	\$0.00	\$56.81
10	75		\$33.34	\$13.00	\$13.03	\$0.00	\$59.37
otes:		1/1/03; 30/35/40/45/50/55/	65/70/75/80		and the second second seconds	n mannann, decimino promisso, costobra	discontinue discontinue

ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL 4

01/01/2012

\$52.45

\$8.78

\$6.96

\$0.00

\$68.19

	Hecti step	ve Date - 01/01/2012 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
1		50	\$26.23	\$8.78	\$0.00	\$0.00		
	2	55	\$28.85				\$35.0	
	3	65		\$8.78	\$6.96	\$0.00	\$44.5	
	4	70	\$34.09	\$8.78	\$6.96	\$0.00	\$49.8	
4		80	\$36.72 \$41.96	\$8.78 \$8.78	\$6.96 \$6.96	\$0.00 \$0.00	\$52.4 \$57.7	
N	Votes:	Steps 1-2 are 6 mos.; Steps 3-5 are	1 year	MARKET NAMES AND ADDRESS OF THE PARTY OF THE	AND COMMENTS OF THE PARTY OF TH	elekkeliki tehenonya suuruuri au	COCCOO COCCOLLA ALMANARA Servera	de sintanti
A	ppre	ntice to Journeyworker Ratio:1:1	SESSION CONTROL STREET, SECURISION CONTROL VENEZUOS S	THE PERSON OF THE PERSON OF	200000 200000 -	endedople epopology concessor succ	VIII. VIIIIVA IIIAAA daagayayaa	
LEVATOR CON LEVATOR CONSTRU		UCTOR HELPER S LOCAL 4	01/01/2012	\$38.59	\$8.78	\$6.96	\$0.00	\$54.33
		Apprentice - ELEVATOR CONSTRUCTOR"	olikki. Makalyis ji ki Makif i kayisiya i majaki a pipaya pipaka padapa padapa pana pana pipaya pana	voles-oranisan/ansoronasanos		nantika-amerika ji ojeyi a ji oshabilar masa an armana	nrantorantimista illinassassassassassas	hhán hái há ngi hija ng dhijo nipho pi nga nging jorg pa
ENCE & GUARI aborers - zone i	D RA	IL ERECTOR	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
1 avios - examode			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
		Apprentice- LABORER"				·		
IELD ENG.INST PERATING ENGINE		SON-BLDG,SITE,HVY/HWY	11/01/2013	\$38.73	\$10.00	\$13.55	\$0.00	\$62.28
		Apprentice- OPERATING ENGINEERS"	05/01/2014	\$39.50	\$10.00	\$13.55	\$0.00	\$63.05
		HIEF-BLDG,SITE,HVY/HWY	11/01/0010	040.15		Ф12 ee	фа оо	0.55 = 0
PERATING ENGINE		· ·	11/01/2013	*		\$13.55	\$0.00	\$63.70
For apprentice rate	es see "	Apprentice- OPERATING ENGINEERS"	05/01/2014	\$40.92	\$10.00	\$13.55	\$0.00	\$64.47
IELD ENG.ROD) PER	SON-BLDG,SITE,HVY/HWY	11/01/2013	\$21,10	\$10.00	\$13.55	\$0.00	\$44.65
PERATING ENGINE	ERS LC	OCAL 4	05/01/2014			\$13.55	\$0.00	\$45.10
For apprentice rate	es see "	Apprentice- OPERATING ENGINEERS"		4	4-5/		*	Φ.υ.χο
IRE ALARM IN		LER	09/01/2013	\$43.96	\$13,00	\$14.42	\$0.00	\$71.38
LECTRICIANS LOCA	LL 103		03/01/2014	\$44.45	\$13.00	\$14.68	\$0.00	\$72.13
			09/01/2014	\$45.12	\$13.00	\$14.70	\$0.00	\$72.82
			03/01/2015	\$45.84	\$13.00	\$14.72	\$0.00	\$73.56
			09/01/2015	\$46.80	\$13.00	\$14.75	\$0.00	\$74.55
			03/01/2016	\$47.75	\$13.00	\$14.78	\$0.00	\$75.53
For apprentice rate	es see "	Apprentice- ELECTRICIAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM REPAIR / MAINTENANCE	09/01/2013	\$32.97	\$13.00	\$12.77	\$0.00	\$58.74
/ COMMISSIONING ELECTRICIANS LOCAL 103	03/01/2014	\$33.44	\$13.00	\$13.03	\$0.00	\$59.47
	09/01/2014	\$33.84	\$13.00	\$13.05	\$0.00	\$59.89
	03/01/2015	\$34.38	\$13.00	\$13.06	\$0.00	\$60.44
	09/01/2015	\$35.10	\$13.00	\$13.08	\$0.00	\$61.18
For apprentice rates see "Apprentice-TELECOMMUNICATIONS TECHNICIAN"	03/01/2016	\$35.81	\$13.00	\$13.10	\$0.00	\$61.91
FIREMAN (ASST. ENGINEER)	06/01/2013	\$33.73	\$10.00	\$13.55	\$0.00	\$57.28
OPERATING ENGINEERS LOCAL 4 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2013	\$34.39	\$10.00	\$13.55	\$0.00	\$57.94
FLAGGER & SIGNALER	06/01/2013	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
I.ABORERS - 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
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$20.50	\$7.10	\$12.45	\$0.00	\$40.05
FLOORCOVERER	09/01/2013	\$38.61	\$9.80	\$16.71	\$0.00	\$65.12
FLOORCOVERERS LOCAL 2168 ZONE I	03/01/2014	\$38.61	\$9.80	\$16.71	\$0.00	\$65.12

Issue Date: 11/05/2013 Wage Request Number: 20131105-030 Page 12 of 39

Total Rate

	Effect Step	ive Date - 09/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
	1	50	\$19.31	\$9.80	\$1.79	\$0.00	\$30.9	90
	2	55	\$21.24	\$9.80	\$1.79	\$0.00	\$32.8	
	3	60	\$23.17	\$9.80	\$11.34	\$0.00	, \$44,3	1
	4	65	\$25.10	\$9.80	\$11.34	\$0.00	\$46.2	.4
	5	70	\$27.03	\$9.80	\$13.13	\$0.00	\$49.9	96
	6	75	\$28.96	\$9.80	\$13.13	\$0.00	\$51.8	19
	7	80	\$30.89	\$9,80	\$14.92	\$0.00	\$55.6	51
	8	85	\$32.82	\$9.80	\$14.92	\$0.00	\$57.5	4
	Effect	ive Date - 03/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
	1	50	\$19.31	\$9.80	\$1.79	\$0.00	\$30.9	0
	2	55	\$21.24	\$9.80	\$1.79	\$0.00	\$32.8	3
	3	60	\$23.17	\$9.80	\$11.34	\$0.00	\$44.3	1
	4	65	\$25.10	\$9.80	\$11.34	\$0.00	\$46.2	4
	5	70	\$27.03	\$9.80	\$13.13	\$0.00	\$49.9	6
	6	75	\$28.96	\$9.80	\$13.13	\$0.00	\$51.8	9
	7	80	\$30.89	\$9.80	\$14.92	\$0.00	\$55.6	1
	8	85	\$32.82	\$9.80	\$14.92	\$0.00	\$57,5	4
	Notes:	Steps are 750 hrs.	r timilin salahi cilman samen perceri reprod	CONTROL butalists Canadata «	meaning transfer to the court	emotion kindule success e	errer serres bandat comerce	
	Appre	ntice to Journeyworker Ratio:1:1	MEDIUM VARIANCE Administration processes assesses as	mone commun magazin we	derech sommer sommer.	AND STATE OF THE PARTY		
	T/CHERRY		06/01/2013	\$40.34	\$10.00	\$13.55	\$0.00	\$63.89
	ENGINEERS Li	OCAL 4 'Apprentice- OPERATING ENGINEERS"	12/01/2013	\$41.12	\$10.00	\$13.55	\$0.00	\$64.67
······································		ING PLANT/HEATERS	06/01/2013	\$28.19	\$10.00	\$13.55	\$0.00	\$51.74
	ENGINEERS L		12/01/2013	*	\$10.00	\$13.55	\$0.00	\$52.29
	· · · · · · · · · · · · · · · · · · ·	'Apprentice- OPERATING ENGINEERS" ANK/AIR BARRIER/INTERIOR	0.000			A # 0 #	00.00	
STEMS	*	Eur an Diagon Villagon	07/01/2013		\$7.85	\$15.85	\$0.00	\$58.61
ZIERS LC	OCAL 35 (ZONE	7.2)	01/01/2014		\$7.85	\$16.10 \$16.10	\$0.00	\$59.36
			07/01/2014		\$7.85	\$16.10 \$16.10	\$0.00	\$60.51
			01/01/2015		\$7.85	\$16.10 \$16.10	\$0.00	\$61.11
			07/01/2015		\$7.85	\$16.10 \$16.10	\$0.00	\$62.01
			01/01/2016		\$7.85		\$0.00	\$62.96
			07/01/2016	\$39.96	\$7.85	\$16.10	\$0.00	\$63.91

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

Effecti	ve Date -	07/01/2013				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$17.46	\$7.85	\$0.00	\$0.00	\$25.31
2	55		\$19,20	\$7.85	\$3.58	\$0.00	\$30.63
3	60		\$20.95	\$7.85	\$3.90	\$0.00	\$32.70
4	65		\$22.69	\$7.85	\$4.23	\$0.00	\$34.77
5	70		\$24.44	\$7.85	\$13.90	\$0.00	\$46.19
6	75		\$26.18	\$7.85	\$14.23	\$0.00	\$48.26
7	80		\$27.93	\$7.85	\$14.55	\$0.00	\$50,33
8	90		\$31.42	\$7.85	\$15.20	\$0.00	\$54.47
Effecti	ve Date -	01/01/2014				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$17.71	\$7.85	\$0.00	\$0.00	\$25.56
2	55		\$19.48	\$7.85	\$3.66	\$0.00	\$30.99
3	60		\$21.25	\$7.85	\$3.99	\$0.00	\$33.09
4	65		\$23.02	\$7.85	\$4.32	\$0.00	\$35.19
5	70		\$24.79	\$7.85	\$14.11	\$0.00	\$46.75
6	75		\$26.56	\$7.85	\$14.44	\$0.00	\$48.85
7	80		\$28.33	\$7.85	\$14.77	\$0.00	\$50.95
8	90		\$31.87	\$7.85	\$15.44	\$0.00	\$55.16
Notes:	O C		dala cadalis inmente diction terrene percent exercit	CTOCKATA MATERIAN NIT	CCCAN (CCC-SUE) TOUTAND TONICON	ADMINOR MODERNO MANAGEM (SEELA)	on contraction intervalents extending
emploment.	Steps are		MAN ANNAMA CAMBRAN ANAMAN ANAMAN (UNITED STORY)				- NAVE TRANSPORT
Appre	ntice to Jo	urneyworker Ratio:1:1		wed-th-oro-on-to-mou			

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

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Apprentice - OPERATING ENGINEERS - Local 4

	Effecti	ve Date - 06/01/2013				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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	
	Effecti	ve Date - 12/01/2013				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	roruo incurso insuita
	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:	unichtes (sporte strate Priiddis Statebul Statebul dichten denimen .	distribe distribu estable elemen entetes mestino discussos :	entronen enventor outroupe e	and the modern and the second	enderen kunden konsule 65	obdie atliante transmet develop	
	Annrei	ntice to Journeyworker Ratio:1		covert resource relations's es	estados acossista tectosista e	CONTROL CONTROL CONTROL AND	SALES ASSESSMENT SECRETARY SECRETARY	
VAC (DUCTV		romananananan merenturanan wararan waran mananan munanan munan munan munan munan munan munan munan munan munan	09/01/2013	\$42.35	\$9.82	\$19.08	\$2.14	\$73.39
EETMETAL WO	RKERS LC	CAL 17 - A	02/01/2014			\$19.08	\$2.14	\$74.24
			08/01/2014			\$19.08	\$2.14	\$75.09
			02/01/2015			\$19.08	\$2.14	\$75.99
			08/01/2015			\$19.08	\$2.14	\$76.99
			02/01/2016		\$9.82	\$19.08	\$2.14	\$77.99
			08/01/2016			\$19.08	\$2.14	\$79.14
			02/01/2017	\$49.20		\$19.08	\$2,14	\$80.24
			08/01/2017	\$50.30	\$9.82	\$19.08	\$2.14	\$81.34
For appropria-	rates cae 11	Apprentice- SHEET METAL WORKER'	02/01/2018	\$51.45	\$9.82	\$19.08	\$2.14	\$82,49
		CONTROLS)	09/01/2013	\$43.96	\$13,00	\$14.42	\$0.00	\$71.38
ECTRICIANS LO	CAL 103	•	03/01/2014			\$14.68	\$0.00	\$72.13
			09/01/2014			\$14.70	\$0.00	\$72.82
			03/01/2015			\$14.72	\$0.00	\$73.56
			09/01/2015			\$14.75	\$0.00	\$74.55
			03/01/2016			\$14.78	\$0.00	\$75.53
			U.5/U.1/ZUTD	047.71	יותו. ב. דימו	Ø14.70		.0/.> *>

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A	09/01/2013	\$42.35	\$9.82	\$19.08	\$2,14	\$73.39
SHEEIMEIAL WORDERS LOCAL 17 - A	02/01/2014	\$43.20	\$9.82	\$19.08	\$2.14	\$74.24
	08/01/2014	\$44.05	\$9.82	\$19.08	\$2.14	\$75.09
	02/01/2015	\$44.95	\$9.82	\$19.08	\$2.14	\$75.99
	08/01/2015	\$45.95	\$9.82	\$19.08	\$2.14	\$76.99
	02/01/2016	\$46.95	\$9.82	\$19.08	\$2.14	\$77.99
	08/01/2016	\$48.10	\$9.82	\$19.08	\$2.14	\$79.14
	02/01/2017	\$49.20	\$9.82	\$19.08	\$2.14	\$80.24
	08/01/2017	\$50.30	\$9.82	\$19.08	\$2.14	\$81.34
For apprentice rates see "Apprentice- SHEET METAL WORKER"	02/01/2018	\$51.45	\$9.82	\$19.08	\$2.14	\$82.49
HVAC (TESTING AND BALANCING -WATER) 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 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"						
HYDRAULIC DRILLS	06/01/2013	\$33.80	\$7.10	\$12.45	\$0.00	\$53.35
LABORERS - ZONE 1	12/01/2013	\$34.55	\$7.10	\$12.45	\$0.00	\$54.10
	06/01/2014	\$35.30	\$7.10	\$12.45	\$0.00	\$54.85
	12/01/2014	\$36.05	\$7.10	\$12.45	\$0.00	\$55.60
	06/01/2015	\$36.80	\$7.10	\$12.45	\$0.00	\$56.35
	12/01/2015	\$37.55	\$7.10	\$12.45	\$0.00	\$57.10
	06/01/2016	\$38.30	\$7.10	\$12,45	\$0.00	\$57.85
	12/01/2016	\$39.30	\$7.10	\$12.45	\$0.00	\$58.85
For apprentice rates see "Apprentice- LABORER"	·Makatana maranatan marana marana	***************************************		-d-co-ararraranyananan	MINIMA MANAGEMENT AND	
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2013	\$42.11	\$10.95	\$12.10	\$0.00	\$65.16
	09/01/2014	\$44.11	\$10.95	\$12.10	\$0.00	\$67.16

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IRONWORKERS LOCAL 7 (BOSTON AREA)

Effect Step	ive Date - percent	09/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$21.06	\$10.95	\$9.00	\$0.00	\$ 41,0 1	
2	60		\$25.27	\$10.95	\$9.62	\$0.00	\$45.84	
3	70		\$29.48	\$10.95	\$10.24	\$0.00	\$50.67	
4	80		\$33.69	\$10.95	\$10.86	\$0.00	\$55.50	
Effect	ive Date -	09/01/2014				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$22.06	\$10.95	\$9.00	\$0.00	\$42.01	
2	60		\$26.47	\$10.95	\$9.62	\$0,00	\$47.04	
3	70		\$30.88	\$10.95	\$10.24	\$0.00	\$52,07	
4	80		\$35.29	\$10.95	\$10.86	\$0.00	\$57.10	
Notes		enteres enteres secures enteres enteres enteres visitati	TOTAL PROPERTY STATES AND	come posta secta	برورسيوس مغياها التناسية عا	· · · · · · · · · · · · · · · · · · ·		
***************************************	Steps are	1 year					man i i i i i i i i i i i i i i i i i i i	
Appre	ntice to Tai	urneyworker Ratio:1:4	. Canada Manada Makada estapa, der separatur epispiere i	endere deserves estatistic	NUMBER OF STREET	TOTAL CONTROL AND	den entante manages statistics	

		ntice - IRONWORKER - Local 7 Bo ive Date - 09/16/2013	uston					
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$24.51	\$7.70	\$18.60	\$0.00	\$50.81	
	2	70	\$28.60	\$7.70	\$18.60	\$0.00	\$54.90	
	3	75	\$30.64	\$7.70	\$18.60	\$0.00	\$56.94	
	4	80	\$32.68	\$7.70	\$18.60	\$0.00	\$58,98	
	5	85	\$34.72	\$7.70	\$18.60	\$0.00	\$61.02	
	6	90	\$36.77	\$7.70	\$18.60	\$0.00	\$63.07	
	Notes:	** Structural 1:6; Ornamental 1:4	ererren summer himser merena vaeraa hamana	MANUFACTURE CAMBRIDGE .	Olicotacioni. Audinidadesi. vivorianis vi-	derbologie werenen entremen un	TO VOTO MICROSOMA COMPANION AND AND AND AND AND AND AND AND AND AN	
	Appre	ntice to Journeyworker Ratio:**	TOTOMORO ATTENDED ATTENDED SELECTION ATTENDED S	account consission accounts we	COLORS SECURIOR SECURIOR	hydrologic decemperation concesses seem	More manager annual Commission	
		VING BREAKER OPERATOR	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
BORERS -	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 appr	entice rates see '	'Apprentice- LABORER"						

Classification			Effective Dat	te Base Wag	e Health	rensian	Supplemental Unemployment	Total Rat
ABORER aborers - zone	E 1		06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
ABOREKS - ZONE	e 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
	Apprentice -							
	Effective Da	te - 06/01/2013				Supplemental		
	Step perc	ent	Apprentice Base Wage	Health	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	
	Effective Da		Apprentice Base Wage	Health	Pension	Supplemental Unemployment		
	1 60		\$20.28	\$7.10	\$12.45	\$0.00	\$39.83	
	2 70		\$23.66	\$7.10	\$12,45	\$0.00		
	3 80		\$27.04	\$7.10	\$12.45	\$0.00		
	4 90		\$30.42	\$7.10	\$12.45	\$0.00		
	Notes:	anness astrono arasia turistic resorro estimpe oproppi .	स्तानक क्रम्पेनिय श्राह्मका श्राप्तानक स्थाप्ताक स्थाप्तान र	etimies periode backling el	novem unbender dissident	econds administration	BARRAMA PRODUCES TRUSTON CANADA	
	Apprentice t	o Journeyworker Ratio:1:5	annes reaman manuar canarum recarrer cenaran ca	ANTON TOTAL TRANSPORT AND	TOTAL MARKETON MEDICINA		encor managem account continue	
	ARPENTER T	ENDER	06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
BORERS - ZONE	s <i>i</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
For apprentice	rates see "Appren	tice- LABORER"	12/01/2016	\$38.55	\$7.10	\$12.45	\$0.00	\$58.10
ABORER: CE	EMENT FINIS	HER TENDER	06/01/2013	\$33.05	\$7.10	\$12.45	\$0,00	\$52.60
BORERS - ZONE	E 1		12/01/2013		\$7.10	\$12,45	\$0.00	\$53,35
			06/01/2014		\$7.10	\$12.45	\$0.00	\$54.10
			12/01/2014		\$7.10	\$12.45	\$0.00	\$54.85
			06/01/2015		\$7.10	\$12.45	\$0.00	\$55.60
			12/01/2015		\$7.10	\$12.45 \$12.45	\$0.00	\$56.35
					Φ7.10	\$14.4J	φυ.υν	ゅ りひ.さつ
						\$12.45	\$ 0.00	¢57 10
			06/01/2016 12/01/2016	\$37,55	\$7.10 \$7.10	\$12.45 \$12.45	\$0.00 \$0.00	\$57.10 \$58.10

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE I	12/01/2011	\$31.80	\$7.10	\$12.45	\$0.00	\$51.35
For apprentice rates see "Apprentice-LABORER"						
LABORER: MASON TENDER	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"						*******
LABORER: MULTI-TRADE TENDER	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"						
LABORER: TREE REMOVER LABORERS - ZONE I	06/01/2013	\$33.05	\$7.10	\$12.45	\$0.00	\$52.60
LADONERS - 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
This classification applies to the wholesale removal of standing trees including all associated triumning of branches and limbs, and appl apprentice rates see "Apprentice- LABORER"	ies to the removal of branch	nes at locations n	ot on or arom	nd 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"			4.780		-, -	400.00

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ICKLAYERS LOC.		SHERS	08/01/2013	\$36,66	\$10,18	\$16.83	\$0.00	\$63.67
	AL 3 - M	ARBLE & TILE	02/01/2014	\$37.11	\$10.18	\$16.83	\$0.00	\$64.12
			08/01/2014	\$37.82	\$10.18	\$16.90	\$0.00	\$64.90
			02/01/2015	\$38.27	\$10.18	\$16.90	\$0.00	\$65.35
			08/01/2015	\$38.98	\$10.18	\$16.97	\$0.00	\$66.13
			02/01/2016	\$39.43	\$10.18	\$16.97	\$0.00	\$66,58
			08/01/2016	\$40.13	\$10.18	\$17.05	\$0.00	\$67.36
			02/01/2017	7 \$40.59	\$10.18	\$17.05	\$0.00	\$67.82
	Effecti	ntice - MARBLE & TILE FINIS ve Date - 08/01/2013				Supplemental		
	Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	50	\$18.33	\$10.18	\$16.83	\$0.00	\$45.34	
	2	60	\$22.00	\$10.18	\$16.83	\$0.00	\$49.01	
	3	70	\$25,66	\$10.18	\$16.83	\$0.00	\$52.67	
	4	80	\$29.33	\$10.18	\$16.83	\$0.00	\$56.34	
	5	90	\$32.99	\$10.18	\$16.83	\$0.00	\$60.00	
	Effecti Step	ve Date - 02/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	1	50	\$18.56	\$10.18	\$16,83	\$0.00	\$45.57	
	2	60	\$22.27	\$10.18	\$16.83	\$0.00	\$49.28	
	_							
	3	70	\$25.98	D10.19	\$16.83	\$0.00	\$52.99	
	3 4	70 80	\$25.98 \$29.69	\$10.18 \$10.18	\$16.83 \$16.83	\$0.00 \$0.00	\$52.99 \$56.70	
			\$25.98 \$29.69 \$33.40	\$10.18 \$10.18	\$16.83 \$16.83 \$16.83	\$0.00 \$0.00 \$0.00	\$52.99 \$56.70 \$60.41	
7 Avanto	4	80	\$29.69	\$10.18	\$16.83	\$0.00	\$56.70	
To common device in	4 5	80	\$29.69	\$10.18	\$16.83	\$0.00	\$56.70	
ine accorded to	4 5 Notes:	80	\$29.69 \$33.40	\$10.18	\$16.83	\$0.00	\$56.70	
ARBLE MASO	4 5 Notes: Appre	80 90 ntice to Journeyworker Ratio:1 ILELAYERS & TERRAZZO MI	\$29.69 \$33.40	\$10.18	\$16.83	\$0.00	\$56.70	\$76.43
ARBLE MASO	4 5 Notes: Appre	80 90 ntice to Journeyworker Ratio:1 ILELAYERS & TERRAZZO MI	\$29.69 \$33.40	\$10.18 \$10.18 ************************************	\$16.83 \$16.83	\$0.00	\$56.70	
ARBLE MASO	4 5 Notes: Appre	80 90 ntice to Journeyworker Ratio:1 ILELAYERS & TERRAZZO MI	\$29.69 \$33.40 33 6CH 08/01/2013	\$10.18 \$10.18 3 \$48.10 4 \$48.66	\$16.83 \$16.83 \$10.18	\$0.00 \$0.00 \$18.15	\$56.70 \$60.41	\$76.43
ARBLE MASO	4 5 Notes: Appre	80 90 ntice to Journeyworker Ratio:1 ILELAYERS & TERRAZZO MI	\$29.69 \$33.40 33 36 36 36 36 37 38 39 30 30 30 30 30 30 30 30 30 30	\$10.18 \$10.18 \$3 \$48.10 4 \$48.66 4 \$49.56	\$16.83 \$16.83 \$10.18 \$10.18	\$0.00 \$0.00 \$18.15 \$18.15	\$56.70 \$60.41 \$0.00 \$0.00	\$76.43 \$76.99
ino acrose is	4 5 Notes: Appre	80 90 ntice to Journeyworker Ratio:1 ILELAYERS & TERRAZZO MI	\$29.69 \$33.40 33 6CH 08/01/2013 02/01/2014 08/01/2014	\$10.18 \$10.18 \$40.10 \$48.10 \$48.66 \$49.56 \$50.12	\$16.83 \$16.83 \$10.18 \$10.18 \$10.18	\$0.00 \$0.00 \$18.15 \$18.15 \$18.22	\$56.70 \$60.41 \$0.00 \$0.00 \$0.00	\$76.43 \$76.99 \$77.96
ARBLE MASO	4 5 Notes: Appre	80 90 ntice to Journeyworker Ratio:1 ILELAYERS & TERRAZZO MI	\$29.69 \$33.40 \$33.40 BCH 08/01/2013 02/01/2014 08/01/2014 02/01/2013	\$10.18 \$10.18 \$10.18 3 \$48.10 4 \$48.66 4 \$49.56 5 \$50.12 5 \$51.02	\$16.83 \$16.83 \$10.18 \$10.18 \$10.18 \$10.18	\$0.00 \$0.00 \$18.15 \$18.15 \$18.22 \$18.22	\$56.70 \$60.41 \$0.00 \$0.00 \$0.00 \$0.00	\$76.43 \$76.99 \$77.96 \$78.52

Effective Date Base Wage

\$36.66

08/01/2013

Classification

MARBLE & TILE FINISHERS

Supplemental

\$0.00

Unemployment

Pension

\$16.83

Health

\$10.18

Total Rate

\$63.67

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02/01/2017

\$53.06

\$10.18

\$18.37

\$0,00

\$81.61

nental Total Rate

	Step	ive Date - 08/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$24.05	\$10.18	\$18.15	\$0.00	\$52.38	
	2	60	\$28.86	\$10,18	\$18.15	\$0.00	\$57.19	
	3	70	\$33.67	\$10.18	\$18.15	\$0.00	\$62.00	
	4	80	\$38.48	\$10.18	\$18.15	\$0.00	\$66.81	
	5	90	\$43.29	\$10.18	\$18.15	\$0.00	\$71.62	
	Effect	ive Date - 02/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$24.33	\$10.18	\$18.15	\$0.00	\$52.66	
	2	60	\$29.20	\$10.18	\$18.15	\$0.00	\$57.53	
	3	70	\$34.06	\$10.18	\$18.15	\$0.00	\$62.39	
	4	80	\$38.93	\$10.18	\$18.15	\$0.00	\$67.26	
	5	90	\$43.79	\$10,18	\$18.15	\$0.00	\$72.12	
	Notes	ner nemestra Permunya sultuessa dasahkila ikultukkin akultushin kitalinta tatalahki tatalah	an annathraid actaintean vitanactae parteatata indipentata parteatain	Shandelardic administra ducercular	erozonie richemial masiado	statement workers you	and the second section of the section of t	
	ļ	er planneren fannskrive skriveren en e	- SHANDSON ANDSONON SERVICION DESCRIPTOR ANDSONOM PROPERTIES.	economic antenional attention of	alamingining, shoulogalogam, questralemir ;	ometrophholm harbadadar encercanos deces	and the contraction of the contr	
		entice to Journeyworker Ratio:1:5	18 P P P P P P P P P P P P P P P P P P P					
CH. SWEE <i>ATING EN</i> C		ERATOR (ON CONST. SITES) OCAL 4	06/01/201	3 \$39.96		\$13.55	\$0.00	\$63,51
			12/01/201	3 \$40.74	\$1 0.00	\$13.55	\$0.00	\$64.29
		"Apprentice- OPERATING ENGINEERS" ENANCE	06/01/201	3 \$39.96	\$10.00	\$13.55	\$0.00	\$63.51
RATING ENC			12/01/201	·		\$13.55	\$0.00	\$64.29
For apprentic	e rates see	"Apprentice- OPERATING ENGINEERS"	12/01/201	φ 4 0./4	\$10.00	φ13.33	ψ 0,00	JU4.29
LWRIGH			10/01/201	3 \$35.45	\$9.80	\$15.76	\$0.00	\$61.01
WRIGHTS L	OCAL 112.	1 - Zone 1	04/01/201	4 \$36.23	\$9.80	\$15.76	\$0.00	\$61.79
			10/01/201	4 \$37.18	\$9.80	\$15.76	\$0.00	\$62.74
			04/01/201	5 \$38.14	\$9.80	\$15.76	\$0.00	\$63.70

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Total Rate

Pension

	Step	ive Date - 10/01/2013 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	
		ive Date - 04/01/2014	A C D W	TT 1d	TO .	Supplemental	W . 10 .	
	Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	55	\$19.93	\$9.80	\$4.32	\$0.00	\$34.05	
	2	65	\$23.55	\$9.80	\$13.01	\$0.00	\$46.36	
	3	75	\$27.17	\$9.80	\$13.80	\$0.00	\$50.77	
	4	85	\$30.80	\$9.80	\$14.58	\$0.00	\$55.18	
	Notes	ener energene in internet energene energene in internet in interne	N ADDROUGH THEOREMS TRANSPORM NUMBERS AND SECTIONS	TANKER TANKER STANKE C	alliante atravitare sorriamen.	THEORET STREET, CO. CO. CO.	***************************************	
	incore orange	Steps are 2,000 hours		and the second second second	morar careerar ecarcies :	errorer errorens zoekens war	polyte personalistic residentials Indicatorial	
		ntice to Journeyworker Ratio:1:5						
ORTAR MIZ BORERS - ZON			06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
OILIO-2014	25.7		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
		"Apprentice- LABORER"						
LER (OTHE E <i>rating eng</i>		N TRUCK CRANES,GRADALLS) OCAL 4	06/01/2013	\$21.17	\$10.00	\$13.55	\$0.00	\$44.72
		"Apprentice- OPERATING ENGINEERS"	12/01/2013	\$21.59	\$10.00	\$13.55	\$0.00	\$45.14
•		NES, GRADALLS)	06/01/2013	\$24.57	\$10.00	\$13.55	\$0.00	\$48.12
ERATING ENG	INEERS L	OCAL 4	12/01/2013	\$25.06	\$10.00	\$13.55	\$0.00	\$48.61
		'Apprentice- OPERATING ENGINEERS"			· · · · · · · · · · · · · · · · · · ·			····
HER POWI Erating eng		/EN EQUIPMENT - CLASS II	06/01/2013	\$39.96	\$10.00	\$13.55	\$0.00	\$63.51
		'Apprentice- OPERATING ENGINEERS"	12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.29
NTER (BR			07/01/2013	\$45.41	\$7.85	\$15.85	\$0.00	\$69.11
NTERS LOCAL	L 35 - ZON	E 2	01/01/2014		\$7.85	\$16.10	\$0.00	\$69.86
			07/01/2014		\$7.85	\$16.10	\$0.00	\$70.71
			01/01/2015		\$7.85	\$16.10	\$0.00	\$71.61
			07/01/2015		\$7.85	\$16.10	\$0.00	\$72.51
			01/01/2016		\$7.85	\$16,10	\$0.00	\$73.46
							\$0.00	
			07/01/201 <i>6</i>	\$50.46	\$7.85	\$16.10	.bu.uu	\$74.41

Total Rate

Pension

\$16.10

\$16.10

\$0.00

\$0.00

\$65.31

\$66.26

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07/01/2016

01/01/2017

\$41.36

\$42.31

\$7.85

\$7.85

	tive Date - 07/01/2013				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$18.16	\$7.85	\$0.00	\$0.00	\$26,01	
2	55	\$19.97	\$7.85	\$3.58	\$0.00	\$31.40	
3	60	\$21.79	\$7.85	\$3.90	\$0.00	\$33.54	
4	65	\$23.60	\$7.85	\$4.23	\$0.00	\$35.68	
5	70	\$25,42	\$7.85	\$13.90	\$0.00	\$47.17	
6	75	\$27.23	\$7.85	\$14.23	\$0.00	\$49.31	
7	80	\$29,05	\$7.85	\$14.55	\$0.00	\$51.45	
8	90	\$32.68	\$7.85	\$15.20	\$0.00	\$55.73	
Effec	tive Date - 01/01/2014				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$18.41	\$7.85	\$0.00	\$0.00	\$26.26	. 4 mm - 14 mm - 14 mm - 15 m
2	55	\$20.25	\$7.85	\$3,66	\$0.00	\$31,76	
3	60	\$22.09	\$7.85	\$3.99	\$0.00	\$33.93	
4	65	\$23.93	\$7.85	\$4.32	\$0.00	\$36.10	
5	70	\$25.77	\$7.85	\$14.11	\$0.00	\$47.73	
6	75	\$27.61	\$7.85	\$14.44	\$0.00	\$49.90	
7	80	\$29.45	\$7.85	\$14.77	\$0.00	\$52.07	
8	90	\$33.13	\$7.85	\$15.44	\$0.00	\$56.42	
Notes	THE VICTORY PROPERTY AND AMERICAN SALVAGE LIBERT COMP	THE PROPERTY STREET, STREET, SPECIAL STREET, S	graven sumbines Chilling Gr	CONTROL INSTINCT STREET	where merica success suc	March Newsenth personner conting	
and contains	Steps are 750 hrs.					Parameter	
Appr	entice to Journeyworker Ratio:1:1	TO PROTECTE STREET, STREET, STREET, SANSANIA, MARKANIA, MARKANIA, AND	designed annual annual section of	MANUAL ELEMENT	enterferent transmission stationalism and an artist	feeter ortographo monorpass essessasses	
TER (SPRAY O Ers local 35 - zoi	R SANDBLAST, REPAINT)	07/01/2013	\$34.37	\$7.85	\$15.85	\$0.00	\$58.07
30 BOCAL 33 - 201	VE 2	01/01/2014	\$34.87	\$7.85	\$16.10	\$0.00	\$58.82
		07/01/2014	\$35.72	\$7.85	\$16.10	\$0.00	\$59.67
		01/01/2015	\$36.62	\$7.85	\$16.10	\$0.00	\$60.57
		07/01/2015	\$37.52	\$7.85	\$16.10	\$0.00	\$61.47
		01/01/2016	\$38.47	\$7.85	\$16.10	\$0.00	\$62.42
		07/01/2016	\$39.42	\$7.85	\$16.10	\$0.00	\$63.37
		01/01/2017	\$40.37	\$7.85	\$16.10	\$0.00	\$64.32

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

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

	Effectiv	TC Date "	07/01/2013				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$17.19	\$7.85	\$0.00	\$0.00	\$25.04	
	2	55		\$18.90	\$7.85	\$3.58	\$0.00	\$30.33	
	3	60		\$20.62	\$7.85	\$3.90	\$0.00	\$32.37	
	4	65		\$22.34	\$7.85	\$4.23	\$0.00	\$34.42	
	5	70		\$24.06	\$7.85	\$13.90	\$0.00	\$45.81	
	6	75		\$25.78	\$7.85	\$14.23	\$0.00	\$47.86	
	7	80		\$27.50	\$7.85	\$14.55	\$0.00	\$49.90	
	8	90	•	\$30.93	\$7.85	\$15.20	\$0.00	\$53.98	
	Effectiv	ve Date -	01/01/2014				Supplemental		
	Step	percent	erd newspersperspersperspersperspersperspersper	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$17.44	\$7.85	\$0.00	\$0.00	\$25.29	
	2	55		\$19.18	\$7.85	\$3.66	\$0.00	\$30.69	
	3	60		\$20.92	\$7.85	\$3.99	\$0.00	\$32.76	
	4	65		\$22.67	\$7.85	\$4.32	\$0.00	\$34.84	
	5	70		\$24.41	\$7.85	\$14.11	\$0.00	\$46.37	
	6	75		\$26.15	\$7.85	\$14.44	\$0.00	\$48.44	
	_			\$27,90	\$7.85	\$14.77	\$0.00	\$50.52	
1	7	80		ゆと7.70					
ī	8	90		\$31.38	\$7.85	\$15.44	\$0.00	\$54.67	
				\$31.38		\$15.44	\$0.00	\$54.67	
	Notes:	90 Steps are				\$15.44	\$0.00	\$54.67	
	Notes: Appren	90 Steps are	urneyworker Ratio:1:1	\$31.38	\$7.85	\$15.44	\$0.00	\$54.67	\$52.60
	Notes: Appren	90 Steps are	urneyworker Ratio:1:1	\$31.38	\$7.85	TO ETO A TARIGAD SILABARA		MARIAN MANAGEMENT STRATEGY CHESSES	
	Notes: Appren	90 Steps are	urneyworker Ratio:1:1	\$31.38 277100 NYINDON ANAGAM SAMAMA MANAGAM ANAGAM SAMAMA	\$7.85	\$7.10	\$12.45	\$0.00	\$53.35
	Notes: Appren	90 Steps are	urneyworker Ratio:1:1	\$31.38 277100 NYONNAI MAAGAA GAAAGA GAAAGA GAAAGA AAAAAA AAAAAA	\$7.85 \$7.85 \$33.05 \$33.80 \$34.55	\$7.10	\$12.45 \$12.45	\$0.00	\$53.35 \$54.10
	Notes: Appren	90 Steps are	urneyworker Ratio:1:1	\$31.38 277000 NYONON MARKA MARKA MARKA MARKA NAMAN NA	\$7.85 \$33.05 \$33.80 \$34.55 \$35.30	\$7.10 \$7.10 \$7.10	\$12.45 \$12.45	\$0.00 \$0.00 \$0.00	\$53.35 \$54.10 \$54.85
	Notes: Appren	90 Steps are	urneyworker Ratio:1:1	\$31.38 06/01/2013 12/01/2014 12/01/2014	\$7.85 \$33.05 \$33.80 \$34.55 \$35.30 \$36.05	\$7.10 \$7.10 \$7.10 \$7.10	\$12.45 \$12.45 \$12.45	\$0.00 \$0.00 \$0.00 \$0.00	\$53.35 \$54.10 \$54.85 \$55.60
	Notes: Appren	90 Steps are	urneyworker Ratio:1:1	\$31.38 06/01/2013 12/01/2014 12/01/2014 06/01/2015	\$7.85 \$33.05 \$33.80 \$34.55 \$35.30 \$36.05 \$36.80	\$7.10 \$7.10 \$7.10 \$7.10 \$7.10	\$12.45 \$12.45 \$12.45 \$12.45 \$12.45	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$53.35 \$54.10 \$54.85 \$55.60 \$56.35
ORERS - ZONI	Notes: Appren RAFFIC M	90 Steps are ntice to Jo	urneyworker Ratio:1:1 S)	\$31.38 06/01/2013 12/01/2014 12/01/2014 06/01/2015	\$7.85 \$33.05 \$33.80 \$34.55 \$35.30 \$36.05 \$36.80 \$37.55	\$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10	\$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$53.35 \$54.10 \$54.85 \$55.60 \$56.35 \$57.10
ORERS - ZON. For Apprentic	Notes: Appren RAFFIC M WE 1	90 Steps are Apprentice-	urneyworker Ratio:1:1 S)	\$31.38 06/01/2013 12/01/2014 12/01/2014 06/01/2015 12/01/2016	\$7.85 \$33.05 \$33.80 \$34.55 \$35.30 \$36.05 \$36.80 \$37.55	\$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10	\$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$53.35 \$54.10 \$54.85 \$55.60 \$56.35 \$57.10
For Apprentic NTER / TA	Notes: Appren RAFFIC M VE 1 ce rates see ". APER (BR	90 Steps are Itice to Jo IARKING	urneyworker Ratio:1:1 S) LABORER" W) *	\$31.38 06/01/2013 12/01/2014 12/01/2014 06/01/2015 12/01/2016 12/01/2016	\$7.85 \$33.05 \$33.80 \$34.55 \$35.30 \$36.05 \$36.80 \$37.55 \$38.55	\$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10	\$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$53.35 \$54.10 \$54.85 \$55.60 \$56.35 \$57.10 \$58.10
For Apprentic NTER / TA 30% or mo	Notes: Appren RAFFIC M VE 1 Ce rates see " APER (BR ore of surfa	Steps are Itice to Jo IARKING Apprentice- USH, NE aces to be	urneyworker Ratio:1:1 S)	\$31.38 06/01/2013 12/01/2014 12/01/2014 06/01/2015 12/01/2016 12/01/2016	\$7.85 \$33.05 \$33.80 \$34.55 \$35.30 \$36.05 \$36.80 \$37.55 \$38.55	\$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10	\$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$53.35 \$54.10 \$54.85 \$55.60 \$56.35 \$57.10 \$58.10
For Apprentic NTER / TA 30% or mo	Notes: Appren RAFFIC M VE 1 Ce rates see " APER (BR ore of surfa	Steps are Itice to Jo IARKING Apprentice- USH, NE aces to be	urneyworker Ratio:1:1 S) LABORER" W) * painted are new construction	\$31.38 06/01/2013 12/01/2014 12/01/2014 06/01/2015 12/01/2016 12/01/2016	\$7.85 \$33.05 \$33.80 \$34.55 \$35.30 \$36.05 \$36.80 \$37.55 \$38.55	\$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10	\$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$53.35 \$54.10 \$54.85 \$55.60 \$56.35 \$57.10 \$58.10 \$58.61
For Apprentic INTER / TA '30% or mo	Notes: Appren RAFFIC M VE 1 Ce rates see " APER (BR ore of surfa	Steps are Itice to Jo IARKING Apprentice- USH, NE aces to be	urneyworker Ratio:1:1 S) LABORER" W) * painted are new construction	\$31.38 06/01/2013 12/01/2013 06/01/2014 12/01/2015 06/01/2016 12/01/2016 07/01/2013 n, 01/01/2014	\$7.85 \$33.05 \$33.80 \$34.55 \$35.30 \$36.05 \$36.80 \$37.55 \$38.55 \$34.91 \$35.41 \$36.26	\$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.85	\$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$53.35 \$54.10 \$54.85 \$55.60 \$56.35 \$57.10 \$58.10 \$58.61 \$59.36 \$60.21
For Apprentic INTER / TA '30% or mo	Notes: Appren RAFFIC M VE 1 Ce rates see " APER (BR ore of surfa	Steps are Itice to Jo IARKING Apprentice- USH, NE aces to be	urneyworker Ratio:1:1 S) LABORER" W) * painted are new construction	\$31.38 06/01/2013 12/01/2014 12/01/2015 06/01/2016 12/01/2016 12/01/2018 n, 01/01/2014	\$7.85 \$33.05 \$33.80 \$34.55 \$35.30 \$36.05 \$36.80 \$37.55 \$38.55 \$34.91 \$35.41 \$36.26 \$37.16	\$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.85 \$7.85 \$7.85	\$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$53.35 \$54.10 \$54.85 \$55.60 \$56.35 \$57.10 \$58.10 \$58.61 \$59.36 \$60.21 \$61.11
For Apprentic INTER / TA 30% or mo	Notes: Appren RAFFIC M VE 1 Ce rates see " APER (BR Ore of surfa	Steps are Itice to Jo IARKING Apprentice- USH, NE aces to be	urneyworker Ratio:1:1 S) LABORER" W) * painted are new construction	\$31.38 06/01/2013 12/01/2014 12/01/2016 12/01/2016 07/01/2013 n, 01/01/2014 07/01/2015	\$7.85 \$33.05 \$33.80 \$34.55 \$35.30 \$36.05 \$36.80 \$37.55 \$38.55 \$34.91 \$35.41 \$36.26 \$37.16 \$38.06	\$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.85 \$7.85 \$7.85 \$7.85	\$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$16.10 \$16.10	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$53.35 \$54.10 \$54.85 \$55.60 \$56.35 \$57.10 \$58.10 \$59.36 \$60.21 \$61.11 \$62.01
INTER / TA	Notes: Appren RAFFIC M VE 1 Ce rates see " APER (BR Ore of surfa	Steps are Itice to Jo IARKING Apprentice- USH, NE aces to be	urneyworker Ratio:1:1 S) LABORER" W) * painted are new construction	\$31.38 06/01/2013 12/01/2014 12/01/2015 06/01/2016 12/01/2016 12/01/2014 07/01/2014 07/01/2014 01/01/2015 07/01/2015	\$7.85 \$33.05 \$33.80 \$34.55 \$35.30 \$36.05 \$36.80 \$37.55 \$38.55 \$34.91 \$35.41 \$36.26 \$37.16 \$38.06 \$39.01	\$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.10 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$16.10 \$16.10 \$16.10	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$52.60 \$53.35 \$54.10 \$54.85 \$55.60 \$56.35 \$57.10 \$58.61 \$59.36 \$60.21 \$61.11 \$62.01 \$62.96 \$63.91

Total Rate

\$16.10

\$16.10

\$7.85

\$7.85

\$0.00

\$0.00

\$61.97

\$62.92

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07/01/2016

01/01/2017

\$38.02

\$38.97

	Effecti Step	ve Date - 07/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$16.49	\$7.85	\$0.00	\$0.00	\$24.34	
	2	55	\$18.13	\$7.85	\$3,58	\$0.00	\$29.56	
	3	60	\$18.13 \$19.78	\$7.85 \$7.85	\$3.90	\$0.00	\$31.53	
	4	65	\$19.78 \$21.43	\$7.85	\$4.23	\$0.00	\$33.51	
	5	70	\$23.08	\$7.85	\$13.90	\$0.00	\$44.83	
	6	75		\$7.85 \$7.85	\$13.90	\$0.00	\$46.81	
	7	80	\$24.73		\$14.25 \$14.55	\$0.00	\$40.81 \$48.78	
	8	90	\$26.38 \$29.67	\$7.85 \$7.85	\$14.33 \$15.20	\$0.00	\$46.76 \$52.72	
	Effecti Step	ve Date - 01/01/2014	I Apprentice Base Wag	e Health	Pension	Supplemental Unemployment	Total Rate	;
	1	50	\$16.74	\$7.85	\$0.00	\$0.00	\$24,59)
	2	55	\$18.41	\$7.85	\$3.66	\$0.00	\$29.92	
	3	60	\$20.08	\$7.85	\$3.99	\$0.00	\$31,92	
	4	65	\$21.76	\$7.85	\$4.32	\$0.00	\$33.93	
	5	70	\$23.43	\$7.85	\$14.11	\$0.00	\$45.39	
	6	75	\$25.10	\$7.85	\$14.44	\$0.00	\$47.39	
	7	80	\$26.78	\$7.85	\$14.77	\$0.00	\$49.40	
	8	90	\$30.12	\$7.85	\$15.44	\$0.00	\$53.41	
	Notes:	Steps are 750 hrs.	manda tanama sensara sensara perturu terreta manda manda manda sensara restata terreta terreta manda manda manda restata restata terreta terreta terreta manda man	CZ CACATORE SECTION OF SECTION	THE SECURITY STATES STATES	and the second s	COLUMN SERVICIO SERVICIO CONTROLO SERVICIO SERVI	
	ICKUP TR	UCKS DRIVER	12/01/20	12 \$31.	38 \$8.91	\$8.00	\$0.00	\$48,29
MSTERS JO	OINT COUNC	IL NO. 10 ZONE A	ламил профененти проференција је	to pro-special or pro-statura extratastica establishes establishes		rinarnoinean irmano en constronan crima	andreway i transpiring against in pagaint in	
	DOCK CO	NSTRUCTOR (UNDE	RPINNING AND 08/01/20	13 \$40.	10 \$9.80	\$18.17	\$0.00	\$68.07
CK) : driver ,	LOCAL 56 (ZC	ONE I)	08/01/20	14 \$41.	60 \$9.80	\$18.17	\$0.00	\$69.57
			08/01/20	15 \$43.	10 \$9.80	\$18.17	\$0.00	\$71.07
E DRIV			08/01/20	13 \$40.	10 \$9.80	\$18.17	\$0.00	\$68.07
DRIVER I	LOCAL 56 (ZC	ONE 1)	08/01/20	14 \$41.	.60 \$9.80	\$18.17	\$0.00	\$69.57
			08/01/20	15 \$43.	.10 \$9.80	\$18.17	\$0.00	\$71.07

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Emeci Step	ive Date - percent	08/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50		\$20.05	\$9.80	\$18.17	\$0.00	\$48.02
2	60		\$24.06	\$9.80	\$18.17	\$0.00	\$52.03
3	70		\$28.07	\$9.80	\$18.17	\$0.00	\$56.04
4	75		\$30.08	\$9.80	\$18.17	\$0.00	\$58.05
5	80		\$32.08	\$9.80	\$18.17	\$0.00	\$60.05
6	80		\$32.08	\$9.80	\$18.17	\$0.00	\$60.05
7	90		\$36.09	\$9.80	\$18.17	\$0.00	\$64.06
8	90		\$36.09	\$9.80	\$18.17	\$0.00	\$64.06
Effect	ive Date -	08/01/2014				Supplemental	
Step	percent	TETRETTE T	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$20.80	\$9.80	\$18.17	\$0.00	\$48.77
2	60		\$24.96	\$9.80	\$18.17	\$0.00	\$52,93
3	70		\$29.12	\$9.80	\$18.17	\$0.00	\$57.09
4	75		\$31.20	\$9.80	\$18.17	\$0.00	\$59.17
5	80		\$33.28	\$9.80	\$18.17	\$0.00	\$61.25
6	80		\$33.28	\$9.80	\$18.17	\$0.00	\$61,25
7	90		\$37.44	\$9.80	\$18.17	\$0.00	\$65.41
8	90		\$37.44	\$9.80	\$18.17	\$0.00	\$65.41
Notes:	the sheet of the second	esperiore esperiores (especiales accordina) asserbatica (especialis) del	Comments described extension observable contents	APPENDED BASEBALAN (CALA	endine nochen kinen.	T COMMEN MANAGE ALAMAN SONOTO	Actions included southed
11000							***

Apprentice - PIPEFITTER - Local 537	
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Effect	ive Date - 03/01/201	3			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

03/01/2013

\$49.34

\$8.75

\$14.39

\$0.00

Notes:

PIPEFITTER & STEAMFITTER

PIPEFITTERS LOCAL 537

** 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:**

\$72.48

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER	06/01/2013	\$33.30	\$7.10	\$12.45	\$0.00	\$52.85
LABORERS - ZONE 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	09/01/2013	\$49.06	\$9.82	\$14.04	\$0.00	\$72,92
PLUMBERS & GASFITTERS LOCAL 12	03/01/2014	\$50.06	\$9.82	\$14.04	\$0.00	\$73.92
	09/01/2014	\$51.06	\$9.82	\$14.04	\$0.00	\$74.92
	03/01/2015	\$52.06	\$9.82	\$14.04	\$0.00	\$75.92
	09/01/2015	\$53.06	\$9.82	\$14.04	\$0.00	\$76.92
	03/01/2016	\$54.21	\$9.82	\$14.04	\$0.00	\$78.07
	09/01/2016	\$55.26	\$9.82	\$14.04	\$0.00	\$79.12
	03/01/2017	\$56.26	\$9.82	\$14.04	\$0.00	\$80.12

Apprentice -	PLUMBER/GASFITTER - Local 12
ADDICHACE -	I DOMODIVONDITI I BN - LOUU 12

	ctive Date -	09/01/2013				Supplemental		
Step	percent	Apprenti	ce Base Wage	Health	Pension	Unemployment	Total Rate	ordradirenioronicos
1	35		\$17.17	\$9.82	\$5.26	\$0.00	\$32.25	
2	40		\$19.62	\$9.82	\$5.92	\$0.00	\$35,36	
3	55		\$26.98	\$9.82	\$7.95	\$0.00	\$44.75	
4	65		\$31.89	\$9.82	\$9.30	\$0.00	\$51.01	
5	75		\$36.80	\$9.82	\$10.65	\$0.00	\$57.27	
Effe	ctive Date -	03/01/2014				Supplemental		
Step	percent	Apprentic	ce Base Wage	Health	Pension	Unemployment	Total Rate	
1	35		\$17.52	\$9.82	\$5.26	\$0.00	\$32.60	
2	40		\$20.02	\$9.82	\$5.92	\$0.00	\$35.76	
3	55		\$27.53	\$9.82	\$7.95	\$0.00	\$45,30	
4	65		\$32.54	\$9.82	\$9.30	\$0.00	\$51.66	
5	75		\$37.55	\$9.82	\$10.65	\$0.00	\$58.02	
Note	**************************************	Madella Marketon according wherever represent execution statement statement statement.		enferenciale monochostic processors as	TOTAL VISIONA VIVALINA	STATE CONTRACTOR OF THE PROPERTY AND ADDRESS OF THE PROPERTY ADDRESS O		
Andrews - An		5; 3:10; 4:14; 5:19/Steps are 1 yr						
	WITTER CHESTONIA CONTACTAL AND	n lic\$54.16 Step5 with lic\$60.40	-	melame destribues economics non	man manan manan	Collection Advantages represent Collection Collection		
Арр	rentice to Joi	ırneyworker Ratio:**						
EUMATIC CONT	ROLS (TEM	P.)	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48

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

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL 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"						
POWDERMAN & BLASTER	06/01/2013	\$34.05	\$7.10	\$12.45	\$0.00	\$53.60
ABORERS - ZONE I	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"		*******	4772		*	405.10
OWER SHOVEL/DERRICK/TRENCHING MACHINE	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"						
UMP OPERATOR (CONCRETE)	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"						
PUMP OPERATOR (DEWATERING, OTHER) 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"						
READY-MIX CONCRETE DRIVER EAMSTERS LOCAL 25c	05/01/2011	\$31.21	\$7.25	\$6.19	\$0.00	\$44.65
THE RESERVE OF THE STATE OF THE		,				
ECLAIMERS PERATING 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"	······································			·W-P1	antiturium i Amerika Mariana Maria dia pirpidi dalah	nvnnvnnvvnnvuuruu
ESIDENTIAL WOOD FRAME (All Other Work) ARPENTERS - ZONE 2 (Residential Wood)	04/01/2011	\$24.24	\$8.67	\$15.51	\$0.00	\$48.42
ESIDENTIAL WOOD FRAME CARPENTER ** * The Residential Wood Frame Carnenter classification applies	05/01/2011	\$24.24	\$6.34	\$6.23	\$0.00	\$36.81

^{**} 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. CARPENTERS - ZONE 2 (Residential Wood)

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

Apprentice -	CARPENTER (Residential Wood Frame) - Zone 2
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Effecti Step	ive Date - 05/01/2011 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment		e
1	60	\$14.54	\$6.34	\$0.00	\$0.00		
2	60	\$14.54	\$6.34	\$6.23	\$0.00		
3	65	\$15.76	\$6.34	\$6.23	\$0.00		
4	70	\$16.97	\$6.34	\$6.23	\$0.00	\$29.54	1
5	75	\$18.18	\$6.34	\$6.23	\$0.00		
6	80	\$19.39	\$6,34	\$6.23	\$0.00	\$31.96	5
7	85	\$20.60	\$6.34	\$6.23	\$0.00		
8	90	\$21.82	\$6.34	\$6.23	\$0.00	\$34.39)
Notes:	d efectively bushness washinger descharge valuelyes employed artificials. Visional	manufact accounts therefore the should about a suggest		derdicted executives assessment	Secretaria Markitani alcomuna -	morrow constant management spring	
- depression -						enter transcorrect	
Appre	ntice to Journeyworker Ratio:1:5	THE PROPERTY ASSESSMENT ASSESSMEN	TOTAL CONTRACTOR STATEMENT CONTRACTOR CONTRA	Calcula accompany extrations :	Marierana diakanana mpanyagan ya	STATE AND ADDRESS STATE OF STA	
DE-ON MOTORIZE	D BUGGY OPERATOR	06/01/2013	\$33.30	\$7.10	\$12.45	\$0,00	\$52.85
ONLIN - BONE 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

LABORERS - ZONE 1	00/01/2013	\$33.30	\$7.10	\$12.43	\$0,00	\$52.85
BEOTEM - WILE 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"						
ROLLER/SPREADER/MULCHING MACHINE	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"						
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg) ROOFERS LOCAL 33	08/01/2013	\$38.31	\$10.50	\$10.70	\$0.00	\$59.51
NOOTENBEDCAL ST	02/01/2014	\$39.21	\$10.50	\$10.70	\$0.00	\$60,41
	08/01/2014	\$40.11	\$10.50	\$10.70	\$0.00	\$61.31
	02/01/2015	\$41.01	\$10.50	\$10.70	\$0.00	\$62.21
	08/01/2015	\$41.91	\$10.50	\$10.70	\$0.00	\$63.11
	02/01/2016	\$42.81	\$10.50	\$10.70	\$0.00	\$64.01

	Step	ve Date - percent	08/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$19.16	\$10.50	\$3.38	\$0.00	\$33.04	
	2	60		\$22.99	\$10.50	\$10.70	\$0.00	\$44.19	
	3	65		\$24.90	\$10.50	\$10.70	\$0.00	\$46.10	
	4	75		\$28.73	\$10.50	\$10.70	\$0.00	\$49.93	
	5	85		\$32.56	\$10.50	\$10.70	\$0.00	\$53.76	
	Effecti	ve Date -	02/01/2014				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$19.61	\$10.50	\$3.38	\$0.00	\$33.49	
	2	60		\$23.53	\$10.50	\$10.70	\$0.00	\$44.73	
	3	65		\$25.49	\$10.50	\$10.70	\$0.00	\$46.69	
	4	75		\$29.41	\$10.50	\$10.70	\$0.00	\$50.61	
	5	85		\$33,33	\$10.50	\$10.70	\$0.00	\$54.53	
	Apprei	Step 1 is 2	i-10, the 1:10; Reroofing: I 2000 hrs.; Steps 2-5 are 100 urneyworker Ratio:**	00 hrs. 08/01/2013	·		\$10.70	\$0.00	
	Apprei	Step 1 is 2	2000 hrs.; Steps 2-5 are 100 urneyworker Ratio:**	00 hrs.	\$39.46 \$40.36	\$10.50 \$10.50	\$10.70 \$10.70 \$10.70 \$10.70	\$0.00 \$0.00 \$0.00 \$0.00	\$60.66 \$61.56
	Apprei	Step 1 is 2	2000 hrs.; Steps 2-5 are 100 urneyworker Ratio:**	00 hrs. 08/01/2013 02/01/2014 08/01/2014	\$39.46 \$40.36 \$41.26	\$10.50 \$10.50 \$10.50	\$10.70 \$10.70	\$0.00 \$0.00	\$60.66 \$61.56 \$62.46
ERS LOCAL	Apprei	Step 1 is 2 ntice to Joi E / PRECA	2000 hrs.; Steps 2-5 are 100 urneyworker Ratio:** AST CONCRETE	08/01/2013 02/01/2014 08/01/2014 02/01/2015	\$39.46 \$40.36 \$41.26 \$42.16	\$10.50 \$10.50 \$10.50	\$10.70 \$10.70 \$10.70	\$0.00 \$0.00 \$0.00	\$60.66 \$61.56 \$62,46 \$63.36
or apprentice	Apprei TE / TIL 33	Step 1 is 2 ntice to Joi E / PRECA	2000 hrs.; Steps 2-5 are 100 urneyworker Ratio:** AST CONCRETE	08/01/2012 02/01/2014 08/01/2014 02/01/2015 08/01/2015	\$39.46 \$40.36 \$41.26 \$42.16 \$43.06	\$10.50 \$10.50 \$10.50 \$10.50	\$10.70 \$10.70 \$10.70 \$10.70	\$0.00 \$0.00 \$0.00 \$0.00	\$60.66 \$61.56 \$62.46 \$63.36 \$64.26
or apprentice	Apprei TE / TIL 33	Step 1 is 2 ntice to Joi E / PRECA	2000 hrs.; Steps 2-5 are 100 urneyworker Ratio:** AST CONCRETE	08/01/2013 02/01/2014 08/01/2014 02/01/2013 08/01/2013 02/01/2016	\$4 \$39.46 \$4 \$40.36 \$5 \$41.26 \$5 \$42.16 \$6 \$43.06	\$10.50 \$10.50 \$10.50 \$10.50 \$10.50	\$10.70 \$10.70 \$10.70 \$10.70 \$10.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$60.66 \$61.56 \$62.46 \$63.36 \$64.26
or apprentice	Apprei TE / TIL 33	Step 1 is 2 ntice to Joi E / PRECA	2000 hrs.; Steps 2-5 are 100 urneyworker Ratio:** AST CONCRETE	08/01/2013 02/01/2014 08/01/2014 02/01/2013 08/01/2013 02/01/2016	\$4 \$39.46 \$4 \$40.36 \$5 \$41.26 \$5 \$42.16 \$43.06 \$43.20	\$10.50 \$10.50 \$10.50 \$10.50 \$10.50	\$10.70 \$10.70 \$10.70 \$10.70 \$10.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.40	\$60.66 \$61.56 \$62.46 \$63.36 \$64.26 \$73.39
or apprentice	Apprei TE / TIL 33	Step 1 is 2 ntice to Joi E / PRECA	2000 hrs.; Steps 2-5 are 100 urneyworker Ratio:** AST CONCRETE	08/01/2013 02/01/2014 08/01/2014 02/01/2013 02/01/2016 09/01/2013 02/01/2014	\$39.46 \$40.36 \$41.26 \$42.16 \$43.06 \$42.35 \$42.35 \$43.20 \$44.05	\$10.50 \$10.50 \$10.50 \$10.50 \$10.50 \$9.82 \$9.82	\$10.70 \$10.70 \$10.70 \$10.70 \$10.70 \$19.08	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$2.14	\$60.66 \$61.56 \$62.46 \$63.36 \$64.26 \$73.39 \$74.24
or apprentice	Apprei TE / TIL 33	Step 1 is 2 ntice to Joi E / PRECA	2000 hrs.; Steps 2-5 are 100 urneyworker Ratio:** AST CONCRETE	08/01/2013 02/01/2014 08/01/2014 02/01/2013 02/01/2016 09/01/2013 02/01/2014 08/01/2014	\$4 \$39.46 \$4 \$40.36 \$5 \$41.26 \$5 \$42.16 \$6 \$43.06 \$3 \$42.35 \$4 \$43.20 \$4 \$44.05 \$5 \$44.95	\$10.50 \$10.50 \$10.50 \$10.50 \$10.50 \$9.82 \$9.82 \$9.82 \$9.82	\$10.70 \$10.70 \$10.70 \$10.70 \$10.70 \$19.08 \$19.08 \$19.08	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$2.14 \$2.14	\$60.66 \$61.56 \$62.46 \$63.36 \$64.26 \$73.39 \$74.24 \$75.09
or apprentice	Apprei TE / TIL 33	Step 1 is 2 ntice to Joi E / PRECA	2000 hrs.; Steps 2-5 are 100 urneyworker Ratio:** AST CONCRETE	08/01/2013 02/01/2014 08/01/2014 02/01/2015 02/01/2016 09/01/2013 02/01/2014 08/01/2014 08/01/2014 02/01/2015	\$4 \$39.46 \$4 \$40.36 \$5 \$41.26 \$5 \$42.16 \$6 \$43.06 \$3 \$42.35 \$4 \$44.05 \$5 \$44.95 \$5 \$45.95	\$10.50 \$10.50 \$10.50 \$10.50 \$10.50 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82	\$10.70 \$10.70 \$10.70 \$10.70 \$10.70 \$19.08 \$19.08 \$19.08	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$2.14 \$2.14 \$2.14	\$60.66 \$61.56 \$62.46 \$63.36 \$64.26 \$73.39 \$74.24 \$75.09 \$76.99
or apprentice	Apprei TE / TIL 33	Step 1 is 2 ntice to Joi E / PRECA	2000 hrs.; Steps 2-5 are 100 urneyworker Ratio:** AST CONCRETE	08/01/2013 02/01/2014 08/01/2014 02/01/2013 02/01/2016 09/01/2013 02/01/2014 08/01/2014 08/01/2014 08/01/2013	\$4 \$39.46 \$4 \$40.36 \$5 \$41.26 \$5 \$42.16 \$5 \$43.06 \$3 \$42.35 \$4 \$43.20 \$4 \$44.05 \$5 \$44.95 \$5 \$45.95 \$6 \$46.95	\$10.50 \$10.50 \$10.50 \$10.50 \$10.50 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82	\$10.70 \$10.70 \$10.70 \$10.70 \$10.70 \$19.08 \$19.08 \$19.08 \$19.08	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$2.14 \$2.14 \$2.14 \$2.14	\$60.66 \$61.56 \$62.46 \$63.36 \$64.26 \$73.39 \$74.24 \$75.09 \$75.99 \$76.99
or apprentice	Apprei TE / TIL 33	Step 1 is 2 ntice to Joi E / PRECA	2000 hrs.; Steps 2-5 are 100 urneyworker Ratio:** AST CONCRETE	08/01/2013 02/01/2014 08/01/2014 02/01/2015 08/01/2016 09/01/2013 02/01/2014 08/01/2014 08/01/2014 02/01/2015 08/01/2015 02/01/2016	\$4 \$39.46 \$40.36 \$41.26 \$42.16 \$43.06 \$43.20 \$44.05 \$44.05 \$44.95 \$44.95 \$44.95 \$44.95 \$44.95	\$10.50 \$10.50 \$10.50 \$10.50 \$10.50 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82	\$10.70 \$10.70 \$10.70 \$10.70 \$10.70 \$19.08 \$19.08 \$19.08 \$19.08 \$19.08	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$2.14 \$2.14 \$2.14 \$2.14 \$2.14 \$2.14	\$59.76 \$60.66 \$61.56 \$62.46 \$63.36 \$64.26 \$73.39 \$74.24 \$75.09 \$75.99 \$76.99 \$77.99 \$79.14
OFER SLATERS LOCAL For apprentice ETMETAL TIMETAL WO	Apprei TE / TIL 33	Step 1 is 2 ntice to Joi E / PRECA	2000 hrs.; Steps 2-5 are 100 urneyworker Ratio:** AST CONCRETE	08/01/2013 02/01/2014 08/01/2014 02/01/2013 02/01/2016 02/01/2014 02/01/2014 08/01/2014 08/01/2015 02/01/2016 08/01/2016	\$39.46 \$40.36 \$41.26 \$42.16 \$43.06 \$42.35 \$44.05 \$44.05 \$44.95 \$44.95 \$44.95 \$45.95 \$46.95 \$48.10 \$49.20	\$10.50 \$10.50 \$10.50 \$10.50 \$10.50 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82	\$10.70 \$10.70 \$10.70 \$10.70 \$10.70 \$19.08 \$19.08 \$19.08 \$19.08 \$19.08 \$19.08	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$2.14 \$2.14 \$2.14 \$2.14 \$2.14 \$2.14 \$2.14	\$60.6 \$61.5 \$62.4 \$63.3 \$64.2 \$73.3 \$74.2 \$75.0 \$76.9 \$77.9

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

Classification

tep	ive Date - percent	09/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40		\$16,94	\$9.82	\$4.82	\$0.00	\$31.58
2	40		\$16.94	\$9.82	\$4.82	\$0.00	\$31.58
3	45		\$19.06	\$9.82	\$8.45	\$1.12	\$38.45
4	45		\$19.06	\$9.82	\$8.45	\$1.12	\$38.45
5	50		\$21.18	\$9.82	\$9.24	\$1.21	\$41.45
6	50		\$21,18	\$9.82	\$9.49	\$1.21	\$41.70
7	60		\$25.41	\$9.82	\$10.80	\$1.38	\$ 47.41
8	65		\$27.53	\$9.82	\$11.59	\$1.47	\$50.41
9	75		\$31.76	\$9.82	\$13.16	\$1.64	\$56,38
10	85		\$36.00	\$9.82	\$14.23	\$1.80	\$61.85
331244	ive Date -	02/01/2014				Supplemental	
	IVC DATE -	02/01/2014				Supplemental	
tep	percent	02/01/2014	Apprentice Base Wage		Pension	Unemployment	Total Rate
tep I	percent 40	02/01/2014	\$17.28	\$9.82	\$4.82	Unemployment \$0.00	\$31.92
Step 1 2	40 40	02/01/2014	\$17.28 \$17.28	\$9.82 \$9.82	\$4.82 \$4.82	\$0.00 \$0.00	\$31.92 \$31.92
Step 1 2 3	40 40 45	02/01/2014	\$17.28 \$17.28 \$19.44	\$9.82 \$9.82 \$9.82	\$4.82 \$4.82 \$8.45	\$0.00 \$0.00 \$1.12	\$31.92 \$31.92 \$38.83
Step 1 2 3 4	40 40 45 45	02/01/2014	\$17.28 \$17.28 \$19.44 \$19.44	\$9.82 \$9.82 \$9.82 \$9.82	\$4.82 \$4.82 \$8.45 \$8.45	\$0.00 \$0.00 \$1.12 \$1.12	\$31.92 \$31.92
1 2 3 4 5	90 percent 40 40 45 45 50	02/01/2014	\$17.28 \$17.28 \$19.44	\$9.82 \$9.82 \$9.82	\$4.82 \$4.82 \$8.45	\$0.00 \$0.00 \$1.12	\$31.92 \$31.92 \$38.83
Step 1 2 3 4 5 6	40 40 45 45		\$17.28 \$17.28 \$19.44 \$19.44	\$9.82 \$9.82 \$9.82 \$9.82	\$4.82 \$4.82 \$8.45 \$8.45	\$0.00 \$0.00 \$1.12 \$1.12	\$31.92 \$31.92 \$38.83 \$38.83
Step 1 2 3 4 5 5 6 7	90 percent 40 40 45 45 50		\$17.28 \$17.28 \$19.44 \$19.44 \$21.60	\$9.82 \$9.82 \$9.82 \$9.82 \$9.82	\$4.82 \$4.82 \$8.45 \$8.45 \$9.24	\$0.00 \$0.00 \$1.12 \$1.2 \$1.21	\$31.92 \$31.92 \$38.83 \$38.83 \$41.87
ttep 1 2 3 4 5 7	percent 40 40 45 45 50		\$17.28 \$17.28 \$19.44 \$19.44 \$21.60 \$21.60	\$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82	\$4.82 \$4.82 \$8.45 \$8.45 \$9.24 \$9.49	\$0.00 \$0.00 \$1.12 \$1.12 \$1.21 \$1.21	\$31.92 \$31.92 \$38.83 \$38.83 \$41.87 \$42.12
Step 1 2 3 4	90 percent 40 40 45 45 50 50 60		\$17.28 \$17.28 \$19.44 \$19.44 \$21.60 \$21.60 \$25.92	\$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82 \$9.82	\$4.82 \$4.82 \$8.45 \$8.45 \$9.24 \$9.49 \$10.80	\$0.00 \$0.00 \$1.12 \$1.12 \$1.21 \$1.21 \$1.38	\$31.92 \$31.92 \$38.83 \$38.83 \$41.87 \$42.12 \$47.92

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

Apprentice to Journeyworker Ratio:1:4

Issue Date: 11/05/2013 Wage Request Number: 20131105-030 Page 33 of 39

E n Ste	ective Date - p percent	06/01/2013	5 Zone 2 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	ŀ
6	75		\$19.36	\$7.07	\$7.05	\$0.00	\$33,48	;
7	80		\$20.65	\$7.07	\$7.05	\$0.00	\$34.77	r
8	85		\$21.94	\$7.07	\$7.05	\$0.00	\$36,06	ŀ
9	90		\$23.23	\$7.07	\$7.05	\$0,00	\$37.35	;
	TH MOVING	urneyworker Ratio:1:1 G EQUIP < 35 TONS	12/01/2012	2 \$31.84	\$8.91	\$8.00	\$0.00	\$48.75
ECIALIZED EAI MSTERS JOINT COU		G EQUIP > 35 TONS NE A	12/01/2013	2 \$32.13	\$8.91	\$8.00	\$0.00	\$49.04
INKLER FITTE			10/01/201	3 \$53.58	\$8.42	\$12.60	\$0.00	\$74.60
NKLER FITTERS LO	JCAL 330 - (Sectio	оп в) гопе I	01/01/2014	4 \$53.33	\$8.42	\$12.85	\$0.00	\$74.60
			03/01/2014	4 \$54.58	\$8.42	\$12.85	\$0.00	\$75.85
			10/01/2014	4 \$55.73	\$8.42	\$12.85	\$0.00	\$77.00
			01/01/201:	5 \$55.73	\$8.42	\$13.00	\$0.00	\$77.15
			03/01/201:	\$56.73	\$8.42	\$13.00	\$0.00	\$78.15

01/01/2016

03/01/2016

10/01/2016

03/01/2017

\$57.88

\$58.88

\$60.03

\$61.03

\$8.67

\$8.67

\$8.67

\$8.67

\$13.15

\$13.15

\$13.15

\$13.15

\$0.00

\$0.00

\$0.00

\$0.00

Issue Date: 11/05/2013 Wage Request Number: 20131105-030

\$79.70

\$80.70

\$81.85

\$82.85

	Step	ve Date - 10/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
•	1	35	\$18.75	\$8.42	\$8.00	\$0.00	\$35.17	
	2	40	\$21.43	\$8.42	\$8.00	\$0.00	\$37.85	
	3	45	\$24.11	\$8.42	\$8.00	\$0.00	\$40.53	
	4	50	\$26.79	\$8.42	\$8.00	\$0.00	\$43.21	
	5	55	\$29.47	\$8.42	\$8.00	\$0.00	\$45.89	
	6	60	\$32.15	\$8.42	\$8.00	\$0.00	\$48.57	
	7	65	\$34.83	\$8.42	\$8.00	\$0.00	\$51.25	
	8	70	\$37.51	\$8.42	\$8.00	\$0.00	\$53.93	
	9	75	\$40.19	\$8.42	\$8.00	\$0.00	\$56.61	
	10	80	\$42.86	\$8.42	\$8.00	\$0.00	\$59.28	
	Effecti	ve Date - 01/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	35	\$18.67	\$8.42	\$8.25	\$0.00	\$35.34	
	2	40	\$21.33	\$8.42	\$8.25	\$0.00	\$38.00	
	3	45	\$24.00	\$8.42	\$8.25	\$0.00	\$40.67	
	4	50	\$26.67	\$8.42	\$8.25	\$0.00	\$43.34	
	5	55	\$29.33	\$8.42	\$8.25	\$0.00	\$46.00	
	6	60	\$32.00	\$8.42	\$8.25	\$0.00	\$48.67	
	7	65	\$34,66	\$8.42	\$8.25	\$0.00	\$51.33	
	8	70	\$37.33	\$8.42	\$8.25	\$0.00	\$54.00	
	9	75	\$40.00	\$8.42	\$8.25	\$0.00	\$56.67	
	10	80	\$42.66	\$8.42	\$8.25	\$0.00	\$59.33	
W. TELLETTE ALARMAN	Notes:	Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours	tin Mathematic Annicola Mathematic Science and Annicola Annicola Mathematica (Allaha)	week from the control of the control	menterer reconstruit economics.	COLUMN AND MATERIAL PROPERTY NO.	ACCIONAL ACC	
ě.	Apprei	tice to Journeyworker Ratio:1:3	in Michigania Addination delegations peoplesystes embroscom programme p	eminer rimani mana c		Market en encontror consistes suc-	S CALLE CARLESPAGE ARTERIORS, SPECIFICANS.	
BOILEF			06/01/2013	3 \$39.96	\$10.00	\$13.55	\$0.00	\$63.5
NG ENGIN		CAL 4 Apprentice- OPERATING ENGINEERS"	12/01/2013			\$13.55	\$0.00	\$64.2
		PELLED OR TRACTOR DRAWN	V 06/01/0012	99000	¢10.00	¢12.55	ድ ስ ስስ	\$ C 2 =
NG ENGIN			00,01,201			\$13.55	\$0.00	\$63.5
pprentice ra	ates see "/	Apprentice- OPERATING ENGINEERS"	12/01/2013	\$40.74	\$10.00	\$13.55	\$0.00	\$64.2
		ON TECHNICIAN	09/01/2013	3 \$32.97	\$13.00	\$12.77	\$0.00	\$58.7
CIANS LOC	AL 103		03/01/2014			\$13.03	\$0.00	\$59.4
			09/01/2014			\$13.05	\$0.00	\$59,8
			03/01/2015			\$13.06	\$0.00	\$60.4
			09/01/2015			\$13.08	\$0.00	\$61.1
			03/01/2016			\$13.10	\$0.00	\$61.9

Ste	ective Date - percent	09/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
1	40		\$13.19	\$13.00	\$0.40	\$0.00	\$26.59	
2	40		\$13.19	\$13.00	\$0.40	\$0.00	\$26.59	
3	45		\$14.84	\$13.00	\$10.04	\$0.00	\$37.88	
4	45		\$14.84	\$13,00	\$10.04	\$0.00	\$37.88	
5	50		\$16.49	\$13.00	\$10.29	\$0.00	\$39.78	
6	55		\$18.13	\$13.00	\$10.53	\$0.00	\$41.66	
7	60		\$19.78	\$13.00	\$10.78	\$0.00	\$43.56	
8	65	ē.	\$21.43	\$13.00	\$11.03	\$0.00	\$45,46	
9	70		\$23.08	\$13.00	\$11.28	\$0.00	\$47.36	
10	75		\$24.73	\$13.00	\$11.53	\$0.00	\$49.26	
Eff	ective Date -	03/01/2014				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
1	40		\$13.38	\$13.00	\$0.40	\$0.00	\$26.78	
2	40		\$13.38	\$13.00	\$0.40	\$0.00	\$26.78	
3	45		\$15,05	\$13.00	\$10.29	\$0.00	\$38.34	
4	45		\$15.05	\$13.00	\$10.29	\$0.00	\$38.34	
5	50		\$16.72	\$13.00	\$10.54	\$0.00	\$40.26	
6	55		\$18.39	\$13.00	\$10.79	\$0.00	\$42.18	
7	60		\$20.06	\$13,00	\$11.04	\$0.00	\$44.10	
8	65		\$21.74	\$13.00	\$11.29	\$0.00	\$46.03	
9	70		\$23.41	\$13.00	\$11.54	\$0.00	\$47.95	
10	75		\$25.08	\$13.00	\$11.79	\$0.00	\$49.87	
No	tes:	errorrerri dell'article Controlario, distribullar dell'article sympogene que	Program American Tomoreon Processor Constitute Villending	Nichiadalar sonorarean yearsproping	memories constitute estimates	TOTOLOGIC MEMORIAL ANNANGON, THE	POTENTIAL PRODUCTION ACCUSATION TO ACCUSATION ACCUSATIO	
	memorare constitution stocklessis and		ONE ANDROISE VIOLENCE MINISTER AND	decemen vecesimen encounts o				
		urneyworker Ratio:1:1	· · · · · · · · · · · · · · · · · · ·					
RAZZO FINISI Klayers local 3		F	08/01/2013	\$47.00	\$10.18	\$18.15	\$0.00	\$75.3
		···	02/01/2014	\$47.56	\$10.18	\$18.15	\$0.00	\$75.8
			08/01/2014	\$48,46	\$10.18	\$18.22	\$0.00	\$76.8
			02/01/2015		\$10.18	\$18.22	\$0.00	\$77.4
			08/01/2015	\$49.92	\$10.18	\$18.29	\$0.00	\$78.3
			02/01/2016	5 \$50.49	\$10.18	\$18.29	\$0.00	\$78.9
			08/01/2016	\$51.39	\$10.18	\$18.37	\$0.00	\$79.9
			02/01/2017	7 \$51.96	\$10.18	\$18.37	\$0.00	\$80.5

	Step	ve Date - percent	08/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$23,50	\$10.18	\$18.15	\$0.00	\$51.83	
	2	60		\$28.20	\$10.18	\$18.15	\$0.00	\$51.63 \$56.53	
	3	70		\$32.90	\$10.18	\$18.15	\$0.00	\$61.23	
	4	80		\$37.60	\$10.18	\$18.15	\$0.00		
	5	90		\$42.30	\$10.18	\$18.15	\$0.00	\$65.93 \$70.63	
	Effecti	ve Date -	02/01/2014				C1 (1		
	Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$23.78	\$10.18	\$18.15	\$0.00	\$52.11	
	2	60		\$28.54	\$10.18	\$18.15	\$0.00	\$56.87	
	3	70		\$33.29	\$10.18	\$18.15	\$0.00	\$61.62	
	4	80		\$38.05	\$10.18	\$18.15	\$0.00	\$66.38	
	5	90		\$42.80	\$10.18	\$18.15	\$0.00	\$71.13	
	Notes:	o Dimit destron d	Antonia milatara interioria adendadis educativa sukarver s	TOTOTTE OTOTOTO PONICIO SISSILIA ARVINA PARTER	PANOET CONFORM MUNICIPAL A	listicante devenimen grapanega	TOTOTOMORE CONTRACTORS was preferred trapped	Other throughout the lates and the second	
	Appre	ntice to Joi	ırneyworker Ratio:1:3	concer continue. Valuations shakkada hadadada harangan sa	orene announce sources so	lishkhed eleptrolitere specialistis	TORROCCIA ALCONONIO Septembro William	Proces State and Adapting Supergraphing	
ST BORING	3 DRILL	ER		06/01/2013	\$34.45	\$7.10	\$12.60	\$0.00	PE / 15
BORERS - FOU			3	12/01/2013		\$7.10 \$7.10	\$12.60	\$0.00	\$54.15
				06/01/2014	******	\$7.10	\$12.60	\$0.00	\$54.90
				12/01/2014	,	\$7.10	\$12.60	\$0.00	\$55.65
				06/01/2015		\$7.10 \$7.10	\$12.60	\$0.00	\$56.40 \$57.15
				12/01/2015	,	\$7.10 \$7.10	\$12.60	\$0.00	
				06/01/2016		\$7.10	\$12.60	\$0.00	\$57.90 \$58.65
				12/01/2016		\$7.10	\$12.60	\$0.00	\$59.65
For apprentice	rates see "	Apprentice- L	ABORER"	12,01,2010	Ψ.Ο.Ο.Ο	Ψ1.10	4.2.00	ψ 0.00	φυ 2,0 0
ST BORING				06/01/2013	\$33.17	\$7.10	\$12.60	\$0.00	\$52.87
BORERS - FOU	NDATION.	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	\$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		\$ 7. 1 0	\$12.60	\$0.00	\$57.37

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER LABORERS - FOUNDATION AND MARINE	06/01/2013	\$33.05	\$7.10	\$12.60	\$0.00	\$52.75
LABOREAS - 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"	t-rest-neconscenses and a secons		alderla ja Milija ed a jej mela ega eg egge eja eg fres	n-n-nnam/n-n/n1/11/11/11/11	an and the state of the state o	***************************************
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 ABORERS (COMPRESSED AIR)	06/01/2013	\$45.33	\$7.10	\$13.00	\$0.00	\$65.43
ABORERS (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"					·	
FUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) ABORERS (COMPRESSED AIR)	06/01/2013	\$47.33	\$ 7.10	\$13.00	\$0.00	\$67.43
ADOLETO (COM REGISED MAY	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"						
TUNNEL WORK - FREE AIR aborers (free air tunnel)	06/01/2013	\$37.40	\$7.10	\$13.00	\$0.00	\$57.50
, 101 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	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"						

Issue Date: 11/05/2013

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	06/01/2013	\$39.40	\$7.10	\$13.00	\$0.00	\$59.50
LABORERS (FREE AIR TOWNES)	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 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2012	\$31.84	\$8.91	\$8.00	\$0.00	\$48.75
WAGON 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"						
WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4	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 PLUMBERS & GASFITTERS LOCAL 12	09/01/2013	\$49.06	\$9.82	\$14.04	\$0.00	\$72.92
	03/01/2014	\$50.06	\$9.82	\$14.04	\$0.00	\$73.92
	09/01/2014	\$51.06	\$9.82	\$14.04	\$0.00	\$74.92
	03/01/2015	\$52.06	\$9.82	\$14.04	\$0.00	\$75.92
	09/01/2015	\$53.06	\$9.82	\$14.04	\$0.00	\$76.92
	03/01/2016	\$54.21	\$9.82	\$14.04	\$0.00	\$78.07
	09/01/2016	\$55.26	\$9.82	\$14.04	\$0.00	\$79.12
For apprentice rates see "Apprentice-PLUMBER/PIPEFITTER" or "PLUMBER/GAS	03/01/2017 SFITTER"	\$56.26	\$9.82	\$14.04	\$0,00	\$80.12

Additional Apprentice Information:

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

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

All steps are six months (1000 hours) unless otherwise specified.

- * Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof,
- ** Multiple ratios are listed in the comment field.
- *** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.
- **** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

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