TOWN OF ARLINGTON MASSACHUSETTS INVITATION TO BID # 15-15 GRIND & INLAY/VARIOUS LOCATIONS

Sealed bids are invited and will be received by the Town Manager, Town of Arlington, Massachusetts, until <u>11:00 A.M., Thursday, April 30, 2015</u> at the Office of the Purchasing Agent, Town Hall, Arlington, Massachusetts 02476, at which time and place they will be publicly opened and read.

A BID DEPOSIT IN THE FORM OF CASH, CERTIFIED CHECK, OR TREASURER'S CHECK, shall accompany every bid. The amount of such bid deposit shall be FIVE PERCENT (5%) of the value of the bid.

Specifications and proposal forms will be available at the Office of the Purchasing Agent, Town Hall, Arlington, Massachusetts. All bids must be in sealed envelopes plainly marked:

BID ON: GRIND & INLAY/VARIOUS LOCATIONS, BID # 15-15,

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.

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 M.G.L.Ch.30, Sec.39M.

It is the intention of the Owner to award the Contract to the lowest qualified responsive bidder. The bidder must submit a bid on all bid items in the Contract.

An increase or decrease in the quantity of work shall not be regarded as a sufficient ground for and increase in the unit prices.

To receive consideration, bids 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 Domenic R. Lanzillotti, Director, Purchasing Department, Town Hall, Arlington, Massachusetts, 02476.

OSHA Construction Training Required: As of July 1, 2006, under M.G.L. – Chapter 30, Section 39s, any person, submitting a bid for, or signing a contract to work on, the construction, reconstruction, alteration, remodeling or repair of any public work by the Commonwealth of Massachusetts/Town of Arlington, and estimated by the awarding Authority to cost more than \$10,000, shall certify on the Bid or Contract, under penalty of perjury, that all employees to be employed at the work will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration

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 Chapdelaine Town Manager

Date: April 14, 2015

I INSTRUCTION TO BIDDERS

1. Receipt of Bids

The Town may consider informal any bid not prepared and submitted in accordance with the provisions hereof and may waive any informality in or reject any bids. Any bid may be withdrawn before the time for the opening of bids. Any bid received after the time and date specified shall not be considered. No bidder may withdraw his/her bid for a period of 30 days, excluding Saturdays, Sundays, and legal holidays after actual date of the opening thereof.

2. Preparation of Bid

Each bid shall be submitted on the forms attached to these documents. The bid forms may be removed and submitted separately from the other documents. All blank spaces for bid prices must be filled in with the unit price for the item or the lump sum for which the proposal is made. Bidders must bid on each item. All entries in the entire proposal must be made clearly, and prices written in both words and figures in the spaces provided.

Each bid must be in a sealed envelope addressed to the Office of the Purchasing Agent, 730 Massachusetts Avenue, Arlington, Massachusetts, 02476; and bearing on the outside the name of the bidder, his/her address, the name of the project for which the bid is submitted, and the notation ' **BID # 15-15 GRIND & INLAY/VARIOUS LOCATIONS**

3. Bid Security

Every bid submitted by contractors shall be accompanied by a bid deposit in the form of cash, certified check, treasurer's or cashier's check, or a bid bond issued by a responsible bank or trust company and made payable to the Town of Arlington. The amount of the bid deposit shall be 5% of the amount of the bid. All security except those of the three lowest responsible and eligible bidders will be returned within ten days, Saturdays, Sundays, and legal holidays excluded, after opening of the bid. All bid securities will be returned on the execution of the contract or if no award is made within 30 days, excluding Saturdays, Sundays, and legal holidays, after the actual date of the opening thereof, unless forfeited under the conditions herein stipulated.

In case a party to whom a contract is awarded shall fail or neglect to execute the contract and furnish the satisfactory bond in the time specified, the Town may determine the bidder has abandoned the contract and thereupon the proposal and acceptance shall be null and void, and the bid security accompanying the proposal shall be forfeited to the Town as liquidation damages for such failure or neglect and indemnify the Town for any loss which may be sustained by failure of the bidder to execute the contract and furnish the bonds as aforesaid, provided that, in case of death, disability, or other unforeseen circumstances affecting the bidder, such bid security may be returned to him/her.

After execution of the contract and acceptance of the bonds by the Town, the bid security accompanying the proposal of the successful bidder will be returned.

4. Time of Completion

The bidder must agree to commence work within five (5) business days from the date of signing the contract and to fully complete the project within the time specified within the Special Provisions section of this document.

5. Performance and Labor Material Bonds

A bond in the sum of 50% of the total amount of the Contract by the successful bidder and an additional bond in equal amount covering the payment for all labor and materials used in the work will be required. A surety company authorized to do business in Massachusetts and satisfactory to the Town of Arlington must provide these bonds. These bonds will be required at the execution of the contract. Attorneys-in-fact who sign contract bonds must file with each bond a certified and effectively dated copy of their power of attorney.

6. Laws and Regulations

The bidder's attention is directed to the fact that all applicable State laws, Town of Arlington Bylaws, municipal ordinances, and the rules and regulations of all authorities having jurisdiction over construction of the project shall apply to the contract throughout, and they shall be deemed to be included in the contract the same as though herein written out in full.

7. Withdrawal of Bids

Upon proper written request and identification, Bids may be withdrawn only as follows:

- a. At any time before the designated time for the opening of Bids.
- b. Death or serious injury of a principal.
- c. With the written approval of the Town of Arlington Office of the Purchasing Director.
- d. At any time after the expiration of the period during which withdrawal is prohibited provided the bid has not been accepted by the Town.

8. Execution of Contract

The party to whom the contract is awarded shall be required to execute the contract and furnish the bonds duly executed with a satisfactory surety company within five days, excluding Saturdays, Sundays, and legal holidays, of the date of the mailing of the notice to the bidder according to the address given by him/her, that the contract is ready for execution.

9. Obligation of Bidder

At the time of the opening of bids, each bidder shall be presumed to have read and to be thoroughly familiar with the contract documents. The failure or omission of any bidder to receive or examine any form, instrument, or documents shall in no way relieve any bidder from the obligation in respect to his bid.

10. Omissions, Discrepancies, Interpretations and Addenda

Should a bidder find discrepancies in, or omissions from, the drawings or contract documents, or should he/she have questions as to the interpretation of the plans or contract documents he/she shall submit such in writing to the Director of Purchasing at least five (5) days before the date herein set for the opening of bids. An interpretation will be mailed by certified mail to prospective bidders at the addresses given by them on or about two (2) days before the opening of bids. Signed copies of all addenda shall be included with the bid; omission of the signed addendum shall be cause for rejection of the bid.

11. Record of Address

Prospective bidders shall at the time plans and specifications are secured place on file with the Director of Purchasing their address, and are required to make any changes necessary to insure that the record is accurate, complete, and up to date.

12. Massachusetts Sales and Use Tax

Materials purchased for permanent installation in the work will be exempt from the Massachusetts Sales and Use tax. Each bidder shall consider this exemption in calculating his/her bid for the work.

13. State Tax Affidavit

Prospective bidders are required to certify that all state tax returns have been filed and all state taxes have been paid in order to be eligible to enter into a contract with the Town on this project. The included form is to be used for this purpose and is to be completed and returned as part of the bid and proposal.

14. Minimum Wage Rates

Prevailing rates for wages for work performed under this Contract will be as predetermined by the Commissioner of Labor and Industries of the Commonwealth of Massachusetts in accordance with the provisions of Sections 26 to 27D, inclusive, of c.149 of M.G.L. A schedule of the prevailing wages is included in the Minimum Wage Rates Section.

15. Sub-bids

No sub bids shall be sought in connection with this Contract.

- 16. All bidders shall submit the following supplemental information with a fee proposal:
- a. Name, address and phone number of a minimum of three (3) references that can vouch for the performance of the bidder
- b. Proof of Liability and Worker's Compensation Insurance Coverage
- c. Completed tax attestation form
- d. Bid deposit

II LOCATION OF WORK

1. Work under this contract includes all labor and materials to perform Grind & Inlay/Various Locations. Proposed scope of work will be on various streets as directed by the Arlington Engineering Division.

III PROPOSAL

To the Town of Arlington, Massachusetts, herein called the TOWN, acting through its Town Manager; the undersigned, as bidder, declares as follows:

- a. The only persons or parties interested in this proposal as Principals are named in this proposal;
- b. This proposal is made without collusion with any other Person, firm or corporation;
- c. He has carefully examined the requirements of the proposed work;
- d. This proposal is based solely on his own investigation and research and not in reliance upon any survey, report or representations of any employee, officer or agent of the TOWN; and the undersigned proposes and agrees that if this proposal is accepted, he will contract with the TOWN, this Contract Bid Form being part of and included in said CONTRACT, to provide all necessary supervision, labor, equipment, machinery, tools, apparatus, and other means of service necessary to complete the requirements in the CONTRACT; and that he will take in full payment thereof the following sums to wit:

Bidders must bid on each item. All entries in the Contract Bid Form must be made clearly and in ink, and prices must be written in both words and figures in the space provided. Bidders should insert computed totals in the spaces provided therein:

Grind and Inlay

Various Locations

General

The purpose of this Contract is to perform work necessary for the permanent repair of pavement distresses and failures such as rutting, cracking, potholes, etc. Areas to be repaired are located in various roadways throughout the Town of Arlington (See List). These distresses and failures are typically over 5 square yards in area and require the removal by cold planing of the existing top course of asphalt, and the replacement of the top course by the use of self propelled paver. Attention is called to the fact that the work under this Contract must begin within 5 (five) business days following the issuance of the Notice to Proceed, and must be completed and invoiced prior to June 30, 2015.

Scope of Work

The work under this portion of the Contract shall include all labor, equipment, and materials necessary for the cold planing and paving of distressed areas in various roadways located in the Town of Arlington (see list). The Town of Arlington reserves the right to add or delete locations to this list.

All work and materials shall conform to the MassDOT Standard Specifications for Highways and Bridges, Latest Edition, and all Supplemental Specifications related to the particular work.

Work shall be performed between the hours of 7:00 AM to 4:00 PM, Monday-Friday. No holiday, Saturday or Sunday work will be allowed. In an effort to maximize continuity, work shall be scheduled in 8-hour days. Days may be shortened due to weather. The proposed schedule shall be provided to the Engineer at a Pre Construction Meeting, and shall include the means and methods to carry out the work in a satisfactory way. No work shall proceed without approval of both the schedule and the means and method

When, in the judgement of the Arlington Police Department, construction operations constitute a hazard to traffic or workers, Contractor may need to begin operations later or suspend operations

sooner than the normal 7 AM to 4 PM workday. Contractor may request a pre construction meeting with the Arlington Police Department to review proposed work locations, and develop a schedule of operations based on input from the Arlington Police Department. NO additional compensation will be allowed for delays arising from reduced working hours.

Police Detail shall be ordered and paid by the Town. If work requiring Police Detail is scheduled and subsequently cancelled by the Contractor for any reason, it shall be up to the Contractor to cancel the Detail 1 hour prior to originally scheduled start time. Failure to cancel will result in Contractor paying for Detail.

Contractor shall be responsible for providing and placing any and all traffic safety signage as required by the Arlington Police Department and the Manual of Uniform Traffic Control Devices (MUTCD). Such signage may be, but is not limited to, road closed, detour, construction ahead, etc, and shall be of proper size, color, etc to be clearly legible. Contractor shall provide, place and remove traffic cones for the safety of workers and the general public as required by the Arlington Police Department.

Contractor shall make a best effort to allow access to adjacent properties, and shall not close roadways unless absolutely necessary. No roadways shall be closed unless a Police Detail is present, an acceptable detour route is determined by the <u>Detail</u>, and is clearly marked to his satisfaction.

Construction Methods

Contractor shall notify the Engineering Division prior to the start of work and perform a site visit to locations where work is proposed, and produce suitable means and methods to perform the work, along with a schedule for approval. Following approval Contractor shall notify DigSafe of the proposed cold planing and patching locations, and obtain markouts for all locations. Contractor shall notify Arlington Water and Sewer Division for markout of Town utilities.

In areas directed by the Engineer, wearing course shall be removed to the limits as marked to a depth of 1 %"+/-, by the cold planing method. The cold planer shall be designed and built for flexible pavements with a minimum planing width of 39", be fully adjustable to match cross slope, be equipped with a conveyor to load directly into trucks, have a self contained water tank for dust control, and be in proper working condition to provide the desired result in a minimum of passes. The operator shall possess the skill and ability to maintain line and grade, and shall not tear, gouge, shove, break, or excessively groove the remaining surface.

Care shall be taken around castings that may be present within the area to be cold planed. Pavement around castings shall be removed in such a way as to not damage casting. Any castings damaged due to the pavement removal process shall be replaced at the Contractor's expense.

All material removed shall become the property of the Contractor, and shall be properly disposed of in accordance with required regulations. The remaining surface and adjacent area shall be swept clean and dust free by the use of self-propelled power sweepers, vacuums, hand sweepers, or other methods approved by the Engineer.

Following sweeping, and just prior to paving, Contractor shall carefully apply tack coat to cold planed surface and adjacent vertical surface. Tack coat shall be applied by pressure sprayer or other means to achieve a uniform coating. Direct pouring from container shall be unacceptable. Tack coat shall be asphalt emulsion RS-1, and conform to M3.03.0. Tack coat application shall be 0.03 to 0.05 gallons per square yard. Tack coat shall be allowed to "break" prior to paving.

Contractor shall use 3/8" Type I Bituminous Concrete for top course. Minimum bituminous temperature prior to placement shall be no lower than 225 degrees F, no payment will be made for any bituminous not used. Bituminous shall be installed only when ambient temperature is 50 degrees F or higher, and no bituminous shall be installed on frozen sub base or sub base that has standing water. No bituminous shall be installed during rain. Bituminous shall conform to M3.11.03 specification for 3/8" Top Course.

Contractor shall have adequate personnel and equipment on site to place, spread, and compact the top course. All hand work shall be performed by workers skilled in this particular work. Top course shall be smooth, meet edges of adjacent roadway so as to be uniform after compaction, not overworked to segregate stone from fines, and be installed in one consistent lift. A self propelled paver shall be used on all repairs over 4 feet wide or 15 feet in length. Compaction shall immediately follow with use of self propelled roller. Roller shall be vibratory equipped with minimum weight of 2000 lbs. The use of plate compactor for top course shall not be allowed.

Following compaction, Contractor shall tack edges of patch with asphalt emulsion at a minimum width of 3", overlapping patch and adjacent roadway. Stone dust shall be adequately applied to tacked edge and broomed along seam to cover all exposed emulsion. Excess stone dust, asphalt, and debris shall be swept and removed by Contractor to the satisfaction of the Engineer prior to his moving on to the next location.

Contractor may leave cold planed surface unpaved overnight ONLY with approval of the Engineer. If approved, adequate warning devices must be approved and placed.

Contractor shall install temporary ramps to adjacent driveways or ADA ramps if necessary or directed, or if it is anticipated that the finish paving will not be completed on the same day as the cold planing. Project millings may be used to install the temporary ramp, but must be thoroughly compacted to the satisfaction of the Engineer. Contractor will be responsible for removal of any temporary ramps prior to paving.

Contractor shall not leave any equipment, vehicles, or material overnight on any roadway.

Contractor shall contact the Town of Arlington Water Division for the supply of water if needed. Water
supply is located at the hydrant in the Public Works yard, 51 Grove St. NO other hydrants shall be used.
NO residential water shall be used.

Measurement and Payment

Grind and Inlay

Measurement and Payment

Payment shall be at the contract unit price for the following items and shall include full compensation for cold planing, paving, labor, equipment, tools, tack coat, asphalt, stone dust, and any other incidentals necessary for the satisfactory completion of the work.

Attention is called to the fact that payment for the asphalt required to perform the repairs shall only be the actual asphalt used. NO payment shall be made for any asphalt not used.

Notice to Bidders: Please see Document 00811 Special Provision for Asphalt Adjustment

Item #1. Cold Planing (Grind) Square Yard

Item #2. Asphalt in Place Ton

Instructions to Bidders

Bidders shall enter unit prices in Unit Price column for Items #1 and #2. Items left blank may result in rejection of bid.

Bidder shall multiply unit price and estimated quantity, and enter value in Total column.

Bidder shall add values in Total column and enter value in Contract Amount Box

Contract shall be awarded based on lowest Contract Amount

GRIND and INLAY LOCATIONS

LOCATION	APPROXIMATE AREA
#98 Ridge St	275 SQ YDS
Gray St, Robbins Rd to Kenilworth Rd	800 SQ YDS
Gray St, Menotomy Rd to Grandview Rd	500 SQ YDS
Gray St @ Scituate St	100 SQ YDS
Gray St @ Mt Vernon St	100 SQ YDS
Gray St @ Coolidge Rd	50 SQ YDS
Gray St, Pine Ridge Rd to Menotomy Rd	125 SQ YDS
Gray St @ Fountain Ave	200 SQ YDS
Summer St @ Overlook Rd	260 SQ YDS

Grind and Inlay

ltem	Estmated Quantity	1	×	Unit Price	=	Total	
Cold Planing	2500	SY	X	\$ /SY		\$	······
Asphalt in Place	200	Ton	х	\$ /TO	y =	\$	

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PRINT AUTHORIZ		

CERTIFICATE OF NON-COLLUSION

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

(Signature of individual submitting b	oid or proposal)
(Name of individual submitting bid of	or proposal)
Name of Business	
Date	
perjury that I have complied with a	Section 49A, I certify under the penalties oll laws of the commonwealth relating to taxes ractors, and withholding and remitting child
Social Security Number or Federal Identification Number	Signature of Individual or Responsible Corporate Officer and Title

NON-COLLUSION FORMS MUST BE SIGNED AND SUBMITTED WITH BID To: dlanzillotti@town.arlington.ma.us

Date: 04/08/2015 11:50 AM

Subject: Prevailing wage schedule for Wage Request number :20150408-031

To view and print Weekly Payroll & Statement of 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.

*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 must 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 for the first construction scope of work.

*For MULTI-YEAR CM AT RISK projects, 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, which is the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to procure construction scopes of work.

Apprentice wages (expressed as dollar figures) and the required benefits are listed on the Prevailing Wage Schedule. For further details, please see opinion letter PW-2010-03-03.16.10 (dated March 18, 2010) at www.mass.gov/dols/pw.

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:

Size: 166k Content Type: application/pdf File: 20150408-031.pdf



CHARLES D. BAKER

KARYN E. POLITO 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 RONALD L. WALKER, II JEAN ZEILER Acting Director

Awarding Authority:

Town of Arlington

Contract Number:

15-15

City/Town: ARLINGTON

Description of Work:

Furnish all labor, materials, equipment and supervision necessary for Grind & Inlay/Various Locations as required.

Job Location:

Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Issue Date: 04/08/2015 Wage Request Number: 20150408-031

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction (2 AXLE) DRIVER - EQUIPMENT	12/01/2014	\$32.40	\$9.91	\$9.33	\$0.00	\$51.64
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2015	\$32.75	\$9.91	\$9.33	\$0.00	\$51.99
	08/01/2015	\$32.75	\$10.41	\$9.33	\$0.00	\$52.49
	12/01/2015	\$32.75	\$10.41	\$10.08	\$0.00	\$53.24
	06/01/2016	\$33.25	\$10.41	\$10.08	\$0.00	\$53.74
	08/01/2016	\$33.25	\$10.91	\$10.08	\$0.00	\$54.24
	12/01/2016	\$33.25	\$10.91	\$10.89	\$0.00	\$55.05
(3 AXLE) DRIVER - EQUIPMENT	12/01/2014	\$32.47	\$9.91	\$9.33	\$0.00	\$51.71
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2015	\$32.82	\$9.91	\$9.33	\$0.00	\$52.06
	08/01/2015	\$32.82	\$10.41	\$9.33	\$0.00	\$52.56
	12/01/2015	\$32.82	\$10.41	\$10.08	\$0.00	\$53.31
	06/01/2016	\$33.32	\$10.41	\$10.08	\$0.00	\$53.81
	08/01/2016	\$33.32	\$10.91	\$10.08	\$0.00	\$54.31
	12/01/2016	\$33.32	\$10.91	\$10.89	\$0.00	\$55.12
(4 & 5 AXLE) DRIVER - EQUIPMENT		\$33.52	\$9.91	\$9.33	\$0.00	\$51.83
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2014		\$9.91 \$9.91	\$9.33	\$0.00	\$51.85
	06/01/2015	\$32.94		\$9.33	\$0.00	\$52.18 \$52.68
	08/01/2015	\$32.94	\$10.41	\$10.08	\$0.00	\$52.08 \$53.43
	12/01/2015	\$32.94	\$10.41	\$10.08	\$0.00	
	06/01/2016	\$33,44	\$10.41			\$53.93 \$54.42
	08/01/2016	\$33.44	\$10.91	\$10.08 \$10.89	\$0.00 \$0.00	\$54.43
A DO JOY IN ACTION F. BUT OF	12/01/2016	\$33.44	\$10.91			\$55.24
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE I)	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 LABORERS - ZONE 1	12/01/2014	\$35.35	\$7.30	\$12.95	\$0.00	\$55.60
	06/01/2015	\$36.10	\$7.30	\$12.95	\$0.00	\$56.35
	12/01/2015	\$36.85	\$7.30	\$12.95	\$0.00	\$57.10
	06/01/2016	\$37.60	\$7.30	\$12.95	\$0.00	\$57.85
D C S A S A DADODEDE	12/01/2016	\$38.60	\$7.30	\$12.95	\$0.00	\$58.85
For apprentice rates see "Apprentice- LABORER" ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	10/01/001	620.40	Ø10.40	PE 05	\$0.00	# 40 D2
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	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
ACONIAL ED ALIED	12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
ASPHALT RAKER LABORERS - ZONE I	12/01/2014	\$34.85	\$7.30	\$12.95	\$0.00	\$55.10
	06/01/2015	\$35.60	\$7.30	\$12.95	\$0.00	\$55.85
	12/01/2015	\$36.35	\$7.30	\$12.95	\$0.00	\$56.60
	06/01/2016	\$37.10	\$7.30	\$12.95	\$0.00	\$57.35
Township of Annual Section 1 ADODED!	12/01/2016	\$38.10	\$7.30	\$12.95	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER" ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	12/01/2014	Ø 4 2 2 C	ሰ 10 00	\$14.30	\$0.00	\$66.69
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$42.39	\$10.00		\$0.00	
	06/01/2015	\$43.14	\$10.00	\$14.30		\$67.44
	12/01/2015	\$44.39	\$10.00	\$14.30	\$0.00	\$68.69
	06/01/2016	\$45.14	\$10.00	\$14.30	\$0.00	\$69.44
	12/01/2016	\$46.39	\$10.00	\$14.30	\$0.00	\$70.69
	06/01/2017	\$47.39	\$10.00	\$14.30	\$0.00	\$71.69
	12/01/2017	\$48.39	\$10.00	\$14.30	\$0.00	\$72.69

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Classification	Effective Date B	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"					-	
BACKHOE/FRONT-END LOADER	12/01/2014	\$42.39	\$10.00	\$14.30	\$0.00	\$66.69
OPERATING ENGINEERS LOCAL 4	06/01/2015	\$43.14	\$10.00	\$14.30	\$0.00	\$67.44
	12/01/2015	\$44.39	\$10.00	\$14.30	\$0.00	\$68.69
	06/01/2016	\$45.14	\$10.00	\$14.30	\$0.00	\$69.44
	12/01/2016	\$46.39	\$10.00	\$14.30	\$0.00	\$70.69
	06/01/2017	\$47.39	\$10.00	\$14.30	\$0.00	\$71.69
	12/01/2017	\$48.39	\$10.00	\$14.30	\$0.00	\$72.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER	12/01/2014	\$34.85	\$7.30	\$12.95	\$0.00	\$55.10
ABORERS - ZONE 1	06/01/2015	\$35.60	\$7.30	\$12.95	\$0.00	\$55.85
	12/01/2015	\$36.35	\$7.30	\$12.95	\$0.00	\$56.60
	06/01/2016	\$37.10	\$7.30	\$12.95	\$0.00	\$57.35
	12/01/2016	\$38.10	\$7.30	\$12.95	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2014	\$35.35	\$7.30	\$12.95	\$0.00	\$55.60
ABORERS - ZONE 1	06/01/2015	\$36.10	\$7.30	\$12.95	\$0.00	\$56.35
	12/01/2015	\$36.85	\$7.30	\$12.95	\$0.00	\$57.10
	06/01/2016	\$37.60	\$7.30	\$12.95	\$0.00	\$57.85
	12/01/2016	\$38.60	\$7.30	\$12.95	\$0.00	\$58.85
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85

	Step	ive Date - 01/0 percent)1/2010 App:	rentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	65		\$24.51	\$6.97	\$11.18	\$0.00	\$42.66	*************************
	2	65		\$24.51	\$6.97	\$11.18	\$0.00	\$42.66	
	3	70		\$26.39	\$6.97	\$11.18	\$0.00	\$44.54	
	4	75		\$28,28	\$6.97	\$11.18	\$0.00	\$46.43	
	5	80		\$30.16	\$6.97	\$11.18	\$0.00	\$48.31	
	6	85		\$32.05	\$6.97	\$11.18	\$0.00	\$50.20	
	7	90		\$33.93	\$6.97	\$11.18	\$0.00	\$52.08	
	8	95		\$35.82	\$6.97	\$11.18	\$0.00	\$53.97	
	Notes	an marana kanana mamana ma	THE STATE OF THE PROPERTY OF T		oners orrest waters -	nones annes anne			
	1, M. M. M. M.								
	Appro	entice to Journey	worker Ratio:1:5	20,000 0.1.00 0.0000 000000 42	Strate the strategy of	**************************************			
		FICIAL MASON	RY (INCL. MASONRY	02/01/2015	\$48.96	\$10.18	\$18.50	\$0.00	\$77.64
	ROOFING) 25 LOCAL 3 (BO	OSTON)		08/01/2015	\$49.86	\$10.18	\$18.57	\$0.00	\$78.61
a Cataliff I	DOCADO (DO	2010119		02/01/2016	\$50.43	\$10.18	\$18.57	\$0.00	\$79.18
				08/01/2016	\$51.33	\$10.18	\$18.65	\$0.00	\$80.16
				02/01/2017	\$51.90	\$10.18	\$18.65	\$0.00	\$80.73

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Pension

Total Rate

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

Effective Date Base Wage Health

	Effecti	ve Date -	02/01/2015				Supplemental		
	Step	percent	***************************************	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$24.48	\$10.18	\$18.50	\$0.00	\$53.16	
	2	60		\$29.38	\$10.18	\$18.50	\$0.00	\$58.06	
	3	70		\$34.27	\$10.18	\$18.50	\$0.00	\$62.95	
	4	80		\$39.17	\$10.18	\$18.50	\$0.00	\$67.85	
	5	90		\$44.06	\$10.18	\$18.50	\$0.00	\$72.74	
	Effecti	ve Date -	08/01/2015				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$24.93	\$10.18	\$18.57	\$0.00	\$53.68	
	2	60		\$29.92	\$10.18	\$18.57	\$0.00	\$58.67	
	3	70		\$34.90	\$10.18	\$18.57	\$0.00	\$63.65	
	4	80		\$39.89	\$10.18	\$18.57	\$0.00	\$68.64	
	5	90		\$44.87	\$10.18	\$18.57	\$0.00	\$73.62	
	Notes:		and the second seconds and the second seconds of	The second secon	SERVING THE POST OF MANAGEMENT	er endowhold deliberation of Archive AV	2000 2000 - 1000 200 - 1000 1000 - 20	Million Mills Community (Address)	
	* =-/0.000							1. See a series	
	Appre	ntice to Joi	arneyworker Ratio:1:5	STATES AND STATES OF THE STATES AND STATES A	week 14.5% 142-02.04.102.02.000.00		nadromenia. National Inst. Advantures, was t	Herr Hawkith Henry about the	
BULLDOZER/			ER	12/01/201	4 \$41.9	9 \$10.00	\$14.30	\$0.00	\$66.29
OPERATING ENGI	NEERS LC	CAL 4		06/01/201	5 \$42.7	3 \$10.00	\$14.30	\$0.00	\$67.03
				12/01/201	5 \$43.9	\$10.00	\$14.30	\$0.00	\$68.27
				06/01/201	6 \$44.7	72 \$10.00	\$14.30	\$0.00	\$69.02
				12/01/201	6 \$45.9	\$10.00	\$14.30	\$0.00	\$70.25
				06/01/201	7 \$46.9	\$10.00	\$14.30	\$0.00	\$71.24
For apprentice	rutes see "	Apprentice- C	PERATING ENGINEERS"	12/01/201	7 \$47.9	\$10.00	\$14.30	\$0.00	\$72.23
CAISSON & U				12/01/201	4 \$35.7	70 \$7.30	\$13.15	\$0.00	\$56.15
LABORERS - FOU	NDATION	AND MARINI	E	06/01/201			\$13.15	\$0.00	\$56.90
				12/01/201	5 \$37.2	20 \$7.30	\$13.15	\$0.00	\$57.65
				06/01/201	6 \$37.9	95 \$7.30	\$13.15	\$0.00	\$58.40
				12/01/201	6 \$38.9	95 \$7.30	\$13.15	\$0.00	\$59.40
For apprentice	rates see "	Apprentice- L	ABORER"					·	
CAISSON & U				12/01/201	4 \$34.5	\$7.30	\$13.15	\$0.00	\$55.00
LADORERS - FOU	WALION	AND MARGINI	•	06/01/201	5 \$35.3	\$7.30	\$13.15	\$0.00	\$55.75
				12/01/201	5 \$36.0	\$7.30	\$13.15	\$0.00	\$56.50
				06/01/201	6 \$36.8	\$7.30	\$13.15	\$0.00	\$57.25
				12/01/201	6 \$37.8	\$7.30	\$13.15	\$0.00	\$58.25
For apprentice	rates see "	'Apprentice- L	ABORER"						

Issue Date: 04/08/2015

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN	12/01/2014	\$34.55	\$7.30	\$13.15	\$0.00	\$55.00
LABORERS - FOUNDATION AND MARINE	06/01/2015	\$35.30	\$7.30	\$13.15	\$0.00	\$55.75
	12/01/2015	\$36.05	\$7.30	\$13.15	\$0.00	\$56.50
	06/01/2016	\$36.80	\$7.30	\$13.15	\$0.00	\$57.25
	12/01/2016	\$37.80	\$7.30	\$13.15	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR	12/01/2014	\$34.85	\$7.30	\$12.95	\$0.00	\$55.10
LABORERS - ZONE 1	06/01/2015	\$35.60	\$7.30	\$12.95	\$0.00	\$55.85
	12/01/2015	\$36.35	\$7.30	\$12.95	\$0.00	\$56.60
	06/01/2016	\$37.10	\$7.30	\$12.95	\$0.00	\$57.35
	12/01/2016	\$38.10	\$7.30	\$12.95	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
CARPENTER CARPENTER5 - ZONE 2 (Eastern Massachusetts)	03/01/2015	\$35.75	\$9.80	\$16.48	\$0.00	\$62.03
LARE DIVIDAD -LONE, 4 (EUSIETH MUUSSUCHUSEUS)						

Apprentice -	CARPENTER - Zone 2 Eastern MA
Apprenuce -	Cand Emilia Zone 2 Editem her

Effect	ive Date -	03/01/2015				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$17.88	\$9.80	\$1.63	\$0.00	\$29.31
2	60		\$21.45	\$9.80	\$1.63	\$0.00	\$32.88
3	70		\$25.03	\$9.80	\$11.59	\$0.00	\$46.42
4	75		\$26.81	\$9.80	\$11.59	\$0.00	\$48.20
5	80		\$28.60	\$9.80	\$13.22	\$0.00	\$51.62
6	80		\$28.60	\$9.80	\$13.22	\$0.00	\$51.62
7	90		\$32.18	\$9.80	\$14.85	\$0.00	\$56.83
8	90		\$32.18	\$9.80	\$14.85	\$0.00	\$56.83

St. According	No	tes:																						Ì
A decided and the																								- Miles and
- 6			10000000000	500000 TT	craywe	1000,00000	10/00/195	()-2	-	مقتقصتين	 	 	 60070-0004	C55-939797	^	22222	 .a.aaaaa	 *45.4.4507	ALEXA AND	.000 0000000	4.444.444	.25.000.27	.05.0000000	ANNTHRA

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING	01/01/2015	\$44.90	\$10.90	\$18.71	\$1.30	\$75.81
BRICKLAYERS LOCAL 3 (BOSTON)	07/01/2015	\$45.82	\$10.90	\$18.71	\$1.30	\$76.73
	01/01/2016	\$46.44	\$10.90	\$18.71	\$1.30	\$77.35

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

	Effecti	ve Date -	01/01/2015				Supplemental		
•	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	Wallian II.
	1	50		\$22.45	\$10.90	\$12.21	\$1.30	\$46.86	
	2	60		\$26.94	\$10.90	\$13.71	\$1.30	\$52.85	
	3	65		\$29.19	\$10.90	\$14.71	\$1.30	\$56.10	
	4	70		\$31.43	\$10.90	\$15.71	\$1.30	\$59.34	
	5	75		\$33.68	\$10.90	\$16.71	\$1.30	\$62.59	
	6	80		\$35.92	\$10.90	\$17.71	\$1.30	\$65.83	
	7	90		\$40.41	\$10.90	\$18.71	\$1.30	\$71.32	
	Effecti	ve Date -	07/01/2015				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$22.91	\$10.90	\$12.21	\$1.30	\$47.32	
	2	60		\$27.49	\$10.90	\$13.71	\$1.30	\$53.40	
	3	65		\$29.78	\$10.90	\$14.71	\$1.30	\$56.69	
	4	70		\$32.07	\$10.90	\$15.71	\$1.30	\$59.98	
	5	75		\$34.37	\$10.90	\$16.71	\$1.30	\$63.28	
	6	80		\$36.66	\$10.90	\$17.71	\$1.30	\$66.57	
	7	90		\$41.24	\$10.90	\$18.71	\$1.30	\$72.15	
	Notes:		500 L A11	1 000 1			A. ALBERT STREET PRICES.		
		_	are 500 hrs. All other steps a				enen verre erren omre monten verke er er		
			urneyworker Ratio:1:3	•			*****		
HAIN SAW (BORERS - ZON		OR		12/01/2014	\$34.8	\$7.30	\$12.95	\$0.00	\$55.10
BONEIU - ZON.	ь,			06/01/2015	\$35.6	\$7.30	\$12.95	\$0.00	\$55.85
				12/01/2015	5 \$36.3	5 \$7.30	\$12.95	\$0.00	\$56.60
				06/01/2016	5 \$37.1	0 \$7.30	\$12.95	\$0.00	\$57.35
For apprentice	e rates see 1	Apprentice- I.	.ABORER"	12/01/2016	5 \$38.1	0 \$7.30	\$12.95	\$0.00	\$58.35
LAM SHELL	S/SLUR	RY BUCK	ETS/HEADING MACHINE	S 12/01/2014	\$ 43.3	9 \$10.00	\$14.30	\$0.00	\$67.69
PERATING ENG	INEERS LO	OCAL 4		06/01/2015			\$14.30	\$0.00	\$68.44
				12/01/2015	5 \$45.3		\$14.30	\$0.00	\$69.69
				06/01/2016			\$14.30	\$0.00	\$70.44
				12/01/2016			\$14.30	\$0.00	\$71.69
				06/01/2017			\$14.30	\$0.00	\$72.69
For apprentice	e rates see '	Apprentice- C	PERATING ENGINEERS"	12/01/2017			\$14.30	\$0.00	\$73.69
apprender									

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
COMPRESSOR OPERATOR	12/01/2014	\$29.40	\$10.00	\$14.30	\$0.00	\$53.70
OPERATING ENGINEERS LOCAL 4	06/01/2015	\$29.92	\$10.00	\$14.30	\$0.00	\$54.22
	12/01/2015	\$30.79	\$10.00	\$14.30	\$0.00	\$55.09
	06/01/2016	\$31.3 1	\$10.00	\$14.30	\$0.00	\$55.61
	12/01/2016	\$32.18	\$10.00	\$14.30	\$0.00	\$56.48
	06/01/2017	\$32.87	\$10.00	\$14.30	\$0.00	\$57.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$33.56	\$10.00	\$14.30	\$0.00	\$57.86
DELEADER (BRIDGE)	01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
PAINTERS LOCAL 35 - ZONE 2	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

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

	Effecti	ve Date - 01/01/2015				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	·
	1	50	\$23.83	\$7.85	\$0.00	\$0.00	\$31.68	
	2	55	\$26.21	\$7.85	\$3.66	\$0.00	\$37.72	
	3	60	\$28.60	\$7.85	\$3.99	\$0.00	\$40.44	
	4	65	\$30.98	\$7.85	\$4.32	\$0.00	\$43.15	
	5	70	\$33.36	\$7.85	\$14.11	\$0.00	\$55.32	
	6	75	\$35.75	\$7.85	\$14.44	\$0.00	\$58.04	
	7	80	\$38.13	\$7.85	\$14.77	\$0.00	\$60.75	
	8	90	\$42.89	\$7.85	\$15.44	\$0.00	\$66.18	
	Effect:	ive Date - 07/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$24.28	\$7.85	\$0.00	\$0.00	\$32.13	***************************************
	2	55	\$26.71	\$7.85	\$3.66	\$0.00	\$38.22	
	3	60	\$29.14	\$7.85	\$3.99	\$0.00	\$40.98	
	4	65	\$31.56	\$7.85	\$4.32	\$0.00	\$43.73	
	5	70	\$33,99	\$7.85	\$14.11	\$0.00	\$55.95	
	6	75	\$36.42	\$7.85	\$14.44	\$0.00	\$58.71	
	7	80	\$38.85	\$7.85	\$14.77	\$0.00	\$61.47	
	8	90	\$43.70	\$7.85	\$15.44	\$0.00	\$66.99	
	Notes:	Steps are 750 hrs.	- Announce - Anno John - Anno Anno - Anno Anno - An	andrews tarrens we write. w		. Andrews and		
	Appre	ntice to Journeyworker Ratio:1:1	AND AND ADDRESS AN	and the colors of the second second				
EMO: ADZE			12/01/2014	4 \$34.75	\$7.30	\$12.95	\$0.00	\$55.00
1DONEND - ZON	E I		06/01/2014	5 \$35.50	\$7.30	\$12.95	\$0.00	\$55.75

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06/01/2015

12/01/2015

\$35.50

\$36.25

\$7.30

\$7.30

\$12.95

\$12.95

\$0.00

\$0.00

For apprentice rates see "Apprentice- LABORER"

\$55.75

\$56.50

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	12/01/2014	\$35.75	\$7.30	\$12.95	\$0.00	\$56.00
ABORERS - ZONE 1	06/01/2015	\$36.50	\$7.30	\$12.95	\$0.00	\$56.75
	12/01/2015	\$37.25	\$7.30	\$12.95	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS ABORERS - ZONE 1	12/01/2014	\$35.50	\$7.30	\$12.95	\$0.00	\$55.75
ABURERO - ZUNE 1	06/01/2015	\$36.25	\$7.30	\$12.95	\$0.00	\$56.50
	12/01/2015	\$37.00	\$7.30	\$12.95	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"				~~~~ ~~~~~~~~	***************************************	
DEMO: CONCRETE CUTTER/SAWYER ABORERS - ZONE 1	12/01/2014	\$35.75	\$7.30	\$12.95	\$0.00	\$56.00
ADONDIO-2010 I	06/01/2015	\$36.50	\$7.30	\$12.95	\$0.00	\$56.75
	12/01/2015	\$37.25	\$7.30	\$12.95	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR ABORERS - ZONE 1	12/01/2014	\$35.50	\$7.30	\$12.95	\$0.00	\$55.75
The state of the s	06/01/2015	\$36.25	\$7.30	\$12.95	\$0.00	\$56.50
	12/01/2015	\$37.00	\$7.30	\$12.95	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"		· · · · · · · · · · · · · · · · · · ·		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
DEMO: WRECKING LABORER aborers - zone i	12/01/2014	\$34.75	\$7.30	\$12.95		\$55.00
	06/01/2015	\$35.50	\$7.30	\$12.95	\$0.00	\$55.75
The state of the s	12/01/2015	\$36.25	\$7.30	\$12,95	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"					*	
DIRECTIONAL DRILL MACHINE OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2014	\$41.99	\$10.00	\$14.30	\$0.00 \$0.00	\$66.29
	06/01/2015	\$42.73	\$10.00	\$14.30		\$67.03
	12/01/2015	\$43.97	\$10.00	\$14.30	\$0.00	\$68.27
	06/01/2016	\$44.72	\$10.00	\$14.30	\$0.00	\$69.02
	12/01/2016	\$45.95	\$10.00	\$14.30	\$0.00	\$70.25
	06/01/2017	\$46.94	\$10.00	\$14.30	\$0.00	\$71.24
	12/01/2017	\$47.93	\$10.00	\$14.30	\$0.00	\$72.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER HE DRIVER LOCAL 56 (ZONE I)	08/01/2014	\$58.24	\$9.80	\$18.17	\$0.00	\$86.21
The District NOCAL 50 (EXILE 1)	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
DIVER TENDER	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
DIVER TENDER (EFFLUENT)	08/01/2014	\$62.40	\$9.80	\$18.17	\$0.00	\$90.37
PILE DRIVER LOCAL 56 (ZONE I)	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
DIVER/SLURRY (EFFLUENT)	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
ILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
PRAWBRIDGE OPERATOR (Construction)	03/01/2015	\$45.17	\$13.00	\$15.40	\$0.00	\$73.57
LECTRICIANS LOCAL 103	09/01/2015	\$46.13	\$13.00	\$15.43		\$74.56
	03/01/2016	\$47.08	\$13.00	\$15.46		\$75.54
For apprentice rates see "Apprentice- ELECTRICIAN"	03/01/2010	ψτ / . V O	ψ13.0 0	Ψ15.10	ψοισσ	Ψ13.34
ELECTRICIAN	03/01/2015	\$45.17	\$13.00	\$15.40	\$0.00	\$73.57
ELECTRICIANS LOCAL 103						
abbetra com to boom 100	09/01/2015	\$46.13	\$13.00	\$15.43	\$0.00	\$74.56

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Effective Date Base Wage Health Pension Supplemental Total Rate

Classification

Step	ive Date - 03/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.07	\$13.00	\$0.54	\$0.00	\$31.61
2	40	\$18.07	\$13.00	\$0.54	\$0.00	\$31.61
3	45	\$20.33	\$13.00	\$11.64	\$0.00	\$44.97
4	45	\$20.33	\$13.00	\$11.64	\$0.00	\$44.97
5	50	\$22.59	\$13.00	\$11.98	\$0.00	\$47.57
6	55	\$24.84	\$13.00	\$12.33	\$0.00	\$50.17
7	60	\$27.10	\$13.00	\$12.66	\$0.00	\$52.76
8	65	\$29.36	\$13.00	\$13.01	\$0.00	\$55.37
9	70	\$31.62	\$13.00	\$13.35	\$0.00	\$57.97
10	75	\$33.88	\$13.00	\$13.70	\$0.00	\$60.58
Effect	ive Date - 09/01/2015				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40	\$18.45	\$13.00	\$0.55	\$0.00	\$32.00
2	40	\$18.45	\$13.00	\$0.55	\$0.00	\$32.00
3	45	\$20.76	\$13.00	\$11.65	\$0.00	\$45.41
4	45	\$20.76	\$13.00	\$11.65	\$0.00	\$45.41
5	50	\$23.07	\$13.00	\$11.99	\$0.00	\$48.06
6	55	\$25.37	\$13.00	\$12.34	\$0.00	\$50.71
7	60	\$27.68	\$13.00	\$12.68	\$0.00	\$53.36
8	65	\$29.98	\$13.00	\$13.03	\$0.00	\$56.01
9	70	\$32.29	\$13.00	\$13.37	\$0.00	\$58.66
10	75	\$34.60	\$13.00	\$13.72	\$0.00	\$61.32
Notes		and an arrange and a second annual annual annual annual annual an			- accument to the contract a scar	and the second control of
dest County (All	App Prior 1/1/03; 30/35/					duri
	entice to Journeyworker F	THE PARTY OF THE P			ANDREAS PRODUCTS SEPTEMBER AND A	SETTING CONTRACTOR OF LOSSIE

Issue Date: 04/08/2015 Wage Request Number:

ELEVATOR CONSTRUCTORS LOCAL 4

20150408-03**T**

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Supp	lemental
Unen	ployment

Total Rate

	Apprentice - ELEVATOR (Effective Date - 01/01/20)	12	yy 4.4	D. '	Supplemental	m, the	
	Step percent	Apprentice Base Wag		Pension	Unemployment	Total Rate	
	1 50	\$26.23	\$8.78	\$0.00	\$0.00	\$35.01	
	2 55	\$28.85	\$8.78	\$6.96	\$0.00	\$44.59	
	3 65	\$34.09	\$8.78	\$6.96	\$0.00	\$49.83	
	4 70	\$36.72	\$8.78	\$6.96	\$0.00	\$52.46	
	5 80	\$41.96	\$8.78	\$6.96	\$0.00	\$57.70	
- Vanishing Vanishing	Notes: Steps 1-2 are 6 mos.				ani, mendi. asistata 1997 (1997), 194	process of the second s	
- 3	Apprentice to Journeywork	er Ratio:1:1		to graphine middless	22.22.02.27 (2.272.07) (2.372.07) (2.47		-4,-15-2 -1 -1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1
	DNSTRUCTOR HELPER RUCTORS LOCAL 4	01/01/20	12 \$38.	59 \$8.78	\$6.96	\$0.00	\$54.33
For apprentice r	rates see "Apprentice - ELEVATOR (CONSTRUCTOR"	The second secon				
FENCE & GUA ABORERS - ZONE	RD RAIL ERECTOR	12/01/20)14 \$34.	85 \$7.30	\$12.95	\$0.00	\$55.10
ADOREM - ZONE	1	06/01/20)15 \$35.	60 \$7.30	\$12.95	\$0.00	\$55.85
		12/01/20	15 \$36.	35 \$7.30	\$12.95	\$0.00	\$56.60
		06/01/20)16 \$37.	10 \$7.30	\$12.95	\$0.00	\$57.35
		12/01/20)16 \$38.	10 \$7.30	\$12.95	\$0.00	\$58.35
	rates see "Approntice- LABORER"	177/JYXX7			n1 4 10	# 0.00	\$ < 2 mm
TELD ENG.IN: PERATING ENGIN	ST.PERSON-BLDG,SITE,H` veers local 4	,				\$0.00	\$63.77
		05/01/20				\$0.00	\$64.52
		11/01/20				\$0.00	\$65.10
		05/01/20				\$0.00	\$65.99
		11/01/20				\$0.00	\$66.58
		05/01/20				\$0.00	\$67.46
		11/01/20				\$0.00	\$68.19
For apprentice	rates see "Apprentice- OPERATING	05/01/20 ENGINEERS")18 \$44.	.60 \$10.00	\$14.30	\$0.00	\$68.90
	RTY CHIEF-BLDG,SITE,H)14 \$41.	.02 \$10.00	\$14,18	\$0.00	\$65.20
PERATING ENGI		05/01/20				\$0.00	\$65.95
		11/01/2				\$0.00	\$66.54
		05/01/2				\$0.00	\$67.43
		11/01/2				\$0.00	\$68.03
		05/01/2				\$0.00	\$68.92
		11/01/24				\$0.00	\$69.65
		05/01/2				\$0.00	\$70.37
For apprentice	rates see "Apprentice- OPERATING		лто Ф4 0.	.07 \$10.00	, ψ.τΟ	ψ0.00	φ10.J1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	11/01/2014	\$21.35	\$10.00	\$14.18	\$0.00	\$45.53
OPERATING ENGINEERS LOCAL 4	05/01/2015	\$21.68	\$10.00	\$14.30	\$0.00	\$45.98
	11/01/2015	\$22.02	\$10.00	\$14.30	\$0.00	\$46.32
	05/01/2016	\$22.54	\$10.00	\$14.30	\$0.00	\$46.84
	11/01/2016	\$22.89	\$10.00	\$14.30	\$0.00	\$47.19
	05/01/2017	\$23.42	\$10.00	\$14.30	\$0.00	\$47.72
	11/01/2017	\$23.84	\$10.00	\$14.30	\$0.00	\$48.14
	05/01/2018	\$24.27	\$10.00	\$14.30	\$0.00	\$48.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 103	03/01/2015	\$45.17	\$13.00	\$15.40	\$0.00	\$73.57
ELECTRICIANS LOCAL 105	09/01/2015	\$46.13	\$13.00	\$15.43	\$0.00	\$74.56
	03/01/2016	\$47.08	\$13.00	\$15.46	\$0.00	\$75.54
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING ELECTRICIANS	03/01/2015	\$33.88	\$13.00	\$13.70	\$0.00	\$60.58
LOCAL 103	09/01/2015	\$34.60	\$13.00	\$13.72	\$0.00	\$61.32
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"	03/01/2016	\$35.31	\$13.00	\$13.74	\$0.00	\$62.05
FIREMAN (ASST. ENGINEER)	12/01/2014	\$35.33	\$10.00	\$14.30	\$0.00	\$59.63
OPERATING ENGINEERS LOCAL 4	06/01/2015	\$35.95	\$10.00	\$14.30	\$0.00	\$60.25
	12/01/2015	\$37.00	\$10.00	\$14.30	\$0.00	\$61.30
	06/01/2016	\$37.62	\$10.00	\$14.30	\$0.00	\$61.92
·	12/01/2016	\$38.66	\$10.00	\$14.30	\$0.00	\$62.96
	06/01/2017	\$39.50	\$10.00	\$14.30	\$0.00	\$63.80
	12/01/2017	\$40.33	\$10.00	\$14.30	\$0.00	\$64.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"		,	•			
FLAGGER & SIGNALER	12/01/2014	\$20.50	\$7.30	\$12.95	\$0.00	\$40.75
LABORERS - ZONE 1	06/01/2015	\$20.50	\$7.30	\$12.95	\$0.00	\$40.75
	12/01/2015	\$20.50	\$7.30	\$12.95	\$0.00	\$40.75
	06/01/2016	\$20.50	\$7.30	\$12.95	\$0.00	\$40.75
	12/01/2016	\$20.50	\$7.30	\$12.95	\$0.00	\$40.75
For apprentice rates see "Apprentice- LABORER"				and addresses a laboral dealers and the dealers are seen.		kada kada salamada di didak da interior da mana kada salah da interior da da interior da da interior da da inte
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE I	09/01/2014	\$40.40	\$9.80	\$17.21	\$0.00	\$67.41

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Apprentice - FLOORCOVERER - Local 2168 Zone I

Total Rate

	Effect	ive Date - 09/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
	1	50	\$20.20	\$9.80	\$1.79	\$0.00	\$31.79)
	2	55	\$22.22	\$9.80	\$1.79	\$0.00	\$33.83	
	3	60	\$24.24	\$9.80	\$11.84	\$0.00	\$45.88	3
	4	65	\$26.26	\$9.80	\$11.84	\$0.00	\$47.90)
	5	70	\$28.28	\$9.80	\$13,63	\$0.00	\$51.7	l
	6	75	\$30.30	\$9.80	\$13.63	\$0.00	\$53.73	3
	7	80	\$32.32	\$9.80	\$15.42	\$0.00	\$57.54	ļ
	8	85	\$34.34	\$9.80	\$15.42	\$0.00	\$59.50	<u> </u>
	Notes	an analag ali iliyo alian sa masan analag ana sa sasan T	g garagea ann ann agus grand ann ann ann ann ann ann ann ann ann	2007, 172, 275 A, 83 F -	agas se ar serang a anagaw	men arrenance		
	the shoul Vide	Steps are 750 hrs.					\$	
	Appro	ntice to Journeyworker Ratio:	1:1		entrese de mario en entrese	Service and annual con-		
	JFT/CHERRY	PICKER	12/01/2014	\$42.39	\$10.00	\$14.30	\$0.00	\$66.69
OPERATII	NG ENGINEERS L	OCAL 4	06/01/2015	\$43.14	\$10.00	\$14.30	\$0.00	\$67.44
			12/01/2015	\$44.39	\$10.00	\$14.30	\$0.00	\$68.69
			06/01/2016	\$45.14	\$10.00	\$14.30	\$0.00	\$69.44
			12/01/2016	\$46.39	\$10.00	\$14.30	\$0.00	\$70.69
			06/01/2017	\$47.39	\$10.00	\$14.30	\$0.00	\$71.69
			12/01/2017	\$48.39	\$10.00	\$14.30	\$0.00	\$72.69
		"Apprentice- OPERATING ENGINEER	S ¹¹			~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	······································	
	ATOR/LIGHT NG ENGINEERS L	ING PLANT/HEATERS	12/01/2014	\$29.40	\$10.00	\$14.30	\$0.00	\$53.70
			06/01/2015	\$29.92	\$10.00	\$14.30	\$0.00	\$54.22
			12/01/2015	\$30.79	\$10.00	\$14.30	\$0.00	\$55.09
			06/01/2016	\$31.31	\$10.00	\$14.30	\$0.00	\$55.61
			12/01/2016	\$32.18	\$10.00	\$14.30	\$0.00	\$56.48
٠			06/01/2017	\$32.87	\$10.00	\$14.30	\$0.00	\$57.17
			12/01/2017	\$33.56	\$10.00	\$14.30	\$0.00	\$57.86
	, -	"Apprentice- OPERATING ENGINEER						
		ANK/AIR BARRIER/INTERIO	OR 01/01/2015	\$37.16	\$7.85	\$16.10	\$0.00	\$61.11
SYSTEM	MS) s <i>local 35 (zon</i> .	F 2}	07/01/2015	\$38.06	\$7.85	\$16.10	\$0.00	\$62.01
GEGZGEN:	200ML 33 (201V)	<i>- •</i> /	01/01/2016	\$39.01	\$7.85	\$16.10	\$0.00	\$62.96
			07/01/2016	\$39.96	\$7.85	\$16.10	\$0.00	\$63.91
			01/01/2017		\$7.85	\$16.10	\$0.00	\$64.86

Apprentice - GLAZIER - Local 35 Zone 2

	Effecti	ve Date - 01/01/2015				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$18.58	\$7.85	\$0.00	\$0.00	\$26.43	
	2	55	\$20.44	\$7.85	\$3.66	\$0.00	\$31.95	
	3	60	\$22.30	\$7.85	\$3.99	\$0.00	\$34.14	
	4	65	\$24.15	\$7.85	\$4.32	\$0.00	\$36.32	
	5	70	\$26.01	\$7.85	\$14.11	\$0.00	\$47.97	
	6	75	\$27.87	\$7.85	\$14.44	\$0.00	\$50.16	
	7	80	\$29.73	\$7.85	\$14.77	\$0.00	\$52.35	
	8	90	\$33.44	\$7.85	\$15.44	\$0.00	\$56.73	
	Effecti	ve Date - 07/01/2015				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$19.03	\$7.85	\$0.00	\$0.00	\$26.88	
	2	55	\$20.93	\$7.85	\$3.66	\$0.00	\$32.44	
	3	60	\$22.84	\$7.85	\$3.99	\$0.00	\$34.68	
	4	65	\$24.74	\$7.85	\$4.32	\$0.00	\$36.91	
	5	70	\$26.64	\$7.85	\$14.11	\$0.00	\$48.60	
	6	75	\$28.55	\$7.85	\$14.44	\$0.00	\$50.84	
	7	80	\$30.45	\$7.85	\$14.77	\$0.00	\$53.07	
	8	90	\$34.25	\$7.85	\$15.44	\$0.00	\$57.54	
	Notes:	ng remnements, nogenjamen menteksisch, neurosteks sekkleisel a sekkleisel. Webbillitte, V	MARKS 1974A787 1988YANS 1988YANS - HOUTHING SPECIALS STATEMEN	manusco Wilson V vi	and the second seconds to the second	SAMPSON MARKUR CAPRADON IN	Articular devolution to be the state of the	
	i de de la compansa d	Steps are 750 hrs.					Desiration of the Control of the Con	
	Appre	ntice to Journeyworker Ratio:1:	nere errore errore rorano aronno mondo distinti m 1		ANNEL LOUGLEY /AVANCES .	50347655 16767768 WARTING 1677	.229 2001.000 22.220.2 20.22.200.	
		R/CRANES/GRADALLS	12/01/2014	\$42.39	\$10.00	\$14.30	\$0.00	\$66.69
RATING E	ENGINEERS LO	OCAL 4	06/01/2015	\$43.14	\$10.00	\$14.30	\$0.00	\$67.44
			12/01/2015		\$10.00	\$14.30	\$0.00	\$68.69
			06/01/2016		\$10.00	\$14.30	\$0.00	\$69.44
			12/01/2016		\$10.00	\$14.30	\$0.00	\$70.69
			06/01/2017		\$10.00	\$14.30	\$0.00	\$71.69
			12/01/2017		\$10.00	\$14.30	\$0.00	\$72.69

	Step	ve Date - percent	12/01/2014	Apprentice Base Wage	Health		Pension	Supplemental Unemployment	Total Rate	
	1	55		\$23.31	\$10.00		\$0.00	\$0.00	\$33.31	
	2	60		\$25.43	\$10.00		\$14.30	\$0.00	\$49.73	
	3	65		\$27.55	\$10.00		\$14.30	\$0.00	\$51.85	
	4	70		\$29.67	\$10.00		\$14.30	\$0.00	\$53.97	
	5	75		\$31.79	\$10.00		\$14.30	\$0.00	\$56.09	
	6	80		\$33.91	\$10.00		\$14.30	\$0.00	\$58.21	
	7	85		\$36.03	\$10.00		\$14.30	\$0.00	\$60.33	
	8	90		\$38.15	\$10.00		\$14.30	\$0.00	\$62.45	
		ve Date -	06/01/2015	Apprentice Base Wage	II oolth		Pension	Supplemental Unemployment	Total Rate	
	Step 1	percent					······································			
	2	55		\$23.73	\$10.00		\$0.00	\$0.00	\$33.73	
	3	60 65		\$25.88	\$10.00		\$14.30	\$0.00	\$50.18	
	4	70		\$28.04	\$10.00		\$14.30	\$0.00	\$52.34	
	5	70 75		\$30.20	\$10.00		\$14.30	\$0.00	\$54.50	
	6	80		\$32.36	\$10.00		\$14.30	\$0.00	\$56.66	
	7	85		\$34.51	\$10.00		\$14.30	\$0.00	\$58.81	
	8	90		\$36.67 \$38.83	\$10.00 \$10.00		\$14.30 \$14.30	\$0.00 \$0.00	\$60.97 \$63.13	
	Notes:	.a. 1979aan, santarii ii	COLONIA ANGGORIN HANGERIN MANAGEMEN	taine, talahahan tahunna nyanya terdinah terdinah terdinah	deriversity desireds them.	ophoniumpent, ma	yanganin, jammang,hipi, Haragashiya,	Visit stra. Adultische Schriftsrass von	Annual of professional behaviors to the second	
No and the first of the first o	Appre		urneyworker Ratio:1:6					CALVED CLOSE, MARLEY WA		
(DUCTV	-	OCAL 17 - A		02/01/201:	5 \$4	3.28	\$10.20	\$20.54	\$2.22	\$76.2
aetal mot	UNEAD L)(AL 17 - A		08/01/201:	5 \$4	4.28	\$10.20	\$20.54	\$2.22	\$77.2
				02/01/2010	6 \$4	5.28	\$10.20	\$20.54	\$2.22	\$78.2
				08/01/201	6 \$4	6.43	\$10.20	\$20.54	\$2.22	\$79.3
				02/01/201	7 \$4	7.53	\$10.20	\$20.54	\$2.22	\$80.4
				08/01/201	7 \$4	8.63	\$10.20	\$20.54	\$2.22	\$81.5
	ratos	1Appropries S	HEET METAL WORKER"	02/01/201	8 \$4	9.78	\$10.20	\$20.54	\$2.22	\$82.7
		CONTRO		02/01/201	5 ¢4	5 17	¢12.00	\$15.40	\$ 0.00	\$73.5
RICIANS LO		JOTTERO	,	03/01/201: 09/01/201:		5.17 6.13	\$13.00	\$15.40	\$0.00 \$0.00	
				09/01/201) 14	0.15	\$13.00	\$1J,4J	φυινυ	\$74.50

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR)	02/01/2015	\$43.28	\$10.20	\$20.54	\$2.22	\$76.24
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2015	\$44.28	\$10.20	\$20.54	\$2.22	\$77.24
	02/01/2016	\$45.28	\$10.20	\$20.54	\$2.22	\$78.24
	08/01/2016	\$46,43	\$10.20	\$20.54	\$2.22	\$79.39
	02/01/2017	\$47.53	\$10.20	\$20.54	\$2.22	\$80.49
	08/01/2017	\$48.63	\$10.20	\$20.54	\$2.22	\$81.59
For apprentice rates see "Apprentice- SHEET METAL WORKER"	02/01/2018	\$49.78	\$10.20	\$20.54	\$2.22	\$82.74
HVAC (TESTING AND BALANCING -WATER)	03/01/2015	\$48.69	\$9.70	\$16.89	\$0.00	\$75.28
PIPEFITTERS LOCAL 537	09/01/2015	\$49.69	\$9.70	\$16.89	\$0.00	\$76.28
	03/01/2016	\$50.69	\$9.70	\$16.89	\$0.00	\$77.28
	09/01/2016	\$51.69	\$9.70	\$16.89	\$0.00	\$78.28
	03/01/2017	\$52.69	\$9.70	\$16.89	\$0.00	\$79.28
For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PIPEFITTERS LOCAL 537	03/01/2015	\$48.69	\$9.70	\$16.89	\$0.00	\$75.28
PIFERII IERO LOCAL 33/	09/01/2015	\$49.69	\$9.70	\$16.89	\$0.00	\$76.28
	03/01/2016	\$50.69	\$9.70	\$16.89	\$0.00	\$77.28
	09/01/2016	\$51.69	\$9.70	\$16.89	\$0.00	\$78.28
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/01/2017	\$52.69	\$9.70	\$16.89	\$0.00	\$79.28
HYDRAULIC DRILLS	12/01/2014	\$35.35	\$7.30	\$12.95	\$0.00	\$55.60
LABORERS - ZONE 1	06/01/2015	\$36.10	\$7.30	\$12.95	\$0.00	\$56.35
	12/01/2015	\$36.85	\$7.30	\$12.95	\$0.00	\$57.10
	06/01/2016	\$37.60	\$7.30	\$12.95	\$0.00	\$57.85
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.60	\$7.30	\$12.95	\$0.00	\$58.85
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2014	\$43.31	\$11.25	\$12.60	\$0.00	\$67.16

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

Effecti	ve Date - 09/01/2014				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$21.66	\$11.25	\$9.35	\$0.00	\$42.26	
2	60	\$25.99	\$11.25	\$10.00	\$0.00	\$47.24	
3	70	\$30.32	\$11.25	\$10.65	\$0.00	\$52.22	
4	80	\$34.65	\$11.25	\$11.30	\$0.00	\$57.20	
Notes:	gs, accommission administration commission of the contract of	\$\$ \$4.00 \$\ \frac{1}{2}\$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$ \$\$	MARKET PRANT TALE	AN SAZARON MARIYEN SUMPEYA.	VV/9270A 92/926/72 VV78/6V65 1//73		
COL SERVE	Steps are 1 year					i I	
Appre	ntice to Journeyworker Rati	0:1:4		or employed employmen electrostic	2-12-2-1-2-1-2-1-2-1-2-1-2-1-2-1-2-1-2-	95 PF 1079 W 1975 - W 1975 1554	
NWORKER/WELI		03/16/2015	\$42.	11 \$7.70	\$20.25	\$0.00	\$70.06

Supplemental Unemployment

Step	percent	A Dans Wass					
	T	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	amada ahada ay ahbabb sassar
1	60	\$25.27	\$7.70	\$20.25	\$0.00	\$53.22	
2	70	\$29.48	\$7.70	\$20.25	\$0.00	\$57.43	
3	75	\$31.58	\$7.70	\$20.25	\$0.00	\$59.53	
4	80	\$33.69	\$7.70	\$20.25	\$0.00	\$61.64	
5	85	\$35.79	\$7.70	\$20.25	\$0.00	\$63.74	
6	90	\$37.90	\$7.70	\$20.25	\$0.00	\$65.85	
Notes:	** Structural 1:6; Ornamental 1:4	willing recovery growing which will define a	gammanan managay 114, 1576 S. 279, 17	yang ang ang samagamanayan, saya talah ta ta	(2007/00/d) (Albert Marie and Albert Area	AND THE PROPERTY OF THE PROPER	
Apprei	atice to Journeyworker Ratio:**	A CONTRACTOR AND ADMINISTRATION AND ADMINISTRATION OF THE ADMINIST			Shake both programs amongston spring	THE PROPERTY CONTRACTS AND ADDRESS.	
	VING BREAKER OPERATOR	12/01/2014	\$34.85	\$7.30	\$12.95	\$0.00	\$55.10
I		06/01/2015	\$35.60	\$7.30	\$12.95	\$0.00	\$55.85
		12/01/2015	\$36.35	\$7.30	\$12.95	\$0.00	\$56.60
		06/01/2016	\$37.10	\$7.30	\$12.95	\$0.00	\$57.35
utec coo ii	Apprentices I ABORER"	12/01/2016	\$38.10	\$7.30	\$12.95	\$0.00	\$58.35
aics sec	Apprended LABORER	12/01/2014	\$34.60	\$7.30	\$12.95	\$0.00	\$54.85
J					\$12.95	\$0.00	\$55.60
					\$12.95	\$0.00	\$56.35
					\$12.95	\$0.00	\$57.10
		12/01/2016	\$37.85	\$7.30	\$12.95	\$0.00	\$58.10
Effecti	ve Date - 12/01/2014	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1				\$12.95	\$0.00	\$41.01	
2	70			\$12.95	\$0.00		
3	80		\$7.30	\$12.95	\$0.00		
4	90	\$31.14	\$7.30	\$12.95	\$0.00	\$51.39	
Effecti Step	ve Date - 06/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
1	60	\$21.21	\$7.30	\$12.95	\$0.00	\$41.46	
2	70	\$24.75	\$7.30	\$12.95	\$0.00	\$45.00	•
3	80	\$28.28	\$7.30	\$12.95	\$0.00	\$48.53	ı
4	90	\$31.82	\$7.30	\$12.95	\$0.00	\$52.07	1
Notes:		, paradada didididine disensi da senge medadan didididid	annung englische juhandele		·	\$	
	Apprentage	4 80 5 85 6 90 Notes:	4 80 \$33.69 5 85 \$35.79 6 90 \$37.90 Notes: *** Structural 1:6; Ornamental 1:4 Apprentice to Journeyworker Ratio:** & PAVING BREAKER OPERATOR 12/01/2014 & 06/01/2016 12/01/2016 12/01/2016 Apprentice - LABORER* Apprentice - LABORER* Apprentice - LABORER* Apprentice - LABORER - Zone 1 Effective Date - 12/01/2014 Step percent Apprentice Base Wage 1 60 \$20.76 2 70 \$24.22 3 80 \$27.68 4 90 \$31.14 Effective Date - 06/01/2015 Step percent Apprentice Base Wage 1 60 \$21.21 2 70 \$24.75 3 80 \$28.28 4 90 \$31.82	4 80 \$33.69 \$7.70 5 85 \$35.79 \$7.70 6 90 \$37.90 \$7.70 Notes: ** Structural 1:6; Ornamental 1:4 **Apprentice to Journeyworker Ratio:** & PAVING BREAKER OPERATOR 12/01/2014 \$34.85	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4 80 \$33.69 \$7.70 \$20.25 \$0.00 5 85 \$35.79 \$7.70 \$20.25 \$0.00 6 90 \$37.90 \$7.70 \$20.25 \$0.00 Notes: **Structural 1:6; Omamental 1:4 **Apprentice to Journeyworker Ratio:** Apprentice to Journeyworker Ratio:** 12/01/2015 \$35.60 \$7.30 \$12.95 \$1	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$

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12/01/2014 06/01/2015 12/01/2016 12/01/2016 12/01/2014 06/01/2015 12/01/2015 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2014 06/01/2015 12/01/2014 06/01/2015 12/01/2014 06/01/2015 12/01/2016 12/01/2016	\$34.60 \$35.35 \$36.10 \$36.85 \$37.85 \$34.60 \$35.35 \$36.10 \$36.85 \$37.85 \$34.75 \$35.50 \$36.25 \$34.85 \$35.60 \$36.35	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.85 \$55.60 \$56.35 \$57.10 \$58.10 \$54.85 \$55.60 \$56.35 \$57.10 \$58.10 \$55.75 \$56.50
12/01/2015 06/01/2016 12/01/2016 12/01/2014 06/01/2015 12/01/2016 12/01/2016 12/01/2014 06/01/2015 12/01/2014 06/01/2015 12/01/2014 06/01/2015 12/01/2014	\$36.10 \$36.85 \$37.85 \$34.60 \$35.35 \$36.10 \$36.85 \$37.85 \$34.75 \$35.50 \$36.25 \$34.85 \$35.60 \$36.35	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.35 \$57.10 \$58.10 \$54.85 \$55.60 \$56.35 \$57.10 \$58.10 \$55.00 \$55.75 \$56.50
06/01/2016 12/01/2014 06/01/2015 12/01/2015 12/01/2016 12/01/2016 12/01/2014 06/01/2015 12/01/2014 06/01/2015 12/01/2014 06/01/2015 12/01/2014	\$36.85 \$37.85 \$34.60 \$35.35 \$36.10 \$36.85 \$37.85 \$34.75 \$35.50 \$36.25 \$34.85 \$35.60 \$36.35	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$57.10 \$58.10 \$54.85 \$55.60 \$56.35 \$57.10 \$58.10 \$55.00 \$55.75 \$56.50
12/01/2016 12/01/2014 06/01/2015 12/01/2016 12/01/2016 12/01/2014 06/01/2015 12/01/2014 06/01/2015 12/01/2014 06/01/2015 12/01/2016	\$37.85 \$34.60 \$35.35 \$36.10 \$36.85 \$37.85 \$34.75 \$35.50 \$36.25 \$34.85 \$35.60 \$36.35	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$58.10 \$54.85 \$55.60 \$56.35 \$57.10 \$58.10 \$55.00 \$55.75 \$56.50
12/01/2014 06/01/2015 12/01/2015 06/01/2016 12/01/2016 12/01/2014 06/01/2015 12/01/2014 06/01/2015 12/01/2016	\$34.60 \$35.35 \$36.10 \$36.85 \$37.85 \$34.75 \$35.50 \$36.25 \$34.85 \$35.60 \$36.35	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.85 \$55.60 \$56.35 \$57.10 \$58.10 \$55.00 \$55.75 \$56.50
06/01/2015 12/01/2015 06/01/2016 12/01/2016 12/01/2014 06/01/2015 12/01/2014 06/01/2015 12/01/2016	\$35.35 \$36.10 \$36.85 \$37.85 \$34.75 \$35.50 \$36.25 \$34.85 \$35.60 \$36.35	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$55.60 \$56.35 \$57.10 \$58.10 \$55.00 \$55.75 \$56.50
06/01/2015 12/01/2015 06/01/2016 12/01/2016 12/01/2014 06/01/2015 12/01/2014 06/01/2015 12/01/2016	\$35.35 \$36.10 \$36.85 \$37.85 \$34.75 \$35.50 \$36.25 \$34.85 \$35.60 \$36.35	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$55.60 \$56.35 \$57.10 \$58.10 \$55.00 \$55.75 \$56.50
06/01/2016 12/01/2014 06/01/2015 12/01/2015 12/01/2015 12/01/2014 06/01/2015 12/01/2016	\$36.10 \$36.85 \$37.85 \$34.75 \$35.50 \$36.25 \$34.85 \$35.60 \$36.35	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.95 \$12.95 \$12.95 \$12.95 \$12.95 \$12.95	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.35 \$57.10 \$58.10 \$55.00 \$55.75 \$56.50
06/01/2016 12/01/2014 06/01/2015 12/01/2015 12/01/2015 12/01/2014 06/01/2015 12/01/2016	\$36.85 \$37.85 \$34.75 \$35.50 \$36.25 \$34.85 \$35.60 \$36.35	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.95 \$12.95 \$12.95 \$12.95 \$12.95	\$0.00 \$0.00 \$0.00 \$0.00	\$57.10 \$58.10 \$55.00 \$55.75 \$56.50
12/01/2016 12/01/2014 06/01/2015 12/01/2015 12/01/2014 06/01/2015 12/01/2016	\$37.85 \$34.75 \$35.50 \$36.25 \$34.85 \$35.60 \$36.35	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.95 \$12.95 \$12.95 \$12.95 \$12.95	\$0.00 \$0.00 \$0.00	\$58.10 \$55.00 \$55.75 \$56.50
12/01/2014 06/01/2015 12/01/2015 12/01/2014 06/01/2015 12/01/2015 06/01/2016	\$34.75 \$35.50 \$36.25 \$34.85 \$35.60 \$36.35	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$12.95 \$12.95 \$12.95	\$0.00 \$0.00	\$55.00 \$55.75 \$56.50
06/01/2015 12/01/2015 12/01/2014 06/01/2015 12/01/2015 06/01/2016	\$35.50 \$36.25 \$34.85 \$35.60 \$36.35	\$7.30 \$7.30 \$7.30 \$7.30	\$12.95 \$12.95 \$12.95	\$0.00 \$0.00	\$55.75 \$56.50
12/01/2015 12/01/2014 06/01/2015 12/01/2015 06/01/2016	\$36.25 \$34.85 \$35.60 \$36.35	\$7.30 \$7.30 \$7.30	\$12.95 \$12.95	\$0.00	\$56.50
12/01/2014 06/01/2015 12/01/2015 06/01/2016	\$34.85 \$35.60 \$36.35	\$7.30 \$7.30	\$12.95		···
06/01/2015 12/01/2015 06/01/2016	\$35.60 \$36.35	\$7.30		\$0.00	\$55.10
06/01/2015 12/01/2015 06/01/2016	\$35.60 \$36.35	\$7.30		\$0.00	\$55.10
12/01/2015 06/01/2016	\$36.35		\$12.95		
06/01/2016				\$0.00	\$55.85
		\$7.30	\$12.95	\$0.00	\$56.60
12/01/2016	\$37.10	\$7.30	\$12.95	\$0.00	\$57.35
	\$38.10	\$7.30	\$12.95	\$0.00	\$58.35
					-
12/01/2014	\$34.60	\$7.30	\$12.95	\$0.00	\$54.85
06/01/2015	\$35.35	\$7.30	\$12.95	\$0.00	\$55.60
12/01/2015	\$36.10	\$7.30	\$12.95	\$0.00	\$56.35
06/01/2016	\$36.85	\$7.30	\$12.95	\$0.00	\$57.10
12/01/2016	\$37.85	\$7.30	\$12.95	\$0.00	\$58.10
					\$54.85
06/01/2015	\$35.35	\$7.30	\$12.95	\$0.00	\$55.60
12/01/2015	\$36.10	\$7.30	\$12.95	\$0.00	\$56.35
06/01/2016	\$36.85	\$7.30	\$12.95	\$0.00	\$57.10
	\$37.85	\$7.30	\$12.95	\$0.00	\$58.10
_				s not done for	
12/01/2014	\$34.85	\$7.30	\$12.95	\$0.00	\$55.10
06/01/2015	\$35.60	\$7.30	\$12.95	\$0.00	\$55.85
12/01/2015	\$36.35		\$12.95	\$0.00	\$56.60
					\$57.35
					\$58.35
	-20.10	1,,,,,			~- ~~~
02/01/2015	\$37.37	\$10.18	\$17.18	\$0.00	\$64.73
08/01/2015	\$38.08	\$10.18	\$17.25	\$0.00	\$65.51
			\$17.25	\$0.00	\$65.96
					\$66.74
					\$67.20
	12/01/2016 12/01/2014 06/01/2015 12/01/2016 12/01/2016 trimming and renipment. For appre 12/01/2014 06/01/2015 12/01/2016 12/01/2016 12/01/2016 02/01/2015 08/01/2015 08/01/2016	12/01/2016 \$37.85 12/01/2014 \$34.60 06/01/2015 \$35.35 12/01/2015 \$36.10 06/01/2016 \$36.85 12/01/2016 \$37.85 trimming and removal of branches ipment. For apprentice rates see "A 12/01/2014 \$34.85 06/01/2015 \$36.35 06/01/2016 \$37.10 12/01/2016 \$37.10 12/01/2016 \$38.10 02/01/2015 \$38.08 02/01/2015 \$38.08 02/01/2016 \$38.53 08/01/2016 \$39.23	12/01/2016 \$37.85 \$7.30 12/01/2014 \$34.60 \$7.30 06/01/2015 \$35.35 \$7.30 12/01/2015 \$36.10 \$7.30 06/01/2016 \$36.85 \$7.30 12/01/2016 \$37.85 \$7.30 trimming and removal of branches and limbs whipment. For apprentice rates see "Apprentice-LA 12/01/2014 \$34.85 \$7.30 06/01/2015 \$35.60 \$7.30 12/01/2015 \$35.60 \$7.30 12/01/2016 \$37.10 \$7.30 12/01/2016 \$37.10 \$7.30 12/01/2016 \$38.10 \$7.30 02/01/2015 \$36.35 \$7.30 02/01/2015 \$38.08 \$10.18 02/01/2015 \$38.08 \$10.18	12/01/2016 \$37.85 \$7.30 \$12.95 12/01/2014 \$34.60 \$7.30 \$12.95 06/01/2015 \$35.35 \$7.30 \$12.95 12/01/2016 \$36.10 \$7.30 \$12.95 06/01/2016 \$36.85 \$7.30 \$12.95 12/01/2016 \$37.85 \$7.30 \$12.95 12/01/2016 \$37.85 \$7.30 \$12.95 trimming and removal of branches and limbs when the work is ipment. For apprentice rates see "Apprentice- LABORER" 12/01/2014 \$34.85 \$7.30 \$12.95 12/01/2015 \$35.60 \$7.30 \$12.95 12/01/2015 \$35.60 \$7.30 \$12.95 12/01/2016 \$37.10 \$7.30 \$12.95 12/01/2016 \$37.10 \$7.30 \$12.95 12/01/2016 \$38.10 \$7.30 \$12.95 02/01/2015 \$38.08 \$10.18 \$17.25 02/01/2016 \$38.53 \$10.18 \$17.25 08/01/2016 \$38.53 \$10.18 \$17.25 08/01/2016 \$39.23 \$10.18 \$17.33	12/01/2016 \$37.85 \$7.30 \$12.95 \$0.00 12/01/2014 \$34.60 \$7.30 \$12.95 \$0.00 06/01/2015 \$35.35 \$7.30 \$12.95 \$0.00 12/01/2015 \$36.10 \$7.30 \$12.95 \$0.00 06/01/2016 \$36.85 \$7.30 \$12.95 \$0.00 12/01/2016 \$37.85 \$7.30 \$12.95 \$0.00 12/01/2016 \$37.85 \$7.30 \$12.95 \$0.00 12/01/2016 \$37.85 \$7.30 \$12.95 \$0.00 12/01/2014 \$34.85 \$7.30 \$12.95 \$0.00 12/01/2014 \$34.85 \$7.30 \$12.95 \$0.00 06/01/2015 \$35.60 \$7.30 \$12.95 \$0.00 12/01/2015 \$35.60 \$7.30 \$12.95 \$0.00 12/01/2016 \$37.10 \$7.30 \$12.95 \$0.00 12/01/2016 \$37.10 \$7.30 \$12.95 \$0.00 12/01/2016 \$38.10 \$7.30 \$12.95 \$0.00 06/01/2015 \$38.08 \$10.18 \$17.25 \$0.00 08/01/2015 \$38.08 \$10.18 \$17.25 \$0.00 08/01/2016 \$38.53 \$10.18 \$17.25 \$0.00 08/01/2016 \$38.53 \$10.18 \$17.25 \$0.00 08/01/2016 \$39.23 \$10.18 \$17.33 \$0.00

Issue Date: 04/08/2015 Wage Request Number: 20150408-031 Page 17 of 38

Supplemental Unemployment

Total Rate

Step	ive Date - percent	02/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50		\$18.69	\$10.18	\$17.18	\$0.00	\$46.05
2	60		\$22.42	\$10.18	\$17.18	\$0.00	\$49.78
3	70		\$26.16	\$10.18	\$17.18	\$0.00	\$53.52
4	80		\$29.90	\$10.18	\$17.18	\$0.00	\$57.26
5	90		\$33.63	\$10.18	\$17.18	\$0.00	\$60.99
Effect	ive Date -	08/01/2015				Supp}emental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$19.04	\$10.18	\$17.25	\$0.00	\$46.47
2	60		\$22.85	\$10.18	\$17.25	\$0.00	\$50.28
3	70		\$26.66	\$10.18	\$17.25	\$0.00	\$54.09
	80		\$30.46	\$10.18	\$17.25	\$0.00	\$57.89
4			\$34.27	\$10.18	\$17.25	\$0.00	\$61.70

200000		to the contra	0.07.21.02.1	400000000000000000000000000000000000000	*********		decision of the		
A =	mro	ntico	to I	Altry	44733	ork	or R	atio.	1.3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/01/2015	\$49.00	\$10.18	\$18.50	\$0.00	\$77.68
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2015	\$49.90	\$10.18	\$18.57	\$0.00	\$78.65
	02/01/2016	\$50.47	\$10.18	\$18.57	\$0.00	\$79.22
	08/01/2016	\$51.37	\$10.18	\$18.65	\$0.00	\$80.20
	02/01/2017	\$51.94	\$10.18	\$18.65	\$0.00	\$80.77

Issue Date: 04/08/2015 Wage Request Number: 20150408-031 Page 18 of 38 Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

	Effecti	ive Date -	02/01/2015				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	##\#\#\#\#\#\#\#\#\#\#\#\#\#\#\#\#\#\#	\$24.50	\$10.18	\$18.50	\$0.00	\$53.18	
	2	60		\$29.40	\$10.18	\$18.50	\$0.00	\$58.08	
	3	70		\$34.30	\$10.18	\$18.50	\$0.00	\$62.98	
	4	80		\$39.20	\$10.18	\$18.50	\$0.00	\$67.88	
	5	90	<i>.</i> .	\$44.10	\$10.18	\$18.50	\$0.00	\$72.78	
	Effect	ive Date -	08/01/2015				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$24.95	\$10.18	\$18.57	\$0.00	\$53.70	
	2	60		\$29.94	\$10.18	\$18.57	\$0.00	\$58.69	
	3	70		\$34.93	\$10.18	\$18.57	\$0.00	\$63.68	
	4	80		\$39.92	\$10.18	\$18.57	\$0.00	\$68.67	
	5	90		\$44.91	\$10.18	\$18.57	\$0.00	\$73.66	
	Notes:	· January, again, a	urneyworker Ratio:1:5	NOTA OF TAKEN OF THE STATE AND THE STATE OF			embaldes estimated established (AA)	Temporal control of the control of t	
MECH. SWI	·	*******	(ON CONST. SITES)	12/01/2014	4 \$41.99	\$10.00	\$14.30	\$0.00	\$66.29
OPERATING E			`	06/01/201			\$14.30	\$0.00	\$67.03
				12/01/201:			\$14.30	\$0.00	\$68.27
				06/01/2010			\$14.30	\$0.00	\$69.02
				12/01/2010	· ·		\$14.30	\$0.00	\$70.25
				06/01/201			\$14.30	\$0.00	\$71.24
		N *	NDED ATTING EXPONITE TO BE	12/01/201			\$14.30	\$0.00	\$72.23
For appren MECHANIC			DPERATING ENGINEERS"	12/01/2014	\$ 41.99	\$10.00	\$14.30	\$0.00	\$66.29
OPERATING E	NGINEERS L	OCAL 4		06/01/201:			\$14.30	\$0.00	\$67.03
				12/01/201:		\$10.00	\$14.30	\$0.00	\$68.27
				06/01/2010			\$14.30	\$0.00	\$69.02
				12/01/2010			\$14.30	\$0.00	\$70.25
				06/01/201	7 \$46.94	\$10.00	\$14.30	\$0.00	\$71.24
T		п.	NDED ATDIG ENGINEERS	12/01/201′			\$14.30	\$0.00	\$72.23
For appren		***************************************	DPERATING ENGINEERS"	04/01/201	5 \$37.64	\$9.80	\$16.21	\$0.00	\$63.65
		1 - Zone 1		04/01/2013	J DO1.04	ወን.ዕ ሀ	ቅ፤ብ• 71	ψ υ. υυ	かいつ・0つ

Issue Date: 04/08/2015

Wage Request Number: 20150408-031

	Step	ive Date - 04/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55	\$20.70	\$9.80	\$4.48	\$0.00	\$34.98	
	2	65	\$24.47	\$9.80	\$13.36	\$0.00	\$47.63	
	3	75	\$28.23	\$9.80	\$14.18	\$0.00	\$52.21	
	4	85	\$31.99	\$9.80	\$14.99	\$0.00	\$56.78	
	Notes	ng nganggan manaman, adarba 64 1532 27775 1972 2775. 2799/1777 - National American	and and all and a first and a second	arana sanara verres e		errene rasserer rasserers in	ALABA CONTANT NOTICE CONTANT	
	Age of the Age	Steps are 2,000 hours					40,000	
	Appro	entice to Journeyworker Ratio:1:5	NOTATE A STORY OF SECTION OF PROPERTY AND AND AND ADDRESS CO.	TO COT COTTO DO CAMPAGAN		6400 Mar 13M30075 1473.677 TA11	AND STREET, ACCUSE \$519950	
ORTAR MI		10 10 10 10 10 10 10 10 10 10 10 10 10 1	12/01/2014	\$34.85	\$7.30	\$12.95	\$0.00	\$55.10
BORERS - ZON	VE I		06/01/2015	\$35.60	\$7.30	\$12.95	\$0.00	\$55.85
			12/01/2015	\$36.35	\$7.30	\$12.95	\$0.00	\$56.60
			06/01/2016	\$37.10	\$7.30	\$12.95	\$0.00	\$57.35
			12/01/2016	\$38.10	\$7.30	\$12.95	\$0.00	\$58.35
1 1		"Apprentice- LABORER"				umanana manama arawara e basunakarika diribaka asasira e ka		
ILER (OTHI PERATING ENC		N TRUCK CRANES,GRADALLS)	12/01/2014	\$21.90	\$10.00	\$14.30	\$0.00	\$46.20
BMIMO EM	JINEBIU) E	OCAL 4	06/01/2015	\$22.28	\$10.00	\$14.30	\$0.00	\$46.58
			12/01/2015	\$22.93	\$10.00	\$14.30	\$0.00	\$47.23
			06/01/2016	\$23.32	\$10.00	\$14.30	\$0.00	\$47.62
			12/01/2016	\$23.97	\$10.00	\$14.30	\$0.00	\$48.27
			06/01/2017	\$24.48	\$10.00	\$14.30	\$0.00	\$48.78
F		"Apprentice- OPERATING ENGINEERS"	12/01/2017	\$25.00	\$10.00	\$14.30	\$0.00	\$49.30
		NES, GRADALLS)	12/01/2014	P25 54	\$10.00	\$14.30	\$0.00	\$49.84
PERATING EN			06/01/2014	·		\$14.30	\$0.00	\$50.29
			12/01/2015	,		\$14.30	\$0.00	\$50.29
			06/01/2013			\$14.30	\$0.00	\$51.50
			12/01/2016			\$14.30	\$0.00	\$52.25
			06/01/2017	•		\$14.30	\$0.00	\$52.85
			12/01/2017			\$14.30	\$0.00	\$53.46
For apprenti	ce rates see	"Apprentice- OPERATING ENGINEERS"	LEIVEROVE	<i>\$25.</i> 10	\$10,00	,		4-0.70
		VEN EQUIPMENT - CLASS II	12/01/2014	\$41.99	\$10.00	\$14.30	\$0.00	\$66.29
PERATING EN	GINEERS I	OCAL 4	06/01/2015	\$42.73	\$10.00	\$14.30	\$0.00	\$67.03
			12/01/2015	\$43.97	\$10.00	\$14.30	\$0.00	\$68.27
			06/01/2016	\$44.72	\$10.00	\$14.30	\$0.00	\$69.02
			12/01/2016	\$45.95	\$10.00	\$14.30	\$0.00	\$70.25
			06/01/2017	\$46.94	\$10.00	\$14.30	\$0.00	\$71.24

PAINTERS LOCAL 35 - ZONE 2		\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
PAINTERS LOCAL 35 - ZONE 2 07/01						W/1.01
07707	1/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
• • • • • • • • • • • • • • • • • • • •	/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	1/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Annuantias	PAINTER Local 35	- RRIDGES/TANKS
Annrennce -	FAINTER LOCUI 33	- DIODODO/IMBO

Effecti Step	ive Date - percent	01/01/2015	Apprentice Base Wag	e Health	Pension	Supplemental Unemployment	Total Rate
1	50		\$23.83	\$7.85	\$0.00	\$0.00	\$31.68
2	55		\$26.21	\$7.85	\$3.66	\$0.00	\$37.72
3	60		\$28.60	\$7.85	\$3.99	\$0.00	\$40.44
4	65		\$30.98	\$7.85	\$4.32	\$0.00	\$43.15
5	70		\$33.36	\$7.85	\$14.11	\$0.00	\$55.32
6	75		\$35.75	\$7.85	\$14,44	\$0.00	\$58.04
7	80		\$38.13	\$7.85	\$14.77	\$0.00	\$60.75
8	90		\$42.89	\$7.85	\$15.44	\$0.00	\$66.18
Effect	ive Date -	07/01/2015				Supplemental	
Step	percent		Apprentice Base Wag	e Health	Pension	Unemployment	Total Rate
1	50		\$24.28	\$7.85	\$0.00	\$0.00	\$32.13
2	55		\$26.71	\$7.85	\$3.66	\$0.00	\$38.22
3	60		\$29.14	\$7.85	\$3.99	\$0.00	\$40.98
						*	
4	65		\$31.56	\$7.85	\$4.32	\$0.00	\$43.73
4 5	65 70		\$31.56 \$33.99	\$7.85 \$7.85	\$4.32 \$14.11		\$43.73 \$55.95
						\$0.00	·
5	70		\$33.99	\$7.85	\$14.11	\$0.00 \$0.00	\$55.95
5 6	70 75		\$33.99 \$36.42	\$7.85 \$7.85	\$14.11 \$14.44	\$0.00 \$0.00 \$0.00	\$55.95 \$58.71
5 6 7	70 75 80 90	madada Addida Ad	\$33.99 \$36.42 \$38.85	\$7.85 \$7.85 \$7.85	\$14.11 \$14.44 \$14.77	\$0.00 \$0.00 \$0.00 \$0.00	\$55.95 \$58.71 \$61.47

Issue Date: 04/08/2015

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2015	\$38.56	\$7.85	\$16.10	\$0.00	\$62.51
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2015	\$39.46	\$7.85	\$16.10	\$0.00	\$63.41
INE W paint rate share be dised. FAINTERS LOCAL 33 - NORE 2	01/01/2016	\$40.41	\$7.85	\$16.10	\$0.00	\$64.36
	07/01/2016	\$41.36	\$7.85	\$16.10	\$0.00	\$65.31
	01/01/2017	\$42.31	\$7.85	\$16.10	\$0.00	\$66,26

Wage Request Number: 20150408-031 Page 21 of 38

Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$19.28	\$7.85	\$0.00	\$0.00	\$27.13	
2	55		\$21.21	\$7.85	\$3.66	\$0.00	\$32.72	
3	60		\$23.14	\$7.85	\$3.99	\$0.00	\$34.98	
4	65		\$25.06	\$7.85	\$4.32	\$0.00	\$37.23	
5	70		\$26.99	. \$7.85	\$14.11	\$0.00	\$48.95	
6	75		\$28.92	\$7.85	\$14.44	\$0.00	\$51.21	
7	80		\$30.85	\$7.85	\$14.77	\$0.00	\$53.47	
8	90		\$34.70	\$7.85	\$15.44	\$0.00	\$57.99	
Effec Step	tive Date -	07/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$19.73	\$7.85	\$0.00	\$0.00	\$27.58	
2	55		\$21.70	\$7.85	\$3.66	\$0.00	\$33.21	
3	60		\$23.68	\$7.85	\$3.99	\$0.00	\$35.52	
4	65		\$25.65	\$7.85	\$4.32	\$0.00	\$37.82	
5	70		\$27.62	\$7.85	\$14.11	\$0.00	\$49.58	
6	75		\$29.60	\$7.85	\$14.44	\$0.00	\$51.89	
7	80		\$31.57	\$7.85	\$14.77	\$0.00	\$54.19	
8	90		\$35.51	\$7.85	\$15.44	\$0.00	\$58.80	
Note	s: Steps are		paraggy magamaga Alaminani, nagujuluks NASAMAS, VYSSAYN.	400,0000 0000000 00000	did demand matter and	a sangara madang nambah saa	MANA DE SERVICIO ENCOCAMO ENCOCAS	
Арр	rentice to Jo	urneyworker Ratio:1:1		and the state of the state of		-00 Y0000 - 00 000 V00 - 00 V b -000 - 0000	2000 - 1000 17 - 1100 18 - 100 18 - 110	
•		AST, REPAINT)	01/01/201	5 \$36.	62 \$7.85	\$16.10	\$0.00	\$60.5
OCAL 35 - ZO	NE 2		07/01/201	5 \$37.	52 \$7.85	\$16.10	\$0.00	\$61.4
			01/01/201	6 \$38.	4 7 \$ 7.85	\$16.10	\$0.00	\$62.4
			07/01/201	6 \$39.	42 \$7.85	\$16.10	\$0.00	\$63.3

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

Classification

Issue Date: 04/08/2015

Ste	ep :	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	***************************************	50	\$18.58	\$7.85	\$0.00	\$0.00	\$26.43	
2		55	\$20.44	\$7.85	\$3.66	\$0.00	\$31.95	
3		60	\$22.30	\$7.85	\$3.99	\$0.00	\$34.14	
4		65	\$24.15	\$7.85	\$4.32	\$0.00	\$36.32	
5		70	\$26.01	\$7.85	\$14.11	\$0.00	\$47.97	
6		75	\$27.87	\$7.85	\$14.44	\$0.00	\$50.16	
7		80	\$29.73	\$7.85	\$14.77	\$0.00	\$52.35	
8		90	\$33.44	\$7.85	\$15.44	\$0.00	\$56.73	
Ef	fective	Date - 07/01/2015				Supplemental		
Ste	ep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1		50	\$19.03	\$7.85	\$0.00	\$0.00	\$26.88	
2		55	\$20.93	\$7.85	\$3.66	\$0.00	\$32.44	
3		60	\$22.84	\$7.85	\$3.99	\$0.00	\$34.68	
4		65	\$24.74	\$7.85	\$4.32	\$0.00	\$36.91	
5		70	\$26.64	\$7.85	\$14.11	\$0.00	\$48.60	
6		75	\$28.55	\$7.85	\$14.44	\$0.00	\$50.84	
7		80	\$30.45	\$7.85	\$14.77	\$0.00	\$53.07	
8		90	\$34.25	\$7.85	\$15.44	\$0.00	\$57.54	
No	otes:	engenden, berneten, dahrtide, nebester, distantist, komitatis krimitati.	25,20035, nguyyang, nguyanga memenana, semelakan, shoot cika Miladi Sh	*//48/47 #/48/44 ######	,	annahala sakitikas Chissiala Wi	rora, survena aranna masin	
a comment of the comm	;	Steps are 750 hrs.					E I I I I I I I I I I I I I I I I I I I	
Aj	pren	ice to Journeyworker Ratio:1	:1	AND				***************************************
		USH, REPAINT)	01/01/201	5 \$35.2	2 \$7.85	\$16.10	\$0.00	\$59.17
RS LOCAL 35 -	LUNE I	;	07/01/201	5 \$36.1	2 \$7.85	\$16.10	\$0.00	\$60.0
			01/01/201	6 \$37.0	7 \$7.85	\$16.10	\$0.00	\$61.02

01/01/2017

\$38.97

\$7.85

\$16.10

\$0.00

\$62.92

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date Base Wage Health Pension

	Effecti	ve Date - 01/01/2015				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$17.61	\$7.85	\$0.00	\$0.00	\$25.46	
	2	55	\$19.37	\$7.85	\$3.66	\$0.00	\$30.88	
	3	60	\$21.13	\$7.85	\$3.99	\$0.00	\$32.97	
	4	65	\$22.89	\$7.85	\$4.32	\$0.00	\$35.06	
	5	70	\$24.65	\$7.85	\$14.11	\$0.00	\$46.61	
	6	75	\$26.42	\$7.85	\$14.44	\$0.00	\$48.71	
	7	80	\$28.18	\$7.85	\$14.77	\$0.00	\$50.80	
	8	90	\$31.70	\$7.85	\$15.44	\$0.00	\$54.99	
	Effecti	ive Date - 07/01/2015				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$18.06	\$7.85	\$0.00	\$0.00	\$25.91	
	2	55	\$19.87	\$7.85	\$3.66	\$0.00	\$31.38	
	3	60	\$21.67	\$7.85	\$3.99	\$0.00	\$33.51	
	4	65	\$23.48	\$7.85	\$4.32	\$0.00	\$35.65	
	5	70	\$25.28	\$7.85	\$14.11	\$0.00	\$47.24	
	6	75	\$27.09	\$7.85	\$14.44	\$0.00	\$49.38	
	7	80	\$28.90	\$7.85	\$14.77	\$0.00	\$51.52	
	8	90	\$32.51	\$7.85	\$15.44	\$0.00	\$55.80	
	Notes:		ar areas as a sandara can as and a sandara and a sandara and a sandara a sandara a sandara a sandara a sandara	THE RESIDENCE OF STREET, SALES	men. Christian esteller Middeliche	AND THE PROPERTY OF THE PARTY OF	chiling a michaelan Verrebreren berhabilig	
	· · · · · · · · · · · · · · · · · · ·	Steps are 750 hrs.					the lateral party of the later	
		ntice to Journeyworker Ratio:1:1	And the second s		m	1.00.000 MOTORIO		20-2 4 -030-04-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-
		UCKS DRIVER IL NO. 10 ZONE A	12/01/2014	\$32.	23 \$9.91	\$9.33	\$0.00	\$51.47
HADIZIO DOZI	ii coone	15 110. 10 50/15/1	06/01/2015	\$32.	58 \$9.91	\$9.33	\$0.00	\$51.82
			08/01/201	\$ 32.	58 \$10.41	\$9.33	\$0.00	\$52.32
			12/01/2015	\$32.	58 \$10.41	\$10.08	\$0.00	\$53.07
			06/01/2010	5 \$33.	08 \$10.41	\$10.08	\$0.00	\$53.57
			08/01/2016	\$33.	08 \$10.91	\$10.08	\$0.00	\$54.07
···			12/01/2010	5 \$33.	08 \$10.91	\$10.89	\$0.00	\$54.88
	OCK CO	NSTRUCTOR (UNDERPINNING	AND 08/01/2014	\$41.	60 \$9.80	\$18.17	\$0.00	\$69.57
ECK) Le driver lo	CAL 56 (ZC	ONE 1)	08/01/2015	5 \$43.	10 \$9.80	\$18.17	\$0.00	\$71.07
			00/04/004	4 OA1	60 \$9.80	\$18.17	\$0.00	\$69.57
LE DRIVEF	ζ.		08/01/2014	4 \$41.	UU 497.0U	Ψ.T.O ,		Ψ0,,

Supplemental Unemployment

Effective Date Base Wage Health

Effe Step	ective Date -	08/01/2014	Apprentice Base Wage	Health	Pension	Supplemental 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	
Effe Step	ective Date -	08/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$21.55	\$9.80	\$18.17	\$0.00	\$49.52	
2	60		\$25.86	\$9.80	\$18.17	\$0.00	\$53.83	
3	70		\$30.17	\$9.80	\$18.17	\$0.00	\$58.14	
4	75		\$32.33	\$9.80	\$18.17	\$0.00	\$60.30	
5	80		\$34.48	\$9.80	\$18.17	\$0.00	\$62.45	
6	80		\$34.48	\$9.80	\$18.17	\$0.00	\$62.45	
7	90		\$38.79	\$9.80	\$18.17	\$0.00	\$66.76	
8	90		\$38.79	\$9.80	\$18.17	\$0.00	\$66.76	
No	tes:	The second section of the second sections of the second sections of the second section	emerica edubilida (1.1727) graphes servicida (1114211)	regregation ——market distribution	, nynynym menemen visitish	***************************************	Marries & 12 to 2 . 12 277792 "W" W"	
7. 28. A. A.							Accept and a con-	
Ap	prentice to Jo	ourneyworker Ratio:1:3	AND			23070.2 W 41. J. 10. W Madeille	-2-2 A274000 A994000 April - A	
	EAMFITTER		03/01/201	5 \$48.6	9 \$9.70	\$16.89	\$0.00	\$75.
ERS LOCAL 5	37		09/01/201	5 \$49.6	9 \$9.70	\$16.89	\$0.00	\$76.
			03/01/201	6 \$50.6	9 \$9.70	\$16.89	\$0.00	\$77.
			09/01/201	6 \$51.6	9 \$9.70	\$16.89	\$0.00	\$78.

Classification

	Effect: Step	ive Date - 03/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	40	\$19.48	\$9.70	\$7.50	\$0.00	\$36.68	
	2	45	\$21.91	\$9.70	\$16.89	\$0.00	\$48.50	
	3	60	\$29.21	\$9.70	\$16.89	\$0.00	\$55.80	
	4	70	\$34.08	\$9.70	\$16.89	\$0.00	\$60.67	
	5	80	\$38.95	\$9.70	\$16.89	\$0.00	\$65.54	
	Effect	ive Date - 09/01/2015				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40	\$19.88	\$9.70	\$7.50	\$0.00	\$37.08	
	2	45	\$22.36	\$9.70	\$16.89	\$0.00	\$48.95	
	3	60	\$29.81	\$9.70	\$16.89	\$0.00	\$56.40	
	4	70	\$34.78	\$9.70	\$16.89	\$0.00	\$61.37	
	5	80	\$39.75	\$9.70	\$16.89	\$0.00	\$66.34	
	Notes	** 1:3; 3:15; 1:10 thereafter / Steps Refrig/AC Mechanic **1:1;1:2;2:4;		7;9:20;10:23	(Max)	WESTERN 488 (450 H 400 AS 45 A 4	and the second s	
	Appre	entice to Journeyworker Ratio:**	garanteen arrestation of the state of the st			elitekk skiest stelle 518	11.27% VARIANS, VANDAAA PARINGIN	
PELAYER	***************************************	The second secon	12/01/2014	4 \$34.85	5 \$7.30	\$12.95	\$0.00	\$55.10
BORERS - 20)	NE 1		06/01/201:	5 \$35.60	\$7.30	\$12.95	\$0.00	\$55.85
			12/01/201:	5 \$36.35	5 \$7.30	\$12.95	\$0.00	\$56.60
			06/01/2010	5 \$37.10	\$7.30	\$12.95	\$0.00	\$57.35
			12/01/2010	5 \$38.10	\$7.30	\$12.95	\$0.00	\$58.35
For apprentic	ce rates see	"Apprentice- LABORER"	and the second s				na na annana dhan'i dhala dh'i inna aka an na dhann' na anna dhala dh'i dhii inn a dhan dh	
UMBERS & G.			03/01/201	5 \$50.2	1 \$10.32	\$14.89	\$0.00	\$75.42
ONDERD & CL	ASFII IEKS	LUCAL 14	09/01/201	5 \$51.2	1 \$10.32	\$14.89	\$0.00	\$76.42
			03/01/2010	5 \$52.30	\$10.32	\$14.89	\$0.00	\$77.57
			09/01/2010	6 \$53.4	1 \$10.32	\$14.89	\$0.00	\$78.62
			03/01/201	7 \$54.43	1 \$10.32	\$14.89	\$0.00	\$79.62

Apprentice - PLUMBER/GASFITTER - Local 12

			03/01/2015						
	Effect Step	ive Date - percent		rentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	35		\$17.57	\$10.32	\$5.54	\$0.00	\$33.43	
	2	40		\$20,08	\$10.32	\$6.27	\$0.00	\$36.67	
	3	55		\$27.62	\$10.32	\$8.42	\$0.00	\$46.36	
	4	65		\$32.64	\$10.32	\$9.87	\$0.00	\$52.83	
	5	75		\$37.66	\$10.32	\$11.30	\$0.00	\$59.28	
	Effect	ive Date -	09/01/2015				Supplemental		
	Step	percent	App	rentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	35		\$17.92	\$10.32	\$5.54	\$0.00	\$33.78	
	2	40		\$20.48	\$10.32	\$6.27	\$0.00	\$37.07	
	3	55		\$28.17	\$10.32	\$8.42	\$0.00	\$46.91	
	4	65		\$33.29	\$10.32	\$9.87	\$0.00	\$53,48	
	5	75		\$38.41	\$10.32	\$11.30	\$0.00	\$60.03	
	Notes:	** 1:2; 2:6; Step4 with	3:10; 4:14; 5:19/Steps are 1 yr lic\$56.05 Step5 with lic\$62.48 reyworker Ratio:**	committee appropriate annual completion of	endergreephil, was made end. The application	18 18 18 18 18 18 18 18 18 18 18 18 18 1	TOWN AND ADDRESS SAFETON SAFE	And the state of t	
		OLS (TEMP	.)	03/01/201:	5 \$48.6	9 \$9.70	\$16.89	\$0.00	\$75.28
EFITTERS	LOCAL 537			09/01/201:	5 \$49.6	9 \$9.70	\$16.89	\$0.00	\$76.28
				03/01/2010	5 \$50.6	9 \$9.70	\$16.89	\$0.00	\$77.28
				09/01/2010	5 \$51.6	9 \$9.70	\$16.89	\$0.00	\$78.28
For appre	ntice rates see	"Apprentice- PII	EFITTER" or "PLUMBER/PIPEFITTE	03/01/201′ R"	7 \$52.6	9 \$9.70	\$16.89	\$0.00	\$79.28
		TOOL OPER	ATOR	12/01/2014	4 \$34.8	5 \$7.30	\$12.95	\$0.00	\$55.10
BORERS - Z	ZONE I			06/01/201:	5 \$35.6	0 \$7.30	\$12.95	\$0.00	\$55.85
				12/01/201:	5 \$36.3	5 \$7.30	\$12.95	\$0.00	\$56.60
				06/01/201	6 \$37.1	0 \$7.30	\$12.95	\$0.00	\$57.35
				12/01/201	6 \$38.1	0 \$7.30	\$12.95	\$0.00	\$58.35
		'Apprentice- LA	BORER"						
WDERM BORERS - Z	AAN & BLA ZONE 1	ASTER		12/01/201		0 \$7.30	\$12.95	\$0.00	\$55.85
				06/01/201:		5 \$7.30	\$12.95	\$0.00	\$56.60
				12/01/201:		0 \$7.30	\$12.95	\$0.00	\$57.35
				06/01/201			\$12.95	\$0.00	\$58.10
For appre	entice rates see	"Apprentice- LA	BORER"	12/01/201	6 \$38.8	5 \$7.30	\$12.95	\$0.00	\$59.10
		11							

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2014	\$42.39	\$10.00	\$14.30	\$0.00	\$66.69
PERATING ENGINEERS LOCAL 4	06/01/2015	\$43.14	\$10.00	\$14.30	\$0.00	\$67.44
	12/01/2015	\$44.39	\$10.00	\$14.30	\$0.00	\$68.69
	06/01/2016	\$45.14	\$10.00	\$14.30	\$0.00	\$69.44
	12/01/2016	\$46.39	\$10.00	\$14.30	\$0.00	\$70.69
	06/01/2017	\$47.39	\$10.00	\$14.30	\$0.00	\$71.69
	12/01/2017	\$48.39	\$10.00	\$14.30	\$0.00	\$72.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"			##D 00	01420	#0.00	
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	12/01/2014	\$42.39	\$10.00	\$14.30	\$0.00	\$66.69
	06/01/2015	\$43.14	\$10.00	\$14.30	\$0.00	\$67.44
	12/01/2015	\$44.39	\$10.00	\$14.30	\$0.00	\$68.69
	06/01/2016	\$45.14	\$10.00	\$14.30	\$0.00	\$69.44
	12/01/2016	\$46.39	\$10.00	\$14.30	\$0.00	\$70.69
	06/01/2017	\$47.39	\$10.00	\$14.30	\$0.00	\$71.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$48.39	\$10.00	\$14.30	\$0.00	\$72.69
UMP OPERATOR (DEWATERING, OTHER)	12/01/2014	\$29.40	\$10.00	\$14.30	\$0.00	\$53.70
PERATING ENGINEERS LOCAL 4	06/01/2015	\$29.92	\$10.00	\$14.30	\$0.00	\$54.22
	12/01/2015	\$30.79	\$10.00	\$14.30	\$0.00	\$55.09
	06/01/2016	\$31.31	\$10.00	\$14.30	\$0.00	\$55.61
	12/01/2016	\$32.18	\$10.00	\$14.30	\$0.00	\$56.48
	06/01/2017	\$32.10	\$10.00	\$14.30	\$0.00	\$57.17
	12/01/2017	\$33.56	\$10.00	\$14.30	\$0.00	\$57.86
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$33,30	\$10.00	\$14.50	φυ.υυ	φ57.60
EADY MIX CONCRETE DRIVERS after 4/30/10	07/01/2014	\$27.73	\$7.73	\$8.65	\$0.00	\$44.11
Drivers Hired After 4/30/2010) TEAMSTERS LOCAL 25c	05/01/2015	\$27.88	\$7.73	\$8.92	\$0.00	\$44.53
	07/01/2015	\$27.88	\$7.98	\$8.92	\$0.00	\$44.78
	05/01/2016	\$28.03	\$7.98	\$9.31	\$0.00	\$45.32
	07/01/2016	\$28.03	\$8.23	\$9.31	\$0.00	\$45.57
	05/01/2017	\$28.18	\$8.23	\$9.72	\$0.00	\$46.13
	07/01/2017	\$28.18	\$8.48	\$9.72	\$0.00	\$46.38
READY-MIX CONCRETE DRIVER	07/01/2014	\$29.03	\$7.73	\$8.65	\$0.00	\$45.41
EAMSTERS LOCAL 25c	05/01/2015	\$29.18	\$7.73	\$8.92	\$0.00	\$45.83
	07/01/2015	\$29.18	\$7.98	\$8.92	\$0.00	\$46.08
	05/01/2016	\$29.33	\$7.98	\$9.31	\$0.00	\$46.62
	07/01/2016	\$29.33	\$8.23	\$9.31	\$0.00	\$46.87
	05/01/2017	\$29.48	\$8.23	\$9.72	\$0.00	\$47.43
•	07/01/2017	\$29.48	\$8.48	\$9.72	\$0.00	\$47.68
RECLAIMERS				\$14.30	\$0.00	\$66.29
PERATING ENGINEERS LOCAL 4	12/01/2014	\$41.99	\$10.00			
	06/01/2015	\$42.73	\$10.00	\$14.30 \$14.20	\$0.00	\$67.03
	12/01/2015	\$43.97	\$10.00	\$14.30	\$0.00	\$68.27
	06/01/2016	\$44.72	\$10.00	\$14.30	\$0.00	\$69.02
	12/01/2016	\$45.95	\$10.00	\$14.30	\$0.00	\$70.25
	06/01/2017	\$46.94	\$10.00	\$14.30	\$0.00	\$71.24
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.93	\$10.00	\$14.30	\$0.00	\$72.23

Issue Date: 04/08/2015

Wage Request Number:

20150408-031

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RESIDEN'TIAL WOOD FRAME (All Other Work) CARPENTERS - ZONE 2 (Residential Wood)	04/01/2011	\$24.24	\$8.67	\$15.51	\$0.00	\$48.42
RESIDENTIAL WOOD FRAME CARPENTER **	05/01/2011	\$24.24	\$6.34	\$6.23	\$0.00	\$36.81

^{**} The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. CARPENTERS -ZONE

For apprentice rates see "Apprentice-OPERATING ENGINEERS"

ROOFER (Inc.Roofer Waterproofing & Roofer Damproofg)

ROOFERS LOCAL 33

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

	Appre Effect Step	ive Date - 05/01/2011	ential Wood Frame) - Zone 2 Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
	1	60	\$14.54	\$6.34	\$0.00	\$0.00	\$20.88	
	2	60	\$14.54	\$6.34	\$6.23	\$0.00	\$27.11	
	3	65	\$15.76	\$6.34	\$6.23	\$0.00	\$28.33	}
	4	70	\$16.97	\$6.34	\$6.23	\$0.00	\$29.54	ļ
	5	75	\$18.18	\$6.34	\$6.23	\$0.00	\$30.75	j.
	6	80	\$19.39	\$6.34	\$6.23	\$0.00	\$31.96	ý
	7	85	\$20.60	\$6.34	\$6.23	\$0.00	\$33.17	1
	8	90	\$21.82	\$6.34	\$6.23	\$0.00	\$34.39)
	Notes	ting the first construction of the first con	may a manufacture that are no consistent members of the	kolokia asistek lakake	I would consider the control of the	w. 28 b. (810) 40 (44854) (3.	general material material page.	
	Appro	entice to Journeyworker Ratio	D:1:5	you make you make you had to	CHARGES CONTROL CANADA			
		ED BUGGY OPERATOR	12/01/2014	4 \$34.8	5 \$7.30	\$12.95	\$0.00	\$55.10
BORERS	- ZONE I		06/01/201:	5 \$35.6	0 \$7.30	\$12.95	\$0.00	\$55.85
			12/01/201:	\$36.3	5 \$7.30	\$12.95	\$0.00	\$56.60
			06/01/2010	s37.1	0 \$7.30	\$12.95	\$0.00	\$57.35
			12/01/2010	5 \$38.1	0 \$7.30	\$12.95	\$0.00	\$58.35
		"Apprentice- LABORER"						
	JSPREADER G ENGINEERS L	/MULCHING MACHINE	12/01/2014	4 \$41.9	9 \$10.00	\$14.30	\$0.00	\$66.29
DVMIIM	G ENGINEEM) L	OCAL T	06/01/201:	5 \$42.7	3 \$10.00	\$14.30	\$0.00	\$67.03
			12/01/201:	5 \$43.9	7 \$10.00	\$14.30	\$0.00	\$68.27

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06/01/2016

12/01/2016

06/01/2017

12/01/2017

02/01/2015

08/01/2015

02/01/2016

\$44.72

\$45.95

\$46.94

\$47.93

\$40.11

\$41.01

\$41.91

\$14.30

\$14.30

\$14.30

\$14.30

\$11.60

\$11.60

\$11.60

\$10.00

\$10.00

\$10.00

\$10.00

\$10.50

\$10.50

\$10.50

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$69.02

\$70.25

\$71.24

\$72.23

\$62.21

\$63.11

\$64.01

^{2 (}Residential Wood)

Supplemental Unemployment Total Rate Pension

Effec Step	tive Date - percent	02/01/2015 Appro	entice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	The state of the s	\$20.06	\$10.50	\$3.38	\$0.00	\$33.94	
2	60		\$24.07	\$10.50	\$11.60	\$0.00	\$46.17	
3	65		\$26.07	\$10.50	\$11.60	\$0.00	\$48.17	
4	75		\$30.08	\$10.50	\$11.60	\$0.00	\$52.18	
5	85		\$34.09	\$10.50	\$11.60	\$0.00	\$56.19	
Effec	tive Date -	08/01/2015				Supplemental		
Step	percent	Appro	entice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$20.51	\$10.50	\$3.38	\$0.00	\$34.39	
2	60		\$24.61	\$10.50	\$11.60	\$0.00	\$46.71	
3	65		\$26.66	\$10.50	\$11.60	\$0.00	\$48.76	
4	75		\$30.76	\$10.50	\$11.60	\$0.00	\$52.86	
5	85		\$34.86	\$10.50	\$11.60	\$0.00	\$56.96	
	s: ** 1:5, 2:6	-10, the 1:10; Reroofing: 1:4, then 2000 hrs.; Steps 2-5 are 1000 hrs.				. Justine himsende dedeckted to	Additional control of the section of	
App		urneyworker Ratio:**	THE STATE OF STREET		the deliveries formance viscospies	2492 1255 1277 274 2777 2777 2777	Commence of the contrast 255,057,775	
	LE / PRECA	AST CONCRETE	02/01/201	5 \$40.	36 \$10.50	\$11.60	\$0.00	\$62.46
ERS LOCAL 33			08/01/201	5 \$41.	26 \$10.50	\$11.60	\$0.00	\$63.36
or apprentice rates se	e "Apprentice- F	COOFER"	02/01/201	6 \$42.	16 \$10.50	\$11.60	\$0.00	\$64.26
TMETAL WOI			02/01/201	5 \$43.	28 \$10.20	\$20.54	\$2.22	\$76.24
METAL WORKERS	LOCAL 17 - A		08/01/201	5 \$44.	28 \$10.20	\$20.54	\$2.22	\$77.24
			02/01/201	6 \$45.	28 \$10.20	\$20.54	\$2.22	\$78.24
			08/01/201	6 \$46.	43 \$10.20	\$20.54	\$2.22	\$79.39
			02/01/201	7 \$47.	.53 \$10.20	\$20.54	\$2.22	\$80.49
			08/01/201	7 \$48.	.63 \$10.20	\$20.54	\$2.22	\$81.59
			02/01/201	8 \$49.	.78 \$10.20	\$20.54	\$2.22	\$82.74

Effective Date Base Wage Health Pension Supplemental Total Rate Unemployment

Classification

PAINTERS LOCAL 35 - ZONE 2

Step percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra
1 40	\$17.31	\$10.20	\$4.58	\$0.00	\$32.0
2 40	\$17.31	\$10.20	\$4.58	\$0.00	\$32.0
3 45	\$19.48	\$10.20	\$9.09	\$1.16	\$39.9
4 45	\$19.48	\$10.20	\$9.09	\$1.16	\$39.9
5 50	\$21.64	\$10.20	\$9.91	\$1.25	\$43.0
6 50	\$21.64	\$10.20	\$10.16	\$1.26	\$43.2
7 60	\$25.97	\$10.20	\$11.55	\$1.43	\$49.1
8 65	\$28.13	\$10.20	\$12.38	\$1.52	\$52.2
9 75	\$32.46	\$10.20	\$14.02	\$1.70	\$58.3
10 85	\$36.79	\$10.20	\$15.16	\$1.86	\$64.0
Effective Date - 08/01/2015				Supplemental	
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra
1 40	\$17.71	\$10.20	\$4.58	\$0.00	\$32.4
2 40	\$17.71	\$10.20	\$4.58	\$0.00	\$32.4
3 45	\$19.93	\$10.20	\$9.09	\$1.18	\$40.4
4 45	\$19.93	\$10.20	\$9.09	\$1.18	\$40.4
5 50	\$22.14	\$10.20	\$9.91	\$1.27	\$43.
6 50	\$22.14	\$10.20	\$10.16	\$1.28	\$43.
7 60	\$26.57	\$10.20	\$11.55	\$1.45	\$49.
8 65	\$28.78	\$10.20	\$12.38	\$1.54	\$52.
9 75	\$33.21	\$10.20	\$14.02	\$1.72	\$59.
10 85	\$37.64	\$10.20	\$15.16	\$1.89	\$64.
Notes:	naman kamanan menanan dianakan menanan membeni menutut manusi manus	COOSE ASSET AVAI	is 13 - 1,334 given to, septembed with specification	e Apromiser distances in account consist	
Steps are 6 mos.					

 Issue Date:
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 Wage Request Number:
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Apprentice - SIGN ERECTOR - Local 35 Zone 2

		ntice - SIGN ERECTOR - Local 5. ive Date - 06/01/2013	20.,02			Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98	······································
	2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72	
	3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01	
	4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30	
	5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19	
	6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48	
	7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77	
	8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06	
	9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35	
	Notes:	and the control of the second	P. China Greeks and J. Share most forward	man et englis en militaris (i. e. e. e. e. e. e.	ting the second of the second	Survival of addison West Scidence	NONE AND A SERVICE OF THE SERVICE	
		Steps are 4 mos.					Acres / passessory	
	Appre	ntice to Journeyworker Ratio:1:1	and which is a second of the second seconds of the second seconds.	State Produk Schools				
		H MOVING EQUIP < 35 TONS	12/01/2014	\$32.6	9 \$9.91	\$9.33	\$0.00	\$51.93
TEAMSTERS JOI	INT COUNC	IL NO. 10 ZONE A	06/01/2015	5 \$33.0	4 \$9.91	\$9.33	\$0.00	\$52.28
			08/01/2015	5 \$33.0	4 \$10.41	\$9.33	\$0.00	\$52.78
			12/01/2015	5 \$33.0	4 \$10.41	\$10.08	\$0.00	\$53.53
			06/01/2016	5 \$33.5	4 \$10.41	\$10.08	\$0.00	\$54.03
			08/01/2016	5 \$33.5	4 \$10.91	\$10.08	\$0.00	\$54.53
			12/01/2016	\$33.5	4 \$10.91	\$10.89	\$0.00	\$55.34
		H MOVING EQUIP > 35 TONS	12/01/2014	4 \$32.9	8 \$9.91	\$9.33	\$0.00	\$52.22
TEAMSTERS JOI	INT COUNC	IL NO. 10 ZONE A	06/01/2015	5 \$33.3	3 \$9.91	\$9.33	\$0.00	\$52.57
			08/01/2015	5 \$33.3	3 \$10.41	\$9.33	\$0.00	\$53.07
			12/01/2015	5 \$33.3	3 \$10.41	\$10.08	\$0.00	\$53.82
			06/01/2016	5 \$33.8	3 \$10.41	\$10.08	\$0.00	\$54.32
			08/01/2016	5 \$33.8	3 \$10.91	\$10.08	\$0.00	\$54.82
			12/01/2016	5 \$33.8	3 \$10.91	\$10.89	\$0.00	\$55.63
SPRINKLER		N/A/	03/01/201:	5 \$54.4	3 \$8.42	\$14.90	\$0.00	\$77.75
SPRINKLER FIT	TERS LOCA	L 550 - (Section A) Zone 1	10/01/201:	5 \$55.5		\$14.90	\$0.00	\$78.90
			01/01/2016	5 \$55.5	8 \$8.67	\$15.05	\$0.00	\$79.30
			03/01/2016	5 \$56.5	8 \$8.67	\$15.05	\$0.00	\$80.30
			10/01/2016			\$15.05	\$0.00	\$81.45
			20.02.00					

Effectiv	ve Date -	03/01/2015				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	35		\$19.05	\$8.42	\$8.40	\$0.00	\$35.87	
2	40		\$21.77	\$8.42	\$8.40	\$0.00	\$38.59	
3	45		\$24.49	\$8.42	\$8.40	\$0.00	\$41.31	
4	50		\$27.22	\$8.42	\$8.40	\$0.00	\$44.04	
5	55		\$29.94	\$8.42	\$8.40	\$0.00	\$46.76	
6	60		\$32.66	\$8.42	\$8.40	\$0.00	\$49.48	
7	65		\$35.38	\$8.42	\$8.40	\$0.00	\$52.20	
8	70		\$38.10	\$8.42	\$8.40	\$0.00	\$54.92	
9	75		\$40.82	\$8.42	\$8.40	\$0.00	\$57.64	
10	80		\$43.54	\$8.42	\$8.40	\$0.00	\$60.36	
Effective Step	ve Date - percent	10/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	35		\$19.45	\$8.42	\$8.40	\$0.00	\$36.27	
2	40		\$22,23	\$8.42	\$8.40	\$0.00	\$39.05	
3	45		\$25.01	\$8.42	\$8.40	\$0.00	\$41.83	
4	50		\$27.79	\$8.42	\$8.40	\$0.00	\$44.61	
5	55		\$30.57	\$8.42	\$8.40	\$0.00	\$47.39	
6	60		\$33.35	\$8.42	\$8.40	\$0.00	\$50.17	
7	65		\$36.13	\$8.42	\$8.40	\$0.00	\$52.95	
8	70		\$38.91	\$8.42	\$8.40	\$0.00	\$55.73	
9	75		\$41.69	\$8.42	\$8.40	\$0.00	\$58.51	
10	80		\$44.46	\$8.42	\$8.40	\$0.00	\$61.28	
in the second se	Apprentice 40/45/50/3 Steps are	entered prior 9/30/10: 55/60/65/70/75/80/85 850 hours		AND STATE OF				
		irneyworker Katio:1:5				***		
								\$66.29
								\$67.03
								\$68.27
			06/01/201	6 \$44.	72 \$10.00	\$14.30	\$0.00	\$69.02
			12/01/201 06/01/201	.6 \$45.	95 \$10.00	\$14.30	\$0.00 \$0.00	\$70.25 \$71.24
	Step 1 2 3 4 5 6 7 8 9 10 Effective 1 2 3 4 5 6 7 8 9 10 Notes:	1 35 2 40 3 45 4 50 5 55 6 60 7 65 8 70 9 75 10 80 Effective Date - Step percent 1 35 2 40 3 45 4 50 5 55 6 60 7 65 8 70 9 75 10 80 Notes: Apprentice 40/45/50/ Steps are	Step percent 1	Step percent Apprentice Base Wage 1 35 \$19.05 2 40 \$21.77 3 45 \$24.49 4 50 \$27.22 5 55 \$29.94 6 60 \$32.66 7 65 \$35.38 8 70 \$38.10 9 75 \$40.82 10 80 \$43.54 Effective Date - 10/01/2015 Step percent Apprentice Base Wage 1 35 \$19.45 2 40 \$22.23 3 45 \$25.01 4 50 \$27.79 5 55 \$30.57 6 60 \$33.35 7 65 \$36.13 8 70 \$38.91 9 75 \$41.69 10 80 \$44.46 ROPERATOR VEERS LOCAL 4 Obioint paper mite to Journeyworker Ratio:1:3	Step percent Apprentice Base Wage Health 1 35 \$19.05 \$8.42 2 40 \$21.77 \$8.42 3 45 \$24.49 \$8.42 4 50 \$27.22 \$8.42 5 55 \$29.94 \$8.42 6 60 \$32.66 \$8.42 7 65 \$335.38 \$8.42 8 70 \$38.10 \$8.42 9 75 \$40.82 \$8.42 10 80 \$43.54 \$8.42 Efter Use Date - 10/01/2015 \$40.82 \$8.42 Ettep percent Apprentice Base Wage Health 1 35 \$19.45 \$8.42 2 40 \$22.23 \$8.42 3 45 \$25.01 \$8.42 4 50 \$27.79 \$8.42 5 55 \$30.57 \$8.42 6 60 \$33.35 \$8.42 9	Step percent	Step percent	Step percent

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	12/01/2014	\$41.99	\$10.00	\$14.30	\$0.00	\$66.29
OPERATING ENGINEERS LOCAL 4	06/01/2015	\$42.73	\$10.00	\$14.30	\$0.00	\$67.03
	12/01/2015	\$43.97	\$10.00	\$14.30	\$0.00	\$68.27
	06/01/2016	\$44.72	\$10.00	\$14.30	\$0.00	\$69.02
	12/01/2016	\$45.95	\$10.00	\$14.30	\$0.00	\$70.25
	06/01/2017	\$46.94	\$10.00	\$14.30	\$0.00	\$71.24
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.93	\$10.00	\$14.30	\$0.00	\$72.23
TELECOMMUNICATION TECHNICIAN	03/01/2015	\$33.88	\$13.00	\$13.70	\$0.00	\$60,58
ELECTRICIANS LOCAL 103	09/01/2015	\$34.60	\$13.00	\$13.72	\$0.00	\$61.32
	03/01/2016	\$35.31	\$13.00	\$13.74	\$0.00	\$62.05

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40	\$13.55	\$13.00	\$0.41	\$0.00	\$26.96
2	40	\$13.55	\$13.00	\$0.41	\$0.00	\$26.96
3	45	\$15.25	\$13.00	\$10.87	\$0.00	\$39.12
4	45	\$15.25	\$13.00	\$10.87	\$0.00	\$39.12
5	50	\$16.94	\$13.00	\$11.11	\$0.00	\$41.05
6	55	\$18.63	\$13.00	\$11.38	\$0.00	\$43.01
7	60	\$20.33	\$13.00	\$11.64	\$0.00	\$44.97
8	65	\$22.02	\$13.00	\$11.89	\$0.00	\$46.91
9	70	\$23.72	\$13.00	\$12.15	\$0.00	\$48.87
10	75	\$25.41	\$13.00	\$12.41	\$0.00	\$50.82
Effecti	ive Date - 09/01/2015				Supplemental	
E ffect i Step	ive Date - 09/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
		Apprentice Base Wage	Health	Pension \$0.42		Total Rate
Step	percent				Unemployment	
Step 1	percent 40	\$13.84	\$13.00	\$0.42	Unemployment \$0.00	\$27.26 \$27.26
Step 1 2	percent 40 40	\$13.84 \$13.84	\$13.00 \$13.00	\$0.42 \$0.42	\$0.00 \$0.00	\$27.26 \$27.26 \$39.45
Step 1 2 3	percent 40 40 45	\$13.84 \$13.84 \$15.57	\$13.00 \$13.00 \$13.00	\$0.42 \$0.42 \$10.88	\$0.00 \$0.00 \$0.00	\$27.26 \$27.26 \$39.45 \$39.45
Step 1 2 3 4	percent 40 40 45 45	\$13.84 \$13.84 \$15.57 \$15.57	\$13.00 \$13.00 \$13.00 \$13.00	\$0.42 \$0.42 \$10.88 \$10.88	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$27.26 \$27.26 \$39.45 \$39.45
Step 1 2 3 4 5	percent 40 40 45 45 50	\$13.84 \$13.84 \$15.57 \$15.57 \$17.30	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.42 \$0.42 \$10.88 \$10.88 \$11.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$27.26 \$27.26 \$39.45 \$39.45 \$41.44
Step 1 2 3 4 5 6	percent 40 40 45 45 50 55	\$13.84 \$13.84 \$15.57 \$15.57 \$17.30 \$19.03	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.42 \$0.42 \$10.88 \$10.88 \$11.14 \$11.39	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$27.26 \$27.26 \$39.45 \$39.45 \$41.44 \$43.42
Step 1 2 3 4 5 6 7	percent 40 40 45 45 50 55 60	\$13.84 \$13.84 \$15.57 \$15.57 \$17.30 \$19.03 \$20.76	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.42 \$0.42 \$10.88 \$10.88 \$11.14 \$11.39 \$11.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$27.26 \$27.26 \$39.45 \$39.45 \$41.44 \$43.42 \$45.41

Apprentice to Journeyworker Ratio:1:1

Classification		Effective Dat	te Base Wago	e Health	Pension	Supplemental Unemployment	Total Rate		
ERRAZZO FI				02/01/2015	\$47,90	\$10.18	\$18.50	\$0.00	\$76.58
ICKLAYERS LO	CAL 3 - M	AKBLE & TIL	E	08/01/2015	\$48.80	\$10.18	\$18.57	\$0.00	\$77.55
				02/01/2016	\$49.37	\$10.18	\$18.57	\$0.00	\$78.12
				08/01/2016	\$50.27	\$10.18	\$18.65	\$0.00	\$79.10
				02/01/2017	\$50.84	\$10.18	\$18.65	\$0.00	\$79.67
	Appre Effect	ntice - TE	ERRAZZO FINISHER - Loc 02/01/2015	al 3 Marble & Tile			Supplementa	1	
	Step	percent		Apprentice Base Wage	Health	Pension	Unemploymen		
	1	50		\$23,95	\$10.18	\$18.50	\$0.00	\$52.63	
	2	60			\$10.18	\$18.50	\$0.00		
	3	70			\$10.18	\$18.50	\$0.00		
	4	80		•	\$10.18	\$18.50	\$0.00	Ť	
	5	90			\$10.18	\$18.50	\$0.00		
	Effect Step	ive Date -	08/01/2015	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
	1	50		\$24.40	\$10.18	\$18.57	\$0.00		
	2	60		\$24.40 \$29.28		\$18.57	\$0.00		
	3			•	\$10.18				
		70		\$34.16	\$10.18	\$18.57	\$0.00		
	4	80			\$10.18	\$18.57	\$0.00		
	5	90		\$43.92	\$10.18	\$18.57	\$0.00	\$72.67	
	Notes							, strans-	
	£	in washeri mweethe wi-		saga aggas sa sa sagag agramma semenda sadakad sa	angen anneae comme en	and the second s	salan salah dalam	Section Committee of the Committee of th	
			urneyworker Ratio:1:3	And a great of the second seco					
EST BORING BORERS - FOUR			E	12/01/2014		\$7.30	\$13.15	\$0.00	\$56.40
				06/01/2015			\$13.15	\$0.00	\$57.15
				12/01/2015		\$7.30	\$13.15	\$0.00	\$57.90
				06/01/2016		\$7.30	\$13.15	\$0.00	\$58.65
Parity :*		H A	A DODED!	12/01/2016	\$39.20	\$7.30	\$13.15	\$0.00	\$59.65
For apprentice						A= ^^	010 15	ድ ስ ስስ	055.3
EST BORING				12/01/2014			\$13.15	\$0.00	\$55.12
BORERS - FOU	11111111111111			06/01/2015	\$35.42		\$13.15	\$0.00	\$55.87
BORERS - FOU	110111101							W. C. A. & M. A.	\$56.62
BORERS - FOU	110211101			12/01/2015			\$13.15	\$0.00	A
BORERS - FOU.				06/01/2016	\$36.92	\$7.30	\$13.15	\$0.00	\$57.37
		"Annrentice I	AROPER"		\$36.92	\$7.30			\$57.37 \$58.37
For apprentice	e rates see		.ABORER"	06/01/2016 12/01/2016	\$36.92 5 \$37.92	\$7.30 \$7.30	\$13.15 \$13.15	\$0.00 \$0.00	\$58.37
For apprentice	e rates see	RER		06/01/2016 12/01/2016 12/01/2014	\$36.92 \$37.92 4 \$34.55	\$7.30 \$7.30 \$7.30	\$13.15 \$13.15 \$13.15	\$0.00 \$0.00 \$0.00	\$58.37 \$55.00
For apprentice	e rates see	RER		06/01/2016 12/01/2016 12/01/2019 06/01/2015	\$36.92 \$37.92 4 \$34.55 \$35.30	\$7.30 \$7.30 \$7.30 \$7.30	\$13.15 \$13.15 \$13.15 \$13.15	\$0.00 \$0.00 \$0.00 \$0.00	\$58.37 \$55.00 \$55.75
For apprentice EST BORING	e rates see	RER		06/01/2016 12/01/2016 12/01/2014 06/01/2015 12/01/2015	\$36.92 \$37.92 4 \$34.55 \$ \$35.30 \$ \$36.05	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$13.15 \$13.15 \$13.15 \$13.15 \$13.15	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$58.37 \$55.00 \$55.75 \$56.50
For apprentice EST BORING	e rates see	RER		06/01/2016 12/01/2016 12/01/2019 06/01/2015	\$36.92 \$37.92 4 \$34.55 \$ \$35.30 5 \$36.05 6 \$36.80	\$7.30 \$7.30 \$7.30 \$7.30 \$7.30 \$7.30	\$13.15 \$13.15 \$13.15 \$13.15	\$0.00 \$0.00 \$0.00 \$0.00	\$58.37 \$55.00 \$55.75

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS/PORTABLE STEAM GENERATORS	12/01/2014	\$41.99	\$10.00	\$14.30	\$0.00	\$66.29
OPERATING ENGINEERS LOCAL 4	06/01/2015	\$42.73	\$10.00	\$14.30	\$0.00	\$67.03
	12/01/2015	\$43.97	\$10.00	\$14.30	\$0.00	\$68.27
	06/01/2016	\$44.72	\$10.00	\$14.30	\$0.00	\$69.02
	12/01/2016	\$45.95	\$10.00	\$14.30	\$0.00	\$70.25
	06/01/2017	\$46.94	\$10.00	\$14.30	\$0.00	\$71.24
	12/01/2017	\$47.93	\$10.00	\$14.30	\$0.00	\$72.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT teamsters joint council no. 10 zone a	12/01/2014	\$33.27	\$9.91	\$9.33	\$0.00	\$52.51
1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	06/01/2015	\$33.62	\$9.91	\$9.33	\$0.00	\$52.86
	08/01/2015	\$33.62	\$10.41	\$9.33	\$0.00	\$53.36
	12/01/2015	\$33.62	\$10,41	\$10.08	\$0.00	\$54.11
	06/01/2016	\$34.12	\$10.41	\$10.08	\$0.00	\$54.61
	08/01/2016	\$34.12	\$10.91	\$10.08	\$0.00	\$55.11
	12/01/2016	\$34.12	\$10.91	\$10.89	\$0.00	\$55.92
TUNNEL WORK - COMPRESSED AIR	12/01/2014	\$46.83	\$7.30	\$13.55	\$0.00	\$67.68
LABORERS (COMPRESSED AIR)	06/01/2015	\$47.58	\$7.30	\$13.55	\$0.00	\$68.43
	12/01/2015	\$48.33	\$7.30	\$13.55	\$0.00	\$69.18
	06/01/2016	\$49.08	\$7.30	\$13.55	\$0.00	\$69.93
	12/01/2016	\$50.08	\$7.30	\$13.55	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/01/2014	\$48.83	\$7.30	\$13.55	\$0.00	\$69.68
LABORERS (COMPRESSED AIR)	06/01/2015	\$49.58	\$7. 30	\$13.55	\$0.00	\$70.43
	12/01/2015	\$50.33	\$7.30	\$13.55	\$0.00	\$71.18
	06/01/2016	\$51.08	\$7.30	\$13.55	\$0.00	\$71.93
	12/01/2016	\$52.08	\$7.30	\$13.55	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"			······································			
TUNNEL WORK - FREE AIR laborers (free air tunnel)	12/01/2014	\$38.90	\$7.30	\$13.55	\$0.00	\$59.75
ENDONES WE FREE AIR TORNED)	06/01/2015	\$39.65	\$7.30	\$13.55	\$0.00	\$60.50
	12/01/2015	\$40.40	\$7.30	\$13.55	\$0.00	\$61.25
	06/01/2016	\$41.15	\$7.30	\$13.55	\$0.00	\$62.00
	12/01/2016	\$42.15	\$7.30	\$13.55	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"	, , , , , , , , , , , , , , , , , , ,	-		**************************************		
TUNNEL WORK - FREE AIR (HAZ. WASTE) laborers (free air tunnel.)	12/01/2014	\$40.90	\$7.30	\$13.55	\$0.00	\$61.75
	06/01/2015	\$41.65	\$7.30	\$13.55	\$0.00	\$62.50
	12/01/2015	\$42.40	\$7.30	\$13.55	\$0.00	\$63.25
	06/01/2016	\$43.15	\$7.30	\$13.55	\$0.00	\$64.00
The state of the s	12/01/2016	\$44.15	\$7.30	\$13.55	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"		A.A	00.01	60.22	<i>የ</i> ሶ ለሰ	
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2014	\$32.69	\$9.91	\$9.33	\$0.00	\$51.93
	06/01/2015	\$33.04	\$9.91	\$9.33	\$0.00	\$52.28
	08/01/2015	\$33.04	\$10.41	\$9.33	\$0.00	\$52.78
	12/01/2015	\$33.04	\$10.41	\$10.08	\$0.00	\$53.53
	06/01/2016	\$33.54	\$10.41	\$10.08	\$0.00	\$54.03
	08/01/2016	\$33.54	\$10.91	\$10.08	\$0.00	\$54.53
	12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR	12/01/2014	\$34.85	\$7.30	\$12.95	\$0.00	\$55.10
LABORERS - ZONE 1	06/01/2015	\$35.60	\$7.30	\$12.95	\$0.00	\$55.85
	12/01/2015	\$36.35	\$7.30	\$12.95	\$0.00	\$56.60
	06/01/2016	\$37.10	\$7.30	\$12.95	\$0.00	\$57.35
	12/01/2016	\$38.10	\$7.30	\$12.95	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						· · · · · · · · · · · · · · · · · · ·
WASTE WATER PUMP OPERATOR	12/01/2014	\$42.39	\$10.00	\$14.30	\$0.00	\$66.69
OPERATING ENGINEERS LOCAL 4	06/01/2015	\$43.14	\$10.00	\$14.30	\$0.00	\$67.44
	12/01/2015	\$44.39	\$10.00	\$14.30	\$0.00	\$68.69
	06/01/2016	\$45.14	\$10.00	\$14.30	\$0.00	\$69.44
	12/01/2016	\$46.39	\$10.00	\$14.30	\$0.00	\$70.69
	06/01/2017	\$47.39	\$10.00	\$14.30	\$0.00	\$71.69
	12/01/2017	\$48.39	\$10.00	\$14.30	\$0.00	\$72.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER	03/01/2015	\$50.21	\$10.32	\$14.89	\$0.00	\$75.42
PLUMBERS & GASFITTERS LOCAL 12	09/01/2015	\$51.21	\$10.32	\$14.89	\$0.00	\$76.42
	03/01/2016	\$52.36	\$10.32	\$14.89	\$0.00	\$77.57
	09/01/2016	\$53.41	\$10.32	\$14.89	\$0.00	\$78.62
	03/01/2017	\$54.41	\$10.32	\$14.89	\$0.00	\$79.62
For apprentice rates see "Apprentice-PLUMBER/PIPEFITTER" or "PLUMBER/GASF	ITTER"					

Additional Apprentice information:

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

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

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

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^{**} Multiple ratios are listed in the comment field.

^{***} APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

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