

**TOWN OF ARLINGTON MASSACHUSETTS
INVITATION TO BID # 15-36
HARDY ELEMENTARY SCHOOL PLAYGROUND REPAIR**

Sealed bids are invited and will be received by the Town Manager, Town of Arlington, Massachusetts, until **11:00 A.M., Thursday, August 27, 2015** 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:HARDY ELEMENTARY SCHOOL PLAYGROUND REPAIR, BID # 15-36, THURSDAY, AUGUST 27, 2015, 11:00A.M.**

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.30B.

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.

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: August 12, 2015

BID PROPOSAL FORM

BID #15-36

PROJECT: Hardy Elementary School Playground Equipment Repair, 52 Lake Street, Arlington, MA

DATE: THURSDAY AUGUST 27, 2015 @ 11:00 A.M.

Pursuant to and in compliance with the proposed Contract Documents dated August 12, 2015 relating to the above referenced project, the undersigned, hereby proposes and agrees to furnish all labor and materials and perform all work within the time stated and in strict accordance with the proposed Contract Documents

ADDENDA: _____

\$ _____ TOTAL BID PRICE

FIRM NAME _____

ADDRESS _____

PHONE NO. _____

FAX NO. _____

EMAIL _____

AUTHORIZED SIGNATURE _____

PRINT AUTHORIZED NAME _____

Insurance Certificates will be required with contract.

Hardy Elementary School Playground Repair

Specifications:

Columbia Cascade Structure, site visit strongly encouraged.

1. Remove the existing decks and replace with new thermoplastic-coated perforated steel decks and clamps, include removing the broken chime panel and the kids bench/baluster wall. Please note several of the barrier/elements will have to be removed and reinstalled to remove the decks. The kick plates are to remain.
2. Remove the 2-5 year old age appropriate sign panel and install a new 5-12 year old panel.
3. Furnish and install corner handles at the double slide. Remove the existing ring climber, furnish and install a new arch ring climber with corner handles, # 1674-4-21-PL, color is to be evergreen. Furnish and install a new guard rail, slide enclosure, at the 48" curved slide. The corner handles are to be evergreen and the guard rail enclosure is to be yellow. The corner handles are to be Model # 90-39-02. The slide enclosure is to Model # 1613-A210
4. Remove and replace the Crawl Tunnel and replacement panels, model # 1699-PL-M. If the clear crawl tunnel is no longer made, the slide and panels will be yellow
5. 5-12 year old Landscape Structure
 - A. Remove and replace the suspension bridge cables, # 121376
 - B. Remove and replace the cables/hardware at the fish net climber, at the chimney climber, and the wavy web. It is estimated that 20 cables will be necessary.
 - C. Furnish and install the missing hardware at the air dancer, 116942, 100353
 - D. Remove the 3 disc challenges and replace with new. The lower chains are to be retrofitted to attach to the existing concrete footing.
 - E. Remove and replace the existing swing parts with new, including 4 belt seats, 2 enclosed seats, tender coated chain, upper hangers and new attachment hardware.
6. Remove the cracked slats at the Dumor benches and install new 71" slats, cedar color, 0-TRAP-71PLC, estimated that 25 slats will be required.
7. Remove and replace the pod bridge, all from LSI with new hardware & parts.

NOTE: all materials are to be delivered and installed in the same mobilizations. All materials are to be delivered to the site; received and off loaded by others. The old parts are to be disposed of in on site dumpsters.

Notes:

1. Presume water, electricity, and disposal (on site dumpster).
2. All areas will be closed for play during the work.
3. Presume truck and equipment access to all working areas.
4. Presume normal working hours; Mon-Fri 7:00 am-3:30 pm. No weekend, holiday or overtime hours are included.

CERTIFICATE OF NON-COLLUSION

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

(Signature of individual submitting bid or proposal)

(Name of individual submitting bid or proposal)

Name of Business

Date

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

Social Security Number or
Federal Identification Number

Signature of Individual or Responsible
Corporate Officer and Title

NON-COLLUSION FORMS
MUST BE SIGNED AND
SUBMITTED WITH BID

From: "MA Prevailing Wage" <prevailingwages@state.ma.us>
To: dlanzillotti@town.arlington.ma.us
Date: 08/10/2015 04:41 PM
Subject: Prevailing wage schedule for Wage Request number :20150810-041

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.

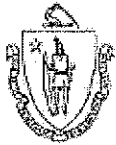
APPROVAL/DENIAL COMMENTS

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e-mail and destroy all copies of the original message. Thank you.

Attachments:

File: 20150810-041.pdf Size: 166k Content Type: application/pdf



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

Prevailing Wage Rates

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

CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

RONALD L. WALKER, II
Secretary

WILLIAM D. MCKINNEY
Director

Awarding Authority: Town of Arlington
Contract Number: 15-36 **City/Town:** ARLINGTON
Description of Work: Repair and/or replacement playground equipment at the Hardy Elementary School as required.
Job Location: 52 Lake street

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.

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|--|-----------|---------|---------|---------------------------|------------|
| Construction | | | | | | |
| (2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 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 <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 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 <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 08/01/2015 | \$32.94 | \$10.41 | \$9.33 | \$0.00 | \$52.68 |
| | 12/01/2015 | \$32.94 | \$10.41 | \$10.08 | \$0.00 | \$53.43 |
| | 06/01/2016 | \$33.44 | \$10.41 | \$10.08 | \$0.00 | \$53.93 |
| | 08/01/2016 | \$33.44 | \$10.91 | \$10.08 | \$0.00 | \$54.43 |
| | 12/01/2016 | \$33.44 | \$10.91 | \$10.89 | \$0.00 | \$55.24 |
| ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$88.29 | \$9.80 | \$19.23 | \$0.00 | \$117.32 |
| AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i> | 06/01/2015 | \$35.85 | \$7.30 | \$13.20 | \$0.00 | \$56.35 |
| | 12/01/2015 | \$36.60 | \$7.30 | \$13.20 | \$0.00 | \$57.10 |
| | 06/01/2016 | \$37.35 | \$7.30 | \$13.20 | \$0.00 | \$57.85 |
| | 12/01/2016 | \$38.35 | \$7.30 | \$13.20 | \$0.00 | \$58.85 |
| | For apprentice rates see "Apprentice- LABORER" | | | | | |
| ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | 06/01/2015 | \$33.43 | \$10.40 | \$5.95 | \$0.00 | \$49.78 |
| | 12/01/2015 | \$34.38 | \$10.40 | \$5.95 | \$0.00 | \$50.73 |
| ASPHALT RAKER <i>LABORERS - ZONE 1</i> | 06/01/2015 | \$35.35 | \$7.30 | \$13.20 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.10 | \$7.30 | \$13.20 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.85 | \$7.30 | \$13.20 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.85 | \$7.30 | \$13.20 | \$0.00 | \$58.35 |
| | For apprentice rates see "Apprentice- LABORER" | | | | | |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2015 | \$42.83 | \$10.00 | \$14.55 | \$0.00 | \$67.38 |
| | 12/01/2015 | \$44.08 | \$10.00 | \$14.55 | \$0.00 | \$68.63 |
| | 06/01/2016 | \$44.83 | \$10.00 | \$14.55 | \$0.00 | \$69.38 |
| | 12/01/2016 | \$46.08 | \$10.00 | \$14.55 | \$0.00 | \$70.63 |
| | 06/01/2017 | \$47.08 | \$10.00 | \$14.55 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$48.08 | \$10.00 | \$14.55 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2015 | \$42.83 | \$10.00 | \$14.55 | \$0.00 | \$67.38 |
| | 12/01/2015 | \$44.08 | \$10.00 | \$14.55 | \$0.00 | \$68.63 |
| | 06/01/2016 | \$44.83 | \$10.00 | \$14.55 | \$0.00 | \$69.38 |
| | 12/01/2016 | \$46.08 | \$10.00 | \$14.55 | \$0.00 | \$70.63 |
| | 06/01/2017 | \$47.08 | \$10.00 | \$14.55 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$48.08 | \$10.00 | \$14.55 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i> | 06/01/2015 | \$35.35 | \$7.30 | \$13.20 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.10 | \$7.30 | \$13.20 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.85 | \$7.30 | \$13.20 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.85 | \$7.30 | \$13.20 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i> | 06/01/2015 | \$35.85 | \$7.30 | \$13.20 | \$0.00 | \$56.35 |
| | 12/01/2015 | \$36.60 | \$7.30 | \$13.20 | \$0.00 | \$57.10 |
| | 06/01/2016 | \$37.35 | \$7.30 | \$13.20 | \$0.00 | \$57.85 |
| | 12/01/2016 | \$38.35 | \$7.30 | \$13.20 | \$0.00 | \$58.85 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BOILER MAKER <i>BOILERMAKERS LOCAL 29</i> | 01/01/2015 | \$40.32 | \$6.97 | \$16.21 | \$0.00 | \$63.50 |
| | 01/01/2016 | \$41.62 | \$6.97 | \$16.21 | \$0.00 | \$64.80 |
| | 01/01/2017 | \$42.92 | \$6.97 | \$16.21 | \$0.00 | \$66.10 |

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 65 | \$26.21 | \$6.97 | \$10.54 | \$0.00 | \$43.72 |
| 2 | 65 | \$26.21 | \$6.97 | \$10.54 | \$0.00 | \$43.72 |
| 3 | 70 | \$28.22 | \$6.97 | \$11.35 | \$0.00 | \$46.54 |
| 4 | 75 | \$30.24 | \$6.97 | \$12.16 | \$0.00 | \$49.37 |
| 5 | 80 | \$32.26 | \$6.97 | \$12.97 | \$0.00 | \$52.20 |
| 6 | 85 | \$34.27 | \$6.97 | \$13.78 | \$0.00 | \$55.02 |
| 7 | 90 | \$36.29 | \$6.97 | \$14.59 | \$0.00 | \$57.85 |
| 8 | 95 | \$38.30 | \$6.97 | \$15.40 | \$0.00 | \$60.67 |

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 65 | \$27.05 | \$6.97 | \$10.54 | \$0.00 | \$44.56 |
| 2 | 65 | \$27.05 | \$6.97 | \$10.54 | \$0.00 | \$44.56 |
| 3 | 70 | \$29.13 | \$6.97 | \$11.35 | \$0.00 | \$47.45 |
| 4 | 75 | \$31.22 | \$6.97 | \$12.16 | \$0.00 | \$50.35 |
| 5 | 80 | \$33.30 | \$6.97 | \$12.97 | \$0.00 | \$53.24 |
| 6 | 85 | \$35.38 | \$6.97 | \$13.78 | \$0.00 | \$56.13 |
| 7 | 90 | \$37.46 | \$6.97 | \$14.59 | \$0.00 | \$59.02 |
| 8 | 95 | \$39.54 | \$6.97 | \$15.40 | \$0.00 | \$61.91 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (BOSTON)</i> | 08/01/2015 | \$49.86 | \$10.18 | \$18.57 | \$0.00 | \$78.61 |
| | 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 |

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2015

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

Effective Date - 02/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$25.22 | \$10.18 | \$18.57 | \$0.00 | \$53.97 |
| 2 | 60 | \$30.26 | \$10.18 | \$18.57 | \$0.00 | \$59.01 |
| 3 | 70 | \$35.30 | \$10.18 | \$18.57 | \$0.00 | \$64.05 |
| 4 | 80 | \$40.34 | \$10.18 | \$18.57 | \$0.00 | \$69.09 |
| 5 | 90 | \$45.39 | \$10.18 | \$18.57 | \$0.00 | \$74.14 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4 | 06/01/2015 | \$42.42 | \$10.00 | \$14.55 | \$0.00 | \$66.97 |
| | 12/01/2015 | \$43.66 | \$10.00 | \$14.55 | \$0.00 | \$68.21 |
| | 06/01/2016 | \$44.41 | \$10.00 | \$14.55 | \$0.00 | \$68.96 |
| | 12/01/2016 | \$45.64 | \$10.00 | \$14.55 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$46.63 | \$10.00 | \$14.55 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$47.62 | \$10.00 | \$14.55 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE | 06/01/2015 | \$36.20 | \$7.30 | \$13.40 | \$0.00 | \$56.90 |
| | 12/01/2015 | \$36.95 | \$7.30 | \$13.40 | \$0.00 | \$57.65 |
| | 06/01/2016 | \$37.70 | \$7.30 | \$13.40 | \$0.00 | \$58.40 |
| | 12/01/2016 | \$38.70 | \$7.30 | \$13.40 | \$0.00 | \$59.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE | 06/01/2015 | \$35.05 | \$7.30 | \$13.40 | \$0.00 | \$55.75 |
| | 12/01/2015 | \$35.80 | \$7.30 | \$13.40 | \$0.00 | \$56.50 |
| | 06/01/2016 | \$36.55 | \$7.30 | \$13.40 | \$0.00 | \$57.25 |
| | 12/01/2016 | \$37.55 | \$7.30 | \$13.40 | \$0.00 | \$58.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE | 06/01/2015 | \$35.05 | \$7.30 | \$13.40 | \$0.00 | \$55.75 |
| | 12/01/2015 | \$35.80 | \$7.30 | \$13.40 | \$0.00 | \$56.50 |
| | 06/01/2016 | \$36.55 | \$7.30 | \$13.40 | \$0.00 | \$57.25 |
| | 12/01/2016 | \$37.55 | \$7.30 | \$13.40 | \$0.00 | \$58.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|---------------------------|------------|
| CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 1</i> | 06/01/2015 | \$35.35 | \$7.30 | \$13.20 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.10 | \$7.30 | \$13.20 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.85 | \$7.30 | \$13.20 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.85 | \$7.30 | \$13.20 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i> | 03/01/2015 | \$35.75 | \$9.80 | \$16.48 | \$0.00 | \$62.03 |

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2015

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

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| CEMENT MASONRY/PLASTERING <i>BRICKLAYERS LOCAL 3 (BOSTON)</i> | 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 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$22.91 | \$10.90 | \$12.21 | \$0.00 | \$46.02 |
| 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 |

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$23.22 | \$10.90 | \$12.21 | \$0.00 | \$46.33 |
| 2 | 60 | \$27.86 | \$10.90 | \$13.71 | \$1.30 | \$53.77 |
| 3 | 65 | \$30.19 | \$10.90 | \$14.71 | \$1.30 | \$57.10 |
| 4 | 70 | \$32.51 | \$10.90 | \$15.71 | \$1.30 | \$60.42 |
| 5 | 75 | \$34.83 | \$10.90 | \$16.71 | \$1.30 | \$63.74 |
| 6 | 80 | \$37.15 | \$10.90 | \$17.71 | \$1.30 | \$67.06 |
| 7 | 90 | \$41.80 | \$10.90 | \$18.71 | \$1.30 | \$72.71 |

Notes:

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

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| CHAIN SAW OPERATOR LABORERS - ZONE 1 | 06/01/2015 | \$35.35 | \$7.30 | \$13.20 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.10 | \$7.30 | \$13.20 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.85 | \$7.30 | \$13.20 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.85 | \$7.30 | \$13.20 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4 | 06/01/2015 | \$43.83 | \$10.00 | \$14.55 | \$0.00 | \$68.38 |
| | 12/01/2015 | \$45.08 | \$10.00 | \$14.55 | \$0.00 | \$69.63 |
| | 06/01/2016 | \$45.83 | \$10.00 | \$14.55 | \$0.00 | \$70.38 |
| | 12/01/2016 | \$47.08 | \$10.00 | \$14.55 | \$0.00 | \$71.63 |
| | 06/01/2017 | \$48.08 | \$10.00 | \$14.55 | \$0.00 | \$72.63 |
| | 12/01/2017 | \$49.08 | \$10.00 | \$14.55 | \$0.00 | \$73.63 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4 | 06/01/2015 | \$29.61 | \$10.00 | \$14.55 | \$0.00 | \$54.16 |
| | 12/01/2015 | \$30.48 | \$10.00 | \$14.55 | \$0.00 | \$55.03 |
| | 06/01/2016 | \$31.00 | \$10.00 | \$14.55 | \$0.00 | \$55.55 |
| | 12/01/2016 | \$31.87 | \$10.00 | \$14.55 | \$0.00 | \$56.42 |
| | 06/01/2017 | \$32.56 | \$10.00 | \$14.55 | \$0.00 | \$57.11 |
| | 12/01/2017 | \$33.25 | \$10.00 | \$14.55 | \$0.00 | \$57.80 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| DELEADER (BRIDGE) 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

Effective Date - 07/01/2015

| Step | percent | 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 |

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$24.76 | \$7.85 | \$0.00 | \$0.00 | \$32.61 |
| 2 | 55 | \$27.23 | \$7.85 | \$3.66 | \$0.00 | \$38.74 |
| 3 | 60 | \$29.71 | \$7.85 | \$3.99 | \$0.00 | \$41.55 |
| 4 | 65 | \$32.18 | \$7.85 | \$4.32 | \$0.00 | \$44.35 |
| 5 | 70 | \$34.66 | \$7.85 | \$14.11 | \$0.00 | \$56.62 |
| 6 | 75 | \$37.13 | \$7.85 | \$14.44 | \$0.00 | \$59.42 |
| 7 | 80 | \$39.61 | \$7.85 | \$14.77 | \$0.00 | \$62.23 |
| 8 | 90 | \$44.56 | \$7.85 | \$15.44 | \$0.00 | \$67.85 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DEMO: ADZEMAN LABORERS - ZONE 1 | 06/01/2015 | \$35.25 | \$7.30 | \$13.20 | \$0.00 | \$55.75 |
| | 12/01/2015 | \$36.00 | \$7.30 | \$13.20 | \$0.00 | \$56.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 1 | 06/01/2015 | \$36.25 | \$7.30 | \$13.20 | \$0.00 | \$56.75 |
| | 12/01/2015 | \$37.00 | \$7.30 | \$13.20 | \$0.00 | \$57.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: BURNERS LABORERS - ZONE 1 | 06/01/2015 | \$36.00 | \$7.30 | \$13.20 | \$0.00 | \$56.50 |
| | 12/01/2015 | \$36.75 | \$7.30 | \$13.20 | \$0.00 | \$57.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 1 | 06/01/2015 | \$36.25 | \$7.30 | \$13.20 | \$0.00 | \$56.75 |
| | 12/01/2015 | \$37.00 | \$7.30 | \$13.20 | \$0.00 | \$57.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 1 | 06/01/2015 | \$36.00 | \$7.30 | \$13.20 | \$0.00 | \$56.50 |
| | 12/01/2015 | \$36.75 | \$7.30 | \$13.20 | \$0.00 | \$57.25 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: WRECKING LABORER | 06/01/2015 | \$35.25 | \$7.30 | \$13.20 | \$0.00 | \$55.75 |
| LABORERS - ZONE 1 | 12/01/2015 | \$36.00 | \$7.30 | \$13.20 | \$0.00 | \$56.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DIRECTIONAL DRILL MACHINE OPERATOR | 06/01/2015 | \$42.42 | \$10.00 | \$14.55 | \$0.00 | \$66.97 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2015 | \$43.66 | \$10.00 | \$14.55 | \$0.00 | \$68.21 |
| | 06/01/2016 | \$44.41 | \$10.00 | \$14.55 | \$0.00 | \$68.96 |
| | 12/01/2016 | \$45.64 | \$10.00 | \$14.55 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$46.63 | \$10.00 | \$14.55 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$47.62 | \$10.00 | \$14.55 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DIVER | 08/01/2015 | \$58.86 | \$9.80 | \$19.23 | \$0.00 | \$87.89 |
| PILE DRIVER LOCAL 56 (ZONE 1) | | | | | | |
| DIVER TENDER | 08/01/2015 | \$42.04 | \$9.80 | \$19.23 | \$0.00 | \$71.07 |
| PILE DRIVER LOCAL 56 (ZONE 1) | | | | | | |
| DIVER TENDER (EFFLUENT) | 08/01/2015 | \$63.06 | \$9.80 | \$19.23 | \$0.00 | \$92.09 |
| PILE DRIVER LOCAL 56 (ZONE 1) | | | | | | |
| DIVER/SLURRY (EFFLUENT) | 08/01/2015 | \$88.23 | \$9.80 | \$19.23 | \$0.00 | \$117.26 |
| PILE DRIVER LOCAL 56 (ZONE 1) | | | | | | |
| DRAWBRIDGE OPERATOR (Construction) | 03/01/2015 | \$45.17 | \$13.00 | \$15.40 | \$0.00 | \$73.57 |
| ELECTRICIANS LOCAL 103 | 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" | | | | | | |
| ELECTRICIAN | 03/01/2015 | \$45.17 | \$13.00 | \$15.40 | \$0.00 | \$73.57 |
| ELECTRICIANS LOCAL 103 | 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 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 103

Effective Date - 03/01/2015

| Step | 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 |

Effective Date - 09/01/2015

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

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

Apprentice to Journeyworker Ratio:2:3***

| | | | | | | |
|-------------------------------|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR | 01/01/2015 | \$53.30 | \$13.58 | \$14.21 | \$0.00 | \$81.09 |
| ELEVATOR CONSTRUCTORS LOCAL 4 | 01/01/2016 | \$54.53 | \$14.43 | \$14.96 | \$0.00 | \$83.92 |
| | 01/01/2017 | \$55.86 | \$15.28 | \$15.71 | \$0.00 | \$86.85 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$26.65 | \$13.58 | \$0.00 | \$0.00 | \$40.23 |
| 2 | 55 | \$29.32 | \$13.58 | \$14.21 | \$0.00 | \$57.11 |
| 3 | 65 | \$34.65 | \$13.58 | \$14.21 | \$0.00 | \$62.44 |
| 4 | 70 | \$37.31 | \$13.58 | \$14.21 | \$0.00 | \$65.10 |
| 5 | 80 | \$42.64 | \$13.58 | \$14.21 | \$0.00 | \$70.43 |

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$27.27 | \$14.43 | \$0.00 | \$0.00 | \$41.70 |
| 2 | 55 | \$29.99 | \$14.43 | \$14.96 | \$0.00 | \$59.38 |
| 3 | 65 | \$35.44 | \$14.43 | \$14.96 | \$0.00 | \$64.83 |
| 4 | 70 | \$38.17 | \$14.43 | \$14.96 | \$0.00 | \$67.56 |
| 5 | 80 | \$43.62 | \$14.43 | \$14.96 | \$0.00 | \$73.01 |

Notes:

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

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i> | 01/01/2015 | \$37.31 | \$13.58 | \$14.21 | \$0.00 | \$65.10 |
| | 01/01/2016 | \$38.17 | \$14.43 | \$14.96 | \$0.00 | \$67.56 |
| | 01/01/2017 | \$39.10 | \$15.28 | \$15.71 | \$0.00 | \$70.09 |

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 1</i> | 06/01/2015 | \$35.35 | \$7.30 | \$13.20 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.10 | \$7.30 | \$13.20 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.85 | \$7.30 | \$13.20 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.85 | \$7.30 | \$13.20 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 05/01/2015 | \$40.22 | \$10.00 | \$14.30 | \$0.00 | \$64.52 |
| | 11/01/2015 | \$40.80 | \$10.00 | \$14.30 | \$0.00 | \$65.10 |
| | 05/01/2016 | \$41.69 | \$10.00 | \$14.30 | \$0.00 | \$65.99 |
| | 11/01/2016 | \$42.28 | \$10.00 | \$14.30 | \$0.00 | \$66.58 |
| | 05/01/2017 | \$43.16 | \$10.00 | \$14.30 | \$0.00 | \$67.46 |
| | 11/01/2017 | \$43.89 | \$10.00 | \$14.30 | \$0.00 | \$68.19 |
| | 05/01/2018 | \$44.60 | \$10.00 | \$14.30 | \$0.00 | \$68.90 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 05/01/2015 | \$41.65 | \$10.00 | \$14.30 | \$0.00 | \$65.95 |
| | 11/01/2015 | \$42.24 | \$10.00 | \$14.30 | \$0.00 | \$66.54 |
| | 05/01/2016 | \$43.13 | \$10.00 | \$14.30 | \$0.00 | \$67.43 |
| | 11/01/2016 | \$43.73 | \$10.00 | \$14.30 | \$0.00 | \$68.03 |
| | 05/01/2017 | \$44.62 | \$10.00 | \$14.30 | \$0.00 | \$68.92 |
| | 11/01/2017 | \$45.35 | \$10.00 | \$14.30 | \$0.00 | \$69.65 |
| | 05/01/2018 | \$46.07 | \$10.00 | \$14.30 | \$0.00 | \$70.37 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| FIELD ENG. ROD PERSON-BLDG, SITE, HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 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 <i>ELECTRICIANS LOCAL 103</i> | 03/01/2015 | \$45.17 | \$13.00 | \$15.40 | \$0.00 | \$73.57 |
| | 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 <i>ELECTRICIANS</i> <i>LOCAL 103</i> | 03/01/2015 | \$33.88 | \$13.00 | \$13.70 | \$0.00 | \$60.58 |
| | 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 |
| For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" | | | | | | |
| FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2015 | \$35.64 | \$10.00 | \$14.55 | \$0.00 | \$60.19 |
| | 12/01/2015 | \$36.69 | \$10.00 | \$14.55 | \$0.00 | \$61.24 |
| | 06/01/2016 | \$37.31 | \$10.00 | \$14.55 | \$0.00 | \$61.86 |
| | 12/01/2016 | \$38.35 | \$10.00 | \$14.55 | \$0.00 | \$62.90 |
| | 06/01/2017 | \$39.19 | \$10.00 | \$14.55 | \$0.00 | \$63.74 |
| | 12/01/2017 | \$40.02 | \$10.00 | \$14.55 | \$0.00 | \$64.57 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FLAGGER & SIGNALER <i>LABORERS - ZONE 1</i> | 06/01/2015 | \$20.50 | \$7.30 | \$13.20 | \$0.00 | \$41.00 |
| | 12/01/2015 | \$20.50 | \$7.30 | \$13.20 | \$0.00 | \$41.00 |
| | 06/01/2016 | \$20.50 | \$7.30 | \$13.20 | \$0.00 | \$41.00 |
| | 12/01/2016 | \$20.50 | \$7.30 | \$13.20 | \$0.00 | \$41.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i> | 09/01/2014 | \$40.40 | \$9.80 | \$17.21 | \$0.00 | \$67.41 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 09/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental 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 | \$33.81 |
| 3 | 60 | \$24.24 | \$9.80 | \$11.84 | \$0.00 | \$45.88 |
| 4 | 65 | \$26.26 | \$9.80 | \$11.84 | \$0.00 | \$47.90 |
| 5 | 70 | \$28.28 | \$9.80 | \$13.63 | \$0.00 | \$51.71 |
| 6 | 75 | \$30.30 | \$9.80 | \$13.63 | \$0.00 | \$53.73 |
| 7 | 80 | \$32.32 | \$9.80 | \$15.42 | \$0.00 | \$57.54 |
| 8 | 85 | \$34.34 | \$9.80 | \$15.42 | \$0.00 | \$59.56 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4 | 06/01/2015 | \$42.83 | \$10.00 | \$14.55 | \$0.00 | \$67.38 |
| | 12/01/2015 | \$44.08 | \$10.00 | \$14.55 | \$0.00 | \$68.63 |
| | 06/01/2016 | \$44.83 | \$10.00 | \$14.55 | \$0.00 | \$69.38 |
| | 12/01/2016 | \$46.08 | \$10.00 | \$14.55 | \$0.00 | \$70.63 |
| | 06/01/2017 | \$47.08 | \$10.00 | \$14.55 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$48.08 | \$10.00 | \$14.55 | \$0.00 | \$72.63 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4 | 06/01/2015 | \$29.61 | \$10.00 | \$14.55 | \$0.00 | \$54.16 |
| | 12/01/2015 | \$30.48 | \$10.00 | \$14.55 | \$0.00 | \$55.03 |
| | 06/01/2016 | \$31.00 | \$10.00 | \$14.55 | \$0.00 | \$55.55 |
| | 12/01/2016 | \$31.87 | \$10.00 | \$14.55 | \$0.00 | \$56.42 |
| | 06/01/2017 | \$32.56 | \$10.00 | \$14.55 | \$0.00 | \$57.11 |
| | 12/01/2017 | \$33.25 | \$10.00 | \$14.55 | \$0.00 | \$57.80 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2) | 07/01/2015 | \$38.06 | \$7.85 | \$16.10 | \$0.00 | \$62.01 |
| | 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 | \$40.91 | \$7.85 | \$16.10 | \$0.00 | \$64.86 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 07/01/2015

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

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.51 | \$7.85 | \$0.00 | \$0.00 | \$27.36 |
| 2 | 55 | \$21.46 | \$7.85 | \$3.66 | \$0.00 | \$32.97 |
| 3 | 60 | \$23.41 | \$7.85 | \$3.99 | \$0.00 | \$35.25 |
| 4 | 65 | \$25.36 | \$7.85 | \$4.32 | \$0.00 | \$37.53 |
| 5 | 70 | \$27.31 | \$7.85 | \$14.11 | \$0.00 | \$49.27 |
| 6 | 75 | \$29.26 | \$7.85 | \$14.44 | \$0.00 | \$51.55 |
| 7 | 80 | \$31.21 | \$7.85 | \$14.77 | \$0.00 | \$53.83 |
| 8 | 90 | \$35.11 | \$7.85 | \$15.44 | \$0.00 | \$58.40 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|-----------------------------------|------------|---------|---------|---------|--------|---------|
| HOISTING ENGINEER/CRANES/GRADALLS | 06/01/2015 | \$42.83 | \$10.00 | \$14.55 | \$0.00 | \$67.38 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2015 | \$44.08 | \$10.00 | \$14.55 | \$0.00 | \$68.63 |
| | 06/01/2016 | \$44.83 | \$10.00 | \$14.55 | \$0.00 | \$69.38 |
| | 12/01/2016 | \$46.08 | \$10.00 | \$14.55 | \$0.00 | \$70.63 |
| | 06/01/2017 | \$47.08 | \$10.00 | \$14.55 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$48.08 | \$10.00 | \$14.55 | \$0.00 | \$72.63 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$23.56 | \$10.00 | \$0.00 | \$0.00 | \$33.56 |
| 2 | 60 | \$25.70 | \$10.00 | \$14.55 | \$0.00 | \$50.25 |
| 3 | 65 | \$27.84 | \$10.00 | \$14.55 | \$0.00 | \$52.39 |
| 4 | 70 | \$29.98 | \$10.00 | \$14.55 | \$0.00 | \$54.53 |
| 5 | 75 | \$32.12 | \$10.00 | \$14.55 | \$0.00 | \$56.67 |
| 6 | 80 | \$34.26 | \$10.00 | \$14.55 | \$0.00 | \$58.81 |
| 7 | 85 | \$36.41 | \$10.00 | \$14.55 | \$0.00 | \$60.96 |
| 8 | 90 | \$38.55 | \$10.00 | \$14.55 | \$0.00 | \$63.10 |

Effective Date - 12/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$24.24 | \$10.00 | \$0.00 | \$0.00 | \$34.24 |
| 2 | 60 | \$26.45 | \$10.00 | \$14.55 | \$0.00 | \$51.00 |
| 3 | 65 | \$28.65 | \$10.00 | \$14.55 | \$0.00 | \$53.20 |
| 4 | 70 | \$30.86 | \$10.00 | \$14.55 | \$0.00 | \$55.41 |
| 5 | 75 | \$33.06 | \$10.00 | \$14.55 | \$0.00 | \$57.61 |
| 6 | 80 | \$35.26 | \$10.00 | \$14.55 | \$0.00 | \$59.81 |
| 7 | 85 | \$37.47 | \$10.00 | \$14.55 | \$0.00 | \$62.02 |
| 8 | 90 | \$39.67 | \$10.00 | \$14.55 | \$0.00 | \$64.22 |

Notes:

Apprentice to Journeyworker Ratio:1:6

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A | 08/01/2015 | \$43.31 | \$10.20 | \$21.48 | \$2.25 | \$77.24 |
| | 02/01/2016 | \$44.31 | \$10.20 | \$21.48 | \$2.25 | \$78.24 |
| | 08/01/2016 | \$45.46 | \$10.20 | \$21.48 | \$2.25 | \$79.39 |
| | 02/01/2017 | \$46.56 | \$10.20 | \$21.48 | \$2.25 | \$80.49 |
| | 08/01/2017 | \$47.66 | \$10.20 | \$21.48 | \$2.25 | \$81.59 |
| | 02/01/2018 | \$48.81 | \$10.20 | \$21.48 | \$2.25 | \$82.74 |

For apprentice rates see "Apprentice- SHEET METAL WORKER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103 | 03/01/2015 | \$45.17 | \$13.00 | \$15.40 | \$0.00 | \$73.57 |
| | 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"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A | 08/01/2015 | \$43.31 | \$10.20 | \$21.48 | \$2.25 | \$77.24 |
| | 02/01/2016 | \$44.31 | \$10.20 | \$21.48 | \$2.25 | \$78.24 |
| | 08/01/2016 | \$45.46 | \$10.20 | \$21.48 | \$2.25 | \$79.39 |
| | 02/01/2017 | \$46.56 | \$10.20 | \$21.48 | \$2.25 | \$80.49 |
| | 08/01/2017 | \$47.66 | \$10.20 | \$21.48 | \$2.25 | \$81.59 |
| | 02/01/2018 | \$48.81 | \$10.20 | \$21.48 | \$2.25 | \$82.74 |

For apprentice rates see "Apprentice- SHEET METAL WORKER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| HVAC (TESTING AND BALANCING -WATER) <i>PIPEFITTERS LOCAL 537</i> | 03/01/2015 | \$48.69 | \$9.70 | \$16.89 | \$0.00 | \$75.28 |
| | 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 <i>PIPEFITTERS LOCAL 537</i> | 03/01/2015 | \$48.69 | \$9.70 | \$16.89 | \$0.00 | \$75.28 |
| | 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" | | | | | | |
| HYDRAULIC DRILLS <i>LABORERS - ZONE 1</i> | 06/01/2015 | \$35.85 | \$7.30 | \$13.20 | \$0.00 | \$56.35 |
| | 12/01/2015 | \$36.60 | \$7.30 | \$13.20 | \$0.00 | \$57.10 |
| | 06/01/2016 | \$37.35 | \$7.30 | \$13.20 | \$0.00 | \$57.85 |
| | 12/01/2016 | \$38.35 | \$7.30 | \$13.20 | \$0.00 | \$58.85 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | 09/01/2014 | \$43.31 | \$11.25 | \$12.60 | \$0.00 | \$67.16 |

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

Effective Date - 09/01/2014

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

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i> | 03/16/2015 | \$42.11 | \$7.70 | \$20.25 | \$0.00 | \$70.06 |
|---|------------|---------|--------|---------|--------|---------|

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 03/16/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 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**

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 1 | 06/01/2015 | \$35.35 | \$7.30 | \$13.20 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.10 | \$7.30 | \$13.20 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.85 | \$7.30 | \$13.20 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.85 | \$7.30 | \$13.20 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|------------------------------|------------|---------|--------|---------|--------|---------|
| LABORER LABORERS - ZONE 1 | 06/01/2015 | \$35.10 | \$7.30 | \$13.20 | \$0.00 | \$55.60 |
| | 12/01/2015 | \$35.85 | \$7.30 | \$13.20 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$36.60 | \$7.30 | \$13.20 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$37.60 | \$7.30 | \$13.20 | \$0.00 | \$58.10 |

Apprentice - LABORER - Zone 1

Effective Date - 06/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$21.06 | \$7.30 | \$13.20 | \$0.00 | \$41.56 |
| 2 | 70 | \$24.57 | \$7.30 | \$13.20 | \$0.00 | \$45.07 |
| 3 | 80 | \$28.08 | \$7.30 | \$13.20 | \$0.00 | \$48.58 |
| 4 | 90 | \$31.59 | \$7.30 | \$13.20 | \$0.00 | \$52.09 |

Effective Date - 12/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$21.51 | \$7.30 | \$13.20 | \$0.00 | \$42.01 |
| 2 | 70 | \$25.10 | \$7.30 | \$13.20 | \$0.00 | \$45.60 |
| 3 | 80 | \$28.68 | \$7.30 | \$13.20 | \$0.00 | \$49.18 |
| 4 | 90 | \$32.27 | \$7.30 | \$13.20 | \$0.00 | \$52.77 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| LABORER: CARPENTER TENDER <i>LABORERS - ZONE 1</i> | 06/01/2015 | \$35.10 | \$7.30 | \$13.20 | \$0.00 | \$55.60 |
| | 12/01/2015 | \$35.85 | \$7.30 | \$13.20 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$36.60 | \$7.30 | \$13.20 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$37.60 | \$7.30 | \$13.20 | \$0.00 | \$58.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 1</i> | 06/01/2015 | \$35.10 | \$7.30 | \$13.20 | \$0.00 | \$55.60 |
| | 12/01/2015 | \$35.85 | \$7.30 | \$13.20 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$36.60 | \$7.30 | \$13.20 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$37.60 | \$7.30 | \$13.20 | \$0.00 | \$58.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 1</i> | 06/01/2015 | \$35.25 | \$7.30 | \$13.20 | \$0.00 | \$55.75 |
| | 12/01/2015 | \$36.00 | \$7.30 | \$13.20 | \$0.00 | \$56.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MASON TENDER <i>LABORERS - ZONE 1</i> | 06/01/2015 | \$35.35 | \$7.30 | \$13.20 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.10 | \$7.30 | \$13.20 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.85 | \$7.30 | \$13.20 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.85 | \$7.30 | \$13.20 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i> | 06/01/2015 | \$35.10 | \$7.30 | \$13.20 | \$0.00 | \$55.60 |
| | 12/01/2015 | \$35.85 | \$7.30 | \$13.20 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$36.60 | \$7.30 | \$13.20 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$37.60 | \$7.30 | \$13.20 | \$0.00 | \$58.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i> | 06/01/2015 | \$35.10 | \$7.30 | \$13.20 | \$0.00 | \$55.60 |
| | 12/01/2015 | \$35.85 | \$7.30 | \$13.20 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$36.60 | \$7.30 | \$13.20 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$37.60 | \$7.30 | \$13.20 | \$0.00 | \$58.10 |
| This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LASER BEAM OPERATOR <i>LABORERS - ZONE 1</i> | 06/01/2015 | \$35.35 | \$7.30 | \$13.20 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.10 | \$7.30 | \$13.20 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.85 | \$7.30 | \$13.20 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.85 | \$7.30 | \$13.20 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 08/01/2015 | \$38.08 | \$10.18 | \$17.25 | \$0.00 | \$65.51 |
| | 02/01/2016 | \$38.53 | \$10.18 | \$17.25 | \$0.00 | \$65.96 |
| | 08/01/2016 | \$39.23 | \$10.18 | \$17.33 | \$0.00 | \$66.74 |
| | 02/01/2017 | \$39.69 | \$10.18 | \$17.33 | \$0.00 | \$67.20 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental 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 |
| 4 | 80 | \$30.46 | \$10.18 | \$17.25 | \$0.00 | \$57.89 |
| 5 | 90 | \$34.27 | \$10.18 | \$17.25 | \$0.00 | \$61.70 |

Effective Date - 02/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$19.27 | \$10.18 | \$17.25 | \$0.00 | \$46.70 |
| 2 | 60 | \$23.12 | \$10.18 | \$17.25 | \$0.00 | \$50.55 |
| 3 | 70 | \$26.97 | \$10.18 | \$17.25 | \$0.00 | \$54.40 |
| 4 | 80 | \$30.82 | \$10.18 | \$17.25 | \$0.00 | \$58.25 |
| 5 | 90 | \$34.68 | \$10.18 | \$17.25 | \$0.00 | \$62.11 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| MARBLE MASONS, TILELAYERS & TERRAZZO MECH | 08/01/2015 | \$49.90 | \$10.18 | \$18.57 | \$0.00 | \$78.65 |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE | 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 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2015

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

Effective Date - 02/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$25.24 | \$10.18 | \$18.57 | \$0.00 | \$53.99 |
| 2 | 60 | \$30.28 | \$10.18 | \$18.57 | \$0.00 | \$59.03 |
| 3 | 70 | \$35.33 | \$10.18 | \$18.57 | \$0.00 | \$64.08 |
| 4 | 80 | \$40.38 | \$10.18 | \$18.57 | \$0.00 | \$69.13 |
| 5 | 90 | \$45.42 | \$10.18 | \$18.57 | \$0.00 | \$74.17 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2015 | \$42.42 | \$10.00 | \$14.55 | \$0.00 | \$66.97 |
| | 12/01/2015 | \$43.66 | \$10.00 | \$14.55 | \$0.00 | \$68.21 |
| | 06/01/2016 | \$44.41 | \$10.00 | \$14.55 | \$0.00 | \$68.96 |
| | 12/01/2016 | \$45.64 | \$10.00 | \$14.55 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$46.63 | \$10.00 | \$14.55 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$47.62 | \$10.00 | \$14.55 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2015 | \$42.42 | \$10.00 | \$14.55 | \$0.00 | \$66.97 |
| | 12/01/2015 | \$43.66 | \$10.00 | \$14.55 | \$0.00 | \$68.21 |
| | 06/01/2016 | \$44.41 | \$10.00 | \$14.55 | \$0.00 | \$68.96 |
| | 12/01/2016 | \$45.64 | \$10.00 | \$14.55 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$46.63 | \$10.00 | \$14.55 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$47.62 | \$10.00 | \$14.55 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| MILLWRIGHT (Zone 1) <i>MILLWRIGHTS LOCAL 1121 - Zone 1</i> | 04/01/2015 | \$37.64 | \$9.80 | \$16.21 | \$0.00 | \$63.65 |

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 1

Effective Date - 04/01/2015

| Step | 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:

Steps are 2,000 hours
Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|-----------------------------------|------------|---------|--------|---------|--------|---------|
| MORTAR MIXER LABORERS - ZONE 1 | 06/01/2015 | \$35.35 | \$7.30 | \$13.20 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.10 | \$7.30 | \$13.20 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.85 | \$7.30 | \$13.20 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.85 | \$7.30 | \$13.20 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| OILER (OTHER THAN TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4 | 06/01/2015 | \$21.97 | \$10.00 | \$14.55 | \$0.00 | \$46.52 |
| | 12/01/2015 | \$22.62 | \$10.00 | \$14.55 | \$0.00 | \$47.17 |
| | 06/01/2016 | \$23.01 | \$10.00 | \$14.55 | \$0.00 | \$47.56 |
| | 12/01/2016 | \$23.66 | \$10.00 | \$14.55 | \$0.00 | \$48.21 |
| | 06/01/2017 | \$24.17 | \$10.00 | \$14.55 | \$0.00 | \$48.72 |
| | 12/01/2017 | \$24.69 | \$10.00 | \$14.55 | \$0.00 | \$49.24 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4 | 06/01/2015 | \$25.68 | \$10.00 | \$14.55 | \$0.00 | \$50.23 |
| | 12/01/2015 | \$26.43 | \$10.00 | \$14.55 | \$0.00 | \$50.98 |
| | 06/01/2016 | \$26.89 | \$10.00 | \$14.55 | \$0.00 | \$51.44 |
| | 12/01/2016 | \$27.64 | \$10.00 | \$14.55 | \$0.00 | \$52.19 |
| | 06/01/2017 | \$28.24 | \$10.00 | \$14.55 | \$0.00 | \$52.79 |
| | 12/01/2017 | \$28.85 | \$10.00 | \$14.55 | \$0.00 | \$53.40 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4 | 06/01/2015 | \$42.42 | \$10.00 | \$14.55 | \$0.00 | \$66.97 |
| | 12/01/2015 | \$43.66 | \$10.00 | \$14.55 | \$0.00 | \$68.21 |
| | 06/01/2016 | \$44.41 | \$10.00 | \$14.55 | \$0.00 | \$68.96 |
| | 12/01/2016 | \$45.64 | \$10.00 | \$14.55 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$46.63 | \$10.00 | \$14.55 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$47.62 | \$10.00 | \$14.55 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER (BRIDGES/TANKS) 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 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2015

| Step | percent | 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 |

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$24.76 | \$7.85 | \$0.00 | \$0.00 | \$32.61 |
| 2 | 55 | \$27.23 | \$7.85 | \$3.66 | \$0.00 | \$38.74 |
| 3 | 60 | \$29.71 | \$7.85 | \$3.99 | \$0.00 | \$41.55 |
| 4 | 65 | \$32.18 | \$7.85 | \$4.32 | \$0.00 | \$44.35 |
| 5 | 70 | \$34.66 | \$7.85 | \$14.11 | \$0.00 | \$56.62 |
| 6 | 75 | \$37.13 | \$7.85 | \$14.44 | \$0.00 | \$59.42 |
| 7 | 80 | \$39.61 | \$7.85 | \$14.77 | \$0.00 | \$62.23 |
| 8 | 90 | \$44.56 | \$7.85 | \$15.44 | \$0.00 | \$67.85 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, NEW) * | 07/01/2015 | \$39.46 | \$7.85 | \$16.10 | \$0.00 | \$63.41 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 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 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2015

| Step | percent | 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 |

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.21 | \$7.85 | \$0.00 | \$0.00 | \$28.06 |
| 2 | 55 | \$22.23 | \$7.85 | \$3.66 | \$0.00 | \$33.74 |
| 3 | 60 | \$24.25 | \$7.85 | \$3.99 | \$0.00 | \$36.09 |
| 4 | 65 | \$26.27 | \$7.85 | \$4.32 | \$0.00 | \$38.44 |
| 5 | 70 | \$28.29 | \$7.85 | \$14.11 | \$0.00 | \$50.25 |
| 6 | 75 | \$30.31 | \$7.85 | \$14.44 | \$0.00 | \$52.60 |
| 7 | 80 | \$32.33 | \$7.85 | \$14.77 | \$0.00 | \$54.95 |
| 8 | 90 | \$36.37 | \$7.85 | \$15.44 | \$0.00 | \$59.66 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---------------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, REPAINT) | 07/01/2015 | \$37.52 | \$7.85 | \$16.10 | \$0.00 | \$61.47 |
| PAINTERS LOCAL 35 - ZONE 2 | 01/01/2016 | \$38.47 | \$7.85 | \$16.10 | \$0.00 | \$62.42 |
| | 07/01/2016 | \$39.42 | \$7.85 | \$16.10 | \$0.00 | \$63.37 |
| | 01/01/2017 | \$40.37 | \$7.85 | \$16.10 | \$0.00 | \$64.32 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$18.76 | \$7.85 | \$0.00 | \$0.00 | \$26.61 |
| 2 | 55 | \$20.64 | \$7.85 | \$3.66 | \$0.00 | \$32.15 |
| 3 | 60 | \$22.51 | \$7.85 | \$3.99 | \$0.00 | \$34.35 |
| 4 | 65 | \$24.39 | \$7.85 | \$4.32 | \$0.00 | \$36.56 |
| 5 | 70 | \$26.26 | \$7.85 | \$14.11 | \$0.00 | \$48.22 |
| 6 | 75 | \$28.14 | \$7.85 | \$14.44 | \$0.00 | \$50.43 |
| 7 | 80 | \$30.02 | \$7.85 | \$14.77 | \$0.00 | \$52.64 |
| 8 | 90 | \$33.77 | \$7.85 | \$15.44 | \$0.00 | \$57.06 |

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.24 | \$7.85 | \$0.00 | \$0.00 | \$27.09 |
| 2 | 55 | \$21.16 | \$7.85 | \$3.66 | \$0.00 | \$32.67 |
| 3 | 60 | \$23.08 | \$7.85 | \$3.99 | \$0.00 | \$34.92 |
| 4 | 65 | \$25.01 | \$7.85 | \$4.32 | \$0.00 | \$37.18 |
| 5 | 70 | \$26.93 | \$7.85 | \$14.11 | \$0.00 | \$48.89 |
| 6 | 75 | \$28.85 | \$7.85 | \$14.44 | \$0.00 | \$51.14 |
| 7 | 80 | \$30.78 | \$7.85 | \$14.77 | \$0.00 | \$53.40 |
| 8 | 90 | \$34.62 | \$7.85 | \$15.44 | \$0.00 | \$57.91 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PAINTER (TRAFFIC MARKINGS) | 06/01/2015 | \$35.10 | \$7.30 | \$13.20 | \$0.00 | \$55.60 |
| LABORERS - ZONE 1 | 12/01/2015 | \$35.85 | \$7.30 | \$13.20 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$36.60 | \$7.30 | \$13.20 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$37.60 | \$7.30 | \$13.20 | \$0.00 | \$58.10 |
| For Apprentice rates see "Apprentice- LABORER" | | | | | | |
| PAINTER / TAPER (BRUSH, NEW) * | 07/01/2015 | \$38.06 | \$7.85 | \$16.10 | \$0.00 | \$62.01 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 | 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 | \$40.91 | \$7.85 | \$16.10 | \$0.00 | \$64.86 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 07/01/2015

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

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.51 | \$7.85 | \$0.00 | \$0.00 | \$27.36 |
| 2 | 55 | \$21.46 | \$7.85 | \$3.66 | \$0.00 | \$32.97 |
| 3 | 60 | \$23.41 | \$7.85 | \$3.99 | \$0.00 | \$35.25 |
| 4 | 65 | \$25.36 | \$7.85 | \$4.32 | \$0.00 | \$37.53 |
| 5 | 70 | \$27.31 | \$7.85 | \$14.11 | \$0.00 | \$49.27 |
| 6 | 75 | \$29.26 | \$7.85 | \$14.44 | \$0.00 | \$51.55 |
| 7 | 80 | \$31.21 | \$7.85 | \$14.77 | \$0.00 | \$53.83 |
| 8 | 90 | \$35.11 | \$7.85 | \$15.44 | \$0.00 | \$58.40 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|----------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, REPAINT) | 07/01/2015 | \$36.12 | \$7.85 | \$16.10 | \$0.00 | \$60.07 |
| PAINTERS LOCAL 35 - ZONE 2 | 01/01/2016 | \$37.07 | \$7.85 | \$16.10 | \$0.00 | \$61.02 |
| | 07/01/2016 | \$38.02 | \$7.85 | \$16.10 | \$0.00 | \$61.97 |
| | 01/01/2017 | \$38.97 | \$7.85 | \$16.10 | \$0.00 | \$62.92 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 07/01/2015

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

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$18.54 | \$7.85 | \$0.00 | \$0.00 | \$26.39 |
| 2 | 55 | \$20.39 | \$7.85 | \$3.66 | \$0.00 | \$31.90 |
| 3 | 60 | \$22.24 | \$7.85 | \$3.99 | \$0.00 | \$34.08 |
| 4 | 65 | \$24.10 | \$7.85 | \$4.32 | \$0.00 | \$36.27 |
| 5 | 70 | \$25.95 | \$7.85 | \$14.11 | \$0.00 | \$47.91 |
| 6 | 75 | \$27.80 | \$7.85 | \$14.44 | \$0.00 | \$50.09 |
| 7 | 80 | \$29.66 | \$7.85 | \$14.77 | \$0.00 | \$52.28 |
| 8 | 90 | \$33.36 | \$7.85 | \$15.44 | \$0.00 | \$56.65 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 08/01/2015 | \$32.58 | \$10.41 | \$9.33 | \$0.00 | \$52.32 |
| | 12/01/2015 | \$32.58 | \$10.41 | \$10.08 | \$0.00 | \$53.07 |
| | 06/01/2016 | \$33.08 | \$10.41 | \$10.08 | \$0.00 | \$53.57 |
| | 08/01/2016 | \$33.08 | \$10.91 | \$10.08 | \$0.00 | \$54.07 |
| | 12/01/2016 | \$33.08 | \$10.91 | \$10.89 | \$0.00 | \$54.88 |
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$42.04 | \$9.80 | \$19.23 | \$0.00 | \$71.07 |
| PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$42.04 | \$9.80 | \$19.23 | \$0.00 | \$71.07 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.02 | \$9.80 | \$19.59 | \$0.00 | \$50.41 |
| 2 | 60 | \$25.22 | \$9.80 | \$19.59 | \$0.00 | \$54.61 |
| 3 | 70 | \$29.43 | \$9.80 | \$19.59 | \$0.00 | \$58.82 |
| 4 | 75 | \$31.53 | \$9.80 | \$19.59 | \$0.00 | \$60.92 |
| 5 | 80 | \$33.63 | \$9.80 | \$19.59 | \$0.00 | \$63.02 |
| 6 | 80 | \$33.63 | \$9.80 | \$19.59 | \$0.00 | \$63.02 |
| 7 | 90 | \$37.84 | \$9.80 | \$19.59 | \$0.00 | \$67.23 |
| 8 | 90 | \$37.84 | \$9.80 | \$19.59 | \$0.00 | \$67.23 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--------------------------|------------|---------|--------|---------|--------|---------|
| PIPEFITTER & STEAMFITTER | 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 |

Apprentice - PIPEFITTER - Local 537

Effective Date - 03/01/2015

| Step | 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 |

Effective Date - 09/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental 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 are 1 yr.
Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--------------------------------|----------------|-----------|--------|---------|---------------------------|------------|
| PIPELAYER LABORERS - ZONE 1 | 06/01/2015 | \$35.35 | \$7.30 | \$13.20 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.10 | \$7.30 | \$13.20 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.85 | \$7.30 | \$13.20 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.85 | \$7.30 | \$13.20 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| PLUMBERS & GASFITTERS PLUMBERS & GASFITTERS LOCAL 12 | 03/01/2015 | \$50.21 | \$10.32 | \$14.89 | \$0.00 | \$75.42 |
| | 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 |

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 03/01/2015

| Step | percent | Apprentice 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 |

Effective Date - 09/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental 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; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$56.05 Step5 with lic\$62.48

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PNEUMATIC CONTROLS (TEMP.) PIPEFITTERS LOCAL 537 | 03/01/2015 | \$48.69 | \$9.70 | \$16.89 | \$0.00 | \$75.28 |
| | 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"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR LABORERS - ZONE 1 | 06/01/2015 | \$35.35 | \$7.30 | \$13.20 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.10 | \$7.30 | \$13.20 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.85 | \$7.30 | \$13.20 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.85 | \$7.30 | \$13.20 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| POWDERMAN & BLASTER <i>LABORERS - ZONE 1</i> | 06/01/2015 | \$36.10 | \$7.30 | \$13.20 | \$0.00 | \$56.60 |
| | 12/01/2015 | \$36.85 | \$7.30 | \$13.20 | \$0.00 | \$57.35 |
| | 06/01/2016 | \$37.60 | \$7.30 | \$13.20 | \$0.00 | \$58.10 |
| | 12/01/2016 | \$38.60 | \$7.30 | \$13.20 | \$0.00 | \$59.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2015 | \$42.83 | \$10.00 | \$14.55 | \$0.00 | \$67.38 |
| | 12/01/2015 | \$44.08 | \$10.00 | \$14.55 | \$0.00 | \$68.63 |
| | 06/01/2016 | \$44.83 | \$10.00 | \$14.55 | \$0.00 | \$69.38 |
| | 12/01/2016 | \$46.08 | \$10.00 | \$14.55 | \$0.00 | \$70.63 |
| | 06/01/2017 | \$47.08 | \$10.00 | \$14.55 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$48.08 | \$10.00 | \$14.55 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2015 | \$42.83 | \$10.00 | \$14.55 | \$0.00 | \$67.38 |
| | 12/01/2015 | \$44.08 | \$10.00 | \$14.55 | \$0.00 | \$68.63 |
| | 06/01/2016 | \$44.83 | \$10.00 | \$14.55 | \$0.00 | \$69.38 |
| | 12/01/2016 | \$46.08 | \$10.00 | \$14.55 | \$0.00 | \$70.63 |
| | 06/01/2017 | \$47.08 | \$10.00 | \$14.55 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$48.08 | \$10.00 | \$14.55 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2015 | \$29.61 | \$10.00 | \$14.55 | \$0.00 | \$54.16 |
| | 12/01/2015 | \$30.48 | \$10.00 | \$14.55 | \$0.00 | \$55.03 |
| | 06/01/2016 | \$31.00 | \$10.00 | \$14.55 | \$0.00 | \$55.55 |
| | 12/01/2016 | \$31.87 | \$10.00 | \$14.55 | \$0.00 | \$56.42 |
| | 06/01/2017 | \$32.56 | \$10.00 | \$14.55 | \$0.00 | \$57.11 |
| | 12/01/2017 | \$33.25 | \$10.00 | \$14.55 | \$0.00 | \$57.80 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| READY MIX CONCRETE DRIVERS after 4/30/10 <i>(Drivers Hired After 4/30/2010) TEAMSTERS LOCAL 25c</i> | 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 <i>TEAMSTERS LOCAL 25c</i> | 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 <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2015 | \$42.42 | \$10.00 | \$14.55 | \$0.00 | \$66.97 |
| | 12/01/2015 | \$43.66 | \$10.00 | \$14.55 | \$0.00 | \$68.21 |
| | 06/01/2016 | \$44.41 | \$10.00 | \$14.55 | \$0.00 | \$68.96 |
| | 12/01/2016 | \$45.64 | \$10.00 | \$14.55 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$46.63 | \$10.00 | \$14.55 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$47.62 | \$10.00 | \$14.55 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| RESIDENTIAL WOOD FRAME (All Other Work) <i>CARPENTERS -ZONE 2 (Residential Wood)</i> | 04/01/2011 | \$24.24 | \$8.67 | \$15.51 | \$0.00 | \$48.42 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| RESIDENTIAL WOOD FRAME CARPENTER ** ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. CARPENTERS - ZONE 2 (Residential Wood) As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate. | 05/01/2011 | \$24.24 | \$6.34 | \$6.23 | \$0.00 | \$36.81 |

Apprentice - CARPENTER (Residential Wood Frame) - Zone 2

Effective Date - 05/01/2011

| Step | percent | 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 |
| 5 | 75 | \$18.18 | \$6.34 | \$6.23 | \$0.00 | \$30.75 |
| 6 | 80 | \$19.39 | \$6.34 | \$6.23 | \$0.00 | \$31.96 |
| 7 | 85 | \$20.60 | \$6.34 | \$6.23 | \$0.00 | \$33.17 |
| 8 | 90 | \$21.82 | \$6.34 | \$6.23 | \$0.00 | \$34.39 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS - ZONE 1 | 06/01/2015 | \$35.35 | \$7.30 | \$13.20 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.10 | \$7.30 | \$13.20 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.85 | \$7.30 | \$13.20 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.85 | \$7.30 | \$13.20 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| ROLLER/SPREADER/MULCHING MACHINE OPERATING ENGINEERS LOCAL 4 | 06/01/2015 | \$42.42 | \$10.00 | \$14.55 | \$0.00 | \$66.97 |
| | 12/01/2015 | \$43.66 | \$10.00 | \$14.55 | \$0.00 | \$68.21 |
| | 06/01/2016 | \$44.41 | \$10.00 | \$14.55 | \$0.00 | \$68.96 |
| | 12/01/2016 | \$45.64 | \$10.00 | \$14.55 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$46.63 | \$10.00 | \$14.55 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$47.62 | \$10.00 | \$14.55 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg) ROOFERS LOCAL 33 | 08/01/2015 | \$40.11 | \$11.00 | \$12.00 | \$0.00 | \$63.11 |
| | 02/01/2016 | \$41.01 | \$11.00 | \$12.00 | \$0.00 | \$64.01 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ROOFER - Local 33

Effective Date - 08/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$20.06 | \$11.00 | \$3.38 | \$0.00 | \$34.44 |
| 2 | 60 | \$24.07 | \$11.00 | \$12.00 | \$0.00 | \$47.07 |
| 3 | 65 | \$26.07 | \$11.00 | \$12.00 | \$0.00 | \$49.07 |
| 4 | 75 | \$30.08 | \$11.00 | \$12.00 | \$0.00 | \$53.08 |
| 5 | 85 | \$34.09 | \$11.00 | \$12.00 | \$0.00 | \$57.09 |

Effective Date - 02/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$20.51 | \$11.00 | \$3.38 | \$0.00 | \$34.89 |
| 2 | 60 | \$24.61 | \$11.00 | \$12.00 | \$0.00 | \$47.61 |
| 3 | 65 | \$26.66 | \$11.00 | \$12.00 | \$0.00 | \$49.66 |
| 4 | 75 | \$30.76 | \$11.00 | \$12.00 | \$0.00 | \$53.76 |
| 5 | 85 | \$34.86 | \$11.00 | \$12.00 | \$0.00 | \$57.86 |

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

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| ROOFER SLATE / TILE / PRECAST CONCRETE | 08/01/2015 | \$40.36 | \$11.00 | \$12.00 | \$0.00 | \$63.36 |
| ROOFERS LOCAL 33 | 02/01/2016 | \$41.26 | \$11.00 | \$12.00 | \$0.00 | \$64.26 |
| For apprentice rates see "Apprentice- ROOFER" | | | | | | |
| SHEETMETAL WORKER | 08/01/2015 | \$43.31 | \$10.20 | \$21.48 | \$2.25 | \$77.24 |
| SHEETMETAL WORKERS LOCAL 17 - A | 02/01/2016 | \$44.31 | \$10.20 | \$21.48 | \$2.25 | \$78.24 |
| | 08/01/2016 | \$45.46 | \$10.20 | \$21.48 | \$2.25 | \$79.39 |
| | 02/01/2017 | \$46.56 | \$10.20 | \$21.48 | \$2.25 | \$80.49 |
| | 08/01/2017 | \$47.66 | \$10.20 | \$21.48 | \$2.25 | \$81.59 |
| | 02/01/2018 | \$48.81 | \$10.20 | \$21.48 | \$2.25 | \$82.74 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 08/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$17.32 | \$10.20 | \$4.90 | \$0.00 | \$32.42 |
| 2 | 40 | \$17.32 | \$10.20 | \$4.90 | \$0.00 | \$32.42 |
| 3 | 45 | \$19.49 | \$10.20 | \$9.59 | \$1.18 | \$40.46 |
| 4 | 45 | \$19.49 | \$10.20 | \$9.59 | \$1.18 | \$40.46 |
| 5 | 50 | \$21.66 | \$10.20 | \$10.45 | \$1.27 | \$43.58 |
| 6 | 50 | \$21.66 | \$10.20 | \$10.70 | \$1.28 | \$43.84 |
| 7 | 60 | \$25.99 | \$10.20 | \$12.17 | \$1.45 | \$49.81 |
| 8 | 65 | \$28.15 | \$10.20 | \$13.04 | \$1.54 | \$52.93 |
| 9 | 75 | \$32.48 | \$10.20 | \$14.76 | \$1.72 | \$59.16 |
| 10 | 85 | \$36.81 | \$10.20 | \$15.98 | \$1.89 | \$64.88 |

Effective Date - 02/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$17.72 | \$10.20 | \$4.90 | \$0.00 | \$32.82 |
| 2 | 40 | \$17.72 | \$10.20 | \$4.90 | \$0.00 | \$32.82 |
| 3 | 45 | \$19.94 | \$10.20 | \$9.59 | \$1.19 | \$40.92 |
| 4 | 45 | \$19.94 | \$10.20 | \$9.59 | \$1.19 | \$40.92 |
| 5 | 50 | \$22.16 | \$10.20 | \$10.45 | \$1.28 | \$44.09 |
| 6 | 50 | \$22.16 | \$10.20 | \$10.70 | \$1.29 | \$44.35 |
| 7 | 60 | \$26.59 | \$10.20 | \$12.17 | \$1.47 | \$50.43 |
| 8 | 65 | \$28.80 | \$10.20 | \$13.04 | \$1.56 | \$53.60 |
| 9 | 75 | \$33.23 | \$10.20 | \$14.76 | \$1.75 | \$59.94 |
| 10 | 85 | \$37.66 | \$10.20 | \$15.98 | \$1.92 | \$65.76 |

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SIGN ERECTOR - Local 35 Zone 2

Effective Date - 06/01/2013

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

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 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 |
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 08/01/2015 | \$33.33 | \$10.41 | \$9.33 | \$0.00 | \$53.07 |
| | 12/01/2015 | \$33.33 | \$10.41 | \$10.08 | \$0.00 | \$53.82 |
| | 06/01/2016 | \$33.83 | \$10.41 | \$10.08 | \$0.00 | \$54.32 |
| | 08/01/2016 | \$33.83 | \$10.91 | \$10.08 | \$0.00 | \$54.82 |
| | 12/01/2016 | \$33.83 | \$10.91 | \$10.89 | \$0.00 | \$55.63 |
| SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1 | 03/01/2015 | \$54.43 | \$8.42 | \$14.90 | \$0.00 | \$77.75 |
| | 10/01/2015 | \$55.58 | \$8.42 | \$14.90 | \$0.00 | \$78.90 |
| | 01/01/2016 | \$55.58 | \$8.67 | \$15.05 | \$0.00 | \$79.30 |
| | 03/01/2016 | \$56.58 | \$8.67 | \$15.05 | \$0.00 | \$80.30 |
| | 10/01/2016 | \$57.73 | \$8.67 | \$15.05 | \$0.00 | \$81.45 |
| | 03/01/2017 | \$58.73 | \$8.67 | \$15.05 | \$0.00 | \$82.45 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1

Effective Date - 03/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental 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 Date - 10/01/2015

| Step | percent | 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 |

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| STEAM BOILER OPERATOR OPERATING ENGINEERS LOCAL 4 | 06/01/2015 | \$42.42 | \$10.00 | \$14.55 | \$0.00 | \$66.97 |
| | 12/01/2015 | \$43.66 | \$10.00 | \$14.55 | \$0.00 | \$68.21 |
| | 06/01/2016 | \$44.41 | \$10.00 | \$14.55 | \$0.00 | \$68.96 |
| | 12/01/2016 | \$45.64 | \$10.00 | \$14.55 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$46.63 | \$10.00 | \$14.55 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$47.62 | \$10.00 | \$14.55 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4 | 06/01/2015 | \$42.42 | \$10.00 | \$14.55 | \$0.00 | \$66.97 |
| | 12/01/2015 | \$43.66 | \$10.00 | \$14.55 | \$0.00 | \$68.21 |
| | 06/01/2016 | \$44.41 | \$10.00 | \$14.55 | \$0.00 | \$68.96 |
| | 12/01/2016 | \$45.64 | \$10.00 | \$14.55 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$46.63 | \$10.00 | \$14.55 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$47.62 | \$10.00 | \$14.55 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 103 | 03/01/2015 | \$33.88 | \$13.00 | \$13.70 | \$0.00 | \$60.58 |
| | 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

Effective Date - 03/01/2015

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

Effective Date - 09/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$13.84 | \$13.00 | \$0.42 | \$0.00 | \$27.26 |
| 2 | 40 | \$13.84 | \$13.00 | \$0.42 | \$0.00 | \$27.26 |
| 3 | 45 | \$15.57 | \$13.00 | \$10.88 | \$0.00 | \$39.45 |
| 4 | 45 | \$15.57 | \$13.00 | \$10.88 | \$0.00 | \$39.45 |
| 5 | 50 | \$17.30 | \$13.00 | \$11.14 | \$0.00 | \$41.44 |
| 6 | 55 | \$19.03 | \$13.00 | \$11.39 | \$0.00 | \$43.42 |
| 7 | 60 | \$20.76 | \$13.00 | \$11.65 | \$0.00 | \$45.41 |
| 8 | 65 | \$22.49 | \$13.00 | \$11.90 | \$0.00 | \$47.39 |
| 9 | 70 | \$24.22 | \$13.00 | \$12.17 | \$0.00 | \$49.39 |
| 10 | 75 | \$25.95 | \$13.00 | \$12.43 | \$0.00 | \$51.38 |

Notes:

Apprentice to Journeyworker Ratio: 1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| TERRAZZO FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE | 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 |

NO COUPONS ACCEPTED WITH THESE SPECIALS
\$6.50 MINIMUM DELIVERY

- \$6.00 GREEK SALAD (served w/homemade bread)
- \$5.00 GARDEN OR CAESAR SALAD (served with home-made bread)
- \$4.00 TUNA CLUB on white or wheat bread (served with fries & coleslaw)
- \$2.00 CHEESEBURGER DINNER (served w/fries & salad)
- \$5.00 TURKEY SUPREME WRAP (turkey, bacon, American cheese, sliced peppers and onions, and thousand island dressing) (served in white or wheat lavash bread)
- \$5.00 TURKEY CLUB WRAP (turkey, bacon, lettuce, tomato and mayo) (served in white or wheat lavash bread)

TODAY'S LUNCH SPECIALS
(11:00AM - 3:00PM)

MYBROTHER'S PLACE
181 BROADWAY
ARLINGTON, MA 02474
781-646-0110

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.40 | \$10.18 | \$18.57 | \$0.00 | \$53.15 |
| 2 | 60 | \$29.28 | \$10.18 | \$18.57 | \$0.00 | \$58.03 |
| 3 | 70 | \$34.16 | \$10.18 | \$18.57 | \$0.00 | \$62.91 |
| 4 | 80 | \$39.04 | \$10.18 | \$18.57 | \$0.00 | \$67.79 |
| 5 | 90 | \$43.92 | \$10.18 | \$18.57 | \$0.00 | \$72.67 |

Effective Date - 02/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.69 | \$10.18 | \$18.57 | \$0.00 | \$53.44 |
| 2 | 60 | \$29.62 | \$10.18 | \$18.57 | \$0.00 | \$58.37 |
| 3 | 70 | \$34.56 | \$10.18 | \$18.57 | \$0.00 | \$63.31 |
| 4 | 80 | \$39.50 | \$10.18 | \$18.57 | \$0.00 | \$68.25 |
| 5 | 90 | \$44.43 | \$10.18 | \$18.57 | \$0.00 | \$73.18 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2015 | \$36.45 | \$7.30 | \$13.40 | \$0.00 | \$57.15 |
| | 12/01/2015 | \$37.20 | \$7.30 | \$13.40 | \$0.00 | \$57.90 |
| | 06/01/2016 | \$37.95 | \$7.30 | \$13.40 | \$0.00 | \$58.65 |
| | 12/01/2016 | \$38.95 | \$7.30 | \$13.40 | \$0.00 | \$59.65 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2015 | \$35.17 | \$7.30 | \$13.40 | \$0.00 | \$55.87 |
| | 12/01/2015 | \$35.92 | \$7.30 | \$13.40 | \$0.00 | \$56.62 |
| | 06/01/2016 | \$36.67 | \$7.30 | \$13.40 | \$0.00 | \$57.37 |
| | 12/01/2016 | \$37.67 | \$7.30 | \$13.40 | \$0.00 | \$58.37 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2015 | \$35.05 | \$7.30 | \$13.40 | \$0.00 | \$55.75 |
| | 12/01/2015 | \$35.80 | \$7.30 | \$13.40 | \$0.00 | \$56.50 |
| | 06/01/2016 | \$36.55 | \$7.30 | \$13.40 | \$0.00 | \$57.25 |
| | 12/01/2016 | \$37.55 | \$7.30 | \$13.40 | \$0.00 | \$58.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2015 | \$42.42 | \$10.00 | \$14.55 | \$0.00 | \$66.97 |
| | 12/01/2015 | \$43.66 | \$10.00 | \$14.55 | \$0.00 | \$68.21 |
| | 06/01/2016 | \$44.41 | \$10.00 | \$14.55 | \$0.00 | \$68.96 |
| | 12/01/2016 | \$45.64 | \$10.00 | \$14.55 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$46.63 | \$10.00 | \$14.55 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$47.62 | \$10.00 | \$14.55 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 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 <i>LABORERS (COMPRESSED AIR)</i> | 06/01/2015 | \$47.33 | \$7.30 | \$13.80 | \$0.00 | \$68.43 |
| | 12/01/2015 | \$48.08 | \$7.30 | \$13.80 | \$0.00 | \$69.18 |
| | 06/01/2016 | \$48.83 | \$7.30 | \$13.80 | \$0.00 | \$69.93 |
| | 12/01/2016 | \$49.83 | \$7.30 | \$13.80 | \$0.00 | \$70.93 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i> | 06/01/2015 | \$49.33 | \$7.30 | \$13.80 | \$0.00 | \$70.43 |
| | 12/01/2015 | \$50.08 | \$7.30 | \$13.80 | \$0.00 | \$71.18 |
| | 06/01/2016 | \$50.83 | \$7.30 | \$13.80 | \$0.00 | \$71.93 |
| | 12/01/2016 | \$51.83 | \$7.30 | \$13.80 | \$0.00 | \$72.93 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i> | 06/01/2015 | \$39.40 | \$7.30 | \$13.80 | \$0.00 | \$60.50 |
| | 12/01/2015 | \$40.15 | \$7.30 | \$13.80 | \$0.00 | \$61.25 |
| | 06/01/2016 | \$40.90 | \$7.30 | \$13.80 | \$0.00 | \$62.00 |
| | 12/01/2016 | \$41.90 | \$7.30 | \$13.80 | \$0.00 | \$63.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i> | 06/01/2015 | \$41.40 | \$7.30 | \$13.80 | \$0.00 | \$62.50 |
| | 12/01/2015 | \$42.15 | \$7.30 | \$13.80 | \$0.00 | \$63.25 |
| | 06/01/2016 | \$42.90 | \$7.30 | \$13.80 | \$0.00 | \$64.00 |
| | 12/01/2016 | \$43.90 | \$7.30 | \$13.80 | \$0.00 | \$65.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 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 |
| WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i> | 06/01/2015 | \$35.35 | \$7.30 | \$13.20 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.10 | \$7.30 | \$13.20 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.85 | \$7.30 | \$13.20 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.85 | \$7.30 | \$13.20 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2015 | \$42.83 | \$10.00 | \$14.55 | \$0.00 | \$67.38 |
| | 12/01/2015 | \$44.08 | \$10.00 | \$14.55 | \$0.00 | \$68.63 |
| | 06/01/2016 | \$44.83 | \$10.00 | \$14.55 | \$0.00 | \$69.38 |
| | 12/01/2016 | \$46.08 | \$10.00 | \$14.55 | \$0.00 | \$70.63 |
| | 06/01/2017 | \$47.08 | \$10.00 | \$14.55 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$48.08 | \$10.00 | \$14.55 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i> | 03/01/2015 | \$50.21 | \$10.32 | \$14.89 | \$0.00 | \$75.42 |
| | 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 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER" | | | | | | |
| Outside Electrical - East | | | | | | |
| CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/01/2013 | \$25.66 | \$8.70 | \$4.48 | \$0.00 | \$38.84 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/01/2013 | \$36.55 | \$8.70 | \$6.58 | \$0.00 | \$51.83 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/01/2013 | \$29.94 | \$8.70 | \$6.05 | \$0.00 | \$44.69 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/01/2013 | \$23.52 | \$8.70 | \$5.24 | \$0.00 | \$37.46 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/01/2013 | \$36.35 | \$8.70 | \$9.43 | \$0.00 | \$54.48 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/01/2013 | \$32.08 | \$8.70 | \$6.59 | \$0.00 | \$47.37 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/01/2013 | \$23.52 | \$8.70 | \$3.72 | \$0.00 | \$35.94 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/01/2013 | \$19.25 | \$8.70 | \$2.85 | \$0.00 | \$30.80 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/01/2013 | \$42.77 | \$8.70 | \$11.78 | \$0.00 | \$63.25 |

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 09/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$25.66 | \$8.70 | \$4.24 | \$0.00 | \$38.60 |
| 2 | 65 | \$27.80 | \$8.70 | \$4.71 | \$0.00 | \$41.21 |
| 3 | 70 | \$29.94 | \$8.70 | \$5.43 | \$0.00 | \$44.07 |
| 4 | 75 | \$32.08 | \$8.70 | \$6.16 | \$0.00 | \$46.94 |
| 5 | 80 | \$34.22 | \$8.70 | \$6.88 | \$0.00 | \$49.80 |
| 6 | 85 | \$36.35 | \$8.70 | \$7.62 | \$0.00 | \$52.67 |
| 7 | 90 | \$38.49 | \$8.70 | \$8.83 | \$0.00 | \$56.02 |

Notes:

Apprentice to Journeyworker Ratio:1:2

| | | | | | | |
|---|------------|---------|--------|--------|--------|---------|
| TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 01/01/2015 | \$28.12 | \$4.25 | \$3.09 | \$0.00 | \$35.46 |
| | 01/01/2016 | \$28.98 | \$4.25 | \$3.12 | \$0.00 | \$36.35 |
| TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 01/01/2015 | \$26.49 | \$4.25 | \$3.04 | \$0.00 | \$33.78 |
| | 01/01/2016 | \$27.31 | \$4.25 | \$3.07 | \$0.00 | \$34.63 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 01/01/2015 | \$26.49 | \$4.25 | \$3.04 | \$0.00 | \$33.78 |
| | 01/01/2016 | \$27.31 | \$4.25 | \$3.07 | \$0.00 | \$34.63 |
| TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 02/01/2015 | \$18.05 | \$3.55 | \$0.00 | \$0.00 | \$21.60 |
| | 01/31/2016 | \$18.51 | \$3.55 | \$0.00 | \$0.00 | \$22.06 |
| This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal. | | | | | | |
| TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 02/01/2015 | \$15.92 | \$3.55 | \$0.00 | \$0.00 | \$19.47 |
| | 01/31/2016 | \$16.32 | \$3.55 | \$0.00 | \$0.00 | \$19.87 |
| This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal. | | | | | | |

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.

** Multiple ratios are listed in the comment field.

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

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