# 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: <u>BID ON:HARDY ELEMENTARY</u> <u>SCHOOL PLAYGROUND REPAIR, BID # 15-36, THURSDAY, AUGUST 27, 2015, 11:00A.M.</u>

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 AUTHO	RIZED 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.

NON-COLLUSION FORMS
MUST BE SIGNED AND
SUBMITTED WITH BID

Signature of Individual or Responsible

Corporate Officer and Title

Social Security Number or

Federal Identification Number

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

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

#### **Attachments:**

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



### DEPARTMENT OF LABOR STANDARDS

#### **Prevailing Wage Rates**

THE COMMONWEALTH OF MASSACHUSETTS

EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT

As determined by the Director under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H RONALD L. WALKER, II WILLIAM D MCKINNEY Director

KARYNE POLITO Lt Governor

Town of Arlington

Awarding Authority: 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.

Wage Request Number: 20150810-041 Issue Date: 08/10/2015

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2015	\$32.82	\$10.41	\$9.33	\$0.00	\$52.56
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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	08/01/2015	\$32.94	\$10.41	\$9.33	\$0.00	\$52.68
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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 PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$88.29	\$9.80	\$19.23	\$0.00	\$117.32
AIR TRACK OPERATOR	06/01/2015	\$35.85	\$7.30	\$13.20	\$0.00	\$56.35
LABORERS - ZONE I	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. HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	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 LABORERS - ZONE 1	06/01/2015	\$35.35	\$7.30	\$13.20	\$0.00	\$55.85
LABUKERS - ZONE I	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 OPERATING ENGINEERS LOCAL 4	06/01/2015	\$42.83	\$10.00	\$14.55	\$0.00	\$67.38
OI DATING BYOTEDIA BOOKDA	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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63
BACKHOE/FRONT-END LOADER	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		\$10.00	\$14.55	\$0.00	\$70.63
		\$46.08		\$14.55	\$0.00	\$70.63 \$71.63
	06/01/2017	\$47.08	\$10.00	\$14.55	\$0.00	
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$48.08	\$10.00	Φ14.JJ	øV.VV	\$72.63

Wage Request Number: 20150810-041 Page 2 of 38

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER	06/01/2015	\$35.35	\$7.30	\$13.20	\$0.00	\$55.85
LABORERS - 20NE I	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
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$37.85	\$7.30	\$13.20	\$0.00	\$58.35
BLOCK PAVER, RAMMER / CURB SETTER	06/01/2015	\$35.85	\$7.30	\$13.20	\$0.00	\$56.35
LABORERS - ZONE I	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
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.35	\$7.30	\$13.20	\$0.00	\$58.85
BOILER MAKER	01/01/2015	\$40.32	\$6.97	\$16.21	\$0.00	\$63.50
BOILERMAKERS LOCAL 29	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

	лесиу Step	ve Date - percent	01/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	1	65		\$26.21	\$6.97	\$10.54	\$0.00	\$43,72	
2	2	65		\$26.21	\$6.97	\$10.54	\$0.00	\$43.72	
3	3	70		\$28.22	\$6.97	\$11.35	\$0.00	\$46.54	
4	4	75		\$30.24	\$6.97	\$12.16	\$0.00	\$49.37	
5	5	80		\$32.26	\$6.97	\$12.97	\$0.00	\$52.20	
e	6	85		\$34.27	\$6.97	\$13.78	\$0.00	\$55.02	
7	7	90		\$36.29	\$6.97	\$14.59	\$0.00	\$57.85	
8	8	95		\$38.30	\$6.97	\$15.40	\$0.00	\$60.67	
	effective Step	ve Date -	01/01/2016	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	\$10.34	\$0.00	\$47.45	
	4	75		\$31.22	\$6.97	\$12.16	\$0.00	\$50.35	
	5	80		\$33.30	\$6.97	\$12.10	\$0.00	\$50.55 \$53.24	
6	5	85		\$35.38	\$6.97	\$13.78	\$0.00	\$56.13	
2	7	90		\$37.46	\$6.97	\$14.59	\$0.00	\$59.02	
8	8	95		\$39.54	\$6.97	\$15.40	\$0.00	\$61.91	
N	Votes:	**************************************	erazas istretas ireainers esterioris erretasea esteranne esteri	ta. Arabitat akktaris, akkritkas minink a minindi.	often mile Assessfum wheel	and annual middle A. A. A. A.		the state of the s	
; ; ;								1	
ferry <b>A</b>	pprei		rneyworker Ratio:1:5	to de l'anne e d'indre, ellentaire l'intérieur, membres e		m Commission representation of the contra	** ***********************************	S. W.C. Saleshira Securitaria diduktione	
		ICIAL MA	SONRY (INCL. MASONR	Y 08/01/201:	5 \$49.	86 \$10.1	8 \$18.57	\$0.00	\$78.61
ERPROOFII <i>ayers locai</i>		STON)		02/01/2016	s \$50.	43 \$10.1	8 \$18.57	\$0.00	\$79.18
	,	,		08/01/2016	s \$51.	33 \$10.1	8 \$18.65	\$0.00	\$80.16
				02/01/2013	7 \$51.	90 \$10.1	8 \$18.65	\$0.00	\$80.73

**Issue Date:** 08/10/2015

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

	Appre Effect	ive Date - 08/01/2015				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$24.93	\$10.18	\$18.57	\$0.00	\$53.68	
	2	60	\$29.92	\$10.18	\$18.57	\$0.00	\$58.67	
	3	70	\$34.90	\$10.18	\$18.57	\$0.00	\$63.65	
	4	80	\$39.89	\$10.18	\$18.57	\$0.00	\$68.64	
	5	90	\$44.87	\$10.18	\$18.57	\$0.00	\$73.62	
	Effecti	ve Date - 02/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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:	A graphical colorest photological analysis analysis management analysis.	and the second statement s	Manager Automore Addison	*********************	95.5 65 m/s - 25 65 d Some * Association de Americani		
	Appre	ntice to Journeyworker Ratio:1:5	ng namagang nyanggap manyanag aganganag angganan, manaman a		,	enada mandi administrativa ana familiana distra	**************************************	
		R/SCRAPER	06/01/2015	5 \$42.42	\$10.00	\$14.55	\$0.00	\$66.97
PERATING ENC	INEERS LO	ICAL 4	12/01/2015	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
			06/01/2016	5 \$44.41	\$10.00	\$14.55	\$0.00	\$68.96
			12/01/2016	5 \$45.64	\$10.00	\$14.55	\$0.00	\$70.19
			06/01/2017	7 \$46.63	\$10.00	\$14.55	\$0.00	\$71.18
			12/01/2017	7 \$47.62	\$10.00	\$14.55	\$0.00	\$72.17
		Apprentice- OPERATING ENGINEERS"		~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	tioned have not remain that all the relations and head	***************************************		
AISSON & U 1 <i>BORERS - FOU</i>		INNING BOTTOM MAN 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		\$7.30	\$13.40	\$0.00	\$58.40
For apprentic	e rates see '	Apprentice- LABORER"	12/01/2016	5 \$38.70	\$7.30	\$13.40	\$0.00	\$59.40
		INNING LABORER	06/01/2015	\$35.05	\$7.30	\$13.40	\$0.00	\$55.75
ABORERS - FOU	INDATION	AND MAKINE	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	5 \$37.55	\$7.30	\$13.40	\$0.00	\$58.25
		Apprentice- LABORER"	**************************************			<b></b>		
AISSON & U A <i>BORERS - FOU</i>		INNING TOP MAN and marine	06/01/2015			\$13.40	\$0.00	\$55.75
			12/01/2015			\$13.40	\$0.00	\$56.50
			06/01/2016	§ \$36.55	\$7.30	\$13.40	\$0.00	\$57.25
			00/01/2010	φ50.55	\$7.30	\$13.40	\$0.00	\$58.25

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR	06/01/2015	\$35.35	\$7.30	<b>\$</b> 13.20	\$0.00	\$55.85
LABORERS - ZONE 1	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 CARPENTERS - 2ONE 2 (Eastern Massachusetts)	03/01/2015	\$35.75	\$9.80	\$16.48	\$0.00	\$62.03

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

Effect	ive Date -	03/01/2015				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$17.88	\$9.80	\$1.63	\$0.00	\$29.31	
2	60		\$21.45	\$9.80	\$1.63	\$0.00	\$32.88	
3	70		\$25.03	\$9.80	\$11.59	\$0.00	\$46.42	
4	75		\$26.81	\$9.80	\$11.59	\$0.00	\$48.20	
5	80		\$28.60	\$9.80	\$13.22	\$0.00	\$51.62	
6	80		\$28.60	\$9.80	\$13.22	\$0.00	\$51.62	
7	90		\$32.18	\$9.80	\$14.85	\$0.00	\$56.83	
8	90		\$32.18	\$9.80	\$14.85	\$0.00	\$56.83	
Notes	·	managan gagan an amana da sebesar se sebesar se	n est ataribs anamen tambén ataribs terreste terreste.	Same a Secretary referred	Session desirate establish	TALLES SELLAND ELLES A TER		
							ty spanished	
Appre	ntice to Jo	urneyworker Ratio:1	:5	propins (America) (America)	***************************************			
ONRY	PLASTER	ING	07/01/201	5 \$45.8'	\$10.90	\$18.71	\$1.30	\$76.73

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

Issue Date: 08/10/2015 Wage Request Number: 20150810-041 Page 5 of 38

Total Rate

	ffective I tep pe	ercent	07/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	5	0	And the state of t	\$22.91	\$10.90	\$12.21	\$0.00	\$46.02	
2	6	0		\$27.49	\$10.90	\$13.71	\$1.30	\$53.40	
3	6	55		\$29.78	\$10.90	\$14.71	\$1.30	\$56.69	
4	7	0		\$32.07	\$10.90	\$15.71	\$1.30	\$59.98	
5	7	15		\$34.37	\$10.90	\$16.71	\$1.30	\$63.28	
6	8	80		\$36.66	\$10.90	\$17.71	\$1.30	\$66.57	
7	9	0		\$41.24	\$10.90	\$18.71	\$1.30	\$72.15	-
Et	ffective ]	Date -	01/01/2016				Supplemental		
St	tep po	ercent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	5	50		\$23.22	\$10.90	\$12.21	\$0.00	\$46.33	
2	6	60		\$27.86	<b>\$</b> 10. <del>9</del> 0	\$13.71	\$1.30	\$53.77	
3	6	55		\$30.19	\$10.90	\$14.71	\$1.30	\$57.10	
4	7	70		\$32.51	\$10.90	\$15.71	\$1.30	\$60.42	
5	7	75		\$34.83	\$10.90	\$16.71	\$1.30	\$63.74	
6	8	30		\$37.15	\$10.90	\$17.71	\$1.30	\$67.06	
7	9	00		\$41.80	\$10.90	\$18.71	\$1.30	\$72.71	
	otes:	teps 3,4	are 500 hrs. All other steps a	e quantity and the second seco	gamman gambayan siri bilisi s	and the same of th	autorica ministra (1888) 191	VIEW MANAGEMENT CONTRACTOR CONTRA	
<u></u>	St pprentic	ce to Jo	\\	re 1,000 hrs.	Addison Japanese Addison 1	magazi ing natur dalahaka .	AAAAAAA AAAAAAAY TYYYYAA ***		
A IN SAW OPE	St pprentic	ce to Jo	are 500 hrs. All other steps a	re 1,000 hrs.	5 \$35.35	\$7.30	\$13.20	\$0.00	
<u></u>	St pprentic	ce to Jo	are 500 hrs. All other steps a	re 1,000 hrs.  06/01/201 12/01/201	5 \$35.35 5 \$36.10	\$7.30 \$7.30	\$13.20 \$13.20	\$0.00 \$0.00	\$56.6
A IN SAW OPE	St pprentic	ce to Jo	are 500 hrs. All other steps a	06/01/201 12/01/201 06/01/201	5 \$35.35 5 \$36.10 6 \$36.85	\$7.30 \$7.30 \$7.30	\$13.20 \$13.20 \$13.20	\$0.00 \$0.00 \$0.00	\$56.6 \$57.3
A IN SAW OPE	St pprentic	ce to Jo	are 500 hrs. All other steps a	re 1,000 hrs.  06/01/201 12/01/201	5 \$35.35 5 \$36.10 6 \$36.85	\$7.30 \$7.30 \$7.30	\$13.20 \$13.20	\$0.00 \$0.00	\$56.66 \$57.3
A IN SAW OPERERS - ZONE I  or apprentice rate  M SHELLS/S	Stoppentic ERATOF  es see "App SLURRY	ce to Jo	are 500 hrs. All other steps a	06/01/201 12/01/201 12/01/201 12/01/201	5 \$35.35 5 \$36.10 6 \$36.85 6 \$37.85	\$7.30 \$7.30 \$7.30	\$13.20 \$13.20 \$13.20 \$13.20	\$0.00 \$0.00 \$0.00	\$56.6 \$57.3 \$58.3
A IN SAW OPERERS - ZONE I  or apprentice rate  M SHELLS/S	Stoppentic ERATOF  es see "App SLURRY	ce to Jo	are 500 hrs. All other steps a urneyworker Ratio:1:3  .ABORER"	06/01/201 12/01/201 06/01/201 12/01/201	5 \$35.35 5 \$36.10 6 \$36.85 6 \$37.85 5 \$43.83	\$7.30 \$7.30 \$7.30 \$7.30 \$10.00	\$13.20 \$13.20 \$13.20 \$13.20	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.66 \$57.3 \$58.3 \$68.3
A IN SAW OPERERS - ZONE I  or apprentice rate  M SHELLS/S	Stoppentic ERATOF  es see "App SLURRY	ce to Jo	are 500 hrs. All other steps a urneyworker Ratio:1:3  .ABORER"	06/01/201 12/01/201 06/01/201 12/01/201 S 06/01/201	5 \$35.35 5 \$36.10 6 \$36.85 6 \$37.85 5 \$43.83 5 \$45.08	\$7.30 \$7.30 \$7.30 \$7.30 \$10.00	\$13.20 \$13.20 \$13.20 \$13.20 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.6 \$57.3 \$58.3 \$68.3 \$69.6
A IN SAW OPERERS - ZONE I  or apprentice rate  M SHELLS/S	Stoppentic ERATOF  es see "App SLURRY	ce to Jo	are 500 hrs. All other steps a urneyworker Ratio:1:3  .ABORER"	06/01/201 12/01/201 06/01/201 12/01/201 S 06/01/201 12/01/201	5 \$35.35 5 \$36.10 6 \$36.85 6 \$37.85 5 \$43.83 5 \$45.08 6 \$45.83	\$7.30 \$7.30 \$7.30 \$7.30 \$10.00 \$10.00	\$13.20 \$13.20 \$13.20 \$13.20 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.66 \$57.3. \$58.3 \$68.3 \$69.6 \$70.3
A IN SAW OPERERS - ZONE I or apprentice rate M SHELLS/S	Stoppentic ERATOF  es see "App SLURRY	ce to Jo	are 500 hrs. All other steps a urneyworker Ratio:1:3  .ABORER"	06/01/201 12/01/201 06/01/201 12/01/201 S 06/01/201 12/01/201 06/01/201	5 \$35.35 5 \$36.10 6 \$36.85 6 \$37.85 5 \$43.83 5 \$45.08 6 \$45.83 6 \$47.08	\$7.30 \$7.30 \$7.30 \$7.30 \$10.00 \$10.00 \$10.00	\$13.20 \$13.20 \$13.20 \$13.20 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.6 \$57.3 \$58.3 \$68.3 \$69.6 \$70.3 \$71.6
A IN SAW OPERERS - ZONE I or apprentice rate M SHELLS/S ATING ENGINER	Stopprentic	ce to Jo  R  prentice- I  BUCK  L 4	are 500 hrs. All other steps a urneyworker Ratio:1:3  .ABORER"	06/01/201 12/01/201 06/01/201 12/01/201 S 06/01/201 12/01/201 12/01/201 12/01/201	5 \$35.35 5 \$36.10 6 \$36.85 6 \$37.85 5 \$43.83 5 \$45.08 6 \$45.83 6 \$47.08 7 \$48.08	\$7.30 \$7.30 \$7.30 \$7.30 \$10.00 \$10.00 \$10.00 \$10.00	\$13.20 \$13.20 \$13.20 \$13.20 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.6 \$57.3 \$58.3 \$68.3 \$69.6 \$70.3 \$71.6
AN SAW OPERERS - ZONE I  or apprentice rate  M SHELLS/S  ATING ENGINEE  or apprentice rate	Stopprentic ERATOF  ES see "App  SLURRY ERS LOCA  es see "App	ce to Jo  R  prentice- I  BUCK  L 4	are 500 hrs. All other steps a urneyworker Ratio:1:3  ABORER" ETS/HEADING MACHINE	06/01/201 12/01/201 06/01/201 12/01/201 \$\text{06/01/201} 12/01/201 06/01/201 12/01/201 06/01/201	5 \$35.35 5 \$36.10 6 \$36.85 6 \$37.85 5 \$43.83 5 \$45.08 6 \$47.08 7 \$48.08 7 \$49.08	\$7.30 \$7.30 \$7.30 \$7.30 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$13.20 \$13.20 \$13.20 \$13.20 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.66 \$57.3 \$58.3 \$68.3 \$69.6 \$70.3 \$71.6 \$72.6 \$73.6
IN SAW OPERERS - ZONE I  or apprentice rate M SHELLS/S ATING ENGINEE  or apprentice rate (PRESSOR O	Stopprentic ERATOF  ES see "App  SLURRY  ERS LOCA  es see "App  PERAT	ce to Jo  R  prentice- L  BUCK  LL 4  prentice- C	are 500 hrs. All other steps a urneyworker Ratio:1:3  ABORER" ETS/HEADING MACHINE	S 06/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201	5 \$35.35 5 \$36.10 6 \$36.85 6 \$37.85 5 \$43.83 5 \$45.08 6 \$45.83 6 \$47.08 7 \$48.08 7 \$49.08 5 \$29.61	\$7.30 \$7.30 \$7.30 \$7.30 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$13.20 \$13.20 \$13.20 \$13.20 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.6 \$57.3 \$58.3 \$68.3 \$69.6 \$70.3 \$71.6 \$72.6 \$73.6
IN SAW OPERERS - ZONE I  or apprentice rate M SHELLS/S ATING ENGINEE  or apprentice rate (PRESSOR O	Stopprentic ERATOF  ES see "App  SLURRY  ERS LOCA  es see "App  PERAT	ce to Jo  R  prentice- L  BUCK  LL 4  prentice- C	are 500 hrs. All other steps a urneyworker Ratio:1:3  ABORER" ETS/HEADING MACHINE	S 06/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201 06/01/201 12/01/201	5 \$35.35 5 \$36.10 6 \$36.85 6 \$37.85 5 \$43.83 5 \$45.08 6 \$47.08 7 \$48.08 7 \$49.08 5 \$29.61 5 \$30.48	\$7.30 \$7.30 \$7.30 \$7.30 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$13.20 \$13.20 \$13.20 \$13.20 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.6 \$57.3 \$58.3 \$68.3 \$69.6 \$70.3 \$71.6 \$72.6 \$73.6
IN SAW OPERERS - ZONE I  or apprentice rate  M SHELLS/S  ATING ENGINEE  for apprentice rate  (PRESSOR O	Stopprentic ERATOF  ES see "App  SLURRY  ERS LOCA  es see "App  PERAT	ce to Jo  R  prentice- L  BUCK  LL 4  prentice- C	are 500 hrs. All other steps a urneyworker Ratio:1:3  ABORER" ETS/HEADING MACHINE	S 06/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201 06/01/201 12/01/201 12/01/201	5 \$35.35 5 \$36.10 6 \$36.85 6 \$37.85 5 \$43.83 5 \$45.08 6 \$47.08 7 \$48.08 7 \$49.08 5 \$29.61 5 \$30.48 6 \$31.00	\$7.30 \$7.30 \$7.30 \$7.30 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$13.20 \$13.20 \$13.20 \$13.20 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$56.66 \$57.3. \$58.3 \$68.3 \$69.6 \$70.3 \$71.6 \$72.6 \$73.6
A IN SAW OPERERS - ZONE I  or apprentice rate M SHELLS/S ATING ENGINER	Stopprentic ERATOF  ES see "App  SLURRY  ERS LOCA  es see "App  PERAT	ce to Jo  R  prentice- L  BUCK  LL 4  prentice- C	are 500 hrs. All other steps a urneyworker Ratio:1:3  ABORER" ETS/HEADING MACHINE	S 06/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 06/01/201 12/01/201	5 \$35.35 5 \$36.10 6 \$36.85 6 \$37.85 5 \$43.83 5 \$45.08 6 \$47.08 7 \$48.08 7 \$49.08 5 \$29.61 5 \$30.48 6 \$31.00 6 \$31.87	\$7.30 \$7.30 \$7.30 \$7.30 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00	\$13.20 \$13.20 \$13.20 \$13.20 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55 \$14.55	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$55.8: \$56.66 \$57.3: \$58.3: \$68.33 \$69.6: \$70.3: \$72.6: \$73.6: \$54.10 \$55.0 \$55.5 \$56.4 \$57.1

				L	nemployment	
DELEADER (BRIDGE)	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
PAINTERS LOCAL 35 - ZONE 2	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 - BRID	GES/TANKS					
Effective Date - 07/01/2015				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 50	\$24.28	\$7.85	\$0.00	\$0.00	\$32.13	
2 55	\$26.71	\$7.85	\$3.66	\$0.00	\$38.22	
3 60	\$29.14	\$7.85	\$3.99	\$0.00	\$40.98	
4 65	\$31.56	\$7.85	\$4.32	\$0.00	\$43.73	
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				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	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:	ANNAMA ANNAMA AMAMA MAMAMA AMAMAMA AMAMAMA AMAMAMA AMAMAMA AMAMAMAMA AMAMAMAMAMA AMAMAMAMAMA AMAMAMAMAMA AMAMAMAMAMA AMAMAMAMAMA AMAMAMAMAMA AMAMAMAMAMAMAMAMAMAMAMAMAMAMAMAMAMAMAMAM	mb <sub>e</sub> mb <sub>er</sub> (b. 1871) (F. 1885) 1897 - 18	05/000 00/01/5. <b>V</b> 110000.	Adventise referented emilierem de		
Steps are 750 hrs.					in particular to the second se	
Apprentice to Journeyworker Ratio:1:1	1999 property of the control of the		rysty - Antypo - policidad			
DEMO: ADZEMAN	06/01/2015	\$35.25	\$7.30	\$13.20	\$0.00	\$55.75
ABORERS - ZONE 1	12/01/2015	\$36.00	\$7.30	\$13.20	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"	was a second of the second of	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				
DEMO: BACKHOE/LOADER/HAMMER OPERATOR  4BORERS - 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		** - * ·	~ ~	D12.22	ΦΛ ΛΛ	
DEMO: BURNERS ABORERS - ZONE 1	06/01/2015		\$7.30	\$13.20	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$36.75	\$7.30	\$13.20	\$0.00	\$57.25
DEMO: CONCRETE CUTTER/SAWYER	06/01/2015	\$36.25	\$7.30	\$13.20	\$0.00	\$56.75
ABORERS - ZONE I				\$13.20	\$0.00	\$57.50
The state of the s	12/01/2015	\$37.00	\$7.30	φ13.2U	φ0.00	\$57.5U

Classification

For apprentice rates see "Apprentice- LABORER"

DEMO: JACKHAMMER OPERATOR

LABORERS - ZONE I

Issue Date: 08/10/2015

Supplemental

Unemployment

Pension

Effective Date Base Wage Health

Total Rate

Wage Request Number: 20150810-041 Page 7 of 38

\$36.00

\$36.75

\$7.30

\$7.30

06/01/2015

12/01/2015

\$13.20

\$13.20

\$0.00

\$0.00

\$56.50

\$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 I	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 PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$58.86	\$9.80	\$19.23	\$0.00	\$87.89
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$42.04	\$9.80	\$19.23	\$0.00	\$71.07
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$63.06	\$9.80	\$19.23	\$0.00	\$92.09
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$88.23	\$9.80	\$19.23	\$0.00	\$117.26
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"		V.V.				
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

Wage Request Number: 20150810-041 Page 8 of 38

Ste	fective Date - ep percent	03/01/2015	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	
Ef Ste	fective Date -	09/01/2015	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	
No	otes: : App Prio	r 1/1/03; 30/35/40/45/50/55/6	5/70/75/80		ennie virin ivier		decide decimals visitante solutions	
A	prentice to Jo	urneyworker Ratio:2:3***					**************************************	
	STRUCTOR CTORS LOCAL 4		01/01/201	5 \$53.30	\$13.58	\$14.21	\$0.00	\$81.09
ON COMBINA	.TOTAL BOUND #		01/01/201	\$54.53	\$14.43	\$14.96	\$0.00	\$83.92
			01/01/201	7 \$55.86	\$15.28	\$15.71	\$0.00	\$86.8

	Step	ve Date - percent	01/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	<u>,</u>
	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	ŀ
	4	70		\$37.31	\$13.58	\$14.21	\$0.00	\$65.10	)
	5	80		\$42.64	\$13.58	\$14.21	\$0.00	\$70.43	ı
	Effecti	ve Date -	01/01/2016				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	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	<b>;</b>
	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:		CONTROL ACTIONS CONTROL CONTRO	and the control of th	may na diserti i i A Pagina at ti i i ya nayabi ekiti.	15-145-11 SARPERS - SARPERS	550,775 200,000 000,000,000 000	addida madalasan o artig M o g Vitag	
		Steps 1-2	are 6 mos.; Steps 3-5 are	l year				zas Valteagener,	
			urneyworker Ratio:1:1		THE PARTY OF THE PARTY OF THE PARTY OF	National Assessment Comments of	, , , , , , , , , , , , , , , , , , ,	*** ***** **** **** ****	
EVATOR CO VATOR CONST			ELPER	01/01/2015	\$37.31	\$13.58	\$14.21	\$0.00	\$65.10
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		, 20 0, 12 .		01/01/2016	\$38.17	\$14.43	\$14.96	\$0.00	\$67.5
For apprentice r	atec see #	Apprentice - F	ELEVATOR CONSTRUCTOR"	01/01/2011	7 \$39.10	\$15.28	\$15.71	\$0.00	\$70.0
NCE & GUA				06/01/201:	5 \$35.35	\$7.30	\$13.20	\$0.00	\$55.8
ORERS - ZONE	I			12/01/201:	\$36.10	\$7.30	\$13.20	\$0.00	\$56.6
				06/01/2016	\$36.85	\$7.30	\$13.20	\$0.00	\$57.3:
For apprentice r	rates see H	Apprentice- T	A BORER"	12/01/2016	5 \$37.85	\$7.30	\$13.20	\$0.00	\$58.3
			G,SITE,HVY/HWY	05/01/2015	5 \$40.22	\$10.00	\$14.30	\$0.00	\$64.52
RATING ENGIN	IEERS LC	CAL 4		11/01/2015	\$40.80	\$10.00	\$14.30	\$0.00	\$65.1
				05/01/2016	\$41.69	\$10.00	\$14.30	\$0.00	\$65.9
				11/01/2016	\$42.28	\$10.00	\$14.30	\$0.00	\$66.5
			•	05/01/2017	\$43.16	\$10.00	\$14.30	\$0.00	\$67.4
				11/01/2017	\$43.89	\$10.00	\$14.30	\$0.00	\$68.19
			DED AND IO DIVER TOPE OF	05/01/2018	\$44.60	\$10.00	\$14.30	\$0.00	\$68.9
			PERATING ENGINEERS"				<b></b>		
LD ENG.PA. RATING ENGIN			G,SITE,HVY/HWY	05/01/2015			\$14.30	\$0.00	\$65.9
				11/01/2015		\$10.00	\$14.30	\$0.00	\$66.5
				05/01/2016	·	\$10.00	\$14.30	\$0.00	\$67.43
				11/01/2016		\$10.00	\$14.30	\$0.00	\$68.03
				05/01/2017		\$10.00	\$14.30	\$0.00	\$68.92
				11/01/2017		\$10.00	\$14.30	\$0.00	\$69.6
				05/01/2018	\$46.07	\$10.00	\$14.30	\$0.00	\$70.37

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	05/01/2015	\$21.68	\$10.00	\$14.30	\$0.00	\$45.98
OPERATING ENGINEERS LOCAL 4	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	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"			nannalamakamaalakamamamiamokonsk	life and a reliable consideration of the desirability of the latest the lates		
FIRE ALARM REPAIR / MAINTENANCE	03/01/2015	\$33.88	\$13.00	\$13.70	\$0.00	\$60.58
/ COMMISSIONINGELECTRICIANS	09/01/2015	\$34.60	\$13.00	\$13.72	\$0.00	\$61.32
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"	03/01/2016	\$35.31	\$13.00	\$13.74	\$0.00	\$62.05
FIREMAN (ASST. ENGINEER)	06/01/2015	\$35.64	\$10.00	\$14.55	\$0.00	\$60.19
OPERATING ENGINEERS LOCAL 4	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	06/01/2015	\$20.50	\$7.30	\$13.20	\$0.00	\$41.00
LABORERS - ZONE 1	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 FLOORCOVERERS LOCAL 2168 ZONE I	09/01/2014	\$40,40	\$9.80	\$17.21	\$0.00	\$67.41

Issue Date: 08/10/2015 Wage Request Number: 20150810-041 Page 11 of 38

Apprentice -	FI	COORCOVERER - Local 2168 Zone I
Effective Date	-	09/01/2014

Effect	ave Date - 09/01/2014				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$20.20	\$9.80	\$1.79	\$0.00	\$31.79	
2	55	\$22.22	\$9.80	\$1.79	\$0.00	\$33.81	
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 Jour	rnevworker	Ratio: 1	:1
--------------------	------------	----------	----

FORK LIFT/CHERRY PICKER	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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS	06/01/2015	\$29.61	\$10.00	\$14.55	\$0.00	\$54.16
OPERATING ENGINEERS LOCAL 4	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	07/01/2015	\$38.06	\$7.85	\$16.10	\$0.00	\$62.01
SYSTEMS) GLAZIERS 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

Issue Date: 08/10/2015 Wage Request Number: 20150810-041 Page 12 of 38 Effective Date Base Wage Health Pension Supplemental Total Rate Unemployment

\$14.55

\$14.55

\$14.55

\$10.00

\$10.00

\$10.00

\$0.00

\$0.00

\$0.00

\$67.3
:
3 1 0 4 7 4 e e 6 7 5 3 0

Wage Request Number:

20150810-041

12/01/2016

06/01/2017

12/01/2017

\$46.08

\$47.08

\$48.08

Page 13 of 38

\$70.63

\$71.63

\$72.63

Apprentice - OPERATING ENGINEERS - Local 4

Eff	ective Date -	06/01/2015				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	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	
Effe	ective Date -	12/01/2015				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	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	
Not	oddandas dandroida danas ee ee		1990a - VIII e V		emente etako keta ketataka.	erando entre de actualdo anore	Aller Malakasi Ashalasa Malakasia	
WASHINGTON TO THE PARTY OF THE		urneyworker Ratio:1:6					<u></u>	
HVAC (DUCTWOR SHEETMETAL WORKER			08/01/2015		\$10.20	\$21.48	\$2.25	\$77.24
			02/01/2016		\$10.20	\$21.48	\$2.25	\$78.24
			08/01/2016		\$10.20	\$21.48	\$2.25	\$79.39
			02/01/2017		\$10.20	\$21.48	\$2.25	\$80.49
			08/01/2017		\$10.20	\$21.48	\$2.25	\$81.59
For apprentice rates s	ee "Apprentice- S	HEET METAL WORKER"	02/01/2018	\$48.81	\$10.20	\$21.48	\$2.25	\$82.74
HVAC (ELECTRICA		LS)	03/01/2015	\$45.17	\$13.00	\$15.40	\$0.00	\$73.57
ELECTRICIANS LOCAL I	03		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 s								
HVAC (TESTING A SHEETMETAL WORKERS		CING - AIR)	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
For apprentice rates s	ee "Apprentice- Sl	HEET METAL WORKER"	02/01/2018	\$48.81	\$10.20	\$21.48	\$2.25	\$82.74
Jame Date: 00/10/	0015							
Issue Date: 08/10/	2013	Wage Requ	est Number: 2015081	LU-U41			P	age 14 of 38

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER) PIPEFITTERS LOCAL 537	03/01/2015	\$48.69	\$9.70	\$16.89	\$0.00	\$75.28
FIFBFII IBRS LOCAL 53/	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	03/01/2015	\$48.69	\$9.70	\$16.89	\$0.00	\$75.28
PIPEFITTERS LOCAL 537	09/01/2015	\$49.69	\$9.70	\$16.89	\$0.00	\$76.28
	03/01/2016	\$50.69	\$9.70	\$16.89	\$0.00	\$77.28
	09/01/2016	\$51.69	\$9.70	\$16.89	\$0.00	\$78.28
	03/01/2017	\$52.69	\$9.70	\$16.89	\$0.00	\$79.28
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS	06/01/2015	\$35.85	\$7.30	\$13.20	\$0.00	\$56.35
LABORERS - ZONE 1	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) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2014	\$43.31	\$11.25	\$12.60	\$0.00	\$67.16

 ${\bf Apprentice -} \quad ASBESTOS\ INSULATOR\ (Pipes\ \&\ Tanks) - Local\ 6\ Boston$ 

Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$21.66	\$11.25	\$9.35	\$0.00	\$42.26
2	60	\$25,99	\$11.25	\$10.00	\$0.00	\$47.24
3	70	\$30.32	\$11.25	\$10.65	\$0.00	\$52.22
4	80	\$34.65	\$11.25	\$11.30	\$0.00	\$57.20
Notes:	Steps are 1 year	A Military, School of St. September, 1988 and 1880 and 18			s immeren seneras meraja, isaalisek	- Providence of the state of th

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

Issue Date: 08/10/2015

	Step	ive Date - 03/16/2015 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:		ector arrain arrain amanda amando elemente e		magamatan gamatan Santu ya Arabut ya	Settler's Settled Western Lin	name and an arrange areas	
	A. Sec. Attach	** Structural 1:6; Ornamental 1:4				•	· · · · · · · · · · · · · · · · · · ·	
	Appre	entice to Journeyworker Ratio:**	\$ 1855 V. 1855 V. H. P. SAN C. Delegan S. Delegan on Springer on	dammer distributes the other in-	0.00mm	53756/5 /75656/5 /558565/ dodo		
		VING BREAKER OPERATOR	06/01/2015	\$35.35	\$7.30	. \$13.20	\$0.00	\$55.85
BORERS - ZONI	5 I		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
	rates see	"Apprentice- LABORER"		· · · · · · · · · · · · · · · · · · ·				
ABORER BORERS - ZONI	E 1		06/01/2015		\$7.30	\$13.20	\$0.00	\$55.60
			12/01/2015	\$35.85	\$7.30	\$13.20	\$0.00	\$56.35
			06/01/2016 12/01/2016		\$7.30 \$7.30	\$13.20 \$13.20	\$0.00 \$0.00	\$57.10 \$58.10
		ntice - LABORER - Zone I ive Date - 06/01/2015						
				\$37.60		\$13.20		
	Effect	ive Date - 06/01/2015	12/01/2016	\$37.60	\$7.30	\$13.20 Supplemental	\$0.00	
	Effect Step	ive Date - 06/01/2015 percent	12/01/2016 Apprentice Base Wage	\$37.60 Health	\$7.30 Pension	\$13.20 Supplemental Unemployment	\$0.00  Total Rate	
	Effect Step	percent 60	12/01/2016  Apprentice Base Wage \$21.06	\$37.60 Health \$7.30	\$7.30 Pension \$13.20	\$13.20 Supplemental Unemployment \$0.00	\$0.00 Total Rate \$41.56	
	Step  1 2	percent 06/01/2015  percent 60 70	12/01/2016 Apprentice Base Wage \$21.06 \$24.57	\$37.60  Health  \$7.30  \$7.30	\$7.30  Pension  \$13.20  \$13.20	\$13.20  Supplemental Unemployment \$0.00 \$0.00	\$0.00 Total Rate \$41.56 \$45.07	
	Step 1 2 3 4 Effect	percent  60  70  80  90  ive Date - 12/01/2015	12/01/2016  Apprentice Base Wage \$21.06 \$24.57 \$28.08 \$31.59	\$37.60  Health  \$7.30  \$7.30  \$7.30  \$7.30	\$7.30  Pension  \$13.20  \$13.20  \$13.20  \$13.20	\$13.20  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00	**Total Rate  \$41.56 \$45.07 \$48.58 \$52.09	
	Step  1 2 3 4  Effect Step	percent 06/01/2015 percent 60 70 80 90 ive Date - 12/01/2015 percent .	12/01/2016  Apprentice Base Wage \$21.06 \$24.57 \$28.08 \$31.59  Apprentice Base Wage	\$37.60  Health  \$7.30  \$7.30  \$7.30  Health	\$7.30  Pension  \$13.20 \$13.20 \$13.20 \$Pension	\$13.20  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$0.00  Total Rate \$41.56 \$45.07 \$48.58 \$52.09  Total Rate	
	Step 1 2 3 4 Effect Step 1	percent  60  70  80  90  ive Date - 12/01/2015  percent  60	12/01/2016  Apprentice Base Wage \$21.06 \$24.57 \$28.08 \$31.59  Apprentice Base Wage \$21.51	\$37.60  Health  \$7.30  \$7.30  \$7.30  \$7.30  Health	\$7.30  Pension \$13.20 \$13.20 \$13.20 \$13.20  Pension \$13.20	\$13.20  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$0.00  Total Rate \$41.56 \$45.07 \$48.58 \$52.09  Total Rate \$42.01	
	Step 1 2 3 4 Effect Step 1 2 2 3 4	percent  60  70  80  90  ive Date - 12/01/2015  percent .  60  70	12/01/2016  Apprentice Base Wage \$21.06 \$24.57 \$28.08 \$31.59  Apprentice Base Wage \$21.51 \$25.10	\$37.60  Health  \$7.30  \$7.30  \$7.30  Health	\$7.30  Pension \$13.20 \$13.20 \$13.20  Pension \$13.20 \$13.20 \$13.20	\$13.20  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 Supplemental Unemployment  \$0.00 \$0.00	\$0.00  Total Rate \$41.56 \$45.07 \$48.58 \$52.09  Total Rate \$42.01 \$45.60	
	Step  1 2 3 4  Effect Step 1 2 3 3	olive Date - 06/01/2015 percent  60 70 80 90  ive Date - 12/01/2015 percent  60 70 80	12/01/2016  Apprentice Base Wage \$21.06 \$24.57 \$28.08 \$31.59  Apprentice Base Wage \$21.51	\$37.60  Health  \$7.30  \$7.30  \$7.30  \$7.30  Health	\$7.30  Pension \$13.20 \$13.20 \$13.20 \$13.20  Pension \$13.20	\$13.20  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$0.00  Total Rate \$41.56 \$45.07 \$48.58 \$52.09  Total Rate \$42.01	
	Step 1 2 3 4 Effect Step 1 2 2 3 4	percent  60  70  80  90  ive Date - 12/01/2015  percent .  60  70	12/01/2016  Apprentice Base Wage \$21.06 \$24.57 \$28.08 \$31.59  Apprentice Base Wage \$21.51 \$25.10 \$28.68 \$32.27	\$37.60  Health  \$7.30  \$7.30  \$7.30  \$7.30  Health  \$7.30  \$7.30  \$7.30  \$7.30	\$7.30  Pension \$13.20 \$13.20 \$13.20 \$13.20  Pension \$13.20 \$13.20 \$13.20 \$13.20	\$13.20  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00	\$0.00  Total Rate \$41.56 \$45.07 \$48.58 \$52.09  Total Rate \$42.01 \$45.60	

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER	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"						
LABORER: CEMENT FINISHER TENDER	06/01/2015	\$35.10	\$7.30	\$13.20	\$0.00	\$55.60
LABORERS - ZONE I	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 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"  LABORED, MASON TENDED	0.5 (0.1 (0.0.1.5)	05505		Ø12.20	£0.00	ф <i>ее</i> о е
LABORER: MASON TENDER  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
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$37.85	\$7.30	\$13.20	\$0.00	\$58.35
LABORER: MULTI-TRADE TENDER	06/01/2015	\$35.10	\$7.30	\$13.20	\$0.00	\$55.60
LABORERS - ZONE I	12/01/2015	\$35.10	\$7.30 \$7.30	\$13.20	\$0.00	\$56.35
				\$13.20	\$0.00	\$50.33 \$57.10
	06/01/2016	\$36.60 \$37.60	\$7.30 \$7.30	\$13.20	\$0.00	\$57.10 \$58.10
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$37.00	\$7.30	\$13.20	\$0.00	\$20.10
LABORER: TREE REMOVER	06/01/2015	\$35,10	\$7.30	\$13.20	\$0.00	\$55.60
LABORERS - ZONE I	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 tree	ees, and trimming and rer	noval of branche	s and limbs w	hen the work i	s not done for	
a utility company for the purpose of operation, maintenance or repair of utility comp  LASER BEAM OPERATOR			\$7.30	\$13.20	\$0,00	\$55.85
LABORERS - ZONE I	06/01/2015	\$35.35		\$13.20	\$0.00	\$55.65 \$56.60
	12/01/2015	\$36.10	\$7.30		\$0.00	
	06/01/2016	\$36.85	\$7.30	\$13.20		\$57.35
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$37.85	\$7.30	\$13.20	\$0.00	\$58.35
MARBLE & TILE FINISHERS	08/01/2015	\$38.08	\$10.18	\$17.25	\$0.00	\$65.51
				#1# OF	ቀስ ስስ	\$65.06
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2016	\$38.53	\$10.18	\$17.25	\$0.00	\$65.96
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2016 08/01/2016	\$38.53 \$39.23	\$10.18 \$10.18	\$17.23 \$17.33	\$0.00	\$65.96 \$66.74

Issue Date: 08/10/2015 Wage Request Number: 20150810-041 Page 17 of 38

Supplemental Unemployment

Apprentice -	MARBLE & TILE FINISHER - Local 3 Marble & Tile	
Apprennee -	MILITED & TILE I HIDITAN - LOCAL D MAILUIC & THE	

Eff	ective Date -	08/01/2015				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$19.04	\$10.18	\$17.25	\$0.00	\$46.47	
2	60		\$22.85	\$10.18	\$17.25	\$0.00	\$50.28	
3	70		\$26.66	\$10.18	\$17.25	\$0.00	\$54.09	
4	80		\$30.46	\$10.18	\$17.25	\$0.00	\$57.89	
5	90		\$34.27	\$10.18	\$17.25	\$0.00	\$61.70	
Eff Ste	ective Date -	02/01/2016	Apprentice Base Wage	Hoalth	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	
No	tes:	there are an income and are a common and	end an out and an end of end of the end of the end of	greenige Annugun et Seenen	manage gapty to the term	errora se este produce el page se el s	news swam recover mercy	
							***************************************	
Ap	prentice to Jo	ourneyworker Ratio:1:3	erky en sentrasion of transaction statement from Matheway (1977) and the first of	MATERIAL PROPERTY.	erwood aartaar, martaan,	POTATE CARROLL START CA	ytet, graph, garytta, sylletyk	
		RS & TERRAZZO MECH	08/01/201:	5 \$49.90	\$10.18	\$18.57	\$0.00	\$78.65
CKLAYERS LOCAL 3	-MAKBLE & TI	LE	02/01/2010	5 \$50.47	7 \$10.18	\$18.57	\$0.00	\$79.22
			08/01/2016	5 \$51.37	7 \$10.18	\$18.65	\$0.00	\$80.20

02/01/2017

\$51.94

\$10.18

\$18.65

\$0.00

\$80.77

Effective Date Base Wage Health

Total Rate

	ffective tep	Date - percent	08/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	L	50		\$24.95	\$10.18	\$18.57	\$0.00	\$53.70	
2	2	60		\$29.94	\$10.18	\$18.57	\$0.00	\$58.69	
3	3	70		\$34.93	\$10.18	\$18.57	\$0.00	\$63.68	
4	1	80		\$39.92	\$10.18	\$18.57	\$0.00	\$68.67	
5	5	90		\$44.91	\$10.18	\$18.57	\$0.00	\$73.66	
E	Effective	Date -	02/01/2016				Supplemental		
S	tep	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	i	50		\$25.24	\$10.18	\$18.57	\$0.00	\$53.99	
2	2	60		\$30.28	\$10.18	\$18.57	\$0.00	\$59.03	
3	3	70		\$35.33	\$10.18	\$18.57	\$0.00	\$64.08	
2	4	80		\$40.38	\$10.18	\$18.57	\$0.00	\$69.13	
-	5	90		\$45.42	\$10.18	\$18.57	\$0.00	\$74.17	
hand de	Notes:	andrews annualistic visi	MANNEY (1,65,70); (17,500) millionidae MANNEY AMERICA	and the second s	STATESTEE , STATES, P. MANAGE	e estados acros as estados		1 man	
A	Apprent	tice to Joi	urneyworker Ratio:1:5	ALLES MERCHANIS MINISTERS CHARLES IN ALLES AND AND ARTHURS.			2000 W PS	CONTRACTOR TO THE TOTAL TO THE	
			ON CONST. SITES)	06/01/201	5 \$42.	\$10.0	) \$14.55	\$0.00	\$66.97
RATING ENGINE	ERS LOC	AL 4		12/01/201	5 \$43.	66 \$10.0	\$14.55	\$0.00	\$68.21
				06/01/201	6 \$44.	\$10.0	0 \$14.55	\$0.00	\$68.96
				12/01/201	6 \$45.	54 \$10.0	314.55	\$0.00	\$70.19
				06/01/201	7 \$46.	63 \$10.0	0 \$14.55	\$0.00	\$71.18
For apprentice rat	es see "A	nnrentice- (	PERATING ENGINEERS"	12/01/201	7 \$47.	52 \$10.0	0 \$14.55	\$0.00	\$72.17
CHANICS MA				06/01/201	5 \$42.	42 \$10.0	0 \$14.55	\$0.00	\$66.97
RATING ENGINE	EERS LOC	CAL 4		12/01/201			0 \$14.55	\$0.00	\$68.21
				06/01/201	6 \$44.	41 \$10.0	0 \$14.55	\$0.00	\$68.96
				12/01/201	6 \$45.	64 \$10.0	0 \$14.55	\$0.00	\$70.19
				06/01/201		63 \$10.0	0 \$14.55	\$0.00	\$71.18
				12/01/201	7 \$47.	62 \$10.0	0 \$14.55	\$0.00	\$72.17
For apprentice rat	tes see "A	pprentice- C	PERATING ENGINEERS"	04/01/201	.5 \$37.	64 \$9.80	\$16.21	\$0.00	\$63.65

Page 19 of 38 Wage Request Number: 20150810-041

	fective Date - 04/01/2015	<b>.</b>	D W	TTanish	Dancies	Supplemental Unemployment	Total Rate	
Ste		Apprent	ice Base Wage		Pension		(A	
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	
No	otes:	mana ang mengana seperapagan ng mga mga mga mga mga mga mga mga mga mg	eg, gyrmyger nymmene, des 1915.	THE PERSON NAMED IN COLUMN TO A STATE OF THE PERSON OF THE	3.00000 Anderson secondarion		***************************************	
1	Steps are 2,000 hours	and and the second seco					Quantities of	
AI	pprentice to Journeyworker	Ratio:1:5	er ingress — America Proposition in	***			***************************************	
ORTAR MIXER			06/01/2013	\$35.35	\$7.30	\$13.20	\$0.00	\$55.85
ABORERS - ZONE J			12/01/2013	\$36.10	\$7.30	\$13.20	\$0.00	\$56.60
			06/01/2010	\$36.85	\$7.30	\$13.20	\$0.00	\$57.35
			12/01/2010	\$37.85	\$7.30	\$13.20	\$0.00	\$58.35
For apprentice rates	s see "Apprentice- LABORER"				(April 2010)	y, o n		
*	HAN TRUCK CRANES,GRA	ADALLS)	06/01/201:	\$21.97	\$10.00	\$14.55	\$0.00	\$46.52
PERATING ENGINEE	RS LOCAL 4		12/01/201:	\$22.62	\$10.00	\$14.55	\$0.00	\$47.17
			06/01/201	\$23.01	\$10.00	\$14.55	\$0.00	\$47.56
			12/01/201	\$23.66	\$10.00	\$14.55	\$0.00	\$48.21
			06/01/201	7 \$24.17	\$10.00	\$14.55	\$0.00	\$48.72
			12/01/201	7 \$24.69	\$10.00	\$14.55	\$0.00	\$49.24
	s see "Apprentice- OPERATING ENC	JINEERS"			~~~~~			
ILER (TRUCK C PERATING ENGINEE	CRANES, GRADALLS)		06/01/201	5 \$25.68		\$14.55	\$0.00	\$50.23
FEMINIO ENGINES	NO DOCAL 4		12/01/201	5 \$26.43	\$10.00	\$14.55	\$0.00	\$50.98
			06/01/201	5 \$26.89	\$10.00	\$14.55	\$0.00	\$51.44
			12/01/201	5 \$27.64	\$10.00	\$14.55	\$0.00	\$52.19
			06/01/201	7 \$28.24	\$10.00	\$14.55	\$0.00	\$52.79
			12/01/201	7 \$28.85	\$10.00	\$14.55	\$0.00	\$53.40
	s see "Apprentice- OPERATING ENG					0.4.4	<b>AD.</b> AD.	
OTHER POWER I OPERATING ENGINES	DRIVEN EQUIPMENT - CLA ERS LOCAL 4	ASS II	06/01/201				\$0.00	\$66.97
,	•		12/01/201				\$0.00	\$68.2
			06/01/201				\$0.00	\$68.90
			12/01/201				\$0.00	\$70.19
			06/01/201				\$0.00	\$71.18
	na a commanda esta	~ Y & T Y~ Y * Y * P * H	12/01/201	7 \$47.62	\$10.00	\$14.55	\$0.00	\$72.1
	es see "Apprentice- OPERATING EN	AINEEKS.	AP /04 /00 *	F #10.5		€1 <i>€</i> 10	\$0.00	\$72.5
PAINTER (BRIDC PAINTERS LOCAL 35 -	•		07/01/201			\$16.10	\$0.00	
			01/01/201			\$16.10	\$0.00	\$73.40
			07/01/201			\$16.10	\$0.00	\$74.4
			01/01/201	7 \$51.41	1 \$7.85	\$16.10	\$0.00	\$75.30

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	
Effec	tive Date - 01/01/2016				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	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.	V 99977885 NEETEN SERVING PROPER ESTESTA TETTEN	THE TRANSPORT OF THE PROPERTY OF		ANALOS ASTANA VISTAN PI	Ann en Schlieber endochter mediteler	
· formation	ŕ					: 3 1	
Appr	entice to Journeyworker Ratio:1:1	. NOT THE A TO SELECT MATERIAL OF SELECT A SELECT ASSESSMENT.	aranta in 11 in aranti 11 inn reami 11 in	rentara e constanta e candidara.	1914/99 1/859/147 P195656 5565	1.67° 1.765.14° 1.766.61Y -676.656	
•	R SANDBLAST, NEW) *	07/01/2015	5 \$39.46	\$7.85	\$16.10	\$0.00	\$63.41
	more of surfaces to be painted are new construction, rate shall be used. PAINTERS LOCAL 35 - ZONE 2		\$40.41	\$7.85	\$16.10	\$0.00	\$64.30
rate onail L	- GODGII IIII I DIO DOCAD II - DONE 2	07/01/2016	5 \$41.36	\$7.85	\$16.10	\$0.00	\$65.31
		01/01/2017	7 \$42.31	\$7.85	\$16.10	\$0.00	\$66.26

**Issue Date:** 08/10/2015 Wage Request Number: 20150810-041 Page 21 of 38

Pension

**Total Rate** 

	Effect	ive Date -	07/01/2015				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	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	
	Effect Step	ive Date -	01/01/2016	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		\$24.23 \$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 \$7.85	\$14.11	\$0.00	\$50.23 \$52.60	
	7	80		\$32.33	\$7.85 \$7.85	\$14.77	\$0.00	\$54.95	
	8	90		\$36.37	\$7.85	\$15.44	\$0.00	\$59.66	
	Notes		750 has	STATE AND AND ASSESSED ASSESSED ASSESSED.	79.67997 A7525A7 AA555A			Proces Advisor	
		Steps are		erryn gynghan mannan danadad daddadd dhiddidi					
	Appro	entice to Jo	urneyworker Ratio:1:1	20,000					
	•		AST, REPAINT)	07/01/201	5 \$37.5	2 \$7.85	\$16.10	\$0.00	\$61.47
NTERS LO	OCAL 35 - ZON	E 2		01/01/201	5 \$38.4	7 \$7.85	\$16.10	\$0.00	\$62.42
				07/01/201	6 \$39.4	2 \$7.85	\$16.10	\$0.00	\$63.37
				01/01/201	7 \$40.3	7 \$7.85	\$16.10	\$0.00	\$64.32

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

Wage Request Number: 20150810-041 Page 22 of 38

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

ĵ	Effectiv	ve Date -	07/01/2015				Supplemental		
<u> </u>	Step	percent		Apprentice Base Wage	Health	Pension	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	
j	Effecti	ve Date -	01/01/2016				Supplemental		
•	Step	percent		Apprentice Base Wage	Health	Pension	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.	ngy gyangana aramanan, rusika ki 1995-yawa 1997-yawa 1	ngungananga, Africa, As	An Annation Administration of American	undramus Ambalab Malestris 19	A STATE OF THE STA	
; ;	Appre	ntice to Jou	irneyworker Ratio:1:1	ny mandalan didebahat natatahin arangan arangan di		garage commence destablished	ADDAMA ADDAM TAYATAY CY	20 Sec. 1995 - Hermany Comments of Security (1995)	
INTER (TRA		ARKING:	5)	06/01/2015	\$35.10	<b>\$</b> 7.30	\$13.20	\$0.00	\$55.60
BORERS - ZONE I	I			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
	ratec cen '	"Apprentice. I	ABORER"	12/01/2016	\$37.60	\$7.30	\$13.20	\$0.00	\$58.10
For Apprentice t	For Apprentice rates see "Apprentice- LABORER"  NTER / TAPER (BRUSH, NEW) *						01610	#0.00	0.00.01
	PER (B)	RUSH NE	W) *	07/01/2014	\$28 AC	\$7 95	\$16 (0)	30 (0)	
AINTER / TAP			W) * painted are new construction	07/01/2015		\$7.85 \$7.85	\$16.10 \$16.10	\$0.00 \$0.00	\$62.01 \$62.96
AINTER / TAP If 30% or more	e of sur	faces to be j			\$39.01	\$7.85 \$7.85 \$7.85	\$16.10 \$16.10 \$16.10	\$0.00 \$0.00 \$0.00	\$62.01 \$62.96 \$63.91

Eff Ste	ective Date - 07/01/2015 p 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	
Eff Ste	ective Date - 01/01/2016 p 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	
No	tes:	manager establish establish mendalah dahkanan salaman melalahan i	**** **** **** **		THE TOTAL ACTION AND AN		
in NandalAssa	Steps are 750 hrs.					:	
Ap	prentice to Journeyworker Ratio:	1:1		nymps is streetly, Auditoria.	PROPERTY AND ASSESSMENT ASSESSMENT		
	(BRUSH, REPAINT)	07/01/2015	\$36.12	\$7.85	\$16.10	\$0.00	\$60.07
TERS LOCAL 35 - Z	ONE 2	01/01/2016	\$37.07	\$7.85	\$16.10	\$0.00	\$61.02

07/01/2016

01/01/2017

\$38.02

\$38.97

\$7.85

\$7.85

\$16.10

\$16.10

\$0.00

\$0.00

\$61.97

\$62.92

**Issue Date:** 08/10/2015 Wage Request Number: 20150810-041 Page 24 of 38

PILE DRIVER LOCAL 56 (ZONE 1)

	Effecti	ve Date -	07/01/2015				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$18.06	\$7.85	\$0.00	\$0.00	\$25.91	
	2	55		\$19.87	\$7.85	\$3.66	\$0.00	\$31.38	
	3	60		\$21.67	\$7.85	\$3.99	\$0.00	\$33.51	
	4	65		\$23.48	\$7.85	\$4.32	\$0.00	\$35.65	
	5	70		\$25.28	\$7.85	\$14.11	\$0.00	\$47.24	
	6	75		\$27.09	\$7.85	\$14.44	\$0.00	\$49.38	
	7	80		\$28.90	\$7.85	\$14.77	\$0.00	\$51.52	
	8	90		\$32.51	\$7.85	\$15.44	\$0.00	\$55.80	
	Effect:	ve Date -	01/01/2016	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	<b>\$14</b> .11	\$0.00	\$47.91	
	6	75		\$27.80	\$7,85	\$14.44	\$0.00	\$50.09	i
	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:		andrew and anti-control of the section of the secti	V 1003000		eriotako ettokok tilitabeta.	TOTAL PROPERTY AND ADDRESS OF	tradicio adviderti andaderro enveteren	
		Steps are							
	Appre	ntice to Jo	urneyworker Ratio:1:1	The state of the s	00.00.000000.000	- 27,477 - 727,00077 - 60,007,070	970.0.400 1.0000.00 007000.00 0000	AND THE	
		UCKS DR		08/01/201:	5 \$32.58	\$10.41	\$9.33	\$0.00	\$52.32
MSTERS JO	INT COUNC	IL NO. 10 ZO.	NE A	12/01/201:	\$32.58	\$10.41	\$10.08	\$0.00	\$53.07
				06/01/2010	5 \$33.08	\$10.41	\$10.08	\$0.00	\$53.57
				08/01/2010	5 \$33.08	\$10.91	\$10.08	\$0.00	\$54.07
				12/01/201	5 \$33.08	\$10.91	\$10.89	\$0.00	\$54.88
R AND I	R AND DOCK CONSTRUCTOR (UNDERPINNING AND		08/01/201	5 \$42.04	\$9.80	\$19.23	\$0.00	\$71.07	
E DRIVER L	OCAL 56 (ZC	NE 1)				·····			

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

Effect	ive Date -	08/01/2015				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	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

Effect	ive Date - 03/01/2015				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40	\$19.48	\$9.70	\$7.50	\$0.00	\$36.68	
2	45	\$21.91	\$9.70	\$16.89	\$0.00	\$48.50	
3	60	\$29.21	\$9.70	\$16.89	\$0.00	\$55.80	
4	70	\$34.08	\$9.70	\$16.89	\$0.00	\$60.67	
5	80	\$38.95	\$9.70	\$16.89	\$0.00	\$65.54	

Effect	ive Date -	09/01/2015				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40		\$19.88	\$9.70	\$7.50	\$0.00	\$37.08	
2	45		\$22.36	\$9.70	\$16.89	\$0.00	\$48.95	
3	60		\$29.81	\$9.70	\$16.89	\$0.00	\$56.40	
4	70		\$34.78	\$9.70	\$16.89	\$0.00	\$61.37	
5	80		\$39.75	\$9.70	\$16.89	\$0.00	\$66.34	

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:\*\*

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

Classification	1		Effective Da	te Base Wag	e Health		Supplemental Unemployment	Total Ra
PELAYER	i		06/01/2015	\$35.35	\$7.30	\$13,20	\$0.00	\$55.85
4BORERS - ZOI	NE I		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
		"Apprentice- LABORER"						
PLUMBERS & G.			03/01/2015	\$50.21	\$10.32	\$14.89	\$0.00	\$75.42
LOMBERG (C. C.	AOFII IENC	LOCAL 12	09/01/2015	\$51.21	\$10.32	\$14.89	\$0.00	\$76.42
			03/01/2016	\$52.36	\$10.32	\$14.89	\$0.00	\$77.57
			09/01/2016	\$53.41	\$10.32	\$14.89	\$0.00	\$78.62
			03/01/2017	\$54.41	\$10.32	\$14.89	\$0.00	\$79.62
					•			
	Appre	entice - PLUMBER/GASFITTER - Loca	112					
	Effect Step	ive Date - 03/01/2015	Apprentice Base Wage	Haalth	Pension	Supplementa Unemploymen		
	1							litera (vilata ir ikka konomina armana)
		35	\$17.57	\$10.32	\$5.54	\$0.00		
	2	40	\$20.08	\$10.32	\$6.27	\$0.00		
	3	55	\$27.62	\$10.32	\$8.42	\$0.00		
	4	65	\$32.64	\$10.32	\$9.87	\$0.00	\$52.83	
	5	75	\$37.66	\$10.32	\$11.30	\$0.00	\$59.28	
		ive Date - 09/01/2015	t the HI	77 54	ъ.	Supplementa		
	Step		Apprentice Base Wage		Pension	Unemploymen		
	1	35	\$17.92	\$10.32	\$5.54	\$0.00		
	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	
	TAT 4	WAS CONTROL OF CONTROL OF STATES AND STATES AND					Solidar Product Standards maked	
	Notes							
	Notes	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1	•				Topologia	
	E Come worker	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 Step4 with lic\$56.05 Step5 with lic\$62	•			ongettes, Addiction, Ministral	TOTAL POST A CARGON AND AND AND AND AND AND AND AND AND AN	
NEUM ATIC	Appro	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 Step4 with lic\$56.05 Step5 with lic\$62 entice to Journeyworker Ratio:**	48		#10.50	#1.C.D.O	**************************************	<b>***</b>
	Appre	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 Step4 with lic\$56.05 Step5 with lic\$62	03/01/2015		\$9.70	\$16.89	\$0.00	\$75.28
	Appre	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 Step4 with lic\$56.05 Step5 with lic\$62 entice to Journeyworker Ratio:**	03/01/2015	\$49.69	\$9.70	\$16.89	\$0.00	\$76.28
	Appre	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 Step4 with lic\$56.05 Step5 with lic\$62 entice to Journeyworker Ratio:**	03/01/2015 09/01/2015 03/01/2016	\$49.69 \$50.69	\$9.70 \$9.70	\$16.89 \$16.89	\$0.00 \$0.00	\$76.28 \$77.28
	Appre	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 Step4 with lic\$56.05 Step5 with lic\$62 entice to Journeyworker Ratio:**	03/01/2015 09/01/2015 03/01/2016 09/01/2016	\$49.69 \$50.69 \$51.69	\$9.70 \$9.70 \$9.70	\$16.89 \$16.89 \$16.89	\$0.00 \$0.00 \$0.00	\$76.28 \$77.28 \$78.28
IPEFITTERS LC.	Appre C CONTR OCAL 537	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 Step4 with lic\$56.05 Step5 with lic\$62 entice to Journeyworker Ratio:**	03/01/2015 09/01/2015 03/01/2016 09/01/2016 03/01/2017	\$49.69 \$50.69 \$51.69	\$9.70 \$9.70	\$16.89 \$16.89	\$0.00 \$0.00	\$76.28 \$77.28
For apprentic	Appre CONTR OCAL 537  ce rates see	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 Step4 with lic\$56.05 Step5 with lic\$62 entice to Journeyworker Ratio:**  OLS (TEMP.)	03/01/2015 09/01/2015 03/01/2016 09/01/2016 03/01/2017	\$49.69 \$50.69 \$51.69 \$52.69	\$9.70 \$9.70 \$9.70	\$16.89 \$16.89 \$16.89	\$0.00 \$0.00 \$0.00	\$76.28 \$77.28 \$78.28
For apprentic	Appre CONTR OCAL 537  ce rates see	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are l Step4 with lic\$56.05 Step5 with lic\$62 entice to Journeyworker Ratio:**  OLS (TEMP.)  "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFI	03/01/2015 09/01/2016 03/01/2016 09/01/2017 TTER"	\$49.69 \$50.69 \$51.69 \$52.69	\$9.70 \$9.70 \$9.70 \$9.70	\$16.89 \$16.89 \$16.89 \$16.89	\$0.00 \$0.00 \$0.00 \$0.00	\$76.28 \$77.28 \$78.28 \$79.28
PIPEFITTERS LC	Appre CONTR OCAL 537  ce rates see	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are l Step4 with lic\$56.05 Step5 with lic\$62 entice to Journeyworker Ratio:**  OLS (TEMP.)  "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFI	03/01/2015 09/01/2015 03/01/2016 09/01/2016 03/01/2017 TTER"	\$49.69 \$50.69 \$51.69 \$52.69 \$35.35 \$36.10	\$9.70 \$9.70 \$9.70 \$9.70 \$7.30	\$16.89 \$16.89 \$16.89 \$16.89	\$0.00 \$0.00 \$0.00 \$0.00	\$76.28 \$77.28 \$78.28 \$79.28

Issue Date: 08/10/2015 Wage Request Number: 20150810-041 Page 27 of 38

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER LABORERS - ZONE I	06/01/2015	\$36.10	\$7.30	\$13.20	\$0.00	\$56.60
ABORERS - 20NE I	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
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.60	\$7.30	\$13.20	\$0.00	\$59.10
OWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2015	\$42.83	\$10.00	\$14.55	\$0.00	\$67.38
PPERATING 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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63
UMP OPERATOR (CONCRETE)	06/01/2015	\$42.83	\$10.00	\$14.55	\$0.00	\$67.38
PERATING 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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	ψ+0.00	Ψ10.00	Φ17.33	\$0.00	\$72.03
UMP OPERATOR (DEWATERING, OTHER)	06/01/2015	\$29.61	\$10.00	\$14.55	\$0.00	\$54.16
PERATING ENGINEERS LOCAL 4	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"						
EADY MIX CONCRETE DRIVERS after 4/30/10	07/01/2015	\$27.88	\$7.98	\$8.92	\$0.00	\$44.78
Drivers Hired After 4/30/2010) TEAMSTERS LOCAL 25c	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
EADY-MIX CONCRETE DRIVER	07/01/2015	\$29.18	\$7.98	\$8.92	\$0.00	\$46.08
EAMSTERS LOCAL 25c	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
ECLAIMERS	06/01/2015	\$42.42	\$10.00	\$14.55	\$0.00	\$66.97
PERATING 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"	1147.4V.W.Br		In 41/11/11/11			·····
ESIDENTIAL WOOD FRAME (All Other Work)  ARPENTERS - ZONE 2 (Residential Wood)	04/01/2011	\$24.24	\$8.67	\$15.51	\$0.00	\$48.42

Issue Date: 08/10/2015 Wage Request Number: 20150810-041 Page 28 of 38

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RESIDENTIAL WOOD FRAME CARPENTER **	05/01/2011	\$24.24	\$6.34	\$6.23	\$0.00	\$36.81

<sup>\*\*</sup> 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)

For apprentice rates see "Apprentice- OPERATING ENGINEERS" ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg)

ROOFERS LOCAL 33

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

Apprentice -	CARPENTER	(Residential	Wood Frame)	- Zone 2
--------------	-----------	--------------	-------------	----------

	Appre	ntice - CARPENTER (Residen	tial Wood Frame) - Zone 2					
•	Effect: Step	ive Date - 05/01/2011 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:	de interfede 2000/097 1999er i mengeper mekahamat dibibihatat dibibist	ANALYSIS (***) Commande (***) ANALYSIS (***) ANALYSIS (***)		NAMES ASSESSED PROPERTY.	and the second s		
	Appre	entice to Journeyworker Ratio:	1:5	******* ******************************		okania Kanadana direnta 1999		
		D BUGGY OPERATOR	06/01/201:	\$35.35	\$7.30	\$13.20	\$0.00	\$55.85
LABORERS - ZONI	E I		12/01/201:	\$36.10	\$7.30	\$13.20	\$0.00	\$56.60
			06/01/2010	\$36.85	\$7.30	\$13.20	\$0.00	\$57.35
For apprentice	e rates see	"Apprentice- LABORER"	12/01/2010	5 \$37.85	\$7.30	\$13.20	\$0.00	\$58.35
		MULCHING MACHINE	06/01/201:	5 \$42.42	\$10.00	\$14.55	\$0.00	\$66.97
OPERATING ENG	INEERS L	OCAL 4	12/01/201:	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
			06/01/2010	5 \$44.41	\$10.00	\$14.55	\$0.00	\$68.96
			12/01/2010	\$45,64	\$10.00	\$14.55	\$0.00	\$70.19

06/01/2017

12/01/2017

08/01/2015

02/01/2016

\$46.63

\$47.62

\$40.11

\$41.01

\$14.55

\$14.55

\$12.00

\$12.00

\$10.00

\$10.00

\$11.00

\$11.00

\$0.00

\$0.00

\$0.00

\$0.00

\$71.18

\$72.17

\$63.11

\$64.01

Page 29 of 38 20150810-041 Issue Date: 08/10/2015 Wage Request Number:

	Step	ve Date - percent	08/01/2015	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	
		ve Date -	02/01/2016	Apprentice Base Wage	Llaalth	Pension	Supplemental Unemployment	Total Rate	
	Step 1	percent 50							
	2	60		\$20.51	\$11.00	\$3.38	\$0.00	\$34.89	
	3	65		\$24.61	\$11.00	\$12.00	\$0.00	\$47.61	
	4	75		\$26.66	\$11.00	\$12.00	\$0.00	\$49.66	
	5	7 <i>5</i> 85		\$30.76 \$34.86	\$11.00 \$11.00	\$12.00 \$12.00	\$0.00 \$0.00	\$53.76 \$57.86	
	Notes:	-	5-10, the 1:10; Reroofing: 1: 2000 hrs.; Steps 2-5 are 1000		san na naman uma n	n wasanin saadan daada	and the second control of the		
	Appre	ntice to Jo	urneyworker Ratio:**			**************************************	27,475 75,670 7,779 20	the start is constitute attached	
OFER SLAT		E / PRECA	AST CONCRETE	08/01/201:	5 \$40.3	6 \$11.00	\$12.00	\$0.00	\$63.36
For apprentice		'Apprentice- I	ROOFER"	02/01/2016	5 \$41.2	6 \$11.00	\$12.00	\$0.00	\$64.26
EETMETAL			and the second s	08/01/201:	5 \$43.3	1 \$10.20	\$21.48	\$2.25	\$77.24
ETMETAL WO	RKERS LO	OCAL 17 - A		02/01/2010	5 \$44.3	1 \$10.20	\$21.48	\$2.25	\$78.24
				08/01/2010	5 \$45.4	6 \$10.20	\$21.48	\$2.25	\$79.39
				02/01/2013	7 \$46.5	6 \$10.20	\$21.48	\$2.25	\$80.49
				08/01/2017	7 \$47.6	6 \$10.20	\$21.48	\$2.25	\$81.59
				02/01/2018	3 \$48.8	1 \$10.20	\$21.48	\$2.25	\$82.74

Supplemental Unemployment

Effective Date Base Wage Health

Pension

**Total Rate** 

tep	ive Date - 08/01/2015 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
	00/01/0016					
E <b>ffect</b> Step	ive Date - 02/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
		Apprentice Base Wage	Health \$10.20	Pension \$4.90		Total Rate \$32.82
Step	percent				Unemployment	
Step 1	percent 40	\$17.72	\$10.20	\$4.90	Unemployment \$0.00	\$32.82
Step 1 2	percent 40 40	\$17.72 \$17.72	\$10.20 \$10.20	\$4.90 \$4.90	\$0.00 \$0.00	\$32.82 \$32.82
Step 1 2 3	percent 40 40 45	\$17.72 \$17.72 \$19.94	\$10.20 \$10.20 \$10.20	\$4.90 \$4.90 \$9.59	\$0.00 \$0.00 \$1.19	\$32.82 \$32.82 \$40.92
Step 1 2 3 4	percent 40 40 45 45	\$17.72 \$17.72 \$19.94 \$19.94	\$10.20 \$10.20 \$10.20 \$10.20	\$4.90 \$4.90 \$9.59 \$9.59	\$0.00 \$0.00 \$0.00 \$1.19 \$1.19	\$32.82 \$32.82 \$40.92
Step 1 2 3 4 5 5	percent 40 40 45 45 50	\$17.72 \$17.72 \$19.94 \$19.94 \$22.16	\$10.20 \$10.20 \$10.20 \$10.20 \$10.20	\$4.90 \$4.90 \$9.59 \$9.59 \$10.45	\$0.00 \$0.00 \$1.19 \$1.19 \$1.28	\$32.82 \$32.82 \$40.92 \$40.92
Step 1 2 3 4 5 6	percent  40  40  45  45  50  50	\$17.72 \$17.72 \$19.94 \$19.94 \$22.16 \$22.16	\$10.20 \$10.20 \$10.20 \$10.20 \$10.20 \$10.20	\$4.90 \$4.90 \$9.59 \$9.59 \$10.45 \$10.70	\$0.00 \$0.00 \$1.19 \$1.28 \$1.29	\$32.82 \$32.82 \$40.92 \$40.92 \$44.09
Step 1 2 3 4 5 5 6 7	percent  40  40  45  45  50  50  60	\$17.72 \$17.72 \$19.94 \$19.94 \$22.16 \$22.16 \$26.59	\$10.20 \$10.20 \$10.20 \$10.20 \$10.20 \$10.20 \$10.20	\$4.90 \$4.90 \$9.59 \$9.59 \$10.45 \$10.70 \$12.17	\$0.00 \$0.00 \$1.19 \$1.28 \$1.29 \$1.47	\$32.82 \$32.82 \$40.92 \$40.92 \$44.09 \$44.35

SIGN ERECTOR PAINTERS LOCAL 35 - ZONE 2

Apprentice to Journeyworker Ratio:1:4

06/01/2013

\$25.81

\$7.07

\$0.00

\$7.05

\$39.93

Total Rate

Apprentice - SIGN ERECTOR - Local 35 Zone 2

		ive Date - 06/01/2013				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98	
	2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72	
	3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01	
	4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30	
	5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19	
	6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48	
	7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77	
	8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06	
	9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35	
	Notes:		g nel se i na jina yari sujerar se asan sekara i asasa ji sa yarej	ewas was a subject	e plane e i yn de i ne gend.	د محمد المهديد المحمد		
	A Company	Steps are 4 mos.					all Paragon and	
	Appre	ntice to Journeyworker Rati	e:1:1			**************************************	nes comme vicini and ne-	
		H MOVING EQUIP < 35 TO IL NO. 10 ZONE A	NS 08/01/201:	\$33.04	\$10.41	\$9.33	\$0.00	\$52.78
BAMO I EKO JU.	INI COUNC.	IL NO. 10 ZONE A	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
		H MOVING EQUIP > 35 TO	NS 08/01/201:	\$33.33	\$10.41	\$9.33	\$0.00	\$53.07
EAMSTERS JO.	INT COUNC.	IL NO. 10 ZONE A	12/01/201:	\$33.33	\$10.41	\$10.08	\$0.00	\$53.82
			06/01/2010	\$33.83	\$10.41	\$10.08	\$0.00	\$54.32
			08/01/2016	\$33.83	\$10.91	\$10.08	\$0.00	\$54.82
			12/01/2010	\$33.83	\$10.91	\$10.89	\$0.00	\$55.63
PRINKLER			03/01/201:	\$54.43	\$8.42	\$14.90	\$0.00	\$77.75
'RINKLER FIT	TERS LOCAL	L 550 - (Section A) Zone I	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

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

Effective Date - 03/01/2015

Supplemental

	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	Ī	35	\$19.05	\$8.42	\$8.40	\$0.00	\$35.87	<del></del>
	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	
	<b>Effecti</b> Step	ve Date - 10/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	35	\$19.45	\$8.42	\$8.40	\$0.00	\$36.27	
	2	40	\$19.43 \$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:			المنتسب المستند المعادر	-47-9- 1971027 (002222) 22	بند سدد سدد	
	, totes.	40/45/50/55/60/65/70/75/80/85						
		Steps are 850 hours				tanana wasan amma		
	Appre	ntice to Journeyworker Ratio:1:3						
STEAM BOIL			06/01/2015	\$42.4	2 \$10.00	\$14.55	\$0.00	\$66.97
OFERATING ENC	OINBERG LU	CAL 4	12/01/2015	\$43.6	6 \$10.00	\$14.55	\$0.00	\$68.21
			06/01/2016	\$44.4	1 \$10.00	\$14.55	\$0.00	\$68.96
			12/01/2016	\$45.6	4 \$10.00	\$14.55	\$0.00	\$70.19
			06/01/2017	\$46.6	3 \$10.00	\$14.55	\$0.00	\$71.18
For apprentic	ce rates see "	Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.62	2 \$10.00	\$14.55	\$0.00	\$72.17
	····	PELLED OR TRACTOR DRAWN	06/01/2015	\$42.43	2 \$10.00	\$14.55	\$0.00	\$66.97
OPERATING ENC	GINEERS LC	OCAL 4	12/01/2015			\$14.55	\$0.00	\$68.21
			06/01/2016			\$14.55	\$0.00	\$68.96
			12/01/2016			\$14.55	\$0.00	\$70.19
			06/01/2017			\$14.55	\$0.00	\$71.18
			12/01/2017			\$14.55	\$0.00	\$72.17
					- 410.00	~~	-0100	age I down II. I
For apprentic	ce rates see "	Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN	03/01/2015	\$33.88	\$13.00	\$13.70	\$0.00	\$60.58
ELECTRICIANS LOCAL 103	09/01/2015	\$34.60	\$13.00	\$13.72	\$0.00	\$61.32
	03/01/2016	\$35.31	\$13.00	\$13.74	\$0.00	\$62.05

Apprentice -	TELECOMMUNICATION TECHNICIAN - Local 103
Apprentice -	TELECOMMONICATION TECHNICIAN - LOCAL TOS

Effect	ive Date -	03/01/2015				Supplemental	
Step	percent		Apprentice Base Wage	I <del>I</del> ealth	Pension	Unemployment	Total Rate
1	40		\$13.55	\$13.00	\$0.41	\$0.00	\$26.96
2	40		\$13.55	\$13.00	\$0.41	\$0.00	\$26.96
3	45		\$15.25	\$13.00	\$10.87	\$0.00	\$39.12
4	45		\$15.25	\$13.00	\$10.87	\$0.00	\$39.12
5	50		\$16.94	\$13.00	\$11.11	\$0.00	\$41.05
6	55		\$18.63	\$13.00	\$11.38	\$0.00	\$43.01
7	60		\$20.33	\$13.00	\$11.64	\$0.00	\$44.97
8	65		\$22.02	\$13.00	\$11.89	\$0.00	\$46.91
9	70		\$23.72	\$13.00	\$12.15	\$0.00	\$48.87
10	75		\$25.41	\$13,00	\$12.41	\$0.00	\$50.82
Effect	ive Date -	09/01/2015				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate

Effect	ive Date -	09/01/2015				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	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
BRICKLATERS LOCAL 5 - MARBLE & TILE	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

Issue Date: 08/10/2015

# VELINGTON, MA 02474 181 BROADWAY MYBROTHER'S PLACE

# (II:00VIV-3:00PM) LODYY'S LUNCH SPECIALS

00-	CREEK SALAD (served w/homemade bread)
00.	made bread)
00	GARDEN OR CAESAR SALAD (served with home-
•	TOTAL COLOSIAW)
00 15	TUNA CLUB on white or wheat bread (served with
•	(belsa
00 25	CHEESEBURGER DINNER (served withes &
	thousand island dressing)  (besud have in white or wheat layeah bread)
00.3	Control of the search of the same and the sa
_	TURKEY SUPREME WRAP (turkey, bacon, and
	lettuce, tornato and mayo) (served in white or wheat lavash bread)
00 🦻	TURKEY CLUB WRAP (turkey, bacon,

## **\$6.50 MINIMUM DELIVERY**

NO COUPONS ACCEPTED WITH

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Ef	ffective	Date - 08/01/2015				Supplemental		
St	tep p	percent	Apprentice Base Wage	Health	Pension	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	9	90	\$43.92	\$10.18	\$18.57	\$0.00	\$72.67	
Ef	ffective	Date - 02/01/2016				Supplemental		
St	ер р	percent	Apprentice Base Wage	Health	Pension	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	1	80	\$39.50	\$10.18	\$18.57	\$0.00	\$68.25	
5	•	90	\$44.43	\$10.18	\$18.57	\$0.00	\$73.18	
No	otes:	transfer in the second and the secon	CONTROL CONTROL COLUMN COLUMN CONTROL COLUMN		manage and an analysis of	***** ***** A. 3.5.0 T.		
			•				:	
A <sub>I</sub>	pprenti	ce to Journeyworker Ratio:1:3	and the second s	***************************************	1509/01 VECTOR. 5/5/2/A	Statistic Alberton prymous, many	American controlled districts	
TEST BORING DE			06/01/201:	\$36.45	\$7.30	\$13.40	\$0.00	\$57.15
LABORERS - FOUNDA	IION AN.	D MARINE	12/01/2015	\$37.20	\$7.30	\$13.40	\$0.00	\$57.90
			06/01/2010	\$37.95	\$7.30	\$13.40	\$0.00	\$58.65
Ear appropriate rates	s see HAn	prentice- LABORER"	12/01/2016	\$38.95	\$7.30	\$13.40	\$0.00	\$59.65
TEST BORING DE			07/01/001/			612.40	00.00	****
LABORERS - FOUNDAL			06/01/2015			\$13.40 \$13.40	\$0.00	\$55.87
			12/01/2015			\$13.40	\$0.00	\$56.62
			06/01/2016			\$13.40	\$0.00	\$57.37
For apprentice rates	s see "Apj	prentice- LABORER"	12/01/2016	5 \$37.67	\$7.30	\$13.40	\$0.00	\$58.37
TEST BORING LA			06/01/2015	\$35.05	\$7.30	\$13.40	\$0.00	\$55.75
LABORERS - FOUNDAY	TION AN.	D MARINE	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
T	84 .		12/01/2016	\$37.55	\$7.30	\$13.40	\$0.00	\$58.25
		Prentice- LABORER"  STEAM GENERATORS	A 2 1A 2 1A 2 1A 2 1A 2		***	Ø1 4 55	<b>\$0.00</b>	
OPERATING ENGINEE			06/01/2015			\$14.55	\$0.00	\$66.97
			12/01/2015			\$14.55	\$0.00	\$68.21
			06/01/2016			\$14.55	\$0.00	\$68.96
			12/01/2016			\$14.55	\$0.00	\$70.19
			06/01/2017			\$14.55	\$0.00	\$71.18
For apprentice rates	s see "Ap <sub>j</sub>	prentice- OPERATING ENGINEERS"	12/01/2017	\$47.62	\$10.00	\$14.55	\$0.00	\$72.17

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2015	\$33.62	\$10.41	\$9.33	\$0.00	\$53.36
ELECTRICAL POLICY COOK CENTER FOR THE LONG THE	12/01/2015	\$33.62	\$10.41	\$10.08	\$0.00	\$54.11
	06/01/2016	\$34.12	\$10.41	\$10.08	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$54.61
	08/01/2016	\$34.12	\$10.91	\$10.08		\$55.11
	12/01/2016	\$34.12	\$10.91	\$10.89	\$0.00	\$55.92
UNNEL WORK - COMPRESSED AIR  ABORERS (COMPRESSED AIR)	06/01/2015	\$47.33	\$7.30	\$13.80	\$0.00	\$68.43
ABOKEKS (COMPRESSED AII)	12/01/2015	\$48.08	\$7.30	\$13.80	\$0.00	\$69.18
	06/01/2016	\$48.83	\$7.30	Seath   Seat	\$69.93	
	12/01/2016	\$49.83	\$7.30	\$13.80	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						· · · · · · · · · · · · · · · · · · ·
UNNEL WORK - COMPRESSED AIR (HAZ, WASTE)  ABORERS (COMPRESSED AIR)	06/01/2015	\$49.33	\$7.30	\$13.80	\$0.00	\$70.43
BOTHER (COM TEBLES MAY	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"		·		······································		
UNNEL WORK - FREE AIR ABORERS (FREE AIR TUNNEL)	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
Parameter and the second secon	12/01/2016	\$41.90	\$7.30	\$13.80	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"  UNNEL WORK - FREE AIR (HAZ. WASTE)					· · · · · · · · · · · · · · · · · · ·	
BORERS (FREE AIR TUNNEL)						\$62.50
		\$42.15	\$7.30			\$63.25
	06/01/2016	\$42.90		\$64.00		
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$43.90	\$7,30	\$13.80	\$0.00	\$65.00
AC-HAUL	00/01/2015	022.04	010.41	00.22	00.00	
AMSTERS JOINT COUNCIL NO. 10 ZONE A					3.80 \$0.00 3.80 \$0.00 2.33 \$0.00 0.08 \$0.00	\$52.78
	12/01/2015       \$42.15       \$7.30       \$13.80       \$0.00         06/01/2016       \$42.90       \$7.30       \$13.80       \$0.00         12/01/2016       \$43.90       \$7.30       \$13.80       \$0.00         08/01/2015       \$33.04       \$10.41       \$9.33       \$0.00         12/01/2015       \$33.04       \$10.41       \$10.08       \$0.00         06/01/2016       \$33.54       \$10.41       \$10.08       \$0.00         08/01/2016       \$33.54       \$10.91       \$10.08       \$0.00         12/01/2016       \$33.54       \$10.91       \$10.89       \$0.00	\$53.53				
		,				\$54.03
	SSED AIR (HAZ. WASTE)  06/01/2015 \$49.33 \$7.30 \$13.80 \$0.00  12/01/2016 \$50.83 \$7.30 \$13.80 \$0.00  12/01/2016 \$51.83 \$7.30 \$13.80 \$0.00  12/01/2016 \$51.83 \$7.30 \$13.80 \$0.00  12/01/2015 \$39.40 \$7.30 \$13.80 \$0.00  12/01/2015 \$40.15 \$7.30 \$13.80 \$0.00  12/01/2016 \$40.90 \$7.30 \$13.80 \$0.00  12/01/2016 \$41.90 \$7.30 \$13.80 \$0.00  12/01/2016 \$41.90 \$7.30 \$13.80 \$0.00  12/01/2016 \$41.90 \$7.30 \$13.80 \$0.00  12/01/2016 \$41.90 \$7.30 \$13.80 \$0.00  12/01/2016 \$41.90 \$7.30 \$13.80 \$0.00  12/01/2015 \$42.15 \$7.30 \$13.80 \$0.00  12/01/2015 \$42.15 \$7.30 \$13.80 \$0.00  12/01/2016 \$42.90 \$7.30 \$13.80 \$0.00  12/01/2016 \$43.90 \$7.30 \$13.80 \$0.00  12/01/2016 \$43.90 \$7.30 \$13.80 \$0.00  12/01/2016 \$43.90 \$7.30 \$13.80 \$0.00  12/01/2016 \$43.90 \$7.30 \$13.80 \$0.00  12/01/2016 \$43.90 \$7.30 \$13.80 \$0.00  12/01/2016 \$33.04 \$10.41 \$10.08 \$0.00  12/01/2016 \$33.54 \$10.41 \$10.08 \$0.00  06/01/2016 \$33.54 \$10.91 \$10.08 \$0.00  08/01/2016 \$33.54 \$10.91 \$10.08 \$0.00  12/01/2016 \$33.55 \$7.30 \$13.20 \$0.00  12/01/2016 \$33.55 \$7.30 \$13.20 \$0.00  12/01/2016 \$33.55 \$7.30 \$13.20 \$0.00  12/01/2016 \$33.85 \$7.30 \$13.20 \$0.00  12/01/2016 \$33.85 \$7.30 \$13.20 \$0.00  12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00  12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00  12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00  12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00  12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00  12/01/2016 \$44.83 \$10.00 \$14.55 \$0.00  12/01/2016 \$44.88 \$10.00 \$14.55 \$0.00  12/01/2016 \$44.88 \$10.00 \$14.55 \$0.00  12/01/2016 \$44.88 \$10.00 \$14.55 \$0.00  12/01/2016 \$44.88 \$10.00 \$14.55 \$0.00  12/01/2016 \$44.88 \$10.00 \$14.55 \$0.00  12/01/2016 \$44.88 \$10.00 \$14.55 \$0.00  12/01/2016 \$44.88 \$10.00 \$14.55 \$0.00  12/01/2016 \$44.88 \$10.00 \$14.55 \$0.00  12/01/2016 \$44.88 \$10.00 \$14.55 \$0.00  12/01/2016 \$44.88 \$10.00 \$14.55 \$0.00  12/01/2016 \$44.88 \$10.00 \$14.55 \$0.00  12/01/2016 \$44.88 \$10.00 \$14.55 \$0.00  12/01/2016 \$44.88 \$10.00 \$14.55 \$0.00		\$54.53			
A CONTRRUIT ORTHATOR	12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34
AGON DRILL OPERATOR BORERS - ZONE 1	06/01/2015	\$35.35	\$7.30	\$13.20	Unemployment  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00  \$ \$0.00	\$55.85
	12/01/2015	\$36.10	\$7.30	\$13.20		\$56.60
	06/01/2016	\$36.85	\$7.30	\$13.20		\$57.35
For engraphics solve and HATTER LANGUAGE A ADODDON	12/01/2016	\$37.85	\$7.30	\$13.20		\$58.35
For apprentice rates see "Apprentice- LABORER"  ASTE WATER PUMP OPERATOR	, , , , , , , , , , , , , , , , , , ,		<del></del>		W	
PERATING ENGINEERS LOCAL 4					\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$67.38
		\$44.08	\$10.00		\$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
For any series and Manageria, OPER ATTING ENGINEERING	12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"  A TED METED INSTALLED						
ATER METER INSTALLER UMBERS & GASFITTERS LOCAL 12		\$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

Issue Date: 08/10/2015 Wage Request Number: 20150810-041 Page 36 of 38

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

	Step	percent 09/01/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	е
	1	60	\$25.66	\$8.70	\$4.24	\$0.00	\$38.60	0
	2	65	\$27.80	\$8.70	\$4.71	\$0.00	\$41.2	1
	3	70	\$29.94	\$8.70	\$5,43	\$0.00	\$44.0	7
	4	75	\$32.08	\$8.70	\$6.16	\$0.00	\$46.9	4
	5	80	\$34.22	\$8.70	\$6.88	\$0.00	\$49.8	0
	6	85	\$36.35	\$8.70	\$7.62	\$0.00	\$52.6	7
	7	90	\$38.49	\$8.70	\$8.83	\$0.00	\$56.0	2
	Notes	STA MATERIA SPERMEN NEWSFARM HANNAMAN METALAHA SPARTE VERRE	AA chinadah muminum mpampam menyayan 1898-18 ahadihan daminum			, servicing, majorgine, point de, 5	PARAMA ARSISTANI STANIBATA STANIBA	
	Appr	entice to Journeyworker Ratio	1 ::1:2	didando «00.000 do «000 to».009 do	ray y requirement administrative	destructed and destruction describitions described	and the second s	
ELEDATA			01/01/201:	\$28.12	\$4.25	\$3.09	\$0.00	\$35.46
UTSIDE ELEC	TRICAL WC	ORKERS - EAST LOCAL 104	01/01/2016	\$28.98	\$4.25	\$3.12	\$0.00	\$36.35
		N/EQUIPMENT OPERATOR	01/01/2015	\$26.49	\$4.25	\$3.04	\$0.00	\$33.78
UTSIDE ELEC	TRICAL WO	ORKERS - EAST LOCAL 104	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63

Issue Date: 08/10/2015

Wage Request Number: 20150810-041 Page 37 of 38

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELEDATA WIREMAN/INSTALLER/TECHNICIAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	01/01/2015	\$26.49	\$4.25	\$3.04	\$0.00	\$33.78
OUISIDE ELECTRICAL WORKERS - EAST LOCAL 104	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TREE TRIMMER	02/01/2015	\$18.05	\$3.55	\$0.00	\$0.00	\$21.60
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	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. coop operating, maintaining, or repairing the utility company's equipment, and (c) by a person This classification does not apply to wholesale tree removal.						
TREE TRIMMER GROUNDMAN	02/01/2015	\$15.92	\$3.55	\$0.00	\$0.00	\$19.47
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	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. coop operating, maintaining, or repairing the utility company's equipment, and (c) by a person 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, 6:8, 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.

Issue Date: 08/10/2015 Wage Request Number: 20150810-041 Page 38 of 38