TOWN OF ARLINGTON MASSACHUSETTS INVITATION TO BID # 16-02 BITUMINOUS CONCRETE ROADWAY REPAIRS/VARIOUS LOCATIONS

Sealed bids are invited and will be received by the Town Manager, Town of Arlington, Massachusetts, until 11:00 A.M., Thursday, February 18, 2016 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.

All bids must be in sealed envelopes plainly marked:

#16-02 BITUMINOUS CONCRETE ROADWAY REPAIRS/VARIOUS LOCATIONS

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

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

Work under this contract shall be governed by M.G.L.Ch.30, Sec.39M.

It is the intention of the Owner to award the Contract to the lowest qualified responsive bidder.

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

To receive consideration, bids must be in the hands of the Purchasing Agent or his authorized representative not later than the day and hour above mentioned. For further information relative to this bid, please confer with Domenic R. Lanzillotti, Director, Purchasing Department, Town Hall, Arlington, Massachusetts, 02476.

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

The Town Manager reserves the right to cancel any invitation for bids, to reject in whole or in part any and all bids, when it is deemed in the best interest of the Town of Arlington to do so.

TOWN OF ARLINGTON

Adam Chapdelaine Town Manager

Date: February 3, 2016

I INSTRUCTION TO BIDDERS

1. Receipt of Bids

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

2. Preparation of Bid

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

Each bid must be in a sealed envelope addressed to the Office of the Purchasing Agent, 730 Massachusetts Avenue, Arlington, Massachusetts, 02476; and bearing on the outside the name of the bidder, his/her address, the name of the project for which the bid is submitted, and the notation #16-02 BITUMINOUS CONCRETE ROADWAY REPAIRS/VARIOUS LOCATIONS

3. Bid Security

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

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

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

4. Time of Completion

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

5. Performance and Labor Material Bonds

N/A

6. Laws and Regulations

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

7. Withdrawal of Bids

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

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

8. Execution of Contract

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

9. Obligation of Bidder

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

10. Omissions, Discrepancies, Interpretations and Addenda

Should a bidder find discrepancies in, or omissions from, the drawings or contract documents, or should he/she have questions as to the interpretation of the plans or contract documents he/she shall submit such in writing to the Director of Purchasing at least five (5) days before the

date herein set for the opening of bids. An interpretation will be mailed by certified mail to prospective bidders at the addresses given by them on or about two (2) days before the opening of bids. Signed copies of all addenda shall be included with the bid; omission of the signed addendum shall be cause for rejection of the bid.

11. Record of Address

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

12. Massachusetts Sales and Use Tax

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

13. State Tax Affidavit

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

14. Minimum Wage Rates

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

15. Sub-bids

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

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

II LOCATION OF WORK

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

III PROPOSAL

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

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

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



51 GROVE STREET ARLINGTON, MA 02476

> Phone: 781-316-3320 Fax: 781-316-3281

SCOPE OF WORK

Work under this item shall consist of furnishing all plant, labor, equipment and materials necessary to provide the service of permanently repairing potholes, utility patches, correcting & eliminating settled areas, refinishing previously patched areas, and other related repair work on bituminous concrete roadways at various locations in the Town of Arlington. Contract value is limited to \$20,000.

GENERAL PROVISIONS

All work done under this contract shall be in conformance with the *Massachusetts Department of Public Works*, *The 1988 Manual On Uniform Traffic Control Devices* and these *Special Provisions*.

SPECIAL PROVISIONS

1. Accessibility:

During construction, the Contractor shall maintain at least one 12-foot travel lane during the day and shall open the road up to two-way traffic at the end of the work day. Any traffic police details that may be required of this work are to be ordered, scheduled, & coordinated by the Contractor, but will be paid for by the Town of Arlington.

The Contractor shall maintain access to all driveways at all times. If access to any driveways cannot be maintained, the Contractor shall notify the Engineer and persons affected, in writing, at least one (l) week in advance of the planned discontinuance.

Reflectorized barrels, construction signing and other devices deemed necessary by the Engineer and/or Traffic Detail Officers shall be utilized to direct traffic safely through the construction zone.

2. Work Schedule:

Work on this project is restricted to a normal 8-hour day, 5-day work week, with the Prime Contractor and all Subcontractors working on the same shift. In an effort to maximize continuity, work shall be scheduled in minimum 4-Hour blocks. The Contractor must notify the Engineer a minimum of 48-Hours in advance of any work in order to approve scheduling.

No work shall be done on this Contract on Holidays. Work will not be allowed the day before or the day after a long weekend, which included a Holiday, without prior approval by the Engineer.

It is recognized that weather and temperature constraints for this type of work are restricted; therefore the Contractor shall schedule the work to reflect these conditions.

All work must be completed by the end of the day Friday, April 29, 2016.

3. Work Site/End-of-Day Cleanup:

Contractors shall clean the site and any adjacent areas of all material and dust at the end of each workday.

No excavations shall be left unpaved overnight or through weekends.

If equipment or vehicles are to be left overnight, they shall be properly parked, secured, & marked. They shall not be left so as to impact driveway access/egress or pedestrian/vehicle movements.



51 GROVE STREET ARLINGTON, MA 02476

> Phone: 781-316-3320 Fax: 781-316-3281

The contractor will be required to provide all water required for this work. No hydrants or residential water shall be used to fill equipment or in any way complete this work.

SPECIFICATIONS:

Bituminous Road Repair at Various Locations

Work under this item shall consist of furnishing all plant, labor, equipment and materials necessary to provide the service of repairing potholes, utility patches, correcting and eliminating settled areas, refinishing previously patched areas, and other related work on bituminous concrete roadways at various locations in the Town of Arlington.

1. Work Procedure:

- A. The contractor shall notify Dig-Safe and the Town of Arlington Water & Sewer Division (not a member of Dig-Safe) to coordinate a markout of any known utilities/infrastructure within the proposed excavation limits a minimum of 72-Hours in advance of any planned excavation activities.
- B. The contractor shall saw-cut edges of the proposed repair location to the limits directed by the Engineer in order to provide clean, square edges of the proposed repair/patch. Pneumatic jack-hammering will not be allowed as a substitute to saw-cutting edges.
- C. The contractor shall excavate and dispose of all material to a depth equal to the surrounding asphalt thickness, or a minimum four (4) inch depth, whichever is greater, across the entire area of the required restoration. The contractor shall load all excavated material directly onto trucks for proper disposal. No material shall be placed on any roadway. All excavated material shall become property of the contractor and shall be properly disposed of in accordance with all Local, State, & Federal regulations. Care shall be taken during excavation not to damage any sidewalk, curb, or roadway adjacent to the work site.
- D. If following excavation, the depth of excavation is greater than four (4) inches, the contractor shall furnish, install, & compact a processed gravel base to a depth four (4) inches below the surface of the surrounding asphalt surface. Compaction shall be performed through use of a plate compactor. Gravel shall conform to the following requirements:

Passing 3" Sieve	100%
Passing 1-1/2" Sieve	70% - 100%
Passing 3/4" Sieve	50% - 85%
Passing #4 Sieve	30% - 60%
Passing #200 Sieve	0% - 10%

E. The contractor shall furnish & install a tack coat emulsion to the edges of the excavation. The tack coat emulsion shall be type RS-1 and conform to MassDOT Specification M3.03.0.



51 GROVE STREET ARLINGTON, MA 02476

> Phone: 781-316-3320 Fax: 781-316-3281

- F. The contractor shall furnish, install, & thoroughly compact a bituminous asphalt base course to a finished thickness of 2-1/2 inches following compaction. Compaction shall be performed through use of a plate compactor. The contractor shall use 3/8" Type I Bituminous Asphalt Concrete to be placed at a temperature no lower than 200° Fahrenheit. Bituminous Asphalt shall be installed only when ambient temperature is 50° Fahrenheit or higher. No extra payment will be made for unused/unplaced bituminous asphalt.
- G. The contractor shall furnish, install, & thoroughly compact a bituminous asphalt top course to a finished thickness of 1-1/2 inches following compaction to meet the surrounding existing roadway surface. Compaction shall be performed through use of a vibratory self-propelled power roller with a minimum weight of 1,000 pounds. The contractor shall use 3/8" Type I Bituminous Asphalt Concrete to be placed at a temperature no lower than 200° Fahrenheit. Bituminous Asphalt shall be installed only when ambient temperature is 50° Fahrenheit or higher. No extra payment will be made for unused/unplaced bituminous asphalt.

2. Workmanship:

All workmanship shall be of the highest quality. Any workmanship determined to be below the high standards of the particular craft involved will not be accepted, and will be corrected and/or replaced within the payment for the original work as required by the Engineer in charge.

3. Basis of Payment:

Payment for this work will be the contract unit price bid per Square Yard of Bituminous Road Repair. Payment shall include the cost of all material, equipment, tools, labor, transportation, delivery, and all incidental work necessary to complete the work. No separate payment shall be made for the use of gravel at any location, it shall be considered incidental to the work.



51 GROVE STREET ARLINGTON, MA 02476

Phone: 781-316-3320 Fax: 781-316-3281

BID SUBMITTAL SHEET

Description		Unit Price			
services for Patching	ssary labor, materials, and of Bituminous Roadways at ons in Arlington, MA.	\$	/ Square Yard		
	*** Total Contract Value	not to Exceed \$20,000 ***			
Firm Name: _					
-					
Phone Number:					
Fax Number: _					
Fax Number: _ Email Address: _					

CERTIFICATE OF NON-COLLUSION

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

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

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

Date: 01/21/2016 05:09 PM

Subject: Prevailing wage schedule for Wage Request number :20160121-050

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: 20160121-050.pdf Size: 160k Content Type: application/pdf



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

Prevailing Wage Rates

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

RONALD L. WALKER, II Secretary WILLIAM D MCKINNEY

KARYN E. POLITO Lt. Governor

Town of Arlington

Awarding Authority: Contract Number:

16-02

City/Town: ARLINGTON

Description of Work:

Furnish all labor, materials, equipment and supervision necessary for Bituminous Roadway Repairs in various

locations as required.

Job Location:

Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Issue Date: 01/21/2016 Wage Request Number: 20160121-050

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
10.01.001.5		040.44	Ø10.00	60.00	05001
					\$53.24
					\$53.74 \$54.24
					\$54.24 \$55.05
				elatare brotoet al cite crear mois areas itras amanaid a loid a Mohilott	\$53.31
					\$53.81
					\$54.31
					\$55.12
				reministrativa en estado de Austria e de La remania esta abancolida Validado en Aresto de la	\$53.43
					\$53.43 \$53.93
					\$53.93 \$54.43
•		·			\$55.24
08/01/2015	\$88.29	\$9.80	\$19.23	\$0.00	\$117.32
12/01/2015	\$36.10	\$7.45	\$13.55	\$0.00	\$57.10
					\$57.85
		•			\$58.85
12/01/2010		Ψ7.42	Q10.00	ψ0.00	Q0.00
12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
12/01/2015	\$35.60	\$7.45	\$13.55	\$0.00	\$56.60
06/01/2016	\$36.35	\$7.45	\$13.55	\$0.00	\$57.35
12/01/2016	\$37.35	\$7.45	\$13.55	\$0.00	\$58.35
TE 12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
			#1400	#n.n.n	
					\$68.63
					\$69.38
					\$70.63
					\$71.63
	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
	\$35.60	\$7.45	\$13.55	\$0.00	\$56.60
			\$13.55		\$57.35
					\$58.35
, m, 0, 1, 2010					
12/01/2015	\$36.10	\$7.45	\$13.55	\$0.00	\$57.10
06/01/2016	\$36.85	\$7.45	\$13.55	\$0.00	\$57.85
12/01/2016	\$37.85	\$7.45	\$13.55	\$0.00	\$58.85
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
E	12/01/2015 06/01/2016 08/01/2016 12/01/2015 06/01/2016 08/01/2016 12/01/2015 06/01/2016 12/01/2015 06/01/2016 08/01/2016 12/01/2015 06/01/2016 12/01/2015 06/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2017 12/01/2017 EERS" 12/01/2015 06/01/2016 12/01/2016 12/01/2016 12/01/2017 12/01/2017 EERS"	12/01/2015 \$32.75 06/01/2016 \$33.25 08/01/2016 \$33.25 12/01/2016 \$33.25 12/01/2015 \$32.82 06/01/2016 \$33.32 08/01/2016 \$33.32 12/01/2016 \$33.32 12/01/2016 \$33.32 12/01/2016 \$33.44 08/01/2016 \$33.44 08/01/2016 \$33.44 12/01/2016 \$33.44 08/01/2016 \$33.44 08/01/2016 \$33.44 08/01/2016 \$33.48 12/01/2015 \$36.10 06/01/2016 \$36.85 12/01/2016 \$37.85 12/01/2015 \$35.60 06/01/2016 \$36.35 12/01/2016 \$37.35 SITE 12/01/2015 \$43.73 06/01/2016 \$44.48 12/01/2016 \$45.73 06/01/2017 \$46.73 12/01/2017 \$47.73 EERS" 12/01/2016 \$43.73 06/01/2016 \$44.48 12/01/2017 \$47.73 EERS" 12/01/2016 \$43.73 06/01/2016 \$44.48 12/01/2016 \$45.73 06/01/2017 \$46.73 12/01/2016 \$45.73 06/01/2016 \$44.48 12/01/2016 \$45.73 06/01/2016 \$45.73 06/01/2016 \$45.73 06/01/2016 \$45.73 06/01/2016 \$45.73 06/01/2016 \$45.73 06/01/2016 \$45.73 06/01/2016 \$45.73 06/01/2016 \$45.73 06/01/2016 \$45.73 06/01/2016 \$45.73 06/01/2016 \$45.73 06/01/2016 \$45.73 06/01/2016 \$45.73 06/01/2016 \$45.73 06/01/2016 \$45.73 06/01/2016 \$45.73 06/01/2016 \$45.73	12/01/2015 \$32.75 \$10.41 06/01/2016 \$33.25 \$10.41 08/01/2016 \$33.25 \$10.91 12/01/2015 \$32.82 \$10.41 06/01/2016 \$33.32 \$10.91 12/01/2016 \$33.32 \$10.91 12/01/2016 \$33.32 \$10.91 12/01/2016 \$33.32 \$10.91 12/01/2016 \$33.32 \$10.91 12/01/2016 \$33.32 \$10.91 12/01/2016 \$33.34 \$10.91 12/01/2016 \$33.44 \$10.41 08/01/2016 \$33.44 \$10.91 12/01/2016 \$33.44 \$10.91 12/01/2015 \$38.29 \$9.80 12/01/2016 \$33.44 \$10.91 12/01/2016 \$33.44 \$10.91 12/01/2015 \$36.10 \$7.45 06/01/2016 \$36.85 \$7.45 12/01/2016 \$37.85 \$7.45 12/01/2016 \$37.85 \$7.45 12/01/2016 \$37.35 \$7.45 SITE \$12/01/2016 \$36.35 \$7.45 12/01/2016 \$44.48 \$10.00 12/01/2016 \$44.48 \$10.00 12/01/2016 \$45.73 \$10.00 06/01/2017 \$46.73 \$10.00 06/01/2017 \$46.73 \$10.00 06/01/2017 \$47.73 \$10.00 06/01/2017 \$47.73 \$10.00 06/01/2017 \$47.73 \$10.00 06/01/2017 \$47.73 \$10.00 06/01/2017 \$47.73 \$10.00 06/01/2017 \$47.73 \$10.00 06/01/2017 \$47.73 \$10.00 06/01/2016 \$35.60 \$7.45 06/01/2016 \$35.60 \$7.45 06/01/2016 \$35.60 \$7.45 06/01/2016 \$45.73 \$10.00 06/01/2016 \$45.73 \$10.00 06/01/2017 \$47.73 \$10.00 06/01/2016 \$47.73 \$10.00 06/01/2016 \$37.35 \$7.45 06/01/2016 \$37.35 \$7.45	12/01/2015 \$32.75 \$10.41 \$10.08 06/01/2016 \$33.25 \$10.41 \$10.08 08/01/2016 \$33.25 \$10.91 \$10.08 12/01/2016 \$33.25 \$10.91 \$10.08 12/01/2016 \$33.25 \$10.91 \$10.08 06/01/2016 \$33.32 \$10.41 \$10.08 06/01/2016 \$33.32 \$10.41 \$10.08 08/01/2016 \$33.32 \$10.41 \$10.08 12/01/2016 \$33.32 \$10.91 \$10.08 12/01/2016 \$33.32 \$10.91 \$10.08 12/01/2016 \$33.32 \$10.91 \$10.08 06/01/2016 \$33.34 \$10.91 \$10.08 06/01/2016 \$33.44 \$10.91 \$10.08 08/01/2016 \$33.44 \$10.91 \$10.08 12/01/2016 \$33.44 \$10.91 \$10.08 12/01/2015 \$88.29 \$9.80 \$19.23 12/01/2015 \$36.10 \$7.45 \$13.55 06/01/2016 \$37.85 \$7.45 \$13.55 12/01/2016 \$37.85 \$7.45 \$13.55 12/01/2016 \$36.35 \$7.45 \$13.55 12/01/2016 \$37.35 \$7.45 \$13.55 12/01/2016 \$37.35 \$7.45 \$13.55 12/01/2016 \$44.48 \$10.00 \$14.90 06/01/2016 \$44.48 \$10.00 \$14.90 06/01/2016 \$45.73 \$10.00 \$14.90 06/01/2017 \$46.73 \$10.00 \$14.90 06/01/2016 \$44.48 \$10.00 \$14.90 12/01/2017 \$47.73 \$10.00 \$14.90 06/01/2016 \$44.48 \$10.00 \$14.90 12/01/2017 \$47.73 \$10.00 \$14.90 06/01/2016 \$45.73 \$10.00 \$14.90 06/01/2016 \$45.73 \$10.00 \$14.90 06/01/2016 \$45.73 \$10.00 \$14.90 06/01/2016 \$47.73 \$10.00 \$14.90	12/01/2015 \$32.75 \$10.41 \$10.08 \$0.00 06/01/2016 \$33.25 \$10.41 \$10.08 \$0.00 06/01/2016 \$33.25 \$10.91 \$10.08 \$0.00 12/01/2016 \$33.25 \$10.91 \$10.08 \$0.00 12/01/2016 \$33.25 \$10.91 \$10.08 \$0.00 06/01/2016 \$33.32 \$10.41 \$10.08 \$0.00 06/01/2016 \$33.32 \$10.41 \$10.08 \$0.00 08/01/2016 \$33.32 \$10.91 \$10.08 \$0.00 08/01/2016 \$33.32 \$10.91 \$10.08 \$0.00 08/01/2016 \$33.32 \$10.91 \$10.08 \$0.00 08/01/2016 \$33.32 \$10.91 \$10.08 \$0.00 06/01/2016 \$33.34 \$10.91 \$10.08 \$0.00 06/01/2016 \$33.44 \$10.91 \$10.08 \$0.00 08/01/2016 \$33.44 \$10.91 \$10.08 \$0.00 08/01/2016 \$33.44 \$10.91 \$10.08 \$0.00 08/01/2015 \$38.29 \$9.80 \$19.23 \$0.00 08/01/2015 \$38.29 \$9.80 \$19.23 \$0.00 08/01/2015 \$36.10 \$7.45 \$13.55 \$0.00 06/01/2016 \$36.85 \$7.45 \$13.55 \$0.00 06/01/2016 \$36.85 \$7.45 \$13.55 \$0.00 12/01/2015 \$33.48 \$10.40 \$5.95 \$0.00 12/01/2016 \$37.85 \$7.45 \$13.55 \$0.00 06/01/2016 \$36.35 \$7.45 \$13.55 \$0.00 06/01/2016 \$36.35 \$7.45 \$13.55 \$0.00 06/01/2016 \$44.48 \$10.00 \$14.90 \$0.00 06/01/2016 \$44.48 \$10.00 \$14.90 \$0.00 06/01/2016 \$44.48 \$10.00 \$14.90 \$0.00 06/01/2017 \$46.73 \$10.00 \$14.90 \$0.00 06/01/2016 \$44.48 \$10.00 \$14.90 \$0.00 06/01/2017 \$46.73 \$10.00 \$14.90 \$0.00 06/01/2016 \$44.48 \$10.00 \$14.90 \$0.00 06/01/2016 \$44.48 \$10.00 \$14.90 \$0.00 06/01/2016 \$44.48 \$10.00 \$14.90 \$0.00 06/01/2016 \$44.48 \$10.00 \$14.90 \$0.00 06/01/2016 \$44.48 \$10.00 \$14.90 \$0.00 06/01/2016 \$44.48 \$10.00 \$14.90 \$0.00 06/01/2016 \$44.48 \$10.00 \$14.90 \$0.00 06/01/2016 \$44.48 \$10.00 \$14.90 \$0.00 06/01/2016 \$44.48 \$10.00 \$14.90 \$0.00 06/01/2016 \$44.48 \$10.00 \$14.90 \$0.00 06/01/2016 \$44.48 \$10.00 \$14.90 \$0.00 06/

Ste	ective Date of percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	65		\$27.05	\$6.97	\$10.54	\$0.00	\$44.56	
2	65		\$27.05	\$6.97	\$10.54	\$0.00	\$44.56	
3	70		\$29.13	\$6.97	\$11.35	\$0.00	\$47.45	
4	75		\$31.22	\$6.97	\$12.16	\$0.00	\$50.35	
5	80		\$33.30	\$6.97	\$12.97	\$0.00	\$53.24	
6	85		\$35.38	\$6.97	\$13.78	\$0.00	\$56.13	
7	90		\$37.46	\$6.97	\$14.59	\$0.00	\$59.02	
8	95		\$39.54	\$6.97	\$15.40	\$0.00	\$61.91	
Eff	ective Date	01/01/2017				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	*********
1	65		\$27.90	\$6.97	\$10.54	\$0.00	\$45.41	
2	65		\$27.90	\$6.97	\$10.54	\$0.00	\$45.41	
3	70		\$30.04	\$6.97	\$11.35	\$0.00	\$48.36	
4	75		\$32.19	\$6.97	\$12.16	\$0.00	\$51.32	
5	80		\$34.34	\$6.97	\$12.97	\$0.00	\$54.28	
6	85		\$36.48	\$6.97	\$13.78	\$0.00	\$57.23	
7	90		\$38.63	\$6.97	\$14.59	\$0.00	\$60.19	
8	95		\$40.77	\$6.97	\$15.40	\$0.00	\$63,14	
No	tes:	. TIMES, NEWSON NAMES AND SERVED	na varana. Walana arawan masana rawan			TOTATO TOTATO WESTON CA	www	
A series of A design							***************************************	
Ap	prentice to .	ourneyworker Ratio:1:5	an Vilendichten Hantadonis, helderlehme, etrangmister, brendagente, d	Statebook to Charles of Addition of	weed refer to Miller 1914 of 42 de 42 de	ANTICON 623 1332 NOTES W. 1000		
		IASONRY (INCL. MASONR	Y 08/01/201:	5 \$49.86	\$10.18	\$18.57	\$0.00	\$78.61
RPROOFING TYERS LOCAL S	,		02/01/2010	5 \$49.86	\$10.18	\$19.14	\$0.00	\$79.18
	•		08/01/2010	§ \$50.76	\$10.18	\$19.22	\$0.00	\$80.16
			02/01/201	7 \$51.33	\$10.18	\$19.22	\$0.00	\$80.73

Total Rate

Effective Date Base Wage Health

	Effecti Step	ve Date - 08/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$24.93	\$10.18	\$18.57	\$0.00	\$53.68	
	2	60	\$29.92	\$10.18	\$18.57	\$0.00	\$58.67	
	3	70	\$34.90	\$10.18	\$18.57	\$0.00	\$63.65	
	4	80	\$39.89	\$10.18	\$18.57	\$0.00	\$68.64	
	5	90	\$44.87	\$10.18	\$18.57	\$0.00	\$73.62	
		ive Date - 02/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$24.93	\$10.18	\$19.14	\$0.00	\$54.25	
	2	60	\$29.92	\$10.18	\$19.14	\$0.00	\$59.24	
	3	70	\$34.90	\$10.18	\$19.14	\$0,00	\$64.22	
	4	80	\$39.89	\$10.18	\$19.14	\$0.00	\$69.21	
	5	90	\$44.87	\$10.18	\$19.14	\$0.00	\$74.19	
	Notes:	tere description and administrative consistency was trave auditorially distributed and administrative consistency.	and the second s	ADD-04-06 (ADD-04-07-07-07-07-07-07-07-07-07-07-07-07-07-		Committee Complete Institution of the	Andrew Manager Advanced Control of the Control of t	
	Appre	entice to Journeyworker Ratio:1::	name, nakat 1976, sa 92.0000 ingingangan ngarawanan, ta tarahada 8.6000000. 	andital and season and people	ALLINA VITORO TITTE	entengenne Soldstad II. 1881/1886 da 18	.van 2000 000 000 000 000 000 000 000 000 0	
LLDOZER		ER/SCRAPER	12/01/201	5 \$43.31	\$10.00	\$14.90	\$0.00	\$68,21
ERATING ENC			06/01/201			\$14.90	\$0.00	\$68.96
			12/01/201			\$14.90	\$0.00	\$70.19
			06/01/201			\$14.90	\$0.00	\$71.18
			12/01/201			\$14.90	\$0.00	\$72.17
For apprentic	e rates see	"Apprentice- OPERATING ENGINEERS"					······	\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\
		PINNING BOTTOM MAN	12/01/201	5 \$36.45	\$7.45	\$13.75	\$0.00	\$57.65
BORERS - FOU	JNDATION	I AND MARINE	06/01/201	6 \$37.20	\$7.45	\$13.75	\$0.00	\$58.40
For apprentic	e rates see	"Apprentice- LABORER"	12/01/201	6 \$38.20	\$7.45	\$13.75	\$0.00	\$59.40
		PINNING LABORER	12/01/201	5 \$35.30	37.45	\$13.75	\$0.00	\$56.50
		I AND MARINE	06/01/201			\$13.75	\$0.00	\$57.25
			12/01/201			\$13.75	\$0.00	\$58.25
For apprentic	ce rates sec	"Apprentice- LABORER"						
		PINNING TOP MAN	12/01/201	5 \$35.30	97.45	\$13.75	\$0.00	\$56.50
SORERS - FO	UNDATION	I AND MARINE	06/01/201	6 \$36.03	5 \$7.45	\$13.75	\$0.00	\$57.25
			12/01/201	6 \$37.0	5 \$7.45	\$13.75	\$0.00	\$58.25
		"Apprentice- LABORER"					A. 0 -	
RBIDE CO BORERS - ZOI		LL OPERATOR	12/01/201			\$13.55	\$0.00	\$56.60
			06/01/201			\$13.55	\$0.00	\$57.35
	oo entan nee	"Apprentice- LABORER"	12/01/201	6 \$37.3	5 \$7.45	\$13.55	\$0.00	\$58.35
For apprentic	to rates see							

BRICKLAYERS LOCAL 3 (BOSTON)

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.88	\$9.80	\$1.63	\$0.00	\$29.31
2	60	\$21.45	\$9.80	\$1.63	\$0.00	\$32.88
3	70	\$25.0 3	\$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		negat sprong krigad online organiz overse omine income money.	edgement modernic my ort	and the second of the second of the second	SMAND ANNUAL COMMAN	Control of
The speciation						
Appr	entice to Journeyworker			. 2011070 1000000 1000000	er annamen i ann ann an i annamen i annamen ann annamen anname	W000007 .105.200 C000125

			entice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$23.22	\$10.90	\$12.21	\$0.00	\$46.33	
2	60		\$27.86	\$10.90	\$13.71	\$1.30	\$53.77	
3	65		\$30.19	\$10.90	\$14.71	\$1.30	\$57.10	
4	70		\$32,51	\$1 0.90	\$15.71	\$1.30	\$60.42	
. 5	75		\$34.83	\$10.90	\$16.71	\$1.30	\$63.74	
6	80		\$37.15	\$10.90	\$17.71	\$1.30	\$67.06	
7	90		\$41.80	\$10.90	\$18.71	\$1.30	\$72.71	
1 50 2 60 3 65 4 70 5 75 6 80 7 90 Notes: Steps 3,4 are 500 hrs. All other steps are 1,0	00 hrs.	entropologica entropologica entropologica entropologica entropologica entropologica entropologica entropologica	annesses denominates salvenador —		and the second s			
App	Steps 3,4 are 500 hrs.	erroren transmin meneren trasteria trasteria.		•	,	\$13.55 \$13.55	\$0.00 \$0.00	\$56.60 \$57.35
App AIN SAW OPER ORERS - ZONE 1	Steps 3,4 are 500 hrs. orentice to Journeyworke ATOR	erroren transmin meneren trasteria trasteria.	12/01/201:	5 \$36.35	\$7.45		·	*
5 75 6 80 7 90 Notes: Steps 3,4 are 500 hrs. All other steps are 1 Apprentice to Journeyworker Ratio:1:3 CHAIN SAW OPERATOR LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	r Ratio:1:3	12/01/201:	\$36.35 \$37.35	\$7.45	\$13.55	\$0.00	\$57.35	
App AIN SAW OPER ORERS - ZONE 1 For apprentice rates so	Step percent Ap 1 50 2 60 3 65 4 70 5 75 6 80 7 90 Notes: Steps 3,4 are 500 hrs. All other steps are 1 Apprentice to Journeyworker Ratio:1:3 I SAW OPERATOR IRS - ZONE 1 apprentice rates see "Apprentice- LABORER" SHELLS/SLURRY BUCKETS/HEADING MACHINES	12/01/201: 06/01/2010 12/01/2010	\$36.35 \$37.35 \$44.73	\$7.45 \$7.45 \$10.00	\$13.55 \$13.55	\$0.00 \$0.00	\$57.35 \$58.35	
App AIN SAW OPER ORERS - ZONE 1 For apprentice rates so AM SHELLS/SLU	Steps 3,4 are 500 hrs. Frentice to Journeyworke ATOR BE "Apprentice- LABORER" JRRY BUCKETS/HEAD	r Ratio:1:3	12/01/201: 06/01/2010 12/01/2010	\$36.35 \$37.35 \$44.73 \$45.48	\$7.45 \$7.45 \$10.00	\$13.55 \$13.55 \$14.90	\$0.00 \$0.00	\$57.35 \$58.35 \$69.63
App IAIN SAW OPER BORERS - ZONE I For apprentice rates so	Steps 3,4 are 500 hrs. Frentice to Journeyworke ATOR BE "Apprentice- LABORER" JRRY BUCKETS/HEAD	r Ratio:1:3	12/01/201: 06/01/2016 12/01/2016 12/01/201: 06/01/2016	\$36.35 \$37.35 \$44.73 \$45.48 \$46.73	\$7.45 \$7.45 \$10.00 \$10.00 \$10.00	\$13.55 \$13.55 \$14.90 \$14.90	\$0.00 \$0.00 \$0.00 \$0.00	\$57.35 \$58.35 \$69.63 \$70.38

Classification	Effective Date	Base Wage	Health	Pension	Sup plement al Unemployment	Total Rate
COMPRESSOR OPERATOR	12/01/2015	\$30.13	\$10.00	\$14.90	\$0.00	\$55 . Ø3
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$30.65	\$10.00	\$14.90	\$0.00	\$55.55
	12/01/2016	\$31.52	\$10.00	\$14.90	\$0.00	\$56.42
	06/01/2017	\$32.21	\$10.00	\$14.90	\$0.00	\$57.11
	12/01/2017	\$32.90	\$10.00	\$14.90	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE)	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
PAINTERS LOCAL 35 - ZONE 2	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

		ntice - PAINTER Local 35 - BRIDG ve Date - 01/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	÷
	1	50	\$24.76	\$7.85	\$0.00	\$0.00	\$32.61	
	2	55	\$27.23	\$7.85	\$3.66	\$0.00	\$38.74	ı
	3	60	\$29.71	\$7.85	\$3.99	\$0.00	\$41.55	5
	4	65	\$32.18	\$7.85	\$4.32	\$0.00	\$44.35	5
	5	70	\$34.66	\$7.85	\$14.11	\$0.00	\$56.62	2
	6	75	\$37.13	\$7.85	\$14.44	\$0.00	\$59.42	2
	7	80	\$39.61	\$7.85	\$14.77	\$0.00	\$62.23	3
	8	90	\$44.56	\$7.85	\$15.44	\$0.00	\$67.85	5
	Effecti Step	ve Date - 07/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	÷
	1	50	\$25.23	\$7.85	\$0.00	\$0,00	\$33.08	}
	2	55	\$27.75	\$7.85	\$3.66	\$0.00	\$39.26	ó
	3	60	\$30,28	\$7.85	\$3.99	\$0.00	\$42.12	2
	4	65	\$32.80	\$7.85	\$4.32	\$0.00	\$44.97	7
	5	70	\$35.32	\$7.85	\$14.11	\$0.00	\$57.28	3
	6	75	\$37.85	\$7.85	\$14.44	\$0.00	\$60.14	ļ
	7	80	\$40.37	\$7.85	\$14.77	\$0.00	\$62.99)
	8	90	\$45.41	\$7.85	\$15.44	\$0.00	\$68.70)
	Notes:	Steps are 750 hrs.	appropriate pro-priority appropriate Principality publishment distribution.					
	Appre	ntice to Journeyworker Ratio:1:1	MARIA, PRIISON TANISMA VERINITA SIMININ TOTOUTIC T	anna mana mana a	ercore managere exemper		TTT TTTTTTE. VARIOUS THATCH	
EMO: ADZI 1BORERS - ZON			12/01/201:	\$35.50	\$7.45	\$13.55	\$0.00	\$56.50
For apprentic	e rates see	Apprentice- LABORER"						
EMO: BACI BORERS - ZON		DADER/HAMMER OPERATOR	12/01/201:	\$36.50	\$7.45	\$13.55	\$0.00	\$57.50
For apprentic	e rates see '	Apprentice- LABORER"						
EMO: BURI	VERS		12/01/201:	\$36.25	\$7.45	\$13 <i>.</i> 55	\$0.00	\$57.25

For apprentice rates see "Apprentice- LABORER"

Issue Date: 01/21/2016

Wage Request Number: 20160121-050 Page 6 of 34

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE I	12/01/2015	\$36.50	\$7.45	\$13.55	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 1	12/01/2015	\$36.25	\$7.45	\$13.55	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER LABORERS - ZONE I	12/01/2015	\$35.50	\$7.45	\$13.55	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
	12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
	06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE I)	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)	09/01/2015	\$45.67	\$13.00	\$15.89	\$0.00	\$74.56
ELECTRICIANS LOCAL 103	03/01/2016	\$46.17	\$13.00	\$16.39	\$0.00	\$75.56
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN	09/01/2015	\$45.67	\$13.00	\$15.89	\$0.00	\$74.56
ELECTRICIANS LOCAL 103	03/01/2016	\$46.17	\$13.00	\$16.39	\$0.00	\$75.56

Issue Date: 01/21/2016 Wage Request Number: 20160121-050 Page 7 of 34

Supplemental Unemployment

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	dan brothland
1	40	\$18.27	\$13.00	\$0.55	\$0.00	\$31.82	
2	40	\$18.27	\$13.00	\$0.55	\$0.00	\$31.82	
3	45	\$20.55	\$13.00	\$11.86	\$0.00	\$45.41	
4	45	\$20.55	\$13.00	\$11.86	\$0.00	\$45.41	
5	50	\$22.84	\$13.00	\$12.23	\$0.00	\$48.07	
6	55	\$25.12	\$13.00	\$12.58	\$0.00	\$50.70	
7	60	\$27.40	\$13.00	\$12.95	\$0.00	\$53.35	
8	65	\$29.69	\$13.00	\$13.32	\$0.00	\$56.01	
9	70	\$31.97	\$13.00	\$13.69	\$0.00	\$58.66	
10	75	\$34.25	\$13.00	\$14.06	\$0.00	\$61.31	
	ve Date - 03/01/2016	Amendia Dan Wasa	YY145.	Pension	Supplemental Unemployment	Total Rate	
Step	percent	Apprentice Base Wage					
1	40	\$18.47	\$13.00	\$0.55	\$0.00	\$32.02	
2	40	\$18.47	\$13.00	\$0.55	\$0.00	\$32.02	
3	45	\$20.78	\$13.00	\$11.84	\$0.00	\$45.62	
4	45	\$20.78	\$13.00	\$11.84	\$0.00	\$45.62	
5	50	\$23.09	\$13.00	\$12.71	\$0.00	\$48.80	
6	55	\$25.39	\$13.00	\$13.07	\$0.00	\$51.46	
7	60	\$27.70	\$13.00	\$13.39	\$0.00	\$54.09	
8	65	\$30.01	\$13.00	\$13.81	\$0.00	\$56.82	
9	70	\$32.32	\$13.00	\$14.18	\$0.00	\$59.50	
10	75	\$34.63	\$13.00	\$14.55	\$0.00	\$62.18	
3 common weeks	: App Prior 1/1/03; 30/35/40	0/45/50/55/65/70/75/80	and the second s	ers, progener - ministrature de destinature	Anadalar Albandar Atamanan 70	COLUMN COLUMN CALLES	
Notes	PI .					3	

Page 8 of 34 20160121-050 Wage Request Number:

	Step	ve Date - percent	01/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$27.27	\$14.43	\$0.00	\$0.00	\$41.70	
	2	55		\$29.99	\$14.43	\$14.96	\$0.00	\$59.38	
	3	65		\$35.44	\$14.43	\$14.96	\$0.00	\$64.83	
	4	70		\$38.17	\$14.43	\$14.96	\$0.00	\$67.56	
. *	5	80		\$43.62	\$14.43	\$14.96	\$0.00	\$73.01	
	Effecti Step	ve Date -	01/01/2017	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$27.93	\$15.28	\$0.00	\$0.00	\$43.21	
	2	55		\$30.72	\$15.28	\$15.71	\$0.00	\$61.71	
	3	65		\$36.31	\$15.28	\$15.71	\$0.00	\$67.30	
	4	70		\$39.10	\$15.28	\$15.71	\$0.00	\$70.09	
	5	80		\$44.69	\$15.28	\$15.71	\$0.00	\$75.68	
	Notes:	-	are 6 mos.; Steps 3-5 are 1		graphy and administrative and their	TO STURY STU	IF AND AND PROPERTY IN Administration and		
	Appre		urneyworker Ratio:1:1	100 management 100 ma	Calabra (11) (12) (12) (13) (13) (13) (13) (13) (13) (13) (13	· · · · · · · · · · · · · · · · · · ·	**************************************	VANO, VANORANIA MARIANA	
	CONSTR		ELPER	01/01/201	6 \$38.	17 \$14.4	3 \$14.96	\$0.00	\$67.56
	NSTRUCTOR		ELEVATOR CONSTRUCTOR"	01/01/201	7 \$39.	10 \$15.2	8 \$15.71	\$0.00	\$70.09
	UARD RA			12/01/201	5 \$35.	60 \$7.45	\$13.55	\$0.00	\$56.60
ORERS - ZO				06/01/201		•		\$0.00	\$57.35
				12/01/201				\$0.00	\$58.35
For apprent	tice rates see '	Apprentice-	LABORER"						
			OG,SITE,HVY/HWY	11/01/201	5 \$40.	49 \$10.0	0 \$14.55	\$0.00	\$65.04
RATING EN	NGINEERS L	OCAL 4		05/01/201	6 \$41.	38 \$10.0	0 \$14.55	\$0.00	\$65.93
				11/01/201	6 \$41.	97 \$10.0	0 \$14.55	\$0.00	\$66.52
				05/01/201	.7 \$42.	85 \$10.0	0 \$14.55	\$0.00	\$67.40
				11/01/201	7 \$43.	58 \$10.0	0 \$14.55	\$0.00	\$68.13
				05/01/201	.8 \$44.	29 \$10.0	0 \$14.55	\$0.00	\$68.84
			OPERATING ENGINEERS"						
	LPARTY C NGINEERS L		DG,SITE,HVY/HWY	11/01/201	.5 \$41.	93 \$10.0	0 \$14.55	\$0.00	\$66.48
MIIIYG BI	ноиныва <i>о</i> Б	CAL 4		05/01/201	.6 \$42.	82 \$10.0		\$0.00	\$67.37
				11/01/201	.6 \$ 43.	42 \$10.0	0 \$14.55	\$0.00	\$67.97
				05/01/201	17 \$44.	31 \$10.0	0 \$14.55	\$0.00	\$68.86
				11/01/201	17 \$45.	04 \$10.0	0 \$14.55	\$0.00	\$69.59
				05/01/201	8 \$45	76 \$10.0	0 \$14.55	\$0.00	\$70.31

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	11/01/2015	\$21.71	\$10.00	\$14.55	\$0.00	\$46.26
OPERATING ENGINEERS LOCAL 4	05/01/2016	\$22.23	\$10.00	\$14.55	\$0.00	\$46.78
	11/01/2016	\$22.58	\$10.00	\$14.55	\$0.00	\$47.13
	05/01/2017	\$23.11	\$10.00	\$14.55	\$0.00	\$47.66
	11/01/2017	\$23.53	\$10.00	\$14.55	\$0.00	\$48.08
	05/01/2018	\$23.96	\$10.00	\$14.55	\$0.00	\$48.51
For apprentice rates see "Apprentice- OPERATING ENGINEERS"			.,			
FIRE ALARM INSTALLER	09/01/2015	\$45.67	\$13.00	\$15.89	\$0.00	\$74.56
ELECTRICIANS LOCAL 103	03/01/2016	\$46.17	\$13.00	\$16.39	\$0.00	\$75.56
For apprentice rates see "Apprentice-ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE	09/01/2015	\$34.25	\$13.00	\$14.06	\$0.00	\$61.31
/ COMMISSIONINGELECTRICIANS OCAL 103	03/01/2016	\$34.63	\$13.00	\$14.55	\$0.00	\$62.18
For apprentice rates see "Apprentice-TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER)	12/01/2015	\$36.34	\$10.00	\$14.90	\$0.00	\$61.24
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$36.96	\$10.00	\$14.90	\$0.00	\$61.86
	12/01/2016	\$38.00	\$10.00	\$14.90	\$0.00	\$62.90
	06/01/2017	\$38.84	\$10.00	\$14.90	\$0.00	\$63.74
	12/01/2017	\$39.67	\$10.00	\$14.90	\$0.00	\$64.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER	12/01/2015	\$20.50	\$7.45	\$13.55	\$0.00	\$41.50
LABORERS - ZONE 1	06/01/2016	\$20.50	\$7.45	\$13.55	\$0.00	\$41.50
	12/01/2016	\$20.50	\$7.45	\$13.55	\$0.00	\$41.50
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE I	09/01/2015	\$41.59	\$9.80	\$17.53	\$0.00	\$68.92

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effecti	ive Date -	09/01/2015				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$20.80	\$9.80	\$1.79	\$0.00	\$32.39
2	55		\$22.87	\$9.80	\$1.79	\$0.00	\$34.46
3	60		\$24.95	\$9.80	\$12.16	\$0.00	\$46.91
4	65		\$27.03	\$9.80	\$12.16	\$0.00	\$48.99
5	70		\$29.11	\$9.80	\$13.95	\$0.00	\$52.86
6	75		\$31.19	\$9.80	\$13.95	\$0.00	\$54.94
7	80		\$33.27	\$9.80	\$15.74	\$0.00	\$58.81
8	85		\$35.35	\$9.80	\$15.74	\$0.00	\$60.89

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

 Issue Date:
 01/21/2016
 Wage Request Number:
 20160121-050
 Page 10 of 34

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FORK LIFT/CHERRY PICKER	12/01/2015	\$43,73	\$10.00	\$14.90	\$0.00	\$68.63
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
GENERATOR/LIGHTING PLANT/HEATERS	12/01/2015	\$30.13	\$10.00	\$14.90	\$0.00	\$55.03
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$30.65	\$10.00	\$14.90	\$0.00	\$55.55
	12/01/2016	\$31.52	\$10.00	\$14.90	\$0.00	\$56.42
	06/01/2017	\$32.21	\$10.00	\$14.90	\$0.00	\$57.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$32.90	\$10.00	\$14.90	\$0.00	\$57.80
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR	01/01/2016	\$39.01	\$7.85	\$16.10	\$0.00	\$62.96
SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2)	07/01/2016	\$39.96	\$7.85	\$16.10	\$0.00	\$63.91
Cambridge 20 (2012-2)	01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86

Step	percent		Apprentice Base Wage	Health	Pension	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	
Effect	ive Date -	07/01/2016				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$19.98	\$7.85	\$0.00	\$0.00	\$27.83	
2	55		\$21.98	\$7.85	\$3.66	\$0.00	\$33.49	
3	60		\$23.98	\$7.85	\$3.99	- \$0.00	\$35.82	
4	65		\$25.97	\$7.85	\$4.32	\$0.00	\$38.14	

\$7.85

\$7.85

\$7.85

\$7.85

\$14.11

\$14.44

\$14.77

\$15.44

Supplemental

\$0.00

\$0.00

\$0.00

\$0.00

\$49.93

\$52.26

\$54.59

\$59.25

Notes:

Steps are 750 hrs.

\$27.97

\$29.97

\$31.97

\$35.96

Apprentice to Journeyworker Ratio:1:1

5

6

7

8

70

75

80

90

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 01/01/2016

Issue Date: 01/21/2016 Wage Request Number: 20160121-050 Page 11 of 34

Classificatio			Effective Da	ite Base Wag	e Health	Pension	Supplemental Unemployment	Total Rat
	DISTING ENGINEER/CRANES/GRADALLS ERATING ENGINEERS LOCAL 4	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63	
JI EIVATIIYO EM	ACTIVE EVER IN	CAL 4	06/01/2016	5 \$44.48	\$10.00	\$14.90	\$0.00	\$69.38
		•	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
			06/01/2011	7 \$46.73	\$10.00	\$14.90	\$0.00	\$71.63
			12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
	Appre	ntice - OPERATING ENGINE	EERS - Local 4					
	Effect	ve Date - 12/01/2015				Supplementa		
•	Step	percent	Apprentice Base Wage	Health	Pension	Unemploymen	t Total Rate	
	1	55	\$24,05	\$10.00	\$0.00	\$0.00	\$34.05	
	2	60	\$26.24	\$10.00	\$14.90	\$0.00	\$51.14	
	3	65	\$28.42	\$10.00	\$14.90	\$0.00	\$53.32	
	4	70	\$30.61	\$10.00	\$14.90	\$0.00	\$55.51	
	5	75	\$32.80	\$10.00	\$14.90	\$0.00	\$57.70	
	6	80	\$34.98	\$10.00	\$14.90	\$0.00	\$59.88	
	7	85	\$37.17	\$10.00	\$14.90	\$0.00	\$62.07	
	8	90	\$39.36	\$10.00	\$14.90	\$0.00	\$64.26	
		ve Date - 06/01/2016				Supplementa		
	Step	percent	Apprentice Base Wage		Pension	Unemploymen		
	1	55	\$24.46	\$10.00	\$0.00	\$0.00	\$34.46	
	2	60	\$26.69	\$10.00	\$14.90	\$0.00	\$51.59	
	3	65	\$28.91	\$10.00	\$14.90	\$0.00	\$53.81	
	4	70	\$31.14	\$10.00	\$14.90	\$0.00	\$56.04	
	5	75	\$33.36	\$10.00	\$14.90	\$0.00	\$58.26	
	6	80	\$35.58	\$10.00	\$14.90	\$0.00	\$60.48	
	7	85	\$37.81	\$10.00	\$14.90	\$0.00	\$62.71	
	8	90	\$40.03	\$10.00	\$14.90	\$0.00	\$64.93	
	Notes:	e (1979)	e diadadan saladanak samuaran samuara, dagapake dagaga puntaser	enderstanden ennergen er verstenden ere	990099 JPS 10000 JOSEPH AS	Additional desirability also greatery	411 446 AG. 4.00 A.00 VINDORA STREET	
	Source, consumer			27455756. 140 8487974. 101648785. 1 140	Arthur consumer concerns a	managemag engagenyaya (2000)	1	
	^ ^	ntice to Journeyworker Ratio:						
IVAC (DUC		OCAL 17 A	08/01/2015	\$43.31	\$10.20	\$21.48	\$2.25	\$77.24
HEETMETAL R	vokkeks L(ICAL 17 - A	02/01/2016	\$43.31	\$10.70	\$21.95	\$2.28	\$78.24
			08/01/2016	\$44.46	\$10.70	\$21.95	\$2.28	\$79.39
		e.	02/01/2017	\$45.56	\$10.70	\$21.95	\$2.28	\$80.49
			08/01/2017	\$46.66	\$10.70	\$21.95	\$2.28	\$81.59
			02/01/2018	3 \$47.81	\$10.70	\$21.95	\$2.28	\$82.74
For apprenti	ice rates see	Apprentice- SHEET METAL WORKE	R"	<u></u>				
IVAC (ELEC LECTRICIANS		CONTROLS)	09/01/2015	\$45.67	\$13.00	\$15.89	\$0.00	\$74.56
LECTRICIANS	LOCAL 103		03/01/2016	\$46.17	\$13.00	\$16.39	\$0.00	\$75.56

Issue Date: 01/21/2016 Wage Request Number: 20160121-050 Page 12 of 34

For apprentice rates see "Apprentice- ELECTRICIAN"

03/01/2016

\$46.17

\$13.00

\$0.00

\$75.56

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR)	08/01/2015	\$43.31	\$10.20	\$21.48	\$2.25	\$77.24
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2016	\$43.31	\$10.70	\$21.95	\$2.28	\$78.24
	08/01/2016	\$44.46	\$10.70	\$21.95	\$2.28	\$79.39
	02/01/2017	\$45.56	\$10.70	\$21.95	\$2.28	\$80.49
·	08/01/2017	\$46.66	\$10.70	\$21.95	\$2.28	\$81.59
	02/01/2018	\$47.81	\$10.70	\$21.95	\$2.28	\$82.74
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER)	09/01/2015	\$49.69	\$9.70	\$16.89	\$0.00	\$76.28
PIPEFITTERS LOCAL 537	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	09/01/2015	\$49.69	\$9.70	\$16.89	\$0.00	\$76.28
PIPEFITTERS LOCAL 537	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	12/01/2015	\$36.10	\$7.45	\$13.55	\$0.00	\$57.10
LABORERS - ZONE I	06/01/2016	\$36.85	\$7.45	\$13,55	\$0.00	\$57.85
	12/01/2016	\$37.85	\$7.45	\$13.55	\$0.00	\$58.85
For apprentice rates see "Apprentice- LABORER"					***************************************	***************************************
INSULATOR (PIPES & TANKS)	09/01/2015	\$43.81	\$11.50	\$13.80	\$0.00	\$69.11
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2016	\$45.81	\$11.50	\$13.80	\$0.00	\$71.11
	09/01/2017	\$47.81	\$11.50	\$13.80	\$0.00	\$73.11
	09/01/2018	\$50.06	\$11.50	\$13.80	\$0.00	\$75.36
	09/01/2019	\$52.56	\$11.50	\$13.80	\$0.00	\$77.86

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

Effecti	ive Date -	09/01/2015				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$21.91	\$11.50	\$10.05	\$0.00	\$43.46
2	60		\$26.29	\$11.50	\$10.80	\$0.00	\$48.59
3	70		\$30.67	\$11.50	\$11.55	\$0.00	\$53.72
4	80		\$35.05	\$11.50	\$12.30	\$0.00	\$58.85
Effecti	ive Date -	09/01/2016				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$22.91	\$11.50	\$10.05	\$0.00	\$44.46
				Ø11 50	\$10.80	\$0.00	\$49.79
2	60		\$27.49	\$11.50	\$10.00	\$0.00	ゆサフ・ノフ
2	60 70		\$27.49 \$32.07	\$11.50	\$10.80	\$0.00	\$55.12

Apprentice to Journeyworker Ratio:1:4

 Issue Date:
 01/21/2016
 Wage Request Number:
 20160121-050
 Page 13 of 34

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
IRONWORKER/WELDER	09/16/2015	\$42.40	\$7.80	\$20.85	\$0.00	\$71.05	
IRONWORKERS LOCAL 7 (BOSTON AREA)	03/16/2016	\$43.40	\$7.80	\$20.85	\$0.00	\$72.05	
	09/16/2016	\$44.05	\$7.80	\$20.85	\$0.00	\$72.70	
•	03/16/2017	\$44.65	\$7.80	\$20.85	\$0.00	\$73.30	

		ve Date - 09/16/2015				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$25.44	\$7.80	\$20.85	\$0.00	\$54.09	
	2	70	\$29.68	\$7.80	\$20.85	\$0.00	\$58.33	
	3	75	\$31.80	\$7.80	\$20.85	\$0.00	\$60.45	
	4	80	\$33.92	\$7.80	\$20.85	\$0.00	\$62.57	
	5	85	\$36.04	\$7.80	\$20.85	\$0.00	\$64.69	
	6	90	\$38.16	\$7.80	\$20.85	\$0.00	\$66.81	
	Effecti Step	ve Date - 03/16/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$26.04	\$7.80	\$20.85	\$0.00	\$54.69	
	2	70	\$30.38	\$7.80	\$20.85	\$0.00	\$59.03	
	3	75	\$32.55	\$7.80	\$20.85	\$0.00	\$61.20	
	4	80	\$34.72	\$7.80	\$20.85	\$0.00	\$63.37	
	5	85	\$36.89	\$7.80	\$20.85	\$0.00	\$65.54	
	6	90	\$39.06	\$7.80	\$20.85	\$0.00	\$67.71	
	Notes:	** Structural 1:6; Ornamental 1:4			omorem subserve respective commences of the commences of	ALLES ANDRES STREET, WAS	ANDREAS TORONO PRODUCT AND A STATE OF S	
	Appre	ntice to Journeyworker Ratio:**						
KHAMN RERS - ZO		VING BREAKER OPERATOR	12/01/201:	\$35.60	\$7.45	\$13.55	\$0.00	\$56.60
nino - Zl	ME 1		06/01/2010	\$36.35	\$7.45	\$13.55	\$0.00	\$57.35
For appren	tice rates see '	'Apprentice- LABORER"	12/01/2010	\$37.35	\$7.45	\$13.55	\$0.00	\$58.35
ORER	ico inico soc	a spirate to the transmission of the same	10707.004	- ho - o -	A 7 4 7	Ø12 55	#0.00	ф#C 2 /
			12/01/201:	5 \$35.35	\$7.45	\$13.55	\$0.00	\$56.35

Issue Date: 01/21/2016 20160121-050 Page 14 of 34 Wage Request Number:

12/01/2016

\$37.10

\$7.45

\$13.55

\$0.00

\$58.10

Total Rate

Effective Date Base Wage Health

Pension Unemployment

	Effect Step	ive Date - 12/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$21.21	\$7.45	\$13.55	\$0.00	\$42.21	
	2	70	\$24.75	\$7.45	\$13.55	\$0.00	\$45.75	
	3	80	\$28.28	\$7.45	\$13.55	\$0.00	\$49.28	
	4	90	\$31.82	\$7.45	\$13.55	\$0.00	\$52.82	
	Effect Step	ive Date - 06/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$21.66	\$7.45	\$13.55	\$0.00	\$42.66	
	2	70	\$25,27	\$7.45	\$13,55	\$0.00	\$46.27	
	3	80	\$28.88	\$7.45	\$13.55	\$0.00	\$49.88	
	. 4	90	\$32.49	\$7.45	\$13.55	\$0.00	\$53.49	
	Notes	TO THE PARTY OF TH	Controlled (Co.) And Controlled controlled administration (Co.) Proceedings	63 White properties contribute	<u> </u>		Parameter de la constitución de	
	Appro	entice to Journeyworker R	atio:1:5	ANDREA WILLIAM CONTROL -	and the second s	SAMES SEESEN SEESEN TEN	······································	
		TER TENDER	12/01/201	5 \$35.35	\$7.45	\$13.55	\$0.00	\$56.3
4BORERS - ZONI	E I		06/01/201	6 \$36.10	\$7.45	\$13.55	\$0.00	\$57.1
For apprentice	e rates see	"Apprentice- LABORER"	12/01/201	6 \$37.10	\$7.45	\$13.55	\$0.00	\$58.1
For apprentice rates see "Apprentice- LABORER" ABORER: CEMENT FINISHER TENDER ABORERS - ZONE 1		12/01/201	5 \$35.35	\$7.45	\$13.55	\$0.00	\$56.3	
TOWNS - SOM	LI		06/01/201	6 \$36.10	\$7.45	\$13.55	\$0.00	\$57.1
For apprentice	e rates see	"Apprentice- LABORER"	12/01/201	6 \$37.10	\$7.45	\$13.55	\$0.00	\$58.1
ABORERS - ZON	ΕI	OUS WASTE/ASBESTOS	REMOVER 12/01/201	5 \$35.50	\$7.45	\$13.55	\$0.00	\$56.5
ABORER: M		"Apprentice- LABORER" FENDER	12/01/201	5 \$35.60	\$7.45	\$13.55	\$0.00	\$56.6
BORERS - ZON						\$13.55	\$0.00	\$57.3
			06/01/201 12/01/201			\$13.55	\$0.00	\$57.3 \$58.3
For apprentice	e rates see	"Apprentice- LABORER"	12/01/201	· WO1	- ψ1τ.	******	4 414 4	φυ 0.υ
		RADE TENDER	12/01/201	5 \$35.35	\$7.45	\$13.55	\$0,00	\$56.3
ABORERS - ZON.	E I		06/01/201	6 \$36.10	\$7.45	\$13.55	\$0.00	\$57.1
			12/01/201	6 \$37.10	\$7.45	\$13.55	\$0.00	\$58.1
		"Apprentice- LABORER"			×		**************************************	
ABORER: TI BORERS - ZON		MOVER	12/01/201	5 \$35.35	\$7.45	\$13.55	\$0.00	\$56.3
			06/01/201	6 \$36.10	\$7.45	\$13.55	\$0.00	\$57.1
This sleesiff	ntion on-ti	es to all tree work accomisted with	12/01/201 he removal of standing trees, and trimming an			\$13.55 when the work is no	\$0.00 of done for	\$58.1
a utility comp	any for the	e purpose of operation, maintenanc	e or repair of utility company equipment. For a	apprentice rates se	e "Apprentice-	LABORER"	3010 101	
ASER BEAM		ATOR	12/01/201	5 \$35.60	\$7.45	\$13.55	\$0.00	\$56.6
4BORERS - ZON	E I		06/01/201	.6 \$36.35	\$7.45	\$13.55	\$0.00	\$57.3
							\$0.00	\$58.3

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
08/01/2015	\$38.08	\$10.18	\$17.25	\$0.00	\$65.51	
02/01/2016	\$38.08	\$10.18	\$17.70	\$0.00	\$65.96	
08/01/2016	\$38.78	\$10.18	\$17.78	\$0.00	\$66.74	
02/01/2017	\$39.24	\$10.18	\$17.78	\$0.00	\$67.20	
	08/01/2015 02/01/2016 08/01/2016	08/01/2015 \$38.08 02/01/2016 \$38.08 08/01/2016 \$38.78	08/01/2015 \$38.08 \$10.18 02/01/2016 \$38.08 \$10.18 08/01/2016 \$38.78 \$10.18	08/01/2015 \$38.08 \$10.18 \$17.25 02/01/2016 \$38.08 \$10.18 \$17.70 08/01/2016 \$38.78 \$10.18 \$17.78	Effective Date Base Wage Health Pension Unemployment 08/01/2015 \$38.08 \$10.18 \$17.25 \$0.00 02/01/2016 \$38.08 \$10.18 \$17.70 \$0.00 08/01/2016 \$38.78 \$10.18 \$17.78 \$0.00	Effective Date Base Wage Health Pension Unemployment Total Rate 08/01/2015 \$38.08 \$10.18 \$17.25 \$0.00 \$65.51 02/01/2016 \$38.08 \$10.18 \$17.70 \$0.00 \$65.96 08/01/2016 \$38.78 \$10.18 \$17.78 \$0.00 \$66.74

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

Effect	ive Date -	08/01/2015				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$19.04	\$10.18	\$17.25	\$0.00	\$46.47	ndroheder Wedderhau waaal
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	
	ive Date -	02/01/2016		XX +.1	70.	Supplemental	m . 10 .	
Step	percent		Apprentice Base Wage		Pension	Unemployment	Total Rate	
1	50-		\$19.04	\$10.18	\$17.70	\$0.00	\$46.92	
2	60		\$22.85	\$10.18	\$17.70	\$0.00	\$50.73	
3	70		\$26.66	\$10.18	\$17.70	\$0.00	\$54.54	
4	80		\$30.46	\$10.18	\$17.70	\$0.00	\$58.34	
5	90		\$34.27	\$10.18	\$17.70	\$0.00	\$62.15	
Notes	our manager arrower ever	CANAL TATATATA, 19 4 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	and the state of t	ALATANOE AGENTATY ATTOMATA	. 500,00001, 100,01010, 0000000	20000007 10:00 V07 V00:0000 12		
the section of							Av. dispression	
Appro		rneyworker Ratio:1:3	A 07.0748000, 1287A01003, 1001007400 100100000, 1001010000 1	believed and alternative attentions.				
•		S & TERRAZZO MECH	08/01/201:	5 \$49.9	0 \$10.18	\$18.57	\$0.00	\$78.65
CKLAYERS LOCAL 3 - N	aarble & Tilb		02/01/2010	5 \$49.9	0 \$10.18	\$19.14	\$0.00	\$79.22
			08/01/2010	5 \$50.8	0 \$10.18	\$19.22	\$0.00	\$80.20

02/01/2017

\$51.37

\$19.22

\$0.00

\$80.77

\$10.18

 Issue Date:
 01/21/2016
 Wage Request Number:
 20160121-050
 Page 16 of 34

		ve Date -	08/01/2015	Apprentice Base Wage	Ugolth	Pension	Supplemental Unemployment	Total Rate	
	Step 1	percent							and the second s
	2	50		\$24.95	\$10.18	\$18.57	\$0.00	\$53.70	
		60		\$29.94	\$10.18	\$18.57	\$0.00	\$58.69	
	3	70		\$34.93	\$10.18	\$18.57	\$0.00	\$63.68	
	4 5	80 90		\$39.92 \$44.91	\$10.18 \$10.18	\$18.57 \$18.57	\$0.00 \$0.00	\$68.67 \$73.66	
	Effecti	ve Date -	02/01/2016				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$24.95	\$10.18	\$19.14	\$0.00	\$54.27	
	2	60		\$29.94	\$10.18	\$19.14	\$0.00	\$59.26	
	3	70		\$34.93	\$10.18	\$19.14	\$0.00	\$64.25	
	4	80		\$39.92	\$10.18	\$19.14	\$0.00	\$69.24	
	5	90		\$44.91	\$10.18	\$19.14	\$0.00	\$74.23	
	Notes:		antana analas antana manana	1999-1997 (1993-1997) Service access accessorates malaministras contradicative.		AAAAAA AARA WAX AAA.ARA./	2011-1-201 - 2011-1-201 - 1011-1-2014 - 108	Market attached actualment territory	
	· Makes to							\$ \$2.00 \$2.0	
	Appre	ntice to Jo	urneyworker Ratio:1:5		A. A	******		**************************************	
-			(ON CONST. SITES)	12/01/201	5 \$43.31	\$10.00	\$14.90	\$0.00	\$68.21
RATING EI	IGINEERS LO	KAL 4		06/01/201	6 \$44.06	\$10.00	\$14.90	\$0.00	\$68.96
				12/01/201	6 \$45.29	\$10.00	\$14.90	\$0.00	\$70.19
				06/01/201	7 \$46.28	\$10.00	\$14.90	\$0.00	\$71.18
				12/01/201	7 \$47.27	\$10.00	\$14,90	\$0.00	\$72.17
		~~~	OPERATING ENGINEERS"					**************************************	
	S MAINT. VGINEERS LO			12/01/201	·	\$10.00	\$14.90	\$0.00	\$68.21
				06/01/201			\$14.90	\$0.00	\$68.96
				12/01/201			\$14.90	\$0.00	\$70.19
				06/01/201			\$14.90	\$0.00	\$71.18
	ice rates see '	'Apprentice- (	OPERATING ENGINEERS"	12/01/201	7 \$47.27	\$10.00	\$14.90	\$0.00	\$72.17
r or apprent									

	Step	ive Date - percent	04/01/2015	Apprentice Base V	age	Health	Pension	Supplemental Unemployment	Total Rat	e
	1	55		\$20.70		\$9.80	\$4.48	\$0.00	\$34.9	8
	2	65		\$24.47		\$9.80	\$13.36	\$0.00	\$47.6	3
	3	75		\$28.23		\$9.80	\$14.18	\$0.00	\$52.2	1
	4	85		\$31.99		\$9.80	\$14.99	\$0.00	\$56.7	8
	Notes:	en outstand kissistan van		arrange districted attributed facilities (fillinging			dermens emisses) blobbles.	and the restriction translates and	VINER STREET, PERSONAL RELIGIOS	
	de contractor de	Steps are 2	2,000 hours							
	Appre	ANNUAL CLOSES AND	rneyworker Ratio:1:5	STATE TOTALDO, SOFTWARE MARKETON 104 60 719					1907an - A.	
ORTAR MI	XER			12/01	/2015	\$35.60	\$7.45	\$13.55	\$0.00	\$56.60
BORERS - ZON	IE 1			06/01	/2016	\$36.35	\$7.45	\$13.55	\$0.00	\$57.35
				12/01	/2016	\$37.35	\$7.45	\$13.55	\$0.00	\$58.35
For apprentic	e rates see	'Apprentice- L.	ABORER"							
LER (OTHI erating enc			RANES,GRADALLS)	12/01	/2015	\$22.27	\$10.00	\$14.90	\$0.00	\$47.17
EKAIING EM	HNEERS L	JCAL 4		06/01	/2016	\$22.66	\$10.00	\$14.90	\$0.00	\$47.56
		•		12/01	/2016	\$23.31	\$10.00	\$14.90	\$0.00	\$48.21
				06/01	/2017	\$23.82	\$10.00	\$14.90	\$0.00	\$48.72
				12/01	/2017	\$24.34	\$10.00	\$14.90	\$0.00	\$49.24
······································			PERATING ENGINEERS"						<b></b>	
LEK (TKU) ERATING ENG		NES, GRAI OCAL 4	ALLS)		/2015		\$10.00	\$14.90	\$0.00	\$50.98
				06/01	/2016	\$26.54	\$10.00	\$14.90	\$0.00	\$51.44
				12/01	/2016	\$27.29	\$10.00	\$14.90	\$0.00	\$52.19
				06/01	/2017	\$27.89	\$10.00	\$14.90	\$0.00	\$52.79
East annual of		"Appropries O	DED ATING ENGINEED OF	12/01	/2017	\$28.50	\$10.00	\$14.90	\$0.00	\$53.40
			PERATING ENGINEERS"  "MENT - CLASS II	10/01	/2015	¢42.21	ቀ10.00	\$14.90	<b>¢</b> Ω ΩΩ	P C P O 1
ERATING EN		_	INDIA CLARGO II	12/01		· ·	\$10.00	\$14.90 \$14.90	\$0.00 \$0.00	\$68.21
				06/01			\$10.00	\$14.90 \$14.90	\$0.00	\$68.96 \$70.19
				12/01			\$10.00	\$14.90	\$0.00	•
				06/01			\$10.00			\$71.18
For apprentic	e rates see '	"Apprentice- O	PERATING ENGINEERS"	12/01	/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
INTER (BI	RIDGES/	TANKS)		01/01	/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
INTERS LOCA	L 35 - ZON.	E 2		07/01			\$7.85	\$16.10	\$0.00	\$74.41
				37701		\$20.10	4		*	47

20160121-050 Page 18 of 34 Wage Request Number:

Supplemental Unemployment

Step	ve Date - percent	01/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$24.76	\$7.85	\$0.00	\$0.00	\$32.61	
2	55		\$27.23	\$7.85	\$3.66	\$0.00	\$38.74	
3	60		\$29.71	\$7.85	\$3.99	\$0.00	\$41.55	
4	65		\$32.18	\$7.85	\$4.32	\$0.00	\$44.35	
5	70		\$34.66	\$7.85	\$14.11	\$0.00	\$56.62	
6	75		\$37.13	\$7.85	\$14.44	\$0.00	\$59.42	
7	80		\$39.61	\$7.85	\$14.77	\$0.00	\$62.23	
8	90		\$44.56	\$7.85	\$15.44	\$0.00	\$67.85	
Effecti Step	ve Date -	07/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$25.23	\$7.85	\$0.00	\$0.00	\$33.08	********
2	55		\$27.75	\$7.85	\$3.66	\$0.00	\$39.26	
3	60		\$30.28	\$7.85	\$3.99	\$0.00	\$42.12	
4	65		\$32.80	\$7.85	\$4.32	\$0.00	\$44.97	
5	70		\$35.32	\$7.85	\$14.11	\$0.00	\$57.28	
6	75		\$37.85	\$7.85	\$14.44	\$0.00	\$60.14	
7	80		\$40.37	\$7.85	\$14.77	\$0.00	\$62.99	
8	90		\$45.41	\$7.85	\$15.44	\$0.00	\$68.70	
Notes:		gy 200, an ay ay agga maggayang mengapanan manamanan dibuntuk dalah. Malah	ing transfer open pro- memberah memberah birahah k	MATCHER STREET, STREET,		NAMES AND ASSESSED ASSESSED ASSESSED.	AARES SERENCES WESTERN TORTH	
TAKES SAY	Steps are						as transposes.	
Appre	ntice to Jo	urneyworker Ratio:1:1		200000 100000 40.44 bit -		SHARE SHEETS AND ADDRESS AND	2222. 14.8.22.4.5. vik 32.4.5. dog	
		AST, NEW) *	01/01/201	6 \$40,41	\$7.85	\$16.10	\$0.00	\$64
nore of su	of surfaces to be painted are new construction, nall be used. PAINTERS LOCAL 35 - ZONE 2		n, 07/01/201	6 \$41.36	\$7.85	\$16.10	\$0.00	\$65

Page 19 of 34 Wage Request Number: 20160121-050 **Issue Date:** 01/21/2016

Total Rate

Δ×	mrei	atice	to I	our	ievu	mrk	or R	atin	1.1	ı
Same	24.2.2222.00	4000000000	V250 X 551 577	C1177170101	AN SHAME	*****	44444	20.00222	220,000	ú

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

Page 20 of 34 **Issue Date:** 01/21/2016 Wage Request Number: 20160121-050

		ive Date -	01/01/2016			<b>.</b>	Supplemental	G . ID .	
	Step	percent		Apprentice Base Wage		Pension	Unemployment	Total Rate	2
	1	50	-	\$19.24	\$7.85	\$0.00	\$0.00	\$27.09	7
	2	55		\$21.16	\$7.85	\$3.66	\$0.00	\$32.67	7
	3	60		\$23.08	\$7.85	\$3.99	\$0.00	\$34.92	2
	4	65		\$25.01	\$7.85	\$4.32	\$0.00	\$37.18	8
	5	70		\$26.93	\$7.85	\$14.11	\$0.00	\$48.89	9
	6	75		\$28.85	\$7.85	\$14.44	\$0.00	\$51.14	4
	7	80		\$30.78	\$7.85	\$14.77	\$0.00	\$53.40	O
	8	90		\$34.62	\$7.85	\$15.44	\$0.00	\$57.9	1
		ive Date -	07/01/2016	Apprentice Base Wage	Uaalth	Pension	Supplemental Unemployment	Total Rat	<b>A</b>
	Step 1	percent							
		50		\$19.71	\$7.85	\$0.00	\$0.00	\$27.5	
•	2	55		\$21.68	\$7.85	\$3.66	\$0.00	\$33.19	
	3	60		\$23.65	\$7.85	\$3.99	\$0.00	\$35.49	
	4	65		\$25.62	\$7.85	\$4.32	\$0.00	\$37.79	
	5	70		\$27,59	\$7.85	\$14.11	\$0.00	\$49.5	
	6	75		\$29.57	\$7.85	\$14.44	\$0.00	\$51.8	
	7	80		\$31.54	\$7.85	\$14.77	\$0.00	\$54.1	6
	8	90		\$35.48	\$7.85	\$15.44	\$0.00	\$58.7	7
	Notes:	Steps are		9300 300000 0000000 0000000 0000000 000000	Secondales Selection VIVETWA	11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	***************************************		
			urneyworker Ratio:1:1						
AINTER (T		MARKING	S)	12/01/201:	\$35.35	\$7.45	\$13.55	\$0.00	\$56.35
ABORERS - ZC	MAG I			06/01/2010	\$36.10	\$7.45	\$13.55	\$0.00	\$57.10
For Appren	ntice rates see	"Apprentice-1	LABORER"	12/01/2010	5 \$37.10	\$7.45	\$13.55	\$0.00	\$58.10
AINTER / 1	ΓAPER (Β	RUSH, NE	W) *	01/01/201	5 \$39.01	\$7.85	\$16.10	\$0.00	\$62.96
If 30% or 11	nore of sur	faces to be	painted are new construction				\$16.10	\$0.00	\$63.91
EW paint ra	ate shall be	e used. <i>PAIN</i> I	TERS LOCAL 35 - ZONE 2	01/01/201			\$16.10	\$0.00	\$64.86
				01,01/201	. 4,0,71	4,.05			400

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effect	ive Date -	01/01/2016				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	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	
Effect Step	ive Date -	07/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$19.98	\$7.85	\$0.00	\$0.00	\$27.83	
2	55		\$21.98	\$7.85	\$3.66	\$0.00	\$33.49	
3	60		\$23.98	\$7.85	\$3.99	\$0.00	\$35.82	
4	65		\$25.97	\$7.85	\$4.32	\$0.00	\$38.14	
5	70		\$27.97	\$7.85	\$14.11	\$0.00	\$49.93	
6	75		\$29.97	\$7.85	\$14.44	\$0.00	\$52.26	
7	80		\$31.97	\$7.85	\$14.77	\$0.00	\$54.59	
8	90		\$35.96	\$7.85	\$15.44	\$0.00	\$59.25	
Notes	LL VALUERA, NOLLERO	STORES CONTRACT STATEMENT SECURITY SECURITY SECURITY SECURITY	morning, wideblik bidebih bidikkik ilyyykkik ylyyyyy	entertribute Administration Administration	n manususen vannuskas valkalaska	. WARRANTAN ARRAMAN YAMBARAN A.		
Å.	Steps are						41 0.000	
Appre	ntice to Jo	urneyworker Ratio:1:1			222.000 1222.00 2000000			
	RUSH, RE	PAINT)	01/01/201	6 \$37.0	7 \$7.85	\$16.10	\$0.00	\$61.0
IL 35 - ZON	E Z		07/01/201	6 \$38.0	2 \$7.85	\$16.10	\$0.00	\$61.9
			01/01/201	7 \$38.9	7 \$7.85	\$16.10	\$0.00	\$62.92

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

	PR								
		ve Date -	01/01/2016	A	TT- «Idl»	Danaian	Supplemental Unemployment	Tatal Data	
	Step	percent	VVIII.	Apprentice Base Wage		Pension		Total Rate	
	1	50		\$18.54	\$7.85	\$0.00	\$0.00	\$26.39	
	2	55		\$20.39	\$7.85	\$3.66	\$0.00	\$31.90	
	3	60		\$22.24	\$7.85	\$3.99	\$0.00	\$34.08	
	4	65		\$24.10	\$7.85	\$4.32	\$0.00	\$36.27	
	5	70		\$25.95	\$7.85	\$14.11	\$0.00	\$47.91	
	6	75		\$27.80	\$7.85	\$14.44	\$0.00	\$50.09	
	7	80		\$29.66	\$7.85	\$14.77	\$0.00	\$52.28	
	8	90		\$33.36	\$7.85	\$15.44	\$0.00	\$56.65	
	Effecti	ve Date -	07/01/2016				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$19.01	\$7.85	\$0.00	\$0.00	\$26.86	
	2	55		\$20.91	\$7.85	\$3.66	\$0.00	\$32.42	
	3	60		\$22.81	\$7.85	\$3.99	\$0.00	\$34.65	
	4	65		\$24.71	\$7.85	\$4.32	\$0.00	\$36.88	
	5	70		\$26.61	\$7,85	\$14.11	\$0.00	\$48.57	
	6	75		\$28.52	\$7.85	\$14.44	\$0.00	\$50.81	
	7	80		\$30.42	\$7.85	\$14.77	\$0.00	\$53.04	
	8	90		\$34.22	\$7.85	\$15.44	\$0.00	\$57.51	
	Notes:		rementing apparatum, shingrayen, webservers, testroblers, whill belief Abiliti	in termina criments continue continue continues.				· · · · · · · · · · · · · · · · · · ·	
	*	Steps are						,	
	Appre	ntice to Jo	urneyworker Ratio:1:1	is according and control organic tree. According what make we				admidy deministration or exceptionally algorithms	
ANEL & PICI				12/01/2015	\$32.58	\$10.41	\$10.08	\$0.00	\$53.07
EAMSTERS JOIN:	L COUNC	IL NO. 10 ZOI	NE A	06/01/2016	\$33.08	\$10.41	\$10.08	\$0.00	\$53.57
				08/01/2016	5 \$33.08	\$10.91	\$10.08	\$0.00	\$54.07
				12/01/2016	5 \$33.08	\$10.91	\$10.89	\$0.00	\$54.88
ER AND DO ECK) LE DRIVER LOC			OR (UNDERPINNING ANI	O8/01/2015	5 \$42.04	\$9.80	\$19.23	\$0.00	\$71.07
ILE DRIVER	AL 56 (7.0	ONE I)		08/01/2015	5 \$42,04	\$9.80	\$19.23	\$0.00	\$71.07

		ntice - PILE DRIVER - Local 56 Z	one I					
	Step	ive Date - 08/01/2015  percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment		e
	1	50	\$21.02	\$9.80	\$19.23	\$0.00	\$50.05	5
	2	60	\$25,22	\$9.80	\$19.23	\$0.00	\$54.25	5
	3	70	\$29.43	\$9.80	\$19.23	\$0.00	\$58.46	6
	4	75	\$31.53	\$9.80	\$19.23	\$0.00	\$60.56	5
	5	80	\$33.63	\$9.80	\$19.23	\$0.00	\$62.66	5
	6	80	\$33.63	\$9.80	\$19.23	\$0.00	\$62.66	5
	7	90	\$37.84	\$9.80	\$19.23	\$0.00	\$66.87	7
	8	90	\$37.84	\$9.80	\$19.23	\$0.00	\$66.87	7
	Notes:	of cutors and the commercial and	management and the state of actions and actions are actions actions and actions are actions actions and actions are actions actions actions actions are actions actions actions actions actions are actions action			Security Manager	nemen nentra virusia wa wang	
	o Address day 2						and	
	Appre	entice to Journeyworker Ratio:1:3				and the second of the second o	******* *******************************	
	ER & STEAL	MFITTER	09/01/201	5 \$49.69	\$9.70	\$16.89	\$0.00	\$76.28
'EFITTERS	S LOCAL 537		03/01/201	\$50.69	\$9.70	\$16.89	\$0.00	\$77.28
			09/01/201	\$51.69	\$9.70	\$16.89	\$0.00	\$78.28
			03/01/201	7 \$52.69	\$9.70	\$16.89	\$0.00	\$79.28

tep	ive Date - 09/01/2 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.88	\$9.70	\$7.50	\$0.00	\$37.08
2	45	\$22.36	\$9.70	\$16.89	\$0.00	\$48.95
3	60	\$29.81	\$9.70	\$16.89	\$0.00	\$56.40
4	70	\$34.78	\$9.70	\$16.89	\$0.00	\$61.37
5	80	\$39.75	\$9.70	\$16.89	\$0.00	\$66.34
Effect	ive Date - 03/01/2	016			Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40	\$20.28	\$9.70	\$7.50	\$0.00	\$37.48
2	45	\$22.81	\$9.70	\$16.89	\$0.00	\$49.40
3	60	\$30.41	\$9.70	\$16.89	\$0.00	\$57.00
	70	\$35.48	\$9.70	\$16.89	\$0.00	\$62.07
4	, =					

Notes:

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

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

Apprentice to Journeyworker Ratio:**

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12/01/2015	\$35.60	\$7.45	\$13.55	\$0.00	\$56.60
06/01/2016	\$36.35	\$7.45	\$13.55	\$0.00	\$57.35
12/01/2016	\$37.35	\$7.45	\$13.55	\$0.00	\$58.35
09/01/2015	\$50.46	\$10.82	\$15.14	\$0.00	\$76.42
03/01/2016	\$51.61	\$10.82	\$15.14	\$0.00	\$77.57
09/01/2016	\$52.66	\$10.82	\$15.14	\$0.00	\$78.62
03/01/2017	\$53.66	\$10.82	\$15.14	\$0.00	\$79.62
	12/01/2015 06/01/2016 12/01/2016 09/01/2015 03/01/2016 09/01/2016	12/01/2015 \$35.60 06/01/2016 \$36.35 12/01/2016 \$37.35 09/01/2015 \$50.46 03/01/2016 \$51.61 09/01/2016 \$52.66	12/01/2015 \$35.60 \$7.45 06/01/2016 \$36.35 \$7.45 12/01/2016 \$37.35 \$7.45 09/01/2015 \$50.46 \$10.82 03/01/2016 \$51.61 \$10.82 09/01/2016 \$52.66 \$10.82	12/01/2015       \$35.60       \$7.45       \$13.55         06/01/2016       \$36.35       \$7.45       \$13.55         12/01/2016       \$37.35       \$7.45       \$13.55         09/01/2015       \$50.46       \$10.82       \$15.14         03/01/2016       \$51.61       \$10.82       \$15.14         09/01/2016       \$52.66       \$10.82       \$15.14	Effective Date         Base Wage         Health         Pension         Unemployment           12/01/2015         \$35.60         \$7.45         \$13.55         \$0.00           06/01/2016         \$36.35         \$7.45         \$13.55         \$0.00           12/01/2016         \$37.35         \$7.45         \$13.55         \$0.00           09/01/2015         \$50.46         \$10.82         \$15.14         \$0.00           03/01/2016         \$51.61         \$10.82         \$15.14         \$0.00           09/01/2016         \$52.66         \$10.82         \$15.14         \$0.00

Apprentice -	PLUMBER/GASFITTER - Local 12
--------------	------------------------------

Effecti	ve Date -	09/01/2015				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1 .	35		\$17.66	\$10.82	\$5.63	\$0.00	\$34.11
2	40		\$20.18	\$10.82	\$6.37	\$0.00	\$37.37
3	55		\$27.75	\$10.82	\$8.56	\$0.00	\$47.13
4	65		\$32.80	\$10.82	\$10.03	\$0.00	\$53,65
5	75		\$37.85	\$10.82	\$11.48	\$0.00	\$60.15
Effecti	ve Date -	03/01/2016				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	35		\$18.06	\$10.82	\$5.61	\$0.00	\$34.49
2	40		\$20.64	\$10.82	\$6.36	\$0.00	\$37.82
3	55		\$28.39	\$10.82	\$8.56	\$0.00	\$47.77
4	65		\$33.55	\$10.82	\$10.02	\$0.00	\$54.39
5	75		\$38.71	\$10.82	\$11.48	\$0.00	\$61.01
Notes:		sansia, iyasan aransa asharar asana — mumar mama		Websited Websited (6)	STORY STANDARD CONTROL CONTROL	· account accounts acceptance acceptance	r engreens respectively
mate metal	Step4 wit	6; 3:10; 4:14; 5:19/Steps are h lic\$56.90 Step5 with lic\$63			mage materials participated at 17 at 18	Saccingto Williams Georges Uniconstru	Solphore and annual and

Apprentice to Journeyworker Ratio: **

Apprentice to Journeyworker Ratio:**						
PNEUMATIC CONTROLS (TEMP.)	09/01/2015	\$49.69	\$9.70	\$16.89	\$0.00	\$76.28
PIPEFITTERS LOCAL 537	03/01/2016	\$50.69	\$9.70	\$16.89	\$0.00	\$77.28
	09/01/2016	\$51.69	\$9.70	\$16.89	\$0.00	\$78.28
	03/01/2017	\$52.69	\$9.70	\$16.89	\$0.00	\$79.28
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR	12/01/2015	\$35.60	\$7.45	\$13.55	\$0.00	\$56.60
LABORERS - ZONE 1	06/01/2016	\$36.35	\$7.45	\$13.55	\$0.00	\$57.35
	12/01/2016	\$37.35	\$7.45	\$13.55	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER	12/01/2015	\$36.35	\$7.45	\$13.55	\$0.00	\$57.35
LABORERS - ZONE I	06/01/2016	\$37.10	\$7.45	\$13.55	\$0.00	\$58.10
	12/01/2016	\$38.10	\$7.45	\$13.55	\$0.00	\$59.10
For apprentice rates see "Apprentice- LABORER"						

Issue Date: 01/21/2016 Wage Request Number: 20160121-050 Page 25 of 34

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
· <del>-</del>	12/01/2016	\$45.73	\$10.00	\$14,90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
•	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"				Web-Francisco Brancisco		······································
PUMP OPERATOR (CONCRETE)  OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
S. MATTATO MICHAELING ECCALE 7	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"				***		
PUMP OPERATOR (DEWATERING, OTHER)  OPERATING ENGINEERS LOCAL 4	12/01/2015	\$30.13	\$10.00	\$14.90	\$0.00	\$55.03
	06/01/2016	\$30.65	\$10.00	\$14.90	\$0.00	\$55.55
	12/01/2016	\$31.52	\$10.00	\$14.90	\$0.00	\$56.42
	06/01/2017	\$32.21	\$10.00	\$14.90	\$0.00	\$57.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$32.90	\$10.00	\$14.90	\$0.00	\$57.80
READY MIX CONCRETE DRIVERS after 4/30/10				40.00	40.00	
(Drivers Hired After 4/30/2010) TEAMSTERS LOCAL 25c	07/01/2015	\$27.88	\$7.98	\$8.92	\$0.00	\$44.78
,	05/01/2016	\$28.03	\$7.98	\$9.31	\$0.00	\$45.32
	07/01/2016	\$28.03	\$8.23	\$9.31	\$0.00	\$45.57
	05/01/2017	\$28.18	\$8.23	\$9.72	\$0.00	\$46.13
DE LOVI GOVODONO DOVIED	07/01/2017	\$28.18	\$8.48	\$9.72	\$0.00	\$46.38
READY-MIX CONCRETE DRIVER	07/01/2015	\$29.18	\$7.98	\$8.92	\$0.00	\$46.08
,	05/01/2016	\$29.33	\$7.98	\$9.31	\$0.00	\$46.62
	07/01/2016	\$29.33	\$8.23	\$9.31	\$0.00	\$46.87
	05/01/2017	\$29.48	\$8.23	\$9.72	\$0.00	\$47.43
	07/01/2017	\$29.48	\$8.48	\$9.72	\$0.00	\$47.68
RECLAIMERS  OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
N EIGHING ENGINEELIG EOCHE 4	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
	12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
	06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
For apprenting rates see "Apprentiae, ODED ATING INIGINIDED C"	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"  RESIDENTIAL WOOD FRAME (All Other Work)	0.110-1-1-1-1			<b>0.1.5.5.</b>	<b></b>	
RESIDEN HAL, WOOD FRAME (All Other WORK)  **CARPENTERS - ZONE 2 (Residential Wood)	04/01/2011	\$24.24	\$8.67	\$15.51	\$0.00	\$48.42
RESIDENTIAL WOOD FRAME CARPENTER **  ** The Residential Wood Frame Carnenter classification applies	05/01/2011	\$24.24	\$6.34	\$6.23	\$0.00	\$36.81
THE ACSIDERIAL WOOD FTAIRE CALDERED GASSIIICARDE ADDITIES						

^{**} 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

Issue Date: 01/21/2016 Wage Request Number: 20160121-050 Page 26 of 34

^{2 (}Residential Wood)

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

Effective Date Base Wage Health Pension Supplemental Total Rate Unemployment

\$14.90

\$14.90

\$10.00

\$10.00

\$0.00

\$0.00

\$71.18

\$72.17

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification

	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$14.54	\$6.34	\$0.00	\$0.00	\$20.88	
	2	60	\$14.54	\$6.34	\$6.23	\$0.00	\$27.11	
	3	65	\$15.76	\$6.34	\$6.23	\$0.00	\$28.33	
	4	70	\$16.97	\$6.34	\$6.23	\$0.00	\$29.54	
	5	75	\$18.18	\$6.34	\$6.23	\$0.00	\$30.75	
	6	80	\$19.39	\$6.34	\$6.23	\$0.00	\$31.96	
	7	85	\$20.60	\$6.34	\$6.23	\$0.00	\$33.17	
	8	90	\$21.82	\$6.34	\$6.23	\$0.00	\$34.39	
	Notes	us anno us estata estata estata en	g vertice therein security bosons pricess graphs	an my rome - amount, all - anderest.	t stagetists of the state and amount	and the second s		
	Appro	entice to Journeyworker Ratio:1:5	more and land made array and		COURTER MARKET -	CONTROL AND	**************************************	
		D BUGGY OPERATOR	12/01/201	5 \$35.6	0 \$7.45	\$13.55	\$0.00	\$56.60
ORERS - ZON	IE I		06/01/201	6 \$36.3	5 \$7.45	\$13.55	\$0.00	\$57.35
			12/01/201	6 \$37.3	5 \$7.45	\$13.55	\$0.00	\$58.35
		"Apprentice- LABORER"		,,,,			<u> </u>	
LLER/SPR RATING ENC		/MULCHING MACHINE	12/01/201	5 \$43.3	1 \$10.00	\$14.90	\$0.00	\$68.21
MITHOLENC	линину Б	OCAL 4	06/01/201	6 \$44.0	6 \$10.00	\$14.90	\$0.00	\$68.96

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

06/01/2017

12/01/2017

\$46.28

\$47.27

Issue Date: 01/21/2016 Wage Request Number: 20160121-050 Page 27 of 34

Supplemental Unemployment

		itice <i>RC</i> ve Date -	OOFER - Local 33 08/01/2015			Supplemental			
	Step	percent		tice Base Wage	Health	Pension	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	
	<b>Effecti</b> Step	ve Date -	02/01/2016 Appren	ntice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	1	50		\$20.51	\$11.00	\$3.38	\$0.00	\$34.89	****
	2	60		\$24.61	\$11.00	\$12.00	\$0.00	\$47.61	
	3	65		\$26.66	\$11.00	\$12.00	\$0.00	\$49.66	
	4	75		\$30.76	\$11.00	\$12.00	\$0.00	\$53.76	
	5	85		\$34.86	\$11.00	\$12.00	\$0.00	\$57.86	
	Notes:		6-10, the 1:10; Reroofing: 1:4, then 1			gory demokratic military constitut	Tenanta analah adalah ada	Address consistent versions overland	
te dellestates		-	2000 hrs.; Steps 2-5 are 1000 hrs.					T. E. P. Vandana	
i.	Appre	ntice to Jo	urneyworker Ratio:**	gram memerine debelok 1997975	grammyna, managada, 1646.66	NO NETHEROLOGY VOCATIONS AND	TOTAL TOTAL	THE CONTRACT CONTRACT	
OFER SLAT	E/TIL		AST CONCRETE	08/01/201	5 \$40.	36 \$11.00	\$12.00	\$0.00	\$63.36
OFERS LOCAL 3.  For apprentice ra		'Annrestice-	ROOFER"	02/01/201	6 \$41.	.26 \$11.00	\$12.00	\$0.00	\$64.26
EETMETAL		***************************************		08/01/201	5 \$43.	.31 \$10.20	\$21.48	\$2.25	\$77.24
ETMETAL WOR	KERS LO	OCAL 17 - A		02/01/201	6 \$43.	.31 \$10.70	\$21.95	\$2.28	\$78.24
				08/01/201	6 \$44	.46 \$10.70	\$21.95	\$2.28	\$79.39
				02/01/201	7 \$45	.56 \$10.70	\$21.95	\$2.28	\$80.49
				08/01/201	7 \$46	.66 \$10.70	\$21.95	\$2.28	\$81.59
				02/01/201	8 \$47	.81 \$10.70	\$21.95	\$2.28	\$82.74

Supplemental Unemployment

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra
1	40	\$17.32	\$10.20	\$4.90	\$0.00	\$32.4
2	40	\$17.32	\$10.20	\$4.90	\$0.00	\$32.4
3	45	\$19.49	\$10.20	\$9.59	\$1.18	\$40.4
4	45	\$19.49	\$10.20	\$9.59	\$1.18	\$40.4
5	50	\$21.66	\$10.20	\$10.45	\$1.27	\$43.5
6	50	\$21.66	\$10.20	\$10.70	\$1.28	\$43.8
7	60	\$25.99	\$10.20	\$12.17	\$1.45	\$49.8
8	65	\$28.15	\$10.20	\$13.04	\$1.54	\$52.9
9	75	\$32.48	\$10.20	\$14.76	\$1.72	\$59.1
10	85	\$36.81	\$10.20	\$15.98	\$1.89	\$64.8
Effect Step	ive Date - 02/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra
1	40	\$17.32	\$10.70	\$4.90		
2	40				\$0.00	\$32.9
3	45	\$17.32 \$19.49	\$10.70 \$10.70	\$4.90 \$9.79	\$0.00 \$1.20	\$32.9 \$41.1
4	45	\$19.49 \$19.49	\$10.70	\$9.79 \$9.79	\$1.20 \$1.20	\$41.1 \$41.1
5	50	\$21.66	\$10.70	\$10.65	\$1.29	\$44.3
6	50	\$21.66	\$10.70	\$10.00	\$1.30	\$44.5 \$44.5
7	60	\$25.99	\$10.70	\$10.30	\$1.47	\$50.5
8	65	\$28.15	\$10.70	\$12.37 \$13.24	\$1.47	\$50.5 \$53.6
9	75	\$32.48	\$10.70	\$14.97	\$1.74	\$59.8
10	85	\$36.81	\$10.70	\$16.18	\$1.91	\$65.6
		\$50.01	Ψ10.70	Ψ10.10	47.71	\$65,0
Notes	Steps are 6 mos.		es en entre l'apparatour (60%)			
		consistent companies, companies, experience, consistent formation	troublides tidelesara tidolo		STEERING APPEAR THEFTEE MANAGES	

**Issue Date:** 01/21/2016 Wage Request Number: 20160121-050 Page 29 of 34 Apprentice - SIGN ERECTOR - Local 35 Zone 2

Effec	tive 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	,	of morning, without morning morning according a district	managers, registrating, most tends, a	property and appropriate	and the state of t		
A Second A S	Steps are 4 mos.					er per en	
Appr	entice to Journeyworker Ratio:1:1	a compressione delegate transfer transfer enterent				note that he mineral terminal	
	H MOVING EQUIP < 35 TONS	12/01/201	5 \$33.04	\$10.41	\$10.08	\$0.00	\$53,53
TEAMSTERS JOINT COUN	CIL NO. 10 ZONE A	06/01/201	6 \$33.54	\$10.41	\$10.08	\$0.00	\$54.03
		08/01/201	6 \$33.54	\$10.91	\$10.08	\$0.00	\$54.53
		12/01/201	6 \$33.54	\$10.91	\$10.89	\$0.00	\$55.34
	H MOVING EQUIP > 35 TONS	12/01/201	5 \$33.33	\$10,41	\$10.08	\$0.00	\$53.82
TEAMSTERS JOINT COUN	CIL NO. 10 ZONE A	06/01/201	6 \$33.83	\$10.41	\$10.08	\$0.00	\$54.32
		08/01/201	6 \$33.83	\$10.91	\$10.08	\$0.00	\$54.82
	•	12/01/201	6 \$33.83	\$10.91	\$10.89	\$0.00	\$55.63
SPRINKLER FITTER		01/01/201	6 \$54.43	\$8.67	\$15.80	\$0.00	\$78.90
SPRINKLER FITTERS LOCA	AL 550 - (Section A) Zone I	03/01/201	6 \$55.43	\$8.67	\$15.80	\$0.00	\$79.90
		10/01/201	6 \$56.58	\$8.67	\$15.80	\$0.00	\$81.05
		03/01/201	7 \$57.58	\$8.67	\$15.80	\$0.00	\$82.05

**Issue Date:** 01/21/2016 Wage Request Number: 20160121-050 Page 30 of 34 Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1

Effective Date - 01/01/2016

Supplemental

S LOCAL 103		03/01/2010			\$14.55	\$0.00	\$62.18
MUNICAT		09/01/201:	5 \$34.25	\$13.00	\$14.06	\$0.00	\$61.31
tice rates see '	"Apprentice- OPERATING ENGINEERS"	12/01/201′	/ \$47.27	\$10.00	\$14.90	20.00	\$72.17
							\$71.18
							\$70.19
							\$68.96
							\$68.21
		هد د مد سر	ـ ـ ـ ـ ـ ـ ـ ـ ـ ـ ـ ـ ـ ـ	- د د د د د	Ø1400	መል ለድ	<b></b>
.i ·- ·	NATIONAL CORP ATING ENGINEERS	12/01/2017	7 \$47.27	\$10.00	\$14.90	\$0.00	\$72.17
		06/01/2017	7 \$46.28	\$10.00	\$14.90	\$0.00	\$71.18
		12/01/2016	6 \$45.29	\$10.00	\$14.90	\$0.00	\$70.19
100010000000000000000000000000000000000	, , , , , , , , , , , , , , , , , , ,	06/01/2010	6 \$44.06	\$10.00	\$14.90	\$0.00	\$68.96
					\$14.90	\$0,00	\$68.21
					****		
	40/45/50/55/60/65/70/75/80/85 Steps are 850 hours	THEOLOGY, CONSIDER STREET, STR				**************************************	
Notes:	Apprentice entered prior 9/30/10:	alandikanyar sajanlariyan damadamadir dandarinda dalalalalalar dalalalalar		202220 202220 202000			
10	80	\$44.34	\$8.67	\$8.55	\$0.00	\$61.56	
9	75	\$41.57	\$8.67	\$8.55	\$0.00	\$58.79	
8	70	\$38.80	\$8.67	\$8.55	\$0.00	\$56.02	
7	65	\$36.03	\$8.67	\$8.55	\$0.00	\$53.25	
6	60	\$33.26	\$8.67	\$8.55	\$0.00	\$50.48	
5	55	\$30.49	\$8.67	\$8.55	\$0.00	\$47.71	
4	50	\$27.72	\$8.67	\$8.55	\$0.00	\$44.94	
3	45	\$24.94	\$8.67	\$8.55	\$0.00	\$42.16	
2	40	\$22.17	\$8.67	\$8.55	\$0.00	\$39.39	
1	35	\$19.40	\$8.67	\$8,55	\$0.00	\$36.62	
Effecti Step	ive Date - 03/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
10	80	\$43.54	\$8.67	\$8.55	\$0.00	\$60.76	
9	75	\$40.82	\$8.67	\$8.55	\$0.00	\$58.04	
8	70	\$38.10	\$8.67	\$8.55	\$0.00	\$55.32	
7	65	\$35.38	\$8.67	\$8.55	\$0.00	\$52.60	
6	60	\$32.66	\$8.67	\$8.55	\$0.00	\$49.88	
5	55	\$29.94	\$8.67	\$8.55	\$0.00	\$47.16	
4	50	\$27.22	\$8.67	\$8.55	\$0.00	\$44.44	
3	45	\$24.49	\$8.67	\$8.55	\$0.00	\$41.71	
2	40	\$21.77	\$8.67	\$8.55	\$0.00	\$38.99	
1	35	\$19.05	\$8.67	\$8.55	\$0.00	\$36.27	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1 2 3 4 5 6 7 8 9 10 Effect Step 1 2 3 4 5 6 6 7 8 9 10 Notes:  Appreside The Rope Self-Properties of the Properties of	1 35 2 40 3 45 4 50 5 55 6 60 7 65 8 70 9 75 10 80  Effective Date - 03/01/2016 Step percent  1 35 2 40 3 45 4 50 5 55 6 60 7 65 8 70 9 75 10 80  Notes: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours  Apprentice to Journeyworker Ratio:1:3  ILER OPERATOR  NGINEERS LOCAL 4  tice rates see "Apprentice- OPERATING ENGINEERS"  SELF-PROPELLED OR TRACTOR DRAWN  NGINEERS LOCAL 4	1 35 \$19.05 2 40 \$21.77 3 45 \$24.49 4 50 \$27.22 5 55 55 \$29.94 6 60 \$32.66 7 65 \$35.38 8 70 \$38.10 9 75 \$40.82 10 80 \$43.54  Effective Date - 03/01/2016 Step percent Apprentice Base Wage 1 35 \$19.40 2 40 \$22.17 3 45 \$24.94 4 50 \$27.72 5 55 \$30.49 6 60 \$33.26 7 65 \$33.36 8 70 \$38.80 9 75 \$40.82 10 \$0 \$27.72 10 \$0 \$27.72 10 \$0 \$34.54  Notes: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours  Apprentice to Journeyworker Ratio:1:3  ILER OPERATOR 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016 12/01/2016	1   35   \$19.05   \$8.67	1 35   \$19.05   \$8.67   \$8.55     2 40   \$21.77   \$8.67   \$8.55     3 45   \$24.49   \$8.67   \$8.55     4 50   \$27.22   \$8.67   \$8.55     5 55   \$29.94   \$8.67   \$8.55     6 60   \$32.66   \$8.67   \$8.55     8 70   \$38.10   \$8.67   \$8.55     9 75   \$40.82   \$8.67   \$8.55     10 80   \$43.54   \$8.67   \$8.55      Effective Date - 03/01/2016   \$46.87   \$8.55     Effective Date - 03/01/2016   \$46.28   \$10.00     1 35   \$19.40   \$8.67   \$8.55     2 40   \$22.17   \$8.67   \$8.55     3 45   \$22.494   \$8.67   \$8.55     4 50   \$27.72   \$8.67   \$8.55     4 50   \$27.72   \$8.67   \$8.55     5 55   \$30.49   \$8.67   \$8.55     6 60   \$33.26   \$8.67   \$8.55     7 65   \$30.49   \$8.67   \$8.55     8 70   \$38.80   \$8.67   \$8.55     9 75   \$41.57   \$8.67   \$8.55     10 80   \$44.34   \$8.67   \$8.55     Notes: Apprentice entered prior 9/30/10: \$40/45/50/55/60/65/10/75/80/85     Steps are \$50 hours   \$44.34   \$8.67   \$8.55     Notes: Apprentice entered prior 9/30/10: \$40/45/50/55/60/65/10/75/80/85     Steps are \$50 hours   \$44.34   \$8.67   \$8.55     Notes: Apprentice of Journeyworker Ratio: 1:3   \$12/01/2015   \$43.31   \$10.00     12/01/2016   \$44.06   \$10.00     12/01/2017   \$47.27   \$10.00     12/01/2016   \$44.26   \$10.00     12/01/2017   \$47.27   \$10.00     12/01/2016   \$44.26   \$10.00     12/01/2017   \$47.27   \$10.00     12/01/2016   \$44.26   \$10.00     12/01/2017   \$47.27   \$10.00     12/01/2016   \$44.26   \$10.00     12/01/2017   \$47.27   \$10.00     12/01/2016   \$44.26   \$10.00     12/01/2017   \$46.28   \$10.00     12/01/2016   \$44.26   \$10.00     12/01/2017   \$47.27   \$10.00     12/01/2016   \$44.26   \$10.00     12/01/2017   \$47.27   \$10.00     12/01/2017   \$47.27   \$10.00     12/01/2017   \$47.27   \$10.00     12/01/2016   \$44.26   \$10.00     12/01/2017   \$47.27   \$10.00     12/01/2016   \$44.26   \$10.00     12/01/2016   \$44.26   \$10.00     12/01/2017   \$47.27   \$10.00     12/01/2016   \$44.26   \$10.00     12/01/2016   \$44.26   \$10.00     12/01/2017   \$47.27   \$10.00     12/01/2017   \$47.27   \$10.00     12/01/2016   \$45.29   \$10.00     12/01	1 35	1   35   S19.05   S8.67   S8.55   S0.00   S36.27     2   40   S21.77   S8.67   S8.55   S0.00   S38.99     3   45   S24.49   S8.67   S8.55   S0.00   S41.71     4   50   S27.22   S8.67   S8.55   S0.00   S44.71     5   55   S29.94   S8.67   S8.55   S0.00   S47.16     6   60   S32.66   S8.67   S8.55   S0.00   S47.16     6   60   S32.66   S8.67   S8.55   S0.00   S49.88     7   65   S35.38   S8.67   S8.55   S0.00   S2.60     8   70   S38.10   S8.67   S8.55   S0.00   S2.60     8   70   S38.10   S8.67   S8.55   S0.00   S2.60     8   70   S38.10   S8.67   S8.55   S0.00   S58.94     10   80   S43.54   S8.67   S8.55   S0.00   S60.76     Effective Date   O3/01/2016   Approntice Base Wage   Health   Pension   Themployment   Total Rato     1   35   S19.40   S8.67   S8.55   S0.00   S36.07     2   40   S22.17   S8.67   S8.55   S0.00   S42.16     4   50   S27.72   S8.67   S8.55   S0.00   S42.16     4   50   S27.72   S8.67   S8.55   S0.00   S44.94     5   5   5   S30.99   S3.67   S8.55   S0.00   S44.94     5   5   S5   S30.99   S3.67   S8.55   S0.00   S44.94     5   6   60   S33.26   S8.67   S8.55   S0.00   S47.71     6   60   S33.26   S8.67   S8.55   S0.00   S47.71     6   60   S33.26   S8.67   S8.55   S0.00   S76.02     9   75   S41.57   S3.67   S8.55   S0.00   S56.02     9   75   S41.57   S3.67   S8.55   S0.00   S8.79     10   80   S44.94   S8.67   S8.55   S0.00   S61.56      Notes: Apprentice univered prior 9/30/10:   40.45/50/55/60/65/70/78/80/85   S18.98   S8.67   S8.55   S0.00   S8.79     10   80   S41.54   S4.60   S4.29   S1.00   S14.90   S0.00      10   10   10   S4.60   S4.29   S1.00   S14.90   S0.00      10   10   10   S4.60   S4.29   S1.00   S14.90   S0.00      10   10   10   S4.60   S4.29   S1.00   S14.90   S0.00      10   10   S4.60   S4.29   S4.00   S14.90   S0.00

Effective Date Base Wage Health

Pension

**Total Rate** 

	Step	ve Date - percent	09/01/2015	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	40		\$13.70	\$13.00	\$0.41	\$0.00	\$27.11	
	2	40		\$13.70	\$13.00	\$0.41	\$0.00	\$27.11	
	3	45		\$15.41	\$13.00	\$11.03	\$0.00	\$39.44	
	4	45		\$15.41	\$13.00	\$11.03	\$0.00	\$39.44	
	5	50		\$17.13	\$13.00	\$11.30	\$0.00	\$41.43	
	6	55		\$18.84	\$13.00	\$11.58	\$0.00	\$43.42	
	7	60		\$20.55	\$13.00	\$11.86	\$0.00	\$45.41	
	8	65		\$22.26	\$13.00	\$12.13	\$0.00	\$47.39	
	9	70		\$23,98	\$13.00	\$12.41	\$0.00	\$49.39	
	10	75		\$25.69	\$13.00	\$12.68	\$0.00	\$51.37	
	Effecti	ve Date -	03/01/2016				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40		\$13.85	\$13.00	\$0.42	\$0.00	\$27.27	
	2	40		\$13.85	\$13.00	\$0.42	\$0.00	\$27.27	
	3	45		\$15.58	\$13.00	\$11.52	\$0.00	\$40.10	
	4	45		\$15.58	\$13.00	\$11.52	\$0.00	\$40.10	
	5	50		\$17.32	\$13.00	\$11.79	\$0.00	\$42.11	
	6	55		\$19.05	\$13.00	\$12.06	\$0.00	\$44.11	
	7	60		\$20.78	\$13.00	\$12.34	\$0.00	\$46.12	
	8	65		\$22.51	\$13.00	\$12.62	\$0.00	\$48.13	
	9	70		\$24.24	\$13.00	\$12.90	\$0.00	\$50.14	
	10	75		\$25.97	\$13.00	\$13.17	\$0.00	\$52.14	
	Notes:		annamin en annu eigeadh aideann an ann an	TALL Whenter were appropriate transport with the	employee distingui disting	and appropriate the second property.	ده میموسی سیده وسموسید		
	1							a a	
	Appre		urneyworker Ratio:1:1	NA NAMES OF TRANSPORT OF TRANSPORT OF TRANSPORT	MANAGASA MITTOTO TER <del>TO</del> TO	e communication from the Holeshille.	SMORPH COMPANY WITHOUT THE		
	INISHE			08/01/201	5 \$48.3	80 \$10.18	\$18.57	\$0.00	\$77.5
LAYERS L	OCAL 3 - M	(ARBLE & TI.	st.	02/01/201	6 \$48.3	80 \$10.18	\$19.14	\$0.00	\$78.12
				08/01/201	6 \$49.	70 \$10.18	\$19.22	\$0.00	\$79.10

Page 32 of 34 Wage Request Number: 20160121-050

	Appren	tice - TE	ERRAZZO FINISHER - Loc	al 3 Marble & Tile					
	Effecti	ve Date -	08/01/2015				Supplemental		
	Step	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	90		\$43.92	\$10.18	\$18.57	\$0.00	\$72.67	
	Effecti	ve Date -	02/01/2016				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$24.40	\$10.18	\$19.14	\$0.00	\$53.72	
	2	60 ·		\$29.28	\$10.18	\$19.14	\$0.00	\$58.60	
	3	70		\$34.16	\$10.18	\$19.14	\$0.00	\$63.48	
	4	80		\$39.04	\$10.18	\$19.14	\$0.00	\$68.36	
	5	90		\$43.92	\$10.18	\$19.14	\$0.00	\$73.24	
•	Notes:	V (CAN-1994) designation	ennikaldak di di 1970 il 1970	MINISTER AND AND AN ANALYSIS AND ANALYSIS AND	procedure and administrative and the contract of	grayyest washing adminish	aname run per topologic dos		
	e siremani							, man compa	
	Appre	ntice to Jo	urneyworker Ratio:1:3	generation and a factor of \$100 to 2000 and a second of the second of th	14-16-17-18-18-18-18-18-18-18-18-18-18-18-18-18-	weekster to control to control			
TEST BORING				12/01/201	5 \$36.70	\$7.45	\$13.75	\$0.00	\$57.90
LABORERS - FOUI	VDATION.	AND MARIN	TE .	06/01/201	6 \$37.45	\$7.45	\$13.75	\$0.00	\$58.65
				12/01/201	6 \$38.4	\$7.45	\$13.75	\$0.00	\$59.65
For apprentice									
TEST BORING				12/01/201	5 \$35.42		\$13.75	\$0.00	\$56.62
				06/01/201			\$13.75	\$0.00	\$57.37
T		Ammunting	I A DODUD!!	12/01/201	6 \$37.1	7 \$7.45	\$13.75	\$0.00	\$58.37
For apprentice TEST BORING	******	~~~ <del>~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~</del>	LABORER	12/01/201	5 \$35.30	n 67.45	\$13.75	\$0.00	\$56.50
LABORERS - FOUR			TE	12/01/201			\$13.75 \$13.75	\$0.00	\$57.25
				06/01/201 12/01/201			\$13.75	\$0.00	\$58.25
For apprentice	rates see '	'Apprentice- l	LABORER"	12/01/201	0 \$37.0.	) <b>J</b> 1,43	W13.75	ψο.οσ	φυθ.2υ
A			M GENERATORS	12/01/201	5 \$43.3	1 \$10.00	\$14.90	\$0.00	\$68.21
OPERATING ENGI	INEERS LO	OCAL 4		06/01/201				\$0.00	\$68.96
				12/01/201			\$14.90	\$0.00	\$70.19
				06/01/201				\$0.00	\$71.18
				12/01/201				\$0.00	\$72.17
For apprentice	rates see '	Apprentice-	OPERATING ENGINEERS"					teation (a) the state of the st	
			NG EQUIPMENT	12/01/201	5 \$33.6	2 \$10.41	\$10.08	\$0.00	\$54.11
TEAMSTERS JOIN	1 COUNC	ш NO. 10 ZC	INE A	06/01/201	6 \$34.1	2 \$10.41	\$10.08	\$0.00	\$54.61
				08/01/201	6 \$34.1	2 \$10.91	\$10.08	\$0.00	\$55.11
			•	12/01/201	.6 \$34.1	2 \$10.91	\$10.89	\$0.00	\$55.92
,									

20160121-050

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - COMPRESSED AIR  LABORERS (COMPRESSED AIR)	12/01/2015	\$47.58	\$7.45	\$14.15	\$0.00	\$69.18
	06/01/2016	\$48.33	\$7.45	\$14.15	\$0.00	\$69.93
	12/01/2016	\$49.33	\$7.45	\$14.15	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	12/01/2015	\$49.58	\$7.45	\$14.15	\$0.00	\$71.18
	06/01/2016	\$50.33	\$7.45	\$14.15	\$0.00	\$71.93
	12/01/2016	\$51.33	\$7.45	\$14.15	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"	100					
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	12/01/2015	\$39.65	\$7.45	\$14.15	\$0.00	\$61.25
	06/01/2016	\$40.40	\$7.45	\$14.15	\$0.00	\$62.00
	12/01/2016	\$41.40	\$7.45	\$14.15	\$0.00	\$63.00
For apprentice rates see "Apprentice-LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2015	\$41.65	\$7.45	\$14.15	\$0.00	\$63.25
	06/01/2016	\$42.40	\$7.45	\$14.15	\$0.00	\$64.00
	12/01/2016	\$43.40	\$7.45	\$14.15	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"		***************************************	4044 TP 15		***************************************	
VAC-HAUL TEAMSTERS JOINT COUNCIL 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
WAGON DRILL OPERATOR  LABORERS - ZONE 1	12/01/2015	\$35.60	\$7.45	\$13.55	\$0.00	\$56.60
	06/01/2016	\$36.35	\$7.45	\$13.55	\$0.00	\$57.35
	12/01/2016	\$37.35	\$7.45	\$13.55	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"			47			
WASTE WATER PUMP OPERATOR  OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	2 July 10 X 1 July 1 T	Ψ.,,,,	<b>410.00</b>			
WATER METER INSTALLER PLUMBERS & GASFITTERS LOCAL 12	09/01/2015	\$50.46	\$10.82	\$15.14	\$0.00	\$76.42
	03/01/2016	\$51.61	\$10.82	\$15.14	\$0.00	\$77.57
	09/01/2016	\$52.66	\$10.82	\$15.14	\$0.00	\$78.62
	03/01/2017	\$53.66	\$10.82	\$15.14	\$0.00	\$79.62
For apprentice rates see "Apprentice-PLUMBER/PIPEFITTER" or "PLUMBI		ψυνισφ	ψ10.02	WID:I	40.00	φ,,,ου

#### Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

** Multiple ratios are listed in the comment field.

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

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

Page 34 of 34 Issue Date: 01/21/2016 Wage Request Number: 20160121-050