TOWN OF ARLINGTON MASSACHUSETTS INVITATION TO BID #16-17 INSTALLATION/LEASE OF SINGLE SPACE PARKING METERS

Sealed bids are invited and will be received by the Town Manager, Town of Arlington, Massachusetts, until <u>11:00 A.M., Wednesday, June 1, 2016</u> at the Office of the Purchasing Agent, Town Hall, Arlington, Massachusetts 02476, at which time and place they will be publicly opened and read.

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

Specifications and proposal forms will be available at the Office of the Purchasing Agent, Town Hall, Arlington, Massachusetts. All bids must be in sealed envelopes plainly marked: <u>BID ON:</u>
INSTALLATION/LEASE OF SINGLE SPACE PARKING METERS, <u>BID #16-17</u>,
Wednesday, June 1, 2016 AT 11:00 A.M.

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

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

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

Attestation Forms pursuant to M.G.L. Ch. 62C, Sec. 49A and M.G.L. Ch. 701 of the Acts of 1983 are enclosed and shall be submitted with bids.

Proposals are for the the furnishing, installation and lease of Single Space Parking Meters in Arlington Center.

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 an 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: May 18, 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 '

BID ON: BID # 16-17 INSTALLATION/LEASE OF SINGLE SPACE PARKING METERS

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 ten (10) business days from the date of signing the contract and to fully complete the project within the time specified within the Special Provisions section of this document.

5. Performance and Labor Material Bonds

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

6. Laws and Regulations

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

7. Withdrawal of Bids

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

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

8. Execution of Contract

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

9. Obligation of Bidder

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

10. Omissions, Discrepancies, Interpretations and Addenda

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

11. Record of Address

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

12. Massachusetts Sales and Use Tax

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

13. State Tax Affidavit

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

14. Minimum Wage Rates

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

15. Sub-bids

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

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

Bid: Installation/Lease of Single Space Parking Meters
Bid Opening: June 1, 2016, 11:00 AM
Bid # 16-17
Adam W. Chapdelaine
Town Manager
Arlington, MA 02476

We, the undersigned, agree to furnish, install and lease for a period of five (5) years, the following, to the town of Arlington, Massachusetts, in accordance with the Invitation for Bid and Specifications furnished to us. The Town of Arlington will own all Single Space Parking Meters at the end of the five year lease period. The approximate number of meters is 240. On Street Meters in Arlington Center.

All Meters to be Installed and Operational No Later than October 30, 2016.

Single Space Parking Meter	\$	per meter/per month
Alternate #1		
1. Used Meter Housings	\$	per meter/per month
Signature		_
Company		_
Business Address:		_
Telephone	Fax	
Email		_
Date		

Item #	Estimated <u>Quantity</u>	<u>Description</u>
1	240	Single space parking meters, solar powered with wireless communications, including New Meter Housing, Large Capacity All Iron, including locks and sealed coin canisters
		Meter Polls (Assume one poll per two meter
1	150	heads where feasible)
2	100	Yoke Adapter
3	240	Installation of polls, housings, meters
4	3	Keys
5	2	Sealed Collection Cart
6	2	Sealed Collection Can

OSHA TRAINING

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

Signature	<u> </u>
Title:	
Date:	

CERTIFICATE OF NON-COLLUSION

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

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

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

Date: 04/20/2016 04:10 PM

Subject: Prevailing wage schedule for Wage Request number :20160420-053

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: 20160420-053.pdf Size: 162k Content Type: application/pdf



CHARLES D. BAKER

KARYN E. POLITO Lt. Governor

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

Prevailing Wage Rates

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

Awarding Authority:

Town of Arlington

Contract Number:

16-17

City/Town: ARLINGTON

Description of Work:

Provide all labor, supplies, equipment and supervision necessary for the Installation of Single Space Parking

Meters as per specifications

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 Department of Labor Standards, Division of Apprentice Standards (DLS/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. Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency 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

Issue Date: 04/20/2016 Wage Request Number: 20160420-053

Classification Construction	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	12/01/2015	\$32.75	\$10.41	\$10.08	\$0.00	\$53.24
TEAMSTERS JOINT COUNCII, NO. 10 ZONE A	06/01/2016	\$33.25	\$10.41	\$10.08	\$0.00	\$53.74
	08/01/2016	\$33.25	\$10.91	\$10.08	\$0.00	\$54.24
	12/01/2016	\$33.25	\$10.91	\$10.89	\$0.00	\$55.05
(3 AXLE) DRIVER - EQUIPMENT	12/01/2015	\$32.82	\$10.41	\$10.08	\$0.00	\$53.31
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2016	\$33.32	\$10.41	\$10.08	\$0.00	\$53.81
	08/01/2016	\$33.32	\$10.91	\$10.08	\$0.00	\$54.31
	12/01/2016	\$33.32	\$10.91	\$10.89	\$0.00	\$55.12
(4 & 5 AXLE) DRIVER - EQUIPMENT	12/01/2015	\$32.94	\$10.41	\$10.08	\$0.00	\$53.43
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2016	\$33.44	\$10.41	\$10.08	\$0.00	\$53.93
	08/01/2016	\$33.44	\$10.91	\$10.08	\$0.00	\$54.43
	12/01/2016	\$33.44	\$10.91	\$10.89	\$0.00	\$55.24
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE I)	08/01/2015	\$88.29	\$9.80	\$19.23	\$0.00	\$117.32
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR LABORERS - ZONE 1	12/01/2015	\$36.10	\$7.45	\$13.55	\$0.00	\$57.10
ENDICAG - ZONE I	06/01/2016	\$36.85	\$7.45	\$13.55	\$0.00	\$57.85
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$37.85	\$7.45	\$13.55	\$0.00	\$58.85
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
ASPHALT RAKER	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
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$37.35	\$7.45	\$13.55	\$0.00	\$58.35
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	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
BACKHOE/FRONT-END LOADER	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
BARCO-TYPE JUMPING TAMPER	12/01/2015	\$35.60	\$7.45	\$13.55	\$0.00	\$56.60
LABORERS - ZONE 1	06/01/2016	\$36.35	\$7.45 \$7.45	\$13.55	\$0.00	\$50.00 \$57.35
Formation and Hammer's Association	12/01/2016	\$30.33 \$37.35	\$7.45 \$7.45	\$13.55	\$0.00	\$57.35 \$58.35
For apprentice rates see "Apprentice- LABORER" DI OCK DAVED DAMMED / CLIDD SETTED		40.5.5		d10 ==	ФО ОС	
BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 1	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
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$37.85	\$7.45	\$13.55	\$0.00	\$58.85

Issue Date: 04/20/2016

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BOILER MAKER	01/01/2016	\$41.62	\$6.97	\$16.21	\$0.00	\$64.80
BOILERMAKERS LOCAL 29	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

	tep	ve Date - percent	01/01/2016	Apprentice Base Wage	Health	P	ension	Supplemental Unemployment	Total Rate	
1		65		\$27.05	\$6.97	5	\$10.54	\$0.00	\$44.56	
2		65		\$27.05	\$6.97	5	\$10.54	\$0.00	\$44.56	
3		70		\$29.13	\$6.97	5	\$11.35	\$0.00	\$47.45	
4	•	75		\$31.22	\$6.97		\$12.16	\$0.00	\$50.35	
5		80		\$33.30	\$6.97	5	\$12.97	\$0.00	\$53.24	
6	;	85		\$35.38	\$6.97	;	\$13. 7 8	\$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	
	ffection tep	ve Date -	01/01/2017	Apprentice Base Wage	Health	P	ension	Supplemental Unemployment	Total Rate	:
$\frac{3}{1}$		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	Ļ	75		\$32,19	\$6.97		\$12.16	\$0.00	\$51.32	
5	5	80		\$34.34	\$6.97		\$12.97	\$0.00	\$54.28	
6	5	85		\$36.48	\$6.97		\$13.78	\$0.00	\$57.23	
7	7	90		\$38.63	\$6.97		\$14.59	\$0.00	\$60.19	
8	3	95		\$40.77	\$6.97		\$15.40	\$0.00	\$63.14	
N	lotes:			ngan Alaman sa Alam jamahig et di sa asa, site	e name de la companya de la company	******* *****	n saan open ee	, and the second of the second of	AMMERICAN	
3				····					ANA VIOLENCE VIOLENCE	
A	ppre	ntice to Jo	urneyworker Ratio:1:5	······································						
		ICIAL MA	ASONRY (INCL. MASONI	RY 02/01/201	6 \$49	9.86	\$10.18	\$19.14	\$0.00	\$79.18
PROOFI Ers locai		ואממצ		08/01/201	6 \$50	0.76	\$10.18	\$19.22	\$0.00	\$80.10
DIO LOCAL	J 7 (DO	020119		02/01/201	7 \$5	1.33	\$10.18	\$19.22	\$0.00	\$80.73

Issue Date: 04/20/2016 Wage Request Number: 20160420-053 Page 3 of 35

Total Rate

Pension

	Step	ve Date - 02/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental 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	
	Effecti	ve Date - 08/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$25.38	\$10.18	\$19.22	\$0.00	\$54.78	
	2	60	\$30.46	\$10.18	\$19.22	\$0.00	\$59.86	
	3	70	\$35.53	\$10.18	\$19.22	\$0.00	\$64.93	
	4	80	\$40.61	\$10.18	\$19.22	\$0.00	\$70.01	
	5	90	\$45.68	\$10.18	\$19.22	\$0.00	\$75.08	
	Notes:			344.01	· AND AND PROBLEM ARREST			
	Appre	entice to Journeyworker Ratio:1:	<u> </u>	security and the second			EAL COLORS BUILDING COLORS	
BULLDOZER/GRADER/SCRAPER		12/01/201	5 \$43.3	1 \$10.00	\$14.90	\$0.00	\$68.21	
PERATING ENGINEERS LOCAL 4		06/01/201			\$14.90	\$0.00	\$68.96	
			12/01/201				\$0.00	\$70.19
			06/01/201				\$0.00	\$71.18
			12/01/201				\$0.00	\$72.17
For apprentic	e rates see	"Apprentice- OPERATING ENGINEERS"	,2,0,1,201	. 42				*.=.
		INNING BOTTOM MAN	12/01/201	5 \$36.4	5 \$7.45	\$13.75	\$0.00	\$57.65
BORERS - FO	JNDATION	AND MARINE	06/01/201	6 \$37.2	0 \$7.45	\$13.75	\$0.00	\$58.40
			12/01/201	6 \$38.2	0 \$7.45	\$13.75	\$0.00	\$59.40
For apprentic	e rates see	"Apprentice- LABORER"						
		PINNING LABORER I AND MARINE	12/01/201	5 \$35.3	0 \$7.45	\$13.75	\$0.00	\$56.50
DUKEKS - FUR	JNDATION	AND WARINE	06/01/201	6 \$36.0	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"	t.Jttown-rt					
		PINNING TOP MAN I AND MARINE	12/01/201			\$13.75	\$0.00	\$56.50
			06/01/201			\$13.75	\$0.00	\$57.25
For apprentic	ce rates sec	"Apprentice- LABORER"	12/01/201	.6 \$37.0	5 \$7.45	\$13.75	\$0.00	\$58.25
		LL OPERATOR	12/01/201	5 \$35.6	50 \$7.45	\$13.55	\$0.00	\$56.60
ABORERS - ZO	VE I		06/01/201	6 \$36.3	5 \$7.45	\$13.55	\$0.00	\$57.35
					5 \$7.45	\$13.55	\$0.00	\$58.35

20160420-053

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARPENTER	03/01/2016	\$37.10	\$9.80	\$16.82	\$0.00	\$63.72
CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2016	\$38.08	\$9.80	\$16.82	\$0.00	\$64.70
	03/01/2017	\$39.05	\$9.80	\$16.82	\$0.00	\$65.67
	09/01/2017	\$40.06	\$9.80	\$16.82	\$0.00	\$66.68
	03/01/2018	\$41.06	\$9.80	\$16.82	\$0.00	\$67.68
	09/01/2018	\$42.10	\$9.80	\$16.82	\$0.00	\$68.72
	03/01/2019	\$43.13	\$9.80	\$16.82	\$0.00	\$69.75
Apprentice - CARPENTER - Zone 2 Eastern MA						

Step	ve Date - 03/01 percent	/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	,	\$18.55	\$9.80	\$1.63	\$0.00	\$29.98
2	60		\$22.26	\$9.80	\$1.63	\$0.00	\$33.69
3	70		\$25.97	\$9.80	\$11.93	\$0.00	\$47.70
4	75		\$27.83	\$9.80	\$11.93	\$0.00	\$49.56
5	80		\$29.68	\$9.80	\$13.56	\$0.00	\$53.04
6	80		\$29.68	\$9.80	\$13.56	\$0.00	\$53.04
7	90		\$33.39	\$9.80	\$15.19	\$0.00	\$58.38
8	90		\$33.39	\$9.80	\$15.19	\$0.00	\$58.38
Effect	ive Date - 09/0	/2016				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$19.04	\$9.80	\$1.63	\$0.00	\$30.47
2	60		\$22.85	\$9.80	\$1.63	\$0.00	\$34.28
3			\$26.66	\$9.80	\$11.93	\$0.00	\$48.39
3	70		φ20.00				
4	70 75		\$28.56	\$9.80	\$11.93	\$0.00	\$50.29
			•	\$9.80 \$9.80	\$11.93 \$13.56	\$0.00 \$0.00	\$50.29 \$53.82
4	75		\$28.56				
4 5	75 80		\$28.56 \$30.46	\$9.80	\$13.56	\$0.00	\$53.82
4 5 6	75 80 80		\$28.56 \$30.46 \$30.46	\$9.80 \$9.80	\$13.56 \$13.56	\$0.00 \$0.00	\$53.82 \$53.82
4 5 6 7	75 80 80 90 90	· · · · · · · · · · · · · · · · · · ·	\$28.56 \$30.46 \$30.46 \$34.27	\$9.80 \$9.80 \$9.80	\$13.56 \$13.56 \$15.19	\$0.00 \$0.00 \$0.00	\$53.82 \$53.82 \$59.26

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (BOSTON)

01/01/2016

\$46.44

\$10.90 \$18.71

\$1.30

\$77.35

Page 5 of 35

Pension

Eti Ste	fective Date -	01/01/2016	apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$23.22	\$10.90	\$12.21	\$0.00	\$46.33	
2	60		\$27.86	\$10.90	\$13.71	\$1.30	\$53.77	
3	65		\$30.19	\$10.90	\$14.71	\$1.30	\$57.10	
4	70		\$32.51	\$10.90	\$15.71	\$1.30	\$60.42	
5	75		\$34.83	\$10.90	\$16.71	\$1.30	\$63.74	
6	80		\$37.15	\$10.90	\$17.71	\$1.30	\$67.06	•
7	90		\$41.80	\$10,90	\$18.71	\$1.30	\$72.71	
No) tes:	warmen and the second s	Andrew market Addition manner		warmings persisten them to	******* * ****** ********		
	Steps 3,4	are 500 hrs. All other steps are	e 1,000 hrs.				the canadamino	
Aj	pprentice to J	ourneyworker Ratio:1:3	WARRY FOR STREET, MAYAGER SECRETARY ASSURED			A. C. C. A. C.	A A NA	
CHAIN SAW OPERATOR LABORERS - ZONE I			12/01/201	5 \$35.60	\$7.45	\$13.55	\$0.00	\$56.60
IBOKERS - ZONE I			06/01/201	6 \$36.35	\$7.45	\$13.55	\$0.00	\$57.35
For apprentice rates	s see "Apprentice-	LABORER"	12/01/201	6 \$37.35	\$7.45	\$13.55	\$0.00	\$58.35
LAM SHELLS/S	LURRY BUC	KETS/HEADING MACHINES	12/01/201	5 \$44.73	\$10.00	\$14.90	\$0.00	\$69.63
PERATING ENGINEE	CRS LOCAL 4		06/01/201				\$0.00	\$70.38
			12/01/201	6 \$46.73	\$10.00	\$14.90	\$0.00	\$71.63
			06/01/201	7 \$47.73	\$10.00	\$14.90	\$0.00	\$72.63
			12/01/201	7 \$48.73	\$10.00	\$14.90	\$0.00	\$73.63
For apprentice rates	s see "Apprentice-	OPERATING ENGINEERS"						
OMPRESSOR OF PERATING ENGINEE			12/01/201	5 \$30,13	\$10.00	\$14.90	\$0.00	\$55.03
EKATING ENGINEE	IRG LOCAL 4		06/01/201	6 \$30.65	\$10.00	\$14.90	\$0.00	\$55.55
			12/01/201	6 \$31.52	\$10.00	\$14.90	\$0.00	\$56.42
			06/01/201	7 \$32.2	\$10.00	\$14.90	\$0.00	\$57.11
			12/01/201	7 \$32.90	\$10.00	\$14.90	\$0.00	\$57.80
		OPERATING ENGINEERS"						
ELEADER (BRI) MINTERS LOCAL 35 -	,		01/01/201			\$16.10	\$0.00	\$73.46
	•		07/01/201	6 \$50.40	\$7.85	\$16.10	\$0.00	\$74.4
			01/01/201	7 \$51.4	£ \$7.85	\$16.10	\$0.00	\$75.30

	Step	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	
	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	ve Date - 07/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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	ŀ
	8	90	\$45.41	\$7.85	\$15.44	\$0.00	\$68.70	i
	Notes:	Steps are 750 hrs.	Annual An	Andriva & Manda				
		ntice to Journeyworker Ratio:1:1		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				
O: ADZEI ters - zone			12/01/201	5 \$35	.50 \$7.45	\$13.55	\$0.00	\$56.50
or apprentice	rates see '	'Apprentice- LABORER"						
ERS - ZONE	1	DADER/HAMMER OPERATOR "Apprentice- LABORER"	12/01/20	5 \$36	.50 \$7.45	\$13.55	\$0.00	\$57.5
O: BURN ERS - ZONE	ERS		12/01/20	15 \$36	5.25 \$7.45	\$13.55	\$0.00	\$57.2
or apprentice	rates see	"Apprentice- LABORER"						
O: CONC RERS - ZONE		CUTTER/SAWYER	12/01/20	15 \$36	5.50 \$7.45	\$13.55	\$0.00	\$57.5
or apprentice	rates see	"Apprentice- LABORER"	40000					
O: JACKI rers - zone		ER OPERATOR	12/01/20	15 \$36	5.25 \$7.45	\$13.55	\$0.00	\$57.2
or apprentice	rates see	"Apprentice- LABORER"						
O: WREC		LABORER	12/01/20	15 \$35	5.50 \$7.45	\$13.55	\$0.00	\$56.5
or anorentice	rates see	"Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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 1)	08/01/2015	\$58.86	\$9.80	\$19.23	\$0.00	\$87.89
For apprentice rates see "Apprentice-PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE I)	08/01/2015	\$42.04	\$9.80	\$19.23	\$0.00	\$71.07
For apprentice rates see "Apprentice-PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$63.06	\$9.80	\$19.23	\$0.00	\$92.09
For apprentice rates see "Apprentice-PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2015	\$88.23	\$9.80	\$19.23	\$0.00	\$117.26
For apprentice rates see "Apprentice-PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) ELECTRICIANS LOCAL 103	03/01/2016	\$46.17	\$13.00	\$16.39	\$0.00	\$75.56
For apprentice rates see "Apprentice-ELECTRICIAN"						
ELECTRICIAN ELECTRICIANS LOCAL 103	03/01/2016	\$46.17	\$13.00	\$16.39	\$0.00	\$75.56

	e Date - percent	ECTRICIAN - Local 103 03/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
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	\$12.34	\$0.00	\$46.12	
4	45		\$20.78	\$13.00	\$12.34	\$0.00	\$46.12	
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	\$13.44	\$0.00	\$54.14	
8	65		\$30.01	\$13.00	\$13.81	\$0.00	\$56.82	
9	70		\$32.32	\$13.00	\$14.18	\$0.00	\$59.50	i
10	75		\$34.63	\$13.00	\$14.55	\$0.00	\$62.18	
Notes:		r 1/1/03; 30/35/40/45/50/55/65	5/70/75/80				Annual An	
Apprei	rtice to Jo	urneyworker Ratio:2:3***	ALTERNATION CONTRACTOR CONTRACTOR CONTRACTOR	Authority Street Sections				
ELEVATOR CONSTRU			01/01/201	6 \$54.53	3 \$14.43	\$14.96	\$0.00	\$83.92
ELEVATOR CONSTRUCTORS	LUCAL 4		01/01/201	7 \$55.86	6 \$15.28	\$15.71	\$0.00	\$86.85

Issue Date: 04/20/2016 Wage Request Number: 20160420-053 Page 8 of 35

Total Rate

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

J	Effecti	ve Date -	01/01/2016				Supplemental		
;	Step percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate		
	1	50		\$27.27	\$14.43	\$0.00	\$0.00	\$41.70	
	2	55		\$29.99	\$14.43	\$14.96	\$0.00	\$59.38	
	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	ve Date -	01/01/2017				Supplemental		
_	Step	percent		Apprentice Base Wage	Health	Pension	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	
	Step percent 1 50 2 55 3 65 4 70 5 80 Effective Date - 01/0 Step percent 1 50 2 55 3 65 4 70 5 80 Notes: Steps 1-2 are 6 1 Apprentice to Journey TOR CONSTRUCTOR HELPER PRESENTATION AND RESERVED AND RAIL ERECTOR RS - ZONE 1 Apprentice rates see "Apprentice - ELEVA" & GUARD RAIL ERECTOR RS - ZONE 1 Apprentice rates see "Apprentice - LABORI ENG.INST.PERSON-BLDG,SITE RG ENGINEERS LOCAL 4 Apprentice rates see "Apprentice- LABORI ENG.INST.PERSON-BLDG,SITE RG ENGINEERS LOCAL 4		\$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	
4 - A	Notes:			Child Salations Managing Numbers Sections surveys				<u></u>	
1.2 Combined Po		Steps 1-2	are 6 mos.; Steps 3-5 are 1	•					
1	Appre	ntice to Jo			mencalisis observable Advan	STONE CONTRACTOR STONE S	Account of Many affiness American		
			ELPER	01/01/201	6 \$38	3.17 \$14.43	\$14.96	\$0.00	\$67.56
			ELEVATOR CONSTRUCTOR"	01/01/201	7 \$39	2.10 \$15.28	\$15.71	\$0.00	\$70.09
				12/01/201	5 \$35	5.60 \$7.45	\$13.55	\$0.00	\$56.60
LABORERS - ZONE	1			06/01/201			\$13.55	\$0.00	\$57.35
				12/01/201			\$13.55	\$0.00	\$58.35
For apprentice ra	ates see '	'Apprentice-	LABORER"			4	•		
			G,SITE,HVY/HWY	11/01/201	5 \$40).49 \$10.00	\$14.55	\$0.00	\$65.04
OPERATING ENGIN	EERS L	OCAL 4		05/01/201	6 \$41	.03 \$10.00	\$14.90	\$0.00	\$65.93
	1 50 2 55 3 65 4 70 5 80 Effective Date - 01/01/20 Step percent 1 50 2 55 3 65 4 70 5 80 Notes: Steps 1-2 are 6 most Apprentice to Journeywork ATOR CONSTRUCTOR HELPER TOR CONSTRUCTOR LOCAL 4 or apprentice rates see "Apprentice - ELEVATOR CE & GUARD RAIL ERECTOR		11/01/201	6 \$41	.62 \$10.00	\$14.90	\$0.00	\$66.52	
				05/01/201	7 \$42	2.50 \$10.00	\$14.90	\$0.00	\$67.40
				11/01/201	7 \$43	3.23 \$10.00	\$14.90	\$0.00	\$68.13
				05/01/201	8 \$43	3.94 \$10.00	\$14.90	\$0.00	\$68.84
			OG,SITE,HVY/HWY	11/01/201		1.93 \$10.00	\$14.55	\$0.00	\$66.48
GI EMITING ENGIN	LEIU L	COALT		05/01/201	6 \$42	2.47 \$10.00	\$14.90	\$0.00	\$67.37
				11/01/201	6 \$43	3.07 \$10.00	\$14.90	\$0.00	\$67.97
				05/01/201	7 \$43	3.96 \$10.00	\$14.90	\$0.00	\$68.86
				11/01/201	7 \$44	\$.69 \$10.00	\$14.90	\$0.00	\$69.59
				05/01/201	8 \$45	5.41 \$10.00	\$14.90	\$0.00	\$70.31
For apprentice r	ates see	"Apprentice-	OPERATING ENGINEERS"						

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	\$21.88	\$10.00	\$14.90	\$0.00	\$46.78
	11/01/2016	\$22.23	\$10.00	\$14.90	\$0.00	\$47.13
	05/01/2017	\$22.76	\$10.00	\$14.90	\$0.00	\$47.66
	11/01/2017	\$23.18	\$10.00	\$14.90	\$0.00	\$48.08
	05/01/2018	\$23.61	\$10.00	\$14.90	\$0.00	\$48.51
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER 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 / COMMISSIONINGELECTRICIANS	03/01/2016	\$34.63	\$13.00	\$14.55	\$0.00	\$62,18
LOCAL 103 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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$39.67	\$10.00	\$14.90	\$0.00	\$64.57
FLAGGER & SIGNALER	12/01/2015	\$20.50	\$7.45	\$13.55	\$0.00	\$41.50
LABORERS - ZONE I	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	03/01/2016	\$42.13	\$9.80	\$17.62	\$0.00	\$69.55

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effect	ive Date -	03/01/2016				Supplemental	
tep	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$21.07	\$9.80	\$1.79	\$0.00	\$32.66
2	55		\$23.17	\$9.80	\$1.79	\$0.00	\$34.76
3	60		\$25.28	\$9.80	\$12.25	\$0.00	\$47.33
4	65		\$27.38	\$9.80	\$12.25	\$0.00	\$49.43
5	70		\$29.49	\$9.80	\$14.04	\$0.00	\$53.33
6	75		\$31.60	\$9.80	\$14.04	\$0.00	\$55.44
7	80		\$33.70	\$9.80	\$15.83	\$0.00	\$59.33
8	85		\$35.81	\$9.80	\$15.83	\$0.00	\$61.44

Apprentice to Journeyworker Ratio:1:1

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
OBINING BOOM SE (BOIL 2)	01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86

Apprentice -	GLAZIER -	Local	35 Zone.	2
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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	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
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:

Steps are $750\ hrs.$

Apprentice to Journeyworker Ratio:1:1

 Issue Date:
 04/20/2016
 Wage Request Number:
 20160420-053
 Page 11 of 35

Classification			Effective Da	te Base Wage	. Health		Supplemental Unemployment	Total Rate
HOISTING ENGINE		S/GRADALLS	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
OPERATING ENGINEER	S 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
			12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
	prentice - <i>O</i> . ective Date -	PERATING ENGINEERS - Lo 12/01/2015	ocal 4					
Ste			Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
1	55		\$24.05	\$10.00	\$0.00	\$0.00		
2	60		\$26.24	\$10.00	\$14.90	\$0.00		
3	65		\$28.42	\$10.00	\$14.90	\$0.00		
4	70		\$30.61	\$10.00	\$14.90	\$0.0		
5	75		\$32.80	\$10.00	\$14.90	\$0.0		
6	80		\$34.98	\$10.00	\$14.90	\$0.0	\$59.88	
7	85		\$37.17	\$10.00	\$14.90	\$0.0	962.07	
8	90		\$39.36	\$10.00	\$14.90	\$0.0	\$64.26	
Eff Ste	ective Date -	06/01/2016	Apprentice Base Wage	Health	Pension	Supplements Unemploymer		
1	55		\$24.46	\$10.00	\$0.00	\$0.0	0 \$34.46	
2	60		\$26.69	\$10.00	\$14.90	\$0.0		
3	65		\$28.91	\$10.00	\$14.90	\$0.0	0 \$53.81	
4	70		\$31.14	\$10.00	\$14.90	\$0.0	0 \$56.04	
5	75		\$33.36	\$10.00	\$14.90	\$0.0	0 \$58.26	
6	80		\$35.58	\$10.00	\$14.90	\$0.0	0 \$60.48	
7	85		\$37.81	\$10.00	\$14.90	\$0.0	0 \$62.71	
8	90		\$40.03	\$10.00	\$14.90	\$0.0	0 \$64.93	
No	tes:	ALL CALLEY AND STREET, AND STR	man grammery, 1992/00/30, Additional Vermonth Secureties			\$6-70 m² 97.009 (V = 000)	*	
e color militar							and	
Ap	prentice to J	ourneyworker Ratio:1:6		Milmonia (1.4257A 4255/55 97	y		\$	
HVAC (DUCTWO) SHEETMETAL WORKE			02/01/201		\$10.70		\$2.28	\$78.24
			08/01/201				\$2.28	\$79.39
			02/01/201				\$2.28	\$80.49
			08/01/201				\$2.28	\$81.59
			02/01/201	8 \$47.81	\$10.70	\$21.95	\$2.28	\$82.74

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (ELECTRICAL CONTROLS)

ELECTRICIANS LOCAL 103

For apprentice rates see "Apprentice- SHEET METAL WORKER"

03/01/2016

\$46.17

\$13.00

\$16.39

\$0.00

\$75.56

HVAC (TESTING		****		Effective Dat	e Base Wage	Health	Pension	Supplemental Unemployment	Total Rat
		BALANCING - AJ	TR)	02/01/2016	\$43.31	\$10.70	\$21.95	\$2.28	\$78.24
SHEETMETAL WORKI	ERG LO	AL 17 - A		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
For apprentice ret	tan naa " A	Apprentice- SHEET MET	'AI WORKER"	02/01/2018	\$47.81	\$10.70	\$21.95	\$2.28	\$82.74
	, .,	BALANCING -WA		03/01/2016	\$49.19	\$9.70	\$18.14	\$0.00	\$77.03
PIPEFITTERS LOCAL				09/01/2016		\$9.70	\$18.14	\$0.00	\$78.03
				03/01/2017		\$9.70	\$18.14	\$0.00	\$79.03
For apprentice rat	tes see "A	Apprentice- P1PEFITTER	" or "PLUMBER/PIPEFITTER"						
HVAC MECHAN				03/01/2016	\$49.19	\$9.70	\$18.14	\$0.00	\$77.03
PIPEFITTERS LOCAL	2337			09/01/2016	\$50.19	\$9.70	\$18.14	\$0.00	\$78.03
For appropriate set	tan non II /	Appropries DIDERITTER	" or "PLUMBER/PIPEFITTER"	03/01/2017	\$51.19	\$9.70	\$18.14	\$0.00	\$79.03
HYDRAULIC DR		appronues the eliter	W I DONDMAN II II I I I I I I I I I I I I I I I I	12/01/2015	\$36.10	\$7.45	\$13.55	\$0.00	\$57.10
LABORERS - ZONE 1				06/01/2016		\$7.45	\$13.55	\$0.00	\$57.85
				12/01/2016		\$7.45	\$13.55	\$0.00	\$58.85
For apprentice rat	tes see "/	Apprentice- LABORER"							
INSULATOR (PII HEAT & FROST INSU				09/01/2015	\$43.81	\$11.50	\$13.80	\$0.00	\$69.11
HEAI & FRUSI INSU	ILATOR	S LOCAL 0 (BUSTON)		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
F		ve Date - 09/01/2		s) - Local 6 Bo ce Base Wage		Pension	Supplements Unemploymen		e
<u> </u>	Effecti	ve Date - 09/01/2 percent	015	ce Base Wage	Health		Unemploymen	t Total Rat	
<u> </u>	Effectiv Step	ve Date - 09/01/2	015		Health	Pension \$10.05 \$10.80		Total Rate	6
<u> </u>	Effective Step	percent 50	015	ce Base Wage \$21.91 \$26.29	Health \$11.50 \$11.50	\$10.05 \$10.80	\$0.00 \$0.00	Total Rat 3 \$43.44 3 \$48.59	5
F S -	Effective Step 1	percent 50	015	ce Base Wage	Health	\$10.05	Unemploymen \$0.00	Total Rate 3 \$43.4 3 \$48.5 3 \$53.7	6 9 2
F S -	Step 1 2 3 4	percent 09/01/2 percent 50 60 70	Apprenti	ce Base Wage \$21.91 \$26.29 \$30.67	Health \$11.50 \$11.50 \$11.50 \$11.50	\$10.05 \$10.80 \$11.55	\$0.00 \$0.00 \$0.00	Total Rate 3 \$43.40 \$48.59 0 \$53.79 0 \$58.80	6 9 2 5
	Effective Step 1 2 3 4 Effective Eff	percent 50 60 70 80 we Date - 09/01/2	Apprenti	\$21.91 \$26.29 \$30.67 \$35.05	Health \$11.50 \$11.50 \$11.50 \$11.50	\$10.05 \$10.80 \$11.55 \$12.30	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate	6 9 2 5
F S S	Effective Step 1 2 3 4 Effective Step	percent 09/01/2 percent 50 60 70 80 ve Date - 09/01/2 percent	Apprenti	\$21.91 \$26.29 \$30.67 \$35.05	Health \$11.50 \$11.50 \$11.50 \$11.50	\$10.05 \$10.80 \$11.55 \$12.30	Supplementa Unemploymen	Total Rate Total Rate S43.44 S48.59 S53.79 Total Rate Total Rate Total Rate S44.44	6 9 2 5 e
	Effective Step 1 2 3 4 Effective Step 1	99/01/2 percent 50 60 70 80 ve Date - 09/01/2 percent 50	Apprenti	\$21.91 \$26.29 \$30.67 \$35.05 ice Base Wage \$22.91	Health \$11.50 \$11.50 \$11.50 \$11.50 Health \$11.50	\$10.05 \$10.80 \$11.55 \$12.30 Pension \$10.05	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate Total Rate S43.44 S48.59 S53.79 S58.89 Total Rate Total Rate S44.44 S44.7	6 9 2 5 6 9
F S	Effective Step 1 2 3 4 Effective Step 1 2	percent 50 60 70 80 ve Date - 09/01/2 percent 50 60	Apprenti	\$21.91 \$26.29 \$30.67 \$35.05 ice Base Wage \$22.91 \$27.49	Health \$11.50 \$11.50 \$11.50 \$11.50 Health \$11.50 \$11.50	\$10.05 \$10.80 \$11.55 \$12.30 Pension \$10.05 \$10.80	Supplementa Unemploymer \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate Total Rate S43.44 S48.59 S53.79 Total Rate Total Rate Total Rate S44.44 S49.70 S55.11	6 9 2 5 6 9
	Effective Step 1 2 3 4 Effective Step 1 2 3	ve Date - 09/01/2 percent 50 60 70 80 ve Date - 09/01/2 percent 50 60 70 80	Apprenti	\$21.91 \$26.29 \$30.67 \$35.05 sice Base Wage \$22.91 \$27.49 \$32.07 \$36.65	Health \$11.50 \$11.50 \$11.50 \$11.50 Health \$11.50 \$11.50 \$11.50 \$11.50	\$10.05 \$10.80 \$11.55 \$12.30 Pension \$10.05 \$10.80 \$11.55 \$12.30	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplementa Unemploymer \$0.00 \$0.00 \$0.00	Total Rate Total Rate Total Rate S48.59 S58.89 Total Rate Total Rate Total Rate S44.49 S49.79 S55.1	6 9 2 5 6 9
I S	Effective Step 1 2 3 4 Effective Step 1 2 3 4 Notes:	percent 50 60 70 80 we Date - 09/01/2 percent 50 60 70 80 70 80	Apprenti	\$21.91 \$26.29 \$30.67 \$35.05 sice Base Wage \$22.91 \$27.49 \$32.07 \$36.65	Health \$11.50 \$11.50 \$11.50 \$11.50 Health \$11.50 \$11.50 \$11.50 \$11.50	\$10.05 \$10.80 \$11.55 \$12.30 Pension \$10.05 \$10.80 \$11.55 \$12.30	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplementa Unemploymer \$0.00 \$0.00 \$0.00	Total Rate Total Rate Total Rate S48.59 S58.89 Total Rate Total Rate Total Rate S44.49 S49.79 S55.1	6 9 2 5 6 9

\$44.05

\$44.65

\$7.80

\$7.80

09/16/2016

03/16/2017

\$20.85

\$20.85

\$0.00

\$0.00

\$72.70

\$73.30

IRONWORKERS LOCAL 7 (BOSTON AREA)

Health Pension Supplemental Total Rate
Unemployment

\$13.55

\$7.45

\$0.00

\$58.10

06/01/2016 \$36.35 \$7.45 \$13.55 \$0.00 \$57.3 \$12/01/2016 \$37.35 \$7.45 \$13.55 \$0.00 \$58.3 \$13.55 \$13.55 \$0.00 \$58.3 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55 \$13.55	Appre	ntice - $IR6$	ONWORKER - Local 7 Bos	ton					
Total Rate			03/16/2016						
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 \$65.54 6 90 \$39.06 \$7.80 \$20.85 \$0.00 \$67.71 Effective Date - 09/16/2016	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
\$\frac{3}{4}\$ 80 \$\frac{3}{3}\$ 4.72 \$\frac{7}{80}\$ \$\frac{5}{20.85}\$ \$\frac{9}{0.00}\$ \$\frac{6}{6}.20\$ \$\frac{4}{80}\$ \$\frac{3}{34.72}\$ \$\frac{7}{80}\$ \$\frac{5}{20.85}\$ \$\frac{9}{0.00}\$ \$\frac{6}{6}.37\$ \$\frac{5}{85}\$ \$\frac{3}{6}.89\$ \$\frac{7}{80}\$ \$\frac{5}{20.85}\$ \$\frac{9}{0.00}\$ \$\frac{6}{6}.54\$ \$\frac{5}{6}\$ 90 \$\frac{5}{3}9.06\$ \$\frac{7}{80}\$ \$\frac{5}{20.85}\$ \$\frac{5}{0.00}\$ \$\frac{6}{6}.54\$ \$\frac{5}{6}\$ 90 \$\frac{5}{3}9.06\$ \$\frac{7}{80}\$ \$\frac{5}{20.85}\$ \$\frac{5}{0.00}\$ \$\frac{5}{6}.54\$ \$\frac{5}{6}\$ 90 \$\frac{5}{3}9.06\$ \$\frac{7}{80}\$ \$\frac{5}{20.85}\$ \$\frac{5}{0.00}\$ \$\frac{5}{6}.71\$ \$\frac{5}{1}\$ 60 \$\frac{5}{2}6.43\$ \$\frac{7}{80}\$ \$\frac{5}{20.85}\$ \$\frac{5}{0.00}\$ \$\frac{5}{5}0.8\$ \$\frac{5}{2}0.00\$ \$\frac{5}{5}0.8\$ \$\frac{5}{2}0.00\$ \$\frac{5}{5}0.8\$ \$\frac{5}{2}0.00\$ \$\frac{5}{5}0.8\$ \$\frac{5}{2}0.00\$ \$\frac{5}{5}0.99\$ \$\frac{5}{3}3.04\$ \$\frac{7}{80}\$ \$\frac{5}{20.85}\$ \$\frac{5}{0.00}\$ \$\frac{5}{6}0.99\$ \$\frac{5}{3}3.744\$ \$\frac{7}{80}\$ \$\frac{5}{20.85}\$ \$\frac{5}{0.00}\$ \$\frac{5}{6}0.99\$ \$\frac{5}{3}3.744\$ \$\frac{7}{80}\$ \$\frac{5}{20.85}\$ \$\frac{5}{0.00}\$ \$\frac{5}{6}0.99\$ \$\frac{5}{6}\$ \$\frac{5}{9}0\$ \$\frac{5}{3}3.965\$ \$\frac{7}{80}\$ \$\frac{5}{2}0.85\$ \$\frac{5}{0.00}\$ \$\frac{5}{6}0.99\$ \$\frac{5}{6}0.99\$ \$\frac{5}{3}3.965\$ \$\frac{5}{7}.80\$ \$\frac{5}{2}0.85\$ \$\frac{5}{0.00}\$ \$\frac{5}{6}0.99\$ \$\frac{5}{6}0.99\$ \$\frac{5}{3}3.965\$ \$\frac{5}{7}.80\$ \$\frac{5}{2}0.85\$ \$\frac{5}{0.00}\$ \$\frac{5}{6}0.99\$ \$\frac{5}{6}0.99\$ \$\frac{5}{6}0.99\$ \$\frac{5}{3}3.965\$ \$\frac{5}{7}.80\$ \$\frac{5}{2}0.85\$ \$\frac{5}{0.00}\$ \$\frac{5}{6}0.99\$ \$\frac{5}{6}	1	60		\$26.04	\$7.80	\$20.85	\$0.00	\$54.69	
A 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 Effective Date - 09/16/2016	2	70		\$30.38	\$7.80	\$20.85	\$0.00	\$59.03	
Signature Sign	3	75		\$32.55	\$7.80	\$20.85	\$0.00	\$61.20	
Effective Date - 09/16/2016 Say,06 \$7.80 \$20.85 \$0.00 \$67.71	4	80		\$34.72	\$7.80	\$20.85	\$0.00	\$63.37	
Effective Date - 09/16/2016 Step percent Apprentice Base Wage Health Pension Unemployment Total Rate	5	85		\$36.89	\$7.80	\$20.85	\$0.00	\$65.54	
Step percent Apprentice Base Wage Health Pension Unemployment Total Rate	6	90		\$39.06	\$7.80	\$20.85	\$0.00	\$67.71	
1 60	Effect	ive Date -	09/16/2016						
2 70 \$30.84 \$7.80 \$20.85 \$0.00 \$59.49 3 75 \$33.04 \$7.80 \$20.85 \$0.00 \$61.69 4 80 \$35.24 \$7.80 \$20.85 \$0.00 \$63.89 5 85 \$37.44 \$7.80 \$20.85 \$0.00 \$66.09 6 90 \$39.65 \$7.80 \$20.85 \$0.00 \$68.30 Notes:	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
\$\begin{array}{c ccccccccccccccccccccccccccccccccccc	1	60		\$26.43	\$7.80	\$20.85	\$0.00	\$55.08	
4 80 \$35.24 \$7.80 \$20.85 \$0.00 \$63.89 5 85 \$37.44 \$7.80 \$20.85 \$0.00 \$66.09 6 90 \$39.65 \$7.80 \$20.85 \$0.00 \$68.30 Notes:	2	70		\$30.84	\$7.80	\$20.85	\$0.00	\$59.49	
\$ 85 \$ \$37.44 \$7.80 \$20.85 \$0.00 \$66.09 \$ \$39.65 \$7.80 \$20.85 \$0.00 \$68.30 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3	75		\$33.04	\$7.80	\$20.85	\$0.00	\$61.69	
6 90 \$39.65 \$7.80 \$20.85 \$0.00 \$68.30 Notes: ** Structural 1:6; Ornamental 1:4 Apprentice to Journeyworker Ratio:** EKHAMMER & PAVING BREAKER OPERATOR ORERS - ZONE 1 06/01/2016 \$36.35 \$7.45 \$13.55 \$0.00 \$56.6 12/01/2016 \$37.35 \$7.45 \$13.55 \$0.00 \$57.3 12/01/2016 \$37.35 \$7.45 \$13.55 \$0.00 \$58.3 For apprentice rates see "Apprentice- LABORER" BORER ORERS - ZONE 1 12/01/2015 \$35.35 \$7.45 \$13.55 \$0.00 \$56.3	4	80		\$35.24	\$7.80	\$20.85	\$0.00	\$63.89	
Notes:	5	85		\$37.44	\$7.80	\$20.85	\$0.00	\$66.09	
Notes:	6	90		\$39.65	\$7.80	\$20.85	\$0.00	\$68.30	
Apprentice to Journeyworker Ratio:** EKHAMMER & PAVING BREAKER OPERATOR 12/01/2015 \$35.60 \$7.45 \$13.55 \$0.00 \$56.6 ORERS - ZONE 1 06/01/2016 \$36.35 \$7.45 \$13.55 \$0.00 \$57.3 12/01/2016 \$37.35 \$7.45 \$13.55 \$0.00 \$58.3 For apprentice rates see "Apprentice- LABORER" BORER 12/01/2015 \$35.35 \$7.45 \$13.55 \$0.00 \$56.3	Notes					······································	· · · · · · · · · · · · · · · · · · ·		
ORERS - ZONE 1 06/01/2016 \$36.35 \$7.45 \$13.55 \$0.00 \$57.3 12/01/2016 \$37.35 \$7.45 \$13.55 \$0.00 \$58.3 For apprentice rates see "Apprentice- LABORER" BORER 12/01/2015 \$35.35 \$7.45 \$13.55 \$0.00 \$56.3 ORERS - ZONE I	Appro	· / / / / / / / / / / / / / / / / / / /		manus manus errores (e. 1834). Estima estimati			totalista protesta producera de la constitución de		
06/01/2016 \$36.35 \$7.45 \$13.55 \$0.00 \$57.3 12/01/2016 \$37.35 \$7.45 \$13.55 \$0.00 \$58.3 For apprentice rates see "Apprentice- LABORER" BORER ORERS - ZONE I		VING BRI	EAKER OPERATOR	12/01/201	5 \$35.60	\$7.45	\$13.55	\$0.00	\$56,60
For apprentice rates see "Apprentice-LABORER" BORER 12/01/2015 \$35,35 \$7.45 \$13.55 \$0.00 \$56.3	UKERO - ZUWE I			06/01/201	6 \$36.35	\$7.45	\$13.55	\$0.00	\$57.35
BORER 12/01/2015 \$35.35 \$7.45 \$13.55 \$0.00 \$56.3	For apprentice rates see	"Apprentice-1	.ABORER"	12/01/201	6 \$37.35	\$7.45	\$13.55	\$0.00	\$58.35
ORERS - ZONE I		. Apromioc r		12/01/201	5 \$35.35	\$7.45	\$13.55	\$0.00	\$56.35
	ORERS - ZONE 1			06/01/201			\$13.55	\$0.00	\$57.10

12/01/2016

\$37.10

Total Rate

Page 15 of 35

Issue Date: 04/20/2016

Effective Date Base Wage Health

	Effectiv	ve Date - 12/01/2 percent		entice 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	
	Effecti	ve Date - 06/01/2	2016				Supplemental		
	Step	percent	Appro	entice Base Wage	Health	Pension	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:	- 20.00.00 greens of states	alkaladada da hali hali hali hali hali hali hali hal	and and the second section of the second sec	Annual Annual Communication		AND THE STREET STREET,	See	
	Appre	ntice to Journeywo			marine estima	,, .,,, ., .,	v v	2	
		ER TENDER		12/01/201	5 \$35.3	5 \$7.45	\$13.55	\$0.00	\$56.35
BORERS - ZONE	3 /			06/01/201	6 \$36.1	0 \$7.45	\$13.55	\$0.00	\$57.10
For appropria	entan can !!	Apprentice- LABORER	11	12/01/201	6 \$37.1	0 \$7.45	\$13.55	\$0.00	\$58.10
		FINISHER TENDI		12/01/201	5 \$35.3	5 \$7.45	\$13.55	\$0.00	\$56.35
BORERS - ZONE	<i>E 1</i>			06/01/201	6 \$36.1	0 \$7.45	\$13.55	\$0.00	\$57.10
				12/01/201	6 \$37.1	0 \$7.45	\$13.55	\$0.00	\$58.10
	AZARD(Apprentice- LABORER OUS WASTE/ASB	ESTOS REMOVER	12/01/201	5 \$35.5	0 \$7.45	\$13.55	\$0.00	\$56.50
For apprentice	rates see '	Apprentice- LABORER	u.						
ABORER: MA	ASON T	ENDER		12/01/201	5 \$35.6	0 \$7.45	\$13.55	\$0.00	\$56.60
BORERS - ZONE	E 1			06/01/201	6 \$36.3	5 \$7.45	\$13.55	\$0.00	\$57.35
		LADORER		12/01/201	6 \$37.3	5 \$7.45	\$13.55	\$0.00	\$58.35
		'Apprentice- LABORER RADE TENDER		12/01/201	5 \$35.3	5 \$7.45	\$13.55	\$0.00	\$56.35
BORERS - ZONE				06/01/201			\$13.55	\$0.00	\$57.10
				12/01/201			\$13.55	\$0.00	\$58.10
For apprentice	rates see	'Apprentice- LABOREF	<u>, </u>						
ABORER: TR		MOVER		12/01/201	5 \$35.3	35 \$7.45	\$13.55	\$0.00	\$56.35
BORERS - ZONE	E I			06/01/201	6 \$36.1	0 \$7.45	\$13.55	\$0.00	\$57.10
This classifica	ition applic	s to all tree work associ	ated with the removal of standing	12/01/201 trees, and trimming an	d removal of bra	anches and limbs	\$13.55 when the work is n	\$0.00 ot done for	\$58.10
			naintenance or repair of utility con						
ASER BEAM BORERS - ZONI		ATOK		12/01/201			\$13.55	\$0.00	\$56.60
				06/01/201			\$13.55	\$0.00	\$57.35
		"Apprentice- LABOREI		12/01/201	6 \$37.3	35 \$7.45	\$13.55	\$0.00	\$58.35

Wage Request Number:

20160420-053

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	_
MARBLE & TILE FINISHERS	02/01/2016	\$38.08	\$10.18	\$17.70	\$0.00	\$65.96	
BRICKLAYERS LOCAL 3 - MARBLE & TILE	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	

Apprentice -	MARBLE & TI	LE FINISHER -	Local 3	Marble .	& Tile

Effecti	ve Date -	02/01/2016				Supplemental		
Step	percent		Apprentice Base Wage	Health	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	
Effect	ive Date -	08/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$19.39	\$10.18	\$17.78	\$0.00	\$47.35	
2	60		\$23.27	\$10.18	\$17.78	\$0.00	\$51.23	
3	70		\$27.15	\$10.18	\$17.78	\$0.00	\$55.11	
4	80		\$31.02	\$10.18	\$17.78	\$0.00	\$58.98	
5	90		\$34.90	\$10.18	\$17.78	\$0.00	\$62.86	
Notes:	;	, , ~	and annual property of the second and the second				A A A A A A A A A A A A A A A A A A A	
: : :			man attainment to a visit at a state of the	A	:	skeened satisfact to		
Appre	entice to Jo	urneyworker Ratio:1:3						
	TLELAYEI Marble & TH	RS & TERRAZZO MECH	02/01/201	6 \$49.90	\$10.18	\$19.14	\$0.00	\$79.22
AL 3 - M	IARDLE & III	ĿE	08/01/201	6 \$50.80	\$10.18	\$19.22	\$0.00	\$80.20

MARBLE M. BRICKLAYERS 02/01/2017 \$51.37 \$10.18 \$19.22 \$0.00 \$80.77

Wage Request Number: 20160420-053 Page 16 of 35 Issue Date: 04/20/2016

Effective Date Base Wage Health Pension Supplemental Total Rate Unemployment

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UI a		-44 4.8	VШ

Effect Step	ive Date - percent	02/01/2016	Apprentice Base Wage	Health	Pension	Supplemental 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	
Effect	ive Date -	08/01/2016				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$25.40	\$10.18	\$19.22	\$0.00	\$54.80	
2	60		\$30.48	\$10.18	\$19.22	\$0.00	\$59.88	
3	70		\$35.56	\$10.18	\$19.22	\$0.00	\$64.96	
4	80		\$40.64	\$10.18	\$19.22	\$0.00	\$70.04	
5	90		\$45.72	\$10.18	\$19.22	\$0.00	\$75.12	
Notes	::			,				
and covered to						Name		
Appr	entice to Jo	ourneyworker Ratio:1:5						
		(ON CONST. SITES)	12/01/201	5 \$43.31	\$10.00	\$14.90	\$0.00	\$68.21
ERATING ENGINEERS .	LOCAL 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	7 \$10.00	\$14.90	\$0.00	\$72.17
T	"Apprentice-	OPERATING ENGINEERS"						
For apprentice rates see	TEMANCE		12/01/201	.5 \$43.31	1 \$10.00	\$14.90	\$0.00	\$68.21
ECHANICS MAIN			06/01/201	6 \$44.06	5 \$10.00	\$14.90	\$0.00	\$68.96
ECHANICS MAIN						\$14.90	\$0.00	\$70.19
ECHANICS MAIN			12/01/201	6 \$45.29	\$10.00	\$11.50	*	
ECHANICS MAIN			12/01/201 06/01/201				\$0.00	\$71.18
ECHANICS MAIN ERATING ENGINEERS	LOCAL 4	OPERATING ENGINEERS"		7 \$46.28	\$10.00	\$14.90		\$71.18 \$72.17

Issue Date: 04/20/2016 Wage Request Number: 20160420-053 Page 17 of 35

Supplemental Total Rate Unemployment

\$0.00

\$75.36

Pension

	Effecti Step	ve Date - 04/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
-	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	53
	3	75	\$28.23	\$9.80	\$14.18	\$0.00	\$52.2	21
	4	85	\$31.99	\$9.80	\$14.99	\$0.00	\$56.7	78
in and keeps	Notes:	N. Arrichand. American Arrivantic Principles Strategies	The second secon	· · · · · · · · · · · · · · · · · · ·	The Samuel Control of the Control of	A Community of the Comm		***************************************
TANKA MARINA		Steps are 2,000 hours						
6	Appre	entice to Journeyworker Ratio:1:5	y course which we will be a second with the ex-	CONTRACTOR AND ADDRESS OF THE PARTY OF THE P				
ORTAR MIXI			12/01/2015	\$35.60	\$7.45	\$13.55	\$0.00	\$56.60
ABORERS - ZONE			06/01/2016			\$13.55	\$0.00	\$57.35
			12/01/2016			\$13.55	\$0.00	\$58.35
For apprentice ra	ates see	"Apprentice- LABORER"						
LER (OTHER THAN TRUCK CRANES,GRADALLS) ERATING ENGINEERS LOCAL 4			12/01/2015	\$22.27	\$10.00	\$14.90	\$0.00	\$47.17
PERATING ENGIN	VEERS L	OCAL 4	06/01/2016	\$22.66	\$10.00	\$14.90	\$0.00	\$47.5 6
			12/01/2016	\$23.31	\$10.00	\$14.90	\$0.00	\$48.21
			06/01/2013	\$23.82	\$10.00	\$14.90	\$0.00	\$48.72
			12/01/2017	\$24.34	\$10.00	\$14.90	\$0.00	\$49.24
		"Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK PERATING ENGIN		NES, GRADALLS) OCAL 4	12/01/201:	\$26.08			\$0.00	\$50.98
, , , , , , , , , , , , , , , , , , , ,		5 5 1	06/01/2010	5 \$26.54	\$10.00		\$0.00	\$51.44
			12/01/2010	5 \$27.29			\$0.00	\$52.19
			06/01/201	-			\$0.00	\$52.79
For apprentice r	rates see	"Apprentice- OPERATING ENGINEERS"	12/01/201	7 \$28,50	\$10.00	\$14.90	\$0.00	\$53.40
		VEN EQUIPMENT - CLASS II	12/01/201	5 \$43.31	\$10.00	\$14.90	\$0.00	\$68.21
PERATING ENGIN	NEERS L	OCAL 4	06/01/201	s44.0 6	\$10.00	\$14.90	\$0.00	\$68.96
			12/01/201	5 \$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	7 \$10.00	\$14.90	\$0.00	\$72.1
		"Apprentice- OPERATING ENGINEERS"					****	
AINTER (BRI) AINTERS LOCAL :			01/01/201			\$16.10	\$0.00	\$73.4
	_		07/01/201	6 \$50.46	5 \$7.85	\$16.10	\$0.00	\$74.41

Issue Date: 04/20/2016 Wage Request Number: 20160420-053 Page 18 of 35

01/01/2017

\$51.41

\$7.85

\$16.10

Effective Date Base Wage Health Pension Supplemental Total Rate Unemployment

tep	ive Date - percent	01/01/2016	Apprentice Base Wag	e Health	Pension	Supplemental Unemployment	Total Rate
	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
	ive Date -	07/01/2016		TT 1/1	D (Supplemental	T-4-1 D-4-
Step	percent		Apprentice Base Wag		Pension	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
	70		\$35.32	\$7.85	\$14.11	\$0.00	\$57.28
5			\$37.85	\$7.85	\$14.44	\$0.00	\$60.14
5	75				\$14.77	\$0.00	\$62.99
	75 80		\$40.37	\$7.85	Φ17.//		•

Apprentice to Journeyworker Ratio:1:1	the state of the s		. <u> </u>	rana ambana asalam		
PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2016	\$40.41	\$7.85	\$16.10	\$0.00	\$64.36
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2016	\$41.36	\$7.85	\$16.10	\$0.00	\$65.31
INE w paint rate shall be used. FAINTERS LOCAL 33 - ZONE 2	01/01/2017	\$42.31	\$7.85	\$16.10	\$0.00	\$66.26

Ste		e Date - 01/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1		50	\$20.21	\$7.85	\$0.00	\$0.00	\$28.06	
2		55	\$22.23	\$7.85	\$3.66	\$0.00	\$33.74	
3		60	\$24.25	\$7.85	\$3.99	\$0.00	\$36.09	
4		65	\$26.27	\$7.85	\$4.32	\$0.00	\$38.44	
5		70	\$28.29	\$7.85	\$14.11	\$0.00	\$50.25	
6		75	\$30.31	\$7.85	\$14.44	\$0.00	\$52.60	
7		80	\$32.33	\$7.85	\$14.77	\$0.00	\$54.95	
8		90	\$36.37	\$7.85	\$15.44	\$0.00	\$59.66	
Ef Ste		re Date - 07/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1		50	\$20.68	\$7.85	\$0.00	\$0.00	\$28.53	
2		55	\$22.75	\$7.85	\$3.66	\$0.00	\$34.26	
3		60	\$24.82	\$7.85	\$3.99	\$0.00	\$36.66	
4		65	\$26.88	\$7.85	\$4.32	\$0.00	\$39.05	
5		70	\$28.95	\$7.85	\$14.11	\$0.00	\$50.91	
6		75	\$31.02	\$7.85	\$14.44	\$0.00	\$53.31	
7		80	\$33.09	\$7.85	\$14.77	\$0.00	\$55.71	
8		90	\$37.22	\$7.85	\$15.44	\$0.00	\$60.51	
N	otes:		White vicinia water control	r r				
\$6. \$4. \$4. \$1. \$1. \$1. \$1. \$1. \$1. \$1. \$1. \$1. \$1		Steps are 750 hrs.					norm stream vocate	
A]	pprei	itice to Journeyworker Ratio:1	:1					
•		SANDBLAST, REPAINT)	01/01/201	6 \$38.4	7 \$7.85	\$16.10	\$0.00	\$62.42
LOCAL 35 -	ZUNE	2	07/01/201	6 \$39.42	2 \$7.85	\$16.10	\$0.00	\$63.37
			01/01/201	7 \$40.3	7 \$7.85	\$16.10	\$0.00	\$64.

\$0.00

\$0.00

\$63.91

\$64.86

\$16.10

\$16.10

* If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

Total Rate

		ntice -	5 Zone 2 - Spray/Sandblast - Repaint					
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$19.24	\$7.85	\$0.00	\$0.00	\$27.09	
	2	55	\$21.16	\$7.85	\$3.66	\$0.00	\$32.67	
	3	60	\$23.08	\$7.85	\$3.99	\$0.00	\$34.92	
	4	65	\$25.01	\$7.85	\$4.32	\$0.00	\$37.18	
	5	70	\$26.93	\$7.85	\$14.11	\$0.00	\$48.89	
	6	75	\$28.85	\$7.85	\$14.44	\$0.00	\$51.14	
	7	80	\$30.78	\$7.85	\$14.77	\$0.00	\$53.40	
	8	90	\$34.62	\$7.85	\$15.44	\$0.00	\$57.91	
	Effect Step	ive Date - 07/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$19.71	\$7.85	\$0.00	\$0.00	\$27.56	
	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	\$49.55	
	6	75	\$29.57	\$7.85	\$14.44	\$0.00	\$51.86	
	7	80	\$31.54	\$7.85	\$14.77	\$0.00	\$54.16	
	8	90	\$35.48	\$7.85	\$15.44	\$0.00	\$58.77	
	Notes	: Steps are 750 hrs.	CARLOSA CONTROL STABLES STABLES STABLES		ويوداؤ دين اليودسية الراب وموسسة	and the second s	and the second s	
	Appr	entice to Journeyworker R	atio:1:1		Marketon Manager Manager	America Vision - Colori A Colori - VI Marco VIII - VII VI		
-		MARKINGS)	12/01/201	5 \$35.35	\$7.45	\$13.55	\$0.00	\$56.35
ORERS - ZON	ΈI		06/01/201	6 \$36.10	\$7.45	\$13.55	\$0.00	\$57.10
			12/01/201	6 \$37.10	\$7.45	\$13.55	\$0.00	\$58.10
		"Apprentice- LABORER"						
	•	RUSH, NEW) *	01/01/201	6 \$39.01	\$7.85	\$16.10	\$0.00	\$62.96

07/01/2016

01/01/2017

\$39.96

\$40.91

\$7.85

\$7.85

Pension

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Total Rate

Step	ive Date - 01/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$19.51	\$7.85	\$0.00	\$0.00	\$27.36	
2	55	\$21.46	\$7.85	\$3.66	\$0.00	\$32.97	
3	60	\$23.41	\$7.85	\$3.99	\$0.00	\$35.25	
4	65	\$25.36	\$7.85	\$4.32	\$0.00	\$37.53	
5	70	\$27.31	\$7.85	\$14.11	\$0.00	\$49.27	
6	75	\$29.26	\$7.85	\$14.44	\$0.00	\$51.55	
7	80	\$31.21	\$7.85	\$14.77	\$0.00	\$53.83	
8	90	\$35.11	\$7.85	\$15.44	\$0.00	\$58.40	
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	
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		S. HARRING, STATE STATE AND STATE STATES AND STATES OF STATES AND STATES OF STATES AND S			v		
***	Steps are 750 hrs.					arpawavear	
	entice to Journeyworker Ratio:	1:1					
	RUSH, REPAINT)	01/01/201	6 \$37.07	\$7.85	\$16.10	\$0.00	\$61.02
LUCAL 33 - ZUN	£ 2	07/01/201	6 \$38.02	\$7.85	\$16.10	\$0.00	\$61.9
		01/01/201	7 \$38.97	\$7.85	\$16.10	\$0.00	\$62.92

Total Rate

Effect Step	percent	Арргег	tice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$18.54	\$7.85	\$0.00	\$0.00	\$26.39	
2	55		\$20.39	\$7.85	\$3.66	\$0.00	\$31.90	
3	60		\$22.24	\$7.85	\$3.99	\$0.00	\$34.08	
4	65		\$24.10	\$7.85	\$4.32	\$0.00	\$36.27	
5	70		\$25.95	\$7.85	\$14.11	\$0.00	\$47.91	
6	75		\$27.80	\$7.85	\$14.44	\$0.00	\$50.09	
7	80		\$29.66	\$7.85	\$14.77	\$0.00	\$52.28	
8	90		\$33.36	\$7.85	\$15.44	\$0.00	\$56.65	
Effect Step	ive Date -	07/01/2016 Appres	ntice Base Wage	Health	Pension	Supplemental 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		750 hrs.	See State State S	ALCOHOL STANDARD STANDARD	Miles of the second sec		- Alta district	
Appr	entice to Jo	ourneyworker Ratio:1:1						
VEL & PICKUP T			12/01/201	5 \$32.58	\$10.41	\$10.08	\$0.00	\$53.07
ASTERS JOINT COUN	JL NO. 10 ZC	INE A	06/01/201	6 \$33.08	\$10.41	\$10.08	\$0.00	\$53.57
			08/01/201	6 \$33.08	\$10.91	\$10.08	\$0.00	\$54.07
			12/01/201	6 \$33.08	\$10.91	\$10.89	\$0.00	\$54.88
R AND DOCK CC CK) DRIVER LOCAL 56 (Z For apprentice rates see	ONE 1)	OR (UNDERPINNING AND	08/01/201	5 \$42.04	\$9.80	\$19.23	\$0.00	\$71.07

Pension

Total Rate

	Step	e Date - 08/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	1	50	\$21.02	\$9.80	\$19.23	\$0.00	\$50.05	
	2	60	\$25,22	\$9.80	\$19.23	\$0.00	\$54.25	
	3	70	\$29.43	\$9.80	\$19.23	\$0.00	\$58.46	
	4	75	\$31.53	\$9.80	\$19.23	\$0.00	\$60.56	
	5	80	\$33.63	\$9.80	\$19.23	\$0.00	\$62.66	
	6	80	\$33.63	\$9.80	\$19.23	\$0.00	\$62.66	
	7	90	\$37.84	\$9.80	\$19.23	\$0.00	\$66.87	
	8	90	\$37.84	\$9.80	\$19.23	\$0.00	\$66.87	
	Notes:	And the second s	Notes that the second s			the sixt of a real converse con-		
	INDIES.						page to a	
\$ £.	Appren	tice to Journeyworker Rati	o:1:3	Millian Sandanda Scotton See		ANALON SECURE VICE	# P P P P P P P P P P P P P P P P P P P	
FITTER & S	STEAM	,	03/01/2016	5 \$49.19	\$9.70	\$18.14	\$0.00	\$77.03
ITTERS LOCA	L 537		09/01/2016	\$50.19	\$9.70	\$18.14	\$0.00	\$78.03
			03/01/2017	7 \$51.19	\$9.70	\$18.14	\$0.00	\$79.03
		itice - <i>PIPEFITTER - Local</i>	I 537					
	Effective Step	ntice - PIPEFITTER - Local ve Date - 03/01/2016 percent	1537 Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	Effective Step	ve Date - 03/01/2016		Health	Pension \$7.50		\$36.88	
	Effective Step 1	percent 40 45	Apprentice Base Wage		\$7.50 \$18.14	\$0.00 \$0.00	\$36.88 \$49.98	
	Step 1 2 3	ve Date - 03/01/2016 percent	Apprentice Base Wage \$19.68	\$9.70	\$7.50	Unemployment \$0.00	\$36.88	
	Step 1 2 3 4	percent 40 45	Apprentice Base Wage \$19.68 \$22.14	\$9.70 \$9.70	\$7.50 \$18.14	\$0.00 \$0.00	\$36.88 \$49.98	
	Step 1 2 3	ve Date - 03/01/2016 percent 40 45 60	Apprentice Base Wage \$19.68 \$22.14 \$29.51	\$9.70 \$9.70 \$9.70	\$7.50 \$18.14 \$18.14	\$0.00 \$0.00 \$0.00	\$36.88 \$49.98 \$57.35	
-	Effective Step 1 2 3 4 5	ve Date - 03/01/2016 percent 40 45 60 70	Apprentice Base Wage \$19.68 \$22.14 \$29.51 \$34.43	\$9.70 \$9.70 \$9.70 \$9.70 \$9.70	\$7.50 \$18.14 \$18.14 \$18.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$36.88 \$49.98 \$57.35 \$62.27	
-	Effective Step 1 2 3 4 5	ve Date - 03/01/2016 percent 40 45 60 70 80 ve Date - 09/01/2016	\$19.68 \$22.14 \$29.51 \$34.43 \$39.35	\$9.70 \$9.70 \$9.70 \$9.70 \$9.70	\$7.50 \$18.14 \$18.14 \$18.14 \$18.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$36.88 \$49.98 \$57.35 \$62.27 \$67.19	
-	Step 1 2 3 4 5 Effective Step	ve Date - 03/01/2016 percent 40 45 60 70 80 ve Date - 09/01/2016 percent	\$19.68 \$22.14 \$29.51 \$34.43 \$39.35 Apprentice Base Wage	\$9.70 \$9.70 \$9.70 \$9.70 \$9.70	\$7.50 \$18.14 \$18.14 \$18.14 \$18.14 Pension	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$36.88 \$49.98 \$57.35 \$62.27 \$67.19	
-	Step 1 2 3 4 5 Effective Step 1	ve Date - 03/01/2016 percent 40 45 60 70 80 ve Date - 09/01/2016 percent 40	Apprentice Base Wage \$19.68 \$22.14 \$29.51 \$34.43 \$39.35 Apprentice Base Wage \$20.08	\$9.70 \$9.70 \$9.70 \$9.70 \$9.70 Health	\$7.50 \$18.14 \$18.14 \$18.14 \$18.14 Pension \$7.50	Supplemental Unemployment	\$36.88 \$49.98 \$57.35 \$62.27 \$67.19 Total Rate \$37.28	
-	Effective Step 1 2 3 4 5 Effective Step 1 2	ve Date - 03/01/2016 percent 40 45 60 70 80 ve Date - 09/01/2016 percent 40 45	\$19.68 \$22.14 \$29.51 \$34.43 \$39.35 Apprentice Base Wage \$20.08 \$22.59	\$9.70 \$9.70 \$9.70 \$9.70 \$9.70 Health \$9.70 \$9.70	\$7.50 \$18.14 \$18.14 \$18.14 \$18.14 Pension \$7.50 \$18.14	Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$36.88 \$49.98 \$57.35 \$62.27 \$67.19 Total Rate \$37.28 \$50.43	
-	Step 1 2 3 4 5 Effective Step 1 2 3	ve Date - 03/01/2016 percent 40 45 60 70 80 ve Date - 09/01/2016 percent 40 45 60	Apprentice Base Wage \$19.68 \$22.14 \$29.51 \$34.43 \$39.35 Apprentice Base Wage \$20.08 \$22.59 \$30.11	\$9.70 \$9.70 \$9.70 \$9.70 \$9.70 Health \$9.70 \$9.70 \$9.70 \$9.70	\$7.50 \$18.14 \$18.14 \$18.14 \$18.14 Pension \$7.50 \$18.14 \$18.14	Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$36.88 \$49.98 \$57.35 \$62.27 \$67.19 Total Rate \$37.28 \$50.43 \$57.95	
	Effective Step 1 2 3 4 5 Effective Step 1 2 3 4	ve Date - 03/01/2016 percent 40 45 60 70 80 ve Date - 09/01/2016 percent 40 45 60 70 80	Apprentice Base Wage \$19.68 \$22.14 \$29.51 \$34.43 \$39.35 Apprentice Base Wage \$20.08 \$22.59 \$30.11 \$35.13 \$40.15	\$9.70 \$9.70 \$9.70 \$9.70 \$9.70 Health \$9.70 \$9.70 \$9.70	\$7.50 \$18.14 \$18.14 \$18.14 \$18.14 Pension \$7.50 \$18.14 \$18.14	Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$36.88 \$49.98 \$57.35 \$62.27 \$67.19 Total Rate \$37.28 \$50.43 \$57.95	
	Effective Step 1 2 3 4 5 Effective Step 1 2 3 4 5	ve Date - 03/01/2016 percent 40 45 60 70 80 ve Date - 09/01/2016 percent 40 45 60 70 80 *** 1:3; 3:15; 1:10 thereafter Refrig/AC Mechanic ***1:1;	Apprentice Base Wage \$19.68 \$22.14 \$29.51 \$34.43 \$39.35 Apprentice Base Wage \$20.08 \$22.59 \$30.11 \$35.13 \$40.15	\$9.70 \$9.70 \$9.70 \$9.70 \$9.70 Health \$9.70 \$9.70 \$9.70 \$9.70	\$7.50 \$18.14 \$18.14 \$18.14 \$18.14 Pension \$7.50 \$18.14 \$18.14 \$18.14	Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$36.88 \$49.98 \$57.35 \$62.27 \$67.19 Total Rate \$37.28 \$50.43 \$57.95	
	Effective Step 1 2 3 4 5 Effective Step 1 2 3 4 5	ve Date - 03/01/2016 percent 40 45 60 70 80 ve Date - 09/01/2016 percent 40 45 60 70 80 ** 1:3; 3:15; 1:10 thereafter	Apprentice Base Wage \$19.68 \$22.14 \$29.51 \$34.43 \$39.35 Apprentice Base Wage \$20.08 \$22.59 \$30.11 \$35.13 \$40.15 7 / Steps are 1 yr. \$1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1	\$9.70 \$9.70 \$9.70 \$9.70 \$9.70 Health \$9.70 \$9.70 \$9.70 \$9.70	\$7.50 \$18.14 \$18.14 \$18.14 \$18.14 Pension \$7.50 \$18.14 \$18.14 \$18.14	Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$36.88 \$49.98 \$57.35 \$62.27 \$67.19 Total Rate \$37.28 \$50.43 \$57.95 \$62.97 \$67.99	
	Effective Step 1 2 3 4 5 Effective Step 1 2 3 4 5 Notes:	ve Date - 03/01/2016 percent 40 45 60 70 80 ve Date - 09/01/2016 percent 40 45 60 70 80 *** 1:3; 3:15; 1:10 thereafter Refrig/AC Mechanic ***1:1;	Apprentice Base Wage \$19.68 \$22.14 \$29.51 \$34.43 \$39.35 Apprentice Base Wage \$20.08 \$22.59 \$30.11 \$35.13 \$40.15	\$9.70 \$9.70 \$9.70 \$9.70 \$9.70 Health \$9.70 \$9.70 \$9.70 \$9.70 \$9.70	\$7.50 \$18.14 \$18.14 \$18.14 \$18.14 Pension \$7.50 \$18.14 \$18.14 \$18.14 \$18.14	Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$36.88 \$49.98 \$57.35 \$62.27 \$67.19 Total Rate \$37.28 \$50.43 \$57.95	

Classification				Effective Dat	e Base Wago	e Health		Supplemental Unemployment	Total Rate
LUMBERS & CASE				03/01/2016	\$51.36	\$11.07	\$15.14	\$0.00	\$77.57
LUMBERS & GASF	11 IERS LOCA	L 12		09/01/2016	\$52.41	\$11.07	\$15.14	\$0.00	\$78.62
				03/01/2017	\$53.41	\$11.07	\$15.14	\$0.00	\$79.62
		- PLUMBER/GASFITTE	CR - Local 12						
	Effective D Step per	ate - 03/01/2016 cent	Apprent	ice Base Wage	Health	Pension	Supplementa Unemploymen		
-	1 35			\$17.98	\$11.07	\$5.63	\$0.00	\$34.68	
	2 40			\$20.54	\$11.07	\$6.37	\$0.00	\$37.98	
	3 55			\$28.25	\$11.07	\$8.56	\$0.00	\$47.88	
	4 65			\$33.38	\$11.07	\$10.03	\$0.00	\$54.48	
	5 75			\$38.52	\$11.07	\$11.48	\$0.00	\$61.07	,
	Effective D	nate - 09/01/2016	Apprent	ice Base Wage	Health	Pension	Supplementa Unemploymen		;
•	1 35			\$18.34	\$11.07	\$5.63	\$0.0	35.04	
	2 40)		\$20.96	\$11.07	\$6.36	\$0.0	38.39	1
	3 55	•		\$28.83	\$11.07	\$8.55	\$0.0	0 \$48.45	•
	4 65	;		\$34.07	\$11.07	\$10.02	\$0.0	0 \$55.16	,
	5 75	i		\$39.31	\$11.07	\$11.48	\$0.0	0 \$61.86	<u>, </u>
27	Ste	1:2; 2:6; 3:10; 4:14; 5:19/S p4 with lic\$57.78 Step5 wi to Journeyworker Ratio	ith lic\$64.37	a amana manar emerer n	THE PERSON NAMED IN		Accordance additions a service	Milliand Manager Service Property and Proper	
NEUMATIC C			•	03/01/2016	5 \$49.19	\$9.70	\$18.14	\$0.00	\$77.03
IPEFITTERS LOCA		(IIIII.)		09/01/2016			\$18.14	\$0.00	\$78.03
				03/01/2010			\$18.14	\$0.00	\$79.03
For apprentice r	rates see "Appr	entice- PIPEFITTER" or "PLUMI	BER/PIPEFITTER"	03/01/2017	ф. 31.19	Φ 9.7 0	\$10.1 +	\$0.00	\$13.03
NEUMATIC D	RILL/TOO	L OPERATOR		12/01/2015	\$35.60	\$7.45	\$13.55	\$0.00	\$56.60
ABORERS - ZONE	I			06/01/2016	5 \$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 r	rates see "Appi	entice- LABORER"							
OWDERMAN ABORERS - ZONE		ER		12/01/2015	\$36.35	\$7.45	\$13.55	\$0.00	\$57.35
ADOMENIA - ZONE	1			06/01/2016	\$37.10	\$7.45	\$13.55	\$0.00	\$58.10
		. A ADONEMI		12/01/2016	5 \$38.10	\$7.45	\$13.55	\$0.00	\$59.10
		rentice- LABORER" CK/TRENCHING MACHI	NE	12/01/201:	5 \$43.73	\$10.00	\$14.90	\$0.00	\$68.63
PERATING ENGIN				06/01/2016				\$0.00	\$69.38
				12/01/2010				\$0.00	\$70.63
				06/01/201				\$0.00	\$71.63
				12/01/201				\$0.00	\$72.63
For apprentice:	rates see "App	rentice- OPERATING ENGINEER	RS"	IM OTIAUT	. ψί7./3	Ψ. Ι. Ι. Ι	42.00	*****	4.2

Issue Date: 04/20/2016 Wage Request Number: 20160420-053 Page 25 of 35

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE)	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
	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"				.,		
PUMP OPERATOR (DEWATERING, OTHER)	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
	12/01/2017	\$32.90	\$10.00	\$14.90	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/10	07/01/2015	\$27.88	\$7.98	\$8.92	\$0.00	\$44.78
(Drivers Hired After 4/30/2010) TEAMSTERS LOCAL 25c	05/01/2016	\$28.03	\$7.98	\$9.31	\$0.00	\$45.32
	07/01/2016	\$28.03	\$8.23	\$9.31	\$0.00	\$45.57
	05/01/2017	\$28.18	\$8.23	\$9.72	\$0.00	\$46.13
	07/01/2017	\$28.18	\$8.48	\$9.72	\$0.00	\$46.38
READY-MIX CONCRETE DRIVER	07/01/2015	\$29.18	\$7.98	\$8.92	\$0.00	\$46.08
TEAMSTERS LOCAL 25c	05/01/2016	\$29.33	\$7.98	\$9.31	\$0.00	\$46.62
	07/01/2016	\$29.33	\$8.23	\$9.31	\$0.00	\$46.87
	05/01/2017	\$29.48	\$8.23	\$9.72	\$0.00	\$47.43
	07/01/2017	\$29.48	\$8.48	\$9.72	\$0.00	\$47.68
RECLAIMERS	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"						
RESIDENTIAL 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 Carpenter classification applies	05/01/2011	\$24.24	\$6.34	\$6.23	\$0.00	\$36.81

^{**} The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. CARPENTERS -ZONE 2 (Residential Wood)

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

Issue Date: 04/20/2016 Wage Request Number: 20160420-053 Page 26 of 35

Total Rate

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		anna aga ga aga aga kantan anggar kathaw sanana samana		and the second second seconds	, principles principles services	

Apprentice to Journeyworker Ratio:1:5

**						
RIDE-ON MOTORIZED BUGGY OPERATOR	12/01/2015	\$35.60	\$7.45	\$13.55	\$0.00	\$56.60
LABORERS - ZONE I	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"						
ROLLER/SPREADER/MULCHING MACHINE	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"						
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg) ROOFERS LOCAL 33	02/01/2016	\$40.11	\$11.00	\$12.90	\$0.00	\$64.01

Apprentice - ROOFER - Local 33

Effecti	ve Date -	02/01/2016				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$20.06	\$11.00	\$3.39	\$0.00	\$34.45
2	60		\$24.07	\$11.00	\$12.90	\$0.00	\$47.97
3	65		\$26.07	\$11.00	\$12.90	\$0.00	\$49.97
4	75		\$30.08	\$11.00	\$12.90	\$0.00	\$53.98
5	85		\$34.09	\$11.00	\$12.90	\$0.00	\$57.99

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

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE 02/01/2016 \$40.36 \$11.00 \$12.90 \$0.00 \$64.26 ROOFERS LOCAL 33

For apprentice rates see "Apprentice- ROOFER"

Issue Date: 04/20/2016 Wage Request Number: 20160420-053 Page 27 of 35

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER	02/01/2016	\$43.31	\$10.70	\$21.95	\$2.28	\$78.24
SHEETMETAL WORKERS LOCAL 17 - A	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

Amprontico	SHEET METAL WORKER - Local	17_4
Abbreutte -	BILLET METAL " OMMEN - LOCAL	1/-/1

Effect Step	ive Date - percent	02/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40		\$17.32	\$10.70	\$4.90	\$0.00	\$32.92
2	40		\$17.32	\$10.70	\$4.90	\$0.00	\$32.92
3	45		\$19.49	\$10.70	\$9.79	\$1.20	\$41.18
4	45		\$19.49	\$10.70	\$9.79	\$1.20	\$41.18
5	50		\$21.66	\$10.70	\$10.65	\$1.29	\$44.30
6	50		\$21.66	\$10.70	\$10.90	\$1.30	\$44.56
7	60		\$25.99	\$10.70	\$12.37	\$1.47	\$50.53
8	65		\$28.15	\$10.70	\$13.24	\$1.56	\$53.65
9	75		\$32.48	\$10.70	\$14.97	\$1.74	\$59.89
10	85		\$36.81	\$10.70	\$16.18	\$1.91	\$65.60
Effect	ive Date -	08/01/2016				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
l	40		\$17.78	\$10.70	\$4.90	\$0.00	\$33.38
2	40		\$17.78	\$10.70	\$4.90	\$0.00	\$33.38
3	45		\$20.01	\$10.70	\$9.79	\$1.22	\$41.72
4	45		\$20.01	\$10.70	\$9.79	\$1.22	\$41.72
5	50		\$22.23	\$10.70	\$10.65	\$1.31	\$44.89
6	50		\$22.23	\$10.70	\$10.90	\$1.31	\$45.14
7	60		\$26.68	\$10.70	\$12.37	\$1.49	\$51.24
8	65		\$28.90	\$10.70	\$13.24	\$1.59	\$54.43
9	75		\$33.35	\$10.70	\$14.97	\$1.77	\$60.79
	85		\$37.79	\$10.70	\$16.18	\$1.94	\$66.61
10						· · ·	
10 Notes	: Steps are	Anna Mariana Anna Anna Anna Anna Anna Anna Anna					

\$39.93

 SIGN ERECTOR
 06/01/2013
 \$25.81
 \$7.07
 \$7.05
 \$0.00

 PAINTERS LOCAL 35 - ZONE 2

Issue Date: 04/20/2016 Wage Request Number: 20160420-053 Page 28 of 35

Effective Date Base Wage Health Pension Supplemental Total Rate Unemployment

		ntice - SIGN ERECTOR - Local 35 ive Date - 06/01/2013 percent	Apprentice Base Wage	Health	Pei	nsion	Supplemental Unemployment	Total	l Rate
	1	50	\$12.91	\$7.07		50.00	\$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	5	\$2.45	\$0.00	\$	26.30
	5	70	\$18.07	\$7.07	5	\$7.05	\$0.00	\$	32.19
	6	75	\$19.36	\$7.07	9	\$7.05	\$0.00	\$	33.48
	7	80	\$20.65	\$7.07	5	\$7.05	\$0.00	\$	34.77
	8	85	\$21.94	\$7.07	9	\$7.05	\$0.00	\$	36.06
	9	90	\$23.23	\$7.07	;	\$7.05	\$0.00	\$	37.35
	Notes						:		
		Steps are 4 mos.							*
	Appro	entice to Journeyworker Ratio:1:1	astronomic mention and account of the contract		····· .	12. VI . 11.			
		H MOVING EQUIP < 35 TONS	12/01/201	5 \$33	.04	\$10.41	\$10.08	\$0.00	\$53.53
TEAMSTERS JOIN	IT COUNC	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	3.54	\$10.91	\$10.89	\$0.00	\$55.34
		H MOVING EQUIP > 35 TONS	12/01/201	5 \$33	3.33	\$10.41	\$10.08	\$0.00	\$53.82
TEAMSTERS JOIN	NT COUN	CIL NO. 10 ZONE A	06/01/201	6 \$33	3.83	\$10.41	\$10.08	\$0.00	\$54.32
			08/01/201	6 \$33	3.83	\$10.91	\$10.08	\$0.00	\$54.82
			12/01/201	6 \$33	3.83	\$10.91	\$10.89	\$0.00	\$55.63
SPRINKLER I		- Livery	03/01/201	6 \$54	1.43	\$8.67	\$16.80	\$0.00	\$79.90
SPRINKLER FITT	ERS LOCA	AL 550 - (Section A) Zone I	10/01/201	6 \$55	5.53	\$8.67	\$16.80	\$0.00	\$81.00
			03/01/201	7 \$56	5.53	\$8.67	\$16.80	\$0.00	\$82.00

Classification

 Issue Date:
 04/20/2016
 Wage Request Number:
 20160420-053
 Page 29 of 35

Issue Date: 04/20/2016

Total Rate

Page 30 of 35

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1 03/01/2016 Effective Date -Supplemental Unemployment **Total Rate** Apprentice Base Wage Health Pension Step percent 1 35 \$19.05 \$8.67 \$8.55 \$0.00 \$36.27 2 \$0.00 \$38.99 40 \$21.77 \$8.67 \$8.55 3 \$0.00 \$41.71 45 \$8.67 \$8.55 \$24.49 \$44.44 50 \$27.22 \$8.67 \$8.55 \$0.00 5 55 \$29.94 \$8.55 \$0.00 \$47.16 \$8.67 60 \$32.66 \$8.67 \$8.55 \$0.00 \$49.88 \$52.60 \$8.55 \$0.00 65 \$35.38 \$8.67 8 \$0.00 \$55.32 \$38.10 \$8.55 70 \$8.67 9 \$0.00 \$58.04 75 \$40.82 \$8.67 \$8.55 10 80 \$8.55 \$0.00 \$60.76 \$43.54 \$8.67 10/01/2016 Effective Date -Supplemental **Total Rate** Apprentice Base Wage Health Pension Unemployment Step percent 1 35 \$8.67 \$8.55 \$0.00 \$36.66 \$19.44 2 \$0.00 \$39.43 \$8.55 40 \$22.21 \$8.67 3 45 \$8.67 \$8.55 \$0.00 \$42.21 \$24.99 4 \$8.55 \$0.00 \$44.99 50 \$27.77 \$8.67 5 \$47.76 55 \$30.54 \$8.67 \$8.55 \$0.00 6 \$8,55 \$0.00 \$50.54 60 \$33.32 \$8.67 7 \$53.31 65 \$36.09 \$8.67 \$8.55 \$0.00 8 \$56.09 70 \$38.87 \$8.67 \$8.55 \$0.00 9 75 \$41.65 \$8.67 \$8.55 \$0.00 \$58.87 10 80 \$44.42 \$8.67 \$8.55 \$0.00 \$61.64 Notes: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours Apprentice to Journeyworker Ratio:1:3 STEAM BOILER OPERATOR \$14.90 \$0.00 12/01/2015 \$43.31 \$10.00 \$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 \$14.90 \$0.00 \$71.18 06/01/2017 \$46.28 \$10.00 \$14.90 \$0.00 \$72.17 12/01/2017 \$47.27 \$10.00 For apprentice rates see "Apprentice- OPERATING ENGINEERS" TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN 12/01/2015 \$43.31 \$10.00 \$14.90 \$0.00 \$68.21 OPERATING ENGINEERS LOCAL 4 \$10.00 \$14.90 \$0.00 \$68.96 06/01/2016 \$44.06 \$14.90 \$0.00 \$70.19 12/01/2016 \$45.29 \$10.00 06/01/2017 \$10.00 \$14.90 \$0.00 \$71.18 \$46.28 12/01/2017 \$47.27 \$10.00 \$14.90 \$0.00 \$72.17 For apprentice rates see "Apprentice-OPERATING ENGINEERS" TELECOMMUNICATION TECHNICIAN 03/01/2016 \$34.63 \$13.00 \$14.55 \$0.00 \$62.18 ELECTRICIANS LOCAL 103

Wage Request Number:

20160420-053

Total Rate

\$10.18 \$19.22

\$0.00

\$79.67

Apprentice -	TELECOMMUNICATION TECHNICIAN - Local 103
--------------	------------------------------------------

		e Date - 03/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total R	ate
	1	40	\$13.85	\$13.00	\$0.42	\$0.00	\$27	.27
2	2	40	\$13.85	\$13.00	\$0.42	\$0.00	\$27	.27
3	3	45	\$15.58	\$13.00	\$11.52	\$0.00	\$40	.10
4	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
1	8	65	\$22.51	\$13.00	\$12.62	\$0.00	\$48	.13
9	9	70	\$24.24	\$13.00	\$12.90	\$0.00	\$50	.14
	10	75	\$25.97	\$13.00	\$13.17	\$0.00	\$52	.14
ľ	Notes:	And the second second second second second		Westernia Summer Street	······	<u> </u>		
- Andrews								and the second s
÷ A	Appren	tice to Journeyworker Ratio	:1:1		restance of the second of			
	RRAZZO FINISHERS		02/01/201	6 \$48.80	\$10.18	\$19.14	\$0.00	\$78.12
ICKLAYERS LOCA	LAYERS LOCAL 3 - MARBLE & TILE		08/01/201	6 \$49.70	\$10.18	\$19.22	\$0.00	\$79.10

02/01/2017

\$50.27

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

e rrect i Step	ive Date - percent	02/01/2016	Apprentice Base Wage	Health	Pension	Supplemental 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
Effect	ive Date -	08/01/2016				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$24.85	\$10.18	\$19,22	\$0.00	\$54.25
2	60		\$29.82	\$10.18	\$19.22	\$0.00	\$59.22
3	70		\$34.79	\$10.18	\$19.22	\$0.00	\$64.19
4	80		\$39.76	\$10.18	\$19.22	\$0.00	\$69.16
5	90		\$44.73	\$10.18	\$19.22	\$0.00	\$74.13
Notes			remain white Admin Admin Williams	ANTONIO 61 TOTAL			
							mayangan wayangan

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING DRILLER	12/01/2015	\$36.70	\$7.45	\$13.75	\$0.00	\$57.90
LABORERS - FOUNDATION AND MARINE	06/01/2016	\$37.45	\$7.45	\$13.75	\$0.00	\$58.65
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$38.45	\$7.45	\$13.75	\$0.00	\$59.65
TEST BORING DRILLER HELPER	12/01/2015	\$35.42	\$7.45	\$13.75	\$0.00	\$56.62
ABORERS - FOUNDATION AND MARINE	06/01/2016	\$35.42 \$36.17	\$7.45 \$7.45	\$13.75	\$0.00	\$57.37
	12/01/2016	\$30.17 \$37.17	\$7.45	\$13.75	\$0.00	\$57.37 \$58.37
For apprentice rates see "Apprentice- LABORER"	12/01/2010	Φ37.17	Φ1.43	\$15.75	\$0,00	фJG.J7
TEST BORING LABORER	12/01/2015	\$35.30	\$7.45	\$13.75	\$0.00	\$56.50
LABORERS - FOUNDATION AND MARINE	06/01/2016	\$36.05	\$7.45	\$13.75	\$0.00	\$57.25
The state of the popular	12/01/2016	\$37.05	\$7.45	\$13.75	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER" FRACTORS/PORTABLE STEAM GENERATORS	10/01/0015	042.21	#10.00	\$14.90	\$0.00	¢60 01
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.31	\$10.00	\$14.90 \$14.90	\$0.00	\$68.21
	06/01/2016	\$44.06	\$10.00	\$14.90 \$14.90	\$0.00	\$68.96
	12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19 \$71.18
	06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	⊅/2.1 /
TRAILERS FOR EARTH MOVING EQUIPMENT	12/01/2015	\$33.62	\$10.41	\$10.08	\$0.00	\$54.11
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2016	\$34.12	\$10.41	\$10.08	\$0.00	\$54.61
	08/01/2016	\$34.12	\$10.91	\$10.08	\$0.00	\$55.11
	12/01/2016	\$34.12	\$10.91	\$10.89	\$0.00	\$55.92
TUNNEL WORK - COMPRESSED AIR	12/01/2015	\$47.58	\$7.45	\$14.15	\$0.00	\$69.18
LABORERS (COMPRESSED AIR)	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"	min					
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/01/2015	\$49.58	\$7.45	\$14.15	\$0.00	\$71.18
LABORERS (COMPRESSED AIR)	06/01/2016	\$50.33	\$7.45	\$14.15	\$0.00	\$71.93
- LANGETTIN	12/01/2016	\$51.33	\$7.45	\$14.15	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"					60.00	0/10#
TUNNEL WORK - FREE AIR Laborers (free air tunnel)	12/01/2015	\$39.65	\$7.45	\$14.15		\$61.25
	06/01/2016	\$40.40	\$7.45	\$14.15		\$62.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$41.40	\$7.45	\$14.15	\$0.00	\$63.00
TUNNEL WORK - FREE AIR (HAZ. WASTE)	12/01/2015	\$41.65	\$7.45	\$14.15	\$0.00	\$63.25
LABORERS (FREE AIR TUNNEL)	06/01/2016	\$42.40	\$7.45	\$14.15		\$64,00
	12/01/2016	\$43,40	\$7.45	\$14.15		\$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL	12/01/2015	\$33.04	\$10.41	\$10.08	\$0.00	\$53.53
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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	12/01/2015	\$35.60	\$7.45	\$13.55	\$0.00	\$56.60
LABORERS - ZONE I	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"						

 Issue Date:
 04/20/2016
 Wage Request Number:
 20160420-053
 Page 32 of 35

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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
03/01/2016	\$51.36	\$11.07	\$15.14	\$0.00	\$77.57
09/01/2016	\$52.41	\$11.07	\$15.14	\$0.00	\$78.62
03/01/2017	\$53.41	\$11.07	\$15.14	\$0.00	\$79.62
GASFITTER"					

08/30/2015					\$35.14
08/28/2016	\$26.61	\$7.50	\$1.80	\$0.00	\$35.91
09/03/2017	\$27.14	\$7.75	\$1.81	\$0.00	\$36.70
			00.15	0.00	
					\$52.35
08/28/2016	\$37.70	\$7.50			\$54.07
09/03/2017	\$38.45	\$7.75	\$9.53	\$0.00	\$55.73
				40.00	
					\$46.05
08/28/2016	\$31.05	\$7.50			\$47.44
09/03/2017	\$31,66	\$7.75	\$9.44	\$0.00	\$48.85
			61.70	60.00	***
					\$32.90
					\$33.62
09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
00/20/2015	M2.6.00	ድም ጋደ	£12.20	\$0.00	\$56,52
					• • •
					\$58.15
09/03/2017	\$38.45	\$7.75	\$13.61	\$0.00	\$59.81
09/20/2015	£22.62	\$7.25	\$0.05	90.00	\$48.93
					\$50.39
09/03/2017	\$33.92	\$7.75	\$10.21	\$0.00	\$51.88
08/30/2015	\$23.03	\$7.25	\$1.72	\$0.00	\$32.90
					\$33.62
					\$33.32
0 3 /03/201/	\$ 24.88	⊅1.13	φ1./3	φυ.υν	ф34.36
08/30/2015	\$10.58	\$7.25	\$1.59	\$0.00	\$28.42
					\$29.06
					\$29.71
V 3 /V3/Z01/	Ф 20.33	φ1.13	Ψ1.01	Ψυ.υυ	φΔ7./1
08/30/2015	\$43.51	\$7.25	\$15.06	\$0,00	\$65.82
					\$67.68
					\$69.59
U9/U3/ZU1/	\$43.23	⊅1./ ⊃	φ10.01	φ υ. υυ	φ07. <i>33</i>
	12/01/2015 06/01/2016 12/01/2016 06/01/2017 12/01/2017 03/01/2016 09/01/2016 03/01/2017 GASFITTER" 08/30/2015 08/28/2016 09/03/2017 08/30/2015 08/28/2016 09/03/2017	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 03/01/2016 \$51.36 09/01/2016 \$52.41 03/01/2017 \$53.41 GASFITTER" 08/30/2015 \$26.11 08/28/2016 \$26.61 09/03/2017 \$27.14 08/30/2015 \$36.98 08/28/2016 \$37.70 09/03/2017 \$38.45 08/30/2015 \$30.46 08/28/2016 \$31.05 09/03/2017 \$31.66 08/30/2015 \$23.93 08/28/2016 \$24.39 09/03/2017 \$24.88 08/30/2015 \$36.98 08/28/2016 \$24.39 09/03/2017 \$33.45 08/30/2015 \$33.93 08/28/2016 \$24.39 09/03/2017 \$33.45 08/30/2015 \$33.26 09/03/2017 \$33.45 08/30/2015 \$33.26 09/03/2017 \$33.92 08/30/2015 \$33.26 09/03/2017 \$33.92 08/30/2015 \$33.93 08/28/2016 \$37.70 09/03/2017 \$33.92 08/30/2015 \$32.63 08/28/2016 \$33.26 09/03/2017 \$33.92 08/30/2015 \$32.63 08/28/2016 \$33.26 09/03/2017 \$33.92 08/30/2015 \$32.63 08/28/2016 \$33.26 09/03/2017 \$33.92	12/01/2015 \$43.73 \$10.00 06/01/2016 \$44.48 \$10.00 12/01/2016 \$45.73 \$10.00 06/01/2017 \$46.73 \$10.00 12/01/2017 \$47.73 \$10.00 03/01/2016 \$51.36 \$11.07 09/01/2016 \$52.41 \$11.07 03/01/2017 \$53.41 \$11.07 03/01/2017 \$53.41 \$11.07 GASFITTER" 08/30/2015 \$26.11 \$7.25 08/28/2016 \$26.61 \$7.50 09/03/2017 \$27.14 \$7.75 08/30/2015 \$36.98 \$7.25 08/28/2016 \$37.70 \$7.50 09/03/2017 \$38.45 \$7.75 08/30/2015 \$30.46 \$7.25 08/28/2016 \$31.05 \$7.50 09/03/2017 \$31.66 \$7.75 08/30/2015 \$23.93 \$7.25 08/28/2016 \$24.39 \$7.50 09/03/2017 \$24.88 \$7.75 08/30/2015 \$36.98 \$7.25 08/28/2016 \$37.70 \$7.50 09/03/2017 \$33.46 \$7.50 09/03/2017 \$33.46 \$7.75 08/30/2015 \$23.93 \$7.25 08/28/2016 \$24.39 \$7.50 09/03/2017 \$24.88 \$7.75 08/30/2015 \$36.98 \$7.25 08/28/2016 \$37.70 \$7.50 09/03/2017 \$33.45 \$7.75 08/30/2015 \$33.26 \$7.50 09/03/2017 \$33.92 \$7.75 08/30/2015 \$32.63 \$7.25 08/28/2016 \$33.26 \$7.50 09/03/2017 \$33.92 \$7.75 08/30/2015 \$23.93 \$7.25 08/28/2016 \$33.26 \$7.50 09/03/2017 \$24.88 \$7.75 08/30/2015 \$32.63 \$7.25 08/28/2016 \$343.51 \$7.25 08/28/2016 \$19.96 \$7.50 09/03/2017 \$20.35 \$7.75	12/01/2015 \$43.73 \$10.00 \$14.90 06/01/2016 \$44.48 \$10.00 \$14.90 12/01/2016 \$45.73 \$10.00 \$14.90 06/01/2017 \$46.73 \$10.00 \$14.90 12/01/2017 \$47.73 \$10.00 \$14.90 03/01/2016 \$51.36 \$11.07 \$15.14 09/01/2016 \$52.41 \$11.07 \$15.14 03/01/2017 \$53.41 \$11.07 \$15.14 03/01/2017 \$53.41 \$11.07 \$15.14 03/01/2017 \$53.41 \$11.07 \$15.14 08/28/2016 \$26.61 \$7.50 \$1.80 09/03/2017 \$27.14 \$7.75 \$1.81 08/30/2015 \$36.98 \$7.25 \$8.12 08/28/2016 \$37.70 \$7.50 \$8.87 09/03/2017 \$38.45 \$7.75 \$9.53 08/30/2015 \$30.46 \$7.25 \$8.34 08/28/2016 \$31.05 \$7.50 \$8.89 09/03/2017 \$31.66 \$7.75 \$9.44 08/30/2015 \$23.93 \$7.25 \$1.72 08/28/2016 \$24.39 \$7.50 \$1.73 09/03/2017 \$24.88 \$7.75 \$12.29 08/28/2016 \$37.70 \$7.50 \$12.95 09/03/2017 \$38.45 \$7.75 \$13.61 08/30/2015 \$36.98 \$7.25 \$1.72 08/28/2016 \$24.39 \$7.50 \$1.73 09/03/2017 \$24.88 \$7.75 \$13.61 08/30/2015 \$33.63 \$7.25 \$1.72 08/28/2016 \$37.70 \$7.50 \$12.95 09/03/2017 \$33.45 \$7.75 \$13.61 08/30/2015 \$33.69 \$7.25 \$1.72 08/28/2016 \$37.70 \$7.50 \$12.95 09/03/2017 \$33.45 \$7.75 \$13.61 08/30/2015 \$32.63 \$7.25 \$9.05 08/28/2016 \$33.26 \$7.50 \$9.63 09/03/2017 \$33.92 \$7.75 \$10.21 08/30/2015 \$23.93 \$7.25 \$1.72 08/28/2016 \$33.26 \$7.50 \$9.63 09/03/2017 \$33.92 \$7.75 \$10.21 08/30/2015 \$23.93 \$7.25 \$1.72 08/28/2016 \$33.93 \$7.25 \$1.72 08/28/2016 \$33.93 \$7.25 \$1.72 08/30/2015 \$23.93 \$7.25 \$1.72 08/28/2016 \$33.93 \$7.25 \$1.72 08/30/2017 \$33.92 \$7.75 \$10.21 08/30/2015 \$23.93 \$7.25 \$1.72 08/28/2016 \$24.39 \$7.50 \$1.73 09/03/2017 \$33.92 \$7.75 \$10.21	12/01/2015 343.73 \$10.00 \$14.90 \$0.00

Issue Date: 04/20/2016 Wage Request Number: 20160420-053 Page 33 of 35

\$0.00

\$3.55

\$0.00

\$19.87

OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104

OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104

TREE TRIMMER GROUNDMAN

This classification does not apply to wholesale tree removal.

	Step	ve Date - 08/30/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	2
	1	60	\$26.11	\$7.25	\$3.28	\$0.00	\$36.6	1
	2	65	\$28.28	\$7.25	\$3.35	\$0.00	\$38.88	3
	3	70	\$30.46	\$7.25	\$3.41	\$0.00	\$41.12	2
	4	75	\$32.63	\$7.25	\$4.98	\$0.00	\$44.80	5
	5	80	\$34.81	\$7.25	\$5.04	\$0.00	\$47.10)
	6	85	\$36.98	\$7.25	\$5.11	\$0.00	\$49.3	4
	7	90	\$39.16	\$7.25	\$7.17	\$0.00	\$53.5	8
		ive Date - 08/28/2016	Annuantics Dags Wags	Y Ion lab	Pension	Supplemental Unemployment	Total Rat	
	Step	percent	Apprentice Base Wage					
	1	60	\$26.61	\$7.50	\$3.30	\$0.00	\$37.4	
	2	65	\$28.83	\$7.50	\$3.36	\$0.00	\$39.6	
	3	70	\$31.05	\$7.50	\$3.43	\$0.00	\$41.9	
	4	75	\$33.26	\$7.50	\$5.00	\$0.00	\$45.7	
	5	80	\$35.48	\$7.50	\$5.06	\$0.00	\$48.0	4
	6	85	\$37.70	\$7.50	\$5.13	\$0.00	\$50.3	3
	7	90	\$39.92	\$7.50	\$7.20	\$0.00	\$54.6	2
	Notes	The second of the second secon	Company Section 1997	V/95/// 5-9///9	The second secon	American alternation of growing and		
	vocament.					January 18, 18, 1882 - 7, 1992 - 1992	(1980)	
	Appro	entice to Journeyworker Ratio:1	:2					
EDATA C.		SPLICER DRKERS - EAST LOCAL 104	01/01/201	5 \$28.98	\$4.25	\$3.12	\$0.00	\$36.3
		N/EQUIPMENT OPERATOR ORKERS - EAST LOCAL 104	01/01/201	5 \$27.31	\$4.25	\$3.07	\$0.00	\$34.6
		N/INSTALLER/TECHNICIAN ORKERS - EAST LOCAL 104	01/01/201	6 \$27.31	\$4.25	\$3.07	\$0.00	\$34.6
	ER		01/31/201	6 \$18.51	l \$3.55	\$0.00	\$0.00	\$22.0

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground.

Page 34 of 35 Issue Date: 04/20/2016 Wage Request Number: 20160420-053

01/31/2016

\$16.32

Classification Effective Date Base Wage Health Pension Supplemental Total Rate
Unemployment

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.

Issue Date: 04/20/2016 Wage Request Number: 20160420-053 Page 35 of 35