

CONTRACT FOR
BITUMINOUS CONCRETE ROADWAY REPAIRS/
VARIOUS LOCATIONS

BID # 18 - 06



TOWN OF ARLINGTON

730 Massachusetts Avenue

Arlington, MA 02476

DEPARTMENT OF PUBLIC WORKS
TOWN OF ARLINGTON MASSACHUSETTS
INVITATION TO BID # 18 - 06
BITUMINOUS CONCRETE ROADWAY REPAIRS/VARIOUS LOCATIONS

Sealed bids are invited and will be received by the Town Manager, Town of Arlington, Massachusetts, until **10:30 A.M., Thursday, July 19, 2018** at the Office of the Purchasing Agent, Town Hall, Arlington, Massachusetts 02476, at which time and place they will be publicly opened and read.

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

Specifications and proposal forms will be available at the Office of the Purchasing Agent, Town Hall, Arlington, Massachusetts. All bids must be in sealed envelopes plainly marked: **BID ON: BID # 18 - 06: BITUMINOUS CONCRETE ROADWAY REPAIRS /VARIOUS LOCATIONS, THURSDAY, JULY 19, 2018 AT 10:00 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 crack sealing of bituminous concrete pavement at various locations in the Town of Arlington.

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

All proposals to include prices in both writing and in figures, and must be signed by the bidder with his business address.

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

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

OSHA Construction Training Required: As of July 1, 2006, under M.G.L. – Chapter 30, Section 39s, any person, submitting a bid for, or signing a contract to work on, the construction, reconstruction, alteration, remodeling or repair of any public work by the Commonwealth of Massachusetts/Town of Arlington, and estimated by the awarding Authority to cost more than

\$10,000, shall certify on the Bid or Contract, under penalty of perjury, that all employees to be employed at the work will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration

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

TOWN OF ARLINGTON

Adam W. Chapdelaine
Town Manager

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 # 18 - 06 BITUMINOUS CONCRETE ROADWAY REPAIRS/VARIOUS LOCATIONS.**

3. Bid Security

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

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

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

4. Time of Completion

The bidder must agree to commence work within 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 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 their bid.

10. Omissions, Discrepancies, Interpretations and Addenda

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

11. Record of Address

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

12. Massachusetts Sales and Use Tax

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

13. State Tax Affidavit

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

14. Minimum Wage Rates

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

15. Sub-bids

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

16. All bidders shall submit the following supplemental information with a fee proposal:

- a. Name, address and phone number of a minimum of three (3) references that can vouch for the performance of the bidder
- b. Proof of Liability and Worker's Compensation Insurance Coverage
- c. Completed tax attestation form
- d. Bid deposit

II LOCATION OF WORK

1. Proposed scope of work locations will be on various streets and intersections and as directed by the Arlington Engineering Division.

III PROPOSAL

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

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

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

IV SCOPE OF WORK

1. Cut and Patch

The work under this contract consists of furnishing all necessary labor, materials, equipment and services to saw cut, excavate, prepare the subbase, and repave sections of bituminous concrete pavement that has failed. The contractor is required to excavate down as far as needed to create a suitable subbase for the pavement.

2. General

All work done under this contract shall be in conformance with the Commonwealth of Massachusetts Department of Public Works STANDARD SPECIFICATIONS FOR HIGHWAYS AND BRIDGES DATED 1988, THE SUPPLEMENTAL SPECIFICATIONS DATED JUNE 26, 1989, THE SUPPLEMENTAL SPECIFICATIONS DATED AUGUST 7, 1991, THE 1977 CONSTRUCTION STANDARDS, THE 1988 MANUAL ON UNIFORM TRAFFIC CONTROL DEVICES, the 1981 STANDARD DRAWINGS FOR SIGNS AND SUPPORTS, and these SPECIAL PROVISIONS.

V SPECIAL PROVISIONS

SECTION 472 HOT MIX ASPHALT FOR MISCELLANEOUS WORK

SUBSECTION 472.60 CONSTRUCTION METHODS

Add the following at the end of this subsection:

Patching

Patching is used to remove isolated failed areas of pavement & sub-base. Patching shall consist of neatly & squarely cutting existing pavement, removal & disposal of existing base to a depth of 12", installation of 12" of compacted gravel, paving with 2-1/2" binder course & 1-1/2" top course, and sand sealing joints.

A paving machine shall be used in areas greater than six (6') wide.

Bituminous Concrete for Patching: All materials for bituminous concrete for patching as listed in Section 472 of the Standard Specifications shall conform to the requirements of Division III thereof, as applicable.

The mixture for pavement patching material shall conform to the requirements for "Patching Mix" in Table A of the job Mix Formula specified in Subsection M3.11.03 of Division III of the Standard Specifications.

Gravel Borrow: Gravel borrow for construction of gravel base shall conform to the requirements of Subsection M1.03.0 Type B of the Standard Specifications.

Grind and Inlay

The work to be done consists of excavating Bituminous Pavement by cold planer in designated areas to improve paved trenches and areas of disintegrating top coat, then replacing said areas with 1 1/2 inch of new bituminous.

The cold planer shall be capable of planning both the bituminous pavements and cement concrete patches if the latter should be encountered in bituminous pavements. The cold planer shall be equipped with all necessary safety devices such as flashing lights and backup signal so as to operate in traffic with complete safety.

Contractor shall furnish auxiliary milling equipment for clean-up work along curbs and around casting. Work area will be left clean and free from debris at the end of each day. Prices quoted shall include milling, loading, trucking, sweeping, and final clean-up.

The use of planning equipment mounted on pneumatic tires will be permitted only for clean-up work.

Milled material will become the property of the contractor and will be disposed of off site. Depth of Planning cut will average 1-1/2 to 2 inches. Contractor will be responsible for damage to existing castings resulting from his operation unless such castings (water gates e.g.) have previously been paved over and are therefore not visible on surface.

A paving machine shall be used in areas greater than six (6') wide.

Bituminous Concrete for Inlay: All bituminous concrete materials used for Grind and Inlay shall be the same as for patching, as listed in Section 472 of the Standard Specifications and shall conform to the requirements of Division III thereof, as applicable.

The mixture for pavement patching material used for Grind and Inlay, shall conform to the requirements for "Patching Mix" in Table A of the job Mix Formula specified in Subsection M3.11.03 of Division III of the Standard Specifications.

SUBSECTION 472.80 METHOD OF MEASUREMENT

Add the following at the end of this subsection:

All punch list items such as driveway aprons, berm pads, etc, must be completed two weeks after wearing course has been placed.

Sawcutting, jacking or milling of existing pavement to the excavation limits for patching shall be considered incidental to the cost of Item 472, Hot Mix Asphalt for Miscellaneous Work with no additional measurement or payment.

SUBSECTION 472.82 PAYMENT ITEMS

Add the following at the end of this subsection:

| | | |
|------------|-----------------|-------------|
| Item 472.1 | Patching | Square Yard |
| Item 472.4 | Grind and Inlay | Square Yard |

1. Definition of Terms

All reference to Department herein and in the Commonwealth of Massachusetts, Standard Specifications for Highways and Bridges, 1988, shall refer to the Owner" as the Department of Public Works of the Town of Arlington."

2. Accessibility:

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

The Contractor shall maintain access to all driveways at all times. If access to any driveways cannot be maintained, the Contractor shall notify the Engineer and persons affected, in writing, at least one (1) week in advance of the planned discontinuance.

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

3. Work Schedule

Work shall be conducted in accordance with the following schedule/restrictions:

- Standard Work Hours: Monday - Friday, 7:00 AM - 5:00 PM
- Reduced Work Hours: Monday - Friday, 9:00 AM - 3:00 PM
- Night Work Hours: Monday - Thursday, 8:00 PM - 5:00 AM

No work shall be done on this Contract on Holidays. Work will not be allowed the day before or the day after a long weekend, which included a Holiday, without prior approval by the Engineer. It is recognized that weather and temperature constraints for this type of work are restricted; therefore the Contractor shall schedule the work to reflect these conditions.

4. Time of Completion

The work specified under this contract shall begin July 1, 2018 and end June 30, 2019. A second (July 1, 2019 - June 30, 2020) and third (July 1, 2020 - June 30, 2021) year renewal option in one (1) year increments at the sole discretion of the Town of Arlington. Renewal years subject to appropriation of Funds.

5. Performance, Labor and Material Bonds

A bond in the sum 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 shall be required. A surety company authorized to do business in Massachusetts and satisfactory to the Town of Arlington must provide these bonds. These bonds shall 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. Bid Submission

Each bid must be submitted in a sealed envelope bearing on the outside the name of the bidder, his/her address, and the name of the project for which the bid is submitted, and the name and

number of the Contract for which the bid is submitted. If forwarded by mail, the sealed envelope containing the bid must be enclosed in another envelope addressed as follows:

Bid Documents

Purchasing Director

BID 18-06 BITUMINOUS CONCRETE ROADWAY REPAIRS/VARIOUS LOCATIONS

Town of Arlington

Town Hall, 730 Massachusetts Avenue

Arlington, Massachusetts 02476

The Owner will receive sealed bids until the time, and at the location designated in the Notice to Contractors. Bids received after this time will not be accepted. All interested parties are invited to attend; bids shall be opened publicly and read aloud.

7. Interpretation of Basic Estimate of Quantities

Attention is directed to the fact that the quantities of work to be done are based on observations and available data. The estimated quantities are approximate and should be used only as a guide. No quantities are guaranteed under this contract.

8. Prosecution of Work and Provisions for Travel

The Contractor shall give notice in writing to the Engineer at least seven days in advance of beginning any work affecting the maintenance of traffic where work affects the street in use by the public.

Before starting any work under this Contract, the Contractor shall submit his schedule of operations as provided herein.

The Contractor must prosecute the work efficiently and with the least possible delay.

The Contractor shall provide safe and convenient means of access to all buildings of property along the line of work at all times, coordinate the scheduling of safety and traffic details with the Arlington Police Department, and provide notification to the Arlington Department of Public Works and direct abutters at least one (1) business day prior to commencement of work adjacent to said abutter property.

9. Provisions for Access at All Locations

The Contractor shall cooperate with the various utility companies and provide access through a worksite if required for their work in connection with this project.

All permanent and temporary surfaces open for traffic during construction shall be maintained by the Contractor, as directed, in accordance with the provisions of herein.

THE TOWN WILL NOT ACCEPT ANY MATERIALS DELIVERED TO ANY PROJECT IN MOTOR VEHICLES OR SEMI-TRAILER UNITS THAT EXCEED THE LEGAL MAXIMUM GROSS WEIGHT ALLOWED FOR THE PARTICULAR CLASS, AS SPECIFIED IN SECTION 19 A OF CHAPTER 90 OF THE GENERAL LAWS OF MASSACHUSETTS.

10. Insurance Requirements

The limits of the several kinds of liability insurance required for this Contract, in addition to insurance for Workmen's Compensation are as listed as follows:

- a. Bodily Injury Liability insurance, in an amount not less than Five Hundred Thousand Dollars (\$500,000) for injuries, including wrongful death to any one person, and subject to the same limit for each person to an amount of not less than One Million Dollars (\$1,000,000) as account of one accident.
- b. Broad Form Property Damage Liability Insurance in an amount not less than Five Hundred Thousand Dollars (\$500,000) for damages on account of any one accident, and in an amount not less than One Million Dollars (\$1,000,000) for damages on account of all accidents.
- c. Automobile Bodily Injury Liability Insurance, in an amount not less than Five Hundred Thousand Dollars (\$500,000) for injuries, including wrongful death to any one person and subject to the same limit for each person in an amount not less than One Million Dollars (\$1,000,000) on account of one accident.
- d. Automobile Property Damage Insurance in an amount not less than Five Hundred Thousand Dollars (\$500,000) for damages on account of any one accident and in an amount not less than One Million Dollars (\$1,000,000) for damages on account of all accidents.
- e. Contractors Public Liability Insurance in an amount not less than Five Hundred Thousand Dollars (\$500,000) for each occurrence and in an amount not less than One Million Dollars (\$1,000,000) annual aggregate.

11. Maintenance of Traffic

During construction, the Contractor shall maintain two way traffic at all times. The Contractor shall make every effort to maintain access to all drives at all times. If access to any drives cannot be maintained, the Contractor shall notify the Engineer and persons affected, in writing, at least one (1) week in advance of the planned discontinuance. In any case, the access shall not be discontinued for more than two (2) consecutive days without obtaining the written authorization of the Engineer.

A minimum of 24-hours prior to commencing work, the permit applicant shall contact the Town of Arlington Police Department to determine if a Police Safety Detail will be required for the proposed work.

The use of a Police Safety Detail does not eliminate the need for proper warning signs and traffic control devices during the course of construction.

It shall be the sole responsibility of the contractor to provide & employ appropriate construction signage and barriers/cones/etc as needed. All signs and devices shall be in accordance with the Manual on Uniform Traffic Control Devices for Streets and Highways and all applicable MassDOT Standards/Requirements.

Additional signage and devices shall be provided and installed as deemed necessary by the Department of Public Works and/or Police Department for the safe and efficient performance of the work and the safety of the traveling public.

During the entire course of work, the applicant and/or owner shall be responsible to properly delineate & protect the job site in accordance with current MUTCD Standards to the full satisfaction of the Arlington Police Department. Failure or inability to provide appropriate devices & signage may result in work being suspended at the discretion of the Town of Arlington.

Reflective barrels, construction signage and other devices deemed necessary by the Engineer shall be utilized to direct vehicular and pedestrian traffic safely through the construction zone. All work left unattended shall be plated or ramped and suitable work safety devices and methods shall be utilized as necessary. All sidewalks and ramps shall be barricaded with reflective barrels and warning flagging where surfaces are impaired. If determined, signs may be needed on sidewalks to direct pedestrians around construction zone. Temporary stop and one-way signs may be needed until permanent signs are installed.

All signs, barricades, and barrels shall be in accordance with materials Specification M9.30.2 of the Department's "Standard Specifications for Highways and Bridges, 1988 Edition.

12. Protection of Utilities and Property

The Contractor shall be responsible for maintenance and protection of all utilities and shall repair at his/her own expense any damage to such structures caused by his/her act or neglect, and shall leave them in as good condition as they were previous to the commencement of the work. In cases of damage to utilities caused by him resulting in an emergency, the Contractor shall promptly warn the Owner and shall, if requested, furnish laborers to work temporarily under the Owner's direction in getting access to the utility. Pipes or other structures damaged by the operation of the Contractor may be repaired by the Town, Department or Company, which suffers the loss. The cost of such repairs shall be at the expense of the Contractor.

13. Notice to Owners of Utilities

When necessary, written notice shall be given by the Contractor to all public service corporations or officials owning or having charge of publicly or privately owned utilities of his/her intention to commence operations affecting such utilities at least one week in advance of the

commencement of such operations, and the Contractor shall at that time file a copy of such notice with the Engineer.

Before the Contractor begins any work or operations, which might damage any subsurface structures, he shall carefully locate all such structures and conduct his/her operations so as to avoid any damage to them. The following are the names and addresses of the utilities presumed to be affected, but the completeness of the list is not guaranteed:

Town of Arlington
Town Engineer, Wayne A. Chouinard P.E. (781- 316- 3320)
51 Grove Street
Arlington, MA. 02476

Town of Arlington
Water/Sewer/Highway, Operations, Michael Radamacher (781- 316 -3300)
51 Grove Street
Arlington, Ma. 02476

National Grid (Gas) (781-466-5280)
Joe Zagarella
52 Second Ave
Waltham, MA 02451

Verizon (781-939-3562)
Bob Parks
285 Locust St #1
Woburn, MA 01801

Eversource (781-441-8137)
Elaine Zimmerman
One Nstar Way SW-340
Westwood, MA 02090

VI CONSTRUCTION METHODS AND MATERIAL SPECIFICATIONS

1. Police Details.

The Contractor only on approval of the Engineer shall request Police Details. The Contractor shall call in for a detail by 4:00 P.M. the previous business day. The Contractor will be responsible for cancellation of any Police Details and shall make such cancellation call at least 1 hour prior to scheduled start time. Police Details shall have the authority to control any full or partial road or sidewalk closure or detour as it pertains to Public Safety. The Contractor shall fully comply with any reasonable request of the Police Detail for cones, barrels, signs, etc.

2. Guarantee

The Contractor guarantees that the work to be done under this contract, and the workmanship performed and the materials and equipment used in the construction of the same, shall be free from defects or flaws, that each item of equipment shall be in accordance with the specifications, that the strength of all parts of all manufactured equipment shall be adequate and that the performance test requirements of the specifications shall be fulfilled. This guarantee shall be for a period of one year from and after the date of completion of the work as stated in final estimate. The Contractor shall repair or replace as required, promptly and without charge, all work, equipment, and material, or parts thereof, which during one year which fail to meet the above guarantee during one year herein quoted.

It is hereby, however, agreed and understood that this guarantee shall not include any repairs or replacements made necessary by any cause or causes other than improper, inadequate, or defective work, workmanship, materials, or design by the Contractor or those employed directly or indirectly by him.



Engineering Division

TOWN OF ARLINGTON

Department of Public Works

51 Grove Street

Arlington, Massachusetts 02476

Office (781) 316-3320 Fax (781) 316-3281

BID SUBMITTAL SHEET

YEAR 1: JULY 1, 2018 to JUNE 30, 2019

| Description | Estimated Quantity | Unit Price |
|---|--------------------|-----------------|
| Furnishing all necessary labor, materials, and services for Cutting and Patching of Bituminous Roadways at Various Locations in Arlington, MA. | 500 SY | \$ _____ / SQ |
| Furnishing all necessary labor, materials, and services for Adjusting Drainage/Sanitary Structures at Various Locations in Arlington, MA. | 5 Each | \$ _____ / Each |
| Furnishing all necessary labor, materials, and services for Adjusting Water/Gas Gate Boxes at Various Locations in Arlington, MA. | 5 Each | \$ _____ / Each |
| Furnishing all necessary labor, materials, and services to Rebuild/Repair Drainage/Sanitary Structures at Various Locations in Arlington, MA. | 10 VF | \$ _____ / VF |
| *** Total Annual Contract Value not to Exceed \$35,000 *** | | |

Firm Name: _____

Address: _____

Phone Number: _____

Fax Number: _____

Email Address: _____

Authorized Signature: _____

Print Authorized Name: _____



Engineering Division

TOWN OF ARLINGTON

Department of Public Works

51 Grove Street

Arlington, Massachusetts 02476

Office (781) 316-3320 Fax (781) 316-3281

BID SUBMITTAL SHEET

YEAR 2: JULY 1, 2019 to JUNE 30, 2020

| Description | Estimated Quantity | Unit Price |
|---|--------------------|-----------------|
| Furnishing all necessary labor, materials, and services for Cutting and Patching of Bituminous Roadways at Various Locations in Arlington, MA. | 500 SY | \$ _____ / SQ |
| Furnishing all necessary labor, materials, and services for Adjusting Drainage/Sanitary Structures at Various Locations in Arlington, MA. | 5 Each | \$ _____ / Each |
| Furnishing all necessary labor, materials, and services for Adjusting Water/Gas Gate Boxes at Various Locations in Arlington, MA. | 5 Each | \$ _____ / Each |
| Furnishing all necessary labor, materials, and services to Rebuild/Repair Drainage/Sanitary Structures at Various Locations in Arlington, MA. | 10 VF | \$ _____ / VF |
| *** Total Annual Contract Value not to Exceed \$35,000 *** | | |

Firm Name: _____

Address: _____

Phone Number: _____

Fax Number: _____

Email Address: _____

Authorized Signature: _____

Print Authorized Name: _____



Engineering Division

TOWN OF ARLINGTON

Department of Public Works

51 Grove Street

Arlington, Massachusetts 02476

Office (781) 316-3320 Fax (781) 316-3281

BID SUBMITTAL SHEET

YEAR 3: JULY 1, 2020 to JUNE 30, 2021

| Description | Estimated Quantity | Unit Price |
|---|--------------------|-----------------|
| Furnishing all necessary labor, materials, and services for Cutting and Patching of Bituminous Roadways at Various Locations in Arlington, MA. | 500 SY | \$ _____ / SQ |
| Furnishing all necessary labor, materials, and services for Adjusting Drainage/Sanitary Structures at Various Locations in Arlington, MA. | 5 Each | \$ _____ / Each |
| Furnishing all necessary labor, materials, and services for Adjusting Water/Gas Gate Boxes at Various Locations in Arlington, MA. | 5 Each | \$ _____ / Each |
| Furnishing all necessary labor, materials, and services to Rebuild/Repair Drainage/Sanitary Structures at Various Locations in Arlington, MA. | 10 VF | \$ _____ / VF |
| *** Total Annual Contract Value not to Exceed \$35,000 *** | | |

Firm Name: _____

Address: _____

Phone Number: _____

Fax Number: _____

Email Address: _____

Authorized Signature: _____

Print Authorized Name: _____

CERTIFICATE OF NON-COLLUSION

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

(Signature of individual submitting bid or proposal)

(Name of individual submitting bid or proposal)

Name of Business

Date

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

Social Security Number or
Federal Identification Number

Signature of Individual or Responsible
Corporate Officer and Title

**NON-COLLUSION FORMS
MUST BE SIGNED AND**

SUBMITTED WITH BID

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 at 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: _____

Title: _____

Date: _____

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.

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APPROVAL/DENIAL COMMENTS



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

Prevailing Wage Rates

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

CHARLES D. BAKER
Governor

ROSALIN ACOSTA
Secretary

KARYN E. POLITO
Lt. Governor

WILLIAM D MCKINNEY
Director

Awarding Authority: Town of Arlington
Contract Number: 18-06 **City/Town:** ARLINGTON
Description of Work: 1 year contract for Bituminous Concrete Roadway Repairs / Various Locations as required
Job Location: Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the “Wage Request Number” on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards (“DLS”) if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts 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

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|-----------------------|------------------|---------------|----------------|----------------------------------|-------------------|
| Construction | | | | | | |
| (2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2016 | \$33.25 | \$10.91 | \$10.89 | \$0.00 | \$55.05 |
| (3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2016 | \$33.32 | \$10.91 | \$10.89 | \$0.00 | \$55.12 |
| (4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2016 | \$33.44 | \$10.91 | \$10.89 | \$0.00 | \$55.24 |
| ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2017 | \$92.97 | \$9.90 | \$21.15 | \$0.00 | \$124.02 |
| | 08/01/2018 | \$97.80 | \$9.90 | \$21.15 | \$0.00 | \$128.85 |
| | 08/01/2019 | \$102.78 | \$9.90 | \$21.15 | \$0.00 | \$133.83 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$38.75 | \$7.70 | \$15.20 | \$0.00 | \$61.65 |
| | 12/01/2018 | \$39.70 | \$7.70 | \$15.20 | \$0.00 | \$62.60 |
| | 06/01/2019 | \$40.70 | \$7.70 | \$15.20 | \$0.00 | \$63.60 |
| | 12/01/2019 | \$41.70 | \$7.70 | \$15.20 | \$0.00 | \$64.60 |
| | 06/01/2020 | \$42.69 | \$7.70 | \$15.20 | \$0.00 | \$65.59 |
| | 12/01/2020 | \$43.67 | \$7.70 | \$15.20 | \$0.00 | \$66.57 |
| | 06/01/2021 | \$44.69 | \$7.70 | \$15.20 | \$0.00 | \$67.59 |
| | 12/01/2021 | \$45.70 | \$7.70 | \$15.20 | \$0.00 | \$68.60 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | 06/01/2018 | \$36.90 | \$11.50 | \$7.10 | \$0.00 | \$55.50 |
| | 12/01/2018 | \$37.90 | \$11.50 | \$7.10 | \$0.00 | \$56.50 |
| | 06/01/2019 | \$38.90 | \$11.50 | \$7.10 | \$0.00 | \$57.50 |
| | 12/01/2019 | \$39.90 | \$11.50 | \$7.10 | \$0.00 | \$58.50 |
| | 06/01/2020 | \$40.90 | \$11.50 | \$7.10 | \$0.00 | \$59.50 |
| | 12/01/2020 | \$41.90 | \$11.50 | \$7.10 | \$0.00 | \$60.50 |
| ASPHALT RAKER <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2017 | \$46.63 | \$10.50 | \$15.50 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2017 | \$46.63 | \$10.50 | \$15.50 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$38.75 | \$7.70 | \$15.20 | \$0.00 | \$61.65 |
| | 12/01/2018 | \$39.70 | \$7.70 | \$15.20 | \$0.00 | \$62.60 |
| | 06/01/2019 | \$40.70 | \$7.70 | \$15.20 | \$0.00 | \$63.60 |
| | 12/01/2019 | \$41.70 | \$7.70 | \$15.20 | \$0.00 | \$64.60 |
| | 06/01/2020 | \$42.69 | \$7.70 | \$15.20 | \$0.00 | \$65.59 |
| | 12/01/2020 | \$43.67 | \$7.70 | \$15.20 | \$0.00 | \$66.57 |
| | 06/01/2021 | \$44.69 | \$7.70 | \$15.20 | \$0.00 | \$67.59 |
| | 12/01/2021 | \$45.70 | \$7.70 | \$15.20 | \$0.00 | \$68.60 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BOILER MAKER <i>BOILERMAKERS LOCAL 29</i> | 01/01/2017 | \$42.92 | \$6.97 | \$16.21 | \$0.00 | \$66.10 |

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 65 | \$27.90 | \$6.97 | \$10.54 | \$0.00 | \$45.41 |
| 2 | 65 | \$27.90 | \$6.97 | \$10.54 | \$0.00 | \$45.41 |
| 3 | 70 | \$30.04 | \$6.97 | \$11.35 | \$0.00 | \$48.36 |
| 4 | 75 | \$32.19 | \$6.97 | \$12.16 | \$0.00 | \$51.32 |
| 5 | 80 | \$34.34 | \$6.97 | \$12.97 | \$0.00 | \$54.28 |
| 6 | 85 | \$36.48 | \$6.97 | \$13.78 | \$0.00 | \$57.23 |
| 7 | 90 | \$38.63 | \$6.97 | \$14.59 | \$0.00 | \$60.19 |
| 8 | 95 | \$40.77 | \$6.97 | \$15.40 | \$0.00 | \$63.14 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (BOSTON)</i> | 02/01/2018 | \$52.06 | \$10.75 | \$20.03 | \$0.00 | \$82.84 |
| | 08/01/2018 | \$53.41 | \$10.75 | \$20.16 | \$0.00 | \$84.32 |
| | 02/01/2019 | \$54.05 | \$10.75 | \$20.16 | \$0.00 | \$84.96 |
| | 08/01/2019 | \$55.40 | \$10.75 | \$20.30 | \$0.00 | \$86.45 |
| | 02/01/2020 | \$56.04 | \$10.75 | \$20.30 | \$0.00 | \$87.09 |
| | 08/01/2020 | \$57.39 | \$10.75 | \$20.45 | \$0.00 | \$88.59 |
| | 02/01/2021 | \$58.03 | \$10.75 | \$20.45 | \$0.00 | \$89.23 |
| | 08/01/2021 | \$59.43 | \$10.75 | \$20.61 | \$0.00 | \$90.79 |
| | 02/01/2022 | \$60.02 | \$10.75 | \$20.61 | \$0.00 | \$91.38 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$26.03 | \$10.75 | \$20.03 | \$0.00 | \$56.81 |
| 2 | 60 | \$31.24 | \$10.75 | \$20.03 | \$0.00 | \$62.02 |
| 3 | 70 | \$36.44 | \$10.75 | \$20.03 | \$0.00 | \$67.22 |
| 4 | 80 | \$41.65 | \$10.75 | \$20.03 | \$0.00 | \$72.43 |
| 5 | 90 | \$46.85 | \$10.75 | \$20.03 | \$0.00 | \$77.63 |

Effective Date - 08/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$26.71 | \$10.75 | \$20.16 | \$0.00 | \$57.62 |
| 2 | 60 | \$32.05 | \$10.75 | \$20.16 | \$0.00 | \$62.96 |
| 3 | 70 | \$37.39 | \$10.75 | \$20.16 | \$0.00 | \$68.30 |
| 4 | 80 | \$42.73 | \$10.75 | \$20.16 | \$0.00 | \$73.64 |
| 5 | 90 | \$48.07 | \$10.75 | \$20.16 | \$0.00 | \$78.98 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4 | 12/01/2017 | \$46.17 | \$10.50 | \$15.50 | \$0.00 | \$72.17 |
|---|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE | 06/01/2018 | \$39.10 | \$7.70 | \$15.40 | \$0.00 | \$62.20 |
| | 12/01/2018 | \$40.05 | \$7.70 | \$15.40 | \$0.00 | \$63.15 |
| | 06/01/2019 | \$41.05 | \$7.70 | \$15.40 | \$0.00 | \$64.15 |
| | 12/01/2019 | \$42.05 | \$7.70 | \$15.40 | \$0.00 | \$65.15 |
| | 06/01/2020 | \$43.04 | \$7.70 | \$15.40 | \$0.00 | \$66.14 |
| | 12/01/2020 | \$44.02 | \$7.70 | \$15.40 | \$0.00 | \$67.12 |
| | 06/01/2021 | \$45.04 | \$7.70 | \$15.40 | \$0.00 | \$68.14 |
| | 12/01/2021 | \$46.05 | \$7.70 | \$15.40 | \$0.00 | \$69.15 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE | 06/01/2018 | \$37.95 | \$7.70 | \$15.40 | \$0.00 | \$61.05 |
| | 12/01/2018 | \$38.90 | \$7.70 | \$15.40 | \$0.00 | \$62.00 |
| | 06/01/2019 | \$39.90 | \$7.70 | \$15.40 | \$0.00 | \$63.00 |
| | 12/01/2019 | \$40.90 | \$7.70 | \$15.40 | \$0.00 | \$64.00 |
| | 06/01/2020 | \$41.89 | \$7.70 | \$15.40 | \$0.00 | \$64.99 |
| | 12/01/2020 | \$42.87 | \$7.70 | \$15.40 | \$0.00 | \$65.97 |
| | 06/01/2021 | \$43.89 | \$7.70 | \$15.40 | \$0.00 | \$66.99 |
| | 12/01/2021 | \$44.90 | \$7.70 | \$15.40 | \$0.00 | \$68.00 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|-----------------------|------------------|---------------|----------------|--------------------------------------|-------------------|
| CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2018 | \$37.95 | \$7.70 | \$15.40 | \$0.00 | \$61.05 |
| | 12/01/2018 | \$38.90 | \$7.70 | \$15.40 | \$0.00 | \$62.00 |
| | 06/01/2019 | \$39.90 | \$7.70 | \$15.40 | \$0.00 | \$63.00 |
| | 12/01/2019 | \$40.90 | \$7.70 | \$15.40 | \$0.00 | \$64.00 |
| | 06/01/2020 | \$41.89 | \$7.70 | \$15.40 | \$0.00 | \$64.99 |
| | 12/01/2020 | \$42.87 | \$7.70 | \$15.40 | \$0.00 | \$65.97 |
| | 06/01/2021 | \$43.89 | \$7.70 | \$15.40 | \$0.00 | \$66.99 |
| | 12/01/2021 | \$44.90 | \$7.70 | \$15.40 | \$0.00 | \$68.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i> | 03/01/2018 | \$40.28 | \$9.90 | \$17.50 | \$0.00 | \$67.68 |
| | 09/01/2018 | \$41.32 | \$9.90 | \$17.50 | \$0.00 | \$68.72 |
| | 03/01/2019 | \$42.35 | \$9.90 | \$17.50 | \$0.00 | \$69.75 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.14 | \$9.90 | \$1.73 | \$0.00 | \$31.77 |
| 2 | 60 | \$24.17 | \$9.90 | \$1.73 | \$0.00 | \$35.80 |
| 3 | 70 | \$28.20 | \$9.90 | \$12.31 | \$0.00 | \$50.41 |
| 4 | 75 | \$30.21 | \$9.90 | \$12.31 | \$0.00 | \$52.42 |
| 5 | 80 | \$32.22 | \$9.90 | \$14.04 | \$0.00 | \$56.16 |
| 6 | 80 | \$32.22 | \$9.90 | \$14.04 | \$0.00 | \$56.16 |
| 7 | 90 | \$36.25 | \$9.90 | \$15.77 | \$0.00 | \$61.92 |
| 8 | 90 | \$36.25 | \$9.90 | \$15.77 | \$0.00 | \$61.92 |

Effective Date - 09/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.66 | \$9.90 | \$1.73 | \$0.00 | \$32.29 |
| 2 | 60 | \$24.79 | \$9.90 | \$1.73 | \$0.00 | \$36.42 |
| 3 | 70 | \$28.92 | \$9.90 | \$12.31 | \$0.00 | \$51.13 |
| 4 | 75 | \$30.99 | \$9.90 | \$12.31 | \$0.00 | \$53.20 |
| 5 | 80 | \$33.06 | \$9.90 | \$14.04 | \$0.00 | \$57.00 |
| 6 | 80 | \$33.06 | \$9.90 | \$14.04 | \$0.00 | \$57.00 |
| 7 | 90 | \$37.19 | \$9.90 | \$15.77 | \$0.00 | \$62.86 |
| 8 | 90 | \$37.19 | \$9.90 | \$15.77 | \$0.00 | \$62.86 |

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$29.76/ 3&4 \$35.45/ 5&6 \$52.14/ 7&8 \$57.89

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---------------------------------|------------|---------|--------|--------|--------|---------|
| CARPENTER WOOD FRAME | 04/01/2018 | \$26.67 | \$7.07 | \$7.86 | \$0.00 | \$41.60 |
| CARPENTERS -ZONE 2 (Wood Frame) | 10/01/2018 | \$27.09 | \$7.07 | \$7.86 | \$0.00 | \$42.02 |
| | 04/01/2019 | \$27.52 | \$7.07 | \$7.86 | \$0.00 | \$42.45 |
| | 10/01/2019 | \$27.95 | \$7.07 | \$7.86 | \$0.00 | \$42.88 |

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 2

Effective Date - 04/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$16.00 | \$7.07 | \$0.00 | \$0.00 | \$23.07 |
| 2 | 60 | \$16.00 | \$7.07 | \$0.00 | \$0.00 | \$23.07 |
| 3 | 65 | \$17.34 | \$7.07 | \$7.86 | \$0.00 | \$32.27 |
| 4 | 70 | \$18.67 | \$7.07 | \$7.86 | \$0.00 | \$33.60 |
| 5 | 75 | \$20.00 | \$7.07 | \$7.86 | \$0.00 | \$34.93 |
| 6 | 80 | \$21.34 | \$7.07 | \$7.86 | \$0.00 | \$36.27 |
| 7 | 85 | \$22.67 | \$7.07 | \$7.86 | \$0.00 | \$37.60 |
| 8 | 90 | \$24.00 | \$7.07 | \$7.86 | \$0.00 | \$38.93 |

Effective Date - 10/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$16.25 | \$7.07 | \$0.00 | \$0.00 | \$23.32 |
| 2 | 60 | \$16.25 | \$7.07 | \$0.00 | \$0.00 | \$23.32 |
| 3 | 65 | \$17.61 | \$7.07 | \$7.86 | \$0.00 | \$32.54 |
| 4 | 70 | \$18.96 | \$7.07 | \$7.86 | \$0.00 | \$33.89 |
| 5 | 75 | \$20.32 | \$7.07 | \$7.86 | \$0.00 | \$35.25 |
| 6 | 80 | \$21.67 | \$7.07 | \$7.86 | \$0.00 | \$36.60 |
| 7 | 85 | \$23.03 | \$7.07 | \$7.86 | \$0.00 | \$37.96 |
| 8 | 90 | \$24.38 | \$7.07 | \$7.86 | \$0.00 | \$39.31 |

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$19.07/ 3&4 \$26.49/ 5&6 \$33.60/ 7&8 \$36.27

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| CARPENTER WOOD FRAME (All Other Work) CARPENTERS -ZONE 2 (Wood Frame) | 06/01/2016 | \$25.32 | \$9.80 | \$16.82 | \$0.00 | \$51.94 |
| CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (BOSTON) | 01/01/2018 | \$46.02 | \$12.35 | \$22.41 | \$0.30 | \$81.08 |
| | 07/01/2018 | \$46.20 | \$12.42 | \$22.41 | \$0.30 | \$81.33 |
| | 01/01/2019 | \$47.58 | \$12.42 | \$22.41 | \$0.30 | \$82.71 |
| | 07/01/2019 | \$48.32 | \$12.42 | \$22.41 | \$0.30 | \$83.45 |
| | 01/01/2020 | \$49.72 | \$12.42 | \$22.41 | \$0.30 | \$84.85 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$23.01 | \$12.35 | \$15.41 | \$0.00 | \$50.77 |
| 2 | 60 | \$27.61 | \$12.35 | \$17.41 | \$0.30 | \$57.67 |
| 3 | 65 | \$29.91 | \$12.35 | \$18.41 | \$0.30 | \$60.97 |
| 4 | 70 | \$32.21 | \$12.35 | \$19.41 | \$0.30 | \$64.27 |
| 5 | 75 | \$34.52 | \$12.35 | \$20.41 | \$0.30 | \$67.58 |
| 6 | 80 | \$36.82 | \$12.35 | \$21.41 | \$0.30 | \$70.88 |
| 7 | 90 | \$41.42 | \$12.35 | \$22.41 | \$0.30 | \$76.48 |

Effective Date - 07/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$23.10 | \$12.42 | \$15.41 | \$0.00 | \$50.93 |
| 2 | 60 | \$27.72 | \$12.42 | \$17.41 | \$0.30 | \$57.85 |
| 3 | 65 | \$30.03 | \$12.42 | \$18.41 | \$0.30 | \$61.16 |
| 4 | 70 | \$32.34 | \$12.42 | \$19.41 | \$0.30 | \$64.47 |
| 5 | 75 | \$34.65 | \$12.42 | \$20.41 | \$0.30 | \$67.78 |
| 6 | 80 | \$36.96 | \$12.42 | \$21.41 | \$0.30 | \$71.09 |
| 7 | 90 | \$41.58 | \$12.42 | \$22.41 | \$0.30 | \$76.71 |

Notes:

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

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--------------------|------------|---------|--------|---------|--------|---------|
| CHAIN SAW OPERATOR | 06/01/2018 | \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| LABORERS - ZONE 1 | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES | 12/01/2017 | \$47.63 | \$10.50 | \$15.50 | \$0.00 | \$73.63 |
| OPERATING ENGINEERS LOCAL 4 | | | | | | |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|-----------------------------|------------|---------|---------|---------|--------|---------|
| COMPRESSOR OPERATOR | 12/01/2017 | \$31.80 | \$10.50 | \$15.50 | \$0.00 | \$57.80 |
| OPERATING ENGINEERS LOCAL 4 | | | | | | |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 2 | 01/01/2018 | \$49.66 | \$8.10 | \$19.55 | \$0.00 | \$77.31 |
| | 07/01/2018 | \$50.01 | \$8.15 | \$20.15 | \$0.00 | \$78.31 |
| | 01/01/2019 | \$50.36 | \$8.15 | \$20.85 | \$0.00 | \$79.36 |
| | 07/01/2019 | \$51.46 | \$8.15 | \$20.85 | \$0.00 | \$80.46 |
| | 01/01/2020 | \$52.56 | \$8.15 | \$20.85 | \$0.00 | \$81.56 |
| | 07/01/2020 | \$53.66 | \$8.15 | \$20.85 | \$0.00 | \$82.66 |
| | 01/01/2021 | \$54.76 | \$8.15 | \$20.85 | \$0.00 | \$83.76 |

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$24.83 | \$8.10 | \$0.00 | \$0.00 | \$32.93 |
| 2 | 55 | \$27.31 | \$8.10 | \$5.06 | \$0.00 | \$40.47 |
| 3 | 60 | \$29.80 | \$8.10 | \$5.52 | \$0.00 | \$43.42 |
| 4 | 65 | \$32.28 | \$8.10 | \$5.98 | \$0.00 | \$46.36 |
| 5 | 70 | \$34.76 | \$8.10 | \$16.79 | \$0.00 | \$59.65 |
| 6 | 75 | \$37.25 | \$8.10 | \$17.25 | \$0.00 | \$62.60 |
| 7 | 80 | \$39.73 | \$8.10 | \$17.71 | \$0.00 | \$65.54 |
| 8 | 90 | \$44.69 | \$8.10 | \$18.63 | \$0.00 | \$71.42 |

Effective Date - 07/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$25.01 | \$8.15 | \$0.00 | \$0.00 | \$33.16 |
| 2 | 55 | \$27.51 | \$8.15 | \$5.34 | \$0.00 | \$41.00 |
| 3 | 60 | \$30.01 | \$8.15 | \$5.82 | \$0.00 | \$43.98 |
| 4 | 65 | \$32.51 | \$8.15 | \$6.31 | \$0.00 | \$46.97 |
| 5 | 70 | \$35.01 | \$8.15 | \$17.24 | \$0.00 | \$60.40 |
| 6 | 75 | \$37.51 | \$8.15 | \$17.73 | \$0.00 | \$63.39 |
| 7 | 80 | \$40.01 | \$8.15 | \$18.21 | \$0.00 | \$66.37 |
| 8 | 90 | \$45.01 | \$8.15 | \$19.18 | \$0.00 | \$72.34 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|------------------------------------|------------|---------|--------|---------|--------|---------|
| DEMO: ADZEMAN LABORERS - ZONE 1 | 06/01/2018 | \$38.15 | \$7.70 | \$15.20 | \$0.00 | \$61.05 |
| | 12/01/2018 | \$39.10 | \$7.70 | \$15.20 | \$0.00 | \$62.00 |
| | 06/01/2019 | \$40.10 | \$7.70 | \$15.20 | \$0.00 | \$63.00 |
| | 12/01/2019 | \$41.10 | \$7.70 | \$15.20 | \$0.00 | \$64.00 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 1 | 06/01/2018 | \$39.15 | \$7.70 | \$15.20 | \$0.00 | \$62.05 |
| | 12/01/2018 | \$40.10 | \$7.70 | \$15.20 | \$0.00 | \$63.00 |
| | 06/01/2019 | \$41.10 | \$7.70 | \$15.20 | \$0.00 | \$64.00 |
| | 12/01/2019 | \$42.10 | \$7.70 | \$15.20 | \$0.00 | \$65.00 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| DEMO: BURNERS <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$38.90 | \$7.70 | \$15.20 | \$0.00 | \$61.80 |
| | 12/01/2018 | \$39.85 | \$7.70 | \$15.20 | \$0.00 | \$62.75 |
| | 06/01/2019 | \$40.85 | \$7.70 | \$15.20 | \$0.00 | \$63.75 |
| | 12/01/2019 | \$41.85 | \$7.70 | \$15.20 | \$0.00 | \$64.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$39.15 | \$7.70 | \$15.20 | \$0.00 | \$62.05 |
| | 12/01/2018 | \$40.10 | \$7.70 | \$15.20 | \$0.00 | \$63.00 |
| | 06/01/2019 | \$41.10 | \$7.70 | \$15.20 | \$0.00 | \$64.00 |
| | 12/01/2019 | \$42.10 | \$7.70 | \$15.20 | \$0.00 | \$65.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$38.90 | \$7.70 | \$15.20 | \$0.00 | \$61.80 |
| | 12/01/2018 | \$39.85 | \$7.70 | \$15.20 | \$0.00 | \$62.75 |
| | 06/01/2019 | \$40.85 | \$7.70 | \$15.20 | \$0.00 | \$63.75 |
| | 12/01/2019 | \$41.85 | \$7.70 | \$15.20 | \$0.00 | \$64.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: WRECKING LABORER <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$38.15 | \$7.70 | \$15.20 | \$0.00 | \$61.05 |
| | 12/01/2018 | \$39.10 | \$7.70 | \$15.20 | \$0.00 | \$62.00 |
| | 06/01/2019 | \$40.10 | \$7.70 | \$15.20 | \$0.00 | \$63.00 |
| | 12/01/2019 | \$41.10 | \$7.70 | \$15.20 | \$0.00 | \$64.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2017 | \$46.17 | \$10.50 | \$15.50 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2017 | \$61.98 | \$9.90 | \$21.15 | \$0.00 | \$93.03 |
| | 08/01/2018 | \$65.20 | \$9.90 | \$21.15 | \$0.00 | \$96.25 |
| | 08/01/2019 | \$68.52 | \$9.90 | \$21.15 | \$0.00 | \$99.57 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2017 | \$44.27 | \$9.90 | \$21.15 | \$0.00 | \$75.32 |
| | 08/01/2018 | \$46.57 | \$9.90 | \$21.15 | \$0.00 | \$77.62 |
| | 08/01/2019 | \$48.94 | \$9.90 | \$21.15 | \$0.00 | \$79.99 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2017 | \$66.41 | \$9.90 | \$21.15 | \$0.00 | \$97.46 |
| | 08/01/2018 | \$69.86 | \$9.90 | \$21.15 | \$0.00 | \$100.91 |
| | 08/01/2019 | \$73.41 | \$9.90 | \$21.15 | \$0.00 | \$104.46 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2017 | \$92.97 | \$9.90 | \$21.15 | \$0.00 | \$124.02 |
| | 08/01/2018 | \$97.80 | \$9.90 | \$21.15 | \$0.00 | \$128.85 |
| | 08/01/2019 | \$102.78 | \$9.90 | \$21.15 | \$0.00 | \$133.83 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DRAWBRIDGE OPERATOR (Construction) <i>ELECTRICIANS LOCAL 103</i> | 03/01/2018 | \$50.15 | \$13.00 | \$17.85 | \$0.00 | \$81.00 |
| | 09/01/2018 | \$51.34 | \$13.00 | \$17.89 | \$0.00 | \$82.23 |
| | 03/01/2019 | \$52.53 | \$13.00 | \$17.93 | \$0.00 | \$83.46 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i> | 03/01/2018 | \$50.15 | \$13.00 | \$17.85 | \$0.00 | \$81.00 |
| | 09/01/2018 | \$51.34 | \$13.00 | \$17.89 | \$0.00 | \$82.23 |
| | 03/01/2019 | \$52.53 | \$13.00 | \$17.93 | \$0.00 | \$83.46 |

Apprentice - ELECTRICIAN - Local 103

Effective Date - 03/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$20.06 | \$13.00 | \$0.60 | \$0.00 | \$33.66 |
| 2 | 40 | \$20.06 | \$13.00 | \$0.60 | \$0.00 | \$33.66 |
| 3 | 45 | \$22.57 | \$13.00 | \$13.61 | \$0.00 | \$49.18 |
| 4 | 45 | \$22.57 | \$13.00 | \$13.61 | \$0.00 | \$49.18 |
| 5 | 50 | \$25.08 | \$13.00 | \$13.99 | \$0.00 | \$52.07 |
| 6 | 55 | \$27.58 | \$13.00 | \$14.38 | \$0.00 | \$54.96 |
| 7 | 60 | \$30.09 | \$13.00 | \$14.76 | \$0.00 | \$57.85 |
| 8 | 65 | \$32.60 | \$13.00 | \$15.15 | \$0.00 | \$60.75 |
| 9 | 70 | \$35.11 | \$13.00 | \$15.53 | \$0.00 | \$63.64 |
| 10 | 75 | \$37.61 | \$13.00 | \$15.93 | \$0.00 | \$66.54 |

Effective Date - 09/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$20.54 | \$13.00 | \$0.62 | \$0.00 | \$34.16 |
| 2 | 40 | \$20.54 | \$13.00 | \$0.62 | \$0.00 | \$34.16 |
| 3 | 45 | \$23.10 | \$13.00 | \$13.62 | \$0.00 | \$49.72 |
| 4 | 45 | \$23.10 | \$13.00 | \$13.62 | \$0.00 | \$49.72 |
| 5 | 50 | \$25.67 | \$13.00 | \$14.01 | \$0.00 | \$52.68 |
| 6 | 55 | \$28.24 | \$13.00 | \$14.40 | \$0.00 | \$55.64 |
| 7 | 60 | \$30.80 | \$13.00 | \$14.78 | \$0.00 | \$58.58 |
| 8 | 65 | \$33.37 | \$13.00 | \$15.17 | \$0.00 | \$61.54 |
| 9 | 70 | \$35.94 | \$13.00 | \$15.56 | \$0.00 | \$64.50 |
| 10 | 75 | \$38.51 | \$13.00 | \$15.96 | \$0.00 | \$67.47 |

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

Apprentice to Journeyworker Ratio:2:3***

| | | | | | | |
|-------------------------------|------------|---------|---------|---------|--------|----------|
| ELEVATOR CONSTRUCTOR | 01/01/2018 | \$57.62 | \$15.43 | \$16.61 | \$0.00 | \$89.66 |
| ELEVATOR CONSTRUCTORS LOCAL 4 | 01/01/2019 | \$59.47 | \$15.58 | \$17.51 | \$0.00 | \$92.56 |
| | 01/01/2020 | \$61.42 | \$15.73 | \$18.41 | \$0.00 | \$95.56 |
| | 01/01/2021 | \$63.47 | \$15.88 | \$19.31 | \$0.00 | \$98.66 |
| | 01/01/2022 | \$65.62 | \$16.03 | \$20.21 | \$0.00 | \$101.86 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$28.81 | \$15.43 | \$0.00 | \$0.00 | \$44.24 |
| 2 | 55 | \$31.69 | \$15.43 | \$16.61 | \$0.00 | \$63.73 |
| 3 | 65 | \$37.45 | \$15.43 | \$16.61 | \$0.00 | \$69.49 |
| 4 | 70 | \$40.33 | \$15.43 | \$16.61 | \$0.00 | \$72.37 |
| 5 | 80 | \$46.10 | \$15.43 | \$16.61 | \$0.00 | \$78.14 |

Effective Date - 01/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$29.74 | \$15.58 | \$0.00 | \$0.00 | \$45.32 |
| 2 | 55 | \$32.71 | \$15.58 | \$17.51 | \$0.00 | \$65.80 |
| 3 | 65 | \$38.66 | \$15.58 | \$17.51 | \$0.00 | \$71.75 |
| 4 | 70 | \$41.63 | \$15.58 | \$17.51 | \$0.00 | \$74.72 |
| 5 | 80 | \$47.58 | \$15.58 | \$17.51 | \$0.00 | \$80.67 |

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

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i> | 01/01/2018 | \$40.33 | \$15.43 | \$16.61 | \$0.00 | \$72.37 |
| | 01/01/2019 | \$41.63 | \$15.58 | \$17.51 | \$0.00 | \$74.72 |
| | 01/01/2020 | \$42.99 | \$15.73 | \$18.41 | \$0.00 | \$77.13 |
| | 01/01/2021 | \$44.43 | \$15.88 | \$19.31 | \$0.00 | \$79.62 |
| | 01/01/2022 | \$45.93 | \$16.03 | \$20.21 | \$0.00 | \$82.17 |

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 05/01/2018 | \$42.84 | \$10.50 | \$15.50 | \$0.00 | \$68.84 |
|---|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 05/01/2018 | \$44.31 | \$10.50 | \$15.50 | \$0.00 | \$70.31 |
|---|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 05/01/2018 | \$22.51 | \$10.50 | \$15.50 | \$0.00 | \$48.51 |
|--|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i> | 03/01/2018 | \$50.15 | \$13.00 | \$17.85 | \$0.00 | \$81.00 |
| | 09/01/2018 | \$51.34 | \$13.00 | \$17.89 | \$0.00 | \$82.23 |
| | 03/01/2019 | \$52.53 | \$13.00 | \$17.93 | \$0.00 | \$83.46 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS</i> <i>LOCAL 103</i> | 03/01/2018 | \$37.61 | \$13.00 | \$15.93 | \$0.00 | \$66.54 |
| | 09/01/2018 | \$38.51 | \$13.00 | \$15.96 | \$0.00 | \$67.47 |
| | 03/01/2019 | \$39.40 | \$13.00 | \$15.98 | \$0.00 | \$68.38 |
| For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" | | | | | | |
| FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2017 | \$38.57 | \$10.50 | \$15.50 | \$0.00 | \$64.57 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FLAGGER & SIGNALER <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$21.50 | \$7.70 | \$15.20 | \$0.00 | \$44.40 |
| | 12/01/2018 | \$22.50 | \$7.70 | \$15.20 | \$0.00 | \$45.40 |
| | 06/01/2019 | \$22.50 | \$7.70 | \$15.20 | \$0.00 | \$45.40 |
| | 12/01/2019 | \$23.50 | \$7.70 | \$15.20 | \$0.00 | \$46.40 |
| | 06/01/2020 | \$23.50 | \$7.70 | \$15.20 | \$0.00 | \$46.40 |
| | 12/01/2020 | \$24.50 | \$7.70 | \$15.20 | \$0.00 | \$47.40 |
| | 06/01/2021 | \$24.50 | \$7.70 | \$15.20 | \$0.00 | \$47.40 |
| | 12/01/2021 | \$24.50 | \$7.70 | \$15.20 | \$0.00 | \$47.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i> | 03/01/2016 | \$42.13 | \$9.80 | \$17.62 | \$0.00 | \$69.55 |

Apprentice - FLOORCOVERER - Local 2168 Zone 1

Effective Date - 03/01/2016

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

Notes: Steps are 750 hrs.

% After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)

Step 1&2 \$30.55/ 3&4 \$36.49/ 5&6 \$53.33/ 7&8 \$59.33

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2017 | \$46.63 | \$10.50 | \$15.50 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2017 | \$31.80 | \$10.50 | \$15.50 | \$0.00 | \$57.80 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i> | 01/01/2018 | \$39.16 | \$8.10 | \$19.55 | \$0.00 | \$66.81 |
| | 07/01/2018 | \$39.51 | \$8.15 | \$20.15 | \$0.00 | \$67.81 |
| | 01/01/2019 | \$39.86 | \$8.15 | \$20.85 | \$0.00 | \$68.86 |
| | 07/01/2019 | \$40.96 | \$8.15 | \$20.85 | \$0.00 | \$69.96 |
| | 01/01/2020 | \$42.06 | \$8.15 | \$20.85 | \$0.00 | \$71.06 |
| | 07/01/2020 | \$43.16 | \$8.15 | \$20.85 | \$0.00 | \$72.16 |
| | 01/01/2021 | \$44.26 | \$8.15 | \$20.85 | \$0.00 | \$73.26 |

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 01/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.58 | \$8.10 | \$0.00 | \$0.00 | \$27.68 |
| 2 | 55 | \$21.54 | \$8.10 | \$5.06 | \$0.00 | \$34.70 |
| 3 | 60 | \$23.50 | \$8.10 | \$5.52 | \$0.00 | \$37.12 |
| 4 | 65 | \$25.45 | \$8.10 | \$5.98 | \$0.00 | \$39.53 |
| 5 | 70 | \$27.41 | \$8.10 | \$16.79 | \$0.00 | \$52.30 |
| 6 | 75 | \$29.37 | \$8.10 | \$17.25 | \$0.00 | \$54.72 |
| 7 | 80 | \$31.33 | \$8.10 | \$17.71 | \$0.00 | \$57.14 |
| 8 | 90 | \$35.24 | \$8.10 | \$18.63 | \$0.00 | \$61.97 |

Effective Date - 07/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.76 | \$8.15 | \$0.00 | \$0.00 | \$27.91 |
| 2 | 55 | \$21.73 | \$8.15 | \$5.34 | \$0.00 | \$35.22 |
| 3 | 60 | \$23.71 | \$8.15 | \$5.82 | \$0.00 | \$37.68 |
| 4 | 65 | \$25.68 | \$8.15 | \$6.31 | \$0.00 | \$40.14 |
| 5 | 70 | \$27.66 | \$8.15 | \$17.24 | \$0.00 | \$53.05 |
| 6 | 75 | \$29.63 | \$8.15 | \$17.73 | \$0.00 | \$55.51 |
| 7 | 80 | \$31.61 | \$8.15 | \$18.21 | \$0.00 | \$57.97 |
| 8 | 90 | \$35.56 | \$8.15 | \$19.18 | \$0.00 | \$62.89 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2017 | \$46.63 | \$10.50 | \$15.50 | \$0.00 | \$72.63 |
|---|------------|---------|---------|---------|--------|---------|

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$25.65 | \$10.50 | \$0.00 | \$0.00 | \$36.15 |
| 2 | 60 | \$27.98 | \$10.50 | \$15.50 | \$0.00 | \$53.98 |
| 3 | 65 | \$30.31 | \$10.50 | \$15.50 | \$0.00 | \$56.31 |
| 4 | 70 | \$32.64 | \$10.50 | \$15.50 | \$0.00 | \$58.64 |
| 5 | 75 | \$34.97 | \$10.50 | \$15.50 | \$0.00 | \$60.97 |
| 6 | 80 | \$37.30 | \$10.50 | \$15.50 | \$0.00 | \$63.30 |
| 7 | 85 | \$39.64 | \$10.50 | \$15.50 | \$0.00 | \$65.64 |
| 8 | 90 | \$41.97 | \$10.50 | \$15.50 | \$0.00 | \$67.97 |

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) 02/01/2018 \$44.11 \$12.20 \$24.12 \$2.41 \$82.84
 SHEETMETAL WORKERS LOCAL 17 - A

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) 03/01/2018 \$50.15 \$13.00 \$17.85 \$0.00 \$81.00
 ELECTRICIANS LOCAL 103
 09/01/2018 \$51.34 \$13.00 \$17.89 \$0.00 \$82.23
 03/01/2019 \$52.53 \$13.00 \$17.93 \$0.00 \$83.46

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) 02/01/2018 \$44.11 \$12.20 \$24.12 \$2.41 \$82.84
 SHEETMETAL WORKERS LOCAL 17 - A

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (TESTING AND BALANCING -WATER) 09/01/2017 \$51.44 \$9.95 \$18.74 \$0.00 \$80.13
 PIPEFITTERS LOCAL 537
 09/01/2018 \$52.94 \$9.95 \$18.74 \$0.00 \$81.63
 09/01/2019 \$54.44 \$9.95 \$18.74 \$0.00 \$83.13
 09/01/2020 \$55.94 \$9.95 \$18.74 \$0.00 \$84.63

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

HVAC MECHANIC 09/01/2017 \$51.44 \$9.95 \$18.74 \$0.00 \$80.13
 PIPEFITTERS LOCAL 537
 09/01/2018 \$52.94 \$9.95 \$18.74 \$0.00 \$81.63
 09/01/2019 \$54.44 \$9.95 \$18.74 \$0.00 \$83.13
 09/01/2020 \$55.94 \$9.95 \$18.74 \$0.00 \$84.63

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

HYDRAULIC DRILLS 06/01/2018 \$38.75 \$7.70 \$15.20 \$0.00 \$61.65
 LABORERS - ZONE 1
 12/01/2018 \$39.70 \$7.70 \$15.20 \$0.00 \$62.60
 06/01/2019 \$40.70 \$7.70 \$15.20 \$0.00 \$63.60
 12/01/2019 \$41.70 \$7.70 \$15.20 \$0.00 \$64.60
 06/01/2020 \$42.69 \$7.70 \$15.20 \$0.00 \$65.59
 12/01/2020 \$43.67 \$7.70 \$15.20 \$0.00 \$66.57
 06/01/2021 \$44.69 \$7.70 \$15.20 \$0.00 \$67.59
 12/01/2021 \$45.70 \$7.70 \$15.20 \$0.00 \$68.60

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON) | 09/01/2017 | \$47.09 | \$11.75 | \$14.20 | \$0.00 | \$73.04 |
| | 09/01/2018 | \$49.34 | \$11.75 | \$14.20 | \$0.00 | \$75.29 |
| | 09/01/2019 | \$51.84 | \$11.75 | \$14.20 | \$0.00 | \$77.79 |

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

Effective Date - 09/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$23.55 | \$11.75 | \$10.45 | \$0.00 | \$45.75 |
| 2 | 60 | \$28.25 | \$11.75 | \$11.20 | \$0.00 | \$51.20 |
| 3 | 70 | \$32.96 | \$11.75 | \$11.95 | \$0.00 | \$56.66 |
| 4 | 80 | \$37.67 | \$11.75 | \$12.70 | \$0.00 | \$62.12 |

Effective Date - 09/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.67 | \$11.75 | \$10.45 | \$0.00 | \$46.87 |
| 2 | 60 | \$29.60 | \$11.75 | \$11.20 | \$0.00 | \$52.55 |
| 3 | 70 | \$34.54 | \$11.75 | \$11.95 | \$0.00 | \$58.24 |
| 4 | 80 | \$39.47 | \$11.75 | \$12.70 | \$0.00 | \$63.92 |

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| IRONWORKER/WELDER IRONWORKERS LOCAL 7 (BOSTON AREA) | 03/16/2017 | \$44.65 | \$7.80 | \$20.85 | \$0.00 | \$73.30 |
|--|------------|---------|--------|---------|--------|---------|

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 03/16/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$26.79 | \$7.80 | \$20.85 | \$0.00 | \$55.44 |
| 2 | 70 | \$31.26 | \$7.80 | \$20.85 | \$0.00 | \$59.91 |
| 3 | 75 | \$33.49 | \$7.80 | \$20.85 | \$0.00 | \$62.14 |
| 4 | 80 | \$35.72 | \$7.80 | \$20.85 | \$0.00 | \$64.37 |
| 5 | 85 | \$37.95 | \$7.80 | \$20.85 | \$0.00 | \$66.60 |
| 6 | 90 | \$40.19 | \$7.80 | \$20.85 | \$0.00 | \$68.84 |

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|---------------------------|------------|
| JACKHAMMER & PAVING BREAKER OPERATOR <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|-------------------------------------|------------|---------|--------|---------|--------|---------|
| LABORER <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$38.00 | \$7.70 | \$15.20 | \$0.00 | \$60.90 |
| | 12/01/2018 | \$38.95 | \$7.70 | \$15.20 | \$0.00 | \$61.85 |
| | 06/01/2019 | \$39.95 | \$7.70 | \$15.20 | \$0.00 | \$62.85 |
| | 12/01/2019 | \$40.95 | \$7.70 | \$15.20 | \$0.00 | \$63.85 |
| | 06/01/2020 | \$41.94 | \$7.70 | \$15.20 | \$0.00 | \$64.84 |
| | 12/01/2020 | \$42.92 | \$7.70 | \$15.20 | \$0.00 | \$65.82 |
| | 06/01/2021 | \$43.94 | \$7.70 | \$15.20 | \$0.00 | \$66.84 |
| | 12/01/2021 | \$44.95 | \$7.70 | \$15.20 | \$0.00 | \$67.85 |

Apprentice - LABORER - Zone 1

Effective Date - 06/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$22.80 | \$7.70 | \$15.20 | \$0.00 | \$45.70 |
| 2 | 70 | \$26.60 | \$7.70 | \$15.20 | \$0.00 | \$49.50 |
| 3 | 80 | \$30.40 | \$7.70 | \$15.20 | \$0.00 | \$53.30 |
| 4 | 90 | \$34.20 | \$7.70 | \$15.20 | \$0.00 | \$57.10 |

Effective Date - 12/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$23.37 | \$7.70 | \$15.20 | \$0.00 | \$46.27 |
| 2 | 70 | \$27.27 | \$7.70 | \$15.20 | \$0.00 | \$50.17 |
| 3 | 80 | \$31.16 | \$7.70 | \$15.20 | \$0.00 | \$54.06 |
| 4 | 90 | \$35.06 | \$7.70 | \$15.20 | \$0.00 | \$57.96 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: CARPENTER TENDER <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$38.00 | \$7.70 | \$15.20 | \$0.00 | \$60.90 |
| | 12/01/2018 | \$38.95 | \$7.70 | \$15.20 | \$0.00 | \$61.85 |
| | 06/01/2019 | \$39.95 | \$7.70 | \$15.20 | \$0.00 | \$62.85 |
| | 12/01/2019 | \$40.95 | \$7.70 | \$15.20 | \$0.00 | \$63.85 |
| | 06/01/2020 | \$41.94 | \$7.70 | \$15.20 | \$0.00 | \$64.84 |
| | 12/01/2020 | \$42.92 | \$7.70 | \$15.20 | \$0.00 | \$65.82 |
| | 06/01/2021 | \$43.94 | \$7.70 | \$15.20 | \$0.00 | \$66.84 |
| | 12/01/2021 | \$44.95 | \$7.70 | \$15.20 | \$0.00 | \$67.85 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$38.00 | \$7.70 | \$15.20 | \$0.00 | \$60.90 |
| | 12/01/2018 | \$38.95 | \$7.70 | \$15.20 | \$0.00 | \$61.85 |
| | 06/01/2019 | \$39.95 | \$7.70 | \$15.20 | \$0.00 | \$62.85 |
| | 12/01/2019 | \$40.95 | \$7.70 | \$15.20 | \$0.00 | \$63.85 |
| | 06/01/2020 | \$41.94 | \$7.70 | \$15.20 | \$0.00 | \$64.84 |
| | 12/01/2020 | \$42.92 | \$7.70 | \$15.20 | \$0.00 | \$65.82 |
| | 06/01/2021 | \$43.94 | \$7.70 | \$15.20 | \$0.00 | \$66.84 |
| | 12/01/2021 | \$44.95 | \$7.70 | \$15.20 | \$0.00 | \$67.85 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$38.15 | \$7.70 | \$15.20 | \$0.00 | \$61.05 |
| | 12/01/2018 | \$39.10 | \$7.70 | \$15.20 | \$0.00 | \$62.00 |
| | 06/01/2019 | \$40.10 | \$7.70 | \$15.20 | \$0.00 | \$63.00 |
| | 12/01/2019 | \$41.10 | \$7.70 | \$15.20 | \$0.00 | \$64.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MASON TENDER <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$38.00 | \$7.70 | \$15.20 | \$0.00 | \$60.90 |
| | 12/01/2018 | \$38.95 | \$7.70 | \$15.20 | \$0.00 | \$61.85 |
| | 06/01/2019 | \$39.95 | \$7.70 | \$15.20 | \$0.00 | \$62.85 |
| | 12/01/2019 | \$40.95 | \$7.70 | \$15.20 | \$0.00 | \$63.85 |
| | 06/01/2020 | \$41.94 | \$7.70 | \$15.20 | \$0.00 | \$64.84 |
| | 12/01/2020 | \$42.92 | \$7.70 | \$15.20 | \$0.00 | \$65.82 |
| | 06/01/2021 | \$43.94 | \$7.70 | \$15.20 | \$0.00 | \$66.84 |
| | 12/01/2021 | \$44.95 | \$7.70 | \$15.20 | \$0.00 | \$67.85 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$38.00 | \$7.70 | \$15.20 | \$0.00 | \$60.90 |
| | 12/01/2018 | \$38.95 | \$7.70 | \$15.20 | \$0.00 | \$61.85 |
| | 06/01/2019 | \$39.95 | \$7.70 | \$15.20 | \$0.00 | \$62.85 |
| | 12/01/2019 | \$40.95 | \$7.70 | \$15.20 | \$0.00 | \$63.85 |
| | 06/01/2020 | \$41.94 | \$7.70 | \$15.20 | \$0.00 | \$64.84 |
| | 12/01/2020 | \$42.92 | \$7.70 | \$15.20 | \$0.00 | \$65.82 |
| | 06/01/2021 | \$43.94 | \$7.70 | \$15.20 | \$0.00 | \$66.84 |
| | 12/01/2021 | \$44.95 | \$7.70 | \$15.20 | \$0.00 | \$67.85 |

This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| LASER BEAM OPERATOR <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 02/01/2018 | \$39.82 | \$10.75 | \$18.34 | \$0.00 | \$68.91 |
| | 08/01/2018 | \$40.90 | \$10.75 | \$18.47 | \$0.00 | \$70.12 |
| | 02/01/2019 | \$41.41 | \$10.75 | \$18.47 | \$0.00 | \$70.63 |
| | 08/01/2019 | \$42.49 | \$10.75 | \$18.61 | \$0.00 | \$71.85 |
| | 02/01/2020 | \$43.00 | \$10.75 | \$18.61 | \$0.00 | \$72.36 |
| | 08/01/2020 | \$44.08 | \$10.75 | \$18.76 | \$0.00 | \$73.59 |
| | 02/01/2021 | \$44.59 | \$10.75 | \$18.76 | \$0.00 | \$74.10 |
| | 08/01/2021 | \$45.71 | \$10.75 | \$18.92 | \$0.00 | \$75.38 |
| | 02/01/2022 | \$46.18 | \$10.75 | \$18.92 | \$0.00 | \$75.85 |

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

Effective Date - 02/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$19.91 | \$10.75 | \$18.34 | \$0.00 | \$49.00 |
| 2 | 60 | \$23.89 | \$10.75 | \$18.34 | \$0.00 | \$52.98 |
| 3 | 70 | \$27.87 | \$10.75 | \$18.34 | \$0.00 | \$56.96 |
| 4 | 80 | \$31.86 | \$10.75 | \$18.34 | \$0.00 | \$60.95 |
| 5 | 90 | \$35.84 | \$10.75 | \$18.34 | \$0.00 | \$64.93 |

Effective Date - 08/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$20.45 | \$10.75 | \$18.47 | \$0.00 | \$49.67 |
| 2 | 60 | \$24.54 | \$10.75 | \$18.47 | \$0.00 | \$53.76 |
| 3 | 70 | \$28.63 | \$10.75 | \$18.47 | \$0.00 | \$57.85 |
| 4 | 80 | \$32.72 | \$10.75 | \$18.47 | \$0.00 | \$61.94 |
| 5 | 90 | \$36.81 | \$10.75 | \$18.47 | \$0.00 | \$66.03 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| MARBLE MASONS, TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 02/01/2018 | \$52.10 | \$10.75 | \$20.03 | \$0.00 | \$82.88 |
| | 08/01/2018 | \$53.45 | \$10.75 | \$20.16 | \$0.00 | \$84.36 |
| | 02/01/2019 | \$54.07 | \$10.75 | \$20.16 | \$0.00 | \$84.98 |
| | 08/01/2019 | \$55.42 | \$10.75 | \$20.30 | \$0.00 | \$86.47 |
| | 02/01/2020 | \$56.05 | \$10.75 | \$20.30 | \$0.00 | \$87.10 |
| | 08/01/2020 | \$57.40 | \$10.75 | \$20.45 | \$0.00 | \$88.60 |
| | 02/01/2021 | \$58.04 | \$10.75 | \$20.45 | \$0.00 | \$89.24 |
| | 08/01/2021 | \$59.44 | \$10.75 | \$20.61 | \$0.00 | \$90.80 |
| | 02/01/2022 | \$60.01 | \$10.75 | \$20.61 | \$0.00 | \$91.37 |

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

Effective Date - 02/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$26.05 | \$10.75 | \$20.03 | \$0.00 | \$56.83 |
| 2 | 60 | \$31.26 | \$10.75 | \$20.03 | \$0.00 | \$62.04 |
| 3 | 70 | \$36.47 | \$10.75 | \$20.03 | \$0.00 | \$67.25 |
| 4 | 80 | \$41.68 | \$10.75 | \$20.03 | \$0.00 | \$72.46 |
| 5 | 90 | \$46.89 | \$10.75 | \$20.03 | \$0.00 | \$77.67 |

Effective Date - 08/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$26.73 | \$10.75 | \$20.16 | \$0.00 | \$57.64 |
| 2 | 60 | \$32.07 | \$10.75 | \$20.16 | \$0.00 | \$62.98 |
| 3 | 70 | \$37.42 | \$10.75 | \$20.16 | \$0.00 | \$68.33 |
| 4 | 80 | \$42.76 | \$10.75 | \$20.16 | \$0.00 | \$73.67 |
| 5 | 90 | \$48.11 | \$10.75 | \$20.16 | \$0.00 | \$79.02 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2017 | \$46.17 | \$10.50 | \$15.50 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2017 | \$46.17 | \$10.50 | \$15.50 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| MILLWRIGHT (Zone 1) <i>MILLWRIGHTS LOCAL 1121 - Zone 1</i> | 04/01/2018 | \$40.42 | \$9.90 | \$18.50 | \$0.00 | \$68.82 |
| | 10/01/2018 | \$41.32 | \$9.90 | \$18.50 | \$0.00 | \$69.72 |
| | 04/01/2019 | \$42.22 | \$9.90 | \$18.50 | \$0.00 | \$70.62 |

Apprentice - MILLWRIGHT - Local 1121 Zone 1

Effective Date - 04/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 55 | \$22.23 | \$9.90 | \$5.31 | \$0.00 | \$37.44 |
| 2 | 65 | \$26.27 | \$9.90 | \$15.13 | \$0.00 | \$51.30 |
| 3 | 75 | \$30.32 | \$9.90 | \$16.10 | \$0.00 | \$56.32 |
| 4 | 85 | \$34.36 | \$9.90 | \$17.06 | \$0.00 | \$61.32 |

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|-----------------------------------|------------|---------|--------|---------|--------|---------|
| MORTAR MIXER LABORERS - ZONE 1 | 06/01/2018 | \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| OILER (OTHER THAN TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4 | 12/01/2017 | \$23.24 | \$10.50 | \$15.50 | \$0.00 | \$49.24 |
|--|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4 | 12/01/2017 | \$27.40 | \$10.50 | \$15.50 | \$0.00 | \$53.40 |
|---|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4 | 12/01/2017 | \$46.17 | \$10.50 | \$15.50 | \$0.00 | \$72.17 |
|--|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2 | 01/01/2018 | \$49.66 | \$8.10 | \$19.55 | \$0.00 | \$77.31 |
| | 07/01/2018 | \$50.01 | \$8.15 | \$20.15 | \$0.00 | \$78.31 |
| | 01/01/2019 | \$50.36 | \$8.15 | \$20.85 | \$0.00 | \$79.36 |
| | 07/01/2019 | \$51.46 | \$8.15 | \$20.85 | \$0.00 | \$80.46 |
| | 01/01/2020 | \$52.56 | \$8.15 | \$20.85 | \$0.00 | \$81.56 |
| | 07/01/2020 | \$53.66 | \$8.15 | \$20.85 | \$0.00 | \$82.66 |
| | 01/01/2021 | \$54.76 | \$8.15 | \$20.85 | \$0.00 | \$83.76 |

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$24.83 | \$8.10 | \$0.00 | \$0.00 | \$32.93 |
| 2 | 55 | \$27.31 | \$8.10 | \$5.06 | \$0.00 | \$40.47 |
| 3 | 60 | \$29.80 | \$8.10 | \$5.52 | \$0.00 | \$43.42 |
| 4 | 65 | \$32.28 | \$8.10 | \$5.98 | \$0.00 | \$46.36 |
| 5 | 70 | \$34.76 | \$8.10 | \$16.79 | \$0.00 | \$59.65 |
| 6 | 75 | \$37.25 | \$8.10 | \$17.25 | \$0.00 | \$62.60 |
| 7 | 80 | \$39.73 | \$8.10 | \$17.71 | \$0.00 | \$65.54 |
| 8 | 90 | \$44.69 | \$8.10 | \$18.63 | \$0.00 | \$71.42 |

Effective Date - 07/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$25.01 | \$8.15 | \$0.00 | \$0.00 | \$33.16 |
| 2 | 55 | \$27.51 | \$8.15 | \$5.34 | \$0.00 | \$41.00 |
| 3 | 60 | \$30.01 | \$8.15 | \$5.82 | \$0.00 | \$43.98 |
| 4 | 65 | \$32.51 | \$8.15 | \$6.31 | \$0.00 | \$46.97 |
| 5 | 70 | \$35.01 | \$8.15 | \$17.24 | \$0.00 | \$60.40 |
| 6 | 75 | \$37.51 | \$8.15 | \$17.73 | \$0.00 | \$63.39 |
| 7 | 80 | \$40.01 | \$8.15 | \$18.21 | \$0.00 | \$66.37 |
| 8 | 90 | \$45.01 | \$8.15 | \$19.18 | \$0.00 | \$72.34 |

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, NEW) * | 01/01/2018 | \$40.56 | \$8.10 | \$19.55 | \$0.00 | \$68.21 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 | 07/01/2018 | \$40.91 | \$8.15 | \$20.15 | \$0.00 | \$69.21 |
| | 01/01/2019 | \$41.26 | \$8.15 | \$20.85 | \$0.00 | \$70.26 |
| | 07/01/2019 | \$42.36 | \$8.15 | \$20.85 | \$0.00 | \$71.36 |
| | 01/01/2020 | \$43.46 | \$8.15 | \$20.85 | \$0.00 | \$72.46 |
| | 07/01/2020 | \$44.56 | \$8.15 | \$20.85 | \$0.00 | \$73.56 |
| | 01/01/2021 | \$45.66 | \$8.15 | \$20.85 | \$0.00 | \$74.66 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.28 | \$8.10 | \$0.00 | \$0.00 | \$28.38 |
| 2 | 55 | \$22.31 | \$8.10 | \$5.06 | \$0.00 | \$35.47 |
| 3 | 60 | \$24.34 | \$8.10 | \$5.52 | \$0.00 | \$37.96 |
| 4 | 65 | \$26.36 | \$8.10 | \$5.98 | \$0.00 | \$40.44 |
| 5 | 70 | \$28.39 | \$8.10 | \$16.79 | \$0.00 | \$53.28 |
| 6 | 75 | \$30.42 | \$8.10 | \$17.25 | \$0.00 | \$55.77 |
| 7 | 80 | \$32.45 | \$8.10 | \$17.71 | \$0.00 | \$58.26 |
| 8 | 90 | \$36.50 | \$8.10 | \$18.63 | \$0.00 | \$63.23 |

Effective Date - 07/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.46 | \$8.15 | \$0.00 | \$0.00 | \$28.61 |
| 2 | 55 | \$22.50 | \$8.15 | \$5.34 | \$0.00 | \$35.99 |
| 3 | 60 | \$24.55 | \$8.15 | \$5.82 | \$0.00 | \$38.52 |
| 4 | 65 | \$26.59 | \$8.15 | \$6.31 | \$0.00 | \$41.05 |
| 5 | 70 | \$28.64 | \$8.15 | \$17.24 | \$0.00 | \$54.03 |
| 6 | 75 | \$30.68 | \$8.15 | \$17.73 | \$0.00 | \$56.56 |
| 7 | 80 | \$32.73 | \$8.15 | \$18.21 | \$0.00 | \$59.09 |
| 8 | 90 | \$36.82 | \$8.15 | \$19.18 | \$0.00 | \$64.15 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---------------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, REPAINT) | 01/01/2018 | \$38.62 | \$8.10 | \$19.55 | \$0.00 | \$66.27 |
| PAINTERS LOCAL 35 - ZONE 2 | 07/01/2018 | \$38.97 | \$8.15 | \$20.15 | \$0.00 | \$67.27 |
| | 01/01/2019 | \$39.32 | \$8.15 | \$20.85 | \$0.00 | \$68.32 |
| | 07/01/2019 | \$40.42 | \$8.15 | \$20.85 | \$0.00 | \$69.42 |
| | 01/01/2020 | \$41.52 | \$8.15 | \$20.85 | \$0.00 | \$70.52 |
| | 07/01/2020 | \$42.62 | \$8.15 | \$20.85 | \$0.00 | \$71.62 |
| | 01/01/2021 | \$43.72 | \$8.15 | \$20.85 | \$0.00 | \$72.72 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.31 | \$8.10 | \$0.00 | \$0.00 | \$27.41 |
| 2 | 55 | \$21.24 | \$8.10 | \$5.06 | \$0.00 | \$34.40 |
| 3 | 60 | \$23.17 | \$8.10 | \$5.52 | \$0.00 | \$36.79 |
| 4 | 65 | \$25.10 | \$8.10 | \$5.98 | \$0.00 | \$39.18 |
| 5 | 70 | \$27.03 | \$8.10 | \$16.79 | \$0.00 | \$51.92 |
| 6 | 75 | \$28.97 | \$8.10 | \$17.25 | \$0.00 | \$54.32 |
| 7 | 80 | \$30.90 | \$8.10 | \$17.71 | \$0.00 | \$56.71 |
| 8 | 90 | \$34.76 | \$8.10 | \$18.63 | \$0.00 | \$61.49 |

Effective Date - 07/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.49 | \$8.15 | \$0.00 | \$0.00 | \$27.64 |
| 2 | 55 | \$21.43 | \$8.15 | \$5.34 | \$0.00 | \$34.92 |
| 3 | 60 | \$23.38 | \$8.15 | \$5.82 | \$0.00 | \$37.35 |
| 4 | 65 | \$25.33 | \$8.15 | \$6.31 | \$0.00 | \$39.79 |
| 5 | 70 | \$27.28 | \$8.15 | \$17.24 | \$0.00 | \$52.67 |
| 6 | 75 | \$29.23 | \$8.15 | \$17.73 | \$0.00 | \$55.11 |
| 7 | 80 | \$31.18 | \$8.15 | \$18.21 | \$0.00 | \$57.54 |
| 8 | 90 | \$35.07 | \$8.15 | \$19.18 | \$0.00 | \$62.40 |

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER (TRAFFIC MARKINGS) LABORERS - ZONE 1 | 06/01/2018 | \$38.00 | \$7.70 | \$15.20 | \$0.00 | \$60.90 |
| | 12/01/2018 | \$38.95 | \$7.70 | \$15.20 | \$0.00 | \$61.85 |
| | 06/01/2019 | \$39.95 | \$7.70 | \$15.20 | \$0.00 | \$62.85 |
| | 12/01/2019 | \$40.95 | \$7.70 | \$15.20 | \$0.00 | \$63.85 |
| | 06/01/2020 | \$41.94 | \$7.70 | \$15.20 | \$0.00 | \$64.84 |
| | 12/01/2020 | \$42.92 | \$7.70 | \$15.20 | \$0.00 | \$65.82 |
| | 06/01/2021 | \$43.94 | \$7.70 | \$15.20 | \$0.00 | \$66.84 |
| | 12/01/2021 | \$44.95 | \$7.70 | \$15.20 | \$0.00 | \$67.85 |

For Apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, NEW) * * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 | 01/01/2018 | \$39.16 | \$8.10 | \$19.55 | \$0.00 | \$66.81 |
| | 07/01/2018 | \$39.51 | \$8.15 | \$20.15 | \$0.00 | \$67.81 |
| | 01/01/2019 | \$39.86 | \$8.15 | \$20.85 | \$0.00 | \$68.86 |
| | 07/01/2019 | \$40.96 | \$8.15 | \$20.85 | \$0.00 | \$69.96 |
| | 01/01/2020 | \$42.06 | \$8.15 | \$20.85 | \$0.00 | \$71.06 |
| | 07/01/2020 | \$43.16 | \$8.15 | \$20.85 | \$0.00 | \$72.16 |
| | 01/01/2021 | \$44.25 | \$8.15 | \$20.85 | \$0.00 | \$73.25 |

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.58 | \$8.10 | \$0.00 | \$0.00 | \$27.68 |
| 2 | 55 | \$21.54 | \$8.10 | \$5.06 | \$0.00 | \$34.70 |
| 3 | 60 | \$23.50 | \$8.10 | \$5.52 | \$0.00 | \$37.12 |
| 4 | 65 | \$25.45 | \$8.10 | \$5.98 | \$0.00 | \$39.53 |
| 5 | 70 | \$27.41 | \$8.10 | \$16.79 | \$0.00 | \$52.30 |
| 6 | 75 | \$29.37 | \$8.10 | \$17.25 | \$0.00 | \$54.72 |
| 7 | 80 | \$31.33 | \$8.10 | \$17.71 | \$0.00 | \$57.14 |
| 8 | 90 | \$35.24 | \$8.10 | \$18.63 | \$0.00 | \$61.97 |

Effective Date - 07/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.76 | \$8.15 | \$0.00 | \$0.00 | \$27.91 |
| 2 | 55 | \$21.73 | \$8.15 | \$5.34 | \$0.00 | \$35.22 |
| 3 | 60 | \$23.71 | \$8.15 | \$5.82 | \$0.00 | \$37.68 |
| 4 | 65 | \$25.68 | \$8.15 | \$6.31 | \$0.00 | \$40.14 |
| 5 | 70 | \$27.66 | \$8.15 | \$17.24 | \$0.00 | \$53.05 |
| 6 | 75 | \$29.63 | \$8.15 | \$17.73 | \$0.00 | \$55.51 |
| 7 | 80 | \$31.61 | \$8.15 | \$18.21 | \$0.00 | \$57.97 |
| 8 | 90 | \$35.56 | \$8.15 | \$19.18 | \$0.00 | \$62.89 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|----------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, REPAINT) | 01/01/2018 | \$37.22 | \$8.10 | \$19.55 | \$0.00 | \$64.87 |
| PAINTERS LOCAL 35 - ZONE 2 | 07/01/2018 | \$37.57 | \$8.15 | \$20.15 | \$0.00 | \$65.87 |
| | 01/01/2019 | \$37.92 | \$8.15 | \$20.85 | \$0.00 | \$66.92 |
| | 07/01/2019 | \$39.02 | \$8.15 | \$20.85 | \$0.00 | \$68.02 |
| | 01/01/2020 | \$40.12 | \$8.15 | \$20.85 | \$0.00 | \$69.12 |
| | 07/01/2020 | \$41.22 | \$8.15 | \$20.85 | \$0.00 | \$70.22 |
| | 01/01/2021 | \$42.32 | \$8.15 | \$20.85 | \$0.00 | \$71.32 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$18.61 | \$8.10 | \$0.00 | \$0.00 | \$26.71 |
| 2 | 55 | \$20.47 | \$8.10 | \$5.06 | \$0.00 | \$33.63 |
| 3 | 60 | \$22.33 | \$8.10 | \$5.52 | \$0.00 | \$35.95 |
| 4 | 65 | \$24.19 | \$8.10 | \$5.98 | \$0.00 | \$38.27 |
| 5 | 70 | \$26.05 | \$8.10 | \$16.79 | \$0.00 | \$50.94 |
| 6 | 75 | \$27.92 | \$8.10 | \$17.25 | \$0.00 | \$53.27 |
| 7 | 80 | \$29.78 | \$8.10 | \$17.71 | \$0.00 | \$55.59 |
| 8 | 90 | \$33.50 | \$8.10 | \$18.63 | \$0.00 | \$60.23 |

Effective Date - 07/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$18.79 | \$8.15 | \$0.00 | \$0.00 | \$26.94 |
| 2 | 55 | \$20.66 | \$8.15 | \$5.34 | \$0.00 | \$34.15 |
| 3 | 60 | \$22.54 | \$8.15 | \$5.82 | \$0.00 | \$36.51 |
| 4 | 65 | \$24.42 | \$8.15 | \$6.31 | \$0.00 | \$38.88 |
| 5 | 70 | \$26.30 | \$8.15 | \$17.14 | \$0.00 | \$51.59 |
| 6 | 75 | \$28.18 | \$8.15 | \$17.63 | \$0.00 | \$53.96 |
| 7 | 80 | \$30.06 | \$8.15 | \$18.11 | \$0.00 | \$56.32 |
| 8 | 90 | \$33.81 | \$8.15 | \$19.08 | \$0.00 | \$61.04 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2016 | \$33.08 | \$10.91 | \$10.89 | \$0.00 | \$54.88 |
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2017 | \$44.27 | \$9.90 | \$21.15 | \$0.00 | \$75.32 |
| | 08/01/2018 | \$46.57 | \$9.90 | \$21.15 | \$0.00 | \$77.62 |
| | 08/01/2019 | \$48.94 | \$9.90 | \$21.15 | \$0.00 | \$79.99 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2017 | \$44.27 | \$9.90 | \$21.15 | \$0.00 | \$75.32 |
| | 08/01/2018 | \$46.57 | \$9.90 | \$21.15 | \$0.00 | \$77.62 |
| | 08/01/2019 | \$48.94 | \$9.90 | \$21.15 | \$0.00 | \$79.99 |

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$22.14 | \$9.90 | \$21.15 | \$0.00 | \$53.19 |
| 2 | 60 | \$26.56 | \$9.90 | \$21.15 | \$0.00 | \$57.61 |
| 3 | 70 | \$30.99 | \$9.90 | \$21.15 | \$0.00 | \$62.04 |
| 4 | 75 | \$33.20 | \$9.90 | \$21.15 | \$0.00 | \$64.25 |
| 5 | 80 | \$35.42 | \$9.90 | \$21.15 | \$0.00 | \$66.47 |
| 6 | 80 | \$35.42 | \$9.90 | \$21.15 | \$0.00 | \$66.47 |
| 7 | 90 | \$39.84 | \$9.90 | \$21.15 | \$0.00 | \$70.89 |
| 8 | 90 | \$39.84 | \$9.90 | \$21.15 | \$0.00 | \$70.89 |

Effective Date - 08/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$23.29 | \$9.90 | \$21.15 | \$0.00 | \$54.34 |
| 2 | 60 | \$27.94 | \$9.90 | \$21.15 | \$0.00 | \$58.99 |
| 3 | 70 | \$32.60 | \$9.90 | \$21.15 | \$0.00 | \$63.65 |
| 4 | 75 | \$34.93 | \$9.90 | \$21.15 | \$0.00 | \$65.98 |
| 5 | 80 | \$37.26 | \$9.90 | \$21.15 | \$0.00 | \$68.31 |
| 6 | 80 | \$37.26 | \$9.90 | \$21.15 | \$0.00 | \$68.31 |
| 7 | 90 | \$41.91 | \$9.90 | \$21.15 | \$0.00 | \$72.96 |
| 8 | 90 | \$41.91 | \$9.90 | \$21.15 | \$0.00 | \$72.96 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--------------------------|------------|---------|--------|---------|--------|---------|
| PIPEFITTER & STEAMFITTER | 09/01/2017 | \$51.44 | \$9.95 | \$18.74 | \$0.00 | \$80.13 |
| PIPEFITTERS LOCAL 537 | 09/01/2018 | \$52.94 | \$9.95 | \$18.74 | \$0.00 | \$81.63 |
| | 09/01/2019 | \$54.44 | \$9.95 | \$18.74 | \$0.00 | \$83.13 |
| | 09/01/2020 | \$55.94 | \$9.95 | \$18.74 | \$0.00 | \$84.63 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PIPEFITTER - Local 537

Effective Date - 09/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 40 | \$20.58 | \$9.95 | \$7.75 | \$0.00 | \$38.28 |
| 2 | 45 | \$23.15 | \$9.95 | \$18.74 | \$0.00 | \$51.84 |
| 3 | 60 | \$30.86 | \$9.95 | \$18.74 | \$0.00 | \$59.55 |
| 4 | 70 | \$36.01 | \$9.95 | \$18.74 | \$0.00 | \$64.70 |
| 5 | 80 | \$41.15 | \$9.95 | \$18.74 | \$0.00 | \$69.84 |

Effective Date - 09/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 40 | \$21.18 | \$9.95 | \$7.75 | \$0.00 | \$38.88 |
| 2 | 45 | \$23.82 | \$9.95 | \$18.74 | \$0.00 | \$52.51 |
| 3 | 60 | \$31.76 | \$9.95 | \$18.74 | \$0.00 | \$60.45 |
| 4 | 70 | \$37.06 | \$9.95 | \$18.74 | \$0.00 | \$65.75 |
| 5 | 80 | \$42.35 | \$9.95 | \$18.74 | \$0.00 | \$71.04 |

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.
Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|-------------------|------------|---------|--------|---------|--------|---------|
| PIPELAYER | 06/01/2018 | \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| LABORERS - ZONE 1 | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--------------------------------|------------|---------|---------|---------|--------|---------|
| PLUMBERS & GASFITTERS | 03/01/2018 | \$54.69 | \$11.57 | \$15.76 | \$0.00 | \$82.02 |
| PLUMBERS & GASFITTERS LOCAL 12 | 09/01/2018 | \$56.19 | \$11.57 | \$15.76 | \$0.00 | \$83.52 |
| | 03/01/2019 | \$57.69 | \$11.57 | \$15.76 | \$0.00 | \$85.02 |
| | 09/01/2019 | \$59.19 | \$11.57 | \$15.76 | \$0.00 | \$86.52 |
| | 03/01/2020 | \$60.69 | \$11.57 | \$15.76 | \$0.00 | \$88.02 |
| | 09/01/2020 | \$62.19 | \$11.57 | \$15.76 | \$0.00 | \$89.52 |
| | 03/01/2021 | \$63.69 | \$11.57 | \$15.76 | \$0.00 | \$91.02 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 03/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$19.14 | \$11.57 | \$5.72 | \$0.00 | \$36.43 |
| 2 | 40 | \$21.88 | \$11.57 | \$6.49 | \$0.00 | \$39.94 |
| 3 | 55 | \$30.08 | \$11.57 | \$8.81 | \$0.00 | \$50.46 |
| 4 | 65 | \$35.55 | \$11.57 | \$10.36 | \$0.00 | \$57.48 |
| 5 | 75 | \$41.02 | \$11.57 | \$11.90 | \$0.00 | \$64.49 |

Effective Date - 09/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$19.67 | \$11.57 | \$5.72 | \$0.00 | \$36.96 |
| 2 | 40 | \$22.48 | \$11.57 | \$6.49 | \$0.00 | \$40.54 |
| 3 | 55 | \$30.90 | \$11.57 | \$8.82 | \$0.00 | \$51.29 |
| 4 | 65 | \$36.52 | \$11.57 | \$10.36 | \$0.00 | \$58.45 |
| 5 | 75 | \$42.14 | \$11.57 | \$11.90 | \$0.00 | \$65.61 |

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$61.00, Step5 with lic\$67.99

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PNEUMATIC CONTROLS (TEMP.) PIPEFITTERS LOCAL 537 | 09/01/2017 | \$51.44 | \$9.95 | \$18.74 | \$0.00 | \$80.13 |
| | 09/01/2018 | \$52.94 | \$9.95 | \$18.74 | \$0.00 | \$81.63 |
| | 09/01/2019 | \$54.44 | \$9.95 | \$18.74 | \$0.00 | \$83.13 |
| | 09/01/2020 | \$55.94 | \$9.95 | \$18.74 | \$0.00 | \$84.63 |

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR LABORERS - ZONE 1 | 06/01/2018 | \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| POWDERMAN & BLASTER LABORERS - ZONE 1 | 06/01/2018 | \$39.00 | \$7.70 | \$15.20 | \$0.00 | \$61.90 |
| | 12/01/2018 | \$39.95 | \$7.70 | \$15.20 | \$0.00 | \$62.85 |
| | 06/01/2019 | \$40.95 | \$7.70 | \$15.20 | \$0.00 | \$63.85 |
| | 12/01/2019 | \$41.95 | \$7.70 | \$15.20 | \$0.00 | \$64.85 |
| | 06/01/2020 | \$42.94 | \$7.70 | \$15.20 | \$0.00 | \$65.84 |
| | 12/01/2020 | \$43.92 | \$7.70 | \$15.20 | \$0.00 | \$66.82 |
| | 06/01/2021 | \$44.94 | \$7.70 | \$15.20 | \$0.00 | \$67.84 |
| | 12/01/2021 | \$45.95 | \$7.70 | \$15.20 | \$0.00 | \$68.85 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2017 | \$46.63 | \$10.50 | \$15.50 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2017 | \$46.63 | \$10.50 | \$15.50 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2017 | \$31.80 | \$10.50 | \$15.50 | \$0.00 | \$57.80 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| READY MIX CONCRETE DRIVERS after 4/30/10 (Drivers Hired After 4/30/2010) <i>TEAMSTERS LOCAL 25c</i> | 07/01/2017 | \$28.18 | \$8.48 | \$9.72 | \$0.00 | \$46.38 |
| READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 25c</i> | 07/01/2017 | \$29.48 | \$8.48 | \$9.72 | \$0.00 | \$47.68 |
| RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2017 | \$46.17 | \$10.50 | \$15.50 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2017 | \$46.17 | \$10.50 | \$15.50 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg) <i>ROOFERS LOCAL 33</i> | 02/01/2018 | \$42.36 | \$11.35 | \$14.80 | \$0.00 | \$68.51 |
| | 08/01/2018 | \$43.46 | \$11.35 | \$14.80 | \$0.00 | \$69.61 |
| | 02/01/2019 | \$44.61 | \$11.35 | \$14.80 | \$0.00 | \$70.76 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$21.18 | \$11.35 | \$3.44 | \$0.00 | \$35.97 |
| 2 | 60 | \$25.42 | \$11.35 | \$14.80 | \$0.00 | \$51.57 |
| 3 | 65 | \$27.53 | \$11.35 | \$14.80 | \$0.00 | \$53.68 |
| 4 | 75 | \$31.77 | \$11.35 | \$14.80 | \$0.00 | \$57.92 |
| 5 | 85 | \$36.01 | \$11.35 | \$14.80 | \$0.00 | \$62.16 |

Effective Date - 08/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$21.73 | \$11.35 | \$3.44 | \$0.00 | \$36.52 |
| 2 | 60 | \$26.08 | \$11.35 | \$14.80 | \$0.00 | \$52.23 |
| 3 | 65 | \$28.25 | \$11.35 | \$14.80 | \$0.00 | \$54.40 |
| 4 | 75 | \$32.60 | \$11.35 | \$14.80 | \$0.00 | \$58.75 |
| 5 | 85 | \$36.94 | \$11.35 | \$14.80 | \$0.00 | \$63.09 |

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.
 (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33 | 02/01/2018 | \$42.61 | \$11.35 | \$14.80 | \$0.00 | \$68.76 |
| | 08/01/2018 | \$43.71 | \$11.35 | \$14.80 | \$0.00 | \$69.86 |
| | 02/01/2019 | \$44.86 | \$11.35 | \$14.80 | \$0.00 | \$71.01 |
| For apprentice rates see "Apprentice- ROOFER" | | | | | | |
| SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 17 - A | 02/01/2018 | \$44.11 | \$12.20 | \$24.12 | \$2.41 | \$82.84 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$17.64 | \$12.20 | \$5.61 | \$0.00 | \$35.45 |
| 2 | 40 | \$17.64 | \$12.20 | \$5.61 | \$0.00 | \$35.45 |
| 3 | 45 | \$19.85 | \$12.20 | \$10.85 | \$1.29 | \$44.19 |
| 4 | 45 | \$19.85 | \$12.20 | \$10.85 | \$1.29 | \$44.19 |
| 5 | 50 | \$22.06 | \$12.20 | \$11.80 | \$1.38 | \$47.44 |
| 6 | 50 | \$22.06 | \$12.20 | \$12.05 | \$1.39 | \$47.70 |
| 7 | 60 | \$26.47 | \$12.20 | \$13.70 | \$1.57 | \$53.94 |
| 8 | 65 | \$28.67 | \$12.20 | \$14.65 | \$1.67 | \$57.19 |
| 9 | 75 | \$33.08 | \$12.20 | \$16.56 | \$1.86 | \$63.70 |
| 10 | 85 | \$37.49 | \$12.20 | \$17.96 | \$2.03 | \$69.68 |

Notes:
Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

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

Apprentice - SIGN ERECTOR - Local 35 Zone 2

Effective Date - 06/01/2013

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

Notes:
Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 12/01/2016 | \$33.54 | \$10.91 | \$10.89 | \$0.00 | \$55.34 |
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 12/01/2016 | \$33.83 | \$10.91 | \$10.89 | \$0.00 | \$55.63 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i> | 03/01/2018 | \$57.78 | \$9.12 | \$18.15 | \$0.00 | \$85.05 |
| | 10/01/2018 | \$59.28 | \$9.12 | \$18.15 | \$0.00 | \$86.55 |
| | 01/01/2019 | \$59.28 | \$9.47 | \$18.35 | \$0.00 | \$87.10 |
| | 03/01/2019 | \$60.78 | \$9.47 | \$18.35 | \$0.00 | \$88.60 |
| | 10/01/2019 | \$62.28 | \$9.47 | \$18.35 | \$0.00 | \$90.10 |
| | 03/01/2020 | \$63.78 | \$9.47 | \$18.35 | \$0.00 | \$91.60 |
| | 10/01/2020 | \$65.28 | \$9.47 | \$18.35 | \$0.00 | \$93.10 |
| | 03/01/2021 | \$66.78 | \$9.47 | \$18.35 | \$0.00 | \$94.60 |

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

Effective Date - 03/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 35 | \$20.22 | \$9.12 | \$8.90 | \$0.00 | \$38.24 |
| 2 | 40 | \$23.11 | \$9.12 | \$8.90 | \$0.00 | \$41.13 |
| 3 | 45 | \$26.00 | \$9.12 | \$8.90 | \$0.00 | \$44.02 |
| 4 | 50 | \$28.89 | \$9.12 | \$8.90 | \$0.00 | \$46.91 |
| 5 | 55 | \$31.78 | \$9.12 | \$8.90 | \$0.00 | \$49.80 |
| 6 | 60 | \$34.67 | \$9.12 | \$10.40 | \$0.00 | \$54.19 |
| 7 | 65 | \$37.56 | \$9.12 | \$10.40 | \$0.00 | \$57.08 |
| 8 | 70 | \$40.45 | \$9.12 | \$10.40 | \$0.00 | \$59.97 |
| 9 | 75 | \$43.34 | \$9.12 | \$10.40 | \$0.00 | \$62.86 |
| 10 | 80 | \$46.22 | \$9.12 | \$10.40 | \$0.00 | \$65.74 |

Effective Date - 10/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 35 | \$20.75 | \$9.12 | \$8.90 | \$0.00 | \$38.77 |
| 2 | 40 | \$23.71 | \$9.12 | \$8.90 | \$0.00 | \$41.73 |
| 3 | 45 | \$26.68 | \$9.12 | \$8.90 | \$0.00 | \$44.70 |
| 4 | 50 | \$29.64 | \$9.12 | \$8.90 | \$0.00 | \$47.66 |
| 5 | 55 | \$32.60 | \$9.12 | \$8.90 | \$0.00 | \$50.62 |
| 6 | 60 | \$35.57 | \$9.12 | \$10.40 | \$0.00 | \$55.09 |
| 7 | 65 | \$38.53 | \$9.12 | \$10.40 | \$0.00 | \$58.05 |
| 8 | 70 | \$41.50 | \$9.12 | \$10.40 | \$0.00 | \$61.02 |
| 9 | 75 | \$44.46 | \$9.12 | \$10.40 | \$0.00 | \$63.98 |
| 10 | 80 | \$47.42 | \$9.12 | \$10.40 | \$0.00 | \$66.94 |

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 <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2017 | \$46.17 | \$10.50 | \$15.50 | \$0.00 | \$72.17 |
|---|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2017 | \$46.17 | \$10.50 | \$15.50 | \$0.00 | \$72.17 |
|--|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i> | 03/01/2018 | \$37.61 | \$13.00 | \$15.93 | \$0.00 | \$66.54 |
| | 09/01/2018 | \$38.51 | \$13.00 | \$15.96 | \$0.00 | \$67.47 |
| | 03/01/2019 | \$39.40 | \$13.00 | \$15.98 | \$0.00 | \$68.38 |

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 03/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$15.04 | \$13.00 | \$0.45 | \$0.00 | \$28.49 |
| 2 | 40 | \$15.04 | \$13.00 | \$0.45 | \$0.00 | \$28.49 |
| 3 | 45 | \$16.92 | \$13.00 | \$12.74 | \$0.00 | \$42.66 |
| 4 | 45 | \$16.92 | \$13.00 | \$12.74 | \$0.00 | \$42.66 |
| 5 | 50 | \$18.81 | \$13.00 | \$13.03 | \$0.00 | \$44.84 |
| 6 | 55 | \$20.69 | \$13.00 | \$13.32 | \$0.00 | \$47.01 |
| 7 | 60 | \$22.57 | \$13.00 | \$13.61 | \$0.00 | \$49.18 |
| 8 | 65 | \$24.45 | \$13.00 | \$13.90 | \$0.00 | \$51.35 |
| 9 | 70 | \$26.33 | \$13.00 | \$14.19 | \$0.00 | \$53.52 |
| 10 | 75 | \$28.21 | \$13.00 | \$14.48 | \$0.00 | \$55.69 |

Effective Date - 09/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$15.40 | \$13.00 | \$0.46 | \$0.00 | \$28.86 |
| 2 | 40 | \$15.40 | \$13.00 | \$0.46 | \$0.00 | \$28.86 |
| 3 | 45 | \$17.33 | \$13.00 | \$12.75 | \$0.00 | \$43.08 |
| 4 | 45 | \$17.33 | \$13.00 | \$12.75 | \$0.00 | \$43.08 |
| 5 | 50 | \$19.26 | \$13.00 | \$13.05 | \$0.00 | \$45.31 |
| 6 | 55 | \$21.18 | \$13.00 | \$13.34 | \$0.00 | \$47.52 |
| 7 | 60 | \$23.11 | \$13.00 | \$13.62 | \$0.00 | \$49.73 |
| 8 | 65 | \$25.03 | \$13.00 | \$13.92 | \$0.00 | \$51.95 |
| 9 | 70 | \$26.96 | \$13.00 | \$14.21 | \$0.00 | \$54.17 |
| 10 | 75 | \$28.88 | \$13.00 | \$14.50 | \$0.00 | \$56.38 |

Notes:

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 02/01/2018 | \$51.00 | \$10.75 | \$20.03 | \$0.00 | \$81.78 |
| | 08/01/2018 | \$52.35 | \$10.75 | \$20.16 | \$0.00 | \$83.26 |
| | 02/01/2019 | \$52.99 | \$10.75 | \$20.16 | \$0.00 | \$83.90 |
| | 08/01/2019 | \$54.34 | \$10.75 | \$20.30 | \$0.00 | \$85.39 |
| | 02/01/2020 | \$54.98 | \$10.75 | \$20.30 | \$0.00 | \$86.03 |
| | 08/01/2020 | \$56.33 | \$10.75 | \$20.45 | \$0.00 | \$87.53 |
| | 02/01/2021 | \$56.97 | \$10.75 | \$20.45 | \$0.00 | \$88.17 |
| | 08/01/2021 | \$58.37 | \$10.75 | \$20.61 | \$0.00 | \$89.73 |
| | 02/01/2022 | \$58.96 | \$10.75 | \$20.61 | \$0.00 | \$90.32 |

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2018

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$25.50 | \$10.75 | \$20.03 | \$0.00 | \$56.28 |
| 2 | 60 | \$30.60 | \$10.75 | \$20.03 | \$0.00 | \$61.38 |
| 3 | 70 | \$35.70 | \$10.75 | \$20.03 | \$0.00 | \$66.48 |
| 4 | 80 | \$40.80 | \$10.75 | \$20.03 | \$0.00 | \$71.58 |
| 5 | 90 | \$45.90 | \$10.75 | \$20.03 | \$0.00 | \$76.68 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2018 | \$39.35 | \$7.70 | \$15.40 | \$0.00 | \$62.45 |
| | 12/01/2018 | \$40.30 | \$7.70 | \$15.40 | \$0.00 | \$63.40 |
| | 06/01/2019 | \$41.30 | \$7.70 | \$15.40 | \$0.00 | \$64.40 |
| | 12/01/2019 | \$42.30 | \$7.70 | \$15.40 | \$0.00 | \$65.40 |
| | 06/01/2020 | \$43.29 | \$7.70 | \$15.40 | \$0.00 | \$66.39 |
| | 12/01/2020 | \$44.27 | \$7.70 | \$15.40 | \$0.00 | \$67.37 |
| | 06/01/2021 | \$45.29 | \$7.70 | \$15.40 | \$0.00 | \$68.39 |
| | 12/01/2021 | \$46.30 | \$7.70 | \$15.40 | \$0.00 | \$69.40 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2018 | \$38.07 | \$7.70 | \$15.40 | \$0.00 | \$61.17 |
| | 12/01/2018 | \$39.02 | \$7.70 | \$15.40 | \$0.00 | \$62.12 |
| | 06/01/2019 | \$40.02 | \$7.70 | \$15.40 | \$0.00 | \$63.12 |
| | 12/01/2019 | \$41.02 | \$7.70 | \$15.40 | \$0.00 | \$64.12 |
| | 06/01/2020 | \$42.01 | \$7.70 | \$15.40 | \$0.00 | \$65.11 |
| | 12/01/2020 | \$42.99 | \$7.70 | \$15.40 | \$0.00 | \$66.09 |
| | 06/01/2021 | \$44.01 | \$7.70 | \$15.40 | \$0.00 | \$67.11 |
| | 12/01/2021 | \$45.02 | \$7.70 | \$15.40 | \$0.00 | \$68.12 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2018 | \$37.95 | \$7.70 | \$15.40 | \$0.00 | \$61.05 |
| | 12/01/2018 | \$38.90 | \$7.70 | \$15.40 | \$0.00 | \$62.00 |
| | 06/01/2019 | \$39.90 | \$7.70 | \$15.40 | \$0.00 | \$63.00 |
| | 12/01/2019 | \$40.90 | \$7.70 | \$15.40 | \$0.00 | \$64.00 |
| | 06/01/2020 | \$41.89 | \$7.70 | \$15.40 | \$0.00 | \$64.99 |
| | 12/01/2020 | \$42.87 | \$7.70 | \$15.40 | \$0.00 | \$65.97 |
| | 06/01/2021 | \$43.89 | \$7.70 | \$15.40 | \$0.00 | \$66.99 |
| | 12/01/2021 | \$44.90 | \$7.70 | \$15.40 | \$0.00 | \$68.00 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2017 | \$46.17 | \$10.50 | \$15.50 | \$0.00 | \$72.17 |
|--|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2016 | \$34.12 | \$10.91 | \$10.89 | \$0.00 | \$55.92 |
|---|------------|---------|---------|---------|--------|---------|

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i> | 06/01/2018 | \$50.23 | \$7.70 | \$15.80 | \$0.00 | \$73.73 |
| | 12/01/2018 | \$51.18 | \$7.70 | \$15.80 | \$0.00 | \$74.68 |
| | 06/01/2019 | \$52.18 | \$7.70 | \$15.80 | \$0.00 | \$75.68 |
| | 12/01/2019 | \$53.18 | \$7.70 | \$15.80 | \$0.00 | \$76.68 |
| | 06/01/2020 | \$54.17 | \$7.70 | \$15.80 | \$0.00 | \$77.67 |
| | 12/01/2020 | \$55.15 | \$7.70 | \$15.80 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$56.17 | \$7.70 | \$15.80 | \$0.00 | \$79.67 |
| | 12/01/2021 | \$57.18 | \$7.70 | \$15.80 | \$0.00 | \$80.68 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i> | 06/01/2018 | \$52.23 | \$7.70 | \$15.80 | \$0.00 | \$75.73 |
| | 12/01/2018 | \$53.18 | \$7.70 | \$15.80 | \$0.00 | \$76.68 |
| | 06/01/2019 | \$54.18 | \$7.70 | \$15.80 | \$0.00 | \$77.68 |
| | 12/01/2019 | \$55.18 | \$7.70 | \$15.80 | \$0.00 | \$78.68 |
| | 06/01/2020 | \$56.17 | \$7.70 | \$15.80 | \$0.00 | \$79.67 |
| | 12/01/2020 | \$57.15 | \$7.70 | \$15.80 | \$0.00 | \$80.65 |
| | 06/01/2021 | \$58.17 | \$7.70 | \$15.80 | \$0.00 | \$81.67 |
| | 12/01/2021 | \$59.18 | \$7.70 | \$15.80 | \$0.00 | \$82.68 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i> | 06/01/2018 | \$42.30 | \$7.70 | \$15.80 | \$0.00 | \$65.80 |
| | 12/01/2018 | \$43.25 | \$7.70 | \$15.80 | \$0.00 | \$66.75 |
| | 06/01/2019 | \$44.25 | \$7.70 | \$15.80 | \$0.00 | \$67.75 |
| | 12/01/2019 | \$45.25 | \$7.70 | \$15.80 | \$0.00 | \$68.75 |
| | 06/01/2020 | \$46.24 | \$7.70 | \$15.80 | \$0.00 | \$69.74 |
| | 12/01/2020 | \$47.22 | \$7.70 | \$15.80 | \$0.00 | \$70.72 |
| | 06/01/2021 | \$48.24 | \$7.70 | \$15.80 | \$0.00 | \$71.74 |
| | 12/01/2021 | \$49.25 | \$7.70 | \$15.80 | \$0.00 | \$72.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i> | 06/01/2018 | \$44.30 | \$7.70 | \$15.80 | \$0.00 | \$67.80 |
| | 12/01/2018 | \$45.25 | \$7.70 | \$15.80 | \$0.00 | \$68.75 |
| | 06/01/2019 | \$46.25 | \$7.70 | \$15.80 | \$0.00 | \$69.75 |
| | 12/01/2019 | \$47.25 | \$7.70 | \$15.80 | \$0.00 | \$70.75 |
| | 06/01/2020 | \$48.24 | \$7.70 | \$15.80 | \$0.00 | \$71.74 |
| | 12/01/2020 | \$49.22 | \$7.70 | \$15.80 | \$0.00 | \$72.72 |
| | 06/01/2021 | \$50.24 | \$7.70 | \$15.80 | \$0.00 | \$73.74 |
| | 12/01/2021 | \$51.25 | \$7.70 | \$15.80 | \$0.00 | \$74.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2016 | \$33.54 | \$10.91 | \$10.89 | \$0.00 | \$55.34 |
| WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i> | 06/01/2018 | \$38.25 | \$7.70 | \$15.20 | \$0.00 | \$61.15 |
| | 12/01/2018 | \$39.20 | \$7.70 | \$15.20 | \$0.00 | \$62.10 |
| | 06/01/2019 | \$40.20 | \$7.70 | \$15.20 | \$0.00 | \$63.10 |
| | 12/01/2019 | \$41.20 | \$7.70 | \$15.20 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$42.19 | \$7.70 | \$15.20 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$43.17 | \$7.70 | \$15.20 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$44.19 | \$7.70 | \$15.20 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$45.20 | \$7.70 | \$15.20 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|-----------------------|------------------|---------------|----------------|----------------------------------|-------------------|
| WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2017 | \$46.63 | \$10.50 | \$15.50 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i> | 03/01/2018 | \$54.69 | \$11.57 | \$15.76 | \$0.00 | \$82.02 |
| | 09/01/2018 | \$56.19 | \$11.57 | \$15.76 | \$0.00 | \$83.52 |
| | 03/01/2019 | \$57.69 | \$11.57 | \$15.76 | \$0.00 | \$85.02 |
| | 09/01/2019 | \$59.19 | \$11.57 | \$15.76 | \$0.00 | \$86.52 |
| | 03/01/2020 | \$60.69 | \$11.57 | \$15.76 | \$0.00 | \$88.02 |
| | 09/01/2020 | \$62.19 | \$11.57 | \$15.76 | \$0.00 | \$89.52 |
| | 03/01/2021 | \$63.69 | \$11.57 | \$15.76 | \$0.00 | \$91.02 |
| For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER" | | | | | | |
| Outside Electrical - East | | | | | | |
| CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/03/2017 | \$27.14 | \$7.75 | \$1.81 | \$0.00 | \$36.70 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/03/2017 | \$38.45 | \$7.75 | \$9.53 | \$0.00 | \$55.73 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/03/2017 | \$31.66 | \$7.75 | \$9.44 | \$0.00 | \$48.85 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/03/2017 | \$24.88 | \$7.75 | \$1.75 | \$0.00 | \$34.38 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/03/2017 | \$38.45 | \$7.75 | \$13.61 | \$0.00 | \$59.81 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/03/2017 | \$33.92 | \$7.75 | \$10.21 | \$0.00 | \$51.88 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/03/2017 | \$24.88 | \$7.75 | \$1.75 | \$0.00 | \$34.38 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/03/2017 | \$20.35 | \$7.75 | \$1.61 | \$0.00 | \$29.71 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 09/03/2017 | \$45.23 | \$7.75 | \$16.61 | \$0.00 | \$69.59 |

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 09/03/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$27.14 | \$7.75 | \$3.31 | \$0.00 | \$38.20 |
| 2 | 65 | \$29.40 | \$7.75 | \$3.38 | \$0.00 | \$40.53 |
| 3 | 70 | \$31.66 | \$7.75 | \$3.45 | \$0.00 | \$42.86 |
| 4 | 75 | \$33.92 | \$7.75 | \$5.02 | \$0.00 | \$46.69 |
| 5 | 80 | \$36.18 | \$7.75 | \$5.09 | \$0.00 | \$49.02 |
| 6 | 85 | \$38.45 | \$7.75 | \$5.15 | \$0.00 | \$51.35 |
| 7 | 90 | \$40.71 | \$7.75 | \$7.22 | \$0.00 | \$55.68 |

Notes:

Apprentice to Journeyworker Ratio:1:2

| | | | | | | |
|---|------------|---------|--------|--------|--------|---------|
| TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 02/05/2018 | \$29.98 | \$4.70 | \$3.15 | \$0.00 | \$37.83 |
| | 02/04/2019 | \$30.73 | \$4.70 | \$3.17 | \$0.00 | \$38.60 |
| TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 05/05/2018 | \$28.22 | \$4.70 | \$3.10 | \$0.00 | \$36.02 |
| | 02/04/2019 | \$28.93 | \$4.70 | \$3.14 | \$0.00 | \$36.77 |
| TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 02/05/2018 | \$28.22 | \$4.70 | \$3.10 | \$0.00 | \$36.02 |
| | 02/04/2019 | \$28.93 | \$4.70 | \$3.14 | \$0.00 | \$36.77 |
| TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 01/31/2016 | \$18.51 | \$3.55 | \$0.00 | \$0.00 | \$22.06 |

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

This classification does not apply to wholesale tree removal.

| | | | | | | |
|--|------------|---------|--------|--------|--------|---------|
| TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 01/31/2016 | \$16.32 | \$3.55 | \$0.00 | \$0.00 | \$19.87 |
|--|------------|---------|--------|--------|--------|---------|

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

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

** Multiple ratios are listed in the comment field.

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

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