## TOWN OF ARLINGTON MASSACHUSETTS PURCHASING DEPARTMENT

#### INVITATION FOR BID

#### BID #19-29

Sealed bids are invited and will be received by the Town Manager, Town of Arlington, Massachusetts until <u>10:00</u> <u>AM, Wednesday, June 26, 2019</u> at the Town Manager's Office/Purchasing Department, Town Hall Arlington, Massachusetts, at which time and place they will be publicly opened and read for:

#### BID #19-29, Electrical maintenance services for /VARIOUS BUILDINGS

Specifications and proposal forms may be obtained at the Town Manager's Office/Purchasing Department at the above mentioned address.

All proposals shall be accompanied by a bid deposit in an amount of 5% of the bid amount. Bid deposits, payable to the Town of Arlington, shall be either in the form of a bid bond, a certified check, or a treasurer's or cashier's check issued by a responsible bank or trust company.

Proposal must be submitted on form provided and in sealed envelope plainly marked: <u>BID ON ELECTRICAL</u> <u>MAINTENANCE SERVICE CONTRACT</u>, <u>BID #19-29</u>, <u>WEDNESDAY</u>, <u>JUNE 26</u>, 2019, 10:00 A.M.

Bids to receive consideration must be in the hands of the Purchasing Agent or his authorized representative not later than the day and hour above mentioned.

Attention is called to the minimum rates of wages to be paid on this contract as determined by the Commissioner of Labor and Industries under the provisions of Chapter 149 of the General Laws.

For further information relative to this bid, please confer with Mike Powderly at 781-589-7864.

The Town Manager reserves the right to accept or reject any or all bids, to waive any informalities, to divide the award or to accept any part of any bid deemed for the best interest of the Town of Arlington.

TOWN OF ARLINGTON

Adam W. Chapdelaine Town Manager

June 12, 2019

### SPECIFICATIONS FOR ELECTRICAL MAINTENANCE SERVICE CONRACT AT VARIOUS TOWN AND SCHOOL BUILDINGS

#### **GENERAL RIQUIREMENTS**

The Contractor shall use trained personnel to perform the labor for the required services. These workmen must have appropriate licenses. A list of qualified workman and their credentials must be supplied with the original bid to the Town of Arlington. No Sub-Contractors are allowed with this bid.

The Contractor, or his representative, shall report to the Superintendent of Facilities for each day that work is being performed on site. A work report shall be submitted daily with the following information listed below. It is preferable if the report is sent electronically to the Superintendent of Facilities on a daily basis.

- a) Dates
- b) Time of start and finish of each job
- c) Brief description of work being performed
- d) Name and number of parts repaired or replaced
- e) Recommendations or comments pertaining to the work.
- f) Hours worked

The contractor shall render <u>priority service</u> to the Town of Arlington to perform all emergency and ordinary service as a condition of this Contract. If, for any reason, any shut down for an extended period is required, the Superintendent of Facilities shall be notified immediately of the problem, and the measures being taken to restore the service as soon as possible.

As work is scheduled, the Contractor shall issue to the mechanic on the job; the necessary and appropriate manufacturers recommended maintenance procedures, and a listing of the apparatus concerned.

All <u>planned</u> repairs under these specifications shall be performed during normal working hours of a regular business day, which is typically between the hours of 7:00 a.m. and 3:30 p.m. Monday thru Friday. Planned repairs will be completed at a straight time hourly rate.

Emergency corrective maintenance service, including overtime service, shall be included under this Contract, on a "time and material basis" as needed. Service of this nature, that may be needed in order to keep the building systems in proper operating condition, shall be provided within twenty four (24) hours from the time such call originates (including weekends and holidays). Emergency repairs shall be provided a on a twenty four hour (24), seven (7) day a week basis.

After-hour telephone calls for emergency repairs shall be answered directly to the Contractor's personal or answering service.

July 1, 2019 through June 30, 2020 July 1, 2020 through June 30, 2021 July 1, 2021 through June 30, 2022
Term of Contract- This service shall commence on the first day of this contract and continue for a period of one (1) year, two (2) years or three (3) years as indicated. The option of extending the contract for years two and three are within the sole discretion of the Town of Arlington.
The Contractor is to further guarantee that the labor and material will be up to the standard and suitable for the various purposes intended.
The Town of Arlington reserves the right to obtain competitive quotes on all projects and will bid all projects in excess of \$10,000.00
Material used for each project to be added as cost + 15%.
Service rate for regular hours 7:00 a.m. to 3:30 p.m. – Monday through Friday:
Service rate for overtime, 3:30 p.m. to 7:00 a.m., Weekdays and all day Saturday, Sundays and Holidays:
<del></del>

Mileage is to be included in the above rate structure.

Period of Service Contract is:

#### **REQUIREMENTS**

• Bidder must provide a bid surety in the form of certified check, money order, or bid bond payable to Town of Arlington in an amount equal to five percent (5%) of the bid total amount.

The successful bidder shall be fully licensed to do business as a registered contractor in the state of Massachusetts and have full-time Massachusetts Licensed ELECTRICIAN journeymen servicemen on staff. Only CORI, SORI and Finger Print approved employees are allowed to work under this contract. Any personnel who fail the CORI or SORI or Finger Prints application will not be allowed to work under this contract. Contractor shall provide a written certification that all employees are legally authorized to work in the United States.

Following information need to be submitted prior to starting the contract:

- 1. Insurance
- 2. CORI, SORI and Finger print documents working under this contract.
- 3. Applicable OSHA certifications.

#### **INSURANCE**

Workers' Compensation: As required by statute.

Public Liability: \$1,000,000 Each person: \$500,000 Property damage: \$500,000

Theft: The contractor should have sufficient coverage of employees against theft of Town or private property.

#### **BID AWARD**

It is the intent of the Town to award the bid to the lowest responsible and qualified bidder based on the hourly cost of providing the service requested.

If it should become necessary to revise any part of this Invitation to Bid or otherwise provide additional information, an addendum will be issued by the Town Of Arlington and furnished to all prospective bidders who have obtained copies of this original Invitation to Bid.

#### **PROPOSAL**

**FOR:** Service Contract for Electrical Maintenance Services - Various Buildings.

**TO:** Town Manager Arlington, MA 02476

The undersigned, as bidder, declares that the only persons or parties interested in this proposal as principals are those named herein; that this proposal is made without collusion with any other person, firm, or corporation; that he was carefully examined the location of the proposed work, the proposed form of contract and the specifications therein contained or referred to; that he will agree, if this proposal is accepted, to contract with the Town of Arlington, in the form of said contract, to provide all necessary tools and apparatus and furnish all materials necessary for the work, in the manner and time therein prescribed and according to the requirements of the Town Manager as therein set forth.

		EST.	UNIT PI	RICE	TOTAL
	a. Year #1:	120 hours	\$	/hour	\$
	b. Year #2		\$	/hour	
	c. Year #3		\$	/hour	
2. Service ra Holidays:	nte for overtime	e, 3:30 p.m. to	7:00 a.m., V	Veekdays and	all day Saturday, Sundays &
	a. Year #1:	20 hours	\$	/hour	\$
	b. Year #2		\$	/hour	
	c. Year #3		\$	/hour	
			Т	OTAL BID PI	RICE \$
COMPANY_					
ADDRESS_					
SIGNED BY	(COMPANY	OFFICIAL) _			
			(Name)		(Title)
TEL. NO				I	DATE
ΕΜΔΙΙ ·					

#### **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	<u>s bid or proposal)</u>
(Name of individual submitting bid	or proposal)
Name of Business	
<u>Date</u>	
	A, I certify under the penalties of perjury that I have complied with all laws of g 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

To view and print Weekly Payroll & Statement of Compliance Forms, click on www.mass.gov/dols/pw.

PLEASE NOTE: The attached Prevailing Wage Schedule is valid for 90 days. An Awarding Authority should re-request an up to date Prevailing Wage Schedule if it has NOT opened bids or selected a contractor within 90 days of the issuance date of the attached prevailing wage schedule.

\*For MULTI-YEAR projects bid on or after 8/8/08, Awarding Authorities must request an Annual Update to this Prevailing Wage Schedule each year for the duration of the project, no later than two weeks before the anniversary date of the execution of the general contract. Annual updates are not required for projects that last LESS THAN ONE YEAR.

\*For CM AT RISK projects (bid pursuant to GL c.149A), Awarding Authorities must request a Prevailing Wage Schedule NOT sooner than 90-days before the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work.

\*For MULTI-YEAR CM AT RISK projects, Awarding Authorities must request an Annual Update to this Prevailing Wage Schedule each year for the duration of the project, no later than two weeks before the anniversary date, which is the earlier of: (a)the execution date of the GMP Amendment, or (b) the execution date of the first amendment to procure construction scopes of work.

Apprentice wages (expressed as dollar figures) and the required benefits are listed on the Prevailing Wage Schedule. For further details, please see opinion letter PW-2010-03-03.16.10 (dated March 18, 2010) at www.mass.gov/dols/pw.

Request Prevailing Wage Rates online at: www.mass.gov/dols/pw.

THIS IS A SYSTEM-GENERATED EMAIL. PLEASE DO NOT REPLY TO THIS EMAIL. TO CONTACT DLS REGARDING PREVAILING WAGE MATTERS, CALL 617-626-6953.

APPROVAL/DENIAL COMMENTS



# 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

ROSALIN ACOSTA Secretary WILLIAM D MCKINNEY Director

Awarding Authority:

Town of Arlington

**Contract Number:** 

19-29 City/Town: ARLINGTON

Description of Work:

Provide on call Electrical Service at various town buildings as required for a period of one year

Job Location: Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

**Issue Date:** 06/05/2019 **Wage Request Number:** 20190605-028

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2019	\$35.35	\$11.91	\$12.70	\$0.00	\$59.96
	08/01/2019	\$35.35	\$12.41	\$12.70	\$0.00	\$60.46
	12/01/2019	\$35.35	\$12.41	\$13.72	\$0.00	\$61.48
	06/01/2020	\$36.25	\$12.41	\$13.72	\$0.00	\$62.38
	08/01/2020	\$36.25	\$12.91	\$13.72	\$0.00	\$62.88
	12/01/2020	\$36.25	\$12.91	\$14.82	\$0.00	\$63.98
	06/01/2021	\$37.05	\$12.91	\$14.82	\$0.00	\$64.78
	08/01/2021	\$37.05	\$13.41	\$14.82	\$0.00	\$65.28
	12/01/2021	\$37.05	\$13.41	\$16.01	\$0.00	\$66.47
(3 AXLE) DRIVER - EQUIPMENT	06/01/2019	\$35.42	\$11.91	\$12.70	\$0.00	\$60.03
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2019	\$35.42	\$12.41	\$12.70	\$0.00	\$60.53
	12/01/2019	\$35.42	\$12.41	\$13.72	\$0.00	\$61.55
	06/01/2020	\$36.32	\$12.41	\$13.72	\$0.00	\$62.45
	08/01/2020	\$36.32	\$12.91	\$13.72	\$0.00	\$62.95
	12/01/2020	\$36.32	\$12.91	\$14.82	\$0.00	\$64.05
	06/01/2021	\$37.12	\$12.91	\$14.82	\$0.00	\$64.85
	08/01/2021	\$37.12	\$13.41	\$14.82	\$0.00	\$65.35
	12/01/2021	\$37.12	\$13.41	\$16.01	\$0.00	\$66.54
(4 & 5 AXLE) DRIVER - EQUIPMENT	06/01/2019	\$35.54	\$11.91	\$12.70	\$0.00	\$60.15
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2019	\$35.54	\$12.41	\$12.70	\$0.00	\$60.65
	12/01/2019	\$35.54	\$12.41	\$13.72	\$0.00	\$61.67
	06/01/2020	\$36.44	\$12.41	\$13.72	\$0.00	\$62.57
	08/01/2020	\$36.44	\$12.91	\$13.72	\$0.00	\$63.07
	12/01/2020	\$36.44	\$12.91	\$14.82	\$0.00	\$64.17
	06/01/2021	\$37.24	\$12.91	\$14.82	\$0.00	\$64.97
	08/01/2021	\$37.24	\$13.41	\$14.82	\$0.00	\$65.47
	12/01/2021	\$37.24	\$13.41	\$16.01	\$0.00	\$66.66
ADS/SUBMERSIBLE PILOT	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"	00/01/2019	\$102.76	Ψ2.20	Ψ21.13	ψ0.00	ψ155.05
AIR TRACK OPERATOR	06/01/2019	\$40.40	\$7.85	\$15.35	\$0.00	\$63.60
LABORERS - ZONE 1	12/01/2019	\$41.40	\$7.85	\$15.35	\$0.00	\$64.60
	06/01/2020	\$42.39	\$7.85	\$15.35	\$0.00	\$65.59
	12/01/2020	\$43.37	\$7.85	\$15.35	\$0.00	\$66.57
	06/01/2021	\$44.39	\$7.85	\$15.35	\$0.00	\$67.59
	12/01/2021	\$45.40	\$7.85	\$15.35	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"	_,	4.50	÷	<del>-</del>		+
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	06/01/2019	\$36.40	\$12.50	\$8.50	\$0.00	\$57.40
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2019	\$37.40	\$12.50	\$8.50	\$0.00	\$58.40
	06/01/2020	\$38.40	\$12.50	\$8.50	\$0.00	\$59.40
	12/01/2020	\$39.40	\$12.50	\$8.50	\$0.00	\$60.40

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER	06/01/2019	\$39.90	\$7.85	\$15.35	\$0.00	\$63.10
LABORERS - ZONE 1	12/01/2019	\$40.90	\$7.85	\$15.35	\$0.00	\$64.10
	06/01/2020	\$41.89	\$7.85	\$15.35	\$0.00	\$65.09
	12/01/2020	\$42.87	\$7.85	\$15.35	\$0.00	\$66.07
	06/01/2021	\$43.89	\$7.85	\$15.35	\$0.00	\$67.09
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$44.90	\$7.85	\$15.35	\$0.00	\$68.10
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	06/01/2019	\$48.18	\$12.00	\$15.60	\$0.00	\$75.78
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$49.33	\$12.00	\$15.60	\$0.00	\$76.93
	06/01/2020	\$50.43	\$12.00	\$15.60	\$0.00	\$78.03
	12/01/2020	\$51.58	\$12.00	\$15.60	\$0.00	\$79.18
	06/01/2021	\$52.68	\$12.00	\$15.60	\$0.00	\$80.28
	12/01/2021	\$53.83	\$12.00	\$15.60	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER  OPERATING ENGINEERS LOCAL 4	06/01/2019	\$48.18	\$12.00	\$15.60	\$0.00	\$75.78
II EKATING ENGINEERS LOCAL 4	12/01/2019	\$49.33	\$12.00	\$15.60	\$0.00	\$76.93
	06/01/2020	\$50.43	\$12.00	\$15.60	\$0.00	\$78.03
	12/01/2020	\$51.58	\$12.00	\$15.60	\$0.00	\$79.18
	06/01/2021	\$52.68	\$12.00	\$15.60	\$0.00	\$80.28
	12/01/2021	\$53.83	\$12.00	\$15.60	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER ABORERS - ZONE I	06/01/2019	\$39.90	\$7.85	\$15.35	\$0.00	\$63.10
	12/01/2019	\$40.90	\$7.85	\$15.35	\$0.00	\$64.10
	06/01/2020	\$41.89	\$7.85	\$15.35	\$0.00	\$65.09
	12/01/2020	\$42.87	\$7.85	\$15.35	\$0.00	\$66.07
	06/01/2021	\$43.89	\$7.85	\$15.35	\$0.00	\$67.09
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$44.90	\$7.85	\$15.35	\$0.00	\$68.10
BLOCK PAVER, RAMMER / CURB SETTER	06/01/2019	\$40.40	\$7.85	\$15.35	\$0.00	\$63.60
ABORERS - ZONE 1	12/01/2019	\$41.40	\$7.85	\$15.35	\$0.00	\$64.60
	06/01/2020	\$42.39	\$7.85	\$15.35	\$0.00	\$65.59
	12/01/2020	\$43.37	\$7.85	\$15.35	\$0.00	\$66.57
	06/01/2021	\$44.39	\$7.85	\$15.35	\$0.00	\$67.59
	12/01/2021	\$45.40	\$7.85	\$15.35	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER	01/01/2019	\$44.71	\$7.07	\$17.72	\$0.00	\$69.50
BOILERMAKERS LOCAL 29	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

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Pension

	ffective Date tep percer		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
1			\$29.06	\$7.07	\$11.52	\$0.00	\$47.6	5
2	65		\$29.06	\$7.07	\$11.52	\$0.00	\$47.6	5
3	70		\$31.30	\$7.07	\$12.40	\$0.00	\$50.7	7
4	75		\$33.53	\$7.07	\$13.30	\$0.00	\$53.9	0
5	80		\$35.77	\$7.07	\$14.18	\$0.00	\$57.0	2
6	85		\$38.00	\$7.07	\$15.07	\$0.00	\$60.1	4
7	90		\$40.24	\$7.07	\$15.95	\$0.00	\$63.2	6
8	95		\$42.47	\$7.07	\$16.84	\$0.00	\$66.3	8
	ffective Date		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
1			\$29.97	\$7.07	\$11.69	\$0.00	\$48.7	
2			\$29.97	\$7.07	\$11.69	\$0.00	\$48.7	
3			\$32.27	\$7.07	\$12.59	\$0.00	\$51.9	
4			\$34.58	\$7.07	\$13.49	\$0.00	\$55.1	
5			\$36.88	\$7.07	\$14.38	\$0.00	\$58.3	
6	85		\$39.19	\$7.07	\$15.29	\$0.00	\$61.5	
7	90		\$41.49	\$7.07	\$16.18	\$0.00	\$64.7	
8	95		\$43.80	\$7.07	\$17.09	\$0.00	\$67.9	
<b>N</b>	otes:							
A	pprentice to	Journeyworker Ratio:1:4						
		MASONRY (INCL. MASON	RY 02/01/2019	\$53.55	\$10.75	\$20.66	\$0.00	\$84.9
ERPROOFIN LAYERS LOCAL	,		08/01/2019			\$20.80	\$0.00	\$86.4
TILING LOCAL	. 5 (BOSTON)		02/01/2020	\$55.54	\$10.75	\$20.80	\$0.00	\$87.0
			08/01/2020	\$56.89	\$10.75	\$20.95	\$0.00	\$88.5
			02/01/2021	\$57.53	\$10.75	\$20.95	\$0.00	\$89.2
			08/01/2021	\$58.93	\$10.75	\$21.11	\$0.00	\$90.7
			02/01/2022	\$59.52	\$10.75	\$21.11	\$0.00	\$91.3

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Total	Rate
1 Otai	ixau

	Step	ve Date - 02/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$26.78	\$10.75	\$20.66	\$0.00	\$58.19	
	2	60	\$32.13	\$10.75	\$20.66	\$0.00	\$63.54	
	3	70	\$37.49	\$10.75	\$20.66	\$0.00	\$68.90	
	4	80	\$42.84	\$10.75	\$20.66	\$0.00	\$74.25	
	5	90	\$48.20	\$10.75	\$20.66	\$0.00	\$79.61	
	Effecti	ve Date - 08/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$27.45	\$10.75	\$20.80	\$0.00	\$59.00	
	2	60	\$32.94	\$10.75	\$20.80	\$0.00	\$64.49	
	3	70	\$38.43	\$10.75	\$20.80	\$0.00	\$69.98	
	4	80	\$43.92	\$10.75	\$20.80	\$0.00	\$75.47	
	5	90	\$49.41	\$10.75	\$20.80	\$0.00	\$80.96	
	Notes:	. — — — — — —						
	Appre	ntice to Journeyworker Ratio:1	:5					
LLDOZER/	GRADE	R/SCRAPER	06/01/2019	9 \$47.69	\$12.00	\$15.60	\$0.00	\$75.29
ERATING ENGI	INEERS L	OCAL 4	12/01/2019			\$15.60	\$0.00	\$76.43
			06/01/2020			\$15.60	\$0.00	\$77.5
			12/01/2020			\$15.60	\$0.00	\$78.65
			06/01/2023			\$15.60	\$0.00	\$79.74
			12/01/202			\$15.60	\$0.00	\$80.88
For apprentice	rates see '	Apprentice- OPERATING ENGINEERS						
		INNING BOTTOM MAN	06/01/2019	9 \$40.75	\$7.85	\$15.55	\$0.00	\$64.15
OREKS - FOU	NDATION	AND MARINE	12/01/2019	9 \$41.75	\$7.85	\$15.55	\$0.00	\$65.15
			06/01/2020	0 \$42.74	\$7.85	\$15.55	\$0.00	\$66.14
			12/01/2020	0 \$43.72	\$7.85	\$15.55	\$0.00	\$67.12
			06/01/2023	1 \$44.74	\$7.85	\$15.55	\$0.00	\$68.14
For annuant:	rotos sas !	'Apprentice- LABORER"	12/01/202	1 \$45.75	\$7.85	\$15.55	\$0.00	\$69.15
		INNING LABORER	06/01/2016	0 020.60	\$7.0£	\$15.55	\$0.00	\$62.00
		AND MARINE	06/01/2019			\$15.55 \$15.55		\$63.00
			12/01/2019				\$0.00	\$64.00
			06/01/2020			\$15.55 \$15.55	\$0.00	\$64.99
			12/01/2020			\$15.55	\$0.00	\$65.97
			06/01/2021			\$15.55	\$0.00	\$66.99
			12/01/2021	1 \$44.60	\$7.85	\$15.55	\$0.00	\$68.00

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN	06/01/2019	\$39.60	\$7.85	\$15.55	\$0.00	\$63.00
LABORERS - FOUNDATION AND MARINE	12/01/2019	\$40.60	\$7.85	\$15.55	\$0.00	\$64.00
	06/01/2020	\$41.59	\$7.85	\$15.55	\$0.00	\$64.99
	12/01/2020	\$42.57	\$7.85	\$15.55	\$0.00	\$65.97
	06/01/2021	\$43.59	\$7.85	\$15.55	\$0.00	\$66.99
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$44.60	\$7.85	\$15.55	\$0.00	\$68.00
CARBIDE CORE DRILL OPERATOR	06/01/2019	\$39.90	\$7.85	\$15.35	\$0.00	\$63.10
LABORERS - ZONE I	12/01/2019	\$40.90	\$7.85	\$15.35	\$0.00	\$64.10
	06/01/2020	\$41.89	\$7.85	\$15.35	\$0.00	\$65.09
	12/01/2020	\$42.87	\$7.85	\$15.35	\$0.00	\$66.07
	06/01/2021	\$43.89	\$7.85	\$15.35	\$0.00	\$67.09
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$44.90	\$7.85	\$15.35	\$0.00	\$68.10
CARPENTER  CARPENTERS -ZONE 2 (Eastern Massachusetts)	03/01/2019	\$42.35	\$9.90	\$17.50	\$0.00	\$69.75

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

Effect	ive Date -	03/01/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$21.18	\$9.90	\$1.73	\$0.00	\$32.81
2	60		\$25.41	\$9.90	\$1.73	\$0.00	\$37.04
3	70		\$29.65	\$9.90	\$12.31	\$0.00	\$51.86
4	75		\$31.76	\$9.90	\$12.31	\$0.00	\$53.97
5	80		\$33.88	\$9.90	\$14.04	\$0.00	\$57.82
6	80		\$33.88	\$9.90	\$14.04	\$0.00	\$57.82
7	90		\$38.12	\$9.90	\$15.77	\$0.00	\$63.79
8	90		\$38.12	\$9.90	\$15.77	\$0.00	\$63.79

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80 Step 1&2 \$30.69/ 3&4 \$36.59/ 5&6 \$53.59/ 7&8 \$59.55

Apprentice to Journeyworker Ratio:1:5

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

All Aspects of New Wood Frame Work

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**Total Rate** 

Pension

ittect	ive Date - 04/01/2019				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60	\$16.51	\$7.07	\$0.00	\$0.00	\$23.58
2	60	\$16.51	\$7.07	\$0.00	\$0.00	\$23.58
3	65	\$17.89	\$7.07	\$7.86	\$0.00	\$32.82
4	70	\$19.26	\$7.07	\$7.86	\$0.00	\$34.19
5	75	\$20.64	\$7.07	\$7.86	\$0.00	\$35.57
6	80	\$22.02	\$7.07	\$7.86	\$0.00	\$36.95
7	85	\$23.39	\$7.07	\$7.86	\$0.00	\$38.32
8	90	\$24.77	\$7.07	\$7.86	\$0.00	\$39.70
Effect	ive Date - 10/01/2019				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60	\$16.77	\$7.07	\$0.00	\$0.00	\$23.84
2	60	\$16.77	\$7.07	\$0.00	\$0.00	\$23.84
3	65	\$18.17	\$7.07	\$7.86	\$0.00	\$33.10
4	70	\$19.57	\$7.07	\$7.86	\$0.00	\$34.50
5	75	\$20.96	\$7.07	\$7.86	\$0.00	\$35.89
6	80	\$22.36	\$7.07	\$7.86	\$0.00	\$37.29
7	85	\$23.76	\$7.07	\$7.86	\$0.00	\$38.69

N	0	te	s:
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% Indentured After 10/1/17; 45/45/55/55/70/70/80/80 Step 1&2 \$19.45/ 3&4 \$26.96/ 5&6 \$34.19/ 7&8 \$36.95

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING	01/01/2019	\$47.50	\$12.50	\$22.41	\$0.30	\$82.71
BRICKLAYERS LOCAL 3 (BOSTON)	07/01/2019	\$48.24	\$12.50	\$22.41	\$0.30	\$83.45
	01/01/2020	\$49.64	\$12.50	\$22.41	\$0.30	\$84.85

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

Pension

**Total Rate** 

	Apprei Effecti		01/2019	200000777774000 (12			Supplemental		
	Step	percent	Apprent	ice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$23.75	\$12.50	\$15.41	\$0.00	\$51.66	
	2	60		\$28.50	\$12.50	\$17.41	\$0.30	\$58.71	
	3	65		\$30.88	\$12.50	\$18.41	\$0.30	\$62.09	
	4	70		\$33.25	\$12.50	\$19.41	\$0.30	\$65.46	
	5	75		\$35.63	\$12.50	\$20.41	\$0.30	\$68.84	
	6	80		\$38.00	\$12.50	\$21.41	\$0.30	\$72.21	
	7	90		\$42.75	\$12.50	\$22.41	\$0.30	\$77.96	
			01/2019		11		Supplemental		
	Step	percent	Apprent	ice Base Wage		Pension	Unemployment	Total Rate	
	1	50		\$24.12	\$12.50	\$15.41	\$0.00	\$52.03	
	2	60		\$28.94	\$12.50	\$17.41	\$0.30	\$59.15	
	3	65		\$31.36	\$12.50	\$18.41	\$0.30	\$62.57	
	4	70		\$33.77	\$12.50	\$19.41	\$0.30	\$65.98	
	5	75		\$36.18	\$12.50	\$20.41	\$0.30	\$69.39	
	6	80		\$38.59	\$12.50	\$21.41	\$0.30	\$72.80	
	7	90		\$43.42	\$12.50	\$22.41	\$0.30	\$78.63	
	Notes:								
		Steps 3,4 are 50	00 hrs. All other steps are 1,000	hrs.				i	
			worker Ratio:1:3						
CHAIN SAW O LABORERS - ZONE		OR		06/01/2019	9 \$39.9	0 \$7.85	\$15.35	\$0.00	\$63.10
SIBORBIO DOLLE	•			12/01/2019	9 \$40.9	0 \$7.85	\$15.35	\$0.00	\$64.10
				06/01/2020	0 \$41.8	9 \$7.85	\$15.35	\$0.00	\$65.09
				12/01/2020	0 \$42.8	7 \$7.85	\$15.35	\$0.00	\$66.07
				06/01/202	1 \$43.8	9 \$7.85	\$15.35	\$0.00	\$67.09
For apprentice r	ates see "	Apprentice- LABOR	ER"	12/01/202	1 \$44.9	0 \$7.85	\$15.35	\$0.00	\$68.10
			HEADING MACHINES	06/01/2019	9 \$49.1	8 \$12.00	\$15.60	\$0.00	\$76.78
OPERATING ENGIN	VEERS LO	OCAL 4		12/01/2019	9 \$50.3	3 \$12.00	\$15.60	\$0.00	\$77.93
				06/01/2020	0 \$51.4	3 \$12.00	\$15.60	\$0.00	\$79.03
				12/01/2020	0 \$52.5	8 \$12.00	\$15.60	\$0.00	\$80.18
				06/01/202	1 \$53.6	\$12.00	\$15.60	\$0.00	\$81.28
For apprentice r	ates see "	Annrentice- OPER A	TING ENGINEERS"	12/01/202	1 \$54.8	\$12.00	\$15.60	\$0.00	\$82.43
COMPRESSOR			THE ENGINEERS	06/01/2010	0 0222	0 012.00	\$15.60	\$0.00	\$50.00
OPERATING ENGIN				06/01/2019			\$15.60 \$15.60	\$0.00	\$59.88 \$60.67
				12/01/2019 06/01/2020			\$15.60 \$15.60	\$0.00	\$60.67 \$61.42
							\$15.60 \$15.60	\$0.00	\$61.42 \$62.20
				12/01/2020					\$62.20 \$62.05
				06/01/202 12/01/202			\$15.60 \$15.60	\$0.00 \$0.00	\$62.95 \$63.74
				12/01/202		τ φ12.00	ψ13.00	φυ.υυ	φυ <i>3./4</i>
Issue Date: 06	5/05/20	19	Wage Request Numb	er: 201906	05-028				Page 8 of 42

DELEADER (BR	IDGE	)	01/01/2019	\$50.36	\$8.15	\$20.85	\$0.00	\$79.36
PAINTERS LOCAL 35	5 - ZONE	7.2	07/01/2019	\$50.66	\$8.20	\$21.45	\$0.00	\$80.31
			01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
			07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36
			01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46
		ntice - PAINTER Local 35 - BRIL	OGES/TANKS					
	E <b>ffecti</b> Step	ve Date - 01/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
_	1	50	\$25.18	\$8.15	\$0.00	\$0.00	\$33.33	
2	2	55	\$27.70	\$8.15	\$5.64	\$0.00	\$41.49	
,	3	60	\$30.22	\$8.15	\$6.15	\$0.00	\$44.52	
4	4	65	\$32.73	\$8.15	\$6.66	\$0.00	\$47.54	
:	5	70	\$35.25	\$8.15	\$17.78	\$0.00	\$61.18	
(	6	75	\$37.77	\$8.15	\$18.29	\$0.00	\$64.21	
,	7	80	\$40.29	\$8.15	\$18.80	\$0.00	\$67.24	
:	8	90	\$45.32	\$8.15	\$19.83	\$0.00	\$73.30	
F	Effecti	ve Date - 07/01/2019				Supplemental		
S	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
_	1	50	\$25.33	\$8.20	\$0.00	\$0.00	\$33.53	
2	2	55	\$27.86	\$8.20	\$5.78	\$0.00	\$41.84	
	3	60	\$30.40	\$8.20	\$6.30	\$0.00	\$44.90	
4	4	65	\$32.93	\$8.20	\$6.83	\$0.00	\$47.96	
:	5	70	\$35.46	\$8.20	\$18.30	\$0.00	\$61.96	
(	6	75	\$38.00	\$8.20	\$18.83	\$0.00	\$65.03	
,	7	80	\$40.53	\$8.20	\$19.35	\$0.00	\$68.08	
:	8	90	\$45.59	\$8.20	\$20.40	\$0.00	\$74.19	
<u> </u>	Notes:	Steps are 750 hrs.	. — — — — — .					
Ā	Appre	ntice to Journeyworker Ratio:1:1					'	
EMO: ADZEMA ABORERS - ZONE 1			06/01/2019	\$39.80	\$7.85	\$15.35	\$0.00	\$63.00
		Apprentice- LABORER"	12/01/2019	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00
ЕМО: ВАСКНО	OE/LC	DADER/HAMMER OPERATOR	06/01/2019	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00
ABORERS - ZONE 1		Apprentice- LABORER"	12/01/2019	\$41.80	\$7.85	\$15.35	\$0.00	\$65.00
DEMO: BURNER		appronuce- LADORER	07/01/2010	040.55	¢7.05	¢15.25	\$0.00	¢(2.75
ABORERS - ZONE 1			06/01/2019 12/01/2019		\$7.85 \$7.85	\$15.35 \$15.35	\$0.00 \$0.00	\$63.75 \$64.75
For apprentice rat	tes see "	Apprentice- LABORER"	12,01,201					
DEMO: CONCRI ABORERS - ZONE 1		UTTER/SAWYER	06/01/2019	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00
ADUKERS - ZUNE I			12/01/2019	\$41.80	\$7.85	\$15.35	\$0.00	\$65.00

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Effective Date Base Wage Health

Classification

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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Supplemental

Unemployment

Pension

**Total Rate** 

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	<b>Total Rate</b>
DEMO: JACKHAMMER OPERATOR	06/01/2019	\$40.55	\$7.85	\$15.35	\$0.00	\$63.75
LABORERS - ZONE 1  For apprentice rates see "Apprentice- LABORER"	12/01/2019	\$41.55	\$7.85	\$15.35	\$0.00	\$64.75
DEMO: WRECKING LABORER	06/01/2019	£20.00	¢7.05	\$15.35	\$0.00	\$62.00
LABORERS - ZONE 1		\$39.80	\$7.85			\$63.00
For apprentice rates see "Apprentice- LABORER"	12/01/2019	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00
DIRECTIONAL DRILL MACHINE OPERATOR	06/01/2019	\$47.69	\$12.00	\$15.60	\$0.00	\$75.29
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.83	\$12.00	\$15.60	\$0.00	\$76.43
	06/01/2020	\$49.91	\$12.00	\$15.60	\$0.00	\$77.51
	12/01/2020	\$51.05	\$12.00	\$15.60	\$0.00	\$78.65
	06/01/2021	\$52.14	\$12.00	\$15.60	\$0.00	\$79.74
	12/01/2021	\$53.28	\$12.00	\$15.60	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER	08/01/2018	\$65.20	\$9.90	\$21.15	\$0.00	\$96.25
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT)	08/01/2018	\$69.86	\$9.90	\$21.15	\$0.00	\$100.91
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT)	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction)	03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98
ELECTRICIANS LOCAL 103						
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN FOCAL 102	03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98
ELECTRICIANS LOCAL 103						

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\$20.21

\$16.03

\$0.00

\$101.86

Apprei	ntice - ELECTRICIAN - Local 103						
	ve Date - 03/01/2019	Appropriace Dago Wago	Uaalth	Pension	Supplemental Unemployment	Total Rate	
Step	percent	Apprentice Base Wage	пеанн	Pension	Unemployment	Total Rate	
1	40	\$20.44	\$13.00	\$0.61	\$0.00	\$34.05	
2	40	\$20.44	\$13.00	\$0.61	\$0.00	\$34.05	
3	45	\$23.00	\$13.00	\$14.34	\$0.00	\$50.34	
4	45	\$23.00	\$13.00	\$14.34	\$0.00	\$50.34	
5	50	\$25.55	\$13.00	\$14.76	\$0.00	\$53.31	
6	55	\$28.11	\$13.00	\$15.17	\$0.00	\$56.28	
7	60	\$30.66	\$13.00	\$15.58	\$0.00	\$59.24	
8	65	\$33.22	\$13.00	\$16.00	\$0.00	\$62.22	
9	70	\$35.77	\$13.00	\$16.40	\$0.00	\$65.17	
10	75	\$38.33	\$13.00	\$16.82	\$0.00	\$68.15	
Notes:	: App Prior 1/1/03; 30/35/40/45/50/5						
Appre	ntice to Journeyworker Ratio:2:3**						
OR CONSTR		01/01/2019	\$59.47	\$15.58	\$17.51	\$0.00	\$92.56
CONSTRUCTOR	S LOCAL 4	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

Apprentice -	ELEVATOR CONSTRUCTOR - Local 4
	04/04/0040

Effecti	ve Date -	01/01/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	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
Effecti	ve Date -	01/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$30.71	\$15.73	\$0.00	\$0.00	\$46.44
2	55		\$33.78	\$15.73	\$18.41	\$0.00	\$67.92
3	65		\$39.92	\$15.73	\$18.41	\$0.00	\$74.06
4	70		\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
5	80		\$49.14	\$15.73	\$18.41	\$0.00	\$83.28
Notes:		are 6 mos.; Steps 3-5 are					

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELEVATOR CONSTRUCTOR HELPER	01/01/2019	\$41.63	\$15.58	\$17.51	\$0.00	\$74.72
ELEVATOR CONSTRUCTORS LOCAL 4	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  LABORERS - ZONE 1	06/01/2019	\$39.90	\$7.85	\$15.35	\$0.00	\$63.10
	12/01/2019	\$40.90	\$7.85	\$15.35	\$0.00	\$64.10
	06/01/2020	\$41.89	\$7.85	\$15.35	\$0.00	\$65.09
	12/01/2020	\$42.87	\$7.85	\$15.35	\$0.00	\$66.07
	06/01/2021	\$43.89	\$7.85	\$15.35	\$0.00	\$67.09
The state of the s	12/01/2021	\$44.90	\$7.85	\$15.35	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY  OPERATING ENGINEERS LOCAL 4	05/01/2019	\$43.68	\$11.50	\$15.60	\$0.00	\$70.78
	11/01/2019	\$44.68	\$11.50	\$15.60	\$0.00	\$71.78
	05/01/2020	\$45.83	\$11.50	\$15.60	\$0.00	\$72.93
	11/01/2020	\$46.83	\$11.50	\$15.60	\$0.00	\$73.93
	05/01/2021	\$47.98	\$11.50	\$15.60	\$0.00	\$75.08
	11/01/2021	\$48.98	\$11.50	\$15.60	\$0.00	\$76.08
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	05/01/2022	\$50.13	\$11.50	\$15.60	\$0.00	\$77.23
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	05/01/2019	\$45.17	\$11.50	\$15.60	\$0.00	\$72.27
OPERATING ENGINEERS LOCAL 4	11/01/2019	\$46.18	\$11.50	\$15.60	\$0.00	\$73.28
	05/01/2020	\$47.33	\$11.50	\$15.60	\$0.00	\$74.43
	11/01/2020	\$48.34	\$11.50	\$15.60	\$0.00	\$75.44
	05/01/2021	\$49.50	\$11.50	\$15.60	\$0.00	\$76.60
	11/01/2021	\$50.51	\$11.50	\$15.60	\$0.00	\$77.61
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	05/01/2022	\$51.67	\$11.50	\$15.60	\$0.00	\$78.77
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	05/01/2019	\$22.48	\$11.50	\$15.60	\$0.00	\$49.58
OPERATING ENGINEERS LOCAL 4	11/01/2019	\$23.07	\$11.50	\$15.60	\$0.00	\$50.17
	05/01/2020	\$23.74	\$11.50	\$15.60	\$0.00	\$50.17
	11/01/2020	\$24.33	\$11.50	\$15.60	\$0.00	\$51.43
	05/01/2021	\$24.33	\$11.50	\$15.60	\$0.00	\$51.43
	11/01/2021	\$25.61	\$11.50	\$15.60	\$0.00	\$52.11 \$52.71
				\$15.60	\$0.00	
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	05/01/2022	\$26.28	\$11.50	\$13.00	φυ.υυ	\$53.38
FIRE ALARM INSTALLER  ELECTRICIANS LOCAL 103	03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONINGELECTRICIANS	03/01/2019	\$38.33	\$13.00	\$16.82	\$0.00	\$68.15

LOCAL 103

For apprentice rates see "Apprentice-TELECOMMUNICATIONS TECHNICIAN"

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIREMAN (ASST. ENGINEER)	06/01/2019	\$39.54	\$12.00	\$15.60	\$0.00	\$67.14
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$40.49	\$12.00	\$15.60	\$0.00	\$68.09
	06/01/2020	\$41.40	\$12.00	\$15.60	\$0.00	\$69.00
	12/01/2020	\$42.35	\$12.00	\$15.60	\$0.00	\$69.95
	06/01/2021	\$43.26	\$12.00	\$15.60	\$0.00	\$70.86
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$44.21	\$12.00	\$15.60	\$0.00	\$71.81
FLAGGER & SIGNALER	06/01/2019	\$22.50	\$7.85	\$15.35	\$0.00	\$45.70
ABORERS - ZONE 1	12/01/2019	\$23.50	\$7.85	\$15.35	\$0.00	\$46.70
	06/01/2020	\$23.50	\$7.85	\$15.35	\$0.00	\$46.70
	12/01/2020	\$24.50	\$7.85	\$15.35	\$0.00	\$47.70
	06/01/2021	\$24.50	\$7.85	\$15.35	\$0.00	\$47.70
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$24.50	\$7.85	\$15.35	\$0.00	\$47.70
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE 1	03/01/2016	\$42.13	\$9.80	\$17.62	\$0.00	\$69.55

	E <b>ffectiv</b> Step	ve Date - 03/01/2016  percent	Annrentic	e 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		\$25.17 \$25.28	\$9.80	\$12.25	\$0.00	\$47.33	
	4	65		\$23.28 \$27.38	\$9.80	\$12.25 \$12.25	\$0.00	\$47.33 \$49.43	
	5	70		\$27.38	\$9.80	\$12.23 \$14.04	\$0.00	\$53.33	
	6	75							
	7	80		\$31.60	\$9.80	\$14.04	\$0.00	\$55.44	
	8	80 85		\$33.70	\$9.80	\$15.83	\$0.00	\$59.33	
(	0	85		\$35.81	\$9.80	\$15.83	\$0.00	\$61.44	
RK LIFT/CHE	RRY I	ntice to Journeyworker F PICKER							
RK LIFT/CHE RATING ENGINE		PICKER							
EIIIIIO EIIOIIIE		CAL 4		06/01/2019	\$48.18	\$12.00	\$15.60	\$0.00	\$75.78
	LKS LO	OCAL 4		06/01/2019 12/01/2019	,	\$12.00 \$12.00	\$15.60 \$15.60	\$0.00 \$0.00	
	LKS LO	CAL 4			\$49.33				\$76.93
	EKS EO	CAL 4		12/01/2019	\$49.33 \$50.43	\$12.00	\$15.60	\$0.00	\$76.93 \$78.03
	EKS EO	CAL 4		12/01/2019 06/01/2020	\$49.33 \$50.43 \$51.58	\$12.00 \$12.00	\$15.60 \$15.60	\$0.00 \$0.00	\$76.93 \$78.03 \$79.18
				12/01/2019 06/01/2020 12/01/2020	\$49.33 \$50.43 \$51.58 \$52.68	\$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28
	tes see "/	Apprentice- OPERATING ENG	INEERS"	12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$49.33 \$50.43 \$51.58 \$52.68 \$53.83	\$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43
NERATOR/LI	tes see "A	Apprentice- OPERATING ENG NG PLANT/HEATERS	NEERS"	12/01/2019 06/01/2020 12/01/2020 06/01/2021	\$49.33 \$50.43 \$51.58 \$52.68 \$53.83	\$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43
NERATOR/LI	tes see "A	Apprentice- OPERATING ENG NG PLANT/HEATERS	INEERS"	12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$49.33 \$50.43 \$51.58 \$52.68 \$53.83	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43
NERATOR/LI	tes see "A	Apprentice- OPERATING ENG NG PLANT/HEATERS	INEERS"	12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 06/01/2019	\$49.33 \$50.43 \$51.58 \$52.68 \$53.83 \$32.28 \$33.07	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.65
NERATOR/LI	tes see "A	Apprentice- OPERATING ENG NG PLANT/HEATERS	INEERS"	12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 06/01/2019 12/01/2019	\$49.33 \$50.43 \$51.58 \$52.68 \$53.83 \$32.28 \$33.07 \$33.82	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42
	tes see "A	Apprentice- OPERATING ENG NG PLANT/HEATERS	INEERS"	12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 06/01/2019 12/01/2019 06/01/2020	\$49.33 \$50.43 \$51.58 \$52.68 \$53.83 \$32.28 \$33.07 \$33.82 \$34.60	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60 \$15.60	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$75.78 \$76.93 \$78.03 \$79.18 \$80.28 \$81.43 \$59.88 \$60.67 \$61.42 \$62.20 \$62.95

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CI AZIED (CI	I ACC DI	ANK/AIR BARRIER/INTERIOR	04/04/0046		***	# <b>2</b> 0.05	#A AA	
LAZIEK (GI YSTEMS)	LASS FL	AIN AIR BARRIEN INTERIOR	01/01/2019		\$8.15	\$20.85	\$0.00	\$68.86
LAZIERS LOCA	L 35 (ZONE	E 2)	07/01/2019			\$21.45	\$0.00	\$69.81
			01/01/2020		\$8.20	\$22.10	\$0.00	\$70.76
			07/01/2020	\$41.56	\$8.20	\$22.10	\$0.00	\$71.86
			01/01/2021	\$42.66	\$8.20	\$22.10	\$0.00	\$72.96
	Appre	ntice - GLAZIER - Local 35 Zone 2						
		ive Date - 01/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$19.93	\$8.15	\$0.00	\$0.00	\$28.08	
	2	55	\$21.92	\$8.15	\$5.64	\$0.00	\$35.71	
	3	60	\$23.92	\$8.15	\$6.15	\$0.00	\$38.22	
	4	65	\$25.91	\$8.15	\$6.66	\$0.00	\$40.72	
	5	70	\$27.90	\$8.15	\$17.78	\$0.00	\$53.83	
	6	75	\$29.90	\$8.15	\$18.29	\$0.00	\$56.34	
	7	80	\$31.89	\$8.15	\$18.80	\$0.00	\$58.84	
	8	90	\$35.87	\$8.15	\$19.83	\$0.00	\$63.85	
	Effect	ive Date - 07/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$20.08	\$8.20	\$0.00	\$0.00	\$28.28	
	2	55	\$22.09	\$8.20	\$5.78	\$0.00	\$36.07	
	3	60	\$24.10	\$8.20	\$6.30	\$0.00	\$38.60	
	4	65	\$26.10	\$8.20	\$6.83	\$0.00	\$41.13	
	5	70	\$28.11	\$8.20	\$18.30	\$0.00	\$54.61	
	6	75	\$30.12	\$8.20	\$18.83	\$0.00	\$57.15	
	7	80	\$32.13	\$8.20	\$19.35	\$0.00	\$59.68	
	8	90	\$36.14	\$8.20	\$20.40	\$0.00	\$64.74	
	Notes:							
	į	Steps are 750 hrs.					i	
	Appre	entice to Journeyworker Ratio:1:1						
		R/CRANES/GRADALLS	06/01/2019	\$48.18	\$12.00	\$15.60	\$0.00	\$75.78
PERATING EN	JINEERS L	OCAL 4	12/01/2019	\$49.33	\$12.00	\$15.60	\$0.00	\$76.93
			06/01/2020	\$50.43	\$12.00	\$15.60	\$0.00	\$78.03
			12/01/2020	\$51.58	\$12.00	\$15.60	\$0.00	\$79.18
			12/01/2020	, \$31.36	Ψ12.00	4-0.00		
			06/01/2021				\$0.00	\$80.28

Effective Date Base Wage Health

Classification

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Supplemental

Unemployment

Pension

**Total Rate** 

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**Apprentice -** OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2	019			Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 55	\$26.50	\$12.00	\$0.00	\$0.00	\$38.50	
2 60	\$28.91	\$12.00	\$15.60	\$0.00	\$56.51	
3 65	\$31.32	\$12.00	\$15.60	\$0.00	\$58.92	
4 70	\$33.73	\$12.00	\$15.60	\$0.00	\$61.33	
5 75	\$36.14	\$12.00	\$15.60	\$0.00	\$63.74	
6 80	\$38.54	\$12.00	\$15.60	\$0.00	\$66.14	
7 85	\$40.95	\$12.00	\$15.60	\$0.00	\$68.55	
8 90	\$43.36	\$12.00	\$15.60	\$0.00	\$70.96	
Effective Date - 12/01/2				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 55	\$27.13	\$12.00	\$0.00	\$0.00	\$39.13	
2 60	\$29.60	\$12.00	\$15.60	\$0.00	\$57.20	
3 65	\$32.06	\$12.00	\$15.60	\$0.00	\$59.66	
4 70	\$34.53	\$12.00	\$15.60	\$0.00	\$62.13	
5 75	\$37.00	\$12.00	\$15.60	\$0.00	\$64.60	
6 80	\$39.46	\$12.00	\$15.60	\$0.00	\$67.06	
7 85	\$41.93	\$12.00	\$15.60	\$0.00	\$69.53	
8 90	\$44.40	\$12.00	\$15.60	\$0.00	\$72.00	
Notes:						
Apprentice to Journeywork						
HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2019		\$13.20	\$24.12	\$2.52	\$86.34
	08/01/2019		\$13.20	\$24.12	\$2.56	\$87.98
	02/01/2020		\$13.20	\$24.12	\$2.61	\$89.68
	08/01/2020		\$13.20	\$24.12	\$2.66	\$91.33
	02/01/2021		\$13.20	\$24.12	\$2.71	\$93.03
	08/01/2021		\$13.20	\$24.12	\$2.76	\$94.83
For apprentice rates see "Apprentice- SHEET MET	02/01/2022 "AL WORKER"	\$56.50	\$13.20	\$24.12	\$2.81	\$96.63
HVAC (ELECTRICAL CONTROLS)  ELECTRICIANS LOCAL 103	03/01/2019	\$51.10	\$13.00	\$18.88	\$0.00	\$82.98
For apprentice rates see "Apprentice- ELECTRICI	AN"					
HVAC (TESTING AND BALANCING - A	IR) 02/01/2019	\$46.50	\$13.20	\$24.12	\$2.52	\$86.34
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2019	\$48.10	\$13.20	\$24.12	\$2.56	\$87.98
	02/01/2020	\$49.75	\$13.20	\$24.12	\$2.61	\$89.68
	08/01/2020	\$51.35	\$13.20	\$24.12	\$2.66	\$91.33
	02/01/2021	\$53.00	\$13.20	\$24.12	\$2.71	\$93.03
	08/01/2021	\$54.75	\$13.20	\$24.12	\$2.76	\$94.83
	02/01/2022	\$56.50	\$13.20	\$24.12	\$2.81	\$96.63
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Classification	4 1	"A	CHEET METAL WORKER!	Effective Da	te Base Wage	e Health		Supplemental Unemployment	Total Rate
			SHEET METAL WORKER"  CING -WATER)	03/01/2019	0 052 10	¢10.05	\$19.74	\$0.00	¢02.00
PIPEFITTERS LOC		S DILLIAM	caro milan,		*	\$10.95	\$19.74 \$19.74	\$0.00	\$83.88
				09/01/2019		\$10.95			\$85.38
				03/01/2020		\$10.95	\$19.74	\$0.00	\$86.88
				09/01/2020		\$10.95	\$19.74	\$0.00	\$88.38
For apprentice	e rates see '	"Apprentice- I	PIPEFITTER" or "PLUMBER/PIPI	03/01/2021 EFITTER"	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88
HVAC MECHA	ANIC			03/01/2019	\$53.19	\$10.95	\$19.74	\$0.00	\$83.88
PIPEFITTERS LOC	CAL 537			09/01/2019		\$10.95	\$19.74	\$0.00	\$85.38
				03/01/2020		\$10.95	\$19.74	\$0.00	\$86.88
				09/01/2020		\$10.95	\$19.74	\$0.00	\$88.38
				03/01/2021		\$10.95	\$19.74	\$0.00	\$89.88
For apprentice	e rates see '	"Apprentice- I	PIPEFITTER" or "PLUMBER/PIPI		ψ37.17	\$10.75	Ψ17.71	ψ0.00	ψ07.00
HYDRAULIC		3		06/01/2019	\$40.40	\$7.85	\$15.35	\$0.00	\$63.60
LABORERS - ZONI	E 1			12/01/2019	\$41.40	\$7.85	\$15.35	\$0.00	\$64.60
				06/01/2020		\$7.85	\$15.35	\$0.00	\$65.59
				12/01/2020	\$43.37	\$7.85	\$15.35	\$0.00	\$66.57
				06/01/2021		\$7.85	\$15.35	\$0.00	\$67.59
				12/01/2021	\$45.40	\$7.85	\$15.35	\$0.00	\$68.60
For apprentice	e rates see '	'Apprentice- l	LABORER"		•				•
INSULATOR (	•			09/01/2018	\$47.09	\$12.50	\$15.60	\$0.00	\$75.19
HEAT & FROST IN	VSULATOI	RS LOCAL 6 (	(BOSTON)	09/01/2019	\$49.59	\$12.50	\$15.60	\$0.00	\$77.69
	Annre	ntice - Al	SBESTOS INSULATOR (Pip	pes & Tanks) - Local 6 Bo	ston				
		ive Date -	09/01/2018	ics & Turns) Local o Bo	Sion		Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment		;
	1	50		\$23.55	\$12.50	\$11.40	\$0.00	\$47.45	;
	2	60		\$28.25	\$12.50	\$12.24	\$0.00		
	3	70		\$32.96	\$12.50	\$13.08	\$0.00		
	4	80		\$37.67	\$12.50	\$13.92	\$0.00		
	Effect	ive Date -	09/01/2019				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment		;

	_	00	\$20.23	\$12.50	\$12.24	\$0.00	\$34.99	
	3	70	\$32.96	\$12.50	\$13.08	\$0.00	\$58.54	
	4	80	\$37.67	\$12.50	\$13.92	\$0.00	\$64.09	
	Effecti	ve Date - 09/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$24.80	\$12.50	\$11.40	\$0.00	\$48.70	
	2	60	\$29.75	\$12.50	\$12.24	\$0.00	\$54.49	
	3	70	\$34.71	\$12.50	\$13.08	\$0.00	\$60.29	
	4	80	\$39.67	\$12.50	\$13.92	\$0.00	\$66.09	
	Notes:							
	İ	Steps are 1 year						
	Appre	ntice to Journeyworker Ratio:1:4						
IRONWORKE IRONWORKERS L			03/16/2019	9 \$46.66	\$8.00	\$23.50	\$0.00	\$78.16

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Pension

		- 02/16/2010						
	Effecti Step	ive <b>Date</b> - 03/16/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	$\frac{\text{Step}}{1}$	*						
		60	\$28.00	\$8.00	\$23.50	\$0.00	\$59.50	
	2	70	\$32.66	\$8.00	\$23.50	\$0.00	\$64.16	
	3	75	\$35.00	\$8.00	\$23.50	\$0.00	\$66.50	
	4	80	\$37.33	\$8.00	\$23.50	\$0.00	\$68.83	
	5	85	\$39.66	\$8.00	\$23.50	\$0.00	\$71.16	
	6	90	\$41.99	\$8.00	\$23.50	\$0.00	\$73.49	
	Notes:							
		** Structural 1:6; Ornamental 1:4					i	
	Appre	ntice to Journeyworker Ratio:**						
		VING BREAKER OPERATOR	06/01/2019	\$39.90	\$7.85	\$15.35	\$0.00	\$63.10
LABORERS - ZONE	s I		12/01/2019	\$40.90	\$7.85	\$15.35	\$0.00	\$64.10
			06/01/2020	\$41.89	\$7.85	\$15.35	\$0.00	\$65.09
			12/01/2020	\$42.87	\$7.85	\$15.35	\$0.00	\$66.07
			06/01/2021	\$43.89	\$7.85	\$15.35	\$0.00	\$67.09
			12/01/2021	\$44.90	\$7.85	\$15.35	\$0.00	\$68.10
For apprentice	rates see '	'Apprentice- LABORER"						
LABORER			06/01/2019	\$39.65	\$7.85	\$15.35	\$0.00	\$62.85
LABORERS - ZONE	E 1		12/01/2019	\$40.65	\$7.85	\$15.35	\$0.00	\$63.85
			06/01/2020	\$41.64	\$7.85	\$15.35	\$0.00	\$64.84
			12/01/2020			\$15.35	\$0.00	\$65.82
			06/01/2021			\$15.35	\$0.00	\$66.84
			00/01/2021	\$ 15.01	Ψ7.00	4		\$00.0 I

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Pension

Unemployment

**Total Rate** 

Part			ce - LABORER - Zone 1  Date - 06/01/2019						
2   70   S27,76   S7,85   S15,35   S0,00   S50,96     3   80   S31,72   S7,85   S15,35   S0,00   S54,92     4   90   S35,69   S7,85   S15,35   S0,00   S58,89     Effective Date   12/01/2019   Apprentice Base Wag   Health   Pension   Comprehensional Observation   Comprehensional Obser				Apprentice Base Wage	Health	Pension		Total Rate	
Apprentice to Journeyworker Ratio: 1:5   Sound Signature   Step   Percent   Apprentice Base Wage   Health   Pension   Numplemental Unemployment   Total Rate	1	L	60	\$23.79	\$7.85	\$15.35	\$0.00	\$46.99	
Refrective Date	2	2	70	\$27.76	\$7.85	\$15.35	\$0.00	\$50.96	
Effective Date - 12/01/2019   Step   percent   Apprentice Base Wage   Health   Pension   Supplemental   Supplemental   Total Rate	3	3	80	\$31.72	\$7.85	\$15.35	\$0.00	\$54.92	
Notes	4	1	90	\$35.69	\$7.85	\$15.35	\$0.00	\$58.89	
1 60   \$24.39   \$7.85   \$15.35   \$0.00   \$47.59     2 70   \$28.46   \$7.85   \$15.35   \$0.00   \$51.66     3 80   \$32.52   \$7.85   \$15.35   \$0.00   \$55.72     4 90   \$36.59   \$7.85   \$15.35   \$0.00   \$55.72     4 90   \$36.59   \$7.85   \$15.35   \$0.00   \$55.72     Apprentice to Journeyworker Ratio:1:5	E	ffective	<b>Date -</b> 12/01/2019				Supplemental		
Notes:	<u>S</u>	tep p	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
Notes:	1	l ,	60	\$24.39	\$7.85	\$15.35	\$0.00	\$47.59	
Notes:	2	2	70	\$28.46	\$7.85	\$15.35	\$0.00	\$51.66	
Notes:	3	3	80	\$32.52	\$7.85	\$15.35	\$0.00	\$55.72	
Apprentice to Journeyworker Ratio:1:5  LABORER: CARPENTER TENDER  06/01/2019 \$39.65 \$7.85 \$15.35 \$0.00 \$63.85  12/01/2019 \$40.65 \$7.85 \$15.35 \$0.00 \$63.85  06/01/2020 \$41.64 \$7.85 \$15.35 \$0.00 \$64.84  12/01/2020 \$42.62 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2021 \$43.64 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$63.85  12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$63.85  12/01/2020 \$41.64 \$7.85 \$15.35 \$0.00 \$63.85  12/01/2020 \$41.64 \$7.85 \$15.35 \$0.00 \$63.85  12/01/2020 \$44.64 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2020 \$44.64 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2020 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2020 \$42.62 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2020 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2020 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2020 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2020 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2020 \$44.89 \$7.85 \$15.35 \$0.00 \$66.84  12/01/2020 \$44.89 \$7.85 \$15.35 \$0.00 \$66.90  12/01/2020 \$44.89 \$7.85 \$15.35 \$0.00 \$66.90  12/01/2020 \$44.89 \$7.85 \$15.35 \$0.00 \$66.90  12/01/2020 \$44.89 \$7.85 \$15.35 \$0.00 \$66.90  12/01/2021 \$44.80 \$7.85 \$15.35 \$0.00 \$66.90  12/01/2021 \$44.80 \$7.85 \$15.35 \$0.00 \$66.90  12/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$66.90  12/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$66.90  12/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$66.90  12/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$66.90  12/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$66.90  12/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$66.90	4	1	90	\$36.59	\$7.85	\$15.35	\$0.00	\$59.79	
LABORER: CARPENTER TENDER    12/01/2019   \$39.65   \$7.85   \$15.35   \$0.00   \$62.85     12/01/2019   \$40.65   \$7.85   \$15.35   \$0.00   \$63.85     12/01/2020   \$41.64   \$7.85   \$15.35   \$0.00   \$64.84     12/01/2020   \$42.62   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$43.64   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$67.85     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$67.85     12/01/2019   \$39.65   \$7.85   \$15.35   \$0.00   \$63.85     12/01/2019   \$40.65   \$7.85   \$15.35   \$0.00   \$63.85     12/01/2020   \$41.64   \$7.85   \$15.35   \$0.00   \$63.85     12/01/2020   \$41.64   \$7.85   \$15.35   \$0.00   \$63.85     12/01/2020   \$42.62   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2020   \$42.62   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.95     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.07     12/01/2021   \$44.89   \$7.85   \$15.35   \$0.00   \$66.07     12/01/2021   \$44.89   \$7.85   \$15.35   \$0.00   \$66.07     12/01/2021   \$44.89   \$7.85   \$15.35   \$0.00   \$66.07     12/01/2021   \$44.89   \$7.85   \$15.35   \$0.00   \$66.07     12/01/2021   \$44.89   \$7.85   \$15.35   \$0.00   \$66.07     12/01/2021   \$44.89   \$7.85   \$15.35   \$0.00   \$66.07     12/01/2021   \$44.89   \$7.85   \$15.35   \$0.00	N	lotes:							
12/01/2019   \$40.65   \$7.85   \$15.35   \$0.00   \$63.85     16/01/2020   \$41.64   \$7.85   \$15.35   \$0.00   \$64.84     12/01/2020   \$42.62   \$7.85   \$15.35   \$0.00   \$65.82     12/01/2021   \$43.64   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$67.85     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$67.85     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$63.85     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$63.85     12/01/2020   \$41.64   \$7.85   \$15.35   \$0.00   \$63.85     12/01/2020   \$44.65   \$7.85   \$15.35   \$0.00   \$64.84     12/01/2020   \$42.62   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2020   \$42.62   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$43.64   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.80     12/01/2021   \$44.80   \$7.85   \$15.35   \$0.00   \$66.80     12/01/2021   \$44.80   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$42.87   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$42.87   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$44.89   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.89   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.89   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.89   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.89   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.89   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.89   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.89   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.89   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$	Ā	pprenti	ce to Journeyworker Ratio:1:5						
12/01/2019   \$40.65   \$7.85   \$15.35   \$0.00   \$63.85     06/01/2020   \$41.64   \$7.85   \$15.35   \$0.00   \$64.84     12/01/2020   \$42.62   \$7.85   \$15.35   \$0.00   \$65.82     06/01/2021   \$43.64   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.85     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$62.85     12/01/2020   \$41.64   \$7.85   \$15.35   \$0.00   \$63.85     12/01/2020   \$41.64   \$7.85   \$15.35   \$0.00   \$63.85     12/01/2020   \$42.62   \$7.85   \$15.35   \$0.00   \$63.85     12/01/2020   \$42.62   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2020   \$42.62   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$43.64   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.80     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.80     12/01/2021   \$44.80   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$42.87   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$42.87   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$44.89   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$44.89   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$44.89   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$44.89   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$44.89   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$44.89   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$44.89   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$44.89   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$44.89   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$44.89   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$44.80   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$44.80   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$44.80   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$		PENTE	R TENDER	06/01/2019	\$39.65	\$7.85	\$15.35	\$0.00	\$62.85
12/01/2020   \$42.62   \$7.85   \$15.35   \$0.00   \$65.82     06/01/2021   \$43.64   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$67.85     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$67.85     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$62.85     12/01/2019   \$40.65   \$7.85   \$15.35   \$0.00   \$63.85     12/01/2019   \$40.65   \$7.85   \$15.35   \$0.00   \$63.85     12/01/2020   \$41.64   \$7.85   \$15.35   \$0.00   \$64.84     12/01/2020   \$42.62   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$43.64   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.80     12/01/2021   \$40.80   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$40.90   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$42.87   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$42.87   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2020   \$44.89   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$66.00     12/01/2021   \$	LABORERS - ZONE I			12/01/2019	\$40.65	\$7.85	\$15.35	\$0.00	\$63.85
No.				06/01/2020	\$41.64	\$7.85	\$15.35	\$0.00	\$64.84
12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$67.85     ABORER: CEMENT FINISHER TENDER   06/01/2019   \$39.65   \$7.85   \$15.35   \$0.00   \$62.85     ABORER: CEMENT FINISHER TENDER   12/01/2019   \$40.65   \$7.85   \$15.35   \$0.00   \$63.85     ABORER: ABORER: ABORER   12/01/2020   \$41.64   \$7.85   \$15.35   \$0.00   \$63.85     ABORER: ABORER   12/01/2020   \$42.62   \$7.85   \$15.35   \$0.00   \$64.84     ABORER: ABORER   12/01/2021   \$43.64   \$7.85   \$15.35   \$0.00   \$65.82     ABORER: HAZARDOUS WASTE/ASBESTOS REMOVER   06/01/2019   \$39.80   \$7.85   \$15.35   \$0.00   \$63.00     ABORER: HAZARDOUS WASTE/ASBESTOS REMOVER   06/01/2019   \$39.80   \$7.85   \$15.35   \$0.00   \$64.00     For apprentice rates see "Apprentice- LABORER"   12/01/2019   \$40.80   \$7.85   \$15.35   \$0.00   \$64.00     ABORER: MASON TENDER   06/01/2019   \$39.90   \$7.85   \$15.35   \$0.00   \$63.10     ABORER: ABORER   12/01/2019   \$40.90   \$7.85   \$15.35   \$0.00   \$65.09     ABORER: ABORER   12/01/2020   \$44.87   \$7.85   \$15.35   \$0.00   \$65.09     ABORER   12/01/2020   \$44.87   \$7.85   \$15.35   \$0.00   \$66.07     ABORER   12/01/2020   \$44.87   \$7.85   \$15.35   \$0.00   \$66.07     ABORER   12/01/2020   \$44.89   \$7.85   \$15.35   \$0.00   \$66.07     ABORER   12/01/2020   \$44.89   \$7.85   \$15.35   \$0.00   \$66.07     ABORER   12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$66.07     ABORER   12/01/2021   \$44.				12/01/2020	\$42.62	\$7.85	\$15.35	\$0.00	\$65.82
For apprentice rates see "Apprentice-LABORER"				06/01/2021	\$43.64	\$7.85	\$15.35	\$0.00	\$66.84
LABORER: CEMENT FINISHER TENDER  12/01/2019 \$39.65 \$7.85 \$15.35 \$0.00 \$62.85   12/01/2019 \$40.65 \$7.85 \$15.35 \$0.00 \$63.85   06/01/2020 \$41.64 \$7.85 \$15.35 \$0.00 \$64.84   12/01/2020 \$42.62 \$7.85 \$15.35 \$0.00 \$65.82   06/01/2021 \$43.64 \$7.85 \$15.35 \$0.00 \$66.84   12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84   12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84   12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84   12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84   12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$66.84   12/01/2021 \$44.65 \$7.85 \$15.35 \$0.00 \$66.80   12/01/2019 \$39.80 \$7.85 \$15.35 \$0.00 \$63.00   12/01/2019 \$40.80 \$7.85 \$15.35 \$0.00 \$64.00   12/01/2019 \$40.80 \$7.85 \$15.35 \$0.00 \$64.00   12/01/2019 \$40.80 \$7.85 \$15.35 \$0.00 \$64.10   06/01/2020 \$41.89 \$7.85 \$15.35 \$0.00 \$66.07   06/01/2020 \$42.87 \$7.85 \$15.35 \$0.00 \$66.07   06/01/2021 \$43.89 \$7.85 \$15.35 \$0.00 \$67.09   12/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$67.09   12/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$67.09   12/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$68.10   12/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$66.07   06/01/2021 \$44.90 \$7.85 \$10.00 \$60.				12/01/2021	\$44.65	\$7.85	\$15.35	\$0.00	\$67.85
12/01/2019   \$40.65   \$7.85   \$15.35   \$0.00   \$63.85			<u> </u>						
12/01/2020   \$41.64   \$7.85   \$15.35   \$0.00   \$64.84     12/01/2020   \$42.62   \$7.85   \$15.35   \$0.00   \$65.82     12/01/2021   \$43.64   \$7.85   \$15.35   \$0.00   \$65.82     12/01/2021   \$43.64   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$67.85     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$67.85     12/01/2019   \$39.80   \$7.85   \$15.35   \$0.00   \$63.00     12/01/2019   \$40.80   \$7.85   \$15.35   \$0.00   \$64.00     12/01/2019   \$39.90   \$7.85   \$15.35   \$0.00   \$63.10     ABORER: MASON TENDER		ENI FI	NISHER TENDER						
12/01/2020    \$42.62    \$7.85    \$15.35    \$0.00    \$65.82									
06/01/2021   \$43.64   \$7.85   \$15.35   \$0.00   \$66.84     12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$67.85     For apprentice rates see "Apprentice-LABORER"   06/01/2019   \$39.80   \$7.85   \$15.35   \$0.00   \$63.00     LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER   12/01/2019   \$40.80   \$7.85   \$15.35   \$0.00   \$63.00     LABORER: MASON TENDER   06/01/2019   \$39.90   \$7.85   \$15.35   \$0.00   \$64.00     LABORER: MASON TENDER   12/01/2019   \$40.90   \$7.85   \$15.35   \$0.00   \$63.10     LABORER: MASON TENDER   12/01/2019   \$40.90   \$7.85   \$15.35   \$0.00   \$64.10     Mathematical Research   12/01/2020   \$41.89   \$7.85   \$15.35   \$0.00   \$65.09     12/01/2020   \$42.87   \$7.85   \$15.35   \$0.00   \$66.07     06/01/2021   \$43.89   \$7.85   \$15.35   \$0.00   \$67.09     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$68.10     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$67.09     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$68.10     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$68.10     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$67.09     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$68.10     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$68.10     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$68.10     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$68.10     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$68.10     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$68.10     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$68.10     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$68.10     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$68.10     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$68.10     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$68.10     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$68.10     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$68.10     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$68.10     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$68.10     12/01/2021   \$44.90   \$7.85   \$15.35   \$0.00   \$69.10     12/01/2021   \$40.90   \$7.85   \$15.35   \$15.35   \$0.00   \$6									
12/01/2021   \$44.65   \$7.85   \$15.35   \$0.00   \$67.85									
For apprentice rates see "Apprentice-LABORER"  LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER  LABORERS - ZONE 1  For apprentice rates see "Apprentice-LABORER"  LABORER: MASON TENDER  LABORERS - ZONE 1  12/01/2019  \$39.90  \$7.85  \$15.35  \$0.00  \$64.00  \$64.00  \$64.00  \$64.00  \$65.10  \$65.09  \$12/01/2020  \$41.89  \$7.85  \$15.35  \$0.00  \$65.09  \$66.07  \$66.07  \$66.01/2021  \$43.89  \$7.85  \$15.35  \$0.00  \$67.09  \$67.09  \$67.09									
ABORERS - ZONE 1  12/01/2019 \$40.80 \$7.85 \$15.35 \$0.00 \$64.00  For apprentice rates see "Apprentice- LABORER"  ABORER: MASON TENDER  ABORERS - ZONE 1  12/01/2019 \$40.90 \$7.85 \$15.35 \$0.00 \$63.10  12/01/2019 \$40.90 \$7.85 \$15.35 \$0.00 \$64.10  06/01/2020 \$41.89 \$7.85 \$15.35 \$0.00 \$65.09  12/01/2020 \$42.87 \$7.85 \$15.35 \$0.00 \$66.07  06/01/2021 \$43.89 \$7.85 \$15.35 \$0.00 \$67.09  12/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$68.10	For apprentice rate	es see "Ap	prentice- LABORER"	12/01/2021	\$44.65	\$7.85	\$15.35	\$0.00	\$67.85
12/01/2019 \$40.80 \$7.85 \$15.35 \$0.00 \$64.00  For apprentice rates see "Apprentice- LABORER"  LABORER: MASON TENDER  LABORERS - ZONE 1  12/01/2019 \$40.90 \$7.85 \$15.35 \$0.00 \$63.10  12/01/2019 \$40.90 \$7.85 \$15.35 \$0.00 \$64.10  06/01/2020 \$41.89 \$7.85 \$15.35 \$0.00 \$65.09  12/01/2020 \$42.87 \$7.85 \$15.35 \$0.00 \$66.07  06/01/2021 \$43.89 \$7.85 \$15.35 \$0.00 \$67.09  12/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$68.10		ARDOU	JS WASTE/ASBESTOS REMOVE	ER 06/01/2019	\$39.80	\$7.85	\$15.35	\$0.00	\$63.00
LABORER: MASON TENDER LABORERS - ZONE 1  06/01/2019 \$39.90 \$7.85 \$15.35 \$0.00 \$63.10  12/01/2019 \$40.90 \$7.85 \$15.35 \$0.00 \$64.10  06/01/2020 \$41.89 \$7.85 \$15.35 \$0.00 \$65.09  12/01/2020 \$42.87 \$7.85 \$15.35 \$0.00 \$66.07  06/01/2021 \$43.89 \$7.85 \$15.35 \$0.00 \$67.09  12/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$68.10	LABORERS - ZONE I			12/01/2019	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00
12/01/2019 \$40.90 \$7.85 \$15.35 \$0.00 \$64.10 06/01/2020 \$41.89 \$7.85 \$15.35 \$0.00 \$65.09 12/01/2020 \$42.87 \$7.85 \$15.35 \$0.00 \$66.07 06/01/2021 \$43.89 \$7.85 \$15.35 \$0.00 \$67.09 12/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$68.10			<u> </u>						
12/01/2019       \$40.90       \$7.85       \$15.35       \$0.00       \$64.10         06/01/2020       \$41.89       \$7.85       \$15.35       \$0.00       \$65.09         12/01/2020       \$42.87       \$7.85       \$15.35       \$0.00       \$66.07         06/01/2021       \$43.89       \$7.85       \$15.35       \$0.00       \$67.09         12/01/2021       \$44.90       \$7.85       \$15.35       \$0.00       \$68.10		ON TE	NDER	06/01/2019	\$39.90	\$7.85			\$63.10
12/01/2020       \$42.87       \$7.85       \$15.35       \$0.00       \$66.07         06/01/2021       \$43.89       \$7.85       \$15.35       \$0.00       \$67.09         12/01/2021       \$44.90       \$7.85       \$15.35       \$0.00       \$68.10	DOING TO			12/01/2019	\$40.90	\$7.85		\$0.00	\$64.10
06/01/2021       \$43.89       \$7.85       \$15.35       \$0.00       \$67.09         12/01/2021       \$44.90       \$7.85       \$15.35       \$0.00       \$68.10				06/01/2020	\$41.89	\$7.85	\$15.35	\$0.00	\$65.09
12/01/2021 \$44.90 \$7.85 \$15.35 \$0.00 \$68.10				12/01/2020	\$42.87	\$7.85	\$15.35	\$0.00	\$66.07
				06/01/2021	\$43.89	\$7.85			\$67.09
	<b>.</b>		. LABORERII	12/01/2021	\$44.90	\$7.85	\$15.35	\$0.00	\$68.10

06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$39.65 \$40.65 \$41.64 \$42.62 \$43.64 \$44.65 \$39.65 \$40.65 \$41.64 \$42.62 \$43.64 \$44.65	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$15.35 \$15.35 \$15.35 \$15.35 \$15.35 \$15.35 \$15.35 \$15.35 \$15.35 \$15.35	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$62.85 \$63.85 \$64.84 \$65.82 \$66.84 \$67.85 \$62.85 \$63.85 \$64.84 \$65.82
06/01/2020 12/01/2020 06/01/2021 12/01/2021 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$41.64 \$42.62 \$43.64 \$44.65 \$39.65 \$40.65 \$41.64 \$42.62 \$43.64	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$15.35 \$15.35 \$15.35 \$15.35 \$15.35 \$15.35 \$15.35	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.84 \$65.82 \$66.84 \$67.85 \$62.85 \$63.85 \$64.84 \$65.82
12/01/2020 06/01/2021 12/01/2021 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$42.62 \$43.64 \$44.65 \$39.65 \$40.65 \$41.64 \$42.62 \$43.64	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$15.35 \$15.35 \$15.35 \$15.35 \$15.35 \$15.35	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$65.82 \$66.84 \$67.85 \$62.85 \$63.85 \$64.84 \$65.82
06/01/2021 12/01/2021 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$43.64 \$44.65 \$39.65 \$40.65 \$41.64 \$42.62 \$43.64	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$15.35 \$15.35 \$15.35 \$15.35 \$15.35 \$15.35	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$66.84 \$67.85 \$62.85 \$63.85 \$64.84 \$65.82
12/01/2021 06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$44.65 \$39.65 \$40.65 \$41.64 \$42.62 \$43.64	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$15.35 \$15.35 \$15.35 \$15.35 \$15.35	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$67.85 \$62.85 \$63.85 \$64.84 \$65.82
06/01/2019 12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$39.65 \$40.65 \$41.64 \$42.62 \$43.64	\$7.85 \$7.85 \$7.85 \$7.85	\$15.35 \$15.35 \$15.35 \$15.35	\$0.00 \$0.00 \$0.00 \$0.00	\$62.85 \$63.85 \$64.84 \$65.82
12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$40.65 \$41.64 \$42.62 \$43.64	\$7.85 \$7.85 \$7.85	\$15.35 \$15.35 \$15.35	\$0.00 \$0.00 \$0.00	\$63.85 \$64.84 \$65.82
06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$41.64 \$42.62 \$43.64	\$7.85 \$7.85	\$15.35 \$15.35	\$0.00 \$0.00	\$64.84 \$65.82
12/01/2020 06/01/2021 12/01/2021	\$42.62 \$43.64	\$7.85	\$15.35	\$0.00	\$65.82
06/01/2021 12/01/2021	\$43.64				
12/01/2021		\$7.85	\$15.35	Φ0.00	
	\$11.65			\$0.00	\$66.84
ipment. For apprei	noval of branches			\$0.00 s not done for	\$67.85
06/01/2019	\$39.90	\$7.85	\$15.35	\$0.00	\$63.10
12/01/2019	\$40.90	\$7.85	\$15.35	\$0.00	\$64.10
06/01/2020	\$41.89	\$7.85	\$15.35	\$0.00	\$65.09
12/01/2020	\$42.87	\$7.85	\$15.35	\$0.00	\$66.07
06/01/2021	\$43.89	\$7.85	\$15.35	\$0.00	\$67.09
12/01/2021	\$44.90	\$7.85	\$15.35	\$0.00	\$68.10
02/01/2019	\$40.91	\$10.75	\$18.97	\$0.00	\$70.63
08/01/2019	\$41.99	\$10.75	\$19.11	\$0.00	\$71.85
02/01/2020	\$42.50	\$10.75	\$19.11	\$0.00	\$72.36
08/01/2020	\$43.58	\$10.75	\$19.26	\$0.00	\$73.59
02/01/2021	\$44.09	\$10.75	\$19.26	\$0.00	\$74.10
08/01/2021	\$45.21	\$10.75	\$19.42	\$0.00	\$75.38
02/01/2022	\$45.68	\$10.75	\$19.42	\$0.00	\$75.85
	12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 02/01/2019 08/01/2019 02/01/2020 08/01/2020 02/01/2021 08/01/2021	12/01/2019 \$40.90 06/01/2020 \$41.89 12/01/2020 \$42.87 06/01/2021 \$43.89 12/01/2021 \$44.90 02/01/2019 \$40.91 08/01/2019 \$41.99 02/01/2020 \$42.50 08/01/2020 \$43.58 02/01/2021 \$44.09 08/01/2021 \$45.21	12/01/2019       \$40.90       \$7.85         06/01/2020       \$41.89       \$7.85         12/01/2020       \$42.87       \$7.85         06/01/2021       \$43.89       \$7.85         12/01/2021       \$44.90       \$7.85         02/01/2019       \$40.91       \$10.75         08/01/2019       \$41.99       \$10.75         02/01/2020       \$42.50       \$10.75         08/01/2020       \$43.58       \$10.75         02/01/2021       \$44.09       \$10.75         08/01/2021       \$45.21       \$10.75	12/01/2019         \$40.90         \$7.85         \$15.35           06/01/2020         \$41.89         \$7.85         \$15.35           12/01/2020         \$42.87         \$7.85         \$15.35           06/01/2021         \$43.89         \$7.85         \$15.35           12/01/2021         \$44.90         \$7.85         \$15.35           02/01/2019         \$40.91         \$10.75         \$18.97           08/01/2019         \$41.99         \$10.75         \$19.11           02/01/2020         \$42.50         \$10.75         \$19.11           08/01/2020         \$43.58         \$10.75         \$19.26           02/01/2021         \$44.09         \$10.75         \$19.26           08/01/2021         \$45.21         \$10.75         \$19.42	12/01/2019       \$40.90       \$7.85       \$15.35       \$0.00         06/01/2020       \$41.89       \$7.85       \$15.35       \$0.00         12/01/2020       \$42.87       \$7.85       \$15.35       \$0.00         06/01/2021       \$43.89       \$7.85       \$15.35       \$0.00         12/01/2021       \$44.90       \$7.85       \$15.35       \$0.00         02/01/2021       \$44.90       \$7.85       \$15.35       \$0.00         02/01/2019       \$40.91       \$10.75       \$18.97       \$0.00         08/01/2019       \$41.99       \$10.75       \$19.11       \$0.00         02/01/2020       \$42.50       \$10.75       \$19.11       \$0.00         08/01/2020       \$43.58       \$10.75       \$19.26       \$0.00         02/01/2021       \$44.09       \$10.75       \$19.26       \$0.00         08/01/2021       \$45.21       \$10.75       \$19.42       \$0.00

 Issue Date:
 06/05/2019
 Wage Request Number:
 20190605-028
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ion			Effective Da	te Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
		ntice - MARBLE & TILE FINISHER - ve Date - 02/01/2019 percent	- Local 3 Marble & Tile  Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
	1	50	\$20.46	\$10.75	\$18.97	\$0.00	0 \$50.18	
	2	60	\$24.55	\$10.75	\$18.97	\$0.00	9 \$54.27	

2	60		\$24.55	\$10.75	\$18.97	\$0.00	\$54.27
3	70		\$28.64	\$10.75	\$18.97	\$0.00	\$58.36
4	80		\$32.73	\$10.75	\$18.97	\$0.00	\$62.45
5	90		\$36.82	\$10.75	\$18.97	\$0.00	\$66.54
ffecti	ve Date -	08/01/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$21.00	\$10.75	\$19.11	\$0.00	\$50.86
2	60		\$25.19	\$10.75	\$19.11	\$0.00	\$55.05
3	70		\$29.39	\$10.75	\$19.11	\$0.00	\$59.25
4	80		\$33.59	\$10.75	\$19.11	\$0.00	\$63.45
5	90		\$37.79	\$10.75	\$19.11	\$0.00	\$67.65
Notes:							

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/01/2019	\$53.57	\$10.75	\$20.66	\$0.00	\$84.98
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2019	\$54.92	\$10.75	\$20.80	\$0.00	\$86.47
	02/01/2020	\$55.55	\$10.75	\$20.80	\$0.00	\$87.10
	08/01/2020	\$56.90	\$10.75	\$20.95	\$0.00	\$88.60
	02/01/2021	\$57.54	\$10.75	\$20.95	\$0.00	\$89.24
	08/01/2021	\$58.94	\$10.75	\$21.11	\$0.00	\$90.80
	02/01/2022	\$59.51	\$10.75	\$21.11	\$0.00	\$91.37

**Issue Date:** 06/05/2019 Wage Request Number: 20190605-028 Page 20 of 42 Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

***	Tentice - 25		MECHANIC Econ 5 ma					
Effe Ster	ective Date -	02/01/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{200 \text{ F}}{1}$	50		\$26.79	\$10.75	\$20.66	\$0.00	\$58.20	
2	60		\$32.14	\$10.75	\$20.66	\$0.00	\$63.55	
3	70		\$37.50	\$10.75	\$20.66	\$0.00	\$68.91	
4	80		\$42.86	\$10.75	\$20.66	\$0.00	\$74.27	
5	90		\$48.21	\$10.75	\$20.66	\$0.00	\$79.62	
Effe	ective Date -	08/01/2019				Supplemental		
Step	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$27.46	\$10.75	\$20.80	\$0.00	\$59.01	
2	60		\$32.95	\$10.75	\$20.80	\$0.00	\$64.50	
3	70		\$38.44	\$10.75	\$20.80	\$0.00	\$69.99	
4	80		\$43.94	\$10.75	\$20.80	\$0.00	\$75.49	
5	90		\$49.43	\$10.75	\$20.80	\$0.00	\$80.98	
Not								
İ							İ	
Арг	prentice to Jo	ourneyworker Ratio:1:5						
		(ON CONST. SITES)	06/01/2019	\$47.69	\$12.00	\$15.60	\$0.00	\$75.29
PERATING ENGINEER.	S LOCAL 4		12/01/2019	\$48.83	\$12.00	\$15.60	\$0.00	\$76.43
			06/01/2020	\$49.91	\$12.00	\$15.60	\$0.00	\$77.51
			12/01/2020	\$51.05	\$12.00	\$15.60	\$0.00	\$78.65
			06/01/2021	\$52.14	\$12.00	\$15.60	\$0.00	\$79.74
			12/01/2021	\$53.28	\$12.00	\$15.60	\$0.00	\$80.88
		OPERATING ENGINEERS"						
MECHANICS MAIN PERATING ENGINEER.			06/01/2019	\$47.69	\$12.00	\$15.60	\$0.00	\$75.29
I ERTITIVO ELVOTIVEETA	S EO CALE Y		12/01/2019	\$48.83	\$12.00	\$15.60	\$0.00	\$76.43
			06/01/2020	\$49.91	\$12.00	\$15.60	\$0.00	\$77.51
			12/01/2020	\$51.05	\$12.00	\$15.60	\$0.00	\$78.65
			06/01/2021	\$52.14	\$12.00	\$15.60	\$0.00	\$79.74
For apprentice rates s	see "Apprentice-	OPERATING ENGINEERS"	12/01/2021	\$53.28	\$12.00	\$15.60	\$0.00	\$80.88
Tr	rr						\$0.00	

**Total Rate** 

		ntice - <i>MILLWRIGHT - Local 1121</i> ive Date - 04/01/2019	Lone 1			Cumulant-1		
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55	\$23.22	\$9.90	\$5.31	\$0.00	\$38.43	
	2	65	\$27.44	\$9.90	\$15.13	\$0.00	\$52.47	
	3	75	\$31.67	\$9.90	\$16.10	\$0.00	\$57.67	
	4	85	\$35.89	\$9.90	\$17.06	\$0.00	\$62.85	
	Notes:	- — — — — — — — —						
	į	Steps are 2,000 hours						
	Appre	entice to Journeyworker Ratio:1:5						
			06/01/2019	\$39.90	\$7.85	\$15.35	\$0.00	\$63.10
ABORERS - ZONE	<i>I</i>		12/01/2019	\$40.90	\$7.85	\$15.35	\$0.00	\$64.10
			06/01/2020	\$41.89	\$7.85	\$15.35	\$0.00	\$65.09
			12/01/2020		\$7.85	\$15.35	\$0.00	\$66.07
	3 75 4 85    Notes:   Steps are 2,000 hours   Apprentice to Journeyworker Ratio:1:: RTAR MIXER RERS - ZONE 1	06/01/2021		\$7.85	\$15.35	\$0.00	\$67.09	
			12/01/2021		\$7.85	\$15.35	\$0.00	\$68.10
For apprentice i	rates see '	"Apprentice- LABORER"						
ILER (OTHER THAN TRUCK CRANES, GRADALLS)		06/01/2019	\$23.11	\$12.00	\$15.60	\$0.00	\$50.71	
PERATING ENGI	NEEKS L	OCAL 4	12/01/2019	\$23.68	\$12.00	\$15.60	\$0.00	\$51.28
			06/01/2020	\$24.23	\$12.00	\$15.60	\$0.00	\$51.83
			12/01/2020	\$24.80	\$12.00	\$15.60	\$0.00	\$52.40
			06/01/2021	\$25.35	\$12.00	\$15.60	\$0.00	\$52.95
For apprentice i	rates see '	"Apprentice- OPERATING ENGINEERS"	12/01/2021	\$25.93	\$12.00	\$15.60	\$0.00	\$53.53
ILER (TRUCK	K CRA	NES, GRADALLS)	06/01/2019	\$27.57	\$12.00	\$15.60	\$0.00	\$55.17
PERATING ENGIN	NEERS L	OCAL 4	12/01/2019	\$28.24	\$12.00	\$15.60	\$0.00	\$55.84
			06/01/2020	\$28.89	\$12.00	\$15.60	\$0.00	\$56.49
			12/01/2020	\$29.57	\$12.00	\$15.60	\$0.00	\$57.17
			06/01/2021	\$30.21	\$12.00	\$15.60	\$0.00	\$57.81
			12/01/2021		\$12.00	\$15.60	\$0.00	\$58.49
		**						
			06/01/2019	\$47.69	\$12.00	\$15.60	\$0.00	\$75.29
EKATING ENGI!	veers L	OCAL 7	12/01/2019	\$48.83	\$12.00	\$15.60	\$0.00	\$76.43
			06/01/2020	\$49.91	\$12.00	\$15.60	\$0.00	\$77.51
			12/01/2020	\$51.05	\$12.00	\$15.60	\$0.00	\$78.65
			06/01/2021	\$52.14	\$12.00	\$15.60	\$0.00	\$79.74
_			12/01/2021	\$53.28	\$12.00	\$15.60	\$0.00	\$80.88
		"Apprentice- OPERATING ENGINEERS"						
AINTER (BRI AINTERS LOCAL 3			01/01/2019		\$8.15	\$20.85	\$0.00	\$79.36
			07/01/2019		\$8.20	\$21.45	\$0.00	\$80.31
			01/01/2020		\$8.20	\$22.10	\$0.00	\$81.26
			07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36
			01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46

Apprentice -	PAINTER Local	! 35 -	BRIDGES/TANKS
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Effect	ive Date -	01/01/2019				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$25.18	\$8.15	\$0.00	\$0.00	\$33.33	
2	55		\$27.70	\$8.15	\$5.64	\$0.00	\$41.49	
3	60		\$30.22	\$8.15	\$6.15	\$0.00	\$44.52	
4	65		\$32.73	\$8.15	\$6.66	\$0.00	\$47.54	
5	70		\$35.25	\$8.15	\$17.78	\$0.00	\$61.18	
6	75		\$37.77	\$8.15	\$18.29	\$0.00	\$64.21	
7	80		\$40.29	\$8.15	\$18.80	\$0.00	\$67.24	
8	90		\$45.32	\$8.15	\$19.83	\$0.00	\$73.30	
	ive Date -	07/01/2019				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$25.33	\$8.20	\$0.00	\$0.00	\$33.53	
2	55		\$27.86	\$8.20	\$5.78	\$0.00	\$41.84	
3	60		\$30.40	\$8.20	\$6.30	\$0.00	\$44.90	
4	65		\$32.93	\$8.20	\$6.83	\$0.00	\$47.96	
5	70		\$35.46	\$8.20	\$18.30	\$0.00	\$61.96	
6	75		\$38.00	\$8.20	\$18.83	\$0.00	\$65.03	
7	80		\$40.53	\$8.20	\$19.35	\$0.00	\$68.08	
8	90		\$45.59	\$8.20	\$20.40	\$0.00	\$74.19	
Notes:		750 hrs						
	Steps are							
		urneyworker Ratio:1:1						
√, PIC	TORIAL &	DISPLAY)	06/01/201	3 \$25.8	1 \$7.07	\$7.05	\$0.00 \$39	9 93

PAINTER (SIGN, PICTORIAL & DISPLAY)
PAINTERS LOCAL 35 - ZONE 2 06/01/2013 \$25.81 \$7.07 \$39.93

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**Total Rate** 

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra
1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.9
2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.7
3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.0
4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.3
5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.1
6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.4
7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.7
8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.0
9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.3
Notes:						
İ	Steps are 4 mos.					

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2019	\$41.56	\$8.20	\$21.45	\$0.00	\$71.21
THE W pulled that OC document and Education 20012	01/01/2020	\$41.86	\$8.20	\$22.10	\$0.00	\$72.16
	07/01/2020	\$42.96	\$8.20	\$22.10	\$0.00	\$73.26
	01/01/2021	\$44.06	\$8.20	\$22.10	\$0.00	\$74.36

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**Total Rate** 

Pension

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New 01/01/2019 **Effective Date -**Supplemental Unemployment Total Rate Step percent Apprentice Base Wage Health Pension 1 50 \$20.63 \$8.15 \$0.00 \$0.00 \$28.78 2 55 \$22.69 \$8.15 \$5.64 \$0.00 \$36.48 3 60 \$24.76 \$8.15 \$6.15 \$0.00 \$39.06 4 65 \$26.82 \$8.15 \$6.66 \$0.00 \$41.63 5 70 \$28.88 \$8.15 \$0.00 \$54.81 \$17.78 6 75 \$30.95 \$8.15 \$18.29 \$0.00 \$57.39 7 80 \$33.01 \$8.15 \$18.80 \$0.00 \$59.96 8 90 \$37.13 \$8.15 \$19.83 \$0.00 \$65.11 07/01/2019 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 50 \$20.78 \$8.20 \$0.00 \$0.00 \$28.98 2 55 \$22.86 \$8.20 \$5.78 \$0.00 \$36.84 3 60 \$24.94 \$8.20 \$6.30 \$0.00 \$39.44 4 65 \$27.01 \$0.00 \$8.20 \$6.83 \$42.04 5 70 \$29.09 \$8.20 \$18.30 \$0.00 \$55.59 6 75 \$31.17 \$8.20 \$18.83 \$0.00 \$58.20 7 80 \$0.00 \$60.80 \$33.25 \$8.20 \$19.35 8 90 \$37.40 \$8.20 \$20.40 \$0.00 \$66.00 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 PAINTER (SPRAY OR SANDBLAST, REPAINT) 01/01/2019 \$20.85 \$0.00 \$39.32 \$8.15 \$68.32 PAINTERS LOCAL 35 - ZONE 2 \$21.45 \$0.00 07/01/2019 \$39.62 \$8.20 \$69.27 01/01/2020 \$39.92 \$8.20 \$22.10 \$0.00 \$70.22 07/01/2020 \$41.02 \$8.20 \$22.10 \$0.00 \$71.32

01/01/2021

\$42.12

\$8.20

\$22.10

\$0.00

\$72.42

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Pension

Apprentice - PA	INTER Local 3:	5 Zone 2 -	Spray/Sandblast -	Repaint
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	Effective Date -		tive Date - 01/01/2019				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$19.66	\$8.15	\$0.00	\$0.00	\$27.81	
	2	55		\$21.63	\$8.15	\$5.64	\$0.00	\$35.42	
	3	60		\$23.59	\$8.15	\$6.15	\$0.00	\$37.89	
	4	65		\$25.56	\$8.15	\$6.66	\$0.00	\$40.37	
	5	70		\$27.52	\$8.15	\$17.78	\$0.00	\$53.45	
	6	75		\$29.49	\$8.15	\$18.29	\$0.00	\$55.93	
	7	80		\$31.46	\$8.15	\$18.80	\$0.00	\$58.41	
	8	90		\$35.39	\$8.15	\$19.83	\$0.00	\$63.37	
		ive Date -	07/01/2019				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$19.81	\$8.20	\$0.00	\$0.00	\$28.01	
	2	55		\$21.79	\$8.20	\$5.78	\$0.00	\$35.77	
	3	60		\$23.77	\$8.20	\$6.30	\$0.00	\$38.27	
	4	65		\$25.75	\$8.20	\$6.83	\$0.00	\$40.78	
	5	70		\$27.73	\$8.20	\$18.30	\$0.00	\$54.23	
	6	75		\$29.72	\$8.20	\$18.83	\$0.00	\$56.75	
	7	80		\$31.70	\$8.20	\$19.35	\$0.00	\$59.25	
	8	90		\$35.66	\$8.20	\$20.40	\$0.00	\$64.26	
	Notes:								
		Steps are	750 hrs.					İ	
	Appre	entice to Jo	urneyworker Ratio:1:1						
AINTER (TI		MARKING	S)	06/01/2019	\$39.65	\$7.85	\$15.35	\$0.00	\$62.85
BORERS - ZO	VE I			12/01/2019	\$40.65	\$7.85	\$15.35	\$0.00	\$63.85
				06/01/2020	\$41.64	\$7.85	\$15.35	\$0.00	\$64.84
				12/01/2020	\$42.62	\$7.85	\$15.35	\$0.00	\$65.82
				06/01/2021	\$43.64	\$7.85	\$15.35	\$0.00	\$66.84
				12/01/2021	\$44.65	\$7.85	\$15.35	\$0.00	\$67.85
•••		"Apprentice-							
AINTER / T			W) * painted are new construction	01/01/2019	\$39.86	\$8.15	\$20.85	\$0.00	\$68.86
			PERS LOCAL 35 - ZONE 2	07/01/2019	\$40.16	\$8.20	\$21.45	\$0.00	\$69.81
				01/01/2020	\$40.46	\$8.20	\$22.10	\$0.00	\$70.76
				07/01/2020	\$41.56	\$8.20	\$22.10	\$0.00	\$71.86

**Total Rate** 

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

Pension

Eff	<b>Sective Date -</b> 01/01/201	9			Supplemental		
Ste	p percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$19.93	\$8.15	\$0.00	\$0.00	\$28.08	
2	55	\$21.92	\$8.15	\$5.64	\$0.00	\$35.71	
3	60	\$23.92	\$8.15	\$6.15	\$0.00	\$38.22	
4	65	\$25.91	\$8.15	\$6.66	\$0.00	\$40.72	
5	70	\$27.90	\$8.15	\$17.78	\$0.00	\$53.83	
6	75	\$29.90	\$8.15	\$18.29	\$0.00	\$56.34	
7	80	\$31.89	\$8.15	\$18.80	\$0.00	\$58.84	
8	90	\$35.87	\$8.15	\$19.83	\$0.00	\$63.85	
	<b>Cective Date -</b> 07/01/201				Supplemental		
Ste	p percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$20.08	\$8.20	\$0.00	\$0.00	\$28.28	
2	55	\$22.09	\$8.20	\$5.78	\$0.00	\$36.07	
3	60	\$24.10	\$8.20	\$6.30	\$0.00	\$38.60	
4	65	\$26.10	\$8.20	\$6.83	\$0.00	\$41.13	
5	70	\$28.11	\$8.20	\$18.30	\$0.00	\$54.61	
6	75	\$30.12	\$8.20	\$18.83	\$0.00	\$57.15	
7	80	\$32.13	\$8.20	\$19.35	\$0.00	\$59.68	
8	90	\$36.14	\$8.20	\$20.40	\$0.00	\$64.74	
No							
	Steps are 750 hrs.					i	
Ap	prentice to Journeywork	er Ratio:1:1					
TER / TAPER ERS LOCAL 35 - 2	(BRUSH, REPAINT)	01/01/201	9 \$37.92	\$8.15	\$20.85	\$0.00	\$66.92
LING LOCAL 33 - 2	LONE 2	07/01/201	9 \$38.22	\$8.20	\$21.45	\$0.00	\$67.87
		01/01/202	0 \$38.52	\$8.20	\$22.10	\$0.00	\$68.82
		07/01/202	0 \$39.62	\$8.20	\$22.10	\$0.00	\$69.92
		01/01/202	1 \$40.72	\$8.20	\$22.10	\$0.00	\$71.02

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Pension

**Total Rate** 

	Effect	ive Date - 01/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50	\$18.96	\$8.15	\$0.00	\$0.00	\$27.11	<u> </u>
	2	55	\$20.86	\$8.15	\$5.64	\$0.00	\$34.65	;
	3	60	\$22.75	\$8.15	\$6.15	\$0.00	\$37.05	;
	4	65	\$24.65	\$8.15	\$6.66	\$0.00	\$39.46	, )
	5	70	\$26.54	\$8.15	\$17.78	\$0.00	\$52.47	,
	6	75	\$28.44	\$8.15	\$18.29	\$0.00	\$54.88	}
	7	80	\$30.34	\$8.15	\$18.80	\$0.00	\$57.29	)
	8	90	\$34.13	\$8.15	\$19.83	\$0.00	\$62.11	<u>!</u>
	Effect	ive Date - 07/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50	\$19.11	\$8.20	\$0.00	\$0.00	\$27.31	
	2	55	\$21.02	\$8.20	\$5.78	\$0.00	\$35.00	)
	3	60	\$22.93	\$8.20	\$6.30	\$0.00	\$37.43	<b>,</b>
	4	65	\$24.84	\$8.20	\$6.83	\$0.00	\$39.87	,
	5	70	\$26.75	\$8.20	\$18.30	\$0.00	\$53.25	;
	6	75	\$28.67	\$8.20	\$18.83	\$0.00	\$55.70	)
	7	80	\$30.58	\$8.20	\$19.35	\$0.00	\$58.13	;
	8	90	\$34.40	\$8.20	\$20.40	\$0.00	\$63.00	)
	Notes	: Steps are 750 hrs.						
		Steps are 750 ms.						
		entice to Journeyworker Ratio:1:1						
		RUCKS DRIVER CIL NO. 10 ZONE A	06/01/2019	\$35.18	\$11.91	\$12.70	\$0.00	\$59.79
JI END J	JIII COUNC	AL I.O. IV BOTH II	08/01/2019	\$35.18	\$12.41	\$12.70	\$0.00	\$60.29
			12/01/2019	\$35.18	\$12.41	\$13.72	\$0.00	\$61.31
			06/01/2020	\$36.08	\$12.41	\$13.72	\$0.00	\$62.21
			08/01/2020	\$36.08	\$12.91	\$13.72	\$0.00	\$62.71
			12/01/2020	\$36.08	\$12.91	\$14.82	\$0.00	\$63.81
			06/01/2021	\$36.88	\$12.91	\$14.82	\$0.00	\$64.61
			08/01/2021	\$36.88	\$13.41	\$14.82	\$0.00	\$65.11
			12/01/2021	\$36.88	\$13.41	\$16.01	\$0.00	\$66.30
	DOCK CO	NSTRUCTOR (UNDERPINNING A	AND 08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
	LOCAL 56 (Zo	ONE 1) "Apprentice- PILE DRIVER"	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
	ED		08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
ILE DRIV	EK		00/01/2010					

Pension

**Total Rate** 

Step	tive Date -	08/01/2018	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
1	50		\$23.29	\$9.90	\$21.15	\$0.00	\$54.3	34
2	60		\$27.94	\$9.90	\$21.15	\$0.00	\$58.9	9
3	70		\$32.60	\$9.90	\$21.15	\$0.00	\$63.6	55
4	75		\$34.93	\$9.90	\$21.15	\$0.00	\$65.9	8
5	80		\$37.26	\$9.90	\$21.15	\$0.00	\$68.3	31
6	80		\$37.26	\$9.90	\$21.15	\$0.00	\$68.3	31
7	90		\$41.91	\$9.90	\$21.15	\$0.00	\$72.9	96
8	90		\$41.91	\$9.90	\$21.15	\$0.00	\$72.9	96
Effec	tive Date -	08/01/2019				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
1	50		\$24.47	\$9.90	\$21.15	\$0.00	\$55.5	52
2	60		\$29.36	\$9.90	\$21.15	\$0.00	\$60.4	1
3	70		\$34.26	\$9.90	\$21.15	\$0.00	\$65.3	31
4	75		\$36.71	\$9.90	\$21.15	\$0.00	\$67.7	76
5	80		\$39.15	\$9.90	\$21.15	\$0.00	\$70.2	20
6	80		\$39.15	\$9.90	\$21.15	\$0.00	\$70.2	20
7	90		\$44.05	\$9.90	\$21.15	\$0.00	\$75.1	.0
8	90		\$44.05	\$9.90	\$21.15	\$0.00	\$75.1	.0
Notes	s:							1
į								
Appr	entice to Jo	urneyworker Ratio:1:5						
ΓTER & STEA	MFITTER		03/01/2019	\$53.19	\$10.95	\$19.74	\$0.00	\$83.8
TERS LOCAL 537			09/01/2019	\$54.69		\$19.74	\$0.00	\$85.3
			03/01/2020			\$19.74	\$0.00	\$86.8
			09/01/2020	\$57.69		\$19.74	\$0.00	\$88.3
			03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.8

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**Total Rate** 

**Apprentice -** PIPEFITTER - Local 537

		D 4	02/01/2010						
	Step	ve Date -	03/01/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	$\frac{\operatorname{step}}{1}$	40							
				\$21.28	\$10.95	\$8.00	\$0.00	\$40.23	
	2	45		\$23.94	\$10.95	\$19.74	\$0.00	\$54.63	
	3	60		\$31.91	\$10.95	\$19.74	\$0.00	\$62.60	
	4	70		\$37.23	\$10.95	\$19.74	\$0.00	\$67.92	
	5	80		\$42.55	\$10.95	\$19.74	\$0.00	\$73.24	
	Effecti	ve Date -	09/01/2019				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40		\$21.88	\$10.95	\$8.00	\$0.00	\$40.83	
	2	45		\$24.61	\$10.95	\$19.74	\$0.00	\$55.30	
	3	60		\$32.81	\$10.95	\$19.74	\$0.00	\$63.50	
	4	70		\$38.28	\$10.95	\$19.74	\$0.00	\$68.97	
	5	80		\$43.75	\$10.95	\$19.74	\$0.00	\$74.44	
	Notes:		15 1 10 1						
		** 1:3; 3: Refrig/AC		are 1 yr. 3:6;4:8;5:10;6:12;7:14;8:1	7;9:20;10:23(N	Max)			
		** 1:3; 3: Refrig/AC			7;9:20;10:23(1	Max)			
	Appre	** 1:3; 3: Refrig/AC	C Mechanic **1:1;1:2;2:4;				\$15.35	\$0.00	\$63.10
	Appre	** 1:3; 3: Refrig/AC	C Mechanic **1:1;1:2;2:4;	3:6;4:8;5:10;6:12;7:14;8:1	\$39.90	\$7.85	\$15.35 \$15.35	\$0.00	\$63.10 \$64.10
	Appre	** 1:3; 3: Refrig/AC	C Mechanic **1:1;1:2;2:4;	06/01/2019	\$39.90 \$40.90	\$7.85 \$7.85			
	Appre	** 1:3; 3: Refrig/AC	C Mechanic **1:1;1:2;2:4;	06/01/2019	\$39.90 \$40.90 \$41.89	\$7.85 \$7.85 \$7.85	\$15.35	\$0.00	\$64.10
IPELAYER aborers - zoni	Appre	** 1:3; 3: Refrig/AC	C Mechanic **1:1;1:2;2:4;	06/01/2019 06/01/2020	9 \$39.90 9 \$40.90 0 \$41.89 0 \$42.87	\$7.85 \$7.85 \$7.85 \$7.85	\$15.35 \$15.35	\$0.00 \$0.00	\$64.10 \$65.09
	Appre	** 1:3; 3: Refrig/AC	C Mechanic **1:1;1:2;2:4;	06/01/2019 06/01/2019 06/01/2020 12/01/2020	9 \$39.90 9 \$40.90 0 \$41.89 0 \$42.87 1 \$43.89	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$15.35 \$15.35 \$15.35	\$0.00 \$0.00 \$0.00	\$64.10 \$65.09 \$66.07
For apprentice	Appre	** 1:3; 3: Refrig/AC ntice to Jou	C Mechanic **1:1;1:2;2:4; urneyworker Ratio:**	06/01/2019 06/01/2020 06/01/2020 06/01/2020 06/01/2020	9 \$39.90 9 \$40.90 0 \$41.89 0 \$42.87 1 \$43.89	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$15.35 \$15.35 \$15.35 \$15.35	\$0.00 \$0.00 \$0.00 \$0.00	\$64.10 \$65.09 \$66.07 \$67.09
For apprentice	Appre	** 1:3; 3: Refrig/AC ntice to Jou	C Mechanic **1:1;1:2;2:4; urneyworker Ratio:**	06/01/2019 06/01/2020 06/01/2020 06/01/2020 06/01/2020	9 \$39.90 9 \$40.90 0 \$41.89 0 \$42.87 1 \$43.89 1 \$44.90	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$15.35 \$15.35 \$15.35 \$15.35	\$0.00 \$0.00 \$0.00 \$0.00	\$64.10 \$65.09 \$66.07 \$67.09
For apprentice	Appre	** 1:3; 3: Refrig/AC ntice to Jou	C Mechanic **1:1;1:2;2:4; urneyworker Ratio:**	06/01/2019 06/01/2020 12/01/2020 06/01/2020 12/01/2020 12/01/2021	\$39.90 \$40.90 \$41.89 \$42.87 \$43.89 \$44.90 \$56.69	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$15.35 \$15.35 \$15.35 \$15.35 \$15.35	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.10 \$65.09 \$66.07 \$67.09 \$68.10
For apprentice	Appre	** 1:3; 3: Refrig/AC ntice to Jou	C Mechanic **1:1;1:2;2:4; urneyworker Ratio:**	06/01/2019 06/01/2019 12/01/2020 12/01/2020 06/01/2020 06/01/2021 12/01/2021	9 \$39.90 9 \$40.90 0 \$41.89 0 \$42.87 1 \$43.89 1 \$44.90 9 \$56.69 9 \$58.19	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$11.82	\$15.35 \$15.35 \$15.35 \$15.35 \$15.35	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.10 \$65.09 \$66.07 \$67.09 \$68.10
ABORERS - ZONI	Appre	** 1:3; 3: Refrig/AC ntice to Jou	C Mechanic **1:1;1:2;2:4; urneyworker Ratio:**	06/01/2019 06/01/2019 12/01/2020 12/01/2020 06/01/2020 06/01/2020 12/01/2020 03/01/2019 09/01/2019	\$39.90 \$40.90 \$41.89 \$42.87 \$43.89 \$44.90 \$56.69 \$59.69	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$11.82 \$11.82	\$15.35 \$15.35 \$15.35 \$15.35 \$15.35 \$16.51	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.10 \$65.09 \$66.07 \$67.09 \$68.10 \$85.02 \$86.52

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Apprentice - Pi	LUMBER/GASFITTER - Local 12
Effective Date -	03/01/2019

	Effecti	ve Date -	03/01/2019				Supplemental		
	Step	percent	A	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	35		\$19.84	\$11.82	\$5.98	\$0.00	\$37.64	
	2	40		\$22.68	\$11.82	\$6.79	\$0.00	\$41.29	
	3	55		\$31.18	\$11.82	\$9.25	\$0.00	\$52.25	
	4	65		\$36.85	\$11.82	\$10.85	\$0.00	\$59.52	
	5	75		\$42.52	\$11.82	\$12.50	\$0.00	\$66.84	
	Effecti	ve Date -	09/01/2019				Supplemental		
	Step	percent	A	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	35		\$20.37	\$11.82	\$5.98	\$0.00	\$38.17	
	2	40		\$23.28	\$11.82	\$6.79	\$0.00	\$41.89	
	3	55		\$32.00	\$11.82	\$9.25	\$0.00	\$53.07	
	4	65		\$37.82	\$11.82	\$10.85	\$0.00	\$60.49	
	5	75		\$43.64	\$11.82	\$12.50	\$0.00	\$67.96	
	Notes:								
	1 totes.		6; 3:10; 4:14; 5:19/Steps are 1	yr					
		Step4 wit	h lic\$63.17, Step5 with lic\$70	.47					
	Appre	ntice to Jo	urneyworker Ratio:**						
PNEUMATIC C		OLS (TEM	P.)	03/01/2019	\$53.1	19 \$10.95	\$19.74	\$0.00	\$83.88
PIPEFITTERS LOC.	AL 33/			09/01/2019	\$54.6	\$10.95	\$19.74	\$0.00	\$85.38
				03/01/2020	\$56.1	19 \$10.95	\$19.74	\$0.00	\$86.88
				09/01/2020	\$57.6	\$10.95	\$19.74	\$0.00	\$88.38
				03/01/2021	\$59.1	17 \$10.95	\$19.74	\$0.00	\$89.86
			PIPEFITTER" or "PLUMBER/PIPEFI	ΓΤΕR"					
PNEUMATIC I LABORERS - ZONE		TOOL OPE	CRATOR	06/01/2019	\$39.9	90 \$7.85	\$15.35	\$0.00	\$63.10
EIDOREMS EGINE				12/01/2019	\$40.9	90 \$7.85	\$15.35	\$0.00	\$64.10
				06/01/2020	\$41.8	39 \$7.85	\$15.35	\$0.00	\$65.09
				12/01/2020	\$42.8	\$7.85	\$15.35	\$0.00	\$66.07
				06/01/2021	\$43.8	89 \$7.85	\$15.35	\$0.00	\$67.09
			, nontre	12/01/2021	\$44.9	90 \$7.85	\$15.35	\$0.00	\$68.10
For apprentice		••	ABORER"						
POWDERMAN LABORERS - ZONE		SIEK		06/01/2019			\$15.35	\$0.00	\$63.85
				12/01/2019			\$15.35	\$0.00	\$64.85
				06/01/2020			\$15.35	\$0.00	\$65.84
				12/01/2020			\$15.35	\$0.00	\$66.82
				06/01/2021	\$44.6	\$7.85	\$15.35	\$0.00	\$67.84
F '		A	A DODED!!	12/01/2021	\$45.6	55 \$7.85	\$15.35	\$0.00	\$68.85
For apprentice	rates see "	Apprentice- L	ABUKEK"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE  OPERATING ENGINEERS LOCAL 4	06/01/2019	\$48.18	\$12.00	\$15.60	\$0.00	\$75.78
II EKATING ENGINEEKS LOCAL 4	12/01/2019	\$49.33	\$12.00	\$15.60	\$0.00	\$76.93
	06/01/2020	\$50.43	\$12.00	\$15.60	\$0.00	\$78.03
	12/01/2020	\$51.58	\$12.00	\$15.60	\$0.00	\$79.18
	06/01/2021	\$52.68	\$12.00	\$15.60	\$0.00	\$80.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$53.83	\$12.00	\$15.60	\$0.00	\$81.43
PUMP OPERATOR (CONCRETE)	06/01/2019	\$48.18	\$12.00	\$15.60	\$0.00	\$75.78
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$49.33	\$12.00	\$15.60	\$0.00	\$76.93
	06/01/2020	\$50.43	\$12.00	\$15.60	\$0.00	\$78.03
	12/01/2020	\$51.58	\$12.00	\$15.60	\$0.00	\$79.18
	06/01/2021	\$52.68	\$12.00	\$15.60	\$0.00	\$80.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$53.83	\$12.00	\$15.60	\$0.00	\$81.43
PUMP OPERATOR (DEWATERING, OTHER)	06/01/2019	\$32.28	\$12.00	\$15.60	\$0.00	\$59.88
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$33.07	\$12.00	\$15.60	\$0.00	\$60.67
	06/01/2020	\$33.82	\$12.00	\$15.60	\$0.00	\$61.42
	12/01/2020	\$34.60	\$12.00	\$15.60	\$0.00	\$62.20
	06/01/2021	\$35.35	\$12.00	\$15.60	\$0.00	\$62.95
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$36.14	\$12.00	\$15.60	\$0.00	\$63.74
READY MIX CONCRETE DRIVERS after 4/30/10 Drivers Hired After 4/30/2010) TEAMSTERS LOCAL 25c	07/01/2017	\$28.18	\$8.48	\$9.72	\$0.00	\$46.38
READY-MIX CONCRETE DRIVER TEAMSTERS LOCAL 25c	07/01/2017	\$29.48	\$8.48	\$9.72	\$0.00	\$47.68
RECLAIMERS	06/01/2019	\$47.69	\$12.00	\$15.60	\$0.00	\$75.29
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.83	\$12.00	\$15.60	\$0.00	\$76.43
	06/01/2020	\$49.91	\$12.00	\$15.60	\$0.00	\$77.51
	12/01/2020	\$51.05	\$12.00	\$15.60	\$0.00	\$78.65
	06/01/2021	\$52.14	\$12.00	\$15.60	\$0.00	\$79.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$53.28	\$12.00	\$15.60	\$0.00	\$80.88
RIDE-ON MOTORIZED BUGGY OPERATOR	06/01/2019	\$39.90	\$7.85	\$15.35	\$0.00	\$63.10
ABORERS - ZONE I	12/01/2019	\$40.90	\$7.85	\$15.35	\$0.00	\$64.10
	06/01/2020	\$41.89	\$7.85	\$15.35	\$0.00	\$65.09
	12/01/2020	\$42.87	\$7.85	\$15.35	\$0.00	\$66.07
	06/01/2021	\$43.89	\$7.85	\$15.35	\$0.00	\$67.09
	12/01/2021			\$15.35	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$44.90	\$7.85	\$15.55	\$0.00	\$00.10
ROLLER/SPREADER/MULCHING MACHINE	06/01/2019	\$47.69	\$12.00	\$15.60	\$0.00	\$75.29
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.83	\$12.00	\$15.60	\$0.00	\$76.43
	06/01/2020	\$49.91	\$12.00	\$15.60	\$0.00	\$77.51
	12/01/2020	\$51.05	\$12.00	\$15.60	\$0.00	\$78.65
	06/01/2021	\$51.03	\$12.00	\$15.60	\$0.00	\$78.03
	12/01/2021	\$53.28	\$12.00	\$15.60	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	φυυ.Δυ	Ψ12.00	\$15.00	ψ0.00	ψου.σσ

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Effe Step	ective Date - 02/01/2019 o percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$21.68	\$11.50	\$3.69	\$0.00	\$36.87	
2	60	\$26.02	\$11.50	\$15.90	\$0.00	\$53.42	
3	65	\$28.18	\$11.50	\$15.90	\$0.00	\$55.58	
4	75	\$32.52	\$11.50	\$15.90	\$0.00	\$59.92	
5	85	\$36.86	\$11.50	\$15.90	\$0.00	\$64.26	
	(Hot Pitch Mechanics' i		942.61	\$11.50	\$15.90	\$0.00	\$71.01
OOFER SLATE / T	(Hot Pitch Mechanics' in prentice to Journeyworker FILE / PRECAST CONCRE	receive \$1.00 hr. above ROOFER)  Ratio:**	9 \$43.61	\$11.50	\$15.90	\$0.00	\$71.01
OOFER SLATE / 7 DOFERS LOCAL 33 For apprentice rates s	(Hot Pitch Mechanics' in prentice to Journeyworker FILE / PRECAST CONCRE	Ratio:**  ETE 02/01/2019			\$15.90		
OOFER SLATE / TOOFERS LOCAL 33  For apprentice rates s HEETMETAL WO	(Hot Pitch Mechanics' in prentice to Journeyworker FILE / PRECAST CONCRE	Ratio:**	9 \$46.50	\$13.20		\$0.00 \$2.52 \$2.56	\$71.01 \$86.34 \$87.98
OOFER SLATE / TOOFERS LOCAL 33  For apprentice rates s  IEETMETAL WO	(Hot Pitch Mechanics' in prentice to Journeyworker FILE / PRECAST CONCRE	Ratio:**  ETE 02/01/2019	9 \$46.50 9 \$48.10	\$13.20 \$13.20	\$24.12	\$2.52	\$86.34 \$87.98
OOFER SLATE / TOOFERS LOCAL 33  For apprentice rates s IEETMETAL WO	(Hot Pitch Mechanics' in prentice to Journeyworker FILE / PRECAST CONCRE	Pecceive \$1.00 hr. above ROOFER)  Ratio:**  ETE 02/01/2019  02/01/2019  08/01/2019	9 \$46.50 9 \$48.10 0 \$49.75	\$13.20 \$13.20 \$13.20	\$24.12 \$24.12	\$2.52 \$2.56	\$86.34 \$87.98 \$89.68
OOFER SLATE / TOOFERS LOCAL 33  For apprentice rates s  IEETMETAL WO	(Hot Pitch Mechanics' in prentice to Journeyworker FILE / PRECAST CONCRE	Ratio:**  ETE 02/01/2019  02/01/2019  02/01/2020  02/01/2020	9 \$46.50 9 \$48.10 0 \$49.75 0 \$51.35	\$13.20 \$13.20 \$13.20 \$13.20	\$24.12 \$24.12 \$24.12	\$2.52 \$2.56 \$2.61	\$86.34
OOFER SLATE / T	(Hot Pitch Mechanics' in prentice to Journeyworker FILE / PRECAST CONCRE	Peceive \$1.00 hr. above ROOFER)  Ratio:**  ETE 02/01/2019  02/01/2019  08/01/2019  08/01/2020	9 \$46.50 9 \$48.10 0 \$49.75 0 \$51.35 1 \$53.00	\$13.20 \$13.20 \$13.20 \$13.20 \$13.20	\$24.12 \$24.12 \$24.12 \$24.12	\$2.52 \$2.56 \$2.61 \$2.66	\$86.34 \$87.98 \$89.68 \$91.33

**Effective Date** 

02/01/2019

Base Wage

\$43.36

Health

\$11.50

Pension

\$15.90

Classification

ROOFERS LOCAL 33

ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg)

Supplemental

\$0.00

Unemployment

**Total Rate** 

\$70.76

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**Total Rate** 

Pension

tep	ve Date - 02/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$19.53	\$13.20	\$5.89	\$0.00	\$38.62
2	42	\$19.53	\$13.20	\$5.89	\$0.00	\$38.62
3	47	\$21.86	\$13.20	\$11.13	\$1.39	\$47.58
4	47	\$21.86	\$13.20	\$11.13	\$1.39	\$47.58
5	52	\$24.18	\$13.20	\$12.08	\$1.48	\$50.94
6	52	\$24.18	\$13.20	\$12.33	\$1.49	\$51.20
7	60	\$27.90	\$13.20	\$13.70	\$1.64	\$56.44
8	65	\$30.23	\$13.20	\$14.65	\$1.74	\$59.82
9	75	\$34.88	\$13.20	\$16.56	\$1.94	\$66.58
10	85	\$39.53	\$13.20	\$17.96	\$2.12	\$72.81
Effecti	ve Date - 08/01/2019				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	42	\$20.20	\$13.20	\$5.89	\$0.00	\$39.29
2	42	\$20.20	\$13.20	\$5.89	\$0.00	\$39.29
3	47	\$22.61	\$13.20	\$11.13	\$1.41	\$48.35
4	47	\$22.61	\$13.20	\$11.13	\$1.41	\$48.35
5	52	\$25.01	\$13.20	\$12.08	\$1.51	\$51.80
6	52	\$25.01	\$13.20	\$12.33	\$1.52	\$52.06
7	60	\$28.86	\$13.20	\$13.70	\$1.67	\$57.43
8	65	\$31.27	\$13.20	\$14.65	\$1.77	\$60.89
9	75	\$36.08	\$13.20	\$16.56	\$1.98	\$67.82
10	85	\$40.89	\$13.20	\$17.96	\$2.16	\$74.21
Notes:						
	Steps are 6 mos.					

SPECIALIZED EARTH MOVING EQUIP < 35 TONS	06/01/2019	\$35.64	\$11.91	\$12.70	\$0.00	\$60.25
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2019	\$35.64	\$12.41	\$12.70	\$0.00	\$60.75
	12/01/2019	\$35.64	\$12.41	\$13.72	\$0.00	\$61.77
	06/01/2020	\$36.54	\$12.41	\$13.72	\$0.00	\$62.67
	08/01/2020	\$36.54	\$12.91	\$13.72	\$0.00	\$63.17
	12/01/2020	\$36.54	\$12.91	\$14.82	\$0.00	\$64.27
	06/01/2021	\$37.34	\$12.91	\$14.82	\$0.00	\$65.07
	08/01/2021	\$37.34	\$13.41	\$14.82	\$0.00	\$65.57
	12/01/2021	\$37.34	\$13.41	\$16.01	\$0.00	\$66.76

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	06/01/2019	\$35.93	\$11.91	\$12.70	\$0.00	\$60.54
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2019	\$35.93	\$12.41	\$12.70	\$0.00	\$61.04
	12/01/2019	\$35.93	\$12.41	\$13.72	\$0.00	\$62.06
	06/01/2020	\$36.83	\$12.41	\$13.72	\$0.00	\$62.96
	08/01/2020	\$36.83	\$12.91	\$13.72	\$0.00	\$63.46
	12/01/2020	\$36.83	\$12.91	\$14.82	\$0.00	\$64.56
	06/01/2021	\$37.63	\$12.91	\$14.82	\$0.00	\$65.36
	08/01/2021	\$37.63	\$13.41	\$14.82	\$0.00	\$65.86
	12/01/2021	\$37.63	\$13.41	\$16.01	\$0.00	\$67.05
SPRINKLER FITTER	03/01/2019	\$58.98	\$9.47	\$19.60	\$0.00	\$88.05
SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	10/01/2019	\$60.48	\$9.47	\$19.60	\$0.00	\$89.55
	03/01/2020	\$61.98	\$9.47	\$19.60	\$0.00	\$91.05
	10/01/2020	\$63.48	\$9.47	\$19.60	\$0.00	\$92.55
	03/01/2021	\$64.98	\$9.47	\$19.60	\$0.00	\$94.05

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

	Effecti Step	ive Date - 03/01/2019  percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
	1	35	\$20.64	\$9.47	\$9.10	\$0.00	\$39.21	
	2	40	\$23.59	\$9.47	\$9.10	\$0.00	\$42.16	
	3	45	\$26.54	\$9.47	\$9.10	\$0.00	\$45.11	
	4	50	\$29.49	\$9.47	\$9.10	\$0.00	\$48.06	
	5	55	\$32.44	\$9.47	\$9.10	\$0.00	\$51.01	
	6	60	\$35.39	\$9.47	\$10.60	\$0.00	\$55.46	
	7	65	\$38.34	\$9.47	\$10.60	\$0.00	\$58.41	
	8	70	\$41.29	\$9.47	\$10.60	\$0.00	\$61.36	
	9	75	\$44.24	\$9.47	\$10.60	\$0.00	\$64.31	
	10	80	\$47.18	\$9.47	\$10.60	\$0.00	\$67.25	
	Effecti	ive <b>Date</b> - 10/01/2019				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
	1	35	\$21.17	\$9.47	\$9.10	\$0.00	\$39.74	4
	2	40	\$24.19	\$9.47	\$9.10	\$0.00	\$42.76	5
	3	45	\$27.22	\$9.47	\$9.10	\$0.00	\$45.79	)
	4	50	\$30.24	\$9.47	\$9.10	\$0.00	\$48.81	1
	5	55	\$33.26	\$9.47	\$9.10	\$0.00	\$51.83	3
	6	60	\$36.29	\$9.47	\$10.60	\$0.00	\$56.36	5
	7	65	\$39.31	\$9.47	\$10.60	\$0.00	\$59.38	3
	8	70	\$42.34	\$9.47	\$10.60	\$0.00	\$62.41	1
	9	75	\$45.36	\$9.47	\$10.60	\$0.00	\$65.43	3
	10	80	\$48.38	\$9.47	\$10.60	\$0.00	\$68.45	5
		Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours						
	Appre	ntice to Journeyworker Ratio:1:3						
STEAM BOIL! OPERATING ENG			06/01/2019	9 \$47.69	\$12.00	\$15.60	\$0.00	\$75.29
JPERATING ENG.	INEEKS LO	OCAL 4	12/01/2019	9 \$48.83	\$12.00	\$15.60	\$0.00	\$76.43
			06/01/2020	\$49.91	\$12.00	\$15.60	\$0.00	\$77.51
			12/01/2020	\$51.05	\$12.00	\$15.60	\$0.00	\$78.65
			06/01/202	1 \$52.14	\$12.00	\$15.60	\$0.00	\$79.74
			12/01/202	1 \$53.28	\$12.00	\$15.60	\$0.00	\$80.88
		'Apprentice- OPERATING ENGINEERS"						
I AMPEKS, SE OPERATING ENG		OPELLED OR TRACTOR DRAWN OCAL 4	06/01/2019			\$15.60	\$0.00	\$75.29
			12/01/2019			\$15.60	\$0.00	\$76.43
			06/01/2020			\$15.60	\$0.00	\$77.51
			12/01/2020			\$15.60	\$0.00	\$78.65
			06/01/202			\$15.60	\$0.00	\$79.74
For apprentice	e rates see '	'Apprentice- OPERATING ENGINEERS"	12/01/202	1 \$53.28	\$12.00	\$15.60	\$0.00	\$80.88
Issue Date: (	06/05/20	19 Wage Regi	uest Number: 201906	05-028			1	Page 36 of 42

Classification	<b>Effective Date</b>	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
TELECOMMUNICATION TECHNICIAN	03/01/2019	\$38.33	\$13.00	\$16.82	\$0.00	\$68.15	
ELECTRICIANS LOCAL 103		400.00	4-2			400.00	

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103
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Step	tive Date - 03/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{1}{1}$	40	\$15.33	\$13.00	\$0.46	\$0.00	\$28.79	
2	40	\$15.33	\$13.00	\$0.46	\$0.00	\$28.79	
3	45	\$17.25	\$13.00	\$13.42	\$0.00	\$43.67	
4	45	\$17.25	\$13.00	\$13.42	\$0.00	\$43.67	
5	50	\$19.17	\$13.00	\$13.73	\$0.00	\$45.90	
6	55	\$21.08	\$13.00	\$14.03	\$0.00	\$48.11	
7	60	\$23.00	\$13.00	\$14.34	\$0.00	\$50.34	
8	65	\$24.91	\$13.00	\$14.66	\$0.00	\$52.57	
9	70	\$26.83	\$13.00	\$14.96	\$0.00	\$54.79	
10	75	\$28.75	\$13.00	\$15.27	\$0.00	\$57.02	
Notes	:						
Appr	entice to Journeyworker	Ratio:1:1					
RRAZZO FINISHE		02/01/2019	\$52.49	\$10.75	\$20.66	\$0.00	\$83.90
CKLAYERS LOCAL 3 - 1	MARBLE & TILE	08/01/2019	\$53.84	\$10.75	\$20.80	\$0.00	\$85.39
		02/01/2020	\$54.48	\$10.75	\$20.80	\$0.00	\$86.03
		08/01/2020	\$55.83	\$10.75	\$20.95	\$0.00	\$87.53
		02/01/2021	\$56.47	\$10.75	\$20.95	\$0.00	\$88.17
		08/01/2021	\$57.87	\$10.75	\$21.11	\$0.00	\$89.73
		02/01/2022	\$58.46	\$10.75	\$21.11	\$0.00	\$90.32

 Issue Date:
 06/05/2019
 Wage Request Number:
 20190605-028
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**Total Rate** 

Pension

3 4 5 <b>E</b> <u>S</u>	2 3 4 5	50 60 70 80	\$26.25 \$31.49 \$36.74	\$10.75 \$10.75	\$20.03	\$0.00	\$57.03	
3 4 5 <b>E</b> <u>S</u>	3 4 5	70		¢10.75				
4 5 <b>E</b> S	4 5		\$36.74	\$10.73	\$20.03	\$0.00	\$62.27	
5 E S	5	80		\$10.75	\$20.03	\$0.00	\$67.52	
E S			\$41.99	\$10.75	\$20.03	\$0.00	\$72.77	
<u>S</u>	Effecti	90	\$47.24	\$10.75	\$20.03	\$0.00	\$78.02	
_	Effective Date - 08/01/2019					Supplemental		
1	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	1	50	\$26.92	\$10.75	\$20.80	\$0.00	\$58.47	
2	2	60	\$32.30	\$10.75	\$20.80	\$0.00	\$63.85	
2	3	70	\$37.69	\$10.75	\$20.80	\$0.00	\$69.24	
4	4	80	\$43.07	\$10.75	\$20.80	\$0.00	\$74.62	
5	5	90	\$48.46	\$10.75	\$20.80	\$0.00	\$80.01	
N	Notes:							
Ā	Apprei	ntice to Journeyworker Ratio:1:3						
	T BORING DRILLER		06/01/2019	9 \$41.00	\$7.85	\$15.55	\$0.00	\$64.40
ORERS - FOUNDA	ATION .	AND MARINE	12/01/2019	9 \$42.00	\$7.85	\$15.55	\$0.00	\$65.40
			06/01/2020	\$42.99	\$7.85	\$15.55	\$0.00	\$66.39
			12/01/2020	9 \$43.97	\$7.85	\$15.55	\$0.00	\$67.37
			06/01/202	1 \$44.99	\$7.85	\$15.55	\$0.00	\$68.39
			12/01/202	1 \$46.00	\$7.85	\$15.55	\$0.00	\$69.40
		Apprentice- LABORER"						
ST BORING D ORERS - FOUNDA			06/01/2019		\$7.85	\$15.55	\$0.00	\$63.12
			12/01/2019	,		\$15.55	\$0.00	\$64.12
			06/01/2020			\$15.55	\$0.00	\$65.11
			12/01/2020			\$15.55	\$0.00	\$66.09
			06/01/202			\$15.55	\$0.00	\$67.11
For apprentice rate	tes see "	Apprentice- LABORER"	12/01/202	1 \$44.72	\$7.85	\$15.55	\$0.00	\$68.12
ST BORING L			06/01/2016	20.60	\$7 OF	\$15.55	\$0.00	\$62.00
ORERS - FOUNDA			06/01/2019			\$15.55 \$15.55		\$63.00
			12/01/2019			\$15.55 \$15.55	\$0.00 \$0.00	\$64.00
			06/01/2020			\$15.55 \$15.55		\$64.99
			12/01/2020				\$0.00 \$0.00	\$65.97
			06/01/202 12/01/202			\$15.55 \$15.55	\$0.00	\$66.99 \$68.00

TRACTIONSPORTABIL STEAM GENERATORS    0601/2019   \$47,69	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1201/2019   \$48.81   \$12.00   \$15.60   \$0.00   \$75.43     6061/2020   \$15.00   \$15.60   \$10.00   \$75.81     1201/2020   \$51.05   \$12.00   \$15.60   \$0.00   \$75.86     1201/2021   \$53.28   \$12.00   \$15.60   \$0.00   \$79.76     1201/2021   \$53.28   \$12.00   \$15.60   \$0.00   \$79.76     1201/2021   \$53.28   \$12.00   \$15.60   \$0.00   \$79.76     1201/2021   \$53.28   \$12.00   \$15.60   \$0.00   \$79.76     1201/2021   \$53.28   \$12.00   \$15.60   \$0.00   \$60.83     1201/2019   \$36.22   \$11.91   \$12.70   \$0.00   \$60.83     1201/2019   \$36.22   \$11.91   \$12.70   \$0.00   \$60.83     1201/2020   \$37.12   \$12.41   \$13.72   \$0.00   \$62.35     6601/2020   \$37.12   \$12.91   \$13.72   \$0.00   \$63.75     1201/2020   \$37.12   \$12.91   \$13.72   \$0.00   \$63.75     1201/2020   \$37.12   \$12.91   \$13.72   \$0.00   \$63.75     1201/2020   \$37.12   \$12.91   \$13.72   \$0.00   \$63.75     1201/2020   \$37.12   \$12.91   \$13.72   \$0.00   \$63.75     1201/2020   \$37.12   \$12.91   \$13.72   \$0.00   \$63.75     1201/2020   \$37.12   \$12.91   \$13.72   \$0.00   \$63.65     6601/2021   \$37.92   \$13.41   \$16.00   \$60.83     1201/2021   \$37.92   \$13.41   \$16.00   \$60.00   \$67.65     6601/2021   \$37.92   \$13.41   \$16.00   \$60.00   \$67.65     6601/2020   \$37.85   \$15.95   \$0.00   \$76.68     6601/2020   \$38.88   \$7.85   \$15.95   \$0.00   \$76.68     6601/2020   \$53.88   \$7.85   \$15.95   \$0.00   \$76.68     6601/2020   \$54.88   \$7.85   \$15.95   \$0.00   \$76.68     6601/2020   \$55.88   \$7.85   \$15.95   \$0.00   \$76.68     6601/2020   \$55.88   \$7.85   \$15.95   \$0.00   \$76.68     6601/2020   \$55.88   \$7.85   \$15.95   \$0.00   \$76.68     6601/2020   \$55.88   \$7.85   \$15.95   \$0.00   \$76.68     6601/2020   \$55.88   \$7.85   \$15.95   \$0.00   \$76.68     6601/2020   \$55.88   \$7.85   \$15.95   \$0.00   \$76.68     6601/2020   \$55.88   \$7.85   \$15.95   \$0.00   \$76.68     6601/2020   \$55.88   \$7.85   \$15.95   \$0.00   \$76.68     6601/2020   \$55.88   \$7.85   \$15.95   \$0.00   \$76.68     6601/2020   \$55.88   \$7.85   \$15.95   \$0.00   \$76.68     6601/2020   \$55.88   \$7.85   \$15.95   \$0.00   \$76.		06/01/2019	\$47.69	\$12.00	\$15.60	\$0.00	\$75.29
1201/2020   \$51.05   \$12.00   \$15.60   \$0.00   \$78.65   \$606/10201   \$52.14   \$12.00   \$15.60   \$0.00   \$79.74   \$1201/20201   \$53.28   \$12.00   \$15.60   \$0.00   \$79.74   \$1201/20201   \$53.28   \$12.00   \$15.60   \$0.00   \$79.74   \$1201/20201   \$53.28   \$12.00   \$15.60   \$0.00   \$50.88   \$1241   \$12.70   \$0.00   \$50.88   \$1241   \$12.70   \$0.00   \$60.83   \$1241   \$12.70   \$0.00   \$60.83   \$1241   \$12.70   \$0.00   \$60.83   \$1201/2019   \$60.22   \$12.41   \$13.72   \$0.00   \$60.83   \$1201/2019   \$60.22   \$12.41   \$13.72   \$0.00   \$60.35   \$1201/2019   \$60.92   \$12.41   \$13.72   \$0.00   \$60.35   \$1201/2019   \$10.90	PPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.83	\$12.00	\$15.60	\$0.00	\$76.43
100112021   S52.14   S12.00   S15.60   S0.00   S79.74		06/01/2020	\$49.91	\$12.00	\$15.60	\$0.00	\$77.51
Part		12/01/2020	\$51.05	\$12.00	\$15.60	\$0.00	\$78.65
TRAILERS FOR EARTH MOVING EQUIPMENT  (a601/2019) \$36.22 \$11.41 \$13.72 \$0.00 \$60.32  EAGSTESS JOINT COUNCIL NO. 10 ZONE. 4  (a601/2019) \$36.22 \$12.41 \$13.72 \$0.00 \$63.35  (a601/2020) \$37.12 \$12.41 \$13.72 \$0.00 \$63.25  (a601/2020) \$37.12 \$12.91 \$13.72 \$0.00 \$63.25  (a601/2020) \$37.12 \$12.91 \$13.72 \$0.00 \$63.25  (a601/2020) \$37.12 \$12.91 \$13.72 \$0.00 \$63.25  (a601/2020) \$37.12 \$12.91 \$13.72 \$0.00 \$63.25  (a601/2021) \$37.92 \$12.91 \$13.72 \$0.00 \$63.25  (a601/2021) \$37.92 \$12.91 \$13.72 \$0.00 \$63.25  (a601/2021) \$37.92 \$12.91 \$14.82 \$0.00 \$66.15  (a601/2021) \$37.92 \$13.41 \$16.01 \$0.00 \$67.34  (a601/2021) \$37.92 \$13.41 \$16.01 \$0.00 \$67.34  (a601/2021) \$37.92 \$13.41 \$16.01 \$0.00 \$67.34  (a601/2021) \$37.92 \$13.41 \$16.01 \$0.00 \$67.34  (a601/2021) \$37.92 \$13.41 \$16.01 \$0.00 \$67.34  (a601/2021) \$37.92 \$13.41 \$16.01 \$0.00 \$67.34  (a601/2021) \$37.92 \$13.41 \$16.01 \$0.00 \$67.34  (a601/2021) \$37.88 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$33.87 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$33.87 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$55.87 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$55.87 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$56.88 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$58.88 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$58.88 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$58.88 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$58.88 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$58.88 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$58.88 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$58.88 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$44.95 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$44.95 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$44.95 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$44.95 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$44.95 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$44.95 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$44.95 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$44.95 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$44.95 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$44.95 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$44.95 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$44.95 \$7.85 \$15.95 \$0.00 \$77.67  (a601/2021) \$44.95 \$7		06/01/2021	\$52.14	\$12.00	\$15.60	\$0.00	\$79.74
IRALERS FOR EARTH MOVING EQUIPMENT    06/01/2019   \$36.22   \$11.91   \$12.70   \$0.00   \$60.83     08/01/2019   \$36.22   \$12.41   \$13.72   \$0.00   \$63.35     08/01/2019   \$36.22   \$12.41   \$13.72   \$0.00   \$63.35     08/01/2020   \$37.12   \$12.41   \$13.72   \$0.00   \$63.25     08/01/2020   \$37.12   \$12.91   \$13.72   \$0.00   \$63.25     08/01/2020   \$37.12   \$12.91   \$13.72   \$0.00   \$63.25     08/01/2020   \$37.72   \$12.91   \$14.82   \$0.00   \$63.25     08/01/2021   \$37.92   \$12.91   \$14.82   \$0.00   \$66.15     08/01/2021   \$37.92   \$13.41   \$14.82   \$0.00   \$66.15     08/01/2021   \$37.92   \$13.41   \$14.82   \$0.00   \$66.15     08/01/2021   \$37.92   \$13.41   \$14.82   \$0.00   \$66.15     08/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$67.34     08/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$67.34     08/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$67.34     08/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$67.34     08/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$67.34     08/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$67.34     08/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$67.34     08/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$77.68     08/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$77.68     08/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$77.68     08/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$77.68     08/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$77.68     08/01/2021   \$55.87   \$7.85   \$15.95   \$0.00   \$77.68     08/01/2021   \$55.87   \$7.85   \$15.95   \$0.00   \$77.68     08/01/2021   \$55.87   \$7.85   \$15.95   \$0.00   \$78.68     08/01/2021   \$55.87   \$7.85   \$15.95   \$0.00   \$78.68     08/01/2021   \$55.87   \$7.85   \$15.95   \$0.00   \$78.68     08/01/2021   \$55.87   \$7.85   \$15.95   \$0.00   \$78.68     08/01/2021   \$44.95   \$7.85   \$15.95   \$0.00   \$77.68     08/01/2021   \$44.95   \$7.85   \$15.95   \$0.00   \$70.75     08/01/2021   \$44.95   \$7.85   \$15.95   \$0.00   \$70.75     08/01/2021   \$44.95   \$7.85   \$15.95   \$0.00   \$70.75     08/01/2021   \$44.95   \$7.85   \$15.95   \$0.00   \$70.75     08/01/2021		12/01/2021	\$53.28	\$12.00	\$15.60	\$0.00	\$80.88
Part   Part							
0801/2019	•	06/01/2019	\$36.22	\$11.91		\$0.00	\$60.83
		08/01/2019	\$36.22	\$12.41			\$61.33
12/01/2020   \$37.12   \$12.91   \$13.72   \$0.00   \$63.75     12/01/2020   \$37.12   \$12.91   \$14.82   \$0.00   \$64.85     12/01/2021   \$37.92   \$12.91   \$14.82   \$0.00   \$65.65     12/01/2021   \$37.92   \$13.41   \$14.82   \$0.00   \$65.65     12/01/2021   \$37.92   \$13.41   \$14.82   \$0.00   \$65.65     12/01/2021   \$37.92   \$13.41   \$14.82   \$0.00   \$67.75     12/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$67.75     12/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$75.68     12/01/2021   \$52.88   \$7.85   \$15.95   \$0.00   \$75.68     12/01/2020   \$53.87   \$7.85   \$15.95   \$0.00   \$77.67     12/01/2020   \$53.87   \$7.85   \$15.95   \$0.00   \$77.67     12/01/2020   \$54.85   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2020   \$54.85   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2020   \$54.85   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$55.88   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$55.88   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$55.88   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$55.85   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$55.85   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$55.85   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$55.85   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$55.85   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$57.87   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$57.87   \$7.85   \$15.95   \$0.00   \$60.67     12/01/2021   \$43.95   \$7.85   \$15.95   \$0.00   \$60.67     12/01/2021   \$44.95   \$7.85   \$15.95   \$0.00   \$60.67     12/01/2020   \$45.94   \$7.85   \$15.95   \$0.00   \$60.77     12/01/2020   \$45.94   \$7.85   \$15.95   \$0.00   \$60.77     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$60.77     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$60.77     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$60.77     12/01/2020   \$46.92   \$7.85   \$15.95   \$0.00   \$60.77     12/01/2020   \$46.92   \$7.85   \$15.95   \$0.00   \$60.77     12/01/2020   \$46.92   \$7.85   \$15.95   \$0.00   \$60.77     12/01/2020   \$46.92   \$7.85   \$15.95   \$0.00   \$60.77     12/01/		12/01/2019	\$36.22	\$12.41	\$13.72	\$0.00	\$62.35
12/01/2020   \$37.12   \$12.91   \$14.82   \$0.00   \$66.85     66/01/2021   \$37.92   \$13.41   \$14.82   \$0.00   \$65.65     68/01/2021   \$37.92   \$13.41   \$14.82   \$0.00   \$66.15     68/01/2021   \$37.92   \$13.41   \$14.82   \$0.00   \$66.15     68/01/2021   \$37.92   \$13.41   \$14.82   \$0.00   \$66.15     68/01/2021   \$37.92   \$13.41   \$14.82   \$0.00   \$66.15     68/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$67.36     68/01/2021   \$51.88   \$7.85   \$15.95   \$0.00   \$75.68     68/01/2021   \$52.88   \$7.85   \$15.95   \$0.00   \$77.67     68/01/2020   \$53.87   \$7.85   \$15.95   \$0.00   \$77.67     68/01/2021   \$55.88   \$7.85   \$15.95   \$0.00   \$77.67     68/01/2021   \$56.88   \$7.85   \$15.95   \$0.00   \$77.67     68/01/2021   \$56.88   \$7.85   \$15.95   \$0.00   \$77.68     68/01/2021   \$56.88   \$7.85   \$15.95   \$0.00   \$77.68     68/01/2021   \$56.88   \$7.85   \$15.95   \$0.00   \$77.68     68/01/2021   \$55.87   \$7.85   \$15.95   \$0.00   \$77.68     68/01/2021   \$55.87   \$7.85   \$15.95   \$0.00   \$77.68     68/01/2021   \$55.88   \$7.85   \$15.95   \$0.00   \$77.68     68/01/2021   \$55.87   \$7.85   \$15.95   \$0.00   \$77.68     68/01/2021   \$56.88   \$7.85   \$15.95   \$0.00   \$77.68     68/01/2021   \$56.88   \$7.85   \$15.95   \$0.00   \$77.68     68/01/2021   \$56.88   \$7.85   \$15.95   \$0.00   \$77.68     68/01/2021   \$56.88   \$7.85   \$15.95   \$0.00   \$77.68     68/01/2021   \$56.88   \$7.85   \$15.95   \$0.00   \$77.68     68/01/2021   \$56.88   \$7.85   \$15.95   \$0.00   \$77.68     68/01/2021   \$56.88   \$7.85   \$15.95   \$0.00   \$77.68     68/01/2021   \$77.77   \$7.85   \$15.95   \$0.00   \$77.68     68/01/2021   \$77.87   \$7.85   \$15.95   \$0.00   \$77.68     68/01/2021   \$77.87   \$7.85   \$15.95   \$0.00   \$77.78     68/01/2021   \$77.87   \$7.85   \$15.95   \$0.00   \$77.78     68/01/2021   \$77.87   \$7.85   \$15.95   \$0.00   \$77.78     68/01/2021   \$77.87   \$7.85   \$15.95   \$0.00   \$77.78     68/01/2021   \$77.87   \$7.85   \$15.95   \$0.00   \$77.78     68/01/2021   \$77.87   \$7.85   \$15.95   \$0.00   \$77.78     68/01/2021   \$77.87   \$7.85   \$15.95   \$0.00   \$77.78     68/01/2		06/01/2020	\$37.12	\$12.41	\$13.72	\$0.00	\$63.25
		08/01/2020	\$37.12	\$12.91	\$13.72	\$0.00	\$63.75
12/01/2021   \$37.92   \$13.41   \$14.82   \$0.00   \$66.15     12/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$67.34     12/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$67.34     12/01/2021   \$51.88   \$7.85   \$15.95   \$0.00   \$75.68     12/01/2019   \$52.88   \$7.85   \$15.95   \$0.00   \$75.68     12/01/2020   \$53.87   \$7.85   \$15.95   \$0.00   \$77.67     12/01/2020   \$54.85   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$55.87   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$55.87   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$56.88   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$56.88   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$55.87   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$55.87   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$55.87   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2020   \$55.87   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2020   \$55.87   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2020   \$56.85   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$58.88   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$57.87   \$7.85   \$15.95   \$0.00   \$80.65     12/01/2021   \$57.87   \$7.85   \$15.95   \$0.00   \$80.65     12/01/2021   \$57.87   \$7.85   \$15.95   \$0.00   \$80.65     12/01/2021   \$57.87   \$7.85   \$15.95   \$0.00   \$80.65     12/01/2021   \$44.95   \$7.85   \$15.95   \$0.00   \$80.65     12/01/2021   \$44.95   \$7.85   \$15.95   \$0.00   \$80.77.57     12/01/2020   \$45.94   \$7.85   \$15.95   \$0.00   \$80.77.57     12/01/2020   \$45.95   \$7.85   \$15.95   \$0.00   \$70.72     12/01/2020   \$45.95   \$7.85   \$15.95   \$0.00   \$70.72     12/01/2020   \$45.95   \$7.85   \$15.95   \$0.00   \$70.72     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$70.72     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$70.72     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$70.72     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$70.72     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$70.72     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$70.72     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$70.72     12/01		12/01/2020	\$37.12	\$12.91	\$14.82	\$0.00	\$64.85
12/01/2021   \$37.92   \$13.41   \$16.01   \$0.00   \$67.34		06/01/2021	\$37.92	\$12.91	\$14.82		\$65.65
EUNNEL WORK - COMPRESSED AIR  ABORERS (COMPRESSED AIR)  12/01/2019 \$52.88 \$7.85 \$15.95 \$0.00 \$75.68  12/01/2020 \$53.87 \$7.85 \$15.95 \$0.00 \$77.67  12/01/2020 \$54.85 \$7.85 \$15.95 \$0.00 \$77.67  12/01/2021 \$55.87 \$7.85 \$15.95 \$0.00 \$77.67  12/01/2021 \$55.87 \$7.85 \$15.95 \$0.00 \$79.67  12/01/2021 \$55.87 \$7.85 \$15.95 \$0.00 \$79.67  12/01/2021 \$55.87 \$7.85 \$15.95 \$0.00 \$79.67  12/01/2021 \$55.88 \$7.85 \$15.95 \$0.00 \$79.67  12/01/2021 \$55.88 \$7.85 \$15.95 \$0.00 \$79.67  12/01/2021 \$55.88 \$7.85 \$15.95 \$0.00 \$77.68  ABORERS (COMPRESSED AIR)  12/01/2019 \$53.88 \$7.85 \$15.95 \$0.00 \$77.68  12/01/2019 \$54.88 \$7.85 \$15.95 \$0.00 \$77.68  12/01/2020 \$55.87 \$7.85 \$15.95 \$0.00 \$77.68  12/01/2020 \$55.87 \$7.85 \$15.95 \$0.00 \$79.67  12/01/2020 \$56.85 \$7.85 \$15.95 \$0.00 \$79.67  12/01/2021 \$57.87 \$7.85 \$15.95 \$0.00 \$80.68  For apprentice rates see "Apprentice-LABORER"  FUNNEL WORK - FREE AIR  ABORERS (FREE AIR TUNNEL)  12/01/2019 \$43.95 \$7.85 \$15.95 \$0.00 \$67.75  12/01/2020 \$45.94 \$7.85 \$15.95 \$0.00 \$67.75  12/01/2020 \$45.94 \$7.85 \$15.95 \$0.00 \$70.72  12/01/2020 \$45.94 \$7.85 \$15.95 \$0.00 \$77.02  12/01/2020 \$46.92 \$7.85 \$15.95 \$0.00 \$70.72  12/01/2020 \$46.92 \$7.85 \$15.95 \$0.00 \$70.72  12/01/2020 \$46.92 \$7.85 \$15.95 \$0.00 \$70.72  12/01/2020 \$46.92 \$7.85 \$15.95 \$0.00 \$70.72  12/01/2020 \$46.92 \$7.85 \$15.95 \$0.00 \$70.72  12/01/2020 \$46.92 \$7.85 \$15.95 \$0.00 \$70.72  12/01/2020 \$46.92 \$7.85 \$15.95 \$0.00 \$70.72  12/01/2020 \$46.95 \$7.85 \$15.95 \$0.00 \$70.72  12/01/2020 \$46.95 \$7.85 \$15.95 \$0.00 \$70.72  12/01/2020 \$46.95 \$7.85 \$15.95 \$0.00 \$70.72  12/01/2020 \$46.95 \$7.85 \$15.95 \$0.00 \$70.72  12/01/2020 \$46.95 \$7.85 \$15.95 \$0.00 \$70.75  12/01/2020 \$46.95 \$7.85 \$15.95 \$0.00 \$70.75  12/01/2020 \$46.95 \$7.85 \$15.95 \$0.00 \$70.75  12/01/2020 \$46.95 \$7.85 \$15.95 \$0.00 \$70.75  12/01/2020 \$46.95 \$7.85 \$15.95 \$0.00 \$70.75  12/01/2020 \$46.95 \$7.85 \$15.95 \$0.00 \$70.75  12/01/2020 \$46.95 \$7.85 \$15.95 \$0.00 \$70.75  12/01/2020 \$46.95 \$7.85 \$15.95 \$0.00 \$70.75  12/01/2020 \$46.95 \$7.85 \$15.95 \$0.00 \$70.75  12/01/2020 \$46.95 \$7.85 \$15.95 \$0.00 \$70.75  12/01/2020 \$46.95 \$7.		08/01/2021	\$37.92	\$13.41	\$14.82	\$0.00	\$66.15
ABORERS (COMPRESSED AIR)  12/01/2019 \$52.88 \$7.85 \$15.95 \$0.00 \$76.68 60/01/2020 \$53.87 \$7.85 \$15.95 \$0.00 \$77.67 60/01/2020 \$53.87 \$7.85 \$15.95 \$0.00 \$77.67 60/01/2021 \$55.87 \$7.85 \$15.95 \$0.00 \$77.67 60/01/2021 \$55.87 \$7.85 \$15.95 \$0.00 \$79.67 60/01/2021 \$55.87 \$7.85 \$15.95 \$0.00 \$79.67 60/01/2021 \$55.87 \$7.85 \$15.95 \$0.00 \$79.67 60/01/2021 \$55.87 \$7.85 \$15.95 \$0.00 \$79.67 60/01/2021 \$55.88 \$7.85 \$15.95 \$0.00 \$79.67 60/01/2021 \$55.88 \$7.85 \$15.95 \$0.00 \$77.68 60/01/2021 \$55.88 \$7.85 \$15.95 \$0.00 \$77.68 60/01/2021 \$55.87 \$7.85 \$15.95 \$0.00 \$77.68 60/01/2020 \$55.87 \$7.85 \$15.95 \$0.00 \$78.68 60/01/2020 \$55.87 \$7.85 \$15.95 \$0.00 \$79.67 60/01/2021 \$57.87 \$7.85 \$15.95 \$0.00 \$79.67 60/01/2021 \$57.87 \$7.85 \$15.95 \$0.00 \$79.67 60/01/2021 \$57.87 \$7.85 \$15.95 \$0.00 \$79.67 60/01/2021 \$57.87 \$7.85 \$15.95 \$0.00 \$79.67 60/01/2021 \$57.87 \$7.85 \$15.95 \$0.00 \$82.68 60/01/2021 \$57.87 \$7.85 \$15.95 \$0.00 \$82.68 60/01/2021 \$57.87 \$7.85 \$15.95 \$0.00 \$82.68 60/01/2021 \$57.87 \$7.85 \$15.95 \$0.00 \$68.75 60/01/2021 \$44.95 \$7.85 \$15.95 \$0.00 \$68.75 60/01/2020 \$44.95 \$7.85 \$15.95 \$0.00 \$68.75 60/01/2021 \$47.94 \$7.85 \$15.95 \$0.00 \$70.72 60/01/2021 \$47.94 \$7.85 \$15.95 \$0.00 \$70		12/01/2021	\$37.92	\$13.41	\$16.01	\$0.00	\$67.34
12/01/2019   \$52.88   \$7.85   \$15.95   \$0.00   \$76.68     06/01/2020   \$53.87   \$7.85   \$15.95   \$0.00   \$77.67     12/01/2021   \$55.87   \$7.85   \$15.95   \$0.00   \$78.65     12/01/2021   \$55.87   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$56.88   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$56.88   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$56.88   \$7.85   \$15.95   \$0.00   \$77.68     12/01/2021   \$55.87   \$7.85   \$15.95   \$0.00   \$77.68     12/01/2020   \$55.87   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2020   \$55.87   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2020   \$55.88   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$55.88   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$55.88   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$55.88   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$55.88   \$7.85   \$15.95   \$0.00   \$80.65     12/01/2021   \$55.88   \$7.85   \$15.95   \$0.00   \$80.65     12/01/2021   \$55.88   \$7.85   \$15.95   \$0.00   \$80.65     12/01/2021   \$44.95   \$7.85   \$15.95   \$0.00   \$67.75     12/01/2020   \$46.92   \$7.85   \$15.95   \$0.00   \$69.74     12/01/2020   \$46.92   \$7.85   \$15.95   \$0.00   \$70.72     12/01/2021   \$44.95   \$7.85   \$15.95   \$0.00   \$70.72     12/01/2021   \$44.95   \$7.85   \$15.95   \$0.00   \$70.72     12/01/2020   \$46.92   \$7.85   \$15.95   \$0.00   \$70.72     12/01/2021   \$44.95   \$7.85   \$15.95   \$0.00   \$70.72     12/01/2020   \$46.95   \$7.85   \$15.95   \$0.00   \$70.72     12/01/2020   \$46.95   \$7.85   \$15.95   \$0.00   \$70.72     12/01/2020   \$46.95   \$7.85   \$15.95   \$0.00   \$70.75     12/01/2020   \$46.95   \$7.85   \$15.95   \$0.00   \$70.75     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$70.75     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$70.75     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$70.75     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$70.75     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$70.75     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$70.75     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$70.75     12/01/2020   \$		06/01/2019	\$51.88	\$7.85	\$15.95	\$0.00	\$75.68
12/01/2020   \$54.85   \$7.85   \$15.95   \$0.00   \$78.65     16/01/2021   \$55.87   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$56.88   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2021   \$56.88   \$7.85   \$15.95   \$0.00   \$80.68     12/01/2019   \$53.88   \$7.85   \$15.95   \$0.00   \$77.68     12/01/2019   \$54.88   \$7.85   \$15.95   \$0.00   \$77.68     12/01/2019   \$54.88   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2020   \$55.87   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2020   \$55.87   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2020   \$55.87   \$7.85   \$15.95   \$0.00   \$80.65     12/01/2021   \$58.88   \$7.85   \$15.95   \$0.00   \$80.65     12/01/2021   \$58.88   \$7.85   \$15.95   \$0.00   \$80.65     12/01/2021   \$58.88   \$7.85   \$15.95   \$0.00   \$67.75     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$67.75     12/01/2020   \$45.94   \$7.85   \$15.95   \$0.00   \$69.74     12/01/2020   \$45.94   \$7.85   \$15.95   \$0.00   \$69.74     12/01/2021   \$47.94   \$7.85   \$15.95   \$0.00   \$77.72     12/01/2021   \$47.94   \$7.85   \$15.95   \$0.00   \$77.72     12/01/2021   \$48.95   \$7.85   \$15.95   \$0.00   \$77.72     12/01/2021   \$48.95   \$7.85   \$15.95   \$0.00   \$77.72     12/01/2021   \$48.95   \$7.85   \$15.95   \$0.00   \$77.72     12/01/2021   \$48.95   \$7.85   \$15.95   \$0.00   \$77.72     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$77.72     12/01/2021   \$47.94   \$7.85   \$15.95   \$0.00   \$77.72     12/01/2021   \$47.94   \$7.85   \$15.95   \$0.00   \$77.75     12/01/2021   \$48.95   \$7.85   \$15.95   \$0.00   \$77.75     12/01/2021   \$48.95   \$7.85   \$15.95   \$0.00   \$77.75     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$77.75     12/01/2020   \$48.95   \$7.85   \$15.95   \$0.00   \$77.75     12/01/2020   \$48.95   \$7.85   \$15.95   \$0.00   \$77.75     12/01/2020   \$48.95   \$7.85   \$15.95   \$0.00   \$77.75     12/01/2020   \$48.95   \$7.85   \$15.95   \$0.00   \$77.75     12/01/2020   \$44.95   \$7.85   \$15.95   \$0.00   \$77.75     12/01/2020   \$48.95   \$7.85   \$15.95   \$0.00   \$77.75     12/01/2020   \$48.95   \$7.85   \$15.95   \$0.00   \$77.75     12/01/2020   \$	ABORERS (COMI RESSED AIR)	12/01/2019	\$52.88	\$7.85	\$15.95	\$0.00	\$76.68
For apprentice rates see "Apprentice-LABORER"   S55.87   S7.85   S15.95   S0.00   S79.67		06/01/2020	\$53.87	\$7.85	\$15.95	\$0.00	\$77.67
12/01/2021   \$56.88   \$7.85   \$15.95   \$0.00   \$80.68		12/01/2020	\$54.85	\$7.85	\$15.95	\$0.00	\$78.65
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)  ABORERS (COMPRESSED AIR)  12/01/2019 \$53.88 \$7.85 \$15.95 \$0.00 \$77.68  12/01/2019 \$54.88 \$7.85 \$15.95 \$0.00 \$78.68  12/01/2020 \$55.87 \$7.85 \$15.95 \$0.00 \$79.67  12/01/2020 \$56.85 \$7.85 \$15.95 \$0.00 \$80.65  12/01/2021 \$57.87 \$7.85 \$15.95 \$0.00 \$80.65  12/01/2021 \$57.87 \$7.85 \$15.95 \$0.00 \$81.67  12/01/2021 \$58.88 \$7.85 \$15.95 \$0.00 \$81.67  12/01/2021 \$58.88 \$7.85 \$15.95 \$0.00 \$82.68  For apprentice rates see "Apprentice- LABORER"  TUNNEL WORK - FREE AIR  ABORERS (FREE AIR TUNNEL)  12/01/2019 \$43.95 \$7.85 \$15.95 \$0.00 \$66.75  12/01/2020 \$45.94 \$7.85 \$15.95 \$0.00 \$66.75  12/01/2020 \$46.92 \$7.85 \$15.95 \$0.00 \$69.74  12/01/2020 \$46.92 \$7.85 \$15.95 \$0.00 \$77.72  12/01/2021 \$47.94 \$7.85 \$15.95 \$0.00 \$77.72  12/01/2021 \$47.94 \$7.85 \$15.95 \$0.00 \$77.72  12/01/2021 \$48.95 \$7.85 \$15.95 \$0.00 \$77.72  ABORERS (FREE AIR (HAZ. WASTE) \$0.00 \$77.72  12/01/2021 \$47.94 \$7.85 \$15.95 \$0.00 \$77.75  12/01/2020 \$46.95 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$77.75  46.01/2020 \$47.94 \$7.85 \$15.95 \$0		06/01/2021	\$55.87	\$7.85	\$15.95	\$0.00	\$79.67
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)  ### ABORERS (COMPRESSED AIR)    12/01/2019	For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$56.88	\$7.85	\$15.95	\$0.00	\$80.68
ABORERS (COMPRESSED AIR)  12/01/2019 \$54.88 \$7.85 \$15.95 \$0.00 \$78.68  06/01/2020 \$55.87 \$7.85 \$15.95 \$0.00 \$79.67  12/01/2020 \$56.85 \$7.85 \$15.95 \$0.00 \$80.65  06/01/2021 \$57.87 \$7.85 \$15.95 \$0.00 \$81.67  12/01/2021 \$58.88 \$7.85 \$15.95 \$0.00 \$82.68  For apprentice rates see "Apprentice-LABORER"  TUNNEL WORK - FREE AIR  06/01/2019 \$43.95 \$7.85 \$15.95 \$0.00 \$67.75  12/01/2020 \$44.95 \$7.85 \$15.95 \$0.00 \$68.75  06/01/2020 \$45.94 \$7.85 \$15.95 \$0.00 \$69.74  12/01/2020 \$46.92 \$7.85 \$15.95 \$0.00 \$70.72  06/01/2021 \$47.94 \$7.85 \$15.95 \$0.00 \$71.74  12/01/2021 \$47.94 \$7.85 \$15.95 \$0.00 \$71.74  12/01/2021 \$48.95 \$7.85 \$15.95 \$0.00 \$71.74  12/01/2021 \$48.95 \$7.85 \$15.95 \$0.00 \$71.74  12/01/2021 \$45.95 \$7.85 \$15.95 \$0.00 \$71.74  12/01/2020 \$45.94 \$7.85 \$15.95 \$0.00 \$71.74  12/01/2020 \$45.95 \$7.85 \$15.95 \$0.00 \$71.74  12/01/2020 \$45.94 \$7.85 \$15.95 \$0.00 \$71.74  12/01/2020 \$45.95 \$7.85 \$15.95 \$0.00 \$71.74  12/01/2020 \$45.95 \$7.85 \$15.95 \$0.00 \$71.74  12/01/2020 \$45.95 \$7.85 \$15.95 \$0.00 \$71.74  12/01/2020 \$45.95 \$7.85 \$15.95 \$0.00 \$71.74  12/01/2020 \$45.94 \$7.85 \$15.95 \$0.00 \$71.74  12/01/2020 \$45.95 \$7.85 \$15.95 \$0.00 \$71.74  12/01/2020 \$45.95 \$7.85 \$15.95 \$0.00 \$71.74  12/01/2020 \$45.94 \$7.85 \$15.95 \$0.00 \$71.74  12/01/2020 \$45.94 \$7.85 \$15.95 \$0.00 \$71.74  12/01/2020 \$45.94 \$7.85 \$15.95 \$0.00 \$71.74  12/01/2020 \$45.94 \$7.85 \$15.95 \$0.00 \$71.74	**	06/01/2019	\$53.88	\$7.85	\$15.95	\$0.00	\$77.68
06/01/2020   \$55.87   \$7.85   \$15.95   \$0.00   \$79.67     12/01/2020   \$56.85   \$7.85   \$15.95   \$0.00   \$80.65     12/01/2021   \$57.87   \$7.85   \$15.95   \$0.00   \$81.67     12/01/2021   \$57.87   \$7.85   \$15.95   \$0.00   \$81.67     12/01/2021   \$58.88   \$7.85   \$15.95   \$0.00   \$82.68     For apprentice rates see "Apprentice- LABORER"							*
12/01/2020   \$56.85   \$7.85   \$15.95   \$0.00   \$80.65							
12/01/2021   \$57.87   \$7.85   \$15.95   \$0.00   \$81.67							
12/01/2021   \$58.88   \$7.85   \$15.95   \$0.00   \$82.68							
For apprentice rates see "Apprentice-LABORER"  FUNNEL WORK - FREE AIR (ABORER')  12/01/2019 \$43.95 \$7.85 \$15.95 \$0.00 \$67.75 \$0.00 \$68.75 \$12/01/2019 \$44.95 \$7.85 \$15.95 \$0.00 \$68.75 \$0.00 \$68.75 \$0.00 \$68.75 \$0.00 \$69.74 \$12/01/2020 \$45.94 \$7.85 \$15.95 \$0.00 \$69.74 \$12/01/2020 \$46.92 \$7.85 \$15.95 \$0.00 \$70.72 \$12/01/2021 \$47.94 \$7.85 \$15.95 \$0.00 \$71.74 \$12/01/2021 \$48.95 \$7.85 \$15.95 \$0.00 \$71.74 \$12/01/2021 \$48.95 \$7.85 \$15.95 \$0.00 \$72.75 \$12/01/2021 \$48.95 \$7.85 \$15.95 \$0.00 \$72.75 \$12/01/2021 \$48.95 \$7.85 \$15.95 \$0.00 \$70.75 \$12/01/2019 \$45.95 \$7.85 \$15.95 \$0.00 \$70.75 \$12/01/2019 \$46.95 \$7.85 \$15.95 \$0.00 \$71.74 \$12/01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$71.74 \$12/01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$71.74 \$12/01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$71.74 \$12/01/2020 \$11/01/2020							
ABORERS (FREE AIR TUNNEL)  12/01/2019 \$44.95 \$7.85 \$15.95 \$0.00 \$68.75 \$0.00 \$69.74 \$12/01/2020 \$45.94 \$7.85 \$15.95 \$0.00 \$70.72 \$12/01/2020 \$46.92 \$7.85 \$15.95 \$0.00 \$70.72 \$12/01/2021 \$47.94 \$7.85 \$15.95 \$0.00 \$71.74 \$12/01/2021 \$48.95 \$7.85 \$15.95 \$0.00 \$72.75 \$12/01/2021 \$48.95 \$7.85 \$15.95 \$0.00 \$72.75 \$12/01/2021 \$48.95 \$7.85 \$15.95 \$0.00 \$70.72 \$12/01/2021 \$48.95 \$7.85 \$15.95 \$0.00 \$72.75 \$12/01/2019 \$45.95 \$7.85 \$15.95 \$0.00 \$69.75 \$12/01/2019 \$46.95 \$7.85 \$15.95 \$0.00 \$70.75 \$12/01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$71.74 \$12/01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$71.74 \$12/01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$71.74 \$12/01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$71.74 \$12/01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$71.74 \$12/01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$71.74 \$12/01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$72.72 \$12/01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$72.72 \$12/01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$72.72 \$12/01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$72.72 \$12/01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$73.74 \$12/01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$73.74 \$12/01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$73.74 \$12/01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$73.74 \$12/01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$73.74 \$12/01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$73.74 \$12/01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$73.74 \$12/01/2020 \$10.00 \$10	For apprentice rates see "Apprentice- LABORER"	12/01/2021	φ50.00	Φ7.63	Ψ13.73	\$0.00	\$62.00
12/01/2019	TUNNEL WORK - FREE AIR	06/01/2019	\$43.95	\$7.85	\$15.95	\$0.00	\$67.75
12/01/2020 \$46.92 \$7.85 \$15.95 \$0.00 \$70.72 \$06/01/2021 \$47.94 \$7.85 \$15.95 \$0.00 \$71.74 \$7.85 \$15.95 \$0.00 \$72.75 \$12/01/2020 \$48.95 \$7.85 \$15.95 \$0.00 \$72.75 \$15.95 \$0.00 \$72.75 \$15.95 \$0.00 \$72.75 \$15.95 \$0.00 \$72.75 \$15.95 \$0.00 \$72.75 \$15.95 \$0.00 \$69.75 \$15.95 \$0.00 \$70.75 \$15.95 \$0.00 \$70.75 \$15.95 \$0.00 \$70.75 \$15.95 \$0.00 \$71.74 \$15.95 \$15.95 \$0.00 \$71.74 \$15.95 \$15.95 \$0.00 \$71.74 \$15.95 \$15.95 \$0.00 \$72.72 \$15.95 \$15.95 \$0.00 \$72.72 \$15.95 \$15.95 \$0.00 \$72.72 \$15.95 \$15.95 \$0.00 \$72.72 \$15.95 \$15.95 \$0.00 \$72.72 \$15.95 \$15.95 \$0.00 \$72.72 \$15.95 \$15.95 \$0.00 \$72.72 \$15.95	ABORERS (FREE AIR TUNNEL)	12/01/2019	\$44.95	\$7.85	\$15.95	\$0.00	\$68.75
06/01/2021		06/01/2020	\$45.94	\$7.85	\$15.95	\$0.00	\$69.74
12/01/2021		12/01/2020	\$46.92	\$7.85	\$15.95	\$0.00	\$70.72
For apprentice rates see "Apprentice- LABORER"  **CUNNEL WORK - FREE AIR (HAZ. WASTE)*  **ABORERS (FREE AIR TUNNEL)*  12/01/2019 \$45.95 \$7.85 \$15.95 \$0.00 \$69.75 \$0.00 \$70.75		06/01/2021	\$47.94	\$7.85	\$15.95	\$0.00	\$71.74
For apprentice rates see "Apprentice- LABORER"  CUNNEL WORK - FREE AIR (HAZ. WASTE)  ABORERS (FREE AIR TUNNEL)  12/01/2019 \$45.95 \$7.85 \$15.95 \$0.00 \$69.75  06/01/2020 \$46.95 \$7.85 \$15.95 \$0.00 \$70.75  06/01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$71.74  12/01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$72.72  06/01/2021 \$49.94 \$7.85 \$15.95 \$0.00 \$73.74		12/01/2021	\$48.95	\$7.85	\$15.95	\$0.00	\$72.75
ABORERS (FREE AIR TUNNEL)  12/01/2019 \$46.95 \$7.85 \$15.95 \$0.00 \$70.75  06/01/2020 \$47.94 \$7.85 \$15.95 \$0.00 \$71.74  12/01/2020 \$48.92 \$7.85 \$15.95 \$0.00 \$72.72  06/01/2021 \$49.94 \$7.85 \$15.95 \$0.00 \$73.74	For apprentice rates see "Apprentice- LABORER"						
12/01/2019       \$46.95       \$7.85       \$15.95       \$0.00       \$70.75         06/01/2020       \$47.94       \$7.85       \$15.95       \$0.00       \$71.74         12/01/2020       \$48.92       \$7.85       \$15.95       \$0.00       \$72.72         06/01/2021       \$49.94       \$7.85       \$15.95       \$0.00       \$73.74	· · · · · · · · · · · · · · · · · · ·	06/01/2019	\$45.95	\$7.85	\$15.95	\$0.00	\$69.75
12/01/2020       \$48.92       \$7.85       \$15.95       \$0.00       \$72.72         06/01/2021       \$49.94       \$7.85       \$15.95       \$0.00       \$73.74	ADONERS (FREE AIK TUNNEL)	12/01/2019	\$46.95	\$7.85	\$15.95	\$0.00	\$70.75
06/01/2021 \$49.94 \$7.85 \$15.95 \$0.00 \$73.74		06/01/2020	\$47.94	\$7.85	\$15.95	\$0.00	\$71.74
		12/01/2020	\$48.92	\$7.85	\$15.95	\$0.00	\$72.72
12/01/2021 \$50.95 \$7.85 \$15.95 \$0.00 \$74.75		06/01/2021	\$49.94	\$7.85	\$15.95	\$0.00	\$73.74
******		12/01/2021	\$50.95	\$7.85	\$15.95	\$0.00	\$74.75

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL	06/01/2019	\$35.64	\$11.91	\$12.70	\$0.00	\$60.25
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2019	\$35.64	\$12.41	\$12.70	\$0.00	\$60.75
	12/01/2019	\$35.64	\$12.41	\$13.72	\$0.00	\$61.77
	06/01/2020	\$36.54	\$12.41	\$13.72	\$0.00	\$62.67
	08/01/2020	\$36.54	\$12.91	\$13.72	\$0.00	\$63.17
	12/01/2020	\$36.54	\$12.91	\$14.82	\$0.00	\$64.27
	06/01/2021	\$37.34	\$12.91	\$14.82	\$0.00	\$65.07
	08/01/2021	\$37.34	\$13.41	\$14.82	\$0.00	\$65.57
	12/01/2021	\$37.34	\$13.41	\$16.01	\$0.00	\$66.76
WAGON DRILL OPERATOR	06/01/2019	\$39.90	\$7.85	\$15.35	\$0.00	\$63.10
ABORERS - ZONE 1	12/01/2019	\$40.90	\$7.85	\$15.35	\$0.00	\$64.10
	06/01/2020	\$41.89	\$7.85	\$15.35	\$0.00	\$65.09
	12/01/2020	\$42.87	\$7.85	\$15.35	\$0.00	\$66.07
	06/01/2021	\$43.89	\$7.85	\$15.35	\$0.00	\$67.09
	12/01/2021	\$44.90	\$7.85	\$15.35	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR	06/01/2019	\$48.18	\$12.00	\$15.60	\$0.00	\$75.78
OPERATING ENGINEERS LOCAL 4	12/01/2019	\$49.33	\$12.00	\$15.60	\$0.00	\$76.93
	06/01/2020	\$50.43	\$12.00	\$15.60	\$0.00	\$78.03
	12/01/2020	\$51.58	\$12.00	\$15.60	\$0.00	\$79.18
	06/01/2021	\$52.68	\$12.00	\$15.60	\$0.00	\$80.28
	12/01/2021	\$53.83	\$12.00	\$15.60	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER	03/01/2019	\$56.69	\$11.82	\$16.51	\$0.00	\$85.02
PLUMBERS & GASFITTERS LOCAL 12	09/01/2019	\$58.19	\$11.82	\$16.51	\$0.00	\$86.52
	03/01/2020	\$59.69	\$11.82	\$16.51	\$0.00	\$88.02
	09/01/2020	\$61.19	\$11.82	\$16.51	\$0.00	\$89.52
	03/01/2021	\$62.69	\$11.82	\$16.51	\$0.00	\$91.02
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/C	GASFITTER"					
Outside Electrical - East				01.01	00.00	
CABLE TECHNICIAN (Power Zone) DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$27.14	\$7.75	\$1.81	\$0.00	\$36.70
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$38.45	\$7.75	\$9.53	\$0.00	\$55.73
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$31.66	\$7.75	\$9.44	\$0.00	\$48.85
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL)  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$38.45	\$7.75	\$13.61	\$0.00	\$59.81
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$33.92	\$7.75	\$10.21	\$0.00	\$51.88
For apprentice rates see "Apprentice- LINEMAN"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.)  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$20.35	\$7.75	\$1.61	\$0.00	\$29.71
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/03/2017	\$45.23	\$7.75	\$16.61	\$0.00	\$69.59

Apprentice -	LINEMAN (Outside Electrical) - East Local 104
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Effect	ive Date -	09/03/2017				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	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	I
4	75		\$33.92	\$7.75	\$5.02	\$0.00	\$46.69	ı
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:								
Appre	ntice to Jo	urneyworker Ratio:1:2						
	PLICER	T. 1.05 (1.104	02/04/201	9 \$30.73	\$4.70	\$3.17	\$0.00	\$38.60

TELEDATA CABLE SPLICER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TREE TRIMMER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06

This classification applies only to tree work done: (a) for a utility company, R.E.A. 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	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104		4-0.0-	40.00			4-2101

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.

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Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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.

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