



Town of Arlington

**REQUEST FOR PROPOSALS
20-14**

**85 Park Ave Driveway & Drainage Project
February 19, 2020**

Bids are invited and will be received by the Town Manager, Town of Arlington, Massachusetts, until **11:00 A.M., Wednesday, March 4, 2020** at the Office of the Purchasing Agent, Domenic R. Lanzilotti, Town Hall, Arlington, Massachusetts 02476. Pre-Bid questions shall be submitted in writing to Interim Facilities Director James Feeney (jfeeney@town.arlington.ma.us).

Specifications will be available on the Town of Arlington's purchasing web site (<http://www.arlingtonma.gov/departments/purchasing>). All bids must be plainly marked: **85 Park Avenue Driveway & Drainage Project, BID# 20-14.**

The conditions of employment as set forth in Sections 26 to 27D and 27F of Chapter 149 of the General Laws, as amended, shall prevail in the execution of the work under this contract. Attention is called to the fact that minimum wage rates and health and welfare and pension fund contributions are established for this contract and are a part of the specifications.

Work under this contract shall be governed by M.G.L.Ch.30, Sec. 39M. Attestation Forms pursuant to M.G.L. Ch. 62C, Sec. 49A and M.G.L. Ch. 701 of the Acts of 1983 are enclosed and shall be submitted with bids.

Fifty (50%) payment bond required upon contract execution.

It is the intention of the Owner to award the project to the lowest qualified responsive bidder. References must be made available upon request. All proposals to include a single price, in both writing and in figures, and must be signed by the bidder. Project is set to begin in spring when weather permits, upon coordination with building tenant.

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

Adam W. Chapdelaine

Town Manager

February 19, 2020

85 Park Ave Driveway & Drainage Project

Scope of Work

General Conditions

- Provide traffic control measures and access control measures to ensure work area is safe for general public and passers-by

Demolition:

- Remove and dispose of approximately 1,420 SF of existing asphalt, with saw cut at limit of work.
- Remove and dispose of existing drainage structure and associated piping
- Fill void with crushed gravel
- Remove and dispose of any unsuitable base material under existing crushed stone parking area; recycle existing crushed gravel on site to the extent practicable.

Drainage:

- Supply and install (1) new 1,000 gallon stackable drywell (leaching basin) with municipal standard cast iron frame and grate
- Supply and install crushed stone such that drywell shall be placed on a minimum of 12” bed of crushed stone and shall have a minimum 12” envelope of crushed stone (3/4”-2” washed angular stone). Reuse stockpile of existing crushed stone where possible.
- Non-woven geotextile “filter Fabric” shall be placed between the 12” envelope and the undisturbed surrounding soil.
- Supply and install approximately 70 LF of 4” PVC piping from building to new catch basin; tie in new PVC piping to structure.

Curbing:

- Install in concrete approximately 45 LF of granite curbing supplied by the Town of Arlington

Fencing:

- Reset and straighten existing fence posts at property boundary
- Supply and install new wire mesh fabric to existing posts

Grading and Asphalt:

- Excavate needed to meet proposed finished grade; reuse stockpile of existing crushed stone where possible.
- Fine grade and compact gravel base
- Install 3" hot state mix asphalt; 2" binder course and 1" top coat

Town of Arlington

**BID #20-14
PROPOSAL PAGE**

85 Park Ave Driveway & Drainage Project

Provide all labor, materials, equipment and supervision necessary for the 85 Park Ave. Driveway & Drainage Project per attached specifications.

TOTAL BID PRICE:\$ _____

Signature: _____

Company: _____

Business Address: _____

Telephone: _____

Fax: _____

Email _____

Date _____

CERTIFICATE OF NON-COLLUSION

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

(Signature of individual submitting bid or proposal)

(Name of individual submitting bid or proposal)

Name of Business

Date

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

Social Security Number or
Federal Identification Number

Signature of Individual or Responsible
Corporate Officer and Title

**NON-COLLUSION FORMS
MUST BE SIGNED AND
SUBMITTED WITH BID**

OSHA TRAINING

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

Signature: _____

Title: _____

Date: _____

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

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

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

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

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

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

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

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

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APPROVAL/DENIAL COMMENTS



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

Prevailing Wage Rates

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

CHARLES D. BAKER
Governor

ROSALIN ACOSTA
Secretary

MICHAEL FLANAGAN
Interim Director

KARYN E. POLITO
Lt. Governor

Awarding Authority: Town of Arlington
Contract Number: 20-14 **City/Town:** ARLINGTON
Description of Work: Remove existing driveway, Install drainage and driveway as pser specifications
Job Location: 85 Park Ave

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 criminal penalties.

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| Construction | | | | | | |
| (2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2019 | \$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 <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 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 <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 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 <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2019 | \$102.78 | \$9.90 | \$21.15 | \$0.00 | \$133.83 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.90 | \$8.10 | \$16.60 | \$0.00 | \$64.60 |
| | 06/01/2020 | \$40.89 | \$8.10 | \$16.60 | \$0.00 | \$65.59 |
| | 12/01/2020 | \$41.87 | \$8.10 | \$16.60 | \$0.00 | \$66.57 |
| | 06/01/2021 | \$42.89 | \$8.10 | \$16.60 | \$0.00 | \$67.59 |
| | 12/01/2021 | \$43.90 | \$8.10 | \$16.60 | \$0.00 | \$68.60 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | 12/01/2019 | \$37.00 | \$12.50 | \$8.85 | \$0.00 | \$58.35 |
| | 06/01/2020 | \$38.00 | \$12.50 | \$8.85 | \$0.00 | \$59.35 |
| | 12/01/2020 | \$39.00 | \$12.50 | \$8.85 | \$0.00 | \$60.35 |
| ASPHALT RAKER <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.40 | \$8.10 | \$16.60 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$40.39 | \$8.10 | \$16.60 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$41.37 | \$8.10 | \$16.60 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$42.39 | \$8.10 | \$16.60 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$43.40 | \$8.10 | \$16.60 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$48.73 | \$12.50 | \$15.70 | \$0.00 | \$76.93 |
| | 06/01/2020 | \$49.83 | \$12.50 | \$15.70 | \$0.00 | \$78.03 |
| | 12/01/2020 | \$50.98 | \$12.50 | \$15.70 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$52.08 | \$12.50 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$53.23 | \$12.50 | \$15.70 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$48.73 | \$12.50 | \$15.70 | \$0.00 | \$76.93 |
| | 06/01/2020 | \$49.83 | \$12.50 | \$15.70 | \$0.00 | \$78.03 |
| | 12/01/2020 | \$50.98 | \$12.50 | \$15.70 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$52.08 | \$12.50 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$53.23 | \$12.50 | \$15.70 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.40 | \$8.10 | \$16.60 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$40.39 | \$8.10 | \$16.60 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$41.37 | \$8.10 | \$16.60 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$42.39 | \$8.10 | \$16.60 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$43.40 | \$8.10 | \$16.60 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.90 | \$8.10 | \$16.60 | \$0.00 | \$64.60 |
| | 06/01/2020 | \$40.89 | \$8.10 | \$16.60 | \$0.00 | \$65.59 |
| | 12/01/2020 | \$41.87 | \$8.10 | \$16.60 | \$0.00 | \$66.57 |
| | 06/01/2021 | \$42.89 | \$8.10 | \$16.60 | \$0.00 | \$67.59 |
| | 12/01/2021 | \$43.90 | \$8.10 | \$16.60 | \$0.00 | \$68.60 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BOILER MAKER <i>BOILERMAKERS LOCAL 29</i> | 01/01/2020 | \$46.10 | \$7.07 | \$17.98 | \$0.00 | \$71.15 |

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 65 | \$29.97 | \$7.07 | \$11.69 | \$0.00 | \$48.73 |
| 2 | 65 | \$29.97 | \$7.07 | \$11.69 | \$0.00 | \$48.73 |
| 3 | 70 | \$32.27 | \$7.07 | \$12.59 | \$0.00 | \$51.93 |
| 4 | 75 | \$34.58 | \$7.07 | \$13.49 | \$0.00 | \$55.14 |
| 5 | 80 | \$36.88 | \$7.07 | \$14.38 | \$0.00 | \$58.33 |
| 6 | 85 | \$39.19 | \$7.07 | \$15.29 | \$0.00 | \$61.55 |
| 7 | 90 | \$41.49 | \$7.07 | \$16.18 | \$0.00 | \$64.74 |
| 8 | 95 | \$43.80 | \$7.07 | \$17.09 | \$0.00 | \$67.96 |

Notes:

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (BOSTON)</i> | 02/01/2020 | \$54.40 | \$10.75 | \$21.94 | \$0.00 | \$87.09 |
| | 08/01/2020 | \$55.75 | \$10.75 | \$22.09 | \$0.00 | \$88.59 |
| | 02/01/2021 | \$56.39 | \$10.75 | \$22.09 | \$0.00 | \$89.23 |
| | 08/01/2021 | \$57.79 | \$10.75 | \$22.25 | \$0.00 | \$90.79 |
| | 02/01/2022 | \$58.38 | \$10.75 | \$22.25 | \$0.00 | \$91.38 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$27.20 | \$10.75 | \$21.94 | \$0.00 | \$59.89 |
| 2 | 60 | \$32.64 | \$10.75 | \$21.94 | \$0.00 | \$65.33 |
| 3 | 70 | \$38.08 | \$10.75 | \$21.94 | \$0.00 | \$70.77 |
| 4 | 80 | \$43.52 | \$10.75 | \$21.94 | \$0.00 | \$76.21 |
| 5 | 90 | \$48.96 | \$10.75 | \$21.94 | \$0.00 | \$81.65 |

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$27.88 | \$10.75 | \$22.09 | \$0.00 | \$60.72 |
| 2 | 60 | \$33.45 | \$10.75 | \$22.09 | \$0.00 | \$66.29 |
| 3 | 70 | \$39.03 | \$10.75 | \$22.09 | \$0.00 | \$71.87 |
| 4 | 80 | \$44.60 | \$10.75 | \$22.09 | \$0.00 | \$77.44 |
| 5 | 90 | \$50.18 | \$10.75 | \$22.09 | \$0.00 | \$83.02 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$48.23 | \$12.50 | \$15.70 | \$0.00 | \$76.43 |
| | 06/01/2020 | \$49.31 | \$12.50 | \$15.70 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$50.45 | \$12.50 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.54 | \$12.50 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$52.68 | \$12.50 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2019 | \$40.25 | \$8.10 | \$16.80 | \$0.00 | \$65.15 |
| | 06/01/2020 | \$41.24 | \$8.10 | \$16.80 | \$0.00 | \$66.14 |
| | 12/01/2020 | \$42.22 | \$8.10 | \$16.80 | \$0.00 | \$67.12 |
| | 06/01/2021 | \$43.24 | \$8.10 | \$16.80 | \$0.00 | \$68.14 |
| | 12/01/2021 | \$44.25 | \$8.10 | \$16.80 | \$0.00 | \$69.15 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2019 | \$39.10 | \$8.10 | \$16.80 | \$0.00 | \$64.00 |
| | 06/01/2020 | \$40.09 | \$8.10 | \$16.80 | \$0.00 | \$64.99 |
| | 12/01/2020 | \$41.07 | \$8.10 | \$16.80 | \$0.00 | \$65.97 |
| | 06/01/2021 | \$42.09 | \$8.10 | \$16.80 | \$0.00 | \$66.99 |
| | 12/01/2021 | \$43.10 | \$8.10 | \$16.80 | \$0.00 | \$68.00 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2019 | \$39.10 | \$8.10 | \$16.80 | \$0.00 | \$64.00 |
| | 06/01/2020 | \$40.09 | \$8.10 | \$16.80 | \$0.00 | \$64.99 |
| | 12/01/2020 | \$41.07 | \$8.10 | \$16.80 | \$0.00 | \$65.97 |
| | 06/01/2021 | \$42.09 | \$8.10 | \$16.80 | \$0.00 | \$66.99 |
| | 12/01/2021 | \$43.10 | \$8.10 | \$16.80 | \$0.00 | \$68.00 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.40 | \$8.10 | \$16.60 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$40.39 | \$8.10 | \$16.60 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$41.37 | \$8.10 | \$16.60 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$42.39 | \$8.10 | \$16.60 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$43.40 | \$8.10 | \$16.60 | \$0.00 | \$68.10 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i> | 09/01/2019 | \$41.90 | \$9.40 | \$18.95 | \$0.00 | \$70.25 |
| | 03/01/2020 | \$42.50 | \$9.40 | \$18.95 | \$0.00 | \$70.85 |
| | 09/01/2020 | \$43.15 | \$9.40 | \$18.95 | \$0.00 | \$71.50 |
| | 03/01/2021 | \$43.75 | \$9.40 | \$18.95 | \$0.00 | \$72.10 |
| | 09/01/2021 | \$44.40 | \$9.40 | \$18.95 | \$0.00 | \$72.75 |
| | 03/01/2022 | \$45.00 | \$9.40 | \$18.95 | \$0.00 | \$73.35 |
| | 09/01/2022 | \$45.65 | \$9.40 | \$18.95 | \$0.00 | \$74.00 |
| | 03/01/2023 | \$46.25 | \$9.40 | \$18.95 | \$0.00 | \$74.60 |

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.95 | \$9.40 | \$1.73 | \$0.00 | \$32.08 |
| 2 | 60 | \$25.14 | \$9.40 | \$1.73 | \$0.00 | \$36.27 |
| 3 | 70 | \$29.33 | \$9.40 | \$13.76 | \$0.00 | \$52.49 |
| 4 | 75 | \$31.43 | \$9.40 | \$13.76 | \$0.00 | \$54.59 |
| 5 | 80 | \$33.52 | \$9.40 | \$15.49 | \$0.00 | \$58.41 |
| 6 | 80 | \$33.52 | \$9.40 | \$15.49 | \$0.00 | \$58.41 |
| 7 | 90 | \$37.71 | \$9.40 | \$17.22 | \$0.00 | \$64.33 |
| 8 | 90 | \$37.71 | \$9.40 | \$17.22 | \$0.00 | \$64.33 |

Effective Date - 03/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.25 | \$9.40 | \$1.73 | \$0.00 | \$32.38 |
| 2 | 60 | \$25.50 | \$9.40 | \$1.73 | \$0.00 | \$36.63 |
| 3 | 70 | \$29.75 | \$9.40 | \$13.76 | \$0.00 | \$52.91 |
| 4 | 75 | \$31.88 | \$9.40 | \$13.76 | \$0.00 | \$55.04 |
| 5 | 80 | \$34.00 | \$9.40 | \$15.49 | \$0.00 | \$58.89 |
| 6 | 80 | \$34.00 | \$9.40 | \$15.49 | \$0.00 | \$58.89 |
| 7 | 90 | \$38.25 | \$9.40 | \$17.22 | \$0.00 | \$64.87 |
| 8 | 90 | \$38.25 | \$9.40 | \$17.22 | \$0.00 | \$64.87 |

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$29.99/ 3&4 \$35.85/ 5&6 \$54.22/ 7&8 \$60.14

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|--------|--------|--------|---------|
| CARPENTER WOOD FRAME <i>CARPENTERS -ZONE 2 (Wood Frame)</i> | 10/01/2019 | \$27.95 | \$7.07 | \$7.86 | \$0.00 | \$42.88 |
|--|------------|---------|--------|--------|--------|---------|

All Aspects of New Wood Frame Work

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 2

Effective Date - 10/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental 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 |
| 8 | 90 | \$25.16 | \$7.07 | \$7.86 | \$0.00 | \$40.09 |

Notes:
 % Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$19.65/ 3&4 \$27.19/ 5&6 \$34.50/ 7&8 \$37.29

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (BOSTON) | 01/01/2020 | \$49.07 | \$12.75 | \$22.41 | \$0.62 | \$84.85 |
|---|------------|---------|---------|---------|--------|---------|

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

Effective Date - 01/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.54 | \$12.75 | \$15.41 | \$0.00 | \$52.70 |
| 2 | 60 | \$29.44 | \$12.75 | \$17.41 | \$0.62 | \$60.22 |
| 3 | 65 | \$31.90 | \$12.75 | \$18.41 | \$0.62 | \$63.68 |
| 4 | 70 | \$34.35 | \$12.75 | \$19.41 | \$0.62 | \$67.13 |
| 5 | 75 | \$36.80 | \$12.75 | \$20.41 | \$0.62 | \$70.58 |
| 6 | 80 | \$39.26 | \$12.75 | \$21.41 | \$0.62 | \$74.04 |
| 7 | 90 | \$44.16 | \$12.75 | \$22.41 | \$0.62 | \$79.94 |

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

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| CHAIN SAW OPERATOR LABORERS - ZONE 1 | 12/01/2019 | \$39.40 | \$8.10 | \$16.60 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$40.39 | \$8.10 | \$16.60 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$41.37 | \$8.10 | \$16.60 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$42.39 | \$8.10 | \$16.60 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$43.40 | \$8.10 | \$16.60 | \$0.00 | \$68.10 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4 | 12/01/2019 | \$49.73 | \$12.50 | \$15.70 | \$0.00 | \$77.93 |
| | 06/01/2020 | \$50.83 | \$12.50 | \$15.70 | \$0.00 | \$79.03 |
| | 12/01/2020 | \$51.98 | \$12.50 | \$15.70 | \$0.00 | \$80.18 |
| | 06/01/2021 | \$53.08 | \$12.50 | \$15.70 | \$0.00 | \$81.28 |
| | 12/01/2021 | \$54.23 | \$12.50 | \$15.70 | \$0.00 | \$82.43 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$32.47 | \$12.50 | \$15.70 | \$0.00 | \$60.67 |
| | 06/01/2020 | \$33.22 | \$12.50 | \$15.70 | \$0.00 | \$61.42 |
| | 12/01/2020 | \$34.00 | \$12.50 | \$15.70 | \$0.00 | \$62.20 |
| | 06/01/2021 | \$34.75 | \$12.50 | \$15.70 | \$0.00 | \$62.95 |
| | 12/01/2021 | \$35.54 | \$12.50 | \$15.70 | \$0.00 | \$63.74 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i> | 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 |

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$25.48 | \$8.20 | \$0.00 | \$0.00 | \$33.68 |
| 2 | 55 | \$28.03 | \$8.20 | \$5.94 | \$0.00 | \$42.17 |
| 3 | 60 | \$30.58 | \$8.20 | \$6.48 | \$0.00 | \$45.26 |
| 4 | 65 | \$33.12 | \$8.20 | \$7.02 | \$0.00 | \$48.34 |
| 5 | 70 | \$35.67 | \$8.20 | \$18.86 | \$0.00 | \$62.73 |
| 6 | 75 | \$38.22 | \$8.20 | \$19.40 | \$0.00 | \$65.82 |
| 7 | 80 | \$40.77 | \$8.20 | \$19.94 | \$0.00 | \$68.91 |
| 8 | 90 | \$45.86 | \$8.20 | \$21.02 | \$0.00 | \$75.08 |

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$26.03 | \$8.20 | \$0.00 | \$0.00 | \$34.23 |
| 2 | 55 | \$28.63 | \$8.20 | \$5.94 | \$0.00 | \$42.77 |
| 3 | 60 | \$31.24 | \$8.20 | \$6.48 | \$0.00 | \$45.92 |
| 4 | 65 | \$33.84 | \$8.20 | \$7.02 | \$0.00 | \$49.06 |
| 5 | 70 | \$36.44 | \$8.20 | \$18.86 | \$0.00 | \$63.50 |
| 6 | 75 | \$39.05 | \$8.20 | \$19.40 | \$0.00 | \$66.65 |
| 7 | 80 | \$41.65 | \$8.20 | \$19.94 | \$0.00 | \$69.79 |
| 8 | 90 | \$46.85 | \$8.20 | \$21.02 | \$0.00 | \$76.07 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DEMO: ADZEMAN <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.30 | \$8.10 | \$16.60 | \$0.00 | \$64.00 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$40.30 | \$8.10 | \$16.60 | \$0.00 | \$65.00 |
|--|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DEMO: BURNERS <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$40.05 | \$8.10 | \$16.60 | \$0.00 | \$64.75 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$40.30 | \$8.10 | \$16.60 | \$0.00 | \$65.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$40.05 | \$8.10 | \$16.60 | \$0.00 | \$64.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: WRECKING LABORER <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.30 | \$8.10 | \$16.60 | \$0.00 | \$64.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$48.23 | \$12.50 | \$15.70 | \$0.00 | \$76.43 |
| | 06/01/2020 | \$49.31 | \$12.50 | \$15.70 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$50.45 | \$12.50 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.54 | \$12.50 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$52.68 | \$12.50 | \$15.70 | \$0.00 | \$80.88 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2019 | \$68.52 | \$9.90 | \$21.15 | \$0.00 | \$99.57 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2019 | \$48.94 | \$9.90 | \$21.15 | \$0.00 | \$79.99 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2019 | \$73.41 | \$9.90 | \$21.15 | \$0.00 | \$104.46 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2019 | \$102.78 | \$9.90 | \$21.15 | \$0.00 | \$133.83 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DRAWBRIDGE OPERATOR (Construction) <i>ELECTRICIANS LOCAL 103</i> | 09/01/2019 | \$53.01 | \$13.00 | \$18.94 | \$0.00 | \$84.95 |
| | 03/01/2020 | \$53.50 | \$13.00 | \$19.20 | \$0.00 | \$85.70 |
| | 09/01/2020 | \$54.93 | \$13.00 | \$19.25 | \$0.00 | \$87.18 |
| | 03/01/2021 | \$56.13 | \$13.00 | \$19.28 | \$0.00 | \$88.41 |
| | 09/01/2021 | \$57.56 | \$13.00 | \$19.33 | \$0.00 | \$89.89 |
| | 03/01/2022 | \$58.76 | \$13.00 | \$19.36 | \$0.00 | \$91.12 |
| | 09/01/2022 | \$60.19 | \$13.00 | \$19.41 | \$0.00 | \$92.60 |
| | 03/01/2023 | \$61.39 | \$13.00 | \$19.44 | \$0.00 | \$93.83 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i> | 09/01/2019 | \$53.01 | \$13.00 | \$18.94 | \$0.00 | \$84.95 |
| | 03/01/2020 | \$53.50 | \$13.00 | \$19.20 | \$0.00 | \$85.70 |
| | 09/01/2020 | \$54.93 | \$13.00 | \$19.25 | \$0.00 | \$87.18 |
| | 03/01/2021 | \$56.13 | \$13.00 | \$19.28 | \$0.00 | \$88.41 |
| | 09/01/2021 | \$57.56 | \$13.00 | \$19.33 | \$0.00 | \$89.89 |
| | 03/01/2022 | \$58.76 | \$13.00 | \$19.36 | \$0.00 | \$91.12 |
| | 09/01/2022 | \$60.19 | \$13.00 | \$19.41 | \$0.00 | \$92.60 |
| | 03/01/2023 | \$61.39 | \$13.00 | \$19.44 | \$0.00 | \$93.83 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 103

Effective Date - 09/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$21.20 | \$13.00 | \$0.64 | \$0.00 | \$34.84 |
| 2 | 40 | \$21.20 | \$13.00 | \$0.64 | \$0.00 | \$34.84 |
| 3 | 45 | \$23.85 | \$13.00 | \$14.37 | \$0.00 | \$51.22 |
| 4 | 45 | \$23.85 | \$13.00 | \$14.37 | \$0.00 | \$51.22 |
| 5 | 50 | \$26.51 | \$13.00 | \$14.79 | \$0.00 | \$54.30 |
| 6 | 55 | \$29.16 | \$13.00 | \$15.20 | \$0.00 | \$57.36 |
| 7 | 60 | \$31.81 | \$13.00 | \$15.61 | \$0.00 | \$60.42 |
| 8 | 65 | \$34.46 | \$13.00 | \$16.03 | \$0.00 | \$63.49 |
| 9 | 70 | \$37.11 | \$13.00 | \$16.44 | \$0.00 | \$66.55 |
| 10 | 75 | \$39.76 | \$13.00 | \$16.86 | \$0.00 | \$69.62 |

Effective Date - 03/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$21.40 | \$13.00 | \$0.64 | \$0.00 | \$35.04 |
| 2 | 40 | \$21.40 | \$13.00 | \$0.64 | \$0.00 | \$35.04 |
| 3 | 45 | \$24.08 | \$13.00 | \$14.62 | \$0.00 | \$51.70 |
| 4 | 45 | \$24.08 | \$13.00 | \$14.62 | \$0.00 | \$51.70 |
| 5 | 50 | \$26.75 | \$13.00 | \$15.04 | \$0.00 | \$54.79 |
| 6 | 55 | \$29.43 | \$13.00 | \$15.46 | \$0.00 | \$57.89 |
| 7 | 60 | \$32.10 | \$13.00 | \$15.87 | \$0.00 | \$60.97 |
| 8 | 65 | \$34.78 | \$13.00 | \$16.29 | \$0.00 | \$64.07 |
| 9 | 70 | \$37.45 | \$13.00 | \$16.70 | \$0.00 | \$67.15 |
| 10 | 75 | \$40.13 | \$13.00 | \$17.12 | \$0.00 | \$70.25 |

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

Apprentice to Journeyworker Ratio:2:3***

| | | | | | | |
|-------------------------------|------------|---------|---------|---------|--------|----------|
| ELEVATOR CONSTRUCTOR | 01/01/2020 | \$61.42 | \$15.73 | \$18.41 | \$0.00 | \$95.56 |
| ELEVATOR CONSTRUCTORS LOCAL 4 | 01/01/2021 | \$63.47 | \$15.88 | \$19.31 | \$0.00 | \$98.66 |
| | 01/01/2022 | \$65.62 | \$16.03 | \$20.21 | \$0.00 | \$101.86 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2020

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

Effective Date - 01/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$31.74 | \$15.88 | \$0.00 | \$0.00 | \$47.62 |
| 2 | 55 | \$34.91 | \$15.88 | \$19.31 | \$0.00 | \$70.10 |
| 3 | 65 | \$41.26 | \$15.88 | \$19.31 | \$0.00 | \$76.45 |
| 4 | 70 | \$44.43 | \$15.88 | \$19.31 | \$0.00 | \$79.62 |
| 5 | 80 | \$50.78 | \$15.88 | \$19.31 | \$0.00 | \$85.97 |

Notes:

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

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i> | 01/01/2020 | \$42.99 | \$15.73 | \$18.41 | \$0.00 | \$77.13 |
| | 01/01/2021 | \$44.43 | \$15.88 | \$19.31 | \$0.00 | \$79.62 |
| | 01/01/2022 | \$45.93 | \$16.03 | \$20.21 | \$0.00 | \$82.17 |

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.40 | \$8.10 | \$16.60 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$40.39 | \$8.10 | \$16.60 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$41.37 | \$8.10 | \$16.60 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$42.39 | \$8.10 | \$16.60 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$43.40 | \$8.10 | \$16.60 | \$0.00 | \$68.10 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 11/01/2019 | \$44.18 | \$12.00 | \$15.60 | \$0.00 | \$71.78 |
| | 05/01/2020 | \$45.33 | \$12.00 | \$15.60 | \$0.00 | \$72.93 |
| | 11/01/2020 | \$46.33 | \$12.00 | \$15.60 | \$0.00 | \$73.93 |
| | 05/01/2021 | \$47.48 | \$12.00 | \$15.60 | \$0.00 | \$75.08 |
| | 11/01/2021 | \$48.48 | \$12.00 | \$15.60 | \$0.00 | \$76.08 |
| | 05/01/2022 | \$49.63 | \$12.00 | \$15.60 | \$0.00 | \$77.23 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 11/01/2019 | \$45.68 | \$12.00 | \$15.60 | \$0.00 | \$73.28 |
| | 05/01/2020 | \$46.83 | \$12.00 | \$15.60 | \$0.00 | \$74.43 |
| | 11/01/2020 | \$47.84 | \$12.00 | \$15.60 | \$0.00 | \$75.44 |
| | 05/01/2021 | \$49.00 | \$12.00 | \$15.60 | \$0.00 | \$76.60 |
| | 11/01/2021 | \$50.01 | \$12.00 | \$15.60 | \$0.00 | \$77.61 |
| | 05/01/2022 | \$51.17 | \$12.00 | \$15.60 | \$0.00 | \$78.77 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 11/01/2019 | \$22.57 | \$12.00 | \$15.60 | \$0.00 | \$50.17 |
| | 05/01/2020 | \$23.24 | \$12.00 | \$15.60 | \$0.00 | \$50.84 |
| | 11/01/2020 | \$23.83 | \$12.00 | \$15.60 | \$0.00 | \$51.43 |
| | 05/01/2021 | \$24.51 | \$12.00 | \$15.60 | \$0.00 | \$52.11 |
| | 11/01/2021 | \$25.11 | \$12.00 | \$15.60 | \$0.00 | \$52.71 |
| | 05/01/2022 | \$25.78 | \$12.00 | \$15.60 | \$0.00 | \$53.38 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i> | 09/01/2019 | \$53.01 | \$13.00 | \$18.94 | \$0.00 | \$84.95 |
| | 03/01/2020 | \$53.50 | \$13.00 | \$19.20 | \$0.00 | \$85.70 |
| | 09/01/2020 | \$54.93 | \$13.00 | \$19.25 | \$0.00 | \$87.18 |
| | 03/01/2021 | \$56.13 | \$13.00 | \$19.28 | \$0.00 | \$88.41 |
| | 09/01/2021 | \$57.56 | \$13.00 | \$19.33 | \$0.00 | \$89.89 |
| | 03/01/2022 | \$58.76 | \$13.00 | \$19.36 | \$0.00 | \$91.12 |
| | 09/01/2022 | \$60.19 | \$13.00 | \$19.41 | \$0.00 | \$92.60 |
| | 03/01/2023 | \$61.39 | \$13.00 | \$19.44 | \$0.00 | \$93.83 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| FIRE ALARM REPAIR / MAINTENANCE <i>LOCAL 103</i> / COMMISSIONING <i>ELECTRICIANS</i> | 09/01/2019 | \$39.76 | \$13.00 | \$16.86 | \$0.00 | \$69.62 |
| | 03/01/2020 | \$40.13 | \$13.00 | \$17.12 | \$0.00 | \$70.25 |
| | 09/01/2020 | \$41.20 | \$13.00 | \$17.16 | \$0.00 | \$71.36 |
| | 03/01/2021 | \$42.66 | \$13.00 | \$17.27 | \$0.00 | \$72.93 |
| | 09/01/2021 | \$44.32 | \$13.00 | \$17.38 | \$0.00 | \$74.70 |
| | 03/01/2022 | \$45.83 | \$13.00 | \$17.49 | \$0.00 | \$76.32 |
| | 09/01/2022 | \$47.55 | \$13.00 | \$17.62 | \$0.00 | \$78.17 |
| | 03/01/2023 | \$49.11 | \$13.00 | \$17.73 | \$0.00 | \$79.84 |
| For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" | | | | | | |
| FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$39.89 | \$12.50 | \$15.70 | \$0.00 | \$68.09 |
| | 06/01/2020 | \$40.80 | \$12.50 | \$15.70 | \$0.00 | \$69.00 |
| | 12/01/2020 | \$41.75 | \$12.50 | \$15.70 | \$0.00 | \$69.95 |
| | 06/01/2021 | \$42.66 | \$12.50 | \$15.70 | \$0.00 | \$70.86 |
| | 12/01/2021 | \$43.61 | \$12.50 | \$15.70 | \$0.00 | \$71.81 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FLAGGER & SIGNALER <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$23.50 | \$8.10 | \$16.60 | \$0.00 | \$48.20 |
| | 06/01/2020 | \$23.50 | \$8.10 | \$16.60 | \$0.00 | \$48.20 |
| | 12/01/2020 | \$24.50 | \$8.10 | \$16.60 | \$0.00 | \$49.20 |
| | 06/01/2021 | \$24.50 | \$8.10 | \$16.60 | \$0.00 | \$49.20 |
| | 12/01/2021 | \$24.50 | \$8.10 | \$16.60 | \$0.00 | \$49.20 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i> | 09/01/2019 | \$46.25 | \$9.40 | \$19.25 | \$0.00 | \$74.90 |
| | 03/01/2020 | \$47.05 | \$9.40 | \$19.25 | \$0.00 | \$75.70 |
| | 09/01/2020 | \$47.85 | \$9.40 | \$19.25 | \$0.00 | \$76.50 |
| | 03/01/2021 | \$48.65 | \$9.40 | \$19.25 | \$0.00 | \$77.30 |
| | 09/01/2021 | \$49.45 | \$9.40 | \$19.25 | \$0.00 | \$78.10 |
| | 03/01/2022 | \$50.25 | \$9.40 | \$19.25 | \$0.00 | \$78.90 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 09/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$23.13 | \$9.40 | \$1.79 | \$0.00 | \$34.32 |
| 2 | 55 | \$25.44 | \$9.40 | \$1.79 | \$0.00 | \$36.63 |
| 3 | 60 | \$27.75 | \$9.40 | \$13.88 | \$0.00 | \$51.03 |
| 4 | 65 | \$30.06 | \$9.40 | \$13.88 | \$0.00 | \$53.34 |
| 5 | 70 | \$32.38 | \$9.40 | \$15.67 | \$0.00 | \$57.45 |
| 6 | 75 | \$34.69 | \$9.40 | \$15.67 | \$0.00 | \$59.76 |
| 7 | 80 | \$37.00 | \$9.40 | \$17.46 | \$0.00 | \$63.86 |
| 8 | 85 | \$39.31 | \$9.40 | \$17.46 | \$0.00 | \$66.17 |

Effective Date - 03/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$23.53 | \$9.40 | \$1.79 | \$0.00 | \$34.72 |
| 2 | 55 | \$25.88 | \$9.40 | \$1.79 | \$0.00 | \$37.07 |
| 3 | 60 | \$28.23 | \$9.40 | \$13.88 | \$0.00 | \$51.51 |
| 4 | 65 | \$30.58 | \$9.40 | \$13.88 | \$0.00 | \$53.86 |
| 5 | 70 | \$32.94 | \$9.40 | \$15.67 | \$0.00 | \$58.01 |
| 6 | 75 | \$35.29 | \$9.40 | \$15.67 | \$0.00 | \$60.36 |
| 7 | 80 | \$37.64 | \$9.40 | \$17.46 | \$0.00 | \$64.50 |
| 8 | 85 | \$39.99 | \$9.40 | \$17.46 | \$0.00 | \$66.85 |

Notes: Steps are 750 hrs.
 % After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
 Step 1&2 \$32.00/ 3&4 \$38.36/ 5&6 \$57.45/ 7&8 \$63.86

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$48.73 | \$12.50 | \$15.70 | \$0.00 | \$76.93 |
| | 06/01/2020 | \$49.83 | \$12.50 | \$15.70 | \$0.00 | \$78.03 |
| | 12/01/2020 | \$50.98 | \$12.50 | \$15.70 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$52.08 | \$12.50 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$53.23 | \$12.50 | \$15.70 | \$0.00 | \$81.43 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$32.47 | \$12.50 | \$15.70 | \$0.00 | \$60.67 |
| | 06/01/2020 | \$33.22 | \$12.50 | \$15.70 | \$0.00 | \$61.42 |
| | 12/01/2020 | \$34.00 | \$12.50 | \$15.70 | \$0.00 | \$62.20 |
| | 06/01/2021 | \$34.75 | \$12.50 | \$15.70 | \$0.00 | \$62.95 |
| | 12/01/2021 | \$35.54 | \$12.50 | \$15.70 | \$0.00 | \$63.74 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i> | 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 |
| | 01/01/2021 | \$42.66 | \$8.20 | \$22.10 | \$0.00 | \$72.96 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 01/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.23 | \$8.20 | \$0.00 | \$0.00 | \$28.43 |
| 2 | 55 | \$22.25 | \$8.20 | \$5.94 | \$0.00 | \$36.39 |
| 3 | 60 | \$24.28 | \$8.20 | \$6.48 | \$0.00 | \$38.96 |
| 4 | 65 | \$26.30 | \$8.20 | \$7.02 | \$0.00 | \$41.52 |
| 5 | 70 | \$28.32 | \$8.20 | \$18.86 | \$0.00 | \$55.38 |
| 6 | 75 | \$30.35 | \$8.20 | \$19.40 | \$0.00 | \$57.95 |
| 7 | 80 | \$32.37 | \$8.20 | \$19.94 | \$0.00 | \$60.51 |
| 8 | 90 | \$36.41 | \$8.20 | \$21.02 | \$0.00 | \$65.63 |

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.78 | \$8.20 | \$0.00 | \$0.00 | \$28.98 |
| 2 | 55 | \$22.86 | \$8.20 | \$5.94 | \$0.00 | \$37.00 |
| 3 | 60 | \$24.94 | \$8.20 | \$6.48 | \$0.00 | \$39.62 |
| 4 | 65 | \$27.01 | \$8.20 | \$7.02 | \$0.00 | \$42.23 |
| 5 | 70 | \$29.09 | \$8.20 | \$18.86 | \$0.00 | \$56.15 |
| 6 | 75 | \$31.17 | \$8.20 | \$19.40 | \$0.00 | \$58.77 |
| 7 | 80 | \$33.25 | \$8.20 | \$19.94 | \$0.00 | \$61.39 |
| 8 | 90 | \$37.40 | \$8.20 | \$21.02 | \$0.00 | \$66.62 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|-----------------------------------|------------|---------|---------|---------|--------|---------|
| HOISTING ENGINEER/CRANES/GRADALLS | 12/01/2019 | \$48.73 | \$12.50 | \$15.70 | \$0.00 | \$76.93 |
| OPERATING ENGINEERS LOCAL 4 | 06/01/2020 | \$49.83 | \$12.50 | \$15.70 | \$0.00 | \$78.03 |
| | 12/01/2020 | \$50.98 | \$12.50 | \$15.70 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$52.08 | \$12.50 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$53.23 | \$12.50 | \$15.70 | \$0.00 | \$81.43 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$26.80 | \$12.50 | \$0.00 | \$0.00 | \$39.30 |
| 2 | 60 | \$29.24 | \$12.50 | \$15.70 | \$0.00 | \$57.44 |
| 3 | 65 | \$31.67 | \$12.50 | \$15.70 | \$0.00 | \$59.87 |
| 4 | 70 | \$34.11 | \$12.50 | \$15.70 | \$0.00 | \$62.31 |
| 5 | 75 | \$36.55 | \$12.50 | \$15.70 | \$0.00 | \$64.75 |
| 6 | 80 | \$38.98 | \$12.50 | \$15.70 | \$0.00 | \$67.18 |
| 7 | 85 | \$41.42 | \$12.50 | \$15.70 | \$0.00 | \$69.62 |
| 8 | 90 | \$43.86 | \$12.50 | \$15.70 | \$0.00 | \$72.06 |

Effective Date - 06/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$27.41 | \$12.50 | \$0.00 | \$0.00 | \$39.91 |
| 2 | 60 | \$29.90 | \$12.50 | \$15.70 | \$0.00 | \$58.10 |
| 3 | 65 | \$32.39 | \$12.50 | \$15.70 | \$0.00 | \$60.59 |
| 4 | 70 | \$34.88 | \$12.50 | \$15.70 | \$0.00 | \$63.08 |
| 5 | 75 | \$37.37 | \$12.50 | \$15.70 | \$0.00 | \$65.57 |
| 6 | 80 | \$39.86 | \$12.50 | \$15.70 | \$0.00 | \$68.06 |
| 7 | 85 | \$42.36 | \$12.50 | \$15.70 | \$0.00 | \$70.56 |
| 8 | 90 | \$44.85 | \$12.50 | \$15.70 | \$0.00 | \$73.05 |

Notes:

Apprentice to Journeyworker Ratio:1:6

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A | 02/01/2020 | \$49.36 | \$13.35 | \$24.12 | \$2.61 | \$89.44 |
| | 08/01/2020 | \$50.96 | \$13.35 | \$24.12 | \$2.66 | \$91.09 |
| | 02/01/2021 | \$52.61 | \$13.35 | \$24.12 | \$2.71 | \$92.79 |
| | 08/01/2021 | \$54.36 | \$13.35 | \$24.12 | \$2.76 | \$94.59 |
| | 02/01/2022 | \$56.11 | \$13.35 | \$24.12 | \$2.81 | \$96.39 |

For apprentice rates see "Apprentice- SHEET METAL WORKER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103 | 09/01/2019 | \$53.01 | \$13.00 | \$18.94 | \$0.00 | \$84.95 |
| | 03/01/2020 | \$53.50 | \$13.00 | \$19.20 | \$0.00 | \$85.70 |
| | 09/01/2020 | \$54.93 | \$13.00 | \$19.25 | \$0.00 | \$87.18 |
| | 03/01/2021 | \$56.13 | \$13.00 | \$19.28 | \$0.00 | \$88.41 |
| | 09/01/2021 | \$57.56 | \$13.00 | \$19.33 | \$0.00 | \$89.89 |
| | 03/01/2022 | \$58.76 | \$13.00 | \$19.36 | \$0.00 | \$91.12 |
| | 09/01/2022 | \$60.19 | \$13.00 | \$19.41 | \$0.00 | \$92.60 |
| | 03/01/2023 | \$61.39 | \$13.00 | \$19.44 | \$0.00 | \$93.83 |

For apprentice rates see "Apprentice- ELECTRICIAN"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - A</i> | 02/01/2020 | \$49.36 | \$13.35 | \$24.12 | \$2.61 | \$89.44 |
| | 08/01/2020 | \$50.96 | \$13.35 | \$24.12 | \$2.66 | \$91.09 |
| | 02/01/2021 | \$52.61 | \$13.35 | \$24.12 | \$2.71 | \$92.79 |
| | 08/01/2021 | \$54.36 | \$13.35 | \$24.12 | \$2.76 | \$94.59 |
| | 02/01/2022 | \$56.11 | \$13.35 | \$24.12 | \$2.81 | \$96.39 |
| For apprentice rates see "Apprentice- SHEET METAL WORKER" | | | | | | |
| HVAC (TESTING AND BALANCING -WATER) <i>PIPEFITTERS LOCAL 537</i> | 09/01/2019 | \$54.69 | \$10.95 | \$19.74 | \$0.00 | \$85.38 |
| | 03/01/2020 | \$56.19 | \$10.95 | \$19.74 | \$0.00 | \$86.88 |
| | 09/01/2020 | \$57.69 | \$10.95 | \$19.74 | \$0.00 | \$88.38 |
| | 03/01/2021 | \$59.19 | \$10.95 | \$19.74 | \$0.00 | \$89.88 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i> | 09/01/2019 | \$54.69 | \$10.95 | \$19.74 | \$0.00 | \$85.38 |
| | 03/01/2020 | \$56.19 | \$10.95 | \$19.74 | \$0.00 | \$86.88 |
| | 09/01/2020 | \$57.69 | \$10.95 | \$19.74 | \$0.00 | \$88.38 |
| | 03/01/2021 | \$59.19 | \$10.95 | \$19.74 | \$0.00 | \$89.88 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HYDRAULIC DRILLS <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.90 | \$8.10 | \$16.60 | \$0.00 | \$64.60 |
| | 06/01/2020 | \$40.89 | \$8.10 | \$16.60 | \$0.00 | \$65.59 |
| | 12/01/2020 | \$41.87 | \$8.10 | \$16.60 | \$0.00 | \$66.57 |
| | 06/01/2021 | \$42.89 | \$8.10 | \$16.60 | \$0.00 | \$67.59 |
| | 12/01/2021 | \$43.90 | \$8.10 | \$16.60 | \$0.00 | \$68.60 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | 09/01/2019 | \$48.44 | \$12.80 | \$16.40 | \$0.00 | \$77.64 |

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

Effective Date - 09/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.22 | \$12.80 | \$11.90 | \$0.00 | \$48.92 |
| 2 | 60 | \$29.06 | \$12.80 | \$12.80 | \$0.00 | \$54.66 |
| 3 | 70 | \$33.91 | \$12.80 | \$13.70 | \$0.00 | \$60.41 |
| 4 | 80 | \$38.75 | \$12.80 | \$14.60 | \$0.00 | \$66.15 |

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i> | 03/16/2019 | \$46.66 | \$8.00 | \$23.50 | \$0.00 | \$78.16 |
|---|------------|---------|--------|---------|--------|---------|

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 03/16/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 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

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 1 | 12/01/2019 | \$39.40 | \$8.10 | \$16.60 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$40.39 | \$8.10 | \$16.60 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$41.37 | \$8.10 | \$16.60 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$42.39 | \$8.10 | \$16.60 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$43.40 | \$8.10 | \$16.60 | \$0.00 | \$68.10 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|------------------------------|------------|---------|--------|---------|--------|---------|
| LABORER LABORERS - ZONE 1 | 12/01/2019 | \$39.15 | \$8.10 | \$16.60 | \$0.00 | \$63.85 |
| | 06/01/2020 | \$40.14 | \$8.10 | \$16.60 | \$0.00 | \$64.84 |
| | 12/01/2020 | \$41.12 | \$8.10 | \$16.60 | \$0.00 | \$65.82 |
| | 06/01/2021 | \$42.14 | \$8.10 | \$16.60 | \$0.00 | \$66.84 |
| | 12/01/2021 | \$43.15 | \$8.10 | \$16.60 | \$0.00 | \$67.85 |

Apprentice - LABORER - Zone 1

Effective Date - 12/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$23.49 | \$8.10 | \$16.60 | \$0.00 | \$48.19 |
| 2 | 70 | \$27.41 | \$8.10 | \$16.60 | \$0.00 | \$52.11 |
| 3 | 80 | \$31.32 | \$8.10 | \$16.60 | \$0.00 | \$56.02 |
| 4 | 90 | \$35.24 | \$8.10 | \$16.60 | \$0.00 | \$59.94 |

Effective Date - 06/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$24.08 | \$8.10 | \$16.60 | \$0.00 | \$48.78 |
| 2 | 70 | \$28.10 | \$8.10 | \$16.60 | \$0.00 | \$52.80 |
| 3 | 80 | \$32.11 | \$8.10 | \$16.60 | \$0.00 | \$56.81 |
| 4 | 90 | \$36.13 | \$8.10 | \$16.60 | \$0.00 | \$60.83 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| LABORER: CARPENTER TENDER <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.15 | \$8.10 | \$16.60 | \$0.00 | \$63.85 |
| | 06/01/2020 | \$40.14 | \$8.10 | \$16.60 | \$0.00 | \$64.84 |
| | 12/01/2020 | \$41.12 | \$8.10 | \$16.60 | \$0.00 | \$65.82 |
| | 06/01/2021 | \$42.14 | \$8.10 | \$16.60 | \$0.00 | \$66.84 |
| | 12/01/2021 | \$43.15 | \$8.10 | \$16.60 | \$0.00 | \$67.85 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.15 | \$8.10 | \$16.60 | \$0.00 | \$63.85 |
| | 06/01/2020 | \$40.14 | \$8.10 | \$16.60 | \$0.00 | \$64.84 |
| | 12/01/2020 | \$41.12 | \$8.10 | \$16.60 | \$0.00 | \$65.82 |
| | 06/01/2021 | \$42.14 | \$8.10 | \$16.60 | \$0.00 | \$66.84 |
| | 12/01/2021 | \$43.15 | \$8.10 | \$16.60 | \$0.00 | \$67.85 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.30 | \$8.10 | \$16.60 | \$0.00 | \$64.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MASON TENDER <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.40 | \$8.10 | \$16.60 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$40.39 | \$8.10 | \$16.60 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$41.37 | \$8.10 | \$16.60 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$42.39 | \$8.10 | \$16.60 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$43.40 | \$8.10 | \$16.60 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.15 | \$8.10 | \$16.60 | \$0.00 | \$63.85 |
| | 06/01/2020 | \$40.14 | \$8.10 | \$16.60 | \$0.00 | \$64.84 |
| | 12/01/2020 | \$41.12 | \$8.10 | \$16.60 | \$0.00 | \$65.82 |
| | 06/01/2021 | \$42.14 | \$8.10 | \$16.60 | \$0.00 | \$66.84 |
| | 12/01/2021 | \$43.15 | \$8.10 | \$16.60 | \$0.00 | \$67.85 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.15 | \$8.10 | \$16.60 | \$0.00 | \$63.85 |
| | 06/01/2020 | \$40.14 | \$8.10 | \$16.60 | \$0.00 | \$64.84 |
| | 12/01/2020 | \$41.12 | \$8.10 | \$16.60 | \$0.00 | \$65.82 |
| | 06/01/2021 | \$42.14 | \$8.10 | \$16.60 | \$0.00 | \$66.84 |
| | 12/01/2021 | \$43.15 | \$8.10 | \$16.60 | \$0.00 | \$67.85 |
| This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LASER BEAM OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.40 | \$8.10 | \$16.60 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$40.39 | \$8.10 | \$16.60 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$41.37 | \$8.10 | \$16.60 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$42.39 | \$8.10 | \$16.60 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$43.40 | \$8.10 | \$16.60 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 02/01/2020 | \$41.49 | \$10.75 | \$20.12 | \$0.00 | \$72.36 |
| | 08/01/2020 | \$42.57 | \$10.75 | \$20.27 | \$0.00 | \$73.59 |
| | 02/01/2021 | \$43.08 | \$10.75 | \$20.27 | \$0.00 | \$74.10 |
| | 08/01/2021 | \$44.20 | \$10.75 | \$20.43 | \$0.00 | \$75.38 |
| | 02/01/2022 | \$44.67 | \$10.75 | \$20.43 | \$0.00 | \$75.85 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$20.75 | \$10.75 | \$20.12 | \$0.00 | \$51.62 |
| 2 | 60 | \$24.89 | \$10.75 | \$20.12 | \$0.00 | \$55.76 |
| 3 | 70 | \$29.04 | \$10.75 | \$20.12 | \$0.00 | \$59.91 |
| 4 | 80 | \$33.19 | \$10.75 | \$20.12 | \$0.00 | \$64.06 |
| 5 | 90 | \$37.34 | \$10.75 | \$20.12 | \$0.00 | \$68.21 |

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$21.29 | \$10.75 | \$20.27 | \$0.00 | \$52.31 |
| 2 | 60 | \$25.54 | \$10.75 | \$20.27 | \$0.00 | \$56.56 |
| 3 | 70 | \$29.80 | \$10.75 | \$20.27 | \$0.00 | \$60.82 |
| 4 | 80 | \$34.06 | \$10.75 | \$20.27 | \$0.00 | \$65.08 |
| 5 | 90 | \$38.31 | \$10.75 | \$20.27 | \$0.00 | \$69.33 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| MARBLE MASONS, TILELAYERS & TERRAZZO MECH | 02/01/2020 | \$54.42 | \$10.75 | \$21.93 | \$0.00 | \$87.10 |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE | 08/01/2020 | \$55.77 | \$10.75 | \$22.08 | \$0.00 | \$88.60 |
| | 02/01/2021 | \$56.41 | \$10.75 | \$22.08 | \$0.00 | \$89.24 |
| | 08/01/2021 | \$57.81 | \$10.75 | \$22.24 | \$0.00 | \$90.80 |
| | 02/01/2022 | \$58.38 | \$10.75 | \$22.24 | \$0.00 | \$91.37 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$27.21 | \$10.75 | \$21.93 | \$0.00 | \$59.89 |
| 2 | 60 | \$32.65 | \$10.75 | \$21.93 | \$0.00 | \$65.33 |
| 3 | 70 | \$38.09 | \$10.75 | \$21.93 | \$0.00 | \$70.77 |
| 4 | 80 | \$43.54 | \$10.75 | \$21.93 | \$0.00 | \$76.22 |
| 5 | 90 | \$48.98 | \$10.75 | \$21.93 | \$0.00 | \$81.66 |

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$27.89 | \$10.75 | \$22.08 | \$0.00 | \$60.72 |
| 2 | 60 | \$33.46 | \$10.75 | \$22.08 | \$0.00 | \$66.29 |
| 3 | 70 | \$39.04 | \$10.75 | \$22.08 | \$0.00 | \$71.87 |
| 4 | 80 | \$44.62 | \$10.75 | \$22.08 | \$0.00 | \$77.45 |
| 5 | 90 | \$50.19 | \$10.75 | \$22.08 | \$0.00 | \$83.02 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$48.23 | \$12.50 | \$15.70 | \$0.00 | \$76.43 |
| | 06/01/2020 | \$49.31 | \$12.50 | \$15.70 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$50.45 | \$12.50 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.54 | \$12.50 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$52.68 | \$12.50 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$48.23 | \$12.50 | \$15.70 | \$0.00 | \$76.43 |
| | 06/01/2020 | \$49.31 | \$12.50 | \$15.70 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$50.45 | \$12.50 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.54 | \$12.50 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$52.68 | \$12.50 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| MILLWRIGHT (Zone 1) <i>MILLWRIGHTS LOCAL 1121 - Zone 1</i> | 04/01/2019 | \$42.22 | \$9.90 | \$18.50 | \$0.00 | \$70.62 |
|---|------------|---------|--------|---------|--------|---------|

Apprentice - MILLWRIGHT - Local 1121 Zone 1

Effective Date - 04/01/2019

| 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:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| MORTAR MIXER <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.40 | \$8.10 | \$16.60 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$40.39 | \$8.10 | \$16.60 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$41.37 | \$8.10 | \$16.60 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$42.39 | \$8.10 | \$16.60 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$43.40 | \$8.10 | \$16.60 | \$0.00 | \$68.10 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| OILER (OTHER THAN TRUCK CRANES,GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$23.08 | \$12.50 | \$15.70 | \$0.00 | \$51.28 |
| | 06/01/2020 | \$23.63 | \$12.50 | \$15.70 | \$0.00 | \$51.83 |
| | 12/01/2020 | \$24.20 | \$12.50 | \$15.70 | \$0.00 | \$52.40 |
| | 06/01/2021 | \$24.75 | \$12.50 | \$15.70 | \$0.00 | \$52.95 |
| | 12/01/2021 | \$25.33 | \$12.50 | \$15.70 | \$0.00 | \$53.53 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| OILER (TRUCK CRANES, GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$27.64 | \$12.50 | \$15.70 | \$0.00 | \$55.84 |
| | 06/01/2020 | \$28.29 | \$12.50 | \$15.70 | \$0.00 | \$56.49 |
| | 12/01/2020 | \$28.97 | \$12.50 | \$15.70 | \$0.00 | \$57.17 |
| | 06/01/2021 | \$29.61 | \$12.50 | \$15.70 | \$0.00 | \$57.81 |
| | 12/01/2021 | \$30.29 | \$12.50 | \$15.70 | \$0.00 | \$58.49 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$48.23 | \$12.50 | \$15.70 | \$0.00 | \$76.43 |
| | 06/01/2020 | \$49.31 | \$12.50 | \$15.70 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$50.45 | \$12.50 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.54 | \$12.50 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$52.68 | \$12.50 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i> | 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 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$25.48 | \$8.20 | \$0.00 | \$0.00 | \$33.68 |
| 2 | 55 | \$28.03 | \$8.20 | \$5.94 | \$0.00 | \$42.17 |
| 3 | 60 | \$30.58 | \$8.20 | \$6.48 | \$0.00 | \$45.26 |
| 4 | 65 | \$33.12 | \$8.20 | \$7.02 | \$0.00 | \$48.34 |
| 5 | 70 | \$35.67 | \$8.20 | \$18.86 | \$0.00 | \$62.73 |
| 6 | 75 | \$38.22 | \$8.20 | \$19.40 | \$0.00 | \$65.82 |
| 7 | 80 | \$40.77 | \$8.20 | \$19.94 | \$0.00 | \$68.91 |
| 8 | 90 | \$45.86 | \$8.20 | \$21.02 | \$0.00 | \$75.08 |

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$26.03 | \$8.20 | \$0.00 | \$0.00 | \$34.23 |
| 2 | 55 | \$28.63 | \$8.20 | \$5.94 | \$0.00 | \$42.77 |
| 3 | 60 | \$31.24 | \$8.20 | \$6.48 | \$0.00 | \$45.92 |
| 4 | 65 | \$33.84 | \$8.20 | \$7.02 | \$0.00 | \$49.06 |
| 5 | 70 | \$36.44 | \$8.20 | \$18.86 | \$0.00 | \$63.50 |
| 6 | 75 | \$39.05 | \$8.20 | \$19.40 | \$0.00 | \$66.65 |
| 7 | 80 | \$41.65 | \$8.20 | \$19.94 | \$0.00 | \$69.79 |
| 8 | 90 | \$46.85 | \$8.20 | \$21.02 | \$0.00 | \$76.07 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|--------|--------|---------|
| PAINTER (SIGN, PICTORIAL & DISPLAY) PAINTERS LOCAL 35 - ZONE 2 | 06/01/2013 | \$25.81 | \$7.07 | \$7.05 | \$0.00 | \$39.93 |
|---|------------|---------|--------|--------|--------|---------|

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER SIGN - Local 35 Zone 2

Effective Date - 06/01/2013

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

Notes:
Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, NEW) * | 01/01/2020 | \$41.86 | \$8.20 | \$22.10 | \$0.00 | \$72.16 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 | 07/01/2020 | \$42.96 | \$8.20 | \$22.10 | \$0.00 | \$73.26 |
| | 01/01/2021 | \$44.06 | \$8.20 | \$22.10 | \$0.00 | \$74.36 |

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

Effective Date - 01/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.93 | \$8.20 | \$0.00 | \$0.00 | \$29.13 |
| 2 | 55 | \$23.02 | \$8.20 | \$5.94 | \$0.00 | \$37.16 |
| 3 | 60 | \$25.12 | \$8.20 | \$6.48 | \$0.00 | \$39.80 |
| 4 | 65 | \$27.21 | \$8.20 | \$7.02 | \$0.00 | \$42.43 |
| 5 | 70 | \$29.30 | \$8.20 | \$18.86 | \$0.00 | \$56.36 |
| 6 | 75 | \$31.40 | \$8.20 | \$19.40 | \$0.00 | \$59.00 |
| 7 | 80 | \$33.49 | \$8.20 | \$19.94 | \$0.00 | \$61.63 |
| 8 | 90 | \$37.67 | \$8.20 | \$21.02 | \$0.00 | \$66.89 |

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.48 | \$8.20 | \$0.00 | \$0.00 | \$29.68 |
| 2 | 55 | \$23.63 | \$8.20 | \$5.94 | \$0.00 | \$37.77 |
| 3 | 60 | \$25.78 | \$8.20 | \$6.48 | \$0.00 | \$40.46 |
| 4 | 65 | \$27.92 | \$8.20 | \$7.02 | \$0.00 | \$43.14 |
| 5 | 70 | \$30.07 | \$8.20 | \$18.86 | \$0.00 | \$57.13 |
| 6 | 75 | \$32.22 | \$8.20 | \$19.40 | \$0.00 | \$59.82 |
| 7 | 80 | \$34.37 | \$8.20 | \$19.94 | \$0.00 | \$62.51 |
| 8 | 90 | \$38.66 | \$8.20 | \$21.02 | \$0.00 | \$67.88 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---------------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, REPAINT) | 01/01/2020 | \$39.92 | \$8.20 | \$22.10 | \$0.00 | \$70.22 |
| PAINTERS LOCAL 35 - ZONE 2 | 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 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.96 | \$8.20 | \$0.00 | \$0.00 | \$28.16 |
| 2 | 55 | \$21.96 | \$8.20 | \$5.94 | \$0.00 | \$36.10 |
| 3 | 60 | \$23.95 | \$8.20 | \$6.48 | \$0.00 | \$38.63 |
| 4 | 65 | \$25.95 | \$8.20 | \$7.02 | \$0.00 | \$41.17 |
| 5 | 70 | \$27.94 | \$8.20 | \$18.86 | \$0.00 | \$55.00 |
| 6 | 75 | \$29.94 | \$8.20 | \$19.40 | \$0.00 | \$57.54 |
| 7 | 80 | \$31.94 | \$8.20 | \$19.94 | \$0.00 | \$60.08 |
| 8 | 90 | \$35.93 | \$8.20 | \$21.02 | \$0.00 | \$65.15 |

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.51 | \$8.20 | \$0.00 | \$0.00 | \$28.71 |
| 2 | 55 | \$22.56 | \$8.20 | \$5.94 | \$0.00 | \$36.70 |
| 3 | 60 | \$24.61 | \$8.20 | \$6.48 | \$0.00 | \$39.29 |
| 4 | 65 | \$26.66 | \$8.20 | \$7.02 | \$0.00 | \$41.88 |
| 5 | 70 | \$28.71 | \$8.20 | \$18.86 | \$0.00 | \$55.77 |
| 6 | 75 | \$30.77 | \$8.20 | \$19.40 | \$0.00 | \$58.37 |
| 7 | 80 | \$32.82 | \$8.20 | \$19.94 | \$0.00 | \$60.96 |
| 8 | 90 | \$36.92 | \$8.20 | \$21.02 | \$0.00 | \$66.14 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PAINTER (TRAFFIC MARKINGS) | 12/01/2019 | \$39.15 | \$8.10 | \$16.60 | \$0.00 | \$63.85 |
| LABORERS - ZONE 1 | 06/01/2020 | \$40.14 | \$8.10 | \$16.60 | \$0.00 | \$64.84 |
| | 12/01/2020 | \$41.12 | \$8.10 | \$16.60 | \$0.00 | \$65.82 |
| | 06/01/2021 | \$42.14 | \$8.10 | \$16.60 | \$0.00 | \$66.84 |
| | 12/01/2021 | \$43.15 | \$8.10 | \$16.60 | \$0.00 | \$67.85 |
| For Apprentice rates see "Apprentice- LABORER" | | | | | | |
| PAINTER / TAPER (BRUSH, NEW) * | 01/01/2020 | \$40.46 | \$8.20 | \$22.10 | \$0.00 | \$70.76 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 | 07/01/2020 | \$41.56 | \$8.20 | \$22.10 | \$0.00 | \$71.86 |
| | 01/01/2021 | \$42.66 | \$8.20 | \$22.10 | \$0.00 | \$72.96 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.23 | \$8.20 | \$0.00 | \$0.00 | \$28.43 |
| 2 | 55 | \$22.25 | \$8.20 | \$5.94 | \$0.00 | \$36.39 |
| 3 | 60 | \$24.28 | \$8.20 | \$6.48 | \$0.00 | \$38.96 |
| 4 | 65 | \$26.30 | \$8.20 | \$7.02 | \$0.00 | \$41.52 |
| 5 | 70 | \$28.32 | \$8.20 | \$18.86 | \$0.00 | \$55.38 |
| 6 | 75 | \$30.35 | \$8.20 | \$19.40 | \$0.00 | \$57.95 |
| 7 | 80 | \$32.37 | \$8.20 | \$19.94 | \$0.00 | \$60.51 |
| 8 | 90 | \$36.41 | \$8.20 | \$21.02 | \$0.00 | \$65.63 |

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.78 | \$8.20 | \$0.00 | \$0.00 | \$28.98 |
| 2 | 55 | \$22.86 | \$8.20 | \$5.94 | \$0.00 | \$37.00 |
| 3 | 60 | \$24.94 | \$8.20 | \$6.48 | \$0.00 | \$39.62 |
| 4 | 65 | \$27.01 | \$8.20 | \$7.02 | \$0.00 | \$42.23 |
| 5 | 70 | \$29.09 | \$8.20 | \$18.86 | \$0.00 | \$56.15 |
| 6 | 75 | \$31.17 | \$8.20 | \$19.40 | \$0.00 | \$58.77 |
| 7 | 80 | \$33.25 | \$8.20 | \$19.94 | \$0.00 | \$61.39 |
| 8 | 90 | \$37.40 | \$8.20 | \$21.02 | \$0.00 | \$66.62 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|----------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, REPAINT) | 01/01/2020 | \$38.52 | \$8.20 | \$22.10 | \$0.00 | \$68.82 |
| PAINTERS LOCAL 35 - ZONE 2 | 07/01/2020 | \$39.62 | \$8.20 | \$22.10 | \$0.00 | \$69.92 |
| | 01/01/2021 | \$40.72 | \$8.20 | \$22.10 | \$0.00 | \$71.02 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.26 | \$8.20 | \$0.00 | \$0.00 | \$27.46 |
| 2 | 55 | \$21.19 | \$8.20 | \$5.94 | \$0.00 | \$35.33 |
| 3 | 60 | \$23.11 | \$8.20 | \$6.48 | \$0.00 | \$37.79 |
| 4 | 65 | \$25.04 | \$8.20 | \$7.02 | \$0.00 | \$40.26 |
| 5 | 70 | \$26.96 | \$8.20 | \$18.86 | \$0.00 | \$54.02 |
| 6 | 75 | \$28.89 | \$8.20 | \$19.40 | \$0.00 | \$56.49 |
| 7 | 80 | \$30.82 | \$8.20 | \$19.94 | \$0.00 | \$58.96 |
| 8 | 90 | \$34.67 | \$8.20 | \$21.02 | \$0.00 | \$63.89 |

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.81 | \$8.20 | \$0.00 | \$0.00 | \$28.01 |
| 2 | 55 | \$21.79 | \$8.20 | \$5.94 | \$0.00 | \$35.93 |
| 3 | 60 | \$23.77 | \$8.20 | \$6.48 | \$0.00 | \$38.45 |
| 4 | 65 | \$25.75 | \$8.20 | \$7.02 | \$0.00 | \$40.97 |
| 5 | 70 | \$27.73 | \$8.20 | \$18.86 | \$0.00 | \$54.79 |
| 6 | 75 | \$29.72 | \$8.20 | \$19.40 | \$0.00 | \$57.32 |
| 7 | 80 | \$31.70 | \$8.20 | \$19.94 | \$0.00 | \$59.84 |
| 8 | 90 | \$35.66 | \$8.20 | \$21.02 | \$0.00 | \$64.88 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$24.47 | \$9.90 | \$21.15 | \$0.00 | \$55.52 |
| 2 | 60 | \$29.36 | \$9.90 | \$21.15 | \$0.00 | \$60.41 |
| 3 | 70 | \$34.26 | \$9.90 | \$21.15 | \$0.00 | \$65.31 |
| 4 | 75 | \$36.71 | \$9.90 | \$21.15 | \$0.00 | \$67.76 |
| 5 | 80 | \$39.15 | \$9.90 | \$21.15 | \$0.00 | \$70.20 |
| 6 | 80 | \$39.15 | \$9.90 | \$21.15 | \$0.00 | \$70.20 |
| 7 | 90 | \$44.05 | \$9.90 | \$21.15 | \$0.00 | \$75.10 |
| 8 | 90 | \$44.05 | \$9.90 | \$21.15 | \$0.00 | \$75.10 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--------------------------|------------|---------|---------|---------|--------|---------|
| PIPEFITTER & STEAMFITTER | 09/01/2019 | \$54.69 | \$10.95 | \$19.74 | \$0.00 | \$85.38 |
| PIPEFITTERS LOCAL 537 | 03/01/2020 | \$56.19 | \$10.95 | \$19.74 | \$0.00 | \$86.88 |
| | 09/01/2020 | \$57.69 | \$10.95 | \$19.74 | \$0.00 | \$88.38 |
| | 03/01/2021 | \$59.19 | \$10.95 | \$19.74 | \$0.00 | \$89.88 |

Apprentice - PIPEFITTER - Local 537

Effective Date - 09/01/2019

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

Effective Date - 03/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$22.48 | \$10.95 | \$8.00 | \$0.00 | \$41.43 |
| 2 | 45 | \$25.29 | \$10.95 | \$19.74 | \$0.00 | \$55.98 |
| 3 | 60 | \$33.71 | \$10.95 | \$19.74 | \$0.00 | \$64.40 |
| 4 | 70 | \$39.33 | \$10.95 | \$19.74 | \$0.00 | \$70.02 |
| 5 | 80 | \$44.95 | \$10.95 | \$19.74 | \$0.00 | \$75.64 |

Notes:

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

Apprentice to Journeyworker Ratio:**

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---------------------------------------|----------------|-----------|--------|---------|---------------------------|------------|
| PIPELAYER <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.40 | \$8.10 | \$16.60 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$40.39 | \$8.10 | \$16.60 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$41.37 | \$8.10 | \$16.60 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$42.39 | \$8.10 | \$16.60 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$43.40 | \$8.10 | \$16.60 | \$0.00 | \$68.10 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| PLUMBERS & GASFITTERS <i>PLUMBERS & GASFITTERS LOCAL 12</i> | 09/01/2019 | \$57.69 | \$11.82 | \$17.01 | \$0.00 | \$86.52 |
| | 03/01/2020 | \$58.69 | \$12.07 | \$17.26 | \$0.00 | \$88.02 |
| | 09/01/2020 | \$60.19 | \$12.07 | \$17.26 | \$0.00 | \$89.52 |
| | 03/01/2021 | \$61.69 | \$12.07 | \$17.26 | \$0.00 | \$91.02 |

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 09/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$20.19 | \$11.82 | \$6.16 | \$0.00 | \$38.17 |
| 2 | 40 | \$23.08 | \$11.82 | \$6.99 | \$0.00 | \$41.89 |
| 3 | 55 | \$31.73 | \$11.82 | \$9.53 | \$0.00 | \$53.08 |
| 4 | 65 | \$37.50 | \$11.82 | \$11.18 | \$0.00 | \$60.50 |
| 5 | 75 | \$43.27 | \$11.82 | \$12.88 | \$0.00 | \$67.97 |

Effective Date - 03/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$20.54 | \$12.07 | \$6.24 | \$0.00 | \$38.85 |
| 2 | 40 | \$23.48 | \$12.07 | \$7.08 | \$0.00 | \$42.63 |
| 3 | 55 | \$32.28 | \$12.07 | \$9.63 | \$0.00 | \$53.98 |
| 4 | 65 | \$38.15 | \$12.07 | \$11.33 | \$0.00 | \$61.55 |
| 5 | 75 | \$44.02 | \$12.07 | \$13.03 | \$0.00 | \$69.12 |

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$64.20, Step5 with lic\$71.67

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| PNEUMATIC CONTROLS (TEMP.) <i>PIPEFITTERS LOCAL 537</i> | 09/01/2019 | \$54.69 | \$10.95 | \$19.74 | \$0.00 | \$85.38 |
| | 03/01/2020 | \$56.19 | \$10.95 | \$19.74 | \$0.00 | \$86.88 |
| | 09/01/2020 | \$57.69 | \$10.95 | \$19.74 | \$0.00 | \$88.38 |
| | 03/01/2021 | \$59.17 | \$10.95 | \$19.74 | \$0.00 | \$89.86 |

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

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.40 | \$8.10 | \$16.60 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$40.39 | \$8.10 | \$16.60 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$41.37 | \$8.10 | \$16.60 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$42.39 | \$8.10 | \$16.60 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$43.40 | \$8.10 | \$16.60 | \$0.00 | \$68.10 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| POWDERMAN & BLASTER <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$40.15 | \$8.10 | \$16.60 | \$0.00 | \$64.85 |
| | 06/01/2020 | \$41.14 | \$8.10 | \$16.60 | \$0.00 | \$65.84 |
| | 12/01/2020 | \$42.12 | \$8.10 | \$16.60 | \$0.00 | \$66.82 |
| | 06/01/2021 | \$43.14 | \$8.10 | \$16.60 | \$0.00 | \$67.84 |
| | 12/01/2021 | \$44.15 | \$8.10 | \$16.60 | \$0.00 | \$68.85 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$48.73 | \$12.50 | \$15.70 | \$0.00 | \$76.93 |
| | 06/01/2020 | \$49.83 | \$12.50 | \$15.70 | \$0.00 | \$78.03 |
| | 12/01/2020 | \$50.98 | \$12.50 | \$15.70 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$52.08 | \$12.50 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$53.23 | \$12.50 | \$15.70 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$48.73 | \$12.50 | \$15.70 | \$0.00 | \$76.93 |
| | 06/01/2020 | \$49.83 | \$12.50 | \$15.70 | \$0.00 | \$78.03 |
| | 12/01/2020 | \$50.98 | \$12.50 | \$15.70 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$52.08 | \$12.50 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$53.23 | \$12.50 | \$15.70 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$32.47 | \$12.50 | \$15.70 | \$0.00 | \$60.67 |
| | 06/01/2020 | \$33.22 | \$12.50 | \$15.70 | \$0.00 | \$61.42 |
| | 12/01/2020 | \$34.00 | \$12.50 | \$15.70 | \$0.00 | \$62.20 |
| | 06/01/2021 | \$34.75 | \$12.50 | \$15.70 | \$0.00 | \$62.95 |
| | 12/01/2021 | \$35.54 | \$12.50 | \$15.70 | \$0.00 | \$63.74 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| READY MIX CONCRETE DRIVERS after 4/30/12 <i>(Drivers Hired After 4/30/2012) TEAMSTERS 25 (Metro) - Aggregate</i> | 08/01/2019 | \$26.65 | \$10.41 | \$13.07 | \$0.00 | \$50.13 |
| | 05/01/2020 | \$27.90 | \$10.41 | \$14.12 | \$0.00 | \$52.43 |
| | 08/01/2020 | \$27.90 | \$10.91 | \$14.12 | \$0.00 | \$52.93 |
| | 05/01/2021 | \$29.15 | \$10.91 | \$15.25 | \$0.00 | \$55.31 |
| | 08/01/2021 | \$29.15 | \$11.41 | \$15.25 | \$0.00 | \$55.81 |
| | 05/01/2022 | \$30.40 | \$11.41 | \$15.25 | \$0.00 | \$57.06 |
| | 08/01/2022 | \$30.40 | \$11.91 | \$15.25 | \$0.00 | \$57.56 |
| READY-MIX CONCRETE DRIVER <i>TEAMSTERS 25 (Metro) - Aggregate</i> | 08/01/2019 | \$32.16 | \$10.41 | \$13.07 | \$0.00 | \$55.64 |
| | 05/01/2020 | \$32.91 | \$10.41 | \$14.12 | \$0.00 | \$57.44 |
| | 08/01/2020 | \$32.91 | \$10.91 | \$14.12 | \$0.00 | \$57.94 |
| | 05/01/2021 | \$33.66 | \$10.91 | \$15.25 | \$0.00 | \$59.82 |
| | 08/01/2021 | \$33.66 | \$11.41 | \$15.25 | \$0.00 | \$60.32 |
| | 05/01/2022 | \$34.41 | \$11.41 | \$15.25 | \$0.00 | \$61.07 |
| | 08/01/2022 | \$34.41 | \$11.91 | \$15.25 | \$0.00 | \$61.57 |
| RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$48.23 | \$12.50 | \$15.70 | \$0.00 | \$76.43 |
| | 06/01/2020 | \$49.31 | \$12.50 | \$15.70 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$50.45 | \$12.50 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.54 | \$12.50 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$52.68 | \$12.50 | \$15.70 | \$0.00 | \$80.88 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|---------------------------|------------|
| RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.40 | \$8.10 | \$16.60 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$40.39 | \$8.10 | \$16.60 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$41.37 | \$8.10 | \$16.60 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$42.39 | \$8.10 | \$16.60 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$43.40 | \$8.10 | \$16.60 | \$0.00 | \$68.10 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$48.23 | \$12.50 | \$15.70 | \$0.00 | \$76.43 |
| | 06/01/2020 | \$49.31 | \$12.50 | \$15.70 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$50.45 | \$12.50 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.54 | \$12.50 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$52.68 | \$12.50 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) <i>ROOFERS LOCAL 33</i> | 02/01/2020 | \$45.92 | \$11.50 | \$15.90 | \$0.00 | \$73.32 |
| | 08/01/2020 | \$47.35 | \$11.50 | \$15.90 | \$0.00 | \$74.75 |
| | 02/01/2021 | \$48.78 | \$11.50 | \$15.90 | \$0.00 | \$76.18 |
| | 08/01/2021 | \$50.21 | \$11.50 | \$15.90 | \$0.00 | \$77.61 |
| | 02/01/2022 | \$51.64 | \$11.50 | \$15.90 | \$0.00 | \$79.04 |

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$22.96 | \$11.50 | \$3.69 | \$0.00 | \$38.15 |
| 2 | 60 | \$27.55 | \$11.50 | \$15.90 | \$0.00 | \$54.95 |
| 3 | 65 | \$29.85 | \$11.50 | \$15.90 | \$0.00 | \$57.25 |
| 4 | 75 | \$34.44 | \$11.50 | \$15.90 | \$0.00 | \$61.84 |
| 5 | 85 | \$39.03 | \$11.50 | \$15.90 | \$0.00 | \$66.43 |

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$23.68 | \$11.50 | \$3.69 | \$0.00 | \$38.87 |
| 2 | 60 | \$28.41 | \$11.50 | \$15.90 | \$0.00 | \$55.81 |
| 3 | 65 | \$30.78 | \$11.50 | \$15.90 | \$0.00 | \$58.18 |
| 4 | 75 | \$35.51 | \$11.50 | \$15.90 | \$0.00 | \$62.91 |
| 5 | 85 | \$40.25 | \$11.50 | \$15.90 | \$0.00 | \$67.65 |

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
 (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 33</i> | 02/01/2020 | \$46.17 | \$11.50 | \$15.90 | \$0.00 | \$73.57 |
| | 08/01/2020 | \$47.60 | \$11.50 | \$15.90 | \$0.00 | \$75.00 |
| | 02/01/2021 | \$49.03 | \$11.50 | \$15.90 | \$0.00 | \$76.43 |
| | 08/01/2021 | \$50.46 | \$11.50 | \$15.90 | \$0.00 | \$77.86 |
| | 02/01/2022 | \$51.89 | \$11.50 | \$15.90 | \$0.00 | \$79.29 |

For apprentice rates see "Apprentice- ROOFER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 17 - A</i> | 02/01/2020 | \$49.36 | \$13.35 | \$24.12 | \$2.61 | \$89.44 |
| | 08/01/2020 | \$50.96 | \$13.35 | \$24.12 | \$2.66 | \$91.09 |
| | 02/01/2021 | \$52.61 | \$13.35 | \$24.12 | \$2.71 | \$92.79 |
| | 08/01/2021 | \$54.36 | \$13.35 | \$24.12 | \$2.76 | \$94.59 |
| | 02/01/2022 | \$56.11 | \$13.35 | \$24.12 | \$2.81 | \$96.39 |

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 42 | \$20.73 | \$13.35 | \$5.89 | \$0.00 | \$39.97 |
| 2 | 42 | \$20.73 | \$13.35 | \$5.89 | \$0.00 | \$39.97 |
| 3 | 47 | \$23.20 | \$13.35 | \$11.13 | \$1.43 | \$49.11 |
| 4 | 47 | \$23.20 | \$13.35 | \$11.13 | \$1.43 | \$49.11 |
| 5 | 52 | \$25.67 | \$13.35 | \$12.08 | \$1.53 | \$52.63 |
| 6 | 52 | \$25.67 | \$13.35 | \$12.33 | \$1.54 | \$52.89 |
| 7 | 60 | \$29.62 | \$13.35 | \$13.70 | \$1.70 | \$58.37 |
| 8 | 65 | \$32.08 | \$13.35 | \$15.15 | \$1.80 | \$62.38 |
| 9 | 75 | \$37.02 | \$13.35 | \$16.56 | \$2.01 | \$68.94 |
| 10 | 85 | \$41.96 | \$13.35 | \$17.96 | \$2.20 | \$75.47 |

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 42 | \$21.40 | \$13.35 | \$5.89 | \$0.00 | \$40.64 |
| 2 | 42 | \$21.40 | \$13.35 | \$5.89 | \$0.00 | \$40.64 |
| 3 | 47 | \$23.95 | \$13.35 | \$11.13 | \$1.45 | \$49.88 |
| 4 | 47 | \$23.95 | \$13.35 | \$11.13 | \$1.45 | \$49.88 |
| 5 | 52 | \$26.50 | \$13.35 | \$12.08 | \$1.56 | \$53.49 |
| 6 | 52 | \$26.50 | \$13.35 | \$12.33 | \$1.57 | \$53.75 |
| 7 | 60 | \$30.58 | \$13.35 | \$13.70 | \$1.73 | \$59.36 |
| 8 | 65 | \$33.12 | \$13.35 | \$15.15 | \$1.85 | \$63.47 |
| 9 | 75 | \$38.22 | \$13.35 | \$16.56 | \$2.04 | \$70.17 |
| 10 | 85 | \$43.32 | \$13.35 | \$17.96 | \$2.24 | \$76.87 |

Notes:
Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 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 <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 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 <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i> | 01/01/2020 | \$60.07 | \$9.68 | \$19.80 | \$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 |

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

Effective Date - 01/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 35 | \$21.02 | \$9.68 | \$11.35 | \$0.00 | \$42.05 |
| 2 | 40 | \$24.03 | \$9.68 | \$12.00 | \$0.00 | \$45.71 |
| 3 | 45 | \$27.03 | \$9.68 | \$12.65 | \$0.00 | \$49.36 |
| 4 | 50 | \$30.04 | \$9.68 | \$13.30 | \$0.00 | \$53.02 |
| 5 | 55 | \$33.04 | \$9.68 | \$13.95 | \$0.00 | \$56.67 |
| 6 | 60 | \$36.04 | \$9.68 | \$14.60 | \$0.00 | \$60.32 |
| 7 | 65 | \$39.05 | \$9.68 | \$15.25 | \$0.00 | \$63.98 |
| 8 | 70 | \$42.05 | \$9.68 | \$15.90 | \$0.00 | \$67.63 |
| 9 | 75 | \$45.05 | \$9.68 | \$16.55 | \$0.00 | \$71.28 |
| 10 | 80 | \$48.06 | \$9.68 | \$17.20 | \$0.00 | \$74.94 |

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$48.23 | \$12.50 | \$15.70 | \$0.00 | \$76.43 |
| | 06/01/2020 | \$49.31 | \$12.50 | \$15.70 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$50.45 | \$12.50 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.54 | \$12.50 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$52.68 | \$12.50 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$48.23 | \$12.50 | \$15.70 | \$0.00 | \$76.43 |
| | 06/01/2020 | \$49.31 | \$12.50 | \$15.70 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$50.45 | \$12.50 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.54 | \$12.50 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$52.68 | \$12.50 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i> | 09/01/2019 | \$39.76 | \$13.00 | \$16.86 | \$0.00 | \$69.62 |
| | 03/01/2020 | \$40.13 | \$13.00 | \$17.12 | \$0.00 | \$70.25 |
| | 09/01/2020 | \$41.20 | \$13.00 | \$17.16 | \$0.00 | \$71.36 |
| | 03/01/2021 | \$42.66 | \$13.00 | \$17.27 | \$0.00 | \$72.93 |
| | 09/01/2021 | \$44.32 | \$13.00 | \$17.38 | \$0.00 | \$74.70 |
| | 03/01/2022 | \$45.83 | \$13.00 | \$17.49 | \$0.00 | \$76.32 |
| | 09/01/2022 | \$47.55 | \$13.00 | \$17.62 | \$0.00 | \$78.17 |
| | 03/01/2023 | \$49.11 | \$13.00 | \$17.73 | \$0.00 | \$79.84 |

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 09/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 45 | \$17.89 | \$13.00 | \$0.54 | \$0.00 | \$31.43 |
| 2 | 45 | \$17.89 | \$13.00 | \$0.54 | \$0.00 | \$31.43 |
| 3 | 50 | \$19.88 | \$13.00 | \$13.75 | \$0.00 | \$46.63 |
| 4 | 50 | \$19.88 | \$13.00 | \$13.75 | \$0.00 | \$46.63 |
| 5 | 55 | \$21.87 | \$13.00 | \$14.06 | \$0.00 | \$48.93 |
| 6 | 60 | \$23.86 | \$13.00 | \$14.37 | \$0.00 | \$51.23 |
| 7 | 65 | \$25.84 | \$13.00 | \$14.69 | \$0.00 | \$53.53 |
| 8 | 70 | \$27.83 | \$13.00 | \$14.99 | \$0.00 | \$55.82 |
| 9 | 75 | \$29.82 | \$13.00 | \$15.30 | \$0.00 | \$58.12 |
| 10 | 80 | \$31.81 | \$13.00 | \$15.61 | \$0.00 | \$60.42 |

Effective Date - 03/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 45 | \$18.06 | \$13.00 | \$0.54 | \$0.00 | \$31.60 |
| 2 | 45 | \$18.06 | \$13.00 | \$0.54 | \$0.00 | \$31.60 |
| 3 | 50 | \$20.07 | \$13.00 | \$14.00 | \$0.00 | \$47.07 |
| 4 | 50 | \$20.07 | \$13.00 | \$14.00 | \$0.00 | \$47.07 |
| 5 | 55 | \$22.07 | \$13.00 | \$14.31 | \$0.00 | \$49.38 |
| 6 | 60 | \$24.08 | \$13.00 | \$14.62 | \$0.00 | \$51.70 |
| 7 | 65 | \$26.08 | \$13.00 | \$14.94 | \$0.00 | \$54.02 |
| 8 | 70 | \$28.09 | \$13.00 | \$15.26 | \$0.00 | \$56.35 |
| 9 | 75 | \$30.10 | \$13.00 | \$15.56 | \$0.00 | \$58.66 |
| 10 | 80 | \$32.10 | \$13.00 | \$15.87 | \$0.00 | \$60.97 |

Notes:

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 02/01/2020 | \$53.34 | \$10.75 | \$21.94 | \$0.00 | \$86.03 |
| | 08/01/2020 | \$54.69 | \$10.75 | \$22.09 | \$0.00 | \$87.53 |
| | 02/01/2021 | \$55.33 | \$10.75 | \$22.09 | \$0.00 | \$88.17 |
| | 08/01/2021 | \$56.73 | \$10.75 | \$22.25 | \$0.00 | \$89.73 |
| | 02/01/2022 | \$57.32 | \$10.75 | \$22.25 | \$0.00 | \$90.32 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$26.67 | \$10.75 | \$21.94 | \$0.00 | \$59.36 |
| 2 | 60 | \$32.00 | \$10.75 | \$21.94 | \$0.00 | \$64.69 |
| 3 | 70 | \$37.34 | \$10.75 | \$21.94 | \$0.00 | \$70.03 |
| 4 | 80 | \$42.67 | \$10.75 | \$21.94 | \$0.00 | \$75.36 |
| 5 | 90 | \$48.01 | \$10.75 | \$21.94 | \$0.00 | \$80.70 |

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$27.35 | \$10.75 | \$22.09 | \$0.00 | \$60.19 |
| 2 | 60 | \$32.81 | \$10.75 | \$22.09 | \$0.00 | \$65.65 |
| 3 | 70 | \$38.28 | \$10.75 | \$22.09 | \$0.00 | \$71.12 |
| 4 | 80 | \$43.75 | \$10.75 | \$22.09 | \$0.00 | \$76.59 |
| 5 | 90 | \$49.22 | \$10.75 | \$22.09 | \$0.00 | \$82.06 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| TEST BORING DRILLER | 12/01/2019 | \$40.50 | \$8.10 | \$16.80 | \$0.00 | \$65.40 |
| <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2020 | \$41.49 | \$8.10 | \$16.80 | \$0.00 | \$66.39 |
| | 12/01/2020 | \$42.47 | \$8.10 | \$16.80 | \$0.00 | \$67.37 |
| | 06/01/2021 | \$43.49 | \$8.10 | \$16.80 | \$0.00 | \$68.39 |
| | 12/01/2021 | \$44.50 | \$8.10 | \$16.80 | \$0.00 | \$69.40 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| TEST BORING DRILLER HELPER | 12/01/2019 | \$39.22 | \$8.10 | \$16.80 | \$0.00 | \$64.12 |
| <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2020 | \$40.21 | \$8.10 | \$16.80 | \$0.00 | \$65.11 |
| | 12/01/2020 | \$41.19 | \$8.10 | \$16.80 | \$0.00 | \$66.09 |
| | 06/01/2021 | \$42.21 | \$8.10 | \$16.80 | \$0.00 | \$67.11 |
| | 12/01/2021 | \$43.22 | \$8.10 | \$16.80 | \$0.00 | \$68.12 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| TEST BORING LABORER | 12/01/2019 | \$39.10 | \$8.10 | \$16.80 | \$0.00 | \$64.00 |
| <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2020 | \$40.09 | \$8.10 | \$16.80 | \$0.00 | \$64.99 |
| | 12/01/2020 | \$41.07 | \$8.10 | \$16.80 | \$0.00 | \$65.97 |
| | 06/01/2021 | \$42.09 | \$8.10 | \$16.80 | \$0.00 | \$66.99 |
| | 12/01/2021 | \$43.10 | \$8.10 | \$16.80 | \$0.00 | \$68.00 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| TRACTORS/PORTABLE STEAM GENERATORS | 12/01/2019 | \$48.23 | \$12.50 | \$15.70 | \$0.00 | \$76.43 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2020 | \$49.31 | \$12.50 | \$15.70 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$50.45 | \$12.50 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.54 | \$12.50 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$52.68 | \$12.50 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2019 | \$36.22 | \$12.41 | \$13.72 | \$0.00 | \$62.35 |
| | 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 |
| | 12/01/2020 | \$37.12 | \$12.91 | \$14.82 | \$0.00 | \$64.85 |
| | 06/01/2021 | \$37.92 | \$12.91 | \$14.82 | \$0.00 | \$65.65 |
| | 08/01/2021 | \$37.92 | \$13.41 | \$14.82 | \$0.00 | \$66.15 |
| | 12/01/2021 | \$37.92 | \$13.41 | \$16.01 | \$0.00 | \$67.34 |
| TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i> | 12/01/2019 | \$51.38 | \$8.10 | \$17.20 | \$0.00 | \$76.68 |
| | 06/01/2020 | \$52.37 | \$8.10 | \$17.20 | \$0.00 | \$77.67 |
| | 12/01/2020 | \$53.35 | \$8.10 | \$17.20 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$54.37 | \$8.10 | \$17.20 | \$0.00 | \$79.67 |
| | 12/01/2021 | \$55.38 | \$8.10 | \$17.20 | \$0.00 | \$80.68 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i> | 12/01/2019 | \$53.38 | \$8.10 | \$17.20 | \$0.00 | \$78.68 |
| | 06/01/2020 | \$54.37 | \$8.10 | \$17.20 | \$0.00 | \$79.67 |
| | 12/01/2020 | \$55.35 | \$8.10 | \$17.20 | \$0.00 | \$80.65 |
| | 06/01/2021 | \$56.37 | \$8.10 | \$17.20 | \$0.00 | \$81.67 |
| | 12/01/2021 | \$57.38 | \$8.10 | \$17.20 | \$0.00 | \$82.68 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i> | 12/01/2019 | \$43.45 | \$8.10 | \$17.20 | \$0.00 | \$68.75 |
| | 06/01/2020 | \$44.44 | \$8.10 | \$17.20 | \$0.00 | \$69.74 |
| | 12/01/2020 | \$45.42 | \$8.10 | \$17.20 | \$0.00 | \$70.72 |
| | 06/01/2021 | \$46.44 | \$8.10 | \$17.20 | \$0.00 | \$71.74 |
| | 12/01/2021 | \$47.45 | \$8.10 | \$17.20 | \$0.00 | \$72.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i> | 12/01/2019 | \$45.45 | \$8.10 | \$17.20 | \$0.00 | \$70.75 |
| | 06/01/2020 | \$46.44 | \$8.10 | \$17.20 | \$0.00 | \$71.74 |
| | 12/01/2020 | \$47.42 | \$8.10 | \$17.20 | \$0.00 | \$72.72 |
| | 06/01/2021 | \$48.44 | \$8.10 | \$17.20 | \$0.00 | \$73.74 |
| | 12/01/2021 | \$49.45 | \$8.10 | \$17.20 | \$0.00 | \$74.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 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 <i>LABORERS - ZONE 1</i> | 12/01/2019 | \$39.40 | \$8.10 | \$16.60 | \$0.00 | \$64.10 |
| | 06/01/2020 | \$40.39 | \$8.10 | \$16.60 | \$0.00 | \$65.09 |
| | 12/01/2020 | \$41.37 | \$8.10 | \$16.60 | \$0.00 | \$66.07 |
| | 06/01/2021 | \$42.39 | \$8.10 | \$16.60 | \$0.00 | \$67.09 |
| | 12/01/2021 | \$43.40 | \$8.10 | \$16.60 | \$0.00 | \$68.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2019 | \$48.73 | \$12.50 | \$15.70 | \$0.00 | \$76.93 |
| | 06/01/2020 | \$49.83 | \$12.50 | \$15.70 | \$0.00 | \$78.03 |
| | 12/01/2020 | \$50.98 | \$12.50 | \$15.70 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$52.08 | \$12.50 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$53.23 | \$12.50 | \$15.70 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i> | 09/01/2019 | \$57.69 | \$11.82 | \$17.01 | \$0.00 | \$86.52 |
| | 03/01/2020 | \$58.69 | \$12.07 | \$17.26 | \$0.00 | \$88.02 |
| | 09/01/2020 | \$60.19 | \$12.07 | \$17.26 | \$0.00 | \$89.52 |
| | 03/01/2021 | \$61.69 | \$12.07 | \$17.26 | \$0.00 | \$91.02 |
| For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER" | | | | | | |

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.