

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

Prevailing Wage Rates

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

RONALD L. WALKER, II Secretary WILLIAM D MCKINNEY Director

Lt. Governor

Awarding Authority: Town of Monterey

Contract Number: City/Town: MONTEREY

Description of Work: The Town of Monterey, invites sealed bids from qualified venders to haul gravel to various projects throughout the

year.

Job Location: 40 Gould Rd

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Issue Date: 04/21/2017 **Wage Request Number:** 20170421-029

CAXILE] DRIVER - EQUIPMENT 1201/2016 S32.15 S10.91 S10.89 S0.00 \$53.95	Classification Construction	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
### TRANSPERS COUNCE FOR DEADER ### PAPERS COUNTING FOR DEADER FOR DEAD	(2 AXLE) DRIVER - EQUIPMENT	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
### PRANSES CONTROLLED NO 10 2008 B ***ADS SUBMERS IBLE PILOT** **PULL DRIVER COLLEGA \$2009.11** **ART RACK OPERATOR (IIEANY & IIIGIIWAY)** **PULL DRIVER COLLEGA \$2009.11** **PULL DRIVER COLLEGA \$2009.11** **ART RACK OPERATOR (IIEANY & IIIGIIWAY)** **PULL DRIVER COLLEGA \$2009.11** **PULL DRIVER COLLEGA \$2009.11** **ARE TRACK OPERATOR (IIEANY & IIIGIIWAY)** **PULL DRIVER COLLEGA \$2009.11** **PULL DRIVER COLLEGA \$2009.11** **ARE TRACK OPERATOR (IIEANY & IIIGIIWAY)** **PULL DRIVER COLLEGA \$2009.11** **PULL DRIVER COLLEGA \$2009.11** **ARE TRACK OPERATOR (IIEANY & IIIGIIWAY)** **PULL DRIVER COLLEGA \$2009.11** **PULL DRIVER		12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
PRICE DISTRICTION CONTROL Section Sectio		12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
AIR TRACK OPERATOR LABORISS LODGE GOLLDROG STEP) For approaches use See "Approaches - LABORER" AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORESS LOOK & GOLLDROG (HEAVY & HIGHWAY) LABORESS LOOK & GOLLDROG (HEAVY & HIGHWAY) ASBESTOS WORKER (PIPES & TANKS) LOOK (12012) LABORESS LOOK & GOLLDROG (LABORER) ASBESTOS WORKER (PIPES & TANKS) LOOK (12012) LOOK (1201		08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
	For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) Laborers - 200KE of the Latt of Highway) ASBESTOS WORKER (PIPES & TANKS) 12/01/2016		12/01/2016	\$26.25	\$7.60	\$11.10	\$0.00	\$44.95
Example Proceedings Process	For apprentice rates see "Apprentice- LABORER"						
ASBESTOS WORKER (PIPES & TANKS) 12/01/2016 \$30.51 \$11.50 \$6.60 \$0.00 \$48.61 IEST & FROST INSULATORS LOCAL & INFRINGIPLED) 06/01/2017 \$31.41 \$11.50 \$6.60 \$0.00 \$49.51 12/01/2017 \$32.31 \$11.50 \$6.60 \$0.00 \$50.41 12/01/2018 \$33.21 \$11.50 \$6.60 \$0.00 \$50.41 12/01/2018 \$33.21 \$11.50 \$6.60 \$0.00 \$52.31 12/01/2018 \$33.21 \$11.50 \$6.60 \$0.00 \$52.21 12/01/2019 \$35.01 \$11.50 \$6.60 \$0.00 \$52.21 12/01/2019 \$35.01 \$11.50 \$6.60 \$0.00 \$53.11 12/01/2020 \$35.81 \$11.50 \$6.60 \$0.00 \$54.01 12/01/2020 \$37.71 \$11.50 \$6.60 \$0.00 \$54.01 12/01/2020 \$37.71 \$11.50 \$6.60 \$0.00 \$54.01 12/01/2020 \$37.71 \$11.50 \$6.60 \$0.00 \$54.01 12/01/2020 \$37.71 \$11.50 \$6.60 \$0.00 \$54.01 12/01/2020 \$37.71 \$11.50 \$6.60 \$0.00 \$54.01 12/01/2020 \$37.71 \$11.50 \$6.60 \$0.00 \$54.01 12/01/2020 \$37.71 \$11.50 \$6.60 \$0.00 \$54.01 12/01/2020 \$37.71 \$11.50 \$6.60 \$0.00 \$54.01 12/01/2020 \$37.71 \$11.50 \$6.60 \$0.00 \$54.01 12/01/2020 \$37.71 \$11.50 \$6.60 \$0.00 \$54.01 12/01/2020 \$37.71 \$11.50 \$6.60 \$0.00 \$54.01 12/01/2020 \$37.71 \$11.50 \$6.60 \$0.00 \$54.01 12/01/2016 \$25.75 \$7.60 \$11.10 \$0.00 \$44.45 12/01/2016 \$33.68 \$11.50 \$6.60 \$0.00 \$54.01 12/01/2016 \$33.68 \$10.58 \$12.38 \$0.00 \$56.64 06/01/2017 \$34.29 \$10.58 \$12.38 \$0.00 \$56.64 06/01/2019 \$36.61 \$10.58 \$13.73 \$0.00 \$56.01 12/01/2016 \$33.68 \$10.58 \$13.73 \$0.00 \$60.92 12/01/2017 \$34.89 \$10.58 \$13.73 \$0.00 \$56.04 06/01/2019 \$37.21 \$10.58 \$13.40 \$0.00 \$57.52 12/01/2018 \$35.50 \$10.58 \$13.73 \$0.00 \$56.64 06/01/2019 \$36.61 \$10.58 \$13.73 \$0.00 \$56.64 06/01/2019 \$36.61 \$10.58 \$13.73 \$0.00 \$56.64 06/01/2019 \$36.61 \$10.58 \$13.73 \$0.00 \$56.04 06/01	` '	12/01/2016	\$27.17	\$7.60	\$12.45	\$0.00	\$47.22
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ASPHALT RAKER LIBORERS - ZONE 4 (BUILDING & SITE) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) OPERATING ENGINEERS LOCAL 98 BACKHOE/FRONT-END LOADER OPERATOR OPERATING ENGINEERS LOCAL 98 OBOOLOGIC SALE SALE SALE SALE SALE SALE SALE SALE		06/01/2020	\$36.81	\$11.50	\$6.60	\$0.00	\$54.91
Each Section		12/01/2020	\$37.71	\$11.50	\$6.60	\$0.00	\$55.81
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice-LABORER (Heavy and Highway) AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) OPERATING ENGINEERS LOCAL 98 12/01/2016 12/01/2017 12/01/2017 12/01/2017 12/01/2018 12/01/2017 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2019 12/01/2019 12/01/2019 12/01/2019 12/01/2019 12/01/2019 12/01/2019 12/01/2019 12/01/2019 12/01/2019 12/01/2019 12/01/2019 12/01/2019 12/01/2019 12/01/2018 12/01/2018 12/01/2019 12/01/2019 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2019 12/01/2018 12/01/2018 12/01/2018 12/01/2019 12/01/2019 12/01/2018 12/01/2018 12/01/2019 12/0		12/01/2016	\$25.75	\$7.60	\$11.10	\$0.00	\$44.45
## Description of the apprentice rates see "Apprentice-LABORER (Heavy and Highway) ## AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) OF A PRINCE FOR A PRINCE FOR A PRINCE FOR A PRINCE FOR Apprentice rates see "Apprentice-OPERATING ENGINEERS" AUTOMATIC GRADER-EXCAVATOR (RECLAIMER)	For apprentice rates see "Apprentice- LABORER"						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) OPERATING ENGINEERS LOCAL 98 12/01/2017 \$34.29 \$10.58 \$12.38 \$0.00 \$556.64 06/01/2017 \$34.29 \$10.58 \$12.65 \$0.00 \$57.52 12/01/2017 \$34.89 \$10.58 \$12.92 \$0.00 \$58.39 06/01/2018 \$35.50 \$10.58 \$13.19 \$0.00 \$59.27 12/01/2018 \$36.10 \$10.58 \$13.46 \$0.00 \$60.14 06/01/2019 \$36.61 \$10.58 \$13.73 \$0.00 \$60.92 12/01/2019 \$37.21 \$10.58 \$14.00 \$0.00 \$61.79 For apprentice rates see "Apprentice- OPERATING ENGINEERS" BACKHOE/FRONT-END LOADER OPERATOR 06/01/2017 \$34.29 \$10.58 \$12.38 \$0.00 \$55.52 12/01/2017 \$34.29 \$10.58 \$12.28 \$0.00 \$57.52 12/01/2017 \$34.29 \$10.58 \$12.29 \$0.00 \$58.39 06/01/2017 \$34.29 \$10.58 \$12.92 \$0.00 \$58.39 06/01/2018 \$35.50 \$10.58 \$13.19 \$0.00 \$59.27 12/01/2018 \$36.10 \$10.58 \$13.19 \$0.00 \$59.27 12/01/2018 \$36.10 \$10.58 \$13.46 \$0.00 \$60.14 06/01/2019 \$36.61 \$10.58 \$13.46 \$0.00 \$60.14 06/01/2019 \$36.61 \$10.58 \$13.73 \$0.00 \$60.92 12/01/2019 \$37.21 \$10.58 \$13.73 \$0.00 \$60.92 12/01/2019 \$37.21 \$10.58 \$14.00 \$0.00 \$61.79 For apprentice rates see "Apprentice- OPERATING ENGINEERS" BARCO-TYPE JUMPING TAMPER		12/01/2016	\$26.67	\$7.60	\$12.45	\$0.00	\$46.72
Definition State							
06/01/2017 \$34.29 \$10.58 \$12.65 \$0.00 \$57.52 12/01/2017 \$34.89 \$10.58 \$12.92 \$0.00 \$58.39 06/01/2018 \$35.50 \$10.58 \$13.19 \$0.00 \$59.27 12/01/2018 \$36.10 \$10.58 \$13.46 \$0.00 \$60.14 06/01/2019 \$36.61 \$10.58 \$13.73 \$0.00 \$60.92 12/01/2019 \$37.21 \$10.58 \$14.00 \$0.00 \$61.79 For apprentice rates see "Apprentice-OPERATING ENGINEERS" BACKHOE/FRONT-END LOADER OPERATOR 12/01/2016 \$33.68 \$10.58 \$12.38 \$0.00 \$56.64 OPERATING ENGINEERS LOCAL 98 12/01/2017 \$34.29 \$10.58 \$12.65 \$0.00 \$57.52 12/01/2017 \$34.89 \$10.58 \$12.92 \$0.00 \$58.39 O6/01/2018 \$35.50 \$10.58 \$13.19 \$0.00 \$59.27 12/01/2018 \$36.10 \$10.58 \$13.46 \$0.00 \$60.92 12/01/2019 \$37.21 \$10.58 \$13.73 \$0.00 \$60.92 12/01/2019 \$37.21 \$10.58 \$13.73 \$0.00 \$60.92 For apprentice rates see "Apprentice-OPERATING ENGINEERS" BARCO-TYPE JUMPING TAMPER 12/01/2016 \$25.75 \$7.60 \$11.10 \$0.00 \$44.45		12/01/2016	\$33.68	\$10.58	\$12.38	\$0.00	\$56.64
06/01/2018 \$35.50 \$10.58 \$13.19 \$0.00 \$59.27 12/01/2018 \$36.10 \$10.58 \$13.46 \$0.00 \$60.14 06/01/2019 \$36.61 \$10.58 \$13.73 \$0.00 \$60.92 12/01/2019 \$37.21 \$10.58 \$14.00 \$0.00 \$61.79 For apprentice rates see "Apprentice-OPERATING ENGINEERS" BACKHOE/FRONT-END LOADER OPERATOR 12/01/2016 \$33.68 \$10.58 \$12.38 \$0.00 \$56.64 OPERATING ENGINEERS LOCAL 98 \$06/01/2017 \$34.29 \$10.58 \$12.65 \$0.00 \$57.52 12/01/2017 \$34.89 \$10.58 \$12.92 \$0.00 \$58.39 O6/01/2018 \$35.50 \$10.58 \$13.19 \$0.00 \$59.27 12/01/2018 \$36.10 \$10.58 \$13.73 \$0.00 \$60.14 O6/01/2019 \$37.21 \$10.58 \$13.73 \$0.00 \$60.92 12/01/2019 \$37.21 \$10.58 \$14.00 \$0.00 \$61.79 For apprentice rates see "Apprentice-OPERATING ENGINEERS" BARCO-TYPE JUMPING TAMPER 12/01/2016 \$25.75 \$7.60 \$11.10 \$0.00 \$44.45	OI EKATINO ENORVEEKS EOCAL 90	06/01/2017	\$34.29	\$10.58	\$12.65	\$0.00	\$57.52
12/01/2018 \$36.10 \$10.58 \$13.46 \$0.00 \$60.14		12/01/2017	\$34.89	\$10.58	\$12.92	\$0.00	\$58.39
Marco-type Mar		06/01/2018	\$35.50	\$10.58	\$13.19	\$0.00	\$59.27
12/01/2019 \$37.21 \$10.58 \$14.00 \$0.00 \$61.79		12/01/2018	\$36.10	\$10.58	\$13.46	\$0.00	\$60.14
BACKHOE/FRONT-END LOADER OPERATOR 12/01/2016 \$33.68 \$10.58 \$12.38 \$0.00 \$56.64 OPERATING ENGINEERS LOCAL 98 12/01/2017 \$34.29 \$10.58 \$12.65 \$0.00 \$57.52 12/01/2017 \$34.89 \$10.58 \$12.92 \$0.00 \$58.39 O6/01/2018 \$35.50 \$10.58 \$13.19 \$0.00 \$59.27 12/01/2018 \$36.10 \$10.58 \$13.46 \$0.00 \$60.14 O6/01/2019 \$36.61 \$10.58 \$13.73 \$0.00 \$60.92 12/01/2019 \$37.21 \$10.58 \$14.00 \$0.00 \$61.79 For apprentice rates see "Apprentice-OPERATING ENGINEERS" 12/01/2016 \$25.75 \$7.60 \$11.10 \$0.00 \$44.45		06/01/2019	\$36.61	\$10.58	\$13.73	\$0.00	\$60.92
OPERATING ENGINEERS LOCAL 98 06/01/2017 \$34.29 \$10.58 \$12.65 \$0.00 \$57.52 12/01/2017 \$34.89 \$10.58 \$12.92 \$0.00 \$58.39 06/01/2018 \$35.50 \$10.58 \$13.19 \$0.00 \$59.27 12/01/2018 \$36.10 \$10.58 \$13.46 \$0.00 \$60.14 06/01/2019 \$36.61 \$10.58 \$13.73 \$0.00 \$60.92 12/01/2019 \$37.21 \$10.58 \$14.00 \$0.00 \$61.79 For apprentice rates see "Apprentice- OPERATING ENGINEERS" BARCO-TYPE JUMPING TAMPER 12/01/2016 \$25.75 \$7.60 \$11.10 \$0.00 \$44.45	For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$37.21	\$10.58	\$14.00	\$0.00	\$61.79
OPERATING ENGINEERS LOCAL 98 06/01/2017 \$34.29 \$10.58 \$12.65 \$0.00 \$57.52 12/01/2017 \$34.89 \$10.58 \$12.92 \$0.00 \$58.39 06/01/2018 \$35.50 \$10.58 \$13.19 \$0.00 \$59.27 12/01/2018 \$36.10 \$10.58 \$13.46 \$0.00 \$60.14 06/01/2019 \$36.61 \$10.58 \$13.73 \$0.00 \$60.92 For apprentice rates see "Apprentice- OPERATING ENGINEERS" BARCO-TYPE JUMPING TAMPER 12/01/2016 \$25.75 \$7.60 \$11.10 \$0.00 \$44.45		12/01/2016	\$33.68	\$10.58	\$12.38	\$0.00	\$56.64
12/01/2017 \$34.89 \$10.58 \$12.92 \$0.00 \$58.39 06/01/2018 \$35.50 \$10.58 \$13.19 \$0.00 \$59.27 12/01/2018 \$36.10 \$10.58 \$13.46 \$0.00 \$60.14 06/01/2019 \$36.61 \$10.58 \$13.73 \$0.00 \$60.92 12/01/2019 \$37.21 \$10.58 \$14.00 \$0.00 \$61.79 For apprentice rates see "Apprentice- OPERATING ENGINEERS" BARCO-TYPE JUMPING TAMPER 12/01/2016 \$25.75 \$7.60 \$11.10 \$0.00 \$44.45	OPERATING ENGINEERS LOCAL 98	06/01/2017			\$12.65	\$0.00	
06/01/2018 \$35.50 \$10.58 \$13.19 \$0.00 \$59.27 12/01/2018 \$36.10 \$10.58 \$13.46 \$0.00 \$60.14 06/01/2019 \$36.61 \$10.58 \$13.73 \$0.00 \$60.92 12/01/2019 \$37.21 \$10.58 \$14.00 \$0.00 \$61.79 For apprentice rates see "Apprentice- OPERATING ENGINEERS" BARCO-TYPE JUMPING TAMPER 12/01/2016 \$25.75 \$7.60 \$11.10 \$0.00 \$44.45							
12/01/2018 \$36.10 \$10.58 \$13.46 \$0.00 \$60.14 06/01/2019 \$36.61 \$10.58 \$13.73 \$0.00 \$60.92 12/01/2019 \$37.21 \$10.58 \$14.00 \$0.00 \$61.79 For apprentice rates see "Apprentice- OPERATING ENGINEERS" BARCO-TYPE JUMPING TAMPER 12/01/2016 \$25.75 \$7.60 \$11.10 \$0.00 \$44.45							
06/01/2019 \$36.61 \$10.58 \$13.73 \$0.00 \$60.92 12/01/2019 \$37.21 \$10.58 \$14.00 \$0.00 \$61.79 BARCO-TYPE JUMPING TAMPER 12/01/2016 \$25.75 \$7.60 \$11.10 \$0.00 \$44.45						\$0.00	
12/01/2019 \$37.21 \$10.58 \$14.00 \$0.00 \$61.79 For apprentice rates see "Apprentice- OPERATING ENGINEERS" BARCO-TYPE JUMPING TAMPER 12/01/2016 \$25.75 \$7.60 \$11.10 \$0.00 \$44.45							
For apprentice rates see "Apprentice- OPERATING ENGINEERS" BARCO-TYPE JUMPING TAMPER 12/01/2016 \$25.75 \$7.60 \$11.10 \$0.00 \$44.45							
$12/01/2010$ $\psi 25.75$ $\psi 7.00$ $\psi 11.10$ $\psi 0.00$ $\psi 17.75$	For apprentice rates see "Apprentice- OPERATING ENGINEERS"	-2, 02, 2017		Ţ10.D0			# × = * * *
		12/01/2016	\$25.75	\$7.60	\$11.10	\$0.00	\$44.45

 Issue Date:
 04/21/2017
 Wage Request Number:
 20170421-029
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental	Total Rate
For apprentice rates see "Apprentice- LABORER"					Unemployment	
BATCH/CEMENT PLANT - ON SITE	12/01/2016	\$33.15	\$10.58	\$12.38	\$0.00	\$56.11
OPERATING ENGINEERS LOCAL 98	06/01/2017	\$33.76	\$10.58	\$12.65	\$0.00	\$56.99
	12/01/2017	\$34.36	\$10.58	\$12.92	\$0.00	\$57.86
	06/01/2018	\$34.97	\$10.58	\$13.19	\$0.00	\$58.74
	12/01/2018	\$35.57	\$10.58	\$13.46	\$0.00	\$59.61
	06/01/2019	\$36.08	\$10.58	\$13.73	\$0.00	\$60.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$36.68	\$10.58	\$14.00	\$0.00	\$61.26
BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2016	\$26.25	\$7.60	\$11.10	\$0.00	\$44.95
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2016	\$27.17	\$7.60	\$12.45	\$0.00	\$47.22
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

Apprentice - BOILERMAKER - Local 29

Effecti	ive Date - 01/01/2017				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
2	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
3	70	\$30.04	\$6.97	\$11.35	\$0.00	\$48.36
4	75	\$32.19	\$6.97	\$12.16	\$0.00	\$51.32
5	80	\$34.34	\$6.97	\$12.97	\$0.00	\$54.28
6	85	\$36.48	\$6.97	\$13.78	\$0.00	\$57.23
7	90	\$38.63	\$6.97	\$14.59	\$0.00	\$60.19
8	95	\$40.77	\$6.97	\$15.40	\$0.00	\$63.14
Notes:						
						i
Appre	ntice to Journeyworker Ratio	1:5				

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY 02/27/2017 \$39.26 \$10.75 \$17.38 \$0.00 \$67.39 WATERPROOFING)

BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)

Issue Date: 04/21/2017 **Wage Request Number:** 20170421-029 **Page 3 of 28**

	Effective Step	e Date - 02/27/2017 percent	/	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	2
	$\frac{\text{step}}{1}$	50		\$19.63	\$10.75	\$17.38	\$0.00	\$47.76	
	2	60							
	3	70		\$23.56 \$27.48	\$10.75 \$10.75	\$17.38 \$17.38	\$0.00 \$0.00	\$51.69 \$55.61	
	4	80					\$0.00	\$59.54	
	5	90		\$31.41 \$35.33	\$10.75 \$10.75	\$17.38 \$17.38	\$0.00	\$39.34 \$63.46	
	Notes:								
	Apprent	ice to Journeyworke	r Ratio:1:5						
BULLDOZER	POWER S	SHOVEL/TREE SHR		12/01/2016	\$33.68	\$10.58	\$12.38	\$0.00	\$56.64
NGINEERS LOCA	4L 98	/CLAM SHEL	LOPERATING	06/01/2017	7 \$34.29	\$10.58	\$12.65	\$0.00	\$57.52
				12/01/2017	7 \$34.89	\$10.58	\$12.92	\$0.00	\$58.39
				06/01/2018	3 \$35.50	\$10.58	\$13.19	\$0.00	\$59.27
				12/01/2018	3 \$36.10	\$10.58	\$13.46	\$0.00	\$60.14
				06/01/2019	\$36.61	\$10.58	\$13.73	\$0.00	\$60.92
For appropriac	rotos soo "A	oprentice- OPERATING E	NGINEEDS"	12/01/2019	\$37.21	\$10.58	\$14.00	\$0.00	\$61.79
		NING BOTTOM M.		10/01/001	¢ φ27.45	Φ7.60	¢1425	¢0.00	Φ50.40
ABORERS - FOU			AIN	12/01/2010	5 \$37.45	\$7.60	\$14.35	\$0.00	\$59.40
For apprentice	e rates see "A	oprentice- LABORER"							
CAISSON & U Aborers - fou		INING LABORER ND MARINE		12/01/2010	\$36.30	\$7.60	\$14.35	\$0.00	\$58.25
For apprentice	e rates see "A	oprentice- LABORER"							
CAISSON & U Laborers - fou		NNING TOP MAN ND MARINE		12/01/2016	\$36.30	\$7.60	\$14.35	\$0.00	\$58.25
For apprentice	e rates see "A	oprentice- LABORER"							
CARBIDE CO ABORERS - ZONA				12/01/2010	5 \$25.75	\$7.60	\$11.10	\$0.00	\$44.45
For apprentice	e rates see "A	oprentice- LABORER"							
CARPENTER	C41 100 P	DIVELLIDE COLDUM		02/27/2017	7 \$34.56	\$8.26	\$15.00	\$0.00	\$57.82
ARPENTERS LO	CAL 108 - BE	RKSHIRE COUNTY		09/04/2017	7 \$35.56	\$8.26	\$15.00	\$0.00	\$58.82
				03/05/2018	3 \$36.56	\$8.26	\$15.00	\$0.00	\$59.82
				09/05/2018	3 \$37.60	\$8.26	\$15.00	\$0.00	\$60.86
				03/04/2019	9 \$38.64	\$8.26	\$15.00	\$0.00	\$61.90

Page 4 of 28 **Issue Date:** 04/21/2017 Wage Request Number: 20170421-029

Total Rate

Apprentice - CARPENTER - Local 108 Berkshire

		ve Date - 02/27/20	017			Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	ite
	1	50	\$17.28	\$8.26	\$1.22	\$0.00	\$26.7	76
	2	60	\$20.74	\$8.26	\$1.22	\$0.00	\$30.2	22
	3	70	\$24.19	\$8.26	\$11.34	\$0.00	\$43.7	79
	4	75	\$25.92	\$8.26	\$11.34	\$0.00	\$45.5	52
	5	80	\$27.65	\$8.26	\$12.56	\$0.00	\$48.4	47
	6	80	\$27.65	\$8.26	\$12.56	\$0.00	\$48.4	47
	7	90	\$31.10	\$8.26	\$13.78	\$0.00	\$53.	14
	8	90	\$31.10	\$8.26	\$13.78	\$0.00	\$53.	14
	Effecti Step	ve Date - 09/04/20	017 Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	ıte
	1	50	\$17.78	\$8.26	\$1.22	\$0.00	\$27.2	
	2	60	\$21.34	\$8.26	\$1.22	\$0.00	\$30.8	
	3	70	\$24.89	\$8.26	\$11.34	\$0.00	\$44.4	
	4	75	\$26.67	\$8.26	\$11.34	\$0.00	\$46.2	
	5	80	\$28.45	\$8.26	\$12.56	\$0.00	\$49.2	
	6	80	\$28.45	\$8.26	\$12.56	\$0.00	\$49.2	
	7	90	\$32.00	\$8.26	\$13.78	\$0.00	\$54.0	
	8	90	\$32.00	\$8.26	\$13.78	\$0.00	\$54.0	
	Notes:		-11/Steps: 6 mos (600 hrs)/rates by step					
	Appre	ntice to Journeywor	ker Ratio:**					-
		PLASTERING	01/01/201	7 \$38.72	2 \$12.15	\$14.56	\$1.30	\$66.73
RICKLAYERS LO	OCAL 3 (SP	RINGFIELD/PITTSFIELI	07/01/201	7 \$39.31	\$12.15	\$14.56	\$1.30	\$67.32
			01/01/2013				\$1.30	\$67.35
			07/01/2013	8 \$39.37	\$12.15	\$14.56	\$1.30	\$67.38
			01/01/2019	9 \$39.41	\$12.15	\$14.56	\$1.30	\$67.42
			07/01/2019	9 \$39.44	\$12.15	\$14.56	\$1.30	\$67.45
			01/01/2020	0 \$39.48	\$12.15	\$14.56	\$1.30	\$67.49

Effective Date -

percent

50

60

65

70

75

80

90

percent

50

60

65

70

75

80

90

Effective Date -

Step

1

2

3

4

5

6

7

Step

1

2

3

4

5

6

7

CHAIN SAW OPERATOR

COMPRESSOR OPERATOR

OPERATING ENGINEERS LOCAL 98

CRANE OPERATOR

DELEADER (BRIDGE)

PAINTERS LOCAL 35 - ZONE 3

OPERATING ENGINEERS LOCAL 98

LABORERS - ZONE 4 (BUILDING & SITE)

For apprentice rates see "Apprentice- LABORER"

Notes:

01/01/2017

07/01/2017

Supplemental **Total Rate** Effective Date Base Wage Pension Health Unemployment Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield Supplemental Apprentice Base Wage Health Unemployment Total Rate Pension \$19.36 \$12.15 \$12.33 \$0.00 \$43.84 \$23.23 \$12.15 \$14.56 \$1.30 \$51.24 \$25.17 \$12.15 \$14.56 \$1.30 \$53.18 \$27.10 \$12.15 \$14.56 \$1.30 \$55.11 \$29.04 \$12.15 \$14.56 \$1.30 \$57.05 \$30.98 \$14.56 \$1.30 \$58.99 \$12.15 \$34.85 \$14.56 \$1.30 \$12.15 \$62.86 Supplemental Unemployment Total Rate Apprentice Base Wage Health Pension \$19.66 \$12.15 \$12.33 \$0.00 \$44.14 \$23.59 \$12.15 \$1.30 \$14.56 \$51.60 \$25.55 \$12.15 \$14.56 \$1.30 \$53.56 \$27.52 \$12.15 \$14.56 \$1.30 \$55.53 \$29.48 \$12.15 \$14.56 \$1.30 \$57.49 \$31.45 \$12.15 \$14.56 \$1.30 \$59.46 \$35.38 \$12.15 \$14.56 \$1.30 \$63.39 Steps 3,4 are 500 hrs. All other steps are 1,000 hrs. Apprentice to Journeyworker Ratio:1:3 \$11.10 \$0.00 12/01/2016 \$25.75 \$7.60 \$44.45 12/01/2016 \$33.15 \$10.58 \$12.38 \$0.00 \$56.11 06/01/2017 \$33.76 \$10.58 \$12.65 \$0.00 \$56.99 \$12.92 \$0.00 \$57.86 12/01/2017 \$34.36 \$10.58 \$13.19 \$0.00 06/01/2018 \$34.97 \$10.58 \$58.74 \$0.00 12/01/2018 \$13.46 \$59.61 \$35.57 \$10.58 06/01/2019 \$13.73 \$0.00 \$60.39 \$36.08 \$10.58 \$0.00 12/01/2019 \$36.68 \$10.58 \$14.00 \$61.26 For apprentice rates see "Apprentice- OPERATING ENGINEERS" 12/01/2016 \$37.18 \$10.58 \$12.38 \$0.00 \$60.14 \$12.65 \$0.00 06/01/2017 \$37.79 \$10.58 \$61.02 \$12.92 12/01/2017 \$38.39 \$10.58 \$0.00 \$61.89 \$0.00 \$13.19 06/01/2018 \$39.00 \$10.58 \$62.77 12/01/2018 \$13.46 \$0.00 \$39.60 \$10.58 \$63.64 06/01/2019 \$13.73 \$0.00 \$40.11 \$10.58 \$64.42 12/01/2019 \$40.71 \$10.58 \$14.00 \$0.00 \$65.29 For apprentice rates see "Apprentice- OPERATING ENGINEERS"

01/01/2017

\$51.41

\$7.85

\$16.10

\$0.00

\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Total Rate

	Appre	ive Date - 01/01/2017	OLS/17HVKS					
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Te	otal Rate
	1	50	\$25.71	\$7.85	\$0.00	\$0.00		\$33.56
	2	55	\$28.28	\$7.85	\$3.66	\$0.00		\$39.79
	3	60	\$30.85	\$7.85	\$3.99	\$0.00		\$42.69
	4	65	\$33.42	\$7.85	\$4.32	\$0.00		\$45.59
	5	70	\$35.99	\$7.85	\$14.11	\$0.00		\$57.95
	6	75	\$38.56	\$7.85	\$14.44	\$0.00		\$60.85
	7	80	\$41.13	\$7.85	\$14.77	\$0.00		\$63.75
	8	90	\$46.27	\$7.85	\$15.44	\$0.00		\$69.56
	Notes:							
		Steps are 750 hrs.						
	Appre	entice to Journeyworker Ratio:1:1						
DEMO: ADZE		DING & SITE)	12/01/2016	\$36.50	\$7.60	\$14.15	\$0.00	\$58.25
LABOKEKS - ZONI	E 4 (BUILI	DING & SITE)	06/01/2017	\$37.50	\$7.60	\$14.15	\$0.00	\$59.25
			12/01/2017	\$38.35	\$7.60	\$14.15	\$0.00	\$60.10
			06/01/2018	\$39.30	\$7.60	\$14.15	\$0.00	\$61.05
			12/01/2018	\$40.25	\$7.60	\$14.15	\$0.00	\$62.00
			06/01/2019	\$41.25	\$7.60	\$14.15	\$0.00	\$63.00
			12/01/2019	\$42.25	\$7.60	\$14.15	\$0.00	\$64.00
		"Apprentice- LABORER"						
DEMO: BACK LABORERS - ZONE		OADER/HAMMER OPERATOR DING & SITE)	12/01/2016		\$7.60	\$14.15	\$0.00	\$59.25
			06/01/2017		\$7.60	\$14.15	\$0.00	\$60.25
			12/01/2017		\$7.60	\$14.15	\$0.00	\$61.10
			06/01/2018		\$7.60	\$14.15	\$0.00	\$62.05
			12/01/2018		\$7.60	\$14.15	\$0.00	\$63.00
			06/01/2019		\$7.60	\$14.15	\$0.00	\$64.00
For apprentice	rates see	"Apprentice- LABORER"	12/01/2019	\$43.25	\$7.60	\$14.15	\$0.00	\$65.00
DEMO: BURN		Tippionio Endotteix	12/01/2016	5 \$37.25	\$7.60	\$14.15	\$0.00	\$59.00
LABORERS - ZONE		DING & SITE)	06/01/2017		\$7.60	\$14.15	\$0.00	\$60.00
			12/01/2017		\$7.60	\$14.15	\$0.00	\$60.85
			06/01/2018		\$7.60 \$7.60	\$14.15	\$0.00	\$61.80
			12/01/2018		\$7.60	\$14.15	\$0.00	\$62.75
			06/01/2019			\$14.15	\$0.00	\$62.75 \$63.75
			12/01/2019		\$7.60	\$14.15	\$0.00	\$63.75 \$64.75
For apprentice	rates see	"Apprentice- LABORER"	12/01/2019	, \$43.00	\$7.00	φ1 1 .13	φυ. υ υ	Ф 04. /3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER	12/01/2016	\$37.50	\$7.60	\$14.15	\$0.00	\$59.25
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2017	\$38.50	\$7.60	\$14.15	\$0.00	\$60.25
	12/01/2017	\$39.35	\$7.60	\$14.15	\$0.00	\$61.10
	06/01/2018	\$40.30	\$7.60	\$14.15	\$0.00	\$62.05
	12/01/2018	\$41.25	\$7.60	\$14.15	\$0.00	\$63.00
	06/01/2019	\$42.25	\$7.60	\$14.15	\$0.00	\$64.00
	12/01/2019	\$43.25	\$7.60	\$14.15	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR	12/01/2016	\$37.25	\$7.60	\$14.15	\$0.00	\$59.00
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2017	\$38.25	\$7.60	\$14.15	\$0.00	\$60.00
	12/01/2017	\$39.10	\$7.60	\$14.15	\$0.00	\$60.85
	06/01/2018	\$40.05	\$7.60	\$14.15	\$0.00	\$61.80
	12/01/2018	\$41.00	\$7.60	\$14.15	\$0.00	\$62.75
	06/01/2019	\$42.00	\$7.60	\$14.15	\$0.00	\$63.75
	12/01/2019	\$43.00	\$7.60	\$14.15	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2016	\$36.50	\$7.60	\$14.15	\$0.00	\$58.25
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2017	\$37.50	\$7.60	\$14.15	\$0.00	\$59.25
	12/01/2017	\$38.35	\$7.60	\$14.15	\$0.00	\$60.10
	06/01/2018	\$39.30	\$7.60	\$14.15	\$0.00	\$61.05
	12/01/2018	\$40.25	\$7.60	\$14.15	\$0.00	\$62.00
	06/01/2019	\$41.25	\$7.60	\$14.15	\$0.00	\$63.00
	12/01/2019	\$42.25	\$7.60	\$14.15	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN (Including Core Drilling) ELECTRICIANS LOCAL 7	01/01/2017	\$39.51	\$9.35	\$10.84	\$0.00	\$59.70

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Supplemental Unemployment

Effective Date Base Wage Health

Pension

Total Rate

	Step	percent 01/01/20		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	$\frac{\text{Step}}{1}$	40							
	2	45		\$15.80	\$5.00	\$0.47	\$0.00	\$21.27	
	3			\$17.78	\$5.00	\$0.53	\$0.00	\$23.31	
		50		\$19.76	\$9.35	\$6.54	\$0.00	\$35.65	
	4	55		\$21.73	\$9.35	\$6.60	\$0.00	\$37.68	
	5 6	65 70		\$25.68 \$27.66	\$9.35 \$9.35	\$7.72 \$8.78	\$0.00 \$0.00	\$42.75 \$45.79	
	Notes	_	at Step 3 \$39.72/4\$4 hrs; Steps 3-6 are 15	41.75/5\$46.38/6\$48.60 500 hrs.					
		ntice to Journeywor	ker Ratio:2:3****						
LEVATOR				01/01/2017	7 \$49.90	\$15.28	\$15.71	\$0.00	\$80.89
	Effect	ntice - ELEVATOR ive Date - 01/01/20	017				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$24.95	\$15.28	\$15.71	\$0.00	\$55.94	
	2	55		\$27.45	\$15.28	\$15.71	\$0.00	\$58.44	
	3	65		\$32.44	\$15.28	\$15.71	\$0.00	\$63.43	
	4	70		\$34.93	\$15.28	\$15.71	\$0.00	\$65.92	
	5	80		\$39.92	\$15.28	\$15.71	\$0.00	\$70.91	
	Notes		s.; Steps 3-5 are 1 ye	ear					
				ear					
	Appro	Steps 1-2 are 6 mos		01/01/2017	7 \$34.93	\$15.28	\$15.71	\$0.00	\$65.92
EVATOR COM For apprent	Appro CONSTR VSTRUCTOR ice rates see	Steps 1-2 are 6 mos contice to Journeywor UCTOR HELPER ES LOCAL 41 "Apprentice - ELEVATOR	ker Ratio:1:1		7 \$34.93	\$15.28	\$15.71	\$0.00	\$65.92
For apprenting ENCE & BI	Appro CONSTR VSTRUCTOR Ice rates see	Steps 1-2 are 6 mos entice to Journeywor UCTOR HELPER	ker Ratio:1:1			\$15.28 \$7.60	\$15.71 \$11.10	\$0.00	\$65.92 \$44.45
For apprenting ENCE & BIBORERS - ZO	Appro CONSTR WSTRUCTOR Sice rates see EAM RAI NE 4 (BUIL	Steps 1-2 are 6 mos contice to Journeywor UCTOR HELPER SS LOCAL 41 "Apprentice - ELEVATOR L ERECTOR	ker Ratio:1:1	01/01/2017					
For apprenting For ENCE & BF BORERS - ZO For apprenting FORCE & GU	Appro CONSTR VSTRUCTOR ice rates see EAM RAI NE 4 (BUIL ice rates see	Steps 1-2 are 6 mos Intice to Journeywor UCTOR HELPER IS LOCAL 41 I'Apprentice - ELEVATOR L ERECTOR DING & SITE)	ker Ratio:1:1	01/01/2017	6 \$25.75				
For apprent ENCE & BI BORERS - ZO For apprent ENCE & GU BORERS - ZO For apprent	Appro CONSTR WSTRUCTOR ice rates see EAM RAI NE 4 (BUIL ice rates see JARD RA NE 4 (HEAN ice rates see	Steps 1-2 are 6 mos Intice to Journeywor UCTOR HELPER IS LOCAL 41 "Apprentice - ELEVATOR L ERECTOR DING & SITE) "Apprentice- LABORER" IL ERECTOR (HEAVY & HIGHWAY) "Apprentice- LABORER (cker Ratio:1:1 R CONSTRUCTOR" AVY & HIGHWAY Heavy and Highway)	01/01/2017	6 \$25.75	\$7.60	\$11.10 \$12.45	\$0.00	\$44.45
For apprent ENCE & BI BORERS - ZO For apprent ENCE & GU BORERS - ZO For apprent	Appro CONSTR WSTRUCTOR ice rates see EAM RAI NE 4 (BUIL ice rates see JARD RA NE 4 (HEA) ice rates see INST/RO	Steps 1-2 are 6 most steps 1-2	cker Ratio:1:1 R CONSTRUCTOR" AVY & HIGHWAY Heavy and Highway)	01/01/2017	6 \$25.75 6 \$26.67	\$7.60	\$11.10	\$0.00	\$44.45
For apprentice to the property of the property	Appro CONSTR WSTRUCTOR ice rates see EAM RAI NE 4 (BUIL ice rates see JARD RA NE 4 (HEAN ice rates see INST/RO IGINEERS L	Steps 1-2 are 6 most sentice to Journeywor UCTOR HELPER ES LOCAL 41 "Apprentice - ELEVATOR DING & SITE) "Apprentice- LABORER" ALL ERECTOR (HEARY & HIGHWAY) "Apprentice- LABORER (D-BLDG,SITE,HVY) OCAL 98 CHIEF:BLDG,SITE,F	R CONSTRUCTOR" AVY & HIGHWAY Heavy and Highway)	01/01/2017 12/01/2016 0 12/01/2016	6 \$25.75 6 \$26.67 9 \$18.84	\$7.60 \$7.60	\$11.10 \$12.45	\$0.00 \$0.00	\$44.45 \$46.72

Classification				Effective Da	te Base Wa	ge Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM I		LLER		01/01/2017	7 \$39.51	\$9.35	\$10.84	\$0.00	\$59.70
For apprentice i	ates see '	'Apprentice- EI	LECTRICIAN"						
FIRE ALARM F	REPAIF		NANCE SSIONING <i>electricians</i>	01/01/2017	7 \$39.51	\$9.35	\$10.84	\$0.00	\$59.70
OCAL 7									
	ates see '	'Apprentice- TI	ELECOMMUNICATIONS TECH						
TREMAN PPERATING ENGIN	IEERS LO	OCAL 98		12/01/2016				\$0.00	\$56.11
				06/01/2017	*			\$0.00	\$56.99
				12/01/2017				\$0.00	\$57.86
				06/01/2018	8 \$34.97	\$10.58		\$0.00	\$58.74
				12/01/2018		\$10.58		\$0.00	\$59.61
				06/01/2019				\$0.00	\$60.39
				12/01/2019	9 \$36.68	\$10.58	\$14.00	\$0.00	\$61.26
		ntice - <i>OP</i> ive Date -	12/01/2016	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
	$\frac{\text{Step}}{1}$	percent							
	2	60		\$19.89	\$10.58	\$12.38	\$0.00		
	3	70		\$23.21	\$10.58	\$12.38	\$0.00		
	4	80		\$26.52	\$10.58	\$12.38	\$0.00		
	4	90		\$29.84	\$10.58	\$12.38	\$0.00	\$52.80	
	Effecti	ive Date -	06/01/2017				Supplementa	1	
	Step	percent		Apprentice Base Wage	Health	Pension	Unemploymen		
	1	60		\$20.26	\$10.58	\$12.65	\$0.00	\$43.49	
	2	70		\$23.63	\$10.58	\$12.65	\$0.00	\$46.86	
	3	80		\$27.01	\$10.58	\$12.65	\$0.00	\$50.24	
	4	90		\$30.38	\$10.58	\$12.65	\$0.00	\$53.61	
	Notes:		are 1000 hrs.; Steps 3-4 are	2000 hrs.					
	Appre	ntice to Jou	rneyworker Ratio:1:6					'	
LAGGER & SI ABORERS - ZONE	GNAL	ER (HEAV	Y & HIGHWAY)	12/01/2016	5 \$20.50	\$7.60	\$12.45	\$0.00	\$40.55
For apprentice r	ates see '	'Apprentice- La	ABORER (Heavy and Highway)						
LOORCOVER	ER			03/01/2016	5 \$32.60	\$8.55	\$14.42	\$0.00	\$55.57
LOORCOVERERS	LOCAL 2	2168 ZONE III		33, 31, 201	. 452.00	40.00		•	, ,

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Total Rate

GLAZIERS LOCAL 1333

Apprentice - FLOORCOVERER - Local 2168 Zone III

	Effect	ive Date - 03/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
	1	50	\$16.30	\$8.55	\$1.20	\$0.00	\$26.05	5
	2	55	\$17.93	\$8.55	\$1.20	\$0.00	\$27.68	3
	3	60	\$19.56	\$8.55	\$10.82	\$0.00	\$38.93	3
	4	65	\$21.19	\$8.55	\$10.82	\$0.00	\$40.56	6
	5	70	\$22.82	\$8.55	\$12.02	\$0.00	\$43.39)
	6	75	\$24.45	\$8.55	\$12.02	\$0.00	\$45.02	2
	7	80	\$26.08	\$8.55	\$13.22	\$0.00	\$47.85	5
	8	85	\$27.71	\$8.55	\$13.22	\$0.00	\$49.48	3
	Notes:	:						
	İ	Steps are 750 hrs.						
	Appre	entice to Journeyworker Ratio:1:1						
FORK LIFT	INCEDCI	0041.00	12/01/2016	\$33.37	\$10.58	\$12.38	\$0.00	\$56.33
OPERATING ENG	INEEKS L	OCAL 98	06/01/2017	\$33.98	\$10.58	\$12.65	\$0.00	\$57.21
			12/01/2017	\$34.58	\$10.58	\$12.92	\$0.00	\$58.08
			06/01/2018	\$35.19	\$10.58	\$13.19	\$0.00	\$58.96
			12/01/2018	\$35.79	\$10.58	\$13.46	\$0.00	\$59.83
			06/01/2019	\$36.30	\$10.58	\$13.73	\$0.00	\$60.61
For apprentic	e rates see	"Apprentice- OPERATING ENGINEERS"	12/01/2019	\$36.90	\$10.58	\$14.00	\$0.00	\$61.48
		TING PLANTS	12/01/2016	\$29.92	\$10.58	\$12.38	\$0.00	\$52.88
OPERATING ENG	SINEERS L	OCAL 98	06/01/2017	\$30.53	\$10.58	\$12.65	\$0.00	\$53.76
			12/01/2017	\$31.13	\$10.58	\$12.92	\$0.00	\$54.63
			06/01/2018	\$31.74	\$10.58	\$13.19	\$0.00	\$55.51
			12/01/2018	\$32.34	\$10.58	\$13.46	\$0.00	\$56.38
			06/01/2019	\$32.85	\$10.58	\$13.73	\$0.00	\$57.16
For apprentic	e rates see	"Apprentice- OPERATING ENGINEERS"	12/01/2019	\$33.45	\$10.58	\$14.00	\$0.00	\$58.03
GLAZIER (GI		ANK/AIR BARRIER/INTERIOR	06/01/2016	\$35.58	\$10.70	\$8.25	\$0.00	\$54.53
SYSTEMS)								

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Total Rate

Classification	Effective Da	te Base Wage	e Health		Supplemental Unemployment	Total Ra
TDRAULIC DRILLS (HEAVY & HIGHWAY) BORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2016	\$27.17	\$7.60	\$12.45	\$0.00	\$47.22
For apprentice rates see "Apprentice- LABORER (Heavy and Highwa	y)					
SULATOR (PIPES & TANKS) EAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	09/01/2016	\$36.07	\$11.75	\$14.20	\$0.00	\$62.02
AT & PROST INSULATORS LOCAL 0 (SI RINGFIELD)	09/01/2017	\$37.67	\$11.75	\$14.20	\$0.00	\$63.62
	09/01/2018	\$39.47	\$11.75	\$14.20	\$0.00	\$65.42
	09/01/2019	\$41.47	\$11.75	\$14.20	\$0.00	\$67.42
Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Spi	ringfield				
Effective Date - 09/01/2016				Supplementa		
Step percent	Apprentice Base Wage	Health	Pension	Unemploymen	t Total Rate	
1 50	\$18.04	\$11.75	\$10.45	\$0.00	\$40.24	
2 60	\$21.64	\$11.75	\$11.20	\$0.00	\$44.59	
3 70	\$25.25	\$11.75	\$11.95	\$0.00	\$48.95	
4 80	\$28.86	\$11.75	\$12.70	\$0.00	\$53.31	
Effective Date - 09/01/2017	Annual C. D. W.	II14	D	Supplementa		
Step percent	Apprentice Base Wage		Pension	Unemploymen		
1 50	\$18.84	\$11.75	\$10.45	\$0.00		
2 60	\$22.60	\$11.75	\$11.20	\$0.00		
3 70	\$26.37	\$11.75	\$11.95	\$0.00		
4 80	\$30.14	\$11.75	\$12.70	\$0.00	\$54.59	
Notes: Steps are 1 year						
Apprentice to Journeyworker Ratio:1:4						
ONWORKER/WELDER ONWORKERS LOCAL 7 (SPRINGFIELD AREA)	03/16/2017	\$32.39	\$7.80	\$19.60	\$0.00	\$59.79
Apprentice - IRONWORKER - Local 7 S Effective Date - 03/16/2017 Step percent	Springfield Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
1 60	\$19.43	\$7.80	\$19.60	\$0.00	\$46.83	
2 70	\$22.67	\$7.80	\$19.60	\$0.00	\$50.07	
3 75	\$24.29	\$7.80	\$19.60	\$0.00	\$51.69	
4 80	\$25.91	\$7.80	\$19.60	\$0.00	\$53.31	
5 85	\$27.53	\$7.80	\$19.60	\$0.00	\$54.93	
6 90	\$29.15	\$7.80	\$19.60	\$0.00	\$56.55	
Notes: Structural 1:6; Ornamental 1:4						
Apprentice to Journeyworker Ratio:						
ACKHAMMER & PAVING BREAKER OPERATOR ABORERS - ZONE 4 (BUILDING & SITE)	12/01/2016	\$25.75	\$7.60	\$11.10	\$0.00	\$44.45

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Classification For apprentice	e rates see ".	Apprentice- LABORER"	Effective Da	te Base Wage	e Health	Pension	Supplemental Unemployment	Total Rat
ABORER ABORERS - ZONI	E 4 (BUILD	ING & SITE)	12/01/2016	\$25.50	\$7.60	\$11.10	\$0.00	\$44.20
		tice - LABORER - Zone 4 Building ve Date - 12/01/2016	and Site			Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$15.30	\$7.60	\$11.10	\$0.00	\$34.00	
	2	70	\$17.85	\$7.60	\$11.10	\$0.00	\$36.55	
	3	80	\$20.40	\$7.60	\$11.10	\$0.00	\$39.10	
	4	90	\$22.95	\$7.60	\$11.10	\$0.00	\$41.65	
	Notes:							
	Apprei	ntice to Journeyworker Ratio:1:5						
LABORER (HI	EAVY &	HIGHWAY)	12/01/2016	\$26.42	\$7.60	\$12.45	\$0.00	\$46.47
		tice - LABORER (Heavy and Highv	vay) - Zone 4					
	Effectiv	ve Date - 12/01/2016		Health	Pension	Supplemental Unemployment		
			Apprentice Base Wage \$15.85	Health \$7.60	Pension \$12.45		Total Rate	
	Effective Step	ve Date - 12/01/2016 percent	Apprentice Base Wage			Unemployment	Total Rate \$35.90	
	Step 1	percent 12/01/2016 60	Apprentice Base Wage \$15.85	\$7.60	\$12.45	Unemployment \$0.00	Total Rate \$35.90 \$38.54	
	Step 1 2	percent 12/01/2016 percent 60 70	Apprentice Base Wage \$15.85 \$18.49	\$7.60 \$7.60	\$12.45 \$12.45	Unemployment \$0.00	** Total Rate \$35.90 \$38.54 \$41.19	
	Step 1 2 3	Per Date - 12/01/2016 percent 60 70 80	Apprentice Base Wage \$15.85 \$18.49 \$21.14	\$7.60 \$7.60 \$7.60	\$12.45 \$12.45 \$12.45	\$0.00 \$0.00 \$0.00	** Total Rate \$35.90 \$38.54 \$41.19	
	Step 1 2 3 4	Per Date - 12/01/2016 percent 60 70 80	Apprentice Base Wage \$15.85 \$18.49 \$21.14	\$7.60 \$7.60 \$7.60	\$12.45 \$12.45 \$12.45	\$0.00 \$0.00 \$0.00	** Total Rate \$35.90 \$38.54 \$41.19	
	Effective Step 1 2 3 4 Notes:	Per Date - 12/01/2016 percent 60 70 80	Apprentice Base Wage \$15.85 \$18.49 \$21.14	\$7.60 \$7.60 \$7.60	\$12.45 \$12.45 \$12.45	\$0.00 \$0.00 \$0.00	** Total Rate \$35.90 \$38.54 \$41.19	
ABORERS - ZONI	Effective Step 1 2 3 4 Notes: Appreciate ARPENT Et 4 (BUILD)	percent 60 70 80 90 attice to Journeyworker Ratio:1:5 ER TENDER ING & SITE)	Apprentice Base Wage \$15.85 \$18.49 \$21.14	\$7.60 \$7.60 \$7.60 \$7.60	\$12.45 \$12.45 \$12.45	\$0.00 \$0.00 \$0.00	** Total Rate \$35.90 \$38.54 \$41.19	\$44.20
For apprentice ABORER: CH	Effective Step 1 2 3 4 Notes: Apprel ARPENT E 4 (BUILD) e rates see " EMENT 1	percent 60 70 80 90 attice to Journeyworker Ratio:1:5 ER TENDER ING & SITE) Apprentice- LABORER" FINISHER TENDER	\$15.85 \$18.49 \$21.14 \$23.78	\$7.60 \$7.60 \$7.60 \$7.60 	\$12.45 \$12.45 \$12.45 \$12.45	\$0.00 \$0.00 \$0.00 \$0.00	\$35.90 \$38.54 \$41.19 \$43.83	\$44.20 \$44.20
ABORERS - ZONA For apprentice ABORER: CH ABORERS - ZONA	Effective Step 1 2 3 4 Notes: Apprel ARPENT E 4 (BUILD E 14 (BUILD E 4 (BUILD	percent 60 70 80 90 attice to Journeyworker Ratio:1:5 ER TENDER ING & SITE) Apprentice- LABORER" FINISHER TENDER	\$15.85 \$18.49 \$21.14 \$23.78	\$7.60 \$7.60 \$7.60 \$7.60 	\$12.45 \$12.45 \$12.45 \$12.45 	\$0.00 \$0.00 \$0.00 \$0.00 \$11.10	Total Rate \$35.90 \$38.54 \$41.19 \$43.83 \$0.00	
For apprentice ABORER: CF ABORERS - ZONI For apprentice ABORER: HA	Effective Step 1 2 3 4 Notes: Apprel ARPENT 1 E 4 (BUILD e rates see " EMENT 1 E 4 (BUILD e rates see " AZARDO	percent 60 70 80 90 attice to Journeyworker Ratio:1:5 ER TENDER ING & SITE) Apprentice- LABORER" FINISHER TENDER ING & SITE) Apprentice- LABORER" OUS WASTE/ASBESTOS REMOVE	Apprentice Base Wage \$15.85 \$18.49 \$21.14 \$23.78	\$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$25.50	\$12.45 \$12.45 \$12.45 \$12.45 	\$0.00 \$0.00 \$0.00 \$0.00 \$11.10	Total Rate \$35.90 \$38.54 \$41.19 \$43.83 \$0.00	
For apprentice ABORER: CH ABORERS - ZONI For apprentice ABORER: HA ABORERS - ZONI	Effective Step 1 2 3 4 Notes: Apprei ARPENT E 4 (BUILD e rates see ". EMENT 1 E 4 (BUILD e rates see ". AZARDO E 4 (BUILD	percent 60 70 80 90 attice to Journeyworker Ratio:1:5 ER TENDER ING & SITE) Apprentice- LABORER" FINISHER TENDER ING & SITE) Apprentice- LABORER" OUS WASTE/ASBESTOS REMOVE	Apprentice Base Wage \$15.85 \$18.49 \$21.14 \$23.78	\$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$25.50	\$12.45 \$12.45 \$12.45 \$12.45 \$7.60	\$0.00 \$0.00 \$0.00 \$0.00 \$11.10	\$35.90 \$38.54 \$41.19 \$43.83 \$0.00	\$44.20
For apprentice ABORER: CF ABORERS - ZONI For apprentice ABORER: HA ABORERS - ZONI For apprentice ABORERS - ZONI ABORER: M. ABORER: M. ABORERS - ZONI	Effective Step 1 2 3 4 Notes: Appreciate ARPENT 1 E 4 (BUILD) e rates see ". AZARDO E 4 (BUILD) e rates see ". ASON T. E 4 (BUILD)	percent 60 70 80 90 Attice to Journeyworker Ratio:1:5 ER TENDER Apprentice- LABORER" FINISHER TENDER Apprentice- LABORER" DUS WASTE/ASBESTOS REMOVE Apprentice- LABORER" DUS WASTE/ASBESTOS REMOVE Apprentice- LABORER" ENDER Apprentice- LABORER" ENDER Apprentice- LABORER"	Apprentice Base Wage \$15.85 \$18.49 \$21.14 \$23.78	\$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$25.50 \$25.50	\$12.45 \$12.45 \$12.45 \$12.45 \$7.60	\$0.00 \$0.00 \$0.00 \$0.00 \$11.10	\$35.90 \$38.54 \$41.19 \$43.83 \$0.00	\$44.20
ABORERS - ZONI For apprentice ABORER: CF ABORERS - ZONI For apprentice ABORERS - ZONI For apprentice ABORERS - ZONI For apprentice ABORER: M. ABORERS - ZONI For apprentice	Effective Step 1 2 3 4 Notes: Apprei ARPENT E 4 (BUILD) e rates see ". AZARDO E 4 (BUILD) e rates see ". ASON T. E 4 (BUILD) e rates see ".	percent 60 70 80 90 attice to Journeyworker Ratio:1:5 ER TENDER ING & SITE) Apprentice- LABORER" OUS WASTE/ASBESTOS REMOVE ING & SITE) Apprentice- LABORER" ENDER ING & SITE) Apprentice- LABORER" ENDER ING & SITE) Apprentice- LABORER"	Apprentice Base Wage \$15.85 \$18.49 \$21.14 \$23.78 12/01/2016	\$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$25.50 \$25.50	\$12.45 \$12.45 \$12.45 \$12.45 \$7.60	\$0.00 \$0.00 \$0.00 \$0.00 \$11.10	\$35.90 \$38.54 \$41.19 \$43.83 \$0.00 \$0.00	\$44.20 \$44.30
ABORERS - ZONI For apprentice ABORER: CF ABORERS - ZONI For apprentice ABORER: HA ABORERS - ZONI For apprentice ABORER: M. ABORERS - ZONI For apprentice ABORERS - ZONI For apprentice	Effective Step 1 2 3 4 Notes: Apprei ARPENT E 4 (BUILD e rates see "A AZARDO E 4 (BUILD e rates see "A ASON T E 4 (BUILD e rates see "A ASON T E 4 (BUILD e rates see "A ASON T E 4 (BUILD e rates see "A ASON T E 4 (BUILD e rates see "A ASON T E 4 (BUILD e rates see "A ASON T E 4 (BUILD E P E A BUILD	percent 60 70 80 90 matice to Journeyworker Ratio:1:5 ER TENDER ING & SITE) Apprentice- LABORER" DUS WASTE/ASBESTOS REMOVE ING & SITE) Apprentice- LABORER" ENDER Apprentice- LABORER" ENDER ING & SITE) Apprentice- LABORER"	Apprentice Base Wage \$15.85 \$18.49 \$21.14 \$23.78 12/01/2016	\$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$25.50 \$25.50 \$25.50	\$12.45 \$12.45 \$12.45 \$12.45 \$7.60	\$0.00 \$0.00 \$0.00 \$0.00 \$11.10	\$35.90 \$38.54 \$41.19 \$43.83 \$0.00 \$0.00	\$44.20 \$44.30
ABORER: CF ABORERS - ZONI For apprentice ABORERS - ZONI For apprentice ABORER: M. ABORERS - ZONI For apprentice ABORERS - ZONI ABORERS - ZONI ABORERS - ZONI ABORERS - ZONI	Effective Step 1 2 3 4 Notes: Apprecia ARPENT E 4 (BUILD e rates see ". AZARDO E 4 (BUILD e rates see ". ASON T. E 4 (BUILD e rates see ". ASON T. E 4 (HEAVE	percent 60 70 80 90 matice to Journeyworker Ratio:1:5 ER TENDER ING & SITE) Apprentice- LABORER" DUS WASTE/ASBESTOS REMOVE ING & SITE) Apprentice- LABORER" ENDER Apprentice- LABORER" ENDER ING & SITE) Apprentice- LABORER"	Apprentice Base Wage \$15.85 \$18.49 \$21.14 \$23.78 12/01/2016 R 12/01/2015	\$7.60 \$7.60 \$7.60 \$7.60 \$7.60 \$25.50 \$25.50 \$25.50	\$12.45 \$12.45 \$12.45 \$12.45 \$12.45 \$7.60 \$7.60	\$0.00 \$0.00 \$0.00 \$0.00 \$11.10 \$11.10	\$35.90 \$38.54 \$41.19 \$43.83 \$0.00 \$0.00	\$44.20 \$44.30 \$46.20

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Classification For apprentice rates see "Apprentice- LABORER"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: TREE REMOVER LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2016	\$25.50	\$7.60	\$11.10	\$0.00	\$44.20
This classification applies to all tree work associated with the removal of standing t a utility company for the purpose of operation, maintenance or repair of utility company	,				s not done for	
LASER BEAM OPERATOR LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2016	\$25.75	\$7.60	\$11.10	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2016	\$26.67	\$7.60	\$12.45	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	02/27/2017	\$32.67	\$10.75	\$17.05	\$0.00	\$60.47

Apprentice - MARBLE-TILE-TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Pitt)

	ve Date - 02/27	2017			.	Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$16.34	\$10.75	\$17.05	\$0.00	\$44.14
2	60		\$19.60	\$10.75	\$17.05	\$0.00	\$47.40
3	70		\$22.87	\$10.75	\$17.05	\$0.00	\$50.67
4	80		\$26.14	\$10.75	\$17.05	\$0.00	\$53.94
5	90		\$29.40	\$10.75	\$17.05	\$0.00	\$57.20
Notes:							

MARBLE MASONS, TILELAYERS & TERRAZZO MECH BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE

02/27/2017 \$39.26 \$10.75 \$17.38 \$0.00 \$67.39

Cumplemental

Apprentice - MARBLE-TILE-TERRAZZO MECH - Local 3 Marble/Tile (Spr/Pitt)

Effecti	ve Date -	02/27/2017				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$19.63	\$10.75	\$17.38	\$0.00	\$47.76
2	60		\$23.56	\$10.75	\$17.38	\$0.00	\$51.69
3	70		\$27.48	\$10.75	\$17.38	\$0.00	\$55.61
4	80		\$31.41	\$10.75	\$17.38	\$0.00	\$59.54
5	90		\$35.33	\$10.75	\$17.38	\$0.00	\$63.46
Notes:							

Apprentice to Journeyworker Ratio:1:5

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/01/2016	\$33.68	\$10.58	\$12.38	\$0.00	\$56.64
OPERATING ENGINEERS LOCAL 98	06/01/2017	\$34.29	\$10.58	\$12.65	\$0.00	\$57.52
	12/01/2017	\$34.89	\$10.58	\$12.92	\$0.00	\$58.39
	06/01/2018	\$35.50	\$10.58	\$13.19	\$0.00	\$59.27
	12/01/2018	\$36.10	\$10.58	\$13.46	\$0.00	\$60.14
	06/01/2019	\$36.61	\$10.58	\$13.73	\$0.00	\$60.92
	12/01/2019	\$37.21	\$10.58	\$14.00	\$0.00	\$61.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANIC/WELDER/BOOM TRUCK	12/01/2016	\$33.15	\$10.58	\$12.38	\$0.00	\$56.11
OPERATING ENGINEERS LOCAL 98	06/01/2017	\$33.76	\$10.58	\$12.65	\$0.00	\$56.99
	12/01/2017	\$34.36	\$10.58	\$12.92	\$0.00	\$57.86
	06/01/2018	\$34.97	\$10.58	\$13.19	\$0.00	\$58.74
	12/01/2018	\$35.57	\$10.58	\$13.46	\$0.00	\$59.61
	06/01/2019	\$36.08	\$10.58	\$13.73	\$0.00	\$60.39
	12/01/2019	\$36.68	\$10.58	\$14.00	\$0.00	\$61.26
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 3)	04/01/2017	\$33.81	\$9.90	\$18.50	\$0.00	\$62.21
MILLWRIGHTS LOCAL 1121 - Zone 3	10/01/2017	\$34.64	\$9.90	\$18.50	\$0.00	\$63.04
	04/01/2018	\$35.46	\$9.90	\$18.50	\$0.00	\$63.86
	10/01/2018	\$36.29	\$9.90	\$18.50	\$0.00	\$64.69
	04/01/2019	\$37.11	\$9.90	\$18.50	\$0.00	\$65.51

Apprentice - *MILLWRIGHT - Local 1121 Zone 3*

Effect	ive Date -	04/01/2017				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	55		\$18.60	\$9.90	\$5.31	\$0.00	\$33.81
2	65		\$21.98	\$9.90	\$15.13	\$0.00	\$47.01
3	75		\$25.36	\$9.90	\$16.10	\$0.00	\$51.36
4	85		\$28.74	\$9.90	\$17.06	\$0.00	\$55.70
Effect	ive Date -	10/01/2017				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	55		\$19.05	\$9.90	\$5.31	\$0.00	\$34.26
2	65		\$22.52	\$9.90	\$15.13	\$0.00	\$47.55
3	75		\$25.98	\$9.90	\$16.10	\$0.00	\$51.98
4	85		\$29.44	\$9.90	\$17.06	\$0.00	\$56.40
Notes:							
	Steps are	2,000 hours					į
Appre	entice to Jo	urneyworker Ratio:1	:5				

MORTAR MIXER 12/01/2016 \$25.75 \$7.60 \$11.10 \$0.00 \$44.45 LABORERS - ZONE 4 (BUILDING & SITE)

For apprentice rates see "Apprentice- LABORER"

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OILER	12/01/2016	\$28.84	\$10.58	\$12.38	\$0.00	\$51.80
OPERATING ENGINEERS LOCAL 98	06/01/2017	\$29.45	\$10.58	\$12.65	\$0.00	\$52.68
	12/01/2017	\$30.05	\$10.58	\$12.92	\$0.00	\$53.55
	06/01/2018	\$30.66	\$10.58	\$13.19	\$0.00	\$54.43
	12/01/2018	\$31.26	\$10.58	\$13.46	\$0.00	\$55.30
	06/01/2019	\$31.77	\$10.58	\$13.73	\$0.00	\$56.08
	12/01/2019	\$32.37	\$10.58	\$14.00	\$0.00	\$56.95
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI	12/01/2016	\$26.86	\$10.58	\$12.38	\$0.00	\$49.82
OPERATING ENGINEERS LOCAL 98	06/01/2017	\$27.47	\$10.58	\$12.65	\$0.00	\$50.70
	12/01/2017	\$28.07	\$10.58	\$12.92	\$0.00	\$51.57
	06/01/2018	\$28.68	\$10.58	\$13.19	\$0.00	\$52.45
	12/01/2018	\$29.28	\$10.58	\$13.46	\$0.00	\$53.32
	06/01/2019	\$29.79	\$10.58	\$13.73	\$0.00	\$54.10
	12/01/2019	\$30.39	\$10.58	\$14.00	\$0.00	\$54.97
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 3	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effect	ive Date - 01/01/2017				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$25.71	\$7.85	\$0.00	\$0.00	\$33.56
2	55	\$28.28	\$7.85	\$3.66	\$0.00	\$39.79
3	60	\$30.85	\$7.85	\$3.99	\$0.00	\$42.69
4	65	\$33.42	\$7.85	\$4.32	\$0.00	\$45.59
5	70	\$35.99	\$7.85	\$14.11	\$0.00	\$57.95
6	75	\$38.56	\$7.85	\$14.44	\$0.00	\$60.85
7	80	\$41.13	\$7.85	\$14.77	\$0.00	\$63.75
8	90	\$46.27	\$7.85	\$15.44	\$0.00	\$69.56
Notes	Steps are 750 hrs.			. — — —		
Appro	entice to Journeyworker Ratio:1:1	- – – – – – -				
	R SANDBLAST, NEW) *	01/01/2017	\$34.6	8 \$7.85	\$12.30).00 \$54

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

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3

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Apprentice -	PAINTER Local 35 Zone 3 - Spray/Sandblast - New
Effective Date	01/01/2017

Effe	ective Date - 01/01/2017				Supplemental	
Step	p percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$17.34	\$7.85	\$0.00	\$0.00	\$25.19
2	55	\$19.07	\$7.85	\$1.57	\$0.00	\$28.49
3	60	\$20.81	\$7.85	\$1.71	\$0.00	\$30.37
4	65	\$22.54	\$7.85	\$1.85	\$0.00	\$32.24
5	70	\$24.28	\$7.85	\$11.45	\$0.00	\$43.58
6	75	\$26.01	\$7.85	\$11.59	\$0.00	\$45.45
7	80	\$27.74	\$7.85	\$11.73	\$0.00	\$47.32
8	90	\$31.21	\$7.85	\$12.02	\$0.00	\$51.08
 Not						
İ	Steps are 750 hrs.					i
App	prentice to Journeyworker Ratio	:1:1				
INTER (SPRAY ONTERS LOCAL 35 - Z	OR SANDBLAST, REPAINT) ONE 3	01/01/2017	\$32.	00 \$7.85	\$12.30	\$0.00 \$52.15

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint

Effecti	ve Date - 01/01/2017				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$16.00	\$7.85	\$0.00	\$0.00	\$23.85
2	55	\$17.60	\$7.85	\$1.57	\$0.00	\$27.02
3	60	\$19.20	\$7.85	\$1.71	\$0.00	\$28.76
4	65	\$20.80	\$7.85	\$1.85	\$0.00	\$30.50
5	70	\$22.40	\$7.85	\$11.45	\$0.00	\$41.70
6	75	\$24.00	\$7.85	\$11.59	\$0.00	\$43.44
7	80	\$25.60	\$7.85	\$11.73	\$0.00	\$45.18
8	90	\$28.80	\$7.85	\$12.02	\$0.00	\$48.67
Notes:						
	Steps are 750 hrs.					
Appre	ntice to Journeyworker Ratio:1:1					- — — ·
NTER / TAPER (B	RUSH, NEW) *	01/01/2017	\$33.2	28 \$7.85	\$12.30	\$0.00 \$53.43

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

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3

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Effect Step	ive Date - 01/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.64	\$7.85	\$0.00	\$0.00	\$24.49
2	55	\$18.30	\$7.85	\$1.57	\$0.00	\$27.72
3	60	\$19.97	\$7.85	\$1.71	\$0.00	\$29.53
4	65	\$21.63	\$7.85	\$1.85	\$0.00	\$31.33
5	70	\$23.30	\$7.85	\$11.45	\$0.00	\$42.60
6	75	\$24.96	\$7.85	\$11.59	\$0.00	\$44.40
7	80	\$26.62	\$7.85	\$11.73	\$0.00	\$46.20
8	90	\$29.95	\$7.85	\$12.02	\$0.00	\$49.82
Notes	:					
	Steps are 750 hrs.					
PER (E	entice to Journeyworker Ra RUSH, REPAINT) EE 3	01/01/201	7 \$30.60	\$7.85	\$12.30	\$0.00
APER (E	entice - PAINTER Local 35 ive Date - 01/01/2017	01/01/201 ² 5 Zone 3 - BRUSH REPAINT			Supplemental	
PER (E 35 - ZON Appro Effect Step	entice - PAINTER Local 33 ive Date - 01/01/2017 percent	01/01/201' 5 Zone 3 - BRUSH REPAINT Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat
Appro Effect Step	entice - PAINTER Local 35 ive Date - 01/01/2017 percent 50	01/01/2017 5 Zone 3 - BRUSH REPAINT Apprentice Base Wage \$15.30	Health \$7.85	Pension \$0.00	Supplemental Unemployment \$0.00	Total Rate
Appro Effect Step 1	entice - PAINTER Local 33 ive Date - 01/01/2017 percent 50 55	01/01/201' 5 Zone 3 - BRUSH REPAINT Apprentice Base Wage \$15.30 \$16.83	Health \$7.85 \$7.85	Pension \$0.00 \$1.57	Supplemental Unemployment \$0.00 \$0.00	Total Rat \$23.1: \$26.2.
Appro Effect Step 1 2 3	entice - PAINTER Local 35 ive Date - 01/01/2017 percent 50 55 60	01/01/2017 5 Zone 3 - BRUSH REPAINT Apprentice Base Wage \$15.30 \$16.83 \$18.36	Health \$7.85 \$7.85 \$7.85	Pension \$0.00 \$1.57 \$1.71	Supplemental Unemployment \$0.00 \$0.00 \$0.00	Total Rat \$23.1: \$26.2. \$27.9:
Appro Effect Step 1	entice - PAINTER Local 33 ive Date - 01/01/2017 percent 50 55 60 65	01/01/2017 5 Zone 3 - BRUSH REPAINT Apprentice Base Wage \$15.30 \$16.83 \$18.36 \$19.89	Health \$7.85 \$7.85 \$7.85 \$7.85	Pension \$0.00 \$1.57 \$1.71 \$1.85	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rat \$23.1: \$26.2: \$27.9: \$29.5:
Appro Effect Step 1 2 3 4 5	entice - PAINTER Local 33 ive Date - 01/01/2017 percent 50 55 60 65 70	01/01/2017 S Zone 3 - BRUSH REPAINT Apprentice Base Wage \$15.30 \$16.83 \$18.36 \$19.89 \$21.42	Health \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	Pension \$0.00 \$1.57 \$1.71 \$1.85 \$11.45	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rat \$23.1: \$26.2: \$27.9: \$29.5: \$40.7:
Approx Effect Step 1 2 3 4 5 6	entice - PAINTER Local 33 ive Date - 01/01/2017 percent 50 55 60 65 70 75	01/01/2017 S Zone 3 - BRUSH REPAINT Apprentice Base Wage \$15.30 \$16.83 \$18.36 \$19.89 \$21.42 \$22.95	Health \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	Pension \$0.00 \$1.57 \$1.71 \$1.85 \$11.45 \$11.59	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$23.15 \$23.15 \$26.25 \$27.92 \$29.59 \$40.72 \$42.39
Appro Effect Step 1 2 3 4 5	entice - PAINTER Local 33 ive Date - 01/01/2017 percent 50 55 60 65 70	01/01/2017 S Zone 3 - BRUSH REPAINT Apprentice Base Wage \$15.30 \$16.83 \$18.36 \$19.89 \$21.42	Health \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	Pension \$0.00 \$1.57 \$1.71 \$1.85 \$11.45	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$23.15 \$26.25 \$27.92 \$29.59 \$40.72 \$42.39 \$44.06 \$47.41

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 3) For apprentice rates see "Apprentice-PILE DRIVER"	08/31/2015	\$39.00	\$9.80	\$18.17	\$0.00	\$66.97
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/31/2015	\$39.00	\$9.80	\$18.17	\$0.00	\$66.97

Apprentice -	PILE DRIVER - Local	56 Zone 3
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Effective Date - 08/31/2015				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
1 0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Notes: Apprentice wages shall be no less than	n the following Steps;					
(Same as set in Zone 1) 1\$50.05/2\$54.25/3\$58.46/4\$60.56/5\$	662.66/6\$62.66/7\$66.87/8	\$\$66.87				
Apprentice to Journeyworker Ratio:1:3						
PIPELAYER LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2016	5 \$25.75	\$7.60	\$11.10	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2016	\$26.67	\$7.60	\$12.45	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PLUMBER & PIPEFITTER	03/17/2017	7 \$37.73	\$8.50	\$15.30	\$0.00	\$61.53
PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	09/17/2017	\$38.78	\$8.50	\$15.30	\$0.00	\$62.58
	03/17/2018	\$39.83	\$8.50	\$15.30	\$0.00	\$63.63
	09/17/2018	\$41.08	\$8.50	\$15.30	\$0.00	\$64.88
	03/17/2019	\$42.33	\$8.50	\$15.30	\$0.00	\$66.13

Issue Date: 04/21/2017 **Wage Request Number:** 20170421-029 **Page 20 of 28**

Apprentice -	PLUMBER/PIPEFITTER - Local 104 Western
--------------	--

	Step	ve Date - 03/17/2017 percent		ce Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	$\frac{\operatorname{step}}{1}$	45	rippiener	\$16.98	\$8.50	\$9.05	\$0.00	\$34.53	
	2	50		\$18.87	\$8.50	\$9.05	\$0.00	\$34.33 \$36.42	
	3	55		\$20.75	\$8.50	\$9.05	\$0.00	\$38.30	
	4	60		\$20.73 \$22.64	\$8.50	\$9.05	\$0.00	\$38.30 \$40.19	
	5	65							
	6	70		\$24.52	\$8.50	\$9.05	\$0.00	\$42.07	
	7	75		\$26.41	\$8.50	\$9.05	\$0.00	\$43.96	
	8			\$28.30	\$8.50	\$9.05	\$0.00	\$45.85	
	9	80		\$30.18	\$8.50	\$9.05	\$0.00	\$47.73	
		80		\$30.18	\$8.50	\$15.30	\$0.00	\$53.98	
	10	80		\$30.18	\$8.50	\$15.30	\$0.00	\$53.98	
	Effecti	ve Date - 09/17/2017					Supplemental		
	Step	percent	Apprenti	ce Base Wage	Health	Pension	Unemployment	Total Rate	
	1	45		\$17.45	\$8.50	\$9.05	\$0.00	\$35.00	
	2	50		\$19.39	\$8.50	\$9.05	\$0.00	\$36.94	
	3	55		\$21.33	\$8.50	\$9.05	\$0.00	\$38.88	
	4	60		\$23.27	\$8.50	\$9.05	\$0.00	\$40.82	
	5	65		\$25.21	\$8.50	\$9.05	\$0.00	\$42.76	
	6	70		\$27.15	\$8.50	\$9.05	\$0.00	\$44.70	
	7	75		\$29.09	\$8.50	\$9.05	\$0.00	\$46.64	
	8	80		\$31.02	\$8.50	\$9.05	\$0.00	\$48.57	
	9	80		\$31.02	\$8.50	\$15.30	\$0.00	\$54.82	
	10	80		\$31.02	\$8.50	\$15.30	\$0.00	\$54.82	
	Notes:	**1:1,2:5,3:9,4:12							
	Appre	ntice to Journeyworker	Ratio:**						
		OLS (TEMP.)	CION	03/17/2017	\$37.73	\$8.50	\$15.30	\$0.00	\$61.53
UMBERS & PIP	EFILLEKS	LOCAL 104 WESTERN DIVI	SION	09/17/2017	\$38.78	\$8.50	\$15.30	\$0.00	\$62.58
				03/17/2018	\$39.83	\$8.50	\$15.30	\$0.00	\$63.63
				09/17/2018	\$41.08	\$8.50	\$15.30	\$0.00	\$64.88
For apprentice	rates see "	Apprentice- PIPEFITTER" or	"PI I IMBER/PIPEFITTER"	03/17/2019	\$42.33	\$8.50	\$15.30	\$0.00	\$66.13
		OOL OPERATOR (HE		12/01/2016	\$26.67	\$7.60	\$12.45	\$0.00	\$46.72
IGHWAY) BORERS - ZONE For apprentice		Y & HIGHWAY) Apprentice- LABORER (Heav	y and Highway)		\$20.07	Ψ7.00	•		ψ.ισ., 2
OWDERMAN BORERS - ZONA				12/01/2016	\$26.50	\$7.60	\$11.10	\$0.00	\$45.20
For apprentice	rates see "	Apprentice- LABORER"							
OWDERMAN ABORERS - ZONA		STER (HEAVY & HIC Y & HIGHWAY)	HWAY)	12/01/2016	\$27.42	\$7.60	\$12.45	\$0.00	\$47.47
			y and Highway)						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE)	12/01/2016	\$33.68	\$10.58	\$12.38	\$0.00	\$56.64
OPERATING ENGINEERS LOCAL 98	06/01/2017	\$34.29	\$10.58	\$12.65	\$0.00	\$57.52
	12/01/2017	\$34.89	\$10.58	\$12.92	\$0.00	\$58.39
	06/01/2018	\$35.50	\$10.58	\$13.19	\$0.00	\$59.27
	12/01/2018	\$36.10	\$10.58	\$13.46	\$0.00	\$60.14
	06/01/2019	\$36.61	\$10.58	\$13.73	\$0.00	\$60.92
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$37.21	\$10.58	\$14.00	\$0.00	\$61.79
PUMP OPERATOR (DEWATERING, OTHER)	12/01/2016	\$33.15	\$10.58	\$12.38	\$0.00	\$56.11
OPERATING ENGINEERS LOCAL 98	06/01/2017	\$33.76	\$10.58	\$12.65	\$0.00	\$56.99
	12/01/2017	\$34.36	\$10.58	\$12.92	\$0.00	\$57.86
	06/01/2018	\$34.97	\$10.58	\$13.19	\$0.00	\$58.74
	12/01/2018	\$35.57	\$10.58	\$13.46	\$0.00	\$59.61
	06/01/2019	\$36.08	\$10.58	\$13.73	\$0.00	\$60.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$36.68	\$10.58	\$14.00	\$0.00	\$61.26
READY-MIX CONCRETE DRIVER TEAMSTERS LOCAL 404	05/01/2016	\$21.01	\$10.23	\$9.40	\$0.00	\$40.64
RESIDENTIAL WOOD FRAME CARPENTER **	04/01/2017	\$22.08	\$7.07	\$7.18	\$0.00	\$36.33
** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do	10/01/2017	\$22.63	\$7.07	\$7.18	\$0.00	\$36.88
not exceed four stories including the basement. CARPENTERS	04/01/2018	\$23.01	\$7.07	\$7.18	\$0.00	\$37.26
LOCAL 108 - BERKSHIRE COUNTY	10/01/2018	\$23.39	\$7.07	\$7.18	\$0.00	\$37.64
	04/01/2019	\$23.78	\$7.07	\$7.18	\$0.00	\$38.03
	10/01/2019	\$24.17	\$7.07	\$7.18	\$0.00	\$38.42

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

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Pension

	Step	ve Date - 04/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
	1	60	\$13.25	\$7.07	\$0.00	\$0.00	\$20.32	2
	2	60	\$13.25	\$7.07	\$0.00	\$0.00	\$20.32	2
	3	65	\$14.35	\$7.07	\$7.18	\$0.00	\$28.60)
	4	70	\$15.46	\$7.07	\$7.18	\$0.00	\$29.71	
	5	75	\$16.56	\$7.07	\$7.18	\$0.00	\$30.81	
	6	80	\$17.66	\$7.07	\$7.18	\$0.00	\$31.91	
	7	85	\$18.77	\$7.07	\$7.18	\$0.00	\$33.02	2
	8	90	\$19.87	\$7.07	\$7.18	\$0.00	\$34.12	2
		ve Date - 10/01/2017				Supplemental		
	Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	60	\$13.58	\$7.07	\$0.00	\$0.00	\$20.65	
	2	60	\$13.58	\$7.07	\$0.00	\$0.00	\$20.65	5
	3	65	\$14.71	\$7.07	\$7.18	\$0.00	\$28.96	ó
	4	70	\$15.84	\$7.07	\$7.18	\$0.00	\$30.09)
	5	75	\$16.97	\$7.07	\$7.18	\$0.00	\$31.22	2
	6	80	\$18.10	\$7.07	\$7.18	\$0.00	\$32.35	5
	7	85	\$19.24	\$7.07	\$7.18	\$0.00	\$33.49)
	8	90	\$20.37	\$7.07	\$7.18	\$0.00	\$34.62	2
	Notes:	** 1: 1-5, 2: 6-8, 3: 9-11						
	Appre	ntice to Journeyworker Ratio:**						
		D BUGGY OPERATOR DING & SITE)	12/01/2016	\$25.75	5 \$7.60	\$11.10	\$0.00	\$44.4
For apprentic	e rates see '	'Apprentice- LABORER"						
LLER OPE		2001.00	12/01/2016	\$32.54	\$10.58	\$12.38	\$0.00	\$55.5
RATING ENC	INEERS LO	JCAL 98	06/01/2017	\$33.15	\$10.58	\$12.65	\$0.00	\$56.3
			12/01/2017	\$33.75	\$10.58	\$12.92	\$0.00	\$57.2
			06/01/2018	\$34.36	\$10.58	\$13.19	\$0.00	\$58.1
			12/01/2018	\$34.96	\$10.58	\$13.46	\$0.00	\$59.0
			06/01/2019	\$35.47	\$10.58	\$13.73	\$0.00	\$59.7
For apprentic	e rates see '	'Apprentice- OPERATING ENGINEERS"	12/01/2019	\$36.07	\$10.58	\$14.00	\$0.00	\$60.6
OFER (Coa			10/17/2017	(¢22.25	¢0.41	\$13.25	\$0.00	¢54.0
FERS LOCAL	248		10/16/2016	\$32.25	5 \$9.41	\$13.23	ΦU.UU	\$54.9
		'Apprentice- ROOFER"						
OFER (Inc	Roofer V	Vaterproofing & Roofer Damproofg)	10/16/2016	\$31.75	\$9.41	\$12.75	\$0.00	\$53.9

Total Rate

	Apprentice - <i>ROOFER - Lo</i> Effective Date - 10/16/201				Supplemental		
	Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
	1 60	\$19.05	\$9.41	\$0.00	\$0.00	\$28.4	16
	2 65	\$20.64	\$9.41	\$12.75	\$0.00	\$42.8	30
	3 70	\$22.23	\$9.41	\$12.75	\$0.00	\$44.3	39
	4 75	\$23.81	\$9.41	\$12.75	\$0.00	\$45.9	
	5 80	\$25.40	\$9.41	\$12.75	\$0.00	\$47.5	
	6 85	\$26.99	\$9.41	\$12.75	\$0.00	\$49.1	
	7 90	\$28.58	\$9.41	\$12.75	\$0.00	\$50.7	
	8 95	\$30.16	\$9.41	\$12.75	\$0.00	\$52.3	
	Notes:	fer(Tear Off)1:1; Same as above					
							_
ROOFER SLA	Apprentice to Journeywork		5 \$32.25	\$9.41	\$13.25	\$0.00	\$54.91
ROOFERS LOCAL	L 248 e rates see "Apprentice- ROOFER"	10,10,201	φ3 2.2 0	Ψ,			φυ, 1
SCRAPER	- Table See Tappionite- ROOT ER	12/01/2010	6 \$33.15	\$10.58	\$12.38	\$0.00	\$56.11
OPERATING ENG	GINEERS LOCAL 98	06/01/2017	7 \$33.76	\$10.58	\$12.65	\$0.00	\$56.99
		12/01/2017	7 \$34.36	\$10.58	\$12.92	\$0.00	\$57.86
		06/01/2018	8 \$34.97	\$10.58	\$13.19	\$0.00	\$58.74
		12/01/2018	8 \$35.57	\$10.58	\$13.46	\$0.00	\$59.61
		06/01/2019	9 \$36.08	\$10.58	\$13.73	\$0.00	\$60.39
		12/01/2019	9 \$36.68	\$10.58	\$14.00	\$0.00	\$61.26
For apprentic	e rates see "Apprentice- OPERATING E	NGINEERS"					
	RED ROLLERS AND COMPAC	TORS 12/01/2016	\$32.54	\$10.58	\$12.38	\$0.00	\$55.50
(TAMPERS) OPERATING ENG	GINEERS LOCAL 98	06/01/2017	7 \$33.15	\$10.58	\$12.65	\$0.00	\$56.38
		12/01/2017	7 \$33.75	\$10.58	\$12.92	\$0.00	\$57.25
		06/01/2018	8 \$34.36	\$10.58	\$13.19	\$0.00	\$58.13
		12/01/2018	8 \$34.96	\$10.58	\$13.46	\$0.00	\$59.00
		06/01/2019	9 \$35.47	\$10.58	\$13.73	\$0.00	\$59.78
For apprentic	e rates see "Apprentice- OPERATING E	12/01/2019 NGINEERS"	9 \$36.07	\$10.58	\$14.00	\$0.00	\$60.65
SELF-PROPE	LLED POWER BROOM	12/01/2010	5 \$29.92	\$10.58	\$12.38	\$0.00	\$52.88
OPERATING ENG	GINEERS LOCAL 98	06/01/201	7 \$30.53	\$10.58	\$12.65	\$0.00	\$53.76
		12/01/2017	7 \$31.13	\$10.58	\$12.92	\$0.00	\$54.63
		06/01/2018	8 \$31.74	\$10.58	\$13.19	\$0.00	\$55.51
		12/01/2018	8 \$32.34	\$10.58	\$13.46	\$0.00	\$56.38
		06/01/2019	9 \$32.85	\$10.58	\$13.73	\$0.00	\$57.16
		12/01/2019	9 \$33.45	\$10.58	\$14.00	\$0.00	\$58.03
	e rates see "Apprentice- OPERATING E	NGINEERS"					
~	L WORKER	01/01/2017	7 \$32.24	\$10.64	\$15.49	\$1.75	\$60.12

SIGN ERECTOR

PAINTERS LOCAL 35 - ZONE 3

TEAMSTERS JOINT COUNCIL NO. 10 ZONE B

TEAMSTERS JOINT COUNCIL NO. 10 ZONE B

SPECIALIZED EARTH MOVING EQUIP > 35 TONS

Total Rate

Step	percent	Apprentice Base Wage	e Health	Pension	Unemployment	Total Rate
1	45	\$14.51	\$6.21	\$4.36	\$0.00	\$25.08
2	50	\$16.12	\$6.55	\$4.85	\$0.00	\$27.52
3	55	\$17.73	\$6.88	\$8.72	\$0.98	\$34.31
4	60	\$19.34	\$7.22	\$8.72	\$1.06	\$36.34
5	65	\$20.96	\$7.55	\$8.72	\$1.12	\$38.35
6	70	\$22.57	\$7.88	\$8.72	\$1.18	\$40.35
7	75	\$24.18	\$8.22	\$8.72	\$1.23	\$42.35
8	80	\$25.79	\$9.30	\$14.52	\$1.43	\$51.04
9	85	\$27.40	\$9.64	\$14.52	\$1.49	\$53.05
10	90	\$29.02	\$9.98	\$14.52	\$1.55	\$55.07

06/01/2013

\$25.81

\$7.07

\$7.05

\$0.00

\$39.93

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.					į

12/01/2016

\$32.73

\$10.91

\$10.89

\$0.00

\$54.53

PRINKLER FITTER		04/01/2017	\$40.26	\$9.17	\$12.43	\$0.00	\$61.86
RINKLER FITTERS LOCA	IL 669	01/01/2018	\$40.26	\$9.67	\$12.63	\$0.00	\$62.56
		04/01/2018	\$41.51	\$9.67	\$12.88	\$0.00	\$64.06
		01/01/2019	\$41.51	\$10.02	\$13.08	\$0.00	\$64.61
	entice - SPRINKLER FITTER ive Date - 04/01/2017 percent	- Local 669 Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	45	\$18.12	\$7.60	\$0.00	\$0.00	\$25.72	
2	50	\$20.13	\$7.60	\$0.00	\$0.00	\$27.73	
3	55	\$22.14	\$9.17	\$6.60	\$0.00	\$37.91	
4	60	\$24.16	\$9.17	\$6.60	\$0.00	\$39.93	
5	65	\$26.17	\$9.17	\$6.85	\$0.00	\$42.19	
6	70	\$28.18	\$9.17	\$6.85	\$0.00	\$44.20	
7	75	\$30.20	\$9.17	\$6.85	\$0.00	\$46.22	
8	80	\$32.21	\$9.17	\$6.85	\$0.00	\$48.23	
9	85	\$34.22	\$9.17	\$6.85	\$0.00	\$50.24	
10	90	\$36.23	\$9.17	\$6.85	\$0.00	\$52.25	
Effect Step	ive Date - 01/01/2018 percent	Apprentice Base Wage Health			Supplemental Unemployment	Total Rate	
$\frac{step}{1}$	45	\$18.12	\$7.75	Pension \$0.00	\$0.00	\$25.87	
2	50	\$20.13	\$7.75	\$0.00	\$0.00	\$27.88	
3	55	\$22.14	\$9.67	\$6.80	\$0.00	\$38.61	
4	60	\$24.16	\$9.67	\$6.80	\$0.00	\$40.63	
5	65	\$26.17	\$9.67	\$7.05	\$0.00	\$42.89	
6	70	\$28.18	\$9.67	\$7.05	\$0.00	\$44.90	
7	75	\$30.20	\$9.67	\$7.05	\$0.00	\$46.92	
8	80	\$32.21	\$9.67	\$7.05	\$0.00	\$48.93	
9	85	\$34.22	\$9.67	\$7.05	\$0.00	\$50.94	
10	90	\$36.23	\$9.67	\$7.05	\$0.00	\$52.95	
Notes							
						į	
	entice to Journeyworker Ratio						

Effective Date Base Wage Health

Classification

TELECOMMUNICATION TECHNICIAN

ELECTRICIANS LOCAL 7

Supplemental

Unemployment

Pension

Total Rate

 Issue Date:
 04/21/2017
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01/01/2017

\$39.51

\$9.35

\$10.84

\$0.00

\$59.70

Pension

Total Rate

	Step	tive Date - 01/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	*						
	1	40	\$15.80	\$5.00	\$0.47	\$0.00	\$21.27	
	2	45	\$17.78	\$5.00	\$0.53	\$0.00	\$23.31	
	3	50	\$19.76	\$9.35	\$6.54	\$0.00	\$35.65	
	4	55	\$21.73	\$9.35	\$6.60	\$0.00	\$37.68	
	5	65	\$25.68	\$9.35	\$7.72	\$0.00	\$42.75	
	6	70	\$27.66	\$9.35	\$8.78	\$0.00	\$45.79	
	Notes							
		Steps are 800 hours						
	Appr	entice to Journeyworker Ratio:	1:1				'	
TERRAZZO	O FINISHE	ERS	02/27/2017	7 \$32.6	7 \$10.75	\$17.05	\$0.00 \$6	0.47

Effec Step	percent 02/27/201	7 Apprentice Base W	Vage	Health	Pension	Supplemental Unemployment	Total	Rate
1	50	\$16.34		\$10.75	\$17.05	\$0.00		4.14
2	60	\$19.60	9	\$10.75	\$17.05	\$0.00		7.40
3	70	\$22.87		\$10.75	\$17.05 \$0.00	\$5	0.67	
4	80	\$26.14	26.14	\$10.75	\$17.05	\$0.00	\$5	3.94
5	90	\$29.40		\$10.75	\$17.05	\$0.00	\$5	7.20
Note								
App	rentice to Journeyworke	r Ratio:1:5						'
TEST BORING DRII LABORERS - FOUNDATIO		12/01	/2016	\$37.70	\$7.60	\$14.35	\$0.00	\$59.65
For apprentice rates se	e "Apprentice- LABORER"							
TEST BORING DRII ABORERS - FOUNDATIO		12/01	/2016	\$36.42	\$7.60	\$14.35	\$0.00	\$58.37
For apprentice rates se	e "Apprentice- LABORER"							
TEST BORING LAB		12/01	/2016	\$36.30	\$7.60	\$14.35	\$0.00	\$58.25
For apprentice rates se	e "Apprentice- LABORER"							
TRACTORS	1004100	12/01	/2016	\$32.54	\$10.58	\$12.38	\$0.00	\$55.50
PERATING ENGINEERS	LOCAL 98	06/01	/2017	\$33.15	\$10.58	\$12.65	\$0.00	\$56.38
		12/01	/2017	\$33.75	\$10.58	\$12.92	\$0.00	\$57.25
		06/01	/2018	\$34.36	\$10.58	\$13.19	\$0.00	\$58.13
		12/01	/2018	\$34.96	\$10.58	\$13.46	\$0.00	\$59.00
		06/01	/2019	\$35.47	\$10.58	\$13.73	\$0.00	\$59.78
		12/01	/2019	\$36.07	\$10.58	\$14.00	\$0.00	\$60.65
ssue Date: 04/21/2	0017	Wage Request Number: 20	17042					Page 27 of 2

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"					Chempioyment	
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82
TUNNEL WORK - COMPRESSED AIR LABORERS (COMPRESSED AIR)	12/01/2016	\$48.58	\$7.60	\$14.75	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	12/01/2016	\$50.58	\$7.60	\$14.75	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	12/01/2016	\$40.65	\$7.60	\$14.75	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2016	\$42.65	\$7.60	\$14.75	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2016	\$26.67	\$7.60	\$12.45	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
WATER METER INSTALLER PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	03/17/2017	\$37.73	\$8.50	\$15.30	\$0.00	\$61.53
	09/17/2017	\$38.78	\$8.50	\$15.30	\$0.00	\$62.58
	03/17/2018	\$39.83	\$8.50	\$15.30	\$0.00	\$63.63
	09/17/2018	\$41.08	\$8.50	\$15.30	\$0.00	\$64.88
	03/17/2019	\$42.33	\$8.50	\$15.30	\$0.00	\$66.13
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GAS!	FITTER"					

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.

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^{**} 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.