

CHARLES D. BAKER Governor

KARYN E. POLITO Lt. Governor

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

Prevailing Wage Rates

As determined by the Director under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H ROSALIN ACOSTA Secretary MICHAEL FLANAGAN Interim Director

Awarding Authority:	Town of Swampscott		
Contract Number:		City/Town:	SWAMPSCOTT
Description of Work:	Swampscott Rail Trail -	Construct approx. 566 feet of a stone dust trail within a	a utility corridor.

Job Location: Beach Bluff Ave. Swampscott

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 teamsters joint council no. 10 zone b	12/01/2019	\$34.25	\$12.41	\$13.72	\$0.00	\$60.38
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2020	\$35.15	\$12.41	\$13.72	\$0.00	\$61.28
	08/01/2020	\$35.15	\$12.91	\$13.72	\$0.00	\$61.78
	12/01/2020	\$35.15	\$12.91	\$14.82	\$0.00	\$62.88
	06/01/2021	\$35.95	\$12.91	\$14.82	\$0.00	\$63.68
	08/01/2021	\$35.95	\$13.41	\$14.82	\$0.00	\$64.18
	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
3 AXLE) DRIVER - EQUIPMENT	12/01/2019	\$34.32	\$12.41	\$13.72	\$0.00	\$60.45
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2020	\$35.22	\$12.41	\$13.72	\$0.00	\$61.35
	08/01/2020	\$35.22	\$12.91	\$13.72	\$0.00	\$61.85
	12/01/2020	\$35.22	\$12.91	\$14.82	\$0.00	\$62.95
	06/01/2021	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	08/01/2021	\$36.02	\$13.41	\$14.82	\$0.00	\$64.25
	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
4 & 5 AXLE) DRIVER - EQUIPMENT	12/01/2019	\$34.44	\$12.41	\$13.72	\$0.00	\$60.57
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2020	\$35.34	\$12.41	\$13.72	\$0.00	\$61.47
	08/01/2020	\$35.34	\$12.91	\$13.72	\$0.00	\$61.97
	12/01/2020	\$35.34	\$12.91	\$14.82	\$0.00	\$63.07
	06/01/2021	\$36.14	\$12.91	\$14.82	\$0.00	\$63.87
	08/01/2021	\$36.14	\$13.41	\$14.82	\$0.00	\$64.37
	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR	12/01/2019	\$34.81	\$8.10	\$15.38	\$0.00	\$58.29
ABORERS - ZONE 2	06/01/2020	\$35.70	\$8.10	\$15.38	\$0.00	\$59.18
	12/01/2020	\$36.59	\$8.10	\$15.38	\$0.00	\$60.07
	06/01/2021	\$37.51	\$8.10	\$15.38	\$0.00	\$60.99
	12/01/2021	\$38.42	\$8.10	\$15.38	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. IEAT & FROST INSULATORS LOCAL 6 (BOSTON)	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 Aborers - zone 2	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
ADORERS - ZONE 2	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	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

Issue Date: 04/14/2020

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER	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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
LABORERS - ZONE 2	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2019	\$34.81	\$8.10	\$15.38	\$0.00	\$58.29
LABORERS - ZONE 2	06/01/2020	\$35.70	\$8.10	\$15.38	\$0.00	\$59.18
	12/01/2020	\$36.59	\$8.10	\$15.38	\$0.00	\$60.07
	06/01/2021	\$37.51	\$8.10	\$15.38	\$0.00	\$60.99
	12/01/2021	\$38.42	\$8.10	\$15.38	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice - *BOILERMAKER - Local 29* Effective Date - 01/01/2020

Effective D	ate - 01/01/2020				Supplemental		
Step per	rcent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	ate
1 65	5	\$29.97	\$7.07	\$11.69	\$0.00	\$48.	73
2 65	5	\$29.97	\$7.07	\$11.69	\$0.00	\$48.	73
3 70)	\$32.27	\$7.07	\$12.59	\$0.00	\$51.	93
4 75	5	\$34.58	\$7.07	\$13.49	\$0.00	\$55.	14
5 80)	\$36.88	\$7.07	\$14.38	\$0.00	\$58.	33
6 85	5	\$39.19	\$7.07	\$15.29	\$0.00	\$61.	55
7 90)	\$41.49	\$7.07	\$16.18	\$0.00	\$64.	74
8 95	5	\$43.80	\$7.07	\$17.09	\$0.00	\$67.	96
Notes:							
Apprentice	e to Journeyworker Ratio:1:4	·					
	AL MASONRY (INCL. MASONR	Y 02/01/2020	\$54.40	\$10.75	\$21.94	\$0.00	\$87.09
WATERPROOFING) BRICKLAYERS LOCAL 3 (LYNN)		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

	Effect	ive Date - 02/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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	
	Effect	ive Date - 08/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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:							
	Appre	ntice to Journeyworker Ratio:1:5						
ULLDOZER/GRADER/SCRAPER		12/01/2019	9 \$48.23	\$12.50	\$15.70	\$0.00	\$76.43	
PERATING ENG	GINEERS L	OCAL 4	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
			06/01/202	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
			12/01/202	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
		"Apprentice- OPERATING ENGINEERS"						
AISSON & U BORERS - FOU		INNING BOTTOM MAN	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
			06/01/202	\$43.24	\$8.10	\$16.80	\$0.00	\$68.14
For apprentice	e rates see '	"Apprentice- LABORER"	06/01/202 12/01/202			\$16.80 \$16.80	\$0.00 \$0.00	\$68.14 \$69.15
AISSON & U	JNDERP	INNING LABORER		\$44.25	\$8.10			
AISSON & U	JNDERP	INNING LABORER	12/01/202	1 \$44.25 9 \$39.10	\$8.10 \$8.10	\$16.80	\$0.00	\$69.15
AISSON & U	JNDERP	INNING LABORER	12/01/202	\$44.25 \$39.10 \$40.09	\$8.10 \$8.10 \$8.10	\$16.80 \$16.80	\$0.00 \$0.00	\$69.15 \$64.00
AISSON & U	JNDERP	INNING LABORER	12/01/202 12/01/2019 06/01/2020	1 \$44.25 9 \$39.10 0 \$40.09 0 \$41.07	\$8.10 \$8.10 \$8.10 \$8.10	\$16.80 \$16.80 \$16.80	\$0.00 \$0.00 \$0.00	\$69.15 \$64.00 \$64.99
AISSON & U Borers - Fou	JNDERP INDATION	INNING LABORER	12/01/202 12/01/2019 06/01/2020 12/01/2020	1 \$44.25 2 \$39.10 2 \$40.09 2 \$41.07 1 \$42.09	\$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10	\$16.80 \$16.80 \$16.80 \$16.80	\$0.00 \$0.00 \$0.00 \$0.00	\$69.15 \$64.00 \$64.99 \$65.97
AISSON & U BORERS - FOU For apprentice	JNDERP INDATION	INNING LABORER <i>AND MARINE</i>	12/01/202 12/01/2019 06/01/2020 12/01/2020 06/01/2021	1 \$44.25 2 \$39.10 2 \$40.09 2 \$41.07 1 \$42.09	\$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10	\$16.80 \$16.80 \$16.80 \$16.80 \$16.80 \$16.80	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$69.15 \$64.00 \$64.99 \$65.97 \$66.99 \$68.00
AISSON & U BORERS - FOU For apprentice	JNDERP INDATION e rates see ' JNDERP	PINNING LABORER <i>AND MARINE</i> "Apprentice- LABORER" PINNING TOP MAN	12/01/202 12/01/2019 06/01/2020 12/01/2020 06/01/2021	1 \$44.25 2 \$39.10 2 \$40.09 2 \$41.07 1 \$42.09 1 \$43.10	\$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10	\$16.80 \$16.80 \$16.80 \$16.80 \$16.80 \$16.80 \$16.80	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$69.15 \$64.00 \$64.99 \$65.97 \$66.99 \$68.00 \$64.00
AISSON & U BORERS - FOU For apprentice AISSON & U	JNDERP INDATION e rates see ' JNDERP	PINNING LABORER <i>AND MARINE</i> "Apprentice- LABORER" PINNING TOP MAN	12/01/202 12/01/2019 06/01/2020 12/01/2020 12/01/2021 12/01/2021	1 \$44.25 9 \$39.10 0 \$40.09 0 \$41.07 1 \$42.09 1 \$43.10 9 \$39.10	\$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10	\$16.80 \$16.80 \$16.80 \$16.80 \$16.80 \$16.80	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$69.15 \$64.00 \$64.99 \$65.97 \$66.99 \$68.00
AISSON & U BORERS - FOU For apprentice AISSON & U	JNDERP INDATION e rates see ' JNDERP	PINNING LABORER <i>AND MARINE</i> "Apprentice- LABORER" PINNING TOP MAN	12/01/202 12/01/2019 06/01/2020 12/01/2020 12/01/2022 12/01/2029 12/01/2019	1 \$44.25 9 \$39.10 9 \$40.09 9 \$41.07 1 \$42.09 1 \$43.10 9 \$39.10 9 \$39.10 9 \$39.10 9 \$40.09	\$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10	\$16.80 \$16.80 \$16.80 \$16.80 \$16.80 \$16.80 \$16.80	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$69.15 \$64.00 \$64.99 \$65.97 \$66.99 \$68.00 \$64.00 \$64.99
AISSON & U IBORERS - FOU For apprentice	JNDERP INDATION e rates see ' JNDERP	PINNING LABORER <i>AND MARINE</i> "Apprentice- LABORER" PINNING TOP MAN	12/01/202 12/01/2019 06/01/2020 12/01/2020 12/01/2021 12/01/2019 06/01/2020	1 \$44.25 9 \$39.10 0 \$40.09 0 \$41.07 1 \$42.09 1 \$43.10 9 \$39.10 9 \$39.10 9 \$39.10 9 \$40.09 9 \$41.07	\$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10	\$16.80 \$16.80 \$16.80 \$16.80 \$16.80 \$16.80 \$16.80 \$16.80	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$69.15 \$64.00 \$64.99 \$65.97 \$66.99 \$68.00 \$64.00

Apprentice -	BRICK/PLASTER/CEMENT MASON - Local 3 Lynn
Effective Date	02/01/2020

Issue Date: 04/14/2020

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Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
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
	12/01/2019 06/01/2020 12/01/2020 06/01/2021 12/01/2021 03/01/2020 09/01/2020 03/01/2021 09/01/2021 03/01/2022 09/01/2022	12/01/2019 \$34.31 06/01/2020 \$35.20 12/01/2020 \$36.09 06/01/2021 \$37.01 12/01/2021 \$37.01 12/01/2021 \$37.92 03/01/2020 \$42.50 09/01/2020 \$43.15 03/01/2021 \$43.75 09/01/2021 \$44.40 03/01/2022 \$45.00 09/01/2022 \$45.65	12/01/2019 \$34.31 \$8.10 06/01/2020 \$35.20 \$8.10 12/01/2020 \$36.09 \$8.10 06/01/2021 \$37.01 \$8.10 06/01/2021 \$37.92 \$8.10 12/01/2021 \$37.92 \$8.10 03/01/2020 \$42.50 \$9.40 09/01/2020 \$43.15 \$9.40 03/01/2021 \$43.75 \$9.40 03/01/2021 \$44.40 \$9.40 03/01/2022 \$45.00 \$9.40	12/01/2019 \$34.31 \$8.10 \$15.38 06/01/2020 \$35.20 \$8.10 \$15.38 12/01/2020 \$36.09 \$8.10 \$15.38 06/01/2021 \$37.01 \$8.10 \$15.38 06/01/2021 \$37.92 \$8.10 \$15.38 02/01/2021 \$37.92 \$8.10 \$15.38 03/01/2020 \$42.50 \$9.40 \$18.95 03/01/2020 \$43.15 \$9.40 \$18.95 03/01/2021 \$43.75 \$9.40 \$18.95 03/01/2021 \$44.40 \$9.40 \$18.95 03/01/2022 \$45.00 \$9.40 \$18.95 03/01/2022 \$45.65 \$9.40 \$18.95	Effective Date Base Wage Health Pension Unemployment 12/01/2019 \$34.31 \$8.10 \$15.38 \$0.00 06/01/2020 \$35.20 \$8.10 \$15.38 \$0.00 12/01/2020 \$35.20 \$8.10 \$15.38 \$0.00 12/01/2020 \$36.09 \$8.10 \$15.38 \$0.00 06/01/2021 \$37.01 \$8.10 \$15.38 \$0.00 12/01/2021 \$37.92 \$8.10 \$15.38 \$0.00 03/01/2020 \$42.50 \$9.40 \$18.95 \$0.00 03/01/2020 \$43.15 \$9.40 \$18.95 \$0.00 03/01/2021 \$43.75 \$9.40 \$18.95 \$0.00 03/01/2021 \$44.40 \$9.40 \$18.95 \$0.00 03/01/2022 \$45.00 \$9.40 \$18.95 \$0.00 03/01/2022 \$45.65 \$9.40 \$18.95 \$0.00

Apprentice - CARPENTER - Zone 2 Eastern MA

Effect	ive Date - 03/01/20	020			Sumulan sutal	
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

G :			TT 1.1	р :	Supplemental	T + 1 D +
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$21.58	\$9.40	\$1.73	\$0.00	\$32.71
2	60	\$25.89	\$9.40	\$1.73	\$0.00	\$37.02
3	70	\$30.21	\$9.40	\$13.76	\$0.00	\$53.37
4	75	\$32.36	\$9.40	\$13.76	\$0.00	\$55.52
5	80	\$34.52	\$9.40	\$15.49	\$0.00	\$59.41
6	80	\$34.52	\$9.40	\$15.49	\$0.00	\$59.41
7	90	\$38.84	\$9.40	\$17.22	\$0.00	\$65.46
8	90	\$38.84	\$9.40	\$17.22	\$0.00	\$65.46
Notes:						
		/17; 45/45/55/55/70/70/80/80 636.18/ 5&6 \$54.64/ 7&8 \$60.62				
Appre	ntice to Journeyworker	Ratio:1:5				
NTER WOOD		10/01/2019	\$27.95	\$7.07	\$7.86	\$0.00 \$42.8

All Aspects of New Wood Frame Work

Issue Date: 04/14/2020

Effect	tive Date - 10/0	1/2019						
Step	percent	Apprentice	Base Wage	Health	Pension	Unemployment	Total Rate	
1	60	5	\$16.77	\$7.07	\$0.00	\$0.00	\$23.84	
2	60	5	\$16.77	\$7.07	\$0.00	\$0.00	\$23.84	
3	65	9	\$18.17	\$7.07	\$7.86	\$0.00	\$33.10	
4	70	5	\$19.57	\$7.07	\$7.86	\$0.00	\$34.50	
5	75	9	\$20.96	\$7.07	\$7.86	\$0.00	\$35.89	
6	80	9	\$22.36	\$7.07	\$7.86	\$0.00	\$37.29	
7	85	9	\$23.76	\$7.07	\$7.86	\$0.00	\$38.69	
8	90	S	\$25.16	\$7.07	\$7.86	\$0.00	\$40.09	
Notes	:							
		fter 10/1/17; 45/45/55/55/70/70/80 5/ 3&4 \$27.19/ 5&6 \$34.50/ 7&8						
Appro	entice to Journey	worker Ratio:1:5						
CEMENT MASONRY BRICKLAYERS LOCAL 3 (L)			01/01/2020	\$49.07	\$12.75	\$22.41	\$0.62	\$84.85

Apprentice -	CARPENTER (Wood Frame) - Zone 2
Effective Date	- 10/01/2019

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

	Effecti Step	ive Date -	01/01/2020 Apprentice	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
	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	3
	4	70		\$34.35	\$12.75	\$19.41	\$0.62	\$67.13	3
	5	75		\$36.80	\$12.75	\$20.41	\$0.62	\$70.58	3
	6	80		\$39.26	\$12.75	\$21.41	\$0.62	\$74.04	ļ
	7	90	:	\$44.16	\$12.75	\$22.41	\$0.62	\$79.94	ł
	Notes:		are 500 hrs. All other steps are 1,000 hr					 	
	Appre	ntice to Jo	urneyworker Ratio:1:3						
CHAIN SAW		FOR		12/01/2019	9 \$34	.31 \$8.10	\$15.38	\$0.00	\$57.79
LABORERS - ZO	NE 2			06/01/2020	\$35	.20 \$8.10	\$15.38	\$0.00	\$58.68
				12/01/2020	\$36	.09 \$8.10	\$15.38	\$0.00	\$59.57
				06/01/202	\$37	.01 \$8.10	\$15.38	\$0.00	\$60.49
For apprenti	ce rates see	"Apprentice- I	ABORER"	12/01/202	\$37	.92 \$8.10	\$15.38	\$0.00	\$61.40
			ETS/HEADING MACHINES	12/01/2019	9 \$49	.73 \$12.50	\$15.70	\$0.00	\$77.93
OPERATING EN	GINEERS L	UCAL 4		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
				06/01/202	\$53	.08 \$12.50	\$15.70	\$0.00	\$81.28
				12/01/202	l \$54	.23 \$12.50	\$15.70	\$0.00	\$82.43
Issue Date:	04/14/20	20	Wage Request Number:	202004	14-038				Page 6 of 38

Classification For apprentice rates see "Apprentice- OPERATING ENGINEERS"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
COMPRESSOR OPERATOR	12/01/2019	\$32.47	\$12.50	\$15.70	\$0.00	\$60.67
OPERATING ENGINEERS LOCAL 4	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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$35.54	\$12.50	\$15.70	\$0.00	\$63.74
DELEADER (BRIDGE)	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
PAINTERS LOCAL 35 - ZONE 2	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

	Effecti	ve Date - 01/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	50	\$25.48	\$8.20	\$0.00	\$0.00	\$33.6	8
	2	55	\$28.03	\$8.20	\$5.94	\$0.00	\$42.1	7
	3	60	\$30.58	\$8.20	\$6.48	\$0.00	\$45.2	6
	4	65	\$33.12	\$8.20	\$7.02	\$0.00	\$48.3	4
	5	70	\$35.67	\$8.20	\$18.86	\$0.00	\$62.7	3
	6	75	\$38.22	\$8.20	\$19.40	\$0.00	\$65.8	2
	7	80	\$40.77	\$8.20	\$19.94	\$0.00	\$68.9	1
	8	90	\$45.86	\$8.20	\$21.02	\$0.00	\$75.0	8
	Effecti	ve Date - 07/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	50	\$26.03	\$8.20	\$0.00	\$0.00	\$34.2	3
	2	55	\$28.63	\$8.20	\$5.94	\$0.00	\$42.7	7
	3	60	\$31.24	\$8.20	\$6.48	\$0.00	\$45.9	2
	4	65	\$33.84	\$8.20	\$7.02	\$0.00	\$49.0	6
	5	70	\$36.44	\$8.20	\$18.86	\$0.00	\$63.5	0
	6	75	\$39.05	\$8.20	\$19.40	\$0.00	\$66.6	5
	7	80	\$41.65	\$8.20	\$19.94	\$0.00	\$69.7	9
	8	90	\$46.85	\$8.20	\$21.02	\$0.00	\$76.0	7
	Notes:							
		Steps are 750 hrs.						
		ntice to Journeyworker Ratio:1:1						
MO: ADZE			12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice	rates see '	Apprentice- LABORER"						
MO: BACK ORERS - ZONE		DADER/HAMMER OPERATOR	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice	rates see '	Apprentice- LABORER"						
MO: BURN ORERS - ZONE			12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice	rates see '	Apprentice- LABORER"						

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Issue Date: 04/14/2020

Wage Request Number: 20200414-038

DPMO: CONCRETE CUTTER/SAWYER 12/01/2019 \$40.30 \$8.10 \$16.60 \$0.00 \$65.00 Tor appendice trains see "Apprendice - LADORER" 12/01/2019 \$40.05 \$8.10 \$16.60 \$0.00 \$64.75 LADORESS_2006 3 Per appendice trains see "Apprendice - LADORER" 12/01/2019 \$39.30 \$8.10 \$16.60 \$0.00 \$64.35 DEMO: MERCENING LABORER 12/01/2019 \$39.30 \$8.10 \$15.70 \$0.00 \$76.43 DEMO: MERCENING LABORER 12/01/2019 \$48.23 \$15.70 \$0.00 \$77.51 DEMO: MERCENING LABORER 12/01/2020 \$50.45 \$12.50 \$15.70 \$0.00 \$78.65 DEMERTICINAL DELL'ACCILING OPERATOR 06/01/2020 \$\$26.8 \$12.50 \$15.70 \$0.00 \$79.74 DEVER TE apprendice trains see "Apprendice. OPERATING DISCINTERS" 08/01/2019 \$86.82 \$12.50 \$15.70 \$0.00 \$79.74 DEVER TENDER (DEFL DENTING DISCINTERS" 08/01/2019 \$86.82 \$12.50 \$15.70 \$0.00 \$79.99 PIEE DERER SCORE	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: JACKHAMMER OPERATOR 12/01/2019 \$40.05 \$8.10 \$16.60 \$0.00 \$64.75 LANDERS: JOIN 2 DEMO, MERCENIG LABORER 12/01/2019 \$39.30 \$8.10 \$16.60 \$0.00 \$64.00 LABORES: JOIN 2 DEMO, MERCENIG LABORER 12/01/2019 \$48.23 \$12.50 \$15.70 \$0.00 \$76.43 OPERATING ENGINEERS LOCAL 4 06/01/2020 \$54.91 \$12.50 \$15.70 \$0.00 \$77.51 DIRECTIONAL DRUL MACHINE OPERATOR 12/01/2019 \$48.23 \$12.50 \$15.70 \$0.00 \$77.51 OPERATING ENGINEERS LOCAL 4 06/01/2020 \$\$51.45 \$12.50 \$15.70 \$0.00 \$79.74 12/01/2021 \$51.64 \$12.50 \$15.70 \$0.00 \$79.74 12/01/2021 \$52.68 \$12.50 \$15.70 \$0.00 \$79.74 12/01/2021 \$52.68 \$12.50 \$15.70 \$0.00 \$79.74 12/01/2021 \$52.68 \$12.50 \$10.00 \$79.74 \$79.99 PUE DIFFER LOCAL 36 (20NE 1)		12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
LADDRES Division Database	For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER 12/01/2019 \$39,30 \$8,10 \$16.60 \$0.00 \$64.00 LABORES-ZONG 2 For appendice rates see "Appendice- LABORER"		12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
L4BORERS - ZONE 2 12/01/2019 35/9.00 36.10 31000 30000 For agreentice rates see "Apprentice- CARCENTE OPERATOR OPERATING ENGINEERS LOCAL 4 12/01/2019 \$48.23 \$12.50 \$15.70 \$0.00 \$77.51 IDVERTIONAL DRLII, MACHINE OPERATOR 12/01/2020 \$50.45 \$12.50 \$15.70 \$0.00 \$77.51 IDVER 06/01/2020 \$54.45 \$12.50 \$15.70 \$0.00 \$78.65 OC/01/2021 \$51.54 \$12.50 \$15.70 \$0.00 \$79.74 IDVER 08/01/2021 \$52.68 \$12.50 \$15.70 \$0.00 \$89.57 For agreentics rates see "Apprentice- OPERATING ENCINEERS" 08/01/2019 \$68.52 \$9.90 \$21.15 \$0.00 \$79.97 PLE DRIFER LOCAL 56 (ZONE 1) 68/01/2019 \$48.94 \$9.90 \$21.15 \$0.00 \$79.99 PLE DRIFER LOCAL 56 (ZONE 1) 68/01/2019 \$73.41 \$9.90 \$21.15 \$0.00 \$13.48 PLE DRIFER LOCAL 56 (ZONE 1) 59.00 \$51.31.00 \$19.20 \$0.00 \$81.33.83 </td <td>For apprentice rates see "Apprentice- LABORER"</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR 12/01/2019 \$48.23 \$12.50 \$15.70 \$0.00 \$76.43 OPERATING ENGINEERS LOCAL 4 06/01/2020 \$\$49.31 \$12.50 \$15.70 \$0.00 \$\$77.51 12/01/2020 \$\$50.45 \$12.50 \$15.70 \$0.00 \$\$77.51 12/01/2021 \$\$52.68 \$12.50 \$15.70 \$0.00 \$\$79.74 12/01/2021 \$\$52.68 \$\$12.50 \$15.70 \$0.00 \$\$80.88 DIVER Pride DRIFER DOCL 56 (200E 1) 08/01/2019 \$\$68.52 \$\$9.90 \$\$21.15 \$\$0.00 \$\$79.99 Port apprentice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$\$48.94 \$\$9.90 \$\$21.15 \$\$0.00 \$\$79.99 Port apprentice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$73.41 \$9.90 \$\$21.15 \$\$0.00 \$\$13.83 PET DRIVER (COLL 56 (200K 1) 08/01/2019 \$102.78 \$9.90 \$\$21.15 \$0.00 \$\$13.83 PET DRIVER (COLL 56 (200K 1) 08/01/2019 \$102.78 \$9.90 \$\$21.15 \$0.00		12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
OPERATING ENGINEERS LOCAL 4 10:01:20 540:20 </td <td>For apprentice rates see "Apprentice- LABORER"</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	For apprentice rates see "Apprentice- LABORER"						
060/01/2020 \$49.31 \$12.50 \$15.70 \$0.00 \$77.51 12/01/2020 \$50.45 \$15.70 \$0.00 \$77.51 12/01/2020 \$50.45 \$15.70 \$0.00 \$77.85 06/01/2021 \$51.54 \$12.50 \$15.70 \$0.00 \$79.74 12/01/2020 \$52.68 \$12.50 \$15.70 \$0.00 \$79.74 12/01/2021 \$52.68 \$12.50 \$15.70 \$0.00 \$79.74 12/01/2021 \$52.68 \$12.50 \$15.70 \$0.00 \$79.75 Por appromitice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$48.94 \$9.90 \$21.15 \$0.00 \$79.99 Por appromitice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$73.41 \$9.90 \$21.15 \$0.00 \$13.483 PUE DRIVER (EFFLUENT) 08/01/2019 \$10.78 \$9.90 \$21.15 \$0.00 \$13.383 PUE DRIVER (EFFLUENT) 08/01/2020 \$53.50 \$13.00 \$19.20 \$0.00 \$85.70 ELECTRICLANS LOCAL 160		12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
Include Status	OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
Instrume		12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$68.52 \$9.90 \$21.15 \$0.00 \$99.57 PILE DRIVER LOCAL 36 (ZONE 1) For apprentice rates see "Apprentice-PILE DRIVER" 08/01/2019 \$48.94 \$9.90 \$21.15 \$0.00 \$79.99 PILE DRIVER LOCAL 56 (ZONE 1) 08/01/2019 \$48.94 \$9.90 \$21.15 \$0.00 \$79.99 PILE DRIVER TENDER (EFFLUENT) 08/01/2019 \$73.41 \$9.90 \$21.15 \$0.00 \$104.46 For apprentice rates see "Apprentice-PILE DRIVER" 08/01/2019 \$73.41 \$9.90 \$21.15 \$0.00 \$104.46 PILE DRIVER (EFFLUENT) 08/01/2019 \$73.41 \$9.90 \$21.15 \$0.00 \$133.83 PILE DRIVER (EFFLUENT) 08/01/2019 \$102.78 \$9.90 \$21.15 \$0.00 \$85.70 PARWBRIDGE OPERATOR (Construction) 03/01/2020 \$53.50 \$13.00 \$19.20 \$0.00 \$88.71 03/01/2021 \$56.13 \$13.00 \$19.36 \$0.00 \$88.41 09/01/2021 \$56.13 \$13.0		06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
PHLE DRIVER LOCAL 56 (ZONE 1) 50501 (2017) 305.52 39.50 32.11.5 5050 335.51 For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$48.94 \$9.90 \$21.15 \$0.00 \$19.99 For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$73.41 \$9.90 \$21.15 \$0.00 \$104.46 For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$102.78 \$9.90 \$21.15 \$0.00 \$133.83 For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$102.78 \$9.90 \$21.15 \$0.00 \$133.83 For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$102.78 \$9.90 \$21.15 \$0.00 \$85.70 ELECTRICIANS LOCAL 56 (ZONE I) 03/01/2020 \$53.50 \$13.00 \$19.25 \$0.00 \$88.718 03/01/2021 \$54.93 \$13.00 \$19.25 \$0.00 \$88.718 03/01/2021 \$55.61.3 \$13.00 \$19.28 \$0.00 \$89.89 03/01/2022 \$58.76 \$13.00 \$19.24	For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
Diver TENDER 08/01/2019 \$48.94 \$9.90 \$21.15 \$0.00 \$79.99 For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$73.41 \$9.90 \$21.15 \$0.00 \$104.46 INTER LOCAL 56 (ZONE I) 08/01/2019 \$73.41 \$9.90 \$21.15 \$0.00 \$104.46 For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$102.78 \$9.90 \$21.15 \$0.00 \$133.83 For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$102.78 \$9.90 \$21.15 \$0.00 \$85.70 DIVER/SLURRY (EFFLUENT) 08/01/2020 \$53.50 \$13.00 \$19.20 \$0.00 \$85.70 ELECTRICIANS LOCAL 103 03/01/2020 \$53.50 \$13.00 \$19.28 \$0.00 \$88.41 09/01/2021 \$57.56 \$13.00 \$19.28 \$0.00 \$89.89 03/01/2022 \$58.76 \$13.00 \$19.44 \$0.00 \$92.60 09/01/2022 \$60.19 \$13.00 \$19.44 \$0.00 \$93.83		08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
PHE DRIFER LOCAL 56 (20NE 1) SHOUT STATE SHOUT	For apprentice rates see "Apprentice- PILE DRIVER"						
Diver tender (EFLUENT) PILE DRIVER LOCAL 56 (ZONE 1) 08/01/2019 \$73.41 \$9.90 \$21.15 \$0.00 \$104.46 For apprentice rates see "Apprentice- PILE DRIVER" 08/01/2019 \$102.78 \$9.90 \$21.15 \$0.00 \$133.83 DIVER/SLURRY (EFFLUENT) PILE DRIVER to CAL 56 (ZONE 1) 08/01/2019 \$102.78 \$9.90 \$21.15 \$0.00 \$133.83 For apprentice rates see "Apprentice-PILE DRIVER" 08/01/2020 \$53.50 \$13.00 \$19.20 \$0.00 \$85.70 ELECTRICIANS LOCAL 103 03/01/2020 \$54.93 \$13.00 \$19.25 \$0.00 \$88.41 09/01/2021 \$56.13 \$13.00 \$19.28 \$0.00 \$89.89 03/01/2022 \$66.19 \$13.00 \$19.33 \$0.00 \$89.89 03/01/2021 \$57.56 \$13.00 \$19.34 \$0.00 \$92.60 03/01/2022 \$60.19 \$13.00 \$19.44 \$0.00 \$92.60 03/01/2020 \$53.50 \$13.00 \$19.44 \$0.00 \$93.83 ELECTRICIAN 03/01/2020		08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
PILE DRIVER LOCAL 56 (ZONE 1) Store Strike Store Strike Store Strike Store	For apprentice rates see "Apprentice- PILE DRIVER"						
Diversion Object (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1) 08/01/2019 \$102.78 \$9.90 \$21.15 \$0.00 \$133.83 PILE DRIVER LOCAL 56 (ZONE 1) For apprentice- PILE DRIVER" DRAWBRIDGE OPERATOR (Construction) BIO 09/01/2020 \$53.50 \$13.00 \$19.20 \$0.00 \$85.70 OB/01/2020 \$54.93 \$13.00 \$19.25 \$0.00 \$88.41 09/01/2021 \$56.13 \$13.00 \$19.28 \$0.00 \$88.41 09/01/2021 \$55.56 \$13.00 \$19.33 \$0.00 \$89.89 03/01/2022 \$58.76 \$13.00 \$19.41 \$0.00 \$92.60 OP/01/2020 \$53.50 \$13.00 \$19.41 \$0.00 \$92.60 OB/01/2020 \$53.50 \$13.00 \$19.41 \$0.00 \$92.60 OB/01/2020 \$53.50 \$13.00 \$19.25 \$0.00 \$85.70 ELECTRICIAN OB/01/2020 <t< td=""><td></td><td>08/01/2019</td><td>\$73.41</td><td>\$9.90</td><td>\$21.15</td><td>\$0.00</td><td>\$104.46</td></t<>		08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
PILE DRIVER LOCAL 56 (ZONE 1) Strong Strong </td <td>For apprentice rates see "Apprentice- PILE DRIVER"</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) 03/01/2020 \$53.50 \$13.00 \$19.20 \$0.00 \$85.70 ELECTRICIANS LOCAL 103 09/01/2020 \$54.93 \$13.00 \$19.25 \$0.00 \$87.18 03/01/2021 \$56.13 \$13.00 \$19.25 \$0.00 \$88.41 09/01/2021 \$56.13 \$13.00 \$19.28 \$0.00 \$88.41 09/01/2022 \$56.76 \$13.00 \$19.33 \$0.00 \$89.89 03/01/2022 \$56.19 \$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 ELECTRICIAN 03/01/2020 \$53.50 \$13.00 \$19.20 \$0.00 \$85.70 ELECTRICIANS LOCAL 103 03/01/2021 \$53.50 \$13.00 \$19.20 \$0.00 \$85.70 ELECTRICIANS LOCAL 103 03/01/2021 \$53.50 \$13.00 \$19.25 \$0.00 \$87.18 03/01/2021 \$53.50 \$13.00 \$19.28 \$0.00 \$88.41		08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
ELECTRICIANS LOCAL 103 600112020 \$54.93 \$13.00 \$19.25 \$0.00 \$87.18 09/01/2021 \$56.13 \$13.00 \$19.28 \$0.00 \$88.41 09/01/2021 \$56.13 \$13.00 \$19.33 \$0.00 \$89.89 03/01/2022 \$58.76 \$13.00 \$19.36 \$0.00 \$91.12 09/01/2022 \$58.76 \$13.00 \$19.36 \$0.00 \$91.12 09/01/2022 \$58.76 \$13.00 \$19.36 \$0.00 \$92.60 03/01/2022 \$60.19 \$13.00 \$19.41 \$0.00 \$92.60 03/01/2023 \$61.39 \$13.00 \$19.44 \$0.00 \$93.83 ELECTRICIAN 03/01/2020 \$53.50 \$13.00 \$19.25 \$0.00 \$85.70 ELECTRICIANS LOCAL 103 03/01/2020 \$54.93 \$13.00 \$19.25 \$0.00 \$87.18 03/01/2021 \$55.56 \$13.00 \$19.28 \$0.00 \$88.41 09/01/2021 \$56.13 \$13.00 \$19.28 \$0.00 \$88.41 09/01/2021 \$56.56 \$13.00	For apprentice rates see "Apprentice- PILE DRIVER"						
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 ELECTRICIAN 03/01/2020 \$53.50 \$13.00 \$19.25 \$0.00 \$85.70 ELECTRICIANS LOCAL 103 03/01/2020 \$53.50 \$13.00 \$19.25 \$0.00 \$85.70 03/01/2020 \$53.50 \$13.00 \$19.25 \$0.00 \$87.18 03/01/2021 \$56.13 \$13.00 \$19.28 \$0.00 \$88.41 09/01/2021 \$55.76 \$13.00 \$19.28 \$0.00 \$88.89 03/01/2022 \$58.76 \$13.00 \$19.33 \$0.00 \$89.8		03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
OP/OI/2021 \$57.56 \$13.00 \$19.33 \$0.00 \$89.89 \$03/01/2022 \$58.76 \$13.00 \$19.36 \$0.00 \$91.12 \$90/01/2022 \$60.19 \$13.00 \$19.41 \$0.00 \$92.60 \$93.83	ELECTRICIANS LOCAL 103	09/01/2020	\$54.93	\$13.00	\$19.25	\$0.00	\$87.18
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 ELECTRICIAN" ELECTRICIAN \$03/01/2020 \$53.50 \$13.00 \$19.20 \$85.70 09/01/2020 \$54.93 \$13.00 \$19.25 \$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 \$55.76 \$13.00 \$19.33 \$0.00 \$89.89 03/01/2022 \$58.76 \$13.00 \$19.33 \$0.00 \$89.89 03/01/2022 \$58.76 \$13.00 \$19.36 \$0.00 \$91.12 09/01/2022 \$58.76 \$13.00 \$19.36 \$0.00 \$91.12 09/01/2022 \$60.19 \$13.00 \$19.41 \$0.00		03/01/2021	\$56.13	\$13.00	\$19.28	\$0.00	\$88.41
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 ELECTRICIAN 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 \$56.13 \$13.00 \$19.33 \$0.00 \$88.89 03/01/2021 \$57.56 \$13.00 \$19.36 \$0.00 \$89.89 03/01/2022 \$58.76 \$13.00 \$19.36 \$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		09/01/2021	\$57.56	\$13.00	\$19.33	\$0.00	\$89.89
Not apprentice rates see "Apprentice- ELECTRICIAN" 03/01/2023 \$61.39 \$13.00 \$19.44 \$0.00 \$93.83 ELECTRICIAN ELECTRICIANS LOCAL 103 03/01/2020 \$53.50 \$13.00 \$19.20 \$0.00 \$85.70 03/01/2020 \$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		03/01/2022	\$58.76	\$13.00	\$19.36	\$0.00	\$91.12
For apprentice- ELECTRICIAN" ELECTRICIAN 03/01/2020 \$53.50 \$13.00 \$19.20 \$85.70 6/09/01/2020 \$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		09/01/2022	\$60.19	\$13.00	\$19.41	\$0.00	\$92.60
ELECTRICIAN 03/01/2020 \$53.50 \$13.00 \$19.20 \$0.00 \$85.70 ELECTRICIANS LOCAL 103 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
ELECTRICIANS LOCAL 103 03/01/2020 \$353.50 \$13.00 \$19.25 \$0.00 \$87.18 09/01/2020 \$56.13 \$13.00 \$19.28 \$0.00 \$88.41 09/01/2021 \$56.13 \$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	For apprentice rates see "Apprentice- ELECTRICIAN"						
09/01/2020\$54.93\$13.00\$19.25\$0.00\$87.1803/01/2021\$56.13\$13.00\$19.28\$0.00\$88.4109/01/2021\$57.56\$13.00\$19.33\$0.00\$89.8903/01/2022\$58.76\$13.00\$19.36\$0.00\$91.1209/01/2022\$60.19\$13.00\$19.41\$0.00\$92.60		03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
09/01/2021\$57.56\$13.00\$19.33\$0.00\$89.8903/01/2022\$58.76\$13.00\$19.36\$0.00\$91.1209/01/2022\$60.19\$13.00\$19.41\$0.00\$92.60	ELECTRICIANS LOCAL 103	09/01/2020	\$54.93	\$13.00	\$19.25	\$0.00	\$87.18
03/01/2022\$58.76\$13.00\$19.36\$0.00\$91.1209/01/2022\$60.19\$13.00\$19.41\$0.00\$92.60		03/01/2021	\$56.13	\$13.00	\$19.28	\$0.00	\$88.41
09/01/2022 \$60.19 \$13.00 \$19.41 \$0.00 \$92.60		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
03/01/2023 \$61.39 \$13.00 \$19.44 \$0.00 \$93.83		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

LL .								
Effecti	ive Date -	03/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	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	

Apprentice - ELECTRICIAN - Local 103

Effective Date - (09/01/2020
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	ve Date -	09/01/2020		TT 1/1	р :	Supplemental	T (1 D (
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$21.97	\$13.00	\$0.66	\$0.00	\$35.63
2	40		\$21.97	\$13.00	\$0.66	\$0.00	\$35.63
3	45		\$24.72	\$13.00	\$14.64	\$0.00	\$52.36
4	45		\$24.72	\$13.00	\$14.64	\$0.00	\$52.36
5	50		\$27.47	\$13.00	\$15.06	\$0.00	\$55.53
6	55		\$30.21	\$13.00	\$15.49	\$0.00	\$58.70
7	60		\$32.96	\$13.00	\$15.90	\$0.00	\$61.86
8	65		\$35.70	\$13.00	\$16.32	\$0.00	\$65.02
9	70		\$38.45	\$13.00	\$16.73	\$0.00	\$68.18
10	75		\$41.20	\$13.00	\$17.16	\$0.00	\$71.36

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

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	Effecti	ve Date - 01/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$30.71	\$15.73	\$0.00	\$0.00	\$46.44	
	2	55	\$33.78	\$15.73	\$18.41	\$0.00	\$67.92	
	3	65	\$39.92	\$15.73	\$18.41	\$0.00	\$74.06	
	4	70	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13	
	5	80	\$49.14	\$15.73	\$18.41	\$0.00	\$83.28	
		ve Date - 01/01/2021				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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	
Ī	Notes:							
		Steps 1-2 are 6 mos.; Steps 3-5	are 1 year				i i	
	Appre	ntice to Journeyworker Ratio:1	:1					
LEVATOR CONSTRUCTOR HELPER EVATOR CONSTRUCTORS LOCAL 4		01/01/2020	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13	
EVATOR CONST	NOCION	SLOCAL 4	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
ENCE & GUAI		Apprentice - ELEVATOR CONSTRUCT			** **	¢15.00	¢0.00	
BORERS - ZONE		IL EKECTOK	12/01/2019		\$8.10	\$15.38	\$0.00	\$57.79
			06/01/2020		\$8.10	\$15.38	\$0.00	\$58.68
			12/01/2020		\$8.10	\$15.38	\$0.00	\$59.57
			06/01/2021		\$8.10	\$15.38	\$0.00	\$60.49
For apprentice r	ates see "	Apprentice- LABORER"	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
		SON-BLDG,SITE,HVY/HWY	11/01/2019	\$44.18	\$12.00	\$15.60	\$0.00	\$71.78
PERATING ENGIN	VEERS LO	ICAL 4	05/01/2020	\$44.73	\$12.50	\$15.70	\$0.00	\$72.93
			11/01/2020	\$45.73	\$12.50	\$15.70	\$0.00	\$73.93
			05/01/2021	\$46.88	\$12.50	\$15.70	\$0.00	\$75.08
				\$47.88	\$12.50	\$15.70	\$0.00	\$76.08
			11/01/2021	φ+7.00	¢12.00			
For one di	·		05/01/2022		\$12.50	\$15.70	\$0.00	\$77.23
		Apprentice- OPERATING ENGINEERS	"	2 \$49.03	\$12.50	\$15.70	\$0.00	
ELD ENG.PA	RTY C	HIEF-BLDG,SITE,HVY/HWY	" " 11/01/2019	2 \$49.03 9 \$45.68	\$12.50 \$12.00	\$15.70 \$15.60	\$0.00 \$0.00	\$73.28
ELD ENG.PA	RTY C	HIEF-BLDG,SITE,HVY/HWY	" " 11/01/2019 05/01/2020	2 \$49.03 0 \$45.68 0 \$46.23	\$12.50 \$12.00 \$12.50	\$15.70 \$15.60 \$15.70	\$0.00 \$0.00 \$0.00	\$73.28 \$74.43
ELD ENG.PA	RTY C	HIEF-BLDG,SITE,HVY/HWY	" " " " " " " " " " " " " " " " " " "	 2 \$49.03 9 \$45.68 9 \$46.23 9 \$47.24 	\$12.50 \$12.00 \$12.50 \$12.50	\$15.70 \$15.60 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00	\$73.28 \$74.43 \$75.44
ELD ENG.PA	RTY C	HIEF-BLDG,SITE,HVY/HWY	" " " " " " " " " " " " " " " " " " "	2 \$49.03 0 \$45.68 0 \$46.23 0 \$47.24 \$48.40	\$12.50 \$12.00 \$12.50 \$12.50 \$12.50	\$15.70 \$15.60 \$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$73.28 \$74.43 \$75.44 \$76.60
	RTY C	HIEF-BLDG,SITE,HVY/HWY	" " " " " " " " " " " " " " " " " " "	2 \$49.03 0 \$45.68 0 \$46.23 0 \$47.24 \$48.40 \$49.41	\$12.50 \$12.00 \$12.50 \$12.50 \$12.50 \$12.50	\$15.70 \$15.60 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00	\$77.23 \$73.28 \$74.43 \$75.44 \$76.60 \$77.61 \$78.77

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Issue Date: 04/14/2020

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	11/01/2019	\$22.57	\$12.00	\$15.60	\$0.00	\$50.17
OPERATING ENGINEERS LOCAL 4	05/01/2020	\$22.64	\$12.50	\$15.70	\$0.00	\$50.84
	11/01/2020	\$23.23	\$12.50	\$15.70	\$0.00	\$51.43
	05/01/2021	\$23.91	\$12.50	\$15.70	\$0.00	\$52.11
	11/01/2021	\$24.51	\$12.50	\$15.70	\$0.00	\$52.71
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	05/01/2022	\$25.18	\$12.50	\$15.70	\$0.00	\$53.38
FIRE ALARM INSTALLER	03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
ELECTRICIANS LOCAL 103	09/01/2020	\$55.50	\$13.00	\$19.25	\$0.00	\$87.18
	03/01/2020	\$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"		40000				
FIRE ALARM REPAIR / MAINTENANCE	03/01/2020	\$40.13	\$13.00	\$17.12	\$0.00	\$70.25
/ COMMISSIONING ELECTRICIANS	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) OPERATING ENGINEERS LOCAL 4	12/01/2019	\$39.89	\$12.50	\$15.70	\$0.00	\$68.09
OF ERMINING ENGINEERS ECCIE 4	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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$43.61	\$12.50	\$15.70	\$0.00	\$71.81
FLAGGER & SIGNALER LABORERS - ZONE 2	12/01/2019	\$23.50	\$8.10	\$15.38	\$0.00	\$46.98
LABOREKS - ZONE 2	06/01/2020	\$23.50	\$8.10	\$15.38	\$0.00	\$46.98
	12/01/2020	\$24.50	\$8.10	\$15.38	\$0.00	\$47.98
	06/01/2021	\$24.50	\$8.10	\$15.38	\$0.00	\$47.98
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$24.50	\$8.10	\$15.38	\$0.00	\$47.98
FLOORCOVERER	02/01/2020	¢ 47 05	¢0.40	\$10.25	\$0.00	¢75.70
FLOORCOVERERS LOCAL 2168 ZONE I	03/01/2020	\$47.05 \$47.85	\$9.40 \$9.40	\$19.25 \$19.25	\$0.00 \$0.00	\$75.70 \$76.50
	09/01/2020	\$47.85 \$48.65	\$9.40	\$19.25 \$10.25	\$0.00 \$0.00	\$76.50 \$77.20
	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

Effect	tive Date -	03/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	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

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 09/01/2020

Effe	ctive Date - 09/01/20	20			Supplemental			
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te	
1	50	\$23.93	\$9.40	\$1.79	\$0.00	\$35.1	2	
2	55	\$26.32	\$9.40	\$1.79	\$0.00	\$37.5	51	
3	60	\$28.71	\$9.40	\$13.88	\$0.00	\$51.9	99	
4	65	\$31.10	\$9.40	\$13.88	\$0.00	\$54.3	\$54.38	
5	70	\$33.50	\$9.40	\$15.67	\$0.00	\$58.5	57	
6	75	\$35.89	\$9.40	\$15.67	\$0.00	\$60.9	96	
7	80	\$38.28	\$9.40	\$17.46	\$0.00	\$65.1	4	
8	85 Steps are 750 hrs. % After 09/1/17; 45/ Step 1&2 \$32.36/ 3& ntice to Journeywork	\$40.67	\$9.40	\$17.46	\$0.00	\$67.5	53	
Note		45/55/55/70/70/80/80 (1500hr Steps) 24 \$38.80/ 5&6 \$58.01/ 7&8 \$64.50						
App	rentice to Journeyworl	er Ratio:1:1					-	
FORK LIFT/CHERR		12/01/2019	9 \$48.73	\$12.50	\$15.70	\$0.00	\$76.93	
OPERATING ENGINEERS	LOCAL 4	06/01/2020	0 \$49.83	\$12.50	\$15.70	\$0.00	\$78.03	
		12/01/2020	0 \$50.98	\$12.50	\$15.70	\$0.00	\$79.18	
		06/01/202	1 \$52.08	\$12.50	\$15.70	\$0.00	\$80.28	
For apprentice rates se	e "Apprentice- OPERATING	12/01/202 ENGINEERS"	1 \$53.23	\$12.50	\$15.70	\$0.00	\$81.43	
	TING PLANT/HEATE	RS 12/01/2019	9 \$32.47	\$12.50	\$15.70	\$0.00	\$60.67	
OPERATING ENGINEERS	LOCAL 4	06/01/2020	0 \$33.22	\$12.50	\$15.70	\$0.00	\$61.42	
		12/01/2020	0 \$34.00	\$12.50	\$15.70	\$0.00	\$62.20	
		06/01/202	1 \$34.75	\$12.50	\$15.70	\$0.00	\$62.95	
		12/01/202	1 \$35.54	\$12.50	\$15.70	\$0.00	\$63.74	
For apprentice rates se	e "Apprentice- OPERATING	ENGINEERS"						
	LANK/AIR BARRIER	(INTERIOR 01/01/2020	0 \$40.46	\$8.20	\$22.10	\$0.00	\$70.76	
SYSTEMS) GLAZIERS LOCAL 35 (ZOL	NE 2)	07/01/2020	0 \$41.56	\$8.20	\$22.10	\$0.00	\$71.86	
	,	01/01/202	1 \$42.66	\$8.20	\$22.10	\$0.00	\$72.96	

\$15.70

\$15.70

\$12.50

\$12.50

\$0.00

\$0.00

Effecti	ive Date -	01/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	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	

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 07/01/2020

Effectiv	ve Date - 07/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	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.						
Apprei	ntice to Journeyworker Ratio:1:1						
	CRANES/GRADALLS	12/01/2019	9 \$48.73	\$12.50	\$15.70	\$0.00	\$76.93
OPERATING ENGINEERS LC	ICAL 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

12/01/2021

\$52.08

\$53.23

.

\$80.28

\$81.43

Effecti	ive Date -	12/01/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	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

Apprentice - OPERATING ENGINEERS - Local 4

06/01/2020 Effective Date -

Effecti	ive Date -	06/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	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 Journeyw	orker Ratio:1:6		

HVAC (DUCTWORK)	02/01/2020	\$49.36	\$13.35	\$24.12	\$2.61	\$89.44
SHEETMETAL WORKERS LOCAL 17 - A	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)	03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
ELECTRICIANS LOCAL 103	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)	02/01/2020	\$49.36	\$13.35	\$24.12	\$2.61	\$89.44
SHEETMETAL WORKERS LOCAL 17 - A	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
For apprentice rates see "Apprentice- SHEET METAL WORKER"	02/01/2022	\$56.11	\$13.35	\$24.12	\$2.81	\$96.39
HVAC (TESTING AND BALANCING -WATER)	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
PIPEFITTERS LOCAL 537	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88
HVAC MECHANIC	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
PIPEFITTERS LOCAL 537	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88
HYDRAULIC DRILLS	12/01/2019	\$34.81	\$8.10	\$15.38	\$0.00	\$58.29
LABORERS - ZONE 2	06/01/2020	\$35.70	\$8.10	\$15.38	\$0.00	\$59.18
	12/01/2020	\$36.59	\$8.10	\$15.38	\$0.00	\$60.07
	06/01/2021	\$37.51	\$8.10	\$15.38	\$0.00	\$60.99
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$38.42	\$8.10	\$15.38	\$0.00	\$61.90
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2019	\$48.44	\$12.80	\$16.40	\$0.00	\$77.64

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

Effect	ive Date - 09/01/2019				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	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					
Appre	entice to Journeyworker Ratio:1:4					
IRONWORKER/WEL		03/16/2019	9 \$46.66	\$8.00	\$23.50	\$0.00 \$78.16

I	Effecti	ve Date - 03/16/2019				Supplemental		
S	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total	Rate
_	1	60	\$28.00	\$8.00	\$23.50	\$0.00	\$5	9.50
	2	70	\$32.66	\$8.00	\$23.50	\$0.00	\$6	4.16
	3	75	\$35.00	\$8.00	\$23.50	\$0.00	\$6	6.50
	4	80	\$37.33	\$8.00	\$23.50	\$0.00	\$6	8.83
	5	85	\$39.66	\$8.00	\$23.50	\$0.00	\$7	1.16
	6	90	\$41.99	\$8.00	\$23.50	\$0.00	\$7	3.49
1	Notes:	·						_
İ		** Structural 1:6; Ornamental 1:4						
Ē	Appre	ntice to Journeyworker Ratio:**						
		VING BREAKER OPERATOR	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
LABORERS - ZONE 2			06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
			12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
			06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
			12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rate	tes see "	Apprentice- LABORER"						
LABORER LABORERS - ZONE 2			12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
LADORERS - ZONE 2			06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
			12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
			06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
			12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15

Apprentice - IRONWORKER - Local 7 Boston

Step	ive Date - percent	12/01/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60		\$20.44	\$8.10	\$15.38	\$0.00	\$43.92
2	70		\$23.84	\$8.10	\$15.38	\$0.00	\$47.32
3	80		\$27.25	\$8.10	\$15.38	\$0.00	\$50.73
4	90		\$30.65	\$8.10	\$15.38	\$0.00	\$54.13
Effect	ive Date -	06/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$20.97	\$8.10	\$15.38	\$0.00	\$44.45
2	70		\$24.47	\$8.10	\$15.38	\$0.00	\$47.95
3	80		\$27.96	\$8.10	\$15.38	\$0.00	\$51.44
	90		\$31.46	\$8.10	\$15.38	\$0.00	\$54.94
4							

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ABORER: CARPENTER TENDER	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
ABORERS - ZONE 2	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER"						
ABORER: CEMENT FINISHER TENDER ABORERS - ZONE 2	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
ABORERS - ZONE 2	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER" ABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/01/2019	\$34.15	\$8.10	\$15.44	\$0.00	\$57.69
ABORERS - ZONE 2	12/01/2019	\$54.15	\$6.10	φ19.44	\$0.00	\$57.09
For apprentice rates see "Apprentice- LABORER"						
ABORER: MASON TENDER	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
ABORERS - ZONE 2	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
ABORER: MULTI-TRADE TENDER	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
ABORERS - ZONE 2	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
For apprentice rates see "Apprentice- LABORER"						
ABORER: TREE REMOVER <i>ABORERS - ZONE 2</i>	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
ADOREKS - ZONE 2	06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
	12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
	06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
	12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
This classification applies to the removal of standing trees, and the trimming and remo clearance incidental to construction. For apprentice rates see "Apprentice- LABORER		bs when related t	to public work	s construction	or site	
ASER BEAM OPERATOR	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
ABORERS - ZONE 2	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"	12/01/2021	$\psi J i J L$	Ψ0.10	-10.00	÷ • • • • •	ψ01.ΤΟ
MARBLE & TILE FINISHERS	02/01/2020	\$41.49	\$10.75	\$20.12	\$0.00	\$72.36
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2020	\$42.57	\$10.75	\$20.27	\$0.00	\$73.59
		\$43.08	\$10.75	\$20.27	\$0.00	\$74.10
	02/01/2021 08/01/2021	\$43.08 \$44.20	\$10.75 \$10.75	\$20.27 \$20.43	\$0.00 \$0.00	\$74.10 \$75.38

Ef	fective Date -	02/01/2020				Supplemental		
St	ep percent		Apprentice Base Wage	Health	Pension	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	
Ef	fective Date -	08/01/2020				Supplemental		
St	ep percent		Apprentice Base Wage	Health	Pension	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	
No	otes:							
A	pprentice to Jo	ourneyworker Ratio:1:3						
		RS & TERRAZZO MECH	02/01/2020	\$54.42	\$10.75	\$21.93	\$0.00	\$87.10
BRICKLAYERS LOCAL	3 - MARBLE & 11.	LE	08/01/2020	\$55.77	\$10.75	\$22.08	\$0.00	\$88.60
			02/01/202	\$56.41	\$10.75	\$22.08	\$0.00	\$89.24
			08/01/202	\$57.81	\$10.75	\$22.24	\$0.00	\$90.80
			02/01/2022	2 \$58.38	\$10.75	\$22.24	\$0.00	\$91.37

Apprentice - MA	ARBLE & TILE FINISHER - Local 3 Marble & Tile
Effective Date -	02/01/2020

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Effective Date	- 02/01/2020				Supplemental		
Step percen	t	Apprentice Base Wage	Health	Pension	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				Supplemental		
Step percen	t	Apprentice Base Wage	Health	Pension	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 OPERATO	R (ON CONST. SITES)	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
OPERATING ENGINEERS LOCAL 4		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
For apprentice rates see "Apprentic	e- OPERATING ENGINEERS"	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
MECHANICS MAINTENANC		12/01/2019	9 \$48.23	\$12.50	\$15.70	\$0.00	\$76.43
OPERATING ENGINEERS LOCAL 4		06/01/2020			\$15.70	\$0.00	\$77.51
		12/01/2020			\$15.70	\$0.00	\$78.65
		06/01/2021			\$15.70	\$0.00	\$79.74
		12/01/2021			\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentic	e- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 1) MILLWRIGHTS LOCAL 1121 - Zone 1		04/01/2019	\$42.22	\$9.90	\$18.50	\$0.00	\$70.62

Apprentice -	MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile
Effective Date	- 02/01/2020

		ntice - MILLWRIGHT - Local 1121 ive Date - 04/01/2019	Zone I					
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55	\$23.22	\$9.90	\$5.31	\$0.00	\$38.43	
	2	65	\$27.44	\$9.90	\$15.13	\$0.00	\$52.47	
	3	75	\$31.67	\$9.90	\$16.10	\$0.00	\$57.67	
	4	85	\$35.89	\$9.90	\$17.06	\$0.00	\$62.85	
	Notes:							
	į	Steps are 2,000 hours						
	Appre	entice to Journeyworker Ratio:1:5						
AORTAR MIX			12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
ABORERS - ZON	'E 2		06/01/2020			\$15.38	\$0.00	\$58.68
			12/01/2020			\$15.38	\$0.00	\$59.57
			06/01/2021		\$8.10	\$15.38	\$0.00	\$60.49
			12/01/2021			\$15.38	\$0.00	\$61.40
For apprentice	e rates see	"Apprentice- LABORER"						
		N TRUCK CRANES, GRADALLS)	12/01/2019	\$23.08	\$12.50	\$15.70	\$0.00	\$51.28
PERATING ENG	INEERS L	OCAL 4	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
		"Apprentice- OPERATING ENGINEERS"						
DILER (TRUC DPERATING ENG		NES, GRADALLS) OCAL 4	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
r.			12/01/2021	\$30.29	\$12.50	\$15.70	\$0.00	\$58.49
		"Apprentice- OPERATING ENGINEERS"					* *	•
DTHER POWE		VEN EQUIPMENT - CLASS II OCAL 4	12/01/2019		\$12.50		\$0.00	\$76.43
			06/01/2020				\$0.00	\$77.51
			12/01/2020				\$0.00	\$78.65
			06/01/2021				\$0.00	\$79.74
For appropriate	e rates sec	"Apprentice- OPERATING ENGINEERS"	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
PAINTER (BR		**	01/01/2020		¢0.20	¢22.10	\$0.00	¢01.07
PAINTERS LOCAL			01/01/2020			\$22.10	\$0.00	\$81.26
			07/01/2020			\$22.10	\$0.00	\$82.36
			01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46

Effect	Supplemental					
Step	percent	Apprentice Base Wage	Health	Pension	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

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/0	1/2020
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Effecti Step	ve Date - 07/01/2020 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.					
Appre	ntice to Journeyworker Ratio:1:1					
PAINTER (SIGN, PICT PAINTERS LOCAL 35 - ZON		06/01/2013	3 \$25.81	\$7.07	\$7.05	\$0.00 \$39.93

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Effecti Step	percent 06/01/2013	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.						
Appre	ntice to Journeyworker Ratio:1:1						
* If 30% or more of sur	SANDBLAST, NEW) * rfaces to be painted are new construction e used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2020 0n, 07/01/2020 01/01/2021	\$42.96	\$8.20	\$22.10 \$22.10 \$22.10	\$0.00	\$72.16 \$73.26 \$74.36

Apprentice - P	AINTER SIGN - Local 35 Zone 2
Effective Date -	06/01/2013

Effecti	ve Date -	01/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	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

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - New
	01/01/2020

Effective Date - 07/01/2020

Effecti	we Date - 07/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	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.						
Appre	ntice to Journeyworker Ratio:1:1						
	SANDBLAST, REPAINT)	01/01/2020	\$39.92	\$8.20	\$22.10	\$0.00	\$70.22
PAINTERS LOCAL 35 - ZONI	5.2	07/01/2020	\$41.02	\$8.20	\$22.10	\$0.00	\$71.32
		01/01/202	\$42.12	\$8.20	\$22.10	\$0.00	\$72.42

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Effecti	ve Date -	01/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	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

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Effortivo Doto	01/01/2020

Effective Date - 07/01/2020

Effecti	ive Date - 07/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	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.						
Appre	ntice to Journeyworker Ratio:1:1						
PAINTER (TRAFFIC N	MARKINGS)	12/01/2019	\$34.06	\$8.10	\$15.38	\$0.00	\$57.54
LABORERS - ZONE 2		06/01/2020	\$34.95	\$8.10	\$15.38	\$0.00	\$58.43
		12/01/2020	\$35.84	\$8.10	\$15.38	\$0.00	\$59.32
		06/01/2021	\$36.76	\$8.10	\$15.38	\$0.00	\$60.24
		12/01/2021	\$37.67	\$8.10	\$15.38	\$0.00	\$61.15
	"Apprentice- LABORER"						
PAINTER / TAPER (B)		01/01/2020	\$40.46	\$8.20	\$22.10	\$0.00	\$70.76
	faces to be painted are new construction s used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	n, 07/01/2020	\$41.56	\$8.20	\$22.10	\$0.00	\$71.86
r	······································	01/01/2021	\$42.66	\$8.20	\$22.10	\$0.00	\$72.96

Effecti	ve Date -	01/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	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

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 07/	01/2020
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Effecti	ve Date - 07/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	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.						
Appre	ntice to Journeyworker Ratio:1:1						
PAINTER / TAPER (BI		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
		01/01/202	\$40.72	\$8.20	\$22.10	\$0.00	\$71.02

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Effect	ive Date -	01/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	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	

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Step	ctive Date - 07/ percent	/01/2020 Aj	oprentice 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	
Note	Steps are 750	hrs. yworker Ratio:1:1					 	
ANEL & PICKUP T	RUCKS DRIVE	-	12/01/2019	\$34.08	\$12.41	\$13.72	\$0.00	\$60.21
EAMSTERS JOINT COUN	ICIL NO. 10 ZONE B		06/01/2020	\$34.98	\$12.41	\$13.72	\$0.00	\$61.11
			08/01/2020	\$34.98	\$12.91	\$13.72	\$0.00	\$61.61
			12/01/2020	\$34.98	\$12.91	\$14.82	\$0.00	\$62.71
			06/01/2021	\$35.78	\$12.91	\$14.82	\$0.00	\$63.51
			08/01/2021	\$35.78	\$13.41	\$14.82	\$0.00	\$64.01
			12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
ER AND DOCK CO ECK) LE DRIVER LOCAL 56 (For apprentice rates se	ZONE 1)	UNDERPINNING AND	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
LE DRIVER LE DRIVER LOCAL 56 (08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99

Effective Dat	te - 08/01/2019				Supplemental		
Step perce	ent	Apprentice Base Wage	Health	Pension	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 t	to Journeyworker Ratio:1:5						
PIPEFITTER & STEAMFITT	TER	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
PIPEFITTERS LOCAL 537		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 - PILE DRIVER - Local 56 Zone 1

Apprentice - PIPEFITTER - Local 537 03/01/2020

Effecti	ive Date -	03/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	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	

C 4		Ammentian Dava Wara	TT = = 141.	Danaian	Supplemental Unemployment	Tatal Data
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40	\$23.08	\$10.95	\$8.00	\$0.00	\$42.03
2	45	\$25.96	\$10.95	\$19.74	\$0.00	\$56.65
3	60	\$34.61	\$10.95	\$19.74	\$0.00	\$65.30
4	70	\$40.38	\$10.95	\$19.74	\$0.00	\$71.07
5	80	\$46.15	\$10.95	\$19.74	\$0.00	\$76.84

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	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
LABORERS - ZONE 2	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
PLUMBERS & GASFITTERS	03/01/2020	\$58.69	\$12.07	\$17.26	\$0.00	\$88.02
PLUMBERS & GASFITTERS LOCAL 12	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

	Effecti	ve Date -	03/01/2020				Supplemental		
	Step	percent	A	pprentice Base Wage	Health	Pension	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	
	Effecti	ve Date -	09/01/2020				Supplemental		
	Step	percent	A	pprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	35		\$21.07	\$12.07	\$6.24	\$0.00	\$39.38	
	2	40		\$24.08	\$12.07	\$7.08	\$0.00	\$43.23	
	3	55		\$33.10	\$12.07	\$9.63	\$0.00	\$54.80	
	4	65		\$39.12	\$12.07	\$11.33	\$0.00	\$62.52	
	5	75		\$45.14	\$12.07	\$13.03	\$0.00	\$70.24	
	Notes:	** 1:2; 2:	6; 3:10; 4:14; 5:19/Steps are 1						
	Notes:	** 1:2; 2: Step4 with	6; 3:10; 4:14; 5:19/Steps are 1 h lic\$65.32, Step5 with lic\$72, arneyworker Ratio:**						
	Notes:	** 1:2; 2: Step4 with ntice to Jon	h lic\$65.32, Step5 with lic\$72 urneyworker Ratio:**		 0 \$56.19	\$10.95	\$19.74	\$0.00	\$86.88
	Notes:	** 1:2; 2: Step4 with ntice to Jon	h lic\$65.32, Step5 with lic\$72 urneyworker Ratio:**	yr 89			\$19.74 \$19.74	\$0.00 \$0.00	\$86.88 \$88.38
PEFITTERS LOO	Notes: Appre CONTR CAL 537	** 1:2; 2: Step4 with ntice to Jon DLS (TEM	h lic\$65.32, Step5 with lic\$72, irneyworker Ratio:** P.)	yr 89 03/01/2020 09/01/2020 03/01/2021) \$57.69	\$10.95			
PEFITTERS LOO	Appre CONTR <i>CAL 537</i> e rates see "	** 1:2; 2: Step4 with ntice to Jon OLS (TEM Apprentice- P	h lic\$65.32, Step5 with lic\$72 irneyworker Ratio:** P.) IPEFITTER" or "PLUMBER/PIPEFIT	yr 89 03/01/2020 09/01/2020 03/01/2021	0 \$57.69 1 \$59.17	\$10.95 \$10.95	\$19.74 \$19.74	\$0.00 \$0.00	\$88.38 \$89.86
PEFITTERS LOO For apprentice	Notes: Appre CONTR CAL 537 e rates see " DRILL/?	** 1:2; 2: Step4 with ntice to Jon OLS (TEM Apprentice- P	h lic\$65.32, Step5 with lic\$72 irneyworker Ratio:** P.) IPEFITTER" or "PLUMBER/PIPEFIT	yr 89 03/01/2020 09/01/2020 03/01/2021 TTER" 12/01/2019	0 \$57.69 1 \$59.17 9 \$34.31	\$10.95 \$10.95 \$10.95 \$8.10	\$19.74 \$19.74 \$15.38	\$0.00 \$0.00 \$0.00	\$88.38 \$89.86 \$57.79
For apprentice	Notes: Appre CONTR CAL 537 e rates see " DRILL/?	** 1:2; 2: Step4 with ntice to Jon OLS (TEM Apprentice- P	h lic\$65.32, Step5 with lic\$72 irneyworker Ratio:** P.) IPEFITTER" or "PLUMBER/PIPEFIT	yr 89 03/01/2020 09/01/2020 03/01/2020 TER" 12/01/2019 06/01/2020	0 \$57.69 1 \$59.17 9 \$34.31 0 \$35.20	\$10.95 \$10.95 \$8.10 \$8.10	\$19.74 \$19.74 \$15.38 \$15.38	\$0.00 \$0.00 \$0.00 \$0.00	\$88.38 \$89.86 \$57.79 \$58.68
PEFITTERS LOO For apprentice NEUMATIC	Notes: Appre CONTR CAL 537 e rates see " DRILL/?	** 1:2; 2: Step4 with ntice to Jon OLS (TEM Apprentice- P	h lic\$65.32, Step5 with lic\$72 irneyworker Ratio:** P.) IPEFITTER" or "PLUMBER/PIPEFIT	yr 89 03/01/2020 09/01/2020 03/01/2021 TTER" 12/01/2019 06/01/2020 12/01/2020	0 \$57.69 1 \$59.17 9 \$34.31 0 \$35.20 0 \$36.09	\$10.95 \$10.95 \$8.10 \$8.10 \$8.10	\$19.74 \$19.74 \$15.38 \$15.38 \$15.38	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$88.38 \$89.86 \$57.79 \$58.68 \$59.57
NEUMATIC PEFITTERS LOO For apprentice NEUMATIC IBORERS - ZON	Notes: Appre CONTR CAL 537 e rates see " DRILL/?	** 1:2; 2: Step4 with ntice to Jon OLS (TEM Apprentice- P	h lic\$65.32, Step5 with lic\$72 irneyworker Ratio:** P.) IPEFITTER" or "PLUMBER/PIPEFIT	yr 89 03/01/2020 09/01/2020 03/01/2021 TER" 12/01/2019 06/01/2020 06/01/2021	0 \$57.69 1 \$59.17 9 \$34.31 0 \$35.20 0 \$36.09 1 \$37.01	\$10.95 \$10.95 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10	\$19.74 \$19.74 \$15.38 \$15.38 \$15.38 \$15.38	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$88.38 \$89.86 \$57.79 \$58.68 \$59.57 \$60.49
PEFITTERS LOO For apprentice	Notes: Appre CONTR <i>CAL 537</i> e rates see " DRILL/"	** 1:2; 2: Step4 with ntice to Jou DLS (TEM Apprentice- P	h lic\$65.32, Step5 with lic\$72, arneyworker Ratio:** P.) IPEFITTER" or "PLUMBER/PIPEFIT RATOR	yr 89 03/01/2020 09/01/2020 03/01/2021 TTER" 12/01/2019 06/01/2020 12/01/2020	0 \$57.69 1 \$59.17 9 \$34.31 0 \$35.20 0 \$36.09 1 \$37.01	\$10.95 \$10.95 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10	\$19.74 \$19.74 \$15.38 \$15.38 \$15.38	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$88.38 \$89.86 \$57.79 \$58.68 \$59.57
For apprentice For apprentice IEUMATIC BORERS - ZON	Notes: Appre CONTR <i>CAL 537</i> e rates see " DRILL/7 <i>E 2</i> e rates see "	** 1:2; 2: Step4 with ntice to Jou DLS (TEM Apprentice- P FOOL OPE	h lic\$65.32, Step5 with lic\$72, arneyworker Ratio:** P.) IPEFITTER" or "PLUMBER/PIPEFIT RATOR	yr 89 03/01/2020 09/01/2020 03/01/2021 TER" 12/01/2019 06/01/2020 06/01/2021	0 \$57.69 1 \$59.17 9 \$34.31 0 \$35.20 0 \$36.09 1 \$37.01 1 \$37.92	\$10.95 \$10.95 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10	\$19.74 \$19.74 \$15.38 \$15.38 \$15.38 \$15.38	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$88.38 \$89.86 \$57.79 \$58.68 \$59.57 \$60.49 \$61.40
For apprentice For apprentice IEUMATIC BORERS - ZON For apprentice	Notes: Appre CONTR <i>CAL 537</i> e rates see " DRILL/7 <i>E 2</i> e rates see " N & BLA	** 1:2; 2: Step4 with ntice to Jou DLS (TEM Apprentice- P FOOL OPE	h lic\$65.32, Step5 with lic\$72, arneyworker Ratio:** P.) IPEFITTER" or "PLUMBER/PIPEFIT RATOR	yr 89 03/01/2020 09/01/2020 03/01/2021 TTER" 12/01/2019 06/01/2020 12/01/2021 12/01/2021	0 \$57.69 1 \$59.17 9 \$34.31 0 \$35.20 0 \$36.09 1 \$37.01 1 \$37.92 9 \$35.06	\$10.95 \$10.95 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10	\$19.74 \$19.74 \$15.38 \$15.38 \$15.38 \$15.38 \$15.38	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$88.38 \$89.86 \$57.79 \$58.68 \$59.57 \$60.49 \$61.40 \$58.54
For apprentice For apprentice IEUMATIC BORERS - ZON For apprentice	Notes: Appre CONTR <i>CAL 537</i> e rates see " DRILL/7 <i>E 2</i> e rates see " N & BLA	** 1:2; 2: Step4 with ntice to Jou DLS (TEM Apprentice- P FOOL OPE	h lic\$65.32, Step5 with lic\$72, arneyworker Ratio:** P.) IPEFITTER" or "PLUMBER/PIPEFIT RATOR	yr 89 03/01/2020 09/01/2020 03/01/2021 TTER" 12/01/2019 06/01/2021 12/01/2021 12/01/2019	0 \$57.69 1 \$59.17 9 \$34.31 0 \$35.20 0 \$36.09 1 \$37.01 1 \$37.92 9 \$35.95	\$10.95 \$10.95 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10	\$19.74 \$19.74 \$15.38 \$15.38 \$15.38 \$15.38 \$15.38 \$15.38	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$88.38 \$89.86 \$57.79 \$58.68 \$59.57 \$60.49 \$61.40
PEFITTERS LOO For apprentice NEUMATIC BORERS - ZON	Notes: Appre CONTR <i>CAL 537</i> e rates see " DRILL/7 <i>E 2</i> e rates see " N & BLA	** 1:2; 2: Step4 with ntice to Jou DLS (TEM Apprentice- P FOOL OPE	h lic\$65.32, Step5 with lic\$72, arneyworker Ratio:** P.) IPEFITTER" or "PLUMBER/PIPEFIT RATOR	yr 89 03/01/2020 09/01/2020 03/01/2021 TER" 12/01/2019 06/01/2021 12/01/2021 12/01/2019 06/01/2020	0 \$57.69 1 \$59.17 9 \$34.31 0 \$35.20 0 \$36.09 1 \$37.01 1 \$37.92 9 \$35.06 0 \$35.95 0 \$36.84	\$10.95 \$10.95 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10 \$8.10	\$19.74 \$19.74 \$15.38 \$15.38 \$15.38 \$15.38 \$15.38 \$15.38 \$15.38	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$88.38 \$89.86 \$57.79 \$58.68 \$59.57 \$60.49 \$61.40 \$58.54 \$59.43

Apprentice - PLUMBER/GASFITTER - Local 12

Issue Date: 04/14/2020

Classification For apprentice rates see "Apprentice- LABORER"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE	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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
PUMP OPERATOR (CONCRETE)	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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
PUMP OPERATOR (DEWATERING, OTHER)	12/01/2019	\$32.47	\$12.50	\$15.70	\$0.00	\$60.67
OPERATING ENGINEERS LOCAL 4	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 DRIVER TEAMSTERS 42 - J.G. MacLeallan (Wakefield)	05/01/2019	\$26.30	\$7.99	\$7.00	\$0.00	\$41.29
EAMSTERS 42 - 5.0. MacLeanan (makejiela)	05/01/2020	\$26.65	\$7.99	\$7.00	\$0.00	\$41.64
	05/01/2021	\$27.00	\$7.99	\$7.00	\$0.00	\$41.99
RECLAIMERS OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
JFERATING ENGINEERS LOCAL 4	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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
RIDE-ON MOTORIZED BUGGY OPERATOR	12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
LABORERS - ZONE 2	06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
	12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
	06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
SI EKATINO ENOINEEKS LOCAL 4	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.Roofer Waterproofng &Roofer Damproofg) ROOFERS LOCAL 33	03/01/2020	\$45.67	\$11.50	\$15.90	\$0.00	\$73.07
	08/01/2020	\$47.10	\$11.50	\$15.90	\$0.00	\$74.50
	02/01/2021	\$48.53	\$11.50	\$15.90	\$0.00	\$75.93
	08/01/2021	\$49.96	\$11.50	\$15.90	\$0.00	\$77.36
	02/01/2022	\$51.39	\$11.50	\$15.90	\$0.00	\$78.79

	Effecti	ve Date -	00FER - Local 33 03/01/2020				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$22.84	\$11.50	\$3.69	\$0.00	\$38.03	
	2	60		\$27.40	\$11.50	\$15.90	\$0.00	\$54.80	
	3	65		\$29.69	\$11.50	\$15.90	\$0.00	\$57.09	
	4	75		\$34.25	\$11.50	\$15.90	\$0.00	\$61.65	
	5	85		\$38.82	\$11.50	\$15.90	\$0.00	\$66.22	
	Effecti	ve Date -	08/01/2020				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$23.55	\$11.50	\$3.69	\$0.00	\$38.74	
	2	60		\$28.26	\$11.50	\$15.90	\$0.00	\$55.66	
	3	65		\$30.62	\$11.50	\$15.90	\$0.00	\$58.02	
	4	75		\$35.33	\$11.50	\$15.90	\$0.00	\$62.73	
	5	85		\$40.04	\$11.50	\$15.90	\$0.00	\$67.44	
	Notes:	Step 1 is 2	-10, the 1:10; Reroofing: 1:4 2000 hrs.; Steps 2-5 are 1000	hrs.					
	Annre		Mechanics' receive \$1.00 h	r. above ROOFER)					
DEEB SI AT			ST CONCRETE	02/01/2020		.	¢15.00	#0.00	
FERS LOCAL		E / I KECF	51 CONCRETE	03/01/2020			\$15.90 \$15.00	\$0.00	\$73.32
				08/01/2020			\$15.90 \$15.00	\$0.00	\$74.75
				02/01/202			\$15.90	\$0.00	\$76.18
				08/01/202			\$15.90 \$15.90	\$0.00 \$0.00	\$77.61
For apprentice	rates see '	Apprentice- R	OOFER"	02/01/2022	2 \$51.64	4 \$11.50	\$13.90	\$0.00	\$79.04
ETMETAL				02/01/2020) \$49.30	5 \$13.35	\$24.12	\$2.61	\$89.44
ETMETAL WOI	RKERS LO	JCAL 17 - A		08/01/2020	\$50.96	5 \$13.35	\$24.12	\$2.66	\$91.09
				02/01/202	\$52.6	\$13.35	\$24.12	\$2.71	\$92.79
				08/01/202	\$54.30	5 \$13.35	\$24.12	\$2.76	\$94.59
				02/01/2022	2 \$56.11	\$13.35	\$24.12	\$2.81	\$96.39

Apprentice -	ROOFER - Loca
	00/01/0000

I.I							
Effecti	ive Date -	02/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	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

Apprentice - SHEET METAL WORKER - Local 17-A

9	/5		\$37.02	\$13.35	\$16.56	\$2.01	\$6	o8.94
10) 85		\$41.96	\$13.35	\$17.96	\$2.20	\$7	5.47
Ef	fective Date		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total	Rate
1	42		\$21.40	\$13.35	\$5.89	\$0.00	\$4	0.64
2	42		\$21.40	\$13.35	\$5.89	\$0.00	\$4	0.64
3	47		\$23.95	\$13.35	\$11.13	\$1.45	\$4	9.88
4	47		\$23.95	\$13.35	\$11.13	\$1.45	\$4	9.88
5	52		\$26.50	\$13.35	\$12.08	\$1.56	\$5	53.49
6	52		\$26.50	\$13.35	\$12.33	\$1.57	\$5	53.75
7	60		\$30.58	\$13.35	\$13.70	\$1.73	\$5	9.36
8	65		\$33.12	\$13.35	\$15.15	\$1.85	\$6	53.47
9	75		\$38.22	\$13.35	\$16.56	\$2.04	\$7	0.17
10) 85		\$43.32	\$13.35	\$17.96	\$2.24	\$7	6.87
No	otes:							_
	Steps a	re 6 mos.						
Ap	oprentice to	Journeyworker Ratio:1:4						
SPECIALIZED EA TEAMSTERS JOINT CO		NG EQUIP < 35 TONS	12/01/2019	9 \$34.54	4 \$12.41	\$13.72	\$0.00	\$60.67
TEAMSTERS JOINT CO	UNCIL NO. 10	ZONE B	06/01/2020	35.44	4 \$12.41	\$13.72	\$0.00	\$61.57
			08/01/2020	\$35.44	4 \$12.91	\$13.72	\$0.00	\$62.07
			12/01/2020	\$35.44	4 \$12.91	\$14.82	\$0.00	\$63.17
			06/01/202	\$36.24	4 \$12.91	\$14.82	\$0.00	\$63.97
			08/01/202	\$36.24	4 \$13.41	\$14.82	\$0.00	\$64.47

12/01/2021

\$36.24

\$13.41

\$16.01

\$65.66

\$0.00

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	12/01/2019	\$34.83	\$12.41	\$13.72	\$0.00	\$60.96
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2020	\$35.73	\$12.41	\$13.72	\$0.00	\$61.86
	08/01/2020	\$35.73	\$12.91	\$13.72	\$0.00	\$62.36
	12/01/2020	\$35.73	\$12.91	\$14.82	\$0.00	\$63.46
	06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
	08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER	03/01/2020	\$60.82	\$9.68	\$20.55	\$0.00	\$91.05
SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	10/01/2020	\$62.32	\$9.68	\$20.55	\$0.00	\$92.55
	03/01/2021	\$63.82	\$9.68	\$20.55	\$0.00	\$94.05

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

Effective Date -		03/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	35		\$21.29	\$9.68	\$11.61	\$0.00	\$42.58	
2	40		\$24.33	\$9.68	\$12.30	\$0.00	\$46.31	
3	45		\$27.37	\$9.68	\$12.99	\$0.00	\$50.04	
4	50		\$30.41	\$9.68	\$13.73	\$0.00	\$53.82	
5	55		\$33.45	\$9.68	\$14.36	\$0.00	\$57.49	
6	60		\$36.49	\$9.68	\$15.05	\$0.00	\$61.22	
7	65		\$39.53	\$9.68	\$15.74	\$0.00	\$64.95	
8	70		\$42.57	\$9.68	\$16.43	\$0.00	\$68.68	
9	75		\$45.62	\$9.68	\$17.11	\$0.00	\$72.41	
10	80		\$48.66	\$9.68	\$17.80	\$0.00	\$76.14	

Effecti	ive Date -	10/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	35		\$21.81	\$9.68	\$11.61	\$0.00	\$43.10
2	40		\$24.93	\$9.68	\$12.30	\$0.00	\$46.91
3	45		\$28.04	\$9.68	\$12.99	\$0.00	\$50.71
4	50		\$31.16	\$9.68	\$13.73	\$0.00	\$54.57
5	55		\$34.28	\$9.68	\$14.36	\$0.00	\$58.32
6	60		\$37.39	\$9.68	\$15.05	\$0.00	\$62.12
7	65		\$40.51	\$9.68	\$15.74	\$0.00	\$65.93
8	70		\$43.62	\$9.68	\$16.43	\$0.00	\$69.73
9	75		\$46.74	\$9.68	\$17.11	\$0.00	\$73.53
10	80		\$49.86	\$9.68	\$17.80	\$0.00	\$77.34

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
OPERATING ENGINEERS LOCAL 4	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	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
OPERATING ENGINEERS LOCAL 4	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"						
TELECOMMUNICATION TECHNICIAN	03/01/2020	\$40.13	\$13.00	\$17.12	\$0.00	\$70.25
ELECTRICIANS LOCAL 103	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

Effect	ive Date - 0	03/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	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	

Apprentice -	TELECOMMUNICATION TECHNICIAN - Local 103
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10	80		\$32.10	\$13.00	\$15.87	\$0.00	\$60.9	97
Effe Step)1/2020 Appre	ntice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
1	45		\$18.54	\$13.00	\$0.57	\$0.00	\$32.1	1
2	45		\$18.54	\$13.00	\$0.57	\$0.00	\$32.1	1
3	50		\$20.60	\$13.00	\$14.02	\$0.00	\$47.6	52
4	50		\$20.60	\$13.00	\$14.02	\$0.00	\$47.6	52
5	55		\$22.66	\$13.00	\$14.33	\$0.00	\$49.9	99
6	60		\$24.72	\$13.00	\$14.64	\$0.00	\$52.3	36
7	65		\$26.78	\$13.00	\$14.96	\$0.00	\$54.7	74
8	70		\$28.84	\$13.00	\$15.28	\$0.00	\$57.1	2
9	75		\$30.90	\$13.00	\$15.59	\$0.00	\$59.4	19
10	80		\$32.96	\$13.00	\$15.90	\$0.00	\$61.8	36
Note								1
Арр	rentice to Journey	worker Ratio:1:1						
TERRAZZO FINISH			02/01/2020	\$53.34	\$10.75	\$21.94	\$0.00	\$86.03
BRICKLAYERS LOCAL 3 -	MAKBLE & 11LE		08/01/2020	\$54.69	\$10.75	\$22.09	\$0.00	\$87.53
			02/01/202	\$55.33	\$10.75	\$22.09	\$0.00	\$88.17
			08/01/202	\$56.73	\$10.75	\$22.25	\$0.00	\$89.73

02/01/2022

\$57.32

\$10.75

\$22.25

\$0.00

\$90.32

	Effective Date - 02/01/2020		02/01/2020				Supplemental		
	Step percent			Apprentice Base Wage	Health	Pension	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	
	Effecti	ve Date -	08/01/2020				Supplemental		
	Step percent		Apprentice Base Wage	Health	Pension	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:								
	Appre	ntice to Jou	urneyworker Ratio:1:3						
TEST BORING			-	12/01/2019	9 \$40.50	\$8.10	\$16.80	\$0.00	\$65.40
LABORERS - FOUN	DATION .	AND MARINE	ž	06/01/2020	9 \$41.49	\$8.10	\$16.80	\$0.00	\$66.39
			12/01/2020	\$42.47	\$8.10	\$16.80	\$0.00	\$67.37	
				06/01/202	\$43.49	\$8.10	\$16.80	\$0.00	\$68.39
				12/01/202	\$44.50	\$8.10	\$16.80	\$0.00	\$69.40
For apprentice r									
TEST BORING LABORERS - FOUN				12/01/2019	\$39.22		\$16.80	\$0.00	\$64.12
				06/01/2020			\$16.80	\$0.00	\$65.11
				12/01/2020			\$16.80	\$0.00	\$66.09
				06/01/2021			\$16.80	\$0.00	\$67.11
For apprentice r	ates see "	Apprentice- L	ABORER"	12/01/2021	\$43.22	\$8.10	\$16.80	\$0.00	\$68.12
TEST BORING				12/01/2019	9 \$39.10	\$8.10	\$16.80	\$0.00	\$64.00
LABORERS - FOUN	DATION	AND MARINE	5	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
				12/01/202	\$43.10	\$8.10	\$16.80	\$0.00	\$68.00
For apprentice r									
TRACTORS/PO			I GENERATORS	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
				06/01/202	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
For apprentice :	ates see "	Annrentice O	PERATING ENGINEERS"	12/01/202	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
r or apprendee i	aics SEC	rpprenuce- 0	A LIVETING FINGINFERS						

Apprentice -	TERRAZZO FINISHER - Local 3 Marble & Tile
Effective Date	- 02/01/2020

LADORERS (COMPRESSIC) AND LADORERS (COMPRESSIC) AND Per apprentice rates see "Apprentice-LABORER" TUNNEL WORK - COMPRESSED AIR (HAZ, WASTE) LADORERS (COMPRESSED AIR (HAZ, WASTE) LADORERS (CAMPRESSED AIR (HAZ,	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
0601/2020 \$36.02 \$12.41 \$13.72 \$00.00 \$52.15 0801/2020 \$36.02 \$12.91 \$13.72 \$00.00 \$52.37 1201/2021 \$36.82 \$13.41 \$16.01 \$00.00 \$66.25 1201/2021 \$36.82 \$13.41 \$16.01 \$00.00 \$66.25 1201/2021 \$36.82 \$13.41 \$16.01 \$00.00 \$66.25 1201/2021 \$36.82 \$13.41 \$16.01 \$00.00 \$76.68 12001/201 \$53.35 \$8.10 \$17.20 \$00.00 \$78.68 1201/2021 \$55.35 \$8.10 \$17.20 \$00.00 \$78.68 1201/2021 \$55.35 \$8.10 \$17.20 \$00.00 \$78.68 1201/2021 \$55.35 \$8.10 \$17.20 \$00.00 \$78.68 1201/2021 \$55.35 \$8.10 \$17.20 \$00.00 \$88.68 1201/2021 \$55.35 \$8.10 \$17.20 \$00.00 \$88.68 1201/2021 \$55.73 <td></td> <td>12/01/2019</td> <td>\$35.12</td> <td>\$12.41</td> <td>\$13.72</td> <td>\$0.00</td> <td>\$61.25</td>		12/01/2019	\$35.12	\$12.41	\$13.72	\$0.00	\$61.25
1201/2020 \$36.02 \$12.91 \$14.82 \$0.00 \$63.75 0601/2021 \$58.82 \$13.41 \$14.82 \$0.00 \$65.35 1201/2021 \$58.82 \$13.41 \$14.82 \$0.00 \$65.35 1201/2021 \$58.82 \$13.41 \$16.01 \$0.00 \$66.24 1201/2021 \$58.82 \$13.41 \$16.01 \$0.00 \$77.67 1201/2021 \$53.35 \$8.10 \$17.20 \$0.00 \$78.68 1201/2021 \$53.35 \$8.10 \$17.20 \$0.00 \$78.68 1201/2021 \$53.35 \$8.10 \$17.20 \$0.00 \$78.68 1201/2021 \$53.35 \$8.10 \$17.20 \$0.00 \$78.68 1201/2021 \$55.33 \$8.10 \$17.20 \$0.00 \$80.65 1201/2021 \$55.33 \$8.10 \$17.20 \$0.00 \$80.65 1201/2021 \$55.33 \$8.10 \$17.20 \$0.00 \$86.75 1201/2021 \$57.73 <td< td=""><td>TEAMSTERS JOINT COUNCIL NO. TO ZONE B</td><td>06/01/2020</td><td>\$36.02</td><td>\$12.41</td><td>\$13.72</td><td>\$0.00</td><td>\$62.15</td></td<>	TEAMSTERS JOINT COUNCIL NO. TO ZONE B	06/01/2020	\$36.02	\$12.41	\$13.72	\$0.00	\$62.15
0601/2021 \$36.82 \$12.91 \$14.82 \$0.00 \$66.43 1201/2021 \$36.82 \$13.41 \$14.82 \$0.00 \$66.45 1201/2021 \$36.82 \$13.41 \$16.01 \$0.00 \$56.65 L000EEES (COMPRESSED AIR) 1201/2020 \$55.33 \$8.10 \$17.20 \$0.00 \$77.67 1201/2020 \$55.33 \$8.10 \$17.20 \$0.00 \$78.65 1201/2020 \$55.33 \$8.10 \$17.20 \$0.00 \$78.65 1201/2021 \$55.35 \$8.10 \$17.20 \$0.00 \$78.65 1201/2020 \$55.37 \$8.10 \$17.20 \$0.00 \$78.65 L400RES (COMPRESSED AIR) [12/01/2020] \$55.37 \$8.10 \$17.20 \$0.00 \$78.65 L400RES (CAMPRESSED AIR) [12/01/2020] \$55.37 \$8.10 \$17.20 \$0.00 \$88.67 L400RES (CAMPRESSED AIR) [12/01/2020] \$56.37 \$8.10 \$17.20 \$0.00 \$88.67 L400RES (PREE AIR TENDEL)		08/01/2020	\$36.02	\$12.91	\$13.72	\$0.00	\$62.65
08/01/2021 S36.82 S13.41 S14.82 S0.00 S66.24 TUNNEL WORK - COMPRESSED AIR 1201/2019 S51.38 S8.10 S17.20 S0.00 S76.68 Ladouezes (CMMPRESSED AIR 1201/2020 S53.35 S8.10 S17.20 S0.00 S77.67 1201/2020 S53.35 S8.10 S17.20 S0.00 S78.65 06:01/2021 S54.37 S8.10 S17.20 S0.00 S78.65 1201/2021 S55.38 S8.10 S17.20 S0.00 S78.68 Lindoutes (CMMPRESSED AIR 1201/2021 S55.35 S8.10 S17.20 S0.00 S78.68 Lindoutes (CMMPRESSED AIR) 1201/2021 S55.35 S8.10 S17.20 S0.00 S80.65 Contract (CMMPRESED AIR) 1201/2021 S55.37 S8.10 S17.20 S0.00 S80.65 Ladoutes (CMMPRESED AIR) 1201/2021 S56.37 S8.10 S17.20 S0.00 S80.65 Ladoutes (CMMPRESED AIR) 1201/2021 S56.37 S8.10 S17.		12/01/2020	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
1201/2021 \$36.82 \$13.41 \$16.01 \$0.00 \$66.24 TUNNEL WORK - COMPRESSED AIR 12/01/2019 \$51.38 \$8.10 \$17.20 \$0.00 \$77.67 12/01/2020 \$52.37 \$8.10 \$17.20 \$0.00 \$78.65 12/01/2021 \$55.35 \$8.10 \$17.20 \$0.00 \$78.65 12/01/2021 \$55.35 \$8.10 \$17.20 \$0.00 \$78.65 12/01/2021 \$55.35 \$8.10 \$17.20 \$0.00 \$78.65 12/01/2021 \$55.35 \$8.10 \$17.20 \$0.00 \$78.65 12/01/2020 \$55.35 \$8.10 \$17.20 \$0.00 \$78.65 12/01/2020 \$55.35 \$8.10 \$17.20 \$0.00 \$88.66 12/01/2021 \$55.35 \$8.10 \$17.20 \$0.00 \$88.67 12/01/2021 \$55.35 \$8.10 \$17.20 \$0.00 \$88.67 12/01/2021 \$56.37 \$8.10 \$17.20 \$0.00 \$68.75 <		06/01/2021	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
TUNNEL WORK - COMPRESSED AIR 12/01/2019 \$51.38 \$8.10 \$17.20 \$0.00 \$77.67 LBOOLERS (COMPRESSED AIR) 06/01/2020 \$52.37 \$8.10 \$17.20 \$0.00 \$77.67 12/01/2010 \$53.35 \$8.10 \$17.20 \$0.00 \$77.67 12/01/2011 \$55.38 \$8.10 \$17.20 \$0.00 \$78.65 Por appendice rates we "Appendice - LABORER" 12/01/2019 \$53.38 \$8.10 \$17.20 \$0.00 \$78.68 LBOORERS (COMPRESSED AIR (HAZ, WASTE) 12/01/2019 \$53.38 \$8.10 \$17.20 \$0.00 \$58.65 12/01/2021 \$55.35 \$8.10 \$17.20 \$0.00 \$58.65 LBOORERS (COMPRESSED AIR (HAZ, WASTE) 12/01/2021 \$57.38 \$8.10 \$17.20 \$0.00 \$58.65 LBOORERS (COMPRESSED AIR (HAZ, WASTE) 12/01/2021 \$57.38 \$8.10 \$17.20 \$0.00 \$58.65 LBOORERS (COMPRESSED AIR (HAZ, WASTE) 12/01/2021 \$44.45 \$8.10 \$17.20 \$0.00 \$77.72 LB		08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
LADORERS (COMPRESSIC) AND LADORERS (COMPRESSIC) AND Per apprentice rates see "Apprentice-LABORER" TUNNEL WORK - COMPRESSED AIR (HAZ, WASTE) LADORERS (COMPRESSED AIR (HAZ, WASTE) LADORERS (CAMPRESSED AIR (HAZ,		12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
06001/2020 552.37 58.10 \$17.20 \$0.00 \$77.67 12/01/2020 \$53.35 \$8.10 \$17.20 \$0.00 \$78.65 12/01/2021 \$\$4.37 \$8.10 \$17.20 \$0.00 \$58.65 12/01/2021 \$\$4.37 \$8.10 \$17.20 \$0.00 \$59.67 TUNNEL WORK - COMPRESED AIR (HAZ, WASTE) 12/01/2019 \$\$53.38 \$8.10 \$17.20 \$0.00 \$57.67 LationERS (COMPRESED AIR) 12/01/2019 \$\$53.38 \$8.10 \$17.20 \$0.00 \$58.65 12/01/2020 \$\$55.35 \$8.10 \$17.20 \$0.00 \$58.65 12/01/2021 \$\$7.85 \$8.10 \$17.20 \$0.00 \$58.65 12/01/2021 \$\$7.85 \$8.10 \$17.20 \$0.00 \$58.65 12/01/2021 \$43.45 \$8.10 \$17.20 \$0.00 \$59.67 12/01/2020 \$44.44 \$8.10 \$17.20 \$0.00 \$77.72 For appendice rates size "Approxitice- LABORER" \$12/01/2020 \$44.44 <td>TUNNEL WORK - COMPRESSED AIR</td> <td>12/01/2019</td> <td>\$51.38</td> <td>\$8.10</td> <td>\$17.20</td> <td>\$0.00</td> <td>\$76.68</td>	TUNNEL WORK - COMPRESSED AIR	12/01/2019	\$51.38	\$8.10	\$17.20	\$0.00	\$76.68
0601/2021 \$54.37 \$8.10 \$17.20 \$0.00 \$79.67 1201/2021 \$55.38 \$8.10 \$17.20 \$0.00 \$80.68 TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) 12/01/2020 \$55.38 \$8.10 \$17.20 \$0.00 \$78.68 LHOORERS (COMPRESSED AIR) 12/01/2020 \$55.35 \$8.10 \$17.20 \$0.00 \$80.65 06/01/2020 \$55.35 \$8.10 \$17.20 \$0.00 \$81.67 12/01/2021 \$56.37 \$8.10 \$17.20 \$0.00 \$82.68 TUNNEL WORK - FREE AIR 12/01/2021 \$57.38 \$8.10 \$17.20 \$0.00 \$68.75 LABORERS (PRE AIR TUNNEL) 12/01/2021 \$44.44 \$8.10 \$17.20 \$0.00 \$70.75 LABORERS (PRE AIR TUNNEL) 12/01/2021 \$44.44 \$8.10 \$17.20 \$0.00 \$70.75 LABORERS (PRE AIR TUNNEL) 12/01/2021 \$44.44 \$8.10 \$17.20 \$0.00 \$71.74 12/01/2021 \$44.44 \$8.10 \$17.20 \$0.00	LABORERS (COMPRESSED AIR)	06/01/2020	\$52.37	\$8.10	\$17.20	\$0.00	\$77.67
Interpretention rules set "Apprentice- LABORER" I201/2021 \$55.38 \$8.10 \$17.20 \$0.00 \$80.68 LABORERS (COMPRESSED AIR) [06:01/2020 \$55.33 \$8.10 \$17.20 \$0.00 \$78.68 LABORERS (COMPRESSED AIR) [06:01/2020 \$55.35 \$8.10 \$17.20 \$0.00 \$58.65 For apprentice rules set "Apprentice- LABORER" [201/2021 \$57.38 \$8.10 \$17.20 \$0.00 \$86.75 TUNNEL WORK - FREE AIR [201/2021 \$47.45 \$8.10 \$17.20 \$0.00 \$50.74 LABORERS (REE AIR TUNNEL) [201/2020 \$44.44 \$8.10 \$17.20 \$0.00 \$70.75 Conditionary apprentice rules set "Apprentice- LABORER" [201/2020 \$44.44 \$8.10 \$17.20 \$0.00 \$70.75 TOWNEL WORK - FREE AIR (HAZ WASTE) [201/2021 \$47.45 \$8.10 \$17.20 \$0.00 \$70.75 TOWNEL WORK - FREE AIR (HAZ WASTE) [201/2021 \$47.45 \$8.10 \$17.20 \$0.00 \$71.74 LABORERS (REE AIR TUNNEL) [201/2021] <		12/01/2020	\$53.35	\$8.10	\$17.20	\$0.00	\$78.65
For appendice rates see "Apprendice- LABORER" 12/01/2019 \$53.38 \$8.10 \$17.20 \$0.00 \$78.68 LABORERS (COMPRESSED AIR) 06/01/2020 \$55.33 \$8.10 \$17.20 \$0.00 \$87.68 12/01/2020 \$55.35 \$8.10 \$17.20 \$0.00 \$88.65 06/01/2021 \$56.37 \$8.10 \$17.20 \$0.00 \$82.68 For apprentice rates see "Apprentice- LABORER" 12/01/2019 \$43.45 \$8.10 \$17.20 \$0.00 \$68.75 LABORERS (FREE AIR TUNNEL) 06/01/2020 \$44.44 \$8.10 \$17.20 \$0.00 \$68.77 LABORERS (FREE AIR TUNNEL) 06/01/2020 \$44.44 \$8.10 \$17.20 \$0.00 \$70.72 For apprentice rates see "Apprentice- LABORER" 12/01/2019 \$45.42 \$8.10 \$17.20 \$0.00 \$71.74 TUNNEL WORK - FREE AIR (HAZ, WASTE) 12/01/2019 \$45.45 \$8.10 \$17.20 \$0.00 \$70.75 LaBORERS (FREE AIR TUNNEL) 12/01/2019 \$45.45 \$8.10 \$17.20 \$0.00 <		06/01/2021	\$54.37	\$8.10	\$17.20	\$0.00	\$79.67
LABORERS (COMPRESSED AIR) Description Status Status<	For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$55.38	\$8.10	\$17.20	\$0.00	\$80.68
LABORERS (COMPRESSED AIR) 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 TUNNEL WORK - FREE AIR \$17.20 \$0.00 \$68.75 12/01/2021 \$43.45 \$8.10 \$17.20 \$0.00 \$66.74 12/01/2020 \$44.44 \$8.10 \$17.20 \$0.00 \$67.74 12/01/2020 \$44.44 \$8.10 \$17.20 \$0.00 \$70.72 06/01/2021 \$44.44 \$8.10 \$17.20 \$0.00 \$71.74 12/01/201 \$47.45 \$8.10 \$17.20 \$0.00 \$71.74 12/01/201 \$47.45 \$8.10 \$17.20 \$0.00 \$71.74 12/01/2020 \$46.44 \$8.10 \$17.20 \$0.00 \$71.74 12/01/2020	TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/01/2019	\$53.38	\$8.10	\$17.20	\$0.00	\$78.68
International and the set apprentice-LABORER* Interna	LABORERS (COMPRESSED AIR)						
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 TUNNEL WORK - FREE AIR LABORERS (PREE AIR TUNNEL) 12/01/2019 \$43.45 \$8.10 \$17.20 \$0.00 \$66.75 12/01/2020 \$44.44 \$8.10 \$17.20 \$0.00 \$69.74 12/01/2020 \$44.44 \$8.10 \$17.20 \$0.00 \$70.75 06/01/2021 \$46.44 \$8.10 \$17.20 \$0.00 \$70.75 12/01/2021 \$47.45 \$8.10 \$17.20 \$0.00 \$70.75 12/01/2021 \$45.45 \$8.10 \$17.20 \$0.00 \$71.74 12/01/2021 \$45.45 \$8.10 \$17.20 \$0.00 \$71.74 12/01/2021 \$45.45 \$8.10 \$17.20 \$0.00 \$71.74 12/01/2021 \$44.44 \$8.10 \$17.20 \$0.00 \$73.74 12/01/2021 \$47.45 \$8.10 \$17.20 \$0.00 \$74.75 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>							
International procession International procession <thinternational procession<="" th=""> <thinternati< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td></thinternati<></thinternational>							
For apprentice rates see "Apprentice-LABORER" 12/01/2019 \$43.45 \$8.10 \$17.20 \$0.00 \$68.75 LABORERS (FREE AIR TUNNEL) 06/01/2020 \$44.44 \$8.10 \$17.20 \$0.00 \$70.72 06/01/2020 \$45.42 \$8.10 \$17.20 \$0.00 \$70.72 06/01/2021 \$46.44 \$8.10 \$17.20 \$0.00 \$77.74 12/01/2020 \$45.45 \$8.10 \$17.20 \$0.00 \$77.74 12/01/2021 \$47.45 \$8.10 \$17.20 \$0.00 \$77.75 For apprentice rates see "Apprentice- LABORER" 12/01/201 \$45.45 \$8.10 \$17.20 \$0.00 \$77.74 12/01/2020 \$47.45 \$8.10 \$17.20 \$0.00 \$77.74 12/01/2020 \$47.42 \$8.10 \$17.20 \$0.00 \$77.72 06/01/2020 \$47.42 \$8.10 \$17.20 \$0.00 \$77.74 12/01/2020 \$47.42 \$8.10 \$17.20 \$0.00 \$74.75 VAC-HAUL 12/01/2020 </td <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>							
LABORERS (FREE AIR TUNNEL) Discrise Status Status <td>For apprentice rates see "Apprentice- LABORER"</td> <td>12,01,2021</td> <td>\$27.20</td> <td>ψ0.10</td> <td>+</td> <td></td> <td>\$02.00</td>	For apprentice rates see "Apprentice- LABORER"	12,01,2021	\$27.20	ψ0.10	+		\$0 2 .00
Observation Observation Status <	TUNNEL WORK - FREE AIR	12/01/2019	\$43.45	\$8.10	\$17.20	\$0.00	\$68.75
O6/01/2021 \$46.44 \$8.10 \$17.20 \$0.00 \$71.74 For apprentice rates see "Apprentice- LABORER" 12/01/2021 \$47.45 \$8.10 \$17.20 \$0.00 \$72.75 TUNNEL WORK - FREE AIR (HAZ. WASTE) 12/01/2019 \$45.45 \$8.10 \$17.20 \$0.00 \$70.75 LABORERS (FREE AIR TUNNEL) 06/01/2020 \$46.44 \$8.10 \$17.20 \$0.00 \$71.74 12/01/2019 \$45.45 \$8.10 \$17.20 \$0.00 \$71.74 12/01/2020 \$46.44 \$8.10 \$17.20 \$0.00 \$71.74 12/01/2020 \$47.42 \$8.10 \$17.20 \$0.00 \$71.74 12/01/2021 \$48.44 \$8.10 \$17.20 \$0.00 \$71.74 12/01/2021 \$49.45 \$8.10 \$17.20 \$0.00 \$71.74 12/01/2021 \$44.44 \$8.10 \$17.20 \$0.00 \$71.74 12/01/2021 \$44.54 \$8.10 \$17.20 \$0.00 \$61.67 06/01/2020 \$35.44	LABORERS (FREE AIR TUNNEL)	06/01/2020	\$44.44	\$8.10	\$17.20	\$0.00	\$69.74
For apprentice rates see "Apprentice- LABORER" 12/01/2021 \$47.45 \$8.10 \$17.20 \$0.00 \$72.75 TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL) 12/01/2019 \$45.45 \$8.10 \$17.20 \$0.00 \$71.74 12/01/2020 \$46.44 \$8.10 \$17.20 \$0.00 \$72.75 06/01/2020 \$46.44 \$8.10 \$17.20 \$0.00 \$72.72 06/01/2020 \$47.42 \$8.10 \$17.20 \$0.00 \$72.72 06/01/2020 \$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 VAC-HAUL 12/01/2019 \$34.54 \$12.41 \$13.72 \$0.00 \$60.67 72/01/2020 \$35.44 \$12.91 \$13.72 \$0.00 \$66.157 08/01/2020 \$35.44 \$12.91 \$13.72 \$0.00 \$63.17 06/01/2020 \$35.44		12/01/2020	\$45.42	\$8.10	\$17.20	\$0.00	\$70.72
For apprentice - LABORER" TUNNEL WORK - FREE AIR (HAZ. WASTE) 12/01/2019 \$45,45 \$8,10 \$17.20 \$0.00 \$70,75 LABORERS (FREE AIR TUNNEL) 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" 12/01/2021 \$49.45 \$8.10 \$17.20 \$0.00 \$60,67 VAC-HAUL 12/01/2019 \$34.54 \$12.41 \$13.72 \$0.00 \$61,57 06/01/2020 \$35.44 \$12.91 \$13.72 \$0.00 \$62,07 12/01/2020 \$35.44 \$12.91 \$13.72 \$0.00 \$63,17 06/01/2020 \$35.44 \$12.91 \$14.82 \$0.00 \$63,17 06/01/2021 \$36.24 \$13.41 \$14.82 \$0.00 <td></td> <td>06/01/2021</td> <td>\$46.44</td> <td>\$8.10</td> <td>\$17.20</td> <td>\$0.00</td> <td>\$71.74</td>		06/01/2021	\$46.44	\$8.10	\$17.20	\$0.00	\$71.74
TUNNEL WORK - FREE AIR (HAZ. WASTE) 12/01/2019 \$45.45 \$8.10 \$17.20 \$0.00 \$70.75 LABORERS (FREE AIR TUNNEL) 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 \$73.74 12/01/2021 \$49.45 \$8.10 \$17.20 \$0.00 \$73.74 12/01/2021 \$49.45 \$8.10 \$17.20 \$0.00 \$73.74 12/01/2021 \$49.45 \$8.10 \$17.20 \$0.00 \$73.74 12/01/2021 \$49.45 \$8.10 \$17.20 \$0.00 \$74.75 VAC-HAUL 12/01/2019 \$34.54 \$12.41 \$13.72 \$0.00 \$60.67 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B 12/01/2020 \$35.44 \$12.91 \$14.82 \$0.00 \$63.17 06/01/2021 \$36.44 \$12.91 \$14.82 \$0.00 \$66.47 12/01/		12/01/2021	\$47.45	\$8.10	\$17.20	\$0.00	\$72.75
LABORERS (FREE AIR TUNNEL) 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- LABORER" VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B 12/01/2019 \$34.54 \$12.41 \$13.72 \$0.00 \$60.67 06/01/2020 \$35.44 \$12.41 \$13.72 \$0.00 \$61.57 08/01/2020 \$35.44 \$12.91 \$13.72 \$0.00 \$62.07 12/01/2020 \$35.44 \$12.91 \$13.72 \$0.00 \$63.17 06/01/2020 \$35.44 \$12.91 \$13.72 \$0.00 \$63.17 06/01/2021 \$36.24 \$12.91 \$14.82 \$0.00 \$63.17 06/01/2021 \$36.24 \$13.41 \$14.82 \$0.00 \$63.97 08/01/2021 \$36.24 \$13.41 \$14.82 \$0.00 \$65.66 WAGON DRILL OPERATOR LABORERS - ZONE 2 06/01/2020 \$35.40 \$15.38 \$0.00 \$57.79 06/01/2020 \$35.20 \$8.10 \$15.38 \$0.00 \$58.68 12/01/2020 \$35.20 \$8.10 \$15.38 \$0.00 \$58.68 12/01/2020 \$35.20 \$8.10 \$15.38 \$0.00 \$59.57 06/01/2021 \$37.01 \$8.10 \$15.38 \$0.00 \$59.57 06/01/2021 \$37.01 \$8.10 \$15.38 \$0.00 \$60.49 12/01/2021 \$37.92 \$8.10 \$15.38 \$0.00 \$60.49 12/01/2021 \$37.92 \$8.10 \$15.38 \$0.00 \$60.49 12/01/2021 \$37.92 \$8.10 \$15.38 \$0.00 \$60.49							
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O6/01/2021 \$48.44 \$8.10 \$17.20 \$0.00 \$73.74 For apprentice rates see "Apprentice- LABORER" 12/01/2021 \$34.54 \$17.20 \$0.00 \$73.74 VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B 12/01/2019 \$34.54 \$12.41 \$13.72 \$0.00 \$60.67 06/01/2020 \$35.44 \$12.41 \$13.72 \$0.00 \$62.07 12/01/2020 \$35.44 \$12.91 \$14.82 \$0.00 \$63.17 06/01/2021 \$36.24 \$12.91 \$14.82 \$0.00 \$63.97 06/01/2021 \$36.24 \$13.41 \$14.82 \$0.00 \$65.66 08/01/2021 \$36.24 \$13.41 \$14.82 \$0.00 \$65.66 08/01/2021 \$36.24 \$13.41 \$16.01 \$0.00 \$65.66 WAGON DRILL OPERATOR 12/01/2019 \$34.31 \$8.10 \$15.38 \$0.00 \$55.77 06/01/2020 \$35.20 \$8.10 \$15.38 \$0.00 \$59.57 06/01/2020 \$35.09 \$8.10<	LADOREKS (FREE AIK TUNNEL)	06/01/2020	\$46.44	\$8.10	\$17.20	\$0.00	\$71.74
For apprentice rates see "Apprentice- LABORER" 12/01/2021 \$49.45 \$8.10 \$17.20 \$0.00 \$74.75 VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B 12/01/2019 \$34.54 \$12.41 \$13.72 \$0.00 \$60.67 06/01/2020 \$35.44 \$12.41 \$13.72 \$0.00 \$61.57 08/01/2020 \$35.44 \$12.91 \$13.72 \$0.00 \$62.07 12/01/2020 \$35.44 \$12.91 \$14.82 \$0.00 \$63.17 06/01/2021 \$36.24 \$13.41 \$14.82 \$0.00 \$63.97 08/01/2021 \$36.24 \$13.41 \$14.82 \$0.00 \$65.66 WAGON DRILL OPERATOR 12/01/2019 \$34.31 \$8.10 \$15.38 \$0.00 \$57.79 LABORERS - ZONE 2 06/01/2020 \$35.20 \$8.10 \$15.38 \$0.00 \$58.68 12/01/2020 \$36.09 \$8.10 \$15.38 \$0.00 \$59.57 06/01/2020 \$35.20 \$8.10 \$15.38 \$0.00 \$59.57 0		12/01/2020	\$47.42	\$8.10	\$17.20	\$0.00	\$72.72
For apprentice- LABORER" VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B 12/01/2019 \$34.54 \$12.41 \$13.72 \$0.00 \$60.67 06/01/2020 \$35.44 \$12.41 \$13.72 \$0.00 \$61.57 08/01/2020 \$35.44 \$12.91 \$13.72 \$0.00 \$62.07 12/01/2020 \$35.44 \$12.91 \$14.82 \$0.00 \$63.17 06/01/2021 \$36.24 \$12.91 \$14.82 \$0.00 \$63.97 08/01/2021 \$36.24 \$13.41 \$14.82 \$0.00 \$64.47 12/01/2021 \$36.24 \$13.41 \$14.82 \$0.00 \$65.66 WAGON DRILL OPERATOR 12/01/2019 \$34.31 \$8.10 \$15.38 \$0.00 \$57.79 LABORERS - ZONE 2 06/01/2020 \$35.20 \$8.10 \$15.38 \$0.00 \$59.57 06/01/2020 \$35.09 \$8.10 \$15.38 \$0.00 \$60.49 12/01/2021 \$37.01 \$8.10 \$15.38 \$0.00 \$60.49		06/01/2021	\$48.44	\$8.10	\$17.20	\$0.00	\$73.74
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TEAMSTERS JOINT COUNCIL NO. 10 ZONE B 12/01/2017 \$01.011 \$11.11 \$11.11 \$10.112 \$00.00 \$00.07 06/01/2020 \$35.44 \$12.41 \$13.72 \$0.00 \$61.57 08/01/2020 \$35.44 \$12.91 \$11.72 \$0.00 \$62.07 12/01/2020 \$35.44 \$12.91 \$14.82 \$0.00 \$63.17 06/01/2021 \$36.24 \$12.91 \$14.82 \$0.00 \$63.97 08/01/2021 \$36.24 \$13.41 \$14.82 \$0.00 \$64.47 12/01/2021 \$36.24 \$13.41 \$16.01 \$0.00 \$65.66 WAGON DRILL OPERATOR 12/01/2019 \$34.31 \$8.10 \$15.38 \$0.00 \$57.79 LABORERS - ZONE 2 06/01/2020 \$35.20 \$8.10 \$15.38 \$0.00 \$59.57 06/01/2020 \$35.09 \$8.10 \$15.38 \$0.00 \$59.57 06/01/2021 \$37.01 \$8.10 \$15.38 \$0.00 \$60.49 12/01/2021 \$37.92 \$8.10 \$15.38 \$0.00 \$61.40							
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LABORERS - ZONE 2 12/01/2019 \$351.91 \$0.10 \$0100 \$		12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
06/01/2020\$35.20\$8.10\$15.38\$0.00\$58.6812/01/2020\$36.09\$8.10\$15.38\$0.00\$59.5706/01/2021\$37.01\$8.10\$15.38\$0.00\$60.4912/01/2021\$37.92\$8.10\$15.38\$0.00\$61.40		12/01/2019	\$34.31	\$8.10	\$15.38	\$0.00	\$57.79
06/01/2021\$37.01\$8.10\$15.38\$0.00\$60.4912/01/2021\$37.92\$8.10\$15.38\$0.00\$61.40		06/01/2020	\$35.20	\$8.10	\$15.38	\$0.00	\$58.68
12/01/2021 \$37.92 \$8.10 \$15.38 \$0.00 \$61.40		12/01/2020	\$36.09	\$8.10	\$15.38	\$0.00	\$59.57
		06/01/2021	\$37.01	\$8.10	\$15.38	\$0.00	\$60.49
	For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$37.92	\$8.10	\$15.38	\$0.00	\$61.40

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WASTE WATER PUMP OPERATOR	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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER	03/01/2020	\$58.69	\$12.07	\$17.26	\$0.00	\$88.02
PLUMBERS & GASFITTERS LOCAL 12	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/GASFIT						
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$28.83	\$8.75	\$1.86	\$0.00	\$39.44
OUISIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$29.67	\$9.25	\$1.89	\$0.00	\$40.81
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$40.84	\$8.75	\$10.02	\$0.00	\$59.61
	08/30/2020	\$42.03	\$9.25	\$10.27	\$0.00	\$61.55
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$33.64	\$8.75	\$9.86	\$0.00	\$52.25
	08/30/2020	\$34.62	\$9.25	\$10.07	\$0.00	\$53.94
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$26.43	\$8.75	\$1.79	\$0.00	\$36.97
	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$40.84	\$8.75	\$14.10	\$0.00	\$63.69
	08/30/2020	\$42.03	\$9.25	\$14.35	\$0.00	\$65.63
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$36.04	\$8.75	\$10.65	\$0.00	\$55.44
For apprentice rates see "Apprentice- LINEMAN"	08/30/2020	\$37.09	\$9.25	\$10.87	\$0.00	\$57.21
GROUNDMAN	0.0 /0.1 /0.01.0	*2 1 (2)	\$0. 7.	¢1.65	#0.00	***
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$21.62	\$8.75	\$1.65	\$0.00	\$32.02
For apprentice rates see "Apprentice- LINEMAN"	08/30/2020	\$22.25	\$9.25	\$1.67	\$0.00	\$33.17
GROUNDMAN -Inexperienced (<2000 Hrs.)	00/01/2010	¢0(4)	¢0.75	\$1.70	\$0.00	\$26.07
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	09/01/2019	\$26.43	\$8.75	\$1.79	\$0.00	\$36.97
For apprentice rates see "Apprentice- LINEMAN"	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
JOURNEYMAN LINEMAN	09/01/2019	\$48.05	\$8.75	\$17.19	\$0.00	\$73.99
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18
				-		

Effect	ive Date -	09/01/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$28.83	\$8.75	\$3.36	\$0.00	\$40.94
2	65		\$31.23	\$8.75	\$3.44	\$0.00	\$43.42
3	70		\$33.64	\$8.75	\$3.51	\$0.00	\$45.90
4	75		\$36.04	\$8.75	\$5.08	\$0.00	\$49.87
5	80		\$38.44	\$8.75	\$5.15	\$0.00	\$52.34
6	85		\$40.84	\$8.75	\$5.23	\$0.00	\$54.82
7	90		\$43.25	\$8.75	\$7.30	\$0.00	\$59.30

Apprentice -	LINEMAN (Outside Electrical) - East Local 104
	00/01/2010

Effective Date -	08/30/2020
Effective Date -	08/30/2020

Effecti	ve Date - 08/30/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	•
1	60	\$29.67	\$9.25	\$3.39	\$0.00	\$42.31	
2	65	\$32.14	\$9.25	\$3.46	\$0.00	\$44.85	
3	70	\$34.62	\$9.25	\$3.54	\$0.00	\$47.41	
4	75	\$37.09	\$9.25	\$5.11	\$0.00	\$51.45	
5	80	\$39.56	\$9.25	\$5.19	\$0.00	\$54.00)
6	85	\$42.03	\$9.25	\$5.26	\$0.00	\$56.54	
7	90	\$44.51	\$9.25	\$7.34	\$0.00	\$61.10)
Notes:							
Appre	ntice to Journeyworker Ratio:1:2						
TELEDATA CABLE S		02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104		02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104		02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77

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.