

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
Director

Awarding Authority:

Town of Plympton

Contract Number: City/Town: PLYMPTON

Description of Work: Barn Roof Replacement Project - Addition of structural support to existing roof purlins, deconstruction of the

existing metal roof and insulation at underside of roof; new metal roof and insulation

Job Location: 23 Palmer Road, Plympton, MA 02367

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					onemployment	
(2 AXLE) DRIVER - EQUIPMENT	08/01/2020	\$35.15	\$12.91	\$13.72	\$0.00	\$61.78
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2020	\$35.22	\$12.91	\$13.72	\$0.00	\$61.85
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2020	\$35.34	\$12.91	\$13.72	\$0.00	\$61.97
1EAMSTERS JOINT COUNCIL NO. 10 ZONE B	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	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR	06/01/2020	\$34.81	\$8.60	\$15.77	\$0.00	\$59.18
LABORERS - ZONE 2	12/01/2020	\$35.70	\$8.60	\$15.77	\$0.00	\$60.07
	06/01/2021	\$36.62	\$8.60	\$15.77	\$0.00	\$60.99
	12/01/2021	\$37.53	\$8.60	\$15.77	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	06/01/2020	\$37.10	\$12.80	\$9.45	\$0.00	\$59.35
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
ASPHALT RAKER	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
LABORERS - ZONE 2	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
BACKHOE/FRONT-END LOADER	06/01/2020	\$49.33	\$12.00	\$15.70	\$0.00	\$78.03
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$49.33 \$50.48	\$13.00 \$13.00	\$15.70	\$0.00	\$78.03 \$79.18
	06/01/2021			\$15.70	\$0.00	\$80.28
		\$51.58 \$52.73	\$13.00 \$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$52.73	\$13.00	ψ1.5.70	ψυ.Ου	φ01. 4 3
BARCO-TYPE JUMPING TAMPER	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
LABORERS - ZONE 2	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER	06/01/2020	\$34.81	\$8.60	\$15.77	\$0.00	\$59.18
LABORERS - ZONE 2	12/01/2020	\$35.70	\$8.60	\$15.77	\$0.00	\$60.07
	06/01/2021	\$36.62	\$8.60	\$15.77	\$0.00	\$60.99
	12/01/2021	\$37.53	\$8.60	\$15.77	\$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

	tive Date - 01/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73	;
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73	;
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93	;
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14	ļ
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33	;
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55	j
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74	ļ
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96	,
Notes	<u> </u>						
į						i	
Appro	entice to Journeyworker Rat	io:1:4					
	FICIAL MASONRY (INCL. I	MASONRY 08/01/2020	\$55.75	\$10.75	\$22.09	\$0.00	\$88.59
ATERPROOFING) ICKLAYERS LOCAL 3 (O	IJINCY)	02/01/2021	\$56.39	\$10.75	\$22.09	\$0.00	\$89.23
CHESTERS EVERES (Q	omer,	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

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

Supplemental **Total Rate** Unemployment

• •	ntice - BRICK/PLAST ive Date - 08/01/2020	ER/CEMENT MASON - Loca)	u 3 Quincy			0 1		
Step	percent	Apprentice 1	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
1	50	\$2	27.88	\$10.75	\$22.09	\$0.00	\$60.72	2
2	60	\$3	33.45	\$10.75	\$22.09	\$0.00	\$66.29	9
3	70	\$3	39.03	\$10.75	\$22.09	\$0.00	\$71.87	7
4	80	\$4	44.60	\$10.75	\$22.09	\$0.00	\$77.44	4
5	90	\$5	50.18	\$10.75	\$22.09	\$0.00	\$83.02	2
Effect	ive Date - 02/01/2021					Supplemental		
Step	percent	Apprentice 1	Base Wage	Health	Pension	Unemployment	Total Rate	e
1	50	\$2	28.20	\$10.75	\$22.09	\$0.00	\$61.04	4
2	60	\$3	33.83	\$10.75	\$22.09	\$0.00	\$66.67	7
3	70	\$3	39.47	\$10.75	\$22.09	\$0.00	\$72.31	1
4	80	\$4	45.11	\$10.75	\$22.09	\$0.00	\$77.95	5
5	90	\$5	50.75	\$10.75	\$22.09	\$0.00	\$83.59	9
Notes:							 	
Appre	entice to Journeyworke	r Ratio:1:5						
BULLDOZER/GRADE			06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
OPERATING ENGINEERS LO	OCAL 4		12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
			06/01/2021	1 \$51.04	\$13.00	\$15.70	\$0.00	\$79.74
For ammonting rates and	"Ammontice OPED ATING EN	ICINIEEDC"	12/01/2021	1 \$52.18	\$13.00	\$15.70	\$0.00	\$80.88
	"Apprentice- OPERATING EN PINNING BOTTOM MA		06/01/2026	2 040.20	Φο το	¢17.24	Ф0.00	Φ.C. 1.4
LABORERS - FOUNDATION		111	06/01/2020			\$17.24	\$0.00	\$66.14
			12/01/2020			\$17.24	\$0.00	\$67.12
			06/01/2021	, -		\$17.24	\$0.00	\$68.14
For apprentice rates see	"Apprentice- LABORER"		12/01/2021	1 \$43.31	\$8.60	\$17.24	\$0.00	\$69.15
CAISSON & UNDERP	PINNING LABORER		06/01/2020	39.15	5 \$8.60	\$17.24	\$0.00	\$64.99
LABORERS - FOUNDATION	AND MARINE		12/01/2020			\$17.24	\$0.00	\$65.97
			06/01/2021			\$17.24	\$0.00	\$66.99
			12/01/2021			\$17.24	\$0.00	\$68.00
For apprentice rates see	"Apprentice- LABORER"		12,01,2021	ψ12.1	φο.σσ	4-7	*****	Ψ00.00
CAISSON & UNDERP			06/01/2020	39.15	5 \$8.60	\$17.24	\$0.00	\$64.99
LABORERS - FOUNDATION	AND MARINE		12/01/2020	9 \$40.13	\$8.60	\$17.24	\$0.00	\$65.97
			06/01/2021	1 \$41.15	\$8.60	\$17.24	\$0.00	\$66.99
			12/01/2021	1 \$42.16	\$8.60	\$17.24	\$0.00	\$68.00
	"Apprentice- LABORER"							
CARBIDE CORE DRII LABORERS - ZONE 2	LL OPERATOR		06/01/2020	34.31	\$8.60	\$15.77	\$0.00	\$58.68
EONE Z			12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
			06/01/2021	1 \$36.12	\$8.60	\$15.77	\$0.00	\$60.49
For apprentice rates see	"Apprentice- LABORER"		12/01/2021	1 \$37.03	8 \$8.60	\$15.77	\$0.00	\$61.40
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			07/01/202	20 972.77	φ2.τυ	Φ10.23	Ψ0.00	\$11.27
1RPENTERS -Z	PENTERS -ZONE 2 (Eastern Massachusetts)			21 \$43.54	\$9.40	\$18.95	\$0.00	\$71.89
			09/01/202	21 \$44.19	\$9.40	\$18.95	\$0.00	\$72.54
			03/01/202	22 \$44.79	\$9.40	\$18.95	\$0.00	\$73.14
			09/01/202	22 \$45.44	\$9.40	\$18.95	\$0.00	\$73.79
			03/01/202	23 \$46.04	\$9.40	\$18.95	\$0.00	\$74.39
	Appre	ntice - CARPENTER - Z	Zone 2 Eastern MA					
		ve Date - 09/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	e Health	Pension	Unemployment	Total Rate	
	1	50	\$21.47	\$9.40	\$1.73	\$0.00	\$32.60	
	2	60	\$25.76	\$9.40	\$1.73	\$0.00	\$36.89	
	3	70	\$30.06	\$9.40	\$13.76	\$0.00	\$53.22	
	4	75	\$32.21	\$9.40	\$13.76	\$0.00	\$55.37	
	5	80	\$34.35	\$9.40	\$15.49	\$0.00	\$59.24	
	6	80	\$34.35	\$9.40	\$15.49	\$0.00	\$59.24	
	7	90	\$38.65	\$9.40	\$17.22	\$0.00	\$65.27	
	8 90		\$38.65	\$9.40	\$17.22	\$0.00	\$65.27	
	Effecti	ve Date - 03/01/2021				Supplemental		
	Step	percent	Apprentice Base Wago	e Health	Pension	Unemployment	Total Rate	
	1	50	\$21.77	\$9.40	\$1.73	\$0.00	\$32.90	
	2	60	\$26.12	\$9.40	\$1.73	\$0.00	\$37.25	
	3	70	\$30.48	\$9.40	\$13.76	\$0.00	\$53.64	
	4	75	\$32.66	\$9.40	\$13.76	\$0.00	\$55.82	
	5	80	\$34.83	\$9.40	\$15.49	\$0.00	\$59.72	
	6	80	\$34.83	\$9.40	\$15.49	\$0.00	\$59.72	
	7	90	\$39.19	\$9.40	\$17.22	\$0.00	\$65.81	
	8	90	\$39.19	\$9.40	\$17.22	\$0.00	\$65.81	
	Notes:							
			/17; 45/45/55/55/70/70/80/80 \$36.42/ 5&6 \$54.95/ 7&8 \$60.97					
	Appre	ntice to Journeyworker l	Ratio:1:5					
RPENTER			04/01/202	20 \$22.66	\$7.21	\$4.80	\$0.00	\$34.67
RPENTERS-ZO	ONE 3 (Woo	d Frame)	04/01/202			\$4.80	\$0.00	\$35.17
			04/01/202			\$4.80	\$0.00	\$35.67
			04/01/202			\$4.80	\$0.00	\$36.17
All Aspects	of New Woo	d Frame Work		,				

Effective Date

09/01/2020

Base Wage

\$42.94

Health

\$9.40

Pension

\$18.95

Classification

CARPENTER

Supplemental

\$0.00

Unemployment

Total Rate

\$71.29

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Supplemental Pension Unemployment

Apprentice -	CARPENTER (Wood Frame) - Zone 3
Ecc 4: D 4	04/01/2020

Effecti	ive Date -	04/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$13.60	\$7.21	\$0.00	\$0.00	\$20.81
2	60		\$13.60	\$7.21	\$0.00	\$0.00	\$20.81
3	65		\$14.73	\$7.21	\$0.00	\$0.00	\$21.94
4	70		\$15.86	\$7.21	\$0.00	\$0.00	\$23.07
5	75		\$17.00	\$7.21	\$3.80	\$0.00	\$28.01
6	80		\$18.13	\$7.21	\$3.80	\$0.00	\$29.14
7	85		\$19.26	\$7.21	\$3.80	\$0.00	\$30.27
8	90		\$20.39	\$7.21	\$3.80	\$0.00	\$31.40
Effecti	ive Date -	04/01/2021				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$13.90	\$7.21	\$0.00	\$0.00	\$21.11
2	60		\$13.90	\$7.21	\$0.00	\$0.00	\$21.11
3	65		\$15.05	\$7.21	\$0.00	\$0.00	\$22.26
4	70		\$16.21	\$7.21	\$0.00	\$0.00	\$23.42
5	75		\$17.37	\$7.21	\$3.80	\$0.00	\$28.38
6	80		\$18.53	\$7.21	\$3.80	\$0.00	\$29.54
7	85		\$19.69	\$7.21	\$3.80	\$0.00	\$30.70
8	90		\$20.84	\$7.21	\$3.80	\$0.00	\$31.85
Notes:							
	Step 1&2	s17.41/ 3&4 \$19.67/ 58	&6 \$26.87/ 7&8 \$29.14				
Appre	ntice to Jo	urneyworker Ratio:1:5					
ONRY/	PLASTER	ING	01/01/2020	\$49.07	\$12.75	\$22.41	\$0.62 \$84.85

CEMENT MAS

BRICKLAYERS LOCAL 3 (QUINCY)

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

Effect	ive Date -	01/01/2020			Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$24.54	\$12.75	\$15.41	\$0.00	\$52.70
2	60		\$29.44	\$12.75	\$17.41	\$0.62	\$60.22
3	65		\$31.90	\$12.75	\$18.41	\$0.62	\$63.68
4	70		\$34.35	\$12.75	\$19.41	\$0.62	\$67.13
5	75		\$36.80	\$12.75	\$20.41	\$0.62	\$70.58
6	80		\$39.26	\$12.75	\$21.41	\$0.62	\$74.04
7	90		\$44.16	\$12.75	\$22.41	\$0.62	\$79.94

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
LABORERS - ZONE 2	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	06/01/2020	\$50.33	\$13.00	\$15.70	\$0.00	\$79.03
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$51.48	\$13.00	\$15.70	\$0.00	\$80.18
	06/01/2021	\$52.58	\$13.00	\$15.70	\$0.00	\$81.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$53.73	\$13.00	\$15.70	\$0.00	\$82.43
COMPRESSOR OPERATOR	06/01/2020	\$32.72	\$13.00	\$15.70	\$0.00	\$61.42
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$33.50	\$13.00	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.25	\$13.00	\$15.70	\$0.00	\$62.95
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$35.04	\$13.00	\$15.70	\$0.00	\$63.74
DELEADER (BRIDGE)	07/01/2020	\$51.51	\$8.25	\$22.40	\$0.00	\$82.16
PAINTERS LOCAL 35 - ZONE 2	01/01/2021	\$52.06	\$8.25	\$22.75	\$0.00	\$83.06

Apprentice -	PAINTER Local 35	- BRIDGES/TANKS

Effecti	ive Date -	07/01/2020				Supplemental	
Step	percent		Apprentice Base Wag	e Health	Pension	Unemployment	Total Rate
1	50		\$25.76	\$8.25	\$0.00	\$0.00	\$34.01
2	55		\$28.33	\$8.25	\$6.05	\$0.00	\$42.63
3	60		\$30.91	\$8.25	\$6.60	\$0.00	\$45.76
4	65		\$33.48	\$8.25	\$7.15	\$0.00	\$48.88
5	70		\$36.06	\$8.25	\$19.10	\$0.00	\$63.41
6	75		\$38.63	\$8.25	\$19.65	\$0.00	\$66.53
7	80		\$41.21	\$8.25	\$20.20	\$0.00	\$69.66
8	90		\$46.36	\$8.25	\$21.30	\$0.00	\$75.91
	ive Date -	01/01/2021	Apprentice Base Wag	a Haaltla	Pension	Supplemental Unemployment	Total Rate
Step 1	percent						
_	50		\$26.03	\$8.25	\$0.00	\$0.00	\$34.28
2	55		\$28.63	\$8.25	\$6.16	\$0.00	\$43.04
3	60		\$31.24	\$8.25	\$6.72	\$0.00	\$46.21
4	65		\$33.84	\$8.25	\$7.28	\$0.00	\$49.37
5	70		\$36.44	\$8.25	\$19.39	\$0.00	\$64.08
6	75		\$39.05	\$8.25	\$19.95	\$0.00	\$67.25
7	80		\$41.65	\$8.25	\$20.51	\$0.00	\$70.41
8	90		\$46.85	\$8.25	\$21.63	\$0.00	\$76.73
Notes:	Steps are	750 hrs.		- — — –			

Apprentice to Journeyworker Ratio:1:1

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: ADZEMAN LABORERS - ZONE 2	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 2	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS LABORERS - ZONE 2	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 2	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 2	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER LABORERS - ZONE 2	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice-PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN ELECTRICIANS LOCAL 223	09/01/2020	\$43.66	\$10.90	\$14.66	\$0.00	\$69.22

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Supplemental Pension Unemployment

	Effectiv		09/01/2020		TT 1.1	ъ :	Supplemental	m	
	Step	percent		Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	40		\$17.46	\$10.90	\$0.52	\$0.00	\$28.88	
	2	45		\$19.65	\$10.90	\$0.59	\$0.00	\$31.14	
	3	50		\$21.83	\$10.90	\$0.65	\$0.00	\$33.38	
	4	55		\$24.01	\$10.90	\$6.28	\$0.00	\$41.19	
	5	60		\$26.20	\$10.90	\$6.77	\$0.00	\$43.87	
	6	65		\$28.38	\$10.90	\$7.24	\$0.00	\$46.52	
	7	70		\$30.56	\$10.90	\$7.73	\$0.00	\$49.19	
	8	75		\$32.75	\$10.90	\$8.21	\$0.00	\$51.86	
ĺ	Notes:								
			ırneyworker Ratio:2:3***						
VATOR COI				01/01/2020		\$15.73	\$18.41	\$0.00	\$95.56
				01/01/202		\$15.88	\$19.31	\$0.00	\$98.66
				01/01/2022	2 \$65.62	\$16.03	\$20.21	\$0.00	\$101.8
	Effectiv	e Date -	<i>EVATOR CONSTRUCTOR</i> 01/01/2020	- Local 4			Supplemental	Total Pate	
	Effective Step	ve Date -		- Local 4 Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	Step 1	percent 50		- Local 4 Apprentice Base Wage \$30.71	Health \$15.73	Pension \$0.00	Unemployment \$0.00	\$46.44	
	Step 1 2	percent 50 55		- Local 4 Apprentice Base Wage \$30.71 \$33.78	Health \$15.73 \$15.73	Pension \$0.00 \$18.41	\$0.00 \$0.00	\$46.44 \$67.92	
	Step 1 2 3	7e Date - percent 50 55 65		- Local 4 Apprentice Base Wage \$30.71 \$33.78 \$39.92	Health \$15.73 \$15.73 \$15.73	Pension \$0.00 \$18.41 \$18.41	\$0.00 \$0.00 \$0.00	\$46.44 \$67.92 \$74.06	
	Step 1 2 3 4	percent 50 55 65 70		- Local 4 Apprentice Base Wage \$30.71 \$33.78 \$39.92 \$42.99	Health \$15.73 \$15.73 \$15.73 \$15.73	Pension \$0.00 \$18.41 \$18.41 \$18.41	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$46.44 \$67.92 \$74.06 \$77.13	
	Step 1 2 3	7e Date - percent 50 55 65		- Local 4 Apprentice Base Wage \$30.71 \$33.78 \$39.92	Health \$15.73 \$15.73 \$15.73	Pension \$0.00 \$18.41 \$18.41	\$0.00 \$0.00 \$0.00	\$46.44 \$67.92 \$74.06	
	Step 1 2 3 4 5	50 55 65 70 80 ve Date -		- Local 4 Apprentice Base Wage \$30.71 \$33.78 \$39.92 \$42.99 \$49.14	Health \$15.73 \$15.73 \$15.73 \$15.73 \$15.73	Pension \$0.00 \$18.41 \$18.41 \$18.41	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$46.44 \$67.92 \$74.06 \$77.13 \$83.28	
	Step 1 2 3 4 5 Effective Step	70 Date - percent 50 55 65 70 80 70 Percent 50 70 Percent 70 80 70 Percent 70	01/01/2020	- Local 4 Apprentice Base Wage \$30.71 \$33.78 \$39.92 \$42.99 \$49.14 Apprentice Base Wage	Health \$15.73 \$15.73 \$15.73 \$15.73 \$15.73	Pension \$0.00 \$18.41 \$18.41 \$18.41 \$18.41	Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$46.44 \$67.92 \$74.06 \$77.13 \$83.28	
	Step 1 2 3 4 5 Effective Step 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	50 55 65 70 80 ve Date - percent 50	01/01/2020	- Local 4 Apprentice Base Wage \$30.71 \$33.78 \$39.92 \$42.99 \$44.99 \$49.14 Apprentice Base Wage \$31.74	Health \$15.73 \$15.73 \$15.73 \$15.73 \$15.73 Health \$15.88	Pension \$0.00 \$18.41 \$18.41 \$18.41 \$18.41 Pension \$0.00	Supplemental Unemployment	\$46.44 \$67.92 \$74.06 \$77.13 \$83.28 Total Rate	
	Step 1 2 3 4 5 Effective Step 1 2 2 3 4 5 Effective Step 1 2	70 Date - percent 50	01/01/2020	- Local 4 Apprentice Base Wage \$30.71 \$33.78 \$39.92 \$42.99 \$49.14 Apprentice Base Wage \$31.74 \$34.91	Health \$15.73 \$15.73 \$15.73 \$15.73 \$15.73 Health \$15.88 \$15.88	Pension \$0.00 \$18.41 \$18.41 \$18.41 \$18.41 Pension \$0.00 \$19.31	Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$46.44 \$67.92 \$74.06 \$77.13 \$83.28 Total Rate \$47.62 \$70.10	
	Step 1 2 3 4 5 Effective Step 1 2 3 4 5 Step 1 2 3	70 Date - percent 50 55 65 70 80 70 Percent 50 55 65 65	01/01/2020	- Local 4 Apprentice Base Wage \$30.71 \$33.78 \$39.92 \$42.99 \$49.14 Apprentice Base Wage \$31.74 \$34.91 \$41.26	Health \$15.73 \$15.73 \$15.73 \$15.73 \$15.73 Health \$15.88 \$15.88	Pension \$0.00 \$18.41 \$18.41 \$18.41 \$18.41 Pension \$0.00 \$19.31 \$19.31	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$46.44 \$67.92 \$74.06 \$77.13 \$83.28 Total Rate \$47.62 \$70.10	
	Step 1 2 3 4 5 Step 1 2 Step 1 2 Step 1 2 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	70 Date - percent 50	01/01/2020	- Local 4 Apprentice Base Wage \$30.71 \$33.78 \$39.92 \$42.99 \$49.14 Apprentice Base Wage \$31.74 \$34.91 \$41.26 \$44.43	Health \$15.73 \$15.73 \$15.73 \$15.73 \$15.73 Health \$15.88 \$15.88 \$15.88	Pension \$0.00 \$18.41 \$18.41 \$18.41 \$18.41 Pension \$0.00 \$19.31 \$19.31 \$19.31	Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$46.44 \$67.92 \$74.06 \$77.13 \$83.28 Total Rate \$47.62 \$70.10 \$76.45	
	Step 1 2 3 4 5 Effective Step 1 2 3 4 5 Step 1 2 3	70 Date - percent 50 55 65 70 80 70 Percent 50 55 65 65	01/01/2020	- Local 4 Apprentice Base Wage \$30.71 \$33.78 \$39.92 \$42.99 \$49.14 Apprentice Base Wage \$31.74 \$34.91 \$41.26	Health \$15.73 \$15.73 \$15.73 \$15.73 \$15.73 Health \$15.88 \$15.88	Pension \$0.00 \$18.41 \$18.41 \$18.41 \$18.41 Pension \$0.00 \$19.31 \$19.31	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$46.44 \$67.92 \$74.06 \$77.13 \$83.28 Total Rate \$47.62 \$70.10	
	Step 1 2 3 4 5 Step 1 2 Step 1 2 Step 1 2 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	7e Date - percent 50 55 65 70 80 7e Date - percent 50 55 65 70 80	01/01/2020	- Local 4 Apprentice Base Wage \$30.71 \$33.78 \$39.92 \$42.99 \$49.14 Apprentice Base Wage \$31.74 \$34.91 \$41.26 \$44.43 \$50.78	Health \$15.73 \$15.73 \$15.73 \$15.73 \$15.73 Health \$15.88 \$15.88 \$15.88 \$15.88	Pension \$0.00 \$18.41 \$18.41 \$18.41 \$18.41 Pension \$0.00 \$19.31 \$19.31 \$19.31 \$19.31	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$46.44 \$67.92 \$74.06 \$77.13 \$83.28 Total Rate \$47.62 \$70.10 \$76.45	
	Step 1 2 3 4 5 Step 1 2 3 4 5 Step 1 2 3 4 5 Notes:	70 Date - percent	01/01/2020	- Local 4 Apprentice Base Wage \$30.71 \$33.78 \$39.92 \$42.99 \$49.14 Apprentice Base Wage \$31.74 \$34.91 \$41.26 \$44.43 \$50.78	Health \$15.73 \$15.73 \$15.73 \$15.73 \$15.73 Health \$15.88 \$15.88 \$15.88 \$15.88	Pension \$0.00 \$18.41 \$18.41 \$18.41 \$18.41 Pension \$0.00 \$19.31 \$19.31 \$19.31 \$19.31	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$46.44 \$67.92 \$74.06 \$77.13 \$83.28 Total Rate \$47.62 \$70.10 \$76.45	
	Step 1 2 3 4 5 Effective Step 1 2 3 4 5 Notes:	re Date - percent 50 55 65 70 80 re Date - percent 50 55 65 70 80 Steps 1-2 ctice to Jou	01/01/2020 01/01/2021 are 6 mos.; Steps 3-5 are 1 y	- Local 4 Apprentice Base Wage \$30.71 \$33.78 \$39.92 \$42.99 \$49.14 Apprentice Base Wage \$31.74 \$34.91 \$41.26 \$44.43 \$50.78	Health \$15.73 \$15.73 \$15.73 \$15.73 \$15.73 Health \$15.88 \$15.88 \$15.88 \$15.88	Pension \$0.00 \$18.41 \$18.41 \$18.41 \$18.41 Pension \$0.00 \$19.31 \$19.31 \$19.31 \$19.31	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$46.44 \$67.92 \$74.06 \$77.13 \$83.28 Total Rate \$47.62 \$70.10 \$76.45	

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FENCE & GUARD RAIL ERECTOR	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
LABORERS - ZONE 2	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4	11/01/2020	\$45.23	\$13.00	\$15.70	\$0.00	\$73.93
OF ENATING ENGINEERS LOCAL 4	05/01/2021	\$46.38	\$13.00	\$15.70	\$0.00	\$75.08
	11/01/2021	\$47.38	\$13.00	\$15.70	\$0.00	\$76.08
	05/01/2022	\$48.53	\$13.00	\$15.70	\$0.00	\$77.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4	11/01/2020	\$46.74	\$13.00	\$15.70	\$0.00	\$75.44
of Element Entertables been E	05/01/2021	\$47.90	\$13.00	\$15.70	\$0.00	\$76.60
	11/01/2021	\$48.91	\$13.00	\$15.70	\$0.00	\$77.61
	05/01/2022	\$50.07	\$13.00	\$15.70	\$0.00	\$78.77
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4	11/01/2020	\$22.73	\$13.00	\$15.70	\$0.00	\$51.43
	05/01/2021	\$23.41	\$13.00	\$15.70	\$0.00	\$52.11
	11/01/2021	\$24.01	\$13.00	\$15.70	\$0.00	\$52.71
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	05/01/2022	\$24.68	\$13.00	\$15.70	\$0.00	\$53.38
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 223	09/01/2020	\$43.66	\$10.90	\$14.66	\$0.00	\$69.22
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING ELECTRICIANS	09/01/2020	\$36.86	\$10.90	\$12.45	\$0.00	\$60.21
LOCAL 223						
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" FIREMAN (ASST. ENGINEER)				0.1.7.70		
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$40.30	\$13.00	\$15.70	\$0.00	\$69.00
	12/01/2020	\$41.25	\$13.00	\$15.70	\$0.00	\$69.95
	06/01/2021	\$42.16	\$13.00	\$15.70	\$0.00	\$70.86
Equation acts on "Approxima ODED ATING ENGINEEDS"	12/01/2021	\$43.11	\$13.00	\$15.70	\$0.00	\$71.81
FOR apprentice rates see "Apprentice- OPERATING ENGINEERS"				0.1.7.7		
FLAGGER & SIGNALER LABORERS - ZONE 2	06/01/2020	\$23.50	\$8.60	\$15.77	\$0.00	\$47.87
	12/01/2020	\$24.50	\$8.60	\$15.77	\$0.00	\$48.87
	06/01/2021	\$24.50	\$8.60	\$15.77	\$0.00	\$48.87
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$24.50	\$8.60	\$15.77	\$0.00	\$48.87
FLOORCOVERER	00/01/2020	¢47.70	¢0.40	¢10.25	\$0.00	\$7C 4A
FLOORCOVERERS LOCAL 2168 ZONE I	09/01/2020	\$47.79	\$9.40	\$19.25	\$0.00	\$76.44
	03/01/2021	\$48.59	\$9.40	\$19.25	\$0.00	\$77.24
	09/01/2021	\$49.39	\$9.40	\$19.25	\$0.00	\$78.04
	03/01/2022	\$50.19	\$9.40	\$19.25	\$0.00	\$78.84

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Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone I

Unemployment

	Effect	ive Date - 09/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$23.90	\$9.40	\$1.79	\$0.00	\$35.09	
	2	55	\$26.28	\$9.40	\$1.79	\$0.00	\$37.47	
	3	60	\$28.67	\$9.40	\$13.88	\$0.00	\$51.95	
	4	65	\$31.06	\$9.40	\$13.88	\$0.00	\$54.34	
	5	70	\$33.45	\$9.40	\$15.67	\$0.00	\$58.52	
	6	75	\$35.84	\$9.40	\$15.67	\$0.00	\$60.91	
	7	80	\$38.23	\$9.40	\$17.46	\$0.00	\$65.09	
	8	85	\$40.62	\$9.40	\$17.46	\$0.00	\$67.48	
	Effect	ive Date - 03/01/2021				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$24.30	\$9.40	\$1.79	\$0.00	\$35.49	
	2	55	\$26.72	\$9.40	\$1.79	\$0.00	\$37.91	
	3	60	\$29.15	\$9.40	\$13.88	\$0.00	\$52.43	
	4	65	\$31.58	\$9.40	\$13.88	\$0.00	\$54.86	
	5	70	\$34.01	\$9.40	\$15.67	\$0.00	\$59.08	
	6	75	\$36.44	\$9.40	\$15.67	\$0.00	\$61.51	
	7	80	\$38.87	\$9.40	\$17.46	\$0.00	\$65.73	
	8	85	\$41.30	\$9.40	\$17.46	\$0.00	\$68.16	
	Notes	: Steps are 750 hrs.						
	ĺ	% After 09/1/17; 45/45/55/55/	70/70/80/80 (1500hr Steps)					
		G. 100 000 70/20 4 000 00	150 (\$50 50 70 0 \$65 00					
	Annre	Step 1&2 \$32.70/ 3&4 \$39.20						
ADV LIET/O		entice to Journeyworker Ratio:	1:1					
	CHERRY	entice to Journeyworker Ratio: PICKER	06/01/2020		\$13.00	\$15.70	\$0.00	\$78.03
	CHERRY	entice to Journeyworker Ratio: PICKER	06/01/2020 12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	CHERRY	entice to Journeyworker Ratio: PICKER	06/01/2020 12/01/2020 06/01/2021	\$50.48 \$51.58	\$13.00 \$13.00	\$15.70 \$15.70	\$0.00 \$0.00	\$79.18 \$80.28
PERATING EN	CHERRY GINEERS L	entice to Journeyworker Ratio: PICKER	06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$50.48 \$51.58	\$13.00	\$15.70	\$0.00	\$79.18 \$80.28
PERATING EN	CHERRY GINEERS L	entice to Journeyworker Ratio: PICKER OCAL 4	06/01/2020 12/01/2020 06/01/2021 12/01/2021 S"	\$50.48 \$51.58 \$52.73	\$13.00 \$13.00 \$13.00	\$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00	\$79.18 \$80.28 \$81.43
For apprention	CHERRY GINEERS L ce rates see	entice to Journeyworker Ratio: PICKER OCAL 4 "Apprentice- OPERATING ENGINEERS ING PLANT/HEATERS	06/01/2020 12/01/2020 06/01/2021 12/01/2021 S" 06/01/2020	\$50.48 \$51.58 \$52.73	\$13.00 \$13.00 \$13.00	\$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00	\$79.18 \$80.28 \$81.43 \$61.42
For apprention	CHERRY GINEERS L ce rates see	entice to Journeyworker Ratio: PICKER OCAL 4 "Apprentice- OPERATING ENGINEERS ING PLANT/HEATERS	06/01/2020 12/01/2020 06/01/2021 12/01/2021 S" 06/01/2020 12/01/2020	\$50.48 \$51.58 \$52.73 \$32.72 \$33.50	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$15.70 \$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$79.18 \$80.28 \$81.43 \$61.42 \$62.20
For apprention	CHERRY GINEERS L ce rates see	entice to Journeyworker Ratio: PICKER OCAL 4 "Apprentice- OPERATING ENGINEERS ING PLANT/HEATERS	06/01/2020 12/01/2020 06/01/2021 12/01/2021 S" 06/01/2020 12/01/2020 06/01/2021	\$50.48 \$51.58 \$52.73 \$32.72 \$33.50 \$34.25	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$79.18 \$80.28 \$81.43 \$61.42 \$62.20 \$62.95
For apprentic ENERATOF PERATING ENG	CHERRY GINEERS L ce rates see R/LIGHTI GINEERS L	entice to Journeyworker Ratio: PICKER OCAL 4 "Apprentice- OPERATING ENGINEERS ING PLANT/HEATERS	06/01/2020 12/01/2020 06/01/2021 12/01/2021 S" 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$50.48 \$51.58 \$52.73 \$32.72 \$33.50 \$34.25	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$15.70 \$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$79.18 \$80.28 \$81.43 \$61.42 \$62.20 \$62.95
ENERATOF PERATING EN	CHERRY GINEERS L ce rates see R/LIGHTI GINEERS L	entice to Journeyworker Ratio: PICKER OCAL 4 "Apprentice- OPERATING ENGINEER: ING PLANT/HEATERS OCAL 4	06/01/2020 12/01/2020 06/01/2021 12/01/2021 5" 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$50.48 \$51.58 \$52.73 \$32.72 \$33.50 \$34.25 \$35.04	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$15.70 \$15.70 \$15.70 \$15.70 \$15.70 \$15.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	

Total Rate

Apprentice - GLAZIER - Local 35 Zone 2

Effecti	ve Date - 07/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$20.51	\$8.25	\$0.00	\$0.00	\$28.76	
2	55	\$22.56	\$8.25	\$6.05	\$0.00	\$36.86	
3	60	\$24.61	\$8.25	\$6.60	\$0.00	\$39.46	
4	65	\$26.66	\$8.25	\$7.15	\$0.00	\$42.06	
5	70	\$28.71	\$8.25	\$19.10	\$0.00	\$56.06	
6	75	\$30.76	\$8.25	\$19.65	\$0.00	\$58.66	
7	80	\$32.81	\$8.25	\$20.20	\$0.00	\$61.26	
8	90	\$36.91	\$8.25	\$21.30	\$0.00	\$66.46	
Effecti Step	ve Date - 01/01/2021 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$20.78	\$8.25	\$0.00	\$0.00	\$29.03	
2	55	\$22.86	\$8.25	\$6.16	\$0.00	\$37.27	
3	60	\$24.94	\$8.25	\$6.72	\$0.00	\$39.91	
4	65	\$27.01	\$8.25	\$7.28	\$0.00	\$42.54	
5	70	\$29.09	\$8.25	\$19.39	\$0.00	\$56.73	
6	75	\$31.17	\$8.25	\$19.95	\$0.00	\$59.37	
7	80	\$33.25	\$8.25	\$20.51	\$0.00	\$62.01	
8	90	\$37.40	\$8.25	\$21.63	\$0.00	\$67.28	
Notes:							
	Steps are 750 hrs.						
Appre	ntice to Journeyworker Ratio:1:1					'	
	R/CRANES/GRADALLS	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
RATING ENGINEERS LO	JCAL 4	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
		06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
		12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43

Issue Date: 11/09/2020 **Wage Request Number:** 20201109-014 **Page 12 of 32**

Apprentice - OPERATING ENGINEERS - Local 4

Total Rate

Part	Effe	ctive Date -	06/01/2020				Supplemental		
Part	Step	percent	1	Apprentice Base Wage	Health	Pension		Total Rate	;
3 65 S12.06 S13.00 S15.70 S0.00 S60.76	1	55		\$27.13	\$13.00	\$0.00	\$0.00	\$40.13	
A	2	60		\$29.60	\$13.00	\$15.70	\$0.00	\$58.30	1
S	3	65		\$32.06	\$13.00	\$15.70	\$0.00	\$60.76	1
Second S	4	70		\$34.53	\$13.00	\$15.70	\$0.00	\$63.23	i
Filed Process Proces	5	75		\$37.00	\$13.00	\$15.70	\$0.00	\$65.70)
Refrective Date	6	80		\$39.46	\$13.00	\$15.70	\$0.00	\$68.16	I
Effective Date	7	85		\$41.93	\$13.00	\$15.70	\$0.00	\$70.63	i
Notes	8	90		\$44.40	\$13.00	\$15.70	\$0.00	\$73.10	ı
1 55 S27.76 S13.00 S0.00 S0.00 S40.76 2 60 S30.29 S13.00 S15.70 S0.00 S58.99 3 65 S32.81 S13.00 S15.70 S0.00 S61.51 4 70 S35.34 S13.00 S15.70 S0.00 S64.04 5 75 S37.86 S13.00 S15.70 S0.00 S64.04 5 75 S37.86 S13.00 S15.70 S0.00 S69.08 7 85 S42.91 S13.00 S15.70 S0.00 S71.61 8 90 S45.43 S13.00 S15.70 S0.00 S71.61 8 90 S45.43 S13.00 S15.70 S0.00 S74.13 Notes:	Effe	ctive Date -	12/01/2020				Supplemental		
\$\frac{2}{3} \frac{60}{6}	Step	percent	1	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
3 65 \$32,81 \$13,00 \$15,70 \$0,00 \$61,51 4 70 \$35,34 \$13,00 \$15,70 \$0,00 \$64,04 5 75 \$37,86 \$13,00 \$15,70 \$0,00 \$66,56 6 80 \$40,38 \$13,00 \$15,70 \$0,00 \$69,08 7 85 \$42,91 \$13,00 \$15,70 \$0,00 \$71,61 8 90 \$45,43 \$13,00 \$15,70 \$0,00 \$71,61 8 90 \$45,43 \$13,00 \$15,70 \$0,00 \$71,61 8 90 \$45,43 \$13,00 \$15,70 \$0,00 \$71,61 8 90 \$45,43 \$13,00 \$15,70 \$0,00 \$71,61 8 90 \$45,43 \$13,00 \$15,70 \$0,00 \$71,61 8 90 \$45,43 \$13,00 \$15,70 \$0,00 \$71,61 8 90 \$45,43 \$13,00 \$15,70 \$0,00 \$71,61 8 90 \$45,43 \$13,00 \$15,70 \$0,00 \$71,61 8 90 \$45,43 \$13,00 \$15,70 \$0,00 \$71,61 8 90 \$45,43 \$13,00 \$15,70 \$0,00 \$71,61 8 90 \$45,43 \$13,00 \$15,70 \$0,00 \$71,61 8 90 \$45,43 \$13,00 \$15,70 \$0,00 \$71,61 8 90 \$45,43 \$13,00 \$15,70 \$0,00 \$71,61 8 90 \$45,43 \$13,00 \$15,70 \$0,00 \$71,61 8 90 \$45,43 \$13,00 \$15,70 \$0,00 \$71,61 8 90 \$45,43 \$13,00 \$15,70 \$0,00 \$74,13 Notes:	1	55		\$27.76	\$13.00	\$0.00	\$0.00	\$40.76	I
A 70	2	60		\$30.29	\$13.00	\$15.70	\$0.00	\$58.99	ı
S 75 S37.86 S13.00 S15.70 S0.00 S66.56	3	65		\$32.81	\$13.00	\$15.70	\$0.00	\$61.51	
Second	4	70		\$35.34	\$13.00	\$15.70	\$0.00	\$64.04	
Notes:	5	75		\$37.86	\$13.00	\$15.70	\$0.00	\$66.56	I
Notes:	6	80		\$40.38	\$13.00	\$15.70	\$0.00	\$69.08	;
Notes:	7	85		\$42.91	\$13.00	\$15.70	\$0.00	\$71.61	
Apprentice to Journeyworker Ratio:1:6 HVAC (DUCTWORK) SIBERTMETAL WORKERS LOCAL 17 - A 08/01/2021 S52.32 S13.50 S24.12 S2.65 S90.94 08/01/2021 S52.32 S13.50 S24.12 S2.70 S92.64 08/01/2021 S54.07 S13.50 S24.12 S2.75 S94.44 02/01/2022 S55.82 For apprentice rates see "Apprentice- SHEET METAL WORKER" HVAC (ELECTRICAL CONTROLS) O9/01/2020 S43.66 S10.90 S14.66 S10.90 S14.66 S10.90 S69.22 ELECTRICAL S2.76 S90.94 SIBERTMETAL WORKERS LOCAL 273 For apprentice rates see "Apprentice- ELECTRICIAN" HVAC (TESTING AND BALANCING - AIR) SIBERTMETAL WORKERS LOCAL 17 - A 02/01/2021 S52.32 S13.50 S24.12 S2.65 S90.94 S90.94 S14.66 S10.90 S43.66 S10.90 S44.69 S13.50 S24.12 S2.65 S90.94	8	90		\$45.43	\$13.00	\$15.70	\$0.00	\$74.13	ı
HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A 08/01/2020 \$50.67 \$13.50 \$24.12 \$2.65 \$90.94 02/01/2021 \$52.32 \$13.50 \$24.12 \$2.70 \$92.64 08/01/2021 \$55.32 \$13.50 \$24.12 \$2.75 \$94.44 02/01/2022 \$55.82 \$13.50 \$24.12 \$2.80 \$96.24 For apprentice rates see "Apprentice- SHEET METAL WORKER" HVAC (ELECTRICAL CONTROLS) 09/01/2020 \$43.66 \$10.90 \$14.66 \$0.00 \$69.22 ELECTRICANS LOCAL 223 For apprentice rates see "Apprentice- ELECTRICIAN" HVAC (TESTING AND BALANCING - AIR) 8/HETMETAL WORKERS LOCAL 17 - A 02/01/2021 \$52.32 \$13.50 \$24.12 \$2.65 \$90.94 SHEETMETAL WORKERS LOCAL 17 - A 02/01/2021 \$52.32 \$13.50 \$24.12 \$2.70 \$92.64 08/01/2021 \$54.07 \$13.50 \$24.12 \$2.75 \$94.44 02/01/2022 \$55.82 \$13.50 \$24.12 \$2.75 \$94.44 02/01/2022 \$55.82 \$13.50 \$24.12 \$2.75 \$94.44 PUMBERS & PIPEFITTER LOCAL 51 For apprentice rates see "Apprentice- PIPEFITTER" HVAC (TESTING AND BALANCING - WATER) 08/31/2020 \$44.69 \$10.15 \$19.80 \$0.00 \$74.64 PUMBERS & PIPEFITTERS LOCAL 51 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC 08/31/2020 \$44.69 \$10.15 \$19.80 \$0.00 \$74.64 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	Note	es:							
HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A 08/01/2020 \$50.67 \$13.50 \$24.12 \$2.65 \$90.94 02/01/2021 \$52.32 \$13.50 \$24.12 \$2.70 \$92.64 08/01/2021 \$55.32 \$13.50 \$24.12 \$2.75 \$94.44 02/01/2022 \$55.82 \$13.50 \$24.12 \$2.80 \$96.24 For apprentice rates see "Apprentice- SHEET METAL WORKER" HVAC (ELECTRICAL CONTROLS) 09/01/2020 \$43.66 \$10.90 \$14.66 \$0.00 \$69.22 ELECTRICANS LOCAL 223 For apprentice rates see "Apprentice- ELECTRICIAN" HVAC (TESTING AND BALANCING - AIR) 8/HETMETAL WORKERS LOCAL 17 - A 02/01/2021 \$52.32 \$13.50 \$24.12 \$2.65 \$90.94 SHEETMETAL WORKERS LOCAL 17 - A 02/01/2021 \$52.32 \$13.50 \$24.12 \$2.70 \$92.64 08/01/2021 \$54.07 \$13.50 \$24.12 \$2.75 \$94.44 02/01/2022 \$55.82 \$13.50 \$24.12 \$2.75 \$94.44 02/01/2022 \$55.82 \$13.50 \$24.12 \$2.75 \$94.44 PUMBERS & PIPEFITTER LOCAL 51 For apprentice rates see "Apprentice- PIPEFITTER" HVAC (TESTING AND BALANCING - WATER) 08/31/2020 \$44.69 \$10.15 \$19.80 \$0.00 \$74.64 PUMBERS & PIPEFITTERS LOCAL 51 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC 08/31/2020 \$44.69 \$10.15 \$19.80 \$0.00 \$74.64 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	į								
### SPIEETMETAL WORKERS LOCAL 17 - A 02/01/2021 \$52.32 \$13.50 \$24.12 \$2.70 \$92.64 08/01/2021 \$54.07 \$13.50 \$24.12 \$2.75 \$94.44 02/01/2022 \$55.82 \$13.50 \$24.12 \$2.80 \$96.24 For apprentice rates see "Apprentice-SHEET METAL WORKER" HVAC (ELECTRICAL CONTROLS)	App	rentice to Jou	rneyworker Ratio:1:6						
02/01/2021 \$52.32 \$13.50 \$24.12 \$2.70 \$92.64 08/01/2021 \$54.07 \$13.50 \$24.12 \$2.75 \$94.44 02/01/2022 \$55.82 \$13.50 \$24.12 \$2.80 \$96.24 For apprentice rates see "Apprentice-SHEET METAL WORKER" HVAC (ELECTRICAL CONTROLS) 09/01/2020 \$43.66 \$10.90 \$14.66 \$0.00 \$69.22 ELECTRICIANS LOCAL 233 For apprentice rates see "Apprentice-ELECTRICIAN" HVAC (TESTING AND BALANCING - AIR) 08/01/2020 \$50.67 \$13.50 \$24.12 \$2.65 \$90.94 SHEETMETAL WORKERS LOCAL 17 - A 02/01/2021 \$52.32 \$13.50 \$24.12 \$2.70 \$92.64 08/01/2021 \$54.07 \$13.50 \$24.12 \$2.75 \$94.44 02/01/2022 \$55.82 \$13.50 \$24.12 \$2.80 \$96.24 For apprentice rates see "Apprentice-SHEET METAL WORKER" HVAC (TESTING AND BALANCING - WATER) 08/31/2020 \$44.69 \$10.15 \$19.80 \$0.00 \$74.64 PLUMBERS & PIPEFITTERS LOCAL 51 \$08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$76.64 For apprentice rates see "Apprentice-PIPEFITTER" 08/31/2020 \$44.69 \$10.15 \$19.80 \$0.00 \$74.64 PLUMBERS & PIPEFITTERS LOCAL 51 \$08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$74.64 PLUMBERS & PIPEFITTERS LOCAL 51 \$08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$74.64 PLUMBERS & PIPEFITTERS LOCAL 51 \$08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$74.64 PLUMBERS & PIPEFITTERS LOCAL 51 \$08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$74.64 For apprentice rates see "Apprentice-PIPEFITTER" 08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$74.64 PLUMBERS & PIPEFITTERS LOCAL 51 \$19.80 \$0.00 \$74.64 PLUMBERS & PIPEFITTERS LOCAL 51 \$19.80 \$0.00 \$76.64 For apprentice rates see "Apprentice-PIPEFITTER" 08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$76.64 For apprentice rates see "Apprentice-PIPEFITTER" 08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$76.64 For apprentice rates see "Apprentice-PIPEFITTER" 08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$76.64 For apprentice rates see "Appr	*	*		08/01/2020	\$50.67	\$13.50	\$24.12	\$2.65	\$90.94
No. Proceedings Processes Control	SHEEIMEIAL WORKERS	LOCAL 17 - A		02/01/2021	\$52.32	\$13.50	\$24.12	\$2.70	\$92.64
For apprentice rates see "Apprentice- SHEET METAL WORKER" HVAC (ELECTRICAL CONTROLS) ELECTRICANS LOCAL 223 For apprentice rates see "Apprentice- ELECTRICIAN" HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A 08/01/2021 S52.32 For apprentice rates see "Apprentice- SHEET METAL WORKER" HVAC (TESTING AND BALANCING - WATER) For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" BYAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" BYAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" BYAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51 BYAC MECHANIC BYA				08/01/2021	\$54.07	\$13.50	\$24.12	\$2.75	\$94.44
### ELECTRICIANS LOCAL 223 For apprentice rates see "Apprentice- ELECTRICIAN" ##WAC (TESTING AND BALANCING - AIR) #### SHEETMETAL WORKERS LOCAL 17 - A ### O2/01/2021 ### S52.32 ### S13.50 ### \$24.12 ### \$2.65 ### \$90.94 ### \$90.94 ### S10.15 ### \$13.50 ### \$24.12 ### \$2.70 ### \$92.64 ### \$92.64 ### \$10.15 ### \$19.80 ### \$0.00 ### \$10.15 ### \$19.80 ### \$0.00 ### \$10.15 ### \$19.80 ### \$0.00 ### \$10.15 ### \$19.80 ### \$0.00 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$19.80 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.15 ### \$10.1	For apprentice rates se	ee "Apprentice- Sl	HEET METAL WORKER"	02/01/2022	2 \$55.82	\$13.50	\$24.12	\$2.80	\$96.24
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A O8/01/2020 S50.67 S13.50 S24.12 S2.65 S90.94 SHEETMETAL WORKERS LOCAL 17 - A O2/01/2021 S52.32 S13.50 S24.12 S2.70 S92.64 O8/01/2021 S54.07 S13.50 S24.12 S2.75 S94.44 O2/01/2022 S55.82 S13.50 S24.12 S2.75 S94.44 O2/01/2022 S55.82 S13.50 S24.12 S2.80 S96.24 For apprentice rates see "Apprentice- SHEET METAL WORKER" HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 51 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51 O8/31/2020 S44.69 S10.15 S19.80 S0.00 S74.64 PLUMBERS & PIPEFITTERS LOCAL 51 O8/30/2021 S46.69 S10.15 S19.80 S0.00 S74.64 PLUMBERS & PIPEFITTERS LOCAL 51 O8/30/2021 S46.69 S10.15 S19.80 S0.00 S74.64 PLUMBERS & PIPEFITTERS LOCAL 51 O8/30/2021 S46.69 S10.15 S19.80 S0.00 S76.64	*		LS)	09/01/2020	\$43.66	\$10.90	\$14.66	\$0.00	\$69.22
SHEETMETAL WORKERS LOCAL 17 - A 02/01/2021 \$52.32 \$13.50 \$24.12 \$2.70 \$92.64 08/01/2021 \$54.07 \$13.50 \$24.12 \$2.75 \$94.44 02/01/2022 \$55.82 \$13.50 \$24.12 \$2.80 \$96.24 For apprentice rates see "Apprentice- SHEET METAL WORKER" HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 51 08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$74.64 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51 08/31/2020 \$44.69 \$10.15 \$19.80 \$0.00 \$74.64 PLUMBERS & PIPEFITTERS LOCAL 51 08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$74.64 PLUMBERS & PIPEFITTERS LOCAL 51 08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$74.64 PLUMBERS & PIPEFITTERS LOCAL 51 08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$74.64 PLUMBERS & PIPEFITTERS LOCAL 51 08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$74.64			LECTRICIAN"						
SHEETMETAL WORKERS LOCAL 17 - A 02/01/2021 \$52.32 \$13.50 \$24.12 \$2.70 \$92.64 08/01/2021 \$54.07 \$13.50 \$24.12 \$2.75 \$94.44 02/01/2022 \$55.82 \$13.50 \$24.12 \$2.80 \$96.24 For apprentice rates see "Apprentice- SHEET METAL WORKER" HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 51 08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$74.64 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51 08/31/2020 \$44.69 \$10.15 \$19.80 \$0.00 \$74.64 PLUMBERS & PIPEFITTERS LOCAL 51 08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$74.64 PLUMBERS & PIPEFITTERS LOCAL 51 08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$74.64 PLUMBERS & PIPEFITTERS LOCAL 51 08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$74.64 PLUMBERS & PIPEFITTERS LOCAL 51 08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$74.64	HVAC (TESTING AN	ND BALANC	ING - AIR)	08/01/2020) \$50.67	\$13.50	\$24.12	\$2.65	\$90.94
08/01/2021 \$54.07 \$13.50 \$24.12 \$2.75 \$94.44	SHEETMETAL WORKERS	LOCAL 17 - A							
O2/01/2022 \$55.82 \$13.50 \$24.12 \$2.80 \$96.24									
For apprentice rates see "Apprentice- SHEET METAL WORKER" HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 51 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" 08/31/2020 \$44.69 \$10.15 \$19.80 \$0.00 \$74.64 808/31/2020 \$44.69 \$10.15 \$19.80 \$0.00 \$74.64 808/31/2020 \$44.69 \$10.15 \$19.80 \$0.00 \$74.64 808/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$74.64 808/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$74.64 808/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$74.64									
### PLUMBERS & PIPEFITTERS LOCAL 51 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" ###################################	For apprentice rates se	ee "Apprentice- Sl	HEET METAL WORKER"						
O8/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$76.64			ING -WATER)	08/31/2020	\$44.69	\$10.15	\$19.80	\$0.00	\$74.64
HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" 08/31/2020 \$44.69 \$10.15 \$19.80 \$0.00 \$74.64 874.64 \$10.15 \$19.80 \$0.00 \$76.64					\$46.69	\$10.15	\$19.80	\$0.00	\$76.64
PLUMBERS & PIPEFITTERS LOCAL 51 08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$76.64 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"		ee "Apprentice- Pl	IPEFITTER" or "PLUMBER/PIPEFI"	ITER"					
08/30/2021 \$46.69 \$10.15 \$19.80 \$0.00 \$76.64 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"		ERS LOCAL 51		08/31/2020	\$44.69	\$10.15			\$74.64
			IPEFITTER" or "PLUMBER/PIPEFI		\$46.69	\$10.15	\$19.80	\$0.00	\$76.64

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS	06/01/2020	\$34.81	\$8.60	\$15.77	\$0.00	\$59.18
LABORERS - ZONE 2	12/01/2020	\$35.70	\$8.60	\$15.77	\$0.00	\$60.07
	06/01/2021	\$36.62	\$8.60	\$15.77	\$0.00	\$60.99
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$37.53	\$8.60	\$15.77	\$0.00	\$61.90
INSULATOR (PIPES & TANKS)	09/01/2020	\$49.00	\$13.80	\$17.14	\$0.00	\$79.94
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2021	\$51.40	\$13.80	\$17.14	\$0.00	\$82.34
	09/01/2022	\$53.85	\$13.80	\$17.14	\$0.00	\$84.79

Effecti	ve Date - 09/01/2020				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$24.50	\$13.80	\$12.42	\$0.00	\$50.72
2	60	\$29.40	\$13.80	\$13.36	\$0.00	\$56.56
3	70	\$34.30	\$13.80	\$14.31	\$0.00	\$62.41
4	80	\$39.20	\$13.80	\$15.25	\$0.00	\$68.25
Effecti	ve Date - 09/01/2021				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$25.70	\$13.80	\$12.42	\$0.00	\$51.92
2	60	\$30.84	\$13.80	\$13.36	\$0.00	\$58.00
3	70	\$35.98	\$13.80	\$14.31	\$0.00	\$64.09
4	80	\$41.12	\$13.80	\$15.25	\$0.00	\$70.17
Notes:						
İ	Steps are 1 year					İ
Appre	ntice to Journeyworker Ratio:1	:4				
NWORKER/WELI	DER	09/16/2020	\$48.66	\$8.10	\$25.10	\$0.00 \$81.86

Apprentice - IRONWORKER - Local 7 Boston

IRONWORKERS LOCAL 7 (BOSTON AREA)

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$29.20	\$8.10	\$25.10	\$0.00	\$62.40
2	70	\$34.06	\$8.10	\$25.10	\$0.00	\$67.26
3	75	\$36.50	\$8.10	\$25.10	\$0.00	\$69.70
4	80	\$38.93	\$8.10	\$25.10	\$0.00	\$72.13
5	85	\$41.36	\$8.10	\$25.10	\$0.00	\$74.56
6	90	\$43.79	\$8.10	\$25.10	\$0.00	\$76.99

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Classification			Effective Dat	e Base Wage	e Health		Supplemental Unemployment	Total Rat
		VING BREAKER OPERATOR	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
LABORERS - ZON	VE 2		12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
			06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
For apprentic	e rates see	"Apprentice- LABORER"	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
LABORER	e rates see	принис- влюкых	06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
LABORERS - ZON	VE 2		12/01/2020		\$8.60	\$15.77	\$0.00	\$59.32
			06/01/2021		\$8.60	\$15.77	\$0.00	\$60.24
			12/01/2021		\$8.60	\$15.77	\$0.00	\$61.15
	Appre	entice - LABORER - Zone 2						
	Effect	tive Date - 06/01/2020	A	TT 141-	D	Supplementa		
	Step	percent	Apprentice Base Wage		Pension	Unemploymen		
	1	60	\$20.44	\$8.60	\$15.77	\$0.00		
	2	70	\$23.84	\$8.60	\$15.77	\$0.00		
	3	80	\$27.25	\$8.60	\$15.77	\$0.00		
	4	90	\$30.65	\$8.60	\$15.77	\$0.00	\$55.02	
		tive Date - 12/01/2020				Supplementa		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemploymen	t Total Rate	
	1	60	\$20.97	\$8.60	\$15.77	\$0.00	\$45.34	
	2	70	\$24.47	\$8.60	\$15.77	\$0.00	\$48.84	
	3	80	\$27.96	\$8.60	\$15.77	\$0.00	\$52.33	
	4	90	\$31.46	\$8.60	\$15.77	\$0.00	\$55.83	
	Notes	:						
							į	
		entice to Journeyworker Ratio:1:5						
.ABORER: C . <i>ABORERS - ZO</i> N		TER TENDER	06/01/2020	\$34.06	\$8.60	\$15.77	\$0.00	\$58.43
	12 2		00/01/2020	ψ3 1.00	\$6.00	\$13.77	\$0.00	
DORUM - ZON			12/01/2020		\$8.60	\$15.77	\$0.00	\$59.32
SOLLING - ZON				\$34.95				
			12/01/2020	\$34.95 \$35.87	\$8.60	\$15.77	\$0.00	\$59.32
For apprentic		"Apprentice- LABORER"	12/01/2020 06/01/2021 12/01/2021	\$34.95 \$35.87 \$36.78	\$8.60 \$8.60 \$8.60	\$15.77 \$15.77 \$15.77	\$0.00 \$0.00 \$0.00	\$59.32 \$60.24 \$61.15
For apprentic	EMENT	"Apprentice- LABORER" FINISHER TENDER	12/01/2020 06/01/2021	\$34.95 \$35.87 \$36.78	\$8.60 \$8.60	\$15.77 \$15.77 \$15.77	\$0.00 \$0.00 \$0.00	\$59.32 \$60.24 \$61.15 \$58.43
For apprentic	EMENT		12/01/2020 06/01/2021 12/01/2021 06/01/2020 12/01/2020	\$34.95 \$35.87 \$36.78 \$34.06 \$34.95	\$8.60 \$8.60 \$8.60	\$15.77 \$15.77 \$15.77 \$15.77	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$59.32 \$60.24 \$61.15 \$58.43 \$59.32
For apprentic	EMENT		12/01/2020 06/01/2021 12/01/2021 06/01/2020	\$34.95 \$35.87 \$36.78 \$34.06 \$34.95	\$8.60 \$8.60 \$8.60	\$15.77 \$15.77 \$15.77	\$0.00 \$0.00 \$0.00	\$59.32 \$60.24 \$61.15 \$58.43
For apprentic ABORER: C ABORERS - ZON	EMENT NE 2		12/01/2020 06/01/2021 12/01/2021 06/01/2020 12/01/2020	\$34.95 \$35.87 \$36.78 \$34.06 \$34.95 \$35.87	\$8.60 \$8.60 \$8.60 \$8.60	\$15.77 \$15.77 \$15.77 \$15.77	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$59.32 \$60.24 \$61.15 \$58.43 \$59.32
For apprentic ABORER: C ABORERS - ZON For apprentic ABORER: H	EMENT VE 2 see rates see	FINISHER TENDER	12/01/2020 06/01/2021 12/01/2021 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$34.95 \$35.87 \$36.78 \$34.06 \$34.95 \$35.87 \$36.78	\$8.60 \$8.60 \$8.60 \$8.60 \$8.60	\$15.77 \$15.77 \$15.77 \$15.77 \$15.77 \$15.77	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$59.32 \$60.24 \$61.15 \$58.43 \$59.32 \$60.24
For apprentic LABORER: C LABORERS - ZON For apprentic LABORER: H LABORERS - ZON	EMENT VE 2 See rates see EAZARD VE 2	"Apprentice- LABORER"	12/01/2020 06/01/2021 12/01/2021 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$34.95 \$35.87 \$36.78 \$34.06 \$34.95 \$35.87 \$36.78	\$8.60 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60	\$15.77 \$15.77 \$15.77 \$15.77 \$15.77 \$15.77 \$15.77	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$59.32 \$60.24 \$61.15 \$58.43 \$59.32 \$60.24 \$61.15
For apprentic LABORERS - ZON For apprentic LABORERS - ZON For apprentic LABORERS - ZON For apprentic	EMENT WE 2 The rates see AZARD WE 2 The rates see TASON	"Apprentice- LABORER" OUS WASTE/ASBESTOS REMOVER "Apprentice- LABORER"	12/01/2020 06/01/2021 12/01/2021 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$34.95 \$35.87 \$36.78 \$34.06 \$34.95 \$35.87 \$36.78	\$8.60 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60	\$15.77 \$15.77 \$15.77 \$15.77 \$15.77 \$15.77 \$15.77	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$59.32 \$60.24 \$61.15 \$58.43 \$59.32 \$60.24 \$61.15
For apprentic LABORERS - ZON For apprentic LABORERS - ZON For apprentic LABORERS - ZON For apprentic	EMENT WE 2 The rates see AZARD WE 2 The rates see TASON	"Apprentice- LABORER" OUS WASTE/ASBESTOS REMOVER "Apprentice- LABORER"	12/01/2020 06/01/2021 12/01/2021 06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$34.95 \$35.87 \$36.78 \$34.06 \$34.95 \$35.87 \$36.78	\$8.60 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60	\$15.77 \$15.77 \$15.77 \$15.77 \$15.77 \$15.77 \$15.77 \$15.83	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$59.32 \$60.24 \$61.15 \$58.43 \$59.32 \$60.24 \$61.15
For apprentic LABORERS - ZON For apprentic LABORERS - H LABORERS - ZON	EMENT WE 2 The rates see AZARD WE 2 The rates see TASON	"Apprentice- LABORER" OUS WASTE/ASBESTOS REMOVER "Apprentice- LABORER"	12/01/2020 06/01/2021 12/01/2020 12/01/2020 06/01/2021 12/01/2021 06/01/2020	\$34.95 \$35.87 \$36.78 \$34.06 \$34.95 \$35.87 \$36.78 \$34.15	\$8.60 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60 \$8.60	\$15.77 \$15.77 \$15.77 \$15.77 \$15.77 \$15.77 \$15.77	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$59.32 \$60.24 \$61.15 \$58.43 \$59.32 \$60.24 \$61.15 \$58.58

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Classification				Effective Da	ate Base Wa	ge Health	Pension	Supplemental Unemployment	Total Rate
ABORER: MU		DE TENDER		06/01/202	0 \$34.00	\$8.60	\$15.77	\$0.00	\$58.43
ABORERS - ZONE 2	2			12/01/202	0 \$34.95	\$8.60	\$15.77	\$0.00	\$59.32
				06/01/202	1 \$35.87	\$8.60	\$15.77	\$0.00	\$60.24
Ean ammantias m	entan ann II Am	amontico I ADOD	ED#	12/01/202	1 \$36.78	\$8.60	\$15.77	\$0.00	\$61.15
ABORER: TRE		OVER	EK	06/01/202	0 \$34.00	\$8.60	\$15.77	\$0.00	\$58.43
ABORERS - ZONE 2				12/01/2020			\$15.77	\$0.00	\$59.32
				06/01/202			\$15.77 \$15.77	\$0.00	\$59.52 \$60.24
					*	*	\$15.77 \$15.77	\$0.00	
			anding trees, and the trimminentice rates see "Apprentice-	12/01/202 ng and removal of branches and LABORER"					\$61.15
ASER BEAM (OPERATO	OR		06/01/202	0 \$34.3	\$8.60	\$15.77	\$0.00	\$58.68
ABORERS - ZONE 2	2			12/01/202			\$15.77	\$0.00	\$59.57
				06/01/202			\$15.77	\$0.00	\$60.49
				12/01/202	*		\$15.77	\$0.00	\$61.40
For apprentice ra	rates see "Ap	oprentice- LABOR	ER"		•				
IARBLE & TIL				08/01/202	0 \$42.57	\$10.75	\$20.27	\$0.00	\$73.59
RICKLAYERS LOCA	AL 3 - MARI	DLE & IILE		02/01/202	1 \$43.08	\$10.75	\$20.27	\$0.00	\$74.10
				08/01/202	1 \$44.20	\$10.75	\$20.43	\$0.00	\$75.38
				02/01/202	2 \$44.67	\$10.75	\$20.43	\$0.00	\$75.85
	Apprentic	Date - 08/0	E & TILE FINISHER 01/2020	- Local 3 Marble & Tile Apprentice Base Wage	Health	Pension	Supplementa Unemplovmen		a
	Effective Step p	e Date - 08/0		Apprentice Base Wage		Pension	Unemploymen	t Total Rat	
	Effective Step p	Per Date - 08/0		Apprentice Base Wage \$21.29	\$10.75	\$20.27	Unemploymen \$0.00	Total Rate 52.3	1
	Effective Step p 1 2	e Date - 08/0		Apprentice Base Wage \$21.29 \$25.54	\$10.75 \$10.75	\$20.27 \$20.27	\$0.00 \$0.00	Total Rat 0 \$52.3 0 \$56.50	1
	Effective Step p 1 2 3	Date - 08/0 percent 50 60 70		Apprentice Base Wage \$21.29 \$25.54 \$29.80	\$10.75 \$10.75 \$10.75	\$20.27 \$20.27 \$20.27	\$0.00 \$0.00 \$0.00	Total Rate 0 \$52.3 0 \$56.50 0 \$60.82	1 6 2
	Step p 1 2 4 3 4	Date - 08/0 percent 50 60		Apprentice Base Wage \$21.29 \$25.54	\$10.75 \$10.75	\$20.27 \$20.27	\$0.00 \$0.00	Total Rate 0 \$52.3 0 \$56.50 0 \$65.00	1 5 2 3
	Step p 1 2 4 3 4	Date - 08/0 percent 50 60 70 80 90		\$21.29 \$25.54 \$29.80 \$34.06 \$38.31	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75	\$20.27 \$20.27 \$20.27 \$20.27	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate Total Rate S52.3 S56.5 S60.8 S65.0 S65.0 S65.0 S69.3	1 5 2 3
	Step p 1 2 4 3 4 5 5 Effective Step p	Date - 08/0 percent 50 60 70 80 90 Date - 02/0 percent	01/2020	\$21.29 \$25.54 \$29.80 \$34.06	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75	\$20.27 \$20.27 \$20.27 \$20.27	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate Total Rate S52.3 S56.5 S60.8 S65.0 S65.0 S65.0 S69.3	1 5 2 3
	Step p	Date - 08/0 percent 50 60 70 80 90 Date - 02/0 percent 50	01/2020	\$21.29 \$25.54 \$29.80 \$34.06 \$38.31	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75	\$20.27 \$20.27 \$20.27 \$20.27 \$20.27	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate Total Rate S52.3 S56.50 S60.82 S65.00 S69.32	1 6 2 3 3
	Step p	Pate - 08/0 percent 50 60 70 80 90 Pate - 02/0 percent 50 60	01/2020	\$21.29 \$25.54 \$29.80 \$34.06 \$38.31 Apprentice Base Wage	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75	\$20.27 \$20.27 \$20.27 \$20.27 \$20.27 Pension	Supplementa Unemploymen \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate Total Rate Total Rate S52.3 S56.5 S60.8 S65.0 S69.3 Total Rate Total Rate S52.5	1 5 2 3 3
	Step p	Pate - 08/0 percent 50 60 70 80 90 Pate - 02/0 percent 50 60 70	01/2020	\$21.29 \$25.54 \$29.80 \$34.06 \$38.31 Apprentice Base Wage \$21.54 \$25.85 \$30.16	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75 Health	\$20.27 \$20.27 \$20.27 \$20.27 \$20.27 Pension \$20.27	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate Total Rate Total Rate S52.3 S56.5 S60.8 S65.0 S69.3 Total Rate Total Rate Total Rate Total Rate S52.5 S56.8	1 6 2 3 3 3
	Step p	Pate - 08/0 percent 50 60 70 80 90 Pate - 02/0 percent 50 60 70 80	01/2020	\$21.29 \$25.54 \$29.80 \$34.06 \$38.31 Apprentice Base Wage \$21.54 \$25.85	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75 Health \$10.75 \$10.75	\$20.27 \$20.27 \$20.27 \$20.27 \$20.27 Pension \$20.27 \$20.27	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate Total Rate	1 5 2 3 3 3 e 6 7
	Step p	Pate - 08/0 percent 50 60 70 80 90 Pate - 02/0 percent 50 60 70	01/2020	\$21.29 \$25.54 \$29.80 \$34.06 \$38.31 Apprentice Base Wage \$21.54 \$25.85 \$30.16	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75 Health \$10.75 \$10.75	\$20.27 \$20.27 \$20.27 \$20.27 \$20.27 Pension \$20.27 \$20.27	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate Total Rate Total Rate S52.3 S56.5 S60.8 S65.0 S69.3 Total Rate Total Rate Total Rate S52.5 S56.8 S66.8 S66.8	1 6 2 8 8 3 3 8 7 7 8 8 8
	Step p	Pate - 08/0 percent 50 60 70 80 90 Pate - 02/0 percent 50 60 70 80	01/2020	\$21.29 \$25.54 \$29.80 \$34.06 \$38.31 Apprentice Base Wage \$21.54 \$25.85 \$30.16 \$34.46	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 Health \$10.75 \$10.75 \$10.75	\$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate Total Rate Total Rate S52.3 S56.5 S60.8 S65.0 S69.3 Total Rate Total Rate Total Rate S52.5 S56.8 S66.8 S66.8	1 6 2 8 8 3 3 8 7 7 8 8 8
	Effective	Pate - 08/0 percent 50 60 70 80 90 Pate - 02/0 percent 50 60 70 80	01/2020	\$21.29 \$25.54 \$29.80 \$34.06 \$38.31 Apprentice Base Wage \$21.54 \$25.85 \$30.16 \$34.46	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 Health \$10.75 \$10.75 \$10.75	\$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate Total Rate Total Rate S52.3 S56.5 S60.8 S65.0 S69.3 Total Rate Total Rate Total Rate S52.5 S56.8 S66.8 S66.8	1 6 2 8 8 3 3 8 7 7 8 8 8
	Effective Step p 1	Pate - 08/0 percent 50 60 70 80 90 Pate - 02/0 percent 50 60 70 80 90	01/2020	\$21.29 \$25.54 \$29.80 \$34.06 \$38.31 Apprentice Base Wage \$21.54 \$25.85 \$30.16 \$34.46	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 Health \$10.75 \$10.75 \$10.75	\$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate Total Rate Total Rate S52.3 S56.5 S60.8 S65.0 S69.3 Total Rate Total Rate Total Rate S52.5 S56.8 S66.8 S66.8	1 6 2 8 8 3 3 8 7 7 8 8 8
IARBLE MASO	Step F	Date - 08/0 percent 50 60 70 80 90 Date - 02/0 percent 50 60 70 80 90 ice to Journey ELAYERS & **	01/2020	\$21.29 \$25.54 \$29.80 \$34.06 \$38.31 Apprentice Base Wage \$21.54 \$25.85 \$30.16 \$34.46	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75	\$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate Total Rate Total Rate S52.3 S56.5 S60.8 S65.0 S69.3 Total Rate Total Rate Total Rate S52.5 S56.8 S66.8 S66.8	1 6 2 8 8 3 3 8 7 7 8 8 8
	Step F	Date - 08/0 percent 50 60 70 80 90 Date - 02/0 percent 50 60 70 80 90 ice to Journey ELAYERS & **	01/2020 01/2021 worker Ratio:1:3	\$21.29 \$25.54 \$29.80 \$34.06 \$38.31 Apprentice Base Wage \$21.54 \$25.85 \$30.16 \$34.46 \$38.77	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75	\$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27	Unemploymen \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplementa Unemploymen \$0.00 \$0.00 \$0.00	Total Rate Total Rate Total Rate S52.3 S56.5 S60.8 S65.0 S69.3 Total Rate Total Rate S52.5 S56.8 S69.7 S69.7 S69.7	1 6 2 8 8 3 8 7 7 8 8 9
IARBLE MASO	Step F	Date - 08/0 percent 50 60 70 80 90 Date - 02/0 percent 50 60 70 80 90 ice to Journey ELAYERS & **	01/2020 01/2021 worker Ratio:1:3	\$21.29 \$25.54 \$29.80 \$34.06 \$38.31 Apprentice Base Wage \$21.54 \$25.85 \$30.16 \$34.46 \$38.77	\$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75 \$10.75	\$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$20.27 \$10.75	Unemploymen \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplementa Unemploymen \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate Total Rate S52.3 S56.5 S60.8 S65.0 S69.3 Total Rate S52.5 S69.3 Total Rate S52.5 S69.3 S69.7 S69.7 S69.7	1

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Total Rate

	Step	ve Date - percent	08/01/2020	Apprentice Base Wage	Health]	Pension	Supplemental Unemployment	Total Rate	•
-	1	50		\$27.89	\$10.75		\$22.08	\$0.00	\$60.72	
	2	60		\$33.46	\$10.75		\$22.08	\$0.00	\$66.29	
	3	70		\$39.04	\$10.75		\$22.08	\$0.00	\$71.87	
	4	80		\$44.62	\$10.75		\$22.08	\$0.00	\$77.45	
	5	90		\$50.19	\$10.75		\$22.08	\$0.00	\$83.02	
I	Effecti	ve Date -	02/01/2021					Supplemental		
5	Step	percent		Apprentice Base Wage	Health]	Pension	Unemployment	Total Rate	е
	1	50		\$28.21	\$10.75		\$22.08	\$0.00	\$61.04	1
	2	60		\$33.85	\$10.75		\$22.08	\$0.00	\$66.68	3
	3	70		\$39.49	\$10.75		\$22.08	\$0.00	\$72.32	2
	4	80		\$45.13	\$10.75		\$22.08	\$0.00	\$77.96	5
	5	90		\$50.77	\$10.75		\$22.08	\$0.00	\$83.60)
_ [1	Notes:									
į									i	
F	Apprei	ntice to Jour	neyworker Ratio:1:5							
ECH. SWEEPE PERATING ENGINE			N CONST. SITES)	06/01/2020	\$48	.81	\$13.00	\$15.70	\$0.00	\$77.51
EKATING ENGINE	EKS LC	CAL 4		12/01/2020	\$49	.95	\$13.00	\$15.70	\$0.00	\$78.65
				06/01/202	1 \$51	.04	\$13.00	\$15.70	\$0.00	\$79.74
For apprentice ra	tes see ".	Apprentice- OP	ERATING ENGINEERS"	12/01/202	1 \$52	.18	\$13.00	\$15.70	\$0.00	\$80.88
ECHANICS M.				06/01/2020) \$48	81	\$13.00	\$15.70	\$0.00	\$77.51
ERATING ENGINE	EERS LC	OCAL 4		12/01/2020			\$13.00	\$15.70	\$0.00	\$78.65
				06/01/202	* -		\$13.00	\$15.70	\$0.00	\$79.74
				12/01/202			\$13.00	\$15.70	\$0.00	\$80.88
		••	ERATING ENGINEERS"							
LLWRIGHT (2 LWRIGHTS LOCA		•		01/06/2020	38	.47	\$9.40	\$20.45	\$0.00	\$68.32
				01/04/202	1 \$39	.72	\$9.40	\$20.45	\$0.00	\$69.57
				01/03/2022	2 \$40	.97	\$9.40	\$20.45	\$0.00	\$70.82
				01/02/2023	3 \$42	.22	\$9.40	\$20.45	\$0.00	\$72.07

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Total Rate

Pension

	Step	ve Date - 01/ percent	/06/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55		\$21.16	\$9.40	\$5.58	\$0.00	\$36.14	
	2	65		\$25.01	\$9.40	\$16.90	\$0.00	\$51.31	
	3	75		\$28.85	\$9.40	\$17.92	\$0.00	\$56.17	
	4	85		\$32.70	\$9.40	\$18.93	\$0.00	\$61.03	
	Effecti	ve Date - 01	/04/2021				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55		\$21.85	\$9.40	\$5.58	\$0.00	\$36.83	
	2	65		\$25.82	\$9.40	\$16.90	\$0.00	\$52.12	
	3	75		\$29.79	\$9.40	\$17.92	\$0.00	\$57.11	
	4	85		\$33.76	\$9.40	\$18.93	\$0.00	\$62.09	
		but do receive Steps are 2,00	annuity. (Step 1 \$5.58	020 receive no pension, Step 2 \$6.50)					
ORTAR MIX	ORTAR MIXER		06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68	
SORERS - ZONE 2		12/01/2020		\$8.60	\$15.77	\$0.00	\$59.5		
				06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
				12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
		Apprentice- LABO							
ILER (OTHEF PERATING ENGII			NES,GRADALLS)	06/01/2020	\$23.13	\$13.00	\$15.70	\$0.00	\$51.83
Elemino Enom	VLLIG LC	CAL 4		12/01/2020	\$23.70	\$13.00	\$15.70	\$0.00	\$52.40
				06/01/2021	\$24.25	\$13.00	\$15.70	\$0.00	\$52.95
For apprentice	rates see "	Apprentice- OPER	ATING ENGINEERS"	12/01/2021	\$24.83	\$13.00	\$15.70	\$0.00	\$53.53
		NES, GRADAL	LS)	06/01/2020	\$27.79	\$13.00	\$15.70	\$0.00	\$56.49
PERATING ENGII	NEERS LC	OCAL 4		12/01/2020	\$28.47	\$13.00	\$15.70	\$0.00	\$57.17
				06/01/2021	\$29.11	\$13.00	\$15.70	\$0.00	\$57.8
For apprentice	rates see "	Apprentice ODED	ATING ENGINEERS"	12/01/2021	\$29.79	\$13.00	\$15.70	\$0.00	\$58.49
			NT - CLASS II	07/01/2020	¢40.01	¢12.00	¢15.70	00.02	\$77 F
PERATING ENGI		-	CD/155 H	06/01/2020		\$13.00	\$15.70 \$15.70	\$0.00	\$77.51
				12/01/2020		\$13.00	\$15.70 \$15.70	\$0.00	\$78.65
				06/01/2021			\$15.70	\$0.00	\$79.74
For apprentice	rates see "	Apprentice- OPER	ATING ENGINEERS"	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
INTER (BRI	DGES/1	,		07/01/2020	\$51.51	\$8.25	\$22.40	\$0.00	\$82.16
,		2							-

Total Rate

Step	ive Date - percent	07/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$25.76	\$8.25	\$0.00	\$0.00	\$34.01	
2	55		\$28.33	\$8.25	\$6.05	\$0.00	\$42.63	
3	60		\$30.91	\$8.25	\$6.60	\$0.00	\$45.76	
4	65		\$33.48	\$8.25	\$7.15	\$0.00	\$48.88	
5	70		\$36.06	\$8.25	\$19.10	\$0.00	\$63.41	
6	75		\$38.63	\$8.25	\$19.65	\$0.00	\$66.53	
7	80		\$41.21	\$8.25	\$20.20	\$0.00	\$69.66	
8	90		\$46.36	\$8.25	\$21.30	\$0.00	\$75.91	
Effect: Step	ive Date -	01/01/2021	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$26.03	\$8.25	\$0.00	\$0.00	\$34.28	
2	55		\$28.63	\$8.25	\$6.16	\$0.00	\$43.04	
3	60		\$31.24	\$8.25	\$6.72	\$0.00	\$46.21	
4	65		\$33.84	\$8.25	\$7.28	\$0.00	\$49.37	
5	70		\$36.44	\$8.25	\$19.39	\$0.00	\$64.08	
6	75		\$39.05	\$8.25	\$19.95	\$0.00	\$67.25	
7	80		\$41.65	\$8.25	\$20.51	\$0.00	\$70.41	
8	90		\$46.85	\$8.25	\$21.63	\$0.00	\$76.73	
Notes:								
	Steps are	750 hrs.						
Appre	ntice to Jo	urneyworker Ratio:1:1					'	
		AST, NEW) *	07/01/2020	\$41.21	\$8.25	\$22.40	\$0.00	\$71.
		painted are new construction TERS LOCAL 35 - ZONE 2	on, 01/01/2021	\$42.96	\$8.25	\$22.75	\$0.00	\$73.9

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Apprentice - PA	AINTER Local 35 Zone 2 - Spray/Sandblast - New
Effective Date -	07/01/2020

Step	ive Date - 07/01/2020 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$20.61	\$8.25	\$0.00	\$0.00	\$28.86	
2	55	\$22.67	\$8.25	\$6.05	\$0.00	\$36.97	
3	60	\$24.73	\$8.25	\$6.60	\$0.00	\$39.58	
4	65	\$26.79	\$8.25	\$7.15	\$0.00	\$42.19	
5	70	\$28.85	\$8.25	\$19.10	\$0.00	\$56.20	
6	75	\$30.91	\$8.25	\$19.65	\$0.00	\$58.81	
7	80	\$32.97	\$8.25	\$20.20	\$0.00	\$61.42	
8	90	\$37.09	\$8.25	\$21.30	\$0.00	\$66.64	
Effect	ive Date - 01/01/2021				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$21.48	\$8.25	\$0.00	\$0.00	\$29.73	
2	55	\$23.63	\$8.25	\$6.16	\$0.00	\$38.04	
3	60	\$25.78	\$8.25	\$6.72	\$0.00	\$40.75	
4	65	\$27.92	\$8.25	\$7.28	\$0.00	\$43.45	
5	70	\$30.07	\$8.25	\$19.39	\$0.00	\$57.71	
6	75	\$32.22	\$8.25	\$19.95	\$0.00	\$60.42	
7	80	\$34.37	\$8.25	\$20.51	\$0.00	\$63.13	
8	90	\$38.66	\$8.25	\$21.63	\$0.00	\$68.54	
Notes:	:						
	Steps are 750 hrs.						
Appre	entice to Journeyworker Ratio:1:1						
PRAY OR	SANDBLAST, REPAINT)	07/01/2020	\$40.47	\$8.25	\$22.40	\$0.00	\$71.12
il 33 - ZOM	L 1	01/01/2021	\$41.02	\$8.25	\$22.75	\$0.00	\$72.0

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Total Rate

Unemployment

07/01/2020 **Effective Date -**Supplemental Unemployment Total Rate percent Apprentice Base Wage Health Pension Step 1 50 \$20.24 \$0.00 \$28.49 \$8.25 \$0.00 2 55 \$22.26 \$6.05 \$0.00 \$8.25 \$36.56 3 60 \$24.28 \$8.25 \$6.60 \$0.00 \$39.13 4 65 \$26.31 \$8.25 \$7.15 \$0.00 \$41.71 5 70 \$28.33 \$0.00 \$8.25 \$19.10 \$55.68 6 75 \$30.35 \$8.25 \$19.65 \$0.00 \$58.25 7 80 \$32.38 \$8.25 \$20.20 \$0.00 \$60.83 8 90 \$36.42 \$8.25 \$21.30 \$0.00 \$65.97 01/01/2021 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 50 \$20.51 \$8.25 \$0.00 \$0.00 \$28.76 2 55 \$22.56 \$0.00 \$36.97 \$8.25 \$6.16 3 60 \$24.61 \$8.25 \$6.72 \$0.00 \$39.58 4 65 \$26.66 \$8.25 \$7.28 \$0.00 \$42.19 5 70 \$28.71 \$8.25 \$19.39 \$0.00 \$56.35 6 75 \$30.77 \$8.25 \$19.95 \$0.00 \$58.97 7 80 \$32.82 \$8.25 \$20.51 \$0.00 \$61.58 8 90 \$36.92 \$0.00 \$8.25 \$21.63 \$66.80 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 PAINTER (TRAFFIC MARKINGS) \$15.77 \$0.00 06/01/2020 \$34.06 \$8.60 \$58.43 LABORERS - ZONE 2 \$15.77 12/01/2020 \$34.95 \$8.60 \$0.00 \$59.32 06/01/2021 \$0.00 \$35.87 \$8.60 \$15.77 \$60.24 12/01/2021 \$36.78 \$8.60 \$15.77 \$0.00 \$61.15 For Apprentice rates see "Apprentice- LABORER" PAINTER / TAPER (BRUSH, NEW) * 07/01/2020 \$41.01 \$8.25 \$22.40 \$0.00 \$71.66 * If 30% or more of surfaces to be painted are new construction, \$22.75 \$0.00 01/01/2021 \$41.56 \$8.25 \$72.56

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

Issue Date: 11/09/2020

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

Apprentice -	PAINTER - Local 35	Zone 2 - BRUSH NEW
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Step	ive Date - 07/01/2020 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{3 c p}{1}$	50						
2	55	\$20.51	\$8.25	\$0.00	\$0.00	\$28.76	
		\$22.56	\$8.25	\$6.05	\$0.00	\$36.86	
3	60	\$24.61	\$8.25	\$6.60	\$0.00	\$39.46	
4	65	\$26.66	\$8.25	\$7.15	\$0.00	\$42.06	
5	70	\$28.71	\$8.25	\$19.10	\$0.00	\$56.06	
6	75	\$30.76	\$8.25	\$19.65	\$0.00	\$58.66	
7	80	\$32.81	\$8.25	\$20.20	\$0.00	\$61.26	
8	90	\$36.91	\$8.25	\$21.30	\$0.00	\$66.46	
Effect	ive Date - 01/01/2021				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$20.78	\$8.25	\$0.00	\$0.00	\$29.03	
2	55	\$22.86	\$8.25	\$6.16	\$0.00	\$37.27	
3	60	\$24.94	\$8.25	\$6.72	\$0.00	\$39.91	
4	65	\$27.01	\$8.25	\$7.28	\$0.00	\$42.54	
5	70	\$29.09	\$8.25	\$19.39	\$0.00	\$56.73	
6	75	\$31.17	\$8.25	\$19.95	\$0.00	\$59.37	
7	80	\$33.25	\$8.25	\$20.51	\$0.00	\$62.01	
8	90	\$37.40	\$8.25	\$21.63	\$0.00	\$67.28	
Notes:							
	Steps are 750 hrs.						
Appre	entice to Journeyworker Ratio:1:1					'	
	RUSH, REPAINT)	07/01/2020	\$39.07	\$8.25	\$22.40	\$0.00	\$69.7
4L 35 - ZONI	E 2	01/01/202	\$39.62	\$8.25	\$22.75	\$0.00	\$70.6

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Total Rate

Pension

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT 07/01/2020 **Effective Date -**Supplemental Pension Unemployment percent Apprentice Base Wage Health Total Rate Step 1 50 \$19.54 \$0.00 \$27.79 \$8.25 \$0.00 2 55 \$0.00 \$21.49 \$8.25 \$6.05 \$35.79 3 60 \$23,44 \$8.25 \$0.00 \$38.29 \$6.60 4 65 \$25.40 \$8.25 \$7.15 \$0.00 \$40.80 5 70 \$0.00 \$27.35 \$8.25 \$19.10 \$54.70 6 75 \$29.30 \$8.25 \$19.65 \$0.00 \$57.20 7 80 \$31.26 \$8.25 \$20.20 \$0.00 \$59.71 8 90 \$35.16 \$8.25 \$21.30 \$0.00 \$64.71 01/01/2021 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 50 \$19.81 \$8.25 \$0.00 \$0.00 \$28.06 2 55 \$21.79 \$0.00 \$8.25 \$6.16 \$36.20 3 60 \$23.77 \$0.00 \$38.74 \$8.25 \$6.72 4 65 \$25.75 \$8.25 \$7.28 \$0.00 \$41.28 5 70 \$27.73 \$8.25 \$19.39 \$0.00 \$55.37 6 75 \$29.72 \$0.00 \$8.25 \$19.95 \$57.92 7 80 \$31.70 \$8.25 \$20.51 \$0.00 \$60.46 8 90 \$35.66 \$0.00 \$8.25 \$21.63 \$65.54 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 PANEL & PICKUP TRUCKS DRIVER \$13.72 \$0.00 08/01/2020 \$34.98 \$12.91 \$61.61 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B \$14.82 \$0.00 12/01/2020 \$34.98 \$12.91 \$62.71 06/01/2021 \$14.82 \$0.00 \$35.78 \$12.91 \$63.51 08/01/2021 \$35.78 \$13.41 \$14.82 \$0.00 \$64.01 12/01/2021 \$16.01 \$0.00 \$35.78 \$65.20 \$13.41 PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND \$23.12 \$0.00 08/01/2020 \$49.07 \$9.40 \$81.59 DECK) PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER" PILE DRIVER 08/01/2020 \$23.12 \$0.00 \$49.07 \$9.40 \$81.59 PILE DRIVER LOCAL 56 (ZONE 1)

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Supplemental

Apprentice - PILE DRIVER - Local 56 Zone 1

08/01/2020

Effective Date -

	Step percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	$\frac{\operatorname{step}}{1}$	50	\$24.54				\$57.06	
	2	60	\$24.34 \$29.44	\$9.40 \$9.40	\$23.12 \$23.12	\$0.00 \$0.00	\$57.06 \$61.96	
	3	70						
	4		\$34.35	\$9.40	\$23.12	\$0.00	\$66.87	
		75	\$36.80	\$9.40 \$23.12		\$0.00	\$69.32	
	5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78	
	6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78	
	7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68	
	8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68	
	Notes:							
		% Indentured After 10/1/17; 45 Step 1&2 \$34.01/ 3&4 \$41.46/						
	Appre	ntice to Journeyworker Ratio:1	:5					
PELAYER			06/01/2020	0 \$34.31	\$8.60	\$15.77	\$0.00	\$58.68
BORERS - ZONE	E 2		12/01/2020	0 \$35.20	\$8.60	\$15.77	\$0.00	\$59.57
			06/01/202	1 \$36.12	\$8.60	\$15.77	\$0.00	\$60.49
			12/01/202	1 \$37.03	\$8.60	\$15.77	\$0.00	\$61.40
		'Apprentice- LABORER"						
LUMBER & F .umbers & pip			08/31/2020	0 \$44.69	\$10.15	\$19.80	\$0.00	\$74.64
CMBERS & TH	LITITEN	S LOCAL SI	08/30/202	1 \$46.69	\$10.15	\$19.80	\$0.00	\$76.64
		ntice - PLUMBER/PIPEFITTE ive Date - 08/31/2020 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	40	\$17.88	\$10.15	\$2.50	\$0.00	\$30.53	
	2	50	\$22.35	\$10.15	\$2.50	\$0.00	\$35.00	
	3	60	\$26.81	\$10.15	\$8.73	\$0.00	\$45.69	
	4	70	\$31.28	\$10.15	\$10.60	\$0.00	\$52.03	
	5	80	\$35.75	\$10.15	\$17.45	\$0.00	\$63.35	
			ψ33.13	Ψ10.10	Ψ1/+10	ψ0.00	ψ05.55	
	Effecti	ive Date - 08/30/2021				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40	\$18.68	\$10.15	\$2.50	\$0.00	\$31.33	
	2	50	\$23.35	\$10.15	\$2.50	\$0.00	\$36.00	
	3	60	\$28.01	\$10.15	\$8.73	\$0.00	\$46.89	
	4	70	\$32.68	\$10.15	\$10.60	\$0.00	\$53.43	
	5	80	\$37.35	\$10.15	\$17.45	\$0.00	\$64.95	
	Notes:	Steps 2000hrs. Prior 9/1/05; 40	/40/45/50/55/60/65/75/80/85					
	Appre	ntice to Journeyworker Ratio:1	:3					
	1.10-0	.,						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC CONTROLS (TEMP.)	08/31/2020	\$44.69	\$10.15	\$19.80	\$0.00	\$74.64
PLUMBERS & PIPEFITTERS LOCAL 51 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	08/30/2021	\$46.69	\$10.15	\$19.80	\$0.00	\$76.64
PNEUMATIC DRILL/TOOL OPERATOR	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
LABORERS - ZONE 2	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$59.57
	06/01/2021	\$36.12	\$8.60	\$15.77	\$0.00	\$60.49
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
POWDERMAN & BLASTER	06/01/2020	\$35.06	\$8.60	\$15.77	\$0.00	\$59.43
LABORERS - ZONE 2	12/01/2020	\$35.95	\$8.60	\$15.77	\$0.00	\$60.32
	06/01/2021	\$36.87	\$8.60	\$15.77	\$0.00	\$61.24
	12/01/2021	\$37.78	\$8.60	\$15.77	\$0.00	\$62.15
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
FERALING ENGINEERS LOCAL 4	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
PUMP OPERATOR (CONCRETE)	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$78.03
	06/01/2021	\$50.48 \$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$51.38 \$52.73	\$13.00	\$15.70	\$0.00	\$80.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	ψ32.73	Ψ13.00	ΨΙΣίγο	ψο.σο	ψ01.43
PUMP OPERATOR (DEWATERING, OTHER)	06/01/2020	\$32.72	\$13.00	\$15.70	\$0.00	\$61.42
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$33.50	\$13.00	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.25	\$13.00	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.04	\$13.00	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER TEAMSTERS 653 - Southeastern Concrete (Weymouth)	08/01/2020	\$23.50	\$12.41	\$6.90	\$0.00	\$42.81
Table 11 Constitution (Traymount)	05/01/2021	\$24.00	\$12.41	\$6.90	\$0.00	\$43.31
	08/01/2021	\$24.00	\$12.91	\$6.90	\$0.00	\$43.81
	05/01/2022	\$24.50	\$12.91	\$6.90	\$0.00	\$44.31
	08/01/2022	\$24.50	\$13.41	\$6.90	\$0.00	\$44.81
	05/01/2023	\$25.00	\$13.41	\$6.90	\$0.00	\$45.31
	08/01/2023	\$25.00	\$13.91	\$6.90	\$0.00	\$45.81
RECLAIMERS OPERATING ENGINEERS LOCAL 4	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
J. BIGHTI O ENGINEERIG ESCALI (12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
RIDE-ON MOTORIZED BUGGY OPERATOR	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
LABORERS - ZONE 2	12/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.08
	06/01/2021	\$35.20	\$8.60	\$15.77	\$0.00	\$39.37 \$60.49
	12/01/2021	\$30.12	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"	14/01/2021	φ37.03	φο.υυ	ψ1.J.//	ψ0.00	φυ1. 4 U

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			J MACHINE	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
OPERATING EN	GINEERS L	OCAL 4		12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
				06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
_				12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
			PERATING ENGINEERS"						
ROOFER (Inc ROOFERS LOCA		Waterproofing	&Roofer Damproofg)	08/01/2020	\$46.60	\$11.75	\$16.15	\$0.00	\$74.50
				02/01/2021	\$48.03	\$11.75	\$16.15	\$0.00	\$75.93
				08/01/2021	\$49.46	\$11.75	\$16.15	\$0.00	\$77.36
				02/01/2022	2 \$50.89	\$11.75	\$16.15	\$0.00	\$78.79
			OFER - Local 33						
			08/01/2020	Apprentice Base Wage	Haalth	Danaian	Supplemental Unemployment	Total Rate	
	Step 1	percent				Pension			
	2	50		\$23.30	\$11.75	\$3.81	\$0.00	\$38.86	
	3	60		\$27.96	\$11.75	\$16.15	\$0.00	\$55.86	
		65		\$30.29	\$11.75	\$16.15	\$0.00	\$58.19	
	4	75		\$34.95	\$11.75	\$16.15	\$0.00	\$62.85	
	5	85		\$39.61	\$11.75	\$16.15	\$0.00	\$67.51	
	Effect	ive Date -	02/01/2021				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$24.02	\$11.75	\$3.81	\$0.00	\$39.58	
	2	60		\$28.82	\$11.75	\$16.15	\$0.00	\$56.72	
	3	65		\$31.22	\$11.75	\$16.15	\$0.00	\$59.12	
	4	75		\$36.02	\$11.75	\$16.15	\$0.00	\$63.92	
	5	85		\$40.83	\$11.75	\$16.15	\$0.00	\$68.73	
	Notes:	Step 1 is 20	10, the 1:10; Reroofing: 1:000 hrs.; Steps 2-5 are 1000 Mechanics' receive \$1.00 h) hrs.					
	Appre	entice to Jou	rneyworker Ratio:**						
		E / PRECAS	ST CONCRETE	08/01/2020	\$46.85	\$11.75	\$16.15	\$0.00	\$74.75
ROOFERS LOCA	1L 33			02/01/2021	\$48.28	\$11.75	\$16.15	\$0.00	\$76.18
				08/01/2021	\$49.71	\$11.75	\$16.15	\$0.00	\$77.61
				02/01/2022	2 \$51.14	\$11.75	\$16.15	\$0.00	\$79.04
		"Apprentice- RC	OOFER"						
SHEETMETAL WORKER				08/01/2020	\$50.67	\$13.50	\$24.12	\$2.65	\$90.94
CHEETMETAL H	UKKEKS LO	JCAL 1 / - A		02/01/2021	\$52.32	\$13.50	\$24.12	\$2.70	\$92.64
SHEETMETAL W				02/01/2021	40-10-				
SHEETMETAL W				08/01/2021		\$13.50	\$24.12	\$2.75	\$94.44

Effective Date

06/01/2020

Base Wage

\$48.81

Health

\$13.00

Classification

ROLLER/SPREADER/MULCHING MACHINE

Supplemental

\$0.00

Unemployment

Pension

\$15.70

Total Rate

\$77.51

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Total Rate

Pension

Apprentice - SHEET METAL WORKER - Local 17-A 08/01/2020 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 42 \$40.67 \$21.28 \$13.50 \$5.89 \$0.00 2 42 \$21.28 \$13.50 \$5.89 \$0.00 \$40.67 3 47 \$23.81 \$13.50 \$11.13 \$1.45 \$49.89 4 47 \$23.81 \$13.50 \$11.13 \$1.45 \$49.89 5 52 \$26.35 \$13.50 \$12.08 \$1.56 \$53.49 6 52 \$26.35 \$13.50 \$12.33 \$1.57 \$53.75 7 60 \$30.40 \$13.50 \$13.70 \$1.73 \$59.33 8 65 \$32.94 \$13.50 \$15.15 \$1.83 \$63.42 9 75 \$38.00 \$13.50 \$16.56 \$2.04 \$70.10 10 85 \$43.07 \$17.96 \$2.24 \$13.50 \$76.77 **Effective Date -**02/01/2021 Supplemental Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 42 \$21.97 \$5.89 \$13.50 \$0.00 \$41.36 2 42 \$21.97 \$13.50 \$5.89 \$0.00 \$41.36 3 47 \$24.59 \$13.50 \$11.13 \$1.48 \$50.70 4 47 \$24.59 \$13.50 \$11.13 \$1.48 \$50.70 5 52 \$27.21 \$13.50 \$12.08 \$1.58 \$54.37 6 52 \$27.21 \$13.50 \$12.33 \$1.59 \$54.63 7 60 \$31.39 \$13.50 \$13.70 \$1.76 \$60.35 8 65 \$34.01 \$13.50 \$15.15 \$1.88 \$64.54 9 75 \$39.24 \$13.50 \$16.56 \$2.08 \$71.38 10 85 \$44.47 \$13.50 \$17.96 \$2.28 \$78.21 Notes: Steps are 6 mos. Apprentice to Journeyworker Ratio:1:4 SPECIALIZED EARTH MOVING EQUIP < 35 TONS 08/01/2020 \$35.44 \$12.91 \$13.72 \$0.00 \$62.07 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B \$14.82 \$0.00 12/01/2020 \$35.44 \$12.91 \$63.17 \$14.82 \$0.00 06/01/2021 \$36.24 \$12.91 \$63.97 \$0.00 08/01/2021 \$36.24 \$13.41 \$14.82 \$64.47 12/01/2021 \$36.24 \$16.01 \$0.00 \$65.66 \$13.41 SPECIALIZED EARTH MOVING EQUIP > 35 TONS \$13.72 \$0.00 08/01/2020 \$35.73 \$62.36 \$12.91 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B \$14.82 \$0.00 \$35.73 \$63.46 12/01/2020 \$12.91 06/01/2021 \$36.53 \$12.91 \$14.82 \$0.00 \$64.26 \$14.82 \$0.00 08/01/2021 \$36.53 \$13.41 \$64.76 12/01/2021 \$36.53 \$13.41 \$16.01 \$0.00 \$65.95 SPRINKLER FITTER \$20.55 10/01/2020 \$9.68 \$0.00 \$92.20 \$61.97 SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1

03/01/2021

\$63.47

\$9.68

\$20.55

\$0.00

\$93.70

Total Rate

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

Pension Unemployment

	Step	ve Date - 10/01/2020 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
	1	35	\$21.69	\$9.68	\$11.61	\$0.00	\$42.98	
	2	40	\$24.79	\$9.68	\$12.30	\$0.00	\$46.77	
	3	45	\$27.89	\$9.68	\$12.99	\$0.00	\$50.56	
	4	50	\$30.99	\$9.68	\$13.73	\$0.00	\$54.40	ı
	5	55	\$34.08	\$9.68	\$14.36	\$0.00	\$58.12	
	6	60	\$37.18	\$9.68	\$15.05	\$0.00	\$61.91	
	7	65	\$40.28	\$9.68	\$15.74	\$0.00	\$65.70	ı
	8	70	\$43.38	\$9.68	\$16.43	\$0.00	\$69.49	
	9	75	\$46.48	\$9.68	\$17.11	\$0.00	\$73.27	
	10	80	\$49.58	\$9.68	\$17.80	\$0.00	\$77.06	
	Effecti Step	ve Date - 03/01/2021 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
	1	35	\$22.21	\$9.68	\$11.61	\$0.00	\$43.50	
	2	40	\$25.39	\$9.68	\$12.30	\$0.00	\$47.37	
	3	45	\$28.56	\$9.68	\$12.99	\$0.00	\$51.23	
	4	50	\$31.74	\$9.68	\$13.73	\$0.00	\$55.15	
	5	55	\$34.91	\$9.68	\$14.36	\$0.00	\$58.95	
	6	60	\$38.08	\$9.68	\$15.05	\$0.00	\$62.81	
	7	65	\$41.26	\$9.68	\$15.74	\$0.00	\$66.68	
	8	70	\$44.43	\$9.68	\$16.43	\$0.00	\$70.54	
	9	75	\$47.60	\$9.68	\$17.11	\$0.00	\$74.39	
	10	80	\$50.78	\$9.68	\$17.80	\$0.00	\$78.26	
		Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours ntice to Journeyworker Ratio:1:3						
EAM BOILE			06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
ERATING ENGIN	VEERS LC	OCAL 4	12/01/2020		\$13.00	\$15.70	\$0.00	\$78.65
			06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
For apprentice i	ates see "	Apprentice- OPERATING ENGINEERS"	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
••		PELLED OR TRACTOR DRAWN	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
ERATING ENGIN	VEERS LC	OCAL 4	12/01/2020		\$13.00	\$15.70	\$0.00	\$78.65
			06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
			12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
For apprentice i	ates see "	Apprentice- OPERATING ENGINEERS"						
LECOMMUN	NICATI	ON TECHNICIAN	09/01/2020	\$36.86	\$10.90	\$12.45	\$0.00	\$60.21

	Apprei Effecti	ve Date -	09/01/2020	ECHNICIAN - Local 223			Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	0		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	Notes:	See Electri	cian Apprentice Wages						
			Apprentice Wages shall be urneyworker Ratio:2:3***		Apprentice V	/ages			
RRAZZO F			irileyworker Rauo:2:5		Φ54.60	¢10.75	\$22.00	¢0.00	¢07.53
CKLAYERS LO			E	08/01/2020		\$10.75	\$22.09	\$0.00	\$87.53
				02/01/202		\$10.75	\$22.09	\$0.00	\$88.17
				08/01/202 02/01/202		\$10.75 \$10.75	\$22.25 \$22.25	\$0.00 \$0.00	\$89.73 \$90.32
	Apprei	ntice - TE	RRAZZO FINISHER - Loc	al 3 Marble & Tile					
		ve Date -	08/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$27.35	\$10.75	\$22.09	\$0.00	\$60.19	
	2	60		\$32.81	\$10.75	\$22.09	\$0.00	\$65.65	
	3	70		\$38.28	\$10.75	\$22.09	\$0.00	\$71.12	
	4	80		\$43.75	\$10.75	\$22.09	\$0.00	\$76.59	
	5	90		\$49.22	\$10.75	\$22.09	\$0.00	\$82.06	
	Effecti Step	ve Date -	02/01/2021	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$27.67	\$10.75	\$22.09	\$0.00	\$60.51	
	2	60		\$33.20	\$10.75	\$22.09	\$0.00	\$66.04	
	3	70		\$38.73	\$10.75	\$22.09	\$0.00	\$71.57	
	4	80		\$44.26	\$10.75	\$22.09	\$0.00	\$77.10	
	5	90		\$49.80	\$10.75	\$22.09	\$0.00	\$82.64	
	Notes:								
			urneyworker Ratio:1:3						
ST BORING			7	06/01/2020	\$40.55	\$8.60	\$17.24	\$0.00	\$66.39
CILLIU - FOU.		IVIIIIIIIII	•	12/01/2020	\$41.53	\$8.60	\$17.24	\$0.00	\$67.37
				06/01/202	\$42.55	\$8.60	\$17.24	\$0.00	\$68.39
For apprentice	a rates see "	Annrentice I	ABORER"	12/01/202	\$43.56	\$8.60	\$17.24	\$0.00	\$69.40
				07/01/2024	0 000	¢0 (A	\$17.24	\$0.00	¢65 11
ST BORING				06/01/2020		\$8.60	\$17.24 \$17.24	\$0.00	\$65.11 \$66.09
ST BORING BORERS - FOU	NDATION .								
	NDATION .	,2		12/01/2020 06/01/202		\$8.60 \$8.60	\$17.24	\$0.00	\$67.11

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER LABORERS - FOUNDATION AND MARINE	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00
TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4	06/01/2020	\$48.81	\$13.00	\$15.70	\$0.00	\$77.51
	12/01/2020	\$49.95	\$13.00	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.04	\$13.00	\$15.70	\$0.00	\$79.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2021	\$52.18	\$13.00	\$15.70	\$0.00	\$80.88
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2020	\$36.02	\$12.91	\$13.72	\$0.00	\$62.65
	12/01/2020	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	06/01/2021	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
	08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR	06/01/2020	\$51.38	\$8.60	\$17.69	\$0.00	\$77.67
LABORERS (COMPRESSED AIR)	12/01/2020	\$52.36	\$8.60	\$17.69	\$0.00	\$78.65
	06/01/2021	\$53.38	\$8.60	\$17.69	\$0.00	\$79.67
	12/01/2021	\$54.39	\$8.60	\$17.69	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"			•			•
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	06/01/2020	\$53.38	\$8.60	\$17.69	\$0.00	\$79.67
	12/01/2020	\$54.36	\$8.60	\$17.69	\$0.00	\$80.65
	06/01/2021	\$55.38	\$8.60	\$17.69	\$0.00	\$81.67
	12/01/2021	\$56.39	\$8.60	\$17.69	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	06/01/2020	\$43.45	\$8.60	\$17.69	\$0.00	\$69.74
	12/01/2020	\$44.43	\$8.60	\$17.69	\$0.00	\$70.72
	06/01/2021	\$45.45	\$8.60	\$17.69	\$0.00	\$71.74
	12/01/2021	\$46.46	\$8.60	\$17.69	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER" TUNNEL WORK EDEE AID (HAZ WASTE)	0.6/01/0000	**	40.60	017.60	Ф0.00	0=1=1
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	06/01/2020	\$45.45	\$8.60	\$17.69	\$0.00	\$71.74
	12/01/2020	\$46.43	\$8.60	\$17.69	\$0.00	\$72.72
	06/01/2021	\$47.45	\$8.60	\$17.69	\$0.00	\$73.74
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$48.46	\$8.60	\$17.69	\$0.00	\$74.75
VAC-HAUL	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.17
	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	06/01/2020	\$34.31	\$8.60	\$15.77	\$0.00	\$58.68
LABORERS - ZONE 2	12/01/2020	\$35.20	\$8.60	\$15.77	\$0.00	\$58.08
	06/01/2021	\$35.20	\$8.60	\$15.77	\$0.00	\$60.49
	12/01/2021	\$37.03	\$8.60	\$15.77	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER"	12/01/2021	φ3 / .U3	φο.υυ	ψ1//	φυ.υυ	φυ1. 4 U

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WASTE WATER PUMP OPERATOR	06/01/2020	\$49.33	\$13.00	\$15.70	\$0.00	\$78.03
OPERATING ENGINEERS LOCAL 4	12/01/2020	\$50.48	\$13.00	\$15.70	\$0.00	\$79.18
	06/01/2021	\$51.58	\$13.00	\$15.70	\$0.00	\$80.28
	12/01/2021	\$52.73	\$13.00	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"		**				, -
WATER METER INSTALLER PLUMBERS & PIPEFITTERS LOCAL 51	08/31/2020	\$44.69	\$10.15	\$19.80	\$0.00	\$74.64
	08/30/2021	\$46.69	\$10.15	\$19.80	\$0.00	\$76.64
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/O	GASFITTER"					
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) OUTSIDE 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	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	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	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	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	08/30/2020	\$37.09	\$9.25	\$10.87	\$0.00	\$57.21
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$22.25	\$9.25	\$1.67	\$0.00	\$33.17
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18

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Apprentice -	LINEMAN	(Outside Electrical) - East Local 104
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Effective Date - 08/30/2020				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
1 60	\$29.67	\$9.25	\$3.39	\$0.00	\$42.3	1
2 65	\$32.14	\$9.25	\$3.46	\$0.00	\$44.8	5
3 70	\$34.62	\$9.25	\$3.54	\$0.00	\$47.4	1
4 75	\$37.09	\$9.25	\$5.11	\$0.00	\$51.4	5
5 80	\$39.56	\$9.25	\$5.19	\$0.00	\$54.0	0
6 85	\$42.03	\$9.25	\$5.26	\$0.00	\$56.5	4
7 90	\$44.51	\$9.25	\$7.34	\$0.00	\$61.1	0
Notes:						
					İ	
Apprentice to Journeyworker Ratio:1:2						
TELEDATA CABLE SPLICER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	9 \$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.

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