From: Forsberg, Kristen

To: "mifwa@aol.com"

Subject: FW: Public Records Request : For Certified Payroll Records on Fernandes Masonry Inc. for their work on the New

Leicester Fire Station - EMS Headquarters

Date: Thursday, February 02, 2017 8:49:00 AM

Attachments: Fire and EMS HQ Project Prevailing Wage Schedule - 20160505-049.pdf

Mr. Troiano,

Attached please find the prevailing wage rates for the Fire & EMS Headquarters project per your request. Thanks,

Kristen L. Forsberg
Assistant to the Town Administrator
Town of Leicester
3 Washburn Square
Leicester, MA 01524
508-892-7000

From: Mizikar, Kevin

Sent: Wednesday, February 01, 2017 2:05 PM

To: Steven Troiano <mifwa@aol.com>

Cc: Forsberg, Kristen <forsbergk@leicesterma.org>

**Subject:** RE: Public Records Request: For Certified Payroll Records on Fernandes Masonry Inc. for their work on the New Leicester Fire Station - EMS Headquarters

## Mr. Trioano.

As of today there have been no certified payroll records for Fernandes Masonry, Inc. Our project is well behind its original schedule. That company began work on the Leicester Fire & EMS HQ on January 16<sup>th</sup>. I would be happy to provide you with their first documents once received. Please advise if that is sufficient for your request below.

## Thank you,

Kevin J. Mizikar, ICMA-CM
Town Administrator
Town of Leicester
3 Washburn Square
Leicester, MA 01524
p. 508-892-7000
MizikarK@LeicesterMA.org
www.LeicesterMA.org

From: Steven Troiano [mailto:mifwa@aol.com]
Sent: Monday, January 30, 2017 2:57 PM
To: Mizikar, Kevin < MizikarK@leicesterma.org>

Subject: Public Records Request: For Certified Payroll Records on Fernandes Masonry Inc. for their



## LETTER OF TRANSMITTAL

Re:

To: Town of Leicester Date: March 1, 2017

3 Washburn Square Attn: Kevin J. mizikar
Leicester, MA 01524 Town Adminstrator

Via: Mail

Leicester Fire & EMS

Leicester, MA

No.	Na acuindian
	Description
1	Please find attached an original of the Certified Payroll report
	for week ending WE 2/18/2017
	1

Remarks:	
PLEASE FEEL FREE TO CALL WITH ANY QUESTIONS OR CONCERNS.	

SINCERELY,

## Molly Reid

Molly Reid
ADMINISTRATIVE ASSISTANT

1031 Phillips Road, New Bedford, MA 02745 Tel: 508.998.2121 Fax: 508.985,0003 From: Forsberg, Kristen
To: "Steven Troiano"
Cc: Mizikar, Kevin

Subject: RE: Public Records Request : For Certified Payroll Records On Fernandes Masonry For their work on the New

Leicester Fire Station - EMS Headquarters

**Date:** Tuesday, March 07, 2017 4:21:00 PM

**Attachments:** 20170307121038935.pdf

Hi Steven,

Attached please find payrolls that we have to date for Fernandes Masonry per your request. Thanks,

Kristen L. Forsberg
Assistant to the Town Administrator
Town of Leicester
3 Washburn Square
Leicester, MA 01524
508-892-7000

From: Steven Troiano [mailto:mifwa@aol.com] Sent: Monday, March 06, 2017 11:21 AM

**To:** Forsberg, Kristen <forsbergk@leicesterma.org>

**Subject:** Public Records Request : For Certified Payroll Records On Fernandes Masonry For their

work on the New Lecister Fire Station - EMS Headquaters

Dear Mrs. Forsberg;

I am checking to see how your office is able to forward the Payroll records of Fernandes Masonry for their work on the New Fire Station!

Steve Troiano mifwa@aol.com

## WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse side of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. This is required to be done on a weekly basis. Once collected, the awarding authority is also required to preserve those records for three years.

in addition, each such contractor, subcontractor or public body shall furnish to the Department of Labor & Workforce Development/Division of Occupational Safety within fifteen days after completion of its portion of the work a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

STAT	TEMENT OF	COMPLIANCE	
			February 18, 2017
I, Vera Vadeboncoeur (Name of signatory party)	Payroll A	dministrator	
do hereby state:			
That I pay or supervise the payment of	the persons	employed by	
Fernandes Masonry Inc on the (Contractor, subcontractor or public body)	ne <u>161</u>	0-00 Leicester Fire and EMS	
and that all mechanics and apprentices project have been paid in accordance we twenty-six and twenty-seven of chapter	vith wages de	etermined under provisions of se	ections
	Signature	Vua Vaar	
	Title	Payroll Administra	ator
	•		

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			Payrol			Phone No.:							Address:			ompany's Name:

NOTE: Pursuant to MGL Ch. 149 s.27B, every contractor and subcontractor is required to submit a "true and accurate" copy of their weekly payroll records directly. to the awarding authority. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.



Date recieved by awarding authority

		SKI SKI	Carlos M. Rodrigues	<b>▼</b> BRI	Jeffrey L. Realejo	<b>4</b>		SHA 10 Complete Address   Certified (?) Work	Employee is	Builders Systems	General / Prime Contractor's Name:	Town of Leicester	Awarding Authority's Name:	Vealor	Employers Signature:	Fernandes Masonry, Inc.	Company's Name:
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NOTE: Pursuant to MGL Ch. 149 s.27B, every contractor and subcontractor is required to submit a "true and accurate" copy of their weekly payroll records directly to the awarding authority. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.

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RECEIVED FEB 1 3 2017

## LETTER OF TRANSMITTAL

To: Town of Leicester Date:
3 Washburn Square Attn:
Leicester, MA 01524

February 8, 2017 Kevin J. mizikar

Town Adminstrator

Via: Mail

Re: Leicester Fire & EMS

Leicester, MA

<u> </u>			Transmittal Information
Pages	Date	No.	Description
3	2/8/2017	1	Please find attached an original of the Certified Payroll report
			for week ending WE 1/28/2017
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PLEASE FEEL FREE TO CALL WITH ANY QUESTIONS OR CONCERNS.

SINCERELY,

## Molly Reid

Molly Reid ADMINISTRATIVE ASSISTANT

## WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse side of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

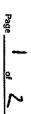
In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. This is required to be done on a weekly basis. Once collected, the awarding authority is also required to preserve those records for three years.

in addition, each such contractor, subcontractor or public body shall furnish to the Department of Labor & Workforce Development/Division of Occupational Safety within fifteen days after completion of its portion of the work a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

•	STATEMENT OF COMPLIANCE	
	Jar	nuary 28, 2017
I,	I, Vera Vadeboncoeur Payroll Administrator (Name of signatory party) (Title)	
do	do hereby state:	
	That I pay or supervise the payment of the persons employed by	
	Fernandes Masonry Inc on the 1610-00 Leicester Fire and EMS (Contractor, subcontractor or public body)	
	and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed or project have been paid in accordance with wages determined under provisions of section twenty-six and twenty-seven of chapter one hundred and forty nine of the General Laws.	ns
	Signature Vua Va	and the same of th
	Title Payroll Administrator	

LABORER	Jordan A. Raposo	LABORER	Joseph Pereira	MACHINE OPERATOR	Reginald J. Dagesse	LABORER	Reginald J. Dagesse	BRICKLAYER	Alvaro P. Correia	LABORER	Enrique Chach	LABOR APPRENTIDE 2		Employee Name & Complete Address   OSHA 10   Work Classification: (%)   Su_		Builders Systems Ferr	General / Prime Contractor's Name: Subconfractor's Name:	Town of Leicester	Awarding Authority's Name: Public Works Project Name:		Employer's Signature: 古蛇	i Citianiaco iviaconi y, mac.
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NOTE: Pursuant to MGL Ch. 149 s.278, every contractor and subcontractor is required to submit a "true and accurate" copy of their weekly payroll records directly. to the awarding authority. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.

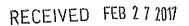


Date recieved by awarding authority

			BRICKLAYER	Carlos M. Bodrigues	BRICKLAYER		Employee Name & Complete Address   Certified (?)   Work Classification:		Systems	General / Prime Contractor's Name:	Town of Leicester	me:	VisaVad	Employer's Signature: It	des Masonry, Inc.	Company's Name:
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NOTE: Pursuant to MGL Ch. 149 s.27B, every contractor and subcontractor is required to submit a "true and accurate" copy of their weekly payroll records directly. to the awarding authority. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.

Page	
2 2	





## LETTER OF TRANSMITTAL

February 22, 2017 To: Town of Leicester Date: Kevin J. mizikar 3 Washburn Square Attn: Leicester, MA 01524

Town Adminstrator

Mail Via:

Leicester Fire & EMS Re:

Leicester, MA

			Transmittal Information
Pages	Date	No.	Description
3	2/22/2017	1	Please find attached an original of the Certified Payroll report
			for week ending WE 2/11/2017

Remarks:	
PLEASE FEEL FREE TO CALL WITH ANY QUESTIONS OR CONCERNS.	

SINCERELY,

Molly Reid

Molly Reid ADMINISTRATIVE ASSISTANT

SDO PBE/DBE Certified

## WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse side of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

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in addition, each such contractor, subcontractor or public body shall furnish to the Department of Labor & Workforce Development/Division of Occupational Safety within fifteen days after completion of its portion of the work a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

STATEMENT OF C	COMPLIANCE
	February 11, 2017
I, Vera Vadeboncoeur Payroll Ad	Iministrator
do hereby state:	
That I pay or supervise the payment of the persons elements elements of the persons elements elements of the persons elements ele	mployed by 0-00 Leicester Fire and EMS
(Contractor, subcontractor or public body)	y do golocici, i no ana min-
and that all mechanics and apprentices, teamsters, cl project have been paid in accordance with wages det twenty-six and twenty-seven of chapter one hundred	ermined under provisions of sections
Signature _	Vila Vad
Title	Payroll Administrator

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		betions	Employer Hourly Frings Benefit Contributions	Hourly Fringe	Employer				distriction openion			me:	Subcontractor's Name:	Subcont		e:	General / Prime Contractor's Name
				ter, MA	Paxton St. Leicester, MA	cton St.	3 Pa		<b>EMS</b>	⊕ & ⊢	er Fi	_eicester Fire &	Lei		ter	Leices	Town of Leicester
		Win Wage Rate Sheet No.	Min Wage		ocation:	ic Works Project Location:	Public Wo					ct Name:	Public Works Project Name	Public W			Awarding Authonity's Name:
	2017	2/11/2017	10_	04-3377972	04-33				trato	Payroll Administrator	Adm	/roll	Pa)		William Property and the second	1	) had la
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# WIL	(III)		Payroll No.:				Phone No:							Address	326		Company's Name:
ring/	No.					TOKN	25		AYKO		C	IT X L 1	NE OF	JOH I	MASSACHUSELLS WEEKLY CERTIFIED PATROLL REPOR	( uuu	

NOTE: Pursuant to MGL Ch. 149 s.27B, every contractor and subcontractor is required to submit a "true and accurate" copy of their weekly payroll records directly to the awarding authority. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.

Page	
2	
┝	

Date recieved by awarding authority



## RECEIVED FEB 2 1 2017

## LETTER OF TRANSMITTAL

To: Town of Leicester

3 Washburn Square

Leicester, MA 01524

Date:

February 15, 2017

Attn:

Kevin J. mizikar

Town Adminstrator

Via:

Mail

Re:

Leicester Fire & EM5

Leicester, MA

			Transmittal Information
Pages	Date	No.	Description
4	2/15/2017	1	Please find attached an original of the Certified Payroll report
			for week ending WE 2/4/2017

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Re	m	u		NS	٠

PLEASE FEEL FREE TO CALL WITH ANY QUESTIONS OR CONCERNS.

SINCERELY,

Molly Reid

Molly Reid
ADMINISTRATIVE ASSISTANT

## WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE RECEIVED FEB 2 1 2017

In accordance with Massachusetts General Law c149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse side of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. This is required to be done on a weekly basis. Once collected, the awarding authority is also required to preserve those records for three years.

in addition, each such contractor, subcontractor or public body shall furnish to the Department of Labor & Workforce Development/Division of Occupational Safety within fifteen days after completion of its portion of the work a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

· · · · · · · · · · · · · · · · · · ·	
STATEMENT OF	COMPLIANCE
	February 04, 2017
I, <u>Vera Vadeboncoeur</u> , <u>Payroll A</u> (Name of signatory party) (Title)	Administrator
do hereby state:	
That I pay or supervise the payment of the persons	employed by
Fernandes Masonry Inc on the16 (Contractor, subcontractor or public body)	10-00 Leicester Fire and EMS
and that all mechanics and apprentices, teamsters, project have been paid in accordance with wages d twenty-six and twenty-seven of chapter one hundre	etermined under provisions of sections
Signature	Vua Vad
Title	Payroll Administrator

DIVISION OF OCCUPATIONAL SAFETY, 300 WASHINGTON STREET, 5TH FLOOR, BOSTON, MA

52.75 2344.22 1002.25 70.63 1341.97 1002.25 2344.22 1002.25 77.46 2344.22 10021 10021 77.46 2344.22 10021 10021 2344.22 10021 10021 2344.22 10021 10021 26977 1004.50 10021 10021		10 55	120 120	00.00						_	)	•	
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	Payroll No.:			Phone No.:			<b>建筑级</b>			Address:	Ad		Company's Name:

NOTE: Pursuant to MGL Ch. 149 s.27B, every contractor and subcontractor is required to submit a "true and accurate" copy of their weekly payroll records directly. to the awarding authority. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.

Date recieved by awarding authority

Fernandes Masonry, Inc.		1031	Phill	1031 Phillips Rd. New Bedford, MA	d. No	ew B	edfo	rd, N	Ā		508-998-2121	98-2	121	ω	ω	E CHI	ST. CONT.
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Employee		Sp.			Worked	κe d		Hours		Project Hours (A)	Hourly Base	Heath &		Supp	Total Hourly	Project Gross Wages (G)	
Employee Name & Complete Address   Certified (?)	Work Classification:	Rate (%)	Su.	Mo. Tu	u. We.		7	Fr.	Sa.	All Other	Wage (B)	15887	x Pensjon Plan (D)		Prev. Wage (F)	Total Gross Wages	Check No.
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NOTE: Pursuant to MGL Ch. 149 s.27B, every contractor and subcontractor is required to submit a "true and accurate" copy of their weekly payroll records directly.

to the awarding authority. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.

Date recieved by awarding authority





## LETTER OF TRANSMITTAL .

To: Town of Leicester Date: February 1, 2017
3 Washburn Square Attn: Kevin J. mizikar
Leicester, MA 01524 Town Adminstrator
Via: Mail

Re: Leicester Fire & EMS

Leicester, MA

Transmittal Information

Pages Date No. Description

3 2/1/2017 Y Z Please find attached an original of the Certified Payroll report for week ending WE 1/21/2017

Also Included: FMI OSHA CARDS ON DISK

Remarks:		

PLEASE FEEL FREE TO CALL WITH ANY QUESTIONS OR CONCERNS.

SINCERELY,

## Molly Reid

Molly Reid
ADMINISTRATIVE ASSISTANT

## WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

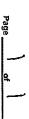
In accordance with Massachusetts General Law c149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse side of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. This is required to be done on a weekly basis. Once collected, the awarding authority is also required to preserve those records for three years.

in addition, each such contractor, subcontractor or public body shall furnish to the Department of Labor & Workforce Development/Division of Occupational Safety within fifteen days after completion of its portion of the work a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

STATEMENT OF	COMPLIANCE
	January 21, 2017
I, Vera Vadeboncoeur , Payroll A	Administrator
do hereby state:	
That I pay or supervise the payment of the persons	employed by
Fernandes Masonry Inc on the 16' (Contractor, subcontractor or public body)	10-00 Leicester Fire and EMS
and that all mechanics and apprentices, teamsters, project have been paid in accordance with wages detwenty-six and twenty-seven of chapter one hundred	etermined under provisions of sections
Signature	ha lad
Title	Payroll Administrator

NOTE: Pursuant to MGL Ch. 149 s.27B, every contractor and subcontractor is required to submit a "true and accurate" copy of their weekly payroll records directly to the awarding authority. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.



Date recleved by awarding authority

| | |

work on the New Leicester Fire Station - EMS Headquarters

## Dear Mr. Kevin Mizikark;

My name is Steven Troiano I represent the Masonry Industry Fair Wage Alliance, In accordance with M.G.L. chapter 66, sec. 10, I am making request for payroll records on Fernandes Masonry Inc. for their work on the New Fire Station & EMS Headquarters. I will be looking for payrolls records from the start of the Masonry thought February 4, 2017. Once the request is made the awarding authority has 10 days to produce the records. Also could you send me a copy of the Prevailing wage rates for this project.

If there is a charge for these records I agree to pay accordilingly. Please send the and Invoice to the Masonry Industry Fair Wage Alliance at P.O. Box 3432 Worcester, MA 01613. or by e-mail <a href="mifwa@aol.com">mifwa@aol.com</a> or by fax (508) 7979640. Any questions I can be reach by telephone (508) 397-0301.

Sincerely
Steve Troiano
Masonry Industry Compliance Investigator
mifwa@aol.com



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

## **Prevailing Wage Rates**

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

RONALD L. WALKER, II Secretary WILLIAM D MCKINNEY Director

Awarding Authority:

Town of Leicester

**Contract Number:** 

1505.00

**Description of Work:** 

New 17,200 SF Fire & EMS Headquarters for the Town of Leicester. New building shall house a 5 bay Apparatus

City/Town: LEICESTER

Room, support facilities, Fire & EMS overnight facilities, and administration offices.

Job Location:

3 Paxton Street Leicester MA 01524

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

**Issue Date:** 05/05/2016 **Wage Request Number:** 20160505-049

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2015	\$31.65	\$10.41	\$10.08	\$0.00	\$52.14
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2016	\$32.15	\$10.41	\$10.08	\$0.00	\$52.64
	08/01/2016	\$32.15	\$10.91	\$10.08	\$0.00	\$53.14
	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2015	\$31.72	\$10.41	\$10.08	\$0.00	\$52.21
1EAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2016	\$32.22	\$10.41	\$10.08	\$0.00	\$52.71
	08/01/2016	\$32.22	\$10.91	\$10.08	\$0.00	\$53.21
	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT	12/01/2015	\$31.84	\$10.41	\$10.08	\$0.00	\$52.33
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2016	\$32.34	\$10.41	\$10.08	\$0.00	\$52.83
	08/01/2016	\$32.34	\$10.91	\$10.08	\$0.00	\$53.33
	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR	12/01/2015	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
LABORERS - ZONE 2	06/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$33.15	\$7.45	\$12.65	\$0.00	\$53.25
ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)	12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
ASPHALT RAKER	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
LABORERS - ZONE 2	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
OF ERATING ENGINEERS LOCAL 4	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER  OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
of Element Englished Edelle 1	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 2	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
	06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
E C LADORENI	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"  DI OCK DAVED DAMMED / CUIDD SETTED		<b>.</b>	<b>.</b>	<b>***</b>	40.00	
BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 2	12/01/2015	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
	06/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$33.15	\$7.45	\$12.65	\$0.00	\$53.25

**Issue Date:** 05/05/2016 **Wage Request Number:** 20160505-049 **Page 2 of 33** 

Step	percent	01/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	65		\$27.05	\$6.97	\$10.54	\$0.00	\$44.56	
2	65		\$27.05	\$6.97	\$10.54	\$0.00	\$44.56	
3	70		\$29.13	\$6.97	\$11.35	\$0.00	\$47.45	
4	75		\$31.22	\$6.97	\$12.16	\$0.00	\$50.35	
5	80		\$33.30	\$6.97	\$12.97	\$0.00	\$53.24	
6	85		\$35.38	\$6.97	\$13.78	\$0.00	\$56.13	
7	90		\$37.46	\$6.97	\$14.59	\$0.00	\$59.02	
8	95		\$39.54	\$6.97	\$15.40	\$0.00	\$61.91	
Effect Step	tive Date -	01/01/2017	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	65		\$27.90	\$6.97	\$10.54	\$0.00	\$45.41	
2	65		\$27.90	\$6.97	\$10.54	\$0.00	\$45.41	
3	70		\$30.04	\$6.97	\$11.35	\$0.00	\$48.36	
4	75		\$32.19	\$6.97	\$12.16	\$0.00	\$51.32	
5	80		\$34.34	\$6.97	\$12.97	\$0.00	\$54.28	
6	85		\$36.48	\$6.97	\$13.78	\$0.00	\$57.23	
7	90		\$38.63	\$6.97	\$14.59	\$0.00	\$60.19	
8	95		\$40.77	\$6.97	\$15.40	\$0.00	\$63.14	
Notes	:							
Appr	entice to Jo	urneyworker Ratio:1:5						
/STONE/ARTI RPROOFING)	FICIAL MA	ASONRY (INCL. MASONRY	Y 03/01/2016	\$47.76	\$10.18	\$18.54	\$0.00	\$76.4
			09/01/2016	\$48.66	\$10.18	\$18.62	\$0.00	\$77.4

**Effective Date** 

01/01/2016

01/01/2017

Base Wage

\$41.62

\$42.92

Health

\$6.97

\$6.97

Pension

\$16.21

\$16.21

Classification

BOILER MAKER

BOILERMAKERS LOCAL 29

Supplemental

\$0.00

\$0.00

Unemployment

**Total Rate** 

\$64.80

\$66.10

**Issue Date:** 05/05/2016 **Wage Request Number:** 20160505-049 **Page 3 of 33** 

Pension

	Step	ve Date - 03/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
	1	50	\$23.88	\$10.18	\$18.54	\$0.00	\$52.60	)
	2	60	\$28.66	\$10.18	\$18.54	\$0.00	\$57.38	,
	3	70	\$33.43	\$10.18	\$18.54	\$0.00	\$62.15	;
	4	80	\$38.21	\$10.18	\$18.54	\$0.00	\$66.93	í
	5	90	\$42.98	\$10.18	\$18.54	\$0.00	\$71.70	)
	Effecti	ive Date - 09/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	<del></del>
	1	50	\$24.33	\$10.18	\$18.62	\$0.00	\$53.13	į
	2	60	\$29.20	\$10.18	\$18.62	\$0.00	\$58.00	)
	3	70	\$34.06	\$10.18	\$18.62	\$0.00	\$62.86	,
	4	80	\$38.93	\$10.18	\$18.62	\$0.00	\$67.73	į
	5	90	\$43.79	\$10.18	\$18.62	\$0.00	\$72.59	)
	Notes:							
							i	
		ntice to Journeyworker Ratio:1:5						
ILLDOZER/GRADER/SCRAPER ERATING ENGINEERS LOCAL 4		12/01/2015	5 \$43.31	\$10.00	\$14.90	\$0.00	\$68.2	
Juli III VO EI VOI	TVEETIS E	SCAL T	06/01/2016	6 \$44.06	\$10.00	\$14.90	\$0.00	\$68.9
			12/01/2016	6 \$45.29	\$10.00	\$14.90	\$0.00	\$70.19
			06/01/2017		\$10.00	\$14.90	\$0.00	\$71.18
For appropriace	rotos soo!	'Apprentice- OPERATING ENGINEERS"	12/01/2017	7 \$47.27	7 \$10.00	\$14.90	\$0.00	\$72.17
		INNING BOTTOM MAN	12/01/201			¢12.75		Φ.5.7. (
BORERS - FOU			12/01/2015	,		\$13.75	\$0.00	\$57.63
			06/01/2016			\$13.75	\$0.00	\$58.40
For apprentice	rates see '	'Apprentice- LABORER"	12/01/2016	6 \$38.20	) \$7.45	\$13.75	\$0.00	\$59.40
		INNING LABORER	12/01/2015	5 \$35.30	\$7.45	\$13.75	\$0.00	\$56.50
BORERS - FOU	NDATION	AND MARINE	06/01/2016	6 \$36.05	5 \$7.45	\$13.75	\$0.00	\$57.25
For apprentice	rates see '	'Apprentice- LABORER"	12/01/2016	6 \$37.05	5 \$7.45	\$13.75	\$0.00	\$58.23
ISSON & U	NDERP	INNING TOP MAN	12/01/2015	5 \$35.30	) \$7.45	\$13.75	\$0.00	\$56.50
ORERS - FOU	NDATION	AND MARINE	06/01/2016	6 \$36.05	5 \$7.45	\$13.75	\$0.00	\$57.2
			12/01/2016	6 \$37.05	5 \$7.45	\$13.75	\$0.00	\$58.2
••		'Apprentice- LABORER"						
RBIDE COI		LL OPERATOR	12/01/2015	5 \$31.40	\$7.45	\$12.65	\$0.00	\$51.50
CILINO - ZOIVI			06/01/2016	6 \$31.90	\$7.45	\$12.65	\$0.00	\$52.0
			12/01/2016	6 \$32.65	5 \$7.45	\$12.65	\$0.00	\$52.75

			03/01/2010	φ50.00	Ψ2.00	4	4	ΨΟ 1.7
			03/01/2017	7 \$39.05	\$9.80	\$16.82	\$0.00	\$65.6
			09/01/2017	7 \$40.06	\$9.80	\$16.82	\$0.00	\$66.6
			03/01/2018	8 \$41.06	\$9.80	\$16.82	\$0.00	\$67.6
			09/01/2018	8 \$42.10	\$9.80	\$16.82	\$0.00	\$68.7
			03/01/2019	9 \$43.13	\$9.80	\$16.82	\$0.00	\$69.7
		ENTER - Zone 2 Eastern 3/01/2016	MA			C		
Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$18.55	\$9.80	\$1.63	\$0.00	\$29.98	
2	60		\$22.26	\$9.80	\$1.63	\$0.00	\$33.69	
3	70		\$25.97	\$9.80	\$11.93	\$0.00	\$47.70	
4	75		\$27.83	\$9.80	\$11.93	\$0.00	\$49.56	
5	80		\$29.68	\$9.80	\$13.56	\$0.00	\$53.04	
6	80		\$29.68	\$9.80	\$13.56	\$0.00	\$53.04	
7	90		\$33.39	\$9.80	\$15.19	\$0.00	\$58.38	
8	90		\$33.39	\$9.80	\$15.19	\$0.00	\$58.38	
		0/01/2016				Supplemental		
Step	percent		Apprentice Base Wage		Pension	Unemployment	Total Rate	
1	50		\$19.04	\$9.80	\$1.63	\$0.00	\$30.47	
2	60		\$22.85	\$9.80	\$1.63	\$0.00	\$34.28	
3	70		\$26.66	\$9.80	\$11.93	\$0.00	\$48.39	
4	75		\$28.56	\$9.80	\$11.93	\$0.00	\$50.29	
5	80		\$30.46	\$9.80	\$13.56	\$0.00	\$53.82	
6	80		\$30.46	\$9.80	\$13.56	\$0.00	\$53.82	
7	90		\$34.27	\$9.80	\$15.19	\$0.00	\$59.26	
8	90		\$34.27	\$9.80	\$15.19	\$0.00	\$59.26	
Notes:	:							
		eyworker Ratio:1:5						

**Effective Date** 

03/01/2016

09/01/2016

Base Wage

\$37.10

\$38.08

Health

\$9.80

\$9.80

Classification

CARPENTER

CARPENTERS -ZONE 2 (Eastern Massachusetts)

Supplemental

\$0.00

\$0.00

Unemployment

Pension

\$16.82

\$16.82

**Total Rate** 

\$63.72

\$64.70

**Issue Date:** 05/05/2016 **Wage Request Number:** 20160505-049 **Page 5 of 33** 

PAINTERS LOCAL 35 - ZONE 2

Pension

\$16.10

\$16.10

\$0.00

\$0.00

**Total Rate** 

Apprentice - CEMENT MASONRY/PLASTERING - Worcester 01/01/2016 **Effective Date -**Supplemental percent Apprentice Base Wage Health Pension Unemployment Total Rate Step 1 50 \$22.30 \$10.90 \$45.41 \$12.21 \$0.00 2 60 \$26.75 \$10.90 \$13.71 \$1.30 \$52.66 3 65 \$28.98 \$10.90 \$14.71 \$1.30 \$55.89 4 70 \$31.21 \$10.90 \$15.71 \$1.30 \$59.12 5 75 \$33.44 \$10.90 \$16.71 \$1.30 \$62.35 6 80 \$35.67 \$10.90 \$17.71 \$1.30 \$65.58 7 90 \$40.13 \$10.90 \$18.71 \$1.30 \$71.04 Notes: Steps 3,4 are 500 hrs. All other steps are 1,000 hrs. Apprentice to Journeyworker Ratio:1:3 CHAIN SAW OPERATOR 12/01/2015 \$31.40 \$7.45 \$12.65 \$0.00 \$51.50 LABORERS - ZONE 2 06/01/2016 \$31.90 \$7.45 \$12.65 \$0.00 \$52.00 \$12.65 \$0.00 \$52.75 12/01/2016 \$32.65 \$7.45 For apprentice rates see "Apprentice- LABORER" CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES \$14.90 \$0.00 12/01/2015 \$10.00 \$44.73 \$69.63 OPERATING ENGINEERS LOCAL 4 \$14.90 06/01/2016 \$45.48 \$10.00 \$0.00 \$70.38 \$14.90 \$0.00 12/01/2016 \$46.73 \$10.00 \$71.63 06/01/2017 \$47.73 \$10.00 \$14.90 \$0.00 \$72.63 12/01/2017 \$48.73 \$10.00 \$14.90 \$0.00 \$73.63 For apprentice rates see "Apprentice- OPERATING ENGINEERS" COMPRESSOR OPERATOR \$14.90 \$0.00 12/01/2015 \$30.13 \$10.00 \$55.03 OPERATING ENGINEERS LOCAL 4 \$14.90 \$0.00 06/01/2016 \$30.65 \$10.00 \$55.55 12/01/2016 \$10.00 \$14.90 \$0.00 \$31.52 \$56.42 \$14.90 \$0.00 06/01/2017 \$32.21 \$10.00 \$57.11 12/01/2017 \$10.00 \$14.90 \$0.00 \$32.90 \$57.80 For apprentice rates see "Apprentice- OPERATING ENGINEERS" DELEADER (BRIDGE) \$16.10 \$0.00 01/01/2016 \$49.51 \$7.85 \$73.46

**Issue Date:** 05/05/2016

07/01/2016

01/01/2017

\$50.46

\$51.41

\$7.85

\$7.85

\$74.41

\$75.36

**Apprentice -** PAINTER Local 35 - BRIDGES/TANKS

ipplemental Total Rate

- 07/01/2016 t	\$24.76 \$27.23 \$29.71 \$32.18 \$34.66 \$37.13 \$39.61 \$44.56	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$0.00 \$3.66 \$3.99 \$4.32 \$14.11 \$14.44 \$14.77	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$32.61 \$38.74 \$41.55 \$44.35	
	\$27.23 \$29.71 \$32.18 \$34.66 \$37.13 \$39.61	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$3.66 \$3.99 \$4.32 \$14.11 \$14.44	\$0.00 \$0.00 \$0.00 \$0.00	\$38.74 \$41.55 \$44.35 \$56.62	
	\$29.71 \$32.18 \$34.66 \$37.13 \$39.61	\$7.85 \$7.85 \$7.85 \$7.85 \$7.85	\$3.99 \$4.32 \$14.11 \$14.44	\$0.00 \$0.00 \$0.00	\$41.55 \$44.35 \$56.62	
	\$32.18 \$34.66 \$37.13 \$39.61	\$7.85 \$7.85 \$7.85 \$7.85	\$4.32 \$14.11 \$14.44	\$0.00 \$0.00	\$44.35 \$56.62	
	\$34.66 \$37.13 \$39.61	\$7.85 \$7.85 \$7.85	\$14.11 \$14.44	\$0.00	\$56.62	
	\$37.13 \$39.61	\$7.85 \$7.85	\$14.44			
	\$39.61	\$7.85		\$0.00		
			\$14.77		\$59.42	
	\$44.56	\$7.85		\$0.00	\$62.23	
			\$15.44	\$0.00	\$67.85	
t				Supplemental		
	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	\$25.23	\$7.85	\$0.00	\$0.00	\$33.08	
	\$27.75	\$7.85	\$3.66	\$0.00	\$39.26	
	\$30.28	\$7.85	\$3.99	\$0.00	\$42.12	
	\$32.80	\$7.85	\$4.32	\$0.00	\$44.97	
	\$35.32	\$7.85	\$14.11	\$0.00	\$57.28	
	\$37.85	\$7.85	\$14.44	\$0.00	\$60.14	
	\$40.37	\$7.85	\$14.77	\$0.00	\$62.99	
	\$45.41	\$7.85	\$15.44	\$0.00	\$68.70	
re 750 hrs.						
Journeyworker Ratio:1:1						
	12/01/2015	\$35.50	\$7.45	\$13.55	\$0.00	\$56.50
e- LABORER"						
HAMMER OPERATOR	12/01/2015	\$36.50	\$7.45	\$13.55	\$0.00	\$57.50
e- LABORER"						
	12/01/2015	\$36.25	\$7.45	\$13.55	\$0.00	\$57.25
e- LABORER"						
/SAWYER	12/01/2015	\$36.50	\$7.45	\$13.55	\$0.00	\$57.50
e- LABORER"						
RATOR	12/01/2015	\$36.25	\$7.45	\$13.55	\$0.00	\$57.25
e- LABORER"	12/01/2015	\$35.50	\$7.45	\$13.55	\$0.00	\$56.50
e- LABORER"						
	TOR	TOR 12/01/2015  ABORER"	TOR 12/01/2015 \$36.25 .ABORER"	TOR 12/01/2015 \$36.25 \$7.45  ABORER"	TOR 12/01/2015 \$36.25 \$7.45 \$13.55  ABORER"	TOR 12/01/2015 \$36.25 \$7.45 \$13.55 \$0.00  ABORER"

Classification	<b>Effective Date</b>	Base Wage	Health	Pension	Supplemental Unemployment	<b>Total Rate</b>
DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
	12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
	06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN ELECTRICIANS LOCAL 96	12/01/2015	\$39.37	\$8.41	\$13.68	\$0.00	\$61.46

	E <b>ffecti</b> Step	ve Date - 12/01/2015	Apprentice Base Wage	Uaalth	Pension	Supplemental Unemployment	Total Ra	ita
_	step	percent	Appletitice base wage	Пеанн	rension	Onemployment	Total Na	iie
	1	40	\$15.75	\$8.41	\$0.47	\$0.00	\$24.0	63
	2	43	\$16.93	\$8.41	\$0.51	\$0.00	\$25.3	35
	3	48	\$18.90	\$8.41	\$10.82	\$0.00	\$38.	13
	4	55	\$21.65	\$8.41	\$11.20	\$0.00	\$41.2	26
	5	65	\$25.59	\$8.41	\$11.75	\$0.00	\$45.	75
	6	80	\$31.50	\$8.41	\$12.58	\$0.00	\$52.4	19
1	Notes:							1
		Steps 1-2 are 1000 hrs; S	teps 3-6 are 1500 hrs.					
Ā	Appre	ntice to Journeyworker R	atio:2:3***					
ELEVATOR CO			01/01/2016	\$48.77	\$14.43	\$14.96	\$0.00	\$78.16
LEVATOR CONSTR	UCTOR	S LOCAL 41	01/01/2017	\$49.90	\$15.28	\$15.71	\$0.00	\$80.89

 Issue Date:
 05/05/2016
 Wage Request Number:
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**Apprentice -** ELEVATOR CONSTRUCTOR - Local 41

**Total Rate** 

Effec	tive Date -	01/01/2016				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	nte
1	50		\$24.39	\$14.43	\$14.96	\$0.00	\$53.7	78
2	55		\$26.82	\$14.43	\$14.96	\$0.00	\$56.2	21
3	65		\$31.70	\$14.43	\$14.96	\$0.00	\$61.0	09
4	70		\$34.14	\$14.43	\$14.96	\$0.00	\$63.5	53
5	80		\$39.02	\$14.43	\$14.96	\$0.00	\$68.4	41
Effec Step	tive Date -	01/01/2017	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	nte
1	50		\$24.95	\$15.28	\$15.71	\$0.00	\$55.9	94
2	55		\$27.45	\$15.28	\$15.71	\$0.00	\$58.4	44
3	65		\$32.44	\$15.28	\$15.71	\$0.00	\$63.4	43
4	70		\$34.93	\$15.28	\$15.71	\$0.00	\$65.9	92
5	80		\$39.92	\$15.28	\$15.71	\$0.00	\$70.9	91
Notes		are 6 mos.; Steps 3-5 are 1	year					-   
Appr	entice to Jo	urneyworker Ratio:1:1						_
ELEVATOR CONSTRUCTO		ELPER	01/01/2010 01/01/2010			\$14.96 \$15.71	\$0.00 \$0.00	\$63.53 \$65.92
For apprentice rates see	e "Apprentice -	ELEVATOR CONSTRUCTOR"	01/01/201	/ ψ5 <del>1</del> ./5	\$13.26	Ψ13.71	ψ0.00	\$03.72
FENCE & GUARD R LABORERS - ZONE 2	AIL ERECT	TOR	12/01/201:	5 \$31.40	\$7.45	\$12.65	\$0.00	\$51.50
LABORERS - ZONE 2			06/01/2010	6 \$31.90	\$7.45	\$12.65	\$0.00	\$52.00
For apprentice rates see	"Annrantica I	ABORER"	12/01/2010	6 \$32.65	\$7.45	\$12.65	\$0.00	\$52.75
FIELD ENG.INST.PE			05/01/2010	( \$41.02	¢10.00	¢14.00	<b>\$0.00</b>	¢(5,02
OPERATING ENGINEERS		, 5, 5, 11 L, 11 V 1			\$10.00	\$14.90 \$14.90	\$0.00 \$0.00	\$65.93 \$66.52
			11/01/2010 05/01/201			\$14.90	\$0.00	\$67.40
			11/01/201		\$10.00	\$14.90	\$0.00	\$68.13
			05/01/201			\$14.90	\$0.00	\$68.84
For apprentice rates see	e "Apprentice- (	OPERATING ENGINEERS"	03/01/2010	υ φ <del>4</del> 3.94	\$10.00	\$14.70	Φ0.00	φ00.04
FIELD ENG.PARTY		OG,SITE,HVY/HWY	05/01/2010	6 \$42.47	\$10.00	\$14.90	\$0.00	\$67.37
OPERATING ENGINEERS	LOCAL 4		11/01/2010	6 \$43.07	\$10.00	\$14.90	\$0.00	\$67.97
			05/01/2017	7 \$43.96	\$10.00	\$14.90	\$0.00	\$68.86
			11/01/2017	7 \$44.69	\$10.00	\$14.90	\$0.00	\$69.59
For apprentice rates see	e "Apprentice- (	OPERATING ENGINEERS"	05/01/2013	8 \$45.41	\$10.00	\$14.90	\$0.00	\$70.31
FIELD ENG.ROD PE			05/01/2010	6 \$21.88	\$10.00	\$14.90	\$0.00	\$46.78
OPERATING ENGINEERS		-	11/01/2010			\$14.90	\$0.00	\$47.13
			05/01/201			\$14.90	\$0.00	\$47.66
			11/01/201			\$14.90	\$0.00	\$48.08
			05/01/201			\$14.90	\$0.00	\$48.51
For apprentice rates see	e "Apprentice- (	OPERATING ENGINEERS"	03/01/2010	υ <u>νν</u> υ.01	ψ10.00	÷*****	40.00	ψ10.51
		Waga Ragu	uest Number 201605					Page 0 of 3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER  ELECTRICIANS LOCAL 96	12/01/2015	\$39.37	\$8.41	\$13.68	\$0.00	\$61.46
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINT/COMMISSIONING ELECTRICIANS LOCAL 96	12/01/2015	\$39.37	\$8.41	\$13.68	\$0.00	\$61.46
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIREMAN (ASST. ENGINEER)	12/01/2015	\$36.34	\$10.00	\$14.90	\$0.00	\$61.24
PPERATING ENGINEERS LOCAL 4	06/01/2016	\$36.96	\$10.00	\$14.90	\$0.00	\$61.86
	12/01/2016	\$38.00	\$10.00	\$14.90	\$0.00	\$62.90
	06/01/2017	\$38.84	\$10.00	\$14.90	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$39.67	\$10.00	\$14.90	\$0.00	\$64.57
FLAGGER & SIGNALER	12/01/2015	\$20.50	\$7.45	\$12.65	\$0.00	\$40.60
LABORERS - ZONE 2	06/01/2016	\$20.50	\$7.45	\$12.65	\$0.00	\$40.60
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$20.50	\$7.45	\$12.65	\$0.00	\$40.60
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE II	03/01/2016	\$39.82	\$9.80	\$17.62	\$0.00	\$67.24

	Effecti Step	ve Date - 03/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	1	50	\$19.91	\$9.80	\$1.79	\$0.00	\$31.50	
	2	55	\$21.90	\$9.80	\$1.79	\$0.00	\$33.49	
	3	60	\$23.89	\$9.80	\$12.25	\$0.00	\$45.94	
	4	65	\$25.88	\$9.80	\$12.25	\$0.00	\$47.93	
	5	70	\$27.87	\$9.80	\$14.04	\$0.00	\$51.71	
	6	75	\$29.87	\$9.80	\$14.04	\$0.00	\$53.71	
	7	80	\$31.86	\$9.80	\$15.83	\$0.00	\$57.49	
	8	85	\$33.85	\$9.80	\$15.83	\$0.00	\$59.48	
<u> </u>	Notes:	Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1	:1					
ORK LIFT/CHI			12/01/2015	\$43.7	3 \$10.00	\$14.90	\$0.00	\$68.63
PERATING ENGIN	EEKS LO	CAL 4	06/01/2016	5 \$44.4	\$10.00	\$14.90	\$0.00	\$69.38
			12/01/2016	\$45.7	\$10.00	\$14.90	\$0.00	\$70.63
			06/01/2017	7 \$46.7	\$10.00	\$14.90	\$0.00	\$71.63
For apprentice ra	ites see '	'Apprentice- OPERATING ENGINEERS'	12/01/2017	7 \$47.73	\$10.00	\$14.90	\$0.00	\$72.63
		ING PLANT/HEATERS	12/01/2015	\$30.1	3 \$10.00	\$14.90	\$0.00	\$55.03
PERATING ENGIN	EERS LO	JCAL 4	06/01/2016	\$30.6	\$10.00	\$14.90	\$0.00	\$55.55
			12/01/2016	\$31.5	2 \$10.00	\$14.90	\$0.00	\$56.42
			06/01/2017	\$32.2	1 \$10.00	\$14.90	\$0.00	\$57.11
		'Apprentice- OPERATING ENGINEERS'	12/01/2017	7 \$32.90	\$10.00	\$14.90	\$0.00	\$57.80

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TIOTED TO		01/01/2010	ψ37.01	Ψ1.05			\$02.70
SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2	)	07/01/2016	\$39.96	\$7.85	\$16.10	\$0.00	\$63.91
		01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86
Apprent	ice - GLAZIER - Local 35 Zone 2						
Effective	e Date - 01/01/2016				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$19.51	\$7.85	\$0.00	\$0.00	\$27.36	
2	55	\$21.46	\$7.85	\$3.66	\$0.00	\$32.97	
3	60	\$23.41	\$7.85	\$3.99	\$0.00	\$35.25	
4	65	\$25.36	\$7.85	\$4.32	\$0.00	\$37.53	
5	70	\$27.31	\$7.85	\$14.11	\$0.00	\$49.27	
6	75	\$29.26	\$7.85	\$14.44	\$0.00	\$51.55	
7	80	\$31.21	\$7.85	\$14.77	\$0.00	\$53.83	
8	90	\$35.11	\$7.85	\$15.44	\$0.00	\$58.40	
Effective	e Date - 07/01/2016				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$19.98	\$7.85	\$0.00	\$0.00	\$27.83	
2	55	\$21.98	\$7.85	\$3.66	\$0.00	\$33.49	
3	60	\$23.98	\$7.85	\$3.99	\$0.00	\$35.82	
4	65	\$25.97	\$7.85	\$4.32	\$0.00	\$38.14	
5	70	\$27.97	\$7.85	\$14.11	\$0.00	\$49.93	
6	75	\$29.97	\$7.85	\$14.44	\$0.00	\$52.26	
7	80	\$31.97	\$7.85	\$14.77	\$0.00	\$54.59	
8	90	\$35.96	\$7.85	\$15.44	\$0.00	\$59.25	
Notes:							
į	Steps are 750 hrs.						
	tice to Journeyworker Ratio:1:1						
IOISTING ENGINEER/ PPERATING ENGINEERS LOC		12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
I EKATIIVO EIVOIIVEEKS LOC	д <b>ш т</b>	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
		12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
		06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
		12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63

**Effective Date** 

01/01/2016

Base Wage

\$39.01

Health

\$7.85

Classification

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR

Supplemental

\$0.00

Unemployment

Pension

\$16.10

**Total Rate** 

\$62.96

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**Total Rate** 

		ve Date -	12/01/2015	Locai 4			Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55		\$24.05	\$10.00	\$0.00	\$0.00	\$34.05	
	2	60		\$26.24	\$10.00	\$14.90	\$0.00	\$51.14	
	3	65		\$28.42	\$10.00	\$14.90	\$0.00	\$53.32	
	4	70		\$30.61	\$10.00	\$14.90	\$0.00	\$55.51	
	5	75		\$32.80	\$10.00	\$14.90	\$0.00	\$57.70	
	6	80		\$34.98	\$10.00	\$14.90	\$0.00	\$59.88	
	7	85		\$37.17	\$10.00	\$14.90	\$0.00	\$62.07	
	8	90		\$39.36	\$10.00	\$14.90	\$0.00	\$64.26	
	Effecti	ve Date -	06/01/2016				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55		\$24.46	\$10.00	\$0.00	\$0.00	\$34.46	
	2	60		\$26.69	\$10.00	\$14.90	\$0.00	\$51.59	
	3	65		\$28.91	\$10.00	\$14.90	\$0.00	\$53.81	
	4	70		\$31.14	\$10.00	\$14.90	\$0.00	\$56.04	
	5	75		\$33.36	\$10.00	\$14.90	\$0.00	\$58.26	
	6	80		\$35.58	\$10.00	\$14.90	\$0.00	\$60.48	
	7	85		\$37.81	\$10.00	\$14.90	\$0.00	\$62.71	
	8	90		\$40.03	\$10.00	\$14.90	\$0.00	\$64.93	
	Notes:								
								i	
	Appre	ntice to Jo	urneyworker Ratio:1:6						
HVAC (DUCT		2011.02		01/01/2016	6 \$31.57	\$10.54	\$14.86	\$1.70	\$58.67
SHEETMETAL WO	OKKERS LO	CAL 63		07/01/2016	6 \$32.28	\$10.54	\$14.90	\$1.70	\$59.42
				01/01/2017	7 \$33.03	\$10.54	\$14.90	\$1.70	\$60.17
			SHEET METAL WORKER"						
HVAC (ELEC		CONTRO	LS)	12/01/2015	5 \$39.37	\$8.41	\$13.68	\$0.00	\$61.46
For apprentic	e rates see "	'Apprentice- E	ELECTRICIAN"						
HVAC (TESTI			CING - AIR)	01/01/2016	6 \$31.57	\$10.54	\$14.86	\$1.70	\$58.67
SHEETMETAL WO	ORKERS LO	OCAL 63		07/01/2016	6 \$32.28	\$10.54	\$14.90	\$1.70	\$59.42
				01/01/2017	7 \$33.03	\$10.54	\$14.90	\$1.70	\$60.17
For apprentice	e rates see "	Apprentice- S	SHEET METAL WORKER"						
HVAC (TESTI		D BALANO	CING -WATER)	03/01/2016	6 \$42.36	\$9.35	\$14.26	\$0.00	\$65.97
. LOMBLING LOCA	1			09/01/2016	6 \$42.96	\$9.35	\$14.26	\$0.00	\$66.57
				03/01/2017	7 \$43.61	\$9.35	\$14.26	\$0.00	\$67.22
				09/01/2017	7 \$44.21	\$9.35	\$14.26	\$0.00	\$67.82
						\$9.35	\$14.26	\$0.00	\$68.47

			03/01/2017	7 \$43.61	\$9.35	\$14.26	\$0.00	\$67.22
			09/01/2017	7 \$44.21	\$9.35	\$14.26	\$0.00	\$67.82
			03/01/2013	8 \$44.86	\$9.35	\$14.26	\$0.00	\$68.47
•••		"Apprentice- PIPEFITTER" or "PLUMBER/P	PIPEFITTER"					
HYDRAULIC I Aborers - zone			12/01/201:	5 \$31.90	\$7.45	\$12.65	\$0.00	\$52.00
ABORERS ZONE			06/01/2010	6 \$32.40	\$7.45	\$12.65	\$0.00	\$52.50
		" LABORER"	12/01/2010	6 \$33.15	\$7.45	\$12.65	\$0.00	\$53.25
		"Apprentice- LABORER"				0.1.2.00	***	
NSULATOR (1 IEAT & FROST IN		RS LOCAL 6 (WORCESTER)	09/01/201:		\$11.50	\$13.80	\$0.00	\$64.73
			09/01/2010		\$11.50	\$13.80	\$0.00	\$66.53
			09/01/2017		\$11.50	\$13.80	\$0.00	\$68.33
			09/01/2013		\$11.50	\$13.80	\$0.00	\$70.35
			09/01/2019	9 \$47.30	\$11.50	\$13.80	\$0.00	\$72.60
	Effecti Step	ive Date - 09/01/2015 percent	Apprentice Base Wage	Haalth	Pension	Supplemental Unemployment	Total Rate	
	Биер	percent	Appletitice base wage	Health	1 CHSIOH	Onemployment	Total Rate	
	1	50	\$19.72	\$11.50	\$10.05	\$0.00	\$41.27	
		*						
	1	50	\$19.72	\$11.50	\$10.05	\$0.00	\$41.27	
	1 2	50 60	\$19.72 \$23.66	\$11.50 \$11.50	\$10.05 \$10.80	\$0.00 \$0.00	\$41.27 \$45.96	
	1 2 3 4	50 60 70	\$19.72 \$23.66 \$27.60	\$11.50 \$11.50 \$11.50	\$10.05 \$10.80 \$11.55	\$0.00 \$0.00 \$0.00	\$41.27 \$45.96 \$50.65	
	1 2 3 4	50 60 70 80	\$19.72 \$23.66 \$27.60	\$11.50 \$11.50 \$11.50 \$11.50	\$10.05 \$10.80 \$11.55	\$0.00 \$0.00 \$0.00 \$0.00	\$41.27 \$45.96 \$50.65	
	1 2 3 4	50 60 70 80 sive Date - 09/01/2016	\$19.72 \$23.66 \$27.60 \$31.54	\$11.50 \$11.50 \$11.50 \$11.50	\$10.05 \$10.80 \$11.55 \$12.30	\$0.00 \$0.00 \$0.00 \$0.00	\$41.27 \$45.96 \$50.65 \$55.34	
	1 2 3 4 Effecti	50 60 70 80 sive Date - 09/01/2016 percent	\$19.72 \$23.66 \$27.60 \$31.54 Apprentice Base Wage	\$11.50 \$11.50 \$11.50 \$11.50	\$10.05 \$10.80 \$11.55 \$12.30	\$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$41.27 \$45.96 \$50.65 \$55.34	
	1 2 3 4 Effection Step 1	50 60 70 80 sive Date - 09/01/2016 percent	\$19.72 \$23.66 \$27.60 \$31.54 Apprentice Base Wage	\$11.50 \$11.50 \$11.50 \$11.50 Health	\$10.05 \$10.80 \$11.55 \$12.30 Pension \$10.05	\$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$41.27 \$45.96 \$50.65 \$55.34 Total Rate	
	1 2 3 4  Effecti Step 1 2	50 60 70 80 sive Date - 09/01/2016 percent 50 60	\$19.72 \$23.66 \$27.60 \$31.54 Apprentice Base Wage \$20.62 \$24.74	\$11.50 \$11.50 \$11.50 \$11.50 Health \$11.50 \$11.50	\$10.05 \$10.80 \$11.55 \$12.30 Pension \$10.05 \$10.80	\$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$41.27 \$45.96 \$50.65 \$55.34 Total Rate \$42.17 \$47.04	
	1 2 3 4 Effecti Step 1 2 3	50 60 70 80 sive Date - 09/01/2016 percent 50 60 70 80	\$19.72 \$23.66 \$27.60 \$31.54 Apprentice Base Wage \$20.62 \$24.74 \$28.86	\$11.50 \$11.50 \$11.50 \$11.50 Health \$11.50 \$11.50	\$10.05 \$10.80 \$11.55 \$12.30 Pension \$10.05 \$10.80 \$11.55	\$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$41.27 \$45.96 \$50.65 \$55.34 Total Rate \$42.17 \$47.04 \$51.91	
	1 2 3 4 Effecti Step 1 2 3 4	50 60 70 80 sive Date - 09/01/2016 percent 50 60 70 80	\$19.72 \$23.66 \$27.60 \$31.54 Apprentice Base Wage \$20.62 \$24.74 \$28.86	\$11.50 \$11.50 \$11.50 \$11.50 Health \$11.50 \$11.50	\$10.05 \$10.80 \$11.55 \$12.30 Pension \$10.05 \$10.80 \$11.55	\$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$41.27 \$45.96 \$50.65 \$55.34 Total Rate \$42.17 \$47.04 \$51.91	
	1 2 3 4  Effecti Step 1 2 3 4  Notes:	50 60 70 80 sive Date - 09/01/2016 percent 50 60 70 80 Steps are 1 year	\$19.72 \$23.66 \$27.60 \$31.54 Apprentice Base Wage \$20.62 \$24.74 \$28.86	\$11.50 \$11.50 \$11.50 \$11.50 Health \$11.50 \$11.50	\$10.05 \$10.80 \$11.55 \$12.30 Pension \$10.05 \$10.80 \$11.55	\$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$41.27 \$45.96 \$50.65 \$55.34 Total Rate \$42.17 \$47.04 \$51.91	
	1 2 3 4  Effecti Step 1 2 3 4  Notes:	50 60 70 80  ive Date - 09/01/2016 percent 50 60 70 80  Steps are 1 year  entice to Journeyworker Ratio:1:4 DER	\$19.72 \$23.66 \$27.60 \$31.54 Apprentice Base Wage \$20.62 \$24.74 \$28.86	\$11.50 \$11.50 \$11.50 \$11.50 Health \$11.50 \$11.50 \$11.50	\$10.05 \$10.80 \$11.55 \$12.30 Pension \$10.05 \$10.80 \$11.55 \$12.30	\$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$41.27 \$45.96 \$50.65 \$55.34 Total Rate \$42.17 \$47.04 \$51.91	\$71.75
RONWORKEI RONWORKERS LO	1 2 3 4  Effecti Step 1 2 3 4  Notes:	50 60 70 80 sive Date - 09/01/2016 percent 50 60 70 80 Steps are 1 year	\$19.72 \$23.66 \$27.60 \$31.54 Apprentice Base Wage \$20.62 \$24.74 \$28.86 \$32.98	\$11.50 \$11.50 \$11.50 \$11.50 \$11.50 \$11.50 \$11.50 \$11.50	\$10.05 \$10.80 \$11.55 \$12.30 Pension \$10.05 \$10.80 \$11.55 \$12.30	\$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$41.27 \$45.96 \$50.65 \$55.34 Total Rate \$42.17 \$47.04 \$51.91 \$56.78	\$71.75 \$72.40

**Effective Date** 

03/01/2016

09/01/2016

Base Wage

\$42.36

\$42.96

Health

\$9.35

\$9.35

Pension

\$14.26

\$14.26

Classification

HVAC MECHANIC

PLUMBERS LOCAL 4

Supplemental

\$0.00

\$0.00

Unemployment

**Total Rate** 

\$65.97

\$66.57

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**Total Rate** 

**Apprentice -** IRONWORKER - Local 7 Worcester

	Tippic.	02/16/2016						
	Step	ive Date - 03/16/2016  percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
	1	60	\$25.86	\$7.80	\$20.85	\$0.00	\$54.51	
	2	70	\$30.17	\$7.80	\$20.85	\$0.00	\$58.82	
	3	75	\$32.33	\$7.80	\$20.85	\$0.00	\$60.98	}
	4	80	\$34.48	\$7.80	\$20.85	\$0.00	\$63.13	}
	5	85	\$36.64	\$7.80	\$20.85	\$0.00	\$65.29	)
	6	90	\$38.79	\$7.80	\$20.85	\$0.00	\$67.44	ļ
	Effecti	ive Date - 09/16/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	•
	1	60	\$26.25	\$7.80	\$20.85	\$0.00	\$54.90	)
	2	70	\$30.63	\$7.80	\$20.85	\$0.00	\$59.28	}
	3	75	\$32.81	\$7.80	\$20.85	\$0.00	\$61.46	<u>,                                     </u>
	4	80	\$35.00	\$7.80	\$20.85	\$0.00	\$63.65	j
	5	85	\$37.19	\$7.80	\$20.85	\$0.00	\$65.84	ļ
	6	90	\$39.38	\$7.80	\$20.85	\$0.00	\$68.03	;
	Notes:	Structural 1:6; Ornamental 1:4						
	Appre	ntice to Journeyworker Ratio:					'	
		VING BREAKER OPERATOR	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
ABORERS - ZONE	2.2		06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
For apprentice	rates see !	'Apprentice- LABORER"	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
ABORER		- Applement Laboreta	12/01/2015	\$31.15	\$7.45	\$12.65	\$0.00	\$51.25
ABORERS - ZONE	E 2		06/01/2016		\$7.45	\$12.65	\$0.00	\$51.75
			33,31,201	Ψ21.00	Ψ,ιο			401.70

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**Total Rate** 

Step  1 2 3 4 Note App  ABORER: CARPEN  ABORERS - ZONE 2  For apprentice rates se  ABORER: CEMEN  ABORERS - ZONE 2  For apprentice rates se  ABORER: HAZAR  ABORER: HAZAR  ABORERS - ZONE 2  For apprentice rates se  ABORER: MASON	60 70 80 90 es:	12/01/2015 06/01/2016 12/01/2016 12/01/2015 06/01/2016	\$7.45 \$7.45 \$7.45 \$7.45 \$31.15 \$31.65 \$32.40	\$12.65 \$12.65 \$12.65 \$12.65 \$12.65 \$12.65 \$12.65 \$12.65 \$7.45 \$7.45	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$12.65 \$12.65	\$38.79 \$41.91 \$45.02 \$48.14  Total Rate \$39.09 \$42.26 \$45.42 \$48.59  \$0.00 \$0.00 \$0.00	\$51.25 \$51.25 \$51.25
Effective Step 1 2 3 4 4 Notes 1 2 3 4 4 Notes 1 2 5 5 5 5 5 5 6 5 6 5 6 6 5 6 6 6 6 6 6	80 90  ctive Date - 06/01/2016 percent 60 70 80 90  es:  rentice to Journeyworker Rentice to Journeyworker Rentice Tender  Tender Tender Tender Tender	\$24.92 \$28.04 Apprentice Base Wage \$18.99 \$22.16 \$25.32 \$28.49 atio:1:5 12/01/2015 06/01/2016 12/01/2016	\$7.45 \$7.45 Health \$7.45 \$7.45 \$7.45 \$7.45 \$31.15 \$31.15 \$31.15	\$12.65 \$12.65 Pension \$12.65 \$12.65 \$12.65 \$12.65 \$7.45 \$7.45 \$7.45	\$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$12.65 \$12.65 \$12.65	\$45.02 \$48.14 Total Rate \$39.09 \$42.26 \$45.42 \$48.59 	\$51.25 \$51.25 \$51.25
Effective Step  1 2 3 4  Note  App  ABORER: CARPEN  ABORERS - ZONE 2  For apprentice rates see  ABORER: CEMEN  ABORERS - ZONE 2  For apprentice rates see  ABORER: HAZAR  ABORER: HAZAR  ABORER: HAZAR  ABORERS - ZONE 2  For apprentice rates see  ABORER: HAZAR  ABORER: HAZAR  ABORERS - ZONE 2  For apprentice rates see  ABORER: MASON	90  ctive Date - 06/01/2016 percent  60 70 80 90  es:  rentice to Journeyworker R:  NTER TENDER  ee "Apprentice- LABORER"  T FINISHER TENDER	\$28.04  Apprentice Base Wage  \$18.99 \$22.16 \$25.32 \$28.49  atio:1:5  12/01/2015 06/01/2016 12/01/2016 06/01/2016	\$7.45  Health  \$7.45  \$7.45  \$7.45  \$7.45  \$31.15  \$31.65  \$32.40  \$31.15	\$12.65 Pension \$12.65 \$12.65 \$12.65 \$12.65 \$7.45 \$7.45 \$7.45	\$0.00  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00  \$12.65 \$12.65 \$12.65	\$48.14  Total Rate \$39.09 \$42.26 \$45.42 \$48.59	\$51.25 \$51.25 \$51.75 \$52.50
Effective Step  1 2 3 4 Note App  ABORER: CARPEN  ABORERS - ZONE 2  For apprentice rates see  ABORERS - ZONE 2  For apprentice rates see  ABORER: HAZAR  ABORERS - ZONE 2	rentice to Journeyworker Ramoter Tender  the "Apprentice- LABORER"  T FINISHER TENDER	Apprentice Base Wage \$18.99 \$22.16 \$25.32 \$28.49  atio:1:5  12/01/2015 06/01/2016 12/01/2016 06/01/2016	### Health    \$7.45	Pension \$12.65 \$12.65 \$12.65 \$12.65 \$7.45 \$7.45 \$7.45	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$12.65 \$12.65	\$39.09 \$42.26 \$45.42 \$48.59 	\$51.25 \$51.25 \$51.25
Step  1 2 3 4 Note App  ABORER: CARPEN  ABORERS - ZONE 2  For apprentice rates se  ABORERS - ZONE 2  For apprentice rates se  ABORER: HAZAR  ABORER: HAZAR  ABORERS - ZONE 2  For apprentice rates se  ABORER: HAZAR  ABORERS - ZONE 2  For apprentice rates se	percent  60  70  80  90  es:  rentice to Journeyworker Ranter Tender  Tender Tender  Tender Tender	\$18.99 \$22.16 \$25.32 \$28.49 atio:1:5  12/01/2015 06/01/2016 12/01/2015 06/01/2016	\$7.45 \$7.45 \$7.45 \$7.45 \$31.15 \$31.65 \$32.40	\$12.65 \$12.65 \$12.65 \$12.65 \$12.65 \$7.45 \$7.45 \$7.45	\$0.00 \$0.00 \$0.00 \$0.00 \$12.65 \$12.65 \$12.65	\$39.09 \$42.26 \$45.42 \$48.59 	\$51.25 \$51.75 \$52.50
App ABORER: CARPEN ABORERS - ZONE 2  For apprentice rates se ABORER: HAZAR ABORERS - ZONE 2  For apprentice rates se ABORER: HAZAR ABORERS - ZONE 2  For apprentice rates se ABORER: HAZAR ABORERS - ZONE 2  For apprentice rates se ABORER: MASON	60 70 80 90 es: rentice to Journeyworker Rentice to Journeyworker Rentice Tender Tender Tender Tender Tender	\$18.99 \$22.16 \$25.32 \$28.49 atio:1:5  12/01/2015 06/01/2016 12/01/2015 06/01/2016	\$7.45 \$7.45 \$7.45 \$7.45 \$31.15 \$31.65 \$32.40	\$12.65 \$12.65 \$12.65 \$12.65 \$12.65 \$7.45 \$7.45 \$7.45	\$0.00 \$0.00 \$0.00 \$0.00 \$12.65 \$12.65 \$12.65	\$39.09 \$42.26 \$45.42 \$48.59 	\$51.25 \$51.75 \$52.50
App ABORER: CARPEN ABORERS - ZONE 2  For apprentice rates see ABORER: CEMEN ABORERS - ZONE 2  For apprentice rates see ABORER: HAZAR ABORERS - ZONE 2  For apprentice rates see ABORER: MASON	70 80 90 es: rentice to Journeyworker Ranter TENDER  re "Apprentice- LABORER" T FINISHER TENDER	\$22.16 \$25.32 \$28.49 atio:1:5 12/01/2015 06/01/2016 12/01/2015 06/01/2016	\$7.45 \$7.45 \$7.45 \$31.15 \$31.65 \$32.40	\$12.65 \$12.65 \$12.65 \$7.45 \$7.45 \$7.45	\$0.00 \$0.00 \$0.00 \$12.65 \$12.65 \$12.65	\$42.26 \$45.42 \$48.59 	\$51.25 \$51.75 \$52.50
App App ABORER: CARPEN ABORERS - ZONE 2  For apprentice rates se ABORER: HAZAR ABORERS - ZONE 2  For apprentice rates se ABORER: HAZAR ABORERS - ZONE 2  For apprentice rates se ABORER: MASON	80 90  Pes:  Prentice to Journeyworker Reservation of the series of the	\$25.32 \$28.49 atio:1:5  12/01/2015 06/01/2016 12/01/2015 06/01/2016	\$7.45 \$7.45 \$31.15 \$31.65 \$32.40	\$12.65 \$12.65 \$7.45 \$7.45 \$7.45	\$0.00 \$0.00 \$12.65 \$12.65 \$12.65	\$45.42 \$48.59 	\$51.25 \$51.75 \$52.50
App ABORER: CARPEN ABORERS - ZONE 2  For apprentice rates se ABORER: CEMEN ABORERS - ZONE 2  For apprentice rates se ABORER: HAZAR ABORERS - ZONE 2  For apprentice rates se ABORER: MASON	90  rentice to Journeyworker Rentice to Journeyworker Rentice TENDER  re "Apprentice- LABORER"  T FINISHER TENDER	\$28.49 atio:1:5  12/01/2015 06/01/2016 12/01/2015 06/01/2016	\$31.15 \$31.65 \$32.40	\$12.65 \$7.45 \$7.45 \$7.45 \$7.45	\$0.00 	\$48.59   	\$51.25 \$51.75 \$52.50 \$51.25
App ABORER: CARPEN ABORERS - ZONE 2  For apprentice rates se ABORER: CEMEN ABORERS - ZONE 2  For apprentice rates se ABORER: HAZAR ABORERS - ZONE 2  For apprentice rates se ABORER: MASON	rentice to Journeyworker Ranter TENDER  TENDER  TENDER  TENDER  TENDER	atio:1:5  12/01/2015 06/01/2016 12/01/2015 06/01/2016	\$31.15 \$31.65 \$32.40 \$31.15	\$7.45 \$7.45 \$7.45 \$7.45	\$12.65 \$12.65 \$12.65	\$0.00 \$0.00 \$0.00	\$51.25 \$51.75 \$52.50 \$51.25
App ABORER: CARPEN ABORERS - ZONE 2  For apprentice rates se ABORER: CEMEN ABORERS - ZONE 2  For apprentice rates se ABORER: HAZAR ABORERS - ZONE 2  For apprentice rates se ABORER: MASON	rentice to Journeyworker Ranter TENDER  Tee "Apprentice- LABORER"  T FINISHER TENDER	12/01/2015 06/01/2016 12/01/2016 12/01/2015 06/01/2016	\$31.65 \$32.40 \$31.15	\$7.45 \$7.45	\$12.65 \$12.65	\$0.00 \$0.00	\$51.73 \$52.50 \$51.23
ABORER: CARPEN BORERS - ZONE 2  For apprentice rates see ABORER: CEMEN BORERS - ZONE 2  For apprentice rates see ABORER: HAZAR BORERS - ZONE 2  For apprentice rates see ABORER: MASON	NTER TENDER  tee "Apprentice- LABORER"  T FINISHER TENDER	12/01/2015 06/01/2016 12/01/2016 12/01/2015 06/01/2016	\$31.65 \$32.40 \$31.15	\$7.45 \$7.45	\$12.65 \$12.65	\$0.00 \$0.00	\$51.73 \$52.50 \$51.23
For apprentice rates see ABORER: CEMEN 4BORERS - ZONE 2  For apprentice rates see ABORER: HAZAR 4BORERS - ZONE 2  For apprentice rates see ABORER: MASON	ee "Apprentice- LABORER" T FINISHER TENDER	06/01/2016 12/01/2016 12/01/2015 06/01/2016	\$31.65 \$32.40 \$31.15	\$7.45 \$7.45	\$12.65 \$12.65	\$0.00 \$0.00	\$51.75 \$52.50 \$51.25
For apprentice rates se ABORER: CEMEN ABORERS - ZONE 2 For apprentice rates se ABORER: HAZAR ABORERS - ZONE 2 For apprentice rates se ABORER: MASON	T FINISHER TENDER	12/01/2016 12/01/2015 06/01/2016	\$32.40 \$31.15	\$7.45 \$7.45	\$12.65	\$0.00	\$52.50 \$51.25
ABORER: CEMEN ABORERS - ZONE 2  For apprentice rates se ABORER: HAZAR ABORERS - ZONE 2  For apprentice rates se ABORER: MASON	T FINISHER TENDER	12/01/2015 06/01/2016	\$31.15	\$7.45			\$51.2:
ABORER: CEMEN ABORERS - ZONE 2  For apprentice rates se ABORER: HAZAR ABORERS - ZONE 2  For apprentice rates se ABORER: MASON	T FINISHER TENDER	06/01/2016			\$12.65	\$0.00	
For apprentice rates se  ABORER: HAZAR  ABORERS - ZONE 2  For apprentice rates se  ABORER: MASON		06/01/2016			\$12.03	\$0.00	
ABORER: HAZAR ABORERS - ZONE 2 For apprentice rates se ABORER: MASON	ee "Apprentice- LABORER"		\$31.65		¢12.65	¢0.00	
ABORER: HAZAR  ABORERS - ZONE 2  For apprentice rates se  ABORER: MASON	ee "Apprentice- LABORER"			\$7.45	\$12.65	\$0.00 \$0.00	\$51.75
ABORERS - ZONE 2  For apprentice rates see  ABORER: MASON		12/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50
ABORER: MASON	DOUS WASTE/ASBESTOS	REMOVER 12/01/2015	\$31.35	\$7.45	\$12.60	\$0.00	\$51.40
	ee "Apprentice- LABORER"						
ABORERS - ZONE 2	TENDER	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
		06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
		12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
	ee "Apprentice- LABORER"						
ABORER: MULTI- ABORERS - ZONE 2	TRADE TENDER	12/01/2015	\$31.15	\$7.45	\$12.65	\$0.00	\$51.25
OILING - LOIVE 2		06/01/2016	\$31.65	\$7.45	\$12.65	\$0.00	\$51.75
For appropriate rates	ee "Apprentice- LABORER"	12/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.50
ABORER: TREE R			<b>**</b>	<b></b>	<b>010.65</b>	Φ0.00	<b></b>
ABORERS - ZONE 2	LIVIÚ V EK	12/01/2015		\$7.45	\$12.65	\$0.00	\$51.25
		06/01/2016		\$7.45	\$12.65	\$0.00	\$51.75
		12/01/2016 he removal of standing trees, and trimming and e or repair of utility company equipment. For ap	removal of brancl			\$0.00 ot done for	\$52.50
ASER BEAM OPEI		12/01/2015		\$7.45	\$12.65	\$0.00	\$51.50
ABORERS - ZONE 2		06/01/2016		\$7.45	\$12.65	\$0.00	\$52.00
		12/01/2016		\$7.45	\$12.65	\$0.00	\$52.75

MARBLE & TI			02/01/2016	5 \$38.08	\$10.18	\$17.70	\$0.00	\$65.96
BRICKLAYERS LO	IYERS LOCAL 3 (WORCESTER) - MARBLE & TILE	08/01/2016	\$38.78	\$10.18	\$17.78	\$0.00	\$66.74	
			02/01/2017	7 \$39.24	\$10.18	\$17.78	\$0.00	\$67.20
		ntice - MARBLE & TILE FINISHER ive Date - 02/01/2016 percent	- Local 3 Marble & Tile  Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$19.04	\$10.18	\$17.70	\$0.00	\$46.92	
	2	60	\$22.85	\$10.18	\$17.70	\$0.00	\$50.73	
	3	70	\$26.66	\$10.18	\$17.70	\$0.00	\$54.54	
	4	80	\$30.46	\$10.18	\$17.70	\$0.00	\$58.34	
	5	90	\$34.27	\$10.18	\$17.70	\$0.00	\$62.15	
	Effect	ive Date - 08/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$19.39	\$10.18	\$17.78	\$0.00	\$47.35	
	2	60	\$23.27	\$10.18	\$17.78	\$0.00	\$51.23	
	3	70	\$27.15	\$10.18	\$17.78	\$0.00	\$55.11	
	4	80	\$31.02	\$10.18	\$17.78	\$0.00	\$58.98	
	5	90	\$34.90	\$10.18	\$17.78	\$0.00	\$62.86	
	Notes:							
	Appre	entice to Journeyworker Ratio:1:3						
	-	TLELAYERS & TERRAZZO MECH ORCESTER) - MARBLE & TILE	03/01/2016	\$49.45	\$10.18	\$17.69	\$0.00	\$77.32
MCKLATERS LO	CAL 3 (W	ONCESTER) - WANDLE & TILE	09/01/2016	\$50.35	\$10.18	\$17.77	\$0.00	\$78.30

03/01/2017

\$50.92

**Effective Date** 

Base Wage

Health

Classification

Supplemental

Unemployment

Pension

\$17.77

\$10.18

\$0.00

\$78.87

**Total Rate** 

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	Effectiv Step	ve Date -	03/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
-	1	50		\$24.73	\$10.18	\$17.69	\$0.00	\$52.60	)
	2	60		\$29.67	\$10.18	\$17.69	\$0.00	\$57.54	ļ
	3	70		\$34.62	\$10.18	\$17.69	\$0.00	\$62.49	
	4	80		\$39.56	\$10.18	\$17.69	\$0.00	\$67.43	}
	5	90		\$44.51	\$10.18	\$17.69	\$0.00	\$72.38	
	<b>Effecti</b> v	ve Date -	09/01/2016	Apprentice Base Wage	Haalth	Pension	Supplemental Unemployment	Total Rate	
-	1	50		\$25.18	\$10.18	\$17.77		\$53.13	
	2	60		\$23.18 \$30.21	\$10.18	\$17.77 \$17.77	\$0.00 \$0.00	\$53.13 \$58.16	
	3	70		\$35.25	\$10.18	\$17.77	\$0.00	\$63.20	
	4	80		\$40.28	\$10.18	\$17.77	\$0.00	\$68.23	
	5	90		\$45.32	\$10.18	\$17.77	\$0.00	\$73.27	
  1	Notes:						- — — -		
 	Apprei		urneyworker Ratio:1:5						
			ON CONST. SITES)	12/01/201:	5 \$43	.31 \$10.00	\$14.90	\$0.00	\$68.2
RATING ENGIN	EERS LC	CAL 4		06/01/2016	5 \$44	.06 \$10.00	\$14.90	\$0.00	\$68.90
				12/01/2016	5 \$45	.29 \$10.00	\$14.90	\$0.00	\$70.19
				06/01/2017	7 \$46	.28 \$10.00	\$14.90	\$0.00	\$71.13
For apprentice ra	ites see ".	Apprentice- C	PERATING ENGINEERS"	12/01/2017	7 \$47	.27 \$10.00	\$14.90	\$0.00	\$72.1
CHANICS M	AINTE	ENANCE		12/01/201:	5 \$43	.31 \$10.00	\$14.90	\$0.00	\$68.2
RATING ENGIN	EERS LC	CAL 4		06/01/2010				\$0.00	\$68.90
				12/01/2016				\$0.00	\$70.1
				06/01/2017	7 \$46	.28 \$10.00	\$14.90	\$0.00	\$71.1
<b>.</b>	. <b></b>		ADED A TING ENGINEERS.	12/01/2017	7 \$47	.27 \$10.00	\$14.90	\$0.00	\$72.1
•••		••	PERATING ENGINEERS"				<u> </u>		
LLWRIGHT ( Lwrights loc.				04/01/2013	5 \$33	.13 \$9.80	\$16.21	\$0.00	\$59.14

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Pension

		entice - MILLWRIGHT - Local 1121	Zone 3					
	Step	ive Date - 04/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Tot	al Rate
	1	55	\$18.22	\$9.80	\$4.48	\$0.00		\$32.50
	2	65	\$21.53	\$9.80	\$13.36	\$0.00		\$44.69
	3	75	\$24.85	\$9.80	\$14.18	\$0.00		\$48.83
	4	85	\$28.16	\$9.80	\$14.99	\$0.00		\$52.95
	Notes	:						
		Steps are 2,000 hours						İ
	Appro	entice to Journeyworker Ratio:1:5						
MORTAR M			12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
LABORERS - ZO.	NE 2		06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
			12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
		"Apprentice- LABORER"						
		N TRUCK CRANES,GRADALLS)  OCAL 4	12/01/2015		\$10.00	\$14.90	\$0.00	\$47.17
	TING ENGINEERS LOCAL 4		06/01/2016	*	\$10.00	\$14.90	\$0.00	\$47.56
			12/01/2016		\$10.00	\$14.90	\$0.00	\$48.21
			06/01/2017			\$14.90	\$0.00	\$48.72
For apprenti	ice rates see	"Apprentice- OPERATING ENGINEERS"	12/01/2017	\$24.34	\$10.00	\$14.90	\$0.00	\$49.24
		NES, GRADALLS)	12/01/2015	5 \$26.08	\$10.00	\$14.90	\$0.00	\$50.98
OPERATING EN			06/01/2010			\$14.90	\$0.00	\$50.76 \$51.44
			12/01/2016		\$10.00	\$14.90	\$0.00	\$52.19
			06/01/2013			\$14.90	\$0.00	\$52.79
			12/01/2017			\$14.90	\$0.00	\$53.40
For apprenti	ice rates see	"Apprentice- OPERATING ENGINEERS"	12,01,201	Ψ20.50	Ψ10.00	4 - 112	4000	Ψ23.10
		VEN EQUIPMENT - CLASS II	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
OPERATING EN	GINEERS L	OCAL 4	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
			12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
			06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
			12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
		"Apprentice- OPERATING ENGINEERS"						
PAINTER (B PAINTERS LOCA			01/01/2016		\$7.85	\$16.10	\$0.00	\$73.46
			07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
			01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

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**Apprentice -** PAINTER Local 35 - BRIDGES/TANKS

Step	ive Date - 01/ percent	01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$24.76	\$7.85	\$0.00	\$0.00	\$32.61	
2	55		\$27.23	\$7.85	\$3.66	\$0.00	\$38.74	
3	60		\$29.71	\$7.85	\$3.99	\$0.00	\$41.55	
4	65		\$32.18	\$7.85	\$4.32	\$0.00	\$44.35	
5	70		\$34.66	\$7.85	\$14.11	\$0.00	\$56.62	
6	75		\$37.13	\$7.85	\$14.44	\$0.00	\$59.42	
7	80		\$39.61	\$7.85	\$14.77	\$0.00	\$62.23	
8	90		\$44.56	\$7.85	\$15.44	\$0.00	\$67.85	
Effect	ive Date - 07	01/2016				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$25.23	\$7.85	\$0.00	\$0.00	\$33.08	
2	55		\$27.75	\$7.85	\$3.66	\$0.00	\$39.26	
3	60		\$30.28	\$7.85	\$3.99	\$0.00	\$42.12	
4	65		\$32.80	\$7.85	\$4.32	\$0.00	\$44.97	
5	70		\$35.32	\$7.85	\$14.11	\$0.00	\$57.28	
6	75		\$37.85	\$7.85	\$14.44	\$0.00	\$60.14	
7	80		\$40.37	\$7.85	\$14.77	\$0.00	\$62.99	
8	90		\$45.41	\$7.85	\$15.44	\$0.00	\$68.70	
Notes:	Steps are 750	hrs.						
Appre	entice to Journe	yworker Ratio:1:1					'	
	R SANDBLAST		01/01/2016	5 \$40.41	\$7.85	\$16.10	\$0.00	\$64
	_	ted are new construction LOCAL 35 - ZONE 2	07/01/2016	5 \$41.36	\$7.85	\$16.10	\$0.00	\$65
SHAII UC	useu.FAINTERS	LOCAL 33 - ZONE 2	01/01/2017	7 \$42.31	\$7.85	\$16.10	\$0.00	\$66

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	Effecti	ve Date - 01/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$20.21	\$7.85	\$0.00	\$0.00	\$28.06	
	2	55	\$22.23	\$7.85	\$3.66	\$0.00	\$33.74	
	3	60	\$24.25	\$7.85	\$3.99	\$0.00	\$36.09	
	4	65	\$26.27	\$7.85	\$4.32	\$0.00	\$38.44	
	5	70	\$28.29	\$7.85	\$14.11	\$0.00	\$50.25	
	6	75	\$30.31	\$7.85	\$14.44	\$0.00	\$52.60	
	7	80	\$32.33	\$7.85	\$14.77	\$0.00	\$54.95	
	8	90	\$36.37	\$7.85	\$15.44	\$0.00	\$59.66	
	Effecti Step	ve Date - 07/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$20.68	\$7.85	\$0.00	\$0.00	\$28.53	
	2	55	\$22.75	\$7.85	\$3.66	\$0.00	\$34.26	
	3	60	\$24.82	\$7.85	\$3.99	\$0.00	\$36.66	
	4	65	\$26.88	\$7.85	\$4.32	\$0.00	\$39.05	
	5	70	\$28.95	\$7.85	\$14.11	\$0.00	\$50.91	
	6	75	\$31.02	\$7.85	\$14.44	\$0.00	\$53.31	
	7	80	\$33.09	\$7.85	\$14.77	\$0.00	\$55.71	
	8	90	\$37.22	\$7.85	\$15.44	\$0.00	\$60.51	
	Notes:	Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ra						
PAINTER (SP	RAY OR	SANDBLAST, REPAINT	01/01/201	6 \$38.47	\$7.85	\$16.10	\$0.00	\$62.42
PAINTERS LOCAL	L 35 - ZON	E 2	07/01/201			\$16.10	\$0.00	\$63.37
			01/01/201		\$7.85	\$16.10	\$0.00	\$64.32

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

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Pension

	Effecti Step	ve <b>Date</b> - 01/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	<b>;</b>
-	1	50	\$19.24	\$7.85	\$0.00	\$0.00	\$27.09	
	2	55	\$21.16	\$7.85	\$3.66	\$0.00	\$32.67	
	3	60	\$23.08	\$7.85	\$3.99	\$0.00	\$34.92	
	4	65	\$25.01	\$7.85	\$4.32	\$0.00	\$37.18	
	5	70	\$26.93	\$7.85	\$14.11	\$0.00	\$48.89	
	6	75	\$28.85	\$7.85	\$14.44	\$0.00	\$51.14	
	7	80	\$30.78	\$7.85	\$14.77	\$0.00	\$53.40	
	8	90	\$34.62	\$7.85	\$15.44	\$0.00	\$57.91	
	Effecti	ve Date - 07/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
-	1	50	\$19.71	\$7.85	\$0.00	\$0.00	\$27.56	,
	2	55	\$21.68	\$7.85	\$3.66	\$0.00	\$33.19	)
	3	60	\$23.65	\$7.85	\$3.99	\$0.00	\$35.49	)
	4	65	\$25.62	\$7.85	\$4.32	\$0.00	\$37.79	)
	5	70	\$27.59	\$7.85	\$14.11	\$0.00	\$49.55	;
	6	75	\$29.57	\$7.85	\$14.44	\$0.00	\$51.86	<u>,</u>
	7	80	\$31.54	\$7.85	\$14.77	\$0.00	\$54.16	<u>,</u>
	8	90	\$35.48	\$7.85	\$15.44	\$0.00	\$58.77	,
-	Notes:							
		Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:	1					
		IARKINGS)	12/01/2015	\$31.15	\$7.45	\$12.65	\$0.00	\$51.2
RERS - ZONE 2	<i>!</i>		06/01/2016	\$31.65	\$7.45	\$12.65	\$0.00	\$51.7
			12/01/2016	\$32.40	\$7.45	\$12.65	\$0.00	\$52.5
		Apprentice- LABORER"						
		RUSH, NEW) * faces to be painted are new constr	01/01/2016	\$39.01	\$7.85	\$16.10	\$0.00	\$62.9
J70 OI HIOTE	or suri	aces to be painted are new constr	07/01/2016	\$39.96	\$7.85	\$16.10	\$0.00	\$63.9

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Notes:	
1 totes.	
	eps are 750 hrs.
	eps are 750 ms.
	· ·

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2016	\$37.07	\$7.85	\$16.10	\$0.00	\$61.02
PAINTERS LOCAL 35 - ZONE 2	07/01/2016	\$38.02	\$7.85	\$16.10	\$0.00	\$61.97
	01/01/2017	\$38.97	\$7.85	\$16.10	\$0.00	\$62.92

Apprentice to Journeyworker Ratio:1:1

**Issue Date:** 05/05/2016 **Wage Request Number:** 20160505-049 **Page 22 of 33** 

Step			ntice - PAINTER Local 35 Zone 2 (ve Date - 01/01/2016	- BRUSH REPAINT					
1   50				Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Post		1	50	\$18.54	\$7.85	\$0.00	\$0.00	\$26.39	
Step   Or/Ot/12016   Step   Or/Ot/12016   Step   Or/Ot/12016   Step   Or/Ot/12016   Step   Or/Ot/12016   Step   Or/Ot/12016		2	55						
		3	60						
Steps are 750 hrs.   Steps a		4	65						
State   Stat		5	70						
Part		6	75						
Rice		7	80						
Notes:   Steps are 750 hrs.		8	90						
Notes   Steps are 750 hrs.   Panelle Base Wage   Health   Pension   Unemployment   Total Rate		Effecti	ve Date - 07/01/2016				Supplemental		
Second   S		Step	percent	Apprentice Base Wage	Health	Pension	* *	Total Rate	
Sign		1	50	\$19.01	\$7.85	\$0.00	\$0.00	\$26.86	
Apprentice to Journeyworker Ratio:1:1   Sand Steps are 750 hrs.   Step		2	55	\$20.91	\$7.85	\$3.66	\$0.00	\$32.42	
Second   S		3	60	\$22.81	\$7.85	\$3.99	\$0.00	\$34.65	
S28.52   S7.85   \$14.44   \$0.00   \$50.81		4	65	\$24.71	\$7.85	\$4.32	\$0.00	\$36.88	
\$30.42		5	70	\$26.61	\$7.85	\$14.11	\$0.00	\$48.57	
Notes:   Steps are 750 hrs.   Steps are 750 hrs.   Steps are 750 hrs.   PANEL & PICKUP TRUCKS DRIVER   12/01/2012   \$30.28   \$9.07   \$8.00   \$0.00   \$47.35		6	75	\$28.52	\$7.85	\$14.44	\$0.00	\$50.81	
Notes:   Steps are 750 hrs.		7	80	\$30.42	\$7.85	\$14.77	\$0.00	\$53.04	
Steps are 750 hrs.   Apprentice to Journeyworker Ratio:1:1   PANEL & PICKUP TRUCKS DRIVER   12/01/2012   \$30.28   \$9.07   \$8.00   \$0.00   \$47.35     PANEL & PICKUP TRUCKS DRIVER   12/01/2012   \$30.28   \$9.07   \$8.00   \$0.00   \$47.35     PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND   09/01/2013   \$37.01   \$9.80   \$18.17   \$0.00   \$64.98     DECK   PILE DRIVER LOCAL 56 (ZONE 2)   For apprentice rates see "Apprentice-PILE DRIVER"   09/01/2013   \$37.01   \$9.80   \$18.17   \$0.00   \$64.98     PILE DRIVER   09/01/2013   \$37.01   \$9.80   \$18.17   \$0.00   \$64.98     PILE DRIVER   09/01/2013   \$37.01   \$9.80   \$18.17   \$0.00   \$64.98     PILE DRIVER LOCAL 56 (ZONE 2)   Supplemental   Unemployment   Total Rate   Total Rat		8	90	\$34.22	\$7.85	\$15.44	\$0.00	\$57.51	
Apprentice to Journeyworker Ratio:1:1  PANEL & PICKUP TRUCKS DRIVER		Notes:							
PANEL & PICKUP TRUCKS DRIVER  TEAMSTERS JOINT COUNCIL NO. 10 ZONE B  PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)  PILE DRIVER LOCAL 56 (ZONE 2)  For apprentice rates see "Apprentice-PILE DRIVER"  Apprentice - PILE DRIVER - Local 56 Zone 2  Effective Date - 09/01/2013  Step percent Apprentice Base Wage   Health   Pension   Supplemental Unemployment   Total Rate		İ	Steps are 750 hrs.					i	
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 2) For apprentice rates see "Apprentice- PILE DRIVER"  PILE DRIVER LOCAL 56 (ZONE 2) For apprentice - PILE DRIVER DRIVER DRIVER DRIVER DRIVER DRIVER DRIVER LOCAL 56 (ZONE 2)  Effective Date - 09/01/2013 Step percent Apprentice Base Wage Health Pension Unemployment Total Rate		Appre	ntice to Journeyworker Ratio:1:1						
DECK)  PILE DRIVER LOCAL 56 (ZONE 2)  For apprentice rates see "Apprentice-PILE DRIVER"  PILE DRIVER  PILE DRIVER LOCAL 56 (ZONE 2)  Apprentice - PILE DRIVER - Local 56 Zone 2  Effective Date - 09/01/2013  Step percent Apprentice Base Wage Health Pension Unemployment Total Rate				12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
Apprentice - PILE DRIVER - Local 56 Zone 2  Effective Date - 09/01/2013 Step percent Apprentice Base Wage Health Pension Unemployment Total Rate	DECK) PILE DRIVER LOC	CAL 56 (ZC	DNE 2)	AND 09/01/2013	3 \$37.01	\$9.80	\$18.17	\$0.00	\$64.98
Effective Date - 09/01/2013  Step percent Apprentice Base Wage Health Pension Unemployment Total Rate		CAL 56 (ZC	DNE 2)	09/01/2013	\$ \$37.01	\$9.80	\$18.17	\$0.00	\$64.98
		Effecti	ve Date - 09/01/2013		Health	Pension		Total Rate	
		1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	

|Notes: Apprentice wages shall be no less than the following Steps;

1\$50.05/2\$54.25/3\$58.46/4\$60.56/5\$62.66/6\$62.66/7\$66.87/8\$66.87

(Same as set in Zone 1)

Apprentice to Journeyworker Ratio:1:3

								mempro y mene	
PIPELAYER	E 2			12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
ABORERS - ZON	E 2			06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
				12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75
For apprentice			LABORER"						
LUMBER & I Lumbers loca		TER		03/01/2016	\$42.36	\$9.35	\$14.26	\$0.00	\$65.97
JOHN ED EN	L			09/01/2016	\$42.96	\$9.35	\$14.26	\$0.00	\$66.57
				03/01/2017	\$43.61	\$9.35	\$14.26	\$0.00	\$67.22
				09/01/2017	\$44.21	\$9.35	\$14.26	\$0.00	\$67.82
				03/01/2018	\$44.86	\$9.35	\$14.26	\$0.00	\$68.47
			PLUMBER/PIPEFITTER - Loc 03/01/2016	al 4					
	Step	ve Date - percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	40		\$16.94	\$9.35	\$0.00	\$0.00	\$26.29	
	2	50		\$21.18	\$9.35	\$0.00	\$0.00	\$30.53	
	3	60		\$25.42	\$9.35	\$0.00	\$0.00	\$34.77	
	4	70		\$29.65	\$9.35	\$4.55	\$0.00	\$43.55	
	5	80		\$33.89	\$9.35	\$4.55	\$0.00	\$47.79	
	Effecti	ve Date -	09/01/2016						
	Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	40		\$17.18	\$9.35	\$0.00	\$0.00	\$26.53	
	2	50		\$21.48	\$9.35	\$0.00	\$0.00	\$30.83	
	3	60		\$25.78	\$9.35	\$0.00	\$0.00	\$35.13	
	4	70		\$30.07	\$9.35	\$4.55	\$0.00	\$43.97	
	5	80		\$34.37	\$9.35	\$4.55	\$0.00	\$48.27	
	Notes:	Step 4 w	2000 hrs;Step 4 w/license-75;S with lic\$45.67 Step 5 with lic\$4						
IEUMATIC			ourneyworker Ratio:1:3						
UMBERS LOCA		OLS (TE	vir.)	03/01/2016		\$9.35	\$14.26	\$0.00	\$65.97
				09/01/2016		\$9.35	\$14.26	\$0.00	\$66.57
				03/01/2017		\$9.35	\$14.26	\$0.00	\$67.22
				09/01/2017		\$9.35	\$14.26	\$0.00	\$67.82
For apprentice	e rates see "	Apprentice-	PIPEFITTER" or "PLUMBER/PIPEF	03/01/2018 ITTER"	\$44.86	\$9.35	\$14.26	\$0.00	\$68.47
NEUMATIC				12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
BORERS - ZON				06/01/2016		\$7.45	\$12.65	\$0.00	\$52.00
				12/01/2016		\$7.45	\$12.65	\$0.00	\$52.75
For apprentice	e rates see "	Apprentice-	LABORER"	12,01,2010	ψυ2.00	Ψ1.τ3	Ψ. <b>Ξ</b> .ου	+0.00	Ψ52.13
- or uppromise		STER		12/01/2015	\$32.15	\$7.45	\$12.65	\$0.00	\$52.25
OWDERMAN		IO I LIT							
OWDERMAN BORERS - ZON				06/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75

Effective Date Base Wage Health

Classification

Supplemental

Unemployment

Pension

**Total Rate** 

**Issue Date:** 05/05/2016 **Wage Request Number:** 20160505-049 **Page 24 of 33** 

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE)  OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
OI ERATING ENGINEERS ECCAL 7	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
PUMP OPERATOR (DEWATERING, OTHER)	12/01/2015	\$30.13	\$10.00	\$14.90	\$0.00	\$55.03
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$30.65	\$10.00	\$14.90	\$0.00	\$55.55
	12/01/2016	\$31.52	\$10.00	\$14.90	\$0.00	\$56.42
	06/01/2017	\$32.21	\$10.00	\$14.90	\$0.00	\$57.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$32.90	\$10.00	\$14.90	\$0.00	\$57.80
READY-MIX CONCRETE DRIVER TEAMSTERS LOCAL 170	05/01/2010	\$22.04	\$6.50	\$5.44	\$0.00	\$33.98
RECLAIMERS  OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.21
OF ERATING ENGINEERS LOCAL 4	06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
	12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
	06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
RESIDENTIAL WOOD FRAME (All Other Work) CARPENTERS -ZONE 2 (Residential Wood)	04/01/2011	\$24.24	\$8.67	\$15.51	\$0.00	\$48.42
RESIDENTIAL WOOD FRAME CARPENTER **  ** The Residential Wood Frame Carpenter classification applies	05/01/2011	\$24.24	\$6.34	\$6.23	\$0.00	\$36.81

<sup>\*\*</sup> The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. CARPENTERS - ZONE 2 (Residential Wood)

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

For apprentice rates see "Apprentice- ROOFER"

	Step	ive Date - 0: percent	5/01/2011	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	•
	1	60		\$14.54	\$6.34	\$0.00	\$0.00	\$20.88	3
	2	60		\$14.54	\$6.34	\$6.23	\$0.00	\$27.11	
	3	65		\$15.76	\$6.34	\$6.23	\$0.00	\$28.33	
	4	70		\$16.97	\$6.34	\$6.23	\$0.00	\$29.54	ļ
	5	75		\$18.18	\$6.34	\$6.23	\$0.00	\$30.75	
	6	80		\$19.39	\$6.34	\$6.23	\$0.00	\$31.96	ó
	7	85		\$20.60	\$6.34	\$6.23	\$0.00	\$33.17	7
	8	90		\$21.82	\$6.34	\$6.23	\$0.00	\$34.39	)
	Notes:								
	<u></u>								
IDE-ON MO		ntice to Journ  D BUGGY OF	eyworker Ratio:1:5	12/01/2015	021.40	Φ7.45	¢12.65	¢0.00	Φ51.50
ABORERS - ZON		D DOGGI OI	LIMITOR	12/01/2015	*	\$7.45 \$7.45	\$12.65 \$12.65	\$0.00 \$0.00	\$51.50
				06/01/2016		\$7.45 \$7.45	\$12.65 \$12.65	\$0.00	\$52.00 \$52.75
For apprentic	e rates see	'Apprentice- LAB	ORER"	12/01/2016	\$32.65	\$7.43	\$12.03	\$0.00	\$32.73
		MULCHING	MACHINE	12/01/2015	\$43.31	\$10.00	\$14.90	\$0.00	\$68.2
PERATING ENG	GINEERS L	OCAL 4		06/01/2016	\$44.06	\$10.00	\$14.90	\$0.00	\$68.96
				12/01/2016	\$45.29	\$10.00	\$14.90	\$0.00	\$70.19
				06/01/2017	\$46.28	\$10.00	\$14.90	\$0.00	\$71.18
				12/01/2017	\$47.27	\$10.00	\$14.90	\$0.00	\$72.17
		**	RATING ENGINEERS"  &Roofer Damproofg)				****	****	
OOT EIK (IIIC.		vaterproofing c	ekoolei Dampiooig)	02/01/2016	\$40.11	\$11.00	\$12.90	\$0.00	\$64.01
	Effect	ive Date - 02	FER - Local 33 2/01/2016				Supplemental		
	Step	percent		Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	50		\$20.06	\$11.00	\$3.39	\$0.00	\$34.45	
	^	60		\$24.07	\$11.00	\$12.90	\$0.00	\$47.97	
	2			\$26.07	\$11.00	\$12.90	\$0.00	\$49.97	
	3	65					40.00	Ø 52.00	)
	3 4	75		\$30.08	\$11.00	\$12.90	\$0.00	\$53.98	
	3				\$11.00 \$11.00	\$12.90 \$12.90	\$0.00 \$0.00	\$53.98 \$57.99	
	3 4 5	75 85 ** 1:5, 2:6-10	the 1:10; Reroofing: 1 0 hrs.; Steps 2-5 are 100	\$30.08 \$34.09 					

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	<b>Total Rate</b>
SHEETMETAL WORKER	01/01/2016	\$31.57	\$10.54	\$14.86	\$1.70	\$58.67
SHEETMETAL WORKERS LOCAL 63	07/01/2016	\$32.28	\$10.54	\$14.90	\$1.70	\$59.42
	01/01/2017	\$33.03	\$10.54	\$14.90	\$1.70	\$60.17

**Apprentice -** SHEET METAL WORKER - Local 63

<b>Effect</b> i Step	ive Date - percent	01/01/2016	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45		\$14.21	\$6.21	\$4.08	\$0.00	\$24.50
2	50		\$15.79	\$6.55	\$4.53	\$0.00	\$26.87
3	55		\$17.36	\$6.89	\$8.15	\$0.97	\$33.37
4	60		\$18.94	\$7.22	\$8.15	\$1.03	\$35.34
5	65		\$20.52	\$7.55	\$8.15	\$1.09	\$37.31
6	70		\$22.10	\$7.88	\$8.15	\$1.14	\$39.27
7	75		\$23.68	\$8.22	\$8.15	\$1.20	\$41.25
8	80		\$25.26	\$9.30	\$13.95	\$1.46	\$49.97
9	85		\$26.83	\$9.64	\$13.95	\$1.51	\$51.93
10	90		\$28.41	\$9.98	\$13.95	\$1.57	\$53.91
Notes:							
1 (000)							
Appre	ntice to Jo	urneyworker Ratio:1	:3				

06/01/2013

\$25.81

\$7.05

\$7.07

\$0.00

\$39.93

SIGN ERECTOR
PAINTERS LOCAL 35 - ZONE 2

**Apprentice** - SIGN ERECTOR - Local 35 Zone 2

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

Apprentice to Journeyworker Ratio:1:1

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP < 35 TONS	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	12/01/2015	\$32.23	\$10.41	\$10.08	\$0.00	\$52.72
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2016	\$32.73	\$10.41	\$10.08	\$0.00	\$53.22
	08/01/2016	\$32.73	\$10.91	\$10.08	\$0.00	\$53.72
	12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 669	01/01/2016	\$38.01	\$8.52	\$12.13	\$0.00	\$58.66

	Step	ve Date - 01/01/2016  percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	45	\$17.10	\$7.45	\$0.00	\$0.00	\$24.55	
	2	50	\$19.01	\$7.45	\$0.00	\$0.00	\$26.46	
	3	55	\$20.91	\$8.52	\$6.30	\$0.00	\$35.73	
	4	60	\$22.81	\$8.52	\$6.30	\$0.00	\$37.63	
	5	65	\$24.71	\$8.52	\$6.55	\$0.00	\$39.78	
	6	70	\$26.61	\$8.52	\$6.55	\$0.00	\$41.68	
	7	75	\$28.51	\$8.52	\$6.55	\$0.00	\$43.58	
	8	80	\$30.41	\$8.52	\$6.55	\$0.00	\$45.48	
	9	85	\$32.31	\$8.52	\$6.55	\$0.00	\$47.38	
	10	90	\$34.21	\$8.52	\$6.55	\$0.00	\$49.28	
	Notes:	- — — — — —						
		ntice to Journeyworker R	atio:1:1					
EAM BOILE Erating engl			12/01/203	5 \$43	.31 \$10.00	\$14.90	\$0.00	\$68.21
ICITINO ENGL	VEEKS E	JCAL 4	06/01/203	6 \$44	.06 \$10.00	\$14.90	\$0.00	\$68.96
			12/01/20	6 \$45	.29 \$10.00	\$14.90	\$0.00	\$70.19
			06/01/203	7 \$46	.28 \$10.00	\$14.90	\$0.00	\$71.18
For apprentice	rates see '	'Apprentice- OPERATING ENGIN	12/01/201 NEERS"	7 \$47	.27 \$10.00	\$14.90	\$0.00	\$72.17
		PELLED OR TRACTOR	ORAWN 12/01/202	5 \$43	.31 \$10.00	\$14.90	\$0.00	\$68.21
RATING ENGL	NEEKS LO	OCAL 4	06/01/203	6 \$44	.06 \$10.00	\$14.90	\$0.00	\$68.96
			12/01/203	6 \$45	.29 \$10.00	\$14.90	\$0.00	\$70.19
			06/01/203	7 \$46	.28 \$10.00	\$14.90	\$0.00	\$71.18
	rates see '	'Apprentice- OPERATING ENGIN	12/01/20	7 \$47	\$10.00	\$14.90	\$0.00	\$72.17
For apprentice	NIIGIIDI	RS	02/01/203	6 \$48	.80 \$10.18	\$19.14	\$0.00	\$78.12
	NISHE							
RRAZZO FI		ORCESTER) - MARBLE & TILE	08/01/203	6 \$49	.70 \$10.18	\$19.22	\$0.00	\$79.10

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	Step	ive <b>Date</b> - 02/01/2016 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
	1	50	\$24.40	\$10.18	\$19.14	\$0.00	\$53.72	
	2	60	\$29.28	\$10.18	\$19.14	\$0.00	\$58.60	)
	3	70	\$34.16	\$10.18	\$19.14	\$0.00	\$63.48	;
	4	80	\$39.04	\$10.18	\$19.14	\$0.00	\$68.36	
	5	90	\$43.92	\$10.18	\$19.14	\$0.00	\$73.24	
	Effecti	ive Date - 08/01/2016				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50	\$24.85	\$10.18	\$19.22	\$0.00	\$54.25	
	2	60	\$29.82	\$10.18	\$19.22	\$0.00	\$59.22	
	3	70	\$34.79	\$10.18	\$19.22	\$0.00	\$64.19	)
	4	80	\$39.76	\$10.18	\$19.22	\$0.00	\$69.16	,
	5	90	\$44.73	\$10.18	\$19.22	\$0.00	\$74.13	
	Notes:	- — — — — — — —						
							j	
		entice to Journeyworker Ratio:1:3						
	ST BORING DRILLER ORERS - FOUNDATION AND MARINE		12/01/201:	5 \$36.70	\$7.45	\$13.75	\$0.00	\$57.90
ZIBORERO 100	1101111011	III IIIIIIII	06/01/2010	6 \$37.43	5 \$7.45	\$13.75	\$0.00	\$58.65
For apprentic	a rates see	"Apprentice- LABORER"	12/01/2016	6 \$38.43	5 \$7.45	\$13.75	\$0.00	\$59.65
		LER HELPER	12/01/201:	5 \$25.47	0 07.45	\$13.75	\$0.00	\$57.72
ABORERS - FOU			06/01/201			\$13.75	\$0.00	\$56.62 \$57.37
			12/01/2010			\$13.75 \$13.75	\$0.00	\$57.37 \$58.37
For apprentic	e rates see '	"Apprentice- LABORER"	12/01/2010	6 \$37.1	7 \$7.45	\$13.73	\$0.00	\$30.37
TEST BORING			12/01/201:	5 \$35.30	37.45	\$13.75	\$0.00	\$56.50
ABORERS - FOU	NDATION	AND MARINE	06/01/2010	6 \$36.0:	5 \$7.45	\$13.75	\$0.00	\$57.25
			12/01/2016			\$13.75	\$0.00	\$58.25
For apprentic	e rates see '	"Apprentice- LABORER"						
		LE STEAM GENERATORS	12/01/2015	5 \$43.3	\$10.00	\$14.90	\$0.00	\$68.21
OPERATING ENG	INEEKS L	OCAL 4	06/01/2016	6 \$44.00	\$10.00	\$14.90	\$0.00	\$68.96
			12/01/2016	6 \$45.29	\$10.00	\$14.90	\$0.00	\$70.19
			06/01/2017	7 \$46.28	\$10.00	\$14.90	\$0.00	\$71.18
E d'		A ODERATING ENGINEERGII	12/01/2017	7 \$47.2	7 \$10.00	\$14.90	\$0.00	\$72.17
		"Apprentice- OPERATING ENGINEERS"  TH MOVING FOLUDMENT				010.00	<b>#0.00</b>	<b></b>
		TH MOVING EQUIPMENT TIL NO. 10 ZONE B	12/01/2013			\$10.08	\$0.00	\$53.01
			06/01/2010			\$10.08	\$0.00	\$53.51
			08/01/2010			\$10.08	\$0.00	\$54.01
			12/01/2016	6 \$33.02	2 \$10.91	\$10.89	\$0.00	\$54.82

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - COMPRESSED AIR	12/01/2015	\$47.58	\$7.45	\$14.15	\$0.00	\$69.18
LABORERS (COMPRESSED AIR)	06/01/2016	\$48.33	\$7.45	\$14.15	\$0.00	\$69.93
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$49.33	\$7.45	\$14.15	\$0.00	\$70.93
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/01/2015	\$49.58	\$7.45	\$14.15	\$0.00	\$71.18
LABORERS (COMPRESSED AIR)	06/01/2016	\$50.33	\$7.45	\$14.15	\$0.00	\$71.93
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$51.33	\$7.45	\$14.15	\$0.00	\$72.93
TUNNEL WORK - FREE AIR	12/01/2015	\$39.65	\$7.45	\$14.15	\$0.00	\$61.25
LABORERS (FREE AIR TUNNEL)	06/01/2016	\$40.40	\$7.45	\$14.15	\$0.00	\$62.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$41.40	\$7.45	\$14.15	\$0.00	\$63.00
TUNNEL WORK - FREE AIR (HAZ. WASTE)	12/01/2015	\$41.65	\$7.45	\$14.15	\$0.00	\$63.25
LABORERS (FREE AIR TUNNEL)	06/01/2016	\$42.40	\$7.45	\$14.15	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$43.40	\$7.45	\$14.15	\$0.00	\$65.00
VAC-HAUL	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
VOICE-DATA-VIDEO TECHNICIAN  ELECTRICIANS LOCAL 96	12/01/2015	\$26.83	\$8.41	\$12.35	\$0.00	\$47.59

• •	ntice - VOICE-DATA-VIDEO TE	CHNICIAN - Local 96					
Effecti Step	ive Date - 12/01/2015 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$13.42	\$8.41	\$3.78	\$0.00	\$25.61	
2	55	\$14.76	\$8.41	\$3.82	\$0.00	\$26.99	
3	60	\$16.10	\$8.41	\$12.03	\$0.00	\$36.54	
4	65	\$17.44	\$8.41	\$12.07	\$0.00	\$37.92	
5	70	\$18.78	\$8.41	\$12.11	\$0.00	\$39.30	
6	75	\$20.12	\$8.41	\$12.15	\$0.00	\$40.68	
7	80	\$21.46	\$8.41	\$12.19	\$0.00	\$42.06	
8	85	\$22.81	\$8.41	\$12.23	\$0.00	\$43.45	
Notes:							
Appre	entice to Journeyworker Ratio:1:1						
GON DRILL OPER	RATOR	12/01/2015	\$31.40	\$7.45	\$12.65	\$0.00	\$51.50
ORERS - ZONE 2		06/01/2016	\$31.90	\$7.45	\$12.65	\$0.00	\$52.00
For apprentice rates see '	"Apprentice- LABORER"	12/01/2016	\$32.65	\$7.45	\$12.65	\$0.00	\$52.75

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WASTE WATER PUMP OPERATOR	12/01/2015	\$43.73	\$10.00	\$14.90	\$0.00	\$68.63
OPERATING ENGINEERS LOCAL 4	06/01/2016	\$44.48	\$10.00	\$14.90	\$0.00	\$69.38
	12/01/2016	\$45.73	\$10.00	\$14.90	\$0.00	\$70.63
	06/01/2017	\$46.73	\$10.00	\$14.90	\$0.00	\$71.63
	12/01/2017	\$47.73	\$10.00	\$14.90	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER PLUMBERS LOCAL 4	03/01/2016	\$42.36	\$9.35	\$14.26	\$0.00	\$65.97
LUMBERS LOCAL 4	09/01/2016	\$42.96	\$9.35	\$14.26	\$0.00	\$66.57
	03/01/2017	\$43.61	\$9.35	\$14.26	\$0.00	\$67.22
	09/01/2017	\$44.21	\$9.35	\$14.26	\$0.00	\$67.82
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/G	03/01/2018 ASFITTER"	\$44.86	\$9.35	\$14.26	\$0.00	\$68.47
Outside Electrical - East  CABLE TECHNICIAN (Power Zone)		****		<b>#1.70</b>		
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2015	\$26.11	\$7.25	\$1.78	\$0.00	\$35.14
	08/28/2016	\$26.61	\$7.50	\$1.80	\$0.00	\$35.91
For apprentice rates see "Apprentice- LINEMAN"	09/03/2017	\$27.14	\$7.75	\$1.81	\$0.00	\$36.70
CABLEMAN (Underground Ducts & Cables)	08/30/2015	\$36.98	\$7.25	\$8.12	\$0.00	\$52.35
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/28/2016	\$37.70	\$7.50	\$8.87	\$0.00	\$54.07
For apprentice rates see "Apprentice- LINEMAN"	09/03/2017	\$38.45	\$7.75	\$9.53	\$0.00	\$55.73
DRIVER / GROUNDMAN CDL	08/30/2015	\$30.46	\$7.25	\$8.34	\$0.00	\$46.05
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/28/2016	\$31.05	\$7.50	\$8.89	\$0.00	\$47.44
	09/03/2017	\$31.66	\$7.75	\$9.44	\$0.00	\$48.85
For apprentice rates see "Apprentice- LINEMAN"	07/03/2017	ψ51.00	Ψ1.13	Ψ>	ψ0.00	ψ 10.03
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs)	08/30/2015	\$23.93	\$7.25	\$1.72	\$0.00	\$32.90
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/28/2016	\$24.39	\$7.50	\$1.73	\$0.00	\$33.62
	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"		,	*****			*-
EQUIPMENT OPERATOR (Class A CDL)	08/30/2015	\$36.98	\$7.25	\$12.29	\$0.00	\$56.52
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/28/2016	\$37.70	\$7.50	\$12.95	\$0.00	\$58.15
	09/03/2017	\$38.45	\$7.75	\$13.61	\$0.00	\$59.81
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL)	08/30/2015	\$32.63	\$7.25	\$9.05	\$0.00	\$48.93
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/28/2016	\$33.26	\$7.50	\$9.63	\$0.00	\$50.39
For apprentice rates see "Apprentice- LINEMAN"	09/03/2017	\$33.92	\$7.75	\$10.21	\$0.00	\$51.88
GROUNDMAN	08/30/2015	\$23.93	\$7.25	\$1.72	\$0.00	\$32.90
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/28/2016	\$24.39	\$7.50	\$1.73	\$0.00	\$33.62
	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"	07/03/2017	ψ27.00	Ψ1.13	Ψ1./3	ψ0.00	ψ.σ.σο
GROUNDMAN -Inexperienced (<2000 Hrs.)	08/30/2015	\$19.58	\$7.25	\$1.59	\$0.00	\$28.42
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/28/2016	\$19.96	\$7.50	\$1.60	\$0.00	\$29.06
	09/03/2017	\$20.35	\$7.75	\$1.61	\$0.00	\$29.71
For apprentice rates see "Apprentice- LINEMAN"	37/03/2017	ΨΔ0.33	Ψ1.13	Ψ1.01	Ψ0.00	ψΔ)./1
OURNEYMAN LINEMAN	08/30/2015	\$43.51	\$7.25	\$15.06	\$0.00	\$65.82
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/28/2016	\$44.35	\$7.50	\$15.83	\$0.00	\$67.68

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OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104

	Effecti	ive Date -	08/30/2015				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60		\$26.11	\$7.25	\$3.28	\$0.00	\$36.64	
	2	65		\$28.28	\$7.25	\$3.35	\$0.00	\$38.88	
	3	70		\$30.46	\$7.25	\$3.41	\$0.00	\$41.12	
	4	75		\$32.63	\$7.25	\$4.98	\$0.00	\$44.86	
	5	80		\$34.81	\$7.25	\$5.04	\$0.00	\$47.10	
	6	85		\$36.98	\$7.25	\$5.11	\$0.00	\$49.34	
	7	90		\$39.16	\$7.25	\$7.17	\$0.00	\$53.58	
	Effecti	ive Date -	08/28/2016				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60		\$26.61	\$7.50	\$3.30	\$0.00	\$37.41	
	2	65		\$28.83	\$7.50	\$3.36	\$0.00	\$39.69	
	3	70		\$31.05	\$7.50	\$3.43	\$0.00	\$41.98	
	4	75		\$33.26	\$7.50	\$5.00	\$0.00	\$45.76	
	5	80		\$35.48	\$7.50	\$5.06	\$0.00	\$48.04	
	6	85		\$37.70	\$7.50	\$5.13	\$0.00	\$50.33	
	7	90		\$39.92	\$7.50	\$7.20	\$0.00	\$54.62	
	Notes:								
			urneyworker Ratio:1:2						
LEDATA C. SIDE ELECTR			T LOCAL 104	01/01/2016	\$28.98	\$4.25	\$3.12	\$0.00	\$36.35
LEDATA L			MENT OPERATOR T LOCAL 104	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
LEDATA W			LLER/TECHNICIAN T LOCAL 104	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
EE TRIMM SIDE ELECTR		RKERS - EAS	T LOCAL 104	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
operating, mai	intaining, c	or repairing the	work done: (a) for a utility compan e utility company's equipment, and holesale tree removal.						
EE TRIMM				01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.

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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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