

CHARLES D. BAKER Governor

KARYN E. POLITO Lt. Governor

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

## **Prevailing Wage Rates**

As determined by the Director under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H ROSALIN ACOSTA Secretary WILLIAM D MCKINNEY Director

Awarding Authority:	Town of Montague WPCF
<b>Contract Number:</b>	City/Town: MONTAGUE
Description of Work:	The installation of fuel tanks in the Administration Building in preparation for the removal of a vaulted underground fuel storage tank.
Job Location:	34 Greenfield Rd

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

• This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.

• An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.

• The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.

• All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.

• The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.

• Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at http://www.mass.gov/dols/pw.

• Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.

• Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

• Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
2 AXLE) DRIVER - EQUIPMENT Teamsters joint council no. 10 zone b	08/01/2019	\$34.25	\$12.41	\$12.70	\$0.00	\$59.36
	12/01/2019	\$34.25	\$12.41	\$13.72	\$0.00	\$60.38
	06/01/2020	\$35.15	\$12.41	\$13.72	\$0.00	\$61.28
	08/01/2020	\$35.15	\$12.91	\$13.72	\$0.00	\$61.78
	12/01/2020	\$35.15	\$12.91	\$14.82	\$0.00	\$62.88
	06/01/2021	\$35.95	\$12.91	\$14.82	\$0.00	\$63.68
	08/01/2021	\$35.95	\$13.41	\$14.82	\$0.00	\$64.18
	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2019	\$34.32	\$12.41	\$12.70	\$0.00	\$59.43
EAMSTERS JOINT COONCIL NO. 10 ZONE B	12/01/2019	\$34.32	\$12.41	\$13.72	\$0.00	\$60.45
	06/01/2020	\$35.22	\$12.41	\$13.72	\$0.00	\$61.35
	08/01/2020	\$35.22	\$12.91	\$13.72	\$0.00	\$61.85
	12/01/2020	\$35.22	\$12.91	\$14.82	\$0.00	\$62.95
	06/01/2021	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	08/01/2021	\$36.02	\$13.41	\$14.82	\$0.00	\$64.25
	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
4 & 5 AXLE) DRIVER - EQUIPMENT	08/01/2019	\$34.44	\$12.41	\$12.70	\$0.00	\$59.55
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.44	\$12.41	\$13.72	\$0.00	\$60.57
	06/01/2020	\$35.34	\$12.41	\$13.72	\$0.00	\$61.47
	08/01/2020	\$35.34	\$12.91	\$13.72	\$0.00	\$61.97
	12/01/2020	\$35.34	\$12.91	\$14.82	\$0.00	\$63.07
	06/01/2021	\$36.14	\$12.91	\$14.82	\$0.00	\$63.87
	08/01/2021	\$36.14	\$13.41	\$14.82	\$0.00	\$64.37
	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT Pile Driver Local 56 (Zone 3)	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR	06/03/2019	\$32.25	\$7.85	\$14.22	\$0.00	\$54.32
ABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$33.06	\$7.85	\$14.22	\$0.00	\$55.13
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	06/01/2019	\$32.25	\$7.85	\$12.18	\$0.00	\$52.28
ABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2019	\$33.04	\$7.85	\$12.18	\$0.00	\$53.07
	06/01/2020	\$33.85	\$7.85	\$12.18	\$0.00	\$53.88
	12/01/2020	\$34.66	\$7.85	\$12.18	\$0.00	\$54.69
	06/01/2021	\$35.50	\$7.85	\$12.18	\$0.00	\$55.53
	12/01/2021	\$36.33	\$7.85	\$12.18	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASBESTOS WORKER (PIPES & TANKS)	06/01/2019	\$32.40	\$12.50	\$8.35	\$0.00	\$53.25
IEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	12/01/2019	\$33.30	\$12.50	\$8.35	\$0.00	\$54.15
	06/01/2020	\$34.20	\$12.50	\$8.35	\$0.00	\$55.05
	12/01/2020	\$35.10	\$12.50	\$8.35	\$0.00	\$55.95
ASPHALT RAKER	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
ABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						

**Issue Date:** 11/12/2019

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER (HEAVY & HIGHWAY)	06/01/2019	\$31.75	\$7.85	\$12.18	\$0.00	\$51.78
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2019	\$32.54	\$7.85	\$12.18	\$0.00	\$52.57
	06/01/2020	\$33.35	\$7.85	\$12.18	\$0.00	\$53.38
	12/01/2020	\$34.16	\$7.85	\$12.18	\$0.00	\$54.19
	06/01/2021	\$35.00	\$7.85	\$12.18	\$0.00	\$55.03
	12/01/2021	\$35.83	\$7.85	\$12.18	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER)	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
BACKHOE/FRONT-END LOADER OPERATOR	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
OPERATING ENGINEERS LOCAL 98	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE OPERATING ENGINEERS LOCAL 98	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 3 (BUILDING & SITE)	06/03/2019	\$32.25	\$7.85	\$14.22	\$0.00	\$54.32
	12/02/2019	\$33.06	\$7.85	\$14.22	\$0.00	\$55.13
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	06/01/2019	\$32.25	\$7.85	\$12.18	\$0.00	\$52.28
HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2019	\$33.04	\$7.85	\$12.18	\$0.00	\$53.07
	06/01/2020	\$33.85	\$7.85	\$12.18	\$0.00	\$53.88
	12/01/2020	\$34.66	\$7.85	\$12.18	\$0.00	\$54.69
	06/01/2021	\$35.50	\$7.85	\$12.18	\$0.00	\$55.53
	12/01/2021	\$36.33	\$7.85	\$12.18	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER	01/01/2019	\$44.71	\$7.07	\$17.72	\$0.00	\$69.50
BOILERMAKERS LOCAL 29	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Effect	ive Date -	01/01/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	65		\$29.06	\$7.07	\$11.52	\$0.00	\$47.65
2	65		\$29.06	\$7.07	\$11.52	\$0.00	\$47.65
3	70		\$31.30	\$7.07	\$12.40	\$0.00	\$50.77
4	75		\$33.53	\$7.07	\$13.30	\$0.00	\$53.90
5	80		\$35.77	\$7.07	\$14.18	\$0.00	\$57.02
6	85		\$38.00	\$7.07	\$15.07	\$0.00	\$60.14
7	90		\$40.24	\$7.07	\$15.95	\$0.00	\$63.26
8	95		\$42.47	\$7.07	\$16.84	\$0.00	\$66.38

# Apprentice - BOILERMAKER - Local 29

#### **Effective Date -** 01/01/2020

Effecti	<b>ve Date -</b> 01/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	2
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73	5
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73	5
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93	1
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14	ļ
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33	5
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55	;
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74	ļ
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96	)
Notes:	·						
Appre	ntice to Journeyworker Ratio:1:4						
	ICIAL MASONRY (INCL. MASON	NRY 08/01/2019	9 \$42.81	\$10.75	\$19.41	\$0.00	\$72.97
WATERPROOFING) BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)		02/01/2020	\$43.36	\$10.75	\$19.41	\$0.00	\$73.52
		08/01/2020	\$44.71	\$10.75	\$19.56	\$0.00	\$75.02
		02/01/202	\$45.26	\$10.75	\$19.56	\$0.00	\$75.57
		08/01/202	\$46.66	\$10.75	\$19.72	\$0.00	\$77.13

02/01/2022

\$47.19

\$10.75

\$19.72

\$0.00

\$77.66

	Effective Date -		08/01/2019		Ū.		Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
	1	50		\$21.41	\$10.75	\$19.41	\$0.00	\$51.57	1
	2	60		\$25.69	\$10.75	\$19.41	\$0.00	\$55.85	;
	3	70		\$29.97	\$10.75	\$19.41	\$0.00	\$60.13	
	4	80		\$34.25	\$10.75	\$19.41	\$0.00	\$64.41	
	5	90		\$38.53	\$10.75	\$19.41	\$0.00	\$68.69	)
	Effect	ive Date -	02/01/2020				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	2
	1	50		\$21.68	\$10.75	\$19.41	\$0.00	\$51.84	Ļ
	2	60		\$26.02	\$10.75	\$19.41	\$0.00	\$56.18	5
	3	70		\$30.35	\$10.75	\$19.41	\$0.00	\$60.51	
	4	80		\$34.69	\$10.75	\$19.41	\$0.00	\$64.85	;
	5	90		\$39.02	\$10.75	\$19.41	\$0.00	\$69.18	5
	Notes:								
			•						
SULLDOZEK/I	POWEF		TREE SHREDDER AM SHELL <i>operating</i>	06/01/2019			\$14.08	\$0.00	\$60.82
ENGINEERS LOCA For apprentice			PERATING ENGINEERS"	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
CAISSON & U				06/01/2019	\$40.25	\$7.85	\$16.05	\$0.00	\$64.15
ABORERS - FOUN	NDATION	AND MARINE		12/01/2019	\$41.25	\$7.85	\$16.05	\$0.00	\$65.15
				06/01/2020	\$42.24	\$7.85	\$16.05	\$0.00	\$66.14
				12/01/2020	\$43.22	\$7.85	\$16.05	\$0.00	\$67.12
				06/01/202	\$44.24	\$7.85	\$16.05	\$0.00	\$68.14
For apprentice	rates see	"Apprentice- LA	ABORER"	12/01/202	\$45.25	\$7.85	\$16.05	\$0.00	\$69.15
CAISSON & U				06/01/2019	9 \$39.10	\$7.85	\$16.05	\$0.00	\$63.00
ABORERS - FOUN	NDATION	AND MARINE		12/01/2019	\$40.10	\$7.85	\$16.05	\$0.00	\$64.00
				06/01/2020	) \$41.09	\$7.85	\$16.05	\$0.00	\$64.99
				12/01/2020			\$16.05	\$0.00	\$65.97
				06/01/202	\$43.09	\$7.85	\$16.05	\$0.00	\$66.99
F				12/01/202	\$44.10	\$7.85	\$16.05	\$0.00	\$68.00
		"Apprentice- LA							
CAISSON & U	NDERP	PINNING TO	OP MAN	06/01/2019	9 \$39.10	\$7.85	\$16.05	\$0.00	\$63.00
CAISSON & U	NDERP	PINNING TO	OP MAN	06/01/2019	9 \$39.10 9 \$40.10	\$7.85 \$7.85	\$16.05 \$16.05	\$0.00 \$0.00	\$63.00 \$64.00
CAISSON & U	NDERP	PINNING TO	OP MAN	06/01/2019 12/01/2019 06/01/2020	9 \$39.10 9 \$40.10 9 \$41.09	\$7.85 \$7.85 \$7.85 \$7.85	\$16.05 \$16.05 \$16.05	\$0.00 \$0.00 \$0.00	\$63.00 \$64.00 \$64.99
CAISSON & U	NDERP	PINNING TO	OP MAN	06/01/2019 12/01/2019 06/01/2020 12/01/2020	<ul> <li>\$39.10</li> <li>\$40.10</li> <li>\$41.09</li> <li>\$42.07</li> </ul>	<ul> <li>\$7.85</li> <li>\$7.85</li> <li>\$7.85</li> <li>\$7.85</li> <li>\$7.85</li> </ul>	\$16.05 \$16.05 \$16.05 \$16.05	\$0.00 \$0.00 \$0.00 \$0.00	\$63.00 \$64.00 \$64.99 \$65.97
For apprentice CAISSON & U ABORERS - FOUN	NDERP	PINNING TO	OP MAN	06/01/2019 12/01/2019 06/01/2020	9       \$39.10         9       \$40.10         9       \$41.09         9       \$42.07         1       \$43.09	<ul> <li>\$7.85</li> <li>\$7.85</li> <li>\$7.85</li> <li>\$7.85</li> <li>\$7.85</li> <li>\$7.85</li> </ul>	\$16.05 \$16.05 \$16.05	\$0.00 \$0.00 \$0.00	\$63.00 \$64.00 \$64.99

Apprentice -	BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield
Effective Date	- 08/01/2019

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	09/02/2019	\$37.54	\$7.84	\$16.87	\$0.00	\$62.25
CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN	03/01/2020	\$38.04	\$7.84	\$16.87	\$0.00	\$62.75
	09/01/2020	\$38.54	\$7.84	\$16.87	\$0.00	\$63.25
	03/01/2021	\$39.04	\$7.84	\$16.87	\$0.00	\$63.75
	09/01/2021	\$39.54	\$7.84	\$16.87	\$0.00	\$64.25
	03/01/2022	\$40.04	\$7.84	\$16.87	\$0.00	\$64.75
	09/01/2022	\$40.54	\$7.84	\$16.87	\$0.00	\$65.25
	03/01/2023	\$41.04	\$7.84	\$16.87	\$0.00	\$65.75

**Apprentice** - *CARPENTER* - *Local 336 Hampden Hampshire Franklin* **Effective Date** - 09/02/2019

Effect	ive Date - 09/02/2019				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$18.77	\$7.84	\$1.32	\$0.00	\$27.93	
2	60	\$22.52	\$7.84	\$1.32	\$0.00	\$31.68	
3	70	\$26.28	\$7.84	\$12.91	\$0.00	\$47.03	
4	75	\$28.16	\$7.84	\$12.91	\$0.00	\$48.91	
5	80	\$30.03	\$7.84	\$14.23	\$0.00	\$52.10	
6	80	\$30.03	\$7.84	\$14.23	\$0.00	\$52.10	
7	90	\$33.79	\$7.84	\$15.55	\$0.00	\$57.18	
8	90	\$33.79	\$7.84	\$15.55	\$0.00	\$57.18	

Step	tive Date - percent	Apprenti	ce Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$19.02	\$7.84	\$1.32	\$0.00	\$28.18	
2	60		\$22.82	\$7.84	\$1.32	\$0.00	\$31.98	
3	70		\$26.63	\$7.84	\$12.91	\$0.00	\$47.38	
4	75		\$28.53	\$7.84	\$12.91	\$0.00	\$49.28	
5	80		\$30.43	\$7.84	\$14.23	\$0.00	\$52.50	
6	80		\$30.43	\$7.84	\$14.23	\$0.00	\$52.50	
7	90		\$34.24	\$7.84	\$15.55	\$0.00	\$57.63	
8	90		\$34.24	\$7.84	\$15.55	\$0.00	\$57.63	
Notes								
	% Indentu	red After 10/1/17; 45/45/55/55/70/70	/80/80					
	Step 1&2	\$26.05/ 3&4 \$31.09/ 5&6 \$48.35/ 7&	\$\$53.42					
Appr	entice to Jou	rneyworker Ratio:1:5						
RPENTER WOOD		AMPSHIRF FRANKI IN	10/01/2019	\$23.49	\$7.07	\$7.86	\$0.00	\$38.42

All Aspects of New Wood Frame Work

Effect	ive Date - 10/01/2019				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total R	ate
1	60	\$14.09	\$7.07	\$0.00	\$0.00	\$21	.16
2	60	\$14.09	\$7.07	\$0.00	\$0.00	\$21	.16
3	65	\$15.27	\$7.07	\$7.86	\$0.00	\$30	.20
4	70	\$16.44	\$7.07	\$7.86	\$0.00	\$31	.37
5	75	\$17.62	\$7.07	\$7.86	\$0.00	\$32	.55
6	80	\$18.79	\$7.07	\$7.86	\$0.00	\$33	.72
7	85	\$19.97	\$7.07	\$7.86	\$0.00	\$34	.90
8	90	\$21.14	\$7.07	\$7.86	\$0.00	\$36	.07
Notes:							
		/1/17; 45/45/55/55/70/70/80/80 \$24.74/ 5&6 \$31.37/ 7&8 \$33.72					
Appre	entice to Journeyworker	Ratio:1:5					
CEMENT MASONRY		07/01/2019	\$40.46	\$12.70	\$17.64	\$0.62	\$71.42
BRICKLAYERS LOCAL 3 (SF	PRINGFIELD/PITTSFIELD)	01/01/2020	\$41.94	\$12.70	\$17.64	\$0.62	\$72.90

Apprentice -	CARPENTER (Wood Frame) - 336 Hampden Hampshire
Effortivo Doto	10/01/2019

## Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield

Effecti	ive Date -	07/01/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$20.23	\$12.70	\$15.41	\$0.00	\$48.34
2	60		\$24.28	\$12.70	\$17.64	\$0.62	\$55.24
3	65		\$26.30	\$12.70	\$17.64	\$0.62	\$57.26
4	70		\$28.32	\$12.70	\$17.64	\$0.62	\$59.28
5	75		\$30.35	\$12.70	\$17.64	\$0.62	\$61.31
6	80		\$32.37	\$12.70	\$17.64	\$0.62	\$63.33
7	90		\$36.41	\$12.70	\$17.64	\$0.62	\$67.37

Effective	<b>Date -</b> 01/01/2020				Supplemental	
Step p	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$20.97	\$12.70	\$15.41	\$0.00	\$49.08
2 (	60	\$25.16	\$12.70	\$17.64	\$0.62	\$56.12
3 (	65	\$27.26	\$12.70	\$17.64	\$0.62	\$58.22
4	70	\$29.36	\$12.70	\$17.64	\$0.62	\$60.32
5	75	\$31.46	\$12.70	\$17.64	\$0.62	\$62.42
6 8	80	\$33.55	\$12.70	\$17.64	\$0.62	\$64.51
7 9	90	\$37.75	\$12.70	\$17.64	\$0.62	\$68.71

#### Notes:

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

Apprentice to Journeyworker Ratio:1:3

n	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OPERATOR	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
NE 3 (BUILDING & SITE) ice rates see "Apprentice- LABORER"	12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
DR OPERATOR	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
GINEERS LOCAL 98	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
RATOR	06/01/2019	\$38.55	\$11.69	\$14.08	\$0.00	\$64.32
GINEERS LOCAL 98	12/01/2019	\$38.90	\$11.94	\$14.35	\$0.00	\$65.19
(BRIDGE)	07/01/2019	\$50.66	\$8.20	\$21.45	\$0.00	\$80.31
1L 35 - ZONE 3	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
	07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36
	01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46
	01/01/2020 07/01/2020	\$50.96 \$52.06	\$8.20 \$8.20	\$22.10 \$22.10	\$0.00 \$0.00	\$ \$

#### Apprentice - *PAINTER Local 35 - BRIDGES/TANKS* Effective Date - 07/01/2019

Effecti	ve Date -	07/01/2019				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$25.33	\$8.20	\$0.00	\$0.00	\$33.53	
2	55		\$27.86	\$8.20	\$5.78	\$0.00	\$41.84	
3	60		\$30.40	\$8.20	\$6.30	\$0.00	\$44.90	
4	65		\$32.93	\$8.20	\$6.83	\$0.00	\$47.96	
5	70		\$35.46	\$8.20	\$18.30	\$0.00	\$61.96	
6	75		\$38.00	\$8.20	\$18.83	\$0.00	\$65.03	
7	80		\$40.53	\$8.20	\$19.35	\$0.00	\$68.08	
8	90		\$45.59	\$8.20	\$20.40	\$0.00	\$74.19	

	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total	Rate
	1	Step         percent           1         50           2         55           3         60           4         65           5         70           6         75           7         80           8         90	\$25.48	\$8.20	\$0.00	\$0.00	\$3	3.68
	2	Step         percent           1         50           2         55           3         60           4         65           5         70           6         75           7         80           8         90           Notes: Steps are 750 hrs.           Apprentice to Journeyworker Ratio:1:           EMAN         VE 3 (BUILDING & SITE)           the rates see "Apprentice- LABORER"           KHOE/LOADER/HAMMER OPERATOR	\$28.03	\$8.20	\$5.94	\$0.00	\$4	2.17
	3	60	\$30.58	\$8.20	\$6.48	\$0.00	\$4	5.26
	4	65	\$33.12	\$8.20	\$7.02	\$0.00	\$4	8.34
	5	70	\$35.67	\$8.20	\$18.51	\$0.00	\$6	52.38
	6	75	\$38.22	\$8.20	\$19.05	\$0.00	\$6	5.47
	7	80	\$40.77	\$8.20	\$19.59	\$0.00	\$6	68.56
	8	90	\$45.86	\$8.20	\$20.67	\$0.00	\$7	4.73
	Notes:							
		Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1						
	DZEMAN		06/01/2019	\$39.30	\$7.85	\$15.85	\$0.00	\$63.00
ORERS -	ZONE 3 (BUILI	DING & SITE)	12/01/2019	\$40.30	\$7.85	\$15.85	\$0.00	\$64.00
For appr	entice rates see	'Apprentice- LABORER"						
			06/01/2019	\$40.30	\$7.85	\$15.85	\$0.00	\$64.00
SORERS -	ZONE 3 (BUILI	DING & SITE)	12/01/2019	\$41.30	\$7.85	\$15.85	\$0.00	\$65.00

**Issue Date:** 11/12/2019

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"					onemployment	
DEMO: BURNERS	06/01/2019	\$40.05	\$7.85	\$15.85	\$0.00	\$63.75
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2019	\$41.05	\$7.85	\$15.85	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"	12,01,201,	Ф11.00	¢7.00			<i><b>QOIND</b></i>
DEMO: CONCRETE CUTTER/SAWYER	06/01/2019	\$40.30	\$7.85	\$15.85	\$0.00	\$64.00
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2019	\$41.30	\$7.85	\$15.85	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"			• • • • •			• • • • • •
DEMO: JACKHAMMER OPERATOR	06/01/2019	\$40.05	\$7.85	\$15.85	\$0.00	\$63.75
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2019	\$41.05	\$7.85	\$15.85	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"	, • -, - • -,		4,100			<i>+•</i>
DEMO: WRECKING LABORER	06/01/2019	\$39.30	\$7.85	\$15.85	\$0.00	\$63.00
LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2019	\$40.30	\$7.85	\$15.85	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"	12,01,2019	\$10.50	Φ7.00			<i><b>\$</b>01.00</i>
DIVER	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
PILE DRIVER LOCAL 56 (ZONE 3)		• • • • •				••••
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
PILE DRIVER LOCAL 56 (ZONE 3)						
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT)	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
PILE DRIVER LOCAL 56 (ZONE 3)						
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN (Including Core Drilling)	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
ELECTRICIANS LOCAL 7	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
	12,29,2019	Q.2.1	<i><i><i>q</i></i></i>		*	201.01

### Apprentice - ELECTRICIAN - Local 7

		11100							
	Effecti	ve Date -	06/30/2019				Supplemental		
	Step	percent	Apprenti	ce Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	40		\$17.06	\$5.85	\$0.51	\$0.00	\$23.42	
	2	45		\$19.20	\$5.85	\$0.58	\$0.00	\$25.63	i i
	3	50		\$21.33	\$10.75	\$6.94	\$0.00	\$39.02	
	4	55		\$23.46	\$10.75	\$7.00	\$0.00	\$41.21	
	5	65		\$27.73	\$10.75	\$8.13	\$0.00	\$46.61	
	6	70		\$29.86	\$10.75	\$9.20	\$0.00	\$49.81	
	Notes:								
		Steps 1-2	are 1000 hrs; Steps 3-6 are 1500 hrs.						
I	Appre	ntice to Jo	urneyworker Ratio:2:3****						
ELEVATOR CC				01/01/201	9 \$53.1	11 \$15.58	\$17.51	\$0.00	\$86.20
ELEVATOR CONSTI	ATOR CONSTRUCTORS LOCAL 41			01/01/2020	0 \$54.8	\$15.73	\$18.41	\$0.00	\$88.99
				01/01/202	1 \$56.6	59 \$15.88	\$19.31	\$0.00	\$91.88

01/01/2022

\$58.62 \$16.03 \$20.21

\$0.00

\$94.86

	Effecti	ve Date -	01/01/2019				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$26.56	\$15.58	\$0.00	\$0.00	\$42.14	
	2	55		\$29.21	\$15.58	\$17.51	\$0.00	\$62.30	
	3	65		\$34.52	\$15.58	\$17.51	\$0.00	\$67.61	
	4	70		\$37.18	\$15.58	\$17.51	\$0.00	\$70.27	
	5	80		\$42.49	\$15.58	\$17.51	\$0.00	\$75.58	
	Effecti	ve Date -	01/01/2020				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$27.43	\$15.73	\$0.00	\$0.00	\$43.16	
	2	55		\$30.17	\$15.73	\$18.41	\$0.00	\$64.31	
	3	65		\$35.65	\$15.73	\$18.41	\$0.00	\$69.79	
	4	70		\$38.40	\$15.73	\$18.41	\$0.00	\$72.54	
	5	80		\$43.88	\$15.73	\$18.41	\$0.00	\$78.02	
	Notes:								
		Steps 1-2	are 6 mos.; Steps 3-5 are 1 ye	ear					
	Apprei	ntice to Jou	urneyworker Ratio:1:1						
ELEVATOR C			ELPER	01/01/2019	9 \$37.18	\$15.58	\$17.51	\$0.00	\$70.27
ELEVATOR CONS	STRUCTOR:	S LOCAL 41		01/01/2020	\$38.40	\$15.73	\$18.41	\$0.00	\$72.54
				01/01/2021	\$39.68	\$15.88	\$19.31	\$0.00	\$74.87
				01/01/2022	2 \$41.03	\$16.03	\$20.21	\$0.00	\$77.27
			ELEVATOR CONSTRUCTOR"						
FENCE & GU LABORERS - ZON			OR (HEAVY & HIGHWAY)	) 06/01/2019	\$31.75	\$7.85	\$12.18	\$0.00	\$51.78
Libonens zon		a mon,	")	12/01/2019	\$32.54	\$7.85	\$12.18	\$0.00	\$52.57
				06/01/2020	\$33.35	\$7.85	\$12.18	\$0.00	\$53.38
				12/01/2020	\$34.16	\$7.85	\$12.18	\$0.00	\$54.19
				06/01/2021	\$35.00	\$7.85	\$12.18	\$0.00	\$55.03
				12/01/2021	\$35.83	\$7.85	\$12.18	\$0.00	\$55.86
			ABORER (Heavy and Highway)						
OPERATING ENG			ITE,HVY/HWY	06/01/1999	9 \$18.84	\$4.80	\$4.10	\$0.00	\$27.74
FIELD ENG.P			G,SITE,HVY/HWY	06/01/1999	9 \$21.33	\$4.80	\$4.10	\$0.00	\$30.23
FIELD ENG.S			DG,SITE,HVY/HWY	06/01/1999	9 \$22.33	\$4.80	\$4.10	\$0.00	\$31.23
FIRE ALARM		LER		06/30/2019	9 \$42.66	\$10.75	\$12.33	\$0.00	\$65.74
ELECTRICIANS L				12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
For apprentic	e rates see "		LECTRICIAN"						
	D D D					¢10 75	@10.00	¢0.00	¢(574
FIRE ALARM	I REPAIR		ENAINCE ISSIONING <i>electricians</i>	06/30/2019	9 \$42.66	\$10.75	\$12.33 \$12.60	\$0.00 \$0.00	\$65.74 \$67.01

## Apprentice - ELEVATOR CONSTRUCTOR - Local 41

**Issue Date:** 11/12/2019

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIREMAN OPERATING ENGINEERS LOCAL 98	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
OFERATING ENGINEERS LOCAL 90	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16

Appr	entice - OPERATING ENGINEERS	- Local 98 Class 3					
Effec Step	tive Date - 06/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60	\$20.71	\$11.69	\$14.08	\$0.00	\$46.48	
2	70	\$24.16	\$11.69	\$14.08	\$0.00	\$49.93	
3	80	\$27.62	\$11.69	\$14.08	\$0.00	\$53.39	
4	90	\$31.07	\$11.69	\$14.08	\$0.00	\$56.84	
Effec Step	tive Date - 12/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
1	60	\$20.92	\$11.94	\$14.35	\$0.00	\$47.21	
2	70	\$24.41	\$11.94	\$14.35	\$0.00	\$50.70	
3	80	\$27.90	\$11.94	\$14.35	\$0.00	\$54.19	
4	90	\$31.38	\$11.94	\$14.35	\$0.00	\$57.67	
Notes	Steps 1-2 are 1000 hrs.; Steps 3-4 a						
Appr	entice to Journeyworker Ratio:1:6						
	LER (HEAVY & HIGHWAY)	06/01/2019	\$22.50	\$7.85	\$12.18	\$0.00	\$42.53
ORERS - ZONE 3 (HEA	VY & HIGHWAY)	12/01/2019	\$23.50	\$7.85	\$12.18	\$0.00	\$43.53
		06/01/2020	\$23.50	\$7.85	\$12.18	\$0.00	\$43.53
		12/01/2020	\$24.50	\$7.85	\$12.18	\$0.00	\$44.53
		06/01/2021	\$24.50	\$7.85	\$12.18	\$0.00	\$44.53
For apprentice rates see	"Apprentice- LABORER (Heavy and Highway	12/01/2021	\$24.50	\$7.85	\$12.18	\$0.00	\$44.53
OORCOVERER	represence Endorter (neavy and nighway	09/01/2019	9 \$37.44	\$7.84	\$16.87	\$0.00	\$62.15
OORCOVERERS LOCAL	2168 ZONE III	07/01/2015	• \$57.44	\$7.84	φ10.07	ψ0.00	φ02.13

**Issue Date:** 11/12/2019

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Ε	ffectiv	ve Date - 09/0	1/2019			Supplen	nental		
Si	tep	percent	Apprentice Base Wag	e Health	Pensic	on Unemploy	/ment	Fotal Rate	
1		50	\$18.72	\$7.84	\$1.3	\$2 \$	0.00	\$27.88	
2	2	55	\$20.59	\$7.84	\$1.3	\$2 \$	0.00	\$29.75	
3	3	60	\$22.46	\$7.84	\$12.9	91 \$	0.00	\$43.21	
4	ļ	65	\$24.34	\$7.84	\$12.9	91 \$	0.00	\$45.09	
5	5	70	\$26.21	\$7.84	\$14.2	23 \$	0.00	\$48.28	
6	5	75	\$28.08	\$7.84	\$14.2	23 \$	0.00	\$50.15	
7	7	80	\$29.95	\$7.84	\$15.5	5 \$	0.00	\$53.34	
8	3	85	\$31.82	\$7.84	\$15.5	55 \$	60.00	\$55.21	
N 	otes:		s. 7; 45/45/55/55/70/70/80/80 (1500hr Steps) 1/ 3&4 \$31.03/ 5&6 \$48.28/ 7&8 \$53.34						
A	pprer	ntice to Journey	worker Ratio:1:1						
FORK LIFT			06/01/20	)19 \$	34.74 \$1	1.69 \$14.0	8 \$0.00	)	\$60.51
OPERATING ENGINE	ERS LO	OCAL 98	12/01/20	)19 \$	35.09 \$1	1.94 \$14.3	\$5 \$0.00	)	\$61.38
For apprentice rate	es see "A	Apprentice- OPERAT	TING ENGINEERS"						
GENERATORS/L	-		06/01/20	019 \$	31.29 \$1	1.69 \$14.0	8 \$0.00	i	\$57.06
OPERATING ENGINE			12/01/20	)19 \$	31.64 \$1	1.94 \$14.3	\$5 \$0.00	i	\$57.93
For apprentice rate	es see "A	Apprentice- OPERAT	TING ENGINEERS"						
GLAZIER (GLAS	S PLA	ANK/AIR BARR	RIER/INTERIOR 06/01/20	)19 \$	38.18 \$1	0.60 \$9.90	\$0.00	i	\$58.68
SYSTEMS) GLAZIERS LOCAL 133	33		06/01/20	920 \$2	39.18 \$1	0.80 \$10.4	5 \$0.00	ł	\$60.43

# Apprentice - FLOORCOVERER - Local 2168 Zone III

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	pproduce										
Effecti	ive Date -	06/01/2019				Supplemental					
Step	percent	Aj	oprentice Base Wage	Health	Pension	Unemployment	Total Rate				
1	50		\$19.09	\$10.60	\$1.80	\$0.00	\$31.49				
2	56		\$21.48	\$10.60	\$1.80	\$0.00	\$33.88				
3	63		\$23.86	\$10.60	\$2.40	\$0.00	\$36.86				
4	69		\$26.25	\$10.60	\$2.40	\$0.00	\$39.25				
5	75		\$28.64	\$10.60	\$2.90	\$0.00	\$42.14				
6	81		\$31.02	\$10.60	\$2.90	\$0.00	\$44.52				
7	88		\$33.41	\$10.60	\$9.90	\$0.00	\$53.91				
8	94		\$35.79	\$10.60	\$9.90	\$0.00	\$56.29				

Apprentice - Gl	LAZIER - Local 1333
Effective Date -	06/01/2019

	Step	ive Date - 06 percent	/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	To	tal Rate
	1	50		\$19.59	\$10.80	\$1.80	\$0.00		\$32.19
	2	56		\$22.04	\$10.80	\$1.80	\$0.00		\$34.64
	3	63		\$24.49	\$10.80	\$2.45	\$0.00		\$37.74
	4	69		\$26.94	\$10.80	\$2.45	\$0.00		\$40.19
	5	75		\$29.39	\$10.80	\$3.15	\$0.00		\$43.34
	6	81		\$31.83	\$10.80	\$3.15	\$0.00		\$45.78
	7	88		\$34.28	\$10.80	\$10.45	\$0.00		\$55.53
	8	94		\$36.73	\$10.80	\$10.45	\$0.00		\$57.98
	Notes								   
	Appre	entice to Journ	eyworker Ratio:1:3						
		G MACHINE/	DERRICK	06/01/2019	) \$35	5.05 \$11.6	9 \$14.08	\$0.00	\$60.82
OPERATING ENG			ATING ENGINEERS"	12/01/2019	\$35	5.40 \$11.94	4 \$14.35	\$0.00	\$61.69
HVAC (DUC	TWORK	)		07/01/2019	) \$35	5.74 \$10.64	4 \$16.22	\$1.77	\$64.37
SHEETMETAL W	ORKERS L	OCAL 63		01/01/2020				\$1.77	\$65.62
For apprentic	ce rates see	"Apprentice- SHEE	T METAL WORKER"	01/01/202	, <i>40</i> (		• • • •		\$00.0 <u>-</u>
		CONTROLS)		06/30/2019	9 \$42	2.66 \$10.7	5 \$12.33	\$0.00	\$65.74
ELECTRICIANS	LOCAL 7			12/29/2019	<b>\$</b> 43	.41 \$11.0	0 \$12.60	\$0.00	\$67.01
For apprentic	ce rates see	"Apprentice- ELEC	TRICIAN"						
		D BALANCIN	G - AIR)	07/01/2019	\$35	5.74 \$10.64	4 \$16.22	\$1.77	\$64.37
SHEETMETAL W	ORKERS L	OCAL 63		01/01/2020	\$36	5.99 \$10.64	4 \$16.22	\$1.77	\$65.62

For apprentice rates see "Apprentice- SHEET METAL WORKER"

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER)	09/17/2019	\$41.21	\$8.75	\$16.35	\$0.00	\$66.31
PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2020	\$42.21	\$8.75	\$16.35	\$0.00	\$67.31
	09/17/2020	\$43.21	\$8.75	\$16.35	\$0.00	\$68.31
	03/17/2021	\$44.21	\$8.75	\$16.35	\$0.00	\$69.31
	09/17/2021	\$45.21	\$8.75	\$16.35	\$0.00	\$70.31
	03/17/2022	\$46.46	\$8.75	\$16.35	\$0.00	\$71.56
	09/17/2022	\$47.46	\$8.75	\$16.35	\$0.00	\$72.56
	03/17/2023	\$48.71	\$8.75	\$16.35	\$0.00	\$73.81
	09/17/2023	\$49.71	\$8.75	\$16.35	\$0.00	\$74.81
	03/17/2024	\$50.96	\$8.75	\$16.35	\$0.00	\$76.06
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 104	09/17/2019	\$41.21	\$8.75	\$16.35	\$0.00	\$66.31
FLUMBERS & FIFEFITIERS LOCAL 104	03/17/2020	\$42.21	\$8.75	\$16.35	\$0.00	\$67.31
	09/17/2020	\$43.21	\$8.75	\$16.35	\$0.00	\$68.31
	03/17/2021	\$44.21	\$8.75	\$16.35	\$0.00	\$69.31
	09/17/2021	\$45.21	\$8.75	\$16.35	\$0.00	\$70.31
	03/17/2022	\$46.46	\$8.75	\$16.35	\$0.00	\$71.56
	09/17/2022	\$47.46	\$8.75	\$16.35	\$0.00	\$72.56
	03/17/2023	\$48.71	\$8.75	\$16.35	\$0.00	\$73.81
	09/17/2023	\$49.71	\$8.75	\$16.35	\$0.00	\$74.81
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/17/2024	\$50.96	\$8.75	\$16.35	\$0.00	\$76.06
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	06/01/2019	\$32.25	\$7.85	\$12.18	\$0.00	\$52.28
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2019	\$33.04	\$7.85	\$12.18	\$0.00	\$53.07
	06/01/2020	\$33.85	\$7.85	\$12.18	\$0.00	\$53.88
	12/01/2020	\$34.66	\$7.85	\$12.18	\$0.00	\$54.69
	06/01/2021	\$35.50	\$7.85	\$12.18	\$0.00	\$55.53
	12/01/2021	\$36.33	\$7.85	\$12.18	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)		· · ·				
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	09/01/2019	\$38.75	\$12.80	\$16.40	\$0.00	\$67.95

## Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Springfield

Effect	ve Date - 09/01/2019				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$19.38	\$12.80	\$11.90	\$0.00	\$44.08
2	60	\$23.25	\$12.80	\$12.80	\$0.00	\$48.85
3	70	\$27.13	\$12.80	\$13.70	\$0.00	\$53.63
4	80	\$31.00	\$12.80	\$14.60	\$0.00	\$58.40
Notes					·	
	Steps are 1 year					i i

**Issue Date:** 11/12/2019

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
IRONWORKER/WELDER	09/16/2019	\$35.10	\$8.00	\$20.75	\$0.00	\$63.85
IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)	03/16/2020	\$35.95	\$8.00	\$20.75	\$0.00	\$64.70
	09/16/2020	\$36.85	\$8.00	\$20.75	\$0.00	\$65.60
	03/16/2021	\$37.70	\$8.00	\$20.75	\$0.00	\$66.45

#### Apprentice - IRONWORKER - Local 7 Springfield

Effecti	ive Date - 09/16/2019				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60	\$21.06	\$8.00	\$20.75	\$0.00	\$49.81	
2	70	\$24.57	\$8.00	\$20.75	\$0.00	\$53.32	
3	75	\$26.33	\$8.00	\$20.75	\$0.00	\$55.08	
4	80	\$28.08	\$8.00	\$20.75	\$0.00	\$56.83	
5	85	\$29.84	\$8.00	\$20.75	\$0.00	\$58.59	
6	90	\$31.59	\$8.00	\$20.75	\$0.00	\$60.34	

Effect	ive Date - 03/16/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60	\$21.57	\$8.00	\$20.75	\$0.00	\$50.32	
2	70	\$25.17	\$8.00	\$20.75	\$0.00	\$53.92	
3	75	\$26.96	\$8.00	\$20.75	\$0.00	\$55.71	
4	80	\$28.76	\$8.00	\$20.75	\$0.00	\$57.51	
5	85	\$30.56	\$8.00	\$20.75	\$0.00	\$59.31	
6	90	\$32.36	\$8.00	\$20.75	\$0.00	\$61.11	
Notes	- — — — — — — — — — — — — — — — — — — —						
	Structural 1:6; Ornamental 1:4						
Appro	entice to Journeyworker Ratio:						
	AVING BREAKER OPERATOR	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
LABORERS - ZONE 3 (BUIL	DING & SITE)	12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
For apprentice rates see	"Apprentice- LABORER"						
LABORER		06/03/2019	\$31.50	\$7.85	\$14.22	\$0.00	\$53.57
LABORERS - ZONE 3 (BUIL	DING & SITE)	12/02/2019	\$32.31	\$7.85	\$14.22	\$0.00	\$54.38

Effect	ive Date -	06/03/2019	Supplemental					
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$18.90	\$7.85	\$14.22	\$0.00	\$40.97	
2	70		\$22.05	\$7.85	\$14.22	\$0.00	\$44.12	
3	80		\$25.20	\$7.85	\$14.22	\$0.00	\$47.27	
4	90		\$28.35	\$7.85	\$14.22	\$0.00	\$50.42	

# Apprentice - LABORER - Zone 3 Building & Site

Effect	ive Date - 12/02/2019				Supplemental	
Step	percent	Apprentice Base Wage	e Health	Pension	Unemployment	Total Rate
1	60	\$19.39	\$7.85	\$14.22	\$0.00	\$41.46
2	70	\$22.62	\$7.85	\$14.22	\$0.00	\$44.69
3	80	\$25.85	\$7.85	\$14.22	\$0.00	\$47.92
4	90	\$29.08	\$7.85	\$14.22	\$0.00	\$51.15

#### Notes:

#### Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	06/01/2019	\$31.50	\$7.85	\$12.18	\$0.00	\$51.53
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2019	\$32.29	\$7.85	\$12.18	\$0.00	\$52.32
	06/01/2020	\$33.10	\$7.85	\$12.18	\$0.00	\$53.13
	12/01/2020	\$33.91	\$7.85	\$12.18	\$0.00	\$53.94
	06/01/2021	\$34.75	\$7.85	\$12.18	\$0.00	\$54.78
	12/01/2021	\$35.58	\$7.85	\$12.18	\$0.00	\$55.61

#### Apprentice - LABORER (Heavy & Highway) - Zone 3

Effect	ive Date -	06/01/2019				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$18.90	\$7.85	\$12.18	\$0.00	\$38.93	
2	70		\$22.05	\$7.85	\$12.18	\$0.00	\$42.08	
3	80		\$25.20	\$7.85	\$12.18	\$0.00	\$45.23	
4	90		\$28.35	\$7.85	\$12.18	\$0.00	\$48.38	

	ve Date - 12/01/2019				Supplemental	
Step	percent	Apprentice Base Wage	e Health	Pension	Unemployment	Total Rate
1	60	\$19.37	\$7.85	\$12.18	\$0.00	\$39.40
2	70	\$22.60	\$7.85	\$12.18	\$0.00	\$42.63
3	80	\$25.83	\$7.85	\$12.18	\$0.00	\$45.86
4	90	\$29.06	\$7.85	\$12.18	\$0.00	\$49.09

Apprentice to Journeyworker Ratio:1:5

LABORES 720K 3 AULTINGE & STRJ         DOUGLOS INCOMES         J. J. J. S.         J. J	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12.02/2019         \$32.31         \$7.85         \$14.22         \$0.00         \$54.38           LABORER: CEMENT EINSTER TENDER (ADORES: TON'S AGUIDNO'S ASTE)         06/03/2019         \$31.75         \$7.85         \$14.22         \$0.00         \$53.52           LABORER: CAMENT EINSTER TENDER (ADORES: TON'S AGUIDNO'S ASTE)/ASESTIOS REMOVER         06/01/2019         \$32.66         \$7.85         \$14.22         \$0.00         \$53.67           LABORER: HAZARDOUS WASTE/ASESTIOS REMOVER         06/01/2019         \$32.60         \$7.85         \$14.22         \$0.00         \$54.48           Conduma: TON'S AGUIDNO'S ASTE/ASESTIOS REMOVER         06/01/2019         \$32.50         \$7.85         \$14.22         \$0.00         \$54.48           LABORER: MASON TENDER         06/03/2019         \$32.50         \$7.85         \$14.22         \$0.00         \$55.38           LABORER: MASON TENDER (ILLAVY & IHGHWAY)         06/01/2019         \$31.75         \$7.85         \$12.18         \$0.00         \$53.38           LOBORER: MASON TENDER (ILLAVY & IHGHWAY)         06/01/2020         \$33.35         \$7.85         \$12.18         \$0.00         \$53.38           LOBORER: MULTI-TRADE TENDER         06/03/2019         \$31.50         \$7.85         \$12.18         \$0.00         \$55.86           For appendice rates set "Appendice-LABOR	LABORER: CARPENTER TENDER	06/03/2019	\$31.50	\$7.85	\$14.22	\$0.00	\$53.57
LABORER CEMENT FINISHER TENDER         0603/2019         \$3.1.75         \$7.85         \$14.22         \$0.00         \$53.82           LABORER CEMENT FINISHER TENDER         12.02/2019         \$32.56         \$7.85         \$14.22         \$0.00         \$54.63           Teragenetic mass as "Agenetics-LABORER"         12.01/2019         \$31.60         \$7.85         \$14.22         \$0.00         \$54.63           Teragenetic mass as "Agenetics-LABORER"         12.01/2019         \$32.41         \$7.85         \$14.22         \$0.00         \$54.43           Teragenetic mass as "Agenetics-LABORER"         66.03/2019         \$32.50         \$7.85         \$14.22         \$0.00         \$55.38           Teragenetic mass as "Agenetics-LABORER"         12.02/2019         \$33.15         \$7.85         \$12.18         \$0.00         \$55.38           Teragenetic mass as "Agenetics-LABORER"         12.01/2019         \$33.55         \$7.85         \$12.18         \$0.00         \$55.38           LABORER: MASON TENDER (HEAVY & HIGHWAY)         06/01/202         \$33.35         \$7.85         \$12.18         \$0.00         \$55.38           LABORER: MULTI-TENDER         06/03/2019         \$31.60         \$7.85         \$12.18         \$0.00         \$55.36           For agenetice rais ses "Agenetics-LABORER (Heavy and Highway)<	LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$32.31	\$7.85	\$14.22	\$0.00	\$54.38
LEBORERS - ZONE J (BULLDING & STE)         DIAD         JIAD	For apprentice rates see "Apprentice- LABORER"						
12.02/2019         S2.56         S7.85         S1.4.22         S0.00         S54.63           CARDRER: HAZARDOUS WASTE/ASDESTOS REMOVER         06/01/2019         S31.60         \$7.85         \$1.4.22         \$0.00         \$53.67           LABORES: ZORE 3 (00/LDNG & STE)         12/01/2019         S32.41         \$7.85         \$1.4.22         \$0.00         \$54.43           For appentione mess ex "Appendice LABORER"         06/03/2019         S32.50         \$7.85         \$1.4.22         \$0.00         \$55.38           For appendice mess ex "Appendice LABORER"         06/03/2019         S32.54         \$7.85         \$1.4.22         \$0.00         \$55.38           For appendice mess ex "Appendice LABORER"         06/01/2019         S31.75         \$7.85         \$1.2.18         \$0.00         \$52.57           LABORER: AASON TENDER (HEAVY & HIGHWAY)         06/01/2021         S33.35         \$7.85         \$12.18         \$0.00         \$55.03           LABORER: ACONE 3 (IDEUT A HIGHWAY)         06/01/2021         S35.83         \$7.85         \$14.22         \$0.00         \$55.63           For appendice rates see "Appendice LABORER (Heavy and Highway)         S31.50         \$7.85         \$14.22         \$0.00         \$55.33           LABORER: ACONE 3 (IDEUT A HIGHWAY)         06/03/2019         S31.50	LABORER: CEMENT FINISHER TENDER	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
LABORE: HAZARDOUS WASTE/ASBESTOS REMOVER         06/01/2019         \$31.60         \$7.85         \$14.22         \$0.00         \$53.67           AUDORE: ADV: 100/02/04 & STE7         12/01/2019         \$32.41         \$7.85         \$14.22         \$0.00         \$54.48           For appontice rates se "Appendice LABORER"         06/03/2019         \$32.50         \$7.85         \$14.22         \$0.00         \$54.48           For appendice rates se "Appendice LABORER"         06/03/2019         \$32.50         \$7.85         \$14.22         \$0.00         \$55.38           For appendice rates se "Appendice LABORER"         06/01/2019         \$31.75         \$7.85         \$12.18         \$0.00         \$51.78           LABORER: ALSON TENDER (HEAVY & HIGHWAY)         06/01/2019         \$31.57         \$7.85         \$12.18         \$0.00         \$55.33           LABORER: MAXON TENDER (HEAVY & HIGHWAY)         06/01/2019         \$31.50         \$7.85         \$12.18         \$0.00         \$55.503           LABORER: MULTI-TRADE TENDER         06/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$53.357           LABORER: TABLE REMOVER         06/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$53.43           LABORER: TABLE REMOVER         06/03/2019 </td <td></td> <td>12/02/2019</td> <td>\$32.56</td> <td>\$7.85</td> <td>\$14.22</td> <td>\$0.00</td> <td>\$54.63</td>		12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
Laboress - 200E J (BULDING & STEP)         501.00         51.100         51.102         501.00         51.422         50.00         554.48           Prompension tents see "Appensities LABORER"         06/03/2019         \$53.241         \$7.85         \$14.22         \$0.00         \$54.48           LABORER: MASON TENDER         06/03/2019         \$33.31         \$7.85         \$14.22         \$0.00         \$55.38           For appendice tacts see "Appendice: LABORER"         12/02/2019         \$33.31         \$7.85         \$12.18         \$0.00         \$55.38           LABORER: MASON TENDER (HEAVY & HIGHWAY)         06/01/2019         \$31.75         \$7.85         \$12.18         \$0.00         \$55.38           LABORER: ADOR EN UNTERNER (HEAVY & HIGHWAY)         06/01/2021         \$35.50         \$7.85         \$12.18         \$0.00         \$55.33           LABORER: MULTI-TRADE TENDER         06/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$53.57           LABORER: MULTI-TRADE TENDER         06/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$53.57           LABORER: TRET, REMOVER         12/02/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$53.57           LABORER: ADMER (HEAVY & HIGHWAY)         06/0							
12:01/2019         \$3:2.41         \$7.85         \$14.22         \$0.00         \$54.48           12:01/2019         \$3:2.41         \$7.85         \$14.22         \$0.00         \$54.48           LABORER: MASON TENDER         06/03/2019         \$32.50         \$7.85         \$14.22         \$0.00         \$55.38           For appendice rules see "Apprendixe-LABORER"         12/02/2019         \$33.31         \$7.85         \$12.18         \$0.00         \$51.78           LABOREN: ADON TENDER (HEAVY & HIGHWAY)         06/01/2019         \$31.75         \$7.85         \$12.18         \$0.00         \$53.38           LABOREN: ADAS TENDER (HEAVY & HIGHWAY)         06/01/2020         \$33.35         \$7.85         \$12.18         \$0.00         \$55.30           LABOREN: MASON TENDER (Heavy and Highway)         06/01/2021         \$35.08         \$7.85         \$12.18         \$0.00         \$55.30           LABOREN: TREE NETTODER         06/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$55.37           LABOREN: TREE REMOVER         06/03/2019         \$32.31         \$7.85         \$14.22         \$0.00         \$53.57           LABOREN: TREE REMOVER         06/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$53.57		06/01/2019	\$31.60	\$7.85	\$14.22	\$0.00	\$53.67
LABORER: MASON TENDER (MORRES - 200K 3 (WULDING & SITE)         06(03/2019 12/02/2019         \$32.50         \$7.85         \$14.22         \$0.00         \$54.57           For appendice rates see "Appendice LABORER"         12/02/2019         \$33.31         \$7.85         \$14.22         \$0.00         \$55.38           LBORER: MASON TENDER (HEAVY & HIGHWAY)         06/01/2019         \$31.75         \$7.85         \$12.18         \$0.00         \$551.78           LBORER: MASON TENDER (HEAVY & HIGHWAY)         06/01/2020         \$33.35         \$7.85         \$12.18         \$0.00         \$551.78           LBORER: MASON TENDER (HEAVY & HIGHWAY)         06/01/2021         \$33.50         \$7.85         \$12.18         \$0.00         \$551.78           LBORER: THES see "Appendice- LABORER (Heavy and Highway)         12/01/2021         \$35.83         \$7.85         \$12.18         \$0.00         \$55.86           For appendice rates see "Appendice- LABORER (Heavy and Highway)         12/02/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$55.86           LABORER: TREE REMOVER         06/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$54.38           LABORER: TREE REMOVER         06/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$54.38		12/01/2019	\$32.41	\$7.85	\$14.22	\$0.00	\$54.48
LatoRERS - 20NE 3 (BULDING & STE)         50.00         \$55.38           For apprenitive rates see "Apprenitive LABORER"         12/02/2019         \$33.31         \$7.85         \$11.42         \$0.00         \$55.38           LABORER: MASON TENDER (HEAVY & HIGHWAY)         06/01/2019         \$31.75         \$7.85         \$12.18         \$0.00         \$55.38           LABORER: MASON TENDER (HEAVY & HIGHWAY)         06/01/2019         \$32.57         \$57.85         \$12.18         \$0.00         \$55.38           LABORER: MASON TENDER (HEAVY & HIGHWAY)         06/01/2020         \$33.35         \$7.85         \$12.18         \$0.00         \$55.38           LABORER: MULTI-TRADE TENDER         06/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$53.57           LABORER: MULTI-TRADE TENDER         06/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$53.57           LABORER: AURA: J (ULLINK & STE)         12/02/2019         \$32.31         \$7.85         \$14.22         \$0.00         \$54.38           Tor apprenitive rates see "Apprenitive LABORER"         06/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$54.38           LABORER: ZONE J (ULLDING & STE)         06/03/2019         \$31.50         \$7.85         \$14.22         <					<b>.</b>	<u> </u>	•
Der appentitie ratios seis "Appentitie- LABORER"         Def of 1/2019         \$31.75         \$7.85         \$12.18         \$0.00         \$53.78           LABORER: MASON TENDER (HEAVY & HIGHWAY)         06/01/2019         \$33.75         \$7.85         \$12.18         \$0.00         \$53.38           12/01/2019         \$33.25         \$7.85         \$12.18         \$0.00         \$55.36           06/01/2020         \$33.16         \$7.85         \$12.18         \$0.00         \$55.36           7         \$7.85         \$12.18         \$0.00         \$55.36           7         \$7.85         \$12.18         \$0.00         \$55.86           7         \$7.85         \$12.2         \$0.00         \$55.86           7         \$7.85         \$14.22         \$0.00         \$55.86           7         \$7.85         \$14.22         \$0.00         \$53.57           2002/2019         \$33.150         \$7.85         \$14.22         \$0.00         \$54.38           12/02/2019         \$32.31         \$7.85         \$14.22         \$0.00         \$54.38           12/02/2019         \$32.31         \$7.85         \$14.22         \$0.00         \$54.38           12/02/2019         \$33.50         \$7.85         \$14.22 </td <td>LABORER: MASON TENDER LABORERS - ZONE 3 (BUILDING &amp; SITE)</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	LABORER: MASON TENDER LABORERS - ZONE 3 (BUILDING & SITE)						
LMORERS - ZONE 3 (IEAVY & HIGHWAY)         10001/2019         \$32.54         \$7.85         \$12.18         \$0.00         \$55.37           12/01/2019         \$32.54         \$7.85         \$12.18         \$0.00         \$55.33           12/01/2020         \$33.416         \$7.85         \$12.18         \$0.00         \$55.33           12/01/2020         \$33.416         \$7.85         \$12.18         \$0.00         \$55.03           12/01/2021         \$35.00         \$7.85         \$12.18         \$0.00         \$55.03           12/01/2021         \$35.83         \$7.85         \$14.22         \$0.00         \$55.86           For apprentice rates see "Apprentice- LABORER (Heavy and Highway)         \$31.50         \$7.85         \$14.22         \$0.00         \$53.57           LABORER: TREE REMOVER         06/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$53.57           LABORER: TREE REMOVER         06/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$54.38           This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of thembres and limits when the work is and one for a till company of the purpose of operation, maintenance or repair of utilly company equipmentic rates wer "Apprentice- LABORER"         \$54.63	For apprentice rates see "Apprentice- LABORER"	12/02/2019	\$33.31	\$7.85	\$14.22	\$0.00	\$55.38
12/01/2019       \$32.54       \$7.85       \$12.18       \$0.00       \$52.57         06/01/2020       \$33.35       \$7.85       \$12.18       \$0.00       \$53.38         12/01/2020       \$34.16       \$7.85       \$12.18       \$0.00       \$55.03         12/01/2021       \$35.00       \$7.85       \$12.18       \$0.00       \$55.86         For apprentice rates see "Apprentice-LABORER (Heavy and Highway)       12/01/2021       \$35.83       \$7.85       \$14.22       \$0.00       \$53.57         IABORER: MULTI-TRADE TENDER       06/03/2019       \$31.50       \$7.85       \$14.22       \$0.00       \$54.38         For apprentice rates see "Apprentice-LABORER"       12/02/2019       \$32.31       \$7.85       \$14.22       \$0.00       \$54.38         LidoORERS - ZONG 3 (0/LIDING & SITE)       12/02/2019       \$32.31       \$7.85       \$14.22       \$0.00       \$54.38         Tast classification applies to all tree work associated with the removal of standing trees, and trimming and termoval of standing trees and trimmer termose and imbes when the work is not done for a statily company of the purpose of operation, maintename or regain of utility company equipmert. Termoset and limbes when the work is not done for a statily company for the purpose of operation, maintename or regain of utility company equipmert. Termoset and limbes when the work is not done for a statily company equipmert. Termoset anditre traces and indop	LABORER: MASON TENDER (HEAVY & HIGHWAY)	06/01/2019	\$31.75	\$7.85	\$12.18	\$0.00	\$51.78
12/01/2020         S34.16         S7.85         S12.18         S0.00         S54.19           Por apprentice rates see "Apprentice-LABORER (Heavy and Highway)         12/01/2021         S35.83         S7.85         S12.18         S0.00         S55.86           LABORER: MULTI-TRADE TENDER         06/03/2019         S31.50         S7.85         S14.22         S0.00         S53.57           LABORER: TREE REMOVER         12/02/2019         S32.31         S7.85         S14.22         S0.00         S53.57           LABORER: TREE REMOVER         06/03/2019         S31.50         S7.85         S14.22         S0.00         S54.38           This classification applies to all tree work associated with the removal of standing trees, and timing and removal of branches and limbs when the work is not done for a utility company of the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice-LABORER"         S14.22         S0.00         S53.82           LABORER.S - ZONE 3 (BULDING & SITE)         12/02/2019         S32.56         S7.85         S14.22         S0.00         S54.38           This classification applies to all tree work associated with the removal of standing trees, and timing and removal of branches and limbs when the work is not done for a utility company equipment. For apprentice rates see "Apprentice-LABORER"         S14.22         S0.00         S53.82           LABORER	LABOKERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2019	\$32.54	\$7.85	\$12.18	\$0.00	\$52.57
66/01/2021         \$35.00         \$7.85         \$12.18         \$0.00         \$55.93           For apprentice rates see "Apprentice-LABORER (Heavy and Highway)         66/03/2019         \$31.50         \$7.85         \$12.18         \$0.00         \$55.86           For apprentice rates see "Apprentice-LABORER"         66/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$\$53.57           12/02/2019         \$32.31         \$7.85         \$14.22         \$0.00         \$\$53.57           ABORER: TREE REMOVER         66/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$\$53.57           LABORER: TREE REMOVER         66/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$\$54.38           This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of transches and limbs when the work is not done for a utility company of the purposed of operation, maintenance or repair of utility company equmeme. For apprentice rates see "Apprentice-LABORER"         \$12/02/2019         \$32.56         \$7.85         \$14.22         \$0.00         \$53.82           LABORER. 200.8 3 (BULDING & SITE)         12/02/2019         \$31.75         \$7.85         \$14.22         \$0.00         \$53.82           LABORER. TREE REMOVER         66/03/2019         \$31.75         \$7.		06/01/2020	\$33.35	\$7.85	\$12.18	\$0.00	\$53.38
Include the see "Apprentice-LABORER (Heavy and Highway)         I2/01/2021         \$35.83         \$7.85         \$12.18         \$0.00         \$55.86           LABORER: MULTI-TRADE TENDER         06/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$53.57           LABORER: TREE REMOVER         06/03/2019         \$32.31         \$7.85         \$14.22         \$0.00         \$53.57           LABORER: TREE REMOVER         06/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$53.57           LABORER: TREE REMOVER         06/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$53.57           LABORER: TREE REMOVER         06/03/2019         \$31.57         \$7.85         \$14.22         \$0.00         \$53.57           LABORER: ADPERATOR         06/03/2019         \$32.56         \$7.85         \$14.22         \$0.00         \$53.82           LASER BEAM OPERATOR         06/03/2019         \$31.75         \$7.85         \$14.22         \$0.00         \$53.82           LABORER: ZONE 3 (BUILDING & SITE)         12/02/2019         \$32.56         \$7.85         \$12.12         \$0.00         \$53.82           LASER BEAM OPERATOR         06/01/2019         \$31.75         \$7.85         \$12.18         \$0.0		12/01/2020	\$34.16	\$7.85	\$12.18	\$0.00	\$54.19
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)         06/03/2019         \$\$31.50         \$7.85         \$14.22         \$0.00         \$\$53.57           LABORER: MULTI-TRADE TENDER (LABORER' - ZONE 3 (BUILDING & SITE)         06/03/2019         \$\$31.50         \$7.85         \$\$14.22         \$0.00         \$\$54.38           For apprentice rates see "Apprentice- LABORER"         06/03/2019         \$\$31.50         \$7.85         \$\$14.22         \$0.00         \$\$53.57           LABORER: TREE REMOVER LABORER'S TREE REMOVER a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice- LABORER"         \$\$14.22         \$0.00         \$\$54.38           This classification applies to all tree work associated with the removal of stranding trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice- LABORER"         \$\$14.22         \$\$0.00         \$\$33.82           LABORER'S - ZONE 3 (BUILDING & SITE)         06/03/2019         \$\$31.75         \$\$7.85         \$\$14.22         \$\$0.00         \$\$35.82           LABORER' TREE READOVER         06/01/2019         \$\$31.75         \$\$7.85         \$\$14.22         \$\$0.00         \$\$53.82           LABORER'S - ZONE 3 (BULDING & SITE)         12/02/2019         \$\$32.56         \$\$7.85         \$\$14.22         \$\$0.00		06/01/2021	\$35.00	\$7.85	\$12.18	\$0.00	\$55.03
LABORER: MULTI-TRADE TENDER       06/03/2019       \$31.50       \$7.85       \$14.22       \$0.00       \$\$53.57         LABORER: - ZONE 3 (BUILDING & SITE)       12/02/2019       \$\$32.31       \$7.85       \$14.22       \$0.00       \$\$54.38         For apprentice rates see "Apprentice- LABORER"       06/03/2019       \$31.50       \$7.85       \$14.22       \$0.00       \$\$53.57         LABORER: TREE REMOVER       06/03/2019       \$31.50       \$7.85       \$14.22       \$0.00       \$\$54.38         LABORER: TREE REMOVER       06/03/2019       \$31.50       \$7.85       \$14.22       \$0.00       \$\$54.38         This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. To apprentice rates we "Apprentice-LABORER"       \$1.202/2019       \$31.75       \$7.85       \$14.22       \$0.00       \$53.82         LABORER: ZONE 3 (BUILDING & SITE)       12/02/2019       \$32.56       \$7.85       \$14.22       \$0.00       \$53.82         LABORER: A DOPERATOR       06/03/2019       \$31.75       \$7.85       \$14.22       \$0.00       \$53.82         LABORER: Z ONE 3 (BULDING & SITE)       12/02/2019       \$32.56       \$7.85       \$12.18       \$		12/01/2021	\$35.83	\$7.85	\$12.18	\$0.00	\$55.86
LABORERS - ZONE 3 (BUILDING & SITE)         0000/101/9         531.50         51.50         51.22         50.00         55.37           For apprentice rates see "Apprentice- LABORER"         06/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$53.57           LABORER: TREE REMOVER LABORER: TREE REMOVER LABORER: TREE REMOVER         06/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$\$53.57           LABORER: TREE REMOVER LABORER: TREE REMOVER         06/03/2019         \$32.31         \$7.85         \$14.22         \$0.00         \$\$54.38           This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"         \$14.22         \$0.00         \$53.82           LASER BEAM OPERATOR         06/03/2019         \$31.75         \$7.85         \$14.22         \$0.00         \$54.63           For apprentice rates see "Apprentice- LABORER"         12/02/2019         \$32.54         \$7.85         \$12.18         \$0.00         \$55.85           LABORERS - ZONE 3 (IIEAVY & HIGHWAY)         06/01/2020         \$33.35         \$7.85         \$12.18         \$0.00         \$55.33           LABORERS - ZONE 3 (IIEAVY & H	For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
For apprentice rates see "Apprentice- LABORER"         12/02/2019         \$32.31         \$7.85         \$14.22         \$0.00         \$54.38           LABORER: TREE REMOVER         06/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$53.57           LABORER: TREE REMOVER         12/02/2019         \$32.31         \$7.85         \$14.22         \$0.00         \$53.57           LABORER: ZONE 3 (BUILDING & SITE)         12/02/2019         \$32.31         \$7.85         \$14.22         \$0.00         \$53.82           LABORER: ZONE 3 (BUILDING & SITE)         06/03/2019         \$31.75         \$7.85         \$14.22         \$0.00         \$53.82           LABORER: ZONE 3 (BUILDING & SITE)         06/03/2019         \$31.75         \$7.85         \$14.22         \$0.00         \$53.82           LABORER: ZONE 3 (BUILDING & SITE)         06/03/2019         \$31.75         \$7.85         \$14.22         \$0.00         \$54.63           For apprentice rates see "Apprentice- LABORER"         06/01/2019         \$31.75         \$7.85         \$12.18         \$0.00         \$52.57           06/01/2020         \$33.35         \$7.85         \$12.18         \$0.00         \$55.03           12/01/2020         \$34.16         \$7.85         \$12.18         \$0.00         \$55.03	LABORER: MULTI-TRADE TENDER	06/03/2019	\$31.50	\$7.85	\$14.22	\$0.00	\$53.57
LABORER: TREE REMOVER         06/03/2019         \$31.50         \$7.85         \$14.22         \$0.00         \$53.57           LABORER: - ZONE 3 (BUILDING & SITE)         12/02/2019         \$32.31         \$7.85         \$14.22         \$0.00         \$54.38           This classification applies to all tree work associated with the removal of standing trees, and timming and removal of branches and timbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice-LABORER"         \$53.82           LABORERS - ZONE 3 (BUILDING & SITE)         06/03/2019         \$31.75         \$7.85         \$14.22         \$0.00         \$53.82           LABORERS - ZONE 3 (BUILDING & SITE)         06/03/2019         \$31.75         \$7.85         \$14.22         \$0.00         \$53.82           LABORERS - ZONE 3 (BUILDING & SITE)         06/03/2019         \$31.75         \$7.85         \$14.22         \$0.00         \$51.78           LABORERS - ZONE 3 (HEAVY & HIGHWAY)         06/01/2019         \$31.75         \$7.85         \$12.18         \$0.00         \$52.57           06/01/2020         \$33.35         \$7.85         \$12.18         \$0.00         \$55.33           12/01/2020         \$34.16         \$7.85         \$12.18         \$0.00         \$55.03           12/01/2021         <		12/02/2019	\$32.31	\$7.85	\$14.22	\$0.00	\$54.38
LABORERS - ZONE 3 (BUILDING & SITE)       12/02/2019       \$31.30       \$14.22       \$0.00       \$54.38         12/02/2019       \$32.31       \$7.85       \$14.22       \$0.00       \$54.38         This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice- LABORER*       \$14.22       \$0.00       \$53.82         LABORERS - ZONE 3 (BUILDING & SITE)       06/03/2019       \$31.75       \$7.85       \$14.22       \$0.00       \$53.82         LABORERS - ZONE 3 (BUILDING & SITE)       12/02/2019       \$32.56       \$7.85       \$14.22       \$0.00       \$53.82         LABORERS - ZONE 3 (BUILDING & SITE)       12/02/2019       \$32.56       \$7.85       \$14.22       \$0.00       \$54.63         LABORERS - ZONE 3 (HEAVY & HIGHWAY)       06/01/2019       \$31.75       \$7.85       \$12.18       \$0.00       \$55.78         LABORERS - ZONE 3 (HEAVY & HIGHWAY)       06/01/2020       \$33.35       \$7.85       \$12.18       \$0.00       \$55.33         LABORERS - ZONE 3 (HEAVY & HIGHWAY)       06/01/2020       \$33.35       \$7.85       \$12.18       \$0.00       \$55.33         LABORER - ZONE 3 (HEAVY & HIGHWAY)       06/01/2021 </td <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>							
12/02/2019         \$32.31         \$7.85         \$14.22         \$0.00         \$54.38           This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice-LABORER"         \$14.22         \$0.00         \$53.82           LABORERS - ZONE 3 (BUILDING & SITE) For apprentice- LABORER         06/03/2019         \$31.75         \$7.85         \$14.22         \$0.00         \$53.82           LABORERS - ZONE 3 (BUILDING & SITE) For apprentice- LABORER"         12/02/2019         \$32.56         \$7.85         \$14.22         \$0.00         \$54.63           LABORERS - ZONE 3 (HEAVY & HIGHWAY)         06/01/2019         \$31.75         \$7.85         \$12.18         \$0.00         \$52.57           06/01/2020         \$33.35         \$7.85         \$12.18         \$0.00         \$53.38           12/01/2020         \$33.16         \$7.85         \$12.18         \$0.00         \$55.03           12/01/2021         \$35.00         \$7.85         \$12.18         \$0.00         \$55.03           12/01/2021         \$35.83         \$7.85         \$12.18         \$0.00         \$55.86           For apprentice- rates see "Apprentice- LABORER (Heavy and Highway)		06/03/2019	\$31.50	\$7.85	\$14.22	\$0.00	\$53.57
a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice- tates see "Apprentice- LABORER"       \$				4			\$54.38
LABORERS - ZONE 3 (BUILDING & SITE)       301.02       301.02       301.02       12/02/2019       \$321.75       \$7.85       \$14.22       \$0.00       \$54.63         LABORERS - ZONE 3 (HEAVY & HIGHWAY)       06/01/2019       \$31.75       \$7.85       \$12.18       \$0.00       \$51.78         LABORERS - ZONE 3 (HEAVY & HIGHWAY)       06/01/2019       \$31.75       \$7.85       \$12.18       \$0.00       \$52.57         06/01/2020       \$33.35       \$7.85       \$12.18       \$0.00       \$53.38         12/01/2020       \$33.35       \$7.85       \$12.18       \$0.00       \$53.38         12/01/2020       \$33.35       \$7.85       \$12.18       \$0.00       \$54.19         06/01/2021       \$35.00       \$7.85       \$12.18       \$0.00       \$55.03         12/01/2021       \$35.83       \$7.85       \$12.18       \$0.00       \$55.66         For apprentice- LABORER (Heavy and Highway)         MARBLE & TILE FINISHERS         BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE       \$08/01/2019       \$35.17       \$10.75       \$18.87       \$0.00       \$66.29         08/01/2020       \$36.67       \$10.75       \$18.99       \$0.00       \$66.91       \$2/01/2021       \$37.17       \$10.75						s not done for	
For apprentice- LABORER"       12/02/2019       \$32.56       \$7.85       \$14.22       \$0.00       \$54.63         LASER BEAM OPERATOR (HEAVY & HIGHWAY)       06/01/2019       \$31.75       \$7.85       \$12.18       \$0.00       \$51.78         LABORERS - ZONE 3 (HEAVY & HIGHWAY)       06/01/2019       \$33.75       \$7.85       \$12.18       \$0.00       \$52.57         06/01/2020       \$33.35       \$7.85       \$12.18       \$0.00       \$53.38         12/01/2020       \$33.35       \$7.85       \$12.18       \$0.00       \$55.03         06/01/2021       \$35.00       \$7.85       \$12.18       \$0.00       \$55.03         12/01/2021       \$35.83       \$7.85       \$12.18       \$0.00       \$55.66         O6/01/2021       \$35.00       \$7.85       \$12.18       \$0.00       \$55.03         12/01/2021       \$35.83       \$7.85       \$12.18       \$0.00       \$55.66       \$55.03         O6/01/2021       \$35.67       \$10.75       \$18.87       \$0.00       \$64.79         MARBLE & TILE FINISHERS       08/01/2019       \$35.17       \$10.75       \$18.87       \$0.00       \$66.41         02/01/2020       \$36.67       \$10.75       \$18.99       \$0.00 <td>LASER BEAM OPERATOR</td> <td>06/03/2019</td> <td>\$31.75</td> <td>\$7.85</td> <td>\$14.22</td> <td>\$0.00</td> <td>\$53.82</td>	LASER BEAM OPERATOR	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
LASER BEAM OPERATOR (HEAVY & HIGHWAY)       06/01/2019       \$31.75       \$7.85       \$12.18       \$0.00       \$51.78         LABORERS - ZONE 3 (HEAVY & HIGHWAY)       12/01/2019       \$32.54       \$7.85       \$12.18       \$0.00       \$52.57         06/01/2020       \$33.35       \$7.85       \$12.18       \$0.00       \$53.38         12/01/2020       \$33.35       \$7.85       \$12.18       \$0.00       \$53.38         12/01/2020       \$34.16       \$7.85       \$12.18       \$0.00       \$55.03         06/01/2021       \$35.00       \$7.85       \$12.18       \$0.00       \$55.03         12/01/2021       \$35.83       \$7.85       \$12.18       \$0.00       \$55.03         12/01/2021       \$35.83       \$7.85       \$12.18       \$0.00       \$55.03         12/01/2021       \$35.83       \$7.85       \$12.18       \$0.00       \$55.03         12/01/2021       \$35.83       \$7.85       \$12.18       \$0.00       \$55.03         12/01/2021       \$35.83       \$7.85       \$12.18       \$0.00       \$55.03         12/01/2021       \$35.87       \$10.75       \$18.87       \$0.00       \$66.79         BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE       08/01/2020 </td <td>LABORERS - ZONE 3 (BUILDING &amp; SITE)</td> <td>12/02/2019</td> <td>\$32.56</td> <td>\$7.85</td> <td>\$14.22</td> <td>\$0.00</td> <td>\$54.63</td>	LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
LABORERS - ZONE 3 (HEAVY & HIGHWAY)       12/01/2019       \$32.54       \$7.85       \$12.18       \$0.00       \$52.57         12/01/2019       \$32.54       \$7.85       \$12.18       \$0.00       \$53.38         12/01/2020       \$33.35       \$7.85       \$12.18       \$0.00       \$54.19         06/01/2021       \$35.00       \$7.85       \$12.18       \$0.00       \$55.03         12/01/2021       \$35.00       \$7.85       \$12.18       \$0.00       \$55.03         12/01/2021       \$35.83       \$7.85       \$12.18       \$0.00       \$55.86         For apprentice- LABORER (Heavy and Highway)         MARBLE & TILE FINISHERS         BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE       08/01/2019       \$35.17       \$10.75       \$18.87       \$0.00       \$66.79         02/01/2020       \$35.67       \$10.75       \$18.87       \$0.00       \$66.29       \$08/01/2020       \$36.67       \$10.75       \$18.99       \$0.00       \$66.41         02/01/2021       \$37.17       \$10.75       \$18.99       \$0.00       \$66.91         08/01/2021       \$38.17       \$10.75       \$18.99       \$0.00       \$66.91         08/01/2021       \$38.17       \$10.75       \$1	For apprentice rates see "Apprentice- LABORER"						
12/01/2019       \$32.54       \$7.85       \$12.18       \$0.00       \$52.57         06/01/2020       \$33.35       \$7.85       \$12.18       \$0.00       \$53.38         12/01/2020       \$33.35       \$7.85       \$12.18       \$0.00       \$53.38         12/01/2020       \$34.16       \$7.85       \$12.18       \$0.00       \$54.19         06/01/2021       \$35.00       \$7.85       \$12.18       \$0.00       \$55.03         12/01/2021       \$35.83       \$7.85       \$12.18       \$0.00       \$55.86         MARBLE & TILE FINISHERS         BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE       08/01/2019       \$35.17       \$10.75       \$18.87       \$0.00       \$64.79         02/01/2020       \$35.67       \$10.75       \$18.87       \$0.00       \$65.29         08/01/2020       \$36.67       \$10.75       \$18.99       \$0.00       \$66.41         02/01/2021       \$37.17       \$10.75       \$18.99       \$0.00       \$66.91         08/01/2021       \$38.17       \$10.75       \$19.12       \$0.00       \$68.04	LASER BEAM OPERATOR (HEAVY & HIGHWAY)	06/01/2019	\$31.75	\$7.85	\$12.18	\$0.00	\$51.78
12/01/2020       \$34.16       \$7.85       \$12.18       \$0.00       \$54.19         06/01/2021       \$35.00       \$7.85       \$12.18       \$0.00       \$55.03         12/01/2021       \$35.83       \$7.85       \$12.18       \$0.00       \$55.86         For apprentice- LABORER (Heavy and Highway)         MARBLE & TILE FINISHERS         BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE         08/01/2020       \$35.67       \$10.75       \$18.87       \$0.00       \$66.79         02/01/2020       \$35.67       \$10.75       \$18.87       \$0.00       \$65.29         08/01/2020       \$36.67       \$10.75       \$18.99       \$0.00       \$66.41         02/01/2021       \$37.17       \$10.75       \$18.99       \$0.00       \$66.91         02/01/2021       \$37.17       \$10.75       \$19.12       \$0.00       \$68.04	LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2019	\$32.54	\$7.85	\$12.18	\$0.00	\$52.57
06/01/2021       \$35.00       \$7.85       \$12.18       \$0.00       \$55.03         For apprentice rates see "Apprentice- LABORER (Heavy and Highway)       12/01/2021       \$35.83       \$7.85       \$12.18       \$0.00       \$55.86         MARBLE & TILE FINISHERS       08/01/2019       \$35.17       \$10.75       \$18.87       \$0.00       \$64.79         02/01/2020       \$35.67       \$10.75       \$18.87       \$0.00       \$65.29         08/01/2020       \$36.67       \$10.75       \$18.99       \$0.00       \$66.41         02/01/2021       \$37.17       \$10.75       \$18.99       \$0.00       \$66.91         08/01/2021       \$37.17       \$10.75       \$18.99       \$0.00       \$66.91         08/01/2021       \$38.17       \$10.75       \$19.12       \$0.00       \$68.04		06/01/2020	\$33.35	\$7.85	\$12.18	\$0.00	\$53.38
For apprentice- LABORER (Heavy and Highway)       12/01/2021       \$35.83       \$7.85       \$12.18       \$0.00       \$55.86         MARBLE & TILE FINISHERS       08/01/2019       \$35.17       \$10.75       \$18.87       \$0.00       \$64.79         02/01/2020       \$35.67       \$10.75       \$18.87       \$0.00       \$65.29         08/01/2020       \$36.67       \$10.75       \$18.99       \$0.00       \$66.41         02/01/2021       \$37.17       \$10.75       \$18.99       \$0.00       \$66.91         08/01/2021       \$38.17       \$10.75       \$19.12       \$0.00       \$68.04		12/01/2020	\$34.16	\$7.85	\$12.18	\$0.00	\$54.19
For apprentice- LABORER (Heavy and Highway)         MARBLE & TILE FINISHERS       08/01/2019       \$35.17       \$10.75       \$18.87       \$0.00       \$64.79         D2/01/2020       \$35.67       \$10.75       \$18.87       \$0.00       \$65.29         08/01/2020       \$36.67       \$10.75       \$18.99       \$0.00       \$66.41         02/01/2021       \$37.17       \$10.75       \$18.99       \$0.00       \$66.91         08/01/2021       \$38.17       \$10.75       \$19.12       \$0.00       \$68.04		06/01/2021	\$35.00	\$7.85	\$12.18	\$0.00	\$55.03
For apprentice- LABORER (Heavy and Highway)         MARBLE & TILE FINISHERS       08/01/2019       \$35.17       \$10.75       \$18.87       \$0.00       \$64.79         D2/01/2020       \$35.67       \$10.75       \$18.87       \$0.00       \$65.29         08/01/2020       \$36.67       \$10.75       \$18.99       \$0.00       \$66.41         02/01/2021       \$37.17       \$10.75       \$18.99       \$0.00       \$66.91         08/01/2021       \$38.17       \$10.75       \$19.12       \$0.00       \$68.04		12/01/2021			\$12.18	\$0.00	
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE       00/01/2017       \$35.17       \$10.75       \$10.07       \$0.00       \$65.29         02/01/2020       \$36.67       \$10.75       \$18.99       \$0.00       \$66.41         02/01/2021       \$37.17       \$10.75       \$18.99       \$0.00       \$66.91         08/01/2021       \$38.17       \$10.75       \$19.12       \$0.00       \$68.04	For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
02/01/2020       \$35.67       \$10.75       \$18.87       \$0.00       \$65.29         08/01/2020       \$36.67       \$10.75       \$18.99       \$0.00       \$66.41         02/01/2021       \$37.17       \$10.75       \$18.99       \$0.00       \$66.91         08/01/2021       \$38.17       \$10.75       \$19.12       \$0.00       \$68.04	MARBLE & TILE FINISHERS	08/01/2019	\$35.17	\$10.75	\$18.87	\$0.00	\$64.79
02/01/2021\$37.17\$10.75\$18.99\$0.00\$66.9108/01/2021\$38.17\$10.75\$19.12\$0.00\$68.04	BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	02/01/2020	\$35.67	\$10.75	\$18.87	\$0.00	\$65.29
08/01/2021 \$38.17 \$10.75 \$19.12 \$0.00 \$68.04		08/01/2020	\$36.67	\$10.75	\$18.99	\$0.00	\$66.41
08/01/2021 \$38.17 \$10.75 \$19.12 \$0.00 \$68.04		02/01/2021	\$37.17	\$10.75	\$18.99	\$0.00	\$66.91
		08/01/2021	\$38.17	\$10.75	\$19.12	\$0.00	\$68.04
		02/01/2022	\$38.62	\$10.75	\$19.12	\$0.00	\$68.49

Effect	ive Date -	08/01/2019				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$17.59	\$10.75	\$18.87	\$0.00	\$47.21	
2	60		\$21.10	\$10.75	\$18.87	\$0.00	\$50.72	
3	70		\$24.62	\$10.75	\$18.87	\$0.00	\$54.24	
4	80		\$28.14	\$10.75	\$18.87	\$0.00	\$57.76	
5	90		\$31.65	\$10.75	\$18.87	\$0.00	\$61.27	

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

#### Effective Date - 02/01/2020

Effecti	ive Date -	02/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$17.84	\$10.75	\$18.87	\$0.00	\$47.46
2	60		\$21.40	\$10.75	\$18.87	\$0.00	\$51.02
3	70		\$24.97	\$10.75	\$18.87	\$0.00	\$54.59
4	80		\$28.54	\$10.75	\$18.87	\$0.00	\$58.16
5	90		\$32.10	\$10.75	\$18.87	\$0.00	\$61.72
Notes:							
Appre	ntice to Jo	urneyworker Ratio:1:5					

#### MARBLE MASON/TILE LAYER(SP/PT)SeeBrick

BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE

#### See "BRICK/STONE/ARTIFICIAL MASONRY(INCL.MASONRY WATERPROOFING)

MECH. SWEEPER OPERATOR (ON CONST. SITES)	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
OPERATING ENGINEERS LOCAL 98	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANIC/WELDER/BOOM TRUCK OPERATING ENGINEERS LOCAL 98	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
OFERATING ENGINEERS LOCAL 98	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 3) MILLWRIGHTS LOCAL 1121 - Zone 3	04/01/2019	\$37.11	\$9.90	\$18.50	\$0.00	\$65.51

#### Apprentice - MILLWRIGHT - Local 1121 Zone 3

Effect	ive Date -	04/01/2019				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	55		\$20.41	\$9.90	\$5.31	\$0.00	\$35.62	
2	65		\$24.12	\$9.90	\$15.13	\$0.00	\$49.15	
3	75		\$27.83	\$9.90	\$16.10	\$0.00	\$53.83	
4	85		\$31.54	\$9.90	\$17.06	\$0.00	\$58.50	

#### Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MORTAR MIXER	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
LABORERS - ZONE 3 (BUILDING & SITE) For apprentice rates see "Apprentice- LABORER"	12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
LER	06/01/2019	\$30.21	\$11.69	\$14.08	\$0.00	\$55.98
OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$30.56	\$11.94	\$14.35	\$0.00	\$56.85
OTHER POWER DRIVEN EQUIPMENT - CLASS VI OPERATING ENGINEERS LOCAL 98	06/01/2019	\$28.23	\$11.69	\$14.08	\$0.00	\$54.00
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$28.58	\$11.94	\$14.35	\$0.00	\$54.87
PAINTER (BRIDGES/TANKS)	07/01/2019	\$50.66	\$8.20	\$21.45	\$0.00	\$80.31
PAINTERS LOCAL 35 - ZONE 3	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
	07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36
	01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46

# Apprentice - *PAINTER Local 35 - BRIDGES/TANKS* Effective Date - 07/01/2019

Effect	ive Date -	07/01/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$25.33	\$8.20	\$0.00	\$0.00	\$33.53
2	55		\$27.86	\$8.20	\$5.78	\$0.00	\$41.84
3	60		\$30.40	\$8.20	\$6.30	\$0.00	\$44.90
4	65		\$32.93	\$8.20	\$6.83	\$0.00	\$47.96
5	70		\$35.46	\$8.20	\$18.30	\$0.00	\$61.96
6	75		\$38.00	\$8.20	\$18.83	\$0.00	\$65.03
7	80		\$40.53	\$8.20	\$19.35	\$0.00	\$68.08
8	90		\$45.59	\$8.20	\$20.40	\$0.00	\$74.19

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.48	\$8.20	\$0.00	\$0.00	\$33.68
2	55	\$28.03	\$8.20	\$5.94	\$0.00	\$42.17
3	60	\$30.58	\$8.20	\$6.48	\$0.00	\$45.26
4	65	\$33.12	\$8.20	\$7.02	\$0.00	\$48.34
5	70	\$35.67	\$8.20	\$18.51	\$0.00	\$62.38
6	75	\$38.22	\$8.20	\$19.05	\$0.00	\$65.47
7	80	\$40.77	\$8.20	\$19.59	\$0.00	\$68.56
8	90	\$45.86	\$8.20	\$20.67	\$0.00	\$74.73
Notes:						
	Steps are 750 hrs.					
Apprei	ntice to Journeyworker Ratio:1:1					
TER (SIGN, PICT ERS LOCAL 35 - ZONE	ORIAL & DISPLAY)	06/01/2013	3 \$25.	81 \$7.07	\$7.05 \$	60.00 \$39.9

Effecti	<b>ve Date -</b> 06/01/2013				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98	3
2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72	2
3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01	l
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	3
7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77	7
8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06	5
9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35	5
Notes:	·						
	Steps are 4 mos.						
Appre	ntice to Journeyworker Ratio:1:1						
	SANDBLAST, NEW) *	07/01/2019	9 \$34.03	\$8.20	\$17.55	\$0.00	\$59.78
* If 30% or more of surfaces to be painted are new construction NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 3</i>		ion, 01/01/2020	\$34.33	\$8.20	\$18.20	\$0.00	\$60.73
THE W paint rate shall be used. FAINTERS LOCAL 55 - ZONE 5			\$35.43	\$8.20	\$18.20	\$0.00	\$61.83
		01/01/202	\$36.53	\$8.20	\$18.20	\$0.00	\$62.93

# Apprentice - PAINTER SIGN - Local 35 Zone 3

Effect	ive Date -	07/01/2019				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$17.02	\$8.20	\$0.00	\$0.00	\$25.22	
2	55		\$18.72	\$8.20	\$3.63	\$0.00	\$30.55	
3	60		\$20.42	\$8.20	\$3.96	\$0.00	\$32.58	
4	65		\$22.12	\$8.20	\$4.29	\$0.00	\$34.61	
5	70		\$23.82	\$8.20	\$15.57	\$0.00	\$47.59	
6	75		\$25.52	\$8.20	\$15.90	\$0.00	\$49.62	
7	80		\$27.22	\$8.20	\$16.23	\$0.00	\$51.65	
8	90		\$30.63	\$8.20	\$16.89	\$0.00	\$55.72	

Apprentice -	PAINTER Local 35 Zone 3 - Spray/Sandblast - New
	07/01/2010

#### **Effective Date -** 01/01/2020

Effecti	<b>ve Date -</b> 01/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total F	Rate
1	50	\$17.17	\$8.20	\$0.00	\$0.00	\$25	5.37
2	55	\$18.88	\$8.20	\$3.80	\$0.00	\$30	0.88
3	60	\$20.60	\$8.20	\$4.14	\$0.00	\$32	2.94
4	65	\$22.31	\$8.20	\$4.49	\$0.00	\$35	5.00
5	70	\$24.03	\$8.20	\$15.78	\$0.00	\$48	3.01
6	75	\$25.75	\$8.20	\$16.13	\$0.00	\$50	0.08
7	80	\$27.46	\$8.20	\$16.47	\$0.00	\$52	2.13
8	90	\$30.90	\$8.20	\$17.16	\$0.00	\$56	5.26
Notes:							_
	Steps are 750 hrs.						
Appre	ntice to Journeyworker Ratio:1:1						
	SANDBLAST, REPAINT)	07/01/2019	\$31.35	\$8.20	\$17.55	\$0.00	\$57.10
PAINTERS LOCAL 35 - ZONE	°AINTERS LOCAL 35 - ZONE 3		\$31.65	\$8.20	\$18.20	\$0.00	\$58.05
		07/01/2020	\$32.75	\$8.20	\$18.20	\$0.00	\$59.15
		01/01/202	\$33.85	\$8.20	\$18.20	\$0.00	\$60.25

Effecti	ive Date -	07/01/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$15.68	\$8.20	\$0.00	\$0.00	\$23.88
2	55		\$17.24	\$8.20	\$3.63	\$0.00	\$29.07
3	60		\$18.81	\$8.20	\$3.96	\$0.00	\$30.97
4	65		\$20.38	\$8.20	\$4.29	\$0.00	\$32.87
5	70		\$21.95	\$8.20	\$15.57	\$0.00	\$45.72
6	75		\$23.51	\$8.20	\$15.90	\$0.00	\$47.61
7	80		\$25.08	\$8.20	\$16.23	\$0.00	\$49.51
8	90		\$28.22	\$8.20	\$16.89	\$0.00	\$53.31

Apprentice -	PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint
Effortivo Dote	07/01/2019

Effecti	ive Date - 01/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Tota	ll Rate
1	50	\$15.83	\$8.20	\$0.00	\$0.00	9	\$24.03
2	55	\$17.41	\$8.20	\$3.80	\$0.00	9	529.41
3	60	\$18.99	\$8.20	\$4.14	\$0.00	9	\$31.33
4	65	\$20.57	\$8.20	\$4.49	\$0.00	9	533.26
5	70	\$22.16	\$8.20	\$15.78	\$0.00	9	\$46.14
6	75	\$23.74	\$8.20	\$16.13	\$0.00	9	\$48.07
7	80	\$25.32	\$8.20	\$16.47	\$0.00	9	\$49.99
8	90	\$28.49	\$8.20	\$17.16	\$0.00	9	\$53.85
Notes:							
	Steps are 750 hrs.						
Appre	ntice to Journeyworker Ratio:1:1						
PAINTER / TAPER (BI		07/01/2019	\$32.63	\$8.20	\$17.55	\$0.00	\$58.38
	faces to be painted are new constructio e used.PAINTERS LOCAL 35 - ZONE 3	n, 01/01/2020	\$32.93	\$8.20	\$18.20	\$0.00	\$59.33
THE W Paint late shall be	useu. FAINTERS LOCAL 33 - ZONE 3	07/01/2020	\$34.03	\$8.20	\$18.20	\$0.00	\$60.43
		01/01/2021	\$35.13	\$8.20	\$18.20	\$0.00	\$61.53

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Effect	ive Date - 07/01/2019	- 07/01/2019			Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$16.32	\$8.20	\$0.00	\$0.00	\$24.52
2	55	\$17.95	\$8.20	\$3.63	\$0.00	\$29.78
3	60	\$19.58	\$8.20	\$3.96	\$0.00	\$31.74
4	65	\$21.21	\$8.20	\$4.29	\$0.00	\$33.70
5	70	\$22.84	\$8.20	\$15.57	\$0.00	\$46.61
6	75	\$24.47	\$8.20	\$15.90	\$0.00	\$48.57
7	80	\$26.10	\$8.20	\$16.23	\$0.00	\$50.53
8	90	\$29.37	\$8.20	\$16.89	\$0.00	\$54.46

# Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW

#### **Effective Date -** 01/01/2020

Effect	ive Date - 01/01/2020				Supplemental			
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;	
1	50	\$16.47	\$8.20	\$0.00	\$0.00	\$24.67		
2	55	\$18.11	\$8.20	\$3.80	\$0.00	\$30.11		
3	60	\$19.76	\$8.20	\$4.14	\$0.00	\$32.10	I	
4	65	\$21.40	\$8.20	\$4.49	\$0.00	\$34.09	1	
5	70	\$23.05	\$8.20	\$15.78	\$0.00	\$47.03		
6	75	\$24.70	\$8.20	\$16.13	\$0.00	\$49.03		
7	80	\$26.34	\$8.20	\$16.47	\$0.00	\$51.01		
8	90	\$29.64	\$8.20	\$17.16	\$0.00	\$55.00	I	
Notes:								
	Steps are 750 hrs.							
Appre	entice to Journeyworker Ratio:1:1							
PAINTER / TAPER (B		07/01/2019	9 \$29.95	\$8.20	\$17.55	\$0.00	\$55.70	
PAINTERS LOCAL 35 - ZON	E 3	01/01/2020	\$30.25	\$8.20	\$18.20	\$0.00	\$56.65	
		07/01/2020	\$31.35	\$8.20	\$18.20	\$0.00	\$57.75	

01/01/2021

\$32.45

\$8.20

\_\_\_\_\_

\$18.20

\$0.00

\$58.85

Effect	ive Date -	07/01/2019				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$14.98	\$8.20	\$0.00	\$0.00	\$23.18	
2	55		\$16.47	\$8.20	\$3.63	\$0.00	\$28.30	
3	60		\$17.97	\$8.20	\$3.96	\$0.00	\$30.13	
4	65		\$19.47	\$8.20	\$4.29	\$0.00	\$31.96	
5	70		\$20.97	\$8.20	\$15.57	\$0.00	\$44.74	
6	75		\$22.46	\$8.20	\$15.90	\$0.00	\$46.56	
7	80		\$23.96	\$8.20	\$16.23	\$0.00	\$48.39	
8	90		\$26.96	\$8.20	\$16.89	\$0.00	\$52.05	

Apprentice -	PAINTER Local 35 Zone 3 - BRUSH REPAINT

<b>Effective Date -</b> 01/01/2020
Ellective Date - 01/01/2020

Ef	fective Da	<b>te</b> - 01/01/2020				Supplemental		
Ste	ep perc	ent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
1	50		\$15.13	\$8.20	\$0.00	\$0.00	\$23.3	3
2	55		\$16.64	\$8.20	\$3.80	\$0.00	\$28.6	64
3	60		\$18.15	\$8.20	\$4.14	\$0.00	\$30.4	9
4	65		\$19.66	\$8.20	\$4.49	\$0.00	\$32.3	5
5	70		\$21.18	\$8.20	\$15.78	\$0.00	\$45.1	6
6	75		\$22.69	\$8.20	\$16.13	\$0.00	\$47.0	2
7	80		\$24.20	\$8.20	\$16.47	\$0.00	\$48.8	37
8	90		\$27.23	\$8.20	\$17.16	\$0.00	\$52.5	59
No	otes:							
ļ	Step	s are 750 hrs.						
A	oprentice	to Journeyworker Ratio:1:1						
PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)		06/01/2019	\$31.50	\$7.85	\$12.18	\$0.00	\$51.53	
ABORERS - ZONE 3 (I	HEAVY & HI	GHWAY)	12/01/2019	\$32.29	\$7.85	\$12.18	\$0.00	\$52.32
			06/01/2020	\$33.10	\$7.85	\$12.18	\$0.00	\$53.13
			12/01/2020	\$33.91	\$7.85	\$12.18	\$0.00	\$53.94
			06/01/2021	\$34.75	\$7.85	\$12.18	\$0.00	\$54.78
For apprentice rates	s see "Annren	tice- LABORER (Heavy and Highway)	12/01/2021	\$35.58	\$7.85	\$12.18	\$0.00	\$55.61
ANEL & PICKUI			08/01/2019	\$34.08	\$12.41	\$12.70	\$0.00	\$59.19
EAMSTERS JOINT CC	UNCIL NO.	10 ZONE B	12/01/2019	\$34.08	\$12.41	\$13.72	\$0.00	\$60.21
			06/01/2020	\$34.98	\$12.41	\$13.72	\$0.00	\$61.11
			08/01/2020	\$34.98	\$12.91	\$13.72	\$0.00	\$61.61
			12/01/2020	\$34.98	\$12.91	\$14.82	\$0.00	\$62.71
			06/01/2021	\$35.78	\$12.91	\$14.82	\$0.00	\$63.51
			08/01/2021	\$35.78	\$13.41	\$14.82	\$0.00	\$64.01
			12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
	CONSTR	UCTOR (UNDERPINNING AN	D 08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84
DECK) PILE DRIVER LOCAL 5 For apprentice rates		tice, PILE DRIVER"						

For apprentice rates see "Apprentice- PILE DRIVER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84

			VER - Local 56 Zone 3						
	Step	ive Date - 08/01/		tice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	ite
	1	0		\$0.00	\$0.00	\$0.00	\$0.00	\$0.0	
		(Same as set in Z	3\$63.65/4\$65.98/5\$68.31/6	0	\$72.96				"
PIPELAYER	- ppr			06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
LABORERS - ZONE	3 (BUIL	DING & SITE)		12/02/2019			\$14.22	\$0.00	\$54.63
For apprentice	rates see	"Apprentice- LABORER		12/02/2017	\$52.50	\$7.85	ψ1 1.22	φ0.00	\$54.05
PIPELAYER (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)			06/01/2019	\$31.75	\$7.85	\$12.18	\$0.00	\$51.78	
			12/01/2019	\$32.54	\$7.85	\$12.18	\$0.00	\$52.57	
				06/01/2020	\$33.35	\$7.85	\$12.18	\$0.00	\$53.38
				12/01/2020	\$34.16	\$7.85	\$12.18	\$0.00	\$54.19
				06/01/2021	\$35.00	\$7.85	\$12.18	\$0.00	\$55.03
				12/01/2021	\$35.83	\$7.85	\$12.18	\$0.00	\$55.86
For apprentice	rates see	"Apprentice- LABORER	R (Heavy and Highway)						
PLUMBER & P				09/17/2019	\$41.21	\$8.75	\$16.35	\$0.00	\$66.31
PLUMBERS & PIPE	EFILLER	S LOCAL 104		03/17/2020	\$42.21	\$8.75	\$16.35	\$0.00	\$67.31
				09/17/2020	\$43.21	\$8.75	\$16.35	\$0.00	\$68.31
				03/17/2021	\$44.21	\$8.75	\$16.35	\$0.00	\$69.31
				09/17/2021	\$45.21	\$8.75	\$16.35	\$0.00	\$70.31
				03/17/2022	\$46.46	\$8.75	\$16.35	\$0.00	\$71.56
				09/17/2022	\$47.46	\$8.75	\$16.35	\$0.00	\$72.56
				03/17/2023	\$48.71	\$8.75	\$16.35	\$0.00	\$73.81
				09/17/2023	\$49.71	\$8.75	\$16.35	\$0.00	\$74.81
				03/17/2024	\$50.96	\$8.75	\$16.35	\$0.00	\$76.06

Effect	ive Date -	09/17/2019				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$18.54	\$8.75	\$9.60	\$0.00	\$36.89
2	50		\$20.61	\$8.75	\$9.60	\$0.00	\$38.96
3	55		\$22.67	\$8.75	\$9.60	\$0.00	\$41.02
4	60		\$24.73	\$8.75	\$9.60	\$0.00	\$43.08
5	65		\$26.79	\$8.75	\$9.60	\$0.00	\$45.14
6	70		\$28.85	\$8.75	\$9.60	\$0.00	\$47.20
7	75		\$30.91	\$8.75	\$9.60	\$0.00	\$49.26
8	80		\$32.97	\$8.75	\$9.60	\$0.00	\$51.32
9	80		\$32.97	\$8.75	\$16.35	\$0.00	\$58.07
10	80		\$32.97	\$8.75	\$16.35	\$0.00	\$58.07

# Apprentice - PLUMBER/PIPEFITTER - Local 104

	10	80	\$32.97	\$8.75	\$16.35	\$0.00	\$58.07	
	Effect Step	ive Date - 03/17/2020 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
	1	45	\$18.99	\$8.75	\$9.60	\$0.00	\$37.34	
	2	50	\$21.11	\$8.75	\$9.60	\$0.00	\$39.46	Ĵ
	3	55	\$23.22	\$8.75	\$9.60	\$0.00	\$41.57	1
	4	60	\$25.33	\$8.75	\$9.60	\$0.00	\$43.68	
	5	65	\$27.44	\$8.75	\$9.60	\$0.00	\$45.79	1
	6	70	\$29.55	\$8.75	\$9.60	\$0.00	\$47.90	1
	7	75	\$31.66	\$8.75	\$9.60	\$0.00	\$50.01	
	8	80	\$33.77	\$8.75	\$9.60	\$0.00	\$52.12	, ,
	9	80	\$33.77	\$8.75	\$16.35	\$0.00	\$58.87	I.
	10	80	\$33.77	\$8.75	\$16.35	\$0.00	\$58.87	,
	Notes:	**1:1,2:5,3:9,4:12						
	Appre	ntice to Journeyworker Ratio:**						
		OLS (TEMP.)	09/17/2019	\$41.21	\$8.75	\$16.35	\$0.00	\$66.31
PLUMBERS & P	IPEFITTER	SLOCAL 104	03/17/2020	\$42.21	\$8.75	\$16.35	\$0.00	\$67.31
			09/17/2020	\$43.21	\$8.75	\$16.35	\$0.00	\$68.31
			03/17/2021	\$44.21	\$8.75	\$16.35	\$0.00	\$69.31
			09/17/202	\$45.21	\$8.75	\$16.35	\$0.00	\$70.31
			03/17/2022	\$46.46	\$8.75	\$16.35	\$0.00	\$71.56
			09/17/2022	2 \$47.46	\$8.75	\$16.35	\$0.00	\$72.56
			03/17/2023	\$48.71	\$8.75	\$16.35	\$0.00	\$73.81
			09/17/2023	\$49.71	\$8.75	\$16.35	\$0.00	\$74.81

03/17/2024

\$50.96

\$8.75

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

\$76.06

\$16.35

\$0.00

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY &	06/01/2019	\$31.75	\$7.85	\$12.18	\$0.00	\$51.78
HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2019	\$32.54	\$7.85	\$12.18	\$0.00	\$52.57
	06/01/2020	\$33.35	\$7.85	\$12.18	\$0.00	\$53.38
	12/01/2020	\$34.16	\$7.85	\$12.18	\$0.00	\$54.19
	06/01/2021	\$35.00	\$7.85	\$12.18	\$0.00	\$55.03
	12/01/2021	\$35.83	\$7.85	\$12.18	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
POWDERMAN & BLASTER	06/03/2019	\$32.50	\$7.85	\$14.22	\$0.00	\$54.57
LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$33.31	\$7.85	\$14.22	\$0.00	\$55.38
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2019	\$32.50	\$7.85	\$12.18	\$0.00	\$52.53
LABORERS - ZORE 5 (ITEAT I & IIIOIIII/AI)	12/01/2019	\$33.29	\$7.85	\$12.18	\$0.00	\$53.32
	06/01/2020	\$34.10	\$7.85	\$12.18	\$0.00	\$54.13
	12/01/2020	\$34.91	\$7.85	\$12.18	\$0.00	\$54.94
	06/01/2021	\$35.75	\$7.85	\$12.18	\$0.00	\$55.78
	12/01/2021	\$36.58	\$7.85	\$12.18	\$0.00	\$56.61
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 98	06/01/2019	\$35.05	\$11.69	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98	06/01/2019	\$34.52	\$11.69	\$14.08	\$0.00	\$60.29
	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER TEAMSTERS 404 - Construction Service (Northampton)	05/01/2016	\$20.54	\$10.57	\$8.39	\$0.00	\$39.50
RIDE-ON MOTORIZED BUGGY OPERATOR	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR	06/01/2019	\$33.91	\$11.69	\$14.08	\$0.00	\$59.68
OPERATING ENGINEERS LOCAL 98	12/01/2019	\$34.26	\$11.94	\$14.35	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) ROOFERS LOCAL 248	07/16/2019	\$32.66	\$10.05	\$16.20	\$0.00	\$58.91
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) ROOFERS LOCAL 248	07/16/2019	\$32.16	\$10.05	\$15.70	\$0.00	\$57.91

		ntice - ROOFER - Local 246 ve Date - 07/16/2019	8			Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
-	1	60	\$19.30	\$10.05	\$0.00	\$0.00	\$29.35	5
	2	65	\$20.90	\$10.05	\$15.70	\$0.00	\$46.65	5
	3	70	\$22.51	\$10.05	\$15.70	\$0.00	\$48.26	5
	4	75	\$24.12	\$10.05	\$15.70	\$0.00	\$49.87	,
	5	80	\$25.73	\$10.05	\$15.70	\$0.00	\$51.48	3
	6	85	\$27.34	\$10.05	\$15.70	\$0.00	\$53.09	)
	7	90	\$28.94	\$10.05	\$15.70	\$0.00	\$54.69	)
	8	95	\$30.55	\$10.05	\$15.70	\$0.00	\$56.30	)
ROOFER SLAT	E / TIL	itice to Journeyworker Rati E / PRECAST CONCRETE	07/16/201	9 \$32.66	\$10.05	\$16.20	\$0.00	\$58.91
ROOFERS LOCAL 24								
	ates see ".	Apprentice- ROOFER"						
SCRAPER DPERATING ENGIN		<i>PCAL 98</i> Apprentice- OPERATING ENGINEI	06/01/201 12/01/201			\$14.08 \$14.35	\$0.00 \$0.00	\$60.29 \$61.16
		LERS AND COMPACTORS		9 \$33.01	\$11.60	\$14.08	\$0.00	\$59.68
ELF-POWERE TAMPERS)	D ROL	LERS AND COMPACTORS	3 06/01/201 12/01/201			\$14.08 \$14.35	\$0.00 \$0.00	\$59.68 \$60.55
SELF-POWERE TAMPERS) DPERATING ENGIN	D ROL VEERS LC ates see ".	LERS AND COMPACTORS	3 06/01/201 12/01/201	9 \$34.26	\$11.94			
SELF-POWERE TAMPERS) <i>PPERATING ENGIN</i> For apprentice ra SELF-PROPELL <i>PPERATING ENGIN</i>	D ROL IEERS LC ates see ". LED PO IEERS LC	LERS AND COMPACTORS <i>PCAL 98</i> Apprentice- OPERATING ENGINEI WER BROOM <i>PCAL 98</i>	3 06/01/201 12/01/201 ERS" 06/01/201 12/01/201	9 \$34.26 9 \$31.29	\$11.94 \$11.69	\$14.35	\$0.00	\$60.55
ELF-POWERE FAMPERS) PERATING ENGIN For apprentice ra ELF-PROPELL PERATING ENGIN	D ROL /EERS LC ates see " LED PO /EERS LC ates see "	LERS AND COMPACTORS <i>CAL 98</i> Apprentice- OPERATING ENGINEI WER BROOM <i>ICAL 98</i> Apprentice- OPERATING ENGINEI	3 06/01/201 12/01/201 ERS" 06/01/201 12/01/201	9       \$34.26         9       \$31.29         9       \$31.64	\$11.94 \$11.69 \$11.94	\$14.35 \$14.08	\$0.00 \$0.00	\$60.55 \$57.06

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Supplemental Unemployment

Total Rate

Pension

Effect	ive Date -	07/01/2019				Supplemental		
Step	percent		Apprentice Base Wage	e Health	Pension	Unemployment	Total Rate	
1	45		\$16.08	\$6.21	\$4.67	\$0.00	\$26.96	
2	50		\$17.87	\$6.55	\$5.19	\$0.00	\$29.61	
3	55		\$19.66	\$6.88	\$9.33	\$1.08	\$36.95	
4	60		\$21.44	\$7.22	\$9.33	\$1.14	\$39.13	
5	65		\$23.23	\$7.55	\$9.33	\$1.20	\$41.31	
6	70		\$25.02	\$7.88	\$9.33	\$1.27	\$43.50	
7	75		\$26.81	\$8.22	\$9.33	\$1.33	\$45.69	
8	80		\$28.59	\$9.30	\$15.18	\$1.59	\$54.66	
9	85		\$30.38	\$9.64	\$15.18	\$1.66	\$56.86	
10	90		\$32.17	\$9.98	\$15.18	\$1.72	\$59.05	

# Apprentice - SHEET METAL WORKER - Local 63

Step	percent	Apprentice Base Wage	Health
1	45	\$16.65	\$6.21

**Effective Date -** 01/01/2020

3 5. 4 6	45	\$16.65	\$6.21	\$4.67	\$0.00	\$27.53
4 6	50	\$18.50	\$6.55	\$5.19	\$0.00	\$30.24
Ũ	55	\$20.34	\$6.88	\$9.33	\$1.08	\$37.63
5 6	50	\$22.19	\$7.22	\$9.33	\$1.14	\$39.88
0	55	\$24.04	\$7.55	\$9.33	\$1.20	\$42.12
6 7	70	\$25.89	\$7.88	\$9.33	\$1.27	\$44.37
7 7	75	\$27.74	\$8.22	\$9.33	\$1.33	\$46.62
8 8	30	\$29.59	\$9.30 \$	515.18	\$1.59	\$55.66
9 8	35	\$31.44	\$9.64 \$	515.18	\$1.66	\$57.92
10 9	90	\$33.29	\$9.98 \$	515.18	\$1.72	\$60.17
Notes:						

#### Notes:

### Apprentice to Journeyworker Ratio:1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS	08/01/2019	\$34.54	\$12.41	\$12.70	\$0.00	\$59.65
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	08/01/2019	\$34.83	\$12.41	\$12.70	\$0.00	\$59.94 \$60.96 \$61.86 \$62.36 \$63.46
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.83	\$12.41	\$13.72	\$0.00	\$60.96
	06/01/2020	\$35.73	\$12.41	\$13.72	\$0.00	\$61.86
	08/01/2020	\$35.73	\$12.91	\$13.72	\$0.00	\$62.36
	12/01/2020	\$35.73	\$12.91	\$14.82	\$0.00	\$63.46
	06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
	08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 669	01/01/2019	\$41.51	\$10.02	\$13.08	\$0.00	\$64.61

Eff	ective Date - 01/01/20	19			Supplemental		
Ste	p percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45	\$18.68	\$7.75	\$0.00	\$0.00	\$26.43	
2	50	\$20.76	\$7.75	\$0.00	\$0.00	\$28.51	
3	55	\$22.83	\$10.02	\$7.25	\$0.00	\$40.10	
4	60	\$24.91	\$10.02	\$7.25	\$0.00	\$42.18	
5	65	\$26.98	\$10.02	\$7.50	\$0.00	\$44.50	
6	70	\$29.06	\$10.02	\$7.50	\$0.00	\$46.58	
7	75	\$31.13	\$10.02	\$7.50	\$0.00	\$48.65	
8	80	\$33.21	\$10.02	\$7.50	\$0.00	\$50.73	
9	85	\$35.28	\$10.02	\$7.50	\$0.00	\$52.80	
10	90	\$37.36	\$10.02	\$7.50	\$0.00	\$54.88	
Not	tes:						
	prentice to Journeywor	ker Ratio:1:1					
	ATION TECHNICIAN	06/30/2019	\$42.6	6 \$10.75	\$12.33	\$0.00	\$65.74
LECTRICIANS LOCAL	7	12/29/2019	\$43.4	1 \$11.00	\$12.60	\$0.00	\$67.01

## Apprentice - SPRINKLER FITTER - Local 669

<b>Effective Date -</b> 06/30/2019				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 40	\$17.06	\$5.85	\$0.51	\$0.00	\$23.42	
2 45	\$19.20	\$5.85	\$0.58	\$0.00	\$25.63	
3 50	\$21.33	\$10.75	\$6.94	\$0.00	\$39.02	
4 55	\$23.46	\$10.75	\$7.00	\$0.00	\$41.21	
5 65	\$27.73	\$10.75	\$8.13	\$0.00	\$46.61	
6 70	\$29.86	\$10.75	\$9.20	\$0.00	\$49.81	
Notes:						
Steps are 800 hours						
Apprentice to Journeyworker Ratio:1:1						
TERRAZZO FINISHERS	08/01/2019	9 \$53.34	\$10.75	\$21.30	\$0.00	\$85.39
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	02/01/2020	0 \$53.98	\$10.75	\$21.30	\$0.00	\$86.03
	08/01/2020	0 \$55.33	\$10.75	\$21.45	\$0.00	\$87.53
	02/01/202	1 \$55.97	\$10.75	\$21.45	\$0.00	\$88.17
	08/01/202	1 \$57.37	\$10.75	\$21.61	\$0.00	\$89.73
	02/01/2022	2 \$57.96	\$10.75	\$21.61	\$0.00	\$90.32

Apprentice -	TELECOMMUNICATION TECHNICIAN - Local 7
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#### Apprentice - TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Ptt)

Effective Date -		08/01/2019				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$26.67	\$10.75	\$21.30	\$0.00	\$58.72	
2	60		\$32.00	\$10.75	\$21.30	\$0.00	\$64.05	
3	70		\$37.34	\$10.75	\$21.30	\$0.00	\$69.39	
4	80		\$42.67	\$10.75	\$21.30	\$0.00	\$74.72	
5	90		\$48.01	\$10.75	\$21.30	\$0.00	\$80.06	

	ive Date -	02/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$26.99	\$10.75	\$21.30	\$0.00	\$59.04
2	60		\$32.39	\$10.75	\$21.30	\$0.00	\$64.44
3	70		\$37.79	\$10.75	\$21.30	\$0.00	\$69.84
4	80		\$43.18	\$10.75	\$21.30	\$0.00	\$75.23
5	90		\$48.58	\$10.75	\$21.30	\$0.00	\$80.63
Notes:							

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TERRAZZO MECHANIC	08/01/2019	\$54.42	\$10.75	\$21.30	\$0.00	\$86.47
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	02/01/2020	\$55.05	\$10.75	\$21.30	\$0.00	\$87.10
	08/01/2020	\$56.40	\$10.75	\$21.45	\$0.00	\$88.60
	02/01/2021	\$57.04	\$10.75	\$21.45	\$0.00	\$89.24
	08/01/2021	\$58.44	\$10.75	\$21.61	\$0.00	\$90.80
	02/01/2022	\$59.01	\$10.75	\$21.61	\$0.00	\$91.37

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

Effective Date -		08/01/2019				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$27.21	\$10.75	\$21.30	\$0.00	\$59.26	
2	60		\$32.65	\$10.75	\$21.30	\$0.00	\$64.70	
3	70		\$38.09	\$10.75	\$21.30	\$0.00	\$70.14	
4	80		\$43.54	\$10.75	\$21.30	\$0.00	\$75.59	
5	90		\$48.98	\$10.75	\$21.30	\$0.00	\$81.03	

Effective Date -		02/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$27.53	\$10.75	\$21.30	\$0.00	\$59.58
2	60		\$33.03	\$10.75	\$21.30	\$0.00	\$65.08
3	70		\$38.54	\$10.75	\$21.30	\$0.00	\$70.59
4	80		\$44.04	\$10.75	\$21.30	\$0.00	\$76.09
5	90		\$49.55	\$10.75	\$21.30	\$0.00	\$81.60

Notes:

## Apprentice to Journeyworker Ratio:1:5

TEST BORING DRILLER	06/01/2019	\$40.50	\$7.85	\$16.05	\$0.00	\$64.40
ABORERS - FOUNDATION AND MARINE	12/01/2019	\$41.50	\$7.85	\$16.05	\$0.00	\$65.40
	06/01/2020	\$42.49	\$7.85	\$16.05	\$0.00	\$66.39
	12/01/2020	\$43.47	\$7.85	\$16.05	\$0.00	\$67.37
	06/01/2021	\$44.49	\$7.85	\$16.05	\$0.00	\$68.39
	12/01/2021	\$45.50	\$7.85	\$16.05	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER	06/01/2019	\$39.22	\$7.85	\$16.05	\$0.00	\$63.12
LABORERS - FOUNDATION AND MARINE	12/01/2019	\$40.22	\$7.85	\$16.05	\$0.00	\$64.12
	06/01/2020	\$41.21	\$7.85	\$16.05	\$0.00	\$65.11
	12/01/2020	\$42.19	\$7.85	\$16.05	\$0.00	\$66.09
	06/01/2021	\$43.21	\$7.85	\$16.05	\$0.00	\$67.11
	12/01/2021	\$44.22	\$7.85	\$16.05	\$0.00	\$68.12

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER LABORERS - FOUNDATION AND MARINE	06/01/2019	\$39.10	\$7.85	\$16.05	\$0.00	\$63.00
ABOKERS - FOUNDATION AND MARINE	12/01/2019	\$40.10	\$7.85	\$16.05	\$0.00	\$64.00
	06/01/2020	\$41.09	\$7.85	\$16.05	\$0.00	\$64.99
	12/01/2020	\$42.07	\$7.85	\$16.05	\$0.00	\$65.97
	06/01/2021	\$43.09	\$7.85	\$16.05	\$0.00	\$66.99
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$44.10	\$7.85	\$16.05	\$0.00	\$68.00
<b>FRACTORS</b> OPERATING ENGINEERS LOCAL 98	06/01/2019	\$33.91	\$11.69	\$14.08	\$0.00	\$59.68
	12/01/2019	\$34.26	\$11.94	\$14.35	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2019	\$35.12	\$12.41	\$12.70	\$0.00	\$60.23
	12/01/2019	\$35.12	\$12.41	\$13.72	\$0.00	\$61.25
	06/01/2020	\$36.02	\$12.41	\$13.72	\$0.00	\$62.15
	08/01/2020	\$36.02	\$12.91	\$13.72	\$0.00	\$62.65
	12/01/2020	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	06/01/2021	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
	08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
UNNEL WORK - COMPRESSED AIR	06/01/2019	\$51.38	\$7.85	\$16.45	\$0.00	\$75.68
ABORERS (COMPRESSED AIR)	12/01/2019	\$52.38	\$7.85	\$16.45	\$0.00	\$76.68
	06/01/2020	\$53.37	\$7.85	\$16.45	\$0.00	\$77.67
	12/01/2020	\$54.35	\$7.85	\$16.45	\$0.00	\$78.65
	06/01/2021	\$55.37	\$7.85	\$16.45	\$0.00	\$79.67
	12/01/2021	\$56.38	\$7.85	\$16.45	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	06/01/2019	\$53.38	\$7.85	\$16.45	\$0.00	\$77.68
LABORERS (COMPRESSED AIR)	12/01/2019	\$54.38	\$7.85	\$16.45	\$0.00	\$78.68
	06/01/2020	\$55.37	\$7.85	\$16.45	\$0.00	\$79.67
	12/01/2020	\$56.35	\$7.85	\$16.45	\$0.00	\$80.65
	06/01/2021	\$57.37	\$7.85	\$16.45	\$0.00	\$81.67
	12/01/2021	\$58.38	\$7.85	\$16.45	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
FUNNEL WORK - FREE AIR	06/01/2019	\$43.45	\$7.85	\$16.45	\$0.00	\$67.75
ABORERS (FREE AIR TUNNEL)	12/01/2019	\$44.45	\$7.85	\$16.45	\$0.00	\$68.75
	06/01/2020	\$45.44	\$7.85	\$16.45	\$0.00	\$69.74
	12/01/2020	\$46.42	\$7.85	\$16.45	\$0.00	\$70.72
	06/01/2021	\$47.44	\$7.85	\$16.45	\$0.00	\$71.74
	12/01/2021	\$48.45	\$7.85	\$16.45	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"		4.00.00	4,100			4, 21, 2
'UNNEL WORK - FREE AIR (HAZ. WASTE)	06/01/2019	\$45.45	\$7.85	\$16.45	\$0.00	\$69.75
ABORERS (FREE AIR TUNNEL)	12/01/2019	\$46.45	\$7.85	\$16.45	\$0.00	\$70.75
	06/01/2020	\$47.44	\$7.85	\$16.45	\$0.00	\$71.74
	12/01/2020	\$48.42	\$7.85	\$16.45	\$0.00	\$72.72
	06/01/2021	\$49.44	\$7.85	\$16.45	\$0.00	\$73.74
	12/01/2021	\$ <del>4</del> 9.44 \$50.45	\$7.85 \$7.85	\$16.45	\$0.00	\$73.74 \$74.75
For apprentice rates see "Apprentice- LABORER"	12,01,2021	φυστυ	ψ1.00		+ • • • •	φ, ι.το

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL	08/01/2019	\$34.54	\$12.41	\$12.70	\$0.00	\$59.65
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR	06/03/2019	\$31.75	\$7.85	\$14.22	\$0.00	\$53.82
LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2019	\$32.56	\$7.85	\$14.22	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	06/01/2019	\$31.75	\$7.85	\$12.18	\$0.00	\$51.78
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2019	\$32.54	\$7.85	\$12.18	\$0.00	\$52.57
	06/01/2020	\$33.35	\$7.85	\$12.18	\$0.00	\$53.38
	12/01/2020	\$34.16	\$7.85	\$12.18	\$0.00	\$54.19
	06/01/2021	\$35.00	\$7.85	\$12.18	\$0.00	\$55.03
	12/01/2021	\$35.83	\$7.85	\$12.18	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
WATER METER INSTALLER Plumbers & Pipefitters local 104	09/17/2019	\$41.21	\$8.75	\$16.35	\$0.00	\$66.31
PLUMBERS & FIPEFIITERS LOCAL 104	03/17/2020	\$42.21	\$8.75	\$16.35	\$0.00	\$67.31
	09/17/2020	\$43.21	\$8.75	\$16.35	\$0.00	\$68.31
	03/17/2021	\$44.21	\$8.75	\$16.35	\$0.00	\$69.31
	09/17/2021	\$45.21	\$8.75	\$16.35	\$0.00	\$70.31
	03/17/2022	\$46.46	\$8.75	\$16.35	\$0.00	\$71.56
	09/17/2022	\$47.46	\$8.75	\$16.35	\$0.00	\$72.56
	03/17/2023	\$48.71	\$8.75	\$16.35	\$0.00	\$73.81
	09/17/2023	\$49.71	\$8.75	\$16.35	\$0.00	\$74.81
	03/17/2024	\$50.96	\$8.75	\$16.35	\$0.00	\$76.06
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GAS. Outside Electrical - West	FITTER"					
EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	09/01/2019	\$30.58	\$8.00	\$5.48	\$0.00	\$44.06
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN / TRUCK DRIVER OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	09/01/2019	\$39.97	\$8.00	\$10.96	\$0.00	\$58.93
For apprentice rates see "Apprentice- LINEMAN"						
HEAVY EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	09/01/2019	\$47.01	\$8.00	\$13.22	\$0.00	\$68.23
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN Outside electrical workers - west local 42	09/01/2019	\$51.71	\$8.00	\$15.55	\$0.00	\$75.26

Effecti Step	ive Date - percent	09/01/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total	Rate
1	60		\$31.03	\$8.00	\$3.43	\$0.00	\$4	2.46
2	65		\$33.61	\$8.00	\$3.51	\$0.00		5.12
3	70		\$36.20	\$8.00	\$3.59	\$0.00	\$4	7.79
4	75		\$38.78	\$8.00	\$5.16	\$0.00	\$5	1.94
5	80		\$41.37	\$8.00	\$5.24	\$0.00	\$5	4.61
6	85		\$43.95	\$8.00	\$5.32	\$0.00	\$5	7.27
7	90		\$46.54	\$8.00	\$7.40	\$0.00	\$6	1.94
Notes:								
Appre		ırneyworker Ratio:1:2	02/04/2019	9 \$30.73	s \$4.70	\$3.17	\$0.00	\$38.60
OUTSIDE ELECTRICAL WO		T LOCAL 42	02/04/2019	¢ \$30.72	54.70	Φ3.17	\$0.00	\$38.00
ELEDATA LINEMA	· ·		02/04/2019	\$28.93	\$ \$4.70	\$3.14	\$0.00	\$36.77
ELEDATA WIREMA			02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TRACTOR-TRAILER		T LOCAL 42	09/01/2019	9 \$44.67	\$8.00	\$12.55	\$0.00	\$65.22
TREE TRIMMER	RKERS - WES	T LOCAL 42	01/31/2016	5 \$18.51	\$3.55	\$0.00	\$0.00	\$22.06
	or repairing the	vork done: (a) for a utility compan utility company's equipment, and tolesale tree removal.		0		· · ·		
TREE TRIMMER GRO	UNDMAN	1	01/31/2016	5 \$16.32	\$3.55	\$0.00	\$0.00	\$19.87

Apprentice -	LINEMAN (Outside Electrical) - West Local 42
	0.0 / 0.1 / 0.0 1.0

This classif 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.

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.