

If you have printed this bid from the City of Quincy's Website or through an email, it is your responsibility to check for addenda at www.quincyma.gov before you turn in your proposal. "Please send an acknowledgment that you have printed out this bid via email to; kimtrillcott@quincyma.gov" The City of Quincy will not be responsible for any bids received omitting any addenda acknowledgement.

Thank you



INVITATION TO BID

CITY OF QUINCY, MASSACHUSETTS
PURCHASING DEPARTMENT
1305 HANCOCK ST., QUINCY, MA 02169

The City of Quincy invites sealed bids/proposals for:

“BID FOR MAINTENANCE AND REPAIR OF TRAFFIC CONTROL SIGNALS”

DPW-TRAFFIC DIVISION

FEBRUARY 11, 2016 @ 11:00A.M

The City of Quincy, acting through its Purchasing Department, hereby solicits bids for maintenance and repairs of the City's Traffic Control Signals on various streets and at various intersection locations throughout the City of Quincy as determined necessary and as directed by the Director of Traffic Division

Detailed specifications are available on-line at the City of Quincy's website, www.quincyma.gov and also available at the office of the Purchasing Agent, Quincy City Hall, 1305 Hancock Street, Quincy, Massachusetts, 02169, between the hours of 8:30^{AM} and 4:30^{PM}

All questions regarding this bid should be directed to Kathryn R. Hobin, Purchasing Agent through fax: 617-376-1074 and email: khobin@quincyma.gov and cc: to kimtrillcott@quincyma.gov Questions will be accepted until February 5, 2016 @ 4:00 p.m.

Bids/Proposals must be in a sealed envelope. The outside of the sealed envelope is to be clearly marked "**BID ENCLOSED**" with time/date of bid call.

The successful bidder will be required to conform to the payment of Prevailing Wage Rates, as determined by the Commissioner of Labor & Industries under the provision of M.G.L. Chapter 149, Section 26 to 27D as amended. All bids must be accompanied by a returnable bid deposit in an amount that is five percent (5%) of the value of the bid.

Bids/Proposals will be received at the office of the Purchasing Agent until the time and date stated above, at which time and date they will be publicly opened and read. Late Bids/Proposals, delivered by mail or in person, will be rejected.

If applicable, bids shall be in accordance with M.G.L. Chapter 30B, Chapter 149 as amended, and Chapter 30, Sections 39A, 39B and 39F-R.

The right is reserved to reject any or all bids or to accept any part of a bid or the one deemed best for the City and waive any informality in the bidding if it is in the best interest of the City to do so.

Thomas P. Koch, MAYOR

Kathryn R. Hobin, PURCHASING AGENT

LEGAL: JANUARY 27, 2016
LEGAL: JANUARY 28, 2016

CENTRAL REGISTER
P.O. # S021116

DEPT. CHARGED: DPW-TRAFFIC



CITY OF QUINCY, MASSACHUSETTS
PURCHASING DEPARTMENT
1305 HANCOCK STREET, QUINCY, MA 02169

DETAILED SPECIFICATIONS AND REQUIREMENTS

ISSUE DATE: JANUARY 27, 2016
BID CALL: FEBRUARY 11, 2016 @ 11:00 A.M.
DEPARTMENT: PUBLIC WORKS-TRAFFIC DIVISION
ITEM: MAINTENANCE AND REPAIRS TO TRAFFIC CONTROL SIGNALS

1. A 5% certified check or bid bond is required (Based on \$60,000 estimation)
2. A 50 % Payment bond is required and NO Performance Bond is required.
3. The following forms, if contained in the bid documents, must be completed and signed:
 - ç Certificate of Non-Collusion
 - ç Tax Compliance Certificate
 - ç Certification Relating to Debarment and Suspension
 - ç Signature Authorization Form
 - ç Certification of General/Sub-bidders on Public Construction Projects Regarding Health and Safety and Non-Collusion
4. Do not separate any sheets from this bid call.
5. All prices are to include delivery F.O.B. destination unless noted otherwise.
6. Wherever a manufacturer's name or model number is specified, it is to be clearly understood that the words ðor approved equalð follow.
7. All vendors must acknowledge in writing receipt of any addenda.
8. Vendor should submit references on attached form provided.
9. **Vendor should submit one (1) original and (1) copy.**

* TO THE EXTENT APPLICABLE THE FOLLOWING SECTIONS OF MASSACHUSETTS GENERAL LAWS ARE INCORPORATED HEREIN BY REFERENCE:

**M.G.L. CHAPTER 30B, CHAPER 30, SECTIONS 39A, 39B AND 39F-R AND
M.G.L. CHAPTER 149, AS AMENDED.**

In the event of any inconsistency between the bid, Information for Bidders, Bid Forms, Conditions or any other Contract Document or potential Contract Document and these statutes; or any other applicable statutes, by-laws or regulations existing on the date on which the bid is submitted, then the statute, by-laws or regulations shall govern. Such inconsistency shall not be grounds for invalidating this invitation to bid.

NOTICE TO BIDDERS

The successful bidder will be required to conform to the payment of Prevailing Wage Rates, as determined by the Commissioner of Labor & Industries under the provision of M.G.L., Chap. 149, Sect. 26 to 27D as amended.

LIABILITY, PROPERTY DAMAGE and WORKERS' COMPENSATION coverage is required of the successful bidder before any work can be started.

DATE: _____

MAINTENANCE AND REPAIRS TO TRAFFIC CONTROL SIGNALS

BIDDER: _____

ADDRESS: _____

TELEPHONE: _____

EMAIL: _____

**City of Quincy
Purchasing Department
1305 Hancock Street
Quincy, MA 02169
(617) 376-1060**

“BID FOR MAINTENANCE AND REPAIR OF TRAFFIC CONTROL SIGNALS”

**City of Quincy
Department of Public Works – Traffic Division**

SCOPE OF WORK

The Traffic Control Signal Maintenance Contractor to perform services to the City of Quincy as requested, must provide normal, routine, and emergency services on a 24-hour, 7 day per week basis (including holidays) with a response time of not more than 45 minutes for emergency calls.

The work shall consist of maintaining and responding to non-emergency and emergency repairs, parts replacement, improvements to traffic signals, general services calls, checking traffic signal controllers, switches, flashers and photos sensors and any other traffic control system devices; as well as providing a utility service truck when required for the work being done.

All work shall comply with NEMA requirements and procedures. All equipment shall be on the State of Massachusetts Approved List. Vendors are required to have at least five year experience in Repair and Maintenance of Traffic Control Signals.

The City may award multiple contracts in response to these specifications which shall be effective for a period of one year. Upon the satisfactory performances of the vendor(s); the City of Quincy may extend the contract(s) for two (2) additional terms of one (1) year each. Contract shall automatically renew upon anniversary date of contract execution, unless notification of termination is given 30 day prior, in writing, by either party.

The City of Quincy will consider at a minimum criteria, the following:

- * The experience and qualifications of personnel.
- * Demonstrated experience in the service for which this response is being submitted.
- * Responsiveness of this Invitation to Bid specifications and instructions.
- * Past performance for and recommendations from other public and private clients.
- * Bidder must submit a list of at least 3 references with similar contract interests.
- * Ability to meet response time.
- * Ability to supply and provide the equipment and resources listed.
- * Contract will be awarded to the Lowest responsible and eligible bidder offering the lowest total price for all items.

**Purchasing Department 1305 Hancock Street
Quincy, MA 02169 (617) 376-1060**

**SPECIFICATIONS FOR BID FOR MAINTENANCE
AND REPAIR OF TRAFFIC CONTROL SIGNALS**

Although the number of Traffic signal maintenance calls and emergency knock-down replacements, and man-hours cannot be predicted, this scope is provided for bidding purposes. This Annual Traffic Control Signal Contract shall include unit costs for qualified licensed electricians, including use of a bucket truck to service lights, and a separate crane truck to replace traffic signal light pole standards as necessary. All work is in the City of Quincy and such work shall be conducted in accordance with the applicable provisions of the specifications and the following:

The Contractor will furnish all labor, all material, all machinery, tools and equipment necessary for the satisfactory performance of this contract and in conformance with industry procedures and practices.

If a traffic signal light standard (pole, post and/or supporting arm) needs to be replaced, the Contractor shall consult with the City to identify reasonable compensation for the pole and parts. If the two parties cannot agree, the City will purchase the support material for the Contractor to erect at the contract price for labor and crane-truck use.

Description of Work: General

The work to be done consists of furnishing labor, equipment, and materials for maintenance of the City's Traffic Control Signal lights on various streets and intersection locations throughout the City of Quincy in accordance with these Specifications. The Contractor shall provide maintenance and emergency repair service at locations identified by the City during the term of this Contract. The locations of work will be provided to the Contractor by the City as required in the form of lists, sketches or plans. The majority of work will include replacing burned out lamps and repairing traffic signal controller timing units as well as replacing poles that have been knocked down in automobile crashes. The Traffic & Parking Department will furnish the Contractor a list of malfunctions to be serviced.

A list indicating the general location of Traffic Control Signals and devices within the City will be furnished to all bidders.

Estimated Units and Locations

The City reserves the right to increase or decrease the quantity of any particular item of work. When the accepted quantities of work vary from the quantities in the bid schedule, the Contractor shall accept as payment in full, payment at the original contract prices for the accepted quantities of work done. No allowance will be made for any increased expenses, loss of expected reimbursement, loss of anticipated profits suffered or claimed by the Contractor resulting, either directly or indirectly, from such increased or decreased quantities or from unbalanced allocation among the contract items, loss of overhead expense on the part of the bidder and subsequent loss of expected reimbursement therefore, or from any other cause. A bucket truck will be essential in replacing many overhead lamps and servicing the traffic control signals. Costs of protecting each work site in conformance with the Manual on Traffic Control Devices, International Municipal Traffic Signal (IMSA) standards and Occupational Safety and Health Administration (OSHA) shall be included in the hourly rate bid for the Service Rates. At the start of the contract(s) the Contractor(s) shall provide the standard traffic management plans that will be implemented for lane and sidewalk takings.

Materials

All traffic control equipment shall be on the State Approved List or shall be approved by the City's Traffic Engineer. A lot of work will involve the replacement of Traffic Control Signal LED's. All LED's replaced from the various types of Traffic Control Signal lights shall be replaced in kind, as recommended by the manufacturer of the specific pole being serviced. All Traffic control timing units shall be retained as manufactured by Eagle so as to remain completely compatible with the existing Advanced Traffic Control Closed-Loop MARC System.

Application

All Labor shall be provided by Licensed Electricians approved to work within the City of Quincy. The Contractor shall exhibit the ability to re-wire a back panel and trouble shoot a malfunction with the existing traffic signal closed-loop system including re-programming and replacing both Master and Local Controller Modems.

Crane truck hourly costs shall include the cost of a standard crane truck capable of lifting all mast-arm, span pole, and traffic signal posts to dismantle after an accident and erect new poles for replacement. Compensation for of the costs of protecting each work site in conformance with the Manual on Traffic Control Devices, International Municipal Traffic Signal (IMSA) standards and Occupational Safety and Health Administration (OSHA) shall be included in the hourly rate bid for the truck.

The Contractor shall maintain an adequate inventory of parts, supplies; controller equipment including City approved pedestrian count-down indications, standard signal post bases, and all other items as required for normal maintenance and emergency repair including knock-downs.

The Contractor shall provide the City with an ***monthly*** up-to-date list of current inventory listing the Contractor's stock of materials and parts suitable for use in repair of traffic control signals and devices approved in the City of Quincy.

The Contractor shall procure all materials required for the maintenance of the traffic control signal equipment and devices. This material shall be ***new*** and meet all standards set by the Commonwealth of Massachusetts Department of Transportation, Institute of Transportation Engineers (ITE), International Municipal Signal Association, City of Quincy and MUTCD specifications.

The Contractor shall furnish all materials required for the repair of all traffic control signals unless given prior instruction by the City. Replacement parts shall be of the same make and model of the part being replaced, unless given prior approval or direction by the Traffic Engineer of designee.

The Contractor shall employ an adequate number of skilled staff so there are no undue delays in the repair, service, and operation of traffic control signals, controller and timing units, solar powered equipment, or other traffic control devices covered by this contract.

The Contractor's vehicles shall be clearly marked with the name of the company. The bidder shall have a crane to move traffic control signal posts and set mast arm poles.

It shall be the responsibility of the Contractor to adequately warn the travelling public that the work detail is in operation and constitutes a hazard to normal operating conditions. The proposed protection shall be as approved by the City and shall be in conformance with the Manual on Uniform Traffic Control Devices (MUTCD). The Contractor shall maintain a flow of traffic at all times and keep interference and inconvenience of the public to a

minimum. If a full lane closure is expected, the Contractor shall submit the request in writing to the City's Traffic Division. The Contractor is responsible for erecting suitable signs and cones for traffic control.

Work Procedure

All work shall be performed in a neat and professional manner. All material or equipment replaced shall be held available for inspection until the City has approved payment for the work performed unless otherwise directed in writing. The Contractor shall be responsible for removal and disposal of replaced materials. Any debris from a repair or maintenance shall become the property of the Contractor and shall be removed at completion of the workday. The area surrounding the premises must be left clean.

To the extent possible, the Contractor shall cooperate with residents and business owners when performing work on City roadways, sidewalks, and parking areas.

All personnel working under this Contract shall comply with the Motor Vehicle Laws of the Commonwealth of Massachusetts insofar as they apply to this work unless directed otherwise by a Detail Police officer.

All personnel shall perform maintenance work in accordance with the MUTCD and by IMSA work zone safety standards, including wearing a safety vest at all times and a safety harness in the bucket truck.

Traffic Control Signal Settings, Repairs, and Electrical

The Contractor must properly set and change settings on all clocks and timing units for the correct time at each series of traffic control signals and school zones covered by this Contract when so directed by the City.

Unless there is a general neighborhood power failure, the Contractor shall restore normal traffic signal operation in the field within two hours of being notified or another signal maintenance contractor will be brought in. In the event the Contractor is unable to restore automatic operations in the field due to control equipment failures or limitations. The City shall be notified as to the nature of the problem and steps shall be taken to rectify the problem within one day.

All electrical work shall meet the electrical regulations contained in the latest edition of the National Electrical Code of National Fire Prevention Association (NFPA) and all Massachusetts Codes. Any electrical work shall be performed by Massachusetts Licensed Electricians only.

All repairs and testing, failed traffic control signal equipment or final repair shall be done by the Contractor or the manufacturer's representative with a City representative/traffic engineer designee present.

Damaged or Surplus Parts

The Contractor shall hold surplus or damaged parts, materials and other equipment and/or devices that is salvageable for future use at the direction of the Traffic Division. This equipment shall be transported to a location provided by the City. The Contractor shall dispose of any damaged bases, broken concrete, excavation materials or other refuse that cannot be repaired or used as surplus.

Hours of Work and Police Details

The Contractor shall designate in writing an emergency telephone where persons can be contacted concerning response on-call service. The Contractor shall be on-call twenty-four (24) hours per day, seven (7) days per week, including holidays, for the purpose of making emergency repairs. When a system or installation is not in operation, malfunctioning or not operating due to equipment failure or external damage, an authorized person will notify the

Contractor of such failure. The Contractor shall arrive with a vehicle needed, equipment, and electrician with the talent to correct the failure within the specified response time of ***forty-five (45) minutes***. While emergency calls will be limited, the contractor is expected to respond immediately to traffic signal knock-downs and malfunctions as they occur.

The City of Quincy, Department of Public Works-Traffic Division will pay the full amount of charges for Police services when the Contractor receives prior authorization from the traffic engineer or designee directly.

Work Records

The Contractor shall submit a service report, including date, time, and work done with each billing Invoice to the Department of Public Works, Traffic Division that reflects all work accomplished on all units worked on during each site visit. A copy of the required service report must be attached thereto. Payment will not be made for any work which a service report is not submitted.

The Contractor shall keep a complete record of work performed and log-in sheets of the traffic control signal and signal systems as repaired and housed in the control cabinet of each intersection. Such records shall include time and dates of any failed timing unit or memory malfunction unit (MMU) fail code and meaning.

The City reserves the right to assign an inspector to the Contractor's operation at any time for the purpose of determining compliance with the specifications and maintenance records, including time records for service charges. Any work or materials found to be substandard or not in accordance with the provisions of the Contract shall be repaired or replaced to the satisfaction of the City at the **sole expense** of the Contractor.

Maintenance and Final Acceptance

The Contractor shall keep and maintain the whole in good repair for a period of ***ninety days*** from the date of the completion of work at the respective location. It is agreed and understood that the Contractor will at any time during this period, upon notification in writing, including e-mail, from the Cities designee and **without expense** to the City, immediately perform all repairs which may be necessary to be made, as determined by the City, by reason of defective workmanship, materials, or procedures. All incidental costs associated with obtaining replacement parts such as a timing unit, will also be the responsibility of the Contractor.

Payment

Request for payment shall be submitted to the Department of Public Works, Traffic Division for approval and should be sent to the Municipal Finance Department within three days of approving a submitted Invoice in accordance with the sum set forth in the Contract.

Employees

The Contractor shall employ only competent, skilled, licensed, and certified employees to do this work required in these specifications and shall provide the Traffic engineers with a complete list of employees with contact information. Whenever the Cities designee shall notify the Contractor that any employee on the work site is, in his opinion, incompetent, or not executing his trade as expected by the City, such employee shall be discharged from the work site and will not be permitted to work upon this Contract.

Only representatives designated by the Contractor shall be authorized to receive and execute instructions given by the City.

Protection of Work, Property, and Persons

The Contractor shall adequately protect the operation of the work and shall protect adjacent property and the public and shall be responsible for any damage or injury due to his act or neglect.

It is the Contractor's responsibility to ensure that he does not damage any materials, equipment or structures during his operations, and he shall be held liable for any damages that he causes. The Contractor shall replace or repair all damages to the satisfaction of the City or property owner at no expense to the City.

Contractor's Liability Insurance and Bonds

The Contractor shall maintain such insurance as will protect him from claim under Workman's Compensation Acts and other Employer Benefit Acts from claims for damages because of bodily injury, including death, and from claims for damages to property which may arise both out of and during operations under this Contract whether such operations by himself or any sub-contractor or anyone directly employed by either of them. Certificates of Insurance and performance bonds shall be submitted to the City on an annual basis.

LIABILITY, PROPERTY DAMAGE and WORKERS' COMPENSATION coverage is required of the successful bidder before any work can be started. A 50% Payment bond will be required at the time of Contract award. Each Bid must be accompanied by a Bid Bond, Cash, or Certified Check issued by a responsible bank or trust company in the amount of five (5%) percent of the bid price. (Bid Bond should be estimated on the \$60,000. Per year rate.)

Independent Contractor

The Contractor is an independent contractor and is not an agent of the City of Quincy and is not authorized to act on behalf of the City. The City will not withhold Federal, State or payroll taxes of any kind, on behalf of the Contractor or the employees of the Contractor. The Contractor is not eligible for, and shall not participate in, any employee pension, health, or other fringe benefit plan of the City.

Successors and Assigns

This Agreement is binding upon the parties hereto, their successors, assigns and legal representatives. Neither the City nor the Contractor shall assign or transfer any interest in the agreement without written consent of the other.

Termination

The City shall pay all reasonable and supportable costs incurred prior to termination, which payment shall not exceed the value of the services provided.

The City may terminate this Agreement at any time for any reason upon submitting to the Contractor thirty (30) days prior a written notice of its intention to terminate. Upon receipt of such notice, the Contractor shall immediately cease to incur expenses pursuant to this Agreement unless otherwise directed by the City's termination notice. The Contractor shall promptly notify the City of costs incurred to date of termination and the City shall pay all such reasonable and supportable costs which payment shall not exceed the unpaid balance due on this Agreement.

Notice

Any and all notices, or communications required or permitted under this Contract, shall be in writing and delivered by hand or mailed postage prepaid, receipt requested, be registered certified mail or by other delivery service, to the parties at the address set forth herein or furnished from time to time in writing hereafter by one party to the other party. Any such notice or correspondence shall be deemed given when so delivered by hand, if so mailed, when deposited with the U.S. Postal Service, or sent by private overnight or other delivery service.

Severability

If any term of this Contract or application thereof shall to any extent be held invalid, illegal or unenforceable by the court of competent jurisdiction, legality and enforceability of the remaining terms and conditions of the Contract shall not be deemed affected thereby unless one or both parties would be substantially or materially prejudiced.

Governing Law

The performance of this Contract shall be governed, construed and enforced in accordance with the laws of the Commonwealth of Massachusetts and the Contractor submits to the jurisdiction of any of its appropriate courts for the adjudication of disputes arising out of this Contract.

Entire Agreement

This Contract, including all documents incorporated herein by reference, constitutes the entire integrated agreement between the parties with respect to the matters described. This Contract supersedes all prior agreements; negotiations, either written or oral and it shall not be modified or amended except by a written document executed by the parties hereto

**City of Quincy
Purchasing Department 1305 Hancock Street
Quincy, MA 02169 (617) 376-1060**

BID FORM

The undersigned, hereafter called the bidder, having fully familiarized her/himself with all of the bid documents, hereby agrees and declares:

1. That prices inserted cover all labor, materials, transportation, insurances and bonds, and all necessary incidentals and expenses to fulfill the conditions of the Contract within the time stated.
2. That if a substitute manufacturer's name is not inserted by the bidder under the appropriate column, it is understood that the bidder will furnish only the specified item and no substitute will be accepted.
3. Pursuant to M.G.L. Chapter 62C, Section 49A, the bidder hereby certifies that the bidder has filed all state tax returns and paid all state taxes required under law.
4. The undersigned certifies under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.
5. This Bid includes ADDENDA numbered: ____, ____, ____, ____

The Contract awarded in response to these specifications shall be effective for a period of one calendar year (see below), upon the satisfactory performances of the vendor; the City of Quincy may extend the contract for two (2) additional terms of one (1) year each. Contract shall automatically renew upon anniversary date of contract execution, unless notified to the contrary by the City.

**Year One = Date of execution – Dec. 31, 2016
Year Two = Jan. 1, 2017 – Dec. 31, 2017
Year Three = Jan. 1, 2018 – Dec. 31, 2018**

The Following Items Are To Be Completed By the Bidder

ITEM 1 : "SERVICE" (Items to include all labor, equipment, and bucket truck costs, including driver and operator)

1a. Standard "Service" Rate: (Monday through Friday . 7:00 am through 3:30pm)

| *Estimate 1000 Hours Per Year | | | |
|-------------------------------|------------------------|------------------------|------------------------|
| Year | YEAR ONE | YEAR TWO | YEAR THREE |
| | ITEM 1 - Cost per hour | ITEM 1 - Cost per hour | ITEM 1 - Cost per hour |
| AMOUNT | \$ | \$ | \$ |

1b. Premium "Service" Rate: (Weekends, Holidays & All non-Standard Times)

| *Estimate 250 Hours Per Year | | | |
|------------------------------|------------------------|------------------------|------------------------|
| Year | YEAR ONE | YEAR TWO | YEAR THREE |
| | ITEM 1 - Cost per hour | ITEM 1 - Cost per hour | ITEM 1 - Cost per hour |
| AMOUNT | \$ | \$ | \$ |

*Please note; hours are based on an estimate.

ITEM 2: “MATERIALS AND PARTS” MARK UP

Note: The City may supply some material and Parts to the Bidder)

Cost to City above Manufacturers Suggested Retail List Price _____% (percent)

ITEM 3: “HEAVY EQUIPMENT” USAGE

From time to time the City will require heavy equipment to install and remove street light poles and mast-arm poles. In addition, the City may require an auger drill to install cored street light foundations. The bidder shall provide an hourly bid price for these two vehicles with an estimated usage of 20 hours for each vehicle.

| ITEM 3. Estimate 20 Hours of Crane and 20 Hours of Auger | | | |
|---|-----------------|-----------------|-----------------|
| Year | Year One | Year Two | Year Three |
| Crane Amount | Amount per hour | Amount per hour | Amount per hour |
| | \$ | \$ | \$ |
| Auger Drill Amount | Amount per hour | Amount per hour | Amount per hour |
| | \$ | \$ | \$ |

***All Police details are the responsibility of the City of Quincy, Department of Public Works-Traffic Division**

| SUBMISSION Additional Information CHECK LIST | YES | NO |
|--|-----|----|
| Non-collusion Form | | |
| Certificate of State Tax Compliance | | |
| Signature Authorization Form | | |
| Debarment Certification | | |
| Indemnity Form | | |
| OSHA-10 Form | | |
| Reference Sheet with at least 3 references | | |
| A Copy of all staff Electrical Licenses | | |
| Acceptance of Required Response Time | | |
| A Copy of Vehicle Registration For Crane & Auger Drill | | |

Company Name: _____

Address: _____

City/State/Zip: _____

Phone: _____ Fax: _____

Email: _____

Submitted By: _____

Signature and Title of Person Authorized to Sign Bid

City of Quincy
Purchasing Department 1305 Hancock Street
Quincy, MA 02169 (617) 376-1060

REFERENCES

The Bidder offers the following as further evidence of his/her qualifications to perform the work as bid according to all requirements of the plans and Specifications.

1. Bidder has been in business under the present name of: _____
for _____ years.

2. List similar Contracts completed within the last Three (3) years. (please attach additional paper if needed)

| | Contract / Location | Contact Person | Phone Number |
|----|---------------------|----------------|--------------|
| a. | | | |
| b. | | | |
| c. | | | |
| d. | | | |
| e. | | | |

*(References maybe included as an attachment)

3. Have you ever failed to complete a contract? _____ Yes _____ No

If Yes, Explain:

City of Quincy
Purchasing Department 1305 Hancock Street
Quincy, MA 02169 (617) 376-1060

**EVALUATION CRITERIA FOR
MAINTENANCE AND REPAIR OF TRAFFIC CONTROL SIGNALS**

The City of Quincy will consider, at a minimum, the following evaluation criteria:

- The quality of the Bidders written Proposal and information contained therein.
- The Bidder's proposed bid in light of the City's budgetary requirements.
- Experience and qualifications of personnel.
- Demonstrated experience in the service for which this response is being submitted.
- Responsiveness of the Proposal to the ITB specifications and instructions.
- Past performance for and recommendations from other public and private clients.
- Past performance for the City of Quincy, if applicable.
- Ability to meet response time.
- Ability to supply and provide the equipment and resources listed.

All questions regarding this bid should be directed to Kathryn R. Hobin, Purchasing Agent through fax: 617-376-1074 and email: khobin@quincyma.gov and cc: to kimtrillcott@quincyma.gov Questions will be accepted until February 5, 2016 @ 4:00 p.m.

If you have received this bid from either the City of Quincy Website or through an email it is your responsibility to check for addenda (at www.quincyma.gov) before you turn in your proposal. The City of Quincy will not be responsible any bids received omitting addenda acknowledgement.



CITY OF QUINCY
Purchasing Department
1305 Hancock Street, Quincy, MA 02169

Phone: 376-1060

Fax: 376-1074

TAX COMPLIANCE CERTIFICATE

MASS. GENERAL LAWS, CH. 62C, S: 49A(b)

I hereby certify that I have complied with all laws of the Commonwealth of Massachusetts relating to taxes, reporting of employees and contractors, and withholding of child support.

Signed under the pains and penalties of perjury.

(1) Individual Contractor

(Contractor's Name and Signature)

Social Security Number

(2) Corporation, Association
or Partnership

(Contractor's Name)

Federal Tax ID Number, or
Social Security Number

By:

(Authorized Signature)

Note to Contractor: Please sign at (1) or (2), whichever applies.

CHAPTER 62C. ADMINISTRATIVE PROVISIONS RELATIVE TO STATE TAXATION

Chapter 62C: Section 49A Certification of compliance with tax laws as prerequisite to obtaining license or governmental contract

Section 49A. (a) Any person applying to any department, board, commission, division, authority, district or other agency of the commonwealth or any subdivision of the commonwealth, including a city, town or district, for a right or license to conduct a profession, trade or business, or for the renewal of such right or license, shall certify upon such application, under penalties of perjury, that he has complied with all laws of the commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support. Such right or license shall not be issued or renewed unless such certification is made.

(b) No contract or other agreement for the purposes of providing goods, services or real estate space to any of the foregoing agencies shall be entered into, renewed or extended with any person unless such person certifies in writing, under penalties of perjury, that he had complied with all laws of the commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

(c) Any such agency, which has been notified by the commissioner pursuant to section forty-seven A that a person who holds a license or certificate of authority issued by such agency or who has agreed to furnish goods, services or real estate space to such agency has neglected or refused to file any returns or to pay any tax required under this chapter and that such person has not filed in good faith a pending application for abatement of such tax or a pending petition before the appellate tax board contesting such tax or has been penalized pursuant to section 9 of chapter 62E for failure to comply with the provisions under said chapter 62E relating to reporting of employees and contractors, or has been penalized pursuant to paragraph (3) of subsection (f) of section 12 of chapter 119A for failure to comply with the provisions under said chapter 119A relating to withholding and remitting child support, shall refuse to reissue, renew or extend such license, certificate of authority, contract or agreement until the agency receives a certificate issued by the commissioner that the person is in good standing with respect to any and all returns due and taxes payable to the commissioner as of the date of issuance of said certificate, including all returns and taxes referenced in the initial notification or, if the licensee has been penalized for failure to comply with the provisions relating to reporting of employees and contractors under chapter 62E or withholding and remitting child support under chapter 119A, a certificate issued by the commissioner that the licensee is in compliance with said provisions.

(d) Any person who owns or leases a motor vehicle or trailer that is required to be registered in the commonwealth under chapter 90 and improperly registers the motor vehicle or trailer in another state or misrepresents the place of garaging of the motor vehicle or trailer in another city or town, shall be considered in violation of laws of the commonwealth relating to taxes under chapter 60A, chapter 64H or chapter 64I. The right, license or contract provided for in subsections (a) and (b) shall not be issued or renewed until the person or business entity has paid all taxes due at the time of application for such right, license or contract.

(e) Any person who, for the purpose of evading payment of a tax pursuant to chapters 59 to 64J, inclusive, willfully makes and subscribes any return, form, statement or other document pursuant to subsection (a), (b) or (d) that contains or is verified by a written declaration that is made under the penalties of perjury, and that contains information that he does not believe to be true and correct as to every matter material to his compliance with all laws of the commonwealth relating to taxes, shall be subject to section 73.



CITY OF QUINCY
Purchasing Department
1305 Hancock Street, Quincy, MA 02169

Phone: 376-1060

Fax: 376-1074

SIGNATURE AUTHORIZATION

At a duly authorized meeting of the Board of Directors of the

(NAME OF CORPORATION)

held on _____, at which all the Directors were present or waived notice, it was
(DATE)

VOTED, that:

(NAME)

(OFFICER)

of this company, be and he/she hereby is authorized to execute Contracts and Bonds in the name and behalf of said Company, and affix its Corporate Seal thereto, and such execution of any Contract or obligation in this Company's name on its behalf by such _____ under seal of the Company, shall be valid
(OFFICER)

and binding upon this Company. It was further voted that the City of Quincy may rely on such authorization of future Contracts until notified to the contrary.

A true copy,

ATTEST: _____
(CLERK'S SIGNATURE)

PLACE OF BUSINESS: _____

DATE OF THIS CONTRACT: _____

I hereby certify that I am the Clerk of the:

_____ that _____ is the
(COMPANY)

(NAME)

duly elected _____ of said Company, and that the above VOTE has not been
(TITLE)

amended or rescinded and remains in full force and effect as of the date of this Contract.

_____ CORPORATE SEAL

**CERTIFICATION OF GENERAL BIDDERS ON PUBLIC CONSTRUCTION
PROJECTS**

I. CERTIFICATION REGARDING HEALTH AND SAFETY

The undersigned hereby certifies that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work; that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least ten hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and that he will comply fully with all laws and regulations application to awards made subject to section 44A.

II. CERTIFICATION REGARDING NON-COLLUSION AND DEBARMENT

The undersigned further certifies under the penalties of perjury that this bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this subsection the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth under the provisions of section twenty-nine F of chapter twenty-nine, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

Date: _____

Name of General Bidder

By _____
Signature

Print name and title

Business Address

Street Address City and State

**CERTIFICATION OF SUB- BIDDERS (IF ANY) ON PUBLIC CONSTRUCTION
PROJECTS**

I. CERTIFICATION REGARDING HEALTH AND SAFETY

The undersigned hereby certifies that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work; that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupation Safety and Health Administration that is at least ten hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and that he will comply fully with all laws and regulations applicable to awards of subcontracts subject to section 44F.

II. CERTIFICATION REGARDING NON-COLLUSION AND DEBARMENT

The undersigned further certifies under penalties of perjury that this subbid is in all responses bona fide, fair and made without collusion or fraud with any other person. As used in this subsection the "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth under the provisions of section twenty-nine F of chapter twenty-nine, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

Date _____

Name of Sub-bidder

By _____
Signature

Print Name and Title

Business Name

Street Address, City and State



CITY OF QUINCY
Purchasing Department
1305 Hancock Street, Quincy, MA 02169

Phone: (617) 376-1060

Fax: (617) 376-1074

CERTIFICATE OF NON – COLLUSION

The undersigned certifies under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word “person” shall mean any natural person, business, partnership, corporation, union committee, club, or other organization, entity, or group of individuals.

(Name of person signing bid or proposal)
(Please print)

(Signature required)

(Name of business)

INDEMNITY AGREEMENT

In consideration of the award of Contract No. _____
by the City of Quincy, hereinafter referred to as INDEMNITEE, to the CONTRACTOR/BIDDER:

hereinafter referred to as INDEMNITOR, and for other good and valuable consideration, said INDEMNITOR agrees to hold INDEMNITEE, City of Quincy, and its various department and employees harmless from any and all liability, loss or damage that INDEMNITEE may suffer as the result of claims, demands, costs, including attorneys fees, or judgement or other actions against it by reason of any and all work done by or on behalf of the INDEMNITOR in connection with the above-referenced contract.

INDEMNITOR,

By Duly Authorized Agent

Date: _____



CITY OF QUINCY
Purchasing Department
1305 Hancock Street, Quincy, MA 02169

Phone: (617) 376-1060
Fax: (617) 376-1074

CERTIFICATION RELATING TO DEBARMENT AND SUSPENSION

The undersigned contractor certifies to the City of Quincy that neither it nor its principals, officers or any affiliated entities has been debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction in accordance with the requirements of OMB Circular A-87 and with Executive Order 12549, "Debarment and Suspension."

Furthermore, the contractor certifies that it shall not make any subcontract or permit any subcontract to be made with any party which is debarred or suspended or is otherwise excluded in accordance with said OMB Circular and with Executive Order 12549.

This certification shall be for the benefit of the City of Quincy and its successors and/or assigns and is binding upon the contractor, its successors and assigned.

Executed under seal this ____ day of _____

Contractor Signature
By its duly authorized agent,

Contract Number _____

(Authorized Signature)



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

Prevailing Wage Rates

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

RONALD L. WALKER, II
Secretary

WILLIAM D MCKINNEY
Director

CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

Awarding Authority: City of Quincy
Contract Number: **City/Town:** QUINCY
Description of Work: Service & repair of the City’s Traffic Control Signals on various streets & intersection locations throughout the City of Quincy as determined by the Director of Traffic
Job Location: Various locations

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 Division of Apprentice Standards (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. **If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAS, the apprentice must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F “rental of equipment” contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee’s name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| Construction | | | | | | |
| (2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2015 | \$32.75 | \$10.41 | \$10.08 | \$0.00 | \$53.24 |
| | 06/01/2016 | \$33.25 | \$10.41 | \$10.08 | \$0.00 | \$53.74 |
| | 08/01/2016 | \$33.25 | \$10.91 | \$10.08 | \$0.00 | \$54.24 |
| | 12/01/2016 | \$33.25 | \$10.91 | \$10.89 | \$0.00 | \$55.05 |
| (3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2015 | \$32.82 | \$10.41 | \$10.08 | \$0.00 | \$53.31 |
| | 06/01/2016 | \$33.32 | \$10.41 | \$10.08 | \$0.00 | \$53.81 |
| | 08/01/2016 | \$33.32 | \$10.91 | \$10.08 | \$0.00 | \$54.31 |
| | 12/01/2016 | \$33.32 | \$10.91 | \$10.89 | \$0.00 | \$55.12 |
| (4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2015 | \$32.94 | \$10.41 | \$10.08 | \$0.00 | \$53.43 |
| | 06/01/2016 | \$33.44 | \$10.41 | \$10.08 | \$0.00 | \$53.93 |
| | 08/01/2016 | \$33.44 | \$10.91 | \$10.08 | \$0.00 | \$54.43 |
| | 12/01/2016 | \$33.44 | \$10.91 | \$10.89 | \$0.00 | \$55.24 |
| ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$88.29 | \$9.80 | \$19.23 | \$0.00 | \$117.32 |
| AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$36.10 | \$7.45 | \$13.55 | \$0.00 | \$57.10 |
| | 06/01/2016 | \$36.85 | \$7.45 | \$13.55 | \$0.00 | \$57.85 |
| | 12/01/2016 | \$37.85 | \$7.45 | \$13.55 | \$0.00 | \$58.85 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | 12/01/2015 | \$34.38 | \$10.40 | \$5.95 | \$0.00 | \$50.73 |
| ASPHALT RAKER <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.73 | \$10.00 | \$14.90 | \$0.00 | \$68.63 |
| | 06/01/2016 | \$44.48 | \$10.00 | \$14.90 | \$0.00 | \$69.38 |
| | 12/01/2016 | \$45.73 | \$10.00 | \$14.90 | \$0.00 | \$70.63 |
| | 06/01/2017 | \$46.73 | \$10.00 | \$14.90 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.73 | \$10.00 | \$14.90 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.73 | \$10.00 | \$14.90 | \$0.00 | \$68.63 |
| | 06/01/2016 | \$44.48 | \$10.00 | \$14.90 | \$0.00 | \$69.38 |
| | 12/01/2016 | \$45.73 | \$10.00 | \$14.90 | \$0.00 | \$70.63 |
| | 06/01/2017 | \$46.73 | \$10.00 | \$14.90 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.73 | \$10.00 | \$14.90 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$36.10 | \$7.45 | \$13.55 | \$0.00 | \$57.10 |
| | 06/01/2016 | \$36.85 | \$7.45 | \$13.55 | \$0.00 | \$57.85 |
| | 12/01/2016 | \$37.85 | \$7.45 | \$13.55 | \$0.00 | \$58.85 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BOILER MAKER <i>BOILERMAKERS LOCAL 29</i> | 01/01/2016 | \$41.62 | \$6.97 | \$16.21 | \$0.00 | \$64.80 |
| | 01/01/2017 | \$42.92 | \$6.97 | \$16.21 | \$0.00 | \$66.10 |

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 65 | \$27.05 | \$6.97 | \$10.54 | \$0.00 | \$44.56 |
| 2 | 65 | \$27.05 | \$6.97 | \$10.54 | \$0.00 | \$44.56 |
| 3 | 70 | \$29.13 | \$6.97 | \$11.35 | \$0.00 | \$47.45 |
| 4 | 75 | \$31.22 | \$6.97 | \$12.16 | \$0.00 | \$50.35 |
| 5 | 80 | \$33.30 | \$6.97 | \$12.97 | \$0.00 | \$53.24 |
| 6 | 85 | \$35.38 | \$6.97 | \$13.78 | \$0.00 | \$56.13 |
| 7 | 90 | \$37.46 | \$6.97 | \$14.59 | \$0.00 | \$59.02 |
| 8 | 95 | \$39.54 | \$6.97 | \$15.40 | \$0.00 | \$61.91 |

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 65 | \$27.90 | \$6.97 | \$10.54 | \$0.00 | \$45.41 |
| 2 | 65 | \$27.90 | \$6.97 | \$10.54 | \$0.00 | \$45.41 |
| 3 | 70 | \$30.04 | \$6.97 | \$11.35 | \$0.00 | \$48.36 |
| 4 | 75 | \$32.19 | \$6.97 | \$12.16 | \$0.00 | \$51.32 |
| 5 | 80 | \$34.34 | \$6.97 | \$12.97 | \$0.00 | \$54.28 |
| 6 | 85 | \$36.48 | \$6.97 | \$13.78 | \$0.00 | \$57.23 |
| 7 | 90 | \$38.63 | \$6.97 | \$14.59 | \$0.00 | \$60.19 |
| 8 | 95 | \$40.77 | \$6.97 | \$15.40 | \$0.00 | \$63.14 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) | 08/01/2015 | \$49.86 | \$10.18 | \$18.57 | \$0.00 | \$78.61 |
| BRICKLAYERS LOCAL 3 (QUINCY) | 02/01/2016 | \$49.86 | \$10.18 | \$19.14 | \$0.00 | \$79.18 |
| | 08/01/2016 | \$50.76 | \$10.18 | \$19.22 | \$0.00 | \$80.16 |
| | 02/01/2017 | \$51.33 | \$10.18 | \$19.22 | \$0.00 | \$80.73 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.93 | \$10.18 | \$18.57 | \$0.00 | \$53.68 |
| 2 | 60 | \$29.92 | \$10.18 | \$18.57 | \$0.00 | \$58.67 |
| 3 | 70 | \$34.90 | \$10.18 | \$18.57 | \$0.00 | \$63.65 |
| 4 | 80 | \$39.89 | \$10.18 | \$18.57 | \$0.00 | \$68.64 |
| 5 | 90 | \$44.87 | \$10.18 | \$18.57 | \$0.00 | \$73.62 |

Effective Date - 02/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.93 | \$10.18 | \$19.14 | \$0.00 | \$54.25 |
| 2 | 60 | \$29.92 | \$10.18 | \$19.14 | \$0.00 | \$59.24 |
| 3 | 70 | \$34.90 | \$10.18 | \$19.14 | \$0.00 | \$64.22 |
| 4 | 80 | \$39.89 | \$10.18 | \$19.14 | \$0.00 | \$69.21 |
| 5 | 90 | \$44.87 | \$10.18 | \$19.14 | \$0.00 | \$74.19 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.31 | \$10.00 | \$14.90 | \$0.00 | \$68.21 |
| | 06/01/2016 | \$44.06 | \$10.00 | \$14.90 | \$0.00 | \$68.96 |
| | 12/01/2016 | \$45.29 | \$10.00 | \$14.90 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$46.28 | \$10.00 | \$14.90 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$47.27 | \$10.00 | \$14.90 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2015 | \$36.45 | \$7.45 | \$13.75 | \$0.00 | \$57.65 |
| | 06/01/2016 | \$37.20 | \$7.45 | \$13.75 | \$0.00 | \$58.40 |
| | 12/01/2016 | \$38.20 | \$7.45 | \$13.75 | \$0.00 | \$59.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2015 | \$35.30 | \$7.45 | \$13.75 | \$0.00 | \$56.50 |
| | 06/01/2016 | \$36.05 | \$7.45 | \$13.75 | \$0.00 | \$57.25 |
| | 12/01/2016 | \$37.05 | \$7.45 | \$13.75 | \$0.00 | \$58.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2015 | \$35.30 | \$7.45 | \$13.75 | \$0.00 | \$56.50 |
| | 06/01/2016 | \$36.05 | \$7.45 | \$13.75 | \$0.00 | \$57.25 |
| | 12/01/2016 | \$37.05 | \$7.45 | \$13.75 | \$0.00 | \$58.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i> | 03/01/2015 | \$35.75 | \$9.80 | \$16.48 | \$0.00 | \$62.03 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$17.88 | \$9.80 | \$1.63 | \$0.00 | \$29.31 |
| 2 | 60 | \$21.45 | \$9.80 | \$1.63 | \$0.00 | \$32.88 |
| 3 | 70 | \$25.03 | \$9.80 | \$11.59 | \$0.00 | \$46.42 |
| 4 | 75 | \$26.81 | \$9.80 | \$11.59 | \$0.00 | \$48.20 |
| 5 | 80 | \$28.60 | \$9.80 | \$13.22 | \$0.00 | \$51.62 |
| 6 | 80 | \$28.60 | \$9.80 | \$13.22 | \$0.00 | \$51.62 |
| 7 | 90 | \$32.18 | \$9.80 | \$14.85 | \$0.00 | \$56.83 |
| 8 | 90 | \$32.18 | \$9.80 | \$14.85 | \$0.00 | \$56.83 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (QUINCY) | 01/01/2016 | \$46.44 | \$10.90 | \$18.71 | \$1.30 | \$77.35 |
|---|------------|---------|---------|---------|--------|---------|

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

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$23.22 | \$10.90 | \$12.21 | \$0.00 | \$46.33 |
| 2 | 60 | \$27.86 | \$10.90 | \$13.71 | \$1.30 | \$53.77 |
| 3 | 65 | \$30.19 | \$10.90 | \$14.71 | \$1.30 | \$57.10 |
| 4 | 70 | \$32.51 | \$10.90 | \$15.71 | \$1.30 | \$60.42 |
| 5 | 75 | \$34.83 | \$10.90 | \$16.71 | \$1.30 | \$63.74 |
| 6 | 80 | \$37.15 | \$10.90 | \$17.71 | \$1.30 | \$67.06 |
| 7 | 90 | \$41.80 | \$10.90 | \$18.71 | \$1.30 | \$72.71 |

Notes:

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

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| CHAIN SAW OPERATOR LABORERS - ZONE 1 | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4 | 12/01/2015 | \$44.73 | \$10.00 | \$14.90 | \$0.00 | \$69.63 |
| | 06/01/2016 | \$45.48 | \$10.00 | \$14.90 | \$0.00 | \$70.38 |
| | 12/01/2016 | \$46.73 | \$10.00 | \$14.90 | \$0.00 | \$71.63 |
| | 06/01/2017 | \$47.73 | \$10.00 | \$14.90 | \$0.00 | \$72.63 |
| | 12/01/2017 | \$48.73 | \$10.00 | \$14.90 | \$0.00 | \$73.63 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$30.13 | \$10.00 | \$14.90 | \$0.00 | \$55.03 |
| | 06/01/2016 | \$30.65 | \$10.00 | \$14.90 | \$0.00 | \$55.55 |
| | 12/01/2016 | \$31.52 | \$10.00 | \$14.90 | \$0.00 | \$56.42 |
| | 06/01/2017 | \$32.21 | \$10.00 | \$14.90 | \$0.00 | \$57.11 |
| | 12/01/2017 | \$32.90 | \$10.00 | \$14.90 | \$0.00 | \$57.80 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i> | 01/01/2016 | \$49.51 | \$7.85 | \$16.10 | \$0.00 | \$73.46 |
| | 07/01/2016 | \$50.46 | \$7.85 | \$16.10 | \$0.00 | \$74.41 |
| | 01/01/2017 | \$51.41 | \$7.85 | \$16.10 | \$0.00 | \$75.36 |

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$24.76 | \$7.85 | \$0.00 | \$0.00 | \$32.61 |
| 2 | 55 | \$27.23 | \$7.85 | \$3.66 | \$0.00 | \$38.74 |
| 3 | 60 | \$29.71 | \$7.85 | \$3.99 | \$0.00 | \$41.55 |
| 4 | 65 | \$32.18 | \$7.85 | \$4.32 | \$0.00 | \$44.35 |
| 5 | 70 | \$34.66 | \$7.85 | \$14.11 | \$0.00 | \$56.62 |
| 6 | 75 | \$37.13 | \$7.85 | \$14.44 | \$0.00 | \$59.42 |
| 7 | 80 | \$39.61 | \$7.85 | \$14.77 | \$0.00 | \$62.23 |
| 8 | 90 | \$44.56 | \$7.85 | \$15.44 | \$0.00 | \$67.85 |

Effective Date - 07/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$25.23 | \$7.85 | \$0.00 | \$0.00 | \$33.08 |
| 2 | 55 | \$27.75 | \$7.85 | \$3.66 | \$0.00 | \$39.26 |
| 3 | 60 | \$30.28 | \$7.85 | \$3.99 | \$0.00 | \$42.12 |
| 4 | 65 | \$32.80 | \$7.85 | \$4.32 | \$0.00 | \$44.97 |
| 5 | 70 | \$35.32 | \$7.85 | \$14.11 | \$0.00 | \$57.28 |
| 6 | 75 | \$37.85 | \$7.85 | \$14.44 | \$0.00 | \$60.14 |
| 7 | 80 | \$40.37 | \$7.85 | \$14.77 | \$0.00 | \$62.99 |
| 8 | 90 | \$45.41 | \$7.85 | \$15.44 | \$0.00 | \$68.70 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DEMO: ADZEMAN <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.50 | \$7.45 | \$13.55 | \$0.00 | \$56.50 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$36.50 | \$7.45 | \$13.55 | \$0.00 | \$57.50 |
|--|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DEMO: BURNERS <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$36.25 | \$7.45 | \$13.55 | \$0.00 | \$57.25 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|-----------------------|------------------|---------------|----------------|----------------------------------|-------------------|
| DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$36.50 | \$7.45 | \$13.55 | \$0.00 | \$57.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$36.25 | \$7.45 | \$13.55 | \$0.00 | \$57.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: WRECKING LABORER <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.50 | \$7.45 | \$13.55 | \$0.00 | \$56.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.31 | \$10.00 | \$14.90 | \$0.00 | \$68.21 |
| | 06/01/2016 | \$44.06 | \$10.00 | \$14.90 | \$0.00 | \$68.96 |
| | 12/01/2016 | \$45.29 | \$10.00 | \$14.90 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$46.28 | \$10.00 | \$14.90 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$47.27 | \$10.00 | \$14.90 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$58.86 | \$9.80 | \$19.23 | \$0.00 | \$87.89 |
| DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$42.04 | \$9.80 | \$19.23 | \$0.00 | \$71.07 |
| DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$63.06 | \$9.80 | \$19.23 | \$0.00 | \$92.09 |
| DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$88.23 | \$9.80 | \$19.23 | \$0.00 | \$117.26 |
| DRAWBRIDGE OPERATOR (Construction) <i>ELECTRICIANS LOCAL 103</i> | 09/01/2015 | \$45.67 | \$13.00 | \$15.89 | \$0.00 | \$74.56 |
| | 03/01/2016 | \$46.17 | \$13.00 | \$16.39 | \$0.00 | \$75.56 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i> | 09/01/2015 | \$45.67 | \$13.00 | \$15.89 | \$0.00 | \$74.56 |
| | 03/01/2016 | \$46.17 | \$13.00 | \$16.39 | \$0.00 | \$75.56 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 103

Effective Date - 09/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$18.27 | \$13.00 | \$0.55 | \$0.00 | \$31.82 |
| 2 | 40 | \$18.27 | \$13.00 | \$0.55 | \$0.00 | \$31.82 |
| 3 | 45 | \$20.55 | \$13.00 | \$11.86 | \$0.00 | \$45.41 |
| 4 | 45 | \$20.55 | \$13.00 | \$11.86 | \$0.00 | \$45.41 |
| 5 | 50 | \$22.84 | \$13.00 | \$12.23 | \$0.00 | \$48.07 |
| 6 | 55 | \$25.12 | \$13.00 | \$12.58 | \$0.00 | \$50.70 |
| 7 | 60 | \$27.40 | \$13.00 | \$12.95 | \$0.00 | \$53.35 |
| 8 | 65 | \$29.69 | \$13.00 | \$13.32 | \$0.00 | \$56.01 |
| 9 | 70 | \$31.97 | \$13.00 | \$13.69 | \$0.00 | \$58.66 |
| 10 | 75 | \$34.25 | \$13.00 | \$14.06 | \$0.00 | \$61.31 |

Effective Date - 03/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$18.47 | \$13.00 | \$0.55 | \$0.00 | \$32.02 |
| 2 | 40 | \$18.47 | \$13.00 | \$0.55 | \$0.00 | \$32.02 |
| 3 | 45 | \$20.78 | \$13.00 | \$11.84 | \$0.00 | \$45.62 |
| 4 | 45 | \$20.78 | \$13.00 | \$11.84 | \$0.00 | \$45.62 |
| 5 | 50 | \$23.09 | \$13.00 | \$12.71 | \$0.00 | \$48.80 |
| 6 | 55 | \$25.39 | \$13.00 | \$13.07 | \$0.00 | \$51.46 |
| 7 | 60 | \$27.70 | \$13.00 | \$13.39 | \$0.00 | \$54.09 |
| 8 | 65 | \$30.01 | \$13.00 | \$13.81 | \$0.00 | \$56.82 |
| 9 | 70 | \$32.32 | \$13.00 | \$14.18 | \$0.00 | \$59.50 |
| 10 | 75 | \$34.63 | \$13.00 | \$14.55 | \$0.00 | \$62.18 |

Notes :
App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:3***

| | | | | | | |
|-------------------------------|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR | 01/01/2016 | \$54.53 | \$14.43 | \$14.96 | \$0.00 | \$83.92 |
| ELEVATOR CONSTRUCTORS LOCAL 4 | 01/01/2017 | \$55.86 | \$15.28 | \$15.71 | \$0.00 | \$86.85 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$27.27 | \$14.43 | \$0.00 | \$0.00 | \$41.70 |
| 2 | 55 | \$29.99 | \$14.43 | \$14.96 | \$0.00 | \$59.38 |
| 3 | 65 | \$35.44 | \$14.43 | \$14.96 | \$0.00 | \$64.83 |
| 4 | 70 | \$38.17 | \$14.43 | \$14.96 | \$0.00 | \$67.56 |
| 5 | 80 | \$43.62 | \$14.43 | \$14.96 | \$0.00 | \$73.01 |

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$27.93 | \$15.28 | \$0.00 | \$0.00 | \$43.21 |
| 2 | 55 | \$30.72 | \$15.28 | \$15.71 | \$0.00 | \$61.71 |
| 3 | 65 | \$36.31 | \$15.28 | \$15.71 | \$0.00 | \$67.30 |
| 4 | 70 | \$39.10 | \$15.28 | \$15.71 | \$0.00 | \$70.09 |
| 5 | 80 | \$44.69 | \$15.28 | \$15.71 | \$0.00 | \$75.68 |

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i> | 01/01/2016 | \$38.17 | \$14.43 | \$14.96 | \$0.00 | \$67.56 |
| | 01/01/2017 | \$39.10 | \$15.28 | \$15.71 | \$0.00 | \$70.09 |

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 11/01/2015 | \$40.49 | \$10.00 | \$14.55 | \$0.00 | \$65.04 |
| | 05/01/2016 | \$41.38 | \$10.00 | \$14.55 | \$0.00 | \$65.93 |
| | 11/01/2016 | \$41.97 | \$10.00 | \$14.55 | \$0.00 | \$66.52 |
| | 05/01/2017 | \$42.85 | \$10.00 | \$14.55 | \$0.00 | \$67.40 |
| | 11/01/2017 | \$43.58 | \$10.00 | \$14.55 | \$0.00 | \$68.13 |
| | 05/01/2018 | \$44.29 | \$10.00 | \$14.55 | \$0.00 | \$68.84 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 11/01/2015 | \$41.93 | \$10.00 | \$14.55 | \$0.00 | \$66.48 |
| | 05/01/2016 | \$42.82 | \$10.00 | \$14.55 | \$0.00 | \$67.37 |
| | 11/01/2016 | \$43.42 | \$10.00 | \$14.55 | \$0.00 | \$67.97 |
| | 05/01/2017 | \$44.31 | \$10.00 | \$14.55 | \$0.00 | \$68.86 |
| | 11/01/2017 | \$45.04 | \$10.00 | \$14.55 | \$0.00 | \$69.59 |
| | 05/01/2018 | \$45.76 | \$10.00 | \$14.55 | \$0.00 | \$70.31 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 11/01/2015 | \$21.71 | \$10.00 | \$14.55 | \$0.00 | \$46.26 |
| | 05/01/2016 | \$22.23 | \$10.00 | \$14.55 | \$0.00 | \$46.78 |
| | 11/01/2016 | \$22.58 | \$10.00 | \$14.55 | \$0.00 | \$47.13 |
| | 05/01/2017 | \$23.11 | \$10.00 | \$14.55 | \$0.00 | \$47.66 |
| | 11/01/2017 | \$23.53 | \$10.00 | \$14.55 | \$0.00 | \$48.08 |
| | 05/01/2018 | \$23.96 | \$10.00 | \$14.55 | \$0.00 | \$48.51 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i> | 09/01/2015 | \$45.67 | \$13.00 | \$15.89 | \$0.00 | \$74.56 |
| | 03/01/2016 | \$46.17 | \$13.00 | \$16.39 | \$0.00 | \$75.56 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 103</i> | 09/01/2015 | \$34.25 | \$13.00 | \$14.06 | \$0.00 | \$61.31 |
| | 03/01/2016 | \$34.63 | \$13.00 | \$14.55 | \$0.00 | \$62.18 |
| For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" | | | | | | |
| FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$36.34 | \$10.00 | \$14.90 | \$0.00 | \$61.24 |
| | 06/01/2016 | \$36.96 | \$10.00 | \$14.90 | \$0.00 | \$61.86 |
| | 12/01/2016 | \$38.00 | \$10.00 | \$14.90 | \$0.00 | \$62.90 |
| | 06/01/2017 | \$38.84 | \$10.00 | \$14.90 | \$0.00 | \$63.74 |
| | 12/01/2017 | \$39.67 | \$10.00 | \$14.90 | \$0.00 | \$64.57 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FLAGGER & SIGNALER <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$20.50 | \$7.45 | \$13.55 | \$0.00 | \$41.50 |
| | 06/01/2016 | \$20.50 | \$7.45 | \$13.55 | \$0.00 | \$41.50 |
| | 12/01/2016 | \$20.50 | \$7.45 | \$13.55 | \$0.00 | \$41.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i> | 09/01/2015 | \$41.59 | \$9.80 | \$17.53 | \$0.00 | \$68.92 |

Apprentice - FLOORCOVERER - Local 2168 Zone 1

Effective Date - 09/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.80 | \$9.80 | \$1.79 | \$0.00 | \$32.39 |
| 2 | 55 | \$22.87 | \$9.80 | \$1.79 | \$0.00 | \$34.46 |
| 3 | 60 | \$24.95 | \$9.80 | \$12.16 | \$0.00 | \$46.91 |
| 4 | 65 | \$27.03 | \$9.80 | \$12.16 | \$0.00 | \$48.99 |
| 5 | 70 | \$29.11 | \$9.80 | \$13.95 | \$0.00 | \$52.86 |
| 6 | 75 | \$31.19 | \$9.80 | \$13.95 | \$0.00 | \$54.94 |
| 7 | 80 | \$33.27 | \$9.80 | \$15.74 | \$0.00 | \$58.81 |
| 8 | 85 | \$35.35 | \$9.80 | \$15.74 | \$0.00 | \$60.89 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.73 | \$10.00 | \$14.90 | \$0.00 | \$68.63 |
| | 06/01/2016 | \$44.48 | \$10.00 | \$14.90 | \$0.00 | \$69.38 |
| | 12/01/2016 | \$45.73 | \$10.00 | \$14.90 | \$0.00 | \$70.63 |
| | 06/01/2017 | \$46.73 | \$10.00 | \$14.90 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.73 | \$10.00 | \$14.90 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$30.13 | \$10.00 | \$14.90 | \$0.00 | \$55.03 |
| | 06/01/2016 | \$30.65 | \$10.00 | \$14.90 | \$0.00 | \$55.55 |
| | 12/01/2016 | \$31.52 | \$10.00 | \$14.90 | \$0.00 | \$56.42 |
| | 06/01/2017 | \$32.21 | \$10.00 | \$14.90 | \$0.00 | \$57.11 |
| | 12/01/2017 | \$32.90 | \$10.00 | \$14.90 | \$0.00 | \$57.80 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i> | 01/01/2016 | \$39.01 | \$7.85 | \$16.10 | \$0.00 | \$62.96 |
| | 07/01/2016 | \$39.96 | \$7.85 | \$16.10 | \$0.00 | \$63.91 |
| | 01/01/2017 | \$40.91 | \$7.85 | \$16.10 | \$0.00 | \$64.86 |

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.51 | \$7.85 | \$0.00 | \$0.00 | \$27.36 |
| 2 | 55 | \$21.46 | \$7.85 | \$3.66 | \$0.00 | \$32.97 |
| 3 | 60 | \$23.41 | \$7.85 | \$3.99 | \$0.00 | \$35.25 |
| 4 | 65 | \$25.36 | \$7.85 | \$4.32 | \$0.00 | \$37.53 |
| 5 | 70 | \$27.31 | \$7.85 | \$14.11 | \$0.00 | \$49.27 |
| 6 | 75 | \$29.26 | \$7.85 | \$14.44 | \$0.00 | \$51.55 |
| 7 | 80 | \$31.21 | \$7.85 | \$14.77 | \$0.00 | \$53.83 |
| 8 | 90 | \$35.11 | \$7.85 | \$15.44 | \$0.00 | \$58.40 |

Effective Date - 07/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.98 | \$7.85 | \$0.00 | \$0.00 | \$27.83 |
| 2 | 55 | \$21.98 | \$7.85 | \$3.66 | \$0.00 | \$33.49 |
| 3 | 60 | \$23.98 | \$7.85 | \$3.99 | \$0.00 | \$35.82 |
| 4 | 65 | \$25.97 | \$7.85 | \$4.32 | \$0.00 | \$38.14 |
| 5 | 70 | \$27.97 | \$7.85 | \$14.11 | \$0.00 | \$49.93 |
| 6 | 75 | \$29.97 | \$7.85 | \$14.44 | \$0.00 | \$52.26 |
| 7 | 80 | \$31.97 | \$7.85 | \$14.77 | \$0.00 | \$54.59 |
| 8 | 90 | \$35.96 | \$7.85 | \$15.44 | \$0.00 | \$59.25 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.73 | \$10.00 | \$14.90 | \$0.00 | \$68.63 |
| | 06/01/2016 | \$44.48 | \$10.00 | \$14.90 | \$0.00 | \$69.38 |
| | 12/01/2016 | \$45.73 | \$10.00 | \$14.90 | \$0.00 | \$70.63 |
| | 06/01/2017 | \$46.73 | \$10.00 | \$14.90 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.73 | \$10.00 | \$14.90 | \$0.00 | \$72.63 |

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$24.05 | \$10.00 | \$0.00 | \$0.00 | \$34.05 |
| 2 | 60 | \$26.24 | \$10.00 | \$14.90 | \$0.00 | \$51.14 |
| 3 | 65 | \$28.42 | \$10.00 | \$14.90 | \$0.00 | \$53.32 |
| 4 | 70 | \$30.61 | \$10.00 | \$14.90 | \$0.00 | \$55.51 |
| 5 | 75 | \$32.80 | \$10.00 | \$14.90 | \$0.00 | \$57.70 |
| 6 | 80 | \$34.98 | \$10.00 | \$14.90 | \$0.00 | \$59.88 |
| 7 | 85 | \$37.17 | \$10.00 | \$14.90 | \$0.00 | \$62.07 |
| 8 | 90 | \$39.36 | \$10.00 | \$14.90 | \$0.00 | \$64.26 |

Effective Date - 06/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$24.46 | \$10.00 | \$0.00 | \$0.00 | \$34.46 |
| 2 | 60 | \$26.69 | \$10.00 | \$14.90 | \$0.00 | \$51.59 |
| 3 | 65 | \$28.91 | \$10.00 | \$14.90 | \$0.00 | \$53.81 |
| 4 | 70 | \$31.14 | \$10.00 | \$14.90 | \$0.00 | \$56.04 |
| 5 | 75 | \$33.36 | \$10.00 | \$14.90 | \$0.00 | \$58.26 |
| 6 | 80 | \$35.58 | \$10.00 | \$14.90 | \$0.00 | \$60.48 |
| 7 | 85 | \$37.81 | \$10.00 | \$14.90 | \$0.00 | \$62.71 |
| 8 | 90 | \$40.03 | \$10.00 | \$14.90 | \$0.00 | \$64.93 |

Notes:

Apprentice to Journeyworker Ratio:1:6

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 17 - A</i> | 08/01/2015 | \$43.31 | \$10.20 | \$21.48 | \$2.25 | \$77.24 |
| | 02/01/2016 | \$43.31 | \$10.70 | \$21.95 | \$2.28 | \$78.24 |
| | 08/01/2016 | \$44.46 | \$10.70 | \$21.95 | \$2.28 | \$79.39 |
| | 02/01/2017 | \$45.56 | \$10.70 | \$21.95 | \$2.28 | \$80.49 |
| | 08/01/2017 | \$46.66 | \$10.70 | \$21.95 | \$2.28 | \$81.59 |
| | 02/01/2018 | \$47.81 | \$10.70 | \$21.95 | \$2.28 | \$82.74 |

For apprentice rates see "Apprentice- SHEET METAL WORKER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 103</i> | 09/01/2015 | \$45.67 | \$13.00 | \$15.89 | \$0.00 | \$74.56 |
| | 03/01/2016 | \$46.17 | \$13.00 | \$16.39 | \$0.00 | \$75.56 |

For apprentice rates see "Apprentice- ELECTRICIAN"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - A</i> | 08/01/2015 | \$43.31 | \$10.20 | \$21.48 | \$2.25 | \$77.24 |
| | 02/01/2016 | \$43.31 | \$10.70 | \$21.95 | \$2.28 | \$78.24 |
| | 08/01/2016 | \$44.46 | \$10.70 | \$21.95 | \$2.28 | \$79.39 |
| | 02/01/2017 | \$45.56 | \$10.70 | \$21.95 | \$2.28 | \$80.49 |
| | 08/01/2017 | \$46.66 | \$10.70 | \$21.95 | \$2.28 | \$81.59 |
| | 02/01/2018 | \$47.81 | \$10.70 | \$21.95 | \$2.28 | \$82.74 |
| For apprentice rates see "Apprentice- SHEET METAL WORKER" | | | | | | |
| HVAC (TESTING AND BALANCING -WATER) <i>PIPEFITTERS LOCAL 537</i> | 09/01/2015 | \$49.69 | \$9.70 | \$16.89 | \$0.00 | \$76.28 |
| | 03/01/2016 | \$50.69 | \$9.70 | \$16.89 | \$0.00 | \$77.28 |
| | 09/01/2016 | \$51.69 | \$9.70 | \$16.89 | \$0.00 | \$78.28 |
| | 03/01/2017 | \$52.69 | \$9.70 | \$16.89 | \$0.00 | \$79.28 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i> | 09/01/2015 | \$49.69 | \$9.70 | \$16.89 | \$0.00 | \$76.28 |
| | 03/01/2016 | \$50.69 | \$9.70 | \$16.89 | \$0.00 | \$77.28 |
| | 09/01/2016 | \$51.69 | \$9.70 | \$16.89 | \$0.00 | \$78.28 |
| | 03/01/2017 | \$52.69 | \$9.70 | \$16.89 | \$0.00 | \$79.28 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HYDRAULIC DRILLS <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$36.10 | \$7.45 | \$13.55 | \$0.00 | \$57.10 |
| | 06/01/2016 | \$36.85 | \$7.45 | \$13.55 | \$0.00 | \$57.85 |
| | 12/01/2016 | \$37.85 | \$7.45 | \$13.55 | \$0.00 | \$58.85 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | 09/01/2015 | \$43.81 | \$11.50 | \$13.80 | \$0.00 | \$69.11 |
| | 09/01/2016 | \$45.81 | \$11.50 | \$13.80 | \$0.00 | \$71.11 |
| | 09/01/2017 | \$47.81 | \$11.50 | \$13.80 | \$0.00 | \$73.11 |
| | 09/01/2018 | \$50.06 | \$11.50 | \$13.80 | \$0.00 | \$75.36 |
| | 09/01/2019 | \$52.56 | \$11.50 | \$13.80 | \$0.00 | \$77.86 |

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

Effective Date - 09/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$21.91 | \$11.50 | \$10.05 | \$0.00 | \$43.46 |
| 2 | 60 | \$26.29 | \$11.50 | \$10.80 | \$0.00 | \$48.59 |
| 3 | 70 | \$30.67 | \$11.50 | \$11.55 | \$0.00 | \$53.72 |
| 4 | 80 | \$35.05 | \$11.50 | \$12.30 | \$0.00 | \$58.85 |

Effective Date - 09/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$22.91 | \$11.50 | \$10.05 | \$0.00 | \$44.46 |
| 2 | 60 | \$27.49 | \$11.50 | \$10.80 | \$0.00 | \$49.79 |
| 3 | 70 | \$32.07 | \$11.50 | \$11.55 | \$0.00 | \$55.12 |
| 4 | 80 | \$36.65 | \$11.50 | \$12.30 | \$0.00 | \$60.45 |

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i> | 09/16/2015 | \$42.40 | \$7.80 | \$20.85 | \$0.00 | \$71.05 |
| | 03/16/2016 | \$43.40 | \$7.80 | \$20.85 | \$0.00 | \$72.05 |
| | 09/16/2016 | \$44.05 | \$7.80 | \$20.85 | \$0.00 | \$72.70 |
| | 03/16/2017 | \$44.65 | \$7.80 | \$20.85 | \$0.00 | \$73.30 |

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 09/16/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$25.44 | \$7.80 | \$20.85 | \$0.00 | \$54.09 |
| 2 | 70 | \$29.68 | \$7.80 | \$20.85 | \$0.00 | \$58.33 |
| 3 | 75 | \$31.80 | \$7.80 | \$20.85 | \$0.00 | \$60.45 |
| 4 | 80 | \$33.92 | \$7.80 | \$20.85 | \$0.00 | \$62.57 |
| 5 | 85 | \$36.04 | \$7.80 | \$20.85 | \$0.00 | \$64.69 |
| 6 | 90 | \$38.16 | \$7.80 | \$20.85 | \$0.00 | \$66.81 |

Effective Date - 03/16/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$26.04 | \$7.80 | \$20.85 | \$0.00 | \$54.69 |
| 2 | 70 | \$30.38 | \$7.80 | \$20.85 | \$0.00 | \$59.03 |
| 3 | 75 | \$32.55 | \$7.80 | \$20.85 | \$0.00 | \$61.20 |
| 4 | 80 | \$34.72 | \$7.80 | \$20.85 | \$0.00 | \$63.37 |
| 5 | 85 | \$36.89 | \$7.80 | \$20.85 | \$0.00 | \$65.54 |
| 6 | 90 | \$39.06 | \$7.80 | \$20.85 | \$0.00 | \$67.71 |

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| JACKHAMMER & PAVING BREAKER OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|-------------------------------------|------------|---------|--------|---------|--------|---------|
| LABORER <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.35 | \$7.45 | \$13.55 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$36.10 | \$7.45 | \$13.55 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$37.10 | \$7.45 | \$13.55 | \$0.00 | \$58.10 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 1

Effective Date - 12/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$21.21 | \$7.45 | \$13.55 | \$0.00 | \$42.21 |
| 2 | 70 | \$24.75 | \$7.45 | \$13.55 | \$0.00 | \$45.75 |
| 3 | 80 | \$28.28 | \$7.45 | \$13.55 | \$0.00 | \$49.28 |
| 4 | 90 | \$31.82 | \$7.45 | \$13.55 | \$0.00 | \$52.82 |

Effective Date - 06/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$21.66 | \$7.45 | \$13.55 | \$0.00 | \$42.66 |
| 2 | 70 | \$25.27 | \$7.45 | \$13.55 | \$0.00 | \$46.27 |
| 3 | 80 | \$28.88 | \$7.45 | \$13.55 | \$0.00 | \$49.88 |
| 4 | 90 | \$32.49 | \$7.45 | \$13.55 | \$0.00 | \$53.49 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: CARPENTER TENDER <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.35 | \$7.45 | \$13.55 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$36.10 | \$7.45 | \$13.55 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$37.10 | \$7.45 | \$13.55 | \$0.00 | \$58.10 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.35 | \$7.45 | \$13.55 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$36.10 | \$7.45 | \$13.55 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$37.10 | \$7.45 | \$13.55 | \$0.00 | \$58.10 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.50 | \$7.45 | \$13.55 | \$0.00 | \$56.50 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: MASON TENDER <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.35 | \$7.45 | \$13.55 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$36.10 | \$7.45 | \$13.55 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$37.10 | \$7.45 | \$13.55 | \$0.00 | \$58.10 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.35 | \$7.45 | \$13.55 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$36.10 | \$7.45 | \$13.55 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$37.10 | \$7.45 | \$13.55 | \$0.00 | \$58.10 |

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"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LASER BEAM OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 08/01/2015 | \$38.08 | \$10.18 | \$17.25 | \$0.00 | \$65.51 |
| | 02/01/2016 | \$38.08 | \$10.18 | \$17.70 | \$0.00 | \$65.96 |
| | 08/01/2016 | \$38.78 | \$10.18 | \$17.78 | \$0.00 | \$66.74 |
| | 02/01/2017 | \$39.24 | \$10.18 | \$17.78 | \$0.00 | \$67.20 |

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$19.04 | \$10.18 | \$17.25 | \$0.00 | \$46.47 |
| 2 | 60 | \$22.85 | \$10.18 | \$17.25 | \$0.00 | \$50.28 |
| 3 | 70 | \$26.66 | \$10.18 | \$17.25 | \$0.00 | \$54.09 |
| 4 | 80 | \$30.46 | \$10.18 | \$17.25 | \$0.00 | \$57.89 |
| 5 | 90 | \$34.27 | \$10.18 | \$17.25 | \$0.00 | \$61.70 |

Effective Date - 02/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$19.04 | \$10.18 | \$17.70 | \$0.00 | \$46.92 |
| 2 | 60 | \$22.85 | \$10.18 | \$17.70 | \$0.00 | \$50.73 |
| 3 | 70 | \$26.66 | \$10.18 | \$17.70 | \$0.00 | \$54.54 |
| 4 | 80 | \$30.46 | \$10.18 | \$17.70 | \$0.00 | \$58.34 |
| 5 | 90 | \$34.27 | \$10.18 | \$17.70 | \$0.00 | \$62.15 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| MARBLE MASONS, TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 08/01/2015 | \$49.90 | \$10.18 | \$18.57 | \$0.00 | \$78.65 |
| | 02/01/2016 | \$49.90 | \$10.18 | \$19.14 | \$0.00 | \$79.22 |
| | 08/01/2016 | \$50.80 | \$10.18 | \$19.22 | \$0.00 | \$80.20 |
| | 02/01/2017 | \$51.37 | \$10.18 | \$19.22 | \$0.00 | \$80.77 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 08/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.95 | \$10.18 | \$18.57 | \$0.00 | \$53.70 |
| 2 | 60 | \$29.94 | \$10.18 | \$18.57 | \$0.00 | \$58.69 |
| 3 | 70 | \$34.93 | \$10.18 | \$18.57 | \$0.00 | \$63.68 |
| 4 | 80 | \$39.92 | \$10.18 | \$18.57 | \$0.00 | \$68.67 |
| 5 | 90 | \$44.91 | \$10.18 | \$18.57 | \$0.00 | \$73.66 |

Effective Date - 02/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.95 | \$10.18 | \$19.14 | \$0.00 | \$54.27 |
| 2 | 60 | \$29.94 | \$10.18 | \$19.14 | \$0.00 | \$59.26 |
| 3 | 70 | \$34.93 | \$10.18 | \$19.14 | \$0.00 | \$64.25 |
| 4 | 80 | \$39.92 | \$10.18 | \$19.14 | \$0.00 | \$69.24 |
| 5 | 90 | \$44.91 | \$10.18 | \$19.14 | \$0.00 | \$74.23 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.31 | \$10.00 | \$14.90 | \$0.00 | \$68.21 |
| | 06/01/2016 | \$44.06 | \$10.00 | \$14.90 | \$0.00 | \$68.96 |
| | 12/01/2016 | \$45.29 | \$10.00 | \$14.90 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$46.28 | \$10.00 | \$14.90 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$47.27 | \$10.00 | \$14.90 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.31 | \$10.00 | \$14.90 | \$0.00 | \$68.21 |
| | 06/01/2016 | \$44.06 | \$10.00 | \$14.90 | \$0.00 | \$68.96 |
| | 12/01/2016 | \$45.29 | \$10.00 | \$14.90 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$46.28 | \$10.00 | \$14.90 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$47.27 | \$10.00 | \$14.90 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| MILLWRIGHT (Zone 1) <i>MILLWRIGHTS LOCAL 1121 - Zone 1</i> | 04/01/2015 | \$37.64 | \$9.80 | \$16.21 | \$0.00 | \$63.65 |
|---|------------|---------|--------|---------|--------|---------|

Apprentice - MILLWRIGHT - Local 1121 Zone 1

Effective Date - 04/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 55 | \$20.70 | \$9.80 | \$4.48 | \$0.00 | \$34.98 |
| 2 | 65 | \$24.47 | \$9.80 | \$13.36 | \$0.00 | \$47.63 |
| 3 | 75 | \$28.23 | \$9.80 | \$14.18 | \$0.00 | \$52.21 |
| 4 | 85 | \$31.99 | \$9.80 | \$14.99 | \$0.00 | \$56.78 |

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| MORTAR MIXER <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| OILER (OTHER THAN TRUCK CRANES,GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$22.27 | \$10.00 | \$14.90 | \$0.00 | \$47.17 |
| | 06/01/2016 | \$22.66 | \$10.00 | \$14.90 | \$0.00 | \$47.56 |
| | 12/01/2016 | \$23.31 | \$10.00 | \$14.90 | \$0.00 | \$48.21 |
| | 06/01/2017 | \$23.82 | \$10.00 | \$14.90 | \$0.00 | \$48.72 |
| | 12/01/2017 | \$24.34 | \$10.00 | \$14.90 | \$0.00 | \$49.24 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| OILER (TRUCK CRANES, GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$26.08 | \$10.00 | \$14.90 | \$0.00 | \$50.98 |
| | 06/01/2016 | \$26.54 | \$10.00 | \$14.90 | \$0.00 | \$51.44 |
| | 12/01/2016 | \$27.29 | \$10.00 | \$14.90 | \$0.00 | \$52.19 |
| | 06/01/2017 | \$27.89 | \$10.00 | \$14.90 | \$0.00 | \$52.79 |
| | 12/01/2017 | \$28.50 | \$10.00 | \$14.90 | \$0.00 | \$53.40 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.31 | \$10.00 | \$14.90 | \$0.00 | \$68.21 |
| | 06/01/2016 | \$44.06 | \$10.00 | \$14.90 | \$0.00 | \$68.96 |
| | 12/01/2016 | \$45.29 | \$10.00 | \$14.90 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$46.28 | \$10.00 | \$14.90 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$47.27 | \$10.00 | \$14.90 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i> | 01/01/2016 | \$49.51 | \$7.85 | \$16.10 | \$0.00 | \$73.46 |
| | 07/01/2016 | \$50.46 | \$7.85 | \$16.10 | \$0.00 | \$74.41 |
| | 01/01/2017 | \$51.41 | \$7.85 | \$16.10 | \$0.00 | \$75.36 |

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$24.76 | \$7.85 | \$0.00 | \$0.00 | \$32.61 |
| 2 | 55 | \$27.23 | \$7.85 | \$3.66 | \$0.00 | \$38.74 |
| 3 | 60 | \$29.71 | \$7.85 | \$3.99 | \$0.00 | \$41.55 |
| 4 | 65 | \$32.18 | \$7.85 | \$4.32 | \$0.00 | \$44.35 |
| 5 | 70 | \$34.66 | \$7.85 | \$14.11 | \$0.00 | \$56.62 |
| 6 | 75 | \$37.13 | \$7.85 | \$14.44 | \$0.00 | \$59.42 |
| 7 | 80 | \$39.61 | \$7.85 | \$14.77 | \$0.00 | \$62.23 |
| 8 | 90 | \$44.56 | \$7.85 | \$15.44 | \$0.00 | \$67.85 |

Effective Date - 07/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$25.23 | \$7.85 | \$0.00 | \$0.00 | \$33.08 |
| 2 | 55 | \$27.75 | \$7.85 | \$3.66 | \$0.00 | \$39.26 |
| 3 | 60 | \$30.28 | \$7.85 | \$3.99 | \$0.00 | \$42.12 |
| 4 | 65 | \$32.80 | \$7.85 | \$4.32 | \$0.00 | \$44.97 |
| 5 | 70 | \$35.32 | \$7.85 | \$14.11 | \$0.00 | \$57.28 |
| 6 | 75 | \$37.85 | \$7.85 | \$14.44 | \$0.00 | \$60.14 |
| 7 | 80 | \$40.37 | \$7.85 | \$14.77 | \$0.00 | \$62.99 |
| 8 | 90 | \$45.41 | \$7.85 | \$15.44 | \$0.00 | \$68.70 |

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, NEW) * | 01/01/2016 | \$40.41 | \$7.85 | \$16.10 | \$0.00 | \$64.36 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 | 07/01/2016 | \$41.36 | \$7.85 | \$16.10 | \$0.00 | \$65.31 |
| | 01/01/2017 | \$42.31 | \$7.85 | \$16.10 | \$0.00 | \$66.26 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.21 | \$7.85 | \$0.00 | \$0.00 | \$28.06 |
| 2 | 55 | \$22.23 | \$7.85 | \$3.66 | \$0.00 | \$33.74 |
| 3 | 60 | \$24.25 | \$7.85 | \$3.99 | \$0.00 | \$36.09 |
| 4 | 65 | \$26.27 | \$7.85 | \$4.32 | \$0.00 | \$38.44 |
| 5 | 70 | \$28.29 | \$7.85 | \$14.11 | \$0.00 | \$50.25 |
| 6 | 75 | \$30.31 | \$7.85 | \$14.44 | \$0.00 | \$52.60 |
| 7 | 80 | \$32.33 | \$7.85 | \$14.77 | \$0.00 | \$54.95 |
| 8 | 90 | \$36.37 | \$7.85 | \$15.44 | \$0.00 | \$59.66 |

Effective Date - 07/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.68 | \$7.85 | \$0.00 | \$0.00 | \$28.53 |
| 2 | 55 | \$22.75 | \$7.85 | \$3.66 | \$0.00 | \$34.26 |
| 3 | 60 | \$24.82 | \$7.85 | \$3.99 | \$0.00 | \$36.66 |
| 4 | 65 | \$26.88 | \$7.85 | \$4.32 | \$0.00 | \$39.05 |
| 5 | 70 | \$28.95 | \$7.85 | \$14.11 | \$0.00 | \$50.91 |
| 6 | 75 | \$31.02 | \$7.85 | \$14.44 | \$0.00 | \$53.31 |
| 7 | 80 | \$33.09 | \$7.85 | \$14.77 | \$0.00 | \$55.71 |
| 8 | 90 | \$37.22 | \$7.85 | \$15.44 | \$0.00 | \$60.51 |

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---------------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, REPAINT) | 01/01/2016 | \$38.47 | \$7.85 | \$16.10 | \$0.00 | \$62.42 |
| PAINTERS LOCAL 35 - ZONE 2 | 07/01/2016 | \$39.42 | \$7.85 | \$16.10 | \$0.00 | \$63.37 |
| | 01/01/2017 | \$40.37 | \$7.85 | \$16.10 | \$0.00 | \$64.32 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.24 | \$7.85 | \$0.00 | \$0.00 | \$27.09 |
| 2 | 55 | \$21.16 | \$7.85 | \$3.66 | \$0.00 | \$32.67 |
| 3 | 60 | \$23.08 | \$7.85 | \$3.99 | \$0.00 | \$34.92 |
| 4 | 65 | \$25.01 | \$7.85 | \$4.32 | \$0.00 | \$37.18 |
| 5 | 70 | \$26.93 | \$7.85 | \$14.11 | \$0.00 | \$48.89 |
| 6 | 75 | \$28.85 | \$7.85 | \$14.44 | \$0.00 | \$51.14 |
| 7 | 80 | \$30.78 | \$7.85 | \$14.77 | \$0.00 | \$53.40 |
| 8 | 90 | \$34.62 | \$7.85 | \$15.44 | \$0.00 | \$57.91 |

Effective Date - 07/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.71 | \$7.85 | \$0.00 | \$0.00 | \$27.56 |
| 2 | 55 | \$21.68 | \$7.85 | \$3.66 | \$0.00 | \$33.19 |
| 3 | 60 | \$23.65 | \$7.85 | \$3.99 | \$0.00 | \$35.49 |
| 4 | 65 | \$25.62 | \$7.85 | \$4.32 | \$0.00 | \$37.79 |
| 5 | 70 | \$27.59 | \$7.85 | \$14.11 | \$0.00 | \$49.55 |
| 6 | 75 | \$29.57 | \$7.85 | \$14.44 | \$0.00 | \$51.86 |
| 7 | 80 | \$31.54 | \$7.85 | \$14.77 | \$0.00 | \$54.16 |
| 8 | 90 | \$35.48 | \$7.85 | \$15.44 | \$0.00 | \$58.77 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER (TRAFFIC MARKINGS) LABORERS - ZONE 1 | 12/01/2015 | \$35.35 | \$7.45 | \$13.55 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$36.10 | \$7.45 | \$13.55 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$37.10 | \$7.45 | \$13.55 | \$0.00 | \$58.10 |

For Apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, NEW) * | 01/01/2016 | \$39.01 | \$7.85 | \$16.10 | \$0.00 | \$62.96 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 | 07/01/2016 | \$39.96 | \$7.85 | \$16.10 | \$0.00 | \$63.91 |
| | 01/01/2017 | \$40.91 | \$7.85 | \$16.10 | \$0.00 | \$64.86 |

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.51 | \$7.85 | \$0.00 | \$0.00 | \$27.36 |
| 2 | 55 | \$21.46 | \$7.85 | \$3.66 | \$0.00 | \$32.97 |
| 3 | 60 | \$23.41 | \$7.85 | \$3.99 | \$0.00 | \$35.25 |
| 4 | 65 | \$25.36 | \$7.85 | \$4.32 | \$0.00 | \$37.53 |
| 5 | 70 | \$27.31 | \$7.85 | \$14.11 | \$0.00 | \$49.27 |
| 6 | 75 | \$29.26 | \$7.85 | \$14.44 | \$0.00 | \$51.55 |
| 7 | 80 | \$31.21 | \$7.85 | \$14.77 | \$0.00 | \$53.83 |
| 8 | 90 | \$35.11 | \$7.85 | \$15.44 | \$0.00 | \$58.40 |

Effective Date - 07/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.98 | \$7.85 | \$0.00 | \$0.00 | \$27.83 |
| 2 | 55 | \$21.98 | \$7.85 | \$3.66 | \$0.00 | \$33.49 |
| 3 | 60 | \$23.98 | \$7.85 | \$3.99 | \$0.00 | \$35.82 |
| 4 | 65 | \$25.97 | \$7.85 | \$4.32 | \$0.00 | \$38.14 |
| 5 | 70 | \$27.97 | \$7.85 | \$14.11 | \$0.00 | \$49.93 |
| 6 | 75 | \$29.97 | \$7.85 | \$14.44 | \$0.00 | \$52.26 |
| 7 | 80 | \$31.97 | \$7.85 | \$14.77 | \$0.00 | \$54.59 |
| 8 | 90 | \$35.96 | \$7.85 | \$15.44 | \$0.00 | \$59.25 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$18.54 | \$7.85 | \$0.00 | \$0.00 | \$26.39 |
| 2 | 55 | \$20.39 | \$7.85 | \$3.66 | \$0.00 | \$31.90 |
| 3 | 60 | \$22.24 | \$7.85 | \$3.99 | \$0.00 | \$34.08 |
| 4 | 65 | \$24.10 | \$7.85 | \$4.32 | \$0.00 | \$36.27 |
| 5 | 70 | \$25.95 | \$7.85 | \$14.11 | \$0.00 | \$47.91 |
| 6 | 75 | \$27.80 | \$7.85 | \$14.44 | \$0.00 | \$50.09 |
| 7 | 80 | \$29.66 | \$7.85 | \$14.77 | \$0.00 | \$52.28 |
| 8 | 90 | \$33.36 | \$7.85 | \$15.44 | \$0.00 | \$56.65 |

Effective Date - 07/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.01 | \$7.85 | \$0.00 | \$0.00 | \$26.86 |
| 2 | 55 | \$20.91 | \$7.85 | \$3.66 | \$0.00 | \$32.42 |
| 3 | 60 | \$22.81 | \$7.85 | \$3.99 | \$0.00 | \$34.65 |
| 4 | 65 | \$24.71 | \$7.85 | \$4.32 | \$0.00 | \$36.88 |
| 5 | 70 | \$26.61 | \$7.85 | \$14.11 | \$0.00 | \$48.57 |
| 6 | 75 | \$28.52 | \$7.85 | \$14.44 | \$0.00 | \$50.81 |
| 7 | 80 | \$30.42 | \$7.85 | \$14.77 | \$0.00 | \$53.04 |
| 8 | 90 | \$34.22 | \$7.85 | \$15.44 | \$0.00 | \$57.51 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2015 | \$32.58 | \$10.41 | \$10.08 | \$0.00 | \$53.07 |
| | 06/01/2016 | \$33.08 | \$10.41 | \$10.08 | \$0.00 | \$53.57 |
| | 08/01/2016 | \$33.08 | \$10.91 | \$10.08 | \$0.00 | \$54.07 |
| | 12/01/2016 | \$33.08 | \$10.91 | \$10.89 | \$0.00 | \$54.88 |
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$42.04 | \$9.80 | \$19.23 | \$0.00 | \$71.07 |
| PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2015 | \$42.04 | \$9.80 | \$19.23 | \$0.00 | \$71.07 |

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.02 | \$9.80 | \$19.23 | \$0.00 | \$50.05 |
| 2 | 60 | \$25.22 | \$9.80 | \$19.23 | \$0.00 | \$54.25 |
| 3 | 70 | \$29.43 | \$9.80 | \$19.23 | \$0.00 | \$58.46 |
| 4 | 75 | \$31.53 | \$9.80 | \$19.23 | \$0.00 | \$60.56 |
| 5 | 80 | \$33.63 | \$9.80 | \$19.23 | \$0.00 | \$62.66 |
| 6 | 80 | \$33.63 | \$9.80 | \$19.23 | \$0.00 | \$62.66 |
| 7 | 90 | \$37.84 | \$9.80 | \$19.23 | \$0.00 | \$66.87 |
| 8 | 90 | \$37.84 | \$9.80 | \$19.23 | \$0.00 | \$66.87 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--------------------------|------------|---------|--------|---------|--------|---------|
| PIPEFITTER & STEAMFITTER | 09/01/2015 | \$49.69 | \$9.70 | \$16.89 | \$0.00 | \$76.28 |
| PIPEFITTERS LOCAL 537 | 03/01/2016 | \$50.69 | \$9.70 | \$16.89 | \$0.00 | \$77.28 |
| | 09/01/2016 | \$51.69 | \$9.70 | \$16.89 | \$0.00 | \$78.28 |
| | 03/01/2017 | \$52.69 | \$9.70 | \$16.89 | \$0.00 | \$79.28 |

Apprentice - PIPEFITTER - Local 537

Effective Date - 09/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 40 | \$19.88 | \$9.70 | \$7.50 | \$0.00 | \$37.08 |
| 2 | 45 | \$22.36 | \$9.70 | \$16.89 | \$0.00 | \$48.95 |
| 3 | 60 | \$29.81 | \$9.70 | \$16.89 | \$0.00 | \$56.40 |
| 4 | 70 | \$34.78 | \$9.70 | \$16.89 | \$0.00 | \$61.37 |
| 5 | 80 | \$39.75 | \$9.70 | \$16.89 | \$0.00 | \$66.34 |

Effective Date - 03/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 40 | \$20.28 | \$9.70 | \$7.50 | \$0.00 | \$37.48 |
| 2 | 45 | \$22.81 | \$9.70 | \$16.89 | \$0.00 | \$49.40 |
| 3 | 60 | \$30.41 | \$9.70 | \$16.89 | \$0.00 | \$57.00 |
| 4 | 70 | \$35.48 | \$9.70 | \$16.89 | \$0.00 | \$62.07 |
| 5 | 80 | \$40.55 | \$9.70 | \$16.89 | \$0.00 | \$67.14 |

Notes:
 ** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.
 Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| PIPELAYER <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| PLUMBERS & GASFITTERS <i>PLUMBERS & GASFITTERS LOCAL 12</i> | 09/01/2015 | \$50.46 | \$10.82 | \$15.14 | \$0.00 | \$76.42 |
| | 03/01/2016 | \$51.61 | \$10.82 | \$15.14 | \$0.00 | \$77.57 |
| | 09/01/2016 | \$52.66 | \$10.82 | \$15.14 | \$0.00 | \$78.62 |
| | 03/01/2017 | \$53.66 | \$10.82 | \$15.14 | \$0.00 | \$79.62 |

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 09/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$17.66 | \$10.82 | \$5.63 | \$0.00 | \$34.11 |
| 2 | 40 | \$20.18 | \$10.82 | \$6.37 | \$0.00 | \$37.37 |
| 3 | 55 | \$27.75 | \$10.82 | \$8.56 | \$0.00 | \$47.13 |
| 4 | 65 | \$32.80 | \$10.82 | \$10.03 | \$0.00 | \$53.65 |
| 5 | 75 | \$37.85 | \$10.82 | \$11.48 | \$0.00 | \$60.15 |

Effective Date - 03/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$18.06 | \$10.82 | \$5.61 | \$0.00 | \$34.49 |
| 2 | 40 | \$20.64 | \$10.82 | \$6.36 | \$0.00 | \$37.82 |
| 3 | 55 | \$28.39 | \$10.82 | \$8.56 | \$0.00 | \$47.77 |
| 4 | 65 | \$33.55 | \$10.82 | \$10.02 | \$0.00 | \$54.39 |
| 5 | 75 | \$38.71 | \$10.82 | \$11.48 | \$0.00 | \$61.01 |

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$56.90 Step5 with lic\$63.40

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PNEUMATIC CONTROLS (TEMP.) <i>PIPEFITTERS LOCAL 537</i> | 09/01/2015 | \$49.69 | \$9.70 | \$16.89 | \$0.00 | \$76.28 |
| | 03/01/2016 | \$50.69 | \$9.70 | \$16.89 | \$0.00 | \$77.28 |
| | 09/01/2016 | \$51.69 | \$9.70 | \$16.89 | \$0.00 | \$78.28 |
| | 03/01/2017 | \$52.69 | \$9.70 | \$16.89 | \$0.00 | \$79.28 |

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

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| POWDERMAN & BLASTER <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
| | 06/01/2016 | \$37.10 | \$7.45 | \$13.55 | \$0.00 | \$58.10 |
| | 12/01/2016 | \$38.10 | \$7.45 | \$13.55 | \$0.00 | \$59.10 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.73 | \$10.00 | \$14.90 | \$0.00 | \$68.63 |
| | 06/01/2016 | \$44.48 | \$10.00 | \$14.90 | \$0.00 | \$69.38 |
| | 12/01/2016 | \$45.73 | \$10.00 | \$14.90 | \$0.00 | \$70.63 |
| | 06/01/2017 | \$46.73 | \$10.00 | \$14.90 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.73 | \$10.00 | \$14.90 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.73 | \$10.00 | \$14.90 | \$0.00 | \$68.63 |
| | 06/01/2016 | \$44.48 | \$10.00 | \$14.90 | \$0.00 | \$69.38 |
| | 12/01/2016 | \$45.73 | \$10.00 | \$14.90 | \$0.00 | \$70.63 |
| | 06/01/2017 | \$46.73 | \$10.00 | \$14.90 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.73 | \$10.00 | \$14.90 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$30.13 | \$10.00 | \$14.90 | \$0.00 | \$55.03 |
| | 06/01/2016 | \$30.65 | \$10.00 | \$14.90 | \$0.00 | \$55.55 |
| | 12/01/2016 | \$31.52 | \$10.00 | \$14.90 | \$0.00 | \$56.42 |
| | 06/01/2017 | \$32.21 | \$10.00 | \$14.90 | \$0.00 | \$57.11 |
| | 12/01/2017 | \$32.90 | \$10.00 | \$14.90 | \$0.00 | \$57.80 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| READY MIX CONCRETE DRIVERS after 4/30/10 (Drivers Hired After 4/30/2010) <i>TEAMSTERS LOCAL 25b</i> | 07/01/2015 | \$27.88 | \$7.98 | \$8.92 | \$0.00 | \$44.78 |
| | 05/01/2016 | \$28.03 | \$7.98 | \$9.31 | \$0.00 | \$45.32 |
| | 07/01/2016 | \$28.03 | \$8.23 | \$9.31 | \$0.00 | \$45.57 |
| | 05/01/2017 | \$28.18 | \$8.23 | \$9.72 | \$0.00 | \$46.13 |
| | 07/01/2017 | \$28.18 | \$8.48 | \$9.72 | \$0.00 | \$46.38 |
| READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 25b</i> | 07/01/2015 | \$29.18 | \$7.98 | \$8.92 | \$0.00 | \$46.08 |
| | 05/01/2016 | \$29.33 | \$7.98 | \$9.31 | \$0.00 | \$46.62 |
| | 07/01/2016 | \$29.33 | \$8.23 | \$9.31 | \$0.00 | \$46.87 |
| | 05/01/2017 | \$29.48 | \$8.23 | \$9.72 | \$0.00 | \$47.43 |
| | 07/01/2017 | \$29.48 | \$8.48 | \$9.72 | \$0.00 | \$47.68 |
| RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.31 | \$10.00 | \$14.90 | \$0.00 | \$68.21 |
| | 06/01/2016 | \$44.06 | \$10.00 | \$14.90 | \$0.00 | \$68.96 |
| | 12/01/2016 | \$45.29 | \$10.00 | \$14.90 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$46.28 | \$10.00 | \$14.90 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$47.27 | \$10.00 | \$14.90 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| RESIDENTIAL WOOD FRAME (All Other Work) <i>CARPENTERS -ZONE 2 (Residential Wood)</i> | 04/01/2011 | \$24.24 | \$8.67 | \$15.51 | \$0.00 | \$48.42 |
| RESIDENTIAL WOOD FRAME CARPENTER ** | 05/01/2011 | \$24.24 | \$6.34 | \$6.23 | \$0.00 | \$36.81 |
| ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. <i>CARPENTERS -ZONE 2 (Residential Wood)</i> | | | | | | |
| As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate. | | | | | | |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Residential Wood Frame) - Zone 2

Effective Date - 05/01/2011

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$14.54 | \$6.34 | \$0.00 | \$0.00 | \$20.88 |
| 2 | 60 | \$14.54 | \$6.34 | \$6.23 | \$0.00 | \$27.11 |
| 3 | 65 | \$15.76 | \$6.34 | \$6.23 | \$0.00 | \$28.33 |
| 4 | 70 | \$16.97 | \$6.34 | \$6.23 | \$0.00 | \$29.54 |
| 5 | 75 | \$18.18 | \$6.34 | \$6.23 | \$0.00 | \$30.75 |
| 6 | 80 | \$19.39 | \$6.34 | \$6.23 | \$0.00 | \$31.96 |
| 7 | 85 | \$20.60 | \$6.34 | \$6.23 | \$0.00 | \$33.17 |
| 8 | 90 | \$21.82 | \$6.34 | \$6.23 | \$0.00 | \$34.39 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.31 | \$10.00 | \$14.90 | \$0.00 | \$68.21 |
| | 06/01/2016 | \$44.06 | \$10.00 | \$14.90 | \$0.00 | \$68.96 |
| | 12/01/2016 | \$45.29 | \$10.00 | \$14.90 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$46.28 | \$10.00 | \$14.90 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$47.27 | \$10.00 | \$14.90 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) <i>ROOFERS LOCAL 33</i> | 08/01/2015 | \$40.11 | \$11.00 | \$12.00 | \$0.00 | \$63.11 |
| | 02/01/2016 | \$41.01 | \$11.00 | \$12.00 | \$0.00 | \$64.01 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ROOFER - Local 33

Effective Date - 08/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$20.06 | \$11.00 | \$3.38 | \$0.00 | \$34.44 |
| 2 | 60 | \$24.07 | \$11.00 | \$12.00 | \$0.00 | \$47.07 |
| 3 | 65 | \$26.07 | \$11.00 | \$12.00 | \$0.00 | \$49.07 |
| 4 | 75 | \$30.08 | \$11.00 | \$12.00 | \$0.00 | \$53.08 |
| 5 | 85 | \$34.09 | \$11.00 | \$12.00 | \$0.00 | \$57.09 |

Effective Date - 02/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$20.51 | \$11.00 | \$3.38 | \$0.00 | \$34.89 |
| 2 | 60 | \$24.61 | \$11.00 | \$12.00 | \$0.00 | \$47.61 |
| 3 | 65 | \$26.66 | \$11.00 | \$12.00 | \$0.00 | \$49.66 |
| 4 | 75 | \$30.76 | \$11.00 | \$12.00 | \$0.00 | \$53.76 |
| 5 | 85 | \$34.86 | \$11.00 | \$12.00 | \$0.00 | \$57.86 |

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| ROOFER SLATE / TILE / PRECAST CONCRETE | 08/01/2015 | \$40.36 | \$11.00 | \$12.00 | \$0.00 | \$63.36 |
| ROOFERS LOCAL 33 | 02/01/2016 | \$41.26 | \$11.00 | \$12.00 | \$0.00 | \$64.26 |
| For apprentice rates see "Apprentice- ROOFER" | | | | | | |
| SHEETMETAL WORKER | 08/01/2015 | \$43.31 | \$10.20 | \$21.48 | \$2.25 | \$77.24 |
| SHEETMETAL WORKERS LOCAL 17 - A | 02/01/2016 | \$43.31 | \$10.70 | \$21.95 | \$2.28 | \$78.24 |
| | 08/01/2016 | \$44.46 | \$10.70 | \$21.95 | \$2.28 | \$79.39 |
| | 02/01/2017 | \$45.56 | \$10.70 | \$21.95 | \$2.28 | \$80.49 |
| | 08/01/2017 | \$46.66 | \$10.70 | \$21.95 | \$2.28 | \$81.59 |
| | 02/01/2018 | \$47.81 | \$10.70 | \$21.95 | \$2.28 | \$82.74 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 08/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$17.32 | \$10.20 | \$4.90 | \$0.00 | \$32.42 |
| 2 | 40 | \$17.32 | \$10.20 | \$4.90 | \$0.00 | \$32.42 |
| 3 | 45 | \$19.49 | \$10.20 | \$9.59 | \$1.18 | \$40.46 |
| 4 | 45 | \$19.49 | \$10.20 | \$9.59 | \$1.18 | \$40.46 |
| 5 | 50 | \$21.66 | \$10.20 | \$10.45 | \$1.27 | \$43.58 |
| 6 | 50 | \$21.66 | \$10.20 | \$10.70 | \$1.28 | \$43.84 |
| 7 | 60 | \$25.99 | \$10.20 | \$12.17 | \$1.45 | \$49.81 |
| 8 | 65 | \$28.15 | \$10.20 | \$13.04 | \$1.54 | \$52.93 |
| 9 | 75 | \$32.48 | \$10.20 | \$14.76 | \$1.72 | \$59.16 |
| 10 | 85 | \$36.81 | \$10.20 | \$15.98 | \$1.89 | \$64.88 |

Effective Date - 02/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$17.32 | \$10.70 | \$4.90 | \$0.00 | \$32.92 |
| 2 | 40 | \$17.32 | \$10.70 | \$4.90 | \$0.00 | \$32.92 |
| 3 | 45 | \$19.49 | \$10.70 | \$9.79 | \$1.20 | \$41.18 |
| 4 | 45 | \$19.49 | \$10.70 | \$9.79 | \$1.20 | \$41.18 |
| 5 | 50 | \$21.66 | \$10.70 | \$10.65 | \$1.29 | \$44.30 |
| 6 | 50 | \$21.66 | \$10.70 | \$10.90 | \$1.30 | \$44.56 |
| 7 | 60 | \$25.99 | \$10.70 | \$12.37 | \$1.47 | \$50.53 |
| 8 | 65 | \$28.15 | \$10.70 | \$13.24 | \$1.56 | \$53.65 |
| 9 | 75 | \$32.48 | \$10.70 | \$14.97 | \$1.74 | \$59.89 |
| 10 | 85 | \$36.81 | \$10.70 | \$16.18 | \$1.91 | \$65.60 |

Notes:
Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|--|------------|---------|--------|--------|--------|---------|
| SIGN ERECTOR PAINTERS LOCAL 35 - ZONE 2 | 06/01/2013 | \$25.81 | \$7.07 | \$7.05 | \$0.00 | \$39.93 |
|--|------------|---------|--------|--------|--------|---------|

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SIGN ERECTOR - Local 35 Zone 2

Effective Date - 06/01/2013

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

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2015 | \$33.04 | \$10.41 | \$10.08 | \$0.00 | \$53.53 |
| | 06/01/2016 | \$33.54 | \$10.41 | \$10.08 | \$0.00 | \$54.03 |
| | 08/01/2016 | \$33.54 | \$10.91 | \$10.08 | \$0.00 | \$54.53 |
| | 12/01/2016 | \$33.54 | \$10.91 | \$10.89 | \$0.00 | \$55.34 |
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2015 | \$33.33 | \$10.41 | \$10.08 | \$0.00 | \$53.82 |
| | 06/01/2016 | \$33.83 | \$10.41 | \$10.08 | \$0.00 | \$54.32 |
| | 08/01/2016 | \$33.83 | \$10.91 | \$10.08 | \$0.00 | \$54.82 |
| | 12/01/2016 | \$33.83 | \$10.91 | \$10.89 | \$0.00 | \$55.63 |
| SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i> | 01/01/2016 | \$54.43 | \$8.67 | \$15.80 | \$0.00 | \$78.90 |
| | 03/01/2016 | \$55.43 | \$8.67 | \$15.80 | \$0.00 | \$79.90 |
| | 10/01/2016 | \$56.58 | \$8.67 | \$15.80 | \$0.00 | \$81.05 |
| | 03/01/2017 | \$57.58 | \$8.67 | \$15.80 | \$0.00 | \$82.05 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 35 | \$19.05 | \$8.67 | \$8.55 | \$0.00 | \$36.27 |
| 2 | 40 | \$21.77 | \$8.67 | \$8.55 | \$0.00 | \$38.99 |
| 3 | 45 | \$24.49 | \$8.67 | \$8.55 | \$0.00 | \$41.71 |
| 4 | 50 | \$27.22 | \$8.67 | \$8.55 | \$0.00 | \$44.44 |
| 5 | 55 | \$29.94 | \$8.67 | \$8.55 | \$0.00 | \$47.16 |
| 6 | 60 | \$32.66 | \$8.67 | \$8.55 | \$0.00 | \$49.88 |
| 7 | 65 | \$35.38 | \$8.67 | \$8.55 | \$0.00 | \$52.60 |
| 8 | 70 | \$38.10 | \$8.67 | \$8.55 | \$0.00 | \$55.32 |
| 9 | 75 | \$40.82 | \$8.67 | \$8.55 | \$0.00 | \$58.04 |
| 10 | 80 | \$43.54 | \$8.67 | \$8.55 | \$0.00 | \$60.76 |

Effective Date - 03/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 35 | \$19.40 | \$8.67 | \$8.55 | \$0.00 | \$36.62 |
| 2 | 40 | \$22.17 | \$8.67 | \$8.55 | \$0.00 | \$39.39 |
| 3 | 45 | \$24.94 | \$8.67 | \$8.55 | \$0.00 | \$42.16 |
| 4 | 50 | \$27.72 | \$8.67 | \$8.55 | \$0.00 | \$44.94 |
| 5 | 55 | \$30.49 | \$8.67 | \$8.55 | \$0.00 | \$47.71 |
| 6 | 60 | \$33.26 | \$8.67 | \$8.55 | \$0.00 | \$50.48 |
| 7 | 65 | \$36.03 | \$8.67 | \$8.55 | \$0.00 | \$53.25 |
| 8 | 70 | \$38.80 | \$8.67 | \$8.55 | \$0.00 | \$56.02 |
| 9 | 75 | \$41.57 | \$8.67 | \$8.55 | \$0.00 | \$58.79 |
| 10 | 80 | \$44.34 | \$8.67 | \$8.55 | \$0.00 | \$61.56 |

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.31 | \$10.00 | \$14.90 | \$0.00 | \$68.21 |
| | 06/01/2016 | \$44.06 | \$10.00 | \$14.90 | \$0.00 | \$68.96 |
| | 12/01/2016 | \$45.29 | \$10.00 | \$14.90 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$46.28 | \$10.00 | \$14.90 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$47.27 | \$10.00 | \$14.90 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.31 | \$10.00 | \$14.90 | \$0.00 | \$68.21 |
| | 06/01/2016 | \$44.06 | \$10.00 | \$14.90 | \$0.00 | \$68.96 |
| | 12/01/2016 | \$45.29 | \$10.00 | \$14.90 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$46.28 | \$10.00 | \$14.90 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$47.27 | \$10.00 | \$14.90 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i> | 09/01/2015 | \$34.25 | \$13.00 | \$14.06 | \$0.00 | \$61.31 |
| | 03/01/2016 | \$34.63 | \$13.00 | \$14.55 | \$0.00 | \$62.18 |

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 09/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$13.70 | \$13.00 | \$0.41 | \$0.00 | \$27.11 |
| 2 | 40 | \$13.70 | \$13.00 | \$0.41 | \$0.00 | \$27.11 |
| 3 | 45 | \$15.41 | \$13.00 | \$11.03 | \$0.00 | \$39.44 |
| 4 | 45 | \$15.41 | \$13.00 | \$11.03 | \$0.00 | \$39.44 |
| 5 | 50 | \$17.13 | \$13.00 | \$11.30 | \$0.00 | \$41.43 |
| 6 | 55 | \$18.84 | \$13.00 | \$11.58 | \$0.00 | \$43.42 |
| 7 | 60 | \$20.55 | \$13.00 | \$11.86 | \$0.00 | \$45.41 |
| 8 | 65 | \$22.26 | \$13.00 | \$12.13 | \$0.00 | \$47.39 |
| 9 | 70 | \$23.98 | \$13.00 | \$12.41 | \$0.00 | \$49.39 |
| 10 | 75 | \$25.69 | \$13.00 | \$12.68 | \$0.00 | \$51.37 |

Effective Date - 03/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$13.85 | \$13.00 | \$0.42 | \$0.00 | \$27.27 |
| 2 | 40 | \$13.85 | \$13.00 | \$0.42 | \$0.00 | \$27.27 |
| 3 | 45 | \$15.58 | \$13.00 | \$11.52 | \$0.00 | \$40.10 |
| 4 | 45 | \$15.58 | \$13.00 | \$11.52 | \$0.00 | \$40.10 |
| 5 | 50 | \$17.32 | \$13.00 | \$11.79 | \$0.00 | \$42.11 |
| 6 | 55 | \$19.05 | \$13.00 | \$12.06 | \$0.00 | \$44.11 |
| 7 | 60 | \$20.78 | \$13.00 | \$12.34 | \$0.00 | \$46.12 |
| 8 | 65 | \$22.51 | \$13.00 | \$12.62 | \$0.00 | \$48.13 |
| 9 | 70 | \$24.24 | \$13.00 | \$12.90 | \$0.00 | \$50.14 |
| 10 | 75 | \$25.97 | \$13.00 | \$13.17 | \$0.00 | \$52.14 |

Notes:

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|-------------------------------------|------------|---------|---------|---------|--------|---------|
| TERRAZZO FINISHERS | 08/01/2015 | \$48.80 | \$10.18 | \$18.57 | \$0.00 | \$77.55 |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE | 02/01/2016 | \$48.80 | \$10.18 | \$19.14 | \$0.00 | \$78.12 |
| | 08/01/2016 | \$49.70 | \$10.18 | \$19.22 | \$0.00 | \$79.10 |
| | 02/01/2017 | \$50.27 | \$10.18 | \$19.22 | \$0.00 | \$79.67 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.40 | \$10.18 | \$18.57 | \$0.00 | \$53.15 |
| 2 | 60 | \$29.28 | \$10.18 | \$18.57 | \$0.00 | \$58.03 |
| 3 | 70 | \$34.16 | \$10.18 | \$18.57 | \$0.00 | \$62.91 |
| 4 | 80 | \$39.04 | \$10.18 | \$18.57 | \$0.00 | \$67.79 |
| 5 | 90 | \$43.92 | \$10.18 | \$18.57 | \$0.00 | \$72.67 |

Effective Date - 02/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.40 | \$10.18 | \$19.14 | \$0.00 | \$53.72 |
| 2 | 60 | \$29.28 | \$10.18 | \$19.14 | \$0.00 | \$58.60 |
| 3 | 70 | \$34.16 | \$10.18 | \$19.14 | \$0.00 | \$63.48 |
| 4 | 80 | \$39.04 | \$10.18 | \$19.14 | \$0.00 | \$68.36 |
| 5 | 90 | \$43.92 | \$10.18 | \$19.14 | \$0.00 | \$73.24 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2015 | \$36.70 | \$7.45 | \$13.75 | \$0.00 | \$57.90 |
| | 06/01/2016 | \$37.45 | \$7.45 | \$13.75 | \$0.00 | \$58.65 |
| | 12/01/2016 | \$38.45 | \$7.45 | \$13.75 | \$0.00 | \$59.65 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2015 | \$35.42 | \$7.45 | \$13.75 | \$0.00 | \$56.62 |
| | 06/01/2016 | \$36.17 | \$7.45 | \$13.75 | \$0.00 | \$57.37 |
| | 12/01/2016 | \$37.17 | \$7.45 | \$13.75 | \$0.00 | \$58.37 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2015 | \$35.30 | \$7.45 | \$13.75 | \$0.00 | \$56.50 |
| | 06/01/2016 | \$36.05 | \$7.45 | \$13.75 | \$0.00 | \$57.25 |
| | 12/01/2016 | \$37.05 | \$7.45 | \$13.75 | \$0.00 | \$58.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.31 | \$10.00 | \$14.90 | \$0.00 | \$68.21 |
| | 06/01/2016 | \$44.06 | \$10.00 | \$14.90 | \$0.00 | \$68.96 |
| | 12/01/2016 | \$45.29 | \$10.00 | \$14.90 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$46.28 | \$10.00 | \$14.90 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$47.27 | \$10.00 | \$14.90 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2015 | \$33.62 | \$10.41 | \$10.08 | \$0.00 | \$54.11 |
| | 06/01/2016 | \$34.12 | \$10.41 | \$10.08 | \$0.00 | \$54.61 |
| | 08/01/2016 | \$34.12 | \$10.91 | \$10.08 | \$0.00 | \$55.11 |
| | 12/01/2016 | \$34.12 | \$10.91 | \$10.89 | \$0.00 | \$55.92 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|-----------------------|------------------|---------------|----------------|--------------------------------------|-------------------|
| TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i> | 12/01/2015 | \$47.58 | \$7.45 | \$14.15 | \$0.00 | \$69.18 |
| | 06/01/2016 | \$48.33 | \$7.45 | \$14.15 | \$0.00 | \$69.93 |
| | 12/01/2016 | \$49.33 | \$7.45 | \$14.15 | \$0.00 | \$70.93 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i> | 12/01/2015 | \$49.58 | \$7.45 | \$14.15 | \$0.00 | \$71.18 |
| | 06/01/2016 | \$50.33 | \$7.45 | \$14.15 | \$0.00 | \$71.93 |
| | 12/01/2016 | \$51.33 | \$7.45 | \$14.15 | \$0.00 | \$72.93 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i> | 12/01/2015 | \$39.65 | \$7.45 | \$14.15 | \$0.00 | \$61.25 |
| | 06/01/2016 | \$40.40 | \$7.45 | \$14.15 | \$0.00 | \$62.00 |
| | 12/01/2016 | \$41.40 | \$7.45 | \$14.15 | \$0.00 | \$63.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i> | 12/01/2015 | \$41.65 | \$7.45 | \$14.15 | \$0.00 | \$63.25 |
| | 06/01/2016 | \$42.40 | \$7.45 | \$14.15 | \$0.00 | \$64.00 |
| | 12/01/2016 | \$43.40 | \$7.45 | \$14.15 | \$0.00 | \$65.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2015 | \$33.04 | \$10.41 | \$10.08 | \$0.00 | \$53.53 |
| | 06/01/2016 | \$33.54 | \$10.41 | \$10.08 | \$0.00 | \$54.03 |
| | 08/01/2016 | \$33.54 | \$10.91 | \$10.08 | \$0.00 | \$54.53 |
| | 12/01/2016 | \$33.54 | \$10.91 | \$10.89 | \$0.00 | \$55.34 |
| WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2015 | \$35.60 | \$7.45 | \$13.55 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$36.35 | \$7.45 | \$13.55 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$37.35 | \$7.45 | \$13.55 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2015 | \$43.73 | \$10.00 | \$14.90 | \$0.00 | \$68.63 |
| | 06/01/2016 | \$44.48 | \$10.00 | \$14.90 | \$0.00 | \$69.38 |
| | 12/01/2016 | \$45.73 | \$10.00 | \$14.90 | \$0.00 | \$70.63 |
| | 06/01/2017 | \$46.73 | \$10.00 | \$14.90 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.73 | \$10.00 | \$14.90 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i> | 09/01/2015 | \$50.46 | \$10.82 | \$15.14 | \$0.00 | \$76.42 |
| | 03/01/2016 | \$51.61 | \$10.82 | \$15.14 | \$0.00 | \$77.57 |
| | 09/01/2016 | \$52.66 | \$10.82 | \$15.14 | \$0.00 | \$78.62 |
| | 03/01/2017 | \$53.66 | \$10.82 | \$15.14 | \$0.00 | \$79.62 |
| For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER" | | | | | | |
| Outside Electrical - East | | | | | | |
| CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2015 | \$26.11 | \$7.25 | \$1.78 | \$0.00 | \$35.14 |
| | 08/28/2016 | \$26.61 | \$7.50 | \$1.80 | \$0.00 | \$35.91 |
| | 09/03/2017 | \$27.14 | \$7.75 | \$1.81 | \$0.00 | \$36.70 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2015 | \$36.98 | \$7.25 | \$8.12 | \$0.00 | \$52.35 |
| | 08/28/2016 | \$37.70 | \$7.50 | \$8.87 | \$0.00 | \$54.07 |
| | 09/03/2017 | \$38.45 | \$7.75 | \$9.53 | \$0.00 | \$55.73 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2015 | \$30.46 | \$7.25 | \$8.34 | \$0.00 | \$46.05 |
| | 08/28/2016 | \$31.05 | \$7.50 | \$8.89 | \$0.00 | \$47.44 |
| | 09/03/2017 | \$31.66 | \$7.75 | \$9.44 | \$0.00 | \$48.85 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|-----------------------|------------------|---------------|----------------|----------------------------------|-------------------|
| DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2015 | \$23.93 | \$7.25 | \$1.72 | \$0.00 | \$32.90 |
| | 08/28/2016 | \$24.39 | \$7.50 | \$1.73 | \$0.00 | \$33.62 |
| | 09/03/2017 | \$24.88 | \$7.75 | \$1.75 | \$0.00 | \$34.38 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2015 | \$36.98 | \$7.25 | \$12.29 | \$0.00 | \$56.52 |
| | 08/28/2016 | \$37.70 | \$7.50 | \$12.95 | \$0.00 | \$58.15 |
| | 09/03/2017 | \$38.45 | \$7.75 | \$13.61 | \$0.00 | \$59.81 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2015 | \$32.63 | \$7.25 | \$9.05 | \$0.00 | \$48.93 |
| | 08/28/2016 | \$33.26 | \$7.50 | \$9.63 | \$0.00 | \$50.39 |
| | 09/03/2017 | \$33.92 | \$7.75 | \$10.21 | \$0.00 | \$51.88 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2015 | \$23.93 | \$7.25 | \$1.72 | \$0.00 | \$32.90 |
| | 08/28/2016 | \$24.39 | \$7.50 | \$1.73 | \$0.00 | \$33.62 |
| | 09/03/2017 | \$24.88 | \$7.75 | \$1.75 | \$0.00 | \$34.38 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2015 | \$19.58 | \$7.25 | \$1.59 | \$0.00 | \$28.42 |
| | 08/28/2016 | \$19.96 | \$7.50 | \$1.60 | \$0.00 | \$29.06 |
| | 09/03/2017 | \$20.35 | \$7.75 | \$1.61 | \$0.00 | \$29.71 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 08/30/2015 | \$43.51 | \$7.25 | \$15.06 | \$0.00 | \$65.82 |
| | 08/28/2016 | \$44.35 | \$7.50 | \$15.83 | \$0.00 | \$67.68 |
| | 09/03/2017 | \$45.23 | \$7.75 | \$16.61 | \$0.00 | \$69.59 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 08/30/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$26.11 | \$7.25 | \$3.28 | \$0.00 | \$36.64 |
| 2 | 65 | \$28.28 | \$7.25 | \$3.35 | \$0.00 | \$38.88 |
| 3 | 70 | \$30.46 | \$7.25 | \$3.41 | \$0.00 | \$41.12 |
| 4 | 75 | \$32.63 | \$7.25 | \$4.98 | \$0.00 | \$44.86 |
| 5 | 80 | \$34.81 | \$7.25 | \$5.04 | \$0.00 | \$47.10 |
| 6 | 85 | \$36.98 | \$7.25 | \$5.11 | \$0.00 | \$49.34 |
| 7 | 90 | \$39.16 | \$7.25 | \$7.17 | \$0.00 | \$53.58 |

Effective Date - 08/28/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$26.61 | \$7.50 | \$3.30 | \$0.00 | \$37.41 |
| 2 | 65 | \$28.83 | \$7.50 | \$3.36 | \$0.00 | \$39.69 |
| 3 | 70 | \$31.05 | \$7.50 | \$3.43 | \$0.00 | \$41.98 |
| 4 | 75 | \$33.26 | \$7.50 | \$5.00 | \$0.00 | \$45.76 |
| 5 | 80 | \$35.48 | \$7.50 | \$5.06 | \$0.00 | \$48.04 |
| 6 | 85 | \$37.70 | \$7.50 | \$5.13 | \$0.00 | \$50.33 |
| 7 | 90 | \$39.92 | \$7.50 | \$7.20 | \$0.00 | \$54.62 |

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 01/01/2016 \$28.98 \$4.25 \$3.12 \$0.00 \$36.35

TELEDATA LINEMAN/EQUIPMENT OPERATOR
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 01/01/2016 \$27.31 \$4.25 \$3.07 \$0.00 \$34.63

TELEDATA WIREMAN/INSTALLER/TECHNICIAN
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 01/01/2016 \$27.31 \$4.25 \$3.07 \$0.00 \$34.63

TREE TRIMMER
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 02/01/2015 \$18.05 \$3.55 \$0.00 \$0.00 \$21.60
01/31/2016 \$18.51 \$3.55 \$0.00 \$0.00 \$22.06

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

TREE TRIMMER GROUNDMAN
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 02/01/2015 \$15.92 \$3.55 \$0.00 \$0.00 \$19.47
01/31/2016 \$16.32 \$3.55 \$0.00 \$0.00 \$19.87

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

Additional Apprentices 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. Apprentices 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.