



INVITATION TO BID

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

The City of Quincy invites sealed bids/proposals for:

BUILDING MAINT. MAINTENANCE & REPAIR OF ELEVATORS SEPTEMBER 5, 2013 @ 11:00 a.m.

BUILDING MAINT. ANNUAL BURNER AND BOILER SERVICE SEPTEMBER 5, 2013 @ 11:15 a.m.

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} for a non-refundable printing charge of \$25.00

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 August 25, 2013 at 12:00 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.

Firm bid prices will be given first consideration. 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



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

DETAILED SPECIFICATIONS AND REQUIREMENTS

ISSUE DATE: AUGUST 21, 2013
BID CALL: SEPTEMBER 5, 2013 @ 11:00 A.M.
DEPARTMENT: PUBLIC BUILDING
ITEM: MAINTENANCE & REPAIR OF ELEVATORS

1. A 5% certified check or bid bond is required.
2. A 50 % Payment and 50%Performance Bond is required.
3. The following forms, if contained in the bid documents, must be completed and signed:
 - √• Certificate of Non-Collusion
 - √• Tax Compliance Certificate
 - √• Certification Relating to Debarment and Suspension
 - √• Signature Authorization Form
 - √• Certification of General/Sub-bidders on Public Construction Projects Regarding Health and Safety (OSHA form)
4. Do not separate any sheets from this bid call.
5. Wherever a manufacturer's name or model number is specified, it is to be clearly understood that the words "or approved equal" follow.
6. All vendors must acknowledge in writing receipt of any addenda.
7. Vendor should submit references on attached form provided.
8. **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: _____

BIDDER: _____

ADDRESS: _____

TELEPHONE: _____

EMAIL: _____



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, he 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)

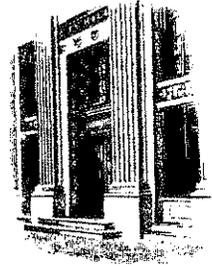
duly elected _____ of said Company, and that the above VOTE has not been
(TITLE)

amended or rescinded and remains in full force and effect as of the date of this Contract.

_____ CORPORATE SEAL



City of Quincy
City Hall
1305 Hancock Street
Quincy, Massachusetts 02169
Purchasing Department



THOMAS P. KOCH
Mayor

Kathryn R. Hobin
Purchasing Agent
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 work "person" shall mean any natural person, business, partnership, corporation, union committee, club or other organization, entity or group of individuals.

Name: _____

Address: _____

City, Town & Zip: _____

Email #: _____

Name of Business: _____

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 Name
By its duly authorized agent,

Contract Number _____

(Authorized Signature)

**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

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

DEPARTMENT
OF
BUILDING MAINTENANCE

ELEVATOR MAINTENANCE AND REPAIRS

MINIMUM CRITERIA

1. Contractor must have five (5) years of experience in the field of Elevator Maintenance and repair.
2. Contractor must furnish with bid package five (5) references from whom this type of work has been performed, with at least two (2) of these references from schools. Please include school and/or company contact and telephone number.
3. Contractor must be within a 25-mile radius of Quincy or have area service available for emergency calls and respond within 2 hours of service call for emergency repairs 24 hours per day and 365 days per year.
4. Minimum criteria must be furnished with bid package.
5. Contractor's mechanic MUST notify the Public Buildings Dept when they arrive in the city and when they depart the city.

NUMBERS OF YEARS EXPERIENCE: _____

(5) REFERENCES WHERE WORK HAS BEEN PERFORMED, WITH AT LEAST (2) OF THESE REFERENCES FROM SCHOOLS.

1. _____
2. _____
3. _____
4. _____
5. _____

Are you within 25-mile radius of Quincy or have area service available for emergency calls:

YES _____ **NO** _____

BIDDER'S NAME: _____

TITLE: _____

BIDDER'S SIGNATURE: _____

COMPANY NAME: _____

ADDRESS: _____

TELEPHONE #: _____ **FAX#:** _____

SPECIFICATIONS AND SCOPE OF WORK

The contractor shall supply all labor, materials and equipment necessary to perform the yearly maintenance and perform annual safety test on the elevators listed below.

EXPERIENCE

The Contractor must have sufficient licensed personnel to be able to adequately handle this Contract and provide evidence of such. City requests that a designated mechanic to perform all monthly PM and service.

SCHOOLS: Lincoln-Hancock, 300 Granite St.
North Quincy High School, 316 Hancock St.
Payne Elevator in old section of North Quincy High
Dumb Waiter, North Quincy High
Broad Meadows Middle School, 50 Calvin Road
Merrymount Elementary School, 4 Agawam Rd.
(2) Quincy High School, 52 Coddington St.
Parker Elementary, 148 Billings Rd.
Marshall Elementary, 200 Moody St.
Point Webster Middle School, 60 Lancaster St.
(2) Squantum Elementary, 50 Huckins Ave.

MUNICIPAL: City Hall, 1350 Hancock St.
Police Station, 1 Sea Street
Thomas Crane Library, 40 Washington St.
Lobby Elevator, 40 Washington St.
Children's Rm. Elevator, 40 Washington St.
QATV Elevator, 40 Washington St.
Coddington Hall 34 Coddington Street

GUARANTEE

The contractor shall guarantee in writing all work under this contract for a period of one year from final date of acceptance. Should any defects in materials or workmanship develop within this period, the contractor shall promptly make all necessary repairs and replacements without additional cost to the City.

Said guarantee shall further stipulate that the contractor remedy and correct any damage caused in making such necessary repairs and replacements.

MONTHLY SERVICE

1. Regular examination, adjustment and cleaning to be performed the first week of each month.
 - A. Test all safety devices
 - B. Test all buffers and governors
 - C. Equalize tensions on all ropes
 - D. Check car controls, keys and emergency phones

- E. Check floor controls
- F. Check car lighting
- G. Perform other minor adjustments
- H. Clean: Machine room, car top, car pit and shafts

2. LUBRICATION

- A. Provide all lubricants/fluids necessary
- B. Lubricate:
Machine, motor, generator set, deflector sheave, controller, selector, mechanical parts, governor, tension, sheave, door operators, door hanger tracks and rollers, retiring cam, guide rails, pump units, motors and valves

3. MACHINE ROOMS

- A. Maintain machine rooms in an orderly fashion.
- B. Maintain wiring diagrams.
- C. Maintain all wiring and other equipment neatly, insure all labels are in place and readable.
- D. No storage shall be allowed except for elevator parts.

4. REPORTS AND INVOICES

- A. Provide a written report regarding condition and list any repairs that may be required along with a cost estimate for the work.
- B. Service reports clearly defined and sent to the Public Building Department within 48 Hours
- C. Invoices must be submitted in a timely manner. Invoices, service slips and certified payrolls must be submitted for each visit and must be clearly identified for efficient payment.

5. ANNUAL SAFETY TEST

Perform the annual Commonwealth of Massachusetts safety test in the presence of the state inspector. The test will be performed in April. Other time periods are unacceptable. It is the responsibility of the contractor to make all test arrangements with the state inspector and to notify the City in writing of the date, time and smoke detector test.

6. REPAIRS

- A. Perform all repairs necessary to maintain the operation of the elevator, comply with the state elevator code and/or recommended by the state inspectors
- B. Provide estimates for all non-emergency repairs, replacements or upgrades.
- C. Replacement equipment or parts should be compatible with installed equipment and ideally a direct replacement. Provide prices for both compatible and oem parts.
- D. Overtime/emergency repairs will be at the direction of the director of building maintenance or his/her designee.
- E. Respond in a timely manner to service calls to ensure elevator operation.

- F. The contractor shall sign in and out at the main office at each building. This is a verification of time on the job that will be cross-referenced with invoices submitted.
- G. There shall not be any approved charges for mileage, travel time, vehicles or parts pick up.
- H. Contractor must possess the ability to provide 24 hour, seven days a week response to a need for service.
- I. The contractor shall submit itemized invoices including a parts list as well as labor for repairs. Invoices not submitted correctly or those that are questioned will be returned for rework, revision or explanation.

7. MECHANIC: PUBLIC BUILDING NOTIFICATION

The mechanic working in the city must notify the Quincy Public Buildings Dept. when he arrives on site and when he leaves the building.

8. MECHANIC: SCHOOL DEPT. NOTIFICATION

The mechanic MUST sign in at the schools main office when they arrive on site and also sign out when their work is complete. Notification is also required to the Public Buildings Dept.

9. DESIGNATED MECHANIC

The city would like the service contractor to designate a specific individual to perform preventative maintenance on all city elevators

Within ten (10) working days of the execution of the contract, a meeting will be held between the Contractor and the Director of Building Maintenance. At this meeting dates will be established for monthly service.

All work shall be performed between the hours of 7:30 a.m. and 4:30 p.m., Monday through Friday, unless directed by the Director of Building Maintenance.

SUPERVISION

The contractor must assign adequate supervision to the job. The number of men and names of supervisory personnel assigned must be supplied to the Director of Building Maintenance.

PROTECTION OF SCHOOL PROPERTY

The contractor shall furnish and place temporary protective coverings above pedestrian areas and on all walls and floors wherever required. Protection shall include padding of elevator cars, if required, protection of floors and all points of heavy pedestrian traffic. Protection shall be furnished for all buildings and other surfaces involved in any staging or hoisting operations. If any City owned or controlled property is lost or damaged during the performance of these requirements, the City, at its option, may require the contractor to pay for or replace at its expense, all property damaged. In the event that the contractor fails to pay or replace such damaged property the City at its option, may withhold from any payment due the contractor a sum of money which will satisfy the reasonable cost of replacement or repair of such property.

WORK AREA

The work area must be cleaned and swept up at the end of each day.

Once the contractor (lowest responsible and eligible bidder) is notified by letter of intent and/or verbal confirmation that he/she is selected to be awarded the contract, they must within two weeks, submit to the Purchasing Department at Quincy City Hall, all required bonds and certificates of insurance in order to execute a formal contract.

Failure by the selected contractor to supply all required documentation within the prescribed time limit, will at the discretion of the awarding authority, be cause for non selection. After expiration of the designated time limit, the awarding authority will exercise its options to select the next lowest qualified bidder.

Extension provision: The Contract awarded in response to these specifications shall be effective for a period of one year, 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.

All questions regarding this bid should be directed to Kathryn Hobin, Purchasing Agent through email to: khobin@quincyma.gov and cc to kimtrillcott@quincyma.gov or fax: 617-376-1074. Questions will be accepted until Thursday, August 28, 2013 at 12:00 p.m.

ELEVATOR MAINTENANCE BID SHEET

MONTHLY SCHOOLS SERVICE CHARGES:

- 1. LINCOLN HANCOCK (PASSENGER) (ref# 243-p-153) \$ _____
- 2. NORTH QUINCY (NEW-PASSENGER) (ref# 243-p-164) \$ _____
- 3. NORTH QUINCY (OLD-PAYNE) (ref# 243-p-163) \$ _____
- 4. NORTH QUINCY (DUMBWAITER) (ref# 243-d-165) \$ _____
- 5. MERRYMOUNT (PASSENGER) (ref# 243-p-9) \$ _____
- 6. BROAD MEADOWS (PASSENGER) (ref# 243-p-34) \$ _____
- 7. QUINCY HIGH (A wing) (ref# 243-p-719) \$ _____
(B wing) (ref# 243-p-730) \$ _____
- 8. PARKER (PASSENGER) (ref# 243-p-538) \$ _____
- 9. SQUANTUM (Dumbwaiter) (ref# 243-d-549) \$ _____
(Wheelchair lift) (ref# 243-w-685) \$ _____
- 10. MARSHALL (PASSENGER) (ref# 243-p-570) \$ _____
- 11. WEBSTER (PASSENGER) (ref# 243-p-599) \$ _____
- 12. WEBSTER (FRONT STAIR CHAIR LIFT) (ref# 243-w-605) \$ _____ (quarterly)
- 13. WEBSTER (STAGE CHAIR LIFT) (ref# 243-p-606) \$ _____ (quarterly)
- 14. CODDINGTON HALL (PASSENGER) (ref# 243-P-530)
- 15. CENTRAL (**FUTURE**) (\$ _____)
(This new elevator is under 1 year warranty: cost will be used as a reference and for the first year of extension)

MONTHLY MUNICIPAL SERVICE CHARGES

- 1. CITY HALL (PASSENGER) (ref# 243-P-187) \$ _____
- 2. POLICE STATION (PASSENGER) (ref# 243-P-331) \$ _____
- 3. MAINLIBRARY (3 PASSENGER) \$ _____
(ref #'s 243-P-597, 243-P-596 & 243-p-598)

TOTAL MONTHLY CHARGE FOR SERVICE \$ _____

MAINTENANCE CHARGES:

1. NORMAL HOUR CALL, HOURLY RATE \$ _____
2. EMERGENCY CALL, HOURLY RATE \$ _____
3. OVERTIME HOURLY RATE \$ _____

TOTAL PRICE FOR ANNUAL COMMONWEALTH OF MASS. SAFETY TEST, INCLUDING INSPECTION AND PERMIT FEES FOR ALL UNITS. \$ _____

BIDDER'S SIGNATURE: _____

COMPANY: _____

ADDRESS: _____

PHONE: _____

FAX #: _____

EMAIL: _____

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.



DEVAL L. PATRICK
Governor
TIMOTHY P. MURRAY
Lt. Governor

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

Prevailing Wage Rates

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

JOANNE F. GOLDSTEIN
Secretary
HEATHER E. ROWE
Director

Awarding Authority: City of Quincy
Contract Number: **City/Town:** QUINCY
Description of Work: Service and emergency repairs to, Electrical, Plumbing, HVAC, Burner and Boiler overhaul, flooring, doors, masonry and general carpentry.
Job Location: Various city 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.
- Awarding authorities 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.
- 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. Once a contractor has been selected by the awarding authority, the wage schedule shall be made a part of the contract for that project. The wage schedule must be posted in a conspicuous place at the work site during 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 regardless of 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 Training (DAT). Apprentices must keep his/her apprentice identification card on his/her person during all work hours on the project. If an apprentice rate is listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAT, the apprentice 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 DAT, 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. 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 directly to the awarding authority 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> | 12/01/2012 | \$31.55 | \$8.91 | \$8.00 | \$0.00 | \$48.46 |
| (3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2012 | \$31.62 | \$8.91 | \$8.00 | \$0.00 | \$48.53 |
| (4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2012 | \$31.74 | \$8.91 | \$8.00 | \$0.00 | \$48.65 |
| ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2013 | \$85.47 | \$9.80 | \$17.67 | \$0.00 | \$112.94 |
| | 08/01/2014 | \$88.62 | \$9.80 | \$17.67 | \$0.00 | \$116.09 |
| | 08/01/2015 | \$91.77 | \$9.80 | \$17.67 | \$0.00 | \$119.24 |
| AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i> | 06/01/2013 | \$33.80 | \$7.10 | \$12.45 | \$0.00 | \$53.35 |
| | 12/01/2013 | \$34.55 | \$7.10 | \$12.45 | \$0.00 | \$54.10 |
| | 06/01/2014 | \$35.30 | \$7.10 | \$12.45 | \$0.00 | \$54.85 |
| | 12/01/2014 | \$36.05 | \$7.10 | \$12.45 | \$0.00 | \$55.60 |
| | 06/01/2015 | \$36.80 | \$7.10 | \$12.45 | \$0.00 | \$56.35 |
| | 12/01/2015 | \$37.55 | \$7.10 | \$12.45 | \$0.00 | \$57.10 |
| | 06/01/2016 | \$38.30 | \$7.10 | \$12.45 | \$0.00 | \$57.85 |
| | 12/01/2016 | \$39.30 | \$7.10 | \$12.45 | \$0.00 | \$58.85 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | 06/01/2013 | \$29.88 | \$10.40 | \$5.95 | \$0.00 | \$46.23 |
| | 12/01/2013 | \$30.68 | \$10.40 | \$5.95 | \$0.00 | \$47.03 |
| | 06/01/2014 | \$31.58 | \$10.40 | \$5.95 | \$0.00 | \$47.93 |
| | 12/01/2014 | \$32.48 | \$10.40 | \$5.95 | \$0.00 | \$48.83 |
| | 06/01/2015 | \$33.43 | \$10.40 | \$5.95 | \$0.00 | \$49.78 |
| | 12/01/2015 | \$34.38 | \$10.40 | \$5.95 | \$0.00 | \$50.73 |
| ASPHALT RAKER <i>LABORERS - ZONE 1</i> | 06/01/2013 | \$33.30 | \$7.10 | \$12.45 | \$0.00 | \$52.85 |
| | 12/01/2013 | \$34.05 | \$7.10 | \$12.45 | \$0.00 | \$53.60 |
| | 06/01/2014 | \$34.80 | \$7.10 | \$12.45 | \$0.00 | \$54.35 |
| | 12/01/2014 | \$35.55 | \$7.10 | \$12.45 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$36.30 | \$7.10 | \$12.45 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$37.05 | \$7.10 | \$12.45 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.80 | \$7.10 | \$12.45 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.80 | \$7.10 | \$12.45 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2013 | \$40.34 | \$10.00 | \$13.55 | \$0.00 | \$63.89 |
| | 12/01/2013 | \$41.12 | \$10.00 | \$13.55 | \$0.00 | \$64.67 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2013 | \$40.34 | \$10.00 | \$13.55 | \$0.00 | \$63.89 |
| | 12/01/2013 | \$41.12 | \$10.00 | \$13.55 | \$0.00 | \$64.67 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i> | 06/01/2013 | \$33.30 | \$7.10 | \$12.45 | \$0.00 | \$52.85 |
| | 12/01/2013 | \$34.05 | \$7.10 | \$12.45 | \$0.00 | \$53.60 |
| | 06/01/2014 | \$34.80 | \$7.10 | \$12.45 | \$0.00 | \$54.35 |
| | 12/01/2014 | \$35.55 | \$7.10 | \$12.45 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$36.30 | \$7.10 | \$12.45 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$37.05 | \$7.10 | \$12.45 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.80 | \$7.10 | \$12.45 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.80 | \$7.10 | \$12.45 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i> | 06/01/2013 | \$33.80 | \$7.10 | \$12.45 | \$0.00 | \$53.35 |
| | 12/01/2013 | \$34.55 | \$7.10 | \$12.45 | \$0.00 | \$54.10 |
| | 06/01/2014 | \$35.30 | \$7.10 | \$12.45 | \$0.00 | \$54.85 |
| | 12/01/2014 | \$36.05 | \$7.10 | \$12.45 | \$0.00 | \$55.60 |
| | 06/01/2015 | \$36.80 | \$7.10 | \$12.45 | \$0.00 | \$56.35 |
| | 12/01/2015 | \$37.55 | \$7.10 | \$12.45 | \$0.00 | \$57.10 |
| | 06/01/2016 | \$38.30 | \$7.10 | \$12.45 | \$0.00 | \$57.85 |
| | 12/01/2016 | \$39.30 | \$7.10 | \$12.45 | \$0.00 | \$58.85 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BOILER MAKER <i>BOILERMAKERS LOCAL 29</i> | 01/01/2010 | \$37.70 | \$6.97 | \$11.18 | \$0.00 | \$55.85 |

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2010

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 65 | \$24.51 | \$6.97 | \$11.18 | \$0.00 | \$42.66 |
| 2 | 65 | \$24.51 | \$6.97 | \$11.18 | \$0.00 | \$42.66 |
| 3 | 70 | \$26.39 | \$6.97 | \$11.18 | \$0.00 | \$44.54 |
| 4 | 75 | \$28.28 | \$6.97 | \$11.18 | \$0.00 | \$46.43 |
| 5 | 80 | \$30.16 | \$6.97 | \$11.18 | \$0.00 | \$48.31 |
| 6 | 85 | \$32.05 | \$6.97 | \$11.18 | \$0.00 | \$50.20 |
| 7 | 90 | \$33.93 | \$6.97 | \$11.18 | \$0.00 | \$52.08 |
| 8 | 95 | \$35.82 | \$6.97 | \$11.18 | \$0.00 | \$53.97 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (QUINCY)</i> | 08/01/2013 | \$48.06 | \$10.18 | \$18.15 | \$0.00 | \$76.39 |
| | 02/01/2014 | \$48.62 | \$10.18 | \$18.15 | \$0.00 | \$76.95 |
| | 08/01/2014 | \$49.52 | \$10.18 | \$18.22 | \$0.00 | \$77.92 |
| | 02/01/2015 | \$50.08 | \$10.18 | \$18.22 | \$0.00 | \$78.48 |
| | 08/01/2015 | \$50.98 | \$10.18 | \$18.29 | \$0.00 | \$79.45 |
| | 02/01/2016 | \$51.55 | \$10.18 | \$18.29 | \$0.00 | \$80.02 |
| | 08/01/2016 | \$52.45 | \$10.18 | \$18.37 | \$0.00 | \$81.00 |
| | 02/01/2017 | \$53.02 | \$10.18 | \$18.37 | \$0.00 | \$81.57 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.03 | \$10.18 | \$18.15 | \$0.00 | \$52.36 |
| 2 | 60 | \$28.84 | \$10.18 | \$18.15 | \$0.00 | \$57.17 |
| 3 | 70 | \$33.64 | \$10.18 | \$18.15 | \$0.00 | \$61.97 |
| 4 | 80 | \$38.45 | \$10.18 | \$18.15 | \$0.00 | \$66.78 |
| 5 | 90 | \$43.25 | \$10.18 | \$18.15 | \$0.00 | \$71.58 |

Effective Date - 02/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.31 | \$10.18 | \$18.15 | \$0.00 | \$52.64 |
| 2 | 60 | \$29.17 | \$10.18 | \$18.15 | \$0.00 | \$57.50 |
| 3 | 70 | \$34.03 | \$10.18 | \$18.15 | \$0.00 | \$62.36 |
| 4 | 80 | \$38.90 | \$10.18 | \$18.15 | \$0.00 | \$67.23 |
| 5 | 90 | \$43.76 | \$10.18 | \$18.15 | \$0.00 | \$72.09 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|------------------------------------|------------|---------|---------|---------|--------|---------|
| BULLDOZER/GRADER/SCRAPER | 06/01/2013 | \$39.96 | \$10.00 | \$13.55 | \$0.00 | \$63.51 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2013 | \$40.74 | \$10.00 | \$13.55 | \$0.00 | \$64.29 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING BOTTOM MAN | 06/01/2013 | \$34.20 | \$7.10 | \$12.60 | \$0.00 | \$53.90 |
| <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2013 | \$34.95 | \$7.10 | \$12.60 | \$0.00 | \$54.65 |
| | 06/01/2014 | \$35.70 | \$7.10 | \$12.60 | \$0.00 | \$55.40 |
| | 12/01/2014 | \$36.45 | \$7.10 | \$12.60 | \$0.00 | \$56.15 |
| | 06/01/2015 | \$37.20 | \$7.10 | \$12.60 | \$0.00 | \$56.90 |
| | 12/01/2015 | \$37.95 | \$7.10 | \$12.60 | \$0.00 | \$57.65 |
| | 06/01/2016 | \$38.70 | \$7.10 | \$12.60 | \$0.00 | \$58.40 |
| | 12/01/2016 | \$39.70 | \$7.10 | \$12.60 | \$0.00 | \$59.40 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING LABORER | 06/01/2013 | \$33.05 | \$7.10 | \$12.60 | \$0.00 | \$52.75 |
| <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2013 | \$33.80 | \$7.10 | \$12.60 | \$0.00 | \$53.50 |
| | 06/01/2014 | \$34.55 | \$7.10 | \$12.60 | \$0.00 | \$54.25 |
| | 12/01/2014 | \$35.30 | \$7.10 | \$12.60 | \$0.00 | \$55.00 |
| | 06/01/2015 | \$36.05 | \$7.10 | \$12.60 | \$0.00 | \$55.75 |
| | 12/01/2015 | \$36.80 | \$7.10 | \$12.60 | \$0.00 | \$56.50 |
| | 06/01/2016 | \$37.55 | \$7.10 | \$12.60 | \$0.00 | \$57.25 |
| | 12/01/2016 | \$38.55 | \$7.10 | \$12.60 | \$0.00 | \$58.25 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|-----------------------|------------------|---------------|----------------|--------------------------------------|-------------------|
| CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2013 | \$33.05 | \$7.10 | \$12.60 | \$0.00 | \$52.75 |
| | 12/01/2013 | \$33.80 | \$7.10 | \$12.60 | \$0.00 | \$53.50 |
| | 06/01/2014 | \$34.55 | \$7.10 | \$12.60 | \$0.00 | \$54.25 |
| | 12/01/2014 | \$35.30 | \$7.10 | \$12.60 | \$0.00 | \$55.00 |
| | 06/01/2015 | \$36.05 | \$7.10 | \$12.60 | \$0.00 | \$55.75 |
| | 12/01/2015 | \$36.80 | \$7.10 | \$12.60 | \$0.00 | \$56.50 |
| | 06/01/2016 | \$37.55 | \$7.10 | \$12.60 | \$0.00 | \$57.25 |
| | 12/01/2016 | \$38.55 | \$7.10 | \$12.60 | \$0.00 | \$58.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 1</i> | 06/01/2013 | \$33.30 | \$7.10 | \$12.45 | \$0.00 | \$52.85 |
| | 12/01/2013 | \$34.05 | \$7.10 | \$12.45 | \$0.00 | \$53.60 |
| | 06/01/2014 | \$34.80 | \$7.10 | \$12.45 | \$0.00 | \$54.35 |
| | 12/01/2014 | \$35.55 | \$7.10 | \$12.45 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$36.30 | \$7.10 | \$12.45 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$37.05 | \$7.10 | \$12.45 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.80 | \$7.10 | \$12.45 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.80 | \$7.10 | \$12.45 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i> | 03/01/2013 | \$33.92 | \$9.80 | \$15.61 | \$0.00 | \$59.33 |
| | 09/01/2013 | \$34.53 | \$9.80 | \$15.61 | \$0.00 | \$59.94 |
| | 03/01/2014 | \$35.13 | \$9.80 | \$15.61 | \$0.00 | \$60.54 |
| | 09/01/2014 | \$35.90 | \$9.80 | \$15.61 | \$0.00 | \$61.31 |
| | 03/01/2015 | \$36.67 | \$9.80 | \$15.61 | \$0.00 | \$62.08 |

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$16.96 | \$9.80 | \$1.57 | \$0.00 | \$28.33 |
| 2 | 60 | \$20.35 | \$9.80 | \$1.57 | \$0.00 | \$31.72 |
| 3 | 70 | \$23.74 | \$9.80 | \$10.90 | \$0.00 | \$44.44 |
| 4 | 75 | \$25.44 | \$9.80 | \$10.90 | \$0.00 | \$46.14 |
| 5 | 80 | \$27.14 | \$9.80 | \$12.47 | \$0.00 | \$49.41 |
| 6 | 80 | \$27.14 | \$9.80 | \$12.47 | \$0.00 | \$49.41 |
| 7 | 90 | \$30.53 | \$9.80 | \$14.04 | \$0.00 | \$54.37 |
| 8 | 90 | \$30.53 | \$9.80 | \$14.04 | \$0.00 | \$54.37 |

Effective Date - 09/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$17.27 | \$9.80 | \$1.57 | \$0.00 | \$28.64 |
| 2 | 60 | \$20.72 | \$9.80 | \$1.57 | \$0.00 | \$32.09 |
| 3 | 70 | \$24.17 | \$9.80 | \$10.90 | \$0.00 | \$44.87 |
| 4 | 75 | \$25.90 | \$9.80 | \$10.90 | \$0.00 | \$46.60 |
| 5 | 80 | \$27.62 | \$9.80 | \$12.47 | \$0.00 | \$49.89 |
| 6 | 80 | \$27.62 | \$9.80 | \$12.47 | \$0.00 | \$49.89 |
| 7 | 90 | \$31.08 | \$9.80 | \$14.04 | \$0.00 | \$54.92 |
| 8 | 90 | \$31.08 | \$9.80 | \$14.04 | \$0.00 | \$54.92 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|------------------------------|------------|---------|---------|---------|--------|---------|
| CEMENT MASONRY/PLASTERING | 07/01/2013 | \$42.68 | \$10.90 | \$18.71 | \$1.30 | \$73.59 |
| BRICKLAYERS LOCAL 3 (QUINCY) | 01/01/2014 | \$43.60 | \$10.90 | \$18.71 | \$1.30 | \$74.51 |
| | 07/01/2014 | \$44.20 | \$10.90 | \$18.71 | \$1.30 | \$75.11 |
| | 01/01/2015 | \$45.14 | \$10.90 | \$18.71 | \$1.30 | \$76.05 |
| | 07/01/2015 | \$45.72 | \$10.90 | \$18.71 | \$1.30 | \$76.63 |
| | 01/01/2016 | \$46.64 | \$10.90 | \$18.71 | \$1.30 | \$77.55 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$21.34 | \$10.90 | \$12.21 | \$1.30 | \$45.75 |
| 2 | 60 | \$25.61 | \$10.90 | \$13.71 | \$1.30 | \$51.52 |
| 3 | 65 | \$27.74 | \$10.90 | \$14.71 | \$1.30 | \$54.65 |
| 4 | 70 | \$29.88 | \$10.90 | \$15.71 | \$1.30 | \$57.79 |
| 5 | 75 | \$32.01 | \$10.90 | \$16.71 | \$1.30 | \$60.92 |
| 6 | 80 | \$34.14 | \$10.90 | \$17.71 | \$1.30 | \$64.05 |
| 7 | 90 | \$38.41 | \$10.90 | \$18.71 | \$1.30 | \$69.32 |

Effective Date - 01/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$21.80 | \$10.90 | \$12.21 | \$1.30 | \$46.21 |
| 2 | 60 | \$26.16 | \$10.90 | \$13.71 | \$1.30 | \$52.07 |
| 3 | 65 | \$28.34 | \$10.90 | \$14.71 | \$1.30 | \$55.25 |
| 4 | 70 | \$30.52 | \$10.90 | \$15.71 | \$1.30 | \$58.43 |
| 5 | 75 | \$32.70 | \$10.90 | \$16.71 | \$1.30 | \$61.61 |
| 6 | 80 | \$34.88 | \$10.90 | \$17.71 | \$1.30 | \$64.79 |
| 7 | 90 | \$39.24 | \$10.90 | \$18.71 | \$1.30 | \$70.15 |

Notes:

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

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--------------------|------------|---------|--------|---------|--------|---------|
| CHAIN SAW OPERATOR | 06/01/2013 | \$33.30 | \$7.10 | \$12.45 | \$0.00 | \$52.85 |
| LABORERS - ZONE 1 | 12/01/2013 | \$34.05 | \$7.10 | \$12.45 | \$0.00 | \$53.60 |
| | 06/01/2014 | \$34.80 | \$7.10 | \$12.45 | \$0.00 | \$54.35 |
| | 12/01/2014 | \$35.55 | \$7.10 | \$12.45 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$36.30 | \$7.10 | \$12.45 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$37.05 | \$7.10 | \$12.45 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.80 | \$7.10 | \$12.45 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.80 | \$7.10 | \$12.45 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES | 06/01/2013 | \$41.34 | \$10.00 | \$13.55 | \$0.00 | \$64.89 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2013 | \$42.12 | \$10.00 | \$13.55 | \$0.00 | \$65.67 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|-----------------------------|------------|---------|---------|---------|--------|---------|
| COMPRESSOR OPERATOR | 06/01/2013 | \$28.19 | \$10.00 | \$13.55 | \$0.00 | \$51.74 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2013 | \$28.74 | \$10.00 | \$13.55 | \$0.00 | \$52.29 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|----------------------------|------------|---------|--------|---------|--------|---------|
| DELEADER (BRIDGE) | 01/01/2013 | \$45.01 | \$7.80 | \$15.60 | \$0.00 | \$68.41 |
| PAINTERS LOCAL 35 - ZONE 2 | | | | | | |

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$22.51 | \$7.80 | \$0.00 | \$0.00 | \$30.31 |
| 2 | 55 | \$24.76 | \$7.80 | \$3.52 | \$0.00 | \$36.08 |
| 3 | 60 | \$27.01 | \$7.80 | \$3.84 | \$0.00 | \$38.65 |
| 4 | 65 | \$29.26 | \$7.80 | \$4.16 | \$0.00 | \$41.22 |
| 5 | 70 | \$31.51 | \$7.80 | \$13.68 | \$0.00 | \$52.99 |
| 6 | 75 | \$33.76 | \$7.80 | \$14.00 | \$0.00 | \$55.56 |
| 7 | 80 | \$36.01 | \$7.80 | \$14.32 | \$0.00 | \$58.13 |
| 8 | 90 | \$40.51 | \$7.80 | \$14.96 | \$0.00 | \$63.27 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|------------------------------------|------------|---------|--------|---------|--------|---------|
| DEMO: ADZEMAN LABORERS - ZONE 1 | 12/01/2011 | \$31.80 | \$7.10 | \$12.45 | \$0.00 | \$51.35 |
|------------------------------------|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 1 | 12/01/2011 | \$32.80 | \$7.10 | \$12.45 | \$0.00 | \$52.35 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|------------------------------------|------------|---------|--------|---------|--------|---------|
| DEMO: BURNERS LABORERS - ZONE 1 | 12/01/2011 | \$32.55 | \$7.10 | \$12.45 | \$0.00 | \$52.10 |
|------------------------------------|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 1 | 12/01/2011 | \$32.80 | \$7.10 | \$12.45 | \$0.00 | \$52.35 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 1 | 12/01/2011 | \$32.55 | \$7.10 | \$12.45 | \$0.00 | \$52.10 |
|--|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DEMO: WRECKING LABORER LABORERS - ZONE 1 | 12/01/2011 | \$31.80 | \$7.10 | \$12.45 | \$0.00 | \$51.35 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| DIRECTIONAL DRILL MACHINE OPERATOR OPERATING ENGINEERS LOCAL 4 | 06/01/2013 | \$39.96 | \$10.00 | \$13.55 | \$0.00 | \$63.51 |
| | 12/01/2013 | \$40.74 | \$10.00 | \$13.55 | \$0.00 | \$64.29 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| DIVER PILE DRIVER LOCAL 56 (ZONE 1) | 08/01/2013 | \$56.98 | \$9.80 | \$17.67 | \$0.00 | \$84.45 |
| | 08/01/2014 | \$59.08 | \$9.80 | \$17.67 | \$0.00 | \$86.55 |
| | 08/01/2015 | \$61.18 | \$9.80 | \$17.67 | \$0.00 | \$88.65 |

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1) | 08/01/2013 | \$56.98 | \$9.80 | \$17.67 | \$0.00 | \$84.45 |
| | 08/01/2014 | \$59.08 | \$9.80 | \$17.67 | \$0.00 | \$86.55 |
| | 08/01/2015 | \$61.18 | \$9.80 | \$17.67 | \$0.00 | \$88.65 |

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1) | 08/01/2013 | \$61.05 | \$9.80 | \$17.67 | \$0.00 | \$88.52 |
| | 08/01/2014 | \$63.30 | \$9.80 | \$17.67 | \$0.00 | \$90.77 |
| | 08/01/2015 | \$65.55 | \$9.80 | \$17.67 | \$0.00 | \$93.02 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|-----------------------|------------------|---------------|----------------|--------------------------------------|-------------------|
| DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2013 | \$85.47 | \$9.80 | \$17.67 | \$0.00 | \$112.94 |
| | 08/01/2014 | \$88.62 | \$9.80 | \$17.67 | \$0.00 | \$116.09 |
| | 08/01/2015 | \$91.77 | \$9.80 | \$17.67 | \$0.00 | \$119.24 |
| DRAWBRIDGE OPERATOR (Construction) <i>ELECTRICIANS LOCAL 103</i> | 03/01/2013 | \$43.52 | \$13.00 | \$14.16 | \$0.00 | \$70.68 |
| | 09/01/2013 | \$44.20 | \$13.00 | \$14.18 | \$0.00 | \$71.38 |
| | 03/01/2014 | \$44.92 | \$13.00 | \$14.20 | \$0.00 | \$72.12 |
| | 09/01/2014 | \$45.60 | \$13.00 | \$14.22 | \$0.00 | \$72.82 |
| | 03/01/2015 | \$46.32 | \$13.00 | \$14.24 | \$0.00 | \$73.56 |
| | 09/01/2015 | \$47.27 | \$13.00 | \$14.27 | \$0.00 | \$74.54 |
| | 03/01/2016 | \$48.23 | \$13.00 | \$14.30 | \$0.00 | \$75.53 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i> | 03/01/2013 | \$43.52 | \$13.00 | \$14.16 | \$0.00 | \$70.68 |
| | 09/01/2013 | \$44.20 | \$13.00 | \$14.18 | \$0.00 | \$71.38 |
| | 03/01/2014 | \$44.92 | \$13.00 | \$14.20 | \$0.00 | \$72.12 |
| | 09/01/2014 | \$45.60 | \$13.00 | \$14.22 | \$0.00 | \$72.82 |
| | 03/01/2015 | \$46.32 | \$13.00 | \$14.24 | \$0.00 | \$73.56 |
| | 09/01/2015 | \$47.27 | \$13.00 | \$14.27 | \$0.00 | \$74.54 |
| | 03/01/2016 | \$48.23 | \$13.00 | \$14.30 | \$0.00 | \$75.53 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 103

Effective Date - 03/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$17.41 | \$13.00 | \$0.52 | \$0.00 | \$30.93 |
| 2 | 40 | \$17.41 | \$13.00 | \$0.52 | \$0.00 | \$30.93 |
| 3 | 45 | \$19.58 | \$13.00 | \$10.53 | \$0.00 | \$43.11 |
| 4 | 45 | \$19.58 | \$13.00 | \$10.53 | \$0.00 | \$43.11 |
| 5 | 50 | \$21.76 | \$13.00 | \$10.85 | \$0.00 | \$45.61 |
| 6 | 55 | \$23.94 | \$13.00 | \$11.19 | \$0.00 | \$48.13 |
| 7 | 60 | \$26.11 | \$13.00 | \$11.51 | \$0.00 | \$50.62 |
| 8 | 65 | \$28.29 | \$13.00 | \$11.85 | \$0.00 | \$53.14 |
| 9 | 70 | \$30.46 | \$13.00 | \$12.17 | \$0.00 | \$55.63 |
| 10 | 75 | \$32.64 | \$13.00 | \$12.51 | \$0.00 | \$58.15 |

Effective Date - 09/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$17.68 | \$13.00 | \$0.53 | \$0.00 | \$31.21 |
| 2 | 40 | \$17.68 | \$13.00 | \$0.53 | \$0.00 | \$31.21 |
| 3 | 45 | \$19.89 | \$13.00 | \$10.54 | \$0.00 | \$43.43 |
| 4 | 45 | \$19.89 | \$13.00 | \$10.54 | \$0.00 | \$43.43 |
| 5 | 50 | \$22.10 | \$13.00 | \$10.86 | \$0.00 | \$45.96 |
| 6 | 55 | \$24.31 | \$13.00 | \$11.20 | \$0.00 | \$48.51 |
| 7 | 60 | \$26.52 | \$13.00 | \$11.53 | \$0.00 | \$51.05 |
| 8 | 65 | \$28.73 | \$13.00 | \$11.86 | \$0.00 | \$53.59 |
| 9 | 70 | \$30.94 | \$13.00 | \$12.19 | \$0.00 | \$56.13 |
| 10 | 75 | \$33.15 | \$13.00 | \$12.53 | \$0.00 | \$58.68 |

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

Apprentice to Journeyworker Ratio:2:3***

| | | | | | | |
|---|------------|---------|--------|--------|--------|---------|
| ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL 4 | 01/01/2012 | \$52.45 | \$8.78 | \$6.96 | \$0.00 | \$68.19 |
|---|------------|---------|--------|--------|--------|---------|

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2012

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$26.23 | \$8.78 | \$0.00 | \$0.00 | \$35.01 |
| 2 | 55 | \$28.85 | \$8.78 | \$6.96 | \$0.00 | \$44.59 |
| 3 | 65 | \$34.09 | \$8.78 | \$6.96 | \$0.00 | \$49.83 |
| 4 | 70 | \$36.72 | \$8.78 | \$6.96 | \$0.00 | \$52.46 |
| 5 | 80 | \$41.96 | \$8.78 | \$6.96 | \$0.00 | \$57.70 |

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> | 01/01/2012 | \$38.59 | \$8.78 | \$6.96 | \$0.00 | \$54.33 |
|---|------------|---------|--------|--------|--------|---------|

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 1</i> | 06/01/2013 | \$33.30 | \$7.10 | \$12.45 | \$0.00 | \$52.85 |
| | 12/01/2013 | \$34.05 | \$7.10 | \$12.45 | \$0.00 | \$53.60 |
| | 06/01/2014 | \$34.80 | \$7.10 | \$12.45 | \$0.00 | \$54.35 |
| | 12/01/2014 | \$35.55 | \$7.10 | \$12.45 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$36.30 | \$7.10 | \$12.45 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$37.05 | \$7.10 | \$12.45 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.80 | \$7.10 | \$12.45 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.80 | \$7.10 | \$12.45 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 05/01/2013 | \$38.50 | \$10.00 | \$13.02 | \$0.00 | \$61.52 |
| | 11/01/2013 | \$39.26 | \$10.00 | \$13.02 | \$0.00 | \$62.28 |
| | 05/01/2014 | \$40.03 | \$10.00 | \$13.02 | \$0.00 | \$63.05 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 05/01/2013 | \$39.91 | \$10.00 | \$13.02 | \$0.00 | \$62.93 |
| | 11/01/2013 | \$40.68 | \$10.00 | \$13.02 | \$0.00 | \$63.70 |
| | 05/01/2014 | \$41.45 | \$10.00 | \$13.02 | \$0.00 | \$64.47 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 05/01/2013 | \$21.17 | \$10.00 | \$13.02 | \$0.00 | \$44.19 |
| | 11/01/2013 | \$21.63 | \$10.00 | \$13.02 | \$0.00 | \$44.65 |
| | 05/01/2014 | \$22.08 | \$10.00 | \$13.02 | \$0.00 | \$45.10 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i> | 03/01/2013 | \$43.52 | \$13.00 | \$14.16 | \$0.00 | \$70.68 |
| | 09/01/2013 | \$44.20 | \$13.00 | \$14.18 | \$0.00 | \$71.38 |
| | 03/01/2014 | \$44.92 | \$13.00 | \$14.20 | \$0.00 | \$72.12 |
| | 09/01/2014 | \$45.60 | \$13.00 | \$14.22 | \$0.00 | \$72.82 |
| | 03/01/2015 | \$46.32 | \$13.00 | \$14.24 | \$0.00 | \$73.56 |
| | 09/01/2015 | \$47.27 | \$13.00 | \$14.27 | \$0.00 | \$74.54 |
| | 03/01/2016 | \$48.23 | \$13.00 | \$14.30 | \$0.00 | \$75.53 |

For apprentice rates see "Apprentice- ELECTRICIAN"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|-----------------------|------------------|---------------|----------------|--------------------------------------|-------------------|
| FIRE ALARM REPAIR / MAINTENANCE | 03/01/2013 | \$32.64 | \$13.00 | \$12.51 | \$0.00 | \$58.15 |
| LOCAL 103 / COMMISSIONING <i>ELECTRICIANS</i> | 09/01/2013 | \$33.15 | \$13.00 | \$12.52 | \$0.00 | \$58.67 |
| | 03/01/2014 | \$33.69 | \$13.00 | \$12.54 | \$0.00 | \$59.23 |
| | 09/01/2014 | \$34.20 | \$13.00 | \$12.56 | \$0.00 | \$59.76 |
| | 03/01/2015 | \$34.74 | \$13.00 | \$12.57 | \$0.00 | \$60.31 |
| | 09/01/2015 | \$35.45 | \$13.00 | \$12.59 | \$0.00 | \$61.04 |
| | 03/01/2016 | \$36.17 | \$13.00 | \$12.62 | \$0.00 | \$61.79 |
| For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" | | | | | | |
| FIREMAN (ASST. ENGINEER) | 06/01/2013 | \$33.73 | \$10.00 | \$13.55 | \$0.00 | \$57.28 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2013 | \$34.39 | \$10.00 | \$13.55 | \$0.00 | \$57.94 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FLAGGER & SIGNALER | 06/01/2013 | \$20.50 | \$7.10 | \$12.45 | \$0.00 | \$40.05 |
| LABORERS - ZONE 1 | 12/01/2013 | \$20.50 | \$7.10 | \$12.45 | \$0.00 | \$40.05 |
| | 06/01/2014 | \$20.50 | \$7.10 | \$12.45 | \$0.00 | \$40.05 |
| | 12/01/2014 | \$20.50 | \$7.10 | \$12.45 | \$0.00 | \$40.05 |
| | 06/01/2015 | \$20.50 | \$7.10 | \$12.45 | \$0.00 | \$40.05 |
| | 12/01/2015 | \$20.50 | \$7.10 | \$12.45 | \$0.00 | \$40.05 |
| | 06/01/2016 | \$20.50 | \$7.10 | \$12.45 | \$0.00 | \$40.05 |
| | 12/01/2016 | \$20.50 | \$7.10 | \$12.45 | \$0.00 | \$40.05 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| FLOORCOVERER | 03/01/2013 | \$38.61 | \$9.80 | \$16.71 | \$0.00 | \$65.12 |
| FLOORCOVERERS LOCAL 2168 ZONE 1 | 09/01/2013 | \$38.61 | \$9.80 | \$16.71 | \$0.00 | \$65.12 |
| | 03/01/2014 | \$38.61 | \$9.80 | \$16.71 | \$0.00 | \$65.12 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 03/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.31 | \$9.80 | \$1.79 | \$0.00 | \$30.90 |
| 2 | 55 | \$21.24 | \$9.80 | \$1.79 | \$0.00 | \$32.83 |
| 3 | 60 | \$23.17 | \$9.80 | \$11.34 | \$0.00 | \$44.31 |
| 4 | 65 | \$25.10 | \$9.80 | \$11.34 | \$0.00 | \$46.24 |
| 5 | 70 | \$27.03 | \$9.80 | \$13.13 | \$0.00 | \$49.96 |
| 6 | 75 | \$28.96 | \$9.80 | \$13.13 | \$0.00 | \$51.89 |
| 7 | 80 | \$30.89 | \$9.80 | \$14.92 | \$0.00 | \$55.61 |
| 8 | 85 | \$32.82 | \$9.80 | \$14.92 | \$0.00 | \$57.54 |

Effective Date - 09/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.31 | \$9.80 | \$1.79 | \$0.00 | \$30.90 |
| 2 | 55 | \$21.24 | \$9.80 | \$1.79 | \$0.00 | \$32.83 |
| 3 | 60 | \$23.17 | \$9.80 | \$11.34 | \$0.00 | \$44.31 |
| 4 | 65 | \$25.10 | \$9.80 | \$11.34 | \$0.00 | \$46.24 |
| 5 | 70 | \$27.03 | \$9.80 | \$13.13 | \$0.00 | \$49.96 |
| 6 | 75 | \$28.96 | \$9.80 | \$13.13 | \$0.00 | \$51.89 |
| 7 | 80 | \$30.89 | \$9.80 | \$14.92 | \$0.00 | \$55.61 |
| 8 | 85 | \$32.82 | \$9.80 | \$14.92 | \$0.00 | \$57.54 |

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2013 | \$40.34 | \$10.00 | \$13.55 | \$0.00 | \$63.89 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2013 | \$41.12 | \$10.00 | \$13.55 | \$0.00 | \$64.67 |
| GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2013 | \$28.19 | \$10.00 | \$13.55 | \$0.00 | \$51.74 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/01/2013 | \$28.74 | \$10.00 | \$13.55 | \$0.00 | \$52.29 |
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i> | 01/01/2013 | \$35.51 | \$7.80 | \$14.60 | \$0.00 | \$57.91 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 01/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$17.76 | \$7.80 | \$0.00 | \$0.00 | \$25.56 |
| 2 | 55 | \$19.53 | \$7.80 | \$3.25 | \$0.00 | \$30.58 |
| 3 | 60 | \$21.31 | \$7.80 | \$3.54 | \$0.00 | \$32.65 |
| 4 | 65 | \$23.08 | \$7.80 | \$3.84 | \$0.00 | \$34.72 |
| 5 | 70 | \$24.86 | \$7.80 | \$12.83 | \$0.00 | \$45.49 |
| 6 | 75 | \$26.63 | \$7.80 | \$13.13 | \$0.00 | \$47.56 |
| 7 | 80 | \$28.41 | \$7.80 | \$13.42 | \$0.00 | \$49.63 |
| 8 | 90 | \$31.96 | \$7.80 | \$14.01 | \$0.00 | \$53.77 |

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|-----------------------------------|------------|---------|---------|---------|--------|---------|
| HOISTING ENGINEER/CRANES/GRADALLS | 06/01/2013 | \$40.34 | \$10.00 | \$13.55 | \$0.00 | \$63.89 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2013 | \$41.12 | \$10.00 | \$13.55 | \$0.00 | \$64.67 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$22.19 | \$10.00 | \$0.00 | \$0.00 | \$32.19 |
| 2 | 60 | \$24.20 | \$10.00 | \$13.55 | \$0.00 | \$47.75 |
| 3 | 65 | \$26.22 | \$10.00 | \$13.55 | \$0.00 | \$49.77 |
| 4 | 70 | \$28.24 | \$10.00 | \$13.55 | \$0.00 | \$51.79 |
| 5 | 75 | \$30.26 | \$10.00 | \$13.55 | \$0.00 | \$53.81 |
| 6 | 80 | \$32.27 | \$10.00 | \$13.55 | \$0.00 | \$55.82 |
| 7 | 85 | \$34.29 | \$10.00 | \$13.55 | \$0.00 | \$57.84 |
| 8 | 90 | \$36.31 | \$10.00 | \$13.55 | \$0.00 | \$59.86 |

Effective Date - 12/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$22.62 | \$10.00 | \$0.00 | \$0.00 | \$32.62 |
| 2 | 60 | \$24.67 | \$10.00 | \$13.55 | \$0.00 | \$48.22 |
| 3 | 65 | \$26.73 | \$10.00 | \$13.55 | \$0.00 | \$50.28 |
| 4 | 70 | \$28.78 | \$10.00 | \$13.55 | \$0.00 | \$52.33 |
| 5 | 75 | \$30.84 | \$10.00 | \$13.55 | \$0.00 | \$54.39 |
| 6 | 80 | \$32.90 | \$10.00 | \$13.55 | \$0.00 | \$56.45 |
| 7 | 85 | \$34.95 | \$10.00 | \$13.55 | \$0.00 | \$58.50 |
| 8 | 90 | \$37.01 | \$10.00 | \$13.55 | \$0.00 | \$60.56 |

Notes:

Apprentice to Journeyworker Ratio:1:6

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A | 02/01/2013 | \$42.32 | \$9.82 | \$18.24 | \$2.11 | \$72.49 |
|--|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- SHEET METAL WORKER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103 | 03/01/2013 | \$43.52 | \$13.00 | \$14.16 | \$0.00 | \$70.68 |
| | 09/01/2013 | \$44.20 | \$13.00 | \$14.18 | \$0.00 | \$71.38 |
| | 03/01/2014 | \$44.92 | \$13.00 | \$14.20 | \$0.00 | \$72.12 |
| | 09/01/2014 | \$45.60 | \$13.00 | \$14.22 | \$0.00 | \$72.82 |
| | 03/01/2015 | \$46.32 | \$13.00 | \$14.24 | \$0.00 | \$73.56 |
| | 09/01/2015 | \$47.27 | \$13.00 | \$14.27 | \$0.00 | \$74.54 |
| | 03/01/2016 | \$48.23 | \$13.00 | \$14.30 | \$0.00 | \$75.53 |

For apprentice rates see "Apprentice- ELECTRICIAN"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A | 02/01/2013 | \$42.32 | \$9.82 | \$18.24 | \$2.11 | \$72.49 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- SHEET METAL WORKER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| HVAC (TESTING AND BALANCING -WATER) PIPEFITTERS LOCAL 537 | 03/01/2013 | \$49.34 | \$8.75 | \$14.39 | \$0.00 | \$72.48 |
|--|------------|---------|--------|---------|--------|---------|

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

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| HVAC MECHANIC PIPEFITTERS LOCAL 537 | 03/01/2013 | \$49.34 | \$8.75 | \$14.39 | \$0.00 | \$72.48 |
|--|------------|---------|--------|---------|--------|---------|

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HYDRAULIC DRILLS LABORERS - ZONE 1 | 06/01/2013 | \$33.80 | \$7.10 | \$12.45 | \$0.00 | \$53.35 |
| | 12/01/2013 | \$34.55 | \$7.10 | \$12.45 | \$0.00 | \$54.10 |
| | 06/01/2014 | \$35.30 | \$7.10 | \$12.45 | \$0.00 | \$54.85 |
| | 12/01/2014 | \$36.05 | \$7.10 | \$12.45 | \$0.00 | \$55.60 |
| | 06/01/2015 | \$36.80 | \$7.10 | \$12.45 | \$0.00 | \$56.35 |
| | 12/01/2015 | \$37.55 | \$7.10 | \$12.45 | \$0.00 | \$57.10 |
| | 06/01/2016 | \$38.30 | \$7.10 | \$12.45 | \$0.00 | \$57.85 |
| | 12/01/2016 | \$39.30 | \$7.10 | \$12.45 | \$0.00 | \$58.85 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON) | 09/01/2012 | \$41.46 | \$10.65 | \$11.50 | \$0.00 | \$63.61 |
| | 09/01/2013 | \$43.06 | \$10.65 | \$11.50 | \$0.00 | \$65.21 |
| | 09/01/2014 | \$45.06 | \$10.65 | \$11.50 | \$0.00 | \$67.21 |

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

Effective Date - 09/01/2012

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$20.73 | \$10.65 | \$8.60 | \$0.00 | \$39.98 |
| 2 | 60 | \$24.88 | \$10.65 | \$9.18 | \$0.00 | \$44.71 |
| 3 | 70 | \$29.02 | \$10.65 | \$9.76 | \$0.00 | \$49.43 |
| 4 | 80 | \$33.17 | \$10.65 | \$10.34 | \$0.00 | \$54.16 |

Effective Date - 09/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$21.53 | \$10.65 | \$8.60 | \$0.00 | \$40.78 |
| 2 | 60 | \$25.84 | \$10.65 | \$9.18 | \$0.00 | \$45.67 |
| 3 | 70 | \$30.14 | \$10.65 | \$9.76 | \$0.00 | \$50.55 |
| 4 | 80 | \$34.45 | \$10.65 | \$10.34 | \$0.00 | \$55.44 |

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| IRONWORKER/WELDER IRONWORKERS LOCAL 7 (BOSTON AREA) | 03/16/2013 | \$40.23 | \$7.70 | \$18.35 | \$0.00 | \$66.28 |
|--|------------|---------|--------|---------|--------|---------|

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 03/16/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$24.14 | \$7.70 | \$18.35 | \$0.00 | \$50.19 |
| 2 | 70 | \$28.16 | \$7.70 | \$18.35 | \$0.00 | \$54.21 |
| 3 | 75 | \$30.17 | \$7.70 | \$18.35 | \$0.00 | \$56.22 |
| 4 | 80 | \$32.18 | \$7.70 | \$18.35 | \$0.00 | \$58.23 |
| 5 | 85 | \$34.20 | \$7.70 | \$18.35 | \$0.00 | \$60.25 |
| 6 | 90 | \$36.21 | \$7.70 | \$18.35 | \$0.00 | \$62.26 |

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 1 | 06/01/2013 | \$33.30 | \$7.10 | \$12.45 | \$0.00 | \$52.85 |
| | 12/01/2013 | \$34.05 | \$7.10 | \$12.45 | \$0.00 | \$53.60 |
| | 06/01/2014 | \$34.80 | \$7.10 | \$12.45 | \$0.00 | \$54.35 |
| | 12/01/2014 | \$35.55 | \$7.10 | \$12.45 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$36.30 | \$7.10 | \$12.45 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$37.05 | \$7.10 | \$12.45 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.80 | \$7.10 | \$12.45 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.80 | \$7.10 | \$12.45 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|------------------------------|------------|---------|--------|---------|--------|---------|
| LABORER LABORERS - ZONE 1 | 06/01/2013 | \$33.05 | \$7.10 | \$12.45 | \$0.00 | \$52.60 |
| | 12/01/2013 | \$33.80 | \$7.10 | \$12.45 | \$0.00 | \$53.35 |
| | 06/01/2014 | \$34.55 | \$7.10 | \$12.45 | \$0.00 | \$54.10 |
| | 12/01/2014 | \$35.30 | \$7.10 | \$12.45 | \$0.00 | \$54.85 |
| | 06/01/2015 | \$36.05 | \$7.10 | \$12.45 | \$0.00 | \$55.60 |
| | 12/01/2015 | \$36.80 | \$7.10 | \$12.45 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$37.55 | \$7.10 | \$12.45 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$38.55 | \$7.10 | \$12.45 | \$0.00 | \$58.10 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 1

Effective Date - 06/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$19.83 | \$7.10 | \$12.45 | \$0.00 | \$39.38 |
| 2 | 70 | \$23.14 | \$7.10 | \$12.45 | \$0.00 | \$42.69 |
| 3 | 80 | \$26.44 | \$7.10 | \$12.45 | \$0.00 | \$45.99 |
| 4 | 90 | \$29.75 | \$7.10 | \$12.45 | \$0.00 | \$49.30 |

Effective Date - 12/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$20.28 | \$7.10 | \$12.45 | \$0.00 | \$39.83 |
| 2 | 70 | \$23.66 | \$7.10 | \$12.45 | \$0.00 | \$43.21 |
| 3 | 80 | \$27.04 | \$7.10 | \$12.45 | \$0.00 | \$46.59 |
| 4 | 90 | \$30.42 | \$7.10 | \$12.45 | \$0.00 | \$49.97 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: CARPENTER TENDER <i>LABORERS - ZONE 1</i> | 06/01/2013 | \$33.05 | \$7.10 | \$12.45 | \$0.00 | \$52.60 |
| | 12/01/2013 | \$33.80 | \$7.10 | \$12.45 | \$0.00 | \$53.35 |
| | 06/01/2014 | \$34.55 | \$7.10 | \$12.45 | \$0.00 | \$54.10 |
| | 12/01/2014 | \$35.30 | \$7.10 | \$12.45 | \$0.00 | \$54.85 |
| | 06/01/2015 | \$36.05 | \$7.10 | \$12.45 | \$0.00 | \$55.60 |
| | 12/01/2015 | \$36.80 | \$7.10 | \$12.45 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$37.55 | \$7.10 | \$12.45 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$38.55 | \$7.10 | \$12.45 | \$0.00 | \$58.10 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 1</i> | 06/01/2013 | \$33.05 | \$7.10 | \$12.45 | \$0.00 | \$52.60 |
| | 12/01/2013 | \$33.80 | \$7.10 | \$12.45 | \$0.00 | \$53.35 |
| | 06/01/2014 | \$34.55 | \$7.10 | \$12.45 | \$0.00 | \$54.10 |
| | 12/01/2014 | \$35.30 | \$7.10 | \$12.45 | \$0.00 | \$54.85 |
| | 06/01/2015 | \$36.05 | \$7.10 | \$12.45 | \$0.00 | \$55.60 |
| | 12/01/2015 | \$36.80 | \$7.10 | \$12.45 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$37.55 | \$7.10 | \$12.45 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$38.55 | \$7.10 | \$12.45 | \$0.00 | \$58.10 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 1</i> | 12/01/2011 | \$31.80 | \$7.10 | \$12.45 | \$0.00 | \$51.35 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| LABORER: MASON TENDER <i>LABORERS - ZONE 1</i> | 06/01/2013 | \$33.30 | \$7.10 | \$12.45 | \$0.00 | \$52.85 |
| | 12/01/2013 | \$34.05 | \$7.10 | \$12.45 | \$0.00 | \$53.60 |
| | 06/01/2014 | \$34.80 | \$7.10 | \$12.45 | \$0.00 | \$54.35 |
| | 12/01/2014 | \$35.55 | \$7.10 | \$12.45 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$36.30 | \$7.10 | \$12.45 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$37.05 | \$7.10 | \$12.45 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.80 | \$7.10 | \$12.45 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.80 | \$7.10 | \$12.45 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i> | 06/01/2013 | \$33.05 | \$7.10 | \$12.45 | \$0.00 | \$52.60 |
| | 12/01/2013 | \$33.80 | \$7.10 | \$12.45 | \$0.00 | \$53.35 |
| | 06/01/2014 | \$34.55 | \$7.10 | \$12.45 | \$0.00 | \$54.10 |
| | 12/01/2014 | \$35.30 | \$7.10 | \$12.45 | \$0.00 | \$54.85 |
| | 06/01/2015 | \$36.05 | \$7.10 | \$12.45 | \$0.00 | \$55.60 |
| | 12/01/2015 | \$36.80 | \$7.10 | \$12.45 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$37.55 | \$7.10 | \$12.45 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$38.55 | \$7.10 | \$12.45 | \$0.00 | \$58.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i> | 06/01/2013 | \$33.05 | \$7.10 | \$12.45 | \$0.00 | \$52.60 |
| | 12/01/2013 | \$33.80 | \$7.10 | \$12.45 | \$0.00 | \$53.35 |
| | 06/01/2014 | \$34.55 | \$7.10 | \$12.45 | \$0.00 | \$54.10 |
| | 12/01/2014 | \$35.30 | \$7.10 | \$12.45 | \$0.00 | \$54.85 |
| | 06/01/2015 | \$36.05 | \$7.10 | \$12.45 | \$0.00 | \$55.60 |
| | 12/01/2015 | \$36.80 | \$7.10 | \$12.45 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$37.55 | \$7.10 | \$12.45 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$38.55 | \$7.10 | \$12.45 | \$0.00 | \$58.10 |
| This classification applies to the wholesale removal of standing trees including all associated trimming of branches and limbs, and applies to the removal of branches at locations not on or around utility lines. For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LASER BEAM OPERATOR <i>LABORERS - ZONE 1</i> | 06/01/2013 | \$33.30 | \$7.10 | \$12.45 | \$0.00 | \$52.85 |
| | 12/01/2013 | \$34.05 | \$7.10 | \$12.45 | \$0.00 | \$53.60 |
| | 06/01/2014 | \$34.80 | \$7.10 | \$12.45 | \$0.00 | \$54.35 |
| | 12/01/2014 | \$35.55 | \$7.10 | \$12.45 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$36.30 | \$7.10 | \$12.45 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$37.05 | \$7.10 | \$12.45 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.80 | \$7.10 | \$12.45 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.80 | \$7.10 | \$12.45 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 08/01/2013 | \$36.66 | \$10.18 | \$16.83 | \$0.00 | \$63.67 |
| | 02/01/2014 | \$37.11 | \$10.18 | \$16.83 | \$0.00 | \$64.12 |
| | 08/01/2014 | \$37.82 | \$10.18 | \$16.90 | \$0.00 | \$64.90 |
| | 02/01/2015 | \$38.27 | \$10.18 | \$16.90 | \$0.00 | \$65.35 |
| | 08/01/2015 | \$38.98 | \$10.18 | \$16.97 | \$0.00 | \$66.13 |
| | 02/01/2016 | \$39.43 | \$10.18 | \$16.97 | \$0.00 | \$66.58 |
| | 08/01/2016 | \$40.13 | \$10.18 | \$17.05 | \$0.00 | \$67.36 |
| | 02/01/2017 | \$40.59 | \$10.18 | \$17.05 | \$0.00 | \$67.82 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$18.33 | \$10.18 | \$16.83 | \$0.00 | \$45.34 |
| 2 | 60 | \$22.00 | \$10.18 | \$16.83 | \$0.00 | \$49.01 |
| 3 | 70 | \$25.66 | \$10.18 | \$16.83 | \$0.00 | \$52.67 |
| 4 | 80 | \$29.33 | \$10.18 | \$16.83 | \$0.00 | \$56.34 |
| 5 | 90 | \$32.99 | \$10.18 | \$16.83 | \$0.00 | \$60.00 |

Effective Date - 02/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$18.56 | \$10.18 | \$16.83 | \$0.00 | \$45.57 |
| 2 | 60 | \$22.27 | \$10.18 | \$16.83 | \$0.00 | \$49.28 |
| 3 | 70 | \$25.98 | \$10.18 | \$16.83 | \$0.00 | \$52.99 |
| 4 | 80 | \$29.69 | \$10.18 | \$16.83 | \$0.00 | \$56.70 |
| 5 | 90 | \$33.40 | \$10.18 | \$16.83 | \$0.00 | \$60.41 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| MARBLE MASONS, TILELAYERS & TERRAZZO MECH | 08/01/2013 | \$48.10 | \$10.18 | \$18.15 | \$0.00 | \$76.43 |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE | 02/01/2014 | \$48.66 | \$10.18 | \$18.15 | \$0.00 | \$76.99 |
| | 08/01/2014 | \$49.56 | \$10.18 | \$18.22 | \$0.00 | \$77.96 |
| | 02/01/2015 | \$50.12 | \$10.18 | \$18.22 | \$0.00 | \$78.52 |
| | 08/01/2015 | \$51.02 | \$10.18 | \$18.29 | \$0.00 | \$79.49 |
| | 02/01/2016 | \$51.59 | \$10.18 | \$18.29 | \$0.00 | \$80.06 |
| | 08/01/2016 | \$52.49 | \$10.18 | \$18.37 | \$0.00 | \$81.04 |
| | 02/01/2017 | \$53.06 | \$10.18 | \$18.37 | \$0.00 | \$81.61 |

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

Effective Date - 08/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.05 | \$10.18 | \$18.15 | \$0.00 | \$52.38 |
| 2 | 60 | \$28.86 | \$10.18 | \$18.15 | \$0.00 | \$57.19 |
| 3 | 70 | \$33.67 | \$10.18 | \$18.15 | \$0.00 | \$62.00 |
| 4 | 80 | \$38.48 | \$10.18 | \$18.15 | \$0.00 | \$66.81 |
| 5 | 90 | \$43.29 | \$10.18 | \$18.15 | \$0.00 | \$71.62 |

Effective Date - 02/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.33 | \$10.18 | \$18.15 | \$0.00 | \$52.66 |
| 2 | 60 | \$29.20 | \$10.18 | \$18.15 | \$0.00 | \$57.53 |
| 3 | 70 | \$34.06 | \$10.18 | \$18.15 | \$0.00 | \$62.39 |
| 4 | 80 | \$38.93 | \$10.18 | \$18.15 | \$0.00 | \$67.26 |
| 5 | 90 | \$43.79 | \$10.18 | \$18.15 | \$0.00 | \$72.12 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2013 | \$39.96 | \$10.00 | \$13.55 | \$0.00 | \$63.51 |
| | 12/01/2013 | \$40.74 | \$10.00 | \$13.55 | \$0.00 | \$64.29 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2013 | \$39.96 | \$10.00 | \$13.55 | \$0.00 | \$63.51 |
| | 12/01/2013 | \$40.74 | \$10.00 | \$13.55 | \$0.00 | \$64.29 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| MILLWRIGHT (Zone 1) <i>MILLWRIGHTS LOCAL 1121 - Zone 1</i> | 04/01/2013 | \$34.68 | \$9.80 | \$15.76 | \$0.00 | \$60.24 |
| | 10/01/2013 | \$35.45 | \$9.80 | \$15.76 | \$0.00 | \$61.01 |
| | 04/01/2014 | \$36.23 | \$9.80 | \$15.76 | \$0.00 | \$61.79 |
| | 10/01/2014 | \$37.18 | \$9.80 | \$15.76 | \$0.00 | \$62.74 |
| | 04/01/2015 | \$38.14 | \$9.80 | \$15.76 | \$0.00 | \$63.70 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 1

Effective Date - 04/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 55 | \$19.07 | \$9.80 | \$4.32 | \$0.00 | \$33.19 |
| 2 | 65 | \$22.54 | \$9.80 | \$13.01 | \$0.00 | \$45.35 |
| 3 | 75 | \$26.01 | \$9.80 | \$13.80 | \$0.00 | \$49.61 |
| 4 | 85 | \$29.48 | \$9.80 | \$14.58 | \$0.00 | \$53.86 |

Effective Date - 10/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 55 | \$19.50 | \$9.80 | \$4.32 | \$0.00 | \$33.62 |
| 2 | 65 | \$23.04 | \$9.80 | \$13.01 | \$0.00 | \$45.85 |
| 3 | 75 | \$26.59 | \$9.80 | \$13.80 | \$0.00 | \$50.19 |
| 4 | 85 | \$30.13 | \$9.80 | \$14.58 | \$0.00 | \$54.51 |

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER
LABORERS - ZONE 1

| | | | | | |
|------------|---------|--------|---------|--------|---------|
| 06/01/2013 | \$33.30 | \$7.10 | \$12.45 | \$0.00 | \$52.85 |
| 12/01/2013 | \$34.05 | \$7.10 | \$12.45 | \$0.00 | \$53.60 |
| 06/01/2014 | \$34.80 | \$7.10 | \$12.45 | \$0.00 | \$54.35 |
| 12/01/2014 | \$35.55 | \$7.10 | \$12.45 | \$0.00 | \$55.10 |
| 06/01/2015 | \$36.30 | \$7.10 | \$12.45 | \$0.00 | \$55.85 |
| 12/01/2015 | \$37.05 | \$7.10 | \$12.45 | \$0.00 | \$56.60 |
| 06/01/2016 | \$37.80 | \$7.10 | \$12.45 | \$0.00 | \$57.35 |
| 12/01/2016 | \$38.80 | \$7.10 | \$12.45 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES,GRADALLS)
OPERATING ENGINEERS LOCAL 4

| | | | | | |
|------------|---------|---------|---------|--------|---------|
| 06/01/2013 | \$21.17 | \$10.00 | \$13.55 | \$0.00 | \$44.72 |
| 12/01/2013 | \$21.59 | \$10.00 | \$13.55 | \$0.00 | \$45.14 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS)
OPERATING ENGINEERS LOCAL 4

| | | | | | |
|------------|---------|---------|---------|--------|---------|
| 06/01/2013 | \$24.57 | \$10.00 | \$13.55 | \$0.00 | \$48.12 |
| 12/01/2013 | \$25.06 | \$10.00 | \$13.55 | \$0.00 | \$48.61 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II
OPERATING ENGINEERS LOCAL 4

| | | | | | |
|------------|---------|---------|---------|--------|---------|
| 06/01/2013 | \$39.96 | \$10.00 | \$13.55 | \$0.00 | \$63.51 |
| 12/01/2013 | \$40.74 | \$10.00 | \$13.55 | \$0.00 | \$64.29 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS)
PAINTERS LOCAL 35 - ZONE 2

| | | | | | |
|------------|---------|--------|---------|--------|---------|
| 01/01/2013 | \$45.01 | \$7.80 | \$15.60 | \$0.00 | \$68.41 |
|------------|---------|--------|---------|--------|---------|

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$22.51 | \$7.80 | \$0.00 | \$0.00 | \$30.31 |
| 2 | 55 | \$24.76 | \$7.80 | \$3.52 | \$0.00 | \$36.08 |
| 3 | 60 | \$27.01 | \$7.80 | \$3.84 | \$0.00 | \$38.65 |
| 4 | 65 | \$29.26 | \$7.80 | \$4.16 | \$0.00 | \$41.22 |
| 5 | 70 | \$31.51 | \$7.80 | \$13.68 | \$0.00 | \$52.99 |
| 6 | 75 | \$33.76 | \$7.80 | \$14.00 | \$0.00 | \$55.56 |
| 7 | 80 | \$36.01 | \$7.80 | \$14.32 | \$0.00 | \$58.13 |
| 8 | 90 | \$40.51 | \$7.80 | \$14.96 | \$0.00 | \$63.27 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|-------------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, NEW) * | 01/01/2013 | \$35.91 | \$7.80 | \$15.60 | \$0.00 | \$59.31 |
|-------------------------------------|------------|---------|--------|---------|--------|---------|

* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

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

Effective Date - 01/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$17.96 | \$7.80 | \$0.00 | \$0.00 | \$25.76 |
| 2 | 55 | \$19.75 | \$7.80 | \$3.52 | \$0.00 | \$31.07 |
| 3 | 60 | \$21.55 | \$7.80 | \$3.84 | \$0.00 | \$33.19 |
| 4 | 65 | \$23.34 | \$7.80 | \$4.16 | \$0.00 | \$35.30 |
| 5 | 70 | \$25.14 | \$7.80 | \$13.68 | \$0.00 | \$46.62 |
| 6 | 75 | \$26.93 | \$7.80 | \$14.00 | \$0.00 | \$48.73 |
| 7 | 80 | \$28.73 | \$7.80 | \$14.32 | \$0.00 | \$50.85 |
| 8 | 90 | \$32.32 | \$7.80 | \$14.96 | \$0.00 | \$55.08 |

Notes:

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---------------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, REPAINT) | 01/01/2013 | \$33.97 | \$7.80 | \$15.60 | \$0.00 | \$57.37 |
|---------------------------------------|------------|---------|--------|---------|--------|---------|

PAINTERS LOCAL 35 - ZONE 2

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$16.99 | \$7.80 | \$0.00 | \$0.00 | \$24.79 |
| 2 | 55 | \$18.68 | \$7.80 | \$3.52 | \$0.00 | \$30.00 |
| 3 | 60 | \$20.38 | \$7.80 | \$3.84 | \$0.00 | \$32.02 |
| 4 | 65 | \$22.08 | \$7.80 | \$4.16 | \$0.00 | \$34.04 |
| 5 | 70 | \$23.78 | \$7.80 | \$13.68 | \$0.00 | \$45.26 |
| 6 | 75 | \$25.48 | \$7.80 | \$14.00 | \$0.00 | \$47.28 |
| 7 | 80 | \$27.18 | \$7.80 | \$14.32 | \$0.00 | \$49.30 |
| 8 | 90 | \$30.57 | \$7.80 | \$14.96 | \$0.00 | \$53.33 |

Notes:

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER (TRAFFIC MARKINGS) LABORERS - ZONE 1 | 06/01/2013 | \$33.05 | \$7.10 | \$12.45 | \$0.00 | \$52.60 |
| | 12/01/2013 | \$33.80 | \$7.10 | \$12.45 | \$0.00 | \$53.35 |
| | 06/01/2014 | \$34.55 | \$7.10 | \$12.45 | \$0.00 | \$54.10 |
| | 12/01/2014 | \$35.30 | \$7.10 | \$12.45 | \$0.00 | \$54.85 |
| | 06/01/2015 | \$36.05 | \$7.10 | \$12.45 | \$0.00 | \$55.60 |
| | 12/01/2015 | \$36.80 | \$7.10 | \$12.45 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$37.55 | \$7.10 | \$12.45 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$38.55 | \$7.10 | \$12.45 | \$0.00 | \$58.10 |

For Apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, NEW) * | 01/01/2013 | \$34.51 | \$7.80 | \$15.60 | \$0.00 | \$57.91 |
|--------------------------------|------------|---------|--------|---------|--------|---------|

* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$17.26 | \$7.80 | \$0.00 | \$0.00 | \$25.06 |
| 2 | 55 | \$18.98 | \$7.80 | \$3.52 | \$0.00 | \$30.30 |
| 3 | 60 | \$20.71 | \$7.80 | \$3.84 | \$0.00 | \$32.35 |
| 4 | 65 | \$22.43 | \$7.80 | \$4.16 | \$0.00 | \$34.39 |
| 5 | 70 | \$24.16 | \$7.80 | \$13.68 | \$0.00 | \$45.64 |
| 6 | 75 | \$25.88 | \$7.80 | \$14.00 | \$0.00 | \$47.68 |
| 7 | 80 | \$27.61 | \$7.80 | \$14.32 | \$0.00 | \$49.73 |
| 8 | 90 | \$31.06 | \$7.80 | \$14.96 | \$0.00 | \$53.82 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| PAINTER / TAPER (BRUSH, REPAINT) <i>PAINTERS LOCAL 35 - ZONE 2</i> | 01/01/2013 | \$32.57 | \$7.80 | \$15.60 | \$0.00 | \$55.97 |

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$16.29 | \$7.80 | \$0.00 | \$0.00 | \$24.09 |
| 2 | 55 | \$17.91 | \$7.80 | \$3.52 | \$0.00 | \$29.23 |
| 3 | 60 | \$19.54 | \$7.80 | \$3.84 | \$0.00 | \$31.18 |
| 4 | 65 | \$21.17 | \$7.80 | \$4.16 | \$0.00 | \$33.13 |
| 5 | 70 | \$22.80 | \$7.80 | \$13.68 | \$0.00 | \$44.28 |
| 6 | 75 | \$24.43 | \$7.80 | \$14.00 | \$0.00 | \$46.23 |
| 7 | 80 | \$26.06 | \$7.80 | \$14.32 | \$0.00 | \$48.18 |
| 8 | 90 | \$29.31 | \$7.80 | \$14.96 | \$0.00 | \$52.07 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2012 | \$31.38 | \$8.91 | \$8.00 | \$0.00 | \$48.29 |
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2013 | \$40.70 | \$9.80 | \$17.67 | \$0.00 | \$68.17 |
| | 08/01/2014 | \$42.20 | \$9.80 | \$17.67 | \$0.00 | \$69.67 |
| | 08/01/2015 | \$43.70 | \$9.80 | \$17.67 | \$0.00 | \$71.17 |
| PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2013 | \$40.70 | \$9.80 | \$17.67 | \$0.00 | \$68.17 |
| | 08/01/2014 | \$42.20 | \$9.80 | \$17.67 | \$0.00 | \$69.67 |
| | 08/01/2015 | \$43.70 | \$9.80 | \$17.67 | \$0.00 | \$71.17 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.35 | \$9.80 | \$17.67 | \$0.00 | \$47.82 |
| 2 | 60 | \$24.42 | \$9.80 | \$17.67 | \$0.00 | \$51.89 |
| 3 | 70 | \$28.49 | \$9.80 | \$17.67 | \$0.00 | \$55.96 |
| 4 | 75 | \$30.53 | \$9.80 | \$17.67 | \$0.00 | \$58.00 |
| 5 | 80 | \$32.56 | \$9.80 | \$17.67 | \$0.00 | \$60.03 |
| 6 | 80 | \$32.56 | \$9.80 | \$17.67 | \$0.00 | \$60.03 |
| 7 | 90 | \$36.63 | \$9.80 | \$17.67 | \$0.00 | \$64.10 |
| 8 | 90 | \$36.63 | \$9.80 | \$17.67 | \$0.00 | \$64.10 |

Effective Date - 08/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.10 | \$9.80 | \$17.67 | \$0.00 | \$48.57 |
| 2 | 60 | \$25.32 | \$9.80 | \$17.67 | \$0.00 | \$52.79 |
| 3 | 70 | \$29.54 | \$9.80 | \$17.67 | \$0.00 | \$57.01 |
| 4 | 75 | \$31.65 | \$9.80 | \$17.67 | \$0.00 | \$59.12 |
| 5 | 80 | \$33.76 | \$9.80 | \$17.67 | \$0.00 | \$61.23 |
| 6 | 80 | \$33.76 | \$9.80 | \$17.67 | \$0.00 | \$61.23 |
| 7 | 90 | \$37.98 | \$9.80 | \$17.67 | \$0.00 | \$65.45 |
| 8 | 90 | \$37.98 | \$9.80 | \$17.67 | \$0.00 | \$65.45 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PIPEFITTER & STEAMFITTER PIPEFITTERS LOCAL 537 | 03/01/2013 | \$49.34 | \$8.75 | \$14.39 | \$0.00 | \$72.48 |
|---|------------|---------|--------|---------|--------|---------|

Apprentice - PIPEFITTER - Local 537

Effective Date - 03/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 40 | \$19.74 | \$8.75 | \$6.50 | \$0.00 | \$34.99 |
| 2 | 45 | \$22.20 | \$8.75 | \$14.39 | \$0.00 | \$45.34 |
| 3 | 60 | \$29.60 | \$8.75 | \$14.39 | \$0.00 | \$52.74 |
| 4 | 70 | \$34.54 | \$8.75 | \$14.39 | \$0.00 | \$57.68 |
| 5 | 80 | \$39.47 | \$8.75 | \$14.39 | \$0.00 | \$62.61 |

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> | 06/01/2013 | \$33.30 | \$7.10 | \$12.45 | \$0.00 | \$52.85 |
| | 12/01/2013 | \$34.05 | \$7.10 | \$12.45 | \$0.00 | \$53.60 |
| | 06/01/2014 | \$34.80 | \$7.10 | \$12.45 | \$0.00 | \$54.35 |
| | 12/01/2014 | \$35.55 | \$7.10 | \$12.45 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$36.30 | \$7.10 | \$12.45 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$37.05 | \$7.10 | \$12.45 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.80 | \$7.10 | \$12.45 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.80 | \$7.10 | \$12.45 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PLUMBERS & GASFITTERS <i>PLUMBERS & GASFITTERS LOCAL 12</i> | 03/01/2013 | \$49.31 | \$9.32 | \$13.29 | \$0.00 | \$71.92 |
|--|------------|---------|--------|---------|--------|---------|

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 03/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 35 | \$17.26 | \$9.32 | \$4.97 | \$0.00 | \$31.55 |
| 2 | 40 | \$19.72 | \$9.32 | \$5.61 | \$0.00 | \$34.65 |
| 3 | 55 | \$27.12 | \$9.32 | \$7.53 | \$0.00 | \$43.97 |
| 4 | 65 | \$32.05 | \$9.32 | \$8.81 | \$0.00 | \$50.18 |
| 5 | 75 | \$36.98 | \$9.32 | \$10.09 | \$0.00 | \$56.39 |

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$53.29 Step5 with lic\$59.49

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PNEUMATIC CONTROLS (TEMP.) <i>PIPEFITTERS LOCAL 537</i> | 03/01/2013 | \$49.34 | \$8.75 | \$14.39 | \$0.00 | \$72.48 |
|--|------------|---------|--------|---------|--------|---------|

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

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 1</i> | 06/01/2013 | \$33.30 | \$7.10 | \$12.45 | \$0.00 | \$52.85 |
| | 12/01/2013 | \$34.05 | \$7.10 | \$12.45 | \$0.00 | \$53.60 |
| | 06/01/2014 | \$34.80 | \$7.10 | \$12.45 | \$0.00 | \$54.35 |
| | 12/01/2014 | \$35.55 | \$7.10 | \$12.45 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$36.30 | \$7.10 | \$12.45 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$37.05 | \$7.10 | \$12.45 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.80 | \$7.10 | \$12.45 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.80 | \$7.10 | \$12.45 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| POWDERMAN & BLASTER <i>LABORERS - ZONE 1</i> | 06/01/2013 | \$34.05 | \$7.10 | \$12.45 | \$0.00 | \$53.60 |
| | 12/01/2013 | \$34.80 | \$7.10 | \$12.45 | \$0.00 | \$54.35 |
| | 06/01/2014 | \$35.55 | \$7.10 | \$12.45 | \$0.00 | \$55.10 |
| | 12/01/2014 | \$36.30 | \$7.10 | \$12.45 | \$0.00 | \$55.85 |
| | 06/01/2015 | \$37.05 | \$7.10 | \$12.45 | \$0.00 | \$56.60 |
| | 12/01/2015 | \$37.80 | \$7.10 | \$12.45 | \$0.00 | \$57.35 |
| | 06/01/2016 | \$38.55 | \$7.10 | \$12.45 | \$0.00 | \$58.10 |
| | 12/01/2016 | \$39.55 | \$7.10 | \$12.45 | \$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> | 06/01/2013 | \$40.34 | \$10.00 | \$13.55 | \$0.00 | \$63.89 |
| | 12/01/2013 | \$41.12 | \$10.00 | \$13.55 | \$0.00 | \$64.67 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2013 | \$40.34 | \$10.00 | \$13.55 | \$0.00 | \$63.89 |
| | 12/01/2013 | \$41.12 | \$10.00 | \$13.55 | \$0.00 | \$64.67 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2013 | \$28.19 | \$10.00 | \$13.55 | \$0.00 | \$51.74 |
| | 12/01/2013 | \$28.74 | \$10.00 | \$13.55 | \$0.00 | \$52.29 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 25b</i> | 05/01/2011 | \$28.03 | \$7.75 | \$5.91 | \$0.00 | \$41.69 |
| RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2013 | \$39.96 | \$10.00 | \$13.55 | \$0.00 | \$63.51 |
| | 12/01/2013 | \$40.74 | \$10.00 | \$13.55 | \$0.00 | \$64.29 |
| 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 ** ** 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> | 05/01/2011 | \$24.24 | \$6.34 | \$6.23 | \$0.00 | \$36.81 |
| As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate. | | | | | | |
| RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 1</i> | 06/01/2013 | \$33.30 | \$7.10 | \$12.45 | \$0.00 | \$52.85 |
| | 12/01/2013 | \$34.05 | \$7.10 | \$12.45 | \$0.00 | \$53.60 |
| | 06/01/2014 | \$34.80 | \$7.10 | \$12.45 | \$0.00 | \$54.35 |
| | 12/01/2014 | \$35.55 | \$7.10 | \$12.45 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$36.30 | \$7.10 | \$12.45 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$37.05 | \$7.10 | \$12.45 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.80 | \$7.10 | \$12.45 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.80 | \$7.10 | \$12.45 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2013 | \$39.96 | \$10.00 | \$13.55 | \$0.00 | \$63.51 |
| | 12/01/2013 | \$40.74 | \$10.00 | \$13.55 | \$0.00 | \$64.29 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg) <i>ROOFERS LOCAL 33</i> | 02/01/2013 | \$37.41 | \$10.50 | \$10.70 | \$0.00 | \$58.61 |

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$18.71 | \$10.50 | \$3.38 | \$0.00 | \$32.59 |
| 2 | 60 | \$22.45 | \$10.50 | \$10.70 | \$0.00 | \$43.65 |
| 3 | 65 | \$24.32 | \$10.50 | \$10.70 | \$0.00 | \$45.52 |
| 4 | 75 | \$28.06 | \$10.50 | \$10.70 | \$0.00 | \$49.26 |
| 5 | 85 | \$31.80 | \$10.50 | \$10.70 | \$0.00 | \$53.00 |

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 <i>ROOFERS LOCAL 33</i> | 02/01/2013 | \$37.66 | \$10.50 | \$10.70 | \$0.00 | \$58.86 |
|---|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- ROOFER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 17 - A</i> | 02/01/2013 | \$42.32 | \$9.82 | \$18.24 | \$2.11 | \$72.49 |
|---|------------|---------|--------|---------|--------|---------|

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 40 | \$16.93 | \$9.82 | \$4.00 | \$0.00 | \$30.75 |
| 2 | 40 | \$16.93 | \$9.82 | \$4.00 | \$0.00 | \$30.75 |
| 3 | 45 | \$19.04 | \$9.82 | \$8.00 | \$1.11 | \$37.97 |
| 4 | 45 | \$19.04 | \$9.82 | \$8.00 | \$1.11 | \$37.97 |
| 5 | 50 | \$21.16 | \$9.82 | \$8.75 | \$1.19 | \$40.92 |
| 6 | 50 | \$21.16 | \$9.82 | \$9.00 | \$1.20 | \$41.18 |
| 7 | 60 | \$25.39 | \$9.82 | \$10.24 | \$1.36 | \$46.81 |
| 8 | 65 | \$27.51 | \$9.82 | \$10.99 | \$1.45 | \$49.77 |
| 9 | 75 | \$31.74 | \$9.82 | \$12.49 | \$1.62 | \$55.67 |
| 10 | 85 | \$35.97 | \$9.82 | \$13.49 | \$1.78 | \$61.06 |

Notes:
Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|---|------------|---------|--------|--------|--------|---------|
| SIGN ERECTOR <i>PAINTERS LOCAL 35 - ZONE 2</i> | 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> | 12/01/2012 | \$31.84 | \$8.91 | \$8.00 | \$0.00 | \$48.75 |
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2012 | \$32.13 | \$8.91 | \$8.00 | \$0.00 | \$49.04 |
| SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A)</i> | 03/01/2013 | \$52.58 | \$8.42 | \$12.60 | \$0.00 | \$73.60 |

Apprentice - SPRINKLER FITTER - Local 550

Effective Date - 03/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 35 | \$18.40 | \$8.42 | \$8.00 | \$0.00 | \$34.82 |
| 2 | 40 | \$21.03 | \$8.42 | \$8.00 | \$0.00 | \$37.45 |
| 3 | 45 | \$23.66 | \$8.42 | \$8.00 | \$0.00 | \$40.08 |
| 4 | 50 | \$26.29 | \$8.42 | \$8.00 | \$0.00 | \$42.71 |
| 5 | 55 | \$28.92 | \$8.42 | \$8.00 | \$0.00 | \$45.34 |
| 6 | 60 | \$31.55 | \$8.42 | \$8.00 | \$0.00 | \$47.97 |
| 7 | 65 | \$34.18 | \$8.42 | \$8.00 | \$0.00 | \$50.60 |
| 8 | 70 | \$36.81 | \$8.42 | \$8.00 | \$0.00 | \$53.23 |
| 9 | 75 | \$39.44 | \$8.42 | \$8.00 | \$0.00 | \$55.86 |
| 10 | 80 | \$42.06 | \$8.42 | \$8.00 | \$0.00 | \$58.48 |

Notes:
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2013 | \$39.96 | \$10.00 | \$13.55 | \$0.00 | \$63.51 |
| | 12/01/2013 | \$40.74 | \$10.00 | \$13.55 | \$0.00 | \$64.29 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4 | 06/01/2013 | \$39.96 | \$10.00 | \$13.55 | \$0.00 | \$63.51 |
| | 12/01/2013 | \$40.74 | \$10.00 | \$13.55 | \$0.00 | \$64.29 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 103 | 03/01/2013 | \$32.64 | \$13.00 | \$12.51 | \$0.00 | \$58.15 |
| | 09/01/2013 | \$33.15 | \$13.00 | \$12.52 | \$0.00 | \$58.67 |
| | 03/01/2014 | \$33.69 | \$13.00 | \$12.54 | \$0.00 | \$59.23 |
| | 09/01/2014 | \$34.20 | \$13.00 | \$12.56 | \$0.00 | \$59.76 |
| | 03/01/2015 | \$34.74 | \$13.00 | \$12.57 | \$0.00 | \$60.31 |
| | 09/01/2015 | \$35.45 | \$13.00 | \$12.59 | \$0.00 | \$61.04 |
| | 03/01/2016 | \$36.17 | \$13.00 | \$12.62 | \$0.00 | \$61.79 |

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 03/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$13.06 | \$13.00 | \$0.39 | \$0.00 | \$26.45 |
| 2 | 40 | \$13.06 | \$13.00 | \$0.39 | \$0.00 | \$26.45 |
| 3 | 45 | \$14.69 | \$13.00 | \$9.78 | \$0.00 | \$37.47 |
| 4 | 45 | \$14.69 | \$13.00 | \$9.78 | \$0.00 | \$37.47 |
| 5 | 50 | \$16.32 | \$13.00 | \$10.03 | \$0.00 | \$39.35 |
| 6 | 55 | \$17.95 | \$13.00 | \$10.28 | \$0.00 | \$41.23 |
| 7 | 60 | \$19.58 | \$13.00 | \$10.53 | \$0.00 | \$43.11 |
| 8 | 65 | \$21.22 | \$13.00 | \$10.78 | \$0.00 | \$45.00 |
| 9 | 70 | \$22.85 | \$13.00 | \$11.03 | \$0.00 | \$46.88 |
| 10 | 75 | \$24.48 | \$13.00 | \$11.27 | \$0.00 | \$48.75 |

Effective Date - 09/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$13.26 | \$13.00 | \$0.40 | \$0.00 | \$26.66 |
| 2 | 40 | \$13.26 | \$13.00 | \$0.40 | \$0.00 | \$26.66 |
| 3 | 45 | \$14.92 | \$13.00 | \$9.79 | \$0.00 | \$37.71 |
| 4 | 45 | \$14.92 | \$13.00 | \$9.79 | \$0.00 | \$37.71 |
| 5 | 50 | \$16.58 | \$13.00 | \$10.04 | \$0.00 | \$39.62 |
| 6 | 55 | \$18.23 | \$13.00 | \$10.29 | \$0.00 | \$41.52 |
| 7 | 60 | \$19.89 | \$13.00 | \$10.54 | \$0.00 | \$43.43 |
| 8 | 65 | \$21.55 | \$13.00 | \$10.79 | \$0.00 | \$45.34 |
| 9 | 70 | \$23.21 | \$13.00 | \$11.04 | \$0.00 | \$47.25 |
| 10 | 75 | \$24.86 | \$13.00 | \$11.29 | \$0.00 | \$49.15 |

Notes:

Apprentice to Journeyworker Ratio:1:1

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 08/01/2013 | \$47.00 | \$10.18 | \$18.15 | \$0.00 | \$75.33 |
| | 02/01/2014 | \$47.56 | \$10.18 | \$18.15 | \$0.00 | \$75.89 |
| | 08/01/2014 | \$48.46 | \$10.18 | \$18.22 | \$0.00 | \$76.86 |
| | 02/01/2015 | \$49.02 | \$10.18 | \$18.22 | \$0.00 | \$77.42 |
| | 08/01/2015 | \$49.92 | \$10.18 | \$18.29 | \$0.00 | \$78.39 |
| | 02/01/2016 | \$50.49 | \$10.18 | \$18.29 | \$0.00 | \$78.96 |
| | 08/01/2016 | \$51.39 | \$10.18 | \$18.37 | \$0.00 | \$79.94 |
| | 02/01/2017 | \$51.96 | \$10.18 | \$18.37 | \$0.00 | \$80.51 |

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$23.50 | \$10.18 | \$18.15 | \$0.00 | \$51.83 |
| 2 | 60 | \$28.20 | \$10.18 | \$18.15 | \$0.00 | \$56.53 |
| 3 | 70 | \$32.90 | \$10.18 | \$18.15 | \$0.00 | \$61.23 |
| 4 | 80 | \$37.60 | \$10.18 | \$18.15 | \$0.00 | \$65.93 |
| 5 | 90 | \$42.30 | \$10.18 | \$18.15 | \$0.00 | \$70.63 |

Effective Date - 02/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$23.78 | \$10.18 | \$18.15 | \$0.00 | \$52.11 |
| 2 | 60 | \$28.54 | \$10.18 | \$18.15 | \$0.00 | \$56.87 |
| 3 | 70 | \$33.29 | \$10.18 | \$18.15 | \$0.00 | \$61.62 |
| 4 | 80 | \$38.05 | \$10.18 | \$18.15 | \$0.00 | \$66.38 |
| 5 | 90 | \$42.80 | \$10.18 | \$18.15 | \$0.00 | \$71.13 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2013 | \$34.45 | \$7.10 | \$12.60 | \$0.00 | \$54.15 |
| | 12/01/2013 | \$35.20 | \$7.10 | \$12.60 | \$0.00 | \$54.90 |
| | 06/01/2014 | \$35.95 | \$7.10 | \$12.60 | \$0.00 | \$55.65 |
| | 12/01/2014 | \$36.70 | \$7.10 | \$12.60 | \$0.00 | \$56.40 |
| | 06/01/2015 | \$37.45 | \$7.10 | \$12.60 | \$0.00 | \$57.15 |
| | 12/01/2015 | \$38.20 | \$7.10 | \$12.60 | \$0.00 | \$57.90 |
| | 06/01/2016 | \$38.95 | \$7.10 | \$12.60 | \$0.00 | \$58.65 |
| | 12/01/2016 | \$39.95 | \$7.10 | \$12.60 | \$0.00 | \$59.65 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2013 | \$33.17 | \$7.10 | \$12.60 | \$0.00 | \$52.87 |
| | 12/01/2013 | \$33.92 | \$7.10 | \$12.60 | \$0.00 | \$53.62 |
| | 06/01/2014 | \$34.67 | \$7.10 | \$12.60 | \$0.00 | \$54.37 |
| | 12/01/2014 | \$35.42 | \$7.10 | \$12.60 | \$0.00 | \$55.12 |
| | 06/01/2015 | \$36.17 | \$7.10 | \$12.60 | \$0.00 | \$55.87 |
| | 12/01/2015 | \$36.92 | \$7.10 | \$12.60 | \$0.00 | \$56.62 |
| | 06/01/2016 | \$37.67 | \$7.10 | \$12.60 | \$0.00 | \$57.37 |
| | 12/01/2016 | \$38.67 | \$7.10 | \$12.60 | \$0.00 | \$58.37 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2013 | \$33.05 | \$7.10 | \$12.60 | \$0.00 | \$52.75 |
| | 12/01/2013 | \$33.80 | \$7.10 | \$12.60 | \$0.00 | \$53.50 |
| | 06/01/2014 | \$34.55 | \$7.10 | \$12.60 | \$0.00 | \$54.25 |
| | 12/01/2014 | \$35.30 | \$7.10 | \$12.60 | \$0.00 | \$55.00 |
| | 06/01/2015 | \$36.05 | \$7.10 | \$12.60 | \$0.00 | \$55.75 |
| | 12/01/2015 | \$36.80 | \$7.10 | \$12.60 | \$0.00 | \$56.50 |
| | 06/01/2016 | \$37.55 | \$7.10 | \$12.60 | \$0.00 | \$57.25 |
| | 12/01/2016 | \$38.55 | \$7.10 | \$12.60 | \$0.00 | \$58.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2013 | \$39.96 | \$10.00 | \$13.55 | \$0.00 | \$63.51 |
| | 12/01/2013 | \$40.74 | \$10.00 | \$13.55 | \$0.00 | \$64.29 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2012 | \$32.42 | \$9.07 | \$8.00 | \$0.00 | \$49.49 |
| TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i> | 06/01/2013 | \$45.33 | \$7.10 | \$13.00 | \$0.00 | \$65.43 |
| | 12/01/2013 | \$46.08 | \$7.10 | \$13.00 | \$0.00 | \$66.18 |
| | 06/01/2014 | \$46.83 | \$7.10 | \$13.00 | \$0.00 | \$66.93 |
| | 12/01/2014 | \$47.58 | \$7.10 | \$13.00 | \$0.00 | \$67.68 |
| | 06/01/2015 | \$48.33 | \$7.10 | \$13.00 | \$0.00 | \$68.43 |
| | 12/01/2015 | \$49.08 | \$7.10 | \$13.00 | \$0.00 | \$69.18 |
| | 06/01/2016 | \$49.83 | \$7.10 | \$13.00 | \$0.00 | \$69.93 |
| | 12/01/2016 | \$50.83 | \$7.10 | \$13.00 | \$0.00 | \$70.93 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i> | 06/01/2013 | \$47.33 | \$7.10 | \$13.00 | \$0.00 | \$67.43 |
| | 12/01/2013 | \$48.08 | \$7.10 | \$13.00 | \$0.00 | \$68.18 |
| | 06/01/2014 | \$48.83 | \$7.10 | \$13.00 | \$0.00 | \$68.93 |
| | 12/01/2014 | \$49.58 | \$7.10 | \$13.00 | \$0.00 | \$69.68 |
| | 06/01/2015 | \$50.33 | \$7.10 | \$13.00 | \$0.00 | \$70.43 |
| | 12/01/2015 | \$51.08 | \$7.10 | \$13.00 | \$0.00 | \$71.18 |
| | 06/01/2016 | \$51.83 | \$7.10 | \$13.00 | \$0.00 | \$71.93 |
| | 12/01/2016 | \$52.83 | \$7.10 | \$13.00 | \$0.00 | \$72.93 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i> | 06/01/2013 | \$37.40 | \$7.10 | \$13.00 | \$0.00 | \$57.50 |
| | 12/01/2013 | \$38.15 | \$7.10 | \$13.00 | \$0.00 | \$58.25 |
| | 06/01/2014 | \$38.90 | \$7.10 | \$13.00 | \$0.00 | \$59.00 |
| | 12/01/2014 | \$39.65 | \$7.10 | \$13.00 | \$0.00 | \$59.75 |
| | 06/01/2015 | \$40.40 | \$7.10 | \$13.00 | \$0.00 | \$60.50 |
| | 12/01/2015 | \$41.15 | \$7.10 | \$13.00 | \$0.00 | \$61.25 |
| | 06/01/2016 | \$41.90 | \$7.10 | \$13.00 | \$0.00 | \$62.00 |
| | 12/01/2016 | \$42.90 | \$7.10 | \$13.00 | \$0.00 | \$63.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i> | 06/01/2013 | \$39.40 | \$7.10 | \$13.00 | \$0.00 | \$59.50 |
| | 12/01/2013 | \$40.15 | \$7.10 | \$13.00 | \$0.00 | \$60.25 |
| | 06/01/2014 | \$40.90 | \$7.10 | \$13.00 | \$0.00 | \$61.00 |
| | 12/01/2014 | \$41.65 | \$7.10 | \$13.00 | \$0.00 | \$61.75 |
| | 06/01/2015 | \$42.40 | \$7.10 | \$13.00 | \$0.00 | \$62.50 |
| | 12/01/2015 | \$43.15 | \$7.10 | \$13.00 | \$0.00 | \$63.25 |
| | 06/01/2016 | \$43.90 | \$7.10 | \$13.00 | \$0.00 | \$64.00 |
| | 12/01/2016 | \$44.90 | \$7.10 | \$13.00 | \$0.00 | \$65.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2012 | \$31.84 | \$8.91 | \$8.00 | \$0.00 | \$48.75 |
| WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i> | 06/01/2013 | \$33.30 | \$7.10 | \$12.45 | \$0.00 | \$52.85 |
| | 12/01/2013 | \$34.05 | \$7.10 | \$12.45 | \$0.00 | \$53.60 |
| | 06/01/2014 | \$34.80 | \$7.10 | \$12.45 | \$0.00 | \$54.35 |
| | 12/01/2014 | \$35.55 | \$7.10 | \$12.45 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$36.30 | \$7.10 | \$12.45 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$37.05 | \$7.10 | \$12.45 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.80 | \$7.10 | \$12.45 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.80 | \$7.10 | \$12.45 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2013 | \$40.34 | \$10.00 | \$13.55 | \$0.00 | \$63.89 |
| | 12/01/2013 | \$41.12 | \$10.00 | \$13.55 | \$0.00 | \$64.67 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i> | 03/01/2013 | \$49.31 | \$9.32 | \$13.29 | \$0.00 | \$71.92 |
| 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> | 03/03/2013 | \$25.18 | \$8.20 | \$4.17 | \$0.00 | \$37.55 |
| | 09/01/2013 | \$25.66 | \$8.70 | \$4.48 | \$0.00 | \$38.84 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 03/03/2013 | \$35.67 | \$8.20 | \$4.98 | \$0.00 | \$48.85 |
| | 09/01/2013 | \$36.55 | \$8.70 | \$6.58 | \$0.00 | \$51.83 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 03/03/2013 | \$29.38 | \$8.20 | \$5.68 | \$0.00 | \$43.26 |
| | 09/01/2013 | \$29.94 | \$8.70 | \$6.05 | \$0.00 | \$44.69 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 03/03/2013 | \$23.08 | \$8.20 | \$3.94 | \$0.00 | \$35.22 |
| | 09/01/2013 | \$23.52 | \$8.70 | \$5.24 | \$0.00 | \$37.46 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 03/03/2013 | \$35.67 | \$8.20 | \$8.98 | \$0.00 | \$52.85 |
| | 09/01/2013 | \$36.35 | \$8.70 | \$9.43 | \$0.00 | \$54.48 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 03/03/2013 | \$31.48 | \$8.20 | \$6.19 | \$0.00 | \$45.87 |
| | 09/01/2013 | \$32.08 | \$8.70 | \$6.59 | \$0.00 | \$47.37 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 03/03/2013 | \$23.08 | \$8.20 | \$3.42 | \$0.00 | \$34.70 |
| | 09/01/2013 | \$23.52 | \$8.70 | \$3.72 | \$0.00 | \$35.94 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 03/03/2013 | \$18.89 | \$8.20 | \$2.61 | \$0.00 | \$29.70 |
| | 09/01/2013 | \$19.25 | \$8.70 | \$2.85 | \$0.00 | \$30.80 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 03/03/2013 | \$41.97 | \$8.20 | \$11.26 | \$0.00 | \$61.43 |
| | 09/01/2013 | \$42.77 | \$8.70 | \$11.78 | \$0.00 | \$63.25 |

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 03/03/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$25.18 | \$8.20 | \$3.92 | \$0.00 | \$37.30 |
| 2 | 65 | \$27.28 | \$8.20 | \$4.36 | \$0.00 | \$39.84 |
| 3 | 70 | \$29.38 | \$8.20 | \$5.06 | \$0.00 | \$42.64 |
| 4 | 75 | \$31.48 | \$8.20 | \$5.76 | \$0.00 | \$45.44 |
| 5 | 80 | \$33.58 | \$8.20 | \$6.46 | \$0.00 | \$48.24 |
| 6 | 85 | \$35.67 | \$8.20 | \$7.17 | \$0.00 | \$51.04 |
| 7 | 90 | \$37.77 | \$8.20 | \$8.36 | \$0.00 | \$54.33 |

Effective Date - 09/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$25.66 | \$8.70 | \$4.24 | \$0.00 | \$38.60 |
| 2 | 65 | \$27.80 | \$8.70 | \$4.71 | \$0.00 | \$41.21 |
| 3 | 70 | \$29.94 | \$8.70 | \$5.43 | \$0.00 | \$44.07 |
| 4 | 75 | \$32.08 | \$8.70 | \$6.16 | \$0.00 | \$46.94 |
| 5 | 80 | \$34.22 | \$8.70 | \$6.88 | \$0.00 | \$49.80 |
| 6 | 85 | \$36.35 | \$8.70 | \$7.62 | \$0.00 | \$52.67 |
| 7 | 90 | \$38.49 | \$8.70 | \$8.83 | \$0.00 | \$56.02 |

Notes:

Apprentice to Journeyworker Ratio:1:2

| | | | | | | |
|---|------------|---------|--------|--------|--------|---------|
| TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 07/16/2012 | \$26.33 | \$4.18 | \$2.79 | \$0.00 | \$33.30 |
| TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 07/16/2012 | \$24.78 | \$4.18 | \$2.74 | \$0.00 | \$31.70 |
| TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 07/16/2012 | \$24.78 | \$4.18 | \$2.74 | \$0.00 | \$31.70 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> This classification applies only to the trimming of branches on and around utility lines. | 01/29/2012 | \$17.18 | \$3.37 | \$0.00 | \$0.00 | \$20.55 |
| TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> This classification applies only to the trimming of branches on and around utility lines. | 01/29/2012 | \$15.15 | \$3.37 | \$0.00 | \$0.00 | \$18.52 |

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. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours) unless otherwise specified.

- * Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof.
- ** 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.