



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 MAINTENANCE ROOF REPLACEMENT JANUARY 15, 2015 @ 11:30 a.m.
At Quantum Elementary School, 50 Huckins Ave, Quincy, MA 02171

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}

A non-mandatory pre-bid walk thru will be held on January 8, 2015 at 9:00 a.m. at Quantum Elementary School, 50 Huckins Ave, Quincy, MA 02171

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 January 9, 2015 at 4:00 p.m.

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

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

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: DECEMBER 31, 2014
BID CALL: JANUARY 15, 2015 @ 11:30 A.M.
DEPARTMENT: BUILDING MAINTENANCE
ITEM: ROOF REPLACEMENT SQUANTUM ELEMENTARY SCHOOL

1. Certified check or 5% bid bond is required.
 2. 50% Payment 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
 - Proposal Sheet 5 of 5 (Lines 28 – 39)
 - Certification of General on Public Construction Projects Regarding Health & Safety & Non-Collusion and Debarment
 - Form for General Bid
 4. Do not separate any sheets from this bid call.
 5. All prices are to include delivery F.O.B. destination unless noted otherwise.
 6. Wherever a manufacturer's name or model number is specified, it is to be clearly understood that the words "or approved equal" follow.
 7. All vendors must acknowledge in writing receipt of any addenda.
 8. The Purchasing Department shall accept questions in writing via facsimile up until 48 hours prior to the opening.
- * 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.

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

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

DATE: _____

SPECS: **ROOF REPLACEMENT SQUANTUM ELEMENTARY SCHOOL**

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 pursuant to MGL Chapter 62c, section 49a, I have complied with all laws of the Commonwealth of Massachusetts relating to taxes, reporting of employees and contractors, and withholding of child support. This is being 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)

CERTIFICATE OF NON – COLLUSION

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

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

(Signature required)

(Name of business)

CERTIFICATION OF GENERAL BIDDERS ON PUBLIC CONSTRUCTION
PROJECTS

I. CERTIFICATION REGARDING HEALTH AND SAFETY

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

II. CERTIFICATION REGARDING NON-COLLUSION AND DEBARMENT

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

Date: _____

Name of General Bidder

By _____
Signature

Print name and title

Business Address

Street Address City and State

CERTIFICATION 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.

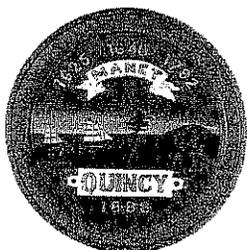
This certification shall be for the benefit of the City of Quincy and its successors and/or assigns and is binding upon the contractor, its successors and assigned.

Executed under seal this _____ day of _____, _____.

Contractor Name
By its duly authorized agent,

Contract Number _____

(Authorized Signature)



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

Phone: (617) 376-1060

Fax: (617) 376-1074

SIGNATURE AUTHORIZATION

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

(NAME OF CORPORATION)

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

VOTED, that:

(NAME)

(OFFICER)

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

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

A true copy,

ATTEST: _____
(CLERK'S SIGNATURE)

PLACE OF BUSINESS: _____

DATE OF THIS CONTRACT: _____

I hereby certify that I am the Clerk of the:

(COMPANY)

that

(NAME)

is the

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

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: _____

REFERENCE LIST

All vendors are to fill out the following reference form, and submit it with the bid package, with similar work over the last 3-5 years.

Reference #1 Name: _____

Address: _____

Telephone: _____

Fax: _____

Email: _____

Reference #2 Name: _____

Address: _____

Telephone: _____

Fax: _____

Email: _____

Reference #3 Name: _____

Address: _____

Telephone: _____

Fax: _____

Email: _____

Reference #4 Name: _____

Address: _____

Telephone: _____

Fax: _____

Email: _____

Partial ROOF REPLACEMENT at SQUANTUM ELEMENTARY SCHOOL

50 Huckins Avenue, Quincy, MA 02171

SCOPE of WORK

Project Preliminaries and Preparation

The contractor shall comply with the following provisions:

- Attend pre-construction meeting, agree on site logistics, outline safety requirements, conduct existing conditions survey
- Submit a proposed construction schedule
- Furnish and install all temporary safety equipment meeting OSHA standards appropriate for the requirements of this site.
- Submit documentation that at least one member of the daily site team be certified with OSHA 30 hr safety training.
- Furnish and install protective safety fencing, guard rails, barriers, gates, nets, signage or other agreed upon measures to protect the school students and staff during construction and that also prohibits general access to the roof, materials, motorized equipment and tools.
- Submit to the City for review manufacturer's printed specifications for each product proposed to be used on this job. Work shall not proceed until written approval is received from the City's Public Buildings Dept.
- Obtain a building permit from the City's Building Dept., fee waived.

Demolition Phase

- Remove two pre-existing layers of roofing (based on test cuts there appears to be a top layer of EPDM type roofing over a built-up roofing system) down to the wood decking.
- Legally dispose of all demolition material off site.

Installation

The intent of this specification is to provide a complete roofing installation in the specified area of approximately 2250 sq.ft. and includes all materials at adjacent surfaces and transition points including but not exclusively; flashing, preformed boots, edge metal, sealants, insulation, fasteners, glues and substrates. Furthermore all components of the roof system shall either be supplied by a single roof system manufacturer or submit written approval from the roof manufacturer stating that the proposed materials made by others are compatible and acceptable for this roof system and that the system will perform as specified.

- Inspect the wood roof deck after stripping old roofing systems. Replace any damaged or deteriorated decking with new wood decking of like size. ((Provide a unit price for deck replacement on a per square foot basis – see bid page))
- Furnish and install new wood blocking at the entire perimeter of the roof area to be replaced.
- Install a rigid polyisocyanurate roofing insulation to achieve a minimum thermal resistance value of R-25 per ASTM C 1303. Insulation shall meet or exceed requirements of ASTM C 1289 with FM approval and UL classification for installation over wood decks. Provide tapered insulation to meet drainage slopes of existing roof and/ or roof manufacturer’s minimum slope requirements. Provide cants and crickets as necessary.
- Insulation shall meet the following additional specifications:

| | | |
|---|-----------|-------------|
| Compressive Strength (min.) | 20 psi | ASTM D 1621 |
| Moisture Vapor Transmission | <1.0 perm | ASTM E 96 |
| Water Absorption | <1.0% | ASTM C 209 |
| UL – Fire Hazard Classification : “Class A” | | |
- Acceptable insulation manufacturers are as follows, subject to meeting listed specifications;
 - GenFlex Roofing Systems
 - Firestone Building Products
 - Owens-Corning
 - Or an owner- approved equal meeting the listed specifications
- Insulation shall be secured to the existing deck by mechanical means with a fastening pattern designed to maintain the roof system intact for a design peak wind 3 second gust of 110 miles per hour and with accommodations for increased wind speeds at salient corners and edges.
- Furnish and install a new 60.mil EPDM roof, fully adhered to the insulation in strict accordance with the roof manufacturer’s specifications with an approved bonding agent.
- EPDM roofing shall meet the following specifications;

| | | |
|--|--------------|-----------|
| Tensile strength (min.) | 1600psi | ASTM D412 |
| Tensile strength (min.) after heat aging | 1450psi | ASTM D412 |
| Tear strength (min.) | 200 lbf / in | ASTM D624 |
| Elongation, ultimate | 465 % | ASTM D412 |

Acceptable EPDM manufacturers are as follows, subject to meeting the listed specifications:

- Carlisle Syntech
- Firestone Building Products
- Johns Manville
- Or an owner-approved equal meeting the listed specifications

Quality Control

- The contractor shall coordinate with the roof manufacturer's technical representative who shall provide periodic inspections and a final certification that the materials were installed in accordance with the manufacturer's requirements.
- The contractor shall work in harmony with the City's construction representatives and also with Quincy Public Schools administrative personnel to insure the work progress is orderly, coordinated and does not negatively impact the academic environment.
- The roof system manufacturer's Technical Specs. shall be considered a part of this spec. and scope of work and shall be followed with regard to procedures and recommendations.
- Perform "tie-ins" at the end of each work day to insure that unfinished portions of the roof remain watertight.
- Conduct twice daily security checks to insure that all access points are intact and appropriately controlled, locks are in place, access points into the school are locked, tools are stored, ladders are locked, fire extinguishers are in place, and battery chargers are disconnected.
- Clean the roof and the job site at least once per day and retrieve any debris that escapes the delineated project limits.

Warranty

- Provide a manufacturer's warranty for the total roofing system; membrane, flashings, insulation, bonding agents, hardware, etc. covering product's quality and performance. Warranty shall be for fifteen (15) years starting on the date of the owner's acceptance of the completed roof.
- Provide a workmanship warranty for the total roofing system: membrane, flashings, insulation, bonding agents, hardware, etc. covering product's quality and performance. Warranty shall be for two (2) years starting on the date of the owner's acceptance of the completed roof. This warranty shall cover all labor.

Partial ROOF REPLACEMENT at SQUANTUM ELEMENTARY SCHOOL
50 Huckins Avenue, Quincy, MA 02171

Bid Cost Summary

Base Bid according to scope of work and referenced specifications:

Preliminaries

Demolition

Installation of insulation and 60mil EPDM over approx. 2250. sq. ft.

Quality control and Project management

Fifteen year Warranty

Base Bid: \$ _____

Additional work

(provide a unit cost for this work)

Wood deck replacement \$ _____ / per square foot

Signature of Bidder

Print Name

Company Name

Company Address

Signature of Bidder

RECEIPT OF ADDENDUM # _____ ACKNOWLEDGED BY _____



DEVAL L. PATRICK
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

RACHEL KAPRIELIAN
Secretary
HEATHER E. ROWE
Director

Awarding Authority: City of Quincy
Contract Number: **City/Town:** QUINCY
Description of Work: Roof replacement project at Squantum Elem. School. The estimated area of roof to be replaced is approx. two thousand, two hundred sq. ft. of flat roof on a one story portion of the building.
Job Location: 50 HUCKINS AVE, QUINCY, MA 02171

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| Construction | | | | | | |
| (2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2014 | \$32.40 | \$9.91 | \$9.33 | \$0.00 | \$51.64 |
| | 06/01/2015 | \$32.75 | \$9.91 | \$9.33 | \$0.00 | \$51.99 |
| | 08/01/2015 | \$32.75 | \$10.41 | \$9.33 | \$0.00 | \$52.49 |
| | 12/01/2015 | \$32.75 | \$10.41 | \$10.08 | \$0.00 | \$53.24 |
| | 06/01/2016 | \$33.25 | \$10.41 | \$10.08 | \$0.00 | \$53.74 |
| | 08/01/2016 | \$33.25 | \$10.91 | \$10.08 | \$0.00 | \$54.24 |
| | 12/01/2016 | \$33.25 | \$10.91 | \$10.89 | \$0.00 | \$55.05 |
| (3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2014 | \$32.47 | \$9.91 | \$9.33 | \$0.00 | \$51.71 |
| | 06/01/2015 | \$32.82 | \$9.91 | \$9.33 | \$0.00 | \$52.06 |
| | 08/01/2015 | \$32.82 | \$10.41 | \$9.33 | \$0.00 | \$52.56 |
| | 12/01/2015 | \$32.82 | \$10.41 | \$10.08 | \$0.00 | \$53.31 |
| | 06/01/2016 | \$33.32 | \$10.41 | \$10.08 | \$0.00 | \$53.81 |
| | 08/01/2016 | \$33.32 | \$10.91 | \$10.08 | \$0.00 | \$54.31 |
| | 12/01/2016 | \$33.32 | \$10.91 | \$10.89 | \$0.00 | \$55.12 |
| (4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2014 | \$32.59 | \$9.91 | \$9.33 | \$0.00 | \$51.83 |
| | 06/01/2015 | \$32.94 | \$9.91 | \$9.33 | \$0.00 | \$52.18 |
| | 08/01/2015 | \$32.94 | \$10.41 | \$9.33 | \$0.00 | \$52.68 |
| | 12/01/2015 | \$32.94 | \$10.41 | \$10.08 | \$0.00 | \$53.43 |
| | 06/01/2016 | \$33.44 | \$10.41 | \$10.08 | \$0.00 | \$53.93 |
| | 08/01/2016 | \$33.44 | \$10.91 | \$10.08 | \$0.00 | \$54.43 |
| | 12/01/2016 | \$33.44 | \$10.91 | \$10.89 | \$0.00 | \$55.24 |
| ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2014 | \$87.36 | \$9.80 | \$18.17 | \$0.00 | \$115.33 |
| | 08/01/2015 | \$90.51 | \$9.80 | \$18.17 | \$0.00 | \$118.48 |
| AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$35.35 | \$7.30 | \$12.95 | \$0.00 | \$55.60 |
| | 06/01/2015 | \$36.10 | \$7.30 | \$12.95 | \$0.00 | \$56.35 |
| | 12/01/2015 | \$36.85 | \$7.30 | \$12.95 | \$0.00 | \$57.10 |
| | 06/01/2016 | \$37.60 | \$7.30 | \$12.95 | \$0.00 | \$57.85 |
| | 12/01/2016 | \$38.60 | \$7.30 | \$12.95 | \$0.00 | \$58.85 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | 12/01/2014 | \$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> | 12/01/2014 | \$34.85 | \$7.30 | \$12.95 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$35.60 | \$7.30 | \$12.95 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.35 | \$7.30 | \$12.95 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.10 | \$7.30 | \$12.95 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.10 | \$7.30 | \$12.95 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2014 | \$42.39 | \$10.00 | \$14.30 | \$0.00 | \$66.69 |
| | 06/01/2015 | \$43.14 | \$10.00 | \$14.30 | \$0.00 | \$67.44 |
| | 12/01/2015 | \$44.39 | \$10.00 | \$14.30 | \$0.00 | \$68.69 |
| | 06/01/2016 | \$45.14 | \$10.00 | \$14.30 | \$0.00 | \$69.44 |
| | 12/01/2016 | \$46.39 | \$10.00 | \$14.30 | \$0.00 | \$70.69 |
| | 06/01/2017 | \$47.39 | \$10.00 | \$14.30 | \$0.00 | \$71.69 |
| | 12/01/2017 | \$48.39 | \$10.00 | \$14.30 | \$0.00 | \$72.69 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2014 | \$42.39 | \$10.00 | \$14.30 | \$0.00 | \$66.69 |
| | 06/01/2015 | \$43.14 | \$10.00 | \$14.30 | \$0.00 | \$67.44 |
| | 12/01/2015 | \$44.39 | \$10.00 | \$14.30 | \$0.00 | \$68.69 |
| | 06/01/2016 | \$45.14 | \$10.00 | \$14.30 | \$0.00 | \$69.44 |
| | 12/01/2016 | \$46.39 | \$10.00 | \$14.30 | \$0.00 | \$70.69 |
| | 06/01/2017 | \$47.39 | \$10.00 | \$14.30 | \$0.00 | \$71.69 |
| | 12/01/2017 | \$48.39 | \$10.00 | \$14.30 | \$0.00 | \$72.69 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$34.85 | \$7.30 | \$12.95 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$35.60 | \$7.30 | \$12.95 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.35 | \$7.30 | \$12.95 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.10 | \$7.30 | \$12.95 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.10 | \$7.30 | \$12.95 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$35.35 | \$7.30 | \$12.95 | \$0.00 | \$55.60 |
| | 06/01/2015 | \$36.10 | \$7.30 | \$12.95 | \$0.00 | \$56.35 |
| | 12/01/2015 | \$36.85 | \$7.30 | \$12.95 | \$0.00 | \$57.10 |
| | 06/01/2016 | \$37.60 | \$7.30 | \$12.95 | \$0.00 | \$57.85 |
| | 12/01/2016 | \$38.60 | \$7.30 | \$12.95 | \$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> | 08/01/2014 | \$48.96 | \$10.18 | \$18.22 | \$0.00 | \$77.36 |
| | 02/01/2015 | \$49.52 | \$10.18 | \$18.22 | \$0.00 | \$77.92 |
| | 08/01/2015 | \$50.42 | \$10.18 | \$18.29 | \$0.00 | \$78.89 |
| | 02/01/2016 | \$50.99 | \$10.18 | \$18.29 | \$0.00 | \$79.46 |
| | 08/01/2016 | \$51.89 | \$10.18 | \$18.37 | \$0.00 | \$80.44 |
| | 02/01/2017 | \$52.46 | \$10.18 | \$18.37 | \$0.00 | \$81.01 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.48 | \$10.18 | \$18.22 | \$0.00 | \$52.88 |
| 2 | 60 | \$29.38 | \$10.18 | \$18.22 | \$0.00 | \$57.78 |
| 3 | 70 | \$34.27 | \$10.18 | \$18.22 | \$0.00 | \$62.67 |
| 4 | 80 | \$39.17 | \$10.18 | \$18.22 | \$0.00 | \$67.57 |
| 5 | 90 | \$44.06 | \$10.18 | \$18.22 | \$0.00 | \$72.46 |

Effective Date - 02/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.76 | \$10.18 | \$18.22 | \$0.00 | \$53.16 |
| 2 | 60 | \$29.71 | \$10.18 | \$18.22 | \$0.00 | \$58.11 |
| 3 | 70 | \$34.66 | \$10.18 | \$18.22 | \$0.00 | \$63.06 |
| 4 | 80 | \$39.62 | \$10.18 | \$18.22 | \$0.00 | \$68.02 |
| 5 | 90 | \$44.57 | \$10.18 | \$18.22 | \$0.00 | \$72.97 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|------------------------------------|------------|---------|---------|---------|--------|---------|
| BULLDOZER/GRADER/SCRAPER | 12/01/2014 | \$41.99 | \$10.00 | \$14.30 | \$0.00 | \$66.29 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2015 | \$42.73 | \$10.00 | \$14.30 | \$0.00 | \$67.03 |
| | 12/01/2015 | \$43.97 | \$10.00 | \$14.30 | \$0.00 | \$68.27 |
| | 06/01/2016 | \$44.72 | \$10.00 | \$14.30 | \$0.00 | \$69.02 |
| | 12/01/2016 | \$45.95 | \$10.00 | \$14.30 | \$0.00 | \$70.25 |
| | 06/01/2017 | \$46.94 | \$10.00 | \$14.30 | \$0.00 | \$71.24 |
| | 12/01/2017 | \$47.93 | \$10.00 | \$14.30 | \$0.00 | \$72.23 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING BOTTOM MAN | 12/01/2014 | \$35.70 | \$7.30 | \$13.15 | \$0.00 | \$56.15 |
| <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2015 | \$36.45 | \$7.30 | \$13.15 | \$0.00 | \$56.90 |
| | 12/01/2015 | \$37.20 | \$7.30 | \$13.15 | \$0.00 | \$57.65 |
| | 06/01/2016 | \$37.95 | \$7.30 | \$13.15 | \$0.00 | \$58.40 |
| | 12/01/2016 | \$38.95 | \$7.30 | \$13.15 | \$0.00 | \$59.40 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING LABORER | 12/01/2014 | \$34.55 | \$7.30 | \$13.15 | \$0.00 | \$55.00 |
| <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2015 | \$35.30 | \$7.30 | \$13.15 | \$0.00 | \$55.75 |
| | 12/01/2015 | \$36.05 | \$7.30 | \$13.15 | \$0.00 | \$56.50 |
| | 06/01/2016 | \$36.80 | \$7.30 | \$13.15 | \$0.00 | \$57.25 |
| | 12/01/2016 | \$37.80 | \$7.30 | \$13.15 | \$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> | 12/01/2014 | \$34.55 | \$7.30 | \$13.15 | \$0.00 | \$55.00 |
| | 06/01/2015 | \$35.30 | \$7.30 | \$13.15 | \$0.00 | \$55.75 |
| | 12/01/2015 | \$36.05 | \$7.30 | \$13.15 | \$0.00 | \$56.50 |
| | 06/01/2016 | \$36.80 | \$7.30 | \$13.15 | \$0.00 | \$57.25 |
| | 12/01/2016 | \$37.80 | \$7.30 | \$13.15 | \$0.00 | \$58.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$34.85 | \$7.30 | \$12.95 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$35.60 | \$7.30 | \$12.95 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.35 | \$7.30 | \$12.95 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.10 | \$7.30 | \$12.95 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.10 | \$7.30 | \$12.95 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i> | 09/01/2014 | \$35.35 | \$9.80 | \$16.11 | \$0.00 | \$61.26 |
| | 03/01/2015 | \$36.12 | \$9.80 | \$16.11 | \$0.00 | \$62.03 |

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$17.68 | \$9.80 | \$1.57 | \$0.00 | \$29.05 |
| 2 | 60 | \$21.21 | \$9.80 | \$1.57 | \$0.00 | \$32.58 |
| 3 | 70 | \$24.75 | \$9.80 | \$11.40 | \$0.00 | \$45.95 |
| 4 | 75 | \$26.51 | \$9.80 | \$11.40 | \$0.00 | \$47.71 |
| 5 | 80 | \$28.28 | \$9.80 | \$12.97 | \$0.00 | \$51.05 |
| 6 | 80 | \$28.28 | \$9.80 | \$12.97 | \$0.00 | \$51.05 |
| 7 | 90 | \$31.82 | \$9.80 | \$14.54 | \$0.00 | \$56.16 |
| 8 | 90 | \$31.82 | \$9.80 | \$14.54 | \$0.00 | \$56.16 |

Effective Date - 03/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$18.06 | \$9.80 | \$1.57 | \$0.00 | \$29.43 |
| 2 | 60 | \$21.67 | \$9.80 | \$1.57 | \$0.00 | \$33.04 |
| 3 | 70 | \$25.28 | \$9.80 | \$11.40 | \$0.00 | \$46.48 |
| 4 | 75 | \$27.09 | \$9.80 | \$11.40 | \$0.00 | \$48.29 |
| 5 | 80 | \$28.90 | \$9.80 | \$12.97 | \$0.00 | \$51.67 |
| 6 | 80 | \$28.90 | \$9.80 | \$12.97 | \$0.00 | \$51.67 |
| 7 | 90 | \$32.51 | \$9.80 | \$14.54 | \$0.00 | \$56.85 |
| 8 | 90 | \$32.51 | \$9.80 | \$14.54 | \$0.00 | \$56.85 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| CEMENT MASONRY/PLASTERING <i>BRICKLAYERS LOCAL 3 (QUINCY)</i> | 07/01/2014 | \$43.77 | \$10.90 | \$18.71 | \$1.30 | \$74.68 |
| | 01/01/2015 | \$44.69 | \$10.90 | \$18.71 | \$1.30 | \$75.60 |
| | 07/01/2015 | \$45.29 | \$10.90 | \$18.71 | \$1.30 | \$76.20 |
| | 01/01/2016 | \$46.21 | \$10.90 | \$18.71 | \$1.30 | \$77.12 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$21.89 | \$10.90 | \$12.21 | \$1.30 | \$46.30 |
| 2 | 60 | \$26.26 | \$10.90 | \$13.71 | \$1.30 | \$52.17 |
| 3 | 65 | \$28.45 | \$10.90 | \$14.71 | \$1.30 | \$55.36 |
| 4 | 70 | \$30.64 | \$10.90 | \$15.71 | \$1.30 | \$58.55 |
| 5 | 75 | \$32.83 | \$10.90 | \$16.71 | \$1.30 | \$61.74 |
| 6 | 80 | \$35.02 | \$10.90 | \$17.71 | \$1.30 | \$64.93 |
| 7 | 90 | \$39.39 | \$10.90 | \$18.71 | \$1.30 | \$70.30 |

Effective Date - 01/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$22.35 | \$10.90 | \$12.21 | \$1.30 | \$46.76 |
| 2 | 60 | \$26.81 | \$10.90 | \$13.71 | \$1.30 | \$52.72 |
| 3 | 65 | \$29.05 | \$10.90 | \$14.71 | \$1.30 | \$55.96 |
| 4 | 70 | \$31.28 | \$10.90 | \$15.71 | \$1.30 | \$59.19 |
| 5 | 75 | \$33.52 | \$10.90 | \$16.71 | \$1.30 | \$62.43 |
| 6 | 80 | \$35.75 | \$10.90 | \$17.71 | \$1.30 | \$65.66 |
| 7 | 90 | \$40.22 | \$10.90 | \$18.71 | \$1.30 | \$71.13 |

Notes:

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

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--------------------|------------|---------|--------|---------|--------|---------|
| CHAIN SAW OPERATOR | 12/01/2014 | \$34.85 | \$7.30 | \$12.95 | \$0.00 | \$55.10 |
| LABORERS - ZONE 1 | 06/01/2015 | \$35.60 | \$7.30 | \$12.95 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.35 | \$7.30 | \$12.95 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.10 | \$7.30 | \$12.95 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.10 | \$7.30 | \$12.95 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES | 12/01/2014 | \$43.39 | \$10.00 | \$14.30 | \$0.00 | \$67.69 |
| OPERATING ENGINEERS LOCAL 4 | 06/01/2015 | \$44.14 | \$10.00 | \$14.30 | \$0.00 | \$68.44 |
| | 12/01/2015 | \$45.39 | \$10.00 | \$14.30 | \$0.00 | \$69.69 |
| | 06/01/2016 | \$46.14 | \$10.00 | \$14.30 | \$0.00 | \$70.44 |
| | 12/01/2016 | \$47.39 | \$10.00 | \$14.30 | \$0.00 | \$71.69 |
| | 06/01/2017 | \$48.39 | \$10.00 | \$14.30 | \$0.00 | \$72.69 |
| | 12/01/2017 | \$49.39 | \$10.00 | \$14.30 | \$0.00 | \$73.69 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2014 | \$29.40 | \$10.00 | \$14.30 | \$0.00 | \$53.70 |
| | 06/01/2015 | \$29.92 | \$10.00 | \$14.30 | \$0.00 | \$54.22 |
| | 12/01/2015 | \$30.79 | \$10.00 | \$14.30 | \$0.00 | \$55.09 |
| | 06/01/2016 | \$31.31 | \$10.00 | \$14.30 | \$0.00 | \$55.61 |
| | 12/01/2016 | \$32.18 | \$10.00 | \$14.30 | \$0.00 | \$56.48 |
| | 06/01/2017 | \$32.87 | \$10.00 | \$14.30 | \$0.00 | \$57.17 |
| | 12/01/2017 | \$33.56 | \$10.00 | \$14.30 | \$0.00 | \$57.86 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i> | 07/01/2014 | \$46.76 | \$7.85 | \$16.10 | \$0.00 | \$70.71 |
| | 01/01/2015 | \$47.66 | \$7.85 | \$16.10 | \$0.00 | \$71.61 |
| | 07/01/2015 | \$48.56 | \$7.85 | \$16.10 | \$0.00 | \$72.51 |
| | 01/01/2016 | \$49.51 | \$7.85 | \$16.10 | \$0.00 | \$73.46 |
| | 07/01/2016 | \$50.46 | \$7.85 | \$16.10 | \$0.00 | \$74.41 |
| | 01/01/2017 | \$51.41 | \$7.85 | \$16.10 | \$0.00 | \$75.36 |

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$23.38 | \$7.85 | \$0.00 | \$0.00 | \$31.23 |
| 2 | 55 | \$25.72 | \$7.85 | \$3.66 | \$0.00 | \$37.23 |
| 3 | 60 | \$28.06 | \$7.85 | \$3.99 | \$0.00 | \$39.90 |
| 4 | 65 | \$30.39 | \$7.85 | \$4.32 | \$0.00 | \$42.56 |
| 5 | 70 | \$32.73 | \$7.85 | \$14.11 | \$0.00 | \$54.69 |
| 6 | 75 | \$35.07 | \$7.85 | \$14.44 | \$0.00 | \$57.36 |
| 7 | 80 | \$37.41 | \$7.85 | \$14.77 | \$0.00 | \$60.03 |
| 8 | 90 | \$42.08 | \$7.85 | \$15.44 | \$0.00 | \$65.37 |

Effective Date - 01/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$23.83 | \$7.85 | \$0.00 | \$0.00 | \$31.68 |
| 2 | 55 | \$26.21 | \$7.85 | \$3.66 | \$0.00 | \$37.72 |
| 3 | 60 | \$28.60 | \$7.85 | \$3.99 | \$0.00 | \$40.44 |
| 4 | 65 | \$30.98 | \$7.85 | \$4.32 | \$0.00 | \$43.15 |
| 5 | 70 | \$33.36 | \$7.85 | \$14.11 | \$0.00 | \$55.32 |
| 6 | 75 | \$35.75 | \$7.85 | \$14.44 | \$0.00 | \$58.04 |
| 7 | 80 | \$38.13 | \$7.85 | \$14.77 | \$0.00 | \$60.75 |
| 8 | 90 | \$42.89 | \$7.85 | \$15.44 | \$0.00 | \$66.18 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DEMO: ADZEMAN <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$34.75 | \$7.30 | \$12.95 | \$0.00 | \$55.00 |
| | 06/01/2015 | \$35.50 | \$7.30 | \$12.95 | \$0.00 | \$55.75 |
| | 12/01/2015 | \$36.25 | \$7.30 | \$12.95 | \$0.00 | \$56.50 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|-----------------------|------------------|---------------|----------------|----------------------------------|-------------------|
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$35.75 | \$7.30 | \$12.95 | \$0.00 | \$56.00 |
| | 06/01/2015 | \$36.50 | \$7.30 | \$12.95 | \$0.00 | \$56.75 |
| | 12/01/2015 | \$37.25 | \$7.30 | \$12.95 | \$0.00 | \$57.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: BURNERS <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$35.50 | \$7.30 | \$12.95 | \$0.00 | \$55.75 |
| | 06/01/2015 | \$36.25 | \$7.30 | \$12.95 | \$0.00 | \$56.50 |
| | 12/01/2015 | \$37.00 | \$7.30 | \$12.95 | \$0.00 | \$57.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$35.75 | \$7.30 | \$12.95 | \$0.00 | \$56.00 |
| | 06/01/2015 | \$36.50 | \$7.30 | \$12.95 | \$0.00 | \$56.75 |
| | 12/01/2015 | \$37.25 | \$7.30 | \$12.95 | \$0.00 | \$57.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$35.50 | \$7.30 | \$12.95 | \$0.00 | \$55.75 |
| | 06/01/2015 | \$36.25 | \$7.30 | \$12.95 | \$0.00 | \$56.50 |
| | 12/01/2015 | \$37.00 | \$7.30 | \$12.95 | \$0.00 | \$57.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: WRECKING LABORER <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$34.75 | \$7.30 | \$12.95 | \$0.00 | \$55.00 |
| | 06/01/2015 | \$35.50 | \$7.30 | \$12.95 | \$0.00 | \$55.75 |
| | 12/01/2015 | \$36.25 | \$7.30 | \$12.95 | \$0.00 | \$56.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2014 | \$41.99 | \$10.00 | \$14.30 | \$0.00 | \$66.29 |
| | 06/01/2015 | \$42.73 | \$10.00 | \$14.30 | \$0.00 | \$67.03 |
| | 12/01/2015 | \$43.97 | \$10.00 | \$14.30 | \$0.00 | \$68.27 |
| | 06/01/2016 | \$44.72 | \$10.00 | \$14.30 | \$0.00 | \$69.02 |
| | 12/01/2016 | \$45.95 | \$10.00 | \$14.30 | \$0.00 | \$70.25 |
| | 06/01/2017 | \$46.94 | \$10.00 | \$14.30 | \$0.00 | \$71.24 |
| | 12/01/2017 | \$47.93 | \$10.00 | \$14.30 | \$0.00 | \$72.23 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2014 | \$58.24 | \$9.80 | \$18.17 | \$0.00 | \$86.21 |
| | 08/01/2015 | \$60.34 | \$9.80 | \$18.17 | \$0.00 | \$88.31 |
| DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2014 | \$41.60 | \$9.80 | \$18.17 | \$0.00 | \$69.57 |
| | 08/01/2015 | \$43.10 | \$9.80 | \$18.17 | \$0.00 | \$71.07 |
| DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2014 | \$62.40 | \$9.80 | \$18.17 | \$0.00 | \$90.37 |
| | 08/01/2015 | \$64.65 | \$9.80 | \$18.17 | \$0.00 | \$92.62 |
| DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2014 | \$87.36 | \$9.80 | \$18.17 | \$0.00 | \$115.33 |
| | 08/01/2015 | \$90.51 | \$9.80 | \$18.17 | \$0.00 | \$118.48 |
| DRAWBRIDGE OPERATOR (Construction) <i>ELECTRICIANS LOCAL 103</i> | 09/01/2014 | \$44.79 | \$13.00 | \$15.04 | \$0.00 | \$72.83 |
| | 03/01/2015 | \$45.17 | \$13.00 | \$15.40 | \$0.00 | \$73.57 |
| | 09/01/2015 | \$46.13 | \$13.00 | \$15.43 | \$0.00 | \$74.56 |
| | 03/01/2016 | \$47.08 | \$13.00 | \$15.46 | \$0.00 | \$75.54 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i> | 09/01/2014 | \$44.79 | \$13.00 | \$15.04 | \$0.00 | \$72.83 |
| | 03/01/2015 | \$45.17 | \$13.00 | \$15.40 | \$0.00 | \$73.57 |
| | 09/01/2015 | \$46.13 | \$13.00 | \$15.43 | \$0.00 | \$74.56 |
| | 03/01/2016 | \$47.08 | \$13.00 | \$15.46 | \$0.00 | \$75.54 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 103

Effective Date - 09/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$17.92 | \$13.00 | \$0.54 | \$0.00 | \$31.46 |
| 2 | 40 | \$17.92 | \$13.00 | \$0.54 | \$0.00 | \$31.46 |
| 3 | 45 | \$20.16 | \$13.00 | \$11.33 | \$0.00 | \$44.49 |
| 4 | 45 | \$20.16 | \$13.00 | \$11.33 | \$0.00 | \$44.49 |
| 5 | 50 | \$22.40 | \$13.00 | \$11.67 | \$0.00 | \$47.07 |
| 6 | 55 | \$24.63 | \$13.00 | \$12.01 | \$0.00 | \$49.64 |
| 7 | 60 | \$26.87 | \$13.00 | \$12.35 | \$0.00 | \$52.22 |
| 8 | 65 | \$29.11 | \$13.00 | \$12.68 | \$0.00 | \$54.79 |
| 9 | 70 | \$31.35 | \$13.00 | \$13.02 | \$0.00 | \$57.37 |
| 10 | 75 | \$33.59 | \$13.00 | \$13.36 | \$0.00 | \$59.95 |

Effective Date - 03/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$18.07 | \$13.00 | \$0.54 | \$0.00 | \$31.61 |
| 2 | 40 | \$18.07 | \$13.00 | \$0.54 | \$0.00 | \$31.61 |
| 3 | 45 | \$20.33 | \$13.00 | \$11.63 | \$0.00 | \$44.96 |
| 4 | 45 | \$20.33 | \$13.00 | \$11.63 | \$0.00 | \$44.96 |
| 5 | 50 | \$22.59 | \$13.00 | \$11.97 | \$0.00 | \$47.56 |
| 6 | 55 | \$24.84 | \$13.00 | \$12.32 | \$0.00 | \$50.16 |
| 7 | 60 | \$27.10 | \$13.00 | \$12.66 | \$0.00 | \$52.76 |
| 8 | 65 | \$29.36 | \$13.00 | \$13.00 | \$0.00 | \$55.36 |
| 9 | 70 | \$31.62 | \$13.00 | \$13.34 | \$0.00 | \$57.96 |
| 10 | 75 | \$33.88 | \$13.00 | \$13.69 | \$0.00 | \$60.57 |

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 |
|---|------------|---------|--------|--------|--------|---------|

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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 |
|---|------------|---------|--------|--------|--------|---------|

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$34.85 | \$7.30 | \$12.95 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$35.60 | \$7.30 | \$12.95 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.35 | \$7.30 | \$12.95 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.10 | \$7.30 | \$12.95 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.10 | \$7.30 | \$12.95 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 11/01/2014 | \$39.59 | \$10.00 | \$14.18 | \$0.00 | \$63.77 |
| | 05/01/2015 | \$40.32 | \$10.00 | \$14.18 | \$0.00 | \$64.50 |
| | 11/01/2015 | \$40.90 | \$10.00 | \$14.18 | \$0.00 | \$65.08 |
| | 05/01/2016 | \$41.79 | \$10.00 | \$14.18 | \$0.00 | \$65.97 |
| | 11/01/2016 | \$42.38 | \$10.00 | \$14.18 | \$0.00 | \$66.56 |
| | 05/01/2017 | \$43.26 | \$10.00 | \$14.18 | \$0.00 | \$67.44 |
| | 11/01/2017 | \$43.99 | \$10.00 | \$14.18 | \$0.00 | \$68.17 |
| | 05/01/2018 | \$44.70 | \$10.00 | \$14.18 | \$0.00 | \$68.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 11/01/2014 | \$41.02 | \$10.00 | \$14.18 | \$0.00 | \$65.20 |
| | 05/01/2015 | \$41.75 | \$10.00 | \$14.18 | \$0.00 | \$65.93 |
| | 11/01/2015 | \$42.34 | \$10.00 | \$14.18 | \$0.00 | \$66.52 |
| | 05/01/2016 | \$43.23 | \$10.00 | \$14.18 | \$0.00 | \$67.41 |
| | 11/01/2016 | \$43.83 | \$10.00 | \$14.18 | \$0.00 | \$68.01 |
| | 05/01/2017 | \$44.72 | \$10.00 | \$14.18 | \$0.00 | \$68.90 |
| | 11/01/2017 | \$45.45 | \$10.00 | \$14.18 | \$0.00 | \$69.63 |
| | 05/01/2018 | \$46.17 | \$10.00 | \$14.18 | \$0.00 | \$70.35 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 11/01/2014 | \$21.35 | \$10.00 | \$14.18 | \$0.00 | \$45.53 |
| | 05/01/2015 | \$21.78 | \$10.00 | \$14.18 | \$0.00 | \$45.96 |
| | 11/01/2015 | \$22.12 | \$10.00 | \$14.18 | \$0.00 | \$46.30 |
| | 05/01/2016 | \$22.64 | \$10.00 | \$14.18 | \$0.00 | \$46.82 |
| | 11/01/2016 | \$22.99 | \$10.00 | \$14.18 | \$0.00 | \$47.17 |
| | 05/01/2017 | \$23.52 | \$10.00 | \$14.18 | \$0.00 | \$47.70 |
| | 11/01/2017 | \$23.94 | \$10.00 | \$14.18 | \$0.00 | \$48.12 |
| | 05/01/2018 | \$24.37 | \$10.00 | \$14.18 | \$0.00 | \$48.55 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i> | 09/01/2014 | \$44.79 | \$13.00 | \$15.04 | \$0.00 | \$72.83 |
| | 03/01/2015 | \$45.17 | \$13.00 | \$15.40 | \$0.00 | \$73.57 |
| | 09/01/2015 | \$46.13 | \$13.00 | \$15.43 | \$0.00 | \$74.56 |
| | 03/01/2016 | \$47.08 | \$13.00 | \$15.46 | \$0.00 | \$75.54 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 103</i> | 09/01/2014 | \$33.59 | \$13.00 | \$13.36 | \$0.00 | \$59.95 |
| | 03/01/2015 | \$33.88 | \$13.00 | \$13.70 | \$0.00 | \$60.58 |
| | 09/01/2015 | \$34.60 | \$13.00 | \$13.72 | \$0.00 | \$61.32 |
| | 03/01/2016 | \$35.31 | \$13.00 | \$13.74 | \$0.00 | \$62.05 |
| For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" | | | | | | |
| FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2014 | \$35.33 | \$10.00 | \$14.30 | \$0.00 | \$59.63 |
| | 06/01/2015 | \$35.95 | \$10.00 | \$14.30 | \$0.00 | \$60.25 |
| | 12/01/2015 | \$37.00 | \$10.00 | \$14.30 | \$0.00 | \$61.30 |
| | 06/01/2016 | \$37.62 | \$10.00 | \$14.30 | \$0.00 | \$61.92 |
| | 12/01/2016 | \$38.66 | \$10.00 | \$14.30 | \$0.00 | \$62.96 |
| | 06/01/2017 | \$39.50 | \$10.00 | \$14.30 | \$0.00 | \$63.80 |
| | 12/01/2017 | \$40.33 | \$10.00 | \$14.30 | \$0.00 | \$64.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FLAGGER & SIGNALER <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$20.50 | \$7.30 | \$12.95 | \$0.00 | \$40.75 |
| | 06/01/2015 | \$20.50 | \$7.30 | \$12.95 | \$0.00 | \$40.75 |
| | 12/01/2015 | \$20.50 | \$7.30 | \$12.95 | \$0.00 | \$40.75 |
| | 06/01/2016 | \$20.50 | \$7.30 | \$12.95 | \$0.00 | \$40.75 |
| | 12/01/2016 | \$20.50 | \$7.30 | \$12.95 | \$0.00 | \$40.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i> | 09/01/2014 | \$40.40 | \$9.80 | \$17.21 | \$0.00 | \$67.41 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 09/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.20 | \$9.80 | \$1.79 | \$0.00 | \$31.79 |
| 2 | 55 | \$22.22 | \$9.80 | \$1.79 | \$0.00 | \$33.81 |
| 3 | 60 | \$24.24 | \$9.80 | \$11.84 | \$0.00 | \$45.88 |
| 4 | 65 | \$26.26 | \$9.80 | \$11.84 | \$0.00 | \$47.90 |
| 5 | 70 | \$28.28 | \$9.80 | \$13.63 | \$0.00 | \$51.71 |
| 6 | 75 | \$30.30 | \$9.80 | \$13.63 | \$0.00 | \$53.73 |
| 7 | 80 | \$32.32 | \$9.80 | \$15.42 | \$0.00 | \$57.54 |
| 8 | 85 | \$34.34 | \$9.80 | \$15.42 | \$0.00 | \$59.56 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|------------------------------------|------------|---------|---------|---------|--------|---------|
| FORK LIFT/CHERRY PICKER | 12/01/2014 | \$42.39 | \$10.00 | \$14.30 | \$0.00 | \$66.69 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2015 | \$43.14 | \$10.00 | \$14.30 | \$0.00 | \$67.44 |
| | 12/01/2015 | \$44.39 | \$10.00 | \$14.30 | \$0.00 | \$68.69 |
| | 06/01/2016 | \$45.14 | \$10.00 | \$14.30 | \$0.00 | \$69.44 |
| | 12/01/2016 | \$46.39 | \$10.00 | \$14.30 | \$0.00 | \$70.69 |
| | 06/01/2017 | \$47.39 | \$10.00 | \$14.30 | \$0.00 | \$71.69 |
| | 12/01/2017 | \$48.39 | \$10.00 | \$14.30 | \$0.00 | \$72.69 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| GENERATOR/LIGHTING PLANT/HEATERS | 12/01/2014 | \$29.40 | \$10.00 | \$14.30 | \$0.00 | \$53.70 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2015 | \$29.92 | \$10.00 | \$14.30 | \$0.00 | \$54.22 |
| | 12/01/2015 | \$30.79 | \$10.00 | \$14.30 | \$0.00 | \$55.09 |
| | 06/01/2016 | \$31.31 | \$10.00 | \$14.30 | \$0.00 | \$55.61 |
| | 12/01/2016 | \$32.18 | \$10.00 | \$14.30 | \$0.00 | \$56.48 |
| | 06/01/2017 | \$32.87 | \$10.00 | \$14.30 | \$0.00 | \$57.17 |
| | 12/01/2017 | \$33.56 | \$10.00 | \$14.30 | \$0.00 | \$57.86 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) | 07/01/2014 | \$36.26 | \$7.85 | \$16.10 | \$0.00 | \$60.21 |
| <i>GLAZIERS LOCAL 35 (ZONE 2)</i> | 01/01/2015 | \$37.16 | \$7.85 | \$16.10 | \$0.00 | \$61.11 |
| | 07/01/2015 | \$38.06 | \$7.85 | \$16.10 | \$0.00 | \$62.01 |
| | 01/01/2016 | \$39.01 | \$7.85 | \$16.10 | \$0.00 | \$62.96 |
| | 07/01/2016 | \$39.96 | \$7.85 | \$16.10 | \$0.00 | \$63.91 |
| | 01/01/2017 | \$40.91 | \$7.85 | \$16.10 | \$0.00 | \$64.86 |

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 07/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$18.13 | \$7.85 | \$0.00 | \$0.00 | \$25.98 |
| 2 | 55 | \$19.94 | \$7.85 | \$3.66 | \$0.00 | \$31.45 |
| 3 | 60 | \$21.76 | \$7.85 | \$3.99 | \$0.00 | \$33.60 |
| 4 | 65 | \$23.57 | \$7.85 | \$4.32 | \$0.00 | \$35.74 |
| 5 | 70 | \$25.38 | \$7.85 | \$14.11 | \$0.00 | \$47.34 |
| 6 | 75 | \$27.20 | \$7.85 | \$14.44 | \$0.00 | \$49.49 |
| 7 | 80 | \$29.01 | \$7.85 | \$14.77 | \$0.00 | \$51.63 |
| 8 | 90 | \$32.63 | \$7.85 | \$15.44 | \$0.00 | \$55.92 |

Effective Date - 01/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$18.58 | \$7.85 | \$0.00 | \$0.00 | \$26.43 |
| 2 | 55 | \$20.44 | \$7.85 | \$3.66 | \$0.00 | \$31.95 |
| 3 | 60 | \$22.30 | \$7.85 | \$3.99 | \$0.00 | \$34.14 |
| 4 | 65 | \$24.15 | \$7.85 | \$4.32 | \$0.00 | \$36.32 |
| 5 | 70 | \$26.01 | \$7.85 | \$14.11 | \$0.00 | \$47.97 |
| 6 | 75 | \$27.87 | \$7.85 | \$14.44 | \$0.00 | \$50.16 |
| 7 | 80 | \$29.73 | \$7.85 | \$14.77 | \$0.00 | \$52.35 |
| 8 | 90 | \$33.44 | \$7.85 | \$15.44 | \$0.00 | \$56.73 |

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|-----------------------------------|------------|---------|---------|---------|--------|---------|
| HOISTING ENGINEER/CRANES/GRADALLS | 12/01/2014 | \$42.39 | \$10.00 | \$14.30 | \$0.00 | \$66.69 |
| OPERATING ENGINEERS LOCAL 4 | 06/01/2015 | \$43.14 | \$10.00 | \$14.30 | \$0.00 | \$67.44 |
| | 12/01/2015 | \$44.39 | \$10.00 | \$14.30 | \$0.00 | \$68.69 |
| | 06/01/2016 | \$45.14 | \$10.00 | \$14.30 | \$0.00 | \$69.44 |
| | 12/01/2016 | \$46.39 | \$10.00 | \$14.30 | \$0.00 | \$70.69 |
| | 06/01/2017 | \$47.39 | \$10.00 | \$14.30 | \$0.00 | \$71.69 |
| | 12/01/2017 | \$48.39 | \$10.00 | \$14.30 | \$0.00 | \$72.69 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$23.31 | \$10.00 | \$0.00 | \$0.00 | \$33.31 |
| 2 | 60 | \$25.43 | \$10.00 | \$14.30 | \$0.00 | \$49.73 |
| 3 | 65 | \$27.55 | \$10.00 | \$14.30 | \$0.00 | \$51.85 |
| 4 | 70 | \$29.67 | \$10.00 | \$14.30 | \$0.00 | \$53.97 |
| 5 | 75 | \$31.79 | \$10.00 | \$14.30 | \$0.00 | \$56.09 |
| 6 | 80 | \$33.91 | \$10.00 | \$14.30 | \$0.00 | \$58.21 |
| 7 | 85 | \$36.03 | \$10.00 | \$14.30 | \$0.00 | \$60.33 |
| 8 | 90 | \$38.15 | \$10.00 | \$14.30 | \$0.00 | \$62.45 |

Effective Date - 06/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$23.73 | \$10.00 | \$0.00 | \$0.00 | \$33.73 |
| 2 | 60 | \$25.88 | \$10.00 | \$14.30 | \$0.00 | \$50.18 |
| 3 | 65 | \$28.04 | \$10.00 | \$14.30 | \$0.00 | \$52.34 |
| 4 | 70 | \$30.20 | \$10.00 | \$14.30 | \$0.00 | \$54.50 |
| 5 | 75 | \$32.36 | \$10.00 | \$14.30 | \$0.00 | \$56.66 |
| 6 | 80 | \$34.51 | \$10.00 | \$14.30 | \$0.00 | \$58.81 |
| 7 | 85 | \$36.67 | \$10.00 | \$14.30 | \$0.00 | \$60.97 |
| 8 | 90 | \$38.83 | \$10.00 | \$14.30 | \$0.00 | \$63.13 |

Notes:

Apprentice to Journeyworker Ratio:1:6

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A | 08/01/2014 | \$42.79 | \$9.82 | \$20.54 | \$2.19 | \$75.34 |
| | 02/01/2015 | \$43.69 | \$9.82 | \$20.54 | \$2.19 | \$76.24 |
| | 08/01/2015 | \$44.69 | \$9.82 | \$20.54 | \$2.19 | \$77.24 |
| | 02/01/2016 | \$45.69 | \$9.82 | \$20.54 | \$2.19 | \$78.24 |
| | 08/01/2016 | \$46.84 | \$9.82 | \$20.54 | \$2.19 | \$79.39 |
| | 02/01/2017 | \$47.94 | \$9.82 | \$20.54 | \$2.19 | \$80.49 |
| | 08/01/2017 | \$49.04 | \$9.82 | \$20.54 | \$2.19 | \$81.59 |
| | 02/01/2018 | \$50.19 | \$9.82 | \$20.54 | \$2.19 | \$82.74 |

For apprentice rates see "Apprentice- SHEET METAL WORKER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103 | 09/01/2014 | \$44.79 | \$13.00 | \$15.04 | \$0.00 | \$72.83 |
| | 03/01/2015 | \$45.17 | \$13.00 | \$15.40 | \$0.00 | \$73.57 |
| | 09/01/2015 | \$46.13 | \$13.00 | \$15.43 | \$0.00 | \$74.56 |
| | 03/01/2016 | \$47.08 | \$13.00 | \$15.46 | \$0.00 | \$75.54 |

For apprentice rates see "Apprentice- ELECTRICIAN"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - A</i> | 08/01/2014 | \$42.79 | \$9.82 | \$20.54 | \$2.19 | \$75.34 |
| | 02/01/2015 | \$43.69 | \$9.82 | \$20.54 | \$2.19 | \$76.24 |
| | 08/01/2015 | \$44.69 | \$9.82 | \$20.54 | \$2.19 | \$77.24 |
| | 02/01/2016 | \$45.69 | \$9.82 | \$20.54 | \$2.19 | \$78.24 |
| | 08/01/2016 | \$46.84 | \$9.82 | \$20.54 | \$2.19 | \$79.39 |
| | 02/01/2017 | \$47.94 | \$9.82 | \$20.54 | \$2.19 | \$80.49 |
| | 08/01/2017 | \$49.04 | \$9.82 | \$20.54 | \$2.19 | \$81.59 |
| | 02/01/2018 | \$50.19 | \$9.82 | \$20.54 | \$2.19 | \$82.74 |
| For apprentice rates see "Apprentice- SHEET METAL WORKER" | | | | | | |
| HVAC (TESTING AND BALANCING -WATER) <i>PIPEFITTERS LOCAL 537</i> | 09/01/2014 | \$48.69 | \$9.20 | \$16.64 | \$0.00 | \$74.53 |
| | 03/01/2015 | \$49.69 | \$9.20 | \$16.64 | \$0.00 | \$75.53 |
| | 09/01/2015 | \$50.69 | \$9.20 | \$16.64 | \$0.00 | \$76.53 |
| | 03/01/2016 | \$51.69 | \$9.20 | \$16.64 | \$0.00 | \$77.53 |
| | 09/01/2016 | \$52.69 | \$9.20 | \$16.64 | \$0.00 | \$78.53 |
| | 03/01/2017 | \$53.69 | \$9.20 | \$16.64 | \$0.00 | \$79.53 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i> | 09/01/2014 | \$48.69 | \$9.20 | \$16.64 | \$0.00 | \$74.53 |
| | 03/01/2015 | \$49.69 | \$9.20 | \$16.64 | \$0.00 | \$75.53 |
| | 09/01/2015 | \$50.69 | \$9.20 | \$16.64 | \$0.00 | \$76.53 |
| | 03/01/2016 | \$51.69 | \$9.20 | \$16.64 | \$0.00 | \$77.53 |
| | 09/01/2016 | \$52.69 | \$9.20 | \$16.64 | \$0.00 | \$78.53 |
| | 03/01/2017 | \$53.69 | \$9.20 | \$16.64 | \$0.00 | \$79.53 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HYDRAULIC DRILLS <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$35.35 | \$7.30 | \$12.95 | \$0.00 | \$55.60 |
| | 06/01/2015 | \$36.10 | \$7.30 | \$12.95 | \$0.00 | \$56.35 |
| | 12/01/2015 | \$36.85 | \$7.30 | \$12.95 | \$0.00 | \$57.10 |
| | 06/01/2016 | \$37.60 | \$7.30 | \$12.95 | \$0.00 | \$57.85 |
| | 12/01/2016 | \$38.60 | \$7.30 | \$12.95 | \$0.00 | \$58.85 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | 09/01/2014 | \$43.31 | \$11.25 | \$12.60 | \$0.00 | \$67.16 |

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

Effective Date - 09/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$21.66 | \$11.25 | \$9.35 | \$0.00 | \$42.26 |
| 2 | 60 | \$25.99 | \$11.25 | \$10.00 | \$0.00 | \$47.24 |
| 3 | 70 | \$30.32 | \$11.25 | \$10.65 | \$0.00 | \$52.22 |
| 4 | 80 | \$34.65 | \$11.25 | \$11.30 | \$0.00 | \$57.20 |

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i> | 03/16/2014 | \$41.19 | \$7.70 | \$19.25 | \$0.00 | \$68.14 |
|---|------------|---------|--------|---------|--------|---------|

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 03/16/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$24.71 | \$7.70 | \$19.25 | \$0.00 | \$51.66 |
| 2 | 70 | \$28.83 | \$7.70 | \$19.25 | \$0.00 | \$55.78 |
| 3 | 75 | \$30.89 | \$7.70 | \$19.25 | \$0.00 | \$57.84 |
| 4 | 80 | \$32.95 | \$7.70 | \$19.25 | \$0.00 | \$59.90 |
| 5 | 85 | \$35.01 | \$7.70 | \$19.25 | \$0.00 | \$61.96 |
| 6 | 90 | \$37.07 | \$7.70 | \$19.25 | \$0.00 | \$64.02 |

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 1 | 12/01/2014 | \$34.85 | \$7.30 | \$12.95 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$35.60 | \$7.30 | \$12.95 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.35 | \$7.30 | \$12.95 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.10 | \$7.30 | \$12.95 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.10 | \$7.30 | \$12.95 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|------------------------------|------------|---------|--------|---------|--------|---------|
| LABORER LABORERS - ZONE 1 | 12/01/2014 | \$34.60 | \$7.30 | \$12.95 | \$0.00 | \$54.85 |
| | 06/01/2015 | \$35.35 | \$7.30 | \$12.95 | \$0.00 | \$55.60 |
| | 12/01/2015 | \$36.10 | \$7.30 | \$12.95 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$36.85 | \$7.30 | \$12.95 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$37.85 | \$7.30 | \$12.95 | \$0.00 | \$58.10 |

Apprentice - LABORER - Zone 1

Effective Date - 12/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$20.76 | \$7.30 | \$12.95 | \$0.00 | \$41.01 |
| 2 | 70 | \$24.22 | \$7.30 | \$12.95 | \$0.00 | \$44.47 |
| 3 | 80 | \$27.68 | \$7.30 | \$12.95 | \$0.00 | \$47.93 |
| 4 | 90 | \$31.14 | \$7.30 | \$12.95 | \$0.00 | \$51.39 |

Effective Date - 06/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$21.21 | \$7.30 | \$12.95 | \$0.00 | \$41.46 |
| 2 | 70 | \$24.75 | \$7.30 | \$12.95 | \$0.00 | \$45.00 |
| 3 | 80 | \$28.28 | \$7.30 | \$12.95 | \$0.00 | \$48.53 |
| 4 | 90 | \$31.82 | \$7.30 | \$12.95 | \$0.00 | \$52.07 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| LABORER: CARPENTER TENDER <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$34.60 | \$7.30 | \$12.95 | \$0.00 | \$54.85 |
| | 06/01/2015 | \$35.35 | \$7.30 | \$12.95 | \$0.00 | \$55.60 |
| | 12/01/2015 | \$36.10 | \$7.30 | \$12.95 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$36.85 | \$7.30 | \$12.95 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$37.85 | \$7.30 | \$12.95 | \$0.00 | \$58.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$34.60 | \$7.30 | \$12.95 | \$0.00 | \$54.85 |
| | 06/01/2015 | \$35.35 | \$7.30 | \$12.95 | \$0.00 | \$55.60 |
| | 12/01/2015 | \$36.10 | \$7.30 | \$12.95 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$36.85 | \$7.30 | \$12.95 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$37.85 | \$7.30 | \$12.95 | \$0.00 | \$58.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$34.75 | \$7.30 | \$12.95 | \$0.00 | \$55.00 |
| | 06/01/2015 | \$35.50 | \$7.30 | \$12.95 | \$0.00 | \$55.75 |
| | 12/01/2015 | \$36.25 | \$7.30 | \$12.95 | \$0.00 | \$56.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MASON TENDER <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$34.85 | \$7.30 | \$12.95 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$35.60 | \$7.30 | \$12.95 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.35 | \$7.30 | \$12.95 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.10 | \$7.30 | \$12.95 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.10 | \$7.30 | \$12.95 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$34.60 | \$7.30 | \$12.95 | \$0.00 | \$54.85 |
| | 06/01/2015 | \$35.35 | \$7.30 | \$12.95 | \$0.00 | \$55.60 |
| | 12/01/2015 | \$36.10 | \$7.30 | \$12.95 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$36.85 | \$7.30 | \$12.95 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$37.85 | \$7.30 | \$12.95 | \$0.00 | \$58.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$34.60 | \$7.30 | \$12.95 | \$0.00 | \$54.85 |
| | 06/01/2015 | \$35.35 | \$7.30 | \$12.95 | \$0.00 | \$55.60 |
| | 12/01/2015 | \$36.10 | \$7.30 | \$12.95 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$36.85 | \$7.30 | \$12.95 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$37.85 | \$7.30 | \$12.95 | \$0.00 | \$58.10 |
| This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LASER BEAM OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$34.85 | \$7.30 | \$12.95 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$35.60 | \$7.30 | \$12.95 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.35 | \$7.30 | \$12.95 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.10 | \$7.30 | \$12.95 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.10 | \$7.30 | \$12.95 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 08/01/2014 | \$37.37 | \$10.18 | \$16.90 | \$0.00 | \$64.45 |
| | 02/01/2015 | \$37.82 | \$10.18 | \$16.90 | \$0.00 | \$64.90 |
| | 08/01/2015 | \$38.53 | \$10.18 | \$16.97 | \$0.00 | \$65.68 |
| | 02/01/2016 | \$38.98 | \$10.18 | \$16.97 | \$0.00 | \$66.13 |
| | 08/01/2016 | \$39.68 | \$10.18 | \$17.05 | \$0.00 | \$66.91 |
| | 02/01/2017 | \$40.14 | \$10.18 | \$17.05 | \$0.00 | \$67.37 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$18.69 | \$10.18 | \$16.90 | \$0.00 | \$45.77 |
| 2 | 60 | \$22.42 | \$10.18 | \$16.90 | \$0.00 | \$49.50 |
| 3 | 70 | \$26.16 | \$10.18 | \$16.90 | \$0.00 | \$53.24 |
| 4 | 80 | \$29.90 | \$10.18 | \$16.90 | \$0.00 | \$56.98 |
| 5 | 90 | \$33.63 | \$10.18 | \$16.90 | \$0.00 | \$60.71 |

Effective Date - 02/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$18.91 | \$10.18 | \$16.90 | \$0.00 | \$45.99 |
| 2 | 60 | \$22.69 | \$10.18 | \$16.90 | \$0.00 | \$49.77 |
| 3 | 70 | \$26.47 | \$10.18 | \$16.90 | \$0.00 | \$53.55 |
| 4 | 80 | \$30.26 | \$10.18 | \$16.90 | \$0.00 | \$57.34 |
| 5 | 90 | \$34.04 | \$10.18 | \$16.90 | \$0.00 | \$61.12 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| MARBLE MASONS, TILELAYERS & TERRAZZO MECH BRICKLAYERS LOCAL 3 - MARBLE & TILE | 08/01/2014 | \$49.00 | \$10.18 | \$18.22 | \$0.00 | \$77.40 |
| | 02/01/2015 | \$49.56 | \$10.18 | \$18.22 | \$0.00 | \$77.96 |
| | 08/01/2015 | \$50.46 | \$10.18 | \$18.29 | \$0.00 | \$78.93 |
| | 02/01/2016 | \$51.03 | \$10.18 | \$18.29 | \$0.00 | \$79.50 |
| | 08/01/2016 | \$51.93 | \$10.18 | \$18.37 | \$0.00 | \$80.48 |
| | 02/01/2017 | \$52.50 | \$10.18 | \$18.37 | \$0.00 | \$81.05 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.50 | \$10.18 | \$18.22 | \$0.00 | \$52.90 |
| 2 | 60 | \$29.40 | \$10.18 | \$18.22 | \$0.00 | \$57.80 |
| 3 | 70 | \$34.30 | \$10.18 | \$18.22 | \$0.00 | \$62.70 |
| 4 | 80 | \$39.20 | \$10.18 | \$18.22 | \$0.00 | \$67.60 |
| 5 | 90 | \$44.10 | \$10.18 | \$18.22 | \$0.00 | \$72.50 |

Effective Date - 02/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.78 | \$10.18 | \$18.22 | \$0.00 | \$53.18 |
| 2 | 60 | \$29.74 | \$10.18 | \$18.22 | \$0.00 | \$58.14 |
| 3 | 70 | \$34.69 | \$10.18 | \$18.22 | \$0.00 | \$63.09 |
| 4 | 80 | \$39.65 | \$10.18 | \$18.22 | \$0.00 | \$68.05 |
| 5 | 90 | \$44.60 | \$10.18 | \$18.22 | \$0.00 | \$73.00 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2014 | \$41.99 | \$10.00 | \$14.30 | \$0.00 | \$66.29 |
| | 06/01/2015 | \$42.73 | \$10.00 | \$14.30 | \$0.00 | \$67.03 |
| | 12/01/2015 | \$43.97 | \$10.00 | \$14.30 | \$0.00 | \$68.27 |
| | 06/01/2016 | \$44.72 | \$10.00 | \$14.30 | \$0.00 | \$69.02 |
| | 12/01/2016 | \$45.95 | \$10.00 | \$14.30 | \$0.00 | \$70.25 |
| | 06/01/2017 | \$46.94 | \$10.00 | \$14.30 | \$0.00 | \$71.24 |
| | 12/01/2017 | \$47.93 | \$10.00 | \$14.30 | \$0.00 | \$72.23 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2014 | \$41.99 | \$10.00 | \$14.30 | \$0.00 | \$66.29 |
| | 06/01/2015 | \$42.73 | \$10.00 | \$14.30 | \$0.00 | \$67.03 |
| | 12/01/2015 | \$43.97 | \$10.00 | \$14.30 | \$0.00 | \$68.27 |
| | 06/01/2016 | \$44.72 | \$10.00 | \$14.30 | \$0.00 | \$69.02 |
| | 12/01/2016 | \$45.95 | \$10.00 | \$14.30 | \$0.00 | \$70.25 |
| | 06/01/2017 | \$46.94 | \$10.00 | \$14.30 | \$0.00 | \$71.24 |
| | 12/01/2017 | \$47.93 | \$10.00 | \$14.30 | \$0.00 | \$72.23 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| MILLWRIGHT (Zone 1) <i>MILLWRIGHTS LOCAL 1121 - Zone 1</i> | 10/01/2014 | \$36.68 | \$9.80 | \$16.21 | \$0.00 | \$62.69 |
| | 04/01/2015 | \$37.64 | \$9.80 | \$16.21 | \$0.00 | \$63.65 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 1

Effective Date - 10/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 55 | \$20.17 | \$9.80 | \$4.48 | \$0.00 | \$34.45 |
| 2 | 65 | \$23.84 | \$9.80 | \$13.36 | \$0.00 | \$47.00 |
| 3 | 75 | \$27.51 | \$9.80 | \$14.18 | \$0.00 | \$51.49 |
| 4 | 85 | \$31.18 | \$9.80 | \$14.99 | \$0.00 | \$55.97 |

Effective Date - 04/01/2015

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

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|-----------------------------------|------------|---------|--------|---------|--------|---------|
| MORTAR MIXER LABORERS - ZONE 1 | 12/01/2014 | \$34.85 | \$7.30 | \$12.95 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$35.60 | \$7.30 | \$12.95 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.35 | \$7.30 | \$12.95 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.10 | \$7.30 | \$12.95 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.10 | \$7.30 | \$12.95 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4 | 12/01/2014 | \$21.90 | \$10.00 | \$14.30 | \$0.00 | \$46.20 |
| | 06/01/2015 | \$22.28 | \$10.00 | \$14.30 | \$0.00 | \$46.58 |
| | 12/01/2015 | \$22.93 | \$10.00 | \$14.30 | \$0.00 | \$47.23 |
| | 06/01/2016 | \$23.32 | \$10.00 | \$14.30 | \$0.00 | \$47.62 |
| | 12/01/2016 | \$23.97 | \$10.00 | \$14.30 | \$0.00 | \$48.27 |
| | 06/01/2017 | \$24.48 | \$10.00 | \$14.30 | \$0.00 | \$48.78 |
| | 12/01/2017 | \$25.00 | \$10.00 | \$14.30 | \$0.00 | \$49.30 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4 | 12/01/2014 | \$25.54 | \$10.00 | \$14.30 | \$0.00 | \$49.84 |
| | 06/01/2015 | \$25.99 | \$10.00 | \$14.30 | \$0.00 | \$50.29 |
| | 12/01/2015 | \$26.74 | \$10.00 | \$14.30 | \$0.00 | \$51.04 |
| | 06/01/2016 | \$27.20 | \$10.00 | \$14.30 | \$0.00 | \$51.50 |
| | 12/01/2016 | \$27.95 | \$10.00 | \$14.30 | \$0.00 | \$52.25 |
| | 06/01/2017 | \$28.55 | \$10.00 | \$14.30 | \$0.00 | \$52.85 |
| | 12/01/2017 | \$29.16 | \$10.00 | \$14.30 | \$0.00 | \$53.46 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2014 | \$41.99 | \$10.00 | \$14.30 | \$0.00 | \$66.29 |
| | 06/01/2015 | \$42.73 | \$10.00 | \$14.30 | \$0.00 | \$67.03 |
| | 12/01/2015 | \$43.97 | \$10.00 | \$14.30 | \$0.00 | \$68.27 |
| | 06/01/2016 | \$44.72 | \$10.00 | \$14.30 | \$0.00 | \$69.02 |
| | 12/01/2016 | \$45.95 | \$10.00 | \$14.30 | \$0.00 | \$70.25 |
| | 06/01/2017 | \$46.94 | \$10.00 | \$14.30 | \$0.00 | \$71.24 |
| | 12/01/2017 | \$47.93 | \$10.00 | \$14.30 | \$0.00 | \$72.23 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|---------------------------|------------|
| PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i> | 07/01/2014 | \$46.76 | \$7.85 | \$16.10 | \$0.00 | \$70.71 |
| | 01/01/2015 | \$47.66 | \$7.85 | \$16.10 | \$0.00 | \$71.61 |
| | 07/01/2015 | \$48.56 | \$7.85 | \$16.10 | \$0.00 | \$72.51 |
| | 01/01/2016 | \$49.51 | \$7.85 | \$16.10 | \$0.00 | \$73.46 |
| | 07/01/2016 | \$50.46 | \$7.85 | \$16.10 | \$0.00 | \$74.41 |
| | 01/01/2017 | \$51.41 | \$7.85 | \$16.10 | \$0.00 | \$75.36 |

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$23.38 | \$7.85 | \$0.00 | \$0.00 | \$31.23 |
| 2 | 55 | \$25.72 | \$7.85 | \$3.66 | \$0.00 | \$37.23 |
| 3 | 60 | \$28.06 | \$7.85 | \$3.99 | \$0.00 | \$39.90 |
| 4 | 65 | \$30.39 | \$7.85 | \$4.32 | \$0.00 | \$42.56 |
| 5 | 70 | \$32.73 | \$7.85 | \$14.11 | \$0.00 | \$54.69 |
| 6 | 75 | \$35.07 | \$7.85 | \$14.44 | \$0.00 | \$57.36 |
| 7 | 80 | \$37.41 | \$7.85 | \$14.77 | \$0.00 | \$60.03 |
| 8 | 90 | \$42.08 | \$7.85 | \$15.44 | \$0.00 | \$65.37 |

Effective Date - 01/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$23.83 | \$7.85 | \$0.00 | \$0.00 | \$31.68 |
| 2 | 55 | \$26.21 | \$7.85 | \$3.66 | \$0.00 | \$37.72 |
| 3 | 60 | \$28.60 | \$7.85 | \$3.99 | \$0.00 | \$40.44 |
| 4 | 65 | \$30.98 | \$7.85 | \$4.32 | \$0.00 | \$43.15 |
| 5 | 70 | \$33.36 | \$7.85 | \$14.11 | \$0.00 | \$55.32 |
| 6 | 75 | \$35.75 | \$7.85 | \$14.44 | \$0.00 | \$58.04 |
| 7 | 80 | \$38.13 | \$7.85 | \$14.77 | \$0.00 | \$60.75 |
| 8 | 90 | \$42.89 | \$7.85 | \$15.44 | \$0.00 | \$66.18 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|---------------------------|------------|
| PAINTER (SPRAY OR SANDBLAST, NEW) * * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i> | 07/01/2014 | \$37.66 | \$7.85 | \$16.10 | \$0.00 | \$61.61 |
| | 01/01/2015 | \$38.56 | \$7.85 | \$16.10 | \$0.00 | \$62.51 |
| | 07/01/2015 | \$39.46 | \$7.85 | \$16.10 | \$0.00 | \$63.41 |
| | 01/01/2016 | \$40.41 | \$7.85 | \$16.10 | \$0.00 | \$64.36 |
| | 07/01/2016 | \$41.36 | \$7.85 | \$16.10 | \$0.00 | \$65.31 |
| | 01/01/2017 | \$42.31 | \$7.85 | \$16.10 | \$0.00 | \$66.26 |

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

Effective Date - 07/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$18.83 | \$7.85 | \$0.00 | \$0.00 | \$26.68 |
| 2 | 55 | \$20.71 | \$7.85 | \$3.66 | \$0.00 | \$32.22 |
| 3 | 60 | \$22.60 | \$7.85 | \$3.99 | \$0.00 | \$34.44 |
| 4 | 65 | \$24.48 | \$7.85 | \$4.32 | \$0.00 | \$36.65 |
| 5 | 70 | \$26.36 | \$7.85 | \$14.11 | \$0.00 | \$48.32 |
| 6 | 75 | \$28.25 | \$7.85 | \$14.44 | \$0.00 | \$50.54 |
| 7 | 80 | \$30.13 | \$7.85 | \$14.77 | \$0.00 | \$52.75 |
| 8 | 90 | \$33.89 | \$7.85 | \$15.44 | \$0.00 | \$57.18 |

Effective Date - 01/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.28 | \$7.85 | \$0.00 | \$0.00 | \$27.13 |
| 2 | 55 | \$21.21 | \$7.85 | \$3.66 | \$0.00 | \$32.72 |
| 3 | 60 | \$23.14 | \$7.85 | \$3.99 | \$0.00 | \$34.98 |
| 4 | 65 | \$25.06 | \$7.85 | \$4.32 | \$0.00 | \$37.23 |
| 5 | 70 | \$26.99 | \$7.85 | \$14.11 | \$0.00 | \$48.95 |
| 6 | 75 | \$28.92 | \$7.85 | \$14.44 | \$0.00 | \$51.21 |
| 7 | 80 | \$30.85 | \$7.85 | \$14.77 | \$0.00 | \$53.47 |
| 8 | 90 | \$34.70 | \$7.85 | \$15.44 | \$0.00 | \$57.99 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, REPAINT) <i>PAINTERS LOCAL 35 - ZONE 2</i> | 07/01/2014 | \$35.72 | \$7.85 | \$16.10 | \$0.00 | \$59.67 |
| | 01/01/2015 | \$36.62 | \$7.85 | \$16.10 | \$0.00 | \$60.57 |
| | 07/01/2015 | \$37.52 | \$7.85 | \$16.10 | \$0.00 | \$61.47 |
| | 01/01/2016 | \$38.47 | \$7.85 | \$16.10 | \$0.00 | \$62.42 |
| | 07/01/2016 | \$39.42 | \$7.85 | \$16.10 | \$0.00 | \$63.37 |
| | 01/01/2017 | \$40.37 | \$7.85 | \$16.10 | \$0.00 | \$64.32 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 07/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$17.86 | \$7.85 | \$0.00 | \$0.00 | \$25.71 |
| 2 | 55 | \$19.65 | \$7.85 | \$3.66 | \$0.00 | \$31.16 |
| 3 | 60 | \$21.43 | \$7.85 | \$3.99 | \$0.00 | \$33.27 |
| 4 | 65 | \$23.22 | \$7.85 | \$4.32 | \$0.00 | \$35.39 |
| 5 | 70 | \$25.00 | \$7.85 | \$14.11 | \$0.00 | \$46.96 |
| 6 | 75 | \$26.79 | \$7.85 | \$14.44 | \$0.00 | \$49.08 |
| 7 | 80 | \$28.58 | \$7.85 | \$14.77 | \$0.00 | \$51.20 |
| 8 | 90 | \$32.15 | \$7.85 | \$15.44 | \$0.00 | \$55.44 |

Effective Date - 01/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$18.31 | \$7.85 | \$0.00 | \$0.00 | \$26.16 |
| 2 | 55 | \$20.14 | \$7.85 | \$3.66 | \$0.00 | \$31.65 |
| 3 | 60 | \$21.97 | \$7.85 | \$3.99 | \$0.00 | \$33.81 |
| 4 | 65 | \$23.80 | \$7.85 | \$4.32 | \$0.00 | \$35.97 |
| 5 | 70 | \$25.63 | \$7.85 | \$14.11 | \$0.00 | \$47.59 |
| 6 | 75 | \$27.47 | \$7.85 | \$14.44 | \$0.00 | \$49.76 |
| 7 | 80 | \$29.30 | \$7.85 | \$14.77 | \$0.00 | \$51.92 |
| 8 | 90 | \$32.96 | \$7.85 | \$15.44 | \$0.00 | \$56.25 |

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|----------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER (TRAFFIC MARKINGS) | 12/01/2014 | \$34.60 | \$7.30 | \$12.95 | \$0.00 | \$54.85 |
| LABORERS - ZONE 1 | 06/01/2015 | \$35.35 | \$7.30 | \$12.95 | \$0.00 | \$55.60 |
| | 12/01/2015 | \$36.10 | \$7.30 | \$12.95 | \$0.00 | \$56.35 |
| | 06/01/2016 | \$36.85 | \$7.30 | \$12.95 | \$0.00 | \$57.10 |
| | 12/01/2016 | \$37.85 | \$7.30 | \$12.95 | \$0.00 | \$58.10 |

For Apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, NEW) * | 07/01/2014 | \$36.26 | \$7.85 | \$16.10 | \$0.00 | \$60.21 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 | 01/01/2015 | \$37.16 | \$7.85 | \$16.10 | \$0.00 | \$61.11 |
| | 07/01/2015 | \$38.06 | \$7.85 | \$16.10 | \$0.00 | \$62.01 |
| | 01/01/2016 | \$39.01 | \$7.85 | \$16.10 | \$0.00 | \$62.96 |
| | 07/01/2016 | \$39.96 | \$7.85 | \$16.10 | \$0.00 | \$63.91 |
| | 01/01/2017 | \$40.91 | \$7.85 | \$16.10 | \$0.00 | \$64.86 |

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 07/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$18.13 | \$7.85 | \$0.00 | \$0.00 | \$25.98 |
| 2 | 55 | \$19.94 | \$7.85 | \$3.66 | \$0.00 | \$31.45 |
| 3 | 60 | \$21.76 | \$7.85 | \$3.99 | \$0.00 | \$33.60 |
| 4 | 65 | \$23.57 | \$7.85 | \$4.32 | \$0.00 | \$35.74 |
| 5 | 70 | \$25.38 | \$7.85 | \$14.11 | \$0.00 | \$47.34 |
| 6 | 75 | \$27.20 | \$7.85 | \$14.44 | \$0.00 | \$49.49 |
| 7 | 80 | \$29.01 | \$7.85 | \$14.77 | \$0.00 | \$51.63 |
| 8 | 90 | \$32.63 | \$7.85 | \$15.44 | \$0.00 | \$55.92 |

Effective Date - 01/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$18.58 | \$7.85 | \$0.00 | \$0.00 | \$26.43 |
| 2 | 55 | \$20.44 | \$7.85 | \$3.66 | \$0.00 | \$31.95 |
| 3 | 60 | \$22.30 | \$7.85 | \$3.99 | \$0.00 | \$34.14 |
| 4 | 65 | \$24.15 | \$7.85 | \$4.32 | \$0.00 | \$36.32 |
| 5 | 70 | \$26.01 | \$7.85 | \$14.11 | \$0.00 | \$47.97 |
| 6 | 75 | \$27.87 | \$7.85 | \$14.44 | \$0.00 | \$50.16 |
| 7 | 80 | \$29.73 | \$7.85 | \$14.77 | \$0.00 | \$52.35 |
| 8 | 90 | \$33.44 | \$7.85 | \$15.44 | \$0.00 | \$56.73 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|----------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, REPAINT) | 07/01/2014 | \$34.32 | \$7.85 | \$16.10 | \$0.00 | \$58.27 |
| PAINTERS LOCAL 35 - ZONE 2 | 01/01/2015 | \$35.22 | \$7.85 | \$16.10 | \$0.00 | \$59.17 |
| | 07/01/2015 | \$36.12 | \$7.85 | \$16.10 | \$0.00 | \$60.07 |
| | 01/01/2016 | \$37.07 | \$7.85 | \$16.10 | \$0.00 | \$61.02 |
| | 07/01/2016 | \$38.02 | \$7.85 | \$16.10 | \$0.00 | \$61.97 |
| | 01/01/2017 | \$38.97 | \$7.85 | \$16.10 | \$0.00 | \$62.92 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 07/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$17.16 | \$7.85 | \$0.00 | \$0.00 | \$25.01 |
| 2 | 55 | \$18.88 | \$7.85 | \$3.66 | \$0.00 | \$30.39 |
| 3 | 60 | \$20.59 | \$7.85 | \$3.99 | \$0.00 | \$32.43 |
| 4 | 65 | \$22.31 | \$7.85 | \$4.32 | \$0.00 | \$34.48 |
| 5 | 70 | \$24.02 | \$7.85 | \$14.11 | \$0.00 | \$45.98 |
| 6 | 75 | \$25.74 | \$7.85 | \$14.44 | \$0.00 | \$48.03 |
| 7 | 80 | \$27.46 | \$7.85 | \$14.77 | \$0.00 | \$50.08 |
| 8 | 90 | \$30.89 | \$7.85 | \$15.44 | \$0.00 | \$54.18 |

Effective Date - 01/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$17.61 | \$7.85 | \$0.00 | \$0.00 | \$25.46 |
| 2 | 55 | \$19.37 | \$7.85 | \$3.66 | \$0.00 | \$30.88 |
| 3 | 60 | \$21.13 | \$7.85 | \$3.99 | \$0.00 | \$32.97 |
| 4 | 65 | \$22.89 | \$7.85 | \$4.32 | \$0.00 | \$35.06 |
| 5 | 70 | \$24.65 | \$7.85 | \$14.11 | \$0.00 | \$46.61 |
| 6 | 75 | \$26.42 | \$7.85 | \$14.44 | \$0.00 | \$48.71 |
| 7 | 80 | \$28.18 | \$7.85 | \$14.77 | \$0.00 | \$50.80 |
| 8 | 90 | \$31.70 | \$7.85 | \$15.44 | \$0.00 | \$54.99 |

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2014 | \$32.23 | \$9.91 | \$9.33 | \$0.00 | \$51.47 |
| | 06/01/2015 | \$32.58 | \$9.91 | \$9.33 | \$0.00 | \$51.82 |
| | 08/01/2015 | \$32.58 | \$10.41 | \$9.33 | \$0.00 | \$52.32 |
| | 12/01/2015 | \$32.58 | \$10.41 | \$10.08 | \$0.00 | \$53.07 |
| | 06/01/2016 | \$33.08 | \$10.41 | \$10.08 | \$0.00 | \$53.57 |
| | 08/01/2016 | \$33.08 | \$10.91 | \$10.08 | \$0.00 | \$54.07 |
| | 12/01/2016 | \$33.08 | \$10.91 | \$10.89 | \$0.00 | \$54.88 |
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2014 | \$41.60 | \$9.80 | \$18.17 | \$0.00 | \$69.57 |
| | 08/01/2015 | \$43.10 | \$9.80 | \$18.17 | \$0.00 | \$71.07 |
| PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2014 | \$41.60 | \$9.80 | \$18.17 | \$0.00 | \$69.57 |
| | 08/01/2015 | \$43.10 | \$9.80 | \$18.17 | \$0.00 | \$71.07 |

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.80 | \$9.80 | \$18.17 | \$0.00 | \$48.77 |
| 2 | 60 | \$24.96 | \$9.80 | \$18.17 | \$0.00 | \$52.93 |
| 3 | 70 | \$29.12 | \$9.80 | \$18.17 | \$0.00 | \$57.09 |
| 4 | 75 | \$31.20 | \$9.80 | \$18.17 | \$0.00 | \$59.17 |
| 5 | 80 | \$33.28 | \$9.80 | \$18.17 | \$0.00 | \$61.25 |
| 6 | 80 | \$33.28 | \$9.80 | \$18.17 | \$0.00 | \$61.25 |
| 7 | 90 | \$37.44 | \$9.80 | \$18.17 | \$0.00 | \$65.41 |
| 8 | 90 | \$37.44 | \$9.80 | \$18.17 | \$0.00 | \$65.41 |

Effective Date - 08/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.55 | \$9.80 | \$18.17 | \$0.00 | \$49.52 |
| 2 | 60 | \$25.86 | \$9.80 | \$18.17 | \$0.00 | \$53.83 |
| 3 | 70 | \$30.17 | \$9.80 | \$18.17 | \$0.00 | \$58.14 |
| 4 | 75 | \$32.33 | \$9.80 | \$18.17 | \$0.00 | \$60.30 |
| 5 | 80 | \$34.48 | \$9.80 | \$18.17 | \$0.00 | \$62.45 |
| 6 | 80 | \$34.48 | \$9.80 | \$18.17 | \$0.00 | \$62.45 |
| 7 | 90 | \$38.79 | \$9.80 | \$18.17 | \$0.00 | \$66.76 |
| 8 | 90 | \$38.79 | \$9.80 | \$18.17 | \$0.00 | \$66.76 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--------------------------|------------|---------|--------|---------|--------|---------|
| PIPEFITTER & STEAMFITTER | 09/01/2014 | \$48.69 | \$9.20 | \$16.64 | \$0.00 | \$74.53 |
| PIPEFITTERS LOCAL 537 | 03/01/2015 | \$49.69 | \$9.20 | \$16.64 | \$0.00 | \$75.53 |
| | 09/01/2015 | \$50.69 | \$9.20 | \$16.64 | \$0.00 | \$76.53 |
| | 03/01/2016 | \$51.69 | \$9.20 | \$16.64 | \$0.00 | \$77.53 |
| | 09/01/2016 | \$52.69 | \$9.20 | \$16.64 | \$0.00 | \$78.53 |
| | 03/01/2017 | \$53.69 | \$9.20 | \$16.64 | \$0.00 | \$79.53 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PIPEFITTER - Local 537

Effective Date - 09/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 40 | \$19.48 | \$9.20 | \$7.50 | \$0.00 | \$36.18 |
| 2 | 45 | \$21.91 | \$9.20 | \$16.64 | \$0.00 | \$47.75 |
| 3 | 60 | \$29.21 | \$9.20 | \$16.64 | \$0.00 | \$55.05 |
| 4 | 70 | \$34.08 | \$9.20 | \$16.64 | \$0.00 | \$59.92 |
| 5 | 80 | \$38.95 | \$9.20 | \$16.64 | \$0.00 | \$64.79 |

Effective Date - 03/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 40 | \$19.88 | \$9.20 | \$7.50 | \$0.00 | \$36.58 |
| 2 | 45 | \$22.36 | \$9.20 | \$16.64 | \$0.00 | \$48.20 |
| 3 | 60 | \$29.81 | \$9.20 | \$16.64 | \$0.00 | \$55.65 |
| 4 | 70 | \$34.78 | \$9.20 | \$16.64 | \$0.00 | \$60.62 |
| 5 | 80 | \$39.75 | \$9.20 | \$16.64 | \$0.00 | \$65.59 |

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:**

| | | | | | | |
|-------------------|------------|---------|--------|---------|--------|---------|
| PIPELAYER | 12/01/2014 | \$34.85 | \$7.30 | \$12.95 | \$0.00 | \$55.10 |
| LABORERS - ZONE 1 | 06/01/2015 | \$35.60 | \$7.30 | \$12.95 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.35 | \$7.30 | \$12.95 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.10 | \$7.30 | \$12.95 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.10 | \$7.30 | \$12.95 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--------------------------------|------------|---------|---------|---------|--------|---------|
| PLUMBERS & GASFITTERS | 09/01/2014 | \$49.66 | \$10.32 | \$14.54 | \$0.00 | \$74.52 |
| PLUMBERS & GASFITTERS LOCAL 12 | 03/01/2015 | \$50.66 | \$10.32 | \$14.54 | \$0.00 | \$75.52 |
| | 09/01/2015 | \$51.66 | \$10.32 | \$14.54 | \$0.00 | \$76.52 |
| | 03/01/2016 | \$52.81 | \$10.32 | \$14.54 | \$0.00 | \$77.67 |
| | 09/01/2016 | \$53.86 | \$10.32 | \$14.54 | \$0.00 | \$78.72 |
| | 03/01/2017 | \$54.86 | \$10.32 | \$14.54 | \$0.00 | \$79.72 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 09/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$17.38 | \$10.32 | \$5.42 | \$0.00 | \$33.12 |
| 2 | 40 | \$19.86 | \$10.32 | \$6.13 | \$0.00 | \$36.31 |
| 3 | 55 | \$27.31 | \$10.32 | \$8.23 | \$0.00 | \$45.86 |
| 4 | 65 | \$32.28 | \$10.32 | \$9.64 | \$0.00 | \$52.24 |
| 5 | 75 | \$37.25 | \$10.32 | \$11.04 | \$0.00 | \$58.61 |

Effective Date - 03/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$17.73 | \$10.32 | \$5.42 | \$0.00 | \$33.47 |
| 2 | 40 | \$20.26 | \$10.32 | \$6.11 | \$0.00 | \$36.69 |
| 3 | 55 | \$27.86 | \$10.32 | \$8.22 | \$0.00 | \$46.40 |
| 4 | 65 | \$32.93 | \$10.32 | \$9.62 | \$0.00 | \$52.87 |
| 5 | 75 | \$38.00 | \$10.32 | \$11.03 | \$0.00 | \$59.35 |

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$55.42 Step5 with lic\$61.79

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|----------------------------|------------|---------|--------|---------|--------|---------|
| PNEUMATIC CONTROLS (TEMP.) | 09/01/2014 | \$48.69 | \$9.20 | \$16.64 | \$0.00 | \$74.53 |
| PIPEFITTERS LOCAL 537 | 03/01/2015 | \$49.69 | \$9.20 | \$16.64 | \$0.00 | \$75.53 |
| | 09/01/2015 | \$50.69 | \$9.20 | \$16.64 | \$0.00 | \$76.53 |
| | 03/01/2016 | \$51.69 | \$9.20 | \$16.64 | \$0.00 | \$77.53 |
| | 09/01/2016 | \$52.69 | \$9.20 | \$16.64 | \$0.00 | \$78.53 |
| | 03/01/2017 | \$53.69 | \$9.20 | \$16.64 | \$0.00 | \$79.53 |

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

| | | | | | | |
|-------------------------------|------------|---------|--------|---------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR | 12/01/2014 | \$34.85 | \$7.30 | \$12.95 | \$0.00 | \$55.10 |
| LABORERS - ZONE 1 | 06/01/2015 | \$35.60 | \$7.30 | \$12.95 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.35 | \$7.30 | \$12.95 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.10 | \$7.30 | \$12.95 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.10 | \$7.30 | \$12.95 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---------------------|------------|---------|--------|---------|--------|---------|
| POWDERMAN & BLASTER | 12/01/2014 | \$35.60 | \$7.30 | \$12.95 | \$0.00 | \$55.85 |
| LABORERS - ZONE 1 | 06/01/2015 | \$36.35 | \$7.30 | \$12.95 | \$0.00 | \$56.60 |
| | 12/01/2015 | \$37.10 | \$7.30 | \$12.95 | \$0.00 | \$57.35 |
| | 06/01/2016 | \$37.85 | \$7.30 | \$12.95 | \$0.00 | \$58.10 |
| | 12/01/2016 | \$38.85 | \$7.30 | \$12.95 | \$0.00 | \$59.10 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2014 | \$42.39 | \$10.00 | \$14.30 | \$0.00 | \$66.69 |
| | 06/01/2015 | \$43.14 | \$10.00 | \$14.30 | \$0.00 | \$67.44 |
| | 12/01/2015 | \$44.39 | \$10.00 | \$14.30 | \$0.00 | \$68.69 |
| | 06/01/2016 | \$45.14 | \$10.00 | \$14.30 | \$0.00 | \$69.44 |
| | 12/01/2016 | \$46.39 | \$10.00 | \$14.30 | \$0.00 | \$70.69 |
| | 06/01/2017 | \$47.39 | \$10.00 | \$14.30 | \$0.00 | \$71.69 |
| | 12/01/2017 | \$48.39 | \$10.00 | \$14.30 | \$0.00 | \$72.69 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2014 | \$42.39 | \$10.00 | \$14.30 | \$0.00 | \$66.69 |
| | 06/01/2015 | \$43.14 | \$10.00 | \$14.30 | \$0.00 | \$67.44 |
| | 12/01/2015 | \$44.39 | \$10.00 | \$14.30 | \$0.00 | \$68.69 |
| | 06/01/2016 | \$45.14 | \$10.00 | \$14.30 | \$0.00 | \$69.44 |
| | 12/01/2016 | \$46.39 | \$10.00 | \$14.30 | \$0.00 | \$70.69 |
| | 06/01/2017 | \$47.39 | \$10.00 | \$14.30 | \$0.00 | \$71.69 |
| | 12/01/2017 | \$48.39 | \$10.00 | \$14.30 | \$0.00 | \$72.69 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2014 | \$29.40 | \$10.00 | \$14.30 | \$0.00 | \$53.70 |
| | 06/01/2015 | \$29.92 | \$10.00 | \$14.30 | \$0.00 | \$54.22 |
| | 12/01/2015 | \$30.79 | \$10.00 | \$14.30 | \$0.00 | \$55.09 |
| | 06/01/2016 | \$31.31 | \$10.00 | \$14.30 | \$0.00 | \$55.61 |
| | 12/01/2016 | \$32.18 | \$10.00 | \$14.30 | \$0.00 | \$56.48 |
| | 06/01/2017 | \$32.87 | \$10.00 | \$14.30 | \$0.00 | \$57.17 |
| | 12/01/2017 | \$33.56 | \$10.00 | \$14.30 | \$0.00 | \$57.86 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| READY MIX CONCRETE DRIVERS after 4/30/10 (Drivers Hired After 4/30/2010) <i>TEAMSTERS LOCAL 25b</i> | 07/01/2014 | \$27.73 | \$7.73 | \$8.65 | \$0.00 | \$44.11 |
| | 05/01/2015 | \$27.88 | \$7.73 | \$8.92 | \$0.00 | \$44.53 |
| | 07/01/2015 | \$27.88 | \$7.98 | \$8.92 | \$0.00 | \$44.78 |
| | 05/01/2016 | \$28.03 | \$7.98 | \$9.31 | \$0.00 | \$45.32 |
| | 07/01/2016 | \$28.03 | \$8.23 | \$9.31 | \$0.00 | \$45.57 |
| | 05/01/2017 | \$28.18 | \$8.23 | \$9.72 | \$0.00 | \$46.13 |
| | 07/01/2017 | \$28.18 | \$8.48 | \$9.72 | \$0.00 | \$46.38 |
| READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 25b</i> | 07/01/2014 | \$29.03 | \$7.73 | \$8.65 | \$0.00 | \$45.41 |
| | 05/01/2015 | \$29.18 | \$7.73 | \$8.92 | \$0.00 | \$45.83 |
| | 07/01/2015 | \$29.18 | \$7.98 | \$8.92 | \$0.00 | \$46.08 |
| | 05/01/2016 | \$29.33 | \$7.98 | \$9.31 | \$0.00 | \$46.62 |
| | 07/01/2016 | \$29.33 | \$8.23 | \$9.31 | \$0.00 | \$46.87 |
| | 05/01/2017 | \$29.48 | \$8.23 | \$9.72 | \$0.00 | \$47.43 |
| | 07/01/2017 | \$29.48 | \$8.48 | \$9.72 | \$0.00 | \$47.68 |
| RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2014 | \$41.99 | \$10.00 | \$14.30 | \$0.00 | \$66.29 |
| | 06/01/2015 | \$42.73 | \$10.00 | \$14.30 | \$0.00 | \$67.03 |
| | 12/01/2015 | \$43.97 | \$10.00 | \$14.30 | \$0.00 | \$68.27 |
| | 06/01/2016 | \$44.72 | \$10.00 | \$14.30 | \$0.00 | \$69.02 |
| | 12/01/2016 | \$45.95 | \$10.00 | \$14.30 | \$0.00 | \$70.25 |
| | 06/01/2017 | \$46.94 | \$10.00 | \$14.30 | \$0.00 | \$71.24 |
| | 12/01/2017 | \$47.93 | \$10.00 | \$14.30 | \$0.00 | \$72.23 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| 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.

Apprentice - CARPENTER (Residential Wood Frame) - Zone 2

Effective Date - 05/01/2011

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

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$34.85 | \$7.30 | \$12.95 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$35.60 | \$7.30 | \$12.95 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.35 | \$7.30 | \$12.95 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.10 | \$7.30 | \$12.95 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.10 | \$7.30 | \$12.95 | \$0.00 | \$58.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2014 | \$41.99 | \$10.00 | \$14.30 | \$0.00 | \$66.29 |
| | 06/01/2015 | \$42.73 | \$10.00 | \$14.30 | \$0.00 | \$67.03 |
| | 12/01/2015 | \$43.97 | \$10.00 | \$14.30 | \$0.00 | \$68.27 |
| | 06/01/2016 | \$44.72 | \$10.00 | \$14.30 | \$0.00 | \$69.02 |
| | 12/01/2016 | \$45.95 | \$10.00 | \$14.30 | \$0.00 | \$70.25 |
| | 06/01/2017 | \$46.94 | \$10.00 | \$14.30 | \$0.00 | \$71.24 |
| | 12/01/2017 | \$47.93 | \$10.00 | \$14.30 | \$0.00 | \$72.23 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) <i>ROOFERS LOCAL 33</i> | 08/01/2014 | \$39.21 | \$10.50 | \$11.60 | \$0.00 | \$61.31 |
| | 02/01/2015 | \$40.11 | \$10.50 | \$11.60 | \$0.00 | \$62.21 |
| | 08/01/2015 | \$41.01 | \$10.50 | \$11.60 | \$0.00 | \$63.11 |
| | 02/01/2016 | \$41.91 | \$10.50 | \$11.60 | \$0.00 | \$64.01 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ROOFER - Local 33

Effective Date - 08/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$19.61 | \$10.50 | \$3.38 | \$0.00 | \$33.49 |
| 2 | 60 | \$23.53 | \$10.50 | \$11.60 | \$0.00 | \$45.63 |
| 3 | 65 | \$25.49 | \$10.50 | \$11.60 | \$0.00 | \$47.59 |
| 4 | 75 | \$29.41 | \$10.50 | \$11.60 | \$0.00 | \$51.51 |
| 5 | 85 | \$33.33 | \$10.50 | \$11.60 | \$0.00 | \$55.43 |

Effective Date - 02/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$20.06 | \$10.50 | \$3.38 | \$0.00 | \$33.94 |
| 2 | 60 | \$24.07 | \$10.50 | \$11.60 | \$0.00 | \$46.17 |
| 3 | 65 | \$26.07 | \$10.50 | \$11.60 | \$0.00 | \$48.17 |
| 4 | 75 | \$30.08 | \$10.50 | \$11.60 | \$0.00 | \$52.18 |
| 5 | 85 | \$34.09 | \$10.50 | \$11.60 | \$0.00 | \$56.19 |

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

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| ROOFER SLATE / TILE / PRECAST CONCRETE | 08/01/2014 | \$39.46 | \$10.50 | \$11.60 | \$0.00 | \$61.56 |
| ROOFERS LOCAL 33 | 02/01/2015 | \$40.36 | \$10.50 | \$11.60 | \$0.00 | \$62.46 |
| | 08/01/2015 | \$41.26 | \$10.50 | \$11.60 | \$0.00 | \$63.36 |
| | 02/01/2016 | \$42.16 | \$10.50 | \$11.60 | \$0.00 | \$64.26 |

For apprentice rates see "Apprentice- ROOFER"

| | | | | | | |
|---------------------------------|------------|---------|--------|---------|--------|---------|
| SHEETMETAL WORKER | 08/01/2014 | \$42.79 | \$9.82 | \$20.54 | \$2.19 | \$75.34 |
| SHEETMETAL WORKERS LOCAL 17 - A | 02/01/2015 | \$43.69 | \$9.82 | \$20.54 | \$2.19 | \$76.24 |
| | 08/01/2015 | \$44.69 | \$9.82 | \$20.54 | \$2.19 | \$77.24 |
| | 02/01/2016 | \$45.69 | \$9.82 | \$20.54 | \$2.19 | \$78.24 |
| | 08/01/2016 | \$46.84 | \$9.82 | \$20.54 | \$2.19 | \$79.39 |
| | 02/01/2017 | \$47.94 | \$9.82 | \$20.54 | \$2.19 | \$80.49 |
| | 08/01/2017 | \$49.04 | \$9.82 | \$20.54 | \$2.19 | \$81.59 |
| | 02/01/2018 | \$50.19 | \$9.82 | \$20.54 | \$2.19 | \$82.74 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 08/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 40 | \$17.12 | \$9.82 | \$4.58 | \$0.00 | \$31.52 |
| 2 | 40 | \$17.12 | \$9.82 | \$4.58 | \$0.00 | \$31.52 |
| 3 | 45 | \$19.26 | \$9.82 | \$9.09 | \$1.15 | \$39.32 |
| 4 | 45 | \$19.26 | \$9.82 | \$9.09 | \$1.15 | \$39.32 |
| 5 | 50 | \$21.40 | \$9.82 | \$9.91 | \$1.23 | \$42.36 |
| 6 | 50 | \$21.40 | \$9.82 | \$10.16 | \$1.24 | \$42.62 |
| 7 | 60 | \$25.67 | \$9.82 | \$11.55 | \$1.41 | \$48.45 |
| 8 | 65 | \$27.81 | \$9.82 | \$12.38 | \$1.50 | \$51.51 |
| 9 | 75 | \$32.09 | \$9.82 | \$14.02 | \$1.68 | \$57.61 |
| 10 | 85 | \$36.37 | \$9.82 | \$15.16 | \$1.84 | \$63.19 |

Effective Date - 02/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 40 | \$17.48 | \$9.82 | \$4.58 | \$0.00 | \$31.88 |
| 2 | 40 | \$17.48 | \$9.82 | \$4.58 | \$0.00 | \$31.88 |
| 3 | 45 | \$19.66 | \$9.82 | \$9.09 | \$1.16 | \$39.73 |
| 4 | 45 | \$19.66 | \$9.82 | \$9.09 | \$1.16 | \$39.73 |
| 5 | 50 | \$21.85 | \$9.82 | \$9.91 | \$1.25 | \$42.83 |
| 6 | 50 | \$21.85 | \$9.82 | \$10.16 | \$1.25 | \$43.08 |
| 7 | 60 | \$26.21 | \$9.82 | \$11.55 | \$1.43 | \$49.01 |
| 8 | 65 | \$28.40 | \$9.82 | \$12.38 | \$1.52 | \$52.12 |
| 9 | 75 | \$32.77 | \$9.82 | \$14.02 | \$1.70 | \$58.31 |
| 10 | 85 | \$37.14 | \$9.82 | \$15.16 | \$1.86 | \$63.98 |

Notes:
Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SIGN ERECTOR - Local 35 Zone 2

Effective Date - 06/01/2013

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

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | | |
|---|--|------------|---------|---------|---------|--------|---------|
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS | | 12/01/2014 | \$32.69 | \$9.91 | \$9.33 | \$0.00 | \$51.93 |
| <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | | 06/01/2015 | \$33.04 | \$9.91 | \$9.33 | \$0.00 | \$52.28 |
| | | 08/01/2015 | \$33.04 | \$10.41 | \$9.33 | \$0.00 | \$52.78 |
| | | 12/01/2015 | \$33.04 | \$10.41 | \$10.08 | \$0.00 | \$53.53 |
| | | 06/01/2016 | \$33.54 | \$10.41 | \$10.08 | \$0.00 | \$54.03 |
| | | 08/01/2016 | \$33.54 | \$10.91 | \$10.08 | \$0.00 | \$54.53 |
| | | 12/01/2016 | \$33.54 | \$10.91 | \$10.89 | \$0.00 | \$55.34 |
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS | | 12/01/2014 | \$32.98 | \$9.91 | \$9.33 | \$0.00 | \$52.22 |
| <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | | 06/01/2015 | \$33.33 | \$9.91 | \$9.33 | \$0.00 | \$52.57 |
| | | 08/01/2015 | \$33.33 | \$10.41 | \$9.33 | \$0.00 | \$53.07 |
| | | 12/01/2015 | \$33.33 | \$10.41 | \$10.08 | \$0.00 | \$53.82 |
| | | 06/01/2016 | \$33.83 | \$10.41 | \$10.08 | \$0.00 | \$54.32 |
| | | 08/01/2016 | \$33.83 | \$10.91 | \$10.08 | \$0.00 | \$54.82 |
| | | 12/01/2016 | \$33.83 | \$10.91 | \$10.89 | \$0.00 | \$55.63 |
| SPRINKLER FITTER | | 10/01/2014 | \$53.73 | \$8.42 | \$14.60 | \$0.00 | \$76.75 |
| <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i> | | 01/01/2015 | \$53.73 | \$8.42 | \$14.75 | \$0.00 | \$76.90 |
| | | 03/01/2015 | \$54.73 | \$8.42 | \$14.75 | \$0.00 | \$77.90 |
| | | 10/01/2015 | \$55.88 | \$8.42 | \$14.75 | \$0.00 | \$79.05 |
| | | 01/01/2016 | \$55.88 | \$8.67 | \$14.90 | \$0.00 | \$79.45 |
| | | 03/01/2016 | \$56.88 | \$8.67 | \$14.90 | \$0.00 | \$80.45 |
| | | 10/01/2016 | \$58.03 | \$8.67 | \$14.90 | \$0.00 | \$81.60 |
| | | 03/01/2017 | \$59.03 | \$8.67 | \$14.90 | \$0.00 | \$82.60 |

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

Effective Date - 10/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 35 | \$18.81 | \$8.42 | \$8.25 | \$0.00 | \$35.48 |
| 2 | 40 | \$21.49 | \$8.42 | \$8.25 | \$0.00 | \$38.16 |
| 3 | 45 | \$24.18 | \$8.42 | \$8.25 | \$0.00 | \$40.85 |
| 4 | 50 | \$26.87 | \$8.42 | \$8.25 | \$0.00 | \$43.54 |
| 5 | 55 | \$29.55 | \$8.42 | \$8.25 | \$0.00 | \$46.22 |
| 6 | 60 | \$32.24 | \$8.42 | \$8.25 | \$0.00 | \$48.91 |
| 7 | 65 | \$34.92 | \$8.42 | \$8.25 | \$0.00 | \$51.59 |
| 8 | 70 | \$37.61 | \$8.42 | \$8.25 | \$0.00 | \$54.28 |
| 9 | 75 | \$40.30 | \$8.42 | \$8.25 | \$0.00 | \$56.97 |
| 10 | 80 | \$42.98 | \$8.42 | \$8.25 | \$0.00 | \$59.65 |

Effective Date - 01/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 35 | \$18.81 | \$8.42 | \$8.40 | \$0.00 | \$35.63 |
| 2 | 40 | \$21.49 | \$8.42 | \$8.40 | \$0.00 | \$38.31 |
| 3 | 45 | \$24.18 | \$8.42 | \$8.40 | \$0.00 | \$41.00 |
| 4 | 50 | \$26.87 | \$8.42 | \$8.40 | \$0.00 | \$43.69 |
| 5 | 55 | \$29.55 | \$8.42 | \$8.40 | \$0.00 | \$46.37 |
| 6 | 60 | \$32.24 | \$8.42 | \$8.40 | \$0.00 | \$49.06 |
| 7 | 65 | \$34.92 | \$8.42 | \$8.40 | \$0.00 | \$51.74 |
| 8 | 70 | \$37.61 | \$8.42 | \$8.40 | \$0.00 | \$54.43 |
| 9 | 75 | \$40.30 | \$8.42 | \$8.40 | \$0.00 | \$57.12 |
| 10 | 80 | \$42.98 | \$8.42 | \$8.40 | \$0.00 | \$59.80 |

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

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|-----------------------------|------------|---------|---------|---------|--------|---------|
| STEAM BOILER OPERATOR | 12/01/2014 | \$41.99 | \$10.00 | \$14.30 | \$0.00 | \$66.29 |
| OPERATING ENGINEERS LOCAL 4 | 06/01/2015 | \$42.73 | \$10.00 | \$14.30 | \$0.00 | \$67.03 |
| | 12/01/2015 | \$43.97 | \$10.00 | \$14.30 | \$0.00 | \$68.27 |
| | 06/01/2016 | \$44.72 | \$10.00 | \$14.30 | \$0.00 | \$69.02 |
| | 12/01/2016 | \$45.95 | \$10.00 | \$14.30 | \$0.00 | \$70.25 |
| | 06/01/2017 | \$46.94 | \$10.00 | \$14.30 | \$0.00 | \$71.24 |
| | 12/01/2017 | \$47.93 | \$10.00 | \$14.30 | \$0.00 | \$72.23 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2014 | \$41.99 | \$10.00 | \$14.30 | \$0.00 | \$66.29 |
| | 06/01/2015 | \$42.73 | \$10.00 | \$14.30 | \$0.00 | \$67.03 |
| | 12/01/2015 | \$43.97 | \$10.00 | \$14.30 | \$0.00 | \$68.27 |
| | 06/01/2016 | \$44.72 | \$10.00 | \$14.30 | \$0.00 | \$69.02 |
| | 12/01/2016 | \$45.95 | \$10.00 | \$14.30 | \$0.00 | \$70.25 |
| | 06/01/2017 | \$46.94 | \$10.00 | \$14.30 | \$0.00 | \$71.24 |
| | 12/01/2017 | \$47.93 | \$10.00 | \$14.30 | \$0.00 | \$72.23 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i> | 09/01/2014 | \$33.59 | \$13.00 | \$13.36 | \$0.00 | \$59.95 |
| | 03/01/2015 | \$33.88 | \$13.00 | \$13.70 | \$0.00 | \$60.58 |
| | 09/01/2015 | \$34.60 | \$13.00 | \$13.72 | \$0.00 | \$61.32 |
| | 03/01/2016 | \$35.31 | \$13.00 | \$13.74 | \$0.00 | \$62.05 |

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 09/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$13.44 | \$13.00 | \$0.40 | \$0.00 | \$26.84 |
| 2 | 40 | \$13.44 | \$13.00 | \$0.40 | \$0.00 | \$26.84 |
| 3 | 45 | \$15.12 | \$13.00 | \$10.57 | \$0.00 | \$38.69 |
| 4 | 45 | \$15.12 | \$13.00 | \$10.57 | \$0.00 | \$38.69 |
| 5 | 50 | \$16.80 | \$13.00 | \$10.83 | \$0.00 | \$40.63 |
| 6 | 55 | \$18.47 | \$13.00 | \$11.08 | \$0.00 | \$42.55 |
| 7 | 60 | \$20.15 | \$13.00 | \$11.33 | \$0.00 | \$44.48 |
| 8 | 65 | \$21.83 | \$13.00 | \$11.59 | \$0.00 | \$46.42 |
| 9 | 70 | \$23.51 | \$13.00 | \$11.85 | \$0.00 | \$48.36 |
| 10 | 75 | \$25.19 | \$13.00 | \$12.10 | \$0.00 | \$50.29 |

Effective Date - 03/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$13.55 | \$13.00 | \$0.41 | \$0.00 | \$26.96 |
| 2 | 40 | \$13.55 | \$13.00 | \$0.41 | \$0.00 | \$26.96 |
| 3 | 45 | \$15.25 | \$13.00 | \$10.87 | \$0.00 | \$39.12 |
| 4 | 45 | \$15.25 | \$13.00 | \$10.87 | \$0.00 | \$39.12 |
| 5 | 50 | \$16.94 | \$13.00 | \$11.13 | \$0.00 | \$41.07 |
| 6 | 55 | \$18.63 | \$13.00 | \$11.38 | \$0.00 | \$43.01 |
| 7 | 60 | \$20.33 | \$13.00 | \$11.64 | \$0.00 | \$44.97 |
| 8 | 65 | \$22.02 | \$13.00 | \$11.89 | \$0.00 | \$46.91 |
| 9 | 70 | \$23.72 | \$13.00 | \$12.15 | \$0.00 | \$48.87 |
| 10 | 75 | \$25.41 | \$13.00 | \$12.41 | \$0.00 | \$50.82 |

Notes:

Apprentice to Journeyworker Ratio:1:1

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TERRAZZO FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE | 08/01/2014 | \$47.90 | \$10.18 | \$18.22 | \$0.00 | \$76.30 |
| | 02/01/2015 | \$48.46 | \$10.18 | \$18.22 | \$0.00 | \$76.86 |
| | 08/01/2015 | \$49.36 | \$10.18 | \$18.29 | \$0.00 | \$77.83 |
| | 02/01/2016 | \$49.93 | \$10.18 | \$18.29 | \$0.00 | \$78.40 |
| | 08/01/2016 | \$50.83 | \$10.18 | \$18.37 | \$0.00 | \$79.38 |
| | 02/01/2017 | \$51.40 | \$10.18 | \$18.37 | \$0.00 | \$79.95 |

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2014

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$23.95 | \$10.18 | \$18.22 | \$0.00 | \$52.35 |
| 2 | 60 | \$28.74 | \$10.18 | \$18.22 | \$0.00 | \$57.14 |
| 3 | 70 | \$33.53 | \$10.18 | \$18.22 | \$0.00 | \$61.93 |
| 4 | 80 | \$38.32 | \$10.18 | \$18.22 | \$0.00 | \$66.72 |
| 5 | 90 | \$43.11 | \$10.18 | \$18.22 | \$0.00 | \$71.51 |

Effective Date - 02/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.23 | \$10.18 | \$18.22 | \$0.00 | \$52.63 |
| 2 | 60 | \$29.08 | \$10.18 | \$18.22 | \$0.00 | \$57.48 |
| 3 | 70 | \$33.92 | \$10.18 | \$18.22 | \$0.00 | \$62.32 |
| 4 | 80 | \$38.77 | \$10.18 | \$18.22 | \$0.00 | \$67.17 |
| 5 | 90 | \$43.61 | \$10.18 | \$18.22 | \$0.00 | \$72.01 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE | 12/01/2014 | \$35.95 | \$7.30 | \$13.15 | \$0.00 | \$56.40 |
| | 06/01/2015 | \$36.70 | \$7.30 | \$13.15 | \$0.00 | \$57.15 |
| | 12/01/2015 | \$37.45 | \$7.30 | \$13.15 | \$0.00 | \$57.90 |
| | 06/01/2016 | \$38.20 | \$7.30 | \$13.15 | \$0.00 | \$58.65 |
| | 12/01/2016 | \$39.20 | \$7.30 | \$13.15 | \$0.00 | \$59.65 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| TEST BORING DRILLER HELPER LABORERS - FOUNDATION AND MARINE | 12/01/2014 | \$34.67 | \$7.30 | \$13.15 | \$0.00 | \$55.12 |
| | 06/01/2015 | \$35.42 | \$7.30 | \$13.15 | \$0.00 | \$55.87 |
| | 12/01/2015 | \$36.17 | \$7.30 | \$13.15 | \$0.00 | \$56.62 |
| | 06/01/2016 | \$36.92 | \$7.30 | \$13.15 | \$0.00 | \$57.37 |
| | 12/01/2016 | \$37.92 | \$7.30 | \$13.15 | \$0.00 | \$58.37 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| TEST BORING LABORER LABORERS - FOUNDATION AND MARINE | 12/01/2014 | \$34.55 | \$7.30 | \$13.15 | \$0.00 | \$55.00 |
| | 06/01/2015 | \$35.30 | \$7.30 | \$13.15 | \$0.00 | \$55.75 |
| | 12/01/2015 | \$36.05 | \$7.30 | \$13.15 | \$0.00 | \$56.50 |
| | 06/01/2016 | \$36.80 | \$7.30 | \$13.15 | \$0.00 | \$57.25 |
| | 12/01/2016 | \$37.80 | \$7.30 | \$13.15 | \$0.00 | \$58.25 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2014 | \$41.99 | \$10.00 | \$14.30 | \$0.00 | \$66.29 |
| | 06/01/2015 | \$42.73 | \$10.00 | \$14.30 | \$0.00 | \$67.03 |
| | 12/01/2015 | \$43.97 | \$10.00 | \$14.30 | \$0.00 | \$68.27 |
| | 06/01/2016 | \$44.72 | \$10.00 | \$14.30 | \$0.00 | \$69.02 |
| | 12/01/2016 | \$45.95 | \$10.00 | \$14.30 | \$0.00 | \$70.25 |
| | 06/01/2017 | \$46.94 | \$10.00 | \$14.30 | \$0.00 | \$71.24 |
| | 12/01/2017 | \$47.93 | \$10.00 | \$14.30 | \$0.00 | \$72.23 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2014 | \$33.27 | \$9.91 | \$9.33 | \$0.00 | \$52.51 |
| | 06/01/2015 | \$33.62 | \$9.91 | \$9.33 | \$0.00 | \$52.86 |
| | 08/01/2015 | \$33.62 | \$10.41 | \$9.33 | \$0.00 | \$53.36 |
| | 12/01/2015 | \$33.62 | \$10.41 | \$10.08 | \$0.00 | \$54.11 |
| | 06/01/2016 | \$34.12 | \$10.41 | \$10.08 | \$0.00 | \$54.61 |
| | 08/01/2016 | \$34.12 | \$10.91 | \$10.08 | \$0.00 | \$55.11 |
| | 12/01/2016 | \$34.12 | \$10.91 | \$10.89 | \$0.00 | \$55.92 |
| TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i> | 12/01/2014 | \$46.83 | \$7.30 | \$13.55 | \$0.00 | \$67.68 |
| | 06/01/2015 | \$47.58 | \$7.30 | \$13.55 | \$0.00 | \$68.43 |
| | 12/01/2015 | \$48.33 | \$7.30 | \$13.55 | \$0.00 | \$69.18 |
| | 06/01/2016 | \$49.08 | \$7.30 | \$13.55 | \$0.00 | \$69.93 |
| | 12/01/2016 | \$50.08 | \$7.30 | \$13.55 | \$0.00 | \$70.93 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i> | 12/01/2014 | \$48.83 | \$7.30 | \$13.55 | \$0.00 | \$69.68 |
| | 06/01/2015 | \$49.58 | \$7.30 | \$13.55 | \$0.00 | \$70.43 |
| | 12/01/2015 | \$50.33 | \$7.30 | \$13.55 | \$0.00 | \$71.18 |
| | 06/01/2016 | \$51.08 | \$7.30 | \$13.55 | \$0.00 | \$71.93 |
| | 12/01/2016 | \$52.08 | \$7.30 | \$13.55 | \$0.00 | \$72.93 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i> | 12/01/2014 | \$38.90 | \$7.30 | \$13.55 | \$0.00 | \$59.75 |
| | 06/01/2015 | \$39.65 | \$7.30 | \$13.55 | \$0.00 | \$60.50 |
| | 12/01/2015 | \$40.40 | \$7.30 | \$13.55 | \$0.00 | \$61.25 |
| | 06/01/2016 | \$41.15 | \$7.30 | \$13.55 | \$0.00 | \$62.00 |
| | 12/01/2016 | \$42.15 | \$7.30 | \$13.55 | \$0.00 | \$63.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i> | 12/01/2014 | \$40.90 | \$7.30 | \$13.55 | \$0.00 | \$61.75 |
| | 06/01/2015 | \$41.65 | \$7.30 | \$13.55 | \$0.00 | \$62.50 |
| | 12/01/2015 | \$42.40 | \$7.30 | \$13.55 | \$0.00 | \$63.25 |
| | 06/01/2016 | \$43.15 | \$7.30 | \$13.55 | \$0.00 | \$64.00 |
| | 12/01/2016 | \$44.15 | \$7.30 | \$13.55 | \$0.00 | \$65.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i> | 12/01/2014 | \$32.69 | \$9.91 | \$9.33 | \$0.00 | \$51.93 |
| | 06/01/2015 | \$33.04 | \$9.91 | \$9.33 | \$0.00 | \$52.28 |
| | 08/01/2015 | \$33.04 | \$10.41 | \$9.33 | \$0.00 | \$52.78 |
| | 12/01/2015 | \$33.04 | \$10.41 | \$10.08 | \$0.00 | \$53.53 |
| | 06/01/2016 | \$33.54 | \$10.41 | \$10.08 | \$0.00 | \$54.03 |
| | 08/01/2016 | \$33.54 | \$10.91 | \$10.08 | \$0.00 | \$54.53 |
| | 12/01/2016 | \$33.54 | \$10.91 | \$10.89 | \$0.00 | \$55.34 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i> | 12/01/2014 | \$34.85 | \$7.30 | \$12.95 | \$0.00 | \$55.10 |
| | 06/01/2015 | \$35.60 | \$7.30 | \$12.95 | \$0.00 | \$55.85 |
| | 12/01/2015 | \$36.35 | \$7.30 | \$12.95 | \$0.00 | \$56.60 |
| | 06/01/2016 | \$37.10 | \$7.30 | \$12.95 | \$0.00 | \$57.35 |
| | 12/01/2016 | \$38.10 | \$7.30 | \$12.95 | \$0.00 | \$58.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2014 | \$42.39 | \$10.00 | \$14.30 | \$0.00 | \$66.69 |
| | 06/01/2015 | \$43.14 | \$10.00 | \$14.30 | \$0.00 | \$67.44 |
| | 12/01/2015 | \$44.39 | \$10.00 | \$14.30 | \$0.00 | \$68.69 |
| | 06/01/2016 | \$45.14 | \$10.00 | \$14.30 | \$0.00 | \$69.44 |
| | 12/01/2016 | \$46.39 | \$10.00 | \$14.30 | \$0.00 | \$70.69 |
| | 06/01/2017 | \$47.39 | \$10.00 | \$14.30 | \$0.00 | \$71.69 |
| | 12/01/2017 | \$48.39 | \$10.00 | \$14.30 | \$0.00 | \$72.69 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i> | 09/01/2014 | \$49.66 | \$10.32 | \$14.54 | \$0.00 | \$74.52 |
| | 03/01/2015 | \$50.66 | \$10.32 | \$14.54 | \$0.00 | \$75.52 |
| | 09/01/2015 | \$51.66 | \$10.32 | \$14.54 | \$0.00 | \$76.52 |
| | 03/01/2016 | \$52.81 | \$10.32 | \$14.54 | \$0.00 | \$77.67 |
| | 09/01/2016 | \$53.86 | \$10.32 | \$14.54 | \$0.00 | \$78.72 |
| | 03/01/2017 | \$54.86 | \$10.32 | \$14.54 | \$0.00 | \$79.72 |
| For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER" | | | | | | |

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

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

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.