# TOWN OF TYNGSBOROUGH

## INVITATION FOR BIDS

## GENERAL BUILDING SERVICE AND CONSTRUCTION

**December 23, 2015**


| | |
|---|---|
| **Contact** | **Matt Hanson**<br>**Assistant Town Administrator** |
| **Address** | **25 Bryants Lane**<br>**Tyngsborough, MA 01879** |
| **Telephone Number:** | **978-649-2300 x109** |
| **Fax Number:** | **978-649-2320** |
| **Email** | **mhanson@tyngsboroughma.gov** |

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1. Introduction

1.1 In accordance with M.G.L. c149, the Town of Tyngsborough (Town) is soliciting bids from experienced contractors to perform General Building Service and Construction for Municipal buildings and projects, both on an emergency basis and an as-needed basis. Qualified contractors are requested to submit bids to the Assistant Town Town Administrator at Tyngsborough Town Hall, 25 Bryants Lane, Tyngsborough, MA, in accordance with the instructions contained within this Invitation for Bids. The Town reserves the right to use other contractors for General Building Service and Construction or similar work during the contract term. The IFB and contract do not guarantee that the chosen bidder will be the exclusive vendor to perform this type of work for the town.

1.2 The Town is seeking to award a one-year contract for the period of February 1, 2016 through January 31, 2017 with two (2) additional one-year renewals, solely at the discretion of the Town. The Town will provide written confirmation of renewal at least sixty (60) days prior to the end of the contract period.

1.3 Notice of this IFB is published in the Central Register, which is a weekly publication of the Office of the Secretary of the Commonwealth, the Lowell Sun (a newspaper of general circulation) and posted on the Town website (www.tyngsboroughma.gov) under "Administration: Bids, RFP's and RFQ's".

1.4 The Town will accept bids delivered in person or by mail. All bids must be received by 1:00 p.m. on Thursday, January 21, 2016 to be considered. Bids submitted by fax or by electronic mail will not be considered. All bids must be submitted to:

Mr. Matt Hanson, Assistant Town Administrator
Tyngsborough Town Hall
25 Bryants Lane
Tyngsborough, MA 01879

1.5 The Town may cancel this IFB or reject in whole or in part any and all bids, if it determines that cancellation or rejection serves the best interest of the Town.

2. Submission Deadline and Instructions

2.1 Qualified bidders are requested to submit the bid sheet (Appendix A) in a sealed envelope marked "General Building Service and Construction" with the bidder's name and address on the front. Bidders should provide one (1) signed original proposal. Fax or electronic submissions will not be accepted. Bidders must also execute and include in the sealed submission the Certificate of Vote, Certificate of Non-Collusion, the Certificate of Tax Compliance and the Certification of Labor Harmony and OSHA Training Requirements. The Town, through the Board of Selectmen (Selectmen), is the awarding authority and reserves the right to reject any and all bids or parts of bids; to waive any defects, information, and minor

irregularities; to accept exceptions to these specifications; and to award contracts or to cancel this Invitation for Bids if it is in the Town's best interest to do so.

2.2 Bids must be signed as follows: a) if the bidder is an individual, by her/him personally; b) if the bidder is a partnership, by the name of the partnership, followed by the signature of each general partner; and c) if the bidder is a corporation, by the authorized officer, whose signature must be attested to by the Clerk/Secretary of the corporation and the corporate seal affixed.

2.3 All sealed bids must be received and registered by the Town Administrator's office by 1:00 p.m. on Thursday, January 21, 2016. All outer envelopes must be labeled "General Building Service and Construction" and mailed or hand delivered to the following address:

Mr. Matt Hanson, Assistant Town Administrator
Tyngsborough Town Hall
25 Bryants Lane
Tyngsborough, MA 01879

No bids will be accepted after the time and date noted. Late delivery of materials due to any type of delivery system shall be cause for rejection. If on the date and time of the submittal deadline the Tyngsborough Town Hall is closed due to an uncontrolled event such as fire, snow, ice, wind or building evacuation, the submittal deadline will be postponed until 1:00 p.m. on the next normal business day.

3. Questions, Addendum or Proposal Modification

3.1 Questions concerning this IFB must be submitted in writing to: Mr. Matt Hanson, Assistant Town Administrator, 25 Bryants Lane, Tyngsborough, MA 01879, or they may be emailed to Mr. Hanson at mhanson@tyngsboroughma.gov. All questions/inquiries must be received by 4:00 p.m. on Tuesday, January 12, 2016 to be considered. Questions/inquiries may be delivered, mailed, or emailed. Written responses will be posted on the Town's website http://www.tyngsboroughma.gov/government/departments/administration/bids-and-rfps/ by Friday, January 15, 2016 at 1:00 p.m.

3.2 If any changes are made to this IFB, an addendum will be posted on the Town's website (http://www.tyngsboroughma.gov/government/departments/administration/bids-and-rfps/). It is the sole responsibility of the bidder to ascertain the existence of any addenda and/or modifications issued by the Town. As this IFB has been published on the Town's website (www.tyngsboroughma.gov) all bidders are responsible for checking the website for any addenda and /or modifications that are subsequently made to this IFB.

3.3 The Town accepts no liability for and will provide no accommodations to bidders who fail to check for amendments and/or modifications to this IFB and subsequently submit inadequate or incorrect responses. Bidders may not alter (manually or electronically) the IFB language files. Modifications to the body of the IFB, Scope of Work, terms and conditions, or which change the intent of this IFB are prohibited and may disqualify a bid.

3.4 All bids submitted in response to this IFB shall remain firm for sixty (60) days following the submittal deadline. It is anticipated that the contract will be awarded within thirty (30) days after the submittal deadline.

3.5 Bidders are not to communicate directly with any employee of the Town, except as specified in this IFB, and no other individual employee or representative is authorized to provide any information or respond to any question or inquiry concerning this IFB.

3.6 Bidders may contact the Contact Person for this IFB in the event this IFB is incomplete or the bidder is having trouble obtaining any part of the IFB electronically through the Town website (www.tyngsboroughma.gov), including, and without limitation the form and attachments.

3.7 Bidder with disabilities or hardships that seek reasonable accommodations, which may include the receipt of IFB information and/or addenda and/or modifications in an alternative format, must communicate such requests in writing to the Contact Person, and reasonable accommodation will be made by agreement with the Contact Person on behalf of the Town.

4. Minimum Requirements

4.1 Each bidder must demonstrate that it meets the following minimum requirements:

A. Contractor must demonstrate a minimum of five (5) years' experience providing General Building Service and Construction.

B. Contractor shall submit a complete list of all contracts performed in the past two (2) years with contact names and telephone numbers.

C. Contractor shall submit a detailed list of all workers that are employed and may be assigned to work on Town of Tyngsborough assignments, including a copy of their current licenses, if applicable.

D. Contractor shall include a listing of emergency off-hours contact names and telephone numbers as well as a statement of availability on a 24/7 basis.

E. Unit prices shall remain firm for the period of the contract.

F. Submission of required statements and forms.

5. Scope of Services

5.1 The contractor will supply labor, materials, and equipment to perform general building service and maintenance at existing municipal buildings including, but not limited to:

Town Hall, 25 Bryants Lane
Senior Center, 169 Westford Road
Highway Department, 89 Kendell Road

Old Town Hall, 10 Kendall Road
Police Station, 20 Westford Road
Fire Station 1, 26 Kendall Road
Fire Station 2, 000 Lakeview Avenue
Fire Station 3, 00 Chestnut Road

5.2 Work will be through an "on call" process when conditions warrant these services and could require working on emergency situations. For the purpose of this work, the Town's representative shall be the Town Administrator or his/her designee.

5.3 The contractor shall furnish all labor, materials, and equipment as required for work in accordance with this scope of services. The contractor must possess a valid Unrestricted Massachusetts Construction Supervisors License (CLS).

5.4 Types of Work Shall Include but Not Be Limited to:

- Door & window repair and installation
- Wallboard installations and finishing
- Office/Classroom build outs
- Wall framing
- Door hardware installation and repair
- Demolition and rebuilding of structures
- Suspended ceiling installations
- Bathroom stall installations
- Handicap Ramp installations
- General repairs

5.5 Work shall be done during normal business hours to the extent possible. Schools may require work outside of normal business hours and on the weekend at the regular rate, with advanced notice. Work during other times may be authorized by the Town at the emergency hourly rate. Regular service calls shall be serviced within three business days, unless a specific date and time is discussed with the Town Administrator or his/her designee, and emergency calls serviced within one (1) hour.

5.6 All materials and workmanship, whether specifically designated, shown or implied shall be first quality, new and of a grade satisfactory to the Town or its representative. The Town or its representative shall have the right to reject any part of the work if the material or workmanship is not of satisfactory quality.

5.7 The contractor shall conform to all requirements of state and local laws, including compliance with the prevailing wage laws.

5.8 The contractor shall apply for all necessary permits and require inspection of the work by the local inspector when required. Permit fees may be waived by approval of the Board of Selectmen.

5.9 The contractor shall be one whose primary business is General Building Service and Construction and who can furnish an adequate labor force to provide twenty-four (24) hour service, three hundred sixty-five (365) days per year. This shall include the responsibility of contacting other

Town contractors to coordinate work involving himself and one or more additional trades.

5.10 The contractor shall be required to be available, at no cost to the Town during the business day, at times mutually convenient to himself and a representative of the Town, for consultation regarding potential work, to visit work locations and to prepare estimates.

5.11 The contractor shall provide a written estimate of time required to complete the requested work prior to beginning work unless it is an emergency call. Work shall be authorized by the Town through the issuing of a Purchase Order or written authorization from the Town's representative. If an emergency call, a verbal request by the Town's representative, with written authorization to follow, is sufficient.

5.12 The contractor shall confirm with the Town's representative to determine the exact location of the work. After work is completed, contractor shall provide a signed receipt indicating the work completed, hours of work and material purchased/used. This receipt is to be attached to the invoice as certification that work was performed.

5.13 If the contractor finds upon examination of the assigned job that the work will entail additional expenses beyond originally authorized, the contractor shall contact the Town's representative for authorization prior to proceeding with the work.

5.14 All material and debris shall be cleaned up immediately and removed from the building, leaving the premises in a clean condition.

5.15 The contractor shall replace, repair or make whole, without cost to the Town, any defects or faults arising within one (1) year after date of acceptance of the work.

6. Estimated Quantities

6.1 The quantities listed in Appendix A are simply estimates for bid purposes only. The Town will not be obligated to commit to any specific quantity of hours or equipment, or materials or supplies during the period of the contract.

7. Prevailing Wage Rates

7.1 The successful bidder will at all times comply with the prevailing wage rates as determined by the Department of Labor Standards under the provisions of Massachusetts General Laws as shall be in force and as amended. The prevailing wage rates are attached.

8. Evaluation of Bids

8.1 Bids will first be examined for their responsiveness to what is requested in this IFB. Responsibility of the bidder will then be ascertained. Finally, the aggregate price for the products delivered offered by each responsive and responsible bidder will be calculated for the first year solely of the proposed contract. The Town is required to award the contract to the lowest responsive and responsible bidder. At the discretion of the town, any unfavorable references may be grounds for the town of Tyngsborough to reject a bid.

8.11 Responsiveness

Bidders must completely fill out and submit the bid form and all other required forms. All services that are the subject of the bid must meet the minimum standards and scope of services set forth in the "Minimum Requirements" including the standards by which the procurement officer will determine acceptability as to quality, workmanship, results of inspections and tests, and suitability.

8.12 Responsibility

Bidders must demonstrate that they meet measures of responsibility. The Town will not award a contract to any bidder who cannot furnish satisfactory evidence of its ability and experience in this type of work and that it has sufficient capacity to enable it to prosecute and complete the work as outlined in the Specifications. The Town may make such investigations as it deems necessary to determine the above and a bidder shall furnish any information requested in this regard. A poor reference may be grounds for dismissal of the applicants bid.

8.2 All costs not listed on the bid price sheet will not be considered part of the contract and therefore will not be paid. The Town will not be charged transportation fees, mileage fees, fuel surcharges, zone charges, service call fees, minimum hour requirements, or administrative fees of any type as part of any contract entered into as a result of this IFB. The successful bidder shall always complete work in the most cost effective manner, and not hire additional employees to work on a project unless necessary to complete the project. Additionally the Town will not be charged late fees unless payment is not made within sixty (60) days of the receipt of invoice.

8.3 The Town is a tax exempt entity so no sales tax will be assessed to any purchases made under this proposed contract.

9. Term of Contract

9.1 The Town is seeking to award a one-year contract with two (2) additional one-year renewals, solely at the discretion of the Town. The Town will provide written confirmation of renewal at least sixty (60) days prior to the end of the contract period. The Town reserves the right to use other contractors for general building service and construction or similar work during the contract term. The IFB and contract do not guarantee that the chosen bidder will be the exclusive vendor to perform this type of work for the town.

9.2 The successful bidder will be required to execute the standard Town contract and the appropriate supplement as attached.

# APPENDIX A - BID

The Contract will be awarded to the responsible, responsive bidder offering the lowest aggregate price for the first year of the proposed contract. All prices are to remain firm for the duration of the Contract.

**February 1, 2016 through January 31, 2017**

| | Est. Quantity | Unit Price (per hour) | Total Price |
|---|---|---|---|
| General Construction | 100 hours | $_____ | $_____ |
| Emergency Calls | 10 hours | $_____ | $_____ |
| Materials & Supplies | $5,000 | mark-up ____% | $_____ |
| | | TOTAL YEAR 1 | $_____ |

**February 1, 2017 through January 31, 2018**

| | Est. Quantity | Unit Price (per hour) | Total Price |
|---|---|---|---|
| General Construction | 100 hours | $_____ | $_____ |
| Emergency Calls | 10 hours | $_____ | $_____ |
| Materials & Supplies | $5,000 | mark-up ____% | $_____ |
| | | TOTAL YEAR 2 | $_____ |

**February 1, 2018 through January 31, 2019**

| | Est. Quantity | Unit Price (per hour) | Total Price |
|---|---|---|---|
| General Construction | 100 hours | $_____ | $_____ |
| Emergency Calls | 10 hours | $_____ | $_____ |
| Materials & Supplies | $5,000 | mark-up ____% | $_____ |
| | | TOTAL YEAR 3 | $_____ |

Addenda _____ are acknowledged: _____
Signature

Business Name_____

Business Address_____

Business Phone _____Fax _____

Email Address_____

_____
Name of Person Authorized to sign Price Proposal

_____
Title of Person Authorized to sign Price Proposal

_____
Signature of Above Person

## APPENDIX B

## TAXES, NON-COLLUSION, SIGNING AUTHORITY, AND STATEMENT

Pursuant to M.G.L. c. 62C, § 49A, the undersigned certifies under the penalties of perjury that the company named below has filed all Massachusetts State tax returns and paid all State taxes required by Massachusetts.

The undersigned certifies under 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 paragraph, the word "person" shall mean any natural person, joint venture, partnership, corporation, or other business or legal entity.

The undersigned certifies under penalties of perjury that he/she is authorized on behalf of the company named below to bind the bidder contractually. If the bidder is a corporation, a clerk's certificate of vote and minutes of a Director's meeting will be provided.

The undersigned certifies that all information is submitted under penalties of perjury and that the undersigned is familiar with the State Building Code and also Massachusetts General Laws, Chapter 149, Section 44A-44H, Section 44M, Chapter 149A, Chapter 193 of the Acts of 2004 and Chapter 30, Section 39M.

_____
Social Security Number or Federal Identification Number

_____
Company Name

_____
Printed Name of Signer

_____
Signature

_____
Date

COMMONWEALTH OF MASSACHUSETTS

MIDDLESEX, SS

On this _____ day of _____, 2015, before me, the undersigned notary public, personally appeared _____, proved to me through satisfactory evidence of identification or personally known to me to be the persons whose names are signed on the preceding or attached document, and acknowledged to me that they signed it voluntarily for its stated purpose.

_____
, Notary Public
My Commission Expires:

# Appendix C

AGREEMENT FOR SERVICES

TOWN OF TYNGSBOROUGH

AGREEMENT between the Town of Tyngsborough, a Massachusetts municipal corporation with a usual place of business at Town Hall, 25 Bryants Lane, Tyngsborough, Massachusetts 01879, acting through its Town Administrator (Town), and _____, a _____ corporation [or sole proprietorship d/b/a _____], doing business at _____, _____, [zip code] (Company).

WHEREAS:

A. The Town solicited submission of formal bids [or proposals] for [description of the services] (Services), and

B. The Company submitted a bid [or proposal] to provide the Services and the Town has decided to award the contract to the Company;

NOW THEREFORE, the Town and the Company for mutual consideration agree as follows:

1. The Company shall provide and/or deliver to the Town the following:

   _____

   as set forth in the Invitation for Bids, [or Request for Proposals], and Specifications [and Proposal, if applicable], as well as all necessary or incidental services.

2. Payment. The Town agrees to pay to the Company the sum of $_____ as set forth in its Bid [or Price Proposal or negotiated fee].

3. Invoices. The Company shall submit to the Town monthly, [unless otherwise provided by the specifications] invoices for payment for the Services rendered. The Town shall make payments within thirty (30) days after its receipt and approval of the invoice.

4. Contract Term. The Company agrees to commence its obligations upon the date of execution of this Agreement by the Town and to complete its obligations under this Agreement immediately as set forth in the specifications [or on or before _____], time being of the essence.

5. Claims. The Company shall be responsible for and pay all claims for damages resulting from failure to furnish the Services as provided by the Agreement; and it will conform to the determination of the Town relative to the suitableness and quality of the Services provided.

6. Laws. This Agreement is made subject to all applicable laws of the Commonwealth of Massachusetts; and if any provision of this Agreement does not conform to such laws, such provision of the Agreement shall be void and the applicable provision of the General Laws shall be operative. Any suit shall be filed in the Middlesex Superior Court or in the Lowell District Court.

7. Contract Documents. The Contract Documents consist of this Agreement, the Invitation for Bids [Request for Proposals], Exhibit A; Specifications [and Proposal, if applicable], Exhibit B; the Bid [Price Proposal], Exhibit C; the Award, Exhibit D; and all addenda issued prior to execution of this Agreement; and the Contract Documents constitute the agreement between the Town and the Company, except for modifications issued after execution of this Agreement; and all are as fully a part of this Agreement as if attached. In the event of conflicting provisions, the language of this Agreement shall govern, provided that, if the conflict relates to the quality of the Services, the higher quality specified shall be required.

8. Performance of the Services. The Company shall furnish all equipment, staffing, and materials to provide the Services in strict conformity with all applicable federal, state, and local laws, each of which is incorporated by reference and shall be responsible for obtaining all necessary approvals and permits as required for the performance of the Services.

9. Warranties. The Company guarantees that the Services provided are fit for the purpose for which they are being purchased and that all the Services will be provided in strict conformity with the Contract Documents.

10. Multiple Years. If the Contract term is for more than one year, the Agreement is subject to annual appropriation by the Town.

11. Indemnification of the Town. The Town's liability shall be limited to the amounts due the Company for the Services actually rendered. The Company shall indemnify, defend. and hold harmless the Town, its officers, boards, agents, and employees from any liability, loss charge, or expense resulting from any employees or third-party contractor or supplier's claim for payment for wages, labor, materials, goods or services rendered to the Company or from any claim for injury to person or property, which may be made as a result of any act, omission or default on the part of the Company or any of its agents or employees, and will pay promptly on demand all costs and expenses of any investigation, including attorney's fees and expenses. If any such claim is made, the Town may retain out of any payments due to the Company a sufficient amount to protect the Town against such claims, costs, and expenses.

12. Company's Standard of Care. The Company shall provide the Services and perform its obligations in conformity with the standard of professional skill and care applicable to established providers of such Services. The Company warrants and represents that it is familiar with the Services specified.

13. Company's Personnel. The Company shall utilize only its employees and shall not utilize any third-party contractors without prior written approval of the Town.

14. Insurance. The Town requires that the Company provide a Certificate of Insurance, indicating evidence of General Liability, Automobile Liability with minimum limits of $1,000,000.00, all as set forth in the Specifications, and Worker's Compensation in accordance with the General Laws. The Town requires the Certificate of Insurance to include naming the Town as an additional insured and thirty (30) days notice of cancellation.

15. Independent Contractor. The Company is an independent contractor and is not an agent or employee of the Town and is not authorized to act on behalf of the Town. The Town will not withhold federal, state or payroll taxes of any kind on behalf of the Company or the employees of the Company. The Company is not eligible for, and shall not participate in, any employee pension, health, or other fringe benefit plans of the Town.

16. Successors. This Agreement is binding upon the parties and their successors. Neither the Town nor the Company shall assign or transfer any interest in the Agreement without the written consent of the other.

17. Inspection and Reports. The Town shall have the right at any time to inspect the records of the Company relative to the Services provided to the Town pursuant to this Agreement. This shall include the right to enter upon any property owned or occupied by the Company whether situated within or beyond the limits of the Town. Upon request, the Company shall immediately furnish to the Town any and all written reports relative to the Services arising out of its operations under this Agreement during and/or after the termination of the Agreement.

18. Termination.

a. For Cause. The Town shall have the right to terminate this Agreement: (i) if the Company neglects or fails to perform or observe any of its obligations and a cure is not effected by the Company within seven (7) days next following its receipt of a notice of breach, non-performance, or poor performance issued by the Town; (ii) if an order is entered against the Company approving a petition for an arrangement, liquidation, dissolution or similar relief relating to bankruptcy or insolvency and such order remains unvacated for thirty (30) days; or (iii) immediately if the Company shall file a voluntary petition in bankruptcy or any petition or answer seeking any arrangement, liquidation, or dissolution relating to bankruptcy, insolvency, or other relief for debtors, or shall seek or consent or acquiesce in appointment of any trustee, receiver or liquidation of any of the Company's property.

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

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

# Appendix D

# 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**

CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

RONALD L. WALKER, II
Secretary

WILLIAM D MCKINNEY
Director

**Awarding Authority:** Town of Tyngsborough

**Contract Number:**

**City/Town:** TYNGSBOROUGH

**Description of Work:** Blanket Contract for Electrical Work. The town is contracting with an electrician for general municipal work, including routine service and repairs involving electrical work or small projects.

**Job Location:** 25 Bryants Lane

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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.

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**Issue Date:** 12/15/2015 **Wage Request Number:** 20151215-034

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| **Construction** | | | | | | |
| (2 AXLE) DRIVER - EQUIPMENT<br>*TEAMSTERS JOINT COUNCIL NO. 10 ZONE B* | 12/01/2015 | $31.65 | $10.41 | $10.08 | $0.00 | $52.14 |
| | 06/01/2016 | $32.15 | $10.41 | $10.08 | $0.00 | $52.64 |
| | 08/01/2016 | $32.15 | $10.91 | $10.08 | $0.00 | $53.14 |
| | 12/01/2016 | $32.15 | $10.91 | $10.89 | $0.00 | $53.95 |
| (3 AXLE) DRIVER - EQUIPMENT<br>*TEAMSTERS JOINT COUNCIL NO. 10 ZONE B* | 12/01/2015 | $31.72 | $10.41 | $10.08 | $0.00 | $52.21 |
| | 06/01/2016 | $32.22 | $10.41 | $10.08 | $0.00 | $52.71 |
| | 08/01/2016 | $32.22 | $10.91 | $10.08 | $0.00 | $53.21 |
| | 12/01/2016 | $32.22 | $10.91 | $10.89 | $0.00 | $54.02 |
| (4 & 5 AXLE) DRIVER - EQUIPMENT<br>*TEAMSTERS JOINT COUNCIL NO. 10 ZONE B* | 12/01/2015 | $31.84 | $10.41 | $10.08 | $0.00 | $52.33 |
| | 06/01/2016 | $32.34 | $10.41 | $10.08 | $0.00 | $52.83 |
| | 08/01/2016 | $32.34 | $10.91 | $10.08 | $0.00 | $53.33 |
| | 12/01/2016 | $32.34 | $10.91 | $10.89 | $0.00 | $54.14 |
| ADS/SUBMERSIBLE PILOT<br>*PILE DRIVER LOCAL 56 (ZONE 2)* | 08/01/2015 | $90.51 | $9.80 | $18.17 | $0.00 | $118.48 |
| AIR TRACK OPERATOR<br>*LABORERS - ZONE 2* | 12/01/2015 | $32.40 | $7.30 | $12.30 | $0.00 | $52.00 |
| | 06/01/2016 | $32.90 | $7.30 | $12.30 | $0.00 | $52.50 |
| | 12/01/2016 | $33.65 | $7.30 | $12.30 | $0.00 | $53.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASBESTOS REMOVER - PIPE / MECH. EQUIPT.<br>*HEAT & FROST INSULATORS LOCAL 6 (BOSTON)* | 12/01/2015 | $34.38 | $10.40 | $5.95 | $0.00 | $50.73 |
| ASPHALT RAKER<br>*LABORERS - ZONE 2* | 12/01/2015 | $31.90 | $7.30 | $12.30 | $0.00 | $51.50 |
| | 06/01/2016 | $32.40 | $7.30 | $12.30 | $0.00 | $52.00 |
| | 12/01/2016 | $33.15 | $7.30 | $12.30 | $0.00 | $52.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $43.73 | $10.00 | $14.90 | $0.00 | $68.63 |
| | 06/01/2016 | $44.48 | $10.00 | $14.90 | $0.00 | $69.38 |
| | 12/01/2016 | $45.73 | $10.00 | $14.90 | $0.00 | $70.63 |
| | 06/01/2017 | $46.73 | $10.00 | $14.90 | $0.00 | $71.63 |
| | 12/01/2017 | $47.73 | $10.00 | $14.90 | $0.00 | $72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BACKHOE/FRONT-END LOADER<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $43.73 | $10.00 | $14.90 | $0.00 | $68.63 |
| | 06/01/2016 | $44.48 | $10.00 | $14.90 | $0.00 | $69.38 |
| | 12/01/2016 | $45.73 | $10.00 | $14.90 | $0.00 | $70.63 |
| | 06/01/2017 | $46.73 | $10.00 | $14.90 | $0.00 | $71.63 |
| | 12/01/2017 | $47.73 | $10.00 | $14.90 | $0.00 | $72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BARCO-TYPE JUMPING TAMPER<br>*LABORERS - ZONE 2* | 12/01/2015 | $31.90 | $7.30 | $12.30 | $0.00 | $51.50 |
| | 06/01/2016 | $32.40 | $7.30 | $12.30 | $0.00 | $52.00 |
| | 12/01/2016 | $33.15 | $7.30 | $12.30 | $0.00 | $52.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER<br>*LABORERS - ZONE 2* | 12/01/2015 | $32.40 | $7.30 | $12.30 | $0.00 | $52.00 |
| | 06/01/2016 | $32.90 | $7.30 | $12.30 | $0.00 | $52.50 |
| | 12/01/2016 | $33.65 | $7.30 | $12.30 | $0.00 | $53.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| BOILER MAKER<br>*BOILERMAKERS LOCAL 29* | 01/01/2015 | $40.32 | $6.97 | $16.21 | $0.00 | $63.50 |
| | 01/01/2016 | $41.62 | $6.97 | $16.21 | $0.00 | $64.80 |
| | 01/01/2017 | $42.92 | $6.97 | $16.21 | $0.00 | $66.10 |

**Apprentice -** *BOILERMAKER - Local 29*

**Effective Date -** 01/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 65 | $26.21 | $6.97 | $10.54 | $0.00 | $43.72 |
| 2 | 65 | $26.21 | $6.97 | $10.54 | $0.00 | $43.72 |
| 3 | 70 | $28.22 | $6.97 | $11.35 | $0.00 | $46.54 |
| 4 | 75 | $30.24 | $6.97 | $12.16 | $0.00 | $49.37 |
| 5 | 80 | $32.26 | $6.97 | $12.97 | $0.00 | $52.20 |
| 6 | 85 | $34.27 | $6.97 | $13.78 | $0.00 | $55.02 |
| 7 | 90 | $36.29 | $6.97 | $14.59 | $0.00 | $57.85 |
| 8 | 95 | $38.30 | $6.97 | $15.40 | $0.00 | $60.67 |

**Effective Date -** 01/01/2016

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

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

| | | | | | | |
|---|---|---|---|---|---|---|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)<br>*BRICKLAYERS LOCAL 3 (LOWELL)* | 09/01/2015 | $47.76 | $10.18 | $17.97 | $0.00 | $75.91 |
| | 03/01/2016 | $48.33 | $10.18 | $17.97 | $0.00 | $76.48 |
| | 09/01/2016 | $49.23 | $10.18 | $18.05 | $0.00 | $77.46 |
| | 03/01/2017 | $49.80 | $10.18 | $18.05 | $0.00 | $78.03 |

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

**Apprentice -** *BRICK/PLASTER/CEMENT MASON - Local 3 Lowell*

**Effective Date -** 09/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 50 | $23.88 | $10.18 | $17.97 | $0.00 | $52.03 |
| 2 | 60 | $28.66 | $10.18 | $17.97 | $0.00 | $56.81 |
| 3 | 70 | $33.43 | $10.18 | $17.97 | $0.00 | $61.58 |
| 4 | 80 | $38.21 | $10.18 | $17.97 | $0.00 | $66.36 |
| 5 | 90 | $42.98 | $10.18 | $17.97 | $0.00 | $71.13 |

**Effective Date -** 03/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 50 | $24.17 | $10.18 | $17.97 | $0.00 | $52.32 |
| 2 | 60 | $29.00 | $10.18 | $17.97 | $0.00 | $57.15 |
| 3 | 70 | $33.83 | $10.18 | $17.97 | $0.00 | $61.98 |
| 4 | 80 | $38.66 | $10.18 | $17.97 | $0.00 | $66.81 |
| 5 | 90 | $43.50 | $10.18 | $17.97 | $0.00 | $71.65 |

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

| | | | | | | |
|---|---|---|---|---|---|---|
| BULLDOZER/GRADER/SCRAPER<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $43.31 | $10.00 | $14.90 | $0.00 | $68.21 |
| | 06/01/2016 | $44.06 | $10.00 | $14.90 | $0.00 | $68.96 |
| | 12/01/2016 | $45.29 | $10.00 | $14.90 | $0.00 | $70.19 |
| | 06/01/2017 | $46.28 | $10.00 | $14.90 | $0.00 | $71.18 |
| | 12/01/2017 | $47.27 | $10.00 | $14.90 | $0.00 | $72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| CAISSON & UNDERPINNING BOTTOM MAN<br>*LABORERS - FOUNDATION AND MARINE* | 12/01/2015 | $36.95 | $7.30 | $13.40 | $0.00 | $57.65 |
| | 06/01/2016 | $37.70 | $7.30 | $13.40 | $0.00 | $58.40 |
| | 12/01/2016 | $38.70 | $7.30 | $13.40 | $0.00 | $59.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CAISSON & UNDERPINNING LABORER<br>*LABORERS - FOUNDATION AND MARINE* | 12/01/2015 | $35.80 | $7.30 | $13.40 | $0.00 | $56.50 |
| | 06/01/2016 | $36.55 | $7.30 | $13.40 | $0.00 | $57.25 |
| | 12/01/2016 | $37.55 | $7.30 | $13.40 | $0.00 | $58.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CAISSON & UNDERPINNING TOP MAN<br>*LABORERS - FOUNDATION AND MARINE* | 12/01/2015 | $35.80 | $7.30 | $13.40 | $0.00 | $56.50 |
| | 06/01/2016 | $36.55 | $7.30 | $13.40 | $0.00 | $57.25 |
| | 12/01/2016 | $37.55 | $7.30 | $13.40 | $0.00 | $58.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CARBIDE CORE DRILL OPERATOR<br>*LABORERS - ZONE 2* | 12/01/2015 | $31.90 | $7.30 | $12.30 | $0.00 | $51.50 |
| | 06/01/2016 | $32.40 | $7.30 | $12.30 | $0.00 | $52.00 |
| | 12/01/2016 | $33.15 | $7.30 | $12.30 | $0.00 | $52.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CARPENTER<br>*CARPENTERS -ZONE 2 (Eastern Massachusetts)* | 03/01/2015 | $35.75 | $9.80 | $16.48 | $0.00 | $62.03 |

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

**Apprentice -** *CARPENTER - Zone 2 Eastern MA*

**Effective Date -** 03/01/2015

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

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

| | | | | | | |
|---|---|---|---|---|---|---|
| CEMENT MASONRY/PLASTERING<br>*BRICKLAYERS LOCAL 3 (LOWELL)* | 07/01/2015 | $42.87 | $10.90 | $18.71 | $1.30 | $73.78 |
| | 01/01/2016 | $43.51 | $10.90 | $18.71 | $1.30 | $74.42 |

**Apprentice -** *CEMENT MASONRY/PLASTERING - Lowell*

**Effective Date -** 07/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 50 | $21.44 | $10.90 | $12.21 | $0.00 | $44.55 |
| 2 | 60 | $25.72 | $10.90 | $13.71 | $1.30 | $51.63 |
| 3 | 65 | $27.87 | $10.90 | $14.71 | $1.30 | $54.78 |
| 4 | 70 | $30.01 | $10.90 | $15.71 | $1.30 | $57.92 |
| 5 | 75 | $32.15 | $10.90 | $16.71 | $1.30 | $61.06 |
| 6 | 80 | $34.30 | $10.90 | $17.71 | $1.30 | $64.21 |
| 7 | 90 | $38.58 | $10.90 | $18.71 | $1.30 | $69.49 |

**Effective Date -** 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 50 | $21.76 | $10.90 | $12.21 | $0.00 | $44.87 |
| 2 | 60 | $26.11 | $10.90 | $13.71 | $1.30 | $52.02 |
| 3 | 65 | $28.28 | $10.90 | $14.71 | $1.30 | $55.19 |
| 4 | 70 | $30.46 | $10.90 | $15.71 | $1.30 | $58.37 |
| 5 | 75 | $32.63 | $10.90 | $16.71 | $1.30 | $61.54 |
| 6 | 80 | $34.81 | $10.90 | $17.71 | $1.30 | $64.72 |
| 7 | 90 | $39.16 | $10.90 | $18.71 | $1.30 | $70.07 |

**Notes:**

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

**Apprentice to Journeyworker Ratio:1:3**

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| CHAIN SAW OPERATOR<br>*LABORERS - ZONE 2* | 12/01/2015 | $31.90 | $7.30 | $12.30 | $0.00 | $51.50 |
| | 06/01/2016 | $32.40 | $7.30 | $12.30 | $0.00 | $52.00 |
| | 12/01/2016 | $33.15 | $7.30 | $12.30 | $0.00 | $52.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $44.73 | $10.00 | $14.90 | $0.00 | $69.63 |
| | 06/01/2016 | $45.48 | $10.00 | $14.90 | $0.00 | $70.38 |
| | 12/01/2016 | $46.73 | $10.00 | $14.90 | $0.00 | $71.63 |
| | 06/01/2017 | $47.73 | $10.00 | $14.90 | $0.00 | $72.63 |
| | 12/01/2017 | $48.73 | $10.00 | $14.90 | $0.00 | $73.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| COMPRESSOR OPERATOR<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $30.13 | $10.00 | $14.90 | $0.00 | $55.03 |
| | 06/01/2016 | $30.65 | $10.00 | $14.90 | $0.00 | $55.55 |
| | 12/01/2016 | $31.52 | $10.00 | $14.90 | $0.00 | $56.42 |
| | 06/01/2017 | $32.21 | $10.00 | $14.90 | $0.00 | $57.11 |
| | 12/01/2017 | $32.90 | $10.00 | $14.90 | $0.00 | $57.80 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DELEADER (BRIDGE)<br>*PAINTERS LOCAL 35 - ZONE 2* | 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 |

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

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

**Effective Date -** 07/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 50 | $24.28 | $7.85 | $0.00 | $0.00 | $32.13 |
| 2 | 55 | $26.71 | $7.85 | $3.66 | $0.00 | $38.22 |
| 3 | 60 | $29.14 | $7.85 | $3.99 | $0.00 | $40.98 |
| 4 | 65 | $31.56 | $7.85 | $4.32 | $0.00 | $43.73 |
| 5 | 70 | $33.99 | $7.85 | $14.11 | $0.00 | $55.95 |
| 6 | 75 | $36.42 | $7.85 | $14.44 | $0.00 | $58.71 |
| 7 | 80 | $38.85 | $7.85 | $14.77 | $0.00 | $61.47 |
| 8 | 90 | $43.70 | $7.85 | $15.44 | $0.00 | $66.99 |

**Effective Date -** 01/01/2016

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

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

| | | | | | | |
|---|---|---|---|---|---|---|
| DEMO: ADZEMAN<br>*LABORERS - ZONE 2* | 12/01/2015 | $36.00 | $7.30 | $13.20 | $0.00 | $56.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR<br>*LABORERS - ZONE 2* | 12/01/2015 | $37.00 | $7.30 | $13.20 | $0.00 | $57.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: BURNERS<br>*LABORERS - ZONE 2* | 12/01/2015 | $36.75 | $7.30 | $13.20 | $0.00 | $57.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: CONCRETE CUTTER/SAWYER<br>*LABORERS - ZONE 2* | 12/01/2015 | $37.00 | $7.30 | $13.20 | $0.00 | $57.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: JACKHAMMER OPERATOR<br>*LABORERS - ZONE 2* | 12/01/2015 | $36.75 | $7.30 | $13.20 | $0.00 | $57.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: WRECKING LABORER<br>*LABORERS - ZONE 2* | 12/01/2015 | $36.00 | $7.30 | $13.20 | $0.00 | $56.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| DIRECTIONAL DRILL MACHINE OPERATOR<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $43.31 | $10.00 | $14.90 | $0.00 | $68.21 |
| | 06/01/2016 | $44.06 | $10.00 | $14.90 | $0.00 | $68.96 |
| | 12/01/2016 | $45.29 | $10.00 | $14.90 | $0.00 | $70.19 |
| | 06/01/2017 | $46.28 | $10.00 | $14.90 | $0.00 | $71.18 |
| | 12/01/2017 | $47.27 | $10.00 | $14.90 | $0.00 | $72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DIVER<br>*PILE DRIVER LOCAL 56 (ZONE 2)* | 08/01/2015 | $60.34 | $9.80 | $18.17 | $0.00 | $88.31 |
| DIVER TENDER<br>*PILE DRIVER LOCAL 56 (ZONE 2)* | 08/01/2015 | $43.10 | $9.80 | $18.17 | $0.00 | $71.07 |
| DIVER TENDER (EFFLUENT)<br>*PILE DRIVER LOCAL 56 (ZONE 2)* | 08/01/2015 | $64.65 | $9.80 | $18.17 | $0.00 | $92.62 |
| DIVER/SLURRY (EFFLUENT)<br>*PILE DRIVER LOCAL 56 (ZONE 2)* | 08/01/2015 | $90.51 | $9.80 | $18.17 | $0.00 | $118.48 |
| DRAWBRIDGE OPERATOR (Construction)<br>*ELECTRICIANS LOCAL 103* | 09/01/2015 | $45.67 | $13.00 | $15.89 | $0.00 | $74.56 |
| | 03/01/2016 | $46.17 | $13.00 | $16.39 | $0.00 | $75.56 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| ELECTRICIAN<br>*ELECTRICIANS LOCAL 103* | 09/01/2015 | $45.67 | $13.00 | $15.89 | $0.00 | $74.56 |
| | 03/01/2016 | $46.17 | $13.00 | $16.39 | $0.00 | $75.56 |

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

**Apprentice -** *ELECTRICIAN - Local 103*

**Effective Date -** 09/01/2015

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

**Effective Date -** 03/01/2016

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

**Notes:** :

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

**Apprentice to Journeyworker Ratio:2:3*****

| | | | | | | |
|---|---|---|---|---|---|---|
| ELEVATOR CONSTRUCTOR<br>*ELEVATOR CONSTRUCTORS LOCAL 4* | 01/01/2015 | $53.30 | $13.58 | $14.21 | $0.00 | $81.09 |
| | 01/01/2016 | $54.53 | $14.43 | $14.96 | $0.00 | $83.92 |
| | 01/01/2017 | $55.86 | $15.28 | $15.71 | $0.00 | $86.85 |

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

**Apprentice -** *ELEVATOR CONSTRUCTOR - Local 4*

**Effective Date -** 01/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 50 | $26.65 | $13.58 | $0.00 | $0.00 | $40.23 |
| 2 | 55 | $29.32 | $13.58 | $14.21 | $0.00 | $57.11 |
| 3 | 65 | $34.65 | $13.58 | $14.21 | $0.00 | $62.44 |
| 4 | 70 | $37.31 | $13.58 | $14.21 | $0.00 | $65.10 |
| 5 | 80 | $42.64 | $13.58 | $14.21 | $0.00 | $70.43 |

**Effective Date -** 01/01/2016

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

**Notes:**

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

**Apprentice to Journeyworker Ratio:1:1**

| | | | | | | |
|---|---|---|---|---|---|---|
| ELEVATOR CONSTRUCTOR HELPER<br>*ELEVATOR CONSTRUCTORS LOCAL 4* | 01/01/2015 | $37.31 | $13.58 | $14.21 | $0.00 | $65.10 |
| | 01/01/2016 | $38.17 | $14.43 | $14.96 | $0.00 | $67.56 |
| | 01/01/2017 | $39.10 | $15.28 | $15.71 | $0.00 | $70.09 |
| For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR" | | | | | | |
| FENCE & GUARD RAIL ERECTOR<br>*LABORERS - ZONE 2* | 12/01/2015 | $31.90 | $7.30 | $12.30 | $0.00 | $51.50 |
| | 06/01/2016 | $32.40 | $7.30 | $12.30 | $0.00 | $52.00 |
| | 12/01/2016 | $33.15 | $7.30 | $12.30 | $0.00 | $52.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY<br>*OPERATING ENGINEERS LOCAL 4* | 11/01/2015 | $40.49 | $10.00 | $14.55 | $0.00 | $65.04 |
| | 05/01/2016 | $41.38 | $10.00 | $14.55 | $0.00 | $65.93 |
| | 11/01/2016 | $41.97 | $10.00 | $14.55 | $0.00 | $66.52 |
| | 05/01/2017 | $42.85 | $10.00 | $14.55 | $0.00 | $67.40 |
| | 11/01/2017 | $43.58 | $10.00 | $14.55 | $0.00 | $68.13 |
| | 05/01/2018 | $44.29 | $10.00 | $14.55 | $0.00 | $68.84 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY<br>*OPERATING ENGINEERS LOCAL 4* | 11/01/2015 | $41.93 | $10.00 | $14.55 | $0.00 | $66.48 |
| | 05/01/2016 | $42.82 | $10.00 | $14.55 | $0.00 | $67.37 |
| | 11/01/2016 | $43.42 | $10.00 | $14.55 | $0.00 | $67.97 |
| | 05/01/2017 | $44.31 | $10.00 | $14.55 | $0.00 | $68.86 |
| | 11/01/2017 | $45.04 | $10.00 | $14.55 | $0.00 | $69.59 |
| | 05/01/2018 | $45.76 | $10.00 | $14.55 | $0.00 | $70.31 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY<br>*OPERATING ENGINEERS LOCAL 4* | 11/01/2015 | $21.71 | $10.00 | $14.55 | $0.00 | $46.26 |
| | 05/01/2016 | $22.23 | $10.00 | $14.55 | $0.00 | $46.78 |
| | 11/01/2016 | $22.58 | $10.00 | $14.55 | $0.00 | $47.13 |
| | 05/01/2017 | $23.11 | $10.00 | $14.55 | $0.00 | $47.66 |
| | 11/01/2017 | $23.53 | $10.00 | $14.55 | $0.00 | $48.08 |
| | 05/01/2018 | $23.96 | $10.00 | $14.55 | $0.00 | $48.51 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FIRE ALARM INSTALLER<br>*ELECTRICIANS LOCAL 103* | 09/01/2015 | $45.67 | $13.00 | $15.89 | $0.00 | $74.56 |
| | 03/01/2016 | $46.17 | $13.00 | $16.39 | $0.00 | $75.56 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING*ELECTRICIANS LOCAL 103* | 09/01/2015 | $34.25 | $13.00 | $14.06 | $0.00 | $61.31 |
| | 03/01/2016 | $34.63 | $13.00 | $14.55 | $0.00 | $62.18 |
| For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" | | | | | | |
| FIREMAN (ASST. ENGINEER)<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $36.34 | $10.00 | $14.90 | $0.00 | $61.24 |
| | 06/01/2016 | $36.96 | $10.00 | $14.90 | $0.00 | $61.86 |
| | 12/01/2016 | $38.00 | $10.00 | $14.90 | $0.00 | $62.90 |
| | 06/01/2017 | $38.84 | $10.00 | $14.90 | $0.00 | $63.74 |
| | 12/01/2017 | $39.67 | $10.00 | $14.90 | $0.00 | $64.57 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FLAGGER & SIGNALER<br>*LABORERS - ZONE 2* | 12/01/2015 | $20.50 | $7.30 | $12.30 | $0.00 | $40.10 |
| | 06/01/2016 | $20.50 | $7.30 | $12.30 | $0.00 | $40.10 |
| | 12/01/2016 | $20.50 | $7.30 | $12.30 | $0.00 | $40.10 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| FLOORCOVERER<br>*FLOORCOVERERS LOCAL 2168 ZONE I* | 09/01/2015 | $41.59 | $9.80 | $17.53 | $0.00 | $68.92 |

**Apprentice -** *FLOORCOVERER - Local 2168 Zone I*

**Effective Date -** 09/01/2015

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

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

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

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 50 | $19.03 | $7.85 | $0.00 | $0.00 | $26.88 |
| 2 | 55 | $20.93 | $7.85 | $3.66 | $0.00 | $32.44 |
| 3 | 60 | $22.84 | $7.85 | $3.99 | $0.00 | $34.68 |
| 4 | 65 | $24.74 | $7.85 | $4.32 | $0.00 | $36.91 |
| 5 | 70 | $26.64 | $7.85 | $14.11 | $0.00 | $48.60 |
| 6 | 75 | $28.55 | $7.85 | $14.44 | $0.00 | $50.84 |
| 7 | 80 | $30.45 | $7.85 | $14.77 | $0.00 | $53.07 |
| 8 | 90 | $34.25 | $7.85 | $15.44 | $0.00 | $57.54 |

**Effective Date -** 01/01/2016

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

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

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

**Apprentice -** *OPERATING ENGINEERS - Local 4*

**Effective Date -** 12/01/2015

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

**Effective Date -** 06/01/2016

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

**Notes:**

**Apprentice to Journeyworker Ratio:1:6**

| | | | | | | |
|---|---|---|---|---|---|---|
| HVAC (DUCTWORK)<br>*SHEETMETAL WORKERS LOCAL 17 - A* | 08/01/2015 | $43.31 | $10.20 | $21.48 | $2.25 | $77.24 |
| | 02/01/2016 | $44.31 | $10.20 | $21.48 | $2.25 | $78.24 |
| | 08/01/2016 | $45.46 | $10.20 | $21.48 | $2.25 | $79.39 |
| | 02/01/2017 | $46.56 | $10.20 | $21.48 | $2.25 | $80.49 |
| | 08/01/2017 | $47.66 | $10.20 | $21.48 | $2.25 | $81.59 |
| | 02/01/2018 | $48.81 | $10.20 | $21.48 | $2.25 | $82.74 |

For apprentice rates see "Apprentice- SHEET METAL WORKER"

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

For apprentice rates see "Apprentice- ELECTRICIAN"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| HVAC (TESTING AND BALANCING - AIR)<br>*SHEETMETAL WORKERS LOCAL 17 - A* | 08/01/2015 | $43.31 | $10.20 | $21.48 | $2.25 | $77.24 |
| | 02/01/2016 | $44.31 | $10.20 | $21.48 | $2.25 | $78.24 |
| | 08/01/2016 | $45.46 | $10.20 | $21.48 | $2.25 | $79.39 |
| | 02/01/2017 | $46.56 | $10.20 | $21.48 | $2.25 | $80.49 |
| | 08/01/2017 | $47.66 | $10.20 | $21.48 | $2.25 | $81.59 |
| | 02/01/2018 | $48.81 | $10.20 | $21.48 | $2.25 | $82.74 |
| For apprentice rates see "Apprentice- SHEET METAL WORKER" | | | | | | |
| HVAC (TESTING AND BALANCING -WATER)<br>*PIPEFITTERS LOCAL 537* | 09/01/2015 | $49.69 | $9.70 | $16.89 | $0.00 | $76.28 |
| | 03/01/2016 | $50.69 | $9.70 | $16.89 | $0.00 | $77.28 |
| | 09/01/2016 | $51.69 | $9.70 | $16.89 | $0.00 | $78.28 |
| | 03/01/2017 | $52.69 | $9.70 | $16.89 | $0.00 | $79.28 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HVAC MECHANIC<br>*PIPEFITTERS LOCAL 537* | 09/01/2015 | $49.69 | $9.70 | $16.89 | $0.00 | $76.28 |
| | 03/01/2016 | $50.69 | $9.70 | $16.89 | $0.00 | $77.28 |
| | 09/01/2016 | $51.69 | $9.70 | $16.89 | $0.00 | $78.28 |
| | 03/01/2017 | $52.69 | $9.70 | $16.89 | $0.00 | $79.28 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HYDRAULIC DRILLS<br>*LABORERS - ZONE 2* | 12/01/2015 | $32.40 | $7.30 | $12.30 | $0.00 | $52.00 |
| | 06/01/2016 | $32.90 | $7.30 | $12.30 | $0.00 | $52.50 |
| | 12/01/2016 | $33.65 | $7.30 | $12.30 | $0.00 | $53.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| INSULATOR (PIPES & TANKS)<br>*HEAT & FROST INSULATORS LOCAL 6 (BOSTON)* | 09/01/2015 | $43.81 | $11.50 | $13.80 | $0.00 | $69.11 |
| | 09/01/2016 | $45.81 | $11.50 | $13.80 | $0.00 | $71.11 |
| | 09/01/2017 | $47.81 | $11.50 | $13.80 | $0.00 | $73.11 |
| | 09/01/2018 | $50.06 | $11.50 | $13.80 | $0.00 | $75.36 |
| | 09/01/2019 | $52.56 | $11.50 | $13.80 | $0.00 | $77.86 |

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

**Effective Date -** 09/01/2015

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

**Effective Date -** 09/01/2016

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

**Notes:**

Steps are 1 year

**Apprentice to Journeyworker Ratio:1:4**

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| IRONWORKER/WELDER<br>*IRONWORKERS LOCAL 7 (LAWRENCE AREA)* | 09/16/2015 | $37.99 | $7.80 | $20.85 | $0.00 | $66.64 |
| | 03/16/2016 | $38.99 | $7.80 | $20.85 | $0.00 | $67.64 |
| | 09/16/2016 | $39.64 | $7.80 | $20.85 | $0.00 | $68.29 |
| | 03/16/2017 | $40.24 | $7.80 | $20.85 | $0.00 | $68.89 |

**Apprentice -** *IRONWORKER - Local 7 Lawrence*

**Effective Date -** 09/16/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 60 | $22.79 | $7.80 | $20.85 | $0.00 | $51.44 |
| 2 | 70 | $26.59 | $7.80 | $20.85 | $0.00 | $55.24 |
| 3 | 75 | $28.49 | $7.80 | $20.85 | $0.00 | $57.14 |
| 4 | 80 | $30.39 | $7.80 | $20.85 | $0.00 | $59.04 |
| 5 | 85 | $32.29 | $7.80 | $20.85 | $0.00 | $60.94 |
| 6 | 90 | $34.19 | $7.80 | $20.85 | $0.00 | $62.84 |

**Effective Date -** 03/16/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 60 | $23.39 | $7.80 | $20.85 | $0.00 | $52.04 |
| 2 | 70 | $27.29 | $7.80 | $20.85 | $0.00 | $55.94 |
| 3 | 75 | $29.24 | $7.80 | $20.85 | $0.00 | $57.89 |
| 4 | 80 | $31.19 | $7.80 | $20.85 | $0.00 | $59.84 |
| 5 | 85 | $33.14 | $7.80 | $20.85 | $0.00 | $61.79 |
| 6 | 90 | $35.09 | $7.80 | $20.85 | $0.00 | $63.74 |

**Notes:**

Structural 1:6; Ornamental 1:4

**Apprentice to Journeyworker Ratio:**

| | | | | | | |
|---|---|---|---|---|---|---|
| JACKHAMMER & PAVING BREAKER OPERATOR<br>*LABORERS - ZONE 2* | 12/01/2015 | $31.90 | $7.30 | $12.30 | $0.00 | $51.50 |
| | 06/01/2016 | $32.40 | $7.30 | $12.30 | $0.00 | $52.00 |
| | 12/01/2016 | $33.15 | $7.30 | $12.30 | $0.00 | $52.75 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|---|---|---|---|---|---|
| LABORER<br>*LABORERS - ZONE 2* | 12/01/2015 | $31.65 | $7.30 | $12.30 | $0.00 | $51.25 |
| | 06/01/2016 | $32.15 | $7.30 | $12.30 | $0.00 | $51.75 |
| | 12/01/2016 | $32.90 | $7.30 | $12.30 | $0.00 | $52.50 |

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

**Apprentice -** *LABORER - Zone 2*

**Effective Date -** 12/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 60 | $18.99 | $7.30 | $12.30 | $0.00 | $38.59 |
| 2 | 70 | $22.16 | $7.30 | $12.30 | $0.00 | $41.76 |
| 3 | 80 | $25.32 | $7.30 | $12.30 | $0.00 | $44.92 |
| 4 | 90 | $28.49 | $7.30 | $12.30 | $0.00 | $48.09 |

**Effective Date -** 06/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 60 | $19.29 | $7.30 | $12.30 | $0.00 | $38.89 |
| 2 | 70 | $22.51 | $7.30 | $12.30 | $0.00 | $42.11 |
| 3 | 80 | $25.72 | $7.30 | $12.30 | $0.00 | $45.32 |
| 4 | 90 | $28.94 | $7.30 | $12.30 | $0.00 | $48.54 |

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

| | | | | | | |
|---|---|---|---|---|---|---|
| LABORER: CARPENTER TENDER<br>*LABORERS - ZONE 2* | 12/01/2015 | $31.65 | $7.30 | $12.30 | $0.00 | $51.25 |
| | 06/01/2016 | $32.15 | $7.30 | $12.30 | $0.00 | $51.75 |
| | 12/01/2016 | $32.90 | $7.30 | $12.30 | $0.00 | $52.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: CEMENT FINISHER TENDER<br>*LABORERS - ZONE 2* | 12/01/2015 | $31.65 | $7.30 | $12.30 | $0.00 | $51.25 |
| | 06/01/2016 | $32.15 | $7.30 | $12.30 | $0.00 | $51.75 |
| | 12/01/2016 | $32.90 | $7.30 | $12.30 | $0.00 | $52.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER<br>*LABORERS - ZONE 2* | 12/01/2015 | $31.85 | $7.30 | $12.25 | $0.00 | $51.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MASON TENDER<br>*LABORERS - ZONE 2* | 12/01/2015 | $31.90 | $7.30 | $12.30 | $0.00 | $51.50 |
| | 06/01/2016 | $32.40 | $7.30 | $12.30 | $0.00 | $52.00 |
| | 12/01/2016 | $33.15 | $7.30 | $12.30 | $0.00 | $52.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MULTI-TRADE TENDER<br>*LABORERS - ZONE 2* | 12/01/2015 | $31.65 | $7.30 | $12.30 | $0.00 | $51.25 |
| | 06/01/2016 | $32.15 | $7.30 | $12.30 | $0.00 | $51.75 |
| | 12/01/2016 | $32.90 | $7.30 | $12.30 | $0.00 | $52.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: TREE REMOVER<br>*LABORERS - ZONE 2* | 12/01/2015 | $31.65 | $7.30 | $12.30 | $0.00 | $51.25 |
| | 06/01/2016 | $32.15 | $7.30 | $12.30 | $0.00 | $51.75 |
| | 12/01/2016 | $32.90 | $7.30 | $12.30 | $0.00 | $52.50 |
| 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<br>*LABORERS - ZONE 2* | 12/01/2015 | $31.90 | $7.30 | $12.30 | $0.00 | $51.50 |
| | 06/01/2016 | $32.40 | $7.30 | $12.30 | $0.00 | $52.00 |
| | 12/01/2016 | $33.15 | $7.30 | $12.30 | $0.00 | $52.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| MARBLE & TILE FINISHERS<br>*BRICKLAYERS LOCAL 3 - MARBLE & TILE* | 08/01/2015 | $38.08 | $10.18 | $17.25 | $0.00 | $65.51 |
| | 02/01/2016 | $38.53 | $10.18 | $17.25 | $0.00 | $65.96 |
| | 08/01/2016 | $39.23 | $10.18 | $17.33 | $0.00 | $66.74 |
| | 02/01/2017 | $39.69 | $10.18 | $17.33 | $0.00 | $67.20 |

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

**Effective Date -** 08/01/2015

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

**Effective Date -** 02/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 50 | $19.27 | $10.18 | $17.25 | $0.00 | $46.70 |
| 2 | 60 | $23.12 | $10.18 | $17.25 | $0.00 | $50.55 |
| 3 | 70 | $26.97 | $10.18 | $17.25 | $0.00 | $54.40 |
| 4 | 80 | $30.82 | $10.18 | $17.25 | $0.00 | $58.25 |
| 5 | 90 | $34.68 | $10.18 | $17.25 | $0.00 | $62.11 |

**Notes:**

**Apprentice to Journeyworker Ratio:1:3**

| | | | | | | |
|---|---|---|---|---|---|---|
| MARBLE MASONS,TILELAYERS & TERRAZZO MECH<br>*BRICKLAYERS LOCAL 3 - MARBLE & TILE* | 08/01/2015 | $49.90 | $10.18 | $18.57 | $0.00 | $78.65 |
| | 02/01/2016 | $50.47 | $10.18 | $18.57 | $0.00 | $79.22 |
| | 08/01/2016 | $51.37 | $10.18 | $18.65 | $0.00 | $80.20 |
| | 02/01/2017 | $51.94 | $10.18 | $18.65 | $0.00 | $80.77 |

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

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

**Effective Date -** 08/01/2015

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

**Effective Date -** 02/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 50 | $25.24 | $10.18 | $18.57 | $0.00 | $53.99 |
| 2 | 60 | $30.28 | $10.18 | $18.57 | $0.00 | $59.03 |
| 3 | 70 | $35.33 | $10.18 | $18.57 | $0.00 | $64.08 |
| 4 | 80 | $40.38 | $10.18 | $18.57 | $0.00 | $69.13 |
| 5 | 90 | $45.42 | $10.18 | $18.57 | $0.00 | $74.17 |

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

| | | | | | | |
|---|---|---|---|---|---|---|
| MECH. SWEEPER OPERATOR (ON CONST. SITES)<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $43.31 | $10.00 | $14.90 | $0.00 | $68.21 |
| | 06/01/2016 | $44.06 | $10.00 | $14.90 | $0.00 | $68.96 |
| | 12/01/2016 | $45.29 | $10.00 | $14.90 | $0.00 | $70.19 |
| | 06/01/2017 | $46.28 | $10.00 | $14.90 | $0.00 | $71.18 |
| | 12/01/2017 | $47.27 | $10.00 | $14.90 | $0.00 | $72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| MECHANICS MAINTENANCE<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $43.31 | $10.00 | $14.90 | $0.00 | $68.21 |
| | 06/01/2016 | $44.06 | $10.00 | $14.90 | $0.00 | $68.96 |
| | 12/01/2016 | $45.29 | $10.00 | $14.90 | $0.00 | $70.19 |
| | 06/01/2017 | $46.28 | $10.00 | $14.90 | $0.00 | $71.18 |
| | 12/01/2017 | $47.27 | $10.00 | $14.90 | $0.00 | $72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| MILLWRIGHT (Zone 2)<br>*MILLWRIGHTS LOCAL 1121 - Zone 2* | 04/01/2015 | $34.69 | $9.80 | $16.21 | $0.00 | $60.70 |

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

**Apprentice -** *MILLWRIGHT - Local 1121 Zone 2*

**Effective Date -** 04/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 55 | $19.08 | $9.80 | $4.48 | $0.00 | $33.36 |
| 2 | 65 | $22.55 | $9.80 | $13.36 | $0.00 | $45.71 |
| 3 | 75 | $26.02 | $9.80 | $14.18 | $0.00 | $50.00 |
| 4 | 85 | $29.49 | $9.80 | $14.99 | $0.00 | $54.28 |

**Notes:**

Steps are 2,000 hours

**Apprentice to Journeyworker Ratio:1:5**

| | | | | | | |
|---|---|---|---|---|---|---|
| MORTAR MIXER<br>*LABORERS - ZONE 2* | 12/01/2015 | $31.90 | $7.30 | $12.30 | $0.00 | $51.50 |
| | 06/01/2016 | $32.40 | $7.30 | $12.30 | $0.00 | $52.00 |
| | 12/01/2016 | $33.15 | $7.30 | $12.30 | $0.00 | $52.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| OILER (OTHER THAN TRUCK CRANES,GRADALLS)<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $22.27 | $10.00 | $14.90 | $0.00 | $47.17 |
| | 06/01/2016 | $22.66 | $10.00 | $14.90 | $0.00 | $47.56 |
| | 12/01/2016 | $23.31 | $10.00 | $14.90 | $0.00 | $48.21 |
| | 06/01/2017 | $23.82 | $10.00 | $14.90 | $0.00 | $48.72 |
| | 12/01/2017 | $24.34 | $10.00 | $14.90 | $0.00 | $49.24 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| OILER (TRUCK CRANES, GRADALLS)<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $26.08 | $10.00 | $14.90 | $0.00 | $50.98 |
| | 06/01/2016 | $26.54 | $10.00 | $14.90 | $0.00 | $51.44 |
| | 12/01/2016 | $27.29 | $10.00 | $14.90 | $0.00 | $52.19 |
| | 06/01/2017 | $27.89 | $10.00 | $14.90 | $0.00 | $52.79 |
| | 12/01/2017 | $28.50 | $10.00 | $14.90 | $0.00 | $53.40 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| OTHER POWER DRIVEN EQUIPMENT - CLASS II<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $43.31 | $10.00 | $14.90 | $0.00 | $68.21 |
| | 06/01/2016 | $44.06 | $10.00 | $14.90 | $0.00 | $68.96 |
| | 12/01/2016 | $45.29 | $10.00 | $14.90 | $0.00 | $70.19 |
| | 06/01/2017 | $46.28 | $10.00 | $14.90 | $0.00 | $71.18 |
| | 12/01/2017 | $47.27 | $10.00 | $14.90 | $0.00 | $72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PAINTER (BRIDGES/TANKS)<br>*PAINTERS LOCAL 35 - ZONE 2* | 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 |

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

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

**Effective Date -** 07/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 50 | $24.28 | $7.85 | $0.00 | $0.00 | $32.13 |
| 2 | 55 | $26.71 | $7.85 | $3.66 | $0.00 | $38.22 |
| 3 | 60 | $29.14 | $7.85 | $3.99 | $0.00 | $40.98 |
| 4 | 65 | $31.56 | $7.85 | $4.32 | $0.00 | $43.73 |
| 5 | 70 | $33.99 | $7.85 | $14.11 | $0.00 | $55.95 |
| 6 | 75 | $36.42 | $7.85 | $14.44 | $0.00 | $58.71 |
| 7 | 80 | $38.85 | $7.85 | $14.77 | $0.00 | $61.47 |
| 8 | 90 | $43.70 | $7.85 | $15.44 | $0.00 | $66.99 |

**Effective Date -** 01/01/2016

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

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

| | | | | | | |
|---|---|---|---|---|---|---|
| PAINTER (SPRAY OR SANDBLAST, NEW) * | 07/01/2015 | $39.46 | $7.85 | $16.10 | $0.00 | $63.41 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 2* | 01/01/2016 | $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 |

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

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

**Effective Date -** 07/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 50 | $19.73 | $7.85 | $0.00 | $0.00 | $27.58 |
| 2 | 55 | $21.70 | $7.85 | $3.66 | $0.00 | $33.21 |
| 3 | 60 | $23.68 | $7.85 | $3.99 | $0.00 | $35.52 |
| 4 | 65 | $25.65 | $7.85 | $4.32 | $0.00 | $37.82 |
| 5 | 70 | $27.62 | $7.85 | $14.11 | $0.00 | $49.58 |
| 6 | 75 | $29.60 | $7.85 | $14.44 | $0.00 | $51.89 |
| 7 | 80 | $31.57 | $7.85 | $14.77 | $0.00 | $54.19 |
| 8 | 90 | $35.51 | $7.85 | $15.44 | $0.00 | $58.80 |

**Effective Date -** 01/01/2016

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

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

| | | | | | | |
|---|---|---|---|---|---|---|
| PAINTER (SPRAY OR SANDBLAST, REPAINT)<br>*PAINTERS LOCAL 35 - ZONE 2* | 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 -** 07/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 50 | $18.76 | $7.85 | $0.00 | $0.00 | $26.61 |
| 2 | 55 | $20.64 | $7.85 | $3.66 | $0.00 | $32.15 |
| 3 | 60 | $22.51 | $7.85 | $3.99 | $0.00 | $34.35 |
| 4 | 65 | $24.39 | $7.85 | $4.32 | $0.00 | $36.56 |
| 5 | 70 | $26.26 | $7.85 | $14.11 | $0.00 | $48.22 |
| 6 | 75 | $28.14 | $7.85 | $14.44 | $0.00 | $50.43 |
| 7 | 80 | $30.02 | $7.85 | $14.77 | $0.00 | $52.64 |
| 8 | 90 | $33.77 | $7.85 | $15.44 | $0.00 | $57.06 |

**Effective Date -** 01/01/2016

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

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

| | | | | | | |
|---|---|---|---|---|---|---|
| PAINTER (TRAFFIC MARKINGS)<br>*LABORERS - ZONE 2* | 12/01/2015 | $31.65 | $7.30 | $12.30 | $0.00 | $51.25 |
| | 06/01/2016 | $32.15 | $7.30 | $12.30 | $0.00 | $51.75 |
| | 12/01/2016 | $32.90 | $7.30 | $12.30 | $0.00 | $52.50 |
| For Apprentice rates see "Apprentice- LABORER" | | | | | | |
| PAINTER / TAPER (BRUSH, NEW) *<br>* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 2* | 07/01/2015 | $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 |

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

**Apprentice -** *PAINTER - Local 35 Zone 2 - BRUSH NEW*

**Effective Date -** 07/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 50 | $19.03 | $7.85 | $0.00 | $0.00 | $26.88 |
| 2 | 55 | $20.93 | $7.85 | $3.66 | $0.00 | $32.44 |
| 3 | 60 | $22.84 | $7.85 | $3.99 | $0.00 | $34.68 |
| 4 | 65 | $24.74 | $7.85 | $4.32 | $0.00 | $36.91 |
| 5 | 70 | $26.64 | $7.85 | $14.11 | $0.00 | $48.60 |
| 6 | 75 | $28.55 | $7.85 | $14.44 | $0.00 | $50.84 |
| 7 | 80 | $30.45 | $7.85 | $14.77 | $0.00 | $53.07 |
| 8 | 90 | $34.25 | $7.85 | $15.44 | $0.00 | $57.54 |

**Effective Date -** 01/01/2016

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

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

| | | | | | | |
|---|---|---|---|---|---|---|
| PAINTER / TAPER (BRUSH, REPAINT)<br>*PAINTERS LOCAL 35 - ZONE 2* | 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 -** 07/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 50 | $18.06 | $7.85 | $0.00 | $0.00 | $25.91 |
| 2 | 55 | $19.87 | $7.85 | $3.66 | $0.00 | $31.38 |
| 3 | 60 | $21.67 | $7.85 | $3.99 | $0.00 | $33.51 |
| 4 | 65 | $23.48 | $7.85 | $4.32 | $0.00 | $35.65 |
| 5 | 70 | $25.28 | $7.85 | $14.11 | $0.00 | $47.24 |
| 6 | 75 | $27.09 | $7.85 | $14.44 | $0.00 | $49.38 |
| 7 | 80 | $28.90 | $7.85 | $14.77 | $0.00 | $51.52 |
| 8 | 90 | $32.51 | $7.85 | $15.44 | $0.00 | $55.80 |

**Effective Date -** 01/01/2016

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

**Notes:**
Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

| | | | | | | |
|---|---|---|---|---|---|---|
| PANEL & PICKUP TRUCKS DRIVER<br>*TEAMSTERS JOINT COUNCIL NO. 10 ZONE B* | 12/01/2012 | $30.28 | $9.07 | $8.00 | $0.00 | $47.35 |
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)<br>*PILE DRIVER LOCAL 56 (ZONE 2)* | 09/01/2013 | $37.01 | $9.80 | $18.17 | $0.00 | $64.98 |
| PILE DRIVER<br>*PILE DRIVER LOCAL 56 (ZONE 2)* | 09/01/2013 | $37.01 | $9.80 | $18.17 | $0.00 | $64.98 |

**Apprentice -** *PILE DRIVER - Local 56 Zone 2*

**Effective Date -** 09/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 0 | $0.00 | $0.00 | $0.00 | $0.00 | $0.00 |

**Notes:** Apprentice wages shall be no less than the following Steps;
(Same as set in Zone 1)
1$50.05/2$54.25/3$58.46/4$60.56/5$62.66/6$62.66/7$66.87/8$66.87

**Apprentice to Journeyworker Ratio:1:3**

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| PIPEFITTER & STEAMFITTER<br>*PIPEFITTERS LOCAL 537* | 09/01/2015 | $49.69 | $9.70 | $16.89 | $0.00 | $76.28 |
| | 03/01/2016 | $50.69 | $9.70 | $16.89 | $0.00 | $77.28 |
| | 09/01/2016 | $51.69 | $9.70 | $16.89 | $0.00 | $78.28 |
| | 03/01/2017 | $52.69 | $9.70 | $16.89 | $0.00 | $79.28 |

**Apprentice -** *PIPEFITTER - Local 537*

**Effective Date -** 09/01/2015

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

**Effective Date -** 03/01/2016

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

**Notes:**

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.

Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

**Apprentice to Journeyworker Ratio:****

| | | | | | | |
|---|---|---|---|---|---|---|
| PIPELAYER<br>*LABORERS - ZONE 2* | 12/01/2015 | $31.90 | $7.30 | $12.30 | $0.00 | $51.50 |
| | 06/01/2016 | $32.40 | $7.30 | $12.30 | $0.00 | $52.00 |
| | 12/01/2016 | $33.15 | $7.30 | $12.30 | $0.00 | $52.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| PLUMBERS & GASFITTERS<br>*PLUMBERS & GASFITTERS LOCAL 12* | 09/01/2015 | $50.46 | $10.82 | $15.14 | $0.00 | $76.42 |
| | 03/01/2016 | $51.61 | $10.82 | $15.14 | $0.00 | $77.57 |
| | 09/01/2016 | $52.66 | $10.82 | $15.14 | $0.00 | $78.62 |
| | 03/01/2017 | $53.66 | $10.82 | $15.14 | $0.00 | $79.62 |

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

**Apprentice -** *PLUMBER/GASFITTER - Local 12*

**Effective Date -** 09/01/2015

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

**Effective Date -** 03/01/2016

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

**Notes:**

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

**Apprentice to Journeyworker Ratio:****

| | | | | | | |
|---|---|---|---|---|---|---|
| PNEUMATIC CONTROLS (TEMP.)<br>*PIPEFITTERS LOCAL 537* | 09/01/2015 | $49.69 | $9.70 | $16.89 | $0.00 | $76.28 |
| | 03/01/2016 | $50.69 | $9.70 | $16.89 | $0.00 | $77.28 |
| | 09/01/2016 | $51.69 | $9.70 | $16.89 | $0.00 | $78.28 |
| | 03/01/2017 | $52.69 | $9.70 | $16.89 | $0.00 | $79.28 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| PNEUMATIC DRILL/TOOL OPERATOR<br>*LABORERS - ZONE 2* | 12/01/2015 | $31.90 | $7.30 | $12.30 | $0.00 | $51.50 |
| | 06/01/2016 | $32.40 | $7.30 | $12.30 | $0.00 | $52.00 |
| | 12/01/2016 | $33.15 | $7.30 | $12.30 | $0.00 | $52.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| POWDERMAN & BLASTER<br>*LABORERS - ZONE 2* | 12/01/2015 | $32.65 | $7.30 | $12.30 | $0.00 | $52.25 |
| | 06/01/2016 | $33.15 | $7.30 | $12.30 | $0.00 | $52.75 |
| | 12/01/2016 | $33.90 | $7.30 | $12.30 | $0.00 | $53.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| POWER SHOVEL/DERRICK/TRENCHING MACHINE<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $43.73 | $10.00 | $14.90 | $0.00 | $68.63 |
| | 06/01/2016 | $44.48 | $10.00 | $14.90 | $0.00 | $69.38 |
| | 12/01/2016 | $45.73 | $10.00 | $14.90 | $0.00 | $70.63 |
| | 06/01/2017 | $46.73 | $10.00 | $14.90 | $0.00 | $71.63 |
| | 12/01/2017 | $47.73 | $10.00 | $14.90 | $0.00 | $72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (CONCRETE)<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $43.73 | $10.00 | $14.90 | $0.00 | $68.63 |
| | 06/01/2016 | $44.48 | $10.00 | $14.90 | $0.00 | $69.38 |
| | 12/01/2016 | $45.73 | $10.00 | $14.90 | $0.00 | $70.63 |
| | 06/01/2017 | $46.73 | $10.00 | $14.90 | $0.00 | $71.63 |
| | 12/01/2017 | $47.73 | $10.00 | $14.90 | $0.00 | $72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| PUMP OPERATOR (DEWATERING, OTHER)<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $30.13 | $10.00 | $14.90 | $0.00 | $55.03 |
| | 06/01/2016 | $30.65 | $10.00 | $14.90 | $0.00 | $55.55 |
| | 12/01/2016 | $31.52 | $10.00 | $14.90 | $0.00 | $56.42 |
| | 06/01/2017 | $32.21 | $10.00 | $14.90 | $0.00 | $57.11 |
| | 12/01/2017 | $32.90 | $10.00 | $14.90 | $0.00 | $57.80 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| READY-MIX CONCRETE DRIVER<br>*TEAMSTERS LOCAL 49* | 05/01/2010 | $22.88 | $6.97 | $3.94 | $0.00 | $33.79 |
| RECLAIMERS<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $43.31 | $10.00 | $14.90 | $0.00 | $68.21 |
| | 06/01/2016 | $44.06 | $10.00 | $14.90 | $0.00 | $68.96 |
| | 12/01/2016 | $45.29 | $10.00 | $14.90 | $0.00 | $70.19 |
| | 06/01/2017 | $46.28 | $10.00 | $14.90 | $0.00 | $71.18 |
| | 12/01/2017 | $47.27 | $10.00 | $14.90 | $0.00 | $72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| RESIDENTIAL WOOD FRAME (All Other Work)<br>*CARPENTERS -ZONE 2 (Residential Wood)* | 04/01/2011 | $24.24 | $8.67 | $15.51 | $0.00 | $48.42 |
| RESIDENTIAL WOOD FRAME CARPENTER **<br>** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement.*CARPENTERS -ZONE 2 (Residential Wood)* | 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<br>*LABORERS - ZONE 2* | 12/01/2015 | $31.90 | $7.30 | $12.30 | $0.00 | $51.50 |
| | 06/01/2016 | $32.40 | $7.30 | $12.30 | $0.00 | $52.00 |
| | 12/01/2016 | $33.15 | $7.30 | $12.30 | $0.00 | $52.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ROLLER/SPREADER/MULCHING MACHINE<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $43.31 | $10.00 | $14.90 | $0.00 | $68.21 |
| | 06/01/2016 | $44.06 | $10.00 | $14.90 | $0.00 | $68.96 |
| | 12/01/2016 | $45.29 | $10.00 | $14.90 | $0.00 | $70.19 |
| | 06/01/2017 | $46.28 | $10.00 | $14.90 | $0.00 | $71.18 |
| | 12/01/2017 | $47.27 | $10.00 | $14.90 | $0.00 | $72.17 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)<br>*ROOFERS LOCAL 33* | 08/01/2015 | $40.11 | $11.00 | $12.00 | $0.00 | $63.11 |
| | 02/01/2016 | $41.01 | $11.00 | $12.00 | $0.00 | $64.01 |

**Apprentice -** *ROOFER - Local 33*

**Effective Date -** 08/01/2015

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

**Effective Date -** 02/01/2016

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

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

**Apprentice to Journeyworker Ratio:****

| | | | | | | |
|---|---|---|---|---|---|---|
| ROOFER SLATE / TILE / PRECAST CONCRETE<br>*ROOFERS LOCAL 33* | 08/01/2015 | $40.36 | $11.00 | $12.00 | $0.00 | $63.36 |
| | 02/01/2016 | $41.26 | $11.00 | $12.00 | $0.00 | $64.26 |
| For apprentice rates see "Apprentice- ROOFER" | | | | | | |
| SHEETMETAL WORKER<br>*SHEETMETAL WORKERS LOCAL 17 - A* | 08/01/2015 | $43.31 | $10.20 | $21.48 | $2.25 | $77.24 |
| | 02/01/2016 | $44.31 | $10.20 | $21.48 | $2.25 | $78.24 |
| | 08/01/2016 | $45.46 | $10.20 | $21.48 | $2.25 | $79.39 |
| | 02/01/2017 | $46.56 | $10.20 | $21.48 | $2.25 | $80.49 |
| | 08/01/2017 | $47.66 | $10.20 | $21.48 | $2.25 | $81.59 |
| | 02/01/2018 | $48.81 | $10.20 | $21.48 | $2.25 | $82.74 |

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

**Apprentice -** *SHEET METAL WORKER - Local 17-A*

**Effective Date -** 08/01/2015

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

**Effective Date -** 02/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 40 | $17.72 | $10.20 | $4.90 | $0.00 | $32.82 |
| 2 | 40 | $17.72 | $10.20 | $4.90 | $0.00 | $32.82 |
| 3 | 45 | $19.94 | $10.20 | $9.59 | $1.19 | $40.92 |
| 4 | 45 | $19.94 | $10.20 | $9.59 | $1.19 | $40.92 |
| 5 | 50 | $22.16 | $10.20 | $10.45 | $1.28 | $44.09 |
| 6 | 50 | $22.16 | $10.20 | $10.70 | $1.29 | $44.35 |
| 7 | 60 | $26.59 | $10.20 | $12.17 | $1.47 | $50.43 |
| 8 | 65 | $28.80 | $10.20 | $13.04 | $1.56 | $53.60 |
| 9 | 75 | $33.23 | $10.20 | $14.76 | $1.75 | $59.94 |
| 10 | 85 | $37.66 | $10.20 | $15.98 | $1.92 | $65.76 |

**Notes:**

Steps are 6 mos.

**Apprentice to Journeyworker Ratio:1:4**

| | | | | | | |
|---|---|---|---|---|---|---|
| SIGN ERECTOR<br>*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<br>*TEAMSTERS JOINT COUNCIL NO. 10 ZONE B* | 12/01/2015 | $31.94 | $10.41 | $10.08 | $0.00 | $52.43 |
| | 06/01/2016 | $32.44 | $10.41 | $10.08 | $0.00 | $52.93 |
| | 08/01/2016 | $32.44 | $10.91 | $10.08 | $0.00 | $53.43 |
| | 12/01/2016 | $32.44 | $10.91 | $10.89 | $0.00 | $54.24 |
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS<br>*TEAMSTERS JOINT COUNCIL NO. 10 ZONE B* | 12/01/2015 | $32.23 | $10.41 | $10.08 | $0.00 | $52.72 |
| | 06/01/2016 | $32.73 | $10.41 | $10.08 | $0.00 | $53.22 |
| | 08/01/2016 | $32.73 | $10.91 | $10.08 | $0.00 | $53.72 |
| | 12/01/2016 | $32.73 | $10.91 | $10.89 | $0.00 | $54.53 |
| SPRINKLER FITTER<br>*SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1* | 10/01/2015 | $54.83 | $8.42 | $15.65 | $0.00 | $78.90 |
| | 01/01/2016 | $54.43 | $8.67 | $15.80 | $0.00 | $78.90 |
| | 03/01/2016 | $55.43 | $8.67 | $15.80 | $0.00 | $79.90 |
| | 10/01/2016 | $56.58 | $8.67 | $15.80 | $0.00 | $81.05 |
| | 03/01/2017 | $57.58 | $8.67 | $15.80 | $0.00 | $82.05 |

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

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

**Effective Date -** 10/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 35 | $19.19 | $8.42 | $8.40 | $0.00 | $36.01 |
| 2 | 40 | $21.93 | $8.42 | $8.40 | $0.00 | $38.75 |
| 3 | 45 | $24.67 | $8.42 | $8.40 | $0.00 | $41.49 |
| 4 | 50 | $27.42 | $8.42 | $8.40 | $0.00 | $44.24 |
| 5 | 55 | $30.16 | $8.42 | $8.40 | $0.00 | $46.98 |
| 6 | 60 | $32.90 | $8.42 | $8.40 | $0.00 | $49.72 |
| 7 | 65 | $35.64 | $8.42 | $8.40 | $0.00 | $52.46 |
| 8 | 70 | $38.38 | $8.42 | $8.40 | $0.00 | $55.20 |
| 9 | 75 | $41.12 | $8.42 | $8.40 | $0.00 | $57.94 |
| 10 | 80 | $43.86 | $8.42 | $8.40 | $0.00 | $60.68 |

**Effective Date -** 01/01/2016

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

**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<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $43.31 | $10.00 | $14.90 | $0.00 | $68.21 |
| | 06/01/2016 | $44.06 | $10.00 | $14.90 | $0.00 | $68.96 |
| | 12/01/2016 | $45.29 | $10.00 | $14.90 | $0.00 | $70.19 |
| | 06/01/2017 | $46.28 | $10.00 | $14.90 | $0.00 | $71.18 |
| | 12/01/2017 | $47.27 | $10.00 | $14.90 | $0.00 | $72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $43.31 | $10.00 | $14.90 | $0.00 | $68.21 |
| | 06/01/2016 | $44.06 | $10.00 | $14.90 | $0.00 | $68.96 |
| | 12/01/2016 | $45.29 | $10.00 | $14.90 | $0.00 | $70.19 |
| | 06/01/2017 | $46.28 | $10.00 | $14.90 | $0.00 | $71.18 |
| | 12/01/2017 | $47.27 | $10.00 | $14.90 | $0.00 | $72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| TELECOMMUNICATION TECHNICIAN<br>*ELECTRICIANS LOCAL 103* | 09/01/2015 | $34.25 | $13.00 | $14.06 | $0.00 | $61.31 |
| | 03/01/2016 | $34.63 | $13.00 | $14.55 | $0.00 | $62.18 |

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

**Apprentice -** *TELECOMMUNICATION TECHNICIAN - Local 103*

**Effective Date -** 09/01/2015

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

**Effective Date -** 03/01/2016

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

**Notes:**

**Apprentice to Journeyworker Ratio:1:1**

| | | | | | | |
|---|---|---|---|---|---|---|
| TERRAZZO FINISHERS<br>*BRICKLAYERS LOCAL 3 - MARBLE & TILE* | 08/01/2015 | $48.80 | $10.18 | $18.57 | $0.00 | $77.55 |
| | 02/01/2016 | $49.37 | $10.18 | $18.57 | $0.00 | $78.12 |
| | 08/01/2016 | $50.27 | $10.18 | $18.65 | $0.00 | $79.10 |
| | 02/01/2017 | $50.84 | $10.18 | $18.65 | $0.00 | $79.67 |

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

**Apprentice -** *TERRAZZO FINISHER - Local 3 Marble & Tile*

**Effective Date -** 08/01/2015

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

**Effective Date -** 02/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| 1 | 50 | $24.69 | $10.18 | $18.57 | $0.00 | $53.44 |
| 2 | 60 | $29.62 | $10.18 | $18.57 | $0.00 | $58.37 |
| 3 | 70 | $34.56 | $10.18 | $18.57 | $0.00 | $63.31 |
| 4 | 80 | $39.50 | $10.18 | $18.57 | $0.00 | $68.25 |
| 5 | 90 | $44.43 | $10.18 | $18.57 | $0.00 | $73.18 |

**Notes:**

**Apprentice to Journeyworker Ratio:1:3**

| | | | | | | |
|---|---|---|---|---|---|---|
| TEST BORING DRILLER<br>*LABORERS - FOUNDATION AND MARINE* | 12/01/2015 | $37.20 | $7.30 | $13.40 | $0.00 | $57.90 |
| | 06/01/2016 | $37.95 | $7.30 | $13.40 | $0.00 | $58.65 |
| | 12/01/2016 | $38.95 | $7.30 | $13.40 | $0.00 | $59.65 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TEST BORING DRILLER HELPER<br>*LABORERS - FOUNDATION AND MARINE* | 12/01/2015 | $35.92 | $7.30 | $13.40 | $0.00 | $56.62 |
| | 06/01/2016 | $36.67 | $7.30 | $13.40 | $0.00 | $57.37 |
| | 12/01/2016 | $37.67 | $7.30 | $13.40 | $0.00 | $58.37 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TEST BORING LABORER<br>*LABORERS - FOUNDATION AND MARINE* | 12/01/2015 | $35.80 | $7.30 | $13.40 | $0.00 | $56.50 |
| | 06/01/2016 | $36.55 | $7.30 | $13.40 | $0.00 | $57.25 |
| | 12/01/2016 | $37.55 | $7.30 | $13.40 | $0.00 | $58.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TRACTORS/PORTABLE STEAM GENERATORS<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $43.31 | $10.00 | $14.90 | $0.00 | $68.21 |
| | 06/01/2016 | $44.06 | $10.00 | $14.90 | $0.00 | $68.96 |
| | 12/01/2016 | $45.29 | $10.00 | $14.90 | $0.00 | $70.19 |
| | 06/01/2017 | $46.28 | $10.00 | $14.90 | $0.00 | $71.18 |
| | 12/01/2017 | $47.27 | $10.00 | $14.90 | $0.00 | $72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| TRAILERS FOR EARTH MOVING EQUIPMENT<br>*TEAMSTERS JOINT COUNCIL NO. 10 ZONE B* | 12/01/2015 | $32.52 | $10.41 | $10.08 | $0.00 | $53.01 |
| | 06/01/2016 | $33.02 | $10.41 | $10.08 | $0.00 | $53.51 |
| | 08/01/2016 | $33.02 | $10.91 | $10.08 | $0.00 | $54.01 |
| | 12/01/2016 | $33.02 | $10.91 | $10.89 | $0.00 | $54.82 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---|---|---|---|---|---|
| TUNNEL WORK - COMPRESSED AIR<br>*LABORERS (COMPRESSED AIR)* | 12/01/2015 | $48.08 | $7.30 | $13.80 | $0.00 | $69.18 |
| | 06/01/2016 | $48.83 | $7.30 | $13.80 | $0.00 | $69.93 |
| | 12/01/2016 | $49.83 | $7.30 | $13.80 | $0.00 | $70.93 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)<br>*LABORERS (COMPRESSED AIR)* | 12/01/2015 | $50.08 | $7.30 | $13.80 | $0.00 | $71.18 |
| | 06/01/2016 | $50.83 | $7.30 | $13.80 | $0.00 | $71.93 |
| | 12/01/2016 | $51.83 | $7.30 | $13.80 | $0.00 | $72.93 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR<br>*LABORERS (FREE AIR TUNNEL)* | 12/01/2015 | $40.15 | $7.30 | $13.80 | $0.00 | $61.25 |
| | 06/01/2016 | $40.90 | $7.30 | $13.80 | $0.00 | $62.00 |
| | 12/01/2016 | $41.90 | $7.30 | $13.80 | $0.00 | $63.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR (HAZ. WASTE)<br>*LABORERS (FREE AIR TUNNEL)* | 12/01/2015 | $42.15 | $7.30 | $13.80 | $0.00 | $63.25 |
| | 06/01/2016 | $42.90 | $7.30 | $13.80 | $0.00 | $64.00 |
| | 12/01/2016 | $43.90 | $7.30 | $13.80 | $0.00 | $65.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| VAC-HAUL<br>*TEAMSTERS JOINT COUNCIL NO. 10 ZONE B* | 12/01/2015 | $31.94 | $10.41 | $10.08 | $0.00 | $52.43 |
| | 06/01/2016 | $32.44 | $10.41 | $10.08 | $0.00 | $52.93 |
| | 08/01/2016 | $32.44 | $10.91 | $10.08 | $0.00 | $53.43 |
| | 12/01/2016 | $32.44 | $10.91 | $10.89 | $0.00 | $54.24 |
| WAGON DRILL OPERATOR<br>*LABORERS - ZONE 2* | 12/01/2015 | $31.90 | $7.30 | $12.30 | $0.00 | $51.50 |
| | 06/01/2016 | $32.40 | $7.30 | $12.30 | $0.00 | $52.00 |
| | 12/01/2016 | $33.15 | $7.30 | $12.30 | $0.00 | $52.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| WASTE WATER PUMP OPERATOR<br>*OPERATING ENGINEERS LOCAL 4* | 12/01/2015 | $43.73 | $10.00 | $14.90 | $0.00 | $68.63 |
| | 06/01/2016 | $44.48 | $10.00 | $14.90 | $0.00 | $69.38 |
| | 12/01/2016 | $45.73 | $10.00 | $14.90 | $0.00 | $70.63 |
| | 06/01/2017 | $46.73 | $10.00 | $14.90 | $0.00 | $71.63 |
| | 12/01/2017 | $47.73 | $10.00 | $14.90 | $0.00 | $72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| WATER METER INSTALLER<br>*PLUMBERS & GASFITTERS LOCAL 12* | 09/01/2015 | $50.46 | $10.82 | $15.14 | $0.00 | $76.42 |
| | 03/01/2016 | $51.61 | $10.82 | $15.14 | $0.00 | $77.57 |
| | 09/01/2016 | $52.66 | $10.82 | $15.14 | $0.00 | $78.62 |
| | 03/01/2017 | $53.66 | $10.82 | $15.14 | $0.00 | $79.62 |
| For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER" | | | | | | |
| **Outside Electrical - East** | | | | | | |
| CABLE TECHNICIAN (Power Zone)<br>*OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104* | 08/30/2015 | $26.11 | $7.25 | $1.78 | $0.00 | $35.14 |
| | 08/28/2016 | $26.61 | $7.50 | $1.80 | $0.00 | $35.91 |
| | 09/03/2017 | $27.14 | $7.75 | $1.81 | $0.00 | $36.70 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| CABLEMAN (Underground Ducts & Cables)<br>*OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104* | 08/30/2015 | $36.98 | $7.25 | $8.12 | $0.00 | $52.35 |
| | 08/28/2016 | $37.70 | $7.50 | $8.87 | $0.00 | $54.07 |
| | 09/03/2017 | $38.45 | $7.75 | $9.53 | $0.00 | $55.73 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| DRIVER / GROUNDMAN CDL<br>*OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104* | 08/30/2015 | $30.46 | $7.25 | $8.34 | $0.00 | $46.05 |
| | 08/28/2016 | $31.05 | $7.50 | $8.89 | $0.00 | $47.44 |
| | 09/03/2017 | $31.66 | $7.75 | $9.44 | $0.00 | $48.85 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |

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

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

**Apprentice -** *LINEMAN (Outside Electrical) - East Local 104*

**Effective Date -** 08/30/2015

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

**Effective Date -** 08/28/2016

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

**Notes:**

**Apprentice to Journeyworker Ratio:1:2**

| | | | | | | |
|---|---|---|---|---|---|---|
| TELEDATA CABLE SPLICER<br>*OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104* | 01/01/2015 | $28.12 | $4.25 | $3.09 | $0.00 | $35.46 |
| | 01/01/2016 | $28.98 | $4.25 | $3.12 | $0.00 | $36.35 |
| TELEDATA LINEMAN/EQUIPMENT OPERATOR<br>*OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104* | 01/01/2015 | $26.49 | $4.25 | $3.04 | $0.00 | $33.78 |
| | 01/01/2016 | $27.31 | $4.25 | $3.07 | $0.00 | $34.63 |
| TELEDATA WIREMAN/INSTALLER/TECHNICIAN<br>*OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104* | 01/01/2015 | $26.49 | $4.25 | $3.04 | $0.00 | $33.78 |
| | 01/01/2016 | $27.31 | $4.25 | $3.07 | $0.00 | $34.63 |
| TREE TRIMMER<br>*OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104* | 02/01/2015 | $18.05 | $3.55 | $0.00 | $0.00 | $21.60 |
| | 01/31/2016 | $18.51 | $3.55 | $0.00 | $0.00 | $22.06 |

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

| | | | | | | |
|---|---|---|---|---|---|---|
| TREE TRIMMER GROUNDMAN<br>*OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104* | 02/01/2015 | $15.92 | $3.55 | $0.00 | $0.00 | $19.47 |
| | 01/31/2016 | $16.32 | $3.55 | $0.00 | $0.00 | $19.87 |

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

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

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.