

Town of Tyringham



116 Main Road • P.O.Box 442 Tyringham, MA 01264
Ph.(413) 243-1749 Fax.(413) 243-4942 www.tyringham-ma.gov

LEGAL AD

TOWN OF TYRINGHAM

Library/Post Office Historic Roof repair/replacement

The Town of Tyringham Board of Selectmen are requesting sealed bids for the installation of a complete Ludowici Conosera Tile Roof system reusing existing tile and supplementing new as necessary. Specifications and contract documents are available on line (www.Tyringham-ma.gov) and at the Selectmen' Office, Town Hall, 116 Main Road, Tyringham, MA.

Sealed bids labeled "Library/Post Office Roof Restoration" will be received by the Board of Selectmen at the Town Hall **until 1:00 p.m. on Wednesday, May 4, 2016**. All bids will be opened and publicly read aloud.

Gerard Miller
Chairman

Town of Tyringham



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LIBRARY/POST OFFICE HISTORIC ROOF REPAIR/REPLACEMENT

The Town of Tyringham Board of Selectmen are requesting sealed bids for the INSTALLATION OF A COMPLETE Ludowici Conosera Tile roof system reusing existing tile and supplementing new as necessary.

Specifications and contract documents are available on line (www.Tyringham-ma.gov) and at the Selectmen's Office, Town Hall, 116 Main Road, Tyringham, MA. Monday – Thursday 9am – 2 pm.

Sealed bids labeled "Library Roof" will be received by the Board of Selectmen at the Town Hall **until 1:00 p.m. on Wednesday, May 4, 2016**. All bids will be opened and publicly read aloud.

Each general bid shall be accompanied by a bid deposit in the amount of 5% of the value of the total bid in the form of a certified treasurer's or cashier's check and a 50 % payment bond. Wage rates are subject to the minimum wage rates as per MGL ch. 149, Section 26 to 27F, inclusive. You must be OSHA 10 certified. Successful bidder will provide proof of Liability and Workers Compensation Insurance to the Town of Tyringham.

The Town of Tyringham is an Equal Opportunity / Affirmative Action Employer. All bidders will receive consideration without regard to race, color, creed, age, sex, religion, national origin or disability.

The Selectmen reserve the right to waive any informality or to reject any or all bids if deemed to be in the best interest of the Town. Bids shall be evaluated on the basis of price, previous experience with similar types of construction projects, ability to perform the work in a timely manner, and references.

Tyringham Library/Post Office "SCOPE OF WORK"

Remove all existing Ludowici Conosera Tile from the roof area taking care to salvage as much as possible for re-use.

Allow for the purchase of 30% new matching Conosera field tile including all accessories.

Allow for the purchase of 6 New Historic #301 Ridge tiles and 10 Hip tiles. Inspect and repair wood decking. Allow for 10% replacement in kind.

Remove existing gutters.

Inspect and repair/ replace wood fascia & soffit as necessary. Allow for 30% of fascia replacement and 20 % of soffit replacement in kind.

Install W. R. Grace High Temperature Ice & Water Shield on the entire roof deck surface.

Board insulation with an R-value of 25 minimum to be installed over the Ice and Water shield vapor retarder as per the manufacturers installation instruction. All exposed edges at eaves to be enclosed in such a way as to be in character with existing soffit and fascia. Submittals will include detail drawings of installation to be approved by owner.

Install a complete Ludowici Conosera Tile roof system reusing existing tile and supplementing new as necessary.

Existing tile will be cleaned prior to reinstallation.

Installation to be as per manufactures specifications. www.ludowici.com

All metal flashings will be replaced with custom fabricated 20 oz. copper.

New chimney cap flashing will be installed into a new reglet which will be cut into existing stone chimney.

All fascia's and soffits will be prepared and then have one prime coat and two finish coats of Benjamin Moore Exterior Acrylic paint applied.

New 6" Style K .032 white aluminum gutters and new 4" X 5" premium grade white aluminum leaders will then be installed

All debris generated by this work will be removed from the premises Contractor will supply all necessary equipment and scaffolding to accomplished this work in a safe and OSHA compliant manner.

Town of Tyringham



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BID SHEET: Ludowici Conosera Tile roof system Tyringham Library

Price \$ _____

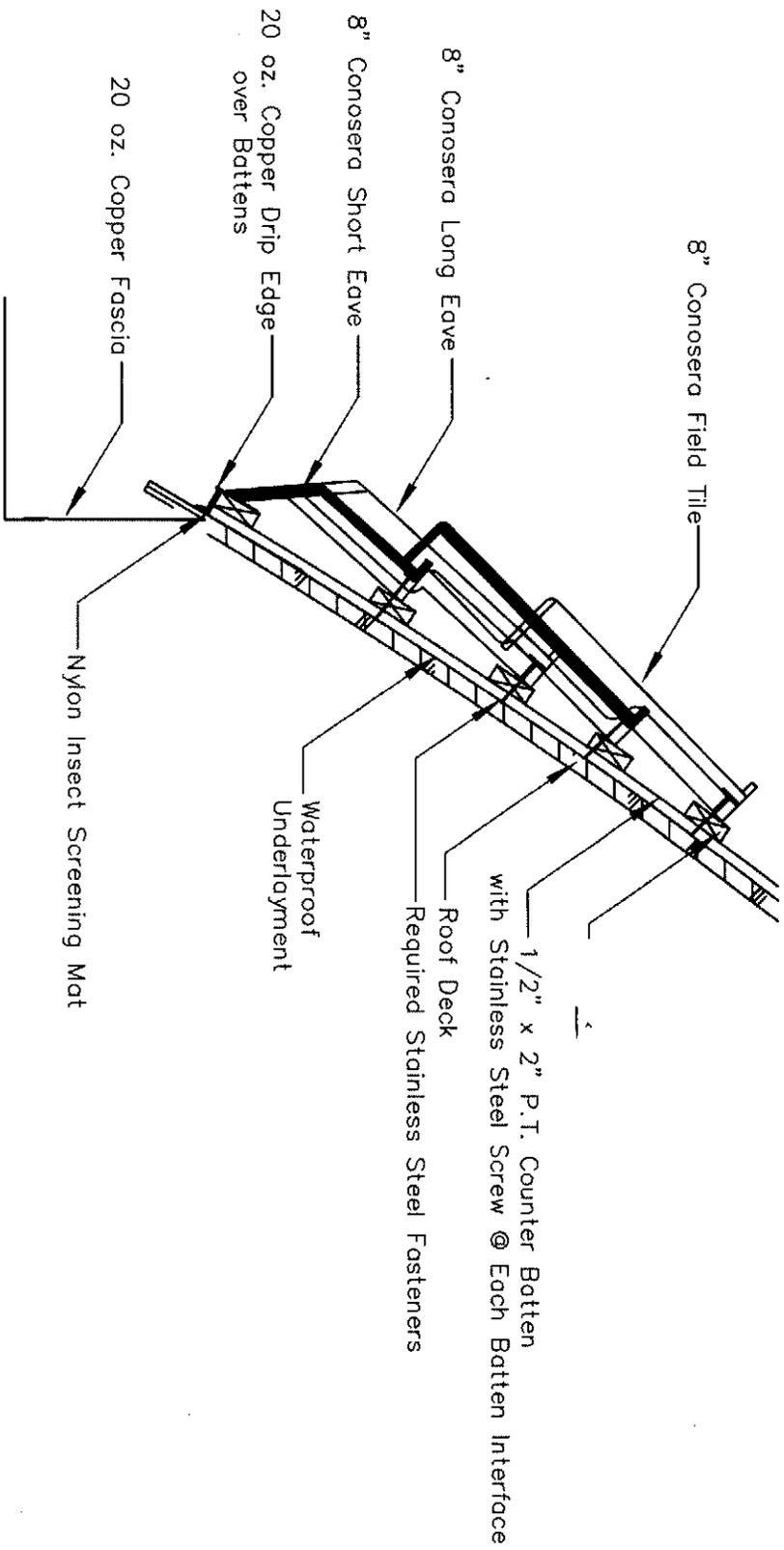
Start date _____

Est. completion date _____

Name: _____

Address: _____

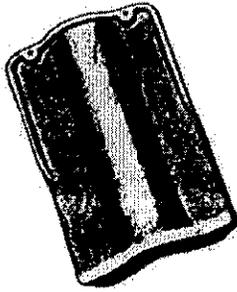
Phone/email: _____



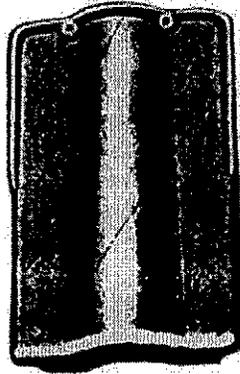
SECTION AT EAVE

scale: 1-1/2" = 1'

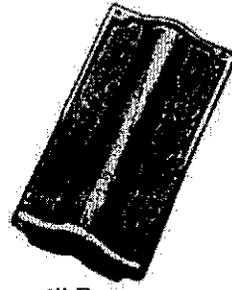
CONOSERA



8" Face



10" Face



6" Face



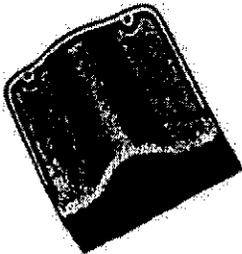
Flashing Rake

These dimensions are for the eight-inch, or Stock size. Dimensions of six-inch and ten-inch sizes are given in Table of Quantities on page 24.

Length..... 13 inches
 Width..... $8\frac{3}{4}$ inches
 Exposure..... $7\frac{3}{4} \times 10\frac{3}{4}$ inches
 Number..... 173
 Weight..... 1000 lbs.



Gable Rake



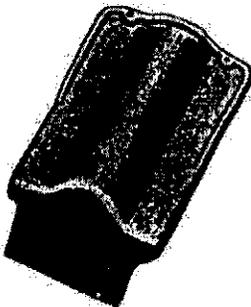
Short Eave



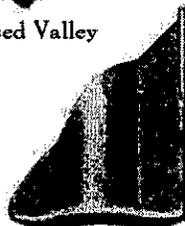
Closed Valley



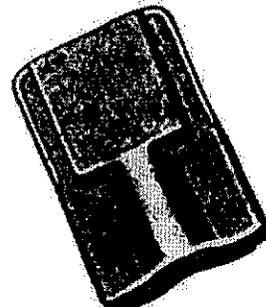
Short Top



Long Eave



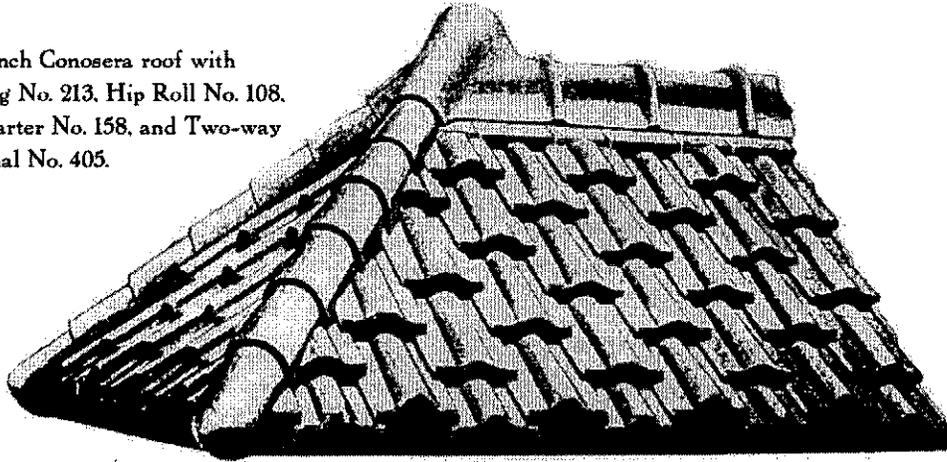
Cut Hip Tile



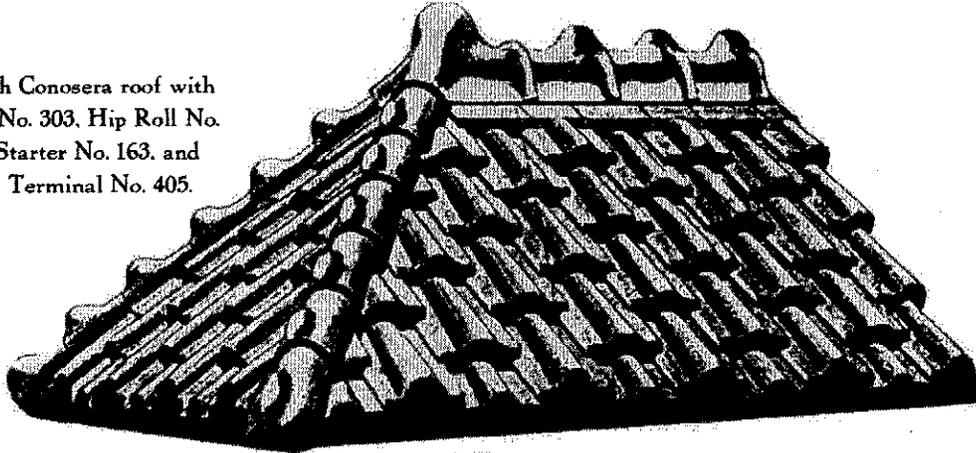
Long Top

CONOSERA TILE — Continued

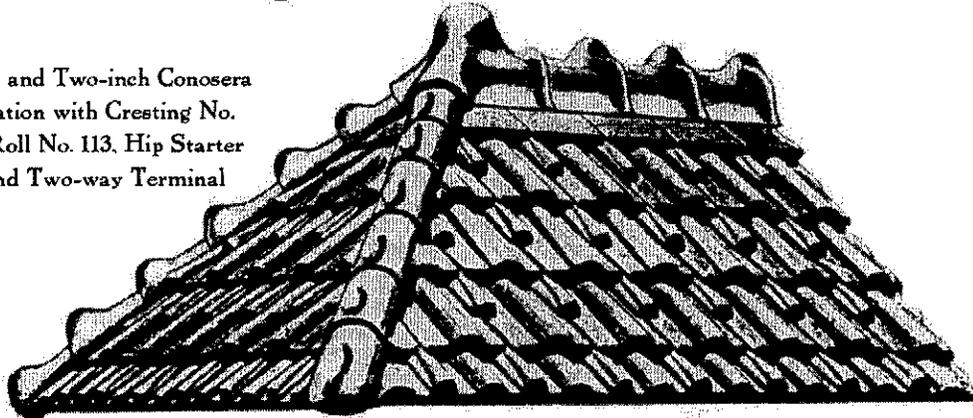
Eight-inch Conosera roof with
Cresting No. 213, Hip Roll No. 108,
Hip Starter No. 158, and Two-way
Terminal No. 405.



Eight-inch Conosera roof with
Cresting No. 303, Hip Roll No.
113, Hip Starter No. 163, and
Two-way Terminal No. 405.



Eight-inch and Two-inch Conosera
in combination with Cresting No.
303, Hip Roll No. 113, Hip Starter
No. 163, and Two-way Terminal
No. 405.



2-inch



3-inch



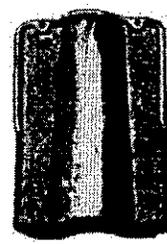
4-inch



5-inch



6-inch



8-inch

Graduated Tile for Circular Roofs



LUDOWICI ROOF TILE

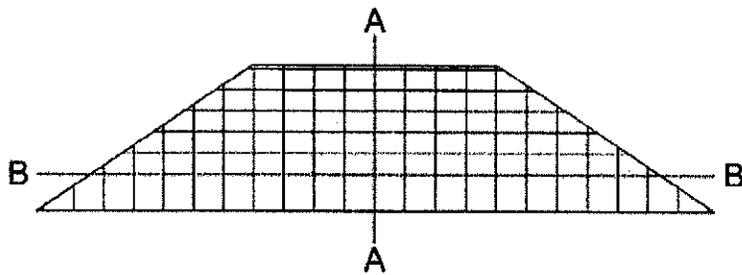


Figure 1

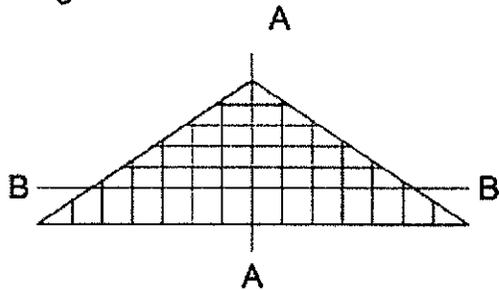


Figure 2

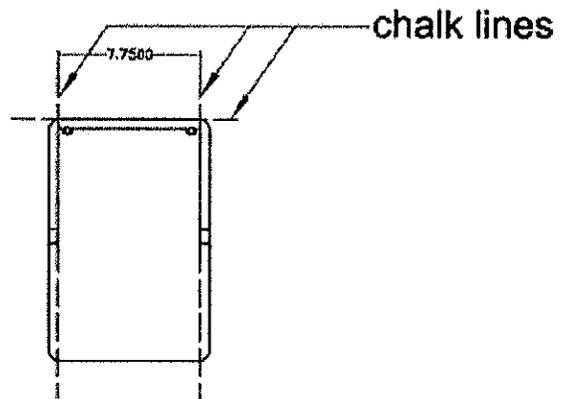


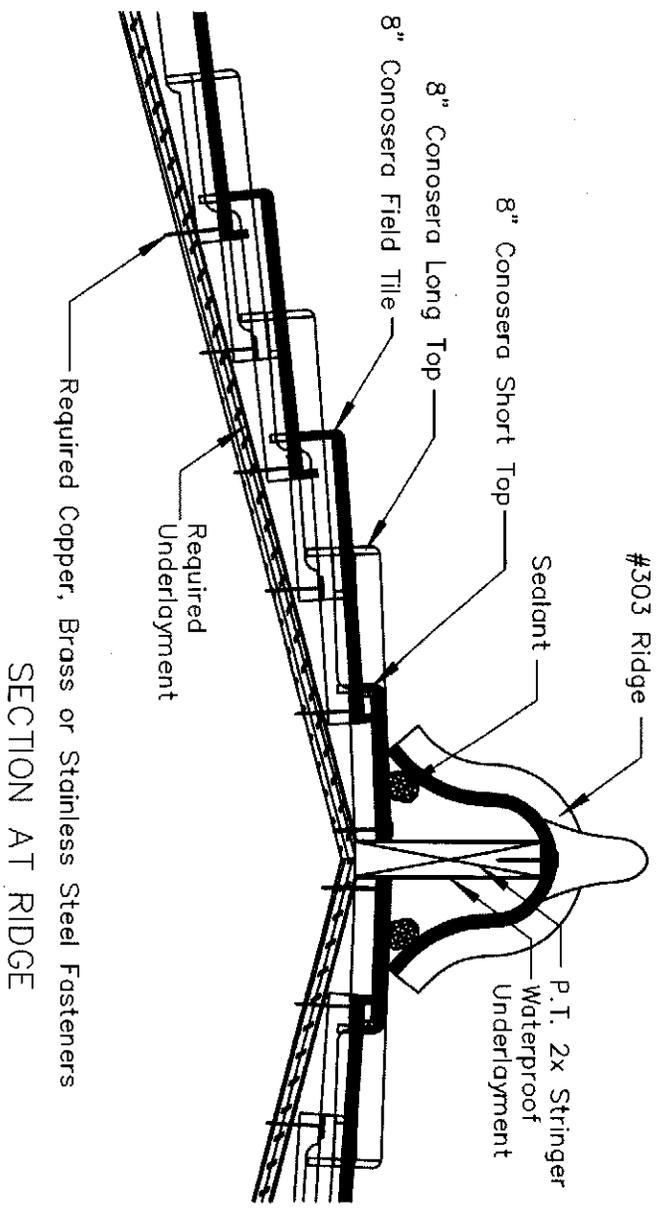
Figure 3

INSTRUCTIONS FOR LAYING 8" CONOSERA

Figure 1 and Figure 2 represent one side and one end of a standard hipped roof, covered with required underlayment. Chalk lines as follows:

Strike line AA from eave to the ridge at the middle of the roof plane. Strike the remaining vertical lines parallel to line AA every 7-3/4"

Strike line BB parallel to the eave and 14-5/8" up from the eave. Strike the remaining horizontal lines parallel to line BB every 5-3/8"



SECTION AT RIDGE

**WEEKLY PAYROLL RECORDS REPORT
& STATEMENT OF COMPLIANCE**

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form is available from the Department of Labor Standards (DLS) at www.mass.gov/dols/pw and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

On a weekly basis, every contractor and subcontractor is required to submit a certified copy of their weekly payroll records to the awarding authority; this includes the payroll forms and the Statement of Compliance form. The certified payroll records must be submitted either by regular mail or by e-mail to the awarding authority. Once collected, the awarding authority is required to preserve those records for three years from the date of completion of the project.

Each such contractor and subcontractor shall furnish weekly **and** within 15 days after completion of its portion of the work, to the awarding authority directly by first-class mail or e-mail, a statement, executed by the contractor, subcontractor or by any authorized officer thereof who supervised the payment of wages, this form, accompanied by their payroll:

STATEMENT OF COMPLIANCE

_____, 20____

I, _____,
(Name of signatory party) (Title)

do hereby state:

That I pay or supervise the payment of the persons employed by
_____ on the _____

(Contractor, subcontractor or public body) (Building or project)

and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed on said project have been paid in accordance with wages determined under the provisions of sections twenty-six and twenty-seven of chapter one hundred and forty nine of the General Laws.

Signature _____
Title _____



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

Prevailing Wage Rates

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

RONALD L. WALKER, II
Secretary
WILLIAM D MCKINNEY
Director

CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

Awarding Authority: Town of Tyringham
Contract Number: **City/Town:** TYRINGHAM
Description of Work: Library Roof - Historic Conosera Tile: Remove all existing Ludowici Conosera Tile from the roof area and reinstall. See specifications for full details.
Job Location: 118 Main road

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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 <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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 <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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 <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2015	\$25.50	\$7.45	\$10.50	\$0.00	\$43.45
	06/01/2016	\$26.25	\$7.45	\$10.50	\$0.00	\$44.20
	12/01/2016	\$27.00	\$7.45	\$10.50	\$0.00	\$44.95
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2015	\$26.67	\$7.45	\$11.85	\$0.00	\$45.97
	06/01/2016	\$27.17	\$7.45	\$11.85	\$0.00	\$46.47
	12/01/2016	\$27.92	\$7.45	\$11.85	\$0.00	\$47.22
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	12/01/2015	\$30.94	\$10.40	\$5.45	\$0.00	\$46.79
ASPHALT RAKER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2015	\$25.00	\$7.45	\$10.50	\$0.00	\$42.95
	06/01/2016	\$25.75	\$7.45	\$10.50	\$0.00	\$43.70
	12/01/2016	\$26.50	\$7.45	\$10.50	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2015	\$26.17	\$7.45	\$11.85	\$0.00	\$45.47
	06/01/2016	\$26.67	\$7.45	\$11.85	\$0.00	\$45.97
	12/01/2016	\$27.42	\$7.45	\$11.85	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$32.97	\$10.18	\$11.74	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$32.97	\$10.18	\$11.74	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2015	\$25.00	\$7.45	\$10.50	\$0.00	\$42.95
	06/01/2016	\$25.75	\$7.45	\$10.50	\$0.00	\$43.70
	12/01/2016	\$26.50	\$7.45	\$10.50	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$32.44	\$10.18	\$11.74	\$0.00	\$54.36
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2015	\$25.50	\$7.45	\$10.50	\$0.00	\$43.45
	06/01/2016	\$26.25	\$7.45	\$10.50	\$0.00	\$44.20
	12/01/2016	\$27.00	\$7.45	\$10.50	\$0.00	\$44.95
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2015	\$26.67	\$7.45	\$11.85	\$0.00	\$45.97
	06/01/2016	\$27.17	\$7.45	\$11.85	\$0.00	\$46.47
	12/01/2016	\$27.92	\$7.45	\$11.85	\$0.00	\$47.22
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2016	\$41.62	\$6.97	\$16.21	\$0.00	\$64.80
	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2016

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

Effective Date - 01/01/2017

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

Notes:

Apprentice to Journeyworker Ratio:1:5

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)</i>	02/29/2016	\$38.36	\$10.18	\$17.30	\$0.00	\$65.84
	09/05/2016	\$39.26	\$10.18	\$17.38	\$0.00	\$66.82
	02/27/2017	\$39.83	\$10.18	\$17.38	\$0.00	\$67.39

Classification Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield

Effective Date - 02/29/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.18	\$10.18	\$17.30	\$0.00	\$46.66
2	60	\$23.02	\$10.18	\$17.30	\$0.00	\$50.50
3	70	\$26.85	\$10.18	\$17.30	\$0.00	\$54.33
4	80	\$30.69	\$10.18	\$17.30	\$0.00	\$58.17
5	90	\$34.52	\$10.18	\$17.30	\$0.00	\$62.00

Effective Date - 09/05/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.63	\$10.18	\$17.38	\$0.00	\$47.19
2	60	\$23.56	\$10.18	\$17.38	\$0.00	\$51.12
3	70	\$27.48	\$10.18	\$17.38	\$0.00	\$55.04
4	80	\$31.41	\$10.18	\$17.38	\$0.00	\$58.97
5	90	\$35.33	\$10.18	\$17.38	\$0.00	\$62.89

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER <i>/CLAM SHELL OPERATING</i>	12/01/2015	\$32.97	\$10.18	\$11.74	\$0.00	\$54.89
<i>ENGINEERS LOCAL 98</i>						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2015	\$36.45	\$7.45	\$13.75	\$0.00	\$57.65
	06/01/2016	\$37.20	\$7.45	\$13.75	\$0.00	\$58.40
	12/01/2016	\$38.20	\$7.45	\$13.75	\$0.00	\$59.40
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2015	\$35.30	\$7.45	\$13.75	\$0.00	\$56.50
	06/01/2016	\$36.05	\$7.45	\$13.75	\$0.00	\$57.25
	12/01/2016	\$37.05	\$7.45	\$13.75	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2015	\$35.30	\$7.45	\$13.75	\$0.00	\$56.50
	06/01/2016	\$36.05	\$7.45	\$13.75	\$0.00	\$57.25
	12/01/2016	\$37.05	\$7.45	\$13.75	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2015	\$25.00	\$7.45	\$10.50	\$0.00	\$42.95
	06/01/2016	\$25.75	\$7.45	\$10.50	\$0.00	\$43.70
	12/01/2016	\$26.50	\$7.45	\$10.50	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS LOCAL 108 - BERKSHIRE COUNTY</i>	02/29/2016	\$32.60	\$8.55	\$14.72	\$0.00	\$55.87

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER - Local 108 Berkshire

Effective Date - 02/29/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.30	\$8.55	\$1.20	\$0.00	\$26.05
2	60	\$19.56	\$8.55	\$1.20	\$0.00	\$29.31
3	70	\$22.82	\$8.55	\$11.12	\$0.00	\$42.49
4	75	\$24.45	\$8.55	\$11.12	\$0.00	\$44.12
5	80	\$26.08	\$8.55	\$12.32	\$0.00	\$46.95
6	80	\$26.08	\$8.55	\$12.32	\$0.00	\$46.95
7	90	\$29.34	\$8.55	\$13.52	\$0.00	\$51.41
8	90	\$29.34	\$8.55	\$13.52	\$0.00	\$51.41

Notes: Pre-6/09 Step1\$25.60/2\$27.23/3\$42.83/4\$46.09/5\$49.35/6\$50.98
 ** 1: 1-5/2: 6-8/3:9-11/Steps: 6 mos (600 hrs)/rates by step
 7\$52.61/8\$54.24

Apprentice to Journeyworker Ratio:**

CEMENT MASONRY/PLASTERING <i>BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)</i>	01/01/2016	\$39.62	\$10.85	\$13.94	\$1.30	\$65.71
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Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield

Effective Date - 01/01/2016

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;
 1\$46.02/2\$53.40/3\$56.69/4\$59.98/5\$63.28/6\$66.57/7\$72.15
 Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2015	\$25.00	\$7.45	\$10.50	\$0.00	\$42.95
	06/01/2016	\$25.75	\$7.45	\$10.50	\$0.00	\$43.70
	12/01/2016	\$26.50	\$7.45	\$10.50	\$0.00	\$44.45

For apprentice rates see "Apprentice- LABORER"

COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$32.44	\$10.18	\$11.74	\$0.00	\$54.36
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CRANE OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$36.47	\$10.18	\$11.74	\$0.00	\$58.39
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2016

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

Effective Date - 07/01/2016

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

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN LABORERS - ZONE 4 (BUILDING & SITE) For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$35.50	\$7.45	\$13.55	\$0.00	\$56.50
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 4 (BUILDING & SITE) For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$36.50	\$7.45	\$13.55	\$0.00	\$57.50
DEMO: BURNERS LABORERS - ZONE 4 (BUILDING & SITE) For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$36.25	\$7.45	\$13.55	\$0.00	\$57.25
DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 4 (BUILDING & SITE) For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$36.50	\$7.45	\$13.55	\$0.00	\$57.50
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 4 (BUILDING & SITE) For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$36.25	\$7.45	\$13.55	\$0.00	\$57.25
DEMO: WRECKING LABORER LABORERS - ZONE 4 (BUILDING & SITE) For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$35.50	\$7.45	\$13.55	\$0.00	\$56.50
DIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN (Including Core Drilling) ELECTRICIANS LOCAL 7	01/03/2016	\$38.41	\$9.35	\$10.10	\$0.00	\$57.86
	07/03/2016	\$39.31	\$9.35	\$10.10	\$0.00	\$58.76
	01/01/2017	\$40.21	\$9.35	\$10.10	\$0.00	\$59.66

Apprentice - ELECTRICIAN - Local 7

Effective Date - 01/03/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.36	\$5.00	\$0.46	\$0.00	\$20.82
2	45	\$17.28	\$5.00	\$0.52	\$0.00	\$22.80
3	50	\$19.21	\$9.35	\$5.83	\$0.00	\$34.39
4	55	\$21.13	\$9.35	\$5.88	\$0.00	\$36.36
5	65	\$24.97	\$9.35	\$7.00	\$0.00	\$41.32
6	70	\$26.89	\$9.35	\$8.06	\$0.00	\$44.30

Effective Date - 07/03/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.72	\$5.00	\$0.47	\$0.00	\$21.19
2	45	\$17.69	\$5.00	\$0.53	\$0.00	\$23.22
3	50	\$19.66	\$9.35	\$5.84	\$0.00	\$34.85
4	55	\$21.62	\$9.35	\$5.90	\$0.00	\$36.87
5	65	\$25.55	\$9.35	\$7.02	\$0.00	\$41.92
6	70	\$27.52	\$9.35	\$8.08	\$0.00	\$44.95

Notes: Pre-5/31/11 Begins at Step 3 \$38.34/4\$40.32/5\$44.89/6\$47.05
Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

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

ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2016	\$48.77	\$14.43	\$14.96	\$0.00	\$78.16
	01/01/2017	\$49.90	\$15.28	\$15.71	\$0.00	\$80.89

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.39	\$14.43	\$14.96	\$0.00	\$53.78
2	55	\$26.82	\$14.43	\$14.96	\$0.00	\$56.21
3	65	\$31.70	\$14.43	\$14.96	\$0.00	\$61.09
4	70	\$34.14	\$14.43	\$14.96	\$0.00	\$63.53
5	80	\$39.02	\$14.43	\$14.96	\$0.00	\$68.41

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.95	\$15.28	\$15.71	\$0.00	\$55.94
2	55	\$27.45	\$15.28	\$15.71	\$0.00	\$58.44
3	65	\$32.44	\$15.28	\$15.71	\$0.00	\$63.43
4	70	\$34.93	\$15.28	\$15.71	\$0.00	\$65.92
5	80	\$39.92	\$15.28	\$15.71	\$0.00	\$70.91

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2016	\$34.14	\$14.43	\$14.96	\$0.00	\$63.53
	01/01/2017	\$34.93	\$15.28	\$15.71	\$0.00	\$65.92
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & BEAM RAIL ERECTOR LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$25.00	\$7.45	\$10.50	\$0.00	\$42.95
	06/01/2016	\$25.75	\$7.45	\$10.50	\$0.00	\$43.70
	12/01/2016	\$26.50	\$7.45	\$10.50	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2015	\$26.17	\$7.45	\$11.85	\$0.00	\$45.47
	06/01/2016	\$26.67	\$7.45	\$11.85	\$0.00	\$45.97
	12/01/2016	\$27.42	\$7.45	\$11.85	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 7	01/03/2016	\$38.41	\$9.35	\$10.10	\$0.00	\$57.86
	07/03/2016	\$39.31	\$9.35	\$10.10	\$0.00	\$58.76
	01/01/2017	\$40.21	\$9.35	\$10.10	\$0.00	\$59.66
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONINGELECTRICIANS LOCAL 7	01/03/2016	\$38.41	\$9.35	\$10.10	\$0.00	\$57.86
	07/03/2016	\$39.31	\$9.35	\$10.10	\$0.00	\$58.76
	01/01/2017	\$40.21	\$9.35	\$10.10	\$0.00	\$59.66
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIREMAN OPERATING ENGINEERS LOCAL 98	12/01/2015	\$32.44	\$10.18	\$11.74	\$0.00	\$54.36

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.46	\$10.18	\$11.74	\$0.00	\$41.38
2	70	\$22.71	\$10.18	\$11.74	\$0.00	\$44.63
3	80	\$25.95	\$10.18	\$11.74	\$0.00	\$47.87
4	90	\$29.20	\$10.18	\$11.74	\$0.00	\$51.12

Notes:

Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs.

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2015	\$20.50	\$7.45	\$11.85	\$0.00	\$39.80
	06/01/2016	\$20.50	\$7.45	\$11.85	\$0.00	\$39.80
	12/01/2016	\$20.50	\$7.45	\$11.85	\$0.00	\$39.80

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)

FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE III	03/01/2016	\$32.60	\$8.55	\$14.42	\$0.00	\$55.57
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Apprentice - FLOORCOVERER - Local 2168 Zone III

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.30	\$8.55	\$1.20	\$0.00	\$26.05
2	55	\$17.93	\$8.55	\$1.20	\$0.00	\$27.68
3	60	\$19.56	\$8.55	\$10.82	\$0.00	\$38.93
4	65	\$21.19	\$8.55	\$10.82	\$0.00	\$40.56
5	70	\$22.82	\$8.55	\$12.02	\$0.00	\$43.39
6	75	\$24.45	\$8.55	\$12.02	\$0.00	\$45.02
7	80	\$26.08	\$8.55	\$13.22	\$0.00	\$47.85
8	85	\$27.71	\$8.55	\$13.22	\$0.00	\$49.48

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT OPERATING ENGINEERS LOCAL 98	12/01/2015	\$32.66	\$10.18	\$11.74	\$0.00	\$54.58
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATORS/LIGHTING PLANTS OPERATING ENGINEERS LOCAL 98	12/01/2015	\$29.21	\$10.18	\$11.74	\$0.00	\$51.13
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 1333	06/01/2015	\$35.08	\$10.25	\$8.00	\$0.00	\$53.33
	06/01/2016	\$35.58	\$10.70	\$8.25	\$0.00	\$54.53

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.54	\$10.25	\$1.00	\$0.00	\$28.79
2	56	\$19.73	\$10.25	\$1.00	\$0.00	\$30.98
3	63	\$21.93	\$10.25	\$1.50	\$0.00	\$33.68
4	69	\$24.12	\$10.25	\$1.50	\$0.00	\$35.87
5	75	\$26.31	\$10.25	\$2.00	\$0.00	\$38.56
6	81	\$28.50	\$10.25	\$2.00	\$0.00	\$40.75
7	88	\$30.70	\$10.25	\$8.00	\$0.00	\$48.95
8	94	\$32.89	\$10.25	\$8.00	\$0.00	\$51.14

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.79	\$10.70	\$1.00	\$0.00	\$29.49
2	56	\$20.01	\$10.70	\$1.00	\$0.00	\$31.71
3	63	\$22.24	\$10.70	\$1.50	\$0.00	\$34.44
4	69	\$24.46	\$10.70	\$1.50	\$0.00	\$36.66
5	75	\$26.69	\$10.70	\$2.00	\$0.00	\$39.39
6	81	\$28.91	\$10.70	\$2.00	\$0.00	\$41.61
7	88	\$31.13	\$10.70	\$8.00	\$0.00	\$49.83
8	94	\$33.36	\$10.70	\$8.00	\$0.00	\$52.06

Notes:

Apprentice to Journeyworker Ratio:1:3

GRADER/TRENCHING MACHINE/DERRICK OPERATING ENGINEERS LOCAL 98	12/01/2015	\$32.97	\$10.18	\$11.74	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63	01/01/2016	\$31.57	\$10.54	\$14.86	\$1.70	\$58.67
	07/01/2016	\$32.28	\$10.54	\$14.90	\$1.70	\$59.42
	01/01/2017	\$33.03	\$10.54	\$14.90	\$1.70	\$60.17
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 7	01/03/2016	\$38.41	\$9.35	\$10.10	\$0.00	\$57.86
	07/03/2016	\$39.31	\$9.35	\$10.10	\$0.00	\$58.76
	01/01/2017	\$40.21	\$9.35	\$10.10	\$0.00	\$59.66
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 63	01/01/2016	\$31.57	\$10.54	\$14.86	\$1.70	\$58.67
	07/01/2016	\$32.28	\$10.54	\$14.90	\$1.70	\$59.42
	01/01/2017	\$33.03	\$10.54	\$14.90	\$1.70	\$60.17
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	03/17/2016	\$36.73	\$8.45	\$15.05	\$0.00	\$60.23
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION</i>	03/17/2016	\$36.73	\$8.45	\$15.05	\$0.00	\$60.23
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2015	\$26.67	\$7.45	\$11.85	\$0.00	\$45.97
	06/01/2016	\$27.17	\$7.45	\$11.85	\$0.00	\$46.47
	12/01/2016	\$27.92	\$7.45	\$11.85	\$0.00	\$47.22
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	09/01/2015	\$35.05	\$11.50	\$13.80	\$0.00	\$60.35
	09/01/2016	\$36.65	\$11.50	\$13.80	\$0.00	\$61.95
	09/01/2017	\$38.25	\$11.50	\$13.80	\$0.00	\$63.55
	09/01/2018	\$40.05	\$11.50	\$13.80	\$0.00	\$65.35
	09/01/2019	\$42.05	\$11.50	\$13.80	\$0.00	\$67.35

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

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.53	\$11.50	\$10.05	\$0.00	\$39.08
2	60	\$21.03	\$11.50	\$10.80	\$0.00	\$43.33
3	70	\$24.54	\$11.50	\$11.55	\$0.00	\$47.59
4	80	\$28.04	\$11.50	\$12.30	\$0.00	\$51.84

Effective Date - 09/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.33	\$11.50	\$10.05	\$0.00	\$39.88
2	60	\$21.99	\$11.50	\$10.80	\$0.00	\$44.29
3	70	\$25.66	\$11.50	\$11.55	\$0.00	\$48.71
4	80	\$29.32	\$11.50	\$12.30	\$0.00	\$53.12

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)</i>	03/16/2016	\$31.09	\$7.80	\$19.60	\$0.00	\$58.49
	09/16/2016	\$31.74	\$7.80	\$19.60	\$0.00	\$59.14
	03/16/2017	\$32.39	\$7.80	\$19.60	\$0.00	\$59.79

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Springfield

Effective Date - 03/16/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.65	\$7.80	\$19.60	\$0.00	\$46.05
2	70	\$21.76	\$7.80	\$19.60	\$0.00	\$49.16
3	75	\$23.32	\$7.80	\$19.60	\$0.00	\$50.72
4	80	\$24.87	\$7.80	\$19.60	\$0.00	\$52.27
5	85	\$26.43	\$7.80	\$19.60	\$0.00	\$53.83
6	90	\$27.98	\$7.80	\$19.60	\$0.00	\$55.38

Effective Date - 09/16/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.04	\$7.80	\$19.60	\$0.00	\$46.44
2	70	\$22.22	\$7.80	\$19.60	\$0.00	\$49.62
3	75	\$23.81	\$7.80	\$19.60	\$0.00	\$51.21
4	80	\$25.39	\$7.80	\$19.60	\$0.00	\$52.79
5	85	\$26.98	\$7.80	\$19.60	\$0.00	\$54.38
6	90	\$28.57	\$7.80	\$19.60	\$0.00	\$55.97

Notes:
Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2015	\$25.00	\$7.45	\$10.50	\$0.00	\$42.95
	06/01/2016	\$25.75	\$7.45	\$10.50	\$0.00	\$43.70
	12/01/2016	\$26.50	\$7.45	\$10.50	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
LABORER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2015	\$24.75	\$7.45	\$10.50	\$0.00	\$42.70
	06/01/2016	\$25.50	\$7.45	\$10.50	\$0.00	\$43.45
	12/01/2016	\$26.25	\$7.45	\$10.50	\$0.00	\$44.20

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 4 Building and Site

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.85	\$7.45	\$10.50	\$0.00	\$32.80
2	70	\$17.33	\$7.45	\$10.50	\$0.00	\$35.28
3	80	\$19.80	\$7.45	\$10.50	\$0.00	\$37.75
4	90	\$22.28	\$7.45	\$10.50	\$0.00	\$40.23

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.30	\$7.45	\$10.50	\$0.00	\$33.25
2	70	\$17.85	\$7.45	\$10.50	\$0.00	\$35.80
3	80	\$20.40	\$7.45	\$10.50	\$0.00	\$38.35
4	90	\$22.95	\$7.45	\$10.50	\$0.00	\$40.90

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	12/01/2015	\$25.92	\$7.45	\$11.85	\$0.00	\$45.22
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2016	\$26.42	\$7.45	\$11.85	\$0.00	\$45.72
	12/01/2016	\$27.17	\$7.45	\$11.85	\$0.00	\$46.47

Apprentice - LABORER (Heavy and Highway) - Zone 4

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.55	\$7.45	\$11.85	\$0.00	\$34.85
2	70	\$18.14	\$7.45	\$11.85	\$0.00	\$37.44
3	80	\$20.74	\$7.45	\$11.85	\$0.00	\$40.04
4	90	\$23.33	\$7.45	\$11.85	\$0.00	\$42.63

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.85	\$7.45	\$11.85	\$0.00	\$35.15
2	70	\$18.49	\$7.45	\$11.85	\$0.00	\$37.79
3	80	\$21.14	\$7.45	\$11.85	\$0.00	\$40.44
4	90	\$23.78	\$7.45	\$11.85	\$0.00	\$43.08

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER	12/01/2015	\$24.75	\$7.45	\$10.50	\$0.00	\$42.70
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2016	\$25.50	\$7.45	\$10.50	\$0.00	\$43.45
	12/01/2016	\$26.25	\$7.45	\$10.50	\$0.00	\$44.20

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2015	\$24.75	\$7.45	\$10.50	\$0.00	\$42.70
	06/01/2016	\$25.50	\$7.45	\$10.50	\$0.00	\$43.45
	12/01/2016	\$26.25	\$7.45	\$10.50	\$0.00	\$44.20
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2015	\$24.85	\$7.45	\$10.50	\$0.00	\$42.80
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2015	\$25.00	\$7.45	\$10.50	\$0.00	\$42.95
	06/01/2016	\$25.75	\$7.45	\$10.50	\$0.00	\$43.70
	12/01/2016	\$26.50	\$7.45	\$10.50	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2015	\$26.17	\$7.45	\$11.85	\$0.00	\$45.47
	06/01/2016	\$26.67	\$7.45	\$11.85	\$0.00	\$45.97
	12/01/2016	\$27.42	\$7.45	\$11.85	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2015	\$24.75	\$7.45	\$10.50	\$0.00	\$42.70
	06/01/2016	\$25.50	\$7.45	\$10.50	\$0.00	\$43.45
	12/01/2016	\$26.25	\$7.45	\$10.50	\$0.00	\$44.20
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2015	\$24.75	\$7.45	\$10.50	\$0.00	\$42.70
	06/01/2016	\$25.50	\$7.45	\$10.50	\$0.00	\$43.45
	12/01/2016	\$26.25	\$7.45	\$10.50	\$0.00	\$44.20
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2015	\$25.00	\$7.45	\$10.50	\$0.00	\$42.95
	06/01/2016	\$25.75	\$7.45	\$10.50	\$0.00	\$43.70
	12/01/2016	\$26.50	\$7.45	\$10.50	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2015	\$26.17	\$7.45	\$11.85	\$0.00	\$45.47
	06/01/2016	\$26.67	\$7.45	\$11.85	\$0.00	\$45.97
	12/01/2016	\$27.42	\$7.45	\$11.85	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	02/29/2016	\$31.76	\$10.18	\$16.98	\$0.00	\$58.92
	09/05/2016	\$32.67	\$10.18	\$17.05	\$0.00	\$59.90
	02/27/2017	\$33.24	\$10.18	\$17.05	\$0.00	\$60.47

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/29/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.88	\$10.18	\$16.98	\$0.00	\$43.04
2	60	\$19.06	\$10.18	\$16.98	\$0.00	\$46.22
3	70	\$22.23	\$10.18	\$16.98	\$0.00	\$49.39
4	80	\$25.41	\$10.18	\$16.98	\$0.00	\$52.57
5	90	\$28.58	\$10.18	\$16.98	\$0.00	\$55.74

Effective Date - 09/05/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.34	\$10.18	\$17.05	\$0.00	\$43.57
2	60	\$19.60	\$10.18	\$17.05	\$0.00	\$46.83
3	70	\$22.87	\$10.18	\$17.05	\$0.00	\$50.10
4	80	\$26.14	\$10.18	\$17.05	\$0.00	\$53.37
5	90	\$29.40	\$10.18	\$17.05	\$0.00	\$56.63

Notes:

Apprentice to Journeyworker Ratio:1:5

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/29/2016	\$38.36	\$10.18	\$17.30	\$0.00	\$65.84
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	09/05/2016	\$39.26	\$10.18	\$17.38	\$0.00	\$66.82
	02/27/2017	\$39.83	\$10.18	\$17.38	\$0.00	\$67.39

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/29/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.18	\$10.18	\$17.30	\$0.00	\$46.66
2	60	\$23.02	\$10.18	\$17.30	\$0.00	\$50.50
3	70	\$26.85	\$10.18	\$17.30	\$0.00	\$54.33
4	80	\$30.69	\$10.18	\$17.30	\$0.00	\$58.17
5	90	\$34.52	\$10.18	\$17.30	\$0.00	\$62.00

Effective Date - 09/05/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.63	\$10.18	\$17.38	\$0.00	\$47.19
2	60	\$23.56	\$10.18	\$17.38	\$0.00	\$51.12
3	70	\$27.48	\$10.18	\$17.38	\$0.00	\$55.04
4	80	\$31.41	\$10.18	\$17.38	\$0.00	\$58.97
5	90	\$35.33	\$10.18	\$17.38	\$0.00	\$62.89

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) OPERATING ENGINEERS LOCAL 98	12/01/2015	\$32.97	\$10.18	\$11.74	\$0.00	\$54.89
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK OPERATING ENGINEERS LOCAL 98	12/01/2015	\$32.44	\$10.18	\$11.74	\$0.00	\$54.36
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3) MILLWRIGHTS LOCAL 1121 - Zone 3	04/01/2015	\$33.13	\$9.80	\$16.21	\$0.00	\$59.14
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Apprentice - MILLWRIGHT - Local 1121 Zone 3

Effective Date - 04/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$18.22	\$9.80	\$4.48	\$0.00	\$32.50
2	65	\$21.53	\$9.80	\$13.36	\$0.00	\$44.69
3	75	\$24.85	\$9.80	\$14.18	\$0.00	\$48.83
4	85	\$28.16	\$9.80	\$14.99	\$0.00	\$52.95

Notes:
Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$25.00	\$7.45	\$10.50	\$0.00	\$42.95
	06/01/2016	\$25.75	\$7.45	\$10.50	\$0.00	\$43.70
	12/01/2016	\$26.50	\$7.45	\$10.50	\$0.00	\$44.45

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OILER OPERATING ENGINEERS LOCAL 98	12/01/2015	\$28.13	\$10.18	\$11.74	\$0.00	\$50.05
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI OPERATING ENGINEERS LOCAL 98	12/01/2015	\$26.15	\$10.18	\$11.74	\$0.00	\$48.07
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 3	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2016

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

Effective Date - 07/01/2016

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2016	\$32.93	\$7.85	\$12.30	\$0.00	\$53.08
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	07/01/2016	\$33.78	\$7.85	\$12.30	\$0.00	\$53.93
	01/01/2017	\$34.68	\$7.85	\$12.30	\$0.00	\$54.83

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - New

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.47	\$7.85	\$0.00	\$0.00	\$24.32
2	55	\$18.11	\$7.85	\$1.57	\$0.00	\$27.53
3	60	\$19.76	\$7.85	\$1.71	\$0.00	\$29.32
4	65	\$21.40	\$7.85	\$1.85	\$0.00	\$31.10
5	70	\$23.05	\$7.85	\$11.45	\$0.00	\$42.35
6	75	\$24.70	\$7.85	\$11.59	\$0.00	\$44.14
7	80	\$26.34	\$7.85	\$11.73	\$0.00	\$45.92
8	90	\$29.64	\$7.85	\$12.02	\$0.00	\$49.51

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.89	\$7.85	\$0.00	\$0.00	\$24.74
2	55	\$18.58	\$7.85	\$1.57	\$0.00	\$28.00
3	60	\$20.27	\$7.85	\$1.71	\$0.00	\$29.83
4	65	\$21.96	\$7.85	\$1.85	\$0.00	\$31.66
5	70	\$23.65	\$7.85	\$11.45	\$0.00	\$42.95
6	75	\$25.34	\$7.85	\$11.59	\$0.00	\$44.78
7	80	\$27.02	\$7.85	\$11.73	\$0.00	\$46.60
8	90	\$30.40	\$7.85	\$12.02	\$0.00	\$50.27

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2016	\$30.25	\$7.85	\$12.30	\$0.00	\$50.40
PAINTERS LOCAL 35 - ZONE 3	07/01/2016	\$31.11	\$7.85	\$12.30	\$0.00	\$51.26
	01/01/2017	\$32.00	\$7.85	\$12.30	\$0.00	\$52.15

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.13	\$7.85	\$0.00	\$0.00	\$22.98
2	55	\$16.64	\$7.85	\$1.57	\$0.00	\$26.06
3	60	\$18.15	\$7.85	\$1.71	\$0.00	\$27.71
4	65	\$19.66	\$7.85	\$1.85	\$0.00	\$29.36
5	70	\$21.18	\$7.85	\$11.45	\$0.00	\$40.48
6	75	\$22.69	\$7.85	\$11.59	\$0.00	\$42.13
7	80	\$24.20	\$7.85	\$11.73	\$0.00	\$43.78
8	90	\$27.23	\$7.85	\$12.02	\$0.00	\$47.10

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.56	\$7.85	\$0.00	\$0.00	\$23.41
2	55	\$17.11	\$7.85	\$1.57	\$0.00	\$26.53
3	60	\$18.67	\$7.85	\$1.71	\$0.00	\$28.23
4	65	\$20.22	\$7.85	\$1.85	\$0.00	\$29.92
5	70	\$21.78	\$7.85	\$11.45	\$0.00	\$41.08
6	75	\$23.33	\$7.85	\$11.59	\$0.00	\$42.77
7	80	\$24.89	\$7.85	\$11.73	\$0.00	\$44.47
8	90	\$28.00	\$7.85	\$12.02	\$0.00	\$47.87

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	01/01/2016	\$31.53	\$7.85	\$12.30	\$0.00	\$51.68
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	07/01/2016	\$32.38	\$7.85	\$12.30	\$0.00	\$52.53
	01/01/2017	\$33.28	\$7.85	\$12.30	\$0.00	\$53.43

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.77	\$7.85	\$0.00	\$0.00	\$23.62
2	55	\$17.34	\$7.85	\$1.57	\$0.00	\$26.76
3	60	\$18.92	\$7.85	\$1.71	\$0.00	\$28.48
4	65	\$20.49	\$7.85	\$1.85	\$0.00	\$30.19
5	70	\$22.07	\$7.85	\$11.45	\$0.00	\$41.37
6	75	\$23.65	\$7.85	\$11.59	\$0.00	\$43.09
7	80	\$25.22	\$7.85	\$11.73	\$0.00	\$44.80
8	90	\$28.38	\$7.85	\$12.02	\$0.00	\$48.25

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.19	\$7.85	\$0.00	\$0.00	\$24.04
2	55	\$17.81	\$7.85	\$1.57	\$0.00	\$27.23
3	60	\$19.43	\$7.85	\$1.71	\$0.00	\$28.99
4	65	\$21.05	\$7.85	\$1.85	\$0.00	\$30.75
5	70	\$22.67	\$7.85	\$11.45	\$0.00	\$41.97
6	75	\$24.29	\$7.85	\$11.59	\$0.00	\$43.73
7	80	\$25.90	\$7.85	\$11.73	\$0.00	\$45.48
8	90	\$29.14	\$7.85	\$12.02	\$0.00	\$49.01

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2016	\$28.85	\$7.85	\$12.30	\$0.00	\$49.00
PAINTERS LOCAL 35 - ZONE 3	07/01/2016	\$29.70	\$7.85	\$12.30	\$0.00	\$49.85
	01/01/2017	\$30.60	\$7.85	\$12.30	\$0.00	\$50.75

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.43	\$7.85	\$0.00	\$0.00	\$22.28
2	55	\$15.87	\$7.85	\$1.57	\$0.00	\$25.29
3	60	\$17.31	\$7.85	\$1.71	\$0.00	\$26.87
4	65	\$18.75	\$7.85	\$1.85	\$0.00	\$28.45
5	70	\$20.20	\$7.85	\$11.45	\$0.00	\$39.50
6	75	\$21.64	\$7.85	\$11.59	\$0.00	\$41.08
7	80	\$23.08	\$7.85	\$11.73	\$0.00	\$42.66
8	90	\$25.97	\$7.85	\$12.02	\$0.00	\$45.84

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.85	\$7.85	\$0.00	\$0.00	\$22.70
2	55	\$16.34	\$7.85	\$1.57	\$0.00	\$25.76
3	60	\$17.82	\$7.85	\$1.71	\$0.00	\$27.38
4	65	\$19.31	\$7.85	\$1.85	\$0.00	\$29.01
5	70	\$20.79	\$7.85	\$11.45	\$0.00	\$40.09
6	75	\$22.28	\$7.85	\$11.59	\$0.00	\$41.72
7	80	\$23.76	\$7.85	\$11.73	\$0.00	\$43.34
8	90	\$26.73	\$7.85	\$12.02	\$0.00	\$46.60

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2015	\$25.92	\$7.45	\$11.85	\$0.00	\$45.22
	06/01/2016	\$26.42	\$7.45	\$11.85	\$0.00	\$45.72
	12/01/2016	\$27.17	\$7.45	\$11.85	\$0.00	\$46.47
<i>For apprentice rates see "Apprentice- LABORER (Heavy and Highway)</i>						
PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/31/2015	\$39.00	\$9.80	\$18.17	\$0.00	\$66.97
<i>For apprentice rates see "Apprentice- PILE DRIVER"</i>						
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/31/2015	\$39.00	\$9.80	\$18.17	\$0.00	\$66.97

Apprentice - PILE DRIVER - Local 56 Zone 3

Effective Date - 08/31/2015

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

PIPELAYER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2015	\$25.00	\$7.45	\$10.50	\$0.00	\$42.95
	06/01/2016	\$25.75	\$7.45	\$10.50	\$0.00	\$43.70
	12/01/2016	\$26.50	\$7.45	\$10.50	\$0.00	\$44.45

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2015	\$26.17	\$7.45	\$11.85	\$0.00	\$45.47
	06/01/2016	\$26.67	\$7.45	\$11.85	\$0.00	\$45.97
	12/01/2016	\$27.42	\$7.45	\$11.85	\$0.00	\$46.72

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

PLUMBER & PIPEFITTER <i>PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION</i>	03/17/2016	\$36.73	\$8.45	\$15.05	\$0.00	\$60.23
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Apprentice - PLUMBER/PIPEFITTER - Local 104 Western

Effective Date - 03/17/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$16.53	\$8.45	\$9.05	\$0.00	\$34.03
2	50	\$18.37	\$8.45	\$9.05	\$0.00	\$35.87
3	60	\$22.04	\$8.45	\$9.05	\$0.00	\$39.54
4	70	\$25.71	\$8.45	\$9.05	\$0.00	\$43.21
5	80	\$29.38	\$8.45	\$15.05	\$0.00	\$52.88

Notes:
Steps are 2000 hrs.

Apprentice to Journeyworker Ratio:1:5

PNEUMATIC CONTROLS (TEMP.) <i>PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION</i>	03/17/2016	\$36.73	\$8.45	\$15.05	\$0.00	\$60.23
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For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2015	\$26.17	\$7.45	\$11.85	\$0.00	\$45.47
	06/01/2016	\$26.67	\$7.45	\$11.85	\$0.00	\$45.97
	12/01/2016	\$27.42	\$7.45	\$11.85	\$0.00	\$46.72

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

POWDERMAN & BLASTER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2015	\$25.75	\$7.45	\$10.50	\$0.00	\$43.70
	06/01/2016	\$26.50	\$7.45	\$10.50	\$0.00	\$44.45
	12/01/2016	\$27.25	\$7.45	\$10.50	\$0.00	\$45.20

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2015	\$26.92	\$7.45	\$11.85	\$0.00	\$46.22
	06/01/2016	\$27.42	\$7.45	\$11.85	\$0.00	\$46.72
	12/01/2016	\$28.17	\$7.45	\$11.85	\$0.00	\$47.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 98	12/01/2015	\$32.97	\$10.18	\$11.74	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98	12/01/2015	\$32.44	\$10.18	\$11.74	\$0.00	\$54.36
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER TEAMSTERS LOCAL 404	05/01/2015	\$20.78	\$9.92	\$9.09	\$0.00	\$39.79
	05/01/2016	\$21.01	\$10.23	\$9.40	\$0.00	\$40.64
RESIDENTIAL WOOD FRAME CARPENTER ** ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. CARPENTERS LOCAL 108 - BERKSHIRE COUNTY As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.	02/29/2016	\$26.81	\$7.20	\$5.35	\$0.00	\$39.36

Apprentice - CARPENTER (Residential Wood Frame) - Local 108 Berkshire

Effective Date - 02/29/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.09	\$7.20	\$0.00	\$0.00	\$23.29
2	60	\$16.09	\$7.20	\$5.35	\$0.00	\$28.64
3	65	\$17.43	\$7.20	\$5.35	\$0.00	\$29.98
4	70	\$18.77	\$7.20	\$5.35	\$0.00	\$31.32
5	75	\$20.11	\$7.20	\$5.35	\$0.00	\$32.66
6	80	\$21.45	\$7.20	\$5.35	\$0.00	\$34.00
7	85	\$22.79	\$7.20	\$5.35	\$0.00	\$35.34
8	90	\$24.13	\$7.20	\$5.35	\$0.00	\$36.68

Notes:

** 1: 1-5, 2: 6-8, 3: 9-11

Apprentice to Journeyworker Ratio:**

RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$25.00	\$7.45	\$10.50	\$0.00	\$42.95
	06/01/2016	\$25.75	\$7.45	\$10.50	\$0.00	\$43.70
	12/01/2016	\$26.50	\$7.45	\$10.50	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR OPERATING ENGINEERS LOCAL 98	12/01/2015	\$31.83	\$10.18	\$11.74	\$0.00	\$53.75
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) ROOFERS LOCAL 248	07/16/2015	\$29.75	\$9.00	\$13.25	\$0.00	\$52.00
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) ROOFERS LOCAL 248	07/16/2015	\$29.25	\$9.00	\$12.75	\$0.00	\$51.00

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ROOFER - Local 248

Effective Date - 07/16/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.55	\$9.00	\$0.00	\$0.00	\$26.55
2	65	\$19.01	\$9.00	\$12.75	\$0.00	\$40.76
3	70	\$20.48	\$9.00	\$12.75	\$0.00	\$42.23
4	75	\$21.94	\$9.00	\$12.75	\$0.00	\$43.69
5	80	\$23.40	\$9.00	\$12.75	\$0.00	\$45.15
6	85	\$24.86	\$9.00	\$12.75	\$0.00	\$46.61
7	90	\$26.33	\$9.00	\$12.75	\$0.00	\$48.08
8	95	\$27.79	\$9.00	\$12.75	\$0.00	\$49.54

Notes:

Steps are 750 hrs.Roofert(Tear Off)1:1; Same as above

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 248	07/16/2015	\$29.75	\$9.00	\$13.25	\$0.00	\$52.00
For apprentice rates see "Apprentice- ROOFER"						
SCRAPER OPERATING ENGINEERS LOCAL 98	12/01/2015	\$32.44	\$10.18	\$11.74	\$0.00	\$54.36
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) OPERATING ENGINEERS LOCAL 98	12/01/2015	\$31.83	\$10.18	\$11.74	\$0.00	\$53.75
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98	12/01/2015	\$29.21	\$10.18	\$11.74	\$0.00	\$51.13
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63	01/01/2016	\$31.57	\$10.54	\$14.86	\$1.70	\$58.67
	07/01/2016	\$32.28	\$10.54	\$14.90	\$1.70	\$59.42
	01/01/2017	\$33.03	\$10.54	\$14.90	\$1.70	\$60.17

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$14.21	\$6.21	\$4.08	\$0.00	\$24.50
2	50	\$15.79	\$6.55	\$4.53	\$0.00	\$26.87
3	55	\$17.36	\$6.89	\$8.15	\$0.97	\$33.37
4	60	\$18.94	\$7.22	\$8.15	\$1.03	\$35.34
5	65	\$20.52	\$7.55	\$8.15	\$1.09	\$37.31
6	70	\$22.10	\$7.88	\$8.15	\$1.14	\$39.27
7	75	\$23.68	\$8.22	\$8.15	\$1.20	\$41.25
8	80	\$25.26	\$9.30	\$13.95	\$1.46	\$49.97
9	85	\$26.83	\$9.64	\$13.95	\$1.51	\$51.93
10	90	\$28.41	\$9.98	\$13.95	\$1.57	\$53.91

Notes:

Apprentice to Journeyworker Ratio:1:3

SIGN ERECTOR <i>PAINTERS LOCAL 35 - ZONE 3</i>	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
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Apprentice - SIGN ERECTOR - Local 35 Zone 3

Effective Date - 06/01/2013

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

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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 <i>SPRINKLER FITTERS LOCAL 669</i>	01/01/2016	\$38.01	\$8.52	\$12.13	\$0.00	\$58.66

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.10	\$7.45	\$0.00	\$0.00	\$24.55
2	50	\$19.01	\$7.45	\$0.00	\$0.00	\$26.46
3	55	\$20.91	\$8.52	\$6.30	\$0.00	\$35.73
4	60	\$22.81	\$8.52	\$6.30	\$0.00	\$37.63
5	65	\$24.71	\$8.52	\$6.55	\$0.00	\$39.78
6	70	\$26.61	\$8.52	\$6.55	\$0.00	\$41.68
7	75	\$28.51	\$8.52	\$6.55	\$0.00	\$43.58
8	80	\$30.41	\$8.52	\$6.55	\$0.00	\$45.48
9	85	\$32.31	\$8.52	\$6.55	\$0.00	\$47.38
10	90	\$34.21	\$8.52	\$6.55	\$0.00	\$49.28

Notes:

Apprentice to Journeyworker Ratio:1:1

TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 7</i>	01/03/2016	\$38.41	\$9.35	\$10.10	\$0.00	\$57.86
	07/03/2016	\$39.31	\$9.35	\$10.10	\$0.00	\$58.76
	01/01/2017	\$40.21	\$9.35	\$10.10	\$0.00	\$59.66

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 01/03/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.36	\$5.00	\$0.46	\$0.00	\$20.82
2	45	\$17.28	\$5.00	\$0.52	\$0.00	\$22.80
3	50	\$19.21	\$9.35	\$5.83	\$0.00	\$34.39
4	55	\$21.13	\$9.35	\$5.88	\$0.00	\$36.36
5	65	\$24.97	\$9.35	\$7.00	\$0.00	\$41.32
6	70	\$26.89	\$9.35	\$8.06	\$0.00	\$44.30

Effective Date - 07/03/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.72	\$5.00	\$0.47	\$0.00	\$21.19
2	45	\$17.69	\$5.00	\$0.53	\$0.00	\$23.22
3	50	\$19.66	\$9.35	\$5.84	\$0.00	\$34.85
4	55	\$21.62	\$9.35	\$5.90	\$0.00	\$36.87
5	65	\$25.55	\$9.35	\$7.02	\$0.00	\$41.92
6	70	\$27.52	\$9.35	\$8.08	\$0.00	\$44.95

Notes:
Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	02/29/2016	\$31.76	\$10.18	\$16.98	\$0.00	\$58.92
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	09/05/2016	\$32.67	\$10.18	\$17.05	\$0.00	\$59.90
	02/27/2017	\$33.24	\$10.18	\$17.05	\$0.00	\$60.47

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/29/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.88	\$10.18	\$16.98	\$0.00	\$43.04
2	60	\$19.06	\$10.18	\$16.98	\$0.00	\$46.22
3	70	\$22.23	\$10.18	\$16.98	\$0.00	\$49.39
4	80	\$25.41	\$10.18	\$16.98	\$0.00	\$52.57
5	90	\$28.58	\$10.18	\$16.98	\$0.00	\$55.74

Effective Date - 09/05/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.34	\$10.18	\$17.05	\$0.00	\$43.57
2	60	\$19.60	\$10.18	\$17.05	\$0.00	\$46.83
3	70	\$22.87	\$10.18	\$17.05	\$0.00	\$50.10
4	80	\$26.14	\$10.18	\$17.05	\$0.00	\$53.37
5	90	\$29.40	\$10.18	\$17.05	\$0.00	\$56.63

Notes:

Apprentice to Journeyworker Ratio:1:5

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2015	\$36.70	\$7.45	\$13.75	\$0.00	\$57.90
	06/01/2016	\$37.45	\$7.45	\$13.75	\$0.00	\$58.65
	12/01/2016	\$38.45	\$7.45	\$13.75	\$0.00	\$59.65
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2015	\$35.42	\$7.45	\$13.75	\$0.00	\$56.62
	06/01/2016	\$36.17	\$7.45	\$13.75	\$0.00	\$57.37
	12/01/2016	\$37.17	\$7.45	\$13.75	\$0.00	\$58.37
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2015	\$35.30	\$7.45	\$13.75	\$0.00	\$56.50
	06/01/2016	\$36.05	\$7.45	\$13.75	\$0.00	\$57.25
	12/01/2016	\$37.05	\$7.45	\$13.75	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$31.83	\$10.18	\$11.74	\$0.00	\$53.75
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2015	\$47.58	\$7.45	\$14.15	\$0.00	\$69.18
	06/01/2016	\$48.33	\$7.45	\$14.15	\$0.00	\$69.93
	12/01/2016	\$49.33	\$7.45	\$14.15	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	12/01/2015	\$49.58	\$7.45	\$14.15	\$0.00	\$71.18
	06/01/2016	\$50.33	\$7.45	\$14.15	\$0.00	\$71.93
	12/01/2016	\$51.33	\$7.45	\$14.15	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	12/01/2015	\$39.65	\$7.45	\$14.15	\$0.00	\$61.25
	06/01/2016	\$40.40	\$7.45	\$14.15	\$0.00	\$62.00
	12/01/2016	\$41.40	\$7.45	\$14.15	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2015	\$41.65	\$7.45	\$14.15	\$0.00	\$63.25
	06/01/2016	\$42.40	\$7.45	\$14.15	\$0.00	\$64.00
	12/01/2016	\$43.40	\$7.45	\$14.15	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL 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 (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2015	\$26.17	\$7.45	\$11.85	\$0.00	\$45.47
	06/01/2016	\$26.67	\$7.45	\$11.85	\$0.00	\$45.97
	12/01/2016	\$27.42	\$7.45	\$11.85	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	03/17/2016	\$36.73	\$8.45	\$15.05	\$0.00	\$60.23
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

** Multiple ratios are listed in the comment field.

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

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