

Town of Tyringham



116 Main Rd • PO Box 442 • Tyringham, MA 01264

Phone: (413) 243-1749 Fax: (413) 243-4942 E-Mail: townhall@bcn.net

SEAL

INVITATION TO BID TOWN of TYRINGHAM

The Town of Tyringham will receive bids under MGL c.30, S39M for the replacement of a 24" culvert on Main Road (near 59/62 Main Road) until Wednesday, March 28, 2018 at 1:00 p.m. Bids for the project are to be submitted to the Selectmen's Office, Tyringham Town Hall, 116 Main Rd, Tyringham, MA 01264 on or before the above date and time. The bids will be publicly opened and read aloud on that date. The Board of Selectmen reserves the right to accept or reject any and all bids in the best interest of the Town. Complete specifications available on the town's web site: www.tyringham-ma.gov and at the Town office, 116 Main Road, Tyringham, MA.

James Consolati, Chairman Board of Selectmen



Town of Tyringham



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SPECIFICATIONS FOR: CULVERT REPLACEMENT

General scope of work is to remove existing 24" steel culvert and replace with 48" CMP elliptical culvert.

The contractor shall be responsible for the following:

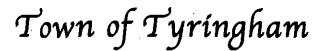
- 1. Install erosion controls as necessary.
- 2. 2. Sawcut and remove pavement.
- 3. Excavate and remove existing culvert. Provide trench boxes and/or road plates as necessary.
- 4. Provide temporary water by-pass as necessary.
- 5. Install new culvert.
- 6. Backfill with processed gravel (1 ½" minus dense grade) compacted in 9" lifts.
- 7. Install 4" of bituminous concrete pavement (2 ½" binder and 1 ½" top.

The Town to provide the following:

- 1. New culvert.
- 2. Finish loam and seeding.
- 3. Installation of stone cobbles within culvert.
- 4. Police detail for 5 days maximum. Additional police detail is by contractor.
- 5. Detour signs.
- 6. Installation of DEP sign.

Additional information and other requirements:

- 1. Contractor to follow the Order of Conditions and plan approved by the Tyringham Conservation Commission.
- 2. Work to be performed between June 1, 2018 September 30, 2018, as weather permits. July or August is preferred due to low water conditions.
- 3. Work must be substantially complete within 5 days from start.
- 4. One lane must remain open during construction, with limited exceptions of no more than 30 minutes of both lanes closed.
- The minority employee percentage rate to be applied to this project will not be less than 5% in each class. Wage rates are subject to the minimum wage rate as per M.G.L. Chapter 149 Section 26 to 27 F, inclusive and are attached. The Town of Tyringham is an Equal Opportunity Employer.
- Successful bidder will provide proof of Liability Insurance & OSHA training to the Town of Tyringham.
- 50% payment bond shall be submitted by successful bidder.
- Noah Choquette is the Road Superintendent (413) 243-1749 should you have any
 questions regarding this project.





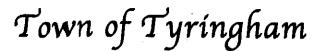


Selectmen's Office • 116 Main Road • P.O.Box 442 Tyringham, MA 01264 Ph.(413)243-1749 Fax.(413) 243-4942

CERTIFICATE AS TO PAYMENT OF STATE TAXES

Pursuant to MGL Chapter 62C, Section 49A, I certify under the penalties of perjury that I have complied with the laws of the Commonwealth of Massachusetts relating to taxes.

Social Security Number Or Federal Identification Number	Signature of Individual or Corporate Name
Bv:	•







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CERTIFICATE OF NON-COLLUSION

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

Signatur	e/Title	



WPA Form 5 - Order of Conditions

Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

Provided by MassDEP:
310-0123
MassDEP File #
911323
eDEP Transaction #
Tyringham
City/Town

A. General Information

Please note: this form has been modified with added space to accommodate the Registry of Deeds Requirements

1.

From:	Tyringham		
rioiii.	Conservation Commission		

- 2. This issuance is for (check one):
- a. Order of Conditions b. Amended Order of Conditions
- 3. To: Applicant:

Important:
When filling
out forms on
the
computer,
use only the
tab key to
move your
cursor - do
not use the
return key.

a. First Name b. Last Name Town of Tyringham c. Organization PO Box 442 d. Mailing Address MA 01264 Tyringham e. City/Town f. State g. Zip Code





4. Property Owner	(if different from	applicant):
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MA	01264
f. State	g. Zip Code

5. Project Location:

a. First Name

Main Road Culvert North of House #6		Tyringham					
a, Street Address	b. City/To	wn					
405							
c. Assessors Map/Plat Number	d. Parcel	Lot Numb	er				
	42d2578IN m	S	73d21893W m	\$			

Latitude and Longitude, if known:

	٥. ١		0011	 	
42d2578	IN	m		s	

b. Last Name

d. Latitude e. Longitude



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6.	Property rone parce		gistry	y of	Deeds for (attach ad	ditional	inf	ormation if more than
	a. County					b. Certificat	e Number	(if	registered land)
	c. Book					d. Page			
7.	Dates:	3/30/2017 a. Date Notice of Inte	ent File	ed	5/11/2 b. Date	2017 Public Hea	ring Close	 ed	5/11/2017 c. Date of Issuance
8.	as neede	d): eplacement	Other	Doo	cuments (at	tach addi	tional pla	an	or document references
		gineering, INC.				c, Signed a	nd Stomp		hv
	b. Prepared 3/20/2017	- · ·				c, Signed a	nu Stamp	eu	БУ.
	d. Final Rev					e. Scale			
	f. Additional	Plan or Document Title	e						g. Date
В.	Findin	gs							
1.	Findings	pursuant to the Ma	assac	hus	etts Wetlar	ds Protec	ction Act	.:	
	provided the areas	in this application	and p propo	ores sed	ented at the is sign <mark>ific</mark> a	public he	earing, t	his	ased on the information Commission finds that terests of the Wetlands
a.	☐ Publi	c Water Supply	b.		Land Cont	aining Sh	ellfish ⁽	.	☐ Prevention of Pollution
d.	☐ Priva	te Water Supply	e.		Fisheries		f		☐ Protection of Wildlife Habitat
g.	☐ Grou	ndwater Supply	h.	\boxtimes	Storm Dan	nage Prev	vention i		☐ Flood Control
2.	This Com	mission hereby find	ds the	e pro	oject, as pro	oosed, is:	(check o	one	of the following boxes)
Αp	proved su	ıbject to:							
a.	standard be perfor General that the f	s set forth in the w med in accordanc	etlan e witl ny oth s mo	ds r h the ner s dify	egulations. E Notice of special cond or differ fro	This Con Intent refe litions att n the plai	nmissior erenced ached to ns, spec	ab th ific	nis Order. To the extent cations, or other



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R Findings (cont.)

U.	i mamga (cont.)						
Dei	nied because:						
b.	the proposed work cannot be conditioned to meet the performance standards set forth in the wetland regulations. Therefore, work on this project may not go forward unless and until a new Notice of Intent is submitted which provides measures which are adequate to protect the interests of the Act, and a final Order of Conditions is issued. A description of the performance standards which the proposed work cannot meet is attached to this Order.						
c. 3.	the information submit or the effect of the work of Therefore, work on this product in submitted which produced to protect the Addescription of the specific attached to this Order as Buffer Zone Impacts:	n the interests ide oject may not go orovides sufficier of sinterests, and fic information value per 310 CMR 1 Shortest distance	entified in the W forward unless at information and a final Order of which is lacking 10.05(6)(c).	etlands Protection and until a revise of includes meas of Conditions is issected and why it is not project	n Act. ed Notice of ures which are sued. A eccessary is		
	disturbance and the wetla		•		•		
Inla	and Resource Area Impac	cts: Check all tha	at apply below. (I	For Approvals Or	nly)		
Re	source Area	Proposed Alteration 48	Permitted Alteration 48	Proposed Replacement 48	Permitted Replacement 48		
4.	Bank	a. linear feet	b. linear feet	c. linear feet	d. linear feet		
5.	Bordering Vegetated Wetland	a. square feet	b. square feet	c. square feet	d. square feet		
6.	Land Under Waterbodies and Waterways	a. square feet	b. square feet	48 c. square feet	d. square feet		
		e. c/y dredged	f. c/y dredged				
7.	☐ Bordering Land Subject to Flooding	a. square feet	b. square feet	c. square feet	d. square feet		
	Cubic Feet Flood Storage	e, cubic feet	f. cubic feet	g. cubic feet	h. cubic feet		
8.	☐ Isolated Land Subject to Flooding	a. square feet	b. square feet				
	Cubic Feet Flood Storage	c. cubic feet	d. cubic feet	e. cubic feet	f. cubic feet		
9.	☐ Riverfront Area	a. total sq. feet	b. total sq. feet				
	Sq ft within 100 ft	c. square feet	d. square feet	e, square feet	f. square feet		

d. square feet

h. square feet

c. square feet

g. square feet

e. square feet

i. square feet

j. square feet

Sq ft between 100-200 ft



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B. Findings (cont.)

			·		
Coa	astal Resource Area Impa	icts: Check all th	at apply below.	(For Approvals	Only)
		Proposed Alteration	Permitted Alteration	Proposed Replacement	Permitted Replacement
10.	Designated Port Areas	Indicate size u	nder Land Unde	er the Ocean, bel	ow
11.	Land Under the				
,	Ocean	a. square feet	b. square feet		
		c. c/y dredged	d. c/y dredged		
12.	Barrier Beaches	Indicate size u below	nder Coastal Be	eaches and/or Co	pastal Dunes
13.	Coastal Beaches		h	cu yd c. nourishment	cu yd d. nourishment
	_	a. square feet	b. square feet		
14.	Coastal Dunes	a. square feet	b. square feet	c. nourishment	d. nourishment
15.	Coastal Banks	a. linear feet	b. linear feet		
16.	Rocky Intertidal Shores	a. square feet	b. square feet		
17.	☐ Salt Marshes	a. square feet	b, square feet	c. square feet	d. square feet
18.	Land Under Salt Ponds	a. square feet	b. square feet		
19,	☐ Land Containing	c. c/y dredged	d. c/y dredged		
10.	Shellfish	a. square feet	b. square feet	c. square feet	d. square feet
20.	Fish Runs		d/or inland Land	anks, Inland Ban d Under Waterbo	
21.	☐ Land Subject to	a. c/y dredged	b. c/y dredged		
21,	Coastal Storm Flowage	a. square feet	b. square feet		
22.	Riverfront Area	a. total sq. feet	b. total sq. feet		
	Sq ft within 100 ft	c. square feet	d. square feet	e. square feet	f. square feet
	Sq ft between 100- 200 ft	g. square feet	h. square feet	i, square feet	j. square feet



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B. Findings (cont.)

* #23. If the
project is for
the purpose of
restoring or
enhancing a
wetland
resource area
in addition to
the square
footage that
has been
entered in
Section B.5.c
(BVW) or
B.17.c (Salt
Marsh) above,
please enter
the additional

23.	Restoration/Enhancement *:			
	a. square feet of BVW	b. square feet of salt marsh		
24,	Stream Crossing(s):			
	a. number of new stream crossings	b. number of replacement stream crossings		

C. General Conditions Under Massachusetts Wetlands Protection Act

The following conditions are only applicable to Approved projects.

- 1. Failure to comply with all conditions stated herein, and with all related statutes and other regulatory measures, shall be deemed cause to revoke or modify this Order.
- amount here. 2. The Order does not grant any property rights or any exclusive privileges; it does not authorize any injury to private property or invasion of private rights.
 - 3. This Order does not relieve the permittee or any other person of the necessity of complying with all other applicable federal, state, or local statutes, ordinances, bylaws, or regulations.
 - 4. The work authorized hereunder shall be completed within three years from the date of this Order unless either of the following apply:
 - a. The work is a maintenance dredging project as provided for in the Act; or
 - b. The time for completion has been extended to a specified date more than three years, but less than five years, from the date of issuance. If this Order is intended to be valid for more than three years, the extension date and the special circumstances warranting the extended time period are set forth as a special condition in this Order.
 - c. If the work is for a Test Project, this Order of Conditions shall be valid for no more than one year.
 - 5. This Order may be extended by the issuing authority for one or more periods of up to three years each upon application to the issuing authority at least 30 days prior to the expiration date of the Order. An Order of Conditions for a Test Project may be extended for one additional year only upon written application by the applicant, subject to the provisions of 310 CMR 10.05(11)(f).
 - 6. If this Order constitutes an Amended Order of Conditions, this Amended Order of Conditions does not extend the issuance date of the original Final Order of Conditions and the Order will expire on _____ unless extended in writing by the Department.
 - 7. Any fill used in connection with this project shall be clean fill. Any fill shall contain no trash, refuse, rubbish, or debris, including but not limited to lumber, bricks, plaster, wire, lath, paper, cardboard, pipe, tires, ashes, refrigerators, motor vehicles, or parts of any of the foregoing.



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C. General Conditions Under Massachusetts Wetlands Protection Act

- 8. This Order is not final until all administrative appeal periods from this Order have elapsed, or if such an appeal has been taken, until all proceedings before the Department have been completed.
- 9. No work shall be undertaken until the Order has become final and then has been recorded in the Registry of Deeds or the Land Court for the district in which the land is located, within the chain of title of the affected property. In the case of recorded land, the Final Order shall also be noted in the Registry's Grantor Index under the name of the owner of the land upon which the proposed work is to be done. In the case of the registered land, the Final Order shall also be noted on the Land Court Certificate of Title of the owner of the land upon which the proposed work is done. The recording information shall be submitted to the Conservation Commission on the form at the end of this Order, which form must be stamped by the Registry of Deeds, prior to the commencement of work.
- 10. A sign shall be displayed at the site not less then two square feet or more than three square feet in size bearing the words,

"Massachusetts	Department of	f Environmental	Protection"	[or,	"MassDEP"]
	1				-

- "File Number <u>310-0123</u>"
- 11. Where the Department of Environmental Protection is requested to issue a Superseding Order, the Conservation Commission shall be a party to all agency proceedings and hearings before MassDEP.
- 12. Upon completion of the work described herein, the applicant shall submit a Request for Certificate of Compliance (WPA Form 8A) to the Conservation Commission.
- 13. The work shall conform to the plans and special conditions referenced in this order.
- 14. Any change to the plans identified in Condition #13 above shall require the applicant to inquire of the Conservation Commission in writing whether the change is significant enough to require the filing of a new Notice of Intent.
- 15. The Agent or members of the Conservation Commission and the Department of Environmental Protection shall have the right to enter and inspect the area subject to this Order at reasonable hours to evaluate compliance with the conditions stated in this Order, and may require the submittal of any data deemed necessary by the Conservation Commission or Department for that evaluation.
- 16. This Order of Conditions shall apply to any successor in interest or successor in control of the property subject to this Order and to any contractor or other person performing work conditioned by this Order.



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Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

Provided by MassDEP: 310-0123 MassDEP File # 911323 eDEP Transaction # Tyringham City/Town

C. General Conditions Under Massachusetts Wetlands Protection Act (cont.)

- 17. Prior to the start of work, and if the project involves work adjacent to a Bordering Vegetated Wetland, the boundary of the wetland in the vicinity of the proposed work area shall be marked by wooden stakes or flagging. Once in place, the wetland boundary markers shall be maintained until a Certificate of Compliance has been issued by the Conservation Commission.
- 18. All sedimentation barriers shall be maintained in good repair until all disturbed areas have been fully stabilized with vegetation or other means. At no time shall sediments be deposited in a wetland or water body. During construction, the applicant or his/her designee shall inspect the erosion controls on a daily basis and shall remove accumulated sediments as needed. The applicant shall immediately control any erosion problems that occur at the site and shall also immediately notify the Conservation Commission, which reserves the right to require additional erosion and/or damage prevention controls it may deem necessary. Sedimentation barriers shall serve as the limit of work unless another limit of work line has been approved by this Order.
- 19. The work associated with this Order (the "Project")
 (1) ☐ is subject to the Massachusetts Stormwater Standards
 (2) ☒ is NOT subject to the Massachusetts Stormwater Standards

If the work is subject to the Stormwater Standards, then the project is subject to the following conditions:

- a) All work, including site preparation, land disturbance, construction and redevelopment, shall be implemented in accordance with the construction period pollution prevention and erosion and sedimentation control plan and, if applicable, the Stormwater Pollution Prevention Plan required by the National Pollution Discharge Elimination System Construction General Permit as required by Stormwater Condition 8. Construction period erosion, sedimentation and pollution control measures and best management practices (BMPs) shall remain in place until the site is fully stabilized.
- b) No stormwater runoff may be discharged to the post-construction stormwater BMPs unless and until a Registered Professional Engineer provides a Certification that: *i.* all construction period BMPs have been removed or will be removed by a date certain specified in the Certification. For any construction period BMPs intended to be converted to post construction operation for stormwater attenuation, recharge, and/or treatment, the conversion is allowed by the MassDEP Stormwater Handbook BMP specifications and that the BMP has been properly cleaned or prepared for post construction operation, including removal of all construction period sediment trapped in inlet and outlet control structures; *ii.* as-built final construction BMP plans are included, signed and stamped by a Registered Professional Engineer, certifying the site is fully stabilized;

iii. any illicit discharges to the stormwater management system have been removed, as per the requirements of Stormwater Standard 10;



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C. General Conditions Under Massachusetts Wetlands Protection Act (cont.)

iv. all post-construction stormwater BMPs are installed in accordance with the plans (including all planting plans) approved by the issuing authority, and have been inspected to ensure that they are not damaged and that they are in proper working condition;

- v. any vegetation associated with post-construction BMPs is suitably established to withstand erosion.
- c) The landowner is responsible for BMP maintenance until the issuing authority is notified that another party has legally assumed responsibility for BMP maintenance. Prior to requesting a Certificate of Compliance, or Partial Certificate of Compliance, the responsible party (defined in General Condition 18(e)) shall execute and submit to the issuing authority an Operation and Maintenance Compliance Statement ("O&M Statement) for the Stormwater BMPs identifying the party responsible for implementing the stormwater BMP Operation and Maintenance Plan ("O&M Plan") and certifying the following:
 - i.) the O&M Plan is complete and will be implemented upon receipt of the Certificate of Compliance, and
 - ii.) the future responsible parties shall be notified in writing of their ongoing legal responsibility to operate and maintain the stormwater management BMPs and implement the Stormwater Pollution Prevention Plan.
- d) Post-construction pollution prevention and source control shall be implemented in accordance with the long-term pollution prevention plan section of the approved Stormwater Report and, if applicable, the Stormwater Pollution Prevention Plan required by the National Pollution Discharge Elimination System Multi-Sector General Permit.
- e) Unless and until another party accepts responsibility, the landowner, or owner of any drainage easement, assumes responsibility for maintaining each BMP. To overcome this presumption, the landowner of the property must submit to the issuing authority a legally binding agreement of record, acceptable to the issuing authority, evidencing that another entity has accepted responsibility for maintaining the BMP, and that the proposed responsible party shall be treated as a permittee for purposes of implementing the requirements of Conditions 18(f) through 18(k) with respect to that BMP. Any failure of the proposed responsible party to implement the requirements of Conditions 18(f) through 18(k) with respect to that BMP shall be a violation of the Order of Conditions or Certificate of Compliance. In the case of stormwater BMPs that are serving more than one lot, the legally binding agreement shall also identify the lots that will be serviced by the stormwater BMPs. A plan and easement deed that grants the responsible party access to perform the required operation and maintenance must be submitted along with the legally binding agreement.
- f) The responsible party shall operate and maintain all stormwater BMPs in accordance with the design plans, the O&M Plan, and the requirements of the Massachusetts Stormwater Handbook.



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Massachusetts Wetlands Protection Act M.G.L. c. 131, §40

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C. General Conditions Under Massachusetts Wetlands Protection Act (cont.)

- g) The responsible party shall:
 - 1. Maintain an operation and maintenance log for the last three (3) consecutive calendar years of inspections, repairs, maintenance and/or replacement of the stormwater management system or any part thereof, and disposal (for disposal the log shall indicate the type of material and the disposal location);
 - Make the maintenance log available to MassDEP and the Conservation Commission ("Commission") upon request; and
 - 3. Allow members and agents of the MassDEP and the Commission to enter and inspect the site to evaluate and ensure that the responsible party is in compliance with the requirements for each BMP established in the O&M Plan approved by the issuing authority.
- h) All sediment or other contaminants removed from stormwater BMPs shall be disposed of in accordance with all applicable federal, state, and local laws and regulations.
- i) Illicit discharges to the stormwater management system as defined in 310 CMR 10.04 are prohibited.
- j) The stormwater management system approved in the Order of Conditions shall not be changed without the prior written approval of the issuing authority.
- k) Areas designated as qualifying pervious areas for the purpose of the Low Impact Site Design Credit (as defined in the MassDEP Stormwater Handbook, Volume 3, Chapter 1, Low Impact Development Site Design Credits) shall not be altered without the prior written approval of the issuing authority.

Access for maintenance, repair, and/or replacement of BMPs shall not be withheld.

Any fencing constructed around stormwater BMPs shall include access gates and shall be at least six inches above grade to allow for wildlife passage.

Special Conditions (if you need more space for additional conditions, please attach a text

cument):				,, ,	
e bottom of the	Culvert sha	all be line	ed with 4-6" '	"rip-rap".	

20. For Test Projects subject to 310 CMR 10.05(11), the applicant shall also implement the monitoring plan and the restoration plan submitted with the Notice of Intent. If the conservation commission or Department determines that the Test Project threatens the public health, safety or the environment, the applicant shall implement the removal plan submitted with the Notice of Intent or modify the project as directed by the conservation commission or the Department.



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D. Findings Under Municipal Wetlands Bylaw or Ordinance

1.	ls a	a municipal wetlands bylaw or ordinance applicable? Yes	No
2.	The	Conservation Commission that the proposed work cannot be conditioned to meet the standar	
		municipal ordinance or bylaw, specifically: 1. Municipal Ordinance or Bylaw	2. Citation
		Therefore, work on this project may not go forward unless and until a Intent is submitted which provides measures which are adequate to a standards, and a final Order of Conditions is issued.	revised Notice of neet these
	b.	that the following additional conditions are necessary to comply w ordinance or bylaw:	ith a municipal
		1. Municipal Ordinance or Bylaw	2. Citation
The Commission orders that all work shall be performed in accordance with the followir conditions and with the Notice of Intent referenced above. To the extent that the followir conditions modify or differ from the plans, specifications, or other proposals submitted the Notice of Intent, the conditions shall control. The special conditions relating to municipal ordinance or bylaw are as follows (if you not more space for additional conditions, attach a text document):			hat the following
		e special conditions relating to municipal ordinance or bylaw are as fol	lows (if you need
		e special conditions relating to municipal ordinance or bylaw are as fol	lows (if you need
		e special conditions relating to municipal ordinance or bylaw are as fol	lows (if you need



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E. Signatures

This Order is valid for three years, unless otherwise specified as a special condition pursuant to General Conditions #4, from the date of issuance.

Please indicate the number of members who will sign this form. This Order must be signed by a majority of the Conservation Commission.

1. Date of Issuance

2. Number of Signers

The Order must be mailed by certified mail (return receipt requested) or hand delivered to the applicant. A copy also must be mailed or hand delivered at the same time to the appropriate Department of Environmental Protection Regional Office, if not filing electronically, and the property owner, if different from applicant.

Signatures:	Mula
- Matthew Puntin	What I was
Mark Curtin	Mark (Center
Barbara Palmer	Drisan Jalmer
by hand delivery on ■ the state of the	by certified mail, return receipt requested, on
5/15/2017	•
Date	Date

F. Appeals

The applicant, the owner, any person aggrieved by this Order, any owner of land abutting the land subject to this Order, or any ten residents of the city or town in which such land is located, are hereby notified of their right to request the appropriate MassDEP Regional Office to issue a Superseding Order of Conditions. The request must be made by certified mail or hand delivery to the Department, with the appropriate filing fee and a completed Request for Departmental Action Fee Transmittal Form, as provided in 310 CMR 10.03(7) within ten business days from the date of issuance of this Order. A copy of the request shall at the same time be sent by certified mail or hand delivery to the Conservation Commission and to the applicant, if he/she is not the appellant.

Any appellants seeking to appeal the Department's Superseding Order associated with this appeal will be required to demonstrate prior participation in the review of this project. Previous participation in the permit proceeding means the submission of written information to the Conservation Commission prior to the close of the public hearing, requesting a Superseding Order, or providing written information to the Department prior to issuance of a Superseding Order.

The request shall state clearly and concisely the objections to the Order which is being appealed and how the Order does not contribute to the protection of the interests identified in the Massachusetts Wetlands Protection Act (M.G.L. c. 131, § 40), and is inconsistent with the wetlands regulations (310 CMR 10.00). To the extent that the Order is based on a municipal ordinance or bylaw, and not on the Massachusetts Wetlands Protection Act or regulations, the Department has no appellate jurisdiction.



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Provided by MassDEP: 310-0123 MassDEP File # 911323 eDEP Transaction # Tyringham City/Town

G. Recording Information

Prior to commencement of work, this Order of Conditions must be recorded in the Registry of Deeds or the Land Court for the district in which the land is located, within the chain of title of the affected property. In the case of recorded land, the Final Order shall also be noted in the Registry's Grantor Index under the name of the owner of the land subject to the Order. In the case of registered land, this Order shall also be noted on the Land Court Certificate of Title of the owner of the land subject to the Order of Conditions. The recording information on this page shall be submitted to the Conservation Commission listed below.

Conservation Commission		·
	ped by the Registry of Deeds and sub	omit to the Conservation
Commission.		
То:		
Conservation Commission		
	r of Conditions for the Project at:	
Please be advised that the Orde	r of Conditions for the Project at:	
Project Location	MassDEP File Numb	er
Has been recorded at the Regis	try of Deeds of:	
County	Book	Page
for: Property Owner		
	of title of the affected property in:	
Book	Page	
In accordance with the Order of	Conditions issued on:	
Date		
If recorded land, the instrument	number identifying this transaction is	::
Instrument Number		
If registered land, the document	t number identifying this transaction is	s:
Document Number		
Signature of Applicant		



KARYN E. POLITO

Lt. Governor

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

Prevailing Wage Rates

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

ROSALIN ACOSTA Secretary WILLIAM D MCKINNEY Director

Awarding Authority:

Town of Tyringham

Contract Number:

City/Town: TYRINGHAM

Description of Work:

Remove existing 24" steel culvert and replace with 48" CMP elliptical culvert.

Job Location:

Main Road, Tyringham, MA

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

Issue Date: 03/06/2018 Wage Request Number: 20180306-010

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction				l berklijk tot britisk toderek untarmermennemen		
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.22	\$10.91	\$10,89	\$0.00	\$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT	08/01/2017	\$92.97	\$9.90	\$21.15	\$0.00	\$124.02
PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2017	\$26.75	\$7.70	\$12.00	\$0.00	\$46.45
EMBORERS - EORE - IDOLEDING & SILE)	06/01/2018	\$27.50	\$7.70	\$12.00	\$0.00	\$47.20
	12/01/2018	\$28.25	\$7.70	\$12.00	\$0.00	\$47.95
	06/01/2019	\$29.00	\$7.70	\$12.00	\$0.00	\$48.70
	12/01/2019	\$29.75	\$7.70	\$12.00	\$0.00	\$49.45
	06/01/2020	\$30.40	\$7.70	\$12.00	\$0.00	\$50.10
	12/01/2020	\$31.05	\$7.70	\$12.00	\$0.00	\$50.75
For apprentice rates see "Apprentice- LABORER"	w					······································
AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2017	\$27.93	\$7.70	\$13.04	\$0.00	\$48.67
,	06/01/2018	\$28.68	\$7.70	\$13.04	\$0.00	\$49.42
	12/01/2018	\$29.42	\$7.70	\$13.04	\$0.00	\$50.16
	06/01/2019	\$30.19	\$7.70	\$13.04	\$0.00	\$50.93
	12/01/2019	\$30.96	\$7.70	\$13.04	\$0.00	\$51.70
	06/01/2020	\$31.75	\$7.70	\$13.04	\$0.00	\$52.49
	12/01/2020	\$32.54	\$7.70	\$13.04	\$0.00	\$53.28
	06/01/2021	\$33.36	\$7.70	\$13.04	\$0.00	\$54.10
	12/01/2021	\$34.17	\$7.70	\$13.04	\$0.00	\$54.91
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)			····			
ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	12/01/2017	\$32.31	\$11.50	\$6.60	\$0.00	\$50.41
HEAT & PROST INSCRIPTIONS LOCAL S (SI MINOT LELD)	06/01/2018	\$33.21	\$11.50	\$6.60	\$0.00	\$51.31
	12/01/2018	\$34.11	\$11.50	\$6.60	\$0.00	\$52.21
	06/01/2019	\$35.01	\$11.50	\$6.60	\$0.00	\$53.11
	12/01/2019	\$35.91	\$11.50	\$6.60	\$0.00	\$54.01
	06/01/2020	\$36.81	\$11.50	\$6,60	\$0.00	\$54.91
	12/01/2020	\$37.71	\$11.50	\$6.60	\$0.00	\$55.81
ASPHALT RAKER	12/01/2017	\$26.25	\$7.70	\$12.00	\$0.00	\$45.95
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2018	\$27.00	\$7.70	\$12.00	\$0.00	\$46.70
	12/01/2018	\$27.75	\$7.70	\$12.00	\$0.00	\$47.45
	06/01/2019	\$28.50	\$7.70	\$12.00	\$0.00	\$48.20
	12/01/2019	\$29.25	\$7.70	\$12.00	\$0.00	\$48.95
	06/01/2020	\$29.90	\$7.70	\$12.00	\$0,00	\$49,60
	12/01/2020	\$30.55	\$7.70	\$12.00	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER (HEAVY & HIGHWAY)	12/01/2017	\$27.43	\$7.70	\$13.04	\$0.00	\$48.17
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2018	\$28.18	\$7.70	\$13.04	\$0.00	\$48.92
	12/01/2018	\$28.92	\$7.70	\$13.04	\$0.00	\$49.66
	06/01/2019	\$29.69	\$7.70	\$13.04	\$0.00	\$50.43
	12/01/2019	\$30.46	\$7.70	\$13.04	\$0.00	\$51.20
	06/01/2020	\$31.25	\$7.70	\$13.04	\$0.00	\$51.99
	12/01/2020	\$32.04	\$7.70	\$13.04	\$0.00	\$52.78
	06/01/2021	\$32.86	\$7.70	\$13.04	\$0.00	\$53.60
	12/01/2021	\$33.67	\$7.70	\$13.04	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)				····		orthina and market mar advant advantage of a comment of an
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) OPERATING ENGINEERS LOCAL 98	12/01/2017	\$34.18	\$10.99	\$13.12	\$0.00	\$58.29
N EIGHNG ERONGERG EOCHE X	06/01/2018	\$34.79	\$10.99	\$13.39	\$0.00	\$59.17
	12/01/2018	\$35.39	\$10.99	\$13.66	\$0.00	\$60.04
	06/01/2019	\$35.90	\$10.99	\$13.93	\$0.00	\$60.82
	12/01/2019	\$36.50	\$10.99	\$14.20	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"			***************************************			***************************************
BACKHOE/FRONT-END LOADER OPERATOR OPERATING ENGINEERS LOCAL 98	12/01/2017	\$34.18	\$10.99	\$13.12	\$0.00	\$58.29
	06/01/2018	\$34.79	\$10.99	\$13.39	\$0.00	\$59.17
	12/01/2018	\$35.39	\$10.99	\$13.66	\$0.00	\$60.04
	06/01/2019	\$35.90	\$10.99	\$13.93	\$0.00	\$60.82
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$36.50	\$10.99	\$14.20	\$0.00	\$61.69
BARCO-TYPE JUMPING TAMPER	12/01/2017	\$26.25	\$7.70	\$12.00	\$0.00	\$45.95
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2018	\$27.00	\$7.70	\$12.00	\$0.00	\$46.70
	12/01/2018	\$27.75	\$7.70	\$12.00	\$0.00	\$47.45
	06/01/2019	\$28.50	\$7.70	\$12.00	\$0.00	\$48.20
	12/01/2019	\$29.25	\$7.70	\$12.00	\$0.00	\$48.95
	06/01/2020	\$29.90	\$7.70	\$12.00	\$0.00	\$49.60
	12/01/2020	\$30.55	\$7.70	\$12.00	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"			*****	•		*
BATCH/CEMENT PLANT - ON SITE	12/01/2017	\$33.65	\$10.99	\$13.12	\$0.00	\$57.76
OPERATING ENGINEERS LOCAL 98	06/01/2018	\$34.26	\$10.99	\$13.39	\$0.00	\$58.64
	12/01/2018	\$34.86	\$10.99	\$13.66	\$0.00	\$59.51
	06/01/2019	\$35.37	\$10.99	\$13.93	\$0.00	\$60.29
	12/01/2019	\$35.97	\$10.99	\$14.20	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"		nanananananan mananan				
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2017	\$26.75	\$7.70	\$12.00	\$0.00	\$46.45
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2018	\$27.50	\$7.70	\$12.00	\$0.00	\$47.20
	12/01/2018	\$28.25	\$7.70	\$12.00	\$0.00	\$47.95
	06/01/2019	\$29.00	\$7.70	\$12.00	\$0.00	\$48.70
	12/01/2019	\$29.75	\$7.70	\$12.00	\$0.00	\$49.45
	06/01/2020	\$30.40	\$7.70	\$12.00	\$0.00	\$50.10
•	12/01/2020	\$31.05	\$7.70	\$12.00	\$0.00	\$50.75
For apprentice rates see "Apprentice- LABORER"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	12/01/2017	\$27.93	\$7.70	\$13.04	\$0.00	\$48.67
HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2018	\$28.68	\$7.70	\$13.04	\$0.00	\$49.42
	12/01/2018	\$29.42	\$7.70	\$13.04	\$0.00	\$50.16
	06/01/2019	\$30.19	\$7.70	\$13.04	\$0.00	\$50.93
	12/01/2019	\$30.96	\$7.70	\$13.04	\$0.00	\$51.70
	06/01/2020	\$31.75	\$7.70	\$13.04	\$0.00	\$52.49
	12/01/2020	\$32.54	\$7.70	\$13.04	\$0.00	\$53.28
	06/01/2021	\$33.36	\$7.70	\$13.04	\$0.00	\$54.10
S C C C C C C C C C C C C C C C C C C C	12/01/2021	\$34.17	\$7.70	\$13.04	\$0.00	\$54.91
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

LMAKER -	Local	29
	LMAKER -	MAKER - Local

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
, ср	-			***************************************	***************************************	Total Nate
I	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

Apprentice to Journeyworker Ratio:1:5

03/01/2018	\$40.56	\$10.75	\$18.14	\$0.00	\$69.45
08/01/2018	\$41.91	\$10.75	\$18.27	\$0.00	\$70.93
02/01/2019	\$42.46	\$10.75	\$18.27	\$0.00	\$71.48
08/01/2019	\$43.81	\$10.75	\$18.41	\$0.00	\$72.97
02/01/2020	\$44.36	\$10.75	\$18.41	\$0.00	\$73.52
08/01/2020	\$45.71	\$10.75	\$18.56	\$0.00	\$75.02
02/01/2021	\$46.26	\$10.75	\$18.56	\$0.00	\$75.57
08/01/2021	\$47.66	\$10.75	\$18.72	\$0.00	\$77.13
02/01/2022	\$48.19	\$10.75	\$18.72	\$0.00	\$77.66
-	08/01/2018 02/01/2019 08/01/2019 02/01/2020 08/01/2020 02/01/2021 08/01/2021	08/01/2018 \$41.91 02/01/2019 \$42.46 08/01/2019 \$43.81 02/01/2020 \$44.36 08/01/2020 \$45.71 02/01/2021 \$46.26 08/01/2021 \$47.66	08/01/2018 \$41.91 \$10.75 02/01/2019 \$42.46 \$10.75 08/01/2019 \$43.81 \$10.75 02/01/2020 \$44.36 \$10.75 08/01/2020 \$45.71 \$10.75 02/01/2021 \$46.26 \$10.75 08/01/2021 \$47.66 \$10.75	08/01/2018 \$41.91 \$10.75 \$18.27 02/01/2019 \$42.46 \$10.75 \$18.27 08/01/2019 \$43.81 \$10.75 \$18.41 02/01/2020 \$44.36 \$10.75 \$18.41 08/01/2020 \$45.71 \$10.75 \$18.56 02/01/2021 \$46.26 \$10.75 \$18.56 08/01/2021 \$47.66 \$10.75 \$18.72	08/01/2018 \$41.91 \$10.75 \$18.27 \$0.00 02/01/2019 \$42.46 \$10.75 \$18.27 \$0.00 08/01/2019 \$43.81 \$10.75 \$18.41 \$0.00 02/01/2020 \$44.36 \$10.75 \$18.41 \$0.00 08/01/2020 \$45.71 \$10.75 \$18.56 \$0.00 02/01/2021 \$46.26 \$10.75 \$18.56 \$0.00 08/01/2021 \$47.66 \$10.75 \$18.72 \$0.00

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

* -	tive Date - 03/01/2018		y 1 1		Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$20.28	\$10.75	\$18.14	\$0.00	\$49.17	
2	60	\$24.34	\$10.75	\$18.14	\$0.00	\$53.23	
3	70	\$28.39	\$10.75	\$18.14	\$0.00	\$57.28	
4	80	\$32.45	\$10.75	\$18.14	\$0.00	\$61.34	
5	90	\$36.50	\$10.75	\$18.14	\$0.00	\$65.39	
Effec	tive Date - 08/01/2018				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	*******************************
1	50	\$20.96	\$10.75	\$18.27	\$0.00	\$49.98	
2	60	\$25.15	\$10.75	\$18.27	\$0.00	\$54.17	
3	70	\$29.34	\$10.75	\$18.27	\$0.00	\$58.36	
4	80	\$33.53	\$10.75	\$18.27	\$0.00	\$62.55	
5	90	\$37.72	\$10.75	\$18.27	\$0.00	\$66.74	
Notes	B. C.	andiand anniado standèse relèvada yumbéror yevesterr	amanagan dambahki shipalibik i		According to the second of the	\$400 Sections and Section Section	
a nor va						*	
Аррг	entice to Journeyworker Ratio:1:5	garijande garijanga beganbangak asumedhade barbesedekt emertbales e	errosuse. Erroslabil rabidizānis ba	a Armenia (1946-66) Bibedunia u	isiddisia attadora rivitatum trito	errens despessors represents debendungen	
BULLDOZER/POWE	R SHOVEL/TREE SHREDDER	12/01/201	7 \$34.18	\$10.99	\$13.12	\$0.00	\$58.29
ENGINEERS LOCAL 98	/CLAM SHELLOPERATING	06/01/2013	8 \$34.79	\$10.99	\$13.39	\$0.00	\$59.17
ENORIZENS ECCIE SO		12/01/2018	8 \$35.39	\$10.99	\$13.66	\$0.00	\$60.04
		06/01/2019	9 \$35.90	\$10.99	\$13.93	\$0.00	\$60.82
		12/01/2019	\$36.50	\$10.99	\$14.20	\$0.00	\$61.69
For apprentice rates see	"Apprentice- OPERATING ENGINEERS"				***************************************	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
CAISSON & UNDER LABORERS - FOUNDATIO	PINNING BOTTOM MAN	12/01/2017	7 \$38.60	\$7.70	\$14.95	\$0.00	\$61.25
LABORERS - POUNDATIO	Y AND MARINE	06/01/201	8 \$39.55	\$7.70	\$14.95	\$0.00	\$62.20
		12/01/201	8 \$40.50	\$7.70	\$14.95	\$0.00	\$63.15
		06/01/2019	9 \$41.50	\$7.70	\$14.95	\$0.00	\$64.15
		12/01/2019	9 \$42.50	\$7.70	\$14.95	\$0.00	\$65.15
		06/01/202	0 \$43.49	\$7.70	\$14.95	\$0.00	\$66,14
		12/01/202	0 \$44.47	\$7.70	\$14.95	\$0.00	\$67.12
		06/01/202	1 \$45.49	\$7.70	\$14.95	\$0.00	\$68.14
		12/01/202		\$7.70	\$14.95	\$0.00	\$69.15
For apprentice rates se	e "Apprentice- LABORER"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER	12/01/2017	\$37.45	\$7.70	\$14.95	\$0.00	\$60.10
LABORERS - FOUNDATION AND MARINE	06/01/2018	\$38.40	\$7.70	\$14.95	\$0.00	\$61.05
	12/01/2018	\$39.35	\$7.70	\$14.95	\$0.00	\$62,00
	06/01/2019	\$40.35	\$7.70	\$14.95	\$0.00	\$63.00
	12/01/2019	\$41.35	\$7.70	\$14.95	\$0.00	\$64.00
	06/01/2020	\$42.34	\$7.70	\$14.95	\$0.00	\$64.99
	12/01/2020	\$43.32	\$7.70	\$14.95	\$0.00	\$65.97
	06/01/2021	\$44.34	\$7.70	\$14.95	\$0.00	\$66.99
	12/01/2021	\$45.35	\$7.70	\$14.95	\$0.00	\$68,00
For apprentice rates see "Apprentice- LABORER"						***************************************
CAISSON & UNDERPINNING TOP MAN ABORERS - FOUNDATION AND MARINE	12/01/2017	\$37.45	\$7.70	\$14.95	\$0.00	\$60.10
EMBORGAS - FOUNDATION TRO MARINE	06/01/2018	\$38.40	\$7.70	\$14.95	\$0.00	\$61.05
	12/01/2018	\$39.35	\$7.70	\$14.95	\$0.00	\$62.00
	06/01/2019	\$40.35	\$7.70	\$14.95	\$0.00	\$63.00
	12/01/2019	\$41.35	\$7.70	\$14.95	\$0.00	\$64.00
	06/01/2020	\$42.34	\$7.70	\$14.95	\$0.00	\$64.99
	12/01/2020	\$43.32	\$7.70	\$14.95	\$0.00	\$65.97
	06/01/2021	\$44.34	\$7.70	\$14.95	\$0.00	\$66.99
	12/01/2021	\$45.35	\$7.70	\$14.95	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"		·				
CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2017	\$26.25	\$7.70	\$12.00	\$0.00	\$45.95
ENDORERS - ZONE 4 (BOILDING & SITE)	06/01/2018	\$27.00	\$7.70	\$12.00	\$0.00	\$46.70
	12/01/2018	\$27.75	\$7.70	\$12.00	\$0.00	\$47.45
	06/01/2019	\$28.50	\$7.70	\$12.00	\$0.00	\$48.20
	12/01/2019	\$29.25	\$7.70	\$12.00	\$0.00	\$48.95
	06/01/2020	\$29.90	\$7.70	\$12.00	\$0.00	\$49.60
	12/01/2020	\$30.55	\$7.70	\$12.00	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	03/05/2018	\$36.56	\$8.26	\$15.00	\$0.00	\$59.82
CARPENTERS LOCAL 108 - BERKSHIRE COUNTY	09/05/2018	\$37.60	\$8.26	\$15.00	\$0.00	\$60.86
•	03/04/2019	\$38.64	\$8.26	\$15.00	\$0.00	\$61.90

 Issue Date:
 03/06/2018
 Wage Request Number:
 20180306-010
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Supplemental Total Rate Effective Date Base Wage Health Pension Unemployment

Apprentice -	CARPENTER - Local	108 Berkshire

Classification

Effec	ctive Date -	03/05/2018				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$18.28	\$8.26	\$1.22	\$0.00	\$27.76	
2	60		\$21.94	\$8.26	\$1.22	\$0.00	\$31.42	
3	70		\$25.59	\$8.26	\$11.34	\$0.00	\$45.19	
4	75		\$27.42	\$8.26	\$11.34	\$0.00	\$47.02	
5	80		\$29.25	\$8.26	\$12.56	\$0.00	\$50.07	
6	80		\$29.25	\$8.26	\$12.56	\$0.00	\$50.07	
7	90		\$32.90	\$8.26	\$13.78	\$0.00	\$54.94	
8	90		\$32.90	\$8.26	\$13.78	\$0.00	\$54.94	
Effec Step	ctive Date -	09/05/2018	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$18.80	\$8.26	\$1.22	\$0.00	\$28.28	
2	60		\$22.56	\$8.26	\$1.22	\$0.00	\$32.04	
3	70		\$26.32	\$8.26	\$11.34	\$0.00	\$45.92	
4	75		\$28.20	\$8.26	\$11.34	\$0.00	\$47.80	
5	80		\$30.08	\$8.26	\$12.56	\$0.00	\$50.90	
6	80		\$30.08	\$8.26	\$12.56	\$0.00	\$50.90	
7	90		\$33.84	\$8.26	\$13.78	\$0.00	\$55.88	
8	90		\$33.84	\$8.26	\$13.78	\$0.00	\$55.88	
Note	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	varvarder sicklerderen errer-firfa muddittiffer skild kielle stabildische Sta	SOLOM 19703898A ZAROSSAR INSERBAGO ZAREARAN MWANERA	catechness Methods terrologic	raterioras averavais Pavedado	any departure and a food a set order day of	CO.CC.10. 01.01.01/11. V 01.01.01.C .4C.04.6.4	
The state of the s		ured After 10/1/17; 45/45/5 : \$25.93/ 3&4 \$30.77/ 5&6 \$					Anni	
Арр	rentice to Jo	urneyworker Ratio:1:5	MANY WOONCOME IN BUILDING AND IN BUILDING IN BUILDING SAME SAME SAME SAME SAME SAME SAME SAME	ranser en endeander handenable	THE TOTAL AND A SECOND	control ninkama stationic is	ream massists iteration attendess.	
ARPENTER WOO		*	10/01/201	7 \$21.95	5 \$7.07	\$7.86	\$0.00	\$36.88
RPENTERS LOCAL 165	8 - BERKSHIRE	COUNTY	04/01/201	8 \$22.33	s7.07	\$7.86	\$0.00	\$37.26
			10/01/201	8 \$22.71	\$7.07	\$7.86	\$0.00	\$37.64

04/01/2019

10/01/2019

\$23.10

\$23.49

As of 9/1/09 Carpentry work on wood-frame WEATHERIZATION projects shall be paid the WOOD FRAME CARPENTER rate.

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\$7.86

\$7.86

\$7.07

\$7.07

\$0.00

\$0.00

\$38.03

\$38.42

Classification Effective Date Base Wage Health Pension Supplemental Total Rate
Unemployment

tep	ive Date - 10/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
l	60	\$13.17	\$7.07	\$0.00	\$0.00	\$20.24
2	60	\$13,17	\$7.07	\$0.00	\$0.00	\$20.24
3	65	\$14.27	\$7.07	\$7.86	\$0.00	\$29.20
4	70	\$15.37	\$7.07	\$7.86	\$0.00	\$30.30
5	75	\$16.46	\$7.07	\$7.86	\$0.00	\$31.39
6	80	\$17.56	\$7.07	\$7.86	\$0.00	\$32.49
7	85	\$18.66	\$7.07	\$7.86	\$0.00	\$33.59
8	90	\$19.76	\$7.07	\$7.86	\$0.00	\$34.69
Effect	ive Date - 04/01/2018				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60	\$13.40	\$7.07	\$0.00	\$0.00	\$20.47
2	60	\$13.40	\$7.07	\$0.00	\$0.00	\$20.47
3	65	\$14.51	\$7.07	\$7.86	\$0.00	\$29.44
4	70	\$15.63	\$7.07	\$7.86	\$0.00	\$30.56
5	75	\$16.75	\$7.07	\$7.86	\$0.00	\$31.68
6	80	\$17.86	\$7.07	\$7.86	\$0.00	\$32.79
7	85	\$18.98	\$7.07	\$7.86	\$0.00	\$33.91
8	90	\$20.10	\$7.07	\$7.86	\$0.00	\$35.03
Notes		7; 45/45/55/55/70/70/80/80	ec'107(en 262(2000 1/33)	egy agresse respects amerate	, represente surciónes passentine estáblicos	. WELTHER TOWN COUNTY
		7. AETAETEETEETONTONION				,

01/01/2018

07/01/2018

01/01/2019

07/01/2019

01/01/2020

\$39.11

\$40.57

\$41.15

\$42.62

\$43.19

\$17.64

\$17.64

\$17.64

\$17.64

\$17.64

\$12.30

\$12.30

\$12.30

\$12.30

\$12.30

\$0.30

\$0.30

\$0.30

\$0.30

\$0.30

\$69.35

\$70.81

\$71.39

\$72.86

\$73.43

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CEMENT MASONRY/PLASTERING

BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)

 $\textbf{Apprentice-} CEMENT\ MASONRY/PLASTERING-Springfield/Pittsfield$

	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$19.56	\$12.30	\$15.41	\$0.00	\$47.27	*****
	2	60	\$23.47	\$12.30	\$17.64	\$0.30		
	3	65					\$53.71	
	4		\$25.42	\$12.30	\$17.64	\$0.30	\$55.66	
		70 75	\$27.38	\$12.30	\$17,64	\$0.30	\$57.62	
	5	75	\$29.33	\$12.30	\$17.64	\$0.30	\$59.57	
	6 7	80 90	\$31.29 \$35.20	\$12.30 \$12.30	\$17.64 \$17.64	\$0.30 \$0.30	\$61.53 \$65.44	
	F ffecti	ive Date - 07/01/2018						
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$20.29	\$12.30	\$15,41	\$0.00	\$48.00	
	2	60	\$24.34	\$12.30	\$17.64	\$0.30	\$54.58	
	3	65	\$26.37	\$12.30	\$17.64	\$0.30	\$56.61	
	4	70	\$28.40	\$12.30	\$17.64	\$0.30	\$58.64	
	5	75						
	6	73 80	\$30.43	\$12.30	\$17.64	\$0.30	\$60.67	
	7	90	\$32.46	\$12.30	\$17.64	\$0.30	\$62.70	
	,	90	\$36.51	\$12.30	\$17.64	\$0.30	\$66.75	
	nametore lancati	Yeresen vertief vertier falers. Pro	47149497 JULYAN WITHIN JALAHAN JALAHAN LALAHAN LOTTAMAN BITATEL					
	Notes:	Steps 3,4 are 500 hrs. All	- THE OWNER OF THE PROPERTY AND THE PROPERTY OF THE PROPERTY O	TOTALISM AND THE TOTALISM TO	anno sano someono anomono s	NAMES TATE VARIETIES AND		
AIN SAW (Appre	Steps 3,4 are 500 hrs. All	atio:1:3	7 \$26.25	\$7.70	\$12.00	\$0.00	\$45.05
	Appre	Steps 3,4 are 500 hrs. All entice to Journeyworker R	atio:1:3			\$12.00 \$12.00	\$0.00	
	Appre	Steps 3,4 are 500 hrs. All entice to Journeyworker R	12/01/201 06/01/201	8 \$27.00	\$7.70	\$12.00	\$0.00	\$46.70
	Appre	Steps 3,4 are 500 hrs. All entice to Journeyworker R	12/01/201 06/01/201 12/01/201	8 \$27.00 8 \$27.75	\$7.70 \$7.70	\$12.00 \$12.00	\$0.00 \$0.00	\$46.70 \$47.45
	Appre	Steps 3,4 are 500 hrs. All entice to Journeyworker R	12/01/201 06/01/201 12/01/201 06/01/201	8 \$27.00 8 \$27.75 9 \$28.50	\$7.70 \$7.70 \$7.70 \$7.70	\$12.00 \$12.00 \$12.00	\$0.00 \$0.00 \$0.00	\$46.70 \$47.45 \$48.20
	Appre	Steps 3,4 are 500 hrs. All entice to Journeyworker R	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201	8 \$27.00 8 \$27.75 9 \$28.50 9 \$29.25	\$7.70 \$7.70 \$7.70 \$7.70	\$12.00 \$12.00 \$12.00 \$12.00	\$0.00 \$0.00 \$0.00 \$0.00	\$46.70 \$47.45 \$48.20 \$48.95
	Appre	Steps 3,4 are 500 hrs. All entice to Journeyworker R	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 06/01/202	8 \$27.00 8 \$27.75 9 \$28.50 9 \$29.25 0 \$29.90	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$46.70 \$47.45 \$48.20 \$48.95 \$49.60
ORERS - ZONE	Appre	Steps 3,4 are 500 hrs. All entice to Journeyworker R	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201	8 \$27.00 8 \$27.75 9 \$28.50 9 \$29.25 0 \$29.90	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70	\$12.00 \$12.00 \$12.00 \$12.00	\$0.00 \$0.00 \$0.00 \$0.00	\$45.95 \$46.70 \$47.45 \$48.20 \$48.95 \$49.60 \$50.25
For apprentice	Appre DPERAT	Steps 3,4 are 500 hrs. All entice to Journeyworker Rifor DING & SITE)	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 06/01/202 12/01/202	8 \$27.00 8 \$27.75 9 \$28.50 9 \$29.25 0 \$29.90 0 \$30.55	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$46.70 \$47.45 \$48.20 \$48.95 \$49.60 \$50.25
For apprentice MPRESSOF	Appre DPERAT E 4 (BUIL)	Steps 3,4 are 500 hrs. All entice to Journeyworker Range of the state	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 06/01/202	8 \$27.00 8 \$27.75 9 \$28.50 9 \$29.25 0 \$29.90 0 \$30.55	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$46.70 \$47.45 \$48.20 \$48.95 \$49.60 \$50.25
For apprentice MPRESSOF	Appre DPERAT E 4 (BUIL)	Steps 3,4 are 500 hrs. All entice to Journeyworker Range of the state	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 06/01/202 12/01/202	8 \$27.00 8 \$27.75 9 \$28.50 9 \$29.25 0 \$29.90 0 \$30.55 7 \$33.65 8 \$34.26	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$10.99	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$13.12 \$13.39	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$46.70 \$47.45 \$48.20 \$48.95 \$49.60 \$50.25 \$57.76 \$58.64
For apprentice MPRESSOF	Appre DPERAT E 4 (BUIL)	Steps 3,4 are 500 hrs. All entice to Journeyworker Range of the state	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 06/01/202 12/01/202 12/01/201 06/01/201 12/01/201	8 \$27.00 8 \$27.75 9 \$28.50 9 \$29.25 0 \$29.90 0 \$30.55 7 \$33.65 8 \$34.26 8 \$34.86	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$10.99 \$10.99	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$13.12 \$13.39 \$13.66	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$46.70 \$47.45 \$48.20 \$48.95 \$49.60 \$50.25 \$57.76 \$58.64 \$59.51
For apprentice MPRESSOF	Appre DPERAT E 4 (BUIL)	Steps 3,4 are 500 hrs. All entice to Journeyworker Range of the state	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 06/01/202 12/01/202 12/01/201 06/01/201 12/01/201 06/01/201	8 \$27.00 8 \$27.75 9 \$28.50 9 \$29.25 0 \$29.90 0 \$30.55 7 \$33.65 8 \$34.26 8 \$34.86 9 \$35.37	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$10.99 \$10.99 \$10.99	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$13.12 \$13.39 \$13.66 \$13.93	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$46.70 \$47.45 \$48.20 \$48.95 \$49.60 \$50.25 \$57.76 \$58.64 \$59.51 \$60.29
For apprentice MPRESSOF RATING ENGI	Appre DPERAT F 4 (BUIL) F 1 rates see R OPER	Steps 3,4 are 500 hrs. All entice to Journeyworker Range of the state	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 06/01/202 12/01/202 12/01/201 06/01/201 12/01/201 06/01/201 12/01/201	8 \$27.00 8 \$27.75 9 \$28.50 9 \$29.25 0 \$29.90 0 \$30.55 7 \$33.65 8 \$34.26 8 \$34.86 9 \$35.37	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$10.99 \$10.99 \$10.99	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$13.12 \$13.39 \$13.66	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$46.70 \$47.45 \$48.20 \$48.95 \$49.60 \$50.25 \$57.76 \$58.64 \$59.51 \$60.29
For apprentice MPRESSOF RATING ENGI	Appre DPERATE 4 (BUIL) Fates see R OPER INEERS L	Steps 3,4 are 500 hrs. All entice to Journeyworker Riffer TOR DING & SITE) "Apprentice- LABORER" ATOR OCAL 98	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 06/01/202 12/01/202 12/01/201 06/01/201 12/01/201 06/01/201 12/01/201	8 \$27.00 8 \$27.75 9 \$28.50 9 \$29.25 0 \$29.90 0 \$30.55 7 \$33.65 8 \$34.26 8 \$34.86 9 \$35.37 9 \$35.97	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$10.99 \$10.99 \$10.99 \$10.99	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$13.12 \$13.39 \$13.66 \$13.93 \$14.20	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$46.70 \$47.45 \$48.20 \$48.95 \$49.60
For apprentice MPRESSOF For apprentice ANE OPER	Appre DPERATE 4 (BUIL) Fates see R OPER INEERS L	Steps 3,4 are 500 hrs. All entice to Journeyworker Riffer TOR DING & SITE) "Apprentice- LABORER" ATOR OCAL 98	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 06/01/202 12/01/202 12/01/201 06/01/201 12/01/201 12/01/201 12/01/201	8 \$27.00 8 \$27.75 9 \$28.50 9 \$29.25 0 \$29.90 0 \$30.55 7 \$33.65 8 \$34.26 8 \$34.86 9 \$35.37 9 \$37.68	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$10.99 \$10.99 \$10.99 \$10.99 \$10.99	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$13.12 \$13.39 \$13.66 \$13.93 \$14.20	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$46.70 \$47.45 \$48.20 \$48.95 \$49.60 \$50.25 \$57.76 \$58.64 \$59.51 \$60.29 \$61.16
MPRESSOF	Appre DPERATE 4 (BUIL) Fates see R OPER INEERS L	Steps 3,4 are 500 hrs. All entice to Journeyworker Riffer TOR DING & SITE) "Apprentice- LABORER" ATOR OCAL 98	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 06/01/202 12/01/201 06/01/201 12/01/201 12/01/201 12/01/201	8 \$27.00 8 \$27.75 9 \$28.50 9 \$29.25 0 \$29.90 0 \$30.55 7 \$33.65 8 \$34.26 8 \$34.86 9 \$35.37 9 \$35.97	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$10.99 \$10.99 \$10.99 \$10.99 \$10.99	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$13.12 \$13.39 \$13.66 \$13.93 \$14.20	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$46.70 \$47.45 \$48.20 \$48.95 \$49.60 \$50.25 \$57.76 \$58.64 \$59.51 \$60.29 \$61.16
For apprentice MPRESSOF For apprentice ANE OPER	Appre DPERATE 4 (BUIL) Fates see R OPER INEERS L	Steps 3,4 are 500 hrs. All entice to Journeyworker Riffer TOR DING & SITE) "Apprentice- LABORER" ATOR OCAL 98	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 06/01/202 12/01/202 12/01/201 06/01/201 12/01/201 12/01/201 12/01/201 12/01/201 06/01/201 12/01/201	8 \$27.00 8 \$27.75 9 \$28.50 9 \$29.25 0 \$29.90 0 \$30.55 7 \$33.65 8 \$34.26 8 \$34.86 9 \$35.37 9 \$35.97 7 \$37.68 8 \$38.89	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$10.99 \$10.99 \$10.99 \$10.99 \$10.99 \$10.99 \$10.99	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$13.12 \$13.39 \$13.66 \$13.93 \$14.20 \$13.12 \$13.39 \$13.66	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$46.70 \$47.45 \$48.20 \$48.95 \$49.60 \$50.25 \$57.76 \$58.64 \$59.51 \$60.29 \$61.16
For apprentice MPRESSOF For apprentice ANE OPER	Appre DPERATE 4 (BUIL) Fates see R OPER INEERS L	Steps 3,4 are 500 hrs. All entice to Journeyworker Riffer TOR DING & SITE) "Apprentice- LABORER" ATOR OCAL 98	12/01/201 06/01/201 12/01/201 06/01/201 12/01/201 06/01/202 12/01/201 06/01/201 12/01/201 12/01/201 12/01/201 12/01/201 12/01/201 06/01/201 12/01/201	8 \$27.00 8 \$27.75 9 \$28.50 9 \$29.25 0 \$29.90 0 \$30.55 7 \$33.65 8 \$34.26 8 \$34.86 9 \$35.37 9 \$35.97 7 \$37.68 8 \$38.29 8 \$38.29 8 \$39.40	\$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$7.70 \$10.99 \$10.99 \$10.99 \$10.99 \$10.99 \$10.99 \$10.99 \$10.99 \$10.99	\$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$12.00 \$13.12 \$13.39 \$13.66 \$13.93 \$14.20 \$13.39 \$13.66 \$13.93	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$46.70 \$47.45 \$48.20 \$48.95 \$49.60 \$50.25 \$57.76 \$58.64 \$59.51 \$60.29 \$61.16 \$61.79 \$62.67 \$63.54

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 3	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

	Step	ive Date - 01/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	I	50	\$25.71	\$7.85	\$0.00	\$0.00	\$33.56	
	2	55	\$28.28	\$7.85	\$3.66	\$0.00	\$39.79	
	3	60	\$30.85	\$7.85	\$3.99	\$0.00	\$42.69	
	4	65	\$33.42	\$7.85	\$4.32	\$0.00	\$45.59	
	5	70	\$35.99	\$7.85	\$14.11	\$0.00	\$57.95	
	6	75	\$38.56	\$7.85	\$14.44	\$0.00	\$60.85	
	7	80	\$41.13	\$7.85	\$14.77	\$0.00	\$63.75	
	8	90	\$46.27	\$7.85	\$15.44	\$0.00	\$69.56	
	Notes		resourable Manufestra Salvarian, indicable succession in	Service enthents scritting i	niaioner Sárbánor valátara	manet desdent termine m	nemen meneratur sammare antibent	
		Steps are 750 hrs.					e esconable	
		entice to Journeyworker Ratio:1:1	AMBORN THEORY TOWNS WELL IN COLORES AND MAN IN-	ga er ge- da dik bedje- saka ga best- da da asarikansi kodosini kodosini kodosini kodosini		**************************************	The second of th	
EMO: ADZI borers - zon		DING & SITE)	12/01/2017	\$37.65	\$7.70	\$14.75	\$0.00	\$60.10
	,		06/01/2018	\$38.60	\$7.70	\$14.75	\$0.00	\$61.05
			12/01/2018			\$14.75	\$0.00	\$62.00
			06/01/2019			\$14.75	\$0.00	\$63.00
For apprentic	e rates see	"Apprentice- LABORER"	12/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
		OADER/HAMMER OPERATOR	12/01/2017	\$38.65	\$7.70	\$14.75	\$0.00	\$61.10
BORERS - ZON	NE 4 (BUIL	DING & SITE)	06/01/2018	\$39.60	\$7.70	\$14.75	\$0.00	\$62.05
			12/01/2018	\$40.55	\$7.70	\$14.75	\$0.00	\$63.00
			06/01/2019	\$41.55	\$7.70	\$14.75	\$0.00	\$64.00
For apprentic	re totes see	"Apprentice- LABORER"	12/01/2019	\$42.55	\$7.70	\$14.75	\$0.00	\$65.00
EMO: BURI		A PART OF THE PART	12/01/2017	\$38.40	\$7.70	\$14.75	\$0.00	\$60.85
BORERS - ZOI	VE 4 (BUIL	DING & SITE)	06/01/2018	\$39.35	\$7.70	\$14.75	\$0.00	\$61.80
			12/01/2018	\$40.30	\$7.70	\$14.75	\$0.00	\$62.75
			06/01/2019	\$41.30	\$7.70	\$14.75	\$0.00	\$63.75
Eor guaranti-	na rotes sus	"Apprentice- LABORER"	12/01/2019	\$42.30	\$7.70	\$14.75	\$0.00	\$64.75
	****	CUTTER/SAWYER	12/01/2017	\$38.65	\$7.70	\$14.75	\$0.00	\$61.10
		DING & SITE)	06/01/2017			\$14.75	\$0.00	\$62.03
			12/01/2018			\$14.75	\$0.00	\$63.00
			06/01/2019			\$14.75	\$0.00	\$64.00
			00/04/2019	\$42.55		\$14.75	\$0.00	\$65.00

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12/01/2018 \$39.35 \$7.70 \$14.75 \$0.00 \$61.80 12/01/2018 \$40.30 \$7.70 \$14.75 \$0.00 \$62.75 06/01/2019 \$41.30 \$7.70 \$14.75 \$0.00 \$63.75 12/01/2019 \$42.30 \$7.70 \$14.75 \$0.00 \$63.75 12/01/2019 \$42.30 \$7.70 \$14.75 \$0.00 \$64.75 12/01/2019 \$42.30 \$7.70 \$14.75 \$0.00 \$64.75 DEMO: WRECKING LABORER	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	DEMO: JACKHAMMER OPERATOR	12/01/2017	\$38.40	\$7.70	\$14.75	\$0.00	\$60.85
Para paperminice takes see "Apprentice: LABORER" 12/01/2019 \$42.30 \$7.70 \$14.75 \$0.00 \$64.75	LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2018	\$39.35	\$7.70	\$14.75	\$0.00	\$61.80
Pot apprentice rates see "Apprentice-LABORER" 12/01/2017 \$37.65 \$7.70 \$14.75 \$0.00 \$60.10		12/01/2018	\$40.30	\$7.70	\$14.75	\$0.00	\$62.75
DEMO: WRECKING LABORER 12/01/2017 \$37.65 \$7.70 \$14.75 \$0.00 \$60.10 LaBORERS - ZONE 4 (BUILDING & SITE) 66/01/2018 \$38.60 \$77.0 \$14.75 \$0.00 \$61.05 LaBORERS - ZONE 4 (BUILDING & SITE) 66/01/2018 \$38.55 \$77.0 \$14.75 \$0.00 \$62.00 66/01/2018 \$38.55 \$77.0 \$14.75 \$0.00 \$62.00 66/01/2019 \$40.55 \$77.0 \$14.75 \$0.00 \$63.00 For apprentice outes see "Apprentice-LABORER" 12/01/2019 \$41.55 \$7.70 \$14.75 \$0.00 \$63.00 For apprentice outes see "Apprentice-LABORER" 12/01/2019 \$41.55 \$7.70 \$14.75 \$0.00 \$64.00 For apprentice outes see "Apprentice-PILE DRIVER" 08/01/2017 \$61.98 \$9.90 \$21.15 \$0.00 \$90.25 For apprentice rates see "Apprentice-PILE DRIVER" 08/01/2017 \$44.27 \$9.90 \$21.15 \$0.00 \$75.32 PULE DRIVER LOCAL 56 (2008 2) 08/01/2018 \$46.57 \$9.90 \$21.15 \$0.00 \$77.62 68/01/2019 \$48.94 \$9.90 \$21.15 \$0.00 \$77.62 68/01/2018 \$46.57 \$9.90 \$21.15 \$0.00 \$79.99 DIVER TENDER PULE DRIVER" 08/01/2019 \$48.94 \$9.90 \$21.15 \$0.00 \$79.99 DIVER TENDER (DEFFLUENT) 08/01/2018 \$69.86 \$9.90 \$21.15 \$0.00 \$79.99 DIVER TENDER (DEFFLUENT) 08/01/2018 \$69.86 \$9.90 \$21.15 \$0.00 \$79.46 For apprentice rates see "Apprentice-PILE DRIVER" 08/01/2018 \$69.86 \$9.90 \$21.15 \$0.00 \$10.09 For apprentice rates see "Apprentice-PILE DRIVER" 08/01/2018 \$97.80 \$99.0 \$21.15 \$0.00 \$10.09 For apprentice rates see "Apprentice-PILE DRIVER" 08/01/2018 \$97.80 \$99.0 \$21.15 \$0.00 \$10.46 For apprentice rates see "Apprentice-PILE DRIVER" 08/01/2018 \$97.80 \$99.0 \$21.15 \$0.00 \$10.46 For apprentice rates see "Apprentice-PILE DRIVER" 08/01/2018 \$97.80 \$99.0 \$21.15 \$0.00 \$10.40 For apprentice rates see "Apprentice-PILE DRIVER" 08/01/2018 \$97.80 \$99.0 \$21.15 \$0.00 \$10.40 For apprentice rates see "Apprentice-PILE DRIVER" 08/01/2018 \$99.0 \$21.15 \$0.00 \$10.40		06/01/2019	\$41.30	\$7.70	\$14.75	\$0.00	\$63.75
Modern M	For apprentice rates see "Apprentice- LABORER"	12/01/2019	\$42.30	\$7.70	\$14.75	\$0.00	\$64.75
Month Mont	DEMO: WRECKING LABORER	12/01/2017	\$37.65	\$7,70	\$14.75	\$0.00	\$60,10
	LABORERS - ZONE 4 (BUILDING & SITE)				\$14.75	\$0.00	\$61.05
Por apprentice rates see "Apprentice-LABORER" S41.55 S7.70 \$14.75 \$0.00 \$64.00		12/01/2018	\$39.55	\$7.70	\$14.75	\$0.00	\$62.00
12/01/2019 \$41.55 \$7.70 \$14.75 \$0.00 \$64.00		06/01/2019	\$40.55	\$7,70	\$14.75	\$0.00	\$63.00
DIVER O8/01/2017 \$61.98 \$9.90 \$21.15 \$0.00 \$93.03 PILE DRIVER LOCAL 36 (ZONE 3) O8/01/2018 \$65.20 \$9.90 \$21.15 \$0.00 \$96.25 O8/01/2019 \$68.52 \$9.90 \$21.15 \$0.00 \$99.57 For apprentice rates see "Apprentice-PILE DRIVER" O8/01/2017 \$44.27 \$9.90 \$21.15 \$0.00 \$75.32 PILE DRIVER LOCAL 36 (ZONE 3) O8/01/2018 \$46.57 \$9.90 \$21.15 \$0.00 \$77.62 O8/01/2019 \$48.94 \$9.90 \$21.15 \$0.00 \$77.62 O8/01/2019 \$48.94 \$9.90 \$21.15 \$0.00 \$79.99 For apprentice rates see "Apprentice-PILE DRIVER" O8/01/2017 \$66.41 \$9.90 \$21.15 \$0.00 \$79.99 For apprentice trates see "Apprentice-PILE DRIVER" O8/01/2018 \$69.86 \$9.90 \$21.15 \$0.00 \$97.46 PILE DRIVER LOCAL 36 (ZONE 3) O8/01/2019 \$73.41 \$9.90 \$21.15 \$0.00 \$100.91 For apprentice trates see "Apprentice-PILE DRIVER" O8/01/2017 \$92.97 \$9.90 \$21.15 \$0.00 \$104.46 For apprentice trates see "Apprentice-PILE DRIVER" O8/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$124.02 PILE DRIVER LOCAL 36 (ZONE 3) O8/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$128.85 O8/01/2019 \$102.78 \$9.90 \$21.15 \$0.00 \$133.83 For apprentice rates see "Apprentice-PILE DRIVER" O8/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$133.83 For apprentice rates see "Apprentice-PILE DRIVER" O8/01/2018 \$41.21 \$10.25 \$11.74 \$0.00 \$63.20 ELECTRICIAN (Including Core Drilling) 12/31/2017 \$40.51 \$10.00 \$11.42 \$0.00 \$63.20 O8/01/2018 \$41.91 \$10.50 \$12.06 \$0.00 \$64.47 O8/01/2018 \$41.91 \$10.50 \$12.06 \$0.00 \$64.47 O6/03/2019 \$42.66 \$10.75 \$12.33 \$0.00 \$65.74 O6/03/2019 \$42.66 \$10.75 \$12.33 \$0.00 \$66.74 O8/03/2019 \$42.66 \$10.75 \$12.33 \$0.00 \$66.74 O8/03/2019 \$42.66 \$10.75 \$12		12/01/2019		\$7.70	\$14.75	\$0.00	\$64.00
PILE DRIVER LOCAL 36 (ZONE 3) 08/01/2018 \$65.20 \$9.90 \$21.15 \$0.00 \$96.25 For apprentice rates see "Apprentice-PILE DRIVER" 08/01/2017 \$44.27 \$9.90 \$21.15 \$0.00 \$99.57 DIVER TENDER 08/01/2018 \$46.57 \$9.90 \$21.15 \$0.00 \$75.32 PILE DRIVER LOCAL 36 (ZONE 3) 08/01/2018 \$46.57 \$9.90 \$21.15 \$0.00 \$77.62 08/01/2019 \$48.94 \$9.90 \$21.15 \$0.00 \$79.99 For apprentice rates see "Apprentice-PILE DRIVER" 08/01/2017 \$66.41 \$9.90 \$21.15 \$0.00 \$99.46 PILE DRIVER LOCAL 36 (ZONE 3) 08/01/2018 \$69.86 \$9.90 \$21.15 \$0.00 \$100.91 PILE DRIVER (EFFLUENT) 08/01/2018 \$69.86 \$9.90 \$21.15 \$0.00 \$100.91 For apprentice rates see "Apprentice-PILE DRIVER" 08/01/2019 \$73.41 \$9.90 \$21.15 \$0.00 \$104.46 For apprentice rates see "Apprentice-PILE DRIVER" 08/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$124.02 PILE DRIVER (LOCAL 36 (ZONE 3) 08/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$124.02 PILE DRIVER LOCAL 36 (ZONE 3) 08/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$128.85 O8/01/2019 \$102.78 \$9.90 \$21.15 \$0.00 \$133.83 For apprentice rates see "Apprentice-PILE DRIVER" 28/010 \$100.00 \$11.42 \$0.00 \$133.83 ELECTRICIAN (Including Core Drilling) 12/31/2017 \$40.51 \$10.00 \$11.42 \$0.00 \$63.20 ELECTRICIAN (Including Core Drilling) 12/31/2017 \$40.51 \$10.05 \$12.06 \$0.00 \$64.47 O7/01/2018 \$41.91 \$10.50 \$12.06 \$0.00 \$64.47 O8/03/2019 \$42.66 \$10.75 \$12.33 \$0.00 \$65.74 O8/03/2019 \$42.66 \$10.75 \$12.33 \$0.0	For apprentice rates see "Apprentice- LABORER"						
No.	DIVER	08/01/2017	\$61.98	\$9.90	\$21.15	\$0.00	\$93.03
For apprentice rates see "Apprentice-PILE DRIVER" 08/01/2017 \$44.27 \$9.90 \$21.15 \$0.00 \$75.32	PILE DRIVER LOCAL \$6 (ZONE 3)	08/01/2018	\$65.20	\$9.90	\$21.15	\$0.00	\$96.25
DIVER TENDER 08/01/2017 \$44.27 \$9.90 \$21.15 \$0.00 \$75.32		08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
PILE DRIVER LOCAL 56 (ZONE 3) 08/01/2018 \$46.57 \$9.90 \$21.15 \$0.00 \$77.62							······································
No.		08/01/2017	\$44.27	\$9.90			•
DIVER TENDER (EFFLUENT) 08/01/2017 \$66.41 \$9.90 \$21.15 \$0.00 \$97.46	This bit because (as its)	08/01/2018	\$46.57				
PILE DRIVER LOCAL 56 (ZONE 3) 08/01/2018 \$69.86 \$9.90 \$21.15 \$0.00 \$100.91	For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
08/01/2018 \$69.86 \$9.90 \$21.15 \$0.00 \$100.91		08/01/2017	\$66.41	\$9.90	\$21.15	\$0.00	\$97.46
No.00	PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2018	\$69.86	\$9.90	\$21.15	\$0.00	\$100.91
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3) 08/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$124.02 08/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$128.85 08/01/2019 \$102.78 \$9.90 \$21.15 \$0.00 \$133.83 For apprentice rates see "Apprentice-PILE DRIVER" ELECTRICIAN (Including Core Drilling) 12/31/2017 \$40.51 \$10.00 \$11.42 \$0.00 \$61.93 ELECTRICIANS LOCAL 7 07/01/2018 \$41.21 \$10.25 \$11.74 \$0.00 \$63.20 12/30/2018 \$41.91 \$10.50 \$12.06 \$0.00 \$64.47 06/30/2019 \$42.66 \$10.75 \$12.33 \$0.00 \$65.74		08/01/2019		\$9.90	\$21.15	\$0.00	\$104.46
### PILE DRIVER LOCAL 36 (ZONE 3) 08/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$128.85 08/01/2019 \$102.78 \$9.90 \$21.15 \$0.00 \$133.83 For apprentice rates see "Apprentice-PILE DRIVER" ELECTRICIAN (Including Core Drilling) 12/31/2017 \$40.51 \$10.00 \$11.42 \$0.00 \$61.93 ELECTRICIANS LOCAL 7 07/01/2018 \$41.21 \$10.25 \$11.74 \$0.00 \$63.20 12/30/2018 \$41.91 \$10.50 \$12.06 \$0.00 \$64.47 06/30/2019 \$42.66 \$10.75 \$12.33 \$0.00 \$65.74	For apprentice rates see "Apprentice- PILE DRIVER"						**************************************
08/01/2018 \$97.80 \$9.90 \$21.15 \$0.00 \$128.85	•	08/01/2017	\$92.97	\$9.90	\$21.15	\$0.00	\$124.02
For apprentice rates see "Apprentice-PILE DRIVER" ELECTRICIAN (Including Core Drilling) 12/31/2017 \$40.51 \$10.00 \$11.42 \$0.00 \$61.93 ELECTRICIANS LOCAL 7 07/01/2018 \$41.21 \$10.25 \$11.74 \$0.00 \$63.20 12/30/2018 \$41.91 \$10.50 \$12.06 \$0.00 \$64.47 06/30/2019 \$42.66 \$10.75 \$12.33 \$0.00 \$65.74	PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
ELECTRICIAN (Including Core Drilling) 12/31/2017 \$40.51 \$10.00 \$11.42 \$0.00 \$61.93 ELECTRICIANS LOCAL 7 07/01/2018 \$41.21 \$10.25 \$11.74 \$0.00 \$63.20 12/30/2018 \$41.91 \$10.50 \$12.06 \$0.00 \$64.47 06/30/2019 \$42.66 \$10.75 \$12.33 \$0.00 \$65.74		08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
ELECTRICIANS LOCAL 7 07/01/2018 \$41.21 \$10.25 \$11.74 \$0.00 \$63.20 12/30/2018 \$41.91 \$10.50 \$12.06 \$0.00 \$64.47 06/30/2019 \$42.66 \$10.75 \$12.33 \$0.00 \$65.74	For apprentice rates see "Apprentice-PILE DRIVER"						
07/01/2018 \$41.21 \$10.25 \$11.74 \$0.00 \$63.20 12/30/2018 \$41.91 \$10.50 \$12.06 \$0.00 \$64.47 06/30/2019 \$42.66 \$10.75 \$12.33 \$0.00 \$65.74	, 5	12/31/2017	\$40.51	\$10.00	\$11.42	\$0.00	\$61.93
06/30/2019 \$42.66 \$10.75 \$12.33 \$0.00 \$65.74	ELECTRICIANS LOCAL 7	07/01/2018	\$41.21	\$10.25	\$11.74	\$0.00	\$63.20
		12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
12/29/2019 \$43.41 \$11.00 \$12.60 \$0.00 \$67.01		06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
		12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01

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Step	ve Date - percent	12/31/2017 Apprent	ice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra
I	40	ran manaman la manaman manaman manambo sekara bi sant traditionan ta mbandhanam manaman	\$16.20	\$5.40	\$0.49	\$0.00	\$22.0
2	45		\$18.23	\$5.40	\$0.55	\$0.00	\$24.1
3	50		\$20.26	\$10.00	\$6.91	\$0.00	\$37.1
4	55		\$22.28	\$10.00	\$6.97	\$0.00	\$39.2
5	65		\$26.33	\$10.00	\$8.09	\$0.00	\$44.4
6	70	•	\$28.36	\$10.00	\$9.15	\$0.00	\$47.5
Effecti Step	ve Date -	07/01/2018 Apprent	ice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra
1	40		\$16.48	\$5.55	\$0.49	\$0.00	\$22.5
2	45		\$18.54	\$5.55	\$0.56	\$0.00	\$24.€
3	50		\$20.61	\$10.25	\$6.92	\$0.00	\$37.7
4	55		\$22.67	\$10.25	\$6.98	\$0.00	\$39.9
5	65		\$26.79	\$10.25	\$8.10	\$0.00	\$45.1
6	70		\$28.85	\$10.25	\$9.17	\$0.00	\$48.2
Notes:		are 1000 hrs; Steps 3-6 are 1500 hrs.	mar irosasam internetia desistelli	3000000 00000000 0	n as an an	VANALUSUA -SUISVAUSS AUSSIMMAN AVA	MARINE COLUMNA TURNICANA MARINE
	•	are 1000 ms, isteps 3-0 die 1500 ms.	DE THE STATE OF TH		A ANNERS AND A CONTRACT TARREST MANAGEMENT OF	TAYOUT APARON JOYETAY ANY	ense enseense vaksteer soome
h		urneyworker Ratio:2:3****					

Apprentice -	ELEVATOR CONSTRUCTOR - Local 41
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Effecti	ve Date - 01/01/2017				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	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 I year	1939 FEITH ASSESSED STATES	ga quaggas successors deconstructions on a construct subsention designing	Earliants, Street Commence or Commence with Commence of Commence o	engage appointment which and arrived arrived arrived and arrived arriv	
EVATOR CONSTR	*	01/01/201	7 \$34.9:	3 \$15.28	\$15.71	\$0.00	\$65.92

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

ELEVATOR CONSTRUCTORS LOCAL 41

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FENCE & BEAM RAIL ERECTOR	12/01/2017	\$26.25	\$7.70	\$12.00	\$0.00	\$45.95
L4BORERS - ZONE 4 (BUILDING & SITE)	06/01/2018	\$27.00	\$7.70	\$12.00	\$0.00	\$46.70
	12/01/2018	\$27.75	\$7.70	\$12.00	\$0.00	\$47.45
	06/01/2019	\$28.50	\$7.70	\$12.00	\$0.00	\$48.20
	12/01/2019	\$29.25	\$7.70	\$12.00	\$0.00	\$48.95
	06/01/2020	\$29.90	\$7.70	\$12.00	\$0.00	\$49.60
	12/01/2020	\$30.55	\$7.70	\$12.00	\$0.00	\$50.25
Fence & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)				017.04	50.00	A40.15
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2017	\$27.43	\$7.70	\$13.04	\$0.00	\$48.17
	06/01/2018	\$28.18	S7.70	\$13.04	\$0.00	\$48.92
	12/01/2018	\$28.92	\$7.70	\$13.04	\$0.00	\$49.66
	06/01/2019	\$29.69	\$7.70	\$13.04	\$0.00	\$50:43
	12/01/2019	\$30.46	\$7.70	\$13.04	\$0.00	\$51.20
	06/01/2020	\$31.25	\$7.70	\$13.04	\$0.00	\$51.99
	12/01/2020	\$32.04	\$7.70	\$13.04	\$0.00	\$52.78
	06/01/2021	\$32.86	\$7.70	\$13.04	\$0.00	\$53.60
For avacuation rates and PArmenting, LAD()RED (Heavy and Highway)	12/01/2021	\$33.67	\$7.70	\$13.04	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway) FIELD ENG.INST/ROD-BLDG.SITE,HVY/HWY	06/01/1999	\$18.84	\$4.80	\$4,10	\$0.00	\$27.74
OPERATING ENGINEERS LOCAL 98						
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	12/31/2017	\$40.51	\$10.00	\$11.42	\$0.00	\$61.93
ELECTRICIANS LOCAL 7	07/01/2018	\$41.21	\$10.25	\$11.74	\$0.00	\$63.20
	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
,	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
For apprentice rates see "Apprentice- ELECTRICIAN"	,_,_,	4	#11.00			•
FIRE ALARM REPAIR / MAINTENANCE	12/31/2017	\$40.51	\$10.00	\$11.42	\$0.00	\$61.93
/ COMMISSIONING ELECTRICIANS	07/01/2018	\$41.21	\$10.25	\$11.74	\$0.00	\$63.20
LOCAL 7	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
	06/30/2019	\$42.66	\$10.75	\$12.33	\$0.00	\$65.74
	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01
For apprentice rates see "Apprentice-TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN	12/01/2017	\$33.65	\$10.99	\$13.12	\$0.00	\$57.76
OPERATING ENGINEERS LOCAL 98	06/01/2018	\$34.26	\$10.99	\$13.39	\$0.00	\$58.64
	12/01/2018	\$34.86	\$10.99	\$13.66	\$0.00	\$59.51
	06/01/2019	\$35.37	\$10.99	\$13.93	\$0.00	\$60,29
	12/01/2019	\$35.97	\$10.99	\$14.20	\$0.00	\$61.16

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Supplemental Total Rate Effective Date Base Wage Health Pension Unemployment

	Step	ve Date - percent	12/01/2017	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60		\$20,19	\$10.99	\$13.12	\$0.00	\$44.30	
	2	70		\$23.56	\$10.99	\$13.12	\$0.00	\$47.67	
	3	80		\$26.92	\$10.99	\$13.12	\$0.00	\$51.03	
	4	90		\$30.29	\$10.99	\$13.12	\$0.00	\$54.40	
	Effecti	ve Date -	06/01/2018				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60		\$20.56	\$10.99	\$13.39	\$0.00	\$44.94	
	2	70		\$23.98	\$10.99	\$13.39	\$0.00	\$48.36	
	3	80		\$27.41	\$10.99	\$13.39	\$0.00	\$51.79	
	4	90		\$30.83	\$10.99	\$13.39	\$0.00	\$55.21	
	Notes:		are 1000 hrs.; Steps 3-4 are	2000 hrs.	STOREST VALORISTS VALORISTY SE	opportugie strategisty (Av. Al-Andel See)	WANTED AND AND AND AND AND AND AND AND AND AN	Control of	
	Appre	ntice to Jo	urneyworker Ratio:1:6	ean menangan beterapa menenga to estato menanga .	egayavag intermento arantento, com	Mention make a larger of the l	andro herbies — Milleton herbi — 1874 ferbis his — birde	Common Co	
			VY & HIGHWAY)	12/01/201	7 \$21.50	\$7.70	\$13.04	\$0.00	\$42.24
ORERS - ZONE	4 (HEAV	Y & HIGHW.	(Y)	06/01/201	8 \$21.50	\$7.70	\$13.04	\$0.00	\$42.24
				12/01/201	8 \$22.50	\$7.70	\$13.04	\$0.00	\$43.24
				06/01/2019	9 \$22.50	\$7.70	\$13.04	\$0.00	\$43.24
				12/01/2019	9 \$23.50	\$7.70	\$13.04	\$0.00	\$44.24
				06/01/2020	0 \$23,50	\$7.70	\$13.04	\$0.00	\$44.24
				12/01/2020	0 \$24.50	\$7.70	\$13.04	\$0.00	\$45.24
				06/01/202	1 \$24.50	\$7.70	\$13.04	\$0.00	\$45.24
				12/01/202	1 \$24.50	\$7.70	\$13.04	\$0.00	\$45.24
		Anneontida	LABORER (Heavy and Highway)						

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Supplemental Total Rate Effective Date Base Wage Health Pension Unemployment

A	Appre	ntice - FLOO	RCOVERER - Local 21	68 Zone III					
			6/01/2016				Supplemental		
5	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	ic
	1	50		\$16.30	\$8.55	\$1.20	\$0.00	\$26.0	5
:	2	55		\$17.93	\$8.55	\$1.20	\$0.00	\$27.6	-8
	3	60		\$19.56	\$8.55	\$10.82	\$0.00	\$38.9	3
	4	65		\$21.19	\$8.55	\$10.82	\$0.00	\$40.5	6
	5	70		\$22.82	\$8.55	\$12.02	\$0.00	\$43.3	9
	6	75		\$24.45	\$8.55	\$12.02	\$0.00	\$45.0	2
	7	80		\$26.08	\$8.55	\$13.22	\$0.00	\$47.8	:5
	8	85		\$27.71	\$8.55	\$13.22	\$0.00	\$49.4	8
7	Notes:	Steps are 750 % After 09/1/	hrs. /17; 45/45/55/55/70/70/8 1.42/ 3&4 \$28.84/ 5&6 \$	30/80 (1500hr Steps)		ampant corrects means.	transported sometimes to distribute. So	country analysis because expension	
4 1	Appre	. Garage and Company and Company	eyworker Ratio:1:1	ara varaansi sarasarat shifteeda Ashimin shindini i	andrara arradant shirterier .	enerater Proxessor, afference.	galanter variables added and	62(1 'W1070), VATABAYA 'WANARA'	
FORK LIFT			TO THE STATE OF TH	12/01/2017	7 \$33.87	7 S10.99	\$13.12	\$0.00	\$57.98
OPERATING ENGIN	EERS L	OCAL 98		06/01/2018	\$ \$34.48	\$10.99	\$13.39	\$0.00	\$58.86
				12/01/2018	\$35.08	\$10.99	\$13.66	\$0.00	\$59.73
				06/01/2019	\$35.59	\$10.99	\$13.93	\$0.00	\$60.51
				12/01/2019	\$36.19	\$10.99	\$14.20	\$0.00	\$61.38
For apprentice ra	tes see	"Apprentice- OPEF	LATING ENGINEERS"						
GENERATORS/			S	12/01/2017	7 \$30.42	\$10.99	\$13.12	\$0.00	\$54.53
OPERATING ENGIN	EEKS L	OCAL 98		06/01/2018	3 \$31.03	\$10.99	\$13.39	\$0.00	\$55.41
				12/01/2019	\$31.63	\$10.99	\$13.66	\$0.00	\$56.28
				06/01/2019	\$32.14	\$10.99	\$13.93	\$0.00	\$57.06
For apprentice ra	ites see	"Apprentice- OPEF	RATING ENGINEERS"	12/01/2019	9 \$32.74	\$10.99	\$14.20	\$0.00	\$57.93
			RRIER/INTERIOR	06/01/201	7 \$36.28	S \$10.25	\$8.95	\$0.00	\$55.48
SYSTEMS)				06/01/2013	8 \$37.18	8 \$10.40	\$9.35	\$0.00	\$56.93
GLAZIERS LOCAL 1	222			06/01/2019	9 \$38.18	S S10.60	\$9.90	\$0.00	\$58.68
				06/01/202				\$0.00	\$60.43

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Apprentice - GLAZIER - Local 1333

		tice - GLAZIER - Local I re Date - 06/01/2017	7333				Supplemental		
S	Step	percent	Apprentice B	Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$1	8.14	\$10.25	\$1,45	\$0.00	\$29.84	
:	2	56	\$2	0.41	\$10.25	\$1.45	\$0.00	\$32.11	
	3	63	\$2	2.68	\$10.25	\$1.95	\$0.00	\$34.88	
•	4	69	\$2	4.94	\$10.25	\$1.95	\$0.00	\$37.14	
:	5	75	\$2	7.21	\$10.25	\$2.45	\$0.00	\$39.91	
	6	81	\$2	9.48	\$10.25	\$2.45	\$0.00	\$42.18	
,	7	88	\$3	1.75	\$10.25	\$8.95	\$0.00	\$50.95	
;	8	94	\$3	4.01	\$10.25	\$8.95	\$0.00	\$53.21	
I	Effectiv	'e Date - 06/01/2018					Supplemental		
S	Step	percent	Apprentice E	Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$1	8.59	\$10.40	\$1.60	\$0.00	\$30.59	
:	2	56	\$2	0.91	\$10.40	\$1.60	\$0.00	\$32.91	•
,	3	63	\$2	3.24	\$10.40	\$2.10	\$0.00	\$35.74	
,	4	69	\$2	5.56	\$10.40	\$2.10	\$0.00	\$38.06	
	5	75	\$2	7.89	\$10.40	\$2.60	\$0.00	\$40.89	
	6	81	\$3	0.21	\$10.40	\$2.60	\$0.00	\$43.21	
	7	88	\$3	2.53	\$10.40	\$9.35	\$0.00	\$52.28	
	8	94	\$3	4.86	\$10.40	\$9.35	\$0.00	\$54.61	
]}	Notes:	Sindida, sonoons samaad videdaa myoga, sagaqaa	такольне езеберая мераная мераная чембаная може	ang general, estaten.	ANALASTA "ASARASTC (VESCO)	C CECUSOR INSTITUTE METARINA	aravara aravasais whitever, va	tabula beliarend etalotaki vililorg	

	Appren	ntice to Journeyworker R	atio:1:3	ty. yayaqana aartaan .	**************************************	STEAMING ANDRONES	etak thrancetas subsoudine suudanadi	normal area havens independent distribute	
		MACHINE/DERRICK	un recuped que distribuya distribud a di segunta seu agrante da se amente ano ano con anteriorne e concrete de distribuido.	12/01/201	7 \$34.1	8 \$10.99	\$13.12	\$0.00	\$58.29
OPERATING ENGIN	EERS LO	CAL 98		06/01/201	8 \$34.7	9 \$10.99	\$13.39	\$0.00	\$59.17
				12/01/201	8 \$35.3	9 \$10.99	\$13.66	\$0.00	\$60.04
				06/01/2019	9 \$35.9	0 \$10.99	\$13.93	\$0.00	\$60.82
				12/01/2019	9 \$36.5	0 \$10.99	\$14.20	\$0.00	\$61.69
·		Apprentice- OPERATING ENG!	VEERS"					~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	
HVAC (DUCTW Sheetmetal wori		PCAL 63		01/01/201				\$1.77	\$61.62
				07/01/201				\$1.77	\$62.37
				01/01/201	9 \$34.7	4 \$10.64		\$1.77	\$63.37
				07/01/201	9 \$35.7			\$1.77	\$64,37
E d'ann	11	American CHEFTER MICTAL W.C.	NDVCD"	01/01/202	0 \$36.9	99 \$10.64	\$16.22	\$1.77	\$65.62
For apprenice ra HVAC (ELECTF	,,o	Apprentice- SHEET METAL WC	KKEK	32/21/203	2 640.6	:1 \$10.00	\$11.42	\$0.00	\$61.93
ELECTRICIANS LOC		CONTROLS		12/31/201				\$0.00	\$63.20
				07/01/201				\$0.00	\$64.47
				12/30/201 06/30/201				\$0.00	\$65.74
								\$0.00	\$67.01
For apprentice ra	ates see "	Apprentice- ELECTRICIAN"		12/29/201	у \$43. ⁴	. 511.00	, 412,00	₩V.VV	QU1.01
	• • •					 	•	··································	
Issue Date: 03	/06/201	18	Wage Request Number:	201803	306-010			J	Page 16 of 39

Classification	Effective Date	Base Wage	Health	Pension	Supplementai Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR)	01/01/2018	\$32.99	\$10.64	\$16.22	\$1.77	\$61.62
SHEETMETAL WORKERS LOCAL 63	07/01/2018	\$33.74	\$10.64	\$16.22	\$1.77	\$62.37
	01/01/2019	\$34.74	\$10.64	\$16.22	\$1.77	\$63.37
	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
	01/01/2020	\$36.99	\$10,64	\$16,22	\$1.77	\$65.62
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	09/17/2017	\$38.03	\$8.50	\$15.30	\$0.00	\$61.83
PLOMBERS & TREPITERS LOCAL TO THE STERN DIVISION	03/17/2018	\$39.08	\$8.50	\$15.30	\$0.00	\$62.88
	09/17/2018	\$40.33	\$8.50	\$15.30	\$0.00	\$64.13
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/17/2019	\$41.58	\$8.50	\$15.30	\$0.00	\$65.38
HVAC MECHANIC	09/17/2017	\$38.03	\$8.50	\$15.30	\$0.00	\$61.83
PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	03/17/2018	\$39.08	\$8.50	\$15.30	\$0.00	\$62.88
	09/17/2018	\$40.33	\$8.50	\$15.30	\$0.00	\$64.13
	03/17/2019	\$41.58	\$8.50	\$15.30	\$0.00	\$65.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2017	\$27.93	\$7.70	\$13.04	\$0.00	\$48.67
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2018	\$28.68	\$7.70	\$13.04	\$0.00	\$49.42
	12/01/2018	\$29.42	\$7.70	\$13.04	\$0.00	\$50.16
	06/01/2019	\$30.19	\$7.70	\$13.04	\$0.00	\$50.93
	12/01/2019	\$30.96	\$7.70	\$13.04	\$0.00	\$51.70
	06/01/2020	\$31.75	\$7.70	\$13.04	\$0.00	\$52.49
	12/01/2020	\$32.54	\$7.70	\$13.04	\$0.00	\$53.28
	06/01/2021	\$33.36	\$7.70	\$13.04	\$0.00	\$54.10
	12/01/2021	\$34.17	\$7.70	\$13.04	\$0.00	\$54.91
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS)	09/01/2017	\$37.67	\$11.75	\$14.20	\$0.00	\$63.62
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	09/01/2018	\$39.47	\$11.75	\$14.20	\$0.00	\$65.42
	09/01/2019	\$41.47	\$11.75	\$14.20	\$0.00	\$67.42

Issue Date: 03/06/2018 Wage Request Number: 20180306-010 Page 17 of 39

Supplemental Pension Unemployment

Lilett	ive Date - 09/01/2017				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
l	50	\$18.84	\$11.75	\$10.45	\$0.00	\$41.04	
2	60	\$22.60	\$11.75	\$11.20	\$0.00	\$45.55	
3	70	\$26.37	\$11.75	\$11.95	\$0.00	\$50.07	
4	80	\$30.14	\$11.75	\$12.70	\$0.00	\$54.59	
Effect	ive Date - 09/01/2018				Supplemental	•	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$19.74	\$11.75	\$10.45	\$0.00	\$41.94	
2	60	\$23.68	\$11.75	\$11.20	\$0.00	\$46.63	
3	70	\$27.63	\$11.75	\$11.95	\$0.00	\$51.33	
4	80	\$31.58	\$11.75	\$12.70	\$0.00	\$56.03	
Notes	: Steps are 1 year	HINT SANSHAN, SPRANCE (MINISTER) VANISHING VANISHING VANISHING MINISTER VANISHING MINISTER (MINISTER)	TRATAL BERN PROPRIETOR - YAM REAM	. ************************************	VARIABLE SERVICES CARAVANA 1.0	A CONTRACT C	
Appro	entice to Journeyworker	Ratio:1:4	and makes an are some and a market and a	constraint Marie M	remembers of an experience of the h	yang 2020/020. U2020/002 (000/0040	
ER/WEL	DER SPRINGFIELD AREA)	03/16/201	7 \$32.3	9 \$7.80	\$19.60	\$0.00	\$59.
2001127							
Appro	entice - IRONWORKER tive Date - 03/16/2017 percent	· Local 7 Springfield Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Appro Effect	ive Date - 03/16/2017		Health	Pension \$19.60		Total Rate \$46.83	e e e e e e e e e e e e e e e e e e e
Appro Effect Step	percent 03/16/2017	Apprentice Base Wage	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~		Unemployment		en e
Appro Effect Step	03/16/2017 percent 60	Apprentice Base Wage \$19.43	\$7.80	\$19.60	Unemployment \$0.00	\$46.83	
Appre Effect Step 1	percent 60 70	Apprentice Base Wage \$19.43 \$22.67	\$7.80 \$7.80	\$19.60 \$19.60	Unemployment \$0.00 \$0.00	\$46.83 \$50.07	
Appro Effect Step 1 2 3	93/16/2017 percent 60 70 75	Apprentice Base Wage \$19.43 \$22.67 \$24.29	\$7.80 \$7.80 \$7.80	\$19.60 \$19.60 \$19.60	\$0.00 \$0.00 \$0.00	\$46.83 \$50.07 \$51.69	

Apprentice to Journeyworker Ratio:	ANALYSIS SPECIAL COMMONICAL SERVICES	Bulleto A.A.				
JACKHAMMER & PAVING BREAKER OPERATOR	12/01/2017	\$26.25	\$7.70	\$12.00	\$0.00	\$45.95
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2018	\$27.00	\$7.70	0 \$12.00 \$0.00 \$46.70	\$46.70	
	12/01/2018	\$27.75	\$7.70	\$12.00	\$0.00	\$47.45
	06/01/2019	\$28.50	\$7.70	\$12.00	\$0.00	\$48.20
	12/01/2019	\$29.25	\$7.70	\$12.00	\$0.00	\$48.95
	06/01/2020	\$29.90	\$7.70	\$12.00	\$0.00	\$49.60
	12/01/2020	\$30.55	\$7.70	\$12.00	\$0.00	\$50.25

For apprentice rates see "Apprentice- LABORER"

Notes:

Structural 1:6; Ornamental 1:4

		and the state of t	A.Hettive I/A	te Dase Wag	c realth	1 CHAIUH	Unemployment	
LABORER LABORERS - ZONE 4 (BUILDING & SITE)		12/01/2017	\$26.00	\$7.70	\$12.00	\$0.00	\$45.70	
DOKERO - ZONI	E 4 (DUIL	DING & SILE)	06/01/2018	\$26.75	\$7.70	\$12.00	\$0.00	\$46,45
			12/01/2018	\$27.50	\$7.70	\$12.00	\$0.00	\$47.20
			06/01/2019	\$28.25	\$7.70	\$12.00	\$0.00	\$47.95
			12/01/2019	\$29.00	\$7.70	\$12.00	\$0.00	\$48.70
			06/01/2020	\$29.65	\$7.70	\$12.00	\$0.00	\$49.35
			12/01/2020	\$30.30	\$7.70	\$12.00	\$0.00	\$50.00
	Appre	entice - LABORER - Zone 4 Build	ding and Site					
	Effect	ive Date - 12/01/2017				Supplementa	1	
	Step	percent	Apprentice Base Wage	Health	Pension	Unemploymen		;
	1	60	\$15.60	\$7.70	\$12.00	\$0.00	35.30)
	2	70	\$18.20	\$7.70	\$12.00	\$0.00	S37.90	+
	3	80	\$20.80	\$7.70	\$12.00	\$0.00	\$40.50)
	4	90	\$23.40	\$7.70	\$12.00	\$0.00	\$43.10	•
		ive Date - 06/01/2018		TT 1.1	. ·	Supplements		
	Step	percent	Apprentice Base Wage		Pension	Unemploymen		
	l -	60	\$16.05	\$7.70	\$12.00	\$0.0		
	2	70	\$18.73	\$7.70	\$12,00	\$0.00		
	3	80	\$21.40	\$7.70	\$12.00	\$0.00	0 \$41.10)
	4	90	\$24.08	\$7.70	\$12.00	\$0.00	0 \$43.78	1
	Notes	RELET CONTINUES AND	ARANAN MARAMAN ANARANA MARANANA ANARANA ANARANA TANARANA MARANANA	**************************************	All the common and th	www.com. commerce. Ave.com.c.	**************************************	
							, toward	
	Appro	entice to Journeyworker Ratio:1	5.		ernerer versammen ardelman e	TALLY MINING AND	Section Approximate Contract Contractions	
_ABORER (HEAVY & HIGHWAY)		12/01/2017	7 \$27.18	\$7.70	\$13.04	\$0.00	\$47.92	
BORERS - ZON	E 4 (HEA)	VY & HIGHWAY)	06/01/2018	8 \$27.93	\$7.70	\$13.04	\$0.00	\$48.67
			12/01/2018		\$7.70	\$13.04	\$0.00	\$49.41
			06/01/2019		\$7.70	\$13.04	\$0.00	\$50.18
			12/01/2019		\$7.70	\$13.04	\$0.00	\$50.95
			06/01/2020			\$13.04	\$0.00	\$51.74
			12/01/2020			\$13.04	\$0.00	\$52.53
			12/01/2020	y Ψ21.17	37.70	4.4.01	20100	44-4-1

Effective Date Base Wage Health

Classification

Supplemental

Pension

Total Rate

Page 19 of 39 20180306-010 Wage Request Number: Issue Date: 03/06/2018

06/01/2021

12/01/2021

\$32.61

\$33.42

\$7.70

\$7.70

\$13.04

\$13.04

\$0.00

\$0.00

\$53.35

\$54.16

Supplemental Unemployment

Pension

Total Rate

	Step	ive Date - 12/01 percent		prentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	***************************************	\$16.31	\$7.70	\$13.04	\$0.00	\$37.05	
	2	70		\$19.03	\$7.70	\$13.04	\$0.00	\$39.77	
	3	80		\$21.74	\$7.70	\$13.04	\$0.00	\$42.48	
	4	90		\$24.46	\$7.70	\$13.04	\$0.00	\$45.20	
	Effect	ive Date - 06/01	/2018				Supplemental		
	Step	percent	Ap	prentice Base Wage	Health	Pension	Unemployment	Total Rate	
	ì	60		\$16.76	\$7.70	\$13.04	\$0.00	\$37.50	
	2	70		\$19.55	\$7,70	\$13.04	\$0.00	\$40.29	
	3	80		\$22.34	\$7.70	\$13.04	\$0.00	\$43.08	
	4	90		\$25.14	\$7.70	\$13.04	\$0.00	\$45.88	
	Notes	** ******* ******** ******************	- MICROSON - CANADAN - PARAMAN - 1200-1200 - 1200	STOY: TOYOTONO SHOPONIS WATSSYOT VEYALSTS' .	gayayay yakilipe val April bilinda is.	20402621 20F034030 A46F6767	240V-75V TATOVACA (146-06V- A0	V21001 V 20100 4,4001 1411 A410 MARKET	
		- ALVINO ALVINO DILINO MANAGEM	W99-V/A/ AAVAUVAA MAGAMAA AAAAAAA AAAAAA AAAAAA AAAAAA	kid medikkum adalakka hataiki il 2000-000. H	TOYANG (ACONOM) YAYAYANG MI	arayen varareya addissera	STONYAYAN VARSONIA ADMINIAN WAS		
	Appro	ntice to Journeyw	orker Ratio:1:5	m yang galagan ngigyad hiji kalada da da minga kalada pamalan ya sakakalan da palamban da sababah da da da da m					
		TER TENDER DING & SITE)		12/01/2017	\$26.00	\$7.70	\$12.00	\$0.00	\$45.70
JARAS - ZON	E + (BUIL	DING & SILE)		06/01/2018	\$26.75	\$7.70	\$12.00	\$0.00	\$46.45
				12/01/2018	\$27.50	\$7.70	\$12.00	\$0.00	\$47.20
				06/01/2019	\$28.25	\$7.70	\$12.00	\$0.00	\$47.95
				12/01/2019	\$29.00	\$7.70	\$12.00	\$0.00	\$48.70
				06/01/2020	\$29.65	\$7.70	\$12.00	\$0.00	\$49.35
				12/01/2020	\$30.30	\$7.70	\$12.00	\$0.00	\$50.00
		"Apprentice- LABORE							
BORER: CEMENT FINISHER TENDER ORERS - ZONE 4 (BUILDING & SITE)		ER	12/01/2017	\$26.00	\$7.70	\$12.00	\$0.00	\$45.70	
ORERB - ZUN	E 4 (DUIL	DING & SITE)		06/01/2018	\$26.75	\$7.70	\$12.00	\$0.00	\$46.45
				12/01/2018	\$27.50	\$7.70	\$12.00	\$0.00	\$47.20
				06/01/2019	\$28.25	\$7.70	\$12.00	\$0.00	\$47.95
				12/01/2019	\$29.00	\$7.70	\$12.00	\$0.00	\$48.70
				06/01/2020	\$29.65	\$7.70	\$12.00	\$0.00	\$49.35
For apprentic	e rates see	"Apprentice- LABORE	R"	12/01/2020	\$30,30	\$7.70	\$12.00	\$0.00	\$50.00
		AZARDOUS WASTE/ASBESTOS REMOVE 34 (BUILDING & SITE)		12/01/2017	\$26.10	\$7.70	\$12.00	\$0.00	\$45,80
				06/01/2018			\$12.00	\$0.00	\$46.55
				12/01/2018			\$12.00	\$0.00	\$47.30
				06/01/2019			\$12.00	\$0.00	\$48.05
				((() (() () () () () () () (() ()	ل الساب الساب	φ1.10			

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12011201 13201201201 132012	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1,000 1,00	LABORER: MASON TENDER	12/01/2017	\$28.00	\$7.70	\$12.00	\$0.00	\$47.70
1201/2019 \$31.00	LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2018	\$28.75	\$7.70	\$12,00	\$0.00	\$48.45
1201/2019 \$31.00 \$7.70 \$12.00 \$0.00 \$5.75 1201/2020 \$31.65 \$7.70 \$12.00 \$0.00 \$51.55 1201/2020 \$32.65 \$7.70 \$12.00 \$0.00 \$51.55 1201/2020 \$32.30 \$7.70 \$12.00 \$0.00 \$52.00 1201/2020 \$32.30 \$7.70 \$13.00 \$0.00 \$48.70 1201/2020 \$22.43 \$7.70 \$13.00 \$0.00 \$48.71 1201/2020 \$22.43 \$7.70 \$13.00 \$0.00 \$48.92 1201/2021 \$22.60 \$7.70 \$13.00 \$0.00 \$48.92 1201/2021 \$22.60 \$7.70 \$13.00 \$0.00 \$51.90 1201/2021 \$32.60 \$7.70 \$13.00 \$0.00 \$51.90 1201/2021 \$32.60 \$7.70 \$13.00 \$0.00 \$51.90 1201/2021 \$32.60 \$7.70 \$13.00 \$0.00 \$51.90 1201/2021 \$33.67 \$7.70 \$13.00 \$0.00 \$51.90 1201/2021 \$33.67 \$7.70 \$13.00 \$0.00 \$53.60 1201/2021 \$33.67 \$7.70 \$13.00 \$0.00 \$53.60 1201/2021 \$33.67 \$7.70 \$13.00 \$0.00 \$53.60 1201/2021 \$33.67 \$7.70 \$13.00 \$0.00 \$53.60 1201/2021 \$33.67 \$7.70 \$13.00 \$0.00 \$54.70 1201/2021 \$32.60 \$7.70 \$12.00 \$0.00 \$54.70 1201/2021 \$32.60 \$7.70 \$12.00 \$0.00 \$44.70 1201/2021 \$32.60 \$7.70 \$12.00 \$0.00 \$44.70 1201/2021 \$32.60 \$7.70 \$12.00 \$0.00 \$44.70 1201/2021 \$32.60 \$7.70 \$12.00 \$0.00 \$44.70 1201/2021 \$32.60 \$7.70 \$12.00 \$0.00 \$44.70 1201/2021 \$32.90 \$7.70 \$12.00 \$0.00 \$44.70 1201/2021 \$32.90 \$7.70 \$12.00 \$0.00 \$44.70 1201/2021 \$32.90 \$7.70 \$12.00 \$0.00 \$44.70 1201/2021 \$32.90 \$7.70 \$12.00 \$0.00 \$44.70 1201/2021 \$32.90 \$7.70 \$12.00 \$0.00 \$44.70 1201/2021 \$32.90 \$7.70 \$12.00 \$0.00 \$44.70 1201/2021 \$32.90 \$7.70 \$12.00 \$0.00 \$44.70 1201/2021 \$32.90 \$7.70 \$12.00 \$0.00 \$44.70 1201/2021 \$32.90 \$7.70 \$12.00 \$0.00 \$44.70 1201/2021 \$32.90 \$7.70 \$12.00 \$0.00 \$44.70 1201/2021 \$32.90 \$7.70 \$12.00 \$0.00 \$44.70 1201/2021 \$32.90 \$7.70 \$12.00 \$0.00 \$44.		12/01/2018	\$29.50	\$7.70	\$12.00	\$0.00	\$49.20
Part		06/01/2019	\$30.25	\$7.70	\$12.00	\$0.00	\$49.95
Para papernatice ratios see* "Apprenitice- LABORER" (Heavy set HIGHWAY) 12/01/2017 \$27.43 \$7.70 \$13.04 \$0.00 \$48.17		12/01/2019	\$31.00	\$7.70	\$12.00	\$0.00	\$50.70
Para paperation rates seet "Apprentione-LABORIER" 12/01/2017 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2018 12/01/2019 12/01/2018 12/01/2019 12/		06/01/2020	\$31.65	\$7.70	\$12.00	\$0.00	\$51.35
ABORER: MASON TENDER (HEAVY & HIGHWAY) 12/01/2018		12/01/2020	\$32.30	\$7.70	\$12.00	\$0.00	\$52.00
1.00 1.00		·					
\$28,18 \$27,0	LABORER: MASON TENDER (HEAVY & HIGHWAY)	12/01/2017	\$27.43	\$7.70	\$13.04	\$0.00	\$48.17
	LABOKEKS - ZONE 4 (HEAV I & HIGHNAI)	06/01/2018	\$28.18	\$7.70	\$13.04	\$0.00	\$48.92
12/01/2019 \$30.46 \$7.70 \$13.04 \$0.00 \$51.90		12/01/2018	\$28.92	\$7.70	\$13.04	\$0.00	\$49.66
12/01/2020 131.25 17.70 131.04 10.00 151.00 152.00 152.00 152.00 153.00	BORER: MULTI-TRADE TENDER	06/01/2019	\$29.69	\$7.70	\$13.04	\$0.00	\$50.43
12/01/2020 \$32.04 \$7.70 \$13.04 \$0.00 \$552.78		12/01/2019	\$30.46	\$7.70	\$13.04	\$0.00	\$51.20
		06/01/2020	\$31.25	\$7.70	\$13.04	\$0.00	\$51.99
12/01/201 \$33.67 \$7.70 \$13.04 \$0.00 \$554.41		12/01/2020	\$32.04	\$7.70	\$13,04	\$0.00	\$52.78
Post apprentice rates see "Apprentice LABORER (Henry and Highway) LABORER: MULTI-TRADE TENDER 12/01/2017 \$26.00 \$7.70 \$12.00 \$0.00 \$46.45 12/01/2018 \$27.50 \$7.70 \$12.00 \$0.00 \$46.45 12/01/2018 \$27.50 \$7.70 \$12.00 \$0.00 \$47.20 12/01/2018 \$27.50 \$7.70 \$12.00 \$0.00 \$47.20 12/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$47.20 12/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$48.70 12/01/2020 \$29.65 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2021 \$26.00 \$7.70 \$12.00 \$0.00 \$45.70 LABORER: TREE REMOVER 12/01/2017 \$26.00 \$7.70 \$12.00 \$0.00 \$45.70 LABORER: TREE REMOVER 12/01/2018 \$26.75 \$7.70 \$12.00 \$0.00 \$45.70 LABORER: TREE REMOVER 12/01/2018 \$26.75 \$7.70 \$12.00 \$0.00 \$46.45 12/01/2018 \$27.50 \$7.70 \$12.00 \$0.00 \$47.20 12/01/2018 \$27.50 \$7.70 \$12.00 \$0.00 \$47.20 12/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$47.20 12/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$47.20 12/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$48.70 12/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2019 \$29.50 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2019 \$29.50 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2019 \$29.50 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2019 \$28.50 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2019 \$28.50 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2019 \$28.50 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2019 \$28.50 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2019 \$28.50 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2019 \$28.50 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2019 \$28.50 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2019 \$28.50 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2019 \$28.50 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2019 \$28.50 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2019 \$28.5		06/01/2021	\$32.86	\$7.70	\$13.04	\$0.00	\$53.60
LABORER: MULTI-TRADE TENDER 12/01/2017 \$26,00 \$7.70 \$12.00 \$0.00 \$45.70 LABORERS - ZONE 4 (BUILDING & SITE) \$06/01/2018 \$26.75 \$7.70 \$12.00 \$0.00 \$46.45 12/01/2018 \$27.50 \$7.70 \$12.00 \$0.00 \$47.20 06/01/2019 \$28.25 \$7.70 \$12.00 \$0.00 \$47.20 06/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$48.70 06/01/2020 \$29.65 \$7.70 \$12.00 \$0.00 \$48.70 06/01/2020 \$29.65 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$45.70 LABORER: TREE REMOVER 12/01/2017 \$26.00 \$7.70 \$12.00 \$0.00 \$45.70 LABORERS - ZONE 4 (BUILDING & SITE) \$06/01/2018 \$26.75 \$7.70 \$12.00 \$0.00 \$47.20 06/01/2018 \$27.50 \$7.70 \$12.00 \$0.00 \$47.20 06/01/2019 \$28.25 \$7.70 \$12.00 \$0.00 \$47.20 06/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$47.20 06/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$47.20 06/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$48.70 06/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$48.70 06/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$49.35 06/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$49.35 06/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$49.35 06/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$49.35 06/01/2018 \$27.70 \$12.00 \$0.00 \$49.35 06/01/2019 \$29.50 \$7.70 \$12.00 \$0.00 \$40.00 06/01/2019 \$29.50 \$7.70 \$12.00 \$0.00 \$40.00 06/01/2019 \$29.50 \$7.70 \$12.00 \$0.00 \$40.00 06/01/2019 \$29.50 \$7.70 \$12.00 \$0.00 \$40.00 06/01/2019 \$29.50 \$7.70 \$12.00 \$0.00 \$40.00 06/01/2019 \$29.50 \$7.70 \$12.00 \$0.00 \$40.00 06/01/2019 \$29.50 \$7.70 \$12.00 \$0.00 \$40.00 06/01/2019 \$29.50 \$7.70 \$12.00 \$0.00 \$40.00 06/01/2019 \$29.50 \$7.70 \$12.00 \$0.00 \$40.00 06/01/2019 \$29.50 \$7.70 \$12.00 \$0.00 \$40.00 06/01/2019 \$29.50 \$7.70 \$12.00 \$0.00 \$40.00 06/01/		12/01/2021	\$33.67	\$7.70	\$13.04	\$0.00	\$54.41
12/01/2018 \$26.75 \$7.70 \$12.00 \$0.00 \$46.45 12/01/2018 \$27.50 \$7.70 \$12.00 \$0.00 \$47.20 06/01/2019 \$28.25 \$7.70 \$12.00 \$0.00 \$47.20 06/01/2019 \$28.25 \$7.70 \$12.00 \$0.00 \$48.70 06/01/2020 \$29.65 \$7.70 \$12.00 \$0.00 \$48.70 06/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$45.70 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$45.70 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$45.70 12/01/2018 \$26.75 \$7.70 \$12.00 \$0.00 \$45.70 12/01/2018 \$27.50 \$7.70 \$12.00 \$0.00 \$46.45 12/01/2018 \$27.50 \$7.70 \$12.00 \$0.00 \$47.20 12/01/2019 \$28.25 \$7.70 \$12.00 \$0.00 \$47.20 12/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$47.20 12/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$47.95 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.50 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.50 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$	For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
12/01/2018 \$2.7.50 \$7.70 \$12.00 \$0.00 \$47.20		12/01/2017	\$26.00	\$7.70	\$12.00	\$0.00	\$45.70
12/01/2019 \$28.25 \$7.70 \$12.00 \$0.00 \$447.95 12/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$487.00 12/01/2020 \$29.65 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$50.00 For apprentice rates see "Apprentice-LABORER" 12/01/2017 \$26.00 \$7.70 \$12.00 \$0.00 \$45.70 LABORER: TREE REMOVER 12/01/2017 \$26.00 \$7.70 \$12.00 \$0.00 \$46.45 12/01/2018 \$27.50 \$7.70 \$12.00 \$0.00 \$46.45 12/01/2018 \$27.50 \$7.70 \$12.00 \$0.00 \$47.20 12/01/2019 \$28.25 \$7.70 \$12.00 \$0.00 \$47.20 12/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$47.20 12/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$48.70 12/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$48.70 12/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$50.00 This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice. LABORER* LABORERS - ZONE 4 (BUILDING & SITE) 06/01/2018 \$27.00 \$7.70 \$12.00 \$0.00 \$45.95 12/01/2018 \$27.75 \$7.70 \$12.00 \$0.00 \$45.95 12/01/2019 \$28.50 \$7.70 \$12.00 \$0.00 \$44.95 12/01/2019 \$29.25 \$7.70 \$12.00 \$0.00 \$44.95 12/01/2019 \$29.25 \$7.70 \$12.00 \$0.00 \$48.95 12/01/2019 \$29.90 \$7.70 \$12.00 \$0.00 \$44.95 12/01/2019 \$29.90 \$7.70 \$12.00 \$0.00 \$44.95 12/01/2019 \$29.90 \$7.70 \$12.00 \$0.00 \$44.95 12/01/2019 \$29.90 \$7.70 \$12.00 \$0.00 \$44.95 12/01/2019 \$29.90 \$7.70 \$12.00 \$0.00 \$49.00 12/01/2019 \$29.90 \$7.70 \$12.00 \$0.00 \$49.00 12/01/2019 \$29.90 \$7.70	ABORERS - ZONE 4 (BUILDING & SITE)	06/01/2018	\$26.75	\$7.70	\$12.00	\$0.00	\$46.45
12/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$48.70		12/01/2018	\$27.50	\$7.70	\$12.00	\$0.00	\$47.20
No.		06/01/2019	\$28.25	\$7.70	\$12.00	\$0.00	\$47.95
12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$50.00		12/01/2019	\$29.00	\$7.70	\$12.00	\$0.00	\$48.70
For apprentice rates see "Apprentice- LABORER" 12/01/2017 \$26.00 \$7.70 \$12.00 \$0.00 \$45.70 \$12.00 \$0.00 \$45.70 \$12.00 \$0.00 \$46.45 \$12/01/2018 \$26.75 \$7.70 \$12.00 \$0.00 \$46.45 \$12/01/2018 \$27.50 \$7.70 \$12.00 \$0.00 \$47.20 \$12.00 \$0.00 \$47.20 \$12.00 \$0.00 \$47.20 \$12.00 \$0.00 \$47.20 \$12.00 \$0.00 \$47.20 \$12.00 \$0.00 \$47.95 \$12.00 \$0.00 \$48.70 \$12.00 \$0.00 \$48.70 \$12.00 \$0.00 \$48.70 \$12.00 \$0.00 \$48.70 \$12.00 \$0.00 \$49.35 \$12.00 \$0.00 \$49.35 \$12.00 \$0.00 \$49.35 \$12.00 \$0.00 \$49.35 \$12.00 \$0.00 \$49.35 \$12.00 \$0.00 \$49.35 \$12.00 \$0.00 \$49.35 \$12.00 \$0.00 \$49.35 \$12.00 \$0.00 \$49.35 \$12.00 \$0.00 \$49.35 \$12.00 \$0.00 \$49.35 \$12.00 \$0.00 \$49.35 \$12.00 \$12		06/01/2020	\$29.65	\$7.70	\$12.00	\$0.00	\$49.35
LABORER: TREE REMOVER LABORERS - ZONE 4 (BUILDING & SITE) 12/01/2018 \$26.75 \$7.70 \$12.00 \$0.00 \$46.45 12/01/2018 \$27.50 \$7.70 \$12.00 \$0.00 \$46.45 12/01/2018 \$27.50 \$7.70 \$12.00 \$0.00 \$47.20 06/01/2019 \$28.25 \$7.70 \$12.00 \$0.00 \$47.20 12/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$48.70 12/01/2020 \$29.65 \$7.70 \$12.00 \$0.00 \$48.70 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 12/01/2018 \$27.00 \$7.70 \$12.00 \$0.00 \$45.95 LABORERS - ZONE 4 (BUILDING & SITE) 06/01/2018 \$27.00 \$7.70 \$12.00 \$0.00 \$46.70 12/01/2018 \$27.75 \$7.70 \$12.00 \$0.00 \$46.70 12/01/2019 \$28.50 \$7.70 \$12.00 \$0.00 \$48.20 12/01/2019 \$29.25 \$7.70 \$12.00 \$0.00 \$48.20 12/01/2019 \$29.25 \$7.70 \$12.00 \$0.00 \$48.20 12/01/2019 \$29.25 \$7.70 \$12.00 \$0.00 \$48.20 12/01/2019 \$29.25 \$7.70 \$12.00 \$0.00 \$48.20 12/01/2020 \$29.90 \$7.70 \$12.00 \$0.00 \$48.95		12/01/2020	\$30.30	\$7.70	\$12.00	\$0.00	\$50.00
ABORERS - ZONE 4 (BUILDING & SITE) 06/01/2018 \$26.75 \$7.70 \$12.00 \$0.00 \$46.45	For apprentice rates see "Apprentice- LABORER"						
12/01/2018 \$26.75 \$7.70 \$12.00 \$0.00 \$46.45 12/01/2018 \$27.50 \$7.70 \$12.00 \$0.00 \$47.20 06/01/2019 \$28.25 \$7.70 \$12.00 \$0.00 \$48.70 12/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$48.70 12/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$48.70 12/01/2020 \$29.65 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$50.00 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 12/01/2017 \$26.25 \$7.70 \$12.00 \$0.00 \$45.95 LABORERS - ZONE 4 (BUILDING & SITE) 06/01/2018 \$27.00 \$7.70 \$12.00 \$0.00 \$46.70 12/01/2018 \$27.75 \$7.70 \$12.00 \$0.00 \$47.45 06/01/2019 \$28.50 \$7.70 \$12.00 \$0.00 \$48.20 12/01/2019 \$29.25 \$7.70 \$12.00 \$0.00 \$48.20 12/01/2019 \$29.25 \$7.70 \$12.00 \$0.00 \$48.95 06/01/2020 \$29.90 \$7.70 \$12.00 \$0.00 \$49.60 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$49.60 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$49.60 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$49.60 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$49.60 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$49.60 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$49.60 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$49.60 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$50.25 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$50.25 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$50.25 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$50.25 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$50.25 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$50.25 12/01/2020 \$30.55 \$7.70 \$12.00 \$0	LABORER: TREE REMOVER	12/01/2017	\$26.00	\$7.70	\$12.00	\$0.00	\$45.70
06/01/2019 \$28.25 \$7.70 \$12.00 \$0.00 \$47.95 12/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$48.70 06/01/2020 \$29.65 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$49.35 12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$50.00 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" LABORERS - ZONE 4 (BUILDING & SITE) 06/01/2018 \$27.00 \$7.70 \$12.00 \$0.00 \$45.95 12/01/2018 \$27.75 \$7.70 \$12.00 \$0.00 \$47.45 06/01/2019 \$28.50 \$7.70 \$12.00 \$0.00 \$48.20 12/01/2019 \$29.25 \$7.70 \$12.00 \$0.00 \$48.20 12/01/2020 \$29.90 \$7.70 \$12.00 \$0.00 \$49.60 12/01/2020 \$29.90 \$7.70 \$12.00 \$0.00 \$49.60 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$49.60 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$50.25 12.00 \$0.00 \$49.60 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$50.25 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$49.60 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$49.60 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$40.00 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$40.00 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 12/01/2020 \$30.50 \$0.00 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00	LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2018	\$26.75	\$7.70	\$12.00	\$0.00	\$46.45
12/01/2019 \$29.00 \$7.70 \$12.00 \$0.00 \$48.70		12/01/2018	\$27.50	\$7.70	\$12.00	\$0.00	\$47.20
12/01/2020 \$29.65 \$7.70 \$12.00 \$0.00 \$49.35		06/01/2019	\$28.25	\$7.70	\$12.00	\$0.00	\$47.95
12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$50.00		12/01/2019	\$29,00	\$7.70	\$12.00	\$0.00	\$48.70
12/01/2020 \$30.30 \$7.70 \$12.00 \$0.00 \$50.00		06/01/2020	\$29.65		\$12.00	\$0.00	\$49.35
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: LABORER" LASER BEAM OPERATOR 12/01/2017 \$26.25 \$7.70 \$12.00 \$0.00 \$45.95 LABORERS - ZONE 4 (BUILDING & SITE) 06/01/2018 \$27.00 \$7.70 \$12.00 \$0.00 \$46.70 12/01/2018 \$27.75 \$7.70 \$12.00 \$0.00 \$47.45 06/01/2019 \$28.50 \$7.70 \$12.00 \$0.00 \$48.20 12/01/2019 \$29.25 \$7.70 \$12.00 \$0.00 \$48.95 06/01/2020 \$29.90 \$7.70 \$12.00 \$0.00 \$49.60 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$49.60		12/01/2020			\$12.00	\$0.00	\$50.00
LASER BEAM OPERATOR 12/01/2017 \$26.25 \$7.70 \$12.00 \$0.00 \$45.95 LABORERS - ZONE 4 (BUILDING & SITE) 06/01/2018 \$27.00 \$7.70 \$12.00 \$0.00 \$46.70 12/01/2018 \$27.75 \$7.70 \$12.00 \$0.00 \$47.45 06/01/2019 \$28.50 \$7.70 \$12.00 \$0.00 \$48.20 12/01/2019 \$29.25 \$7.70 \$12.00 \$0.00 \$48.95 06/01/2020 \$29.90 \$7.70 \$12.00 \$0.00 \$49.60 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$50.25	This classification applies to all tree work associated with the removal of standing	trees, and trimming and re	moval of branch	s and limbs w	hen the work i	s not done for	
12/01/2018 \$27.00 \$7.70 \$12.00 \$0.00 \$46.70 \$12/01/2018 \$27.05 \$7.70 \$12.00 \$0.00 \$447.45 \$12/01/2019 \$28.50 \$7.70 \$12.00 \$0.00 \$48.20 \$12/01/2019 \$29.25 \$7.70 \$12.00 \$0.00 \$48.95 \$12/01/2020 \$29.90 \$7.70 \$12.00 \$0.00 \$49.60 \$12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$50.25			CONTROL (CONTROL CONTROL CONTR			\$0.00	£45.05
12/01/2018 \$27.75 \$7.70 \$12.00 \$0.00 \$47.45 06/01/2019 \$28.50 \$7.70 \$12.00 \$0.00 \$48.20 12/01/2019 \$29.25 \$7.70 \$12.00 \$0.00 \$48.95 06/01/2020 \$29.90 \$7.70 \$12.00 \$0.00 \$49.60 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$50.25							
06/01/2019 \$28.50 \$7.70 \$12.00 \$0.00 \$48.20 12/01/2019 \$29.25 \$7.70 \$12.00 \$0.00 \$48.95 06/01/2020 \$29.90 \$7.70 \$12.00 \$0.00 \$49.60 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$50.25							
12/01/2019 \$29.25 \$7.70 \$12.00 \$0.00 \$48.95 06/01/2020 \$29.90 \$7.70 \$12.00 \$0.00 \$49.60 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$50.25							
06/01/2020 \$29.90 \$7.70 \$12.00 \$0.00 \$49.60 12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$50.25							
12/01/2020 \$30.55 \$7.70 \$12.00 \$0.00 \$50.25							
•=••							
	For apprentice rates see "Apprentice- LABORER"	12/01/2020	\$30.55	\$7.70	\$12.00	\$0.00	850.25

For apprentice rates see "Apprentice- LABORER"

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Uncorployment	Total Rate
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/01/2017	\$27.43	\$7.70	\$13.04	\$0.00	\$48.17
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2018	\$28.18	\$7.70	\$13.04	\$0.00	\$48.92
	12/01/2018	\$28.92	\$7.70	\$13.04	\$0.00	\$49.66
	06/01/2019	\$29.69	\$7.70	\$13.04	\$0.00	\$50.43
	12/01/2019	\$30.46	\$7.70	\$13.04	\$0.00	\$51.20
	06/01/2020	\$31.25	\$7.70	\$13.04	\$0.00	\$51.99
	12/01/2020	\$32.04	\$7.70	\$13.04	\$0.00	\$52.78
	06/01/2021	\$32.86	\$7.70	\$13.04	\$0.00	\$53.60
	12/01/2021	\$33.67	\$7.70	\$13.04	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	Malainin kalainin ka	entertettettettettettettettettettettettett			~~~~	
MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	03/01/2018	\$33.67	\$10.75	\$17.65	\$0.00	\$62.07
SRICKLATERS LOCAL 3 (SERFITT) - MARBLE & TILE	08/01/2018	\$34.67	\$10.75	\$17.76	17.65 \$0.00 \$62 17.76 \$0.00 \$63	\$63.18
	02/01/2019	\$35.17	\$10.75	\$17.76	\$0.00	\$63.68
	08/01/2019	\$36.17	\$10.75	\$17.87	\$0.00	\$64.79
	02/01/2020	\$36.67	\$10.75	\$17.87	\$0.00	\$65.29
	08/01/2020	\$37.67	\$10.75	\$17.99	\$0.00	\$66.41
	02/01/2021	\$38.17	\$10.75	\$17.99	\$0.00	\$66.91
	08/01/2021	\$39.17	\$10.75	\$18.12	\$0.00	\$68,04
	02/01/2022	\$39.62	\$10.75	\$18.12	\$0.00	\$68.49

\$16.84 \$10.75 \$17.65 \$0.00 \$45.24 \$20.20 \$10.75 \$17.65 \$0.00 \$48.60 \$23.57 \$10.75 \$17.65 \$0.00 \$51.97 \$26.94 \$10.75 \$17.65 \$0.00 \$55.34 \$30.30 \$10.75 \$17.65 \$0.00 \$58.70	Effecti Step	ve Date = 03/0 percent	1/2018 Apprentice Base	Wage Health	Pension	Supplemental Unemployment	Total Rate
\$23.57 \$10.75 \$17.65 \$0.00 \$51.97 \$26.94 \$10.75 \$17.65 \$0.00 \$55.34 \$30.30 \$10.75 \$17.65 \$0.00 \$58.70	1	50	\$16.84	\$10.75	\$17.65	\$0.00	\$45.24
\$26.94 \$10.75 \$17.65 \$0.00 \$55.34 \$30.30 \$10.75 \$17.65 \$0.00 \$58.70	2	60	\$20.20	\$10.75	\$17.65	\$0.00	\$48.60
\$30.30 \$10.75 \$17.65 \$0.00 \$58.70	3	70	\$23.57	\$10.75	\$17.65	\$0.00	\$51.97
	4	80	\$26.94	\$10.75	\$17.65	\$0.00	\$55.34
	5	90	\$30.30	\$10,75	\$17.65	\$0.00	\$58.70
A SOURCE SOURCE, STATES AND APPROPER MATERIA SOURCE SOURCES SOURCES STATES STATES SOURCES SOUR	5		\$30,36	\$10,75	\$17.65	\$0.00	S

Apprentice to Journeyworker Ratio:1:5

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/01/2018	\$52.10	\$10.75	\$20.03	\$0.00	\$82.88
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	08/01/2018	\$53.45	\$10.75	\$20.16	\$0.00	\$84.36
	02/01/2019	\$54.07	\$10.75	\$20.16	\$0.00	\$84.98
	08/01/2019	\$55.42	\$10.75	\$20.30	\$0.00	\$86.47
	02/01/2020	\$56.05	\$10.75	\$20.30	\$0.00	\$87.10
	08/01/2020	\$57.40	\$10.75	\$20.45	\$0.00	\$88.60
	02/01/2021	\$58.04	\$10.75	\$20.45	\$0.00	\$89.24
	08/01/2021	\$59.44	\$10.75	\$20.61	\$0.00	\$90.80
	02/01/2022	\$60.01	\$10.75	\$20.61	\$0.00	\$91.37

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Supplemental Unemployment

Total Rate

	Step	ve Date - percent	02/01/2018	Apprentice Base Wage	Health	1	Pension	Supplemental Unemployment	Total Rate	
	l	50	***************************************	\$26.05	\$10.75	5	\$20.03	\$0.00	\$56.83	
	2	60		\$31.26	\$10.75	5	\$20.03	\$0.00	\$62.04	
	3	70		\$36.47	\$10.75	5	\$20.03	\$0.00	\$67.25	
	4	80		\$41.68	\$10.75	5	\$20.03	\$0.00	\$72.46	
	5	90		\$46.89	\$10.75	5	\$20.03	\$0.00	\$77.67	
	Effecti	ve Date -	08/01/2018					Supplemental		
	Step	percent		Apprentice Base Wage	Healtl	1	Pension	Unemployment	Total Rate	
	1	50		\$26.73	\$10.7	5	\$20.16	\$0.00	\$57.64	
	2	60		\$32.07	\$10.73	5	\$20 .16	\$0.00	\$62.98	
	3	70		\$37.42	\$10.73	5	\$20.16	\$0.00	\$68.33	
	4	80		\$42,76	\$10.73	5	\$20.16	\$0.00	\$73.67	
	5	90		\$48.11	\$10.7	5	\$20.16	\$0.00	\$79.02	
	Notes:	ntice to Jo	urneyworker Ratio:1:5	gangliga (1997), "Amerikan webawah Abdulan Abdulah 1886) Mariatt dankum Mariany Abdulan Mariana 1886) Mariatt dankum Mariany Abdulan Mariana	SELVERNY VERRYE	en vermant v	kyriginyi vankishani deskanani.	and defect. Suit defection included and included	A STATE OF THE STA	
ECH. SWEE			(ON CONST. SITES)	12/01/201	7	\$34.18	\$10.99	\$13.12	\$0.00	\$58.29
ERATING ENG			•	06/01/201		\$34.79		\$13.39	\$0.00	\$59.17
				12/01/201		\$35.39		\$13.66	\$0.00	\$60.04
				06/01/201		\$35.90		\$13.93	\$0.00	\$60.82
For apprentic	e rates see '	Apprentice- (OPERATING ENGINEERS"	12/01/201		\$36.50		\$14.20	\$0.00	\$61.69
ECHANIC/V			RUCK	12/01/201	7	\$33.65	\$10.99	\$13.12	\$0.00	\$57.76
ERATING ENG	INEERS L	OCAL 98		06/01/201	8	\$34.26	\$10.99	\$13.39	\$0.00	\$58.64
				12/01/201	8	\$34.86	\$10.99	\$13.66	\$0.00	\$59.51
				06/01/201	9	\$35.37	\$10.99	\$13.93	\$0.00	\$60.29
For apprentic	e rates see '	'Apprentice- (OPERATING ENGINEERS"	12/01/201		\$35.97	\$10.99	\$14.20	\$0.00	\$61.10
LLWRIGH				10/01/201	7	\$34.64	\$9.90	\$18.50	\$0.00	\$63.04
LH'RIGHTS L	OCAL 112.	- Zone 3		04/01/201		\$35.46		\$18.50	\$0.00	\$63.86
				10/01/201		\$36.29		\$18.50	\$0.00	\$64.69

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Pension

	Step	ve Date - 10/01/2017 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55	\$19.05	\$9.90	\$5.31	\$0.00	\$34.26	
	2	65	\$22.52	\$9.90	\$15.13	\$0.00	\$47.55	
	3	75	\$25.98	\$9.90	\$16.10	\$0.00	\$51.98	
	4	85	\$29.44	\$9.90	\$17.06	\$0.00	\$56.40	
	Effect	ve Date - 04/01/2018		•		Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55	\$19.50	\$9.90	\$5.31	\$0.00	\$34.71	
	2	65	\$23.05	\$9.90	\$15.13	\$0.00	\$48.08	
	3	75	\$26.60	\$9.90	\$16.10	\$0.00	\$52.60	
	4	85	\$30.14	\$9.90	\$17.06	\$0.00	\$57.10	
	Notes	TY YAYAYSA BARWAYS INGGOGYAS IYYANIGAL SHAKIFASO, BARFAYAS	DONAL TO MODELL MINERALLY STRUMBERS TO THE TRANSPORT OF THE THE THE COMMERCENCY	TOTAL STREET STREET, WASHINGTON V	00 MEA 190000 AND	CANADAY SATOMON EMINAMEN AND	annound embracioners communicate embracing	
	4	Steps are 2,000 hours	NAV JANVAN INDANA MANAKA MANAKA MANAKA MANAKA MANAKA MANAKA MANAKA MANAKA		avenue viravati delitirdi.	ISANGE WARRE WARREN TO THE STATE OF THE STAT		
	Appre	ntice to Journeyworker Rat						
Step percent 1	12/01/201	7 \$26.25	\$7.70	\$12.00	S0.00	\$45.95		
OKERS - ZOI	VE 4 (BUIL	JING & SITE)	06/01/201	8 \$27.00	\$7.70	\$12.00	\$0.00	\$46.70
			12/01/201	8 \$27.75	\$7.70	\$12.00	\$0.00	\$47.45
			06/01/201	9 \$28.50	\$7.70	\$12.00	\$0.00	\$48.20
			12/01/201	9 \$29.25	\$7.70	\$12.00	\$0.00	\$48.95
			06/01/202	0 \$29.90	\$7.70	\$12,00	\$0.00	\$49.60
			12/01/202	0 \$30.55	\$7.70	\$12.00	\$0.00	\$50.25
For apprentic	e rates see	'Apprentice- LABORER"					norde e reneme e em meno a nome e en	n kada dada ina kada kada da kada da
	an mena i	OCH AN	12/01/201	7 \$29.34	\$10.99	\$13.12	\$0.00	\$53.45
ERATING EN	JINEERS L	OCAL 98	06/01/201	8 \$29.95	\$10.99	\$13.39	\$0.00	\$54.33
			12/01/201	8 \$30.55	\$10.99	\$13.66	\$0.00	\$55.20
			06/01/201	9 \$31.06	\$10.99	\$13.93	\$0.00	\$55.98
			12/01/201	9 \$31.66	\$10.99	\$14.20	\$0.00	\$56.85
		'Apprentice- OPERATING ENGINE	<	•		**************************************		
HER POW		/EN EQUIPMENT - CLASS OCAL 98	•				\$0.00	\$51.47
			06/01/201				\$0.00	\$52.35
			12/01/201				\$0.00	\$53.22
			06/01/201	9 \$29.08	\$10.99	\$13.93	\$0.00	\$54.00
ERATING EN						40 4 4 4 4	40.00	
ERATING EN	C6 T3125 C244	"Apprentice- OPERATING ENGINI	12/01/201	9 \$29.68	\$10.99	\$14.20	\$0.00	\$54.87

Apprentice -	PAINTER Local 35	- BRIDGES/TANKS
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Effecti	ve Date -	01/01/2017				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$25.71	\$7.85	\$0.00	\$0.00	\$33.56
2	55		\$28.28	\$7.85	\$3.66	\$0.00	\$39.79
3	60		\$30.85	\$7.85	\$3.99	\$0.00	\$42.69
4	65		\$33.42	\$7.85	\$4.32	.\$0.00	\$45.59
5	70		\$35.99	\$7.85	\$14.11	\$0.00	\$57.95
6	75		\$38.56	\$7.85	\$14.44	\$0.00	\$60.85
7	80		\$41.13	\$7.85	\$14.77	\$0.00	\$63.75
8	90		\$46.27	\$7.85	\$15.44	\$0.00	\$69.56
Notes:			FERENCE AND MANUALLA ANABOMA, VANDAGE SERVANA, VANDAGE AND ANABOMA WAS MADERNAL ANABOMA WAS WAS WAS WAS WAS WAS WAS WAS WAS WA	0000001 (1916190) WAS	gay, wastata gutilant internet	e transferita introductival etertuaria errorrana.	. mandrer viderine Whitely
TOTES:	Steps are	750 hrs					A SALIMONA
	steps are	730 Ms.					The New Advances
Appre	ntice to Jo	urneyworker Ratio:			ad irometic protocot abovedor	encional investore aspecial appoints.	AND THE STATE OF STAT

01/01/2017

\$34.68

\$7.85

\$12.30

\$0.00

\$54.83

PAINTER (SPRAY OR SANDBLAST, NEW) *

* If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3

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

7116611	ve Date - 01/	01/2017				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$17.34	\$7.85	\$0.00	\$0.00	\$25.19
2	55		\$19.07	\$7.85	\$1.57	\$0.00	\$28.49
3	60		\$20.81	\$7.85	\$1.71	\$0.00	\$30.37
4	65		\$22.54	\$7.85	\$1.85	\$0.00	\$32.24
5	70		\$24.28	\$7.85	\$11.45	\$0.00	\$43.58
6	75		\$26.01	\$7.85	\$11.59	\$0.00	\$45.45
7	80		\$27.74	\$7.85	\$11.73	\$0.00	\$47.32
8	90		\$31.21	\$7.85	\$12.02	\$0.00	\$51.08

PAINTER (SPRAY OR SANDBLAST, REPAINT)

01/01/2017

\$32.00

\$7.85

\$12.30

\$0.00 \$52.15

PAINTERS LOCAL 35 - ZONE 3

Apprentice -	PAINTER.	Local 35	Zone 3 -	Spray/Sa	ndblast -	Repaint

Step	ive Date - percent	01/01/2017	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	50		\$16.00	\$7.85	\$0,00	\$0.00	\$23.85
2	55		\$17.60	\$7.85	\$1.57	\$0.00	\$27.02
3	60		\$19.20	\$7.85	\$1.71	\$0.00	\$28.76
4	65		\$20.80	\$7.85	\$1.85	\$0.00	\$30.50
5	70		\$22.40	\$7.85	\$11.45	\$0.00	\$41.70
6	75		\$24.00	\$7.85	\$11.59	\$0.00	\$43.44
7	80		\$25.60	\$7.85	\$11.73	\$0.00	\$45.18
8	90		\$28.80	\$7.85	\$12.02	\$0.00	\$48.67

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *

01/01/2017

\$33.28

\$7.85

\$12.30

\$0.00

\$53.43

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW

Effecti	ve Date -	01/01/2017				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$16.64	\$7.85	\$0.00	\$0.00	\$24.49	
2	55		\$18.30	\$7.85	\$1.57	\$0.00	\$27.72	
3	60		\$19.97	\$7.85	\$1.71	\$0.00	\$29.53	
4	65		\$21.63	\$7.85	\$1.85	\$0.00	\$31.33	
5	70		\$23.30	\$7.85	\$11.45	\$0.00	\$42.60	
6	75		\$24.96	\$7.85	\$11.59	\$0.00	\$44.40	
7	80		\$26.62	\$7.85	\$11.73	\$0.00	\$46.20	
8	90		\$29.95	\$7.85	\$12.02	\$0.00	\$49.82	
Notes:	Steps are	750 hrs.	galgebaba, shankebar asprijiye qeremene sumunusu asumAMA. bakkidiri	overstav. Távetéte Akkét	.000. 430000000 119300000 49474460	n. germannen syn seneren som klemen. Ambelek ble	. Mecanisma aperiannes habitat sp	
Appre	ny nyanganina kakazabah sa			hiceans resources essen	oon varanandi ani vara e esistande	Against 1837 Work Columns Williams From Confirmations	**A BOOK OF OUTDINGS STREET	

PAINTER / TAPER (BRUSH, REPAINT) PAINTERS LOCAL 35 - ZONE 3

01/01/2017

\$30.60

\$7.85 \$12.30 \$0.00

\$50.75

^{*} If 30% or more of surfaces to be painted are new construction,

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

	Effective Step	ve Date - 01/01/2017 percent	Apprentice Base Wage	- Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$15.30	\$7.85	\$0.00	\$0.00	\$23.15	
	2	55	\$16.83	\$7.85	\$1.57	\$0.00	\$26,25	
	3	60	\$18.36	\$7.85	\$1.71	\$0.00	\$27.92	
	4	65	\$19.89	\$7.85	\$1.85	\$0.00	\$29.59	
	5	70	\$21.42	\$7.85	\$11.45	\$0.00	\$40.72	
	6	75	\$22.95	\$7.85	\$11.59	\$0.00	\$42.39	
	7	80	\$24.48	\$7.85	\$11.73	\$0.00	\$44.06	
	8	90	\$27.54	\$7.85	\$12.02	\$0.00	\$47.41	
	Notes:		yytyyy: 1384/4 40 v oo seen sannadsan mahadd inadhata iniikiist 585	2,168. v6141414 /4 v 0613v w	egydydg lydydydg ydddigad	ANTONIO 1000000 100000 000	49m,	
	[votes:	Steps are 750 hrs.					**************************************	
	Appre	ntice to Journeyworker Ratio:1:	1	YAN' YANGINYA MALALEY. ISAN		Acodomi Adamento ectorator arcet	dran manager aranom maladalah	
		ARKINGS (HEAVY/HIGHWA	Y) 12/01/2017	\$27.18	\$7.70	\$13.04	\$0.00	\$47.92
IBORERS - ZONE	. 4 (HEAV.	1 & HIGHWAY)	06/01/2018	\$27.93	\$7.70	\$13.04	\$0.00	\$48.67
			12/01/2018	\$28.67	\$7.70	\$13.04	\$0.00	\$49.41
			06/01/2019	\$29.44	\$7.70	\$13.04	\$0.00	\$50.18
			12/01/2019	\$30.21	\$7.70	\$13.04	\$0.00	\$50.95
			06/01/2020	\$31.00	\$7.70	\$13.04	\$0.00	\$51.74
			12/01/2020	\$31.79	\$7.70	\$13.04	\$0.00	\$52.53
			06/01/2021	\$32.61	\$7.70	\$13.04	\$0.00	\$53.35
			12/01/2021	\$33.42	\$7.70	\$13.04	\$0.00	\$54.16
For apprentice	rates see "	Apprentice- LABORER (Heavy and High	way)					
		UCKS DRIVER IL NO. 10 ZONE B	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
ER AND DO	CK CO	NSTRUCTOR (UNDERPINNIN	G AND 08/01/2017	\$39.42	\$9.90	\$21.15	\$0.00	\$70.47
ECK)	1 AT . E. E. 272	DAZE' Zi	08/01/2018	\$41.57	\$9.90	\$21.15	\$0.00	\$72.62
LE DRIVER LOC.	AL 30 (20	INE 3)	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84
For apprentice	rates see "	'Apprentice- PILE DRIVER"	974, 1414 141 141 141 141 141 141 141 141	***************************************	,		and the second s	
ILE DRIVER ILE DRIVER LOC	: 41 . 56 /9/	DNF 31	08/01/2017	\$39.42	\$9.90	\$21.15	\$0.00	\$70.47
ILE DKITEK LUC.	AL 30 (ZC	INL 31	08/01/2018	\$41.57	\$9.90	\$21.15	\$0.00	\$72.62
			08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84
		ntice - PILE DRIVER - Local 5	6 Zone 3					
		ive Date - 08/01/2017	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	2
	Step	percent						namen and an individual place opening a face
	1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	,
	Notes	Apprentice wages shall be no le (Same as set in Zone 1)	ss than the following Steps;	ATTENNET HERMONDING SPECIAL CONTRACTOR	and the second seconds and second	- Millioth annanus uguivini ,	Andreas and the second	

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER	12/01/2017	\$26.25	\$7.70	\$12.00	\$0.00	\$45.95
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2018	\$27.00	\$7.70	\$12,00	\$0.00	\$46.70
	12/01/2018	\$27.75	\$7.70	\$12.00	\$0.00	\$47.45
	06/01/2019	\$28.50	\$7.70	\$12.00	\$0.00	\$48.20
	12/01/2019	\$29.25	\$7.70	\$12.00	\$0.00	\$48.95
	06/01/2020	\$29.90	\$7.70	\$12.00	\$0.00	\$49.60
	12/01/2020	\$30.55	\$7.70	\$12.00	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY)	12/01/2017	\$27.43	\$7.70	\$13.04	\$0.00	\$48.17
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2018	\$28.18	\$7.70	\$13.04	\$0.00	\$48.92
	12/01/2018	\$28.92	\$7.70	\$13.04	\$0.00	\$49.66
	06/01/2019	\$29.69	\$7.70	\$13.04	\$0.00	\$50.43
	12/01/2019	\$30.46	\$7.70	\$13.04	\$0.00	\$51.20
	06/01/2020	\$31.25	\$7.70	\$13.04	\$0.00	\$51.99
	12/01/2020	\$32.04	\$7.70	\$13.04	\$0.00	\$52.78
	06/01/2021	\$32.86	\$7.70	\$13.04	\$0.00	\$53.60
	12/01/2021	\$33,67	\$7.70	\$13.04	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PLUMBER & PIPEFITTER	09/17/2017	\$38.03	\$8.50	\$15.30	\$0.00	\$61.83
PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	03/17/2018	\$39.08	\$8.50	\$15.30	\$0.00	\$62.88
	09/17/2018	\$40.33	\$8.50	\$15.30	\$0.00	\$64.13
	03/17/2019	\$41.58	\$8.50	\$15.30	\$0.00	\$65.38

Issue Date: 03/06/2018 Wage Request Number: 20180306-010 Page 28 of 39 Wage Request Number: 20180306-010

Apprentice - PI	.UMBER/PIPEFITTER - Local 104 Western
Effective Date -	09/17/2017

	ive Date -	09/17/2017				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45		\$17.11	\$8.50	\$9.05	\$0.00	\$34.66	
2	50		\$19.02	\$8.50	\$9.05	\$0.00	\$36.57	
3	55		\$20.92	\$8.50	\$9.05	\$0.00	\$38.47	
4	60		\$22.82	\$8.50	\$9.05	\$0.00	\$40.37	
5	65		\$24.72	\$8.50	\$9.05	\$0.00	\$42.27	
6	70		\$26.62	\$8.50	\$9.05	\$0.00	\$44.17	
7	75		\$28.52	\$8.50	\$9.05	\$0.00	\$46.07	
8	80		\$30.42	\$8.50	\$9.05	\$0.00	\$47.97	
9	80		\$30.42	\$8.50	\$15.30	\$0.00	\$54.22	
10	80		\$30,42	\$8.50	\$15.30	\$0.00	\$54.22	
Effect Step	ive Date - percent	03/17/2018	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	45	The second secon	\$17.59	\$8.50	\$9.05	\$0.00	\$35.14	
2	50		\$19.54	\$8.50	\$9.05	\$0.00	\$37.09	•
3	55		\$21.49	\$8.50	\$9.05	\$0.00	\$39.04	
4	60		\$23.45	\$8.50	\$9.05	\$0.00	\$41.00	
5	65		\$25.40	\$8.50	\$9.05	\$0.00	\$42.95	
6	70		\$27.36	\$8.50	\$9.05	\$0.00	\$44.91	
7	75		\$29.31	\$8.50	\$9.05	\$0.00	\$46.86	
8	80		\$31,26	\$8.50	\$9.05	\$0.00	\$48.81	
9	80		\$31.26	\$8.50	\$15.30	\$0.00	\$55.06	
10	80		\$31.26	\$8.50	\$15.30	\$0.00	\$55.06	
Notes	: **1:1,2:5,	3:9,4:12	nonderna skunska in Ståddiden skildels skullen stødender stødender	www.dera skrawania wegagaya .	ppdycentary arangers on order or the	- revenerar earrabaile brêderka At	derman emergen anorther entertail	

Appr	entice to Jo	urneyworker Ratio: **	MANYAN PATANGA SESTIMA MEMUNUN MUNUMUN UNUNUN I	SAPOTOR, VOLUMENTO COCCURRENCE S	******** ******************************	**************************************	AND ASSESSED ASSESSED VAVOTOVO	
	ROLS (TEM		09/17/201	7 \$38.03	\$8.50	\$15.30	\$0.00	\$61.83
FITTER	RS LOCAL 104	WESTERN DIVISION	03/17/201	8 \$39.08	\$8.50	\$15.30	\$0.00	\$62.88
			09/17/201	8 \$40.33	\$8.50	\$15.30	\$0.00	\$64.13
			03/17/2019	9 \$41.58	\$8.50	\$15.30	\$0.00	\$65.38

PNEUMATIC C PLUMBERS & PIP 03/17/2019 \$41.58 \$8.50 \$15.30 \$0.00\$65.38 For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER" PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & \$13.04 \$0.00 \$48.17 \$7.70 12/01/2017 \$27.43 HIGHWAY) \$0.00 \$48.92 \$13.04 06/01/2018 \$28.18 \$7.70 LABORERS - ZONE 4 (HEAVY & HIGHWAY) \$13.04 \$0.00 \$49.66 \$28.92 \$7.70 12/01/2018 \$29.69 \$7.70 \$13.04 \$0.00 \$50.43 06/01/2019 \$13.04 \$0.00 \$51.20 12/01/2019 \$30.46 \$7.70 \$13.04 \$0.00 \$51.99 06/01/2020 \$31.25 \$7.70 \$13.04 \$0.00 \$52.78 12/01/2020 \$32.04 \$7.70 \$0.00 \$53.60 \$32.86 \$7.70 \$13.04 06/01/2021 \$13.04 \$0.00 \$54.41

12/01/2021

\$33.67

\$7.70

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)		······································				enteren entere personale p
POWDERMAN & BLASTER LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2017	\$27.00	\$7.70	\$12.00	\$0.00	\$46.70
	06/01/2018	\$27.75	\$7.70	\$12.00	\$0.00	\$47,45
	12/01/2018	\$28.50	\$7,70	\$12.00	\$0.00	\$48.20
	06/01/2019	\$29.25	\$7.70	\$12.00	\$0.00	\$48.95
	12/01/2019	\$30.00	\$7.70	\$12.00	\$0.00	\$49.70
•	06/01/2020	\$30.65	\$7.70	\$12.00	\$0.00	\$50.35
For numerica saturaca "A numerica T A DODED"	12/01/2020	\$31.30	\$7.70	\$12.00	\$0.00	\$51.00
For apprentice rates see "Apprentice- LABORER" POWDERMAN & BLASTER (HEAVY & HIGHWAY)	13/01/3017	000.10	67.70	£12.14	EO OO	
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2017	\$28.18	\$7.70	\$13.14	\$0.00	\$49.02
	06/01/2018	\$28.93	\$7.70	\$13,14	\$0.00	\$49.77
	12/01/2018	\$29.67	\$7.70	\$13.14	\$0.00	\$50.51
	06/01/2019	\$30.44	\$7.70	\$13.14	\$0.00	\$51.28
	12/01/2019	\$31.21	\$7.70	\$13.14	\$0.00	\$52.05
	06/01/2020	\$32.00	\$7.70	\$13.14	\$0.00	\$52.84
	12/01/2020	\$32 .79	\$7.70	\$13.14	\$0.00	\$53.63
	06/01/2021	\$33.61	\$7.70	\$13.14	\$0.00	\$54.45
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2021	\$34.42	\$7.70	\$13.14	\$0.00	\$55.26
PUMP OPERATOR (CONCRETE)	12/01/2017	\$34.18	\$10.99	\$13.12	\$0.00	\$58.29
OPERATING ENGINEERS LOCAL 98	06/01/2018	\$34.79	\$10.99	\$13.39	\$0.00	\$59.17
	12/01/2018	\$35,39	\$10.99	\$13.66	\$0.00	\$60.04
	06/01/2019	\$35.90	\$10.99	\$13.93	\$0.00	\$60.82
	12/01/2019	\$35.50	\$10.99	\$14.20	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$30.30	310.99	.914.2U	30.00	\$01.09
PUMP OPERATOR (DEWATERING, OTHER)	12/01/2017	\$33.65	\$10.99	\$13.12	\$0.00	\$57.76
OPERATING ENGINEERS LOCAL 98	06/01/2018	\$33.05	\$10.99	\$13.39	\$0.00	\$58.64
	12/01/2018	\$34.86	\$10.99	\$13.66	\$0.00	\$59.51
	06/01/2019	\$35,37	\$10.99	\$13.93	\$0.00	\$60.29
				\$14.20	\$0.00	
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$35.97	\$10.99	\$14.20	\$0.00	\$61.16
READY-MIX CONCRETE DRIVER TEAMSTERS LOCAL 404	05/01/2016	\$21.01	\$10.23	\$9.40	\$0.00	\$40.64
RIDE-ON MOTORIZED BUGGY OPERATOR	12/01/2017	\$26.25	\$7.70	\$12.00	\$0.00	\$45.95
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2018	\$20.23	\$7.70 \$7.70	\$12.00	\$0.00	\$46.70
	12/01/2018	\$27.75	\$7.70	\$12.00	\$0.00	\$47.45
	06/01/2019	\$27.75	\$7.70	\$12.00	\$0.00	\$48.20
	12/01/2019	\$29.25	. \$7.70 \$7.70	\$12.00	\$0.00	\$48.95
· ·	06/01/2020	\$29.20	\$7.70	\$12.00	\$0.00	\$49,60
	12/01/2020	\$30.55	\$7.70	\$12.00	\$0.00	\$50.25
For apprentice rates see "Apprentice- LABORER"	12/01/2020	\$30.33 _,	31.70	φ12.00	ψ 0 ,00	ゆンびたり
ROLLER OPERATOR	12/01/2017	\$33.04	\$10.99	\$13.12	\$0.00	\$57.15
OPERATING ENGINEERS LOCAL 98	06/01/2018	\$33.65	\$10.99	\$13.39	\$0.00	\$58.03
	12/01/2018	\$34.25	\$10.99	\$13.66	\$0.00	\$58.90
	06/01/2019	\$34.76	\$10.99	\$13.93	\$0.00	\$59.68
	12/01/2019	\$35.36	\$10.99	\$14.20	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Issue Date: 03/06/2018 Wage Request Number: 20180306-010 Page 30 of 39

- Insattleation			Enective Da	te Base Wage	e Health	Pension	Unemployment	1 Otal Kat
OOFER (Coal ta OOFERS LOCAL 248	•		07/16/2017	7 \$32.25	\$10.00	\$13.91	\$0.00	\$56.16
SOI LIGHTOCAL 240	,		07/16/2011	\$33.65	\$10.00	\$14.01	\$0.00	\$57.66
For apprentice rate	es see "Apprentice- l	ROOFER"	07/16/2019	9 \$35.30	\$10.00	\$14.11	\$0.00	\$59.41
		ng &Roofer Damproofg)	07/16/201	7 \$31.75	\$10.00	\$13.41	\$0.00	\$55.16
ROOFERS LOCAL 248	3		07/16/2013	3 \$33.15	\$10,00	\$13.51	\$0.00	\$56.66
			07/16/2019	\$34.80	\$10.00	\$13.61	\$0.00	\$58.41
A	pprentice - Re	OOFER - Local 248						
	ffective Date -	07/16/2017				Supplementa	l	
S	tep percent		Apprentice Base Wage	Health	Pension	Unemploymen		mana ana ana ana ana ana ana ana ana ana
I	60		\$19.05	\$10.00	\$0.00	\$0.00	\$29.05	
2	2 65		\$20.64	\$10.00	\$13.41	\$0.00	\$44.05	
3	3 70		\$22.23	\$10.00	\$13.41	\$0.00	\$45.64	
4	75		\$23.81	\$10.00	\$13.41	\$0.00	\$47.22	
5	5 80		\$25.40	\$10.00	\$13.41	\$0.00	\$48.81	
6	85		\$26.99	\$10.00	\$13.41	\$0.00	\$50,40	
7	• •		\$28.58	\$10.00	\$13.41	\$0.00	\$51.99	
8	3 95		\$30.16	\$10.00	\$13.41	\$0.00	\$53.57	
	ffective Date -	07/16/2018	Apprentice Base Wage	Health	Pension	Supplemental Unemployment		
1	60	ным шемин новичения пов инения на повинения на повинения на повинения на повинения на повинения на повинения на п	\$19.89	\$10.00	\$0.00	\$0.00	\$29.89	
2	2 65		\$21.55	\$10.00	\$13.51	\$0.00		
3	3 70		\$23.21	\$10.00	\$13.51	\$0.00		
4			\$24.86	\$10.00	\$13.51	\$0.00		
5			\$26.52	\$10.00	\$13.51	\$0.00		
6			\$28.18	\$10.00	\$13.51	\$0.00		
7	7 90		\$29.84	\$10.00	\$13.51	\$0.00		
8			\$31.49	\$10.00	\$13.51	\$0.00		
Alman .askin.		750 hrs.Roofer(Tear Off)1:		ANALOGO SECONOS COMONARO VA	Mariante des Miller vanderen e	densider thronese modernet	phene virtualism in addinates evilantic	
A	pprentice to Jo	urneyworker Ratio:1:3		residente obassina dist			walkered wherever	
ROOFER SLATE		AST CONCRETE	07/16/201	7 \$32.25	\$10.00	\$13.91	\$0.00	\$56.16
OUTERS LUCAL 248	•		07/16/2013	\$33.65	\$10.00	\$14.01	\$0.00	\$57.66
Post namenting	ov ope 8 A university - 3	P/J/JEER"	07/16/2019	\$35.30	\$10.00	\$14.11	\$0.00	\$59.41
For apprentice rate SCRAPER	es see "Apprentice- l	NOOFEN	12/01/201	7 072.65	¢10.00	\$13.12	\$0.00	\$57.76
OPERATING ENGINE	ERS LOCAL 98		12/01/201		\$10.99	\$13.12 \$13.39		\$57.76
			06/01/2013		\$10.99	\$13.66	\$0.00 \$0.00	\$58.64 \$59.51
			12/01/2013		\$10.99 \$10.90	\$13.93	\$0.00 \$0.00	\$60.29
			06/01/2019		\$10.99	\$13.93 \$14.20	\$0.00	\$61.16
For apprentice rate	es see "Apprentice-	OPERATING ENGINEERS"	12/01/201	9 \$35.97	\$10.99	VI-1.20	@ G+44	φυ1.10

Effective Date Base Wage Health

Classification

Supplemental

Total Rate

Pension

Issue Date: 03/06/2018 Wage Request Number: 20180306-010 Page 31 of 39

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SELF-POWERED ROLLERS AND COMPACTORS	12/01/2017	\$33.04	\$10.99	\$13.12	\$0.00	\$57.15
(TAMPERS) OPERATING ENGINEERS LOCAL 98	06/01/2018	\$33.65	\$10.99	\$13.39	\$0.00	\$58.03
	12/01/2018	\$34.25	\$10.99	\$13.66	\$0.00	\$58.90
	06/01/2019	\$34.76	\$10.99	\$13.93	\$0.00	\$59.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$35.36	\$10.99	\$14.20	\$0.00	\$60.55
SELF-PROPELLED POWER BROOM	12/01/2017	\$30.42	\$10.99	\$13.12	\$0.00	\$54.53
OPERATING ENGINEERS LOCAL 98	06/01/2018	\$31.03	\$10.99	\$13.39	\$0.00	\$55.41
	12/01/2018	\$31.63	\$10.99	\$13.66	\$0.00	\$56.28
	06/01/2019	\$32.14	\$10.99	\$13.93	\$0.00	\$57.06
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2019	\$32.74	\$10.99	\$14.20	\$0.00	\$57.93
SHEETMETAL WORKER	01/01/2018	\$32.99	\$10.64	\$16.22	\$1.77	\$61.62
SHEETMETAL WORKERS LOCAL 63	07/01/2018	\$33.74	\$10.64	\$16.22	\$1.77	\$62.37
	01/01/2019	\$34.74	\$10.64	\$16.22	\$1.77	\$63.37
	07/01/2019	\$35.74	\$10.64	\$16.22	\$1.77	\$64.37
	01/01/2020	\$36.99	\$10.64	\$16.22	\$1.77	\$65.62

Issue Date: 03/06/2018 Wage Request Number: 20180306-010 Page 32 of 39

Classification Effective Date Base Wage Health Pension Supplemental Total Rate

ate - 07/01/2018 eent	\$14.85 \$16.50 \$18.14 \$19.79 \$21.44 \$23.09 \$24.74 \$26.39 \$28.04 \$29.69 Apprentice Base Wage	\$6.21 \$6.55 \$6.88 \$7.22 \$7.55 \$7.88 \$8.22 \$9.30 \$9.64 \$9.98 Health	\$4.67 \$5.19 \$9.33 \$9.33 \$9.33 \$9.33 \$9.33 \$15.18 \$15.18	\$0.00 \$0.00 \$1.03 \$1.09 \$1.15 \$1.21 \$1.27 \$1.53 \$1.59 \$1.65	\$25.73 \$28.24 \$35.38 \$37.43 \$39.47 \$41.51 \$43.56 \$52.40 \$54.45 \$56.50
	\$18.14 \$19.79 \$21.44 \$23.09 \$24.74 \$26.39 \$28.04 \$29.69	\$6.88 \$7.22 \$7.55 \$7.88 \$8.22 \$9.30 \$9.64 \$9.98	\$9.33 \$9.33 \$9.33 \$9.33 \$9.33 \$15.18 \$15.18	\$1.03 \$1.09 \$1.15 \$1.21 \$1.27 \$1.53 \$1.59 \$1.65	\$35.38 \$37.43 \$39.47 \$41.51 \$43.56 \$52.40 \$54.45 \$56.50
	\$19.79 \$21.44 \$23.09 \$24.74 \$26.39 \$28.04 \$29.69	\$7.22 \$7.55 \$7.88 \$8.22 \$9.30 \$9.64 \$9.98	\$9.33 \$9.33 \$9.33 \$9.33 \$15.18 \$15.18	\$1.09 \$1.15 \$1.21 \$1.27 \$1.53 \$1.59 \$1.65	\$37.43 \$39.47 \$41.51 \$43.56 \$52.40 \$54.45 \$56.50
	\$21.44 \$23.09 \$24.74 \$26.39 \$28.04 \$29.69 Apprentice Base Wage	\$7.55 \$7.88 \$8.22 \$9.30 \$9.64 \$9.98	\$9.33 \$9.33 \$9.33 \$15.18 \$15.18	\$1.15 \$1.21 \$1.27 \$1.53 \$1.59 \$1.65	\$39.47 \$41.51 \$43.56 \$52.40 \$54.45 \$56.50
	\$23.09 \$24.74 \$26.39 \$28.04 \$29.69 Apprentice Base Wage	\$7.88 \$8.22 \$9.30 \$9.64 \$9.98	\$9.33 \$9.33 \$15.18 \$15.18 \$15.18	\$1.21 \$1.27 \$1.53 \$1.59 \$1.65	\$41.51 \$43.56 \$52.40 \$54.45 \$56.50
	\$24.74 \$26.39 \$28.04 \$29.69 Apprentice Base Wage	\$8.22 \$9.30 \$9.64 \$9.98 Health	\$9.33 \$15.18 \$15.18 \$15.18	\$1.27 \$1.53 \$1.59 \$1.65	\$43.56 \$52.40 \$54.45 \$56.50
	\$26.39 \$28.04 \$29.69 Apprentice Base Wage	\$9.30 \$9.64 \$9.98 Health	\$15.18 \$15.18 \$15.18	\$1.53 \$1.59 \$1.65 Supplemental	\$52.40 \$54.45 \$56.50
	\$28.04 \$29.69 Apprentice Base Wage	\$9.64 \$9.98 Health	\$15.18 \$15.18	\$1.59 \$1.65 Supplemental	\$54.45 \$56.50
	\$29.69 Apprentice Base Wage	\$9.98 Health	\$15.18	\$1.65 Supplemental	\$56.50
	Apprentice Base Wage	Health		Supplemental	
			Pension		Total Rate
ent			Pension		Total Rate
	\$15.18	\$6.21			
		40121	\$4.67	\$0.00	\$26.00
	\$16.87	\$6.55	\$5.19	\$0.00	\$28.61
	\$18.56	\$6.88	\$9.33	\$1.04	\$35.81
	\$20.24	\$7.22	\$9.33	\$1.10	\$37.89
	\$21.93	\$7.55	\$9.33	\$1.16	\$39.97
	\$23.62	\$7.88	\$9.33	\$1.22	\$42.05
	\$25.31	\$8.22	\$9.33	\$1.29	\$44.15
	\$26.99	\$9.30	\$15.18	\$1.54	\$53.01
	\$28.68	\$9.64	\$15.18	\$1.61	\$55.11
	\$30.37	\$9.98	\$15.18	\$1.67	\$57.20
	enkanka suurunk Schliebb brukhla ahalaste kalpakku un	\$23.62 \$25.31 \$26.99 \$28.68	\$23.62 \$7.88 \$25.31 \$8.22 \$26.99 \$9.30 \$28.68 \$9.64	\$23.62 \$7.88 \$9.33 \$25.31 \$8.22 \$9.33 \$26.99 \$9.30 \$15.18 \$28.68 \$9.64 \$15.18	\$23.62 \$7.88 \$9.33 \$1.22 \$25.31 \$8.22 \$9.33 \$1.29 \$26.99 \$9.30 \$15.18 \$1.54 \$28.68 \$9.64 \$15.18 \$1.61

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06/01/2013

\$25.81

\$7.07

\$7.05

\$0.00

\$39.93

SIGN ERECTOR

PAINTERS LOCAL 35 - ZONE 3

Classification Effective Date Base Wage Health Pension Supplemental Total Rate

- •	ctive Date - 06/01/2013	nl 35 Zone 3 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	
Note	PROPER CORRECT CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR	VARCE in this control control and controlled an extended additional distributions and controlled	miemic droden estades d		refinite Area and analysis of	***************************************	
Ann Vancourter	Steps are 4 mos.					annexes.	
Арр	rentice to Journeyworker Ratio:1	менения перечина становую менения менения менения менения м 1:1	TACETOS ERROYDOS (OTENSOS CA	ORANIA ARRONANO, MINISTERIO,	announce announced annihilation the	PROPERTY SECONDARY SECONDARY	
PECIALIZED EAR EAMSTERS JOINT COU	TH MOVING EQUIP < 35 TONS NCIL NO. 10 ZONE B	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
PECIALIZED EAR	TH MOVING EQUIP > 35 TONS NCIL NO. 10 ZONE B	12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53
PRINKLER FITTE		01/01/2018	\$40.26	\$9.67	\$12.63	\$0.00	\$62.56
PRINKLER FITTERS LO	UAL 669	04/01/2018	\$41.51	\$9.67	\$12.88	\$0.00	\$64.06
		01/01/2019	\$41.51	\$10.02	\$13.08	\$0.00	\$64.61

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\$11.00 \$12.60

\$0.00

\$67.01

Apprentice -	SPRINKLER FITTER - Local 669
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	Effecti	ive Date -	01/01/2018				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	l	45		\$18.12	\$7.75	\$0.00	\$0.00	\$25.87	
	2	50		\$20.13	\$7.75	\$0.00	\$0.00	\$27.88	
	3	55		\$22.14	\$9.67	\$6.80	\$0.00	\$38.61	
	4	60		\$24.16	\$9.67	\$6.80	\$0.00	\$40.63	
	5	65		\$26.17	\$9.67	\$7.05	\$0.00	\$42.89	
	6	70		\$28.18	\$9.67	\$7.05	\$0.00	\$44.90	
	7	75		\$30.20	\$9.67	\$7.05	\$0.00	\$46.92	
	8	80		\$32.21	\$9.67	\$7.05	\$0.00	\$48.93	
	9	85		\$34.22	\$9.67	\$7.05	\$0.00	\$50.94	
	10	90		\$36.23	\$9.67	\$7.05	\$0.00	\$52.95	
	Effect Step	ive Date -	04/01/2018	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	45		\$18.68	\$7.75	\$0.00	\$0.00	\$26.43	
	2	50		\$20.76	\$7.75	\$0,00	\$0.00	\$28.51	
	3	55		\$22.83	\$9.67	\$7.05	\$0.00	\$39.55	
	4	60		\$24.91	\$9.67	\$7.05	\$0.00	\$41.63	
	5	65		\$26.98	\$9.67	\$7.30	\$0.00	\$43.95	
	6	70		\$29.06	\$9.67	\$7.30	\$0.00	\$46.03	
	7	75		\$31.13	\$9.67	\$7.30	\$0.00	\$48.10	
	8	80		\$33.21	\$9.67	\$7.30	\$0.00	\$50.18	
	9	85		\$35.28	\$9.67	\$7.30	\$0.00	\$52.25	
	10	90		\$37.36	\$9.67	\$7.30	\$0.00	\$54.33	
	Notes	300.00730 W734W750	rappywawak idazkatanik kilandaksis iyokiirina irindahad diribabab, iri		CONTROL AND ACTION AND AND AND AND AND AND AND AND AND AN	totologic observator vertifica	Stabilitaer Secondary American von	Souther September 2/2/2014/20 / paper 6	
								o de company	
	Appr	entice to Jo	ourneyworker Ratio:1:1	PERMITTED CONSISTED ANABOLIS. AMERICAN SAMPLES SYNERGE	********	MALENAND MARGANA, AMARIANA	ATA A A A A A A A A A A A A A A A A A A	AND STREET, ST	· · · · · · · · · · · · · · · · · · ·
ELECOMMU		TON TECH	INICIAN	12/31/201	7 \$40.5	1 \$10.00	\$11.42	\$0.00	\$61.93
ECTRICIANS L	OCAL 7			07/01/201	8 \$41.2	1 \$10.25	\$11.74	\$0.00	\$63.20
				12/30/201	8 \$41.9	\$10.50	\$12.06	\$0.00	\$64.47
				06/30/201	9 \$42.6	6 \$10.75	\$12.33	\$0.00	\$65.74

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12/29/2019

\$43.41

Classification Effective Date Base Wage Health Pension Supplemental Total Rate

Step	percent 12/31/2017	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	40	\$16.20	\$5.40	\$0.49	\$0.00	\$22.09	
2	45	\$18.23	\$5.40	\$0.55	\$0.00	\$24.18	
3	50	\$20.26	\$10.00	\$6.91	\$0.00	\$37.17	
4	55	\$22.28	\$10.00	\$6.97	\$0.00	\$39.25	
5	65	\$26.33	\$10.00	\$8.09	\$0.00	\$44.42	
6	70	\$28.36	\$10.00	\$9.15	\$0.00	\$47.51	
Effec Step	etive Date - 07/01/2018	Appropriate Dago Wood	IIlsL	Di	Supplemental	Takin a	
1	***************************************	Apprentice Base Wage	************************	Pension	Unemployment	Total Rate	
2	40	\$16.48	\$5.55	\$0.49	\$0.00	\$22.52	
3	45 50	\$18.54	\$5.55	\$0.56	\$0.00	\$24.65	
4	55	\$20.61	\$10.25	\$6.92	\$0.00	\$37.78	
5	65	\$22.67	\$10.25	\$6.98	\$0.00	\$39.90	
6	70	\$26.79 \$28.85	\$10.25 \$10.25	\$8.10 \$9.17	\$0.00 \$0.00	\$45.14 \$48.27	
5BT - 4 -	DESTITE VECTORS (ASSECTED SERVICES VELESCE) JOSEPH MANAGES .	Wildell NATA AND States belowdo anodpias apopuso geogram, grapas	OVOTOTA) STAYATET, TELBACEL V	OMPAN INCOME.	MARANA AVERAGO MANGARA AG	***************************************	
Note	Steps are 800 hours					Audina Augus	
Appi	rentice to Journeyworker Ra	tio;1:1	/AVADA AVIVAVAV (VATAVIA) VA	TANKES SETTINGS STREET	ALCANA SONALAN PROFESSO AVEC	AVA AVA Allengal - Avadansense - yanng aana	
AZZO FINISH		02/01/2018	\$51.00	\$10.75	\$20.03	\$0.00	\$81.7
LATERS LUCAL 3 (SPR/PITT) - MARBLE & TILE	08/01/2018	\$52.35	\$10.75	\$20.16	\$0.00	\$83.2
		02/01/2019	\$52.99	\$10.75	\$20.16	\$0.00	\$83.9
		08/01/2019	\$54.34	\$10.75	\$20.30	\$0.00	\$85.3
		02/01/2020	\$54.98	\$10.75	\$20.30	\$0.00	\$86.0
		08/01/2020	\$56,33	\$10.75	\$20.45	\$0.00	\$87.5
		02/01/2021	\$56.97	\$10.75	\$20.45	\$0.00	\$88.1
		08/01/2021	\$58.37	\$10.75	\$20.61	\$0.00	\$89.7

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	Step	ive Date - 02/01/2018 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$25.50	\$10.75	\$20.03	\$0.00	\$56.28	rije majana najane na nemata
	2	60	\$30.60	\$10.75	\$20.03	\$0.00	\$61.38	
	3	70	\$35.70	\$10.75	\$20.03	\$0.00	\$66.48	
	4	80	\$40.80	\$10.75	\$20.03	\$0.00	\$71.58	
	5	90	\$45.90	\$10.75	\$20.03	\$0.00	\$76.68	
	Effective Date - 08/01/2018 Step percent					Supplemental		
			Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1 50		\$26.18	\$10.75	\$20.16	\$0.00	\$57.09	
	2	60	\$31.41	\$10.75	\$20.16	\$0.00	\$62.32	
	3	70	\$36.65	\$10.75	\$20.16	\$0.00	\$67.56	
	4	80	\$41.88	\$10.75	\$20.16	\$0.00	\$72.79	
	5	90	\$47.12	\$10.75	\$20.16	\$0.00	\$78.03	
	Notes	eri ingrifore newestani ndewayan nazaraka zaharan in interi kululuk	ZZYCKIA YCKYCKA CYCYCYY TRACHINE MARWANE YMRUWY TYWYNER	especialistic vicinistes debethings		wAGAGGAS WAGAGAWA AwarataAWA AA	Service products, hermann consens.	
							parente	
	Appro	entice to Journeyworker Ratio:		utronout nondirecti -uiitääätt t	.5.196c x5r4.6x6 a4m205a5	#565.7966	1880 (5149406) total416 (49494994)	anna mannana ann an dùtha ridh a ridh a bhi a
	ST BORING DRILLER BORERS - FOUNDATION AND MARINE		12/01/201	7 \$38.85	\$7.70	\$14.95	\$0.00	\$61.50
ADDREKS - PU	JNDATION	AND MARINE	06/01/201	8 \$39.80	\$7.70	\$14.95	\$0.00	\$62.45
			12/01/201	8 \$40.75	\$7.70	\$14.95	\$0.00	\$63.40
			06/01/201	9 \$41.75	\$7.70	\$14.95	\$0.00	\$64.40
			12/01/201	9 \$42.75	\$7.70	\$14.95	\$0.00	\$65.40
			06/01/202	0 \$43.74	\$7.70	\$14.95	\$0.00	\$66.39
			12/01/202	0 \$44.72	\$7.70	\$14.95	\$0.00	\$67.37
			06/01/202	1 \$45.74	\$7.70	\$14.95	\$0.00	\$68.39
			12/01/202	1 \$46.75	\$7.70	\$14.95	\$0.00	\$69.40
For apprentic	ce rates see	"Apprentice- LABORER"		and the second control of the second control			annenna sanoros arabiantamento realizario de Selecturo de	and the first of the state of t
	ST BORING DRILLER HELPER BORERS - FOUNDATION AND MARINE		12/01/201	7 \$37.57	\$7.70	\$14.95	\$0.00	\$60.22
ABOREKS - PO	UNDATION	AND MARGILE	06/01/201	8 \$38.52	\$7.70	\$14.95	\$0.00	\$61.17
			12/01/201	8 \$39.47	\$7.70	\$14.95	\$0.00	\$62.12
			06/01/201	9 \$40.47	\$7.70	\$14.95	\$0.00	\$63.12
			12/01/201	9 \$41.47	\$7.70	\$14.95	\$0.00	\$64.12
			06/01/202	0 \$42.46	\$7.70	\$14.95	\$0.00	\$65.11
			12/01/202	0 \$43.44	\$7.70	\$14.95	\$0.00	\$66.09
			06/01/202	1 \$44.46	\$7.70	\$14.95	\$0.00	\$67.11
			12/01/202	1 \$45.47	\$7.70	\$14.95	\$0.00	\$68.12

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2017	\$37.45	\$7.70	\$14.95	\$0.00	\$60.10
LABORERS - POUNDATION AND MARINE	06/01/2018	\$38.40	\$7.70	\$14.95	\$0.00	\$61.05
	12/01/2018	\$39.35	\$7.70	\$14.95	\$0.00	\$62.00
	06/01/2019	\$40.35	\$7.70	\$14.95	\$0.00	\$63.00
	12/01/2019	\$41.35	\$7.70	\$14.95	\$0.00	\$64.00
	06/01/2020	\$42.34	\$7.70	\$14.95	\$0.00	\$64.99
	12/01/2020	\$43.32	\$7.70	\$14.95	\$0.00	\$65.97
	06/01/2021	\$44.34	\$7.70	\$14.95	\$0.00	\$66.99
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$45.35	\$7.70	\$14.95	\$0.00	\$68.00
TRACTORS	12/01/2017	\$33.04	\$10.99	\$13.12	\$0.00	\$57.15
OPERATING ENGINEERS LOCAL 98	06/01/2018	\$33.65	\$10.99	\$13.39	\$0.00	\$58.03
•	12/01/2018	\$34.25	\$10.99	\$13,66	\$0.00	\$58.90
	06/01/2019	\$34.76	\$10.99	\$13.93	\$0.00	\$59.68
	12/01/2019	\$35.36	\$10.99	\$14.20	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						-
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82
TUNNEL WORK - COMPRESSED AIR	12/01/2017	\$49.73	\$7.70	\$15.35	\$0.00	\$72.78
LABORERS (COMPRESSED AIR)	06/01/2018	\$50.68	\$7.70	\$15.35	\$0.00	\$73.73
	12/01/2018	\$51.63	\$7.70	\$15.35	\$0.00	\$74.68
	06/01/2019	\$52.63	\$7.70	\$15.35	\$0.00	\$75.68
	12/01/2019	\$5 3.63	\$7.70	\$15.35	\$0.00	\$76.68
	06/01/2020	\$54.62	\$7.70	\$15.35	\$0.00	\$77.67
	12/01/2020	\$55.60	\$7.70	\$15.35	\$0.00	\$78.65
	06/01/2021	\$56.62	\$7.70	\$15.35	\$0.00	\$79.67
	12/01/2021	\$57.63	\$7.70	\$15.35	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"			~~~	~~~		
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/01/2017	\$51.73	\$7.70	\$15.35	\$0.00	\$74.78
LABORERS (COMPRESSED AIR)	06/01/2018	\$52.68	\$7.70	\$15.35	\$0.00	\$75.73
	12/01/2018	\$53.63	\$7.70	\$15.35	\$0.00	\$76.68
	06/01/2019	\$54.63	\$7.70	\$15.35	\$0.00	\$77.68
	12/01/2019	\$55.63	\$7.70	\$15.35	\$0.00	\$78.68
	06/01/2020	\$56.62	\$7.70	\$15.35	\$0.00	\$79.67
	12/01/2020	\$57.60	\$7.70	\$15.35	\$0.00	\$80.65
	06/01/2021	\$58.62	\$7.70	\$15.35	\$0.00	\$81.67
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$59.63	\$7.70	\$15.35	\$0.00	\$82.68

Issue Date: 03/06/2018 Wage Request Number: 20180306-010

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	12/01/2017	\$41.80	\$7.70	\$15.35	\$0.00	\$64.85
ENDORERS (PREE MR TURIVEL)	06/01/2018	\$42.75	\$7.70	\$15.35	\$0.00	\$65.80
	12/01/2018	\$43.70	\$7.70	\$15.35	\$0.00	\$66.75
	06/01/2019	\$44.70	\$7.70	\$15.35	\$0.00	\$67.75
	12/01/2019	\$45.70	\$7.70	\$15.35	\$0.00	\$68.75
	06/01/2020	\$46.69	\$7.70	\$15.35	\$0.00	\$69.74
	12/01/2020	\$47.67	\$7.70	\$15.35	\$0.00	\$70.72
	06/01/2021	\$48.69	\$7.70	\$15.35	\$0.00	\$71.74
For agreement in many and HA many string of A PARPER	12/01/2021	\$49.70	\$7.70	\$15.35	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER" TUDNIEL WORK EDEE AID (HAZ WASTE)						######################################
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2017	\$43.80	\$7.70	\$15.35	\$0,00	\$66.85
	06/01/2018	\$44.75	\$7.70	\$15.35	\$0.00	\$67.80
	12/01/2018	\$45.70	\$7.70	\$15.35	\$0.00	\$68.75
	06/01/2019	\$46.70	\$7.70	\$15.35	\$0.00	\$69.75
	12/01/2019	\$47.70	\$7.70	\$15.35	\$0.00	\$70.75
	06/01/2020	\$48.69	\$7.70	\$15.35	\$0.00	\$71.74
	12/01/2020	\$49.67	\$7.70	\$15.35	\$0.00	\$72.72
	06/01/2021	\$50.69	\$7.70	\$15.35	\$0.00	\$73.74
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$51.70	\$7.70	\$15.35	\$0.00	\$74.75
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	12/01/2017	\$27.43	\$7.70	\$13.04	\$0.00	\$48.17
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2018	\$28.18	\$7.70	\$13.04	\$0.00	\$48.92
	12/01/2018	\$28.92	\$7.70	\$13.04	\$0.00	\$49.66
	06/01/2019	\$29.69	\$7.70	\$13.04	\$0.00	\$50.43
	12/01/2019	\$30.46	\$7.70	\$13.04	\$0.00	\$51.20
	06/01/2020	\$31.25	\$7.70	\$13.04	\$0.00	\$51.99
	12/01/2020	\$32.04	\$7,70	\$13:04	\$0.00	\$52.78
	06/01/2021	\$32.86	\$7.70	\$13.04	\$0.00	\$53.60
	12/01/2021	\$33.67	\$7.70	\$13.04	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	-,					
WATER METER INSTALLER	09/17/2017	\$38.03	\$8.50	\$15.30	\$0.00	\$61.83
PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	03/17/2018	\$39.08	\$8.50	\$15.30	\$0.00	\$62.88
	09/17/2018	\$40.33	\$8.50	\$15.30	\$0.00	\$64.13
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GAS	03/17/2019 SFITTER"	\$41.58	\$8.50	\$15.30	\$0.00	\$65.38

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. 115-11L.

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.

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