

TOWN OF LEE
INVITATION TO BID
AMBULANCE GARAGE WINDOWS

The Town of Lee through its Department of Public Works will receive sealed bids clearly marked "Ambulance Garage Windows" until 2:00 PM on Thursday, 10/6/16 at the Department Office, 45 Railroad St., Lee, MA 01238;

Bid specifications are immediately available at the Department's office at 45 Railroad Street Lee, MA 01238 or call 413-243-5520. They are also be available on the Town of Lee Web-Site at www.lee.ma.us and will remain so until the due date. Awarding authority is the Board of Selectmen.

Prevailing wages are requirements of this bid. Any award shall require a contract which will be prepared by the Town of Lee.

The Town of Lee reserves the right to reject or accept any or all bids, waive minor informalities, as deemed in the best interest of the Town.

Bob Nason
Town Administrator

**REQUEST FOR QUOTATIONS
LEE AMBULANCE GARAGE WINDOW REPLACEMENT**

GENERAL SCOPE OF WORK:

- Replace windows and dispose of old windows and building debris.
- Construction control per the most current building code.
- Contractor must confirm windows sizes
 - 3 @ 51.5 X 45.5 1 @ 51.5 X 69.5
 - 1 @ 33.5 X 15.5 5 @ 51.5 X 51.5
 - 1 @ 33.5 X 33.5 1 @ 22 X 57.5
 - 2 @ 70 X 87.5 1 @ 15.5 X 27
- Contractor to contact DPW/Chris Pompei to gain access to the garage to confirm window sizes and locations.
- 2 Certaineed White Vinyl Clad twin casement windows installed with 30" stationary panels on top, or equal.
- Reduce unit opening as needed – frame-insulate-sheetrock and side opening (including paint).
- 9 Certaineed White Vinyl Clad twin casement windows installed, or equal.
- 3 Certaineed White Vinyl Clad single casement windows installed, or equal.
- 1 Cerainteed White Vinyl Clad triple casement installed, or equal.

Total Bid = _____

Contractor: _____

Address: _____

Telephone: _____

Signature: _____

Print Name: _____

Date: _____

Acknowledgements/Inclusions:

Bid Bond _____ Insurance _____

(Over \$25,000.00)

Payment Bond _____ Non-Collusion _____

(50% Upon Award)

Prevailing Wage _____

Approximate Start Date: 10/24/2016

Completion Date: 12/31/2016

NON-COLLUSION

The undersigned certifies under penalties of perjury that this bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this paragraph the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity.



CHARLES D. BAKER
Governor

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

RONALD L. WALKER, II
Secretary
WILLIAM D. MCKINNEY
Director

Awarding Authority: Town of Lee
Contract Number: City/Town: LEB
Description of Work: Ambulance Garage Window Replacements - Remove and replace 15 windows at the town's ambulance garage.
Job Location: Main Street

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2016	\$32.15	\$10.91	\$10.08	\$0.00	\$53.14
	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2016	\$32.22	\$10.91	\$10.08	\$0.00	\$53.21
	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2016	\$32.34	\$10.91	\$10.08	\$0.00	\$53.33
	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2016	\$26.00	\$7.45	\$10.75	\$0.00	\$44.20
	12/01/2016	\$26.75	\$7.45	\$10.75	\$0.00	\$44.95
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2016	\$26.92	\$7.45	\$12.10	\$0.00	\$46.47
	12/01/2016	\$27.67	\$7.45	\$12.10	\$0.00	\$47.22
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	06/01/2016	\$29.61	\$11.50	\$6.60	\$0.00	\$47.71
	12/01/2016	\$30.51	\$11.50	\$6.60	\$0.00	\$48.61
	06/01/2017	\$31.41	\$11.50	\$6.60	\$0.00	\$49.51
	12/01/2017	\$32.31	\$11.50	\$6.60	\$0.00	\$50.41
	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 <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2016	\$25.50	\$7.45	\$10.75	\$0.00	\$43.70
	12/01/2016	\$26.25	\$7.45	\$10.75	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2016	\$26.42	\$7.45	\$12.10	\$0.00	\$45.97
	12/01/2016	\$27.17	\$7.45	\$12.10	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2016	\$33.38	\$10.38	\$12.01	\$0.00	\$55.77
	12/01/2016	\$33.78	\$10.58	\$12.28	\$0.00	\$56.64
	06/01/2017	\$34.39	\$10.58	\$12.55	\$0.00	\$57.52
	12/01/2017	\$34.99	\$10.58	\$12.82	\$0.00	\$58.39
	06/01/2018	\$35.60	\$10.58	\$13.09	\$0.00	\$59.27
	12/01/2018	\$36.20	\$10.58	\$13.36	\$0.00	\$60.14
	06/01/2019	\$36.71	\$10.58	\$13.63	\$0.00	\$60.92
	12/01/2019	\$37.31	\$10.58	\$13.90	\$0.00	\$61.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2016	\$33.38	\$10.38	\$12.01	\$0.00	\$55.77
	12/01/2016	\$33.78	\$10.58	\$12.28	\$0.00	\$56.64
	06/01/2017	\$34.39	\$10.58	\$12.55	\$0.00	\$57.52
	12/01/2017	\$34.99	\$10.58	\$12.82	\$0.00	\$58.39
	06/01/2018	\$35.60	\$10.58	\$13.09	\$0.00	\$59.27
	12/01/2018	\$36.20	\$10.58	\$13.36	\$0.00	\$60.14
	06/01/2019	\$36.71	\$10.58	\$13.63	\$0.00	\$60.92
	12/01/2019	\$37.31	\$10.58	\$13.90	\$0.00	\$61.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2016	\$25.50	\$7.45	\$10.75	\$0.00	\$43.70
	12/01/2016	\$26.25	\$7.45	\$10.75	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2016	\$32.85	\$10.38	\$12.01	\$0.00	\$55.24
	12/01/2016	\$33.25	\$10.58	\$12.28	\$0.00	\$56.11
	06/01/2017	\$33.86	\$10.58	\$12.55	\$0.00	\$56.99
	12/01/2017	\$34.46	\$10.58	\$12.82	\$0.00	\$57.86
	06/01/2018	\$35.07	\$10.58	\$13.09	\$0.00	\$58.74
	12/01/2018	\$35.67	\$10.58	\$13.36	\$0.00	\$59.61
	06/01/2019	\$36.18	\$10.58	\$13.63	\$0.00	\$60.39
	12/01/2019	\$36.78	\$10.58	\$13.90	\$0.00	\$61.26
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2016	\$26.00	\$7.45	\$10.75	\$0.00	\$44.20
	12/01/2016	\$26.75	\$7.45	\$10.75	\$0.00	\$44.95
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2016	\$26.92	\$7.45	\$12.10	\$0.00	\$46.47
	12/01/2016	\$27.67	\$7.45	\$12.10	\$0.00	\$47.22
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2016	\$41.62	\$6.97	\$16.21	\$0.00	\$64.80
	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2016

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

Effective Date - 01/01/2017

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

Notes:

Apprentice to Journeyworker Ratio:1:5

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

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield**Effective Date - 09/05/2016**

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

Effective Date - 02/27/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.92	\$10.18	\$17.38	\$0.00	\$47.48
2	60	\$23.90	\$10.18	\$17.38	\$0.00	\$51.46
3	70	\$27.88	\$10.18	\$17.38	\$0.00	\$55.44
4	80	\$31.86	\$10.18	\$17.38	\$0.00	\$59.42
5	90	\$35.85	\$10.18	\$17.38	\$0.00	\$63.41

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

BULLDOZER/POWER SHOVEL/TREE SHREDDER	06/01/2016	\$33.38	\$10.38	\$12.01	\$0.00	\$55.77
/CLAM SHELL OPERATING	12/01/2016	\$33.78	\$10.58	\$12.28	\$0.00	\$56.64
ENGINEERS LOCAL 98	06/01/2017	\$34.39	\$10.58	\$12.55	\$0.00	\$57.52
	12/01/2017	\$34.99	\$10.58	\$12.82	\$0.00	\$58.39
	06/01/2018	\$35.60	\$10.58	\$13.09	\$0.00	\$59.27
	12/01/2018	\$36.20	\$10.58	\$13.36	\$0.00	\$60.14
	06/01/2019	\$36.71	\$10.58	\$13.63	\$0.00	\$60.92
	12/01/2019	\$37.31	\$10.58	\$13.90	\$0.00	\$61.79

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN	06/01/2016	\$36.95	\$7.45	\$14.00	\$0.00	\$58.40
LABORERS - FOUNDATION AND MARINE	12/01/2016	\$37.95	\$7.45	\$14.00	\$0.00	\$59.40

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER	06/01/2016	\$35.80	\$7.45	\$14.00	\$0.00	\$57.25
LABORERS - FOUNDATION AND MARINE	12/01/2016	\$36.80	\$7.45	\$14.00	\$0.00	\$58.25

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING TOP MAN	06/01/2016	\$35.80	\$7.45	\$14.00	\$0.00	\$57.25
LABORERS - FOUNDATION AND MARINE	12/01/2016	\$36.80	\$7.45	\$14.00	\$0.00	\$58.25

For apprentice rates see "Apprentice- LABORER"

CARBIDE CORE DRILL OPERATOR	06/01/2016	\$25.50	\$7.45	\$10.75	\$0.00	\$43.70
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2016	\$26.25	\$7.45	\$10.75	\$0.00	\$44.45

For apprentice rates see "Apprentice- LABORER"

CARPENTER	02/29/2016	\$32.60	\$8.55	\$14.72	\$0.00	\$55.87
CARPENTERS LOCAL 108 - BERKSHIRE COUNTY						

Classification

Effective Date

Base Wage

Health

Pension

**Supplemental
Unemployment**

Total Rate

Apprentice - CARPENTER - Local 108 Berkshire

Effective Date - 02/29/2016

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

Notes: Pre-6/09 Step1\$25.60/2\$27.23/3\$42.83/4\$46.09/5\$49.35/6\$50.98

** 1: 1-5/2: 6-8/3:9-11/Steps: 6 mos (600 hrs)/rates by step

7\$52.61/8\$54.24

Apprentice to Journeyworker Ratio:**

CEMENT MASONRY/PLASTERING

BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)

01/01/2016

\$39.62

\$10.85

\$13.94

\$1.30

\$65.71

Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield

Effective Date - 01/01/2016

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

Notes: Apprentice wages shall be no less than the following Steps;

1\$46.33/2\$53.77/3\$57.10/4\$60.42/5\$63.74/6\$67.06/7\$72.71

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR

LABORERS - ZONE 4 (BUILDING & SITE)

06/01/2016

\$25.50

\$7.45

\$10.75

\$0.00

\$43.70

12/01/2016

\$26.25

\$7.45

\$10.75

\$0.00

\$44.45

For apprentice rates see "Apprentice- LABORER"

COMPRESSOR OPERATOR

OPERATING ENGINEERS LOCAL 98

06/01/2016

\$32.85

\$10.38

\$12.01

\$0.00

\$55.24

12/01/2016

\$33.25

\$10.58

\$12.28

\$0.00

\$56.11

06/01/2017

\$33.86

\$10.58

\$12.55

\$0.00

\$56.99

12/01/2017

\$34.46

\$10.58

\$12.82

\$0.00

\$57.86

06/01/2018

\$35.07

\$10.58

\$13.09

\$0.00

\$58.74

12/01/2018

\$35.67

\$10.58

\$13.36

\$0.00

\$59.61

06/01/2019

\$36.18

\$10.58

\$13.63

\$0.00

\$60.39

12/01/2019

\$36.78

\$10.58

\$13.90

\$0.00

\$61.26

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CRANE OPERATOR	06/01/2016	\$36.88	\$10.38	\$12.01	\$0.00	\$59.27
OPERATING ENGINEERS LOCAL 98	12/01/2016	\$37.28	\$10.58	\$12.28	\$0.00	\$60.14
	06/01/2017	\$37.89	\$10.58	\$12.55	\$0.00	\$61.02
	12/01/2017	\$38.49	\$10.58	\$12.82	\$0.00	\$61.89
	06/01/2018	\$39.10	\$10.58	\$13.09	\$0.00	\$62.77
	12/01/2018	\$39.70	\$10.58	\$13.36	\$0.00	\$63.64
	06/01/2019	\$40.21	\$10.58	\$13.63	\$0.00	\$64.42
	12/01/2019	\$40.81	\$10.58	\$13.90	\$0.00	\$65.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE)	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
PAINTERS LOCAL 35 - ZONE 3	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2016

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

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN	12/01/2015	\$35.50	\$7.45	\$13.55	\$0.00	\$56.50
LABORERS - ZONE 4 (BUILDING & SITE)						
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	12/01/2015	\$36.50	\$7.45	\$13.55	\$0.00	\$57.50
LABORERS - ZONE 4 (BUILDING & SITE)						
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS	12/01/2015	\$36.25	\$7.45	\$13.55	\$0.00	\$57.25
LABORERS - ZONE 4 (BUILDING & SITE)						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$36.50	\$7.45	\$13.55	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$36.25	\$7.45	\$13.55	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$35.50	\$7.45	\$13.55	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						
DIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN (Including Core Drilling) ELECTRICIANS LOCAL 7	07/03/2016	\$39.11	\$9.35	\$10.32	\$0.00	\$58.78
	01/01/2017	\$40.01	\$9.35	\$10.32	\$0.00	\$59.68

Apprentice - ELECTRICIAN - Local 7

Effective Date - 07/03/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.64	\$5.00	\$0.47	\$0.00	\$21.11
2	45	\$17.60	\$5.00	\$0.53	\$0.00	\$23.13
3	50	\$19.56	\$9.35	\$6.04	\$0.00	\$34.95
4	55	\$21.51	\$9.35	\$6.10	\$0.00	\$36.96
5	65	\$25.42	\$9.35	\$7.21	\$0.00	\$41.98
6	70	\$27.38	\$9.35	\$8.27	\$0.00	\$45.00

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.00	\$5.00	\$0.48	\$0.00	\$21.48
2	45	\$18.00	\$5.00	\$0.54	\$0.00	\$23.54
3	50	\$20.01	\$9.35	\$6.05	\$0.00	\$35.41
4	55	\$22.01	\$9.35	\$6.11	\$0.00	\$37.47
5	65	\$26.01	\$9.35	\$7.23	\$0.00	\$42.59
6	70	\$28.01	\$9.35	\$8.29	\$0.00	\$45.65

Notes: Pre-5/31/11 Begins at Step 3 \$41.19/4\$43.49/5\$45.59/6\$47.79
Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELEVATOR CONSTRUCTOR	01/01/2016	\$48.77	\$14.43	\$14.96	\$0.00	\$78.16
ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2017	\$49.90	\$15.28	\$15.71	\$0.00	\$80.89

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2016

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

Effective Date - 01/01/2017

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

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER	01/01/2016	\$34.14	\$14.43	\$14.96	\$0.00	\$63.53
ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2017	\$34.93	\$15.28	\$15.71	\$0.00	\$65.92
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & BEAM RAIL ERECTOR	06/01/2016	\$25.50	\$7.45	\$10.75	\$0.00	\$43.70
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2016	\$26.25	\$7.45	\$10.75	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	06/01/2016	\$26.42	\$7.45	\$12.10	\$0.00	\$45.97
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2016	\$27.17	\$7.45	\$12.10	\$0.00	\$46.72
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	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
OPERATING ENGINEERS LOCAL 98						
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
OPERATING ENGINEERS LOCAL 98						
FIRE ALARM INSTALLER	07/03/2016	\$39.11	\$9.35	\$10.32	\$0.00	\$58.78
ELECTRICIANS LOCAL 7	01/01/2017	\$40.01	\$9.35	\$10.32	\$0.00	\$59.68
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE	07/03/2016	\$39.11	\$9.35	\$10.32	\$0.00	\$58.78
/ COMMISSIONINGELECTRICIANS	01/01/2017	\$40.01	\$9.35	\$10.32	\$0.00	\$59.68
LOCAL 7						
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIREMAN	06/01/2016	\$32.85	\$10.38	\$12.01	\$0.00	\$55.24
OPERATING ENGINEERS LOCAL 98	12/01/2016	\$33.25	\$10.58	\$12.28	\$0.00	\$56.11
	06/01/2017	\$33.86	\$10.58	\$12.55	\$0.00	\$56.99
	12/01/2017	\$34.46	\$10.58	\$12.82	\$0.00	\$57.86
	06/01/2018	\$35.07	\$10.58	\$13.09	\$0.00	\$58.74
	12/01/2018	\$35.67	\$10.58	\$13.36	\$0.00	\$59.61
	06/01/2019	\$36.18	\$10.58	\$13.63	\$0.00	\$60.39
	12/01/2019	\$36.78	\$10.58	\$13.90	\$0.00	\$61.26

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.71	\$10.38	\$12.01	\$0.00	\$42.10
2	70	\$23.00	\$10.38	\$12.01	\$0.00	\$45.39
3	80	\$26.28	\$10.38	\$12.01	\$0.00	\$48.67
4	90	\$29.57	\$10.38	\$12.01	\$0.00	\$51.96

Effective Date - 12/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.95	\$10.58	\$12.28	\$0.00	\$42.81
2	70	\$23.28	\$10.58	\$12.28	\$0.00	\$46.14
3	80	\$26.60	\$10.58	\$12.28	\$0.00	\$49.46
4	90	\$29.93	\$10.58	\$12.28	\$0.00	\$52.79

Notes:

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

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY)	06/01/2016	\$20.50	\$7.45	\$12.10	\$0.00	\$40.05
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2016	\$20.50	\$7.45	\$12.10	\$0.00	\$40.05
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FLOORCOVERER	03/01/2016	\$32.60	\$8.55	\$14.42	\$0.00	\$55.57
FLOORCOVERERS LOCAL 2168 ZONE III						

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone III

Effective Date - 03/01/2016

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT
OPERATING ENGINEERS LOCAL 98

06/01/2016	\$33.07	\$10.38	\$12.01	\$0.00	\$55.46
12/01/2016	\$33.47	\$10.58	\$12.28	\$0.00	\$56.33
06/01/2017	\$34.08	\$10.58	\$12.55	\$0.00	\$57.21
12/01/2017	\$34.68	\$10.58	\$12.82	\$0.00	\$58.08
06/01/2018	\$35.29	\$10.58	\$13.09	\$0.00	\$58.96
12/01/2018	\$35.89	\$10.58	\$13.36	\$0.00	\$59.83
06/01/2019	\$36.40	\$10.58	\$13.63	\$0.00	\$60.61
12/01/2019	\$37.00	\$10.58	\$13.90	\$0.00	\$61.48

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATORS/LIGHTING PLANTS
OPERATING ENGINEERS LOCAL 98

06/01/2016	\$29.62	\$10.38	\$12.01	\$0.00	\$52.01
12/01/2016	\$30.02	\$10.58	\$12.28	\$0.00	\$52.88
06/01/2017	\$30.63	\$10.58	\$12.55	\$0.00	\$53.76
12/01/2017	\$31.23	\$10.58	\$12.82	\$0.00	\$54.63
06/01/2018	\$31.84	\$10.58	\$13.09	\$0.00	\$55.51
12/01/2018	\$32.44	\$10.58	\$13.36	\$0.00	\$56.38
06/01/2019	\$32.95	\$10.58	\$13.63	\$0.00	\$57.16
12/01/2019	\$33.55	\$10.58	\$13.90	\$0.00	\$58.03

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR
SYSTEMS)
GLAZIERS LOCAL 1333

06/01/2016	\$35.58	\$10.70	\$8.25	\$0.00	\$54.53
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2016

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

Notes:

Apprentice to Journeyworker Ratio:1:3

GRADER/TRENCHING MACHINE/DBRRICK OPERATING ENGINEERS LOCAL 98	06/01/2016	\$33.38	\$10.38	\$12.01	\$0.00	\$55.77
	12/01/2016	\$33.78	\$10.58	\$12.28	\$0.00	\$56.64
	06/01/2017	\$34.39	\$10.58	\$12.55	\$0.00	\$57.52
	12/01/2017	\$34.99	\$10.58	\$12.82	\$0.00	\$58.39
	06/01/2018	\$35.60	\$10.58	\$13.09	\$0.00	\$59.27
	12/01/2018	\$36.20	\$10.58	\$13.36	\$0.00	\$60.14
	06/01/2019	\$36.71	\$10.58	\$13.63	\$0.00	\$60.92
	12/01/2019	\$37.31	\$10.58	\$13.90	\$0.00	\$61.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63	07/01/2016	\$32.28	\$10.54	\$14.90	\$1.70	\$59.42
	01/01/2017	\$33.03	\$10.54	\$14.90	\$1.70	\$60.17
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 7	07/03/2016	\$39.11	\$9.35	\$10.32	\$0.00	\$58.78
	01/01/2017	\$40.01	\$9.35	\$10.32	\$0.00	\$59.68
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 63	07/01/2016	\$32.28	\$10.54	\$14.90	\$1.70	\$59.42
	01/01/2017	\$33.03	\$10.54	\$14.90	\$1.70	\$60.17
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	03/17/2016	\$36.73	\$8.45	\$15.05	\$0.00	\$60.23
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	03/17/2016	\$36.73	\$8.45	\$15.05	\$0.00	\$60.23
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2016	\$26.92	\$7.45	\$12.10	\$0.00	\$46.47
	12/01/2016	\$27.67	\$7.45	\$12.10	\$0.00	\$47.22
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
INSULATOR (PIPES & TANKS)	09/01/2016	\$36.07	\$11.75	\$14.20	\$0.00	\$62.02
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	09/01/2017	\$37.67	\$11.75	\$14.20	\$0.00	\$63.62
	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

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

Effective Date - 09/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.04	\$11.75	\$10.45	\$0.00	\$40.24
2	60	\$21.64	\$11.75	\$11.20	\$0.00	\$44.59
3	70	\$25.25	\$11.75	\$11.95	\$0.00	\$48.95
4	80	\$28.86	\$11.75	\$12.70	\$0.00	\$53.31

Effective Date - 09/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	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

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

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

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Springfield

Effective Date - 03/16/2016

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

Effective Date - 09/16/2016

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

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR	06/01/2016	\$25.50	\$7.45	\$10.75	\$0.00	\$43.70
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2016	\$26.25	\$7.45	\$10.75	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
LABORER	06/01/2016	\$25.25	\$7.45	\$10.75	\$0.00	\$43.45
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2016	\$26.00	\$7.45	\$10.75	\$0.00	\$44.20

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - LABORER - Zone 4 Building and Site

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.15	\$7.45	\$10.75	\$0.00	\$33.35
2	70	\$17.68	\$7.45	\$10.75	\$0.00	\$35.88
3	80	\$20.20	\$7.45	\$10.75	\$0.00	\$38.40
4	90	\$22.73	\$7.45	\$10.75	\$0.00	\$40.93

Effective Date - 12/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.60	\$7.45	\$10.75	\$0.00	\$33.80
2	70	\$18.20	\$7.45	\$10.75	\$0.00	\$36.40
3	80	\$20.80	\$7.45	\$10.75	\$0.00	\$39.00
4	90	\$23.40	\$7.45	\$10.75	\$0.00	\$41.60

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	06/01/2016	\$26.17	\$7.45	\$12.10	\$0.00	\$45.72
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2016	\$26.92	\$7.45	\$12.10	\$0.00	\$46.47

Apprentice - LABORER (Heavy and Highway) - Zone 4

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.70	\$7.45	\$12.10	\$0.00	\$35.25
2	70	\$18.32	\$7.45	\$12.10	\$0.00	\$37.87
3	80	\$20.94	\$7.45	\$12.10	\$0.00	\$40.49
4	90	\$23.55	\$7.45	\$12.10	\$0.00	\$43.10

Effective Date - 12/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.15	\$7.45	\$12.10	\$0.00	\$35.70
2	70	\$18.84	\$7.45	\$12.10	\$0.00	\$38.39
3	80	\$21.54	\$7.45	\$12.10	\$0.00	\$41.09
4	90	\$24.23	\$7.45	\$12.10	\$0.00	\$43.78

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER	06/01/2016	\$25.25	\$7.45	\$10.75	\$0.00	\$43.45
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2016	\$26.00	\$7.45	\$10.75	\$0.00	\$44.20

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CEMENT FINISHER TENDER	06/01/2016	\$25.25	\$7.45	\$10.75	\$0.00	\$43.45
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2016	\$26.00	\$7.45	\$10.75	\$0.00	\$44.20
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/01/2015	\$24.85	\$7.45	\$10.50	\$0.00	\$42.80
LABORERS - ZONE 4 (BUILDING & SITE)						
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER	06/01/2016	\$27.25	\$7.45	\$10.75	\$0.00	\$45.45
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2016	\$28.00	\$7.45	\$10.75	\$0.00	\$46.20
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY)	06/01/2016	\$26.42	\$7.45	\$12.10	\$0.00	\$45.97
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2016	\$27.17	\$7.45	\$12.10	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER	06/01/2016	\$25.25	\$7.45	\$10.75	\$0.00	\$43.45
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2016	\$26.00	\$7.45	\$10.75	\$0.00	\$44.20
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER	06/01/2016	\$25.25	\$7.45	\$10.75	\$0.00	\$43.45
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2016	\$26.00	\$7.45	\$10.75	\$0.00	\$44.20
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR	06/01/2016	\$25.50	\$7.45	\$10.75	\$0.00	\$43.70
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2016	\$26.25	\$7.45	\$10.75	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	06/01/2016	\$26.42	\$7.45	\$12.10	\$0.00	\$45.97
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2016	\$27.17	\$7.45	\$12.10	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS	09/05/2016	\$32.67	\$10.18	\$17.05	\$0.00	\$59.90
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	02/27/2017	\$33.24	\$10.18	\$17.05	\$0.00	\$60.47

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - MARBLE-TILE-TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 09/05/2016

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

Effective Date - 02/27/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.62	\$10.18	\$17.05	\$0.00	\$43.85
2	60	\$19.94	\$10.18	\$17.05	\$0.00	\$47.17
3	70	\$23.27	\$10.18	\$17.05	\$0.00	\$50.50
4	80	\$26.59	\$10.18	\$17.05	\$0.00	\$53.82
5	90	\$29.92	\$10.18	\$17.05	\$0.00	\$57.15

Notes:

Apprentice to Journeyworker Ratio:1:5

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

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

Effective Date - 09/05/2016

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

Effective Date - 02/27/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.92	\$10.18	\$17.38	\$0.00	\$47.48
2	60	\$23.90	\$10.18	\$17.38	\$0.00	\$51.46
3	70	\$27.88	\$10.18	\$17.38	\$0.00	\$55.44
4	80	\$31.86	\$10.18	\$17.38	\$0.00	\$59.42
5	90	\$35.85	\$10.18	\$17.38	\$0.00	\$63.41

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MECH. SWEEPER OPERATOR (ON CONST. SITES) OPERATING ENGINEERS LOCAL 98	06/01/2016	\$33.38	\$10.38	\$12.01	\$0.00	\$55.77
	12/01/2016	\$33.78	\$10.58	\$12.28	\$0.00	\$56.64
	06/01/2017	\$34.39	\$10.58	\$12.55	\$0.00	\$57.52
	12/01/2017	\$34.99	\$10.58	\$12.82	\$0.00	\$58.39
	06/01/2018	\$35.60	\$10.58	\$13.09	\$0.00	\$59.27
	12/01/2018	\$36.20	\$10.58	\$13.36	\$0.00	\$60.14
	06/01/2019	\$36.71	\$10.58	\$13.63	\$0.00	\$60.92
	12/01/2019	\$37.31	\$10.58	\$13.90	\$0.00	\$61.79

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK OPERATING ENGINEERS LOCAL 98	06/01/2016	\$32.85	\$10.38	\$12.01	\$0.00	\$55.24
	12/01/2016	\$33.25	\$10.58	\$12.28	\$0.00	\$56.11
	06/01/2017	\$33.86	\$10.58	\$12.55	\$0.00	\$56.99
	12/01/2017	\$34.46	\$10.58	\$12.82	\$0.00	\$57.86
	06/01/2018	\$35.07	\$10.58	\$13.09	\$0.00	\$58.74
	12/01/2018	\$35.67	\$10.58	\$13.36	\$0.00	\$59.61
	06/01/2019	\$36.18	\$10.58	\$13.63	\$0.00	\$60.39
	12/01/2019	\$36.78	\$10.58	\$13.90	\$0.00	\$61.26

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

Effective Date - 04/01/2015

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

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2016	\$25.50	\$7.45	\$10.75	\$0.00	\$43.70
	12/01/2016	\$26.25	\$7.45	\$10.75	\$0.00	\$44.45

For apprentice rates see "Apprentice- LABORER"

OILER OPERATING ENGINEERS LOCAL 98	06/01/2016	\$28.54	\$10.38	\$12.01	\$0.00	\$50.93
	12/01/2016	\$28.94	\$10.58	\$12.28	\$0.00	\$51.80
	06/01/2017	\$29.55	\$10.58	\$12.55	\$0.00	\$52.68
	12/01/2017	\$30.15	\$10.58	\$12.82	\$0.00	\$53.55
	06/01/2018	\$30.76	\$10.58	\$13.09	\$0.00	\$54.43
	12/01/2018	\$31.36	\$10.58	\$13.36	\$0.00	\$55.30
	06/01/2019	\$31.87	\$10.58	\$13.63	\$0.00	\$56.08
	12/01/2019	\$32.47	\$10.58	\$13.90	\$0.00	\$56.95

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OTHER POWER DRIVEN EQUIPMENT - CLASS VI OPERATING ENGINEERS LOCAL 98	06/01/2016	\$26.56	\$10.38	\$12.01	\$0.00	\$48.95
	12/01/2016	\$26.96	\$10.58	\$12.28	\$0.00	\$49.82
	06/01/2017	\$27.57	\$10.58	\$12.55	\$0.00	\$50.70
	12/01/2017	\$28.17	\$10.58	\$12.82	\$0.00	\$51.57
	06/01/2018	\$28.78	\$10.58	\$13.09	\$0.00	\$52.45
	12/01/2018	\$29.38	\$10.58	\$13.36	\$0.00	\$53.32
	06/01/2019	\$29.89	\$10.58	\$13.63	\$0.00	\$54.10
	12/01/2019	\$30.49	\$10.58	\$13.90	\$0.00	\$54.97
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 3	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2016

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

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

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

Effective Date - 07/01/2016

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

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

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

Effective Date - 07/01/2016

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

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW
Effective Date - 07/01/2016

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

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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.

Apprentice to Journeyworker Ratio:1:1

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

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 07/01/2016

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

Effective Date - 01/01/2017

Step	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:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	06/01/2016	\$26.17	\$7.45	\$12.10	\$0.00	\$45.72
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2016	\$26.92	\$7.45	\$12.10	\$0.00	\$46.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B						
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/31/2015	\$39.00	\$9.80	\$18.17	\$0.00	\$66.97
PILE DRIVER LOCAL 56 (ZONE 3)						
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER	08/31/2015	\$39.00	\$9.80	\$18.17	\$0.00	\$66.97
PILE DRIVER LOCAL 56 (ZONE 3)						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PILE DRIVER - Local 56 Zone 3

Effective Date - 08/31/2015

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

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

Apprentice to Journeyworker Ratio:1:3

PIPELAYER	06/01/2016	\$25.50	\$7.45	\$10.75	\$0.00	\$43.70
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2016	\$26.25	\$7.45	\$10.75	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY)	06/01/2016	\$26.42	\$7.45	\$12.10	\$0.00	\$45.97
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2016	\$27.17	\$7.45	\$12.10	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PLUMBER & PIPEFITTER	03/17/2016	\$36.73	\$8.45	\$15.05	\$0.00	\$60.23
PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION						

Apprentice - PLUMBER/PIPEFITTER - Local 104 Western

Effective Date - 03/17/2016

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

Notes:
Steps are 2000 hrs.

Apprentice to Journeyworker Ratio:1:5

PNEUMATIC CONTROLS (TEMP.)	03/17/2016	\$36.73	\$8.45	\$15.05	\$0.00	\$60.23
PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION						
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	06/01/2016	\$26.42	\$7.45	\$12.10	\$0.00	\$45.97
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2016	\$27.17	\$7.45	\$12.10	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWDERMAN & BLASTER	06/01/2016	\$26.25	\$7.45	\$10.75	\$0.00	\$44.45
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2016	\$27.00	\$7.45	\$10.75	\$0.00	\$45.20
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	06/01/2016	\$27.17	\$7.45	\$12.10	\$0.00	\$46.72
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2016	\$27.92	\$7.45	\$12.10	\$0.00	\$47.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 98	06/01/2016	\$33.38	\$10.38	\$12.01	\$0.00	\$55.77
	12/01/2016	\$33.78	\$10.58	\$12.28	\$0.00	\$56.64
	06/01/2017	\$34.39	\$10.58	\$12.55	\$0.00	\$57.52
	12/01/2017	\$34.99	\$10.58	\$12.82	\$0.00	\$58.39
	06/01/2018	\$35.60	\$10.58	\$13.09	\$0.00	\$59.27
	12/01/2018	\$36.20	\$10.58	\$13.36	\$0.00	\$60.14
	06/01/2019	\$36.71	\$10.58	\$13.63	\$0.00	\$60.92
	12/01/2019	\$37.31	\$10.58	\$13.90	\$0.00	\$61.79

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98	06/01/2016	\$32.85	\$10.38	\$12.01	\$0.00	\$55.24
	12/01/2016	\$33.25	\$10.58	\$12.28	\$0.00	\$56.11
	06/01/2017	\$33.86	\$10.58	\$12.55	\$0.00	\$56.99
	12/01/2017	\$34.46	\$10.58	\$12.82	\$0.00	\$57.86
	06/01/2018	\$35.07	\$10.58	\$13.09	\$0.00	\$58.74
	12/01/2018	\$35.67	\$10.58	\$13.36	\$0.00	\$59.61
	06/01/2019	\$36.18	\$10.58	\$13.63	\$0.00	\$60.39
	12/01/2019	\$36.78	\$10.58	\$13.90	\$0.00	\$61.26

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

READY-MIX CONCRETE DRIVER TEAMSTERS LOCAL 404	05/01/2016	\$21.01	\$10.23	\$9.40	\$0.00	\$40.64
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RESIDENTIAL WOOD FRAME CARPENTER **	02/29/2016	\$26.81	\$7.20	\$5.35	\$0.00	\$39.36
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** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. CARPENTERS

LOCAL 108 - BERKSHIRE COUNTY

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

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

Effective Date - 02/29/2016

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

Notes:

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

Apprentice to Journeyworker Ratio:**

RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2016	\$25.50	\$7.45	\$10.75	\$0.00	\$43.70
	12/01/2016	\$26.25	\$7.45	\$10.75	\$0.00	\$44.45

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROLLER OPERATOR OPERATING ENGINEERS LOCAL 98	06/01/2016	\$32.24	\$10.38	\$12.01	\$0.00	\$54.63
	12/01/2016	\$32.64	\$10.58	\$12.28	\$0.00	\$55.50
	06/01/2017	\$33.25	\$10.58	\$12.55	\$0.00	\$56.38
	12/01/2017	\$33.85	\$10.58	\$12.82	\$0.00	\$57.25
	06/01/2018	\$34.46	\$10.58	\$13.09	\$0.00	\$58.13
	12/01/2018	\$35.06	\$10.58	\$13.36	\$0.00	\$59.00
	06/01/2019	\$35.57	\$10.58	\$13.63	\$0.00	\$59.78
	12/01/2019	\$36.17	\$10.58	\$13.90	\$0.00	\$60.65
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) ROOFERS LOCAL 248	07/16/2016	\$31.25	\$9.41	\$13.25	\$0.00	\$53.91
	10/16/2016	\$32.25	\$9.41	\$13.25	\$0.00	\$54.91
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofing Waterproofing &Roofing Dampproofg) ROOFERS LOCAL 248	07/01/2016	\$30.75	\$9.41	\$12.75	\$0.00	\$52.91
	10/16/2016	\$31.75	\$9.41	\$12.75	\$0.00	\$53.91

Apprentice - ROOFER - Local 248

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.45	\$9.41	\$0.00	\$0.00	\$27.86
2	65	\$19.99	\$9.41	\$12.75	\$0.00	\$42.15
3	70	\$21.53	\$9.41	\$12.75	\$0.00	\$43.69
4	75	\$23.06	\$9.41	\$12.75	\$0.00	\$45.22
5	80	\$24.60	\$9.41	\$12.75	\$0.00	\$46.76
6	85	\$26.14	\$9.41	\$12.75	\$0.00	\$48.30
7	90	\$27.68	\$9.41	\$12.75	\$0.00	\$49.84
8	95	\$29.21	\$9.41	\$12.75	\$0.00	\$51.37

Effective Date - 10/16/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.05	\$9.41	\$0.00	\$0.00	\$28.46
2	65	\$20.64	\$9.41	\$12.75	\$0.00	\$42.80
3	70	\$22.23	\$9.41	\$12.75	\$0.00	\$44.39
4	75	\$23.81	\$9.41	\$12.75	\$0.00	\$45.97
5	80	\$25.40	\$9.41	\$12.75	\$0.00	\$47.56
6	85	\$26.99	\$9.41	\$12.75	\$0.00	\$49.15
7	90	\$28.58	\$9.41	\$12.75	\$0.00	\$50.74
8	95	\$30.16	\$9.41	\$12.75	\$0.00	\$52.32

Notes:

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

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 248	07/16/2016	\$31.25	\$9.41	\$13.25	\$0.00	\$53.91
	10/16/2016	\$32.25	\$9.41	\$13.25	\$0.00	\$54.91
For apprentice rates see "Apprentice- ROOFER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SCRAPER	06/01/2016	\$32.85	\$10.38	\$12.01	\$0.00	\$55.24
OPERATING ENGINEERS LOCAL 98	12/01/2016	\$33.25	\$10.58	\$12.28	\$0.00	\$56.11
	06/01/2017	\$33.86	\$10.58	\$12.55	\$0.00	\$56.99
	12/01/2017	\$34.46	\$10.58	\$12.82	\$0.00	\$57.86
	06/01/2018	\$35.07	\$10.58	\$13.09	\$0.00	\$58.74
	12/01/2018	\$35.67	\$10.58	\$13.36	\$0.00	\$59.61
	06/01/2019	\$36.18	\$10.58	\$13.63	\$0.00	\$60.39
	12/01/2019	\$36.78	\$10.58	\$13.90	\$0.00	\$61.26
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS)	06/01/2016	\$32.24	\$10.38	\$12.01	\$0.00	\$54.63
OPERATING ENGINEERS LOCAL 98	12/01/2016	\$32.64	\$10.58	\$12.28	\$0.00	\$55.50
	06/01/2017	\$33.25	\$10.58	\$12.55	\$0.00	\$56.38
	12/01/2017	\$33.85	\$10.58	\$12.82	\$0.00	\$57.25
	06/01/2018	\$34.46	\$10.58	\$13.09	\$0.00	\$58.13
	12/01/2018	\$35.06	\$10.58	\$13.36	\$0.00	\$59.00
	06/01/2019	\$35.57	\$10.58	\$13.63	\$0.00	\$59.78
	12/01/2019	\$36.17	\$10.58	\$13.90	\$0.00	\$60.65
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM	06/01/2016	\$29.62	\$10.38	\$12.01	\$0.00	\$52.01
OPERATING ENGINEERS LOCAL 98	12/01/2016	\$30.02	\$10.58	\$12.28	\$0.00	\$52.88
	06/01/2017	\$30.63	\$10.58	\$12.55	\$0.00	\$53.76
	12/01/2017	\$31.23	\$10.58	\$12.82	\$0.00	\$54.63
	06/01/2018	\$31.84	\$10.58	\$13.09	\$0.00	\$55.51
	12/01/2018	\$32.44	\$10.58	\$13.36	\$0.00	\$56.38
	06/01/2019	\$32.95	\$10.58	\$13.63	\$0.00	\$57.16
	12/01/2019	\$33.55	\$10.58	\$13.90	\$0.00	\$58.03
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER	07/01/2016	\$32.28	\$10.54	\$14.90	\$1.70	\$59.42
SHEETMETAL WORKERS LOCAL 63	01/01/2017	\$33.03	\$10.54	\$14.90	\$1.70	\$60.17

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 07/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$14.53	\$6.21	\$4.10	\$0.00	\$24.84
2	50	\$16.14	\$6.55	\$4.55	\$0.00	\$27.24
3	55	\$17.75	\$6.89	\$8.19	\$0.98	\$33.81
4	60	\$19.37	\$7.22	\$8.19	\$1.04	\$35.82
5	65	\$20.98	\$7.55	\$8.19	\$1.10	\$37.82
6	70	\$22.60	\$7.88	\$8.19	\$1.16	\$39.83
7	75	\$24.21	\$8.22	\$8.19	\$1.22	\$41.84
8	80	\$25.82	\$9.30	\$13.99	\$1.47	\$50.58
9	85	\$27.44	\$9.64	\$13.99	\$1.53	\$52.60
10	90	\$29.05	\$9.98	\$13.99	\$1.59	\$54.61

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$14.86	\$6.21	\$4.10	\$0.00	\$25.17
2	50	\$16.52	\$6.55	\$4.55	\$0.00	\$27.62
3	55	\$18.17	\$6.89	\$8.19	\$1.00	\$34.25
4	60	\$19.82	\$7.22	\$8.19	\$1.06	\$36.29
5	65	\$21.47	\$7.55	\$8.19	\$1.12	\$38.33
6	70	\$23.12	\$7.88	\$8.19	\$1.18	\$40.37
7	75	\$24.77	\$8.22	\$8.19	\$1.24	\$42.42
8	80	\$26.42	\$9.30	\$13.99	\$1.49	\$51.20
9	85	\$28.08	\$9.64	\$13.99	\$1.55	\$53.26
10	90	\$29.73	\$9.98	\$13.99	\$1.61	\$55.31

Notes:

Apprentice to Journeyworker Ratio:1:3

SIGN ERECTOR	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
PAINTERS LOCAL 35 - ZONE 3						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - SIGN ERECTOR - Local 35 Zone 3

Effective Date - 06/01/2013

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

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	08/01/2016	\$32.73	\$10.91	\$10.08	\$0.00	\$53.72
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53
SPRINKLER FITTER	04/01/2016	\$39.01	\$8.77	\$12.13	\$0.00	\$59.91
SPRINKLER FITTERS LOCAL 669	01/01/2017	\$39.01	\$9.17	\$12.28	\$0.00	\$60.46
	04/01/2017	\$40.26	\$9.17	\$12.43	\$0.00	\$61.86
	01/01/2018	\$40.26	\$9.67	\$12.63	\$0.00	\$62.56
	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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 04/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.55	\$7.45	\$0.00	\$0.00	\$25.00
2	50	\$19.51	\$7.45	\$0.00	\$0.00	\$26.96
3	55	\$21.46	\$8.77	\$6.30	\$0.00	\$36.53
4	60	\$23.41	\$8.77	\$6.30	\$0.00	\$38.48
5	65	\$25.36	\$8.77	\$6.55	\$0.00	\$40.68
6	70	\$27.31	\$8.77	\$6.55	\$0.00	\$42.63
7	75	\$29.26	\$8.77	\$6.55	\$0.00	\$44.58
8	80	\$31.21	\$8.77	\$6.55	\$0.00	\$46.53
9	85	\$33.16	\$8.77	\$6.55	\$0.00	\$48.48
10	90	\$35.11	\$8.77	\$6.55	\$0.00	\$50.43

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.55	\$7.60	\$0.00	\$0.00	\$25.15
2	50	\$19.51	\$7.60	\$0.00	\$0.00	\$27.11
3	55	\$21.46	\$9.17	\$6.45	\$0.00	\$37.08
4	60	\$23.41	\$9.17	\$6.45	\$0.00	\$39.03
5	65	\$25.36	\$9.17	\$6.70	\$0.00	\$41.23
6	70	\$27.31	\$9.17	\$6.70	\$0.00	\$43.18
7	75	\$29.26	\$9.17	\$6.70	\$0.00	\$45.13
8	80	\$31.21	\$9.17	\$6.70	\$0.00	\$47.08
9	85	\$33.16	\$9.17	\$6.70	\$0.00	\$49.03
10	90	\$35.11	\$9.17	\$6.70	\$0.00	\$50.98

Notes:

Apprentice to Journeyworker Ratio:1:1

TELECOMMUNICATION TECHNICIAN	07/03/2016	\$39.11	\$9.35	\$10.32	\$0.00	\$58.78
ELECTRICIANS LOCAL 7	01/01/2017	\$40.01	\$9.35	\$10.32	\$0.00	\$59.68

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 07/03/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.64	\$5.00	\$0.47	\$0.00	\$21.11
2	45	\$17.60	\$5.00	\$0.53	\$0.00	\$23.13
3	50	\$19.56	\$9.35	\$6.04	\$0.00	\$34.95
4	55	\$21.51	\$9.35	\$6.10	\$0.00	\$36.96
5	65	\$25.42	\$9.35	\$7.21	\$0.00	\$41.98
6	70	\$27.38	\$9.35	\$8.27	\$0.00	\$45.00

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.00	\$5.00	\$0.48	\$0.00	\$21.48
2	45	\$18.00	\$5.00	\$0.54	\$0.00	\$23.54
3	50	\$20.01	\$9.35	\$6.05	\$0.00	\$35.41
4	55	\$22.01	\$9.35	\$6.11	\$0.00	\$37.47
5	65	\$26.01	\$9.35	\$7.23	\$0.00	\$42.59
6	70	\$28.01	\$9.35	\$8.29	\$0.00	\$45.65

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

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

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - MARBLE-TILE-TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Pitt)**Effective Date - 09/05/2016**

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

Effective Date - 02/27/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.62	\$10.18	\$17.05	\$0.00	\$43.85
2	60	\$19.94	\$10.18	\$17.05	\$0.00	\$47.17
3	70	\$23.27	\$10.18	\$17.05	\$0.00	\$50.50
4	80	\$26.59	\$10.18	\$17.05	\$0.00	\$53.82
5	90	\$29.92	\$10.18	\$17.05	\$0.00	\$57.15

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

TEST BORING DRILLER	06/01/2016	\$37.20	\$7.45	\$14.00	\$0.00	\$58.65
LABORERS - FOUNDATION AND MARINE	12/01/2016	\$38.20	\$7.45	\$14.00	\$0.00	\$59.65

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER	06/01/2016	\$35.92	\$7.45	\$14.00	\$0.00	\$57.37
LABORERS - FOUNDATION AND MARINE	12/01/2016	\$36.92	\$7.45	\$14.00	\$0.00	\$58.37

For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER	06/01/2016	\$35.80	\$7.45	\$14.00	\$0.00	\$57.25
LABORERS - FOUNDATION AND MARINE	12/01/2016	\$36.80	\$7.45	\$14.00	\$0.00	\$58.25

For apprentice rates see "Apprentice- LABORER"

TRACTORS	06/01/2016	\$32.24	\$10.38	\$12.01	\$0.00	\$54.63
OPERATING ENGINEERS LOCAL 98	12/01/2016	\$32.64	\$10.58	\$12.28	\$0.00	\$55.50
	06/01/2017	\$33.25	\$10.58	\$12.55	\$0.00	\$56.38
	12/01/2017	\$33.85	\$10.58	\$12.82	\$0.00	\$57.25
	06/01/2018	\$34.46	\$10.58	\$13.09	\$0.00	\$58.13
	12/01/2018	\$35.06	\$10.58	\$13.36	\$0.00	\$59.00
	06/01/2019	\$35.57	\$10.58	\$13.63	\$0.00	\$59.78
	12/01/2019	\$36.17	\$10.58	\$13.90	\$0.00	\$60.65

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TRAILERS FOR EARTH MOVING EQUIPMENT	08/01/2016	\$33.02	\$10.91	\$10.08	\$0.00	\$54.01
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82

TUNNEL WORK - COMPRESSED AIR	06/01/2016	\$48.08	\$7.45	\$14.40	\$0.00	\$69.93
LABORERS (COMPRESSED AIR)	12/01/2016	\$49.08	\$7.45	\$14.40	\$0.00	\$70.93

For apprentice rates see "Apprentice- LABORER"

TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	06/01/2016	\$50.08	\$7.45	\$14.40	\$0.00	\$71.93
LABORERS (COMPRESSED AIR)	12/01/2016	\$51.08	\$7.45	\$14.40	\$0.00	\$72.93

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR	06/01/2016	\$40.15	\$7.45	\$14.40	\$0.00	\$62.00
LABORERS (FREE AIR TUNNEL)	12/01/2016	\$41.15	\$7.45	\$14.40	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE)	06/01/2016	\$42.15	\$7.45	\$14.40	\$0.00	\$64.00
LABORERS (FREE AIR TUNNEL)	12/01/2016	\$43.15	\$7.45	\$14.40	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
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)	06/01/2016	\$26.42	\$7.45	\$12.10	\$0.00	\$45.97
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2016	\$27.17	\$7.45	\$12.10	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER	03/17/2016	\$36.73	\$8.45	\$15.05	\$0.00	\$60.23
PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION						
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

** Multiple ratios are listed in the comment field.

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

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