
1. LOCATION

The complete project takes place at the Longmeadow High School pool.

2. CONTRACT DOCUMENTS

Each contractor bidding on the construction will be furnished with one (1) complete set of specifications. Bid documents are also available online through the Longmeadow Purchasing Department page found on www.longmeadow.org. Reference the legal notice for instructions to access documents online.

3. SITE EXAMINATION

Mandatory pre-bid contractor's meetings are to be held at the site per the Invitation to Bid. Those submitting bids must attend the mandatory pre-bid conference and register with the Longmeadow Procurement Manager during the conference.

4. SUBMITTAL, RECEIPT, AND OPENING OF BIDS

Bids received no later than the days and times set forth below will be publicly opened immediately following the deadline in the auditorium located in the same building as the Purchasing Coordinator.

General Bid contract work

General Contract work will be received by the Town of Longmeadow (herein called the "Owner") Sealed bids for this work will be received until **11:00AM on Friday, February 15, 2019** at the Longmeadow Purchasing Department, Town of Longmeadow, 735 Longmeadow Street, Suite 101, Longmeadow, MA 01106.

Each sealed envelope containing a bid must be plainly marked on the outside as '**IFB – Pool Painting and Miscellaneous Repairs**'. The envelope shall also bear on the outside the name of the bidder and his address. Faxed bids are not acceptable.

The Owner may waive any informalities or minor defects or reject any and all bids. Any bid may be withdrawn prior to the above scheduled time for opening of bids or authorized postponement thereof. Any bid received after the time and date scheduled shall not be considered. No bidder may withdraw a bid within 30 days after the actual date of opening thereof. Should there be reasons why the contract cannot be awarded within the specified period, the time may be extended by mutual agreement between the Owner and the bidder(s).

5. PREPARATION OF BID

All bids must be made on the required Bid Form. All blank spaces for bid prices must be completed in ink or typewritten. The Bid Form must be executed when submitted. A conditional or qualified bid will not be considered. The contract documents contain the provisions required for the construction of the project. Information obtained from an officer, agent, or employee of the Owner, or any other person shall not affect the risks or obligations assumed by the contractor, or relieve him/her from fulfilling any of the conditions of the contract.

6. MODIFICATION OF BID

No modification of any bid will be considered by the Awarding Authority unless such modification is in writing, sealed and received by the Awarding Authority prior to the times respectively established herein for the receipt of the filed Sub-Bids and General Bids.

7. ADDENDA AND INTERPRETATIONS

No interpretation of the meaning of the drawings, specifications, or other contract documents will be made to any bidder orally.

Every request for such interpretation should be in writing addressed to Chad Thompson, Procurement manager for the Town of Longmeadow. Send inquiries to cthompson@longmeadow.org, Phone – 413-565-4185. To be given consideration written inquiries must be received no later than one hundred twenty hours (5 days) before the bid deadline. Any and all such interpretations and any supplemental instructions will be in the form of written addenda to the specifications, and all addenda so issued shall become part of the contract documents. Contractor shall acknowledge receipt of all addenda on his Bid Form.

8. BIDS

The bidder shall state in the blank spaces provided on the Bid Form, in both figures and words, the price for the work to be performed under this contract. Any unit prices applicable to the work and any amounts for alternates shall also be entered on the Bid Form.

9. TAXES

The Town has tax-exempt status. Successful bidder will receive tax number to submit for sales tax waiver.

10. BONDS

A 50% payment bond issued by a company authorized to do business in Massachusetts and satisfactory to the Awarding Authority will be required from the successful bidder upon contract award.

Bonds shall be made payable to the Town of Longmeadow.

Contractor to utilize AIA Document A311 Performance Bond and Labor and Material Payment Bond.

11. CONDITIONS OF WORK

Each bidder must inform himself fully of the conditions relating to the construction of this project and the employment of labor therein. Failure to do so will not relieve a successful bidder of his obligation to furnish all material and labor necessary to carry out the provisions of his contract. The bidder understands that there will be other contractors working on the project and agrees that in carrying out his work he will employ such methods or means as will not cause any interruption of or interference with the work of any other contractor.

After bids have been submitted, the bidder shall not assert that there was a misunderstanding concerning quantities of work or concerning the nature of the work to be done.

-
12. The bidder's attention is directed to the fact that all applicable State Laws, Municipal Ordinances, and the rules and regulations of all authorities having jurisdiction over construction of this project shall apply to the contract throughout, and they will be deemed to be included in the contract the same as though herein written out in full.

13. OBLIGATION OF BIDDERS

At the time of the opening of bids, each bidder will be presumed to have inspected the site and to have read and to be thoroughly familiar with the drawings, specifications and contract documents. The failure or omission of any bidder to examine any form, instrument, or document shall in no way relieve any bidder of any obligation with respect to his/her bid.

14. ARCHITECT/ENGINEER

The Architect for the project is Hill-Engineers, Architects, Planners, Inc. Their address is 50 Depot Street, Dalton, MA 01226.

Questions and inquiries for the architect shall be submitted through the Town of Longmeadow Procurement Manager, Chad Thompson.
cthompson@longmeadow.org, Phone- 413-565-4185.

15. SUBSTITUTIONS

Any reference in the specifications to any article, device, product, material, fixture, form, or type of construction by name, make, or catalog number, shall be interpreted as establishing a standard of quality, and shall not be construed as limiting competition. The contractor, in such cases, may, at his option, use any article, device, product, material, fixture forms or type of construction which, in the judgment of the architect as acceptable.

Upon contract award with the successful bidder submittals will be submitted to the architect for review and authorization. At this time the article, device, product, material, fixture, form or type of construction proposed by the successful bidder will be supplied to the architect for review for the determination of equal and comparable. The burden of proof of equality of a proposed substitution shall rest with the contractor.

If a proposed substitution is not approved in writing with the awarded contractor, the contractor shall use the specified article, device, product, material, fixture, form or type of construction.

When a substitute article, device, product, material, fixture, form or type of construction is approved, any modification(s) to the work necessary as a result of the use of such substitute shall be made, complete by the contractor and at no additional expense to the Owner. No substitutions will be considered otherwise unless specifically provided in the contract documents.

16. LABOR REQUIREMENTS

All paid labor shall be capable of providing "First Class" quality workmanship.

18. EQUAL OPPORTUNITY

Massachusetts State Laws prohibits discrimination, the Longmeadow Public Schools are an affirmative action/equal opportunity employer, and encourages participation from certified minority and women-owned businesses.

19. WAGE REPORTING

The minimum wages to be paid for all labor on the project are established and in a schedule issued by the Department of Labor and Workforce Development, in accordance with Section 26A-27H of Chapter 149 of the M.G.L., as amended, said schedule being made a part of the Contract Documents and is included therein.

Contractor shall submit weekly payroll records to the Owner. Contractor and sub-contractors to use "Weekly Payroll Report Form" included in contract documents.

20. FILED SUB-BIDS

There are no filed sub-bids for this project. The pool painting and associated work is the general bid.

21. METHOD OF AWARD

The contract will be awarded to the lowest responsible and eligible bidder on the basis of the proposed Contract Price. Special attention is directed to the provision of General Laws Chapter 149, Section 44A defining the term 'lowest responsible and eligible bidder'. The project reference forms are supplied with the Bid Submission Forms. It is important that the information supplied allows the Town with the information needed to be able to complete an evaluation of the bidder.

22. POST-BID CONFERENCE

A post-bid conference will be held at the project prior to the execution of the General Contract with the successful General Bidder, the selected filed Sub-Bidders, and the Owner and Architect attendance to discuss the scheduling of operations to be performed under the contracts. The date of such conference will be established by the Owner/Architect.

23. TIME OF SUBSTANTIAL COMPLETION

It is agreed that time is of essence for the completion of all contracted work. The selected Bidders must agree to commence the project execution upon receipt of Notice to Proceed. Contractors will agree to obtain project Substantial Completion by August 10, 2019.

FORM FOR GENERAL BID

Bidder shall fill in all blank spaces.

Failure to complete any portion of the " FORM FOR GENERAL BID " may disqualify the bidder.

TO: Town of Longmeadow
Purchasing Department
Attn: Chad Thompson, Procurement Manager
735 Longmeadow Street, Suite 101
Longmeadow, MA 01106

BIDDER _____

BIDS DUE: [11:00AM on Friday, February 15, 2019](#)

The undersigned certifies that the contract documents, specifications and drawings have been carefully examined, and that the site of the work has been personally inspected. The undersigned declares that the amount and nature of the work to be done is understood, and that at no time will a misunderstanding of the contract documents be pleaded.

The undersigned proposes to furnish all labor, materials, and equipment required and incidental and pay all bonds, taxes, and permits required for the carrying out of the work for **Pool Painting and Miscellaneous Repairs** in accordance with the drawings and specifications prepared by Hill-Engineers, Architects, Planners, Inc. for the contract price as specified below and outlined herein and subject to the additions and deductions heretofore provided for in the specifications.

The bidder acknowledges receipt of the following addenda:

(Continued on next page)

BASE BID: Unit Prices

Includes the application of a high performance coatings to manufacture recommendations utilizing RAMUC, Type EP Epoxy – premium low film built epoxy coating.

RAMUC Pool and Deck Paint
 3735 Green Road
 Beachwood, OH 44122
 Email: info@ramucpoolpaint.com
 Two Coatings
 Color: Dawn Blue

TOTAL

Base Bid, Item 1:

Section 03 01 00 – Maintenance of Concrete

Repair surface:

Provide a unit price for the removal, preparation and replacement of damaged concrete one (1) square foot in its entirety. The repair shall be appropriate/compatible for concrete pool construction.

Unit Price \$ _____ **Sq Ft** X estimate of 75 Sq. Ft = **\$** _____
(Unit price per Square Foot, numeric) *(Total, Item 1)*

_____ Dollars Per Square Foot
(Unit price per Square Foot written in words)

Base Bid, Item 2:

Crack Repair:

Provide a unit price for the preparation, injection and repair materials for cracks one (1) linear foot. The repair shall be appropriate/compatible for concrete pool construction.

Unit Price \$ _____ **Linear Ft** X estimate of 50 Lin. Ft = **\$** _____
(Unit price per Linear Foot, numeric) *(Total, Item 2)*

_____ Dollars Per Linear Foot
(Unit price per Linear Foot written in words)

Base Bid, Item 3:

Scope of Work for Base Bid including RAMUC, Type EP Epoxy – premium low film built epoxy coating of pool surface.

_____ **Dollars, Lump Sum.**
(Lump Sum Unit price, numeric/Total, Item 3)

_____ Dollars, Lump Sum
(Lump Sum Unit Price Written in Words/Total Item 3)

BASE BID TOTAL: \$ _____
(Sum of Base Bid, Total of Item 1, 2 and 3)

The undersigned agrees that for any extra work, the contract price shall be increased by the actual cost of the work in place plus ___ percent of the actual cost added to cover all profit and overhead for the General Contractor's work **OR** plus ___ percent of the actual cost added to cover all profit and overhead for all Subcontractor's work.

For any work deleted, the contract price shall be reduced by the actual cost of the work in place. Any adjustment for work added or deducted after the contracts have been signed will be adjusted upon instructions as outlined in the specifications.

The sub-division of the proposed contract price is as follows:

ITEM 1 The work of the Contractor, being all work other than that covered by Item 2, \$ _____.

ITEM 2 Sub-bids as follows:

<u>SUBTRADE</u>	<u>SECTIONS</u>	<u>SUB-BIDDER</u>	<u>AMOUNT</u>	<u>BONDS REQUIRED</u> <u>INDICATE</u> <u>YES/NO</u>
_____	_____	_____	\$ _____	_____
_____	_____	_____	\$ _____	_____
_____	_____	_____	\$ _____	_____
_____	_____	_____	\$ _____	_____
_____	_____	_____	\$ _____	_____

TOTAL OF ITEM 2\$ _____

The undersigned agrees that each of the above-named sub-bidders will be used for the work indicated at the amount stated, unless a substitution is made.

The undersigned agrees that if he is selected as contractor, he will within five days, Saturdays, Sundays and legal holidays excluded, after presentation thereof by the awarding authority, execute a contract in accordance with the terms of this general.

The undersigned agrees that if he is selected as General Contractor, he will within five days, Saturdays, Sundays and legal holidays excluded, after presentation thereof by the awarding authority, execute a contract in accordance with the terms of this general bid and furnish a Performance Bond and also a Labor and Materials or Payment Bond, each of a surety company qualified to do business under the laws of the Commonwealth of Massachusetts and satisfactory to the awarding authority and each in the sum of one hundred percent of the contract price, the premiums for which are to be paid by the general contractor and are included in the contract price.

The undersigned hereby certifies that he is able to furnish labor that can work in harmony with the Owner, A/E, and all other elements of labor employed or to be employed on the worksite. All employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and that he will comply fully with all laws and regulations applicable to awards made subject to Section 44A.

Date: _____

Name of General Bidder

(Affix corporate seal here if Bidder is a corporation)

By: _____
Name of Person Signing Bid

Title

Business Address

City and State Zip Code

Email

NOTE: If the bidder is a corporation, indicate state of incorporation under signature, and affix corporate seal; if a partnership, give full names and residential addresses of all partners; and if an individual, give residential address if different from business address.

CONTRACTOR'S AFFIDAVIT

The undersigned further certifies under the penalties of perjury that this bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this subsection the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth under the provisions of Section 29F of Chapter 29, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

Signature

Print Name of Bidder

Project Number

Business Address

Awarding Authority

Telephone Number

The undersigned agrees that if selected, will within five days, Saturdays, Sundays and legal holidays excluded, after presentation thereof by the awarding authority, execute a contract in accordance with the terms of the General Contractor.

The undersigned agrees that if selected, will within five days, Saturdays, Sundays and legal holidays excluded, after presentation thereof by the awarding authority, execute a contract in accordance with the terms of this general bid and furnish a Performance Bond and also a Labor and Materials or Payment Bond, each of a surety company qualified to do business under the laws of the Commonwealth of Massachusetts and satisfactory to the awarding authority and each in the sum of one hundred percent of the contract price, the premiums for which are to be paid by the general contractor and are included in the contract price.

The undersigned hereby certifies that he/she is able to furnish labor that can work in harmony with the Owner, A/E, and all other elements of labor employed or to be employed on the worksite. All employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and that he/she will comply fully with all laws and regulations applicable to awards made subject to Section 44A.

The undersigned offers the following information as evidence for qualifications to perform work as bid in accordance with all requirements of the drawings and specifications:

1. Have been in business under the present business name for ____ years.
2. Failed to complete any work awarded? (Check one below.)
 - Yes
 - No

The undersigned further certifies under the penalties of perjury that this bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this subsection the word “person” shall mean any natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth under the provisions of Section 29F of Chapter 29, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

The undersigned hereby agrees that all prices contained herein shall be valid for a period not exceeding thirty (30) days (weekends and holidays not included) from date of the General Bid opening.

Date: _____

Name of Sub-Bidder

(Affix corporate seal here if Bidder is a corporation)

By: _____
Name of Person Signing Sub-Bid

Title

Business Address

City and State Zip Code

HAVE YOU SUPPLIED WITH YOUR BID SUBMISSION FORMS THE FOLLOWING ‘BIDDER’S QUALIFICATIONS AND REFERENCES FORMS’?

YES _____, NO _____

BIDDER'S QUALIFICATIONS AND REFERENCES FORM

All questions must be answered, and the data given must be clear and comprehensive. Please type or print legibly. If necessary, add additional sheet for starred items. This information will be utilized by the Town for purposes of determining bidder responsiveness and responsibility with regard to the requirements and specifications of the Contract.

1.FIRM NAME: _____

2.WHEN ORGANIZED: _____

3. INCORPORATED?

_____ YES

_____ NO DATE AND STATE OF INCORPORATION:_____

4. IS YOUR BUSINESS REGISTERED WITH SOMWBA FOR THE FOLLOWING WOMEN AND/OR MINORITY CATEGORIES:

MBE? _____ YES _____ NO

WBE? _____ YES _____ NO or

MWBE? _____ YES _____ NO

5.LIST ALL CONTRACTS CURRENTLY ON HAND, SHOWING CONTRACT AMOUNT AND ANTICIPATED DATE OF COMPLETION:

6.HAVE YOU EVER FAILED TO COMPLETE A CONTRACT AWARDED TO YOU?

_____ YES

_____ NO

IF YES, WHERE AND WHY?

7.HAVE YOU EVER DEFAULTED ON A CONTRACT? _____ YES _____ NO

IF YES, PROVIDE DETAILS.

8.
LIST YOUR VEHICLES/EQUIPMENT AVAILABLE FOR THIS CONTRACT:

9.
IN THE SPACES FOLLOWING, PROVIDE INFORMATION REGARDING **CONTRACTS COMPLETED BY YOUR FIRM LISTING ONLY PROJECTS OF SIMILAR NATURE INVOLVING POOL PAINTING, POOL CRACK REPAIR AND POOL CONCRETE MAINTENANCE**. THE CONTRACTOR SHALL HAVE EXPERIENCE WITH POOL CONCRETE REPAIR AND POOL PAINTING. A MINIMUM OF TWO (S) CONTRACTS SHALL BE LISTED. PUBLICLY BID CONTRACTS ARE PREFERRED. IT IS THE RESPONSIBILITY OF THE BIDDER TO PROVIDE INFORMATION REQUESTED BELOW WITH VALID CONTACT.

PROJECT NAME: _____
OWNER: _____
CITY/STATE: _____
DOLLAR AMOUNT: \$ _____ DATE COMPLETED: _____
PUBLICLY BID? _____ YES _____ NO
TYPE OF WORK?: _____
CONTACT PERSON: _____ TELEPHONE #: (____) _____
CONTACT PERSON'S RELATION TO PROJECT?: _____
(i.e., contract manager, purchasing agent, etc.)

PROJECT NAME: _____
OWNER: _____
CITY/STATE: _____
DOLLAR AMOUNT: \$ _____ DATE COMPLETED: _____
PUBLICLY BID? _____ YES _____ NO
TYPE OF WORK?: _____
CONTACT PERSON: _____ TELEPHONE #: (____) _____
CONTACT PERSON'S RELATION TO PROJECT?: _____
(i.e., contract manager, purchasing agent, etc.)

PROJECT NAME: _____
OWNER: _____
CITY/STATE: _____
DOLLAR AMOUNT: \$ _____ DATE COMPLETED: _____
PUBLICLY BID? _____ YES _____ NO
TYPE OF WORK?: _____
CONTACT PERSON: _____ TELEPHONE #: (____) _____
CONTACT PERSON'S RELATION TO PROJECT?: _____
(i.e., contract manager, purchasing agent, etc.)

PROJECTNAME: _____
OWNER: _____
CITY/STATE: _____
DOLLAR AMOUNT: \$ _____ DATE COMPLETED: _____
PUBLICLY BID? _____ YES _____ NO
TYPE OF WORK?: _____
CONTACT PERSON: _____ TELEPHONE #:(____) _____
CONTACT PERSON'S RELATION TO PROJECT?: _____
(i.e., contract manager, purchasing agent, etc.)

10.

The undersigned certifies that the information contained herein is complete and accurate and here by authorizes and requests any person, firm, or corporation to furnish any information requested by the Town in verification of the recitals comprising this statement of Bidder's qualifications and experience.

DATE: _____

BIDDER: _____

SIGNATURE: _____

PRINTED NAME: _____ TITLE: _____

(End – Forms for Bid)

ATTESTATION OF TAXES

AT - 1

Chapter 223 (Sections 35 and 36) of the Acts and Resolves of 1983 enacted the Revenue Enforcement and Protection Program, which became effective July 1, 1983. One aspect of the law requires that the providers of goods and services attest, under penalties of perjury, that they are in compliance with all laws of the Commonwealth of Massachusetts relating to taxes.

To comply with this requirement, the Attestation of Taxes must be signed and submitted with the bid to the Awarding Authority.

Any person failing to sign the Attestation of Taxes shall not be allowed to obtain, renew, or extend a license, permit, or public contract.

Pursuant to M.G.L. Chapter 62c, Section 49A, I hereby certify, under the penalties of perjury, that I, to the best of my knowledge and belief, have filed all state tax returns and paid all state taxes as required by law.

Signed under penalties of perjury this _____ day of _____, _____.

Signature and title of responsible company officer:

Corporate Seal (Affix Below)

WEEKLY PAYROLL RECORDS REPORT
& STATEMENT OF COMPLIANCE

PR - 1

In accordance with Massachusetts General Law c149, Section 27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the next page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. This is required to be done on a weekly basis. Once collected, the awarding authority is also required to preserve those records for three years.

In addition, each such contractor, subcontractor or public body shall furnish to the Department of Labor & Industries within fifteen days after completion of its portion of the work a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

<p>STATEMENT OF COMPLIANCE</p> <p>_____, 20____</p>	
I, _____,	_____
(Name of signatory party)	(Title)
do hereby state:	
That I pay or supervise the payment of the persons employed by	
_____	_____
(Contractor, subcontractor or public body)	(Building or project)
and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed on said project have been paid in accordance with wages determined under the provisions of sections twenty-six and twenty-seven of chapter one hundred and forty nine of the General Laws.	
Signature _____	
Title _____	

DEPARTMENT OF LABOR & INDUSTRIES, 100 CAMBRIDGE STREET, 11TH FL., BOSTON, MA 02202

WEEKLY PAY ROLL REPORT FORM

Company Name: _____

Prime Contractor

Project Name: _____

Subcontractor

Awarding Auth.: _____

List Prime Contractor: _____

Employer Signature: _____

Work Week Ending: _____

Print Name & Title: _____

Final Report

Employee Name & Address	Work Classification	Hours Worked							(A) Tot. Hrs.	(B) Hourly Base Wage	Employer Contributions			(F) [B+C+D+E] Hourly Total Wage (prev. wage)	(G) [A*F] Weekly Total Amount	
		S	M	T	W	T	F	S			(C) Health & Welfare	(D) Pension	(E) Supp. Unemp.			

NOTE: Every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority.



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

Prevailing Wage Rates

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

CHARLES D. BAKER
Governor

ROSALIN ACOSTA
Secretary

KARYN E. POLITO
Lt. Governor

WILLIAM D MCKINNEY
Director

Awarding Authority: Town of Longmeadow
Contract Number: **City/Town:** LONGMEADOW
Description of Work: Pool painting and miscellaneous repair for the indoor pool at Longmeadow High School.
Job Location: 95 Grassy Gutter Rd, Longmeadow, MA 01106

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.25	\$11.91	\$12.70	\$0.00	\$57.86
	06/01/2019	\$34.25	\$11.91	\$12.70	\$0.00	\$58.86
	08/01/2019	\$34.25	\$12.41	\$12.70	\$0.00	\$59.36
	12/01/2019	\$34.25	\$12.41	\$13.72	\$0.00	\$60.38
	06/01/2020	\$35.15	\$12.41	\$13.72	\$0.00	\$61.28
	08/01/2020	\$35.15	\$12.91	\$13.72	\$0.00	\$61.78
	12/01/2020	\$35.15	\$12.91	\$14.82	\$0.00	\$62.88
	06/01/2021	\$35.95	\$12.91	\$14.82	\$0.00	\$63.68
	08/01/2021	\$35.95	\$13.41	\$14.82	\$0.00	\$64.18
	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.32	\$11.91	\$12.70	\$0.00	\$57.93
	06/01/2019	\$34.32	\$11.91	\$12.70	\$0.00	\$58.93
	08/01/2019	\$34.32	\$12.41	\$12.70	\$0.00	\$59.43
	12/01/2019	\$34.32	\$12.41	\$13.72	\$0.00	\$60.45
	06/01/2020	\$35.22	\$12.41	\$13.72	\$0.00	\$61.35
	08/01/2020	\$35.22	\$12.91	\$13.72	\$0.00	\$61.85
	12/01/2020	\$35.22	\$12.91	\$14.82	\$0.00	\$62.95
	06/01/2021	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	08/01/2021	\$36.02	\$13.41	\$14.82	\$0.00	\$64.25
	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.44	\$11.91	\$12.70	\$0.00	\$58.05
	06/01/2019	\$34.44	\$11.91	\$12.70	\$0.00	\$59.05
	08/01/2019	\$34.44	\$12.41	\$12.70	\$0.00	\$59.55
	12/01/2019	\$34.44	\$12.41	\$13.72	\$0.00	\$60.57
	06/01/2020	\$35.34	\$12.41	\$13.72	\$0.00	\$61.47
	08/01/2020	\$35.34	\$12.91	\$13.72	\$0.00	\$61.97
	12/01/2020	\$35.34	\$12.91	\$14.82	\$0.00	\$63.07
	06/01/2021	\$36.14	\$12.91	\$14.82	\$0.00	\$63.87
	08/01/2021	\$36.14	\$13.41	\$14.82	\$0.00	\$64.37
	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	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 <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2018	\$31.75	\$7.85	\$13.91	\$0.00	\$53.51
	06/03/2019	\$32.56	\$7.85	\$13.91	\$0.00	\$54.32
	12/02/2019	\$33.37	\$7.85	\$13.91	\$0.00	\$55.13
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2018	\$31.75	\$7.85	\$11.89	\$0.00	\$51.49
	06/01/2019	\$32.54	\$7.85	\$11.89	\$0.00	\$52.28
	12/01/2019	\$33.33	\$7.85	\$11.89	\$0.00	\$53.07
	06/01/2020	\$34.14	\$7.85	\$11.89	\$0.00	\$53.88
	12/01/2020	\$34.95	\$7.85	\$11.89	\$0.00	\$54.69
	06/01/2021	\$35.79	\$7.85	\$11.89	\$0.00	\$55.53
	12/01/2021	\$36.62	\$7.85	\$11.89	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	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 3 (BUILDING & SITE)</i>	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2018	\$31.25	\$7.85	\$11.89	\$0.00	\$50.99
	06/01/2019	\$32.04	\$7.85	\$11.89	\$0.00	\$51.78
	12/01/2019	\$32.83	\$7.85	\$11.89	\$0.00	\$52.57
	06/01/2020	\$33.64	\$7.85	\$11.89	\$0.00	\$53.38
	12/01/2020	\$34.45	\$7.85	\$11.89	\$0.00	\$54.19
	06/01/2021	\$35.29	\$7.85	\$11.89	\$0.00	\$55.03
12/01/2021	\$36.12	\$7.85	\$11.89	\$0.00	\$55.86	
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.79	\$11.44	\$13.81	\$0.00	\$60.04
	06/01/2019	\$35.30	\$11.44	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.90	\$11.44	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.79	\$11.44	\$13.81	\$0.00	\$60.04
	06/01/2019	\$35.30	\$11.44	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.90	\$11.44	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.26	\$11.44	\$13.81	\$0.00	\$59.51
	06/01/2019	\$34.77	\$11.44	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.37	\$11.44	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2018	\$31.75	\$7.85	\$13.91	\$0.00	\$53.51
	06/03/2019	\$32.56	\$7.85	\$13.91	\$0.00	\$54.32
	12/02/2019	\$33.37	\$7.85	\$13.91	\$0.00	\$55.13
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2018	\$31.75	\$7.85	\$11.89	\$0.00	\$51.49
	06/01/2019	\$32.54	\$7.85	\$11.89	\$0.00	\$52.28
	12/01/2019	\$33.33	\$7.85	\$11.89	\$0.00	\$53.07
	06/01/2020	\$34.14	\$7.85	\$11.89	\$0.00	\$53.88
	12/01/2020	\$34.95	\$7.85	\$11.89	\$0.00	\$54.69
	06/01/2021	\$35.79	\$7.85	\$11.89	\$0.00	\$55.53
12/01/2021	\$36.62	\$7.85	\$11.89	\$0.00	\$56.36	
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2019	\$44.71	\$7.07	\$17.72	\$0.00	\$69.50
	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.06	\$7.07	\$11.52	\$0.00	\$47.65
2	65	\$29.06	\$7.07	\$11.52	\$0.00	\$47.65
3	70	\$31.30	\$7.07	\$12.40	\$0.00	\$50.77
4	75	\$33.53	\$7.07	\$13.30	\$0.00	\$53.90
5	80	\$35.77	\$7.07	\$14.18	\$0.00	\$57.02
6	85	\$38.00	\$7.07	\$15.07	\$0.00	\$60.14
7	90	\$40.24	\$7.07	\$15.95	\$0.00	\$63.26
8	95	\$42.47	\$7.07	\$16.84	\$0.00	\$66.38

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	08/01/2018	\$41.41	\$10.75	\$18.77	\$0.00	\$70.93
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	02/01/2019	\$41.96	\$10.75	\$18.77	\$0.00	\$71.48
	08/01/2019	\$43.31	\$10.75	\$18.91	\$0.00	\$72.97
	02/01/2020	\$43.86	\$10.75	\$18.91	\$0.00	\$73.52
	08/01/2020	\$45.21	\$10.75	\$19.06	\$0.00	\$75.02
	02/01/2021	\$45.76	\$10.75	\$19.06	\$0.00	\$75.57
	08/01/2021	\$47.16	\$10.75	\$19.22	\$0.00	\$77.13
	02/01/2022	\$47.69	\$10.75	\$19.22	\$0.00	\$77.66

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.71	\$10.75	\$18.77	\$0.00	\$50.23
2	60	\$24.85	\$10.75	\$18.77	\$0.00	\$54.37
3	70	\$28.99	\$10.75	\$18.77	\$0.00	\$58.51
4	80	\$33.13	\$10.75	\$18.77	\$0.00	\$62.65
5	90	\$37.27	\$10.75	\$18.77	\$0.00	\$66.79

Effective Date - 02/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.98	\$10.75	\$18.77	\$0.00	\$50.50
2	60	\$25.18	\$10.75	\$18.77	\$0.00	\$54.70
3	70	\$29.37	\$10.75	\$18.77	\$0.00	\$58.89
4	80	\$33.57	\$10.75	\$18.77	\$0.00	\$63.09
5	90	\$37.76	\$10.75	\$18.77	\$0.00	\$67.28

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING	12/01/2018	\$34.79	\$11.44	\$13.81	\$0.00	\$60.04
ENGINEERS LOCAL 98	06/01/2019	\$35.30	\$11.44	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.90	\$11.44	\$14.35	\$0.00	\$61.69

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	12/01/2018	\$39.75	\$7.85	\$15.55	\$0.00	\$63.15
	06/01/2019	\$40.75	\$7.85	\$15.55	\$0.00	\$64.15
	12/01/2019	\$41.75	\$7.85	\$15.55	\$0.00	\$65.15
	06/01/2020	\$42.74	\$7.85	\$15.55	\$0.00	\$66.14
	12/01/2020	\$43.72	\$7.85	\$15.55	\$0.00	\$67.12
	06/01/2021	\$44.74	\$7.85	\$15.55	\$0.00	\$68.14
	12/01/2021	\$45.75	\$7.85	\$15.55	\$0.00	\$69.15

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2018	\$38.60	\$7.85	\$15.55	\$0.00	\$62.00
	06/01/2019	\$39.60	\$7.85	\$15.55	\$0.00	\$63.00
	12/01/2019	\$40.60	\$7.85	\$15.55	\$0.00	\$64.00
	06/01/2020	\$41.59	\$7.85	\$15.55	\$0.00	\$64.99
	12/01/2020	\$42.57	\$7.85	\$15.55	\$0.00	\$65.97
	06/01/2021	\$43.59	\$7.85	\$15.55	\$0.00	\$66.99
	12/01/2021	\$44.60	\$7.85	\$15.55	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2018	\$38.60	\$7.85	\$15.55	\$0.00	\$62.00
	06/01/2019	\$39.60	\$7.85	\$15.55	\$0.00	\$63.00
	12/01/2019	\$40.60	\$7.85	\$15.55	\$0.00	\$64.00
	06/01/2020	\$41.59	\$7.85	\$15.55	\$0.00	\$64.99
	12/01/2020	\$42.57	\$7.85	\$15.55	\$0.00	\$65.97
	06/01/2021	\$43.59	\$7.85	\$15.55	\$0.00	\$66.99
	12/01/2021	\$44.60	\$7.85	\$15.55	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN</i>	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

Apprentice - CARPENTER - Local 108 Hampden Hampshire Franklin

Effective Date - 09/05/2018

Step	percent	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

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$25.93/ 3&4 \$30.77/ 5&6 \$46.41/ 7&8 \$51.29

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME <i>CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN</i>	10/01/2018	\$22.71	\$7.07	\$7.86	\$0.00	\$37.64
	04/01/2019	\$23.10	\$7.07	\$7.86	\$0.00	\$38.03
	10/01/2019	\$23.49	\$7.07	\$7.86	\$0.00	\$38.42

All Aspects of New Wood Frame Work - As of 9/1/09 Carpentry work on wood-frame WEATHERIZATION projects shall be paid the WOOD FRAME CARPENTER rate.

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Wood Frame) - 108 Hampden Hampshire

Effective Date - 10/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$13.63	\$7.07	\$0.00	\$0.00	\$20.70
2	60	\$13.63	\$7.07	\$0.00	\$0.00	\$20.70
3	65	\$14.76	\$7.07	\$7.86	\$0.00	\$29.69
4	70	\$15.90	\$7.07	\$7.86	\$0.00	\$30.83
5	75	\$17.03	\$7.07	\$7.86	\$0.00	\$31.96
6	80	\$18.17	\$7.07	\$7.86	\$0.00	\$33.10
7	85	\$19.30	\$7.07	\$7.86	\$0.00	\$34.23
8	90	\$20.44	\$7.07	\$7.86	\$0.00	\$35.37

Effective Date - 04/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$13.86	\$7.07	\$0.00	\$0.00	\$20.93
2	60	\$13.86	\$7.07	\$0.00	\$0.00	\$20.93
3	65	\$15.02	\$7.07	\$7.86	\$0.00	\$29.95
4	70	\$16.17	\$7.07	\$7.86	\$0.00	\$31.10
5	75	\$17.33	\$7.07	\$7.86	\$0.00	\$32.26
6	80	\$18.48	\$7.07	\$7.86	\$0.00	\$33.41
7	85	\$19.64	\$7.07	\$7.86	\$0.00	\$34.57
8	90	\$20.79	\$7.07	\$7.86	\$0.00	\$35.72

Notes:
 % Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$17.29/ 3&4 \$24.31/ 5&6 \$30.83/ 7&8 \$33.10

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING	01/01/2019	\$40.46	\$12.45	\$17.64	\$0.30	\$70.85
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	07/01/2019	\$41.03	\$12.45	\$17.64	\$0.30	\$71.42
	01/01/2020	\$42.51	\$12.45	\$17.64	\$0.30	\$72.90

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.23	\$12.45	\$15.41	\$0.00	\$48.09
2	60	\$24.28	\$12.45	\$17.64	\$0.30	\$54.67
3	65	\$26.30	\$12.45	\$17.64	\$0.30	\$56.69
4	70	\$28.32	\$12.45	\$17.64	\$0.30	\$58.71
5	75	\$30.35	\$12.45	\$17.64	\$0.30	\$60.74
6	80	\$32.37	\$12.45	\$17.64	\$0.30	\$62.76
7	90	\$36.41	\$12.45	\$17.64	\$0.30	\$66.80

Effective Date - 07/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.52	\$12.45	\$15.41	\$0.00	\$48.38
2	60	\$24.62	\$12.45	\$17.64	\$0.30	\$55.01
3	65	\$26.67	\$12.45	\$17.64	\$0.30	\$57.06
4	70	\$28.72	\$12.45	\$17.64	\$0.30	\$59.11
5	75	\$30.77	\$12.45	\$17.64	\$0.30	\$61.16
6	80	\$32.82	\$12.45	\$17.64	\$0.30	\$63.21
7	90	\$36.93	\$12.45	\$17.64	\$0.30	\$67.32

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.26	\$11.44	\$13.81	\$0.00	\$59.51
	06/01/2019	\$34.77	\$11.44	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.37	\$11.44	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$38.29	\$11.44	\$13.81	\$0.00	\$63.54
	06/01/2019	\$38.80	\$11.44	\$14.08	\$0.00	\$64.32
	12/01/2019	\$39.40	\$11.44	\$14.35	\$0.00	\$65.19
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2019	\$50.36	\$8.15	\$20.85	\$0.00	\$79.36
	07/01/2019	\$51.46	\$8.15	\$20.85	\$0.00	\$80.46
	01/01/2020	\$42.56	\$8.15	\$20.85	\$0.00	\$71.56
	07/01/2020	\$53.66	\$8.15	\$20.85	\$0.00	\$82.66
	01/01/2021	\$54.76	\$8.15	\$20.85	\$0.00	\$83.76

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.18	\$8.15	\$0.00	\$0.00	\$33.33
2	55	\$27.70	\$8.15	\$5.64	\$0.00	\$41.49
3	60	\$30.22	\$8.15	\$6.15	\$0.00	\$44.52
4	65	\$32.73	\$8.15	\$6.66	\$0.00	\$47.54
5	70	\$35.25	\$8.15	\$17.78	\$0.00	\$61.18
6	75	\$37.77	\$8.15	\$18.29	\$0.00	\$64.21
7	80	\$40.29	\$8.15	\$18.80	\$0.00	\$67.24
8	90	\$45.32	\$8.15	\$19.83	\$0.00	\$73.30

Effective Date - 07/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.73	\$8.15	\$0.00	\$0.00	\$33.88
2	55	\$28.30	\$8.15	\$5.64	\$0.00	\$42.09
3	60	\$30.88	\$8.15	\$6.15	\$0.00	\$45.18
4	65	\$33.45	\$8.15	\$6.66	\$0.00	\$48.26
5	70	\$36.02	\$8.15	\$17.78	\$0.00	\$61.95
6	75	\$38.60	\$8.15	\$18.29	\$0.00	\$65.04
7	80	\$41.17	\$8.15	\$18.80	\$0.00	\$68.12
8	90	\$46.31	\$8.15	\$19.83	\$0.00	\$74.29

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2018	\$38.80	\$7.85	\$15.35	\$0.00	\$62.00
	06/01/2019	\$39.80	\$7.85	\$15.35	\$0.00	\$63.00
	12/01/2019	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2018	\$39.80	\$7.85	\$15.35	\$0.00	\$63.00
	06/01/2019	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00
	12/01/2019	\$41.80	\$7.85	\$15.35	\$0.00	\$65.00

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2018	\$39.55	\$7.85	\$15.35	\$0.00	\$62.75
	06/01/2019	\$40.55	\$7.85	\$15.35	\$0.00	\$63.75
	12/01/2019	\$41.55	\$7.85	\$15.35	\$0.00	\$64.75

For apprentice rates see "Apprentice- LABORER"

DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2018	\$39.80	\$7.85	\$15.35	\$0.00	\$63.00
	06/01/2019	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00
	12/01/2019	\$41.80	\$7.85	\$15.35	\$0.00	\$65.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2018	\$39.55	\$7.85	\$15.35	\$0.00	\$62.75
	06/01/2019	\$40.55	\$7.85	\$15.35	\$0.00	\$63.75
	12/01/2019	\$41.55	\$7.85	\$15.35	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2018	\$38.80	\$7.85	\$15.35	\$0.00	\$62.00
	06/01/2019	\$39.80	\$7.85	\$15.35	\$0.00	\$63.00
	12/01/2019	\$40.80	\$7.85	\$15.35	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2018	\$65.20	\$9.90	\$21.15	\$0.00	\$96.25
	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	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"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2018	\$69.86	\$9.90	\$21.15	\$0.00	\$100.91
	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	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) <i>ELECTRICIANS LOCAL 7</i>	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

Apprentice - ELECTRICIAN - Local 7

Effective Date - 12/30/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.76	\$5.70	\$0.50	\$0.00	\$22.96
2	45	\$18.86	\$5.70	\$0.57	\$0.00	\$25.13
3	50	\$20.96	\$10.50	\$6.93	\$0.00	\$38.39
4	55	\$23.05	\$10.50	\$6.99	\$0.00	\$40.54
5	65	\$27.24	\$10.50	\$8.12	\$0.00	\$45.86
6	70	\$29.34	\$10.50	\$9.18	\$0.00	\$49.02

Effective Date - 06/30/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.06	\$5.85	\$0.51	\$0.00	\$23.42
2	45	\$19.20	\$5.85	\$0.58	\$0.00	\$25.63
3	50	\$21.33	\$10.75	\$6.94	\$0.00	\$39.02
4	55	\$23.46	\$10.75	\$7.00	\$0.00	\$41.21
5	65	\$27.73	\$10.75	\$8.13	\$0.00	\$46.61
6	70	\$29.86	\$10.75	\$9.20	\$0.00	\$49.81

Notes:

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 <i>ELEVATOR CONSTRUCTORS LOCAL 41</i>	01/01/2019	\$53.11	\$15.58	\$17.51	\$0.00	\$86.20
	01/01/2020	\$54.85	\$15.73	\$18.41	\$0.00	\$88.99
	01/01/2021	\$56.69	\$15.88	\$19.31	\$0.00	\$91.88
	01/01/2022	\$58.62	\$16.03	\$20.21	\$0.00	\$94.86

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.56	\$15.58	\$0.00	\$0.00	\$42.14
2	55	\$29.21	\$15.58	\$17.51	\$0.00	\$62.30
3	65	\$34.52	\$15.58	\$17.51	\$0.00	\$67.61
4	70	\$37.18	\$15.58	\$17.51	\$0.00	\$70.27
5	80	\$42.49	\$15.58	\$17.51	\$0.00	\$75.58

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.43	\$15.73	\$0.00	\$0.00	\$43.16
2	55	\$30.17	\$15.73	\$18.41	\$0.00	\$64.31
3	65	\$35.65	\$15.73	\$18.41	\$0.00	\$69.79
4	70	\$38.40	\$15.73	\$18.41	\$0.00	\$72.54
5	80	\$43.88	\$15.73	\$18.41	\$0.00	\$78.02

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 41</i>	01/01/2019	\$37.18	\$15.58	\$17.51	\$0.00	\$70.27
	01/01/2020	\$38.40	\$15.73	\$18.41	\$0.00	\$72.54
	01/01/2021	\$39.68	\$15.88	\$19.31	\$0.00	\$74.87
	01/01/2022	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2018	\$31.25	\$7.85	\$11.89	\$0.00	\$50.99
	06/01/2019	\$32.04	\$7.85	\$11.89	\$0.00	\$51.78
	12/01/2019	\$32.83	\$7.85	\$11.89	\$0.00	\$52.57
	06/01/2020	\$33.64	\$7.85	\$11.89	\$0.00	\$53.38
	12/01/2020	\$34.45	\$7.85	\$11.89	\$0.00	\$54.19
	06/01/2021	\$35.29	\$7.85	\$11.89	\$0.00	\$55.03
	12/01/2021	\$36.12	\$7.85	\$11.89	\$0.00	\$55.86

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

FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 7</i>	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"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 7</i>	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 <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.26	\$11.44	\$13.81	\$0.00	\$59.51
	06/01/2019	\$34.77	\$11.44	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.37	\$11.44	\$14.35	\$0.00	\$61.16

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 12/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.56	\$11.44	\$13.81	\$0.00	\$45.81
2	70	\$23.98	\$11.44	\$13.81	\$0.00	\$49.23
3	80	\$27.41	\$11.44	\$13.81	\$0.00	\$52.66
4	90	\$30.83	\$11.44	\$13.81	\$0.00	\$56.08

Effective Date - 06/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.86	\$11.44	\$14.08	\$0.00	\$46.38
2	70	\$24.34	\$11.44	\$14.08	\$0.00	\$49.86
3	80	\$27.82	\$11.44	\$14.08	\$0.00	\$53.34
4	90	\$31.29	\$11.44	\$14.08	\$0.00	\$56.81

Notes:

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

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2018	\$22.50	\$7.85	\$11.89	\$0.00	\$42.24
	06/01/2019	\$22.50	\$7.85	\$11.89	\$0.00	\$42.24
	12/01/2019	\$23.50	\$7.85	\$11.89	\$0.00	\$43.24
	06/01/2020	\$23.50	\$7.85	\$11.89	\$0.00	\$43.24
	12/01/2020	\$24.50	\$7.85	\$11.89	\$0.00	\$44.24
	06/01/2021	\$24.50	\$7.85	\$11.89	\$0.00	\$44.24
	12/01/2021	\$24.50	\$7.85	\$11.89	\$0.00	\$44.24
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE III</i>	03/01/2016	\$32.60	\$8.55	\$14.42	\$0.00	\$55.57

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.
 % After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
 Step 1&2 \$24.42/ 3&4 \$28.84/ 5&6 \$43.39/ 7&8 \$47.85

Apprentice to Journeyworker Ratio:1:1

FORK LIFT <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.48	\$11.44	\$13.81	\$0.00	\$59.73
	06/01/2019	\$34.99	\$11.44	\$14.08	\$0.00	\$60.51
	12/01/2019	\$35.59	\$11.44	\$14.35	\$0.00	\$61.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATORS/LIGHTING PLANTS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$31.03	\$11.44	\$13.81	\$0.00	\$56.28
	06/01/2019	\$31.54	\$11.44	\$14.08	\$0.00	\$57.06
	12/01/2019	\$32.14	\$11.44	\$14.35	\$0.00	\$57.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 1333</i>	06/01/2018	\$37.18	\$10.40	\$9.35	\$0.00	\$56.93
	06/01/2019	\$38.18	\$10.60	\$9.90	\$0.00	\$58.68
	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.59	\$10.40	\$1.60	\$0.00	\$30.59
2	56	\$20.91	\$10.40	\$1.60	\$0.00	\$32.91
3	63	\$23.24	\$10.40	\$2.10	\$0.00	\$35.74
4	69	\$25.56	\$10.40	\$2.10	\$0.00	\$38.06
5	75	\$27.89	\$10.40	\$2.60	\$0.00	\$40.89
6	81	\$30.21	\$10.40	\$2.60	\$0.00	\$43.21
7	88	\$32.53	\$10.40	\$9.35	\$0.00	\$52.28
8	94	\$34.86	\$10.40	\$9.35	\$0.00	\$54.61

Effective Date - 06/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.09	\$10.60	\$1.80	\$0.00	\$31.49
2	56	\$21.48	\$10.60	\$1.80	\$0.00	\$33.88
3	63	\$23.86	\$10.60	\$2.40	\$0.00	\$36.86
4	69	\$26.25	\$10.60	\$2.40	\$0.00	\$39.25
5	75	\$28.64	\$10.60	\$2.90	\$0.00	\$42.14
6	81	\$31.02	\$10.60	\$2.90	\$0.00	\$44.52
7	88	\$33.41	\$10.60	\$9.90	\$0.00	\$53.91
8	94	\$35.79	\$10.60	\$9.90	\$0.00	\$56.29

Notes:

Apprentice to Journeyworker Ratio:1:3

GRADER/TRENCHING MACHINE/DERRICK <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.79	\$11.44	\$13.81	\$0.00	\$60.04
	06/01/2019	\$35.30	\$11.44	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.90	\$11.44	\$14.35	\$0.00	\$61.69

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 63</i>	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 (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 7</i>	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"

HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 63</i>	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) <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	09/17/2018	\$40.11	\$8.50	\$15.95	\$0.00	\$64.56
	03/17/2019	\$40.86	\$8.50	\$15.95	\$0.00	\$65.31

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	09/17/2018	\$40.11	\$8.50	\$15.95	\$0.00	\$64.56
	03/17/2019	\$40.86	\$8.50	\$15.95	\$0.00	\$65.31
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2018	\$31.75	\$7.85	\$11.89	\$0.00	\$51.49
	06/01/2019	\$32.54	\$7.85	\$11.89	\$0.00	\$52.28
	12/01/2019	\$33.33	\$7.85	\$11.89	\$0.00	\$53.07
	06/01/2020	\$34.14	\$7.85	\$11.89	\$0.00	\$53.88
	12/01/2020	\$34.95	\$7.85	\$11.89	\$0.00	\$54.69
	06/01/2021	\$35.79	\$7.85	\$11.89	\$0.00	\$55.53
	12/01/2021	\$36.62	\$7.85	\$11.89	\$0.00	\$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	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 - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.74	\$11.75	\$10.45	\$0.00	\$42.94
2	60	\$24.88	\$11.75	\$11.20	\$0.00	\$47.83
3	70	\$29.03	\$11.75	\$11.95	\$0.00	\$52.73
4	80	\$33.18	\$11.75	\$12.70	\$0.00	\$57.63

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)</i>	09/16/2018	\$33.71	\$8.00	\$20.40	\$0.00	\$62.11
	03/16/2019	\$34.56	\$8.00	\$20.40	\$0.00	\$62.96
	09/16/2019	\$35.46	\$8.00	\$20.40	\$0.00	\$63.86
	03/16/2020	\$36.31	\$8.00	\$20.40	\$0.00	\$64.71
	09/16/2020	\$37.21	\$8.00	\$20.40	\$0.00	\$65.61
	03/16/2021	\$38.06	\$8.00	\$20.40	\$0.00	\$66.46

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Springfield

Effective Date - 09/16/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.23	\$8.00	\$20.40	\$0.00	\$48.63
2	70	\$23.60	\$8.00	\$20.40	\$0.00	\$52.00
3	75	\$25.28	\$8.00	\$20.40	\$0.00	\$53.68
4	80	\$26.97	\$8.00	\$20.40	\$0.00	\$55.37
5	85	\$28.65	\$8.00	\$20.40	\$0.00	\$57.05
6	90	\$30.34	\$8.00	\$20.40	\$0.00	\$58.74

Effective Date - 03/16/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.74	\$8.00	\$20.40	\$0.00	\$49.14
2	70	\$24.19	\$8.00	\$20.40	\$0.00	\$52.59
3	75	\$25.92	\$8.00	\$20.40	\$0.00	\$54.32
4	80	\$27.65	\$8.00	\$20.40	\$0.00	\$56.05
5	85	\$29.38	\$8.00	\$20.40	\$0.00	\$57.78
6	90	\$31.10	\$8.00	\$20.40	\$0.00	\$59.50

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
LABORER LABORERS - ZONE 3 (BUILDING & SITE)	12/03/2018	\$31.00	\$7.85	\$13.91	\$0.00	\$52.76
	06/03/2019	\$31.81	\$7.85	\$13.91	\$0.00	\$53.57
	12/02/2019	\$32.62	\$7.85	\$13.91	\$0.00	\$54.38

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 3 Building & Site

Effective Date - 12/03/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.60	\$7.85	\$13.91	\$0.00	\$40.36
2	70	\$21.70	\$7.85	\$13.91	\$0.00	\$43.46
3	80	\$24.80	\$7.85	\$13.91	\$0.00	\$46.56
4	90	\$27.90	\$7.85	\$13.91	\$0.00	\$49.66

Effective Date - 06/03/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.09	\$7.85	\$13.91	\$0.00	\$40.85
2	70	\$22.27	\$7.85	\$13.91	\$0.00	\$44.03
3	80	\$25.45	\$7.85	\$13.91	\$0.00	\$47.21
4	90	\$28.63	\$7.85	\$13.91	\$0.00	\$50.39

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	12/01/2018	\$31.00	\$7.85	\$11.89	\$0.00	\$50.74
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2019	\$31.79	\$7.85	\$11.89	\$0.00	\$51.53
	12/01/2019	\$32.58	\$7.85	\$11.89	\$0.00	\$52.32
	06/01/2020	\$33.39	\$7.85	\$11.89	\$0.00	\$53.13
	12/01/2020	\$34.20	\$7.85	\$11.89	\$0.00	\$53.94
	06/01/2021	\$35.04	\$7.85	\$11.89	\$0.00	\$54.78
	12/01/2021	\$35.87	\$7.85	\$11.89	\$0.00	\$55.61

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER (Heavy & Highway) - Zone 3

Effective Date - 12/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.60	\$7.85	\$11.89	\$0.00	\$38.34
2	70	\$21.70	\$7.85	\$11.89	\$0.00	\$41.44
3	80	\$24.80	\$7.85	\$11.89	\$0.00	\$44.54
4	90	\$27.90	\$7.85	\$11.89	\$0.00	\$47.64

Effective Date - 06/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.07	\$7.85	\$11.89	\$0.00	\$38.81
2	70	\$22.25	\$7.85	\$11.89	\$0.00	\$41.99
3	80	\$25.43	\$7.85	\$11.89	\$0.00	\$45.17
4	90	\$28.61	\$7.85	\$11.89	\$0.00	\$48.35

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2018	\$31.00	\$7.85	\$13.91	\$0.00	\$52.76
	06/03/2019	\$31.81	\$7.85	\$13.91	\$0.00	\$53.57
	12/02/2019	\$32.62	\$7.85	\$13.91	\$0.00	\$54.38

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2018	\$31.10	\$7.85	\$13.91	\$0.00	\$52.86
	06/01/2019	\$31.91	\$7.85	\$13.91	\$0.00	\$53.67
	12/01/2019	\$32.72	\$7.85	\$13.91	\$0.00	\$54.48

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2018	\$32.00	\$7.85	\$13.91	\$0.00	\$53.76
	06/03/2019	\$32.81	\$7.85	\$13.91	\$0.00	\$54.57
	12/02/2019	\$33.62	\$7.85	\$13.91	\$0.00	\$55.38

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2018	\$31.25	\$7.85	\$11.89	\$0.00	\$50.99
	06/01/2019	\$32.04	\$7.85	\$11.89	\$0.00	\$51.78
	12/01/2019	\$32.83	\$7.85	\$11.89	\$0.00	\$52.57
	06/01/2020	\$33.64	\$7.85	\$11.89	\$0.00	\$53.38
	12/01/2020	\$34.45	\$7.85	\$11.89	\$0.00	\$54.19
	06/01/2021	\$35.29	\$7.85	\$11.89	\$0.00	\$55.03
	12/01/2021	\$36.12	\$7.85	\$11.89	\$0.00	\$55.86

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

LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2018	\$31.00	\$7.85	\$13.91	\$0.00	\$52.76
	06/03/2019	\$31.81	\$7.85	\$13.91	\$0.00	\$53.57
	12/02/2019	\$32.62	\$7.85	\$13.91	\$0.00	\$54.38

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2018	\$31.00	\$7.85	\$13.91	\$0.00	\$52.76
	06/03/2019	\$31.81	\$7.85	\$13.91	\$0.00	\$53.57
	12/02/2019	\$32.62	\$7.85	\$13.91	\$0.00	\$54.38
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2018	\$31.25	\$7.85	\$11.89	\$0.00	\$50.99
	06/01/2019	\$32.04	\$7.85	\$11.89	\$0.00	\$51.78
	12/01/2019	\$32.83	\$7.85	\$11.89	\$0.00	\$52.57
	06/01/2020	\$33.64	\$7.85	\$11.89	\$0.00	\$53.38
	12/01/2020	\$34.45	\$7.85	\$11.89	\$0.00	\$54.19
	06/01/2021	\$35.29	\$7.85	\$11.89	\$0.00	\$55.03
	12/01/2021	\$36.12	\$7.85	\$11.89	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	08/01/2018	\$34.17	\$10.75	\$18.26	\$0.00	\$63.18
	02/01/2019	\$34.67	\$10.75	\$18.26	\$0.00	\$63.68
	08/01/2019	\$35.67	\$10.75	\$18.37	\$0.00	\$64.79
	02/01/2020	\$36.17	\$10.75	\$18.37	\$0.00	\$65.29
	08/01/2020	\$37.17	\$10.75	\$18.49	\$0.00	\$66.41
	02/01/2021	\$37.67	\$10.75	\$18.49	\$0.00	\$66.91
	08/01/2021	\$38.67	\$10.75	\$18.62	\$0.00	\$68.04
	02/01/2022	\$39.12	\$10.75	\$18.62	\$0.00	\$68.49

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.09	\$10.75	\$18.26	\$0.00	\$46.10
2	60	\$20.50	\$10.75	\$18.26	\$0.00	\$49.51
3	70	\$23.92	\$10.75	\$18.26	\$0.00	\$52.93
4	80	\$27.34	\$10.75	\$18.26	\$0.00	\$56.35
5	90	\$30.75	\$10.75	\$18.26	\$0.00	\$59.76

Effective Date - 02/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.34	\$10.75	\$18.26	\$0.00	\$46.35
2	60	\$20.80	\$10.75	\$18.26	\$0.00	\$49.81
3	70	\$24.27	\$10.75	\$18.26	\$0.00	\$53.28
4	80	\$27.74	\$10.75	\$18.26	\$0.00	\$56.75
5	90	\$31.20	\$10.75	\$18.26	\$0.00	\$60.21

Notes:

Apprentice to Journeyworker Ratio:1:5

MARBLE MASON/TILE LAYER(SP/PT)SeeBrick
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE

See "BRICK/STONE/ARTIFICIAL MASONRY(INCL.MASONRY WATERPROOFING)

MECH. SWEEPER OPERATOR (ON CONST. SITES) OPERATING ENGINEERS LOCAL 98	12/01/2018	\$34.79	\$11.44	\$13.81	\$0.00	\$60.04
	06/01/2019	\$35.30	\$11.44	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.90	\$11.44	\$14.35	\$0.00	\$61.69

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK OPERATING ENGINEERS LOCAL 98	12/01/2018	\$34.26	\$11.44	\$13.81	\$0.00	\$59.51
	06/01/2019	\$34.77	\$11.44	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.37	\$11.44	\$14.35	\$0.00	\$61.16

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3) MILLWRIGHTS LOCAL 1121 - Zone 3	10/01/2018	\$36.29	\$9.90	\$18.50	\$0.00	\$64.69
	04/01/2019	\$37.11	\$9.90	\$18.50	\$0.00	\$65.51

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 3

Effective Date - 10/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$19.96	\$9.90	\$5.31	\$0.00	\$35.17
2	65	\$23.59	\$9.90	\$15.13	\$0.00	\$48.62
3	75	\$27.22	\$9.90	\$16.10	\$0.00	\$53.22
4	85	\$30.85	\$9.90	\$17.06	\$0.00	\$57.81

Effective Date - 04/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$20.41	\$9.90	\$5.31	\$0.00	\$35.62
2	65	\$24.12	\$9.90	\$15.13	\$0.00	\$49.15
3	75	\$27.83	\$9.90	\$16.10	\$0.00	\$53.83
4	85	\$31.54	\$9.90	\$17.06	\$0.00	\$58.50

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
<i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63

For apprentice rates see "Apprentice- LABORER"

OILER	12/01/2018	\$29.95	\$11.44	\$13.81	\$0.00	\$55.20
<i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$30.46	\$11.44	\$14.08	\$0.00	\$55.98
	12/01/2019	\$31.06	\$11.44	\$14.35	\$0.00	\$56.85

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS VI	12/01/2018	\$27.97	\$11.44	\$13.81	\$0.00	\$53.22
<i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2019	\$28.48	\$11.44	\$14.08	\$0.00	\$54.00
	12/01/2019	\$29.08	\$11.44	\$14.35	\$0.00	\$54.87

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS)	01/01/2019	\$50.36	\$8.15	\$20.85	\$0.00	\$79.36
<i>PAINTERS LOCAL 35 - ZONE 3</i>	07/01/2019	\$51.46	\$8.15	\$20.85	\$0.00	\$80.46
	01/01/2020	\$52.56	\$8.15	\$20.85	\$0.00	\$81.56
	07/01/2020	\$53.66	\$8.15	\$20.85	\$0.00	\$82.66
	01/01/2021	\$54.76	\$8.15	\$20.85	\$0.00	\$83.76

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.18	\$8.15	\$0.00	\$0.00	\$33.33
2	55	\$27.70	\$8.15	\$5.64	\$0.00	\$41.49
3	60	\$30.22	\$8.15	\$6.15	\$0.00	\$44.52
4	65	\$32.73	\$8.15	\$6.66	\$0.00	\$47.54
5	70	\$35.25	\$8.15	\$17.78	\$0.00	\$61.18
6	75	\$37.77	\$8.15	\$18.29	\$0.00	\$64.21
7	80	\$40.29	\$8.15	\$18.80	\$0.00	\$67.24
8	90	\$45.32	\$8.15	\$19.83	\$0.00	\$73.30

Effective Date - 07/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.73	\$8.15	\$0.00	\$0.00	\$33.88
2	55	\$28.30	\$8.15	\$5.64	\$0.00	\$42.09
3	60	\$30.88	\$8.15	\$6.15	\$0.00	\$45.18
4	65	\$33.45	\$8.15	\$6.66	\$0.00	\$48.26
5	70	\$36.02	\$8.15	\$17.78	\$0.00	\$61.95
6	75	\$38.60	\$8.15	\$18.29	\$0.00	\$65.04
7	80	\$41.17	\$8.15	\$18.80	\$0.00	\$68.12
8	90	\$46.31	\$8.15	\$19.83	\$0.00	\$74.29

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2019	\$33.73	\$8.15	\$16.95	\$0.00	\$58.83
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	07/01/2019	\$34.83	\$8.15	\$16.95	\$0.00	\$59.93
	01/01/2020	\$35.93	\$8.15	\$16.95	\$0.00	\$61.03
	07/01/2020	\$37.03	\$8.15	\$16.95	\$0.00	\$62.13
	01/01/2021	\$38.13	\$8.15	\$16.95	\$0.00	\$63.23

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.87	\$8.15	\$0.00	\$0.00	\$25.02
2	55	\$18.55	\$8.15	\$3.49	\$0.00	\$30.19
3	60	\$20.24	\$8.15	\$3.81	\$0.00	\$32.20
4	65	\$21.92	\$8.15	\$4.13	\$0.00	\$34.20
5	70	\$23.61	\$8.15	\$15.05	\$0.00	\$46.81
6	75	\$25.30	\$8.15	\$15.36	\$0.00	\$48.81
7	80	\$26.98	\$8.15	\$15.68	\$0.00	\$50.81
8	90	\$30.36	\$8.15	\$16.32	\$0.00	\$54.83

Effective Date - 07/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.42	\$8.15	\$0.00	\$0.00	\$25.57
2	55	\$19.16	\$8.15	\$3.49	\$0.00	\$30.80
3	60	\$20.90	\$8.15	\$3.81	\$0.00	\$32.86
4	65	\$22.64	\$8.15	\$4.13	\$0.00	\$34.92
5	70	\$24.38	\$8.15	\$15.05	\$0.00	\$47.58
6	75	\$26.12	\$8.15	\$15.36	\$0.00	\$49.63
7	80	\$27.86	\$8.15	\$15.68	\$0.00	\$51.69
8	90	\$31.35	\$8.15	\$16.32	\$0.00	\$55.82

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2019	\$31.05	\$8.15	\$16.95	\$0.00	\$56.15
PAINTERS LOCAL 35 - ZONE 3	07/01/2019	\$32.15	\$8.15	\$16.95	\$0.00	\$57.25
	01/01/2020	\$33.25	\$8.15	\$16.95	\$0.00	\$58.35
	07/01/2020	\$34.35	\$8.15	\$16.95	\$0.00	\$59.45
	01/01/2021	\$35.45	\$8.15	\$16.95	\$0.00	\$60.55

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.53	\$8.15	\$0.00	\$0.00	\$23.68
2	55	\$17.08	\$8.15	\$3.49	\$0.00	\$28.72
3	60	\$18.63	\$8.15	\$3.81	\$0.00	\$30.59
4	65	\$20.18	\$8.15	\$4.13	\$0.00	\$32.46
5	70	\$21.74	\$8.15	\$15.05	\$0.00	\$44.94
6	75	\$23.29	\$8.15	\$15.36	\$0.00	\$46.80
7	80	\$24.84	\$8.15	\$15.68	\$0.00	\$48.67
8	90	\$27.95	\$8.15	\$16.32	\$0.00	\$52.42

Effective Date - 07/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.08	\$8.15	\$0.00	\$0.00	\$24.23
2	55	\$17.68	\$8.15	\$3.49	\$0.00	\$29.32
3	60	\$19.29	\$8.15	\$3.81	\$0.00	\$31.25
4	65	\$20.90	\$8.15	\$4.13	\$0.00	\$33.18
5	70	\$22.51	\$8.15	\$15.05	\$0.00	\$45.71
6	75	\$24.11	\$8.15	\$15.36	\$0.00	\$47.62
7	80	\$25.72	\$8.15	\$15.68	\$0.00	\$49.55
8	90	\$28.94	\$8.15	\$16.32	\$0.00	\$53.41

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	01/01/2019	\$32.33	\$8.15	\$16.95	\$0.00	\$57.43
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	07/01/2019	\$34.43	\$8.15	\$16.95	\$0.00	\$59.53
	01/01/2020	\$34.53	\$8.15	\$16.95	\$0.00	\$59.63
	07/01/2020	\$35.63	\$8.15	\$16.95	\$0.00	\$60.73
	01/01/2021	\$36.73	\$8.15	\$16.95	\$0.00	\$61.83

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.17	\$8.15	\$0.00	\$0.00	\$24.32
2	55	\$17.78	\$8.15	\$3.49	\$0.00	\$29.42
3	60	\$19.40	\$8.15	\$3.81	\$0.00	\$31.36
4	65	\$21.01	\$8.15	\$4.13	\$0.00	\$33.29
5	70	\$22.63	\$8.15	\$15.05	\$0.00	\$45.83
6	75	\$24.25	\$8.15	\$15.36	\$0.00	\$47.76
7	80	\$25.86	\$8.15	\$15.68	\$0.00	\$49.69
8	90	\$29.10	\$8.15	\$16.32	\$0.00	\$53.57

Effective Date - 07/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.22	\$8.15	\$0.00	\$0.00	\$25.37
2	55	\$18.94	\$8.15	\$3.49	\$0.00	\$30.58
3	60	\$20.66	\$8.15	\$3.81	\$0.00	\$32.62
4	65	\$22.38	\$8.15	\$4.13	\$0.00	\$34.66
5	70	\$24.10	\$8.15	\$15.05	\$0.00	\$47.30
6	75	\$25.82	\$8.15	\$15.36	\$0.00	\$49.33
7	80	\$27.54	\$8.15	\$15.68	\$0.00	\$51.37
8	90	\$30.99	\$8.15	\$16.32	\$0.00	\$55.46

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2019	\$29.65	\$8.15	\$16.95	\$0.00	\$54.75
PAINTERS LOCAL 35 - ZONE 3	07/01/2019	\$30.81	\$8.15	\$16.95	\$0.00	\$55.91
	01/01/2020	\$31.85	\$8.15	\$16.95	\$0.00	\$56.95
	07/01/2020	\$32.95	\$8.15	\$16.95	\$0.00	\$58.05
	01/01/2021	\$34.05	\$8.15	\$16.95	\$0.00	\$59.15

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.83	\$8.15	\$0.00	\$0.00	\$22.98
2	55	\$16.31	\$8.15	\$3.49	\$0.00	\$27.95
3	60	\$17.79	\$8.15	\$3.81	\$0.00	\$29.75
4	65	\$19.27	\$8.15	\$4.13	\$0.00	\$31.55
5	70	\$20.76	\$8.15	\$15.05	\$0.00	\$43.96
6	75	\$22.24	\$8.15	\$15.36	\$0.00	\$45.75
7	80	\$23.72	\$8.15	\$15.68	\$0.00	\$47.55
8	90	\$26.69	\$8.15	\$16.32	\$0.00	\$51.16

Effective Date - 07/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.41	\$8.15	\$0.00	\$0.00	\$23.56
2	55	\$16.95	\$8.15	\$3.49	\$0.00	\$28.59
3	60	\$18.49	\$8.15	\$3.81	\$0.00	\$30.45
4	65	\$20.03	\$8.15	\$4.13	\$0.00	\$32.31
5	70	\$21.57	\$8.15	\$15.05	\$0.00	\$44.77
6	75	\$23.11	\$8.15	\$15.36	\$0.00	\$46.62
7	80	\$24.65	\$8.15	\$15.68	\$0.00	\$48.48
8	90	\$27.73	\$8.15	\$16.32	\$0.00	\$52.20

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/01/2018	\$31.00	\$7.85	\$11.89	\$0.00	\$50.74
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2019	\$31.79	\$7.85	\$11.89	\$0.00	\$51.53
	12/01/2019	\$32.58	\$7.85	\$11.89	\$0.00	\$52.32
	06/01/2020	\$33.39	\$7.85	\$11.89	\$0.00	\$53.13
	12/01/2020	\$34.20	\$7.85	\$11.89	\$0.00	\$53.94
	06/01/2021	\$35.04	\$7.85	\$11.89	\$0.00	\$54.78
	12/01/2021	\$35.87	\$7.85	\$11.89	\$0.00	\$55.61

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

PANEL & PICKUP TRUCKS DRIVER	12/01/2018	\$33.08	\$11.91	\$12.70	\$0.00	\$57.69
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2019	\$34.08	\$11.91	\$12.70	\$0.00	\$58.69
	08/01/2019	\$34.08	\$12.41	\$12.70	\$0.00	\$59.19
	12/01/2019	\$34.08	\$12.41	\$13.72	\$0.00	\$60.21
	06/01/2020	\$34.98	\$12.41	\$13.72	\$0.00	\$61.11
	08/01/2020	\$34.98	\$12.91	\$13.72	\$0.00	\$61.61
	12/01/2020	\$34.98	\$12.91	\$14.82	\$0.00	\$62.71
	06/01/2021	\$35.78	\$12.91	\$14.82	\$0.00	\$63.51
	08/01/2021	\$35.78	\$13.41	\$14.82	\$0.00	\$64.01
	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2018	\$41.57	\$9.90	\$21.15	\$0.00	\$72.62
PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER	08/01/2018	\$41.57	\$9.90	\$21.15	\$0.00	\$72.62
PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$43.79	\$9.90	\$21.15	\$0.00	\$74.84

Apprentice - PILE DRIVER - Local 56 Zone 3

Effective Date - 08/01/2018

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\$54.34/2\$58.99/3\$63.65/4\$65.98/5\$68.31/6\$68.31/7\$72.96/8\$72.96

Apprentice to Journeyworker Ratio:1:5

PIPELAYER	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
LABORERS - ZONE 3 (BUILDING & SITE)	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY)	12/01/2018	\$31.25	\$7.85	\$11.89	\$0.00	\$50.99
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2019	\$32.04	\$7.85	\$11.89	\$0.00	\$51.78
	12/01/2019	\$32.83	\$7.85	\$11.89	\$0.00	\$52.57
	06/01/2020	\$33.64	\$7.85	\$11.89	\$0.00	\$53.38
	12/01/2020	\$34.45	\$7.85	\$11.89	\$0.00	\$54.19
	06/01/2021	\$35.29	\$7.85	\$11.89	\$0.00	\$55.03
	12/01/2021	\$36.12	\$7.85	\$11.89	\$0.00	\$55.86

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

PLUMBER & PIPEFITTER	09/17/2018	\$40.11	\$8.50	\$15.95	\$0.00	\$64.56
PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2019	\$40.86	\$8.50	\$15.95	\$0.00	\$65.31

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PLUMBER/PIPEFITTER - Local 104

Effective Date - 09/17/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.05	\$8.50	\$9.45	\$0.00	\$36.00
2	50	\$20.06	\$8.50	\$9.45	\$0.00	\$38.01
3	55	\$22.06	\$8.50	\$9.45	\$0.00	\$40.01
4	60	\$24.07	\$8.50	\$9.45	\$0.00	\$42.02
5	65	\$26.07	\$8.50	\$9.45	\$0.00	\$44.02
6	70	\$28.08	\$8.50	\$9.45	\$0.00	\$46.03
7	75	\$30.08	\$8.50	\$9.45	\$0.00	\$48.03
8	80	\$32.09	\$8.50	\$9.45	\$0.00	\$50.04
9	80	\$32.09	\$8.50	\$15.95	\$0.00	\$56.54
10	80	\$32.09	\$8.50	\$15.95	\$0.00	\$56.54

Effective Date - 03/17/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.39	\$8.50	\$9.45	\$0.00	\$36.34
2	50	\$20.43	\$8.50	\$9.45	\$0.00	\$38.38
3	55	\$22.47	\$8.50	\$9.45	\$0.00	\$40.42
4	60	\$24.52	\$8.50	\$9.45	\$0.00	\$42.47
5	65	\$26.56	\$8.50	\$9.45	\$0.00	\$44.51
6	70	\$28.60	\$8.50	\$9.45	\$0.00	\$46.55
7	75	\$30.65	\$8.50	\$9.45	\$0.00	\$48.60
8	80	\$32.69	\$8.50	\$9.45	\$0.00	\$50.64
9	80	\$32.69	\$8.50	\$15.95	\$0.00	\$57.14
10	80	\$32.69	\$8.50	\$15.95	\$0.00	\$57.14

Notes: **1:1,2:5,3:9,4:12

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) PLUMBERS & PIPEFITTERS LOCAL 104	09/17/2018	\$40.11	\$8.50	\$15.95	\$0.00	\$64.56
	03/17/2019	\$40.86	\$8.50	\$15.95	\$0.00	\$65.31

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

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2018	\$31.25	\$7.85	\$11.89	\$0.00	\$50.99
	06/01/2019	\$32.04	\$7.85	\$11.89	\$0.00	\$51.78
	12/01/2019	\$32.83	\$7.85	\$11.89	\$0.00	\$52.57
	06/01/2020	\$33.64	\$7.85	\$11.89	\$0.00	\$53.38
	12/01/2020	\$34.45	\$7.85	\$11.89	\$0.00	\$54.19
	06/01/2021	\$35.29	\$7.85	\$11.89	\$0.00	\$55.03
	12/01/2021	\$36.12	\$7.85	\$11.89	\$0.00	\$55.86

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

POWDERMAN & BLASTER LABORERS - ZONE 3 (BUILDING & SITE)	12/03/2018	\$32.00	\$7.85	\$13.91	\$0.00	\$53.76
	06/03/2019	\$32.81	\$7.85	\$13.91	\$0.00	\$54.57
	12/02/2019	\$33.62	\$7.85	\$13.91	\$0.00	\$55.38

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2018	\$32.00	\$7.85	\$11.89	\$0.00	\$51.74
	06/01/2019	\$32.79	\$7.85	\$11.89	\$0.00	\$52.53
	12/01/2019	\$33.58	\$7.85	\$11.89	\$0.00	\$53.32
	06/01/2020	\$34.39	\$7.85	\$11.89	\$0.00	\$54.13
	12/01/2020	\$35.20	\$7.85	\$11.89	\$0.00	\$54.94
	06/01/2021	\$36.04	\$7.85	\$11.89	\$0.00	\$55.78
	12/01/2021	\$36.87	\$7.85	\$11.89	\$0.00	\$56.61
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.79	\$11.44	\$13.81	\$0.00	\$60.04
	06/01/2019	\$35.30	\$11.44	\$14.08	\$0.00	\$60.82
	12/01/2019	\$35.90	\$11.44	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.26	\$11.44	\$13.81	\$0.00	\$59.51
	06/01/2019	\$34.77	\$11.44	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.37	\$11.44	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 404</i>	05/01/2016	\$21.01	\$10.23	\$9.40	\$0.00	\$40.64
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$33.65	\$11.44	\$13.81	\$0.00	\$58.90
	06/01/2019	\$34.16	\$11.44	\$14.08	\$0.00	\$59.68
	12/01/2019	\$34.76	\$11.44	\$14.35	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) <i>ROOFERS LOCAL 248</i>	07/16/2018	\$32.31	\$10.00	\$15.10	\$0.00	\$57.41
	07/16/2019	\$33.96	\$10.00	\$15.20	\$0.00	\$59.16
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofers Waterproofing &Roofers Damproofing) <i>ROOFERS LOCAL 248</i>	07/16/2018	\$31.81	\$10.00	\$14.60	\$0.00	\$56.41
	07/16/2019	\$33.46	\$10.00	\$14.70	\$0.00	\$58.16

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ROOFER - Local 248

Effective Date - 07/16/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.09	\$10.00	\$0.00	\$0.00	\$29.09
2	65	\$20.68	\$10.00	\$14.60	\$0.00	\$45.28
3	70	\$22.27	\$10.00	\$14.60	\$0.00	\$46.87
4	75	\$23.86	\$10.00	\$14.60	\$0.00	\$48.46
5	80	\$25.45	\$10.00	\$14.60	\$0.00	\$50.05
6	85	\$27.04	\$10.00	\$14.60	\$0.00	\$51.64
7	90	\$28.63	\$10.00	\$14.60	\$0.00	\$53.23
8	95	\$30.22	\$10.00	\$14.60	\$0.00	\$54.82

Notes:

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

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 248</i>	07/16/2018	\$32.31	\$10.00	\$15.10	\$0.00	\$57.41
	07/16/2019	\$33.96	\$10.00	\$15.20	\$0.00	\$59.16
For apprentice rates see "Apprentice- ROOFER"						
SCRAPER <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.26	\$11.44	\$13.81	\$0.00	\$59.51
	06/01/2019	\$34.77	\$11.44	\$14.08	\$0.00	\$60.29
	12/01/2019	\$35.37	\$11.44	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$33.65	\$11.44	\$13.81	\$0.00	\$58.90
	06/01/2019	\$34.16	\$11.44	\$14.08	\$0.00	\$59.68
	12/01/2019	\$34.76	\$11.44	\$14.35	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$31.03	\$11.44	\$13.81	\$0.00	\$56.28
	06/01/2019	\$31.54	\$11.44	\$14.08	\$0.00	\$57.06
	12/01/2019	\$32.14	\$11.44	\$14.35	\$0.00	\$57.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 63</i>	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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$15.63	\$6.21	\$4.67	\$0.00	\$26.51
2	50	\$17.37	\$6.55	\$5.19	\$0.00	\$29.11
3	55	\$19.11	\$6.88	\$9.33	\$1.06	\$36.38
4	60	\$20.84	\$7.22	\$9.33	\$1.12	\$38.51
5	65	\$22.58	\$7.55	\$9.33	\$1.18	\$40.64
6	70	\$24.32	\$7.88	\$9.33	\$1.25	\$42.78
7	75	\$26.06	\$8.22	\$9.33	\$1.31	\$44.92
8	80	\$27.79	\$9.30	\$15.18	\$1.57	\$53.84
9	85	\$29.53	\$9.64	\$15.18	\$1.63	\$55.98
10	90	\$31.27	\$9.98	\$15.18	\$1.69	\$58.12

Effective Date - 07/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$16.08	\$6.21	\$4.67	\$0.00	\$26.96
2	50	\$17.87	\$6.55	\$5.19	\$0.00	\$29.61
3	55	\$19.66	\$6.88	\$9.33	\$1.08	\$36.95
4	60	\$21.44	\$7.22	\$9.33	\$1.14	\$39.13
5	65	\$23.23	\$7.55	\$9.33	\$1.20	\$41.31
6	70	\$25.02	\$7.88	\$9.33	\$1.27	\$43.50
7	75	\$26.81	\$8.22	\$9.33	\$1.33	\$45.69
8	80	\$28.59	\$9.30	\$15.18	\$1.59	\$54.66
9	85	\$30.38	\$9.64	\$15.18	\$1.66	\$56.86
10	90	\$32.17	\$9.98	\$15.18	\$1.72	\$59.05

Notes:

Apprentice to Journeyworker Ratio:1:3

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

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SIGN ERECTOR - Local 35 Zone 3

Effective Date - 06/01/2013

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

Notes:
Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.54	\$11.91	\$12.70	\$0.00	\$58.15
	06/01/2019	\$34.54	\$11.91	\$12.70	\$0.00	\$59.15
	08/01/2019	\$34.54	\$12.41	\$12.70	\$0.00	\$59.65
	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.83	\$11.91	\$12.70	\$0.00	\$58.44
	06/01/2019	\$34.83	\$11.91	\$12.70	\$0.00	\$59.44
	08/01/2019	\$34.83	\$12.41	\$12.70	\$0.00	\$59.94
	12/01/2019	\$34.83	\$12.41	\$13.72	\$0.00	\$60.96
	06/01/2020	\$35.73	\$12.41	\$13.72	\$0.00	\$61.86
	08/01/2020	\$35.73	\$12.91	\$13.72	\$0.00	\$62.36
	12/01/2020	\$35.73	\$12.91	\$14.82	\$0.00	\$63.46
	06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
	08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	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 - 01/01/2019

Step	percent	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	\$10.02	\$7.25	\$0.00	\$40.10
4	60	\$24.91	\$10.02	\$7.25	\$0.00	\$42.18
5	65	\$26.98	\$10.02	\$7.50	\$0.00	\$44.50
6	70	\$29.06	\$10.02	\$7.50	\$0.00	\$46.58
7	75	\$31.13	\$10.02	\$7.50	\$0.00	\$48.65
8	80	\$33.21	\$10.02	\$7.50	\$0.00	\$50.73
9	85	\$35.28	\$10.02	\$7.50	\$0.00	\$52.80
10	90	\$37.36	\$10.02	\$7.50	\$0.00	\$54.88

Notes:

Apprentice to Journeyworker Ratio:1:1

TELECOMMUNICATION TECHNICIAN	12/30/2018	\$41.91	\$10.50	\$12.06	\$0.00	\$64.47
ELECTRICIANS LOCAL 7	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

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 12/30/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.76	\$5.70	\$0.50	\$0.00	\$22.96
2	45	\$18.86	\$5.70	\$0.57	\$0.00	\$25.13
3	50	\$20.96	\$10.50	\$6.93	\$0.00	\$38.39
4	55	\$23.05	\$10.50	\$6.99	\$0.00	\$40.54
5	65	\$27.24	\$10.50	\$8.12	\$0.00	\$45.86
6	70	\$29.34	\$10.50	\$9.18	\$0.00	\$49.02

Effective Date - 06/30/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.06	\$5.85	\$0.51	\$0.00	\$23.42
2	45	\$19.20	\$5.85	\$0.58	\$0.00	\$25.63
3	50	\$21.33	\$10.75	\$6.94	\$0.00	\$39.02
4	55	\$23.46	\$10.75	\$7.00	\$0.00	\$41.21
5	65	\$27.73	\$10.75	\$8.13	\$0.00	\$46.61
6	70	\$29.86	\$10.75	\$9.20	\$0.00	\$49.81

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	08/01/2018	\$51.85	\$10.75	\$20.66	\$0.00	\$83.26
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	02/01/2019	\$52.49	\$10.75	\$20.66	\$0.00	\$83.90
	08/01/2019	\$53.84	\$10.75	\$20.80	\$0.00	\$85.39
	02/01/2020	\$54.48	\$10.75	\$20.80	\$0.00	\$86.03
	08/01/2020	\$55.83	\$10.75	\$20.95	\$0.00	\$87.53
	02/01/2021	\$56.47	\$10.75	\$20.95	\$0.00	\$88.17
	08/01/2021	\$57.87	\$10.75	\$21.11	\$0.00	\$89.73
	02/01/2022	\$58.46	\$10.75	\$21.11	\$0.00	\$90.32

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Ptt)

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.93	\$10.75	\$20.66	\$0.00	\$57.34
2	60	\$31.11	\$10.75	\$20.66	\$0.00	\$62.52
3	70	\$36.30	\$10.75	\$20.66	\$0.00	\$67.71
4	80	\$41.48	\$10.75	\$20.66	\$0.00	\$72.89
5	90	\$46.67	\$10.75	\$20.66	\$0.00	\$78.08

Effective Date - 02/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.25	\$10.75	\$20.66	\$0.00	\$57.66
2	60	\$31.49	\$10.75	\$20.66	\$0.00	\$62.90
3	70	\$36.74	\$10.75	\$20.66	\$0.00	\$68.15
4	80	\$41.99	\$10.75	\$20.66	\$0.00	\$73.40
5	90	\$47.24	\$10.75	\$20.66	\$0.00	\$78.65

Notes:

Apprentice to Journeyworker Ratio:1:5

TERRAZZO MECHANIC	08/01/2018	\$52.95	\$10.75	\$20.66	\$0.00	\$84.36
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	02/01/2019	\$53.57	\$10.75	\$20.66	\$0.00	\$84.98
	08/01/2019	\$54.92	\$10.75	\$20.80	\$0.00	\$86.47
	02/01/2020	\$55.55	\$10.75	\$20.80	\$0.00	\$87.10
	08/01/2020	\$56.90	\$10.75	\$20.95	\$0.00	\$88.60
	02/01/2021	\$57.54	\$10.75	\$20.95	\$0.00	\$89.24
	08/01/2021	\$58.94	\$10.75	\$21.11	\$0.00	\$90.80
	02/01/2022	\$59.51	\$10.75	\$21.11	\$0.00	\$91.37

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.48	\$10.75	\$20.66	\$0.00	\$57.89
2	60	\$31.77	\$10.75	\$20.66	\$0.00	\$63.18
3	70	\$37.07	\$10.75	\$20.66	\$0.00	\$68.48
4	80	\$42.36	\$10.75	\$20.66	\$0.00	\$73.77
5	90	\$47.66	\$10.75	\$20.66	\$0.00	\$79.07

Effective Date - 02/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.79	\$10.75	\$20.66	\$0.00	\$58.20
2	60	\$32.14	\$10.75	\$20.66	\$0.00	\$63.55
3	70	\$37.50	\$10.75	\$20.66	\$0.00	\$68.91
4	80	\$42.86	\$10.75	\$20.66	\$0.00	\$74.27
5	90	\$48.21	\$10.75	\$20.66	\$0.00	\$79.62

Notes:

Apprentice to Journeyworker Ratio:1:5

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2018	\$40.00	\$7.85	\$15.55	\$0.00	\$63.40
	06/01/2019	\$41.00	\$7.85	\$15.55	\$0.00	\$64.40
	12/01/2019	\$42.00	\$7.85	\$15.55	\$0.00	\$65.40
	06/01/2020	\$42.99	\$7.85	\$15.55	\$0.00	\$66.39
	12/01/2020	\$43.97	\$7.85	\$15.55	\$0.00	\$67.37
	06/01/2021	\$44.99	\$7.85	\$15.55	\$0.00	\$68.39
	12/01/2021	\$46.00	\$7.85	\$15.55	\$0.00	\$69.40

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2018	\$38.72	\$7.85	\$15.55	\$0.00	\$62.12
	06/01/2019	\$39.72	\$7.85	\$15.55	\$0.00	\$63.12
	12/01/2019	\$40.72	\$7.85	\$15.55	\$0.00	\$64.12
	06/01/2020	\$41.71	\$7.85	\$15.55	\$0.00	\$65.11
	12/01/2020	\$42.69	\$7.85	\$15.55	\$0.00	\$66.09
	06/01/2021	\$43.71	\$7.85	\$15.55	\$0.00	\$67.11
	12/01/2021	\$44.72	\$7.85	\$15.55	\$0.00	\$68.12

For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2018	\$38.60	\$7.85	\$15.55	\$0.00	\$62.00
	06/01/2019	\$39.60	\$7.85	\$15.55	\$0.00	\$63.00
	12/01/2019	\$40.60	\$7.85	\$15.55	\$0.00	\$64.00
	06/01/2020	\$41.59	\$7.85	\$15.55	\$0.00	\$64.99
	12/01/2020	\$42.57	\$7.85	\$15.55	\$0.00	\$65.97
	06/01/2021	\$43.59	\$7.85	\$15.55	\$0.00	\$66.99
	12/01/2021	\$44.60	\$7.85	\$15.55	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$33.65	\$11.44	\$13.81	\$0.00	\$58.90
	06/01/2019	\$34.16	\$11.44	\$14.08	\$0.00	\$59.68
	12/01/2019	\$34.76	\$11.44	\$14.35	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$34.12	\$11.91	\$12.70	\$0.00	\$58.73
	06/01/2019	\$35.12	\$11.91	\$12.70	\$0.00	\$59.73
	08/01/2019	\$35.12	\$12.41	\$12.70	\$0.00	\$60.23
	12/01/2019	\$35.12	\$12.41	\$13.72	\$0.00	\$61.25
	06/01/2020	\$36.02	\$12.41	\$13.72	\$0.00	\$62.15
	08/01/2020	\$36.02	\$12.91	\$13.72	\$0.00	\$62.65
	12/01/2020	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	06/01/2021	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
	08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24	
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2018	\$50.88	\$7.85	\$15.95	\$0.00	\$74.68
	06/01/2019	\$51.88	\$7.85	\$15.95	\$0.00	\$75.68
	12/01/2019	\$52.88	\$7.85	\$15.95	\$0.00	\$76.68
	06/01/2020	\$53.87	\$7.85	\$15.95	\$0.00	\$77.67
	12/01/2020	\$54.85	\$7.85	\$15.95	\$0.00	\$78.65
	06/01/2021	\$55.87	\$7.85	\$15.95	\$0.00	\$79.67
	12/01/2021	\$56.88	\$7.85	\$15.95	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2018	\$52.88	\$7.85	\$15.95	\$0.00	\$76.68
	06/01/2019	\$53.88	\$7.85	\$15.95	\$0.00	\$77.68
	12/01/2019	\$54.88	\$7.85	\$15.95	\$0.00	\$78.68
	06/01/2020	\$55.87	\$7.85	\$15.95	\$0.00	\$79.67
	12/01/2020	\$56.85	\$7.85	\$15.95	\$0.00	\$80.65
	06/01/2021	\$57.87	\$7.85	\$15.95	\$0.00	\$81.67
	12/01/2021	\$58.88	\$7.85	\$15.95	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2018	\$42.95	\$7.85	\$15.95	\$0.00	\$66.75
	06/01/2019	\$43.95	\$7.85	\$15.95	\$0.00	\$67.75
	12/01/2019	\$44.95	\$7.85	\$15.95	\$0.00	\$68.75
	06/01/2020	\$45.94	\$7.85	\$15.95	\$0.00	\$69.74
	12/01/2020	\$46.92	\$7.85	\$15.95	\$0.00	\$70.72
	06/01/2021	\$47.94	\$7.85	\$15.95	\$0.00	\$71.74
	12/01/2021	\$48.95	\$7.85	\$15.95	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2018	\$44.95	\$7.85	\$15.95	\$0.00	\$68.75
	06/01/2019	\$45.95	\$7.85	\$15.95	\$0.00	\$69.75
	12/01/2019	\$46.95	\$7.85	\$15.95	\$0.00	\$70.75
	06/01/2020	\$47.94	\$7.85	\$15.95	\$0.00	\$71.74
	12/01/2020	\$48.92	\$7.85	\$15.95	\$0.00	\$72.72
	06/01/2021	\$49.94	\$7.85	\$15.95	\$0.00	\$73.74
12/01/2021	\$50.95	\$7.85	\$15.95	\$0.00	\$74.75	
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.54	\$11.91	\$12.70	\$0.00	\$58.15
	06/01/2019	\$34.54	\$11.91	\$12.70	\$0.00	\$59.15
	08/01/2019	\$34.54	\$12.41	\$12.70	\$0.00	\$59.65
	12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
	08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
	12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
	06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
	08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
WAGON DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2018	\$31.25	\$7.85	\$13.91	\$0.00	\$53.01
	06/03/2019	\$32.06	\$7.85	\$13.91	\$0.00	\$53.82
	12/02/2019	\$32.87	\$7.85	\$13.91	\$0.00	\$54.63
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2018	\$31.25	\$7.85	\$11.89	\$0.00	\$50.99
	06/01/2019	\$32.04	\$7.85	\$11.89	\$0.00	\$51.78
	12/01/2019	\$32.83	\$7.85	\$11.89	\$0.00	\$52.57
	06/01/2020	\$33.64	\$7.85	\$11.89	\$0.00	\$53.38
	12/01/2020	\$34.45	\$7.85	\$11.89	\$0.00	\$54.19
	06/01/2021	\$35.29	\$7.85	\$11.89	\$0.00	\$55.03
	12/01/2021	\$36.12	\$7.85	\$11.89	\$0.00	\$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	09/17/2018	\$40.11	\$8.50	\$15.95	\$0.00	\$64.56
	03/17/2019	\$40.86	\$8.50	\$15.95	\$0.00	\$65.31
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - West						
EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/02/2018	\$42.26	\$8.00	\$12.50	\$0.00	\$62.76
	09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/02/2018	\$28.17	\$8.00	\$5.41	\$0.00	\$41.58
	09/01/2019	\$30.58	\$8.00	\$5.48	\$0.00	\$44.06
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN / TRUCK DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/02/2018	\$37.56	\$8.00	\$10.89	\$0.00	\$56.45
	09/01/2019	\$39.97	\$8.00	\$10.96	\$0.00	\$58.93
For apprentice rates see "Apprentice- LINEMAN"						
HEAVY EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/02/2018	\$44.60	\$8.00	\$13.15	\$0.00	\$65.75
	09/01/2019	\$47.01	\$8.00	\$13.22	\$0.00	\$68.23
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/02/2018	\$49.30	\$8.00	\$15.48	\$0.00	\$72.78
	09/01/2019	\$51.71	\$8.00	\$15.55	\$0.00	\$75.26

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LINEMAN (Outside Electrical) - West Local 42

Effective Date - 09/02/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$29.58	\$8.00	\$3.39	\$0.00	\$40.97
2	65	\$32.05	\$8.00	\$3.46	\$0.00	\$43.51
3	70	\$34.51	\$8.00	\$3.54	\$0.00	\$46.05
4	75	\$36.98	\$8.00	\$5.11	\$0.00	\$50.09
5	80	\$39.44	\$8.00	\$5.18	\$0.00	\$52.62
6	85	\$41.91	\$8.00	\$5.26	\$0.00	\$55.17
7	90	\$44.37	\$8.00	\$7.33	\$0.00	\$59.70

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$31.03	\$8.00	\$3.43	\$0.00	\$42.46
2	65	\$33.61	\$8.00	\$3.51	\$0.00	\$45.12
3	70	\$36.20	\$8.00	\$3.59	\$0.00	\$47.79
4	75	\$38.78	\$8.00	\$5.16	\$0.00	\$51.94
5	80	\$41.37	\$8.00	\$5.24	\$0.00	\$54.61
6	85	\$43.95	\$8.00	\$5.32	\$0.00	\$57.27
7	90	\$46.54	\$8.00	\$7.40	\$0.00	\$61.94

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/05/2018	\$29.98	\$4.70	\$3.15	\$0.00	\$37.83
	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/05/2018	\$28.22	\$4.70	\$3.10	\$0.00	\$36.02
	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/05/2018	\$28.22	\$4.70	\$3.10	\$0.00	\$36.02
	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TRACTOR-TRAILER DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/02/2018	\$42.26	\$8.00	\$12.50	\$0.00	\$62.76
	09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06

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

TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
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This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.

Rental of Equipment - West

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.25	\$11.91	\$0.00	\$0.00	\$45.16
	06/01/2019	\$34.25	\$11.91	\$0.00	\$0.00	\$46.16
	08/01/2019	\$34.25	\$12.41	\$0.00	\$0.00	\$46.66
	12/01/2019	\$34.25	\$12.41	\$0.00	\$0.00	\$46.66
	06/01/2020	\$35.15	\$12.41	\$0.00	\$0.00	\$47.56
	08/01/2020	\$35.15	\$12.91	\$0.00	\$0.00	\$48.06
	12/01/2020	\$35.15	\$12.91	\$0.00	\$0.00	\$48.06
	06/01/2021	\$35.95	\$12.91	\$0.00	\$0.00	\$48.86
	08/01/2021	\$35.95	\$13.41	\$0.00	\$0.00	\$49.36
	12/01/2021	\$35.95	\$13.41	\$0.00	\$0.00	\$49.36
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.32	\$11.91	\$0.00	\$0.00	\$45.23
	06/01/2019	\$34.32	\$11.91	\$0.00	\$0.00	\$46.23
	08/01/2019	\$34.32	\$12.41	\$0.00	\$0.00	\$46.73
	12/01/2019	\$34.32	\$12.41	\$0.00	\$0.00	\$46.73
	06/01/2020	\$35.22	\$12.41	\$0.00	\$0.00	\$47.63
	08/01/2020	\$35.22	\$12.91	\$0.00	\$0.00	\$48.13
	12/01/2020	\$35.22	\$12.91	\$0.00	\$0.00	\$48.13
	06/01/2021	\$36.02	\$12.91	\$0.00	\$0.00	\$48.93
	08/01/2021	\$36.02	\$13.41	\$0.00	\$0.00	\$49.43
	12/01/2021	\$36.02	\$13.41	\$0.00	\$0.00	\$49.43
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.44	\$11.91	\$0.00	\$0.00	\$45.35
	06/01/2019	\$34.44	\$11.91	\$0.00	\$0.00	\$46.35
	08/01/2019	\$34.44	\$12.41	\$0.00	\$0.00	\$46.85
	12/01/2019	\$34.44	\$12.41	\$0.00	\$0.00	\$46.85
	06/01/2020	\$35.34	\$12.41	\$0.00	\$0.00	\$47.75
	08/01/2020	\$35.34	\$12.91	\$0.00	\$0.00	\$48.25
	12/01/2020	\$35.34	\$12.91	\$0.00	\$0.00	\$48.25
	06/01/2021	\$36.14	\$12.91	\$0.00	\$0.00	\$49.05
	08/01/2021	\$36.14	\$13.41	\$0.00	\$0.00	\$49.55
	12/01/2021	\$36.14	\$13.41	\$0.00	\$0.00	\$49.55
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2018	\$97.80	\$9.90	\$0.00	\$0.00	\$107.70
	08/01/2019	\$102.78	\$9.90	\$0.00	\$0.00	\$112.68
For apprentice rates see "Apprentice- PILE DRIVER"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.79	\$11.44	\$0.00	\$0.00	\$46.23
	06/01/2019	\$35.30	\$11.44	\$0.00	\$0.00	\$46.74
	12/01/2019	\$35.90	\$11.44	\$0.00	\$0.00	\$47.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.26	\$11.44	\$0.00	\$0.00	\$45.70
	06/01/2019	\$34.77	\$11.44	\$0.00	\$0.00	\$46.21
	12/01/2019	\$35.37	\$11.44	\$0.00	\$0.00	\$46.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/POWER SHOVEL/TREE SHREDDER <i>ENGINEERS LOCAL 98</i> /CLAM SHELL <i>OPERATING</i>	12/01/2018	\$34.79	\$11.44	\$0.00	\$0.00	\$46.23
	06/01/2019	\$35.30	\$11.44	\$0.00	\$0.00	\$46.74
	12/01/2019	\$35.90	\$11.44	\$0.00	\$0.00	\$47.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.26	\$11.44	\$0.00	\$0.00	\$45.70
	06/01/2019	\$34.77	\$11.44	\$0.00	\$0.00	\$46.21
	12/01/2019	\$35.37	\$11.44	\$0.00	\$0.00	\$46.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$38.29	\$11.44	\$0.00	\$0.00	\$49.73
	06/01/2019	\$38.80	\$11.44	\$0.00	\$0.00	\$50.24
	12/01/2019	\$39.40	\$11.44	\$0.00	\$0.00	\$50.84
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2018	\$65.20	\$9.90	\$0.00	\$0.00	\$75.10
	08/01/2019	\$68.52	\$9.90	\$0.00	\$0.00	\$78.42
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2018	\$46.57	\$9.90	\$0.00	\$0.00	\$56.47
	08/01/2019	\$48.94	\$9.90	\$0.00	\$0.00	\$58.84
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2018	\$69.86	\$9.90	\$0.00	\$0.00	\$79.76
	08/01/2019	\$73.41	\$9.90	\$0.00	\$0.00	\$83.31
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2018	\$97.80	\$9.90	\$0.00	\$0.00	\$107.70
	08/01/2019	\$102.78	\$9.90	\$0.00	\$0.00	\$112.68
For apprentice rates see "Apprentice- PILE DRIVER"						
FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.26	\$11.44	\$0.00	\$0.00	\$45.70
	06/01/2019	\$34.77	\$11.44	\$0.00	\$0.00	\$46.21
	12/01/2019	\$35.37	\$11.44	\$0.00	\$0.00	\$46.81

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 12/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.56	\$11.44	\$0.00	\$0.00	\$32.00
2	70	\$23.98	\$11.44	\$0.00	\$0.00	\$35.42
3	80	\$27.41	\$11.44	\$0.00	\$0.00	\$38.85
4	90	\$30.83	\$11.44	\$0.00	\$0.00	\$42.27

Effective Date - 06/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.86	\$11.44	\$0.00	\$0.00	\$32.30
2	70	\$24.34	\$11.44	\$0.00	\$0.00	\$35.78
3	80	\$27.82	\$11.44	\$0.00	\$0.00	\$39.26
4	90	\$31.29	\$11.44	\$0.00	\$0.00	\$42.73

Notes:

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

Apprentice to Journeyworker Ratio:1:6

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2018	\$22.50	\$7.85	\$0.00	\$0.00	\$30.35
	06/01/2019	\$22.50	\$7.85	\$0.00	\$0.00	\$30.35
	12/01/2019	\$23.50	\$7.85	\$0.00	\$0.00	\$31.35
	06/01/2020	\$23.50	\$7.85	\$0.00	\$0.00	\$31.35
	12/01/2020	\$24.50	\$7.85	\$0.00	\$0.00	\$32.35
	06/01/2021	\$24.50	\$7.85	\$0.00	\$0.00	\$32.35
	12/01/2021	\$24.50	\$7.85	\$0.00	\$0.00	\$32.35
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FORK LIFT/CHERRY PICKER <i>27F WEST OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.48	\$11.44	\$0.00	\$0.00	\$45.92
	06/01/2019	\$34.99	\$11.44	\$0.00	\$0.00	\$46.43
	12/01/2019	\$35.59	\$11.44	\$0.00	\$0.00	\$47.03
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATORS/LIGHTING PLANTS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$31.03	\$11.44	\$0.00	\$0.00	\$42.47
	06/01/2019	\$31.54	\$11.44	\$0.00	\$0.00	\$42.98
	12/01/2019	\$32.14	\$11.44	\$0.00	\$0.00	\$43.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GRADER/TRENCHING MACHINE/DERRICK <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.79	\$11.44	\$0.00	\$0.00	\$46.23
	06/01/2019	\$35.30	\$11.44	\$0.00	\$0.00	\$46.74
	12/01/2019	\$35.90	\$11.44	\$0.00	\$0.00	\$47.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
LABORER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/03/2018	\$31.00	\$7.85	\$0.00	\$0.00	\$38.85
	06/03/2019	\$31.81	\$7.85	\$0.00	\$0.00	\$39.66
	12/02/2019	\$32.62	\$7.85	\$0.00	\$0.00	\$40.47

Apprentice - LABORER - Zone 3 Building & Site

Effective Date - 12/03/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.60	\$7.85	\$0.00	\$0.00	\$26.45
2	70	\$21.70	\$7.85	\$0.00	\$0.00	\$29.55
3	80	\$24.80	\$7.85	\$0.00	\$0.00	\$32.65
4	90	\$27.90	\$7.85	\$0.00	\$0.00	\$35.75

Effective Date - 06/03/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.09	\$7.85	\$0.00	\$0.00	\$26.94
2	70	\$22.27	\$7.85	\$0.00	\$0.00	\$30.12
3	80	\$25.45	\$7.85	\$0.00	\$0.00	\$33.30
4	90	\$28.63	\$7.85	\$0.00	\$0.00	\$36.48

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2018	\$31.00	\$7.85	\$0.00	\$0.00	\$38.85
	06/01/2019	\$31.79	\$7.85	\$0.00	\$0.00	\$39.64
	12/01/2019	\$32.58	\$7.85	\$0.00	\$0.00	\$40.43
	06/01/2020	\$33.39	\$7.85	\$0.00	\$0.00	\$41.24
	12/01/2020	\$34.20	\$7.85	\$0.00	\$0.00	\$42.05
	06/01/2021	\$35.04	\$7.85	\$0.00	\$0.00	\$42.89
	12/01/2021	\$35.87	\$7.85	\$0.00	\$0.00	\$43.72

Apprentice - LABORER (Heavy & Highway) - Zone 3

Effective Date - 12/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.60	\$7.85	\$0.00	\$0.00	\$26.45
2	70	\$21.70	\$7.85	\$0.00	\$0.00	\$29.55
3	80	\$24.80	\$7.85	\$0.00	\$0.00	\$32.65
4	90	\$27.90	\$7.85	\$0.00	\$0.00	\$35.75

Effective Date - 06/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.07	\$7.85	\$0.00	\$0.00	\$26.92
2	70	\$22.25	\$7.85	\$0.00	\$0.00	\$30.10
3	80	\$25.43	\$7.85	\$0.00	\$0.00	\$33.28
4	90	\$28.61	\$7.85	\$0.00	\$0.00	\$36.46

Notes:

Apprentice to Journeyworker Ratio:1:5

MECHANIC/WELDER/BOOM TRUCK <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.26	\$11.44	\$0.00	\$0.00	\$45.70
	06/01/2019	\$34.77	\$11.44	\$0.00	\$0.00	\$46.21
	12/01/2019	\$35.37	\$11.44	\$0.00	\$0.00	\$46.81

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$29.95	\$11.44	\$0.00	\$0.00	\$41.39
	06/01/2019	\$30.46	\$11.44	\$0.00	\$0.00	\$41.90
	12/01/2019	\$31.06	\$11.44	\$0.00	\$0.00	\$42.50

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS VI <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$27.97	\$11.44	\$0.00	\$0.00	\$39.41
	06/01/2019	\$28.48	\$11.44	\$0.00	\$0.00	\$39.92
	12/01/2019	\$29.08	\$11.44	\$0.00	\$0.00	\$40.52

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.08	\$11.91	\$0.00	\$0.00	\$44.99
	06/01/2019	\$34.08	\$11.91	\$0.00	\$0.00	\$45.99
	08/01/2019	\$34.08	\$12.41	\$0.00	\$0.00	\$46.49
	12/01/2019	\$34.08	\$12.41	\$0.00	\$0.00	\$46.49
	06/01/2020	\$34.98	\$12.41	\$0.00	\$0.00	\$47.39
	08/01/2020	\$34.98	\$12.91	\$0.00	\$0.00	\$47.89
	12/01/2020	\$34.98	\$12.91	\$0.00	\$0.00	\$47.89
	06/01/2021	\$35.78	\$12.91	\$0.00	\$0.00	\$48.69
	08/01/2021	\$35.78	\$13.41	\$0.00	\$0.00	\$49.19
	12/01/2021	\$35.78	\$13.41	\$0.00	\$0.00	\$49.19
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.79	\$11.44	\$0.00	\$0.00	\$46.23
	06/01/2019	\$35.30	\$11.44	\$0.00	\$0.00	\$46.74
	12/01/2019	\$35.90	\$11.44	\$0.00	\$0.00	\$47.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.26	\$11.44	\$0.00	\$0.00	\$45.70
	06/01/2019	\$34.77	\$11.44	\$0.00	\$0.00	\$46.21
	12/01/2019	\$35.37	\$11.44	\$0.00	\$0.00	\$46.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$33.65	\$11.44	\$0.00	\$0.00	\$45.09
	06/01/2019	\$34.16	\$11.44	\$0.00	\$0.00	\$45.60
	12/01/2019	\$34.76	\$11.44	\$0.00	\$0.00	\$46.20
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SCRAPER <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$34.26	\$11.44	\$0.00	\$0.00	\$45.70
	06/01/2019	\$34.77	\$11.44	\$0.00	\$0.00	\$46.21
	12/01/2019	\$35.37	\$11.44	\$0.00	\$0.00	\$46.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$31.03	\$11.44	\$0.00	\$0.00	\$42.47
	06/01/2019	\$31.54	\$11.44	\$0.00	\$0.00	\$42.98
	12/01/2019	\$32.14	\$11.44	\$0.00	\$0.00	\$43.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.54	\$11.91	\$0.00	\$0.00	\$45.45
	06/01/2019	\$34.54	\$11.91	\$0.00	\$0.00	\$46.45
	08/01/2019	\$34.54	\$12.41	\$0.00	\$0.00	\$46.95
	12/01/2019	\$34.54	\$12.41	\$0.00	\$0.00	\$46.95
	06/01/2020	\$35.44	\$12.41	\$0.00	\$0.00	\$47.85
	08/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	12/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	06/01/2021	\$36.24	\$12.91	\$0.00	\$0.00	\$49.15
	08/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65
	12/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.83	\$11.91	\$0.00	\$0.00	\$45.74
	06/01/2019	\$34.83	\$11.91	\$0.00	\$0.00	\$46.74
	08/01/2019	\$34.83	\$12.41	\$0.00	\$0.00	\$47.24
	12/01/2019	\$34.83	\$12.41	\$0.00	\$0.00	\$47.24
	06/01/2020	\$35.73	\$12.41	\$0.00	\$0.00	\$48.14
	08/01/2020	\$35.73	\$12.91	\$0.00	\$0.00	\$48.64
	12/01/2020	\$35.73	\$12.91	\$0.00	\$0.00	\$48.64
	06/01/2021	\$36.53	\$12.91	\$0.00	\$0.00	\$49.44
	08/01/2021	\$36.53	\$13.41	\$0.00	\$0.00	\$49.94
	12/01/2021	\$36.53	\$13.41	\$0.00	\$0.00	\$49.94
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2018	\$33.65	\$11.44	\$0.00	\$0.00	\$45.09
	06/01/2019	\$34.16	\$11.44	\$0.00	\$0.00	\$45.60
	12/01/2019	\$34.76	\$11.44	\$0.00	\$0.00	\$46.20
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$34.12	\$11.91	\$0.00	\$0.00	\$46.03
	06/01/2019	\$35.12	\$11.91	\$0.00	\$0.00	\$47.03
	08/01/2019	\$35.12	\$12.41	\$0.00	\$0.00	\$47.53
	12/01/2019	\$35.12	\$12.41	\$0.00	\$0.00	\$47.53
	06/01/2020	\$36.02	\$12.41	\$0.00	\$0.00	\$48.43
	08/01/2020	\$36.02	\$12.91	\$0.00	\$0.00	\$48.93
	12/01/2020	\$36.02	\$12.91	\$0.00	\$0.00	\$48.93
	06/01/2021	\$36.82	\$12.91	\$0.00	\$0.00	\$49.73
	08/01/2021	\$36.82	\$13.41	\$0.00	\$0.00	\$50.23
	12/01/2021	\$36.82	\$13.41	\$0.00	\$0.00	\$50.23
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.						
TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.						
VAC-HAUL/CATCH BASIN CLEANING <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2018	\$33.54	\$11.91	\$0.00	\$0.00	\$45.45
	06/01/2019	\$34.54	\$11.91	\$0.00	\$0.00	\$46.45
	08/01/2019	\$34.54	\$12.41	\$0.00	\$0.00	\$46.95
	12/01/2019	\$34.54	\$12.41	\$0.00	\$0.00	\$46.95
	06/01/2020	\$35.44	\$12.41	\$0.00	\$0.00	\$47.85
	08/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	12/01/2020	\$35.44	\$12.91	\$0.00	\$0.00	\$48.35
	06/01/2021	\$36.24	\$12.91	\$0.00	\$0.00	\$49.15
	08/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65
	12/01/2021	\$36.24	\$13.41	\$0.00	\$0.00	\$49.65

Additional Apprentices 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. Apprentices 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.