#### **PREVAILING WAGE RATES**

&

### CERTIFIED PAYROLL REPORTING FORMS

NOTE:

Successful bidder/contractor shall submit the required certified payroll reporting forms on a weekly basis *via email* to:

certifiedpayrollrecords@worcesterma.gov

City of Worcester – Purchasing Division City Hall – Room 201 455 Main Street Worcester, MA 01608

# MASSACHUSETTS WEEKLY CERTIFIED PAYROLL REPORT FORM

Company's Name:		Address:	40	級						Phone No .		CHANGE OF THE PARTY OF THE PART		Powell No.			(13	UM	
								:									SUNCHUS	REIPUBLICA	77.00%
Employer's Signature:		Title:								Contract No:		Tax Payer ID Number	Number	Work We	Work Week Ending:				
Awarding Authority's Name:		Public Works Project Name:	Norks	Project	Мате:					ublic	forks Pr	Public Works Project Location:	ation:	Min. Wag	Min. Wage Rate Sheet Number	et Number			
General / Prime Contractor's Name:	fame:	Subcontractor's Name:	tractor	s Nam								Employer"	Hourty Fring	e Benefit C	"Employer" Hourly Fringe Benefit Contributions				-
															(B+C+D+E)	(A×F)		:	1
:		Employee rs OSHA 10				Ho	Hours Worked	ced			Project Hours (A)	Hourly Base	Health & Welfare	ERISA	Supp.	Total	Project Gross Wages		7
Employee Name & Complete Address	Work Classification:	certified (7)	Rate (%)	Su.	Mo.	μŢ	We.	Ë	E.	Sa.	All Other Hours	Wage (B)	Insurance (C)	Plan (D)	Unemp. (E)	Prev. Wage (F)	Total Gross Wages	Check No. (H)	
						9		110											
						П													7
					8		9												T
											N.								
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No apprentices are identified above YES For all apprentices performing work during the reporting period, attach a copy of the apprentice identification card issued Are all apprentice employees identified above currently registered with the MA DLS's Division of Apprentice Standards? by the Massachusetts Department of Labor Standards / Division of Apprentice Standards.

authority by first-class mail or e-mail. In addition, each weekly payroll must be accompanied by a statement of compliance signed by the employer. Failure to comply may result in the NOTE: Pursuant to MGL c. 149, s. 27B, every contractor and subcontractor is required to submit a true and accurate copy of their certified weekly payroll records to the awarding commencement of a criminal action or the issuance of a civil citation.

Date Received by Awarding Authority

Page

## **CITY OF WORCESTER**

Monthly Workforce Report
PROJECT NAME

Construction Manager:

Project:

Contract #:\_

Period Covered: through

		GOAL	GOAL - 38%	GOAL	GOAL - 10%		
PROJECT-TO-DATE:		PEOPLE C	PEOPLE OF COLOR	FEW	FEMALE	MINORITY	WOMEN
Contractor/Sub-Contractor	Total Hours	DTD Hours	PTD	PTD	PTD		
	local nodis	r ro nouis	Percentage	Hours	Percentage		
XX	909		%0.0		_	YES / NO	YES / NO
						YES / NO	YES / NO
						YES / NO	YES / NO
						YES / NO	YES / NO
MONTHLY TOTAL:	600.0	0.00	%0.0	0.0	%0.0		

PROJECT NAME

Construction Manager: Project:

Contract #:

Percentage PTD 0.0% %0.0 GOAL - 10% FEMALE Hours PTD 0.0 0.0 Percentage %0.0 %0.0 PTD PEOPLE OF COLOR GOAL - 38% Hours 0.0 0.0 **Total Hours** 0.009 0.009 MONTHLY TOTALS Carpenter Trade  $\times$  $\times$ PROJECT-TO-DATE:

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

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse of this 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. For every week in which an apprentice is employed, a photocopy of the apprentice's identification card must be attached to the payroll report. 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 awarding authority directly, 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:

STATEME	ENT OF COMPLIANCE
	, 20
(Name of signatory party)	(Title)
do hereby state:	(Title)
	ayment of the persons employed by
(Contractor, subcontractor or public body	on the
and that all mechanics and apprentice said project have been paid in accord	es, teamsters, chauffeurs and laborers employed on ance with wages determined under the provisions of of chapter one hundred and forty nine of the
	mature
Sig	nature



#### 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

MICHAEL J. DOHENY

MICHAEL FLANAGAN

KIM DRISCOLL Lt. Governor

Massachusetts General Laws, Chapter 149, Sections 26 to 27H

Awarding Authority:

City of Worcester

**Contract Number:** 

CR-7957-M3

City/Town: WORCESTER

Description of Work:

Bid to procure annual low voltage services for the City of Worcester including Public School and Technical

Services Dept.

Job Location:

455 Main St., Worcester, MA 01608

#### Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- 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 no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multiyear CM AT RISK projects, the 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. The annual update requirement is not applicable to 27F "rental of equipment" contracts. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- 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 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 a subcontractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons 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 DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.
- · Every contractor or subcontractor working on the construction project must 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. For a sample payroll reporting form go to 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.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Issue Date:

01/11/2023

Wage Request Number: 20230110-047

Classification Construction	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice-PILE DRIVER"						
AIR TRACK OPERATOR	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
LABORERS - ZONE 2	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
- 2 2 2 2	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"			e			
AIR TRACK OPERATOR (HEAVY & HIGHWAY)  LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2022	\$37.31	\$9.35	\$16.89	\$0.00	\$63.55
10 Jan 10	06/01/2023	\$38.21	\$9.35	\$16.89	\$0.00	\$64.45
	12/01/2023	\$39.11	\$9.35	\$16.89	\$0.00	\$65.35
	06/01/2024	\$40.44	\$9.35	\$16.89	\$0.00	\$66.68
	12/01/2024	\$41.77	\$9.35	\$16.89	\$0.00	\$68.01
	06/01/2025	\$43.16	\$9.35	\$16.89	\$0.00	\$69.40
	12/01/2025	\$44.54	\$9.35	\$16.89	\$0.00	\$70.78
	06/01/2026	\$45.98	\$9.35	\$16.89	\$0.00	\$72.22
Francisco	12/01/2026	\$47.42	\$9.35	\$16.89	\$0.00	\$73.66
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASBESTOS WORKER (PIPES & TANKS)  HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
SPHALT RAKER ABORERS - ZONE 2	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
1001G/G - 2011; 2	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
SPHALT RAKER (HEAVY & HIGHWAY)	12/01/2022	#26 Di	PO 25	£16.00	£0.00	***
ABORERS - ZONE 2 (HEAVY & HIGHWAY)		\$36.81	\$9.35	\$16.89	\$0.00	\$63.05
	06/01/2023	\$37.71	\$9.35	\$16.89	\$0.00	\$63.95
	12/01/2023	\$38.61	\$9.35	\$16.89	\$0.00	\$64.85
	06/01/2024	\$39.94	\$9.35	\$16.89	\$0.00	\$66.18
	12/01/2024	\$41.27	\$9.35	\$16.89	\$0.00	\$67.51
	06/01/2025	\$42.66	\$9.35	\$16.89	\$0.00	\$68.90
	12/01/2025	\$44.04	\$9.35	\$16.89	\$0.00	\$70.28
	06/01/2026	\$45.48	\$9.35	\$16.89	\$0.00	\$71.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$46.92	\$9.35	\$16.89	\$0.00	\$73.16

Issue Date: 01/11/2023 Wage Request Number: 20230110-047 Page 2 of 41

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
OT MODING ENGINEERS EXCLADED	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice-OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER  OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
BARCO-TYPE JUMPING TAMPER ABORERS - ZONE 2	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
ADORERS • ZORE Z	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
_	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER  ABORERS - ZONE 2	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
2010 2	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
For accounting when the Manual of A BODER!	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & IGHWAY)	12/01/2022	\$37.31	\$9.35	\$16.89	\$0.00	\$63.55
ABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2023	\$38.21	\$9.35	\$16.89	\$0.00	\$64.45
	12/01/2023	\$39.11	\$9.35	\$16.89	\$0.00	\$65.35
	06/01/2024	\$40.44	\$9.35	\$16.89	\$0.00	\$66.68
	12/01/2024	\$41.77	\$9.35	\$16.89	\$0.00	\$68.01
	06/01/2025	\$43.16	\$9.35	\$16.89	\$0.00	\$69.40
	12/01/2025	\$44.54	\$9.35	\$16.89	\$0.00	\$70.78
	06/01/2026	\$45.98	\$9.35	\$16.89	\$0.00	\$72.22
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$47.42	\$9.35	\$16.89	\$0.00	\$73.66
OILER MAKER	01/01/2023	\$47.37	\$7.07	\$20.31	\$0.00	\$74.75
OILERMAKERS LOCAL, 29	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

Issue Date: 01/11/2023

Step	ive Date - percent	01/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment		ate
1	65		\$30.79	\$7.07	\$13.22	\$0.00	\$51.	.08
2	65		\$30.79	\$7.07	\$13.22	\$0.00	\$51.	.08
3	70		\$33.16	\$7.07	\$14.23	\$0.00	\$54.	46
4	75		\$35.53	\$7.07	\$15.24	\$0.00	\$57.	84
5	80		\$37.90	\$7.07	\$16.25	\$0.00	\$61.	22
6	85		\$40.26	\$7.07	\$17.28	\$0.00	\$64.	61
7	90		\$42.63	\$7.07	\$18.28	\$0.00	\$67.	98
8	95		\$45.00	\$7.07	\$19.32	\$0.00	\$71.	39
Effect	ive Date -	01/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	ate
1	65		\$31.28	\$7.07	\$13.22	\$0.00	\$51.	57
2	65		\$31.28	\$7.07	\$13.22	\$0.00	\$51.	57
3	70		\$33.68	\$7.07	\$14.23	\$0.00	\$54.	98
4	75		\$36.09	\$7.07	\$15.24	\$0.00	\$58.	40
5	80		\$38.50	\$7.07	\$16.25	\$0.00	\$61.	82
6	85		\$40.90	\$7.07	\$17.28	\$0.00	\$65.	25
7	90		\$43.31	\$7.07	\$18.28	\$0.00	\$68.	66
8	95		\$45.71	\$7.07	\$19.32	\$0.00	\$72.	10
Notes:				-				1
-								
		ırneyworker Ratio:1:4						
ONE/ARTIF OOFING)	ICIAL MA	SONRY (INCL. MASONRY	08/01/2022	\$57.01	\$11.49	\$21.65	\$0.00	\$90.13
S LOCAL 3 (WC	PRCESTER)		02/01/2023	\$58.21	\$11.49	\$21.65	\$0.00	\$91.3
			08/01/2023	\$60.26	\$11.49	\$21.65	\$0.00	\$93.4
			02/01/2024	\$61.51	\$11.49	\$21.65	\$0.00	\$94.6
			08/01/2024	\$63.61	\$11.49	\$21.65	\$0.00	\$96.7
			02/01/2025	\$64.91	\$11.49	\$21.65	\$0.00	\$98.0
			08/01/2025	\$67.06	\$11.49	\$21.65	\$0.00	\$100.2
			02/01/2026	\$68.41	\$11.49	\$21.65	\$0.00	\$101.
			08/01/2026	\$70.61	\$11.49	\$21.65	\$0.00	\$103.7
			02/01/2027	\$72.01	\$11.49	\$21.65	\$0.00	\$105.

Issue Date: 01/11/2023 Wage Request Number: 20230110-047 Page 4 of 41

Effective Date - 08/01/2	000					
	022			Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
1 50	\$28.51	\$11.49	\$21.65	\$0.00	\$61.6	5
2 60	\$34.21	\$11.49	\$21.65	\$0.00	\$67.3	5
3 70	\$39.91	\$11.49	\$21.65	\$0.00	\$73.0	5
4 80	\$45.61	\$11.49	\$21.65	\$0.00	\$78.7	5
5 90	\$51.31	\$11.49	\$21.65	\$0.00	\$84.4	5
Effective Date - 02/01/2	023			Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	е
1 50	\$29.11	\$11.49	\$21.65	\$0.00	\$62.2	5
2 60	\$34.93	\$11.49	\$21.65	\$0.00	\$68.0	7
3 70	\$40.75	\$11.49	\$21.65	\$0.00	\$73.8	9
4 80	\$46.57	\$11.49	\$21.65	\$0.00	\$79.7	1
5 90	\$52.39	\$11.49	\$21.65	\$0.00	\$85.5	3
Notes:		mandam phylogic services (				
Apprentice to Journeywor	ker Ratio:1:5					
BULLDOZER/GRADER/SCRAPER	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
OPERATING ENGINEERS LOCAL 4	06/01/2023		\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023		\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024		\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024		\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025		\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025		\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026		\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026		\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING						4,2,1,3
CAISSON & UNDERPINNING BOTTOM I ABORERS - FOUNDATION AND MARINE	MAN 12/01/2021	\$42.33	\$9.10	\$17.72	\$0.00	\$69.15
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER ABORERS - FOUNDATION AND MARINE	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice-LABORER"						
CAISSON & UNDERPINNING TOP MAN ABORERS - FOUNDATION AND MARINE	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR  ABORERS - ZONE 2	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
CARPENTER	00/01/2000	***	40	A10.05	***	
CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2022 03/01/2023	\$45.18 \$45.78	\$8.68 \$8.68	\$19.97 \$19.97	\$0.00 \$0.00	\$73.83 \$74.43
ssue Date: 01/11/2023	Wage Request Number: 2023011	0-047				Page 5 of 4

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

	Step	percent	09/01/2022 Apprentice Base Wag	e Health	Pension	Supplemental Unemployment	Total Rate	;
	1	50	\$22.59	\$8.68	\$1.73	\$0.00	\$33.00	)
	2	60	\$27.11	\$8.68	\$1.73	\$0.00	\$37.52	2
	3	70	\$31.63	\$8.68	\$14.78	\$0.00	\$55.09	)
	4	75	\$33.89	\$8.68	\$14.78	\$0.00	\$57.35	i
	5	80	\$36.14	\$8.68	\$16.51	\$0.00	\$61.33	}
	6	80	\$36.14	\$8.68	\$16.51	\$0.00	\$61.33	,
	7	90	\$40.66	\$8.68	\$18.24	\$0.00	\$67.58	1
	8	90	\$40.66	\$8.68	\$18.24	\$0.00	\$67.58	}
			3/01/2023			Supplemental		
	Step	percent	Apprentice Base Wage	e Health	Pension	Unemployment	Total Rate	;
	1	50	\$22.89	\$8.68	\$1.73	\$0.00	\$33.30	ı
	2	60	\$27.47	\$8.68	\$1.73	\$0.00	\$37.88	
	3	70	\$32.05	\$8.68	\$14.78	\$0.00	\$55.51	
	4	75	\$34.34	\$8.68	\$14.78	\$0.00	\$57.80	+
	5	80	\$36.62	\$8.68	\$16.51	\$0.00	\$61.81	
	6	80	\$36.62	\$8.68	\$16.51	\$0.00	\$61.81	
	7	90	\$41.20	\$8.68	\$18.24	\$0.00	\$68,12	
	8	90	\$41.20	\$8.68	\$18.24	\$0.00	\$68.12	
	Notes:							
			1 After 10/1/17; 45/45/55/55/70/70/80/80 1.01/ 3&4 \$48.64/ 5&6 \$57.24/ 7&8 \$63.54					
	Apprer	tice to Journ	eyworker Ratio:1:5					
	WOOD F		04/01/202	22 \$23.66	\$7.21	\$4.80	\$0.00	\$35.67
NTERS-ZO	NE 3 (Wood	Frame)	04/01/202	23 \$24.16	\$7.21	\$4.80	\$0.00	\$36.17

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Step	tive Date - 04/01/2022 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
2	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41
3	65	\$15.38	\$7.21	\$0.00	\$0.00	\$22.59
4	70	\$16.56	\$7.21	\$0.00	\$0.00	\$23.77
5	75	\$17.75	\$7.21	\$3.80	\$0.00	\$28.76
6	80	\$18.93	\$7.21	\$3.80	\$0.00	\$29.94
7	85	\$20.11	\$7.21	\$3.80	\$0.00	\$31.12
8	90	\$21.29	\$7.21	\$3.80	\$0.00	\$32.30
P. STace	0.1/01/0000					
riiect	ive Date - 04/01/2023				Supplemental	
Step	percent 04/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
		Apprentice Base Wage \$14.50	Health \$7.21	Pension \$0.00	* 1	Total Rate
Step	percent				Unemployment	- CT 12
Step 1	percent 60	\$14.50	\$7.21	\$0.00	Unemployment \$0.00	\$21.71
Step 1 2	percent 60 60	\$14.50 \$14.50	\$7.21 \$7.21	\$0.00 \$0.00	\$0.00 \$0.00	\$21.71 \$21.71
Step 1 2 3 4	60 60 65	\$14.50 \$14.50 \$15.70	\$7.21 \$7.21 \$7.21	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$21.71 \$21.71 \$22.91
Step 1 2 3 4 5	60 60 65 70	\$14.50 \$14.50 \$15.70 \$16.91	\$7.21 \$7.21 \$7.21 \$7.21	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$21.71 \$21.71 \$22.91 \$24.12
Step 1 2 3	percent  60  60  65  70  75	\$14.50 \$14.50 \$15.70 \$16.91 \$18.12	\$7.21 \$7.21 \$7.21 \$7.21 \$7.21	\$0.00 \$0.00 \$0.00 \$0.00 \$3.80	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$21.71 \$21.71 \$22.91 \$24.12 \$29.13

10.1				
141	n	III.	œ١	

<sup>%</sup> Indentured After 10/1/17; 45/45/55/55/70/70/80/80 Step 1&2 \$17.86/3&4 \$20.22/5&6 \$27.57/7&8 \$29.94

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (WORCESTER)	01/01/2023	\$49.45	\$12.75	\$22.74	\$0.87	\$85.81
DIRECTION DOMES (NOTESTER)	07/01/2023	\$50.59	\$12.75	\$22.74	\$0.87	\$86.95
	01/01/2024	\$51.73	\$12.75	\$22.74	\$0.87	\$88.09

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Total Rate

represented to obtained worker teations.						
CHAIN SAW OPERATOR	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
LABORERS - ZONE 2	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	12/01/2022	\$54.68	\$14.25	\$16.05	\$0.00	\$84.98
OPERATING ENGINEERS LOCAL 4	06/01/2023	\$55.95	\$14.25	\$16.05	\$0.00	\$86.25
	12/01/2023	\$57.23	\$14.25	\$16.05	\$0.00	\$87.53
	06/01/2024	\$58.55	\$14.25	\$16.05	\$0.00	\$88.85
	12/01/2024	\$60.03	\$14.25	\$16.05	\$0.00	\$90.33
	06/01/2025	\$61.36	\$14.25	\$16.05	\$0.00	\$91.66
	12/01/2025	\$62.83	\$14.25	\$16.05	\$0.00	\$93.13
	06/01/2026	\$64.16	\$14.25	\$16.05	\$0.00	\$94.46
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$65.64	\$14.25	\$16.05	\$0.00	\$95.94

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Classification			Effective	Date Base	Wage Health	Pension	Supplemental Unemployment	Total Ra
COMPRESSOI OPERATING ENGL			12/01/2	022 \$35	5.08 \$14.25		\$0.00	\$65.38
PERMINO ENGI	inerumo i	OCAL 4	06/01/2	023 \$35	5.90 \$14.25	\$16.05	\$0.00	\$66.20
			12/01/2	023 \$36	5.72 \$14.25	\$16.05	\$0.00	\$67.02
			06/01/2	024 \$37	7.57 \$14.25	\$16.05	\$0.00	\$67.87
			12/01/2	024 \$38	3.52 \$14.25	\$16.05	\$0.00	\$68.82
			06/01/2	025 \$39	9.37 \$14.25	\$16.05	\$0.00	\$69.67
			12/01/2	025 \$40	).32 \$14.25	\$16.05	\$0.00	\$70.62
			06/01/2	026 \$41	.18 \$14.25	\$16.05	\$0.00	\$71.48
77			12/01/2	026 \$42	2.13 \$14.25	\$16.05	\$0.00	\$72.43
		"Apprentice- OPERATING ENGINE						
DELEADER (E AINTERS LOCAL		- T	01/01/2		5.06 \$8.65	\$23.05	\$0.00	\$87.76
			07/01/20	*	2.26 \$8.65	\$23.05	\$0.00	\$88.96
			01/01/20	•	3.46 \$8.65	\$23.05	\$0.00	\$90.16
			07/01/20		9.66 \$8.65	\$23.05	\$0.00	\$91.36
			01/01/20	025 \$60	0.86 \$8.65	\$23.05	\$0.00	\$92.56
	Ammer	ntice - PAINTER Local 35	- RRIDGES/TANKS					
	300	ive Date - 01/01/2023	- PRIDOPOLIVIAM			_		
	Step	percent	Apprentice Base Wag	ge Health	Pension	Supplemental Unemployment		
	1	50	\$28.03	\$8.65	\$0.00	\$0.00		
	2	55	\$30.83	\$8.65	\$6.27	\$0.00		
	3	60	\$33.64	\$8.65	\$6.84	\$0.00		
	4	65	\$36.44	\$8.65	\$7.41	\$0.00		
	5	70	\$39.24	\$8.65	\$19.63	\$0.00		
	6	75	\$42.05	\$8.65	\$20.20	\$0.00		
	7	80	\$44.85	\$8.65	\$20.20	\$0.00		
	8	90	\$50.45	\$8.65	\$20.77	\$0.00		
			\$30.43	\$6.05	\$21.71	<b>\$0.00</b>	\$01.01	
	Effecti	ve Date - 07/01/2023				Supplemental		
	Step	percent	Apprentice Base Wag	ge Health	Pension	Unemployment		
	1	50	\$28.63	\$8.65	\$0.00	\$0.00	\$37.28	
	2	55	\$31.49	\$8.65	\$6.27	\$0.00	\$46.41	
	3	60	\$34.36	\$8.65	\$6.84	\$0.00	\$49.85	
	4	65	\$37.22	\$8.65	\$7.41	\$0.00	\$53.28	
	5	70	\$40.08	\$8.65	\$19.63	\$0.00		
	6	75	\$42.95	\$8.65	\$20.20	\$0.00		
	7	80	\$45.81	\$8.65	\$20.77	\$0.00		
	8	90	\$51.53	\$8.65	\$21.91	\$0.00		
				-				
	Notes:	Steps are 750 hrs.						
	<u> </u>	ntice to Journeyworker Rati	0:1:1					
	Аррге	actice to obtained worker scatt				502		
EMO: ADZEN		inite to bourney worker stars	12/01/20	22 \$43	.33 \$9.10	\$17.57	\$0.00	\$70.00
	AAN	nete to obtainly worker than	12/01/20 06/01/20			\$17.57 \$17.57	\$0.00 \$0.00	\$70.00 \$71.00

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"					Опетрюутеца	
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
LABORERS - ZONE 2	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS LABORERS - ZONE 2	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
DEMO: CONCRETE CUTTER/SAWYER	12/01/2022	¢44.22	£0.10	\$17.57	\$0.00	671.00
LABORERS - ZONE 2	06/01/2023	\$44.33	\$9.10	\$17.57		\$71.00
		\$45.33	\$9.10		\$0.00	\$72.00
For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
DEMO: JACKHAMMER OPERATOR	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
LABORERS - ZONE 2	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER LABORERS - ZONE 2	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
LADORERS - ZONE Z	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR  OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
DIVER	00/01/2020	e ( 0 70	<b>CO 40</b>	f22.12	\$0.00	010100
PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice-PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT)	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.13
PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$73.00	\$9. <del>4</del> 0	\$43.12	30.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"			- ///			22.5
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice-PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction)  DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN ELECTRICIANS LOCAL 96	09/04/2022	\$45.59	\$12.20	\$17.50	\$0.00	\$75.29

Issue Date: 01/11/2023

1/11/2023

Step         percent         Apprentice Base Wage         Health         Pension         Unemployment         Total Rame           1         40         \$18.24         \$12.20         \$0.55         \$0.00         \$30.           2         43         \$19.60         \$12.20         \$0.59         \$0.00         \$32.           3         48         \$21.88         \$12.20         \$14.18         \$0.00         \$48.           4         55         \$25.07         \$12.20         \$14.63         \$0.00         \$51.           5         65         \$29.63         \$12.20         \$15.27         \$0.00         \$57.           6         80         \$36.47         \$12.20         \$16.22         \$0.00         \$64.	9 6 0 0
2       43       \$19.60       \$12.20       \$0.59       \$0.00       \$32.         3       48       \$21.88       \$12.20       \$14.18       \$0.00       \$48.         4       55       \$25.07       \$12.20       \$14.63       \$0.00       \$51.         5       65       \$29.63       \$12.20       \$15.27       \$0.00       \$57.	9 6 0 0
3       48       \$21.88       \$12.20       \$14.18       \$0.00       \$48.         4       55       \$25.07       \$12.20       \$14.63       \$0.00       \$51.         5       65       \$29.63       \$12.20       \$15.27       \$0.00       \$57.	0 0
4       55       \$25.07       \$12.20       \$14.63       \$0.00       \$51.         5       65       \$29.63       \$12.20       \$15.27       \$0.00       \$57.	0
5 65 \$29.63 \$12.20 \$15.27 \$0.00 \$57.	0
6 80 \$36.47 \$12.20 \$16.22 \$0.00 \$64.	0
	9
Notes:	
Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.	
Apprentice to Journeyworker Ratio:2:3***	
Apprentice - ELEVATOR CONSTRUCTOR - Local 41  Effective Date - 01/01/2022  Supplemental Step percent Apprentice Base Wage Health Pension Unemployment Total Ra	e
29.51 315.05 30.00 30.00 345	
\$25.51 \$10.05 \$0.00 \$0.00 \$45	
2 55 \$32.24 \$16.03 \$20.21 \$0.00 \$68.4	8
2 55 \$32.24 \$16.03 \$20.21 \$0.00 \$68.4 3 65 \$38.10 \$16.03 \$20.21 \$0.00 \$74.2	8 4
2 55 \$32.24 \$16.03 \$20.21 \$0.00 \$68.4 3 65 \$38.10 \$16.03 \$20.21 \$0.00 \$74.2	8 4 7
2 55 \$32.24 \$16.03 \$20.21 \$0.00 \$68.4 3 65 \$38.10 \$16.03 \$20.21 \$0.00 \$74.3 4 70 \$41.03 \$16.03 \$20.21 \$0.00 \$77.2	8 4 7
2 55 \$32.24 \$16.03 \$20.21 \$0.00 \$68.4 3 65 \$38.10 \$16.03 \$20.21 \$0.00 \$74.2 4 70 \$41.03 \$16.03 \$20.21 \$0.00 \$77.2 5 80 \$46.90 \$16.03 \$20.21 \$0.00 \$83.1	8 4 7
2 55 \$32.24 \$16.03 \$20.21 \$0.00 \$68.4 3 65 \$38.10 \$16.03 \$20.21 \$0.00 \$74.3 4 70 \$41.03 \$16.03 \$20.21 \$0.00 \$77.2 5 80 \$46.90 \$16.03 \$20.21 \$0.00 \$83.1	8 4 7

01/01/2022	\$41.03	\$16.03	\$20.21	\$0.00	\$77.27
12/01/2022	\$36.81	\$9.35	\$16.89	\$0.00	\$63.05
06/01/2023	\$37.71	\$9.35	\$16.89	\$0.00	\$63.95
12/01/2023	\$38.61	\$9.35	\$16.89	\$0.00	\$64.85
06/01/2024	\$39.94	\$9.35	\$16.89	\$0.00	\$66.18
12/01/2024	\$41.27	\$9.35	\$16.89	\$0.00	\$67.51
06/01/2025	\$42.66	\$9.35	\$16.89	\$0.00	\$68.90
12/01/2025	\$44.04	\$9.35	\$16.89	\$0.00	\$70.28
06/01/2026	\$45.48	\$9.35	\$16.89	\$0.00	\$71.72
12/01/2026	\$46.92	\$9.35	\$16.89	\$0.00	\$73.16
	06/01/2023 12/01/2023 06/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026	12/01/2023 \$38.61 06/01/2024 \$39.94 12/01/2024 \$41.27 06/01/2025 \$42.66 12/01/2025 \$44.04 06/01/2026 \$45.48	12/01/2023       \$38.61       \$9.35         06/01/2024       \$39.94       \$9.35         12/01/2024       \$41.27       \$9.35         06/01/2025       \$42.66       \$9.35         12/01/2025       \$44.04       \$9.35         06/01/2026       \$45.48       \$9.35	12/01/2023       \$38.61       \$9.35       \$16.89         06/01/2024       \$39.94       \$9.35       \$16.89         12/01/2024       \$41.27       \$9.35       \$16.89         06/01/2025       \$42.66       \$9.35       \$16.89         12/01/2025       \$44.04       \$9.35       \$16.89         06/01/2026       \$45.48       \$9.35       \$16.89	12/01/2023       \$38.61       \$9.35       \$16.89       \$0.00         06/01/2024       \$39.94       \$9.35       \$16.89       \$0.00         12/01/2024       \$41.27       \$9.35       \$16.89       \$0.00         06/01/2025       \$42.66       \$9.35       \$16.89       \$0.00         12/01/2025       \$44.04       \$9.35       \$16.89       \$0.00         06/01/2026       \$45.48       \$9.35       \$16.89       \$0.00

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	11/05/2022	\$48.67	\$14.25	\$16.05	\$0.00	\$78.97
OPERATING ENGINEERS LOCAL 4	05/01/2023	\$49.91	\$14.25	\$16.05	\$0.00	\$80.21
	11/01/2023	\$51.15	\$14.25	\$16.05	\$0.00	\$81.45
	05/01/2024	\$52.39	\$14.25	\$16.05	\$0.00	\$82.69
	11/01/2024	\$53.68	\$14.25	\$16.05	\$0.00	\$83.98
	05/01/2025	\$55.12	\$14.25	\$16.05	\$0.00	\$85.42
	11/01/2025	\$56.41	\$14.25	\$16.05	\$0.00	\$86.71
	05/01/2026	\$57.85	\$14.25	\$16.05	\$0.00	\$88.15
	11/01/2026	\$59.14	\$14.25	\$16.05	\$0.00	\$89.44
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	05/01/2027	\$60.57	\$14.25	\$16.05	\$0.00	\$90.87
TELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	11/01/2022	\$50.22	\$14.25	\$16.05	\$0.00	\$80.52
PERATING ENGINEERS LOCAL 4	05/01/2023	\$51.47	\$14.25	\$16.05	\$0.00	\$81.77
	11/01/2023	\$52.72	\$14.25	\$16.05	\$0.00	\$83.02
	05/01/2024	\$53.97	\$14.25	\$16.05	\$0.00	\$84.27
	11/01/2024	\$55.27	\$14.25	\$16.05	\$0.00	\$85.57
	05/01/2025	\$56.72	\$14.25	\$16.05	\$0.00	\$87.02
	11/01/2025	\$58.02	\$14.25	\$16.05	\$0.00	\$88.32
	05/01/2026	\$59.47	\$14.25	\$16.05	\$0.00	\$89.77
	11/01/2026	\$60.77	\$14.25	\$16.05	\$0.00	\$91.07
	05/01/2027	\$62.22	\$14.25	\$16.05	\$0.00	\$92.52
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY  OPERATING ENGINEERS LOCAL 4	11/01/2022	\$24.31	\$14.25	\$16.05	\$0.00	\$54.61
remaind endingers local 4	05/01/2023	\$25.05	\$14.25	\$16.05	\$0.00	\$55.35
	11/01/2023	\$25.78	\$14.25	\$16.05	\$0.00	\$56.08
	05/01/2024	\$26.51	\$14.25	\$16.05	\$0.00	\$56.81
	11/01/2024	\$27.27	\$14.25	\$16.05	\$0.00	\$57.57
	05/01/2025	\$28.12	\$14.25	\$16.05	\$0.00	\$58.42
	11/01/2025	\$28.88	\$14.25	\$16.05	\$0.00	\$59.18
	05/01/2026	\$29.73	\$14.25	\$16.05	\$0.00	\$60.03
	11/01/2026	\$30.49	\$14.25	\$16.05	\$0.00	\$60.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	05/01/2027	\$31.34	\$14.25	\$16.05	\$0.00	\$61.64
IRE ALARM INSTALLER LECTRICIANS LOCAL 96	09/04/2022	\$45.59	\$12.20	\$17.50	\$0.00	\$75.29
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINT/COMMISSIONING	09/04/2022	\$45.59	\$12.20	\$17.50	\$0.00	\$75.29

For apprentice rates see "Apprentice- ELECTRICIAN"

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIREMAN (ASST, ENGINEER)  OPERATING ENGINEERS LOCAL 4	12/01/2022	\$43.54	\$14.25	\$16.05	\$0.00	\$73.84
OI BIGHTE BIOLITERS DOUGHE 4	06/01/2023	\$44.56	\$14.25	\$16.05	\$0.00	\$74.86
	12/01/2023	\$45.57	\$14.25	\$16.05	\$0.00	\$75.87
	06/01/2024	\$46.63	\$14.25	\$16.05	\$0.00	\$76.93
	12/01/2024	\$47.81	\$14.25	\$16.05	\$0.00	\$78.11
	06/01/2025	\$48.87	\$14.25	\$16.05	\$0.00	\$79.17
	12/01/2025	\$50.04	\$14.25	\$16.05	\$0.00	\$80.34
	06/01/2026	\$51.10	\$14.25	\$16.05	\$0.00	\$81.40
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$52.28	\$14.25	\$16.05	\$0.00	\$82.58
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/01/2022	\$25.23	\$9.35	\$16.89	\$0.00	\$51.47
I.ABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2023	\$25.98	\$9.35	\$16.89	\$0.00	\$52.22
	12/01/2023	\$25.98	\$9.35	\$16.89	\$0.00	\$52.22
	06/01/2024	\$27.01	\$9.35	\$16.89	\$0.00	\$53.25
	12/01/2024	\$27.01	\$9.35	\$16.89	\$0.00	\$53.25
	06/01/2025	\$28.09	\$9.35	\$16.89	\$0.00	\$54.33
	12/01/2025	\$28.09	\$9.35	\$16.89	\$0.00	\$54.33
	06/01/2026	\$29.21	\$9.35	\$16.89	\$0.00	\$55.45
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$29.21	\$9.35	\$16.89	\$0.00	\$55.45
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE II	03/01/2022	\$47.62	\$8.68	\$20.27	\$0.00	\$76.57

Apprentice - FLOORCOVERER - Local 2168 Zone II

Effect	tive Date - 03/01/2022				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$23.81	\$8.68	\$1.79	\$0.00	\$34.28	
2	55	\$26.19	\$8.68	\$1.79	\$0.00	\$36.66	
3	60	\$28.57	\$8.68	\$14.90	\$0.00	\$52.15	
4	65	\$30.95	\$8.68	\$14.90	\$0.00	\$54.53	
5	70	\$33.33	\$8.68	\$16.69	\$0.00	\$58.70	
6	75	\$35.72	\$8.68	\$16.69	\$0.00	\$61.09	
7	80	\$38.10	\$8.68	\$18.48	\$0.00	\$65.26	
8	85	\$40.48	\$8.68	\$18.48	\$0.00	\$67.64	

Notes: Steps are 750 hrs.

% After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps) Step 1&2 \$31.90/ 3&4 \$38.39/ 5&6 \$58.70/ 7&8 \$65.26

Apprentice to Journeyworker Ratio:1:1

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FORK LIFT/CHERRY PICKER  OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
OFERATING ENGINEERS LOCAL 4	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS  OPERATING ENGINEERS LOCAL 4	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
OF ENTING ENGINEERS EXCITE	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR	01/01/2023	\$45.56	\$8.65	\$23.05	\$0.00	\$77.26
SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2)	07/01/2023	\$46.76	\$8.65	\$23.05	\$0.00	\$78.46
	01/01/2024	\$47.96	\$8.65	\$23.05	\$0.00	\$79.66
	07/01/2024	\$49.16	\$8.65	\$23.05	\$0.00	\$80.86
	01/01/2025	\$50.36	\$8.65	\$23.05	\$0.00	\$82.06

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S	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
7	1	50	\$22.78	\$8.65	\$0.00	\$0.00	\$31.4	13
2	2	55	\$25.06	\$8.65	\$6.27	\$0.00	\$39.9	8
:	3	60	\$27.34	\$8.65	\$6.84	\$0.00	\$42.8	33
4	4	65	\$29.61	\$8.65	\$7.41	\$0.00	\$45.6	57
:	5	70	\$31.89	\$8.65	\$19.63	\$0.00	\$60.1	7
(	6	75	\$34.17	\$8.65	\$20.20	\$0.00	\$63.0	)2
7	7	80	\$36.45	\$8.65	\$20.77	\$0.00	\$65.8	37
8	8	90	\$41.00	\$8.65	\$21.91	\$0.00	\$71.5	
E	Effectiv	e Date - 07/01/2023				Supplemental		
S	tep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
1	l	50	\$23.38	\$8.65	\$0.00	\$0.00	\$32.0	13
2	2	55	\$25.72	\$8.65	\$6.27	\$0.00	\$40.6	4
3	3	60	\$28.06	\$8.65	\$6.84	\$0.00	\$43.5	5
4	1	65	\$30.39	\$8.65	\$7.41	\$0.00	\$46.4	5
5	5	70	\$32.73	\$8.65	\$19.63	\$0.00	\$61.0	1
6	5	75	\$35.07	\$8.65	\$20.20	\$0.00	\$63.9	2
7	7	80	\$37.41	\$8.65	\$20.77	\$0.00	\$66.8	3
8	3	90	\$42.08	\$8.65	\$21.91	\$0.00	\$72.6	4
N	otes:	THE PERSON NAMED AND ADDRESS OF THE PERSON NAMED IN COLUMN NAM	aldicible financial biomine annua, arrange registros e					
	1	Steps are 750 hrs.						
		ice to Journeyworker Ratio:1:1						
STING ENGI PATING ENGINEI		CRANES/GRADALLS	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
arnona omin	21W 17OC	AL 1	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
			12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
			06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
			12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
			06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
			12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
			06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
			12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68

Issue Date: 01/11/2023 Wage Request Number: 20230110-047 Page 15 of 41 Apprentice - OPERATING ENGINEERS - Local 4

		ive Date -	12/01/2022	Locui 4					
	Step	percent	4 4.4488	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	ite
	1	55	144	\$29.50	\$14.25	\$0.00	\$0.00	\$43.	
	2	60		\$32.18	\$14.25	\$16.05	\$0.00	\$62.	
	3	65		\$34.86	\$14.25	\$16.05	\$0.00	\$65.	
	4	70		\$37.54	\$14.25	\$16.05	\$0.00	\$67.	
	5	75		\$40.22	\$14.25	\$16.05	\$0.00	\$70.:	
	6	80		\$42.90	\$14.25	\$16.05	\$0.00	\$73.	
	7	85		\$45.59	\$14.25	\$16.05	\$0.00	\$75.	
	8	90		\$48.27	\$14.25	\$16.05	\$0.00	\$73.	
	Effecti	ive Date -	06/01/2023						
	Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
	1	55		\$30.18	\$14.25	\$0.00	\$0.00	\$44.4	
	2	60		\$32.93	\$14.25	\$16.05	\$0.00	\$63.2	
	3	65		\$35.67	\$14.25	\$16.05	\$0.00	\$65.9	
	4	70		\$38.42	\$14.25	\$16.05	\$0.00	\$68.3	
	5	75		\$41.16	\$14.25	\$16.05	\$0.00	\$71.4	
	6	80		\$43.90	\$14.25	\$16.05	\$0.00	\$74.2	
	7	85		\$46.65	\$14.25	\$16.05	\$0.00	\$76.9	
	8	90		\$49.39	\$14.25	\$16.05	\$0.00	\$79.6	
				Ψτ7.57	ψ(4.23	\$10.05	\$0.00	\$13.0	77
	Notes:								
	Appre	ntice to Jou	rneyworker Ratio:1:6						
VAC (DUCTV		SE159.		01/01/2023	\$41.30	\$10.64	\$17.54	\$2.05	\$71.53
'EETMETAL WOI	RKERS LO	CAL 63		07/01/2023	\$42.55	\$10.64	\$17.54	\$2.05	\$72.78
				01/01/2024	\$43.80	\$10.64	\$17.54	\$2.05	\$74.03
				07/01/2024			\$17.54	\$2.05	\$75.28
				01/01/2025	\$46.30	\$10.64	\$17.54	\$2.05	\$76.53
			HEET METAL WORKER"						
VAC (ELECT: LECTRICIANS LO		CONTROL	S)	09/04/2022	\$45.59	\$12.20	\$17.50	\$0.00	\$75.29
For apprentice	rates see ".	Apprentice- EL	ECTRICIAN"						
VAC (TESTIN			NG - AIR)	01/01/2023	\$41.30	\$10.64	\$17.54	\$2.05	\$71.53
iletivietal WOF	мека IO	CML 03		07/01/2023	\$42.55	\$10.64	\$17.54	\$2.05	\$72.78
				01/01/2024	\$43.80	\$10.64	\$17.54	\$2.05	\$74.03
				07/01/2024	\$45.05	\$10.64	\$17.54	\$2.05	\$75.28
				01/01/2025	\$46.30	\$10.64	\$17.54	\$2.05	\$76.53
har engenties	rates see ".	Apprentice- SH	IEET METAL WORKER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER) PLUMBERS LOCAL 4	09/01/2022	\$50.50	\$9.80	\$17.02	\$0.00	\$77.32
i dominio nochi 4	03/01/2023	\$51.90	\$9.80	\$17.02	\$0.00	\$78.72
	09/01/2023	\$53.30	\$9.80	\$17.02	\$0.00	\$80.12
	03/01/2024	\$54.70	\$9.80	\$17.02	\$0.00	\$81.52
	09/01/2024	\$56.10	\$9.80	\$17.02	\$0.00	\$82.92
	03/01/2025	\$57.50	\$9.80	\$17.02	\$0.00	\$84.32
	09/01/2025	\$58.90	\$9.80	\$17.02	\$0.00	\$85.72
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/01/2026	\$60.30	\$9.80	\$17.02	\$0.00	\$87.12
HVAC MECHANIC	09/01/2022	\$50.50	\$9.80	\$17.02	\$0.00	\$77.32
PLUMBERS LOCAL 4	03/01/2023	\$51.90	\$9.80	\$17.02	\$0.00	\$78.72
	09/01/2023	\$53.30	\$9.80	\$17.02	\$0.00	\$80.12
	03/01/2024	\$54.70	\$9.80	\$17.02	\$0.00	\$81.52
	09/01/2024	\$56.10	\$9.80	\$17.02	\$0.00	\$82.92
	03/01/2025	\$57.50	\$9.80	\$17.02	\$0.00	\$84.32
	09/01/2025	\$58.90	\$9.80	\$17.02	\$0.00	\$85.72
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/01/2026	\$60.30	\$9.80	\$17.02	\$0.00	\$87.12
HYDRAULIC DRILLS	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
ABORERS - ZONE 2	06/01/2023	\$37.91	\$9.10	\$16.64	\$0.00	
	12/01/2023		\$9.10	\$16.64	\$0.00	\$64.55
For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$39.71	39.10	\$10.04	\$0.00	\$65.45
TYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2022	\$37.31	\$9.35	\$16.89	\$0.00	\$63.55
ABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2023	\$38.21	\$9.35	\$16.89	\$0.00	\$64.45
	12/01/2023	\$39.11	\$9.35	\$16.89	\$0.00	\$65.35
	06/01/2024	\$40.44	\$9.35	\$16.89	\$0.00	\$66.68
	12/01/2024	\$41.77	\$9.35	\$16.89	\$0.00	\$68.01
	06/01/2025	\$43.16	\$9.35	\$16.89	\$0.00	\$69.40
	12/01/2025	\$44.54	\$9.35	\$16.89	\$0.00	\$70.78
	06/01/2026	\$45.98	\$9.35	\$16.89	\$0.00	\$72.22
	12/01/2026	\$47.42	\$9.35	\$16.89	\$0.00	\$73.66
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	·					
NSULATOR (PIPES & TANKS)  IEAT & FROST INSULATORS LOCAL 6 (WORCESTER)	09/01/2022	\$48.95	\$13.80	\$17.14	\$0.00	\$79.89

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Supplemental

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

09/01/2022

Apprentice to Journeyworker Ratio:1:4

JACKHAMMER & PAVING BREAKER OPERATOR

For apprentice rates see "Apprentice- LABORER"

LABORERS - ZONE 2

LABORERS - ZONE 2

LABORER

Effective Date -

Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$24.48	\$13.80	\$12.42	\$0.00	\$50.70	
2	60	\$29.37	\$13.80	\$13.36	\$0.00	\$56.53	
3	70	\$34.27	\$13.80	\$14.31	\$0.00	\$62.38	
4	80	\$39.16	\$13.80	\$15.25	\$0.00	\$68,21	
Notes	:	Miller districts and property appropriate delicities and annual sections.					
	Steps are 1 year						
Appro	entice to Journeyworker Ra	itio:1:4		2001			
		1			00100	#0.00	00001
NWORKER/WEL		09/16/202: ocal 7 Worcester	2 \$51.29	\$8.25	\$26.70	\$0.00	\$86.24
Appre Effect	worcester area) entice - IRONWORKER - L ive Date - 09/16/2022	ocal 7 Worcester			Supplemental		\$86.24
WORKERS LOCAL 7 (	worcester area) entice - IRONWORKER - L ive Date - 09/16/2022 percent	ocal 7 Worcester  Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	\$86.24
Appre Effect Step	entice - IRONWORKER - Live Date - 09/16/2022  percent	Apprentice Base Wage	Health \$8.25	Pension \$26.70	Supplemental Unemployment \$0.00	Total Rate \$65.72	<b>\$86.24</b>
Appre Effect Step	worcester area) entice - IRONWORKER - L ive Date - 09/16/2022 percent	Apprentice Base Wage \$30.77 \$35.90	Health \$8.25 \$8.25	Pension \$26.70 \$26.70	Supplemental Unemployment \$0.00 \$0.00	Total Rate \$65.72 \$70.85	\$86.24
Appre Effect Step 1	entice - IRONWORKER - L ive Date - 09/16/2022 percent 60 70	Apprentice Base Wage \$30.77 \$35.90 \$38.47	Health \$8.25 \$8.25 \$8.25	Pension \$26.70 \$26.70 \$26.70	Supplemental Unemployment \$0.00 \$0.00 \$0.00	Total Rate \$65.72 \$70.85 \$73.42	\$86.24
Appre Effect Step 1 2 3	entice - IRONWORKER - Live Date - 09/16/2022 percent 60 70 75	Apprentice Base Wage \$30.77 \$35.90 \$38.47 \$41.03	Health \$8.25 \$8.25 \$8.25 \$8.25	Pension \$26.70 \$26.70 \$26.70 \$26.70	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$65.72 \$70.85 \$73.42 \$75.98	\$86.24
Appre Effect Step 1 2 3 4	entice - IRONWORKER - Live Date - 09/16/2022 percent 60 70 75 80	Apprentice Base Wage \$30.77 \$35.90 \$38.47	Health \$8.25 \$8.25 \$8.25	Pension \$26.70 \$26.70 \$26.70	Supplemental Unemployment \$0.00 \$0.00 \$0.00	Total Rate \$65.72 \$70.85 \$73.42	\$86.24

12/01/2022

06/01/2023

12/01/2023

12/01/2022

06/01/2023

12/01/2023

\$37.41

\$38.31

\$39.21

\$37.16

\$38.06

\$38.96

\$9.10

\$9.10

\$9.10

\$9.10

\$9.10

\$9.10

\$16.64

\$16.64

\$16.64

\$16.64

\$16.64

\$16.64

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$63.15

\$64.05

\$64.95

\$62.90

\$63.80

\$64.70

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		ntice - LABORER - Zone 2 ive Date - 12/01/2022				011		
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
	1	60	\$22.30	\$9.10	\$16.64	\$0.00	\$48.04	ļ
	2	70	\$26.01	\$9.10	\$16.64	\$0.00	\$51.75	5
	3	80	\$29.73	\$9.10	\$16.64	\$0.00	\$55.47	7
	4	90	\$33.44	\$9.10	\$16.64	\$0.00	\$59.18	3
	Effecti	ve Date - 06/01/2023				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	÷
	1	60	\$22.84	\$9.10	\$16.64	\$0.00	\$48.58	3
	2	70	\$26.64	\$9.10	\$16.64	\$0.00	\$52.38	3
	3	80	\$30.45	\$9.10	\$16.64	\$0.00	\$56.19	)
	4	90	\$34.25	\$9.10	\$16.64	\$0.00	\$59.99	)
	Notes:							
	Appre	ntice to Journeyworker Ratio:1:5						
	C (HEAVY &	HIGHWAY)	12/01/2022	\$36.56	\$9.35	\$16.89	\$0.00	\$62.80
mino -	ZONE 2 (HEAV)	a a monwar,	06/01/2023	\$37.46	\$9.35	\$16.89	\$0.00	\$63.70
			12/01/2023	\$38.36	\$9.35	\$16.89	\$0.00	\$64.60
			06/01/2024	\$39.69	\$9.35	\$16.89	\$0.00	\$65.93
			12/01/2024	\$41.02	\$9.35	\$16.89	\$0.00	\$67.26
			06/01/2025	\$42.41	\$9.35	\$16.89	\$0.00	\$68.65
			12/01/2025	\$43.79	\$9.35	\$16.89	\$0.00	\$70.03
			06/01/2026	\$45.23	\$9.35	\$16.89	\$0.00	\$71.47
			12/01/2026	\$46.67	\$9.35	\$16.89	\$0.00	\$72.91

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	• •	tice - L/ e Date -	ABORER (Heavy & Highway 12/01/2022	v) - Zone 2					
	Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Tot	al Rate
_	1	60		\$21.94	\$9.35	\$16.89	\$0.00		\$48.18
:	2	70		\$25.59	\$9.35	\$16.89	\$0.00		\$51.83
;	3	80		\$29.25	\$9.35	\$16.89	\$0.00		\$55.49
4	4	90		\$32.90	\$9.35	\$16.89	\$0.00		\$59.14
E	Effectiv	e Date -	06/01/2023				Supplemental		
S	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Tot	al Rate
	1	60		\$22.48	\$9.35	\$16.89	\$0.00		\$48.72
2	2	70		\$26.22	\$9.35	\$16.89	\$0.00		\$52.46
3	3	80		\$29.97	\$9.35	\$16.89	\$0.00		\$56.21
2	4	90		\$33.71	\$9.35	\$16.89	\$0.00		\$59.95
N	lotes:		-54-54			-			
A	opren	tice to Jo	urneyworker Ratio:1:5						
LABORER: CAR				12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
LABORERS - ZONE 2				06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
For apprentice rate	es see "A	pprentice- L	ABORER"	12/01/2023		\$9.10	\$16.64	\$0.00	\$64.70
LABORER: CEM	ENT F	INISHER	TENDER	12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
ABORERS - ZONE 2				06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
For apprentice rate	es see "A	pprentice- L	ABORER"	12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
			E/ASBESTOS REMOVER	12/01/2022	\$37.25	\$9.10	\$16.70	\$0.00	\$63.05
ABORERS - ZONE 2				06/01/2023		\$9.10	\$16.70	\$0.00	\$63.95
				12/01/2023		\$9.10	\$16.70	\$0.00	\$64.85
For apprentice rate	es see "A	pprentice- L.	ABORER"			*/***	******		Ψ01.03
ABORER: MAS	ON TE	NDER		12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
ABORERS - ZONE 2				06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
				12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rate									
LABORERS - ZONE 2 (			EAVY & HIGHWAY)	12/01/2022		\$9.35	\$16.89	\$0.00	\$63.05
				06/01/2023	\$37.71	\$9.35	\$16.89	\$0.00	\$63.95
				12/01/2023	\$38.61	\$9.35	\$16.89	\$0.00	\$64.85
				06/01/2024	\$39.94	\$9.35	\$16.89	\$0.00	\$66.18
				12/01/2024	\$41.27	\$9.35	\$16.89	\$0.00	\$67.51
				06/01/2025	\$42.66	\$9.35	\$16.89	\$0.00	\$68.90
				12/01/2025	\$44.04	\$9.35	\$16.89	\$0.00	\$70.28
				06/01/2026	\$45.48	\$9.35	\$16.89	\$0.00	\$71.72
For apprentice rate	s see "Ap	prentice- L/	ABORER (Heavy and Highway)	12/01/2026	\$46.92	\$9.35	\$16.89	\$0.00	\$73.16

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ABORER: MULTI-TRADE TENDER  BORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  ABORER: TREE REMOVER  BORERS - ZONE 2	12/01/2022 06/01/2023 12/01/2023 12/01/2022 06/01/2023 12/01/2023 oval of branches and limit	\$37.16 \$38.06 \$38.96 \$37.16 \$38.06 \$38.96 swhen related to	\$9.10 \$9.10 \$9.10 \$9.10 \$9.10 \$9.10	\$16.64 \$16.64 \$16.64 \$16.64	\$0.00 \$0.00 \$0.00 \$0.00	\$62.90 \$63.80 \$64.70 \$62.90
For apprentice rates see "Apprentice-LABORER"  ABORER: TREE REMOVER  BORERS - ZONE 2	12/01/2023 12/01/2022 06/01/2023 12/01/2023 oval of branches and time	\$38.96 \$37.16 \$38.06 \$38.96	\$9.10 \$9.10 \$9.10 \$9.10	\$16.64 \$16.64	\$0.00 \$0.00	\$64.70
ABORER: TREE REMOVER BORERS - ZONE 2	12/01/2022 06/01/2023 12/01/2023 oval of branches and time	\$37.16 \$38.06 \$38.96	\$9.10 \$9.10 \$9.10	\$16.64	\$0.00	
ABORER: TREE REMOVER BORERS - ZONE 2	06/01/2023 12/01/2023 oval of branches and limb	\$38.06 \$38.96	\$9.10 \$9.10			\$62.90
BORERS - ZONE 2	06/01/2023 12/01/2023 oval of branches and limb	\$38.06 \$38.96	\$9.10 \$9.10			\$62.90
	12/01/2023 oval of branches and limb	\$38.96	\$9.10	\$16.64	60.00	
manufactor of the state of the	oval of branches and limb				\$0.00	\$63.80
This classification applies to the removal of standing trees, and the trimming and remo clearance incidental to construction. For apprentice rates see "Apprentice-LABORER			o public work	\$16.64 s construction	\$0.00 or site	\$64.70
ASER BEAM OPERATOR	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
BORERS - ZONE 2	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
SER BEAM OPERATOR (HEAVY & HIGHWAY)	12/01/2022	\$36.81	\$9.35	\$16.89	\$0.00	\$63.05
BORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2023	\$37.71	\$9.35	\$16.89	\$0.00	\$63.95
	12/01/2023	\$38.61	\$9.35	\$16.89	\$0.00	\$64.85
	06/01/2024	\$39.94	\$9.35	\$16.89	\$0.00	\$66.18
	12/01/2024	\$41.27	\$9.35	\$16.89	\$0.00	\$67.51
	06/01/2025	\$42.66	\$9.35	\$16.89	\$0.00	\$68.90
	12/01/2025	\$44.04	\$9.35	\$16.89	\$0.00	\$70.28
	06/01/2026	\$45.48	\$9.35	\$16.89	\$0.00	\$71.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$46.92	\$9.35	\$16.89	\$0.00	\$73.16
ARBLE & TILE FINISHERS  CKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2022	\$45.29	\$11.49	\$20.37	\$0.00	\$77.15
CREATERS DOCAES - MARDLE & TILE	02/01/2023	\$46.25	\$11.49	\$20.37	\$0.00	\$78.11
	08/01/2023	\$47.89	\$11.49	\$20.37	\$0.00	\$79.75
	02/01/2024	\$48.89	\$11.49	\$20.37	\$0.00	\$80.75
	08/01/2024	\$50.57	\$11.49	\$20.37	\$0.00	\$82.43
	02/01/2025	\$51.61	\$11.49	\$20.37	\$0.00	\$83.47
	08/01/2025	\$53.33	\$11.49	\$20.37	\$0.00	\$85.19
	02/01/2026	\$54.41	\$11.49	\$20.37	\$0.00	\$86.27
	08/01/2026	\$56.17	\$11.49	\$20.37	\$0.00	\$88.03
	02/01/2027	\$57.29	\$11.49	\$20.37	\$0.00	\$89.15

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			ARBLE & TILE FINISHER	- Local 3 Marble & Tile					
	Effecti Step	ve Date - percent	08/01/2022	Apprentice Base Wage	Health	Pension	Supplemental Unemployment		
	1	50		\$22.65	\$11.49	\$20.37	\$0.00	\$54.51	
	2	60		\$27.17	\$11.49	\$20.37	\$0.00	\$59.03	
	3	70		\$31.70	\$11.49	\$20.37	\$0.00	\$63.56	
	4	80		\$36.23	\$11.49	\$20.37	\$0.00	\$68.09	
	5	90		\$40.76	\$11.49	\$20.37	\$0.00	\$72.62	
	Effectiv	ve Date -	02/01/2023				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$23.13	\$11.49	\$20.37	\$0.00	\$54.99	
	2	60		\$27.75	\$11.49	\$20.37	\$0.00	\$59.61	
	3	70		\$32.38	\$11.49	\$20.37	\$0.00	\$64.24	
	4	80		\$37.00	\$11.49	\$20.37	\$0.00	\$68.86	
	5	90		\$41.63	\$11.49	\$20.37	\$0.00	\$73.49	
	Notes:		Anna papaga anna anna ara-ara-ara-ara-ara-ara-ara-ara-ara-ar						
2	Арргел	itice to Jou	rneyworker Ratio:1:3	the definitional property appropriate behaviored on					
BRICKLAYERS LOC.			S & TERRAZZO MECH	08/01/2022	\$59.17	\$11.49	\$22.31	\$0.00	\$92.97
5,000		TUSTA (C 1722	•	02/01/2023	\$60.37	\$11.49	\$22.31	\$0.00	\$94.17
				08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
				02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
				08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57

02/01/2025

08/01/2025

02/01/2026

08/01/2026

02/01/2027

\$67.07

\$69.22

\$70.57

\$72.77

\$74.17

\$11.49

\$11.49

\$11.49

\$11.49

\$11.49

\$22.31

\$22.31

\$22.31

\$22.31

\$22.31

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$100.87

\$103.02

\$104.37

\$106.57

\$107.97

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**Total Rate** 

	50.50		ARBLE-TILE-TERRAZZO	MECHANIC - Local 3 Ma	rble & Tile				
	Step	ve Date - percent	08/01/2022	Apprentice Base Wage	Health	Pension	Supplemental Unemployment		ate
	1	50		\$29.59	\$11.49	\$22.31	\$0.00	\$63	39
	2	60		\$35.50	\$11.49	\$22.31	\$0.00		
	3	70		\$41.42	\$11.49	\$22.31	\$0.00		
	4	80		\$47.34	\$11.49	\$22.31	\$0.00	***	
	5	90		\$53.25	\$11.49	\$22.31	\$0.00	\$87	
	Effectiv	ve Date -	02/01/2023				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total R	ate
	1	50		\$30.19	\$11.49	\$22.31	\$0.00	\$63.	.99
	2	60		\$36.22	\$11.49	\$22.31	\$0.00	\$70.	.02
	3	70		\$42.26	\$11.49	\$22.31	\$0.00	\$76.	.06
	4	80		\$48.30	\$11.49	\$22.31	\$0.00	\$82.	.10
	5	90		\$54.33	\$11.49	\$22.31	\$0.00	\$88.	13
	Notes:			annanin wywygor wyganian bannanin disphilysy syngygwy				*	
	Appren	tice to Joi	ırneyworker Ratio:1:5						_
MECH. SWEET			ON CONST. SITES)	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
OFENITING ENGI	nefra lo	CAL 4		06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
				12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
				06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
				12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
				06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
				12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
				06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
For apprentice	rates see "A	pprentice- O	PERATING ENGINEERS"	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
MECHANICS N				12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
OPERATING ENGI	VEERS LO	.AL 4		06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
				12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
				06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
				12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
				06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
				12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
				06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
For apprentice	rates see "A	nnrentice. Ol	PERATING ENGINEERS"	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

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01/02/2023

\$40.16

\$8.58

\$21.57

\$0.00

\$70.31

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3)

MILLWRIGHTS LOCAL 1121 - Zone 3

010001114241011				Ellective Da	te Base wag	ge Health	Pension	Unemploym	ent lotal Rate
	Appre	ntice - MILL	VRIGHT - Local 1121	Zone 3					
			/02/2023				Supplementa	1	
	Step	percent		Apprentice Base Wage	Health	Pension	Unemploymen	Tota	l Rate
	1	55		\$22.09	\$8.58	\$5.72	\$0.00	\$	336.39
	2	65		\$26.10	\$8.58	\$17.93	\$0.00	\$	552.61
	3	75		\$30.12	\$8.58	\$18.98	\$0.00	\$	557.68
	4	85		\$34.14	\$8.58	\$20.01	\$0.00	\$	662.73
	Notes:		annuity. (Step 1 \$5.72	2020 receive no pension, Step 2 \$6.66)	,	The state of the s	VIII Minimalu Inimany		
	Appre	ntice to Journe	yworker Ratio:1:4						
MORTAR MIX			100	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
MOSE CHENOLIS	. 2			06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
For apprentice	rates sec *	Apprentice- LABO	RER"	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
OILER (OTHE	R THAN	TRUCK CRA	NES,GRADALLS)	12/01/2022	\$24.37	\$14.25	\$16.05	\$0.00	\$54.67
OPERATING ENGI	NEERS LO	OCAL 4		06/01/2023		\$14.25	\$16.05	\$0.00	\$55.24
				12/01/2023		\$14.25	\$16.05	\$0.00	\$55.81
				06/01/2024	\$26.11	\$14.25	\$16.05	\$0.00	\$56.41
				12/01/2024	\$26.77	\$14.25	\$16.05	\$0.00	\$57.07
				06/01/2025	\$27.37	\$14.25	\$16.05	\$0.00	\$57.67
				12/01/2025	\$28.03	\$14.25	\$16.05	\$0.00	\$58.33
				06/01/2026	\$28.62	\$14.25	\$16.05	\$0.00	\$58.92
. 18				12/01/2026	\$29.29	\$14.25	\$16.05	\$0.00	\$59.59
			TING ENGINEERS"	- 12 (a) (a) (b) (a) (a) (a) (a) (a) (a) (a) (a) (a) (a			<u> </u>		
OILER (TRUCK OPERATING ENGIL		*	.5)	12/01/2022	\$29.57	\$14.25	\$16.05	\$0.00	\$59.87
				06/01/2023	\$30.27	\$14.25	\$16.05	\$0.00	\$60.57
				12/01/2023	\$30.96	\$14.25	\$16.05	\$0.00	\$61.26
				06/01/2024	\$31.68	\$14.25	\$16.05	\$0.00	\$61.98
				12/01/2024	\$32.48	\$14.25	\$16.05	\$0.00	\$62.78
				06/01/2025	\$33.20	\$14.25	\$16.05	\$0.00	\$63.50
				12/01/2025	\$34.00	\$14.25	\$16.05	\$0.00	\$64.30
				06/01/2026	\$34.72	\$14.25	\$16.05	\$0.00	\$65.02
For apprentice i	rates see "/	Apprentice- OPERA	TING ENGINEERS"	12/01/2026	\$35.52	\$14.25	\$16.05	\$0.00	\$65.82
OTHER POWE		-	T - CLASS II	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
OPERATING ENGIN	VEERS LO	CAL-4		06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
				12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
				06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
				12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
				06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
				12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
									471.21

Issue Date: 01/11/2023

\$62.25

\$63.69

\$16.05

\$16.05

\$0.00

\$0.00

\$14.25

\$14.25

06/01/2026

12/01/2026

\$92.55

\$93.99

		Applemice OF EXALING ENGINEERS						
PAINTER (B		,	01/01/2023	\$ \$56.06	\$8.65	\$23.05	\$0.00	\$87.76
AINTERS LOCA	11: 33 - ZUN	EU 2	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
			01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
			07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
			01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56
		entice - PAINTER Local 35 - BRIDG	ES/TANKS					
		ive Date - 01/01/2023				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	; 
	1	50	\$28.03	\$8.65	\$0.00	\$0.00	\$36.68	;
	2	55	\$30.83	\$8.65	\$6.27	\$0.00	\$45.75	
	3	60	\$33.64	\$8.65	\$6.84	\$0.00	\$49.13	
	4	65	\$36.44	\$8.65	\$7.41	\$0.00	\$52.50	
	5	70	\$39.24	\$8.65	\$19.63	\$0.00	\$67.52	
	6	75	\$42.05	\$8.65	\$20.20	\$0.00	\$70.90	
	7	80	\$44.85	\$8.65	\$20.77	\$0.00	\$74.27	
	8	90	\$50.45	\$8.65	\$21.91	\$0.00	\$81.01	
		ive Date - 07/01/2023				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$28.63	\$8.65	\$0.00	\$0.00	\$37.28	
	2	55	\$31.49	\$8.65	\$6.27	\$0.00	\$46.41	
	3	60	\$34.36	\$8.65	\$6.84	\$0.00	\$49.85	
	4	65	\$37.22	\$8.65	\$7.41	\$0.00	\$53.28	
	5	70	\$40.08	\$8.65	\$19.63	\$0.00	\$68.36	
	6	75	\$42.95	\$8.65	\$20.20	\$0.00	\$71.80	
	7	80	\$45.81	\$8.65	\$20.77	\$0.00	\$75.23	
	8	90	\$51.53	\$8.65	\$21.91	\$0.00	\$82.09	
	Notes:							
		Steps are 750 hrs.					<u> </u>	
	Appre	ntice to Journeyworker Ratio:1:1						
		SANDBLAST, NEW) *	01/01/2023	\$46.96	\$8.65	\$23.05	\$0.00	\$78.66
		faces to be painted are new construction used. PAINTERS LOCAL 35 - ZONE 2	on, 07/01/2023	\$48.16	\$8.65	\$23.05	\$0.00	\$79.86
		**************************************	01/01/2024	\$40.26	40 65	\$23.05	\$0.00	\$81.06
	• Dilati CQ		01/01/2024	\$49.36	\$8.65	\$25.05	JU.00	401.00
			07/01/2024	\$49.36 \$50.56	\$8.65	\$23.05	\$0.00	\$82.26

Effective Date Base Wage Health

Classification

For apprentice rates see "Apprentice-OPERATING ENGINEERS"

Supplemental Unemployment

Pension

**Total Rate** 

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**Total Rate** 

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - New
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	Effecti	ive Date -	01/01/2023				Supplemental		
	Step  1 2 3 4 5 6 7 8  Effective Step 1 2 3 4 5 6 7 8  Notes:	percent		Apprentice Base Wage	Health	Pension	Unemployment		е
	1	50		\$23.48	\$8.65	\$0.00	\$0.00	\$32.1	3
	2	55		\$25.83	\$8.65	\$6.27	\$0.00	\$40.7	5
	3	60		\$28.18	\$8.65	\$6.84	\$0.00	\$43.6	7
	4	65		\$30.52	\$8.65	\$7.41	\$0.00	\$46.5	3
	5	70		\$32.87	\$8.65	\$19.63	\$0.00	\$61.1:	5
	6	75		\$35.22	\$8.65	\$20.20	\$0.00	\$64.01	7
	7	80		\$37.57	\$8.65	\$20.77	\$0.00	\$66.99	)
	8	90		\$42.26	\$8.65	\$21.91	\$0.00	\$72.82	2
		ve Date -	07/01/2023				Supplemental		
	-	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
		50		\$24.08	\$8.65	\$0.00	\$0.00	\$32.73	1000
		55		\$26.49	\$8.65	\$6.27	\$0.00	\$41.41	
	3	60		\$28.90	\$8.65	\$6.84	\$0.00	\$44.39	)
	4	65		\$31.30	\$8.65	\$7.41	\$0.00	\$47.36	,
	5	70		\$33.71	\$8.65	\$19.63	\$0.00	\$61.99	)
	6	75		\$36.12	\$8.65	\$20.20	\$0.00	\$64.97	,
	7	80		\$38.53	\$8.65	\$20.77	\$0.00	\$67.95	
	8	90		\$43.34	\$8.65	\$21.91	\$0.00	\$73.90	ı
	Notes:								
		Steps are 7	750 hrs.						
	Appren	itice to Jou	rneyworker Ratio:1:1				Philippin themes and		
			ST, REPAINT)	01/01/2023	\$45.02	\$8.65	\$23.05	\$0.00	\$76.72
I EIW LUCAI	- 33 • ZUNE	2		07/01/2023	\$46.22	\$8.65	\$23.05	\$0.00	\$77.92
				01/01/2024	\$47.42	\$8.65	\$23.05	\$0.00	\$79.12
				07/01/2024	\$48.62	\$8.65	\$23.05	\$0.00	\$80.32
				01/01/2025	\$49.82	\$8.65	\$23.05	\$0.00	\$81.52

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		ntice - Pa ive Date -	4INTER Local 35 Zone 2 - Sj 01/01/2023	pray/Sandblast - Repaint					
	Step	percent	**************************************	Apprentice Base Wage	Health	Pension	Supplemental Unemployment		:
	1	50		\$22.51	\$8.65	\$0.00	\$0.00	\$31.16	,
	2	55		\$24.76	\$8.65	\$6.27	\$0.00	\$39.68	
	3	60		\$27.01	\$8.65	\$6.84	\$0.00	\$42.50	I
	4	65		\$29.26	\$8.65	\$7.41	\$0.00	\$45.32	
	5	70		\$31.51	\$8.65	\$19.63	\$0.00	\$59.79	
	6	75		\$33.77	\$8.65	\$20.20	\$0.00	\$62.62	
	7	80		\$36.02	\$8.65	\$20.77	\$0.00	\$65.44	
	8	90		\$40.52	\$8.65	\$21.91	\$0.00	\$71.08	
	Effecti	ve Date -	07/01/2023				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$23.11	\$8.65	\$0.00	\$0.00	\$31.76	
	2	55		\$25.42	\$8.65	\$6.27	\$0.00	\$40.34	
	3	60		\$27.73	\$8.65	\$6.84	\$0.00	\$43.22	
	4	65		\$30.04	\$8.65	\$19.06	\$0.00	\$57.75	
	5	70		\$32.35	\$8.65	\$19.63	\$0.00	\$60.63	
	6	75		\$34.67	\$8.65	\$20.20	\$0.00	\$63.52	
	7	80		\$36.98	\$8.65	\$20.77	\$0.00	\$66.40	
	8	90		\$41.60	\$8.65	\$21.91	\$0.00	\$72.16	
	Notes:								
		Steps are	750 hrs.						
	Apprei	ntice to Jo	urneyworker Ratio:1:1						
	TAPER (BR			01/01/2023	\$45.56	\$8.65	\$23.05	\$0.00	\$77.20
			painted are new construction ERS LOCAL 35 - ZONE 2	, 07/01/2023		\$8.65	\$23.05	\$0.00	\$78.46
рани 1	are Shall De	uscu. <i>PAINI</i>	ERS IJJCAL 33 - ZUNE Z	01/01/2024		\$8.65	\$23.05	\$0.00	\$79.66

07/01/2024

01/01/2025

\$49.16

\$50.36

\$8.65

\$8.65

\$23.05

\$23.05

\$0.00

\$0.00

\$80.86

\$82.06

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	Step	ve Date - percent	01/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	۵
	1	50		\$22.78	\$8.65	\$0.00	\$0.00	\$31.4	
	2	55		\$25.06	\$8.65	\$6.27			
	3	60		\$27.34	\$8.65	\$6.84	\$0.00	\$39.98	
	4	65		\$29.61	\$8.65	\$7.41	\$0.00	\$42.83	
	5	70		\$31.89	\$8.65	\$19.63	\$0.00	\$45.6	
	6	75		\$34.17	\$8.65		\$0.00	\$60.11	
	7	80		\$36.45		\$20.20	\$0.00	\$63.02	
	8	90		\$36.43 \$41.00	\$8.65	\$20.77	\$0.00	\$65.87	
		70		\$41.00	\$8.65	\$21.91	\$0.00	\$71.56	Ó
1	Effecti	ve Date -	07/01/2023				Supplemental		
:	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	•
	1	50		\$23.38	\$8.65	\$0.00	\$0.00	\$32.03	3
	2	55		\$25.72	\$8.65	\$6.27	\$0.00	\$40.64	<b>,</b>
	3	60		\$28.06	\$8.65	\$6.84	\$0.00	\$43.55	;
	4	65		\$30.39	\$8.65	\$7.41	\$0.00	\$46.45	
	5	70		\$32.73	\$8.65	\$19.63	\$0.00	\$61.01	
	6	75		\$35.07	\$8.65	\$20.20	\$0.00	\$63.92	
	7	80		\$37.41	\$8.65	\$20.77	\$0.00	\$66.83	
	8	90		\$42.08	\$8.65	\$21.91	\$0.00	\$72.64	
1	Notes:			Market and a superior of the state of the superior of the state of the					
		Steps are 7	50 hrs.						
Ā	Appren	tice to Jou	rneyworker Ratio:1:1						
		USH, REPA	AINT)	01/01/2023	\$43.62	\$8.65	\$23.05	\$0.00	\$75.32
S LOCAL 35	- ZUNE	2		07/01/2023	\$44.82	\$8.65	\$23.05	\$0.00	\$76.52

01/01/2024

07/01/2024

01/01/2025

\$46.02

\$47.22

\$48.42

\$8.65

\$8.65

\$8.65

\$23.05

\$23.05

\$23.05

\$0.00

\$0.00

\$0.00

\$77.72

\$78.92

\$80.12

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Total Rate

	Step	ve Date - 01/01/2023 percent	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		tal Rate	
	1	50	\$21.81	\$8.65	\$0.00	\$0.08	)	\$30.46	
	2	55	\$23.99	\$8.65	\$6.27	\$0.00	)	\$38.91	
	3	60	\$26.17	\$8.65	\$6.84	\$0.00	)	\$41.66	
	4	65	\$28.35	\$8.65	\$7.41	\$0.00	)	\$44.41	
	5	70	\$30.53	\$8.65	\$19.63	\$0.00	)	\$58.81	
	6	75	\$32.72	\$8.65	\$20.20	\$0.00	)	\$61.57	
	7	80	\$34.90	\$8.65	\$20.77	\$0.00	)	\$64.32	
	8	90	\$39.26	\$8.65	\$21.91	\$0.00	)	\$69.82	
	Effecti	ve Date - 07/01/2023				Supplementa	1		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemploymen		tal Rate	
	1	50	\$22.41	\$8.65	\$0.00	\$0.00	)	\$31.06	
	2	55	\$24.65	\$8.65	\$6.27	\$0.00	ı	\$39.57	
	3	60	\$26.89	\$8.65	\$6.84	\$0.00	)	\$42.38	
	4	65	\$29.13	\$8.65	\$7.41	\$0.00	)	\$45.19	
	5	70	\$31.37	\$8.65	\$19.63	\$0.00	1	\$59.65	
	6	75	\$33.62	\$8.65	\$20.20	\$0.00	1	\$62.47	
	7	80	\$35.86	\$8.65	\$20.77	\$0.00	,	\$65.28	
	8	90	\$40.34	\$8.65	\$21.91	\$0.00		\$70.90	
	Notes:	Steps are 750 hrs.				,	P-00-ddddd milwinnau wy y y y g		
	Apprer	tice to Journeyworker Ratio	:1:1						
		ARKINGS (HEAVY/HIGHWA	AY) 12/01/202	2 \$36.56	\$9.35	\$16.89	\$0.00	\$	62.80
ORERS - ZONE	2 (HEAVY	& HIGHWAY)	06/01/202		\$9.35	\$16.89	\$0.00		63.70
			12/01/2023	3 \$38.36	\$9.35	\$16.89	\$0.00		64.60
			06/01/2024		\$9.35	\$16.89	\$0.00		65.93
			12/01/2024		\$9.35	\$16.89	\$0.00		67.26
			06/01/2025	\$42.41	\$9.35	\$16.89	\$0.00		68.65
			12/01/2025	\$43.79	\$9.35	\$16.89	\$0.00		70.03
			06/01/2020	\$45.23	\$9.35	\$16.89	\$0.00		71.47
For apprentice	rates see "/	apprentice- LABORER (Heavy and Hi	12/01/2026	\$46.67	\$9.35	\$16.89	\$0.00	\$	72.91
NEL & PICK	UP TRU	CKS DRIVER	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$(	65.20
CK) Driver loca	Al. 56 (ZO)	STRUCTOR (UNDERPINNII  18 2)  pprentice- PILE DRIVER"	NG AND 08/01/2020	\$46.11	\$9.40	\$23.12	\$0.00	\$	78.63
E DRIVER			08/01/2020	\$46.11	\$9.40	\$23.12	\$0.00	-	78.63

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Apprentice -	PILE DRIVER	- Local 56 Zone 2
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		ive Date - 08/01/202				C 1		
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
	1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.0	00
	Notes:	(Same as set in Zone	ll be no less than the following Steps; 1) 6.87/4\$69.32/5\$71.78/6\$71.78/7\$76.68/8	\$76.68		THEORY SANDAN AND AND AND AND AND AND AND AND AN		
	Appre	ntice to Journeywork						
PIPELAYER			12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
ABORERS - ZON	E 2		06/01/2023		\$9.10	\$16.64	\$0.00	\$64.05
			12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
		Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY)  LABORERS - ZONE 2 (HEAVY & HIGHWAY)		12/01/2022	\$36.81	\$9.35	\$16.89	\$0.00	\$63.05	
nbommo - zom	z (mm	i a moniali	06/01/2023	\$37.71	\$9.35	\$16.89	\$0.00	\$63.95
			12/01/2023	\$38.61	\$9.35	\$16.89	\$0.00	\$64.85
			06/01/2024	\$39.94	\$9.35	\$16.89	\$0.00	\$66.18
			12/01/2024	\$41.27	\$9.35	\$16.89	\$0.00	\$67.51
			06/01/2025	\$42.66	\$9.35	\$16.89	\$0.00	\$68.90
			12/01/2025	\$44.04	\$9.35	\$16.89	\$0.00	\$70.28
			06/01/2026	\$45.48	\$9.35	\$16.89	\$0.00	\$71.72
_			12/01/2026	\$46.92	\$9.35	\$16.89	\$0.00	\$73.16
		Apprentice- LABORER (Hea	vy and Highway)					
LUMBER & F		ΓER	09/01/2022	\$50.50	\$9.80	\$17.02	\$0.00	\$77.32
			03/01/2023	\$51.90	\$9.80	\$17.02	\$0.00	\$78.72
			09/01/2023	\$53.30	\$9.80	\$17.02	\$0.00	\$80.12
			03/01/2024	\$54.70	\$9.80	\$17.02	\$0.00	\$81.52
			09/01/2024	\$56.10	\$9.80	\$17.02	\$0.00	\$82.92
			03/01/2025	\$57.50	\$9.80	\$17.02	\$0.00	\$84.32
			09/01/2025	\$58.90	\$9.80	\$17.02	\$0.00	\$85.72
			03/01/2026	\$60.30	\$9.80	\$17.02	\$0.00	\$87.12

Issue Date: 01/11/2023 Wage Request Number: 20230110-047 Page 30 of 41 Apprentice - PLUMBER/PIPEFITTER - Local 4

	Effect	ive Date - 09/01/2022	,						
	Step	percent		ntice Base Wage	Health	Pension	Supplemental Unemployment		otal Rate
	1	40		\$20.20	\$9.80	\$0.00	\$0.00		
	2	50		\$25.25	\$9.80	\$0.00			\$30.00
	3	60		\$30.30			\$0.00		\$35.05
	4	70		*	\$9.80	\$0.00	\$0.00		\$40.10
	5	80		\$35.35	\$9.80	\$7.31	\$0.00		\$52.46
	-	00		\$40.40	\$9.80	\$7.31	\$0.00		\$57.51
	Effecti Step	ive Date - 03/01/2023					Supplemental		
		percent	Apprei	tice Base Wage		Pension	Unemployment	То	tal Rate
	1	40		\$20.76	\$0.00	\$0.00	\$0.00		\$20.76
	2	50		\$25.95	\$0.00	\$0.00	\$0.00		\$25.95
	3	60		\$31.14	\$0.00	\$0.00	\$0.00		\$31.14
	4	70		\$36.33	\$0.00	\$7.31	\$0.00		\$43.64
	5	80		\$41.52	\$0.00	\$7.31	\$0.00		\$48.83
	Notes:								
		Steps - 2000 hrs; Step Step 4 w/lic \$52.59, St	4 w/lic 75%, Step 5 w/ ep 5 w/lic \$57.44	lic 85%					
	Appre	ntice to Journeyworker	Ratio:1:3						
NEUMATIC (		OLS (TEMP.)		09/01/2022	\$50.50	\$9.80	\$17.02	\$0.00	\$77.32
LUMBERS LOCA	(L 4			03/01/2023		\$9.80	\$17.02	\$0.00	\$78.72
				09/01/2023	\$53.30	\$9.80	\$17.02	\$0.00	\$80.12
				03/01/2024	\$54.70	\$9.80	\$17.02	\$0.00	\$81.52
				09/01/2024	\$56.10	\$9.80	\$17.02	\$0.00	\$82.92
				03/01/2025		\$9.80	\$17.02	\$0.00	\$84.32
				09/01/2025	\$58.90	\$9.80	\$17.02	\$0.00	\$85.72
				03/01/2026		\$9.80	\$17.02	\$0.00	\$87.12
For apprentice	rates see "/	Apprentice- PIPEFITTER* or	"PLUMBER/PIPEFITTER"						401112
NEUMATIC D BORERS - ZONE		OOL OPERATOR		12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
100/11:10 - 20/11	3 Z			06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
				12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
P									
For apprentice			A3737 0						
NEUMATIC D		OOL OPERATOR (HEA	AVY &	12/01/2022	\$36.81	\$9.35	\$16.89	\$0.00	\$63.05
NEUMATIC D	DRILL/T	OOL OPERATOR (HEA	AVY &	12/01/2022 06/01/2023	\$36.81 \$37.71	\$9.35 \$9.35	\$16.89 \$16.89	\$0.00 \$0.00	\$63.05 \$63.95
NEUMATIC D IGHWAY)	DRILL/T	OOL OPERATOR (HEA	AVY &						
NEUMATIC D IGHWAY)	DRILL/T	OOL OPERATOR (HEA	AVY &	06/01/2023	\$37.71	\$9.35	\$16.89	\$0.00	\$63.95
NEUMATIC D	DRILL/T	OOL OPERATOR (HEA	AVY &	06/01/2023 12/01/2023	\$37.71 \$38.61	\$9.35 \$9.35	\$16.89 \$16.89	\$0.00 \$0.00	\$63.95 \$64.85
NEUMATIC D	DRILL/T	OOL OPERATOR (HEA	AVY &	06/01/2023 12/01/2023 06/01/2024	\$37.71 \$38.61 \$39.94	\$9.35 \$9.35 \$9.35	\$16.89 \$16.89 \$16.89	\$0.00 \$0.00 \$0.00	\$63.95 \$64.85 \$66.18
NEUMATIC D	DRILL/T	OOL OPERATOR (HEA	AVY &	06/01/2023 12/01/2023 06/01/2024 12/01/2024	\$37.71 \$38.61 \$39.94 \$41.27	\$9.35 \$9.35 \$9.35 \$9.35	\$16.89 \$16.89 \$16.89 \$16.89	\$0.00 \$0.00 \$0.00 \$0.00	\$63.95 \$64.85 \$66.18 \$67.51
	DRILL/T	OOL OPERATOR (HEA	AVY &	06/01/2023 12/01/2023 06/01/2024 12/01/2024 06/01/2025	\$37.71 \$38.61 \$39.94 \$41.27 \$42.66	\$9.35 \$9.35 \$9.35 \$9.35 \$9.35	\$16.89 \$16.89 \$16.89 \$16.89 \$16.89	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$63.95 \$64.85 \$66.18 \$67.51 \$68.90

Issue Date: 01/11/2023

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER LABORERS - ZONE 2	12/01/2022	\$38.16	\$9.10	\$16.64	\$0.00	\$63.90
INDONOIM - EOND 2	06/01/2023	\$39.06	\$9.10	\$16.64	\$0.00	\$64.80
For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$39.96	\$9.10	\$16.64	\$0.00	\$65.70
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/01/2022	\$37.56	\$9.35	\$16.89	\$0.00	\$63.80
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2023	\$38.46	\$9.35	\$16.89	\$0.00	\$64.70
	12/01/2023	\$39.36	\$9.35	\$16.89	\$0.00	\$65.60
	06/01/2024	\$40.69	\$9.35	\$16.89	\$0.00	\$66.93
	12/01/2024	\$42.02	\$9.35	\$16.89	\$0.00	\$68.26
	06/01/2025	\$43.41	\$9.35	\$16.89	\$0.00	\$69.65
	12/01/2025	\$44.79	\$9.35	\$16.89	\$0.00	\$71.03
	06/01/2026	\$46.23	\$9.35	\$16.89	\$0.00	\$71.03
	12/01/2026	\$47.67	\$9.35	\$16.89	\$0.00	\$73.91
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)		<b>\$17.07</b>	Ψ7.55	4.0.07	\$0.00	Φ13.71
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
OPERATING ENGINEERS LOCAL 4	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
PUMP OPERATOR (CONCRETE)	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
PPERATING ENGINEERS LOCAL 4	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"		JO 1.30	<b>W14.25</b>	Ψ. 0.05	\$6.00	J74.00
UMP OPERATOR (DEWATERING, OTHER)  PERATING ENGINEERS LOCAL 4	12/01/2022	\$35.08	\$14.25	\$16.05	\$0.00	\$65.38
PERALINO ENGINEERS LOCAL 4	06/01/2023	\$35.90	\$14.25	\$16.05	\$0.00	\$66.20
	12/01/2023	\$36.72	\$14.25	\$16.05	\$0.00	\$67.02
	06/01/2024	\$37.57	\$14.25	\$16.05	\$0.00	\$67.87
	12/01/2024	\$38.52	\$14.25	\$16.05	\$0.00	\$68.82
	06/01/2025	\$39.37	\$14.25	\$16.05	\$0.00	\$69.67
	12/01/2025	\$40.32	\$14.25	\$16.05	\$0.00	\$70.62
	06/01/2026	\$41.18	\$14.25	\$16.05	\$0.00	\$71.48
	12/01/2026	\$42.13	\$14.25	\$16.05	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"					<del></del>	ψrau-Tuž

Issue Date: 01/11/2023

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
READY-MIX CONCRETE DRIVER TEAMSTERS 170 - Dauphinais (Bellingham)	01/01/2023	\$26.40	\$10.26	\$4.75	\$0.00	\$41.41
Tanto III & TV - Dauphinas (Bellingham)	12/01/2023	\$27.00	\$10.76	\$5.45	\$0.00	\$43.21
	01/01/2024	\$27.00	\$10.76	\$5.45	\$0.00	\$43.21
	12/01/2024	\$27.60	\$11.26	\$6.15	\$0.00	\$45.01
	01/01/2025	\$27.60	\$11.26	\$6.15	\$0.00	\$45.01
RECLAIMERS  OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
OF BRATING ENGINEERS LOCAL 4	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	<u>-</u>					
RIDE-ON MOTORIZED BUGGY OPERATOR  LABORERS - ZONE 2	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
ROLLER/SPREADER/MULCHING MACHINE	10/01/0000	050.05		01606	00.00	
OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg)	08/01/2022	\$48.53	\$12.28	\$19.45	\$0.00	\$80.26
ROOFERS LOCAL 33	02/01/2023	\$49.78	\$12.28	\$19.45	\$0.00	\$81.51
	08/01/2023	\$51.28	\$12.28	\$19.45	\$0.00	\$83.01
	02/01/2024	\$51.28 \$52.53	\$12.28	\$19.45	\$0.00	\$84.26
	08/01/2024	\$54.03	\$12.28	\$19.45	\$0.00	\$85.76
	02/01/2025	\$55.28	\$12.28	\$19.45	\$0.00	\$87.01
	08/01/2025	\$56.78	\$12.28	\$19.45	\$0.00	
	02/01/2026	\$58.03	\$12.28	\$19.45	\$0.00	\$88.51
	V2/U1/2U20	\$J0.02	<b>⊅1∠.∠</b> 8	Φ17.43	\$0.00	\$89.76

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Effective Date	Base Wage	Health	Pensio

	Step	ve Date - percent	08/01/2022	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$24.27	\$12.28	\$5.21	\$0.00	\$41.76	
	2	60		\$29.12	\$12.28	\$19.45	\$0.00	\$60.85	
	3	65		\$31.54	\$12.28	\$19.45	\$0.00	\$63.27	
	4	75		\$36.40	\$12.28	\$19.45	\$0.00	\$68.13	
	5	85		\$41.25	\$12.28	\$19.45	\$0.00	\$72.98	
	Effection Step	ve Date -	02/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$24.89	\$12.28	\$5.21	\$0.00	\$42.38	
	2	60		\$29.87	\$12.28	\$19.45	\$0.00	\$61.60	
	3	65		\$32.36	\$12.28	\$19.45	\$0.00	\$64.09	
	4	75		\$37.34	\$12.28	\$19.45	\$0.00	\$69.07	
	5	85		\$42.31	\$12.28	\$19.45	\$0.00	\$74.04	
	Notes:	Step 1 is 2	i-10, the 1:10; Reroofing: 2000 hrs.; Steps 2-5 are 10 Mechanics' receive \$1.0	000 hrs.	manufacture description of		Million Million Strapping as		
		Step 1 is 2 (Hot Pitch		000 hrs.					
	Appren E/TILE	Step 1 is 2 (Hot Pitch	2000 hrs.; Steps 2-5 are 10 n Mechanics' receive \$1.0	000 hrs.	. \$48.78	\$12.28	\$19.45	\$0.00	\$80.51
	Appren E/TILE	Step 1 is 2 (Hot Pitch	2000 hrs.; Steps 2-5 are 10 n Mechanics' receive \$1.0 urneyworker Ratio:**	000 hrs. 0 hr. above ROOFER)		\$12.28 \$12.28	\$19.45 \$19.45	\$0.00 \$0.00	
	Appren E/TILE	Step 1 is 2 (Hot Pitch	2000 hrs.; Steps 2-5 are 10 n Mechanics' receive \$1.0 urneyworker Ratio:**	000 hrs. 0 hr. above ROOFER) 08/01/2022	\$50.03				\$81.76
	Appren E/TILE	Step 1 is 2 (Hot Pitch	2000 hrs.; Steps 2-5 are 10 n Mechanics' receive \$1.0 urneyworker Ratio:**	000 hrs. 0 hr. above ROOFER) 08/01/2022 02/01/2023	\$50.03 \$51.53	\$12.28	\$19.45	\$0.00	\$80.51 \$81.76 \$83.26 \$84.51
	Appren E/TILE	Step 1 is 2 (Hot Pitch	2000 hrs.; Steps 2-5 are 10 n Mechanics' receive \$1.0 urneyworker Ratio:**	000 hrs. 0 hr. above ROOFER) 08/01/2022 02/01/2023 08/01/2023	\$50.03 \$51.53 \$52.78	\$12.28 \$12.28	\$19.45 \$19.45	\$0.00 \$0.00	\$81.76 \$83.26
	Appren E/TILE	Step 1 is 2 (Hot Pitch	2000 hrs.; Steps 2-5 are 10 n Mechanics' receive \$1.0 urneyworker Ratio:**	000 hrs. 0 hr. above ROOFER) 08/01/2022 02/01/2023 08/01/2023 02/01/2024	\$50.03 \$51.53 \$52.78 \$54.28	\$12.28 \$12.28 \$12.28	\$19.45 \$19.45 \$19.45	\$0.00 \$0.00 \$0.00	\$81.76 \$83.26 \$84.51
	Appren E/TILE	Step 1 is 2 (Hot Pitch	2000 hrs.; Steps 2-5 are 10 n Mechanics' receive \$1.0 urneyworker Ratio:**	000 hrs. 0 hr. above ROOFER) 08/01/2022 02/01/2023 08/01/2023 02/01/2024	\$50.03 \$51.53 \$52.78 \$54.28 \$55.53	\$12.28 \$12.28 \$12.28 \$12.28	\$19.45 \$19.45 \$19.45 \$19.45	\$0.00 \$0.00 \$0.00 \$0.00	\$81.76 \$83.26 \$84.51 \$86.01
	Apprer / TILE	Step 1 is 2 (Hot Pitch atice to Jou	2000 hrs.; Steps 2-5 are 10 n Mechanics' receive \$1.0 urneyworker Ratio:**	000 hrs. 0 hr. above ROOFER) 08/01/2022 02/01/2023 08/01/2023 02/01/2024 08/01/2024 02/01/2025	\$50.03 \$51.53 \$52.78 \$54.28 \$55.53 \$57.03	\$12.28 \$12.28 \$12.28 \$12.28 \$12.28	\$19.45 \$19.45 \$19.45 \$19.45 \$19.45	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$81.76 \$83.26 \$84.51 \$86.01 \$87.26
For apprentice r	Apprer E / TILE 33 rates sec "/	Step 1 is 2 (Hot Pitch htice to Jou E / PRECA	2000 hrs.; Steps 2-5 are 10 n Mechanics' receive \$1.0 urneyworker Ratio:**	000 hrs. 0 hr. above ROOFER) 08/01/2022 02/01/2023 08/01/2024 08/01/2024 02/01/2025 08/01/2025	\$50.03 \$51.53 \$52.78 \$54.28 \$55.53 \$57.03 \$58.28	\$12.28 \$12.28 \$12.28 \$12.28 \$12.28 \$12.28	\$19.45 \$19.45 \$19.45 \$19.45 \$19.45 \$19.45	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$81.76 \$83.26 \$84.51 \$86.01 \$87.26 \$88.76 \$90.01
For apprentice r	Apprer E / TILE 33 rates sec "/	Step 1 is 2 (Hot Pitch htice to Jou E / PRECA	2000 hrs.; Steps 2-5 are 10 n Mechanics' receive \$1.0 urneyworker Ratio:**	000 hrs. 0 hr. above ROOFER) 08/01/2022 02/01/2023 08/01/2024 08/01/2024 02/01/2025 08/01/2025 02/01/2026	\$50.03 \$51.53 \$52.78 \$54.28 \$55.53 \$57.03 \$58.28	\$12.28 \$12.28 \$12.28 \$12.28 \$12.28 \$12.28 \$12.28	\$19.45 \$19.45 \$19.45 \$19.45 \$19.45 \$19.45 \$19.45	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$81.76 \$83.26 \$84.51 \$86.01 \$87.26 \$88.76
For apprentice r	Apprer E / TILE 33 rates sec "/	Step 1 is 2 (Hot Pitch htice to Jou E / PRECA	2000 hrs.; Steps 2-5 are 10 n Mechanics' receive \$1.0 urneyworker Ratio:**	000 hrs. 0 hr. above ROOFER) 08/01/2022 02/01/2023 08/01/2023 02/01/2024 02/01/2025 08/01/2025 02/01/2026	\$50.03 \$51.53 \$52.78 \$54.28 \$55.53 \$57.03 \$58.28	\$12.28 \$12.28 \$12.28 \$12.28 \$12.28 \$12.28 \$12.28	\$19.45 \$19.45 \$19.45 \$19.45 \$19.45 \$19.45 \$19.45	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$81.76 \$83.26 \$84.51 \$86.01 \$87.26 \$88.76 \$90.01
OFERS LOCAL 3	Apprer E / TILE 33 rates sec "/	Step 1 is 2 (Hot Pitch htice to Jou E / PRECA	2000 hrs.; Steps 2-5 are 10 n Mechanics' receive \$1.0 urneyworker Ratio:**	000 hrs. 0 hr. above ROOFER) 08/01/2022 02/01/2023 08/01/2024 08/01/2024 08/01/2025 08/01/2025 08/01/2025 01/01/2023 07/01/2023	\$50.03 \$51.53 \$52.78 \$54.28 \$55.53 \$57.03 \$58.28 \$41.30 \$42.55 \$43.80	\$12.28 \$12.28 \$12.28 \$12.28 \$12.28 \$12.28 \$12.28	\$19.45 \$19.45 \$19.45 \$19.45 \$19.45 \$19.45 \$19.45	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$2.05 \$2.05	\$81.76 \$83.26 \$84.51 \$86.01 \$87.26 \$88.76 \$90.01 \$71.53

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SPRINKLER FITTERS LOCAL 669

	Step	ve Date - 01/01/2023 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment		e
	1	45	\$18.59	\$4.79	\$4.76	\$0.92		
	2	50	\$20.65	\$5.32	\$5.29	\$1.03	*	
	3	55	\$22.72	\$5.85	\$5.82	\$1.03		
	4	60	\$24.78	\$6.38	\$6.35	\$1.13		
	5	65	\$26.85	\$6.92	\$6.88	\$1.23		
	6	70	\$28.91	\$7.45	\$7.41	\$1.33		
	7	75	\$30.98	\$7.98	\$7.94		\$45.2 \$48.4	
	8	80	\$33.04	\$8.51	\$15.42	\$1.54		
	9	85			\$15.42 \$15.95	\$1.64	\$58.6	
	10	90	\$35.11	\$9.04 \$9.58		\$1.74	\$61.8	
			\$37.17	φ <b>9.</b> 36	\$16.48	\$1.85	\$65.0	5
	Effecti	ve Date - 07/01/2023				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	•
	ì	45	\$19.15	\$4.79	\$4.76	\$0.92	\$29.62	2
	2	50	\$21.28	\$5.32	\$5.29	\$1.03	\$32.92	2
	3	55	\$23.40	\$5.85	\$5.82	\$1.13	\$36.20	)
	4	60	\$25.53	\$6.38	\$6.35	\$1.23	\$39.49	)
	5	65	\$27.66	\$6.92	\$6.88	\$1.33	\$42.79	)
	6	70	\$29.79	\$7.45	\$7.41	\$1.44	\$46.09	•
	7	75	\$31.91	\$7.98	\$7.94	\$1.54	\$49.37	
	8	80	\$34.04	\$8.51	\$15.42	\$1.64	\$59.61	
	9	85	\$36.17	\$9.04	\$15.95	\$1.74	\$62.90	
	10	90	\$38.30	\$9.58	\$16.48	\$1.85	\$66.21	
	Notes:	The second secon				-		
	Annes	tice to Journey when Detical 1			and the transfer of			
CIALIZET		MOVING EQUIP < 35 TONS			-		/m //	
		LNO. 10 ZONE B	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
				-				
		MOVING EQUIP > 35 TONS NO. 10 ZONE B	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95

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\$43.14

\$10.55 \$16.41

\$0.00

\$70.10

Apprentice - SPRINKLER FITTER - Local 669

**Total Rate** 

		ve Date - 04/01/20							
	Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment		otal Rate
	l	45		\$19.41	\$7.75	\$0.00	\$0.00		\$27.16
	2	50		\$21.57	\$7.75	\$0.00	\$0.00		\$29.32
	3	55		\$23.73	\$10.55	\$8.15	\$0.00		\$42.43
	4	60		\$25.88	\$10.55	\$8.15	\$0.00		\$44.58
	5	65		\$28.04	\$10.55	\$8.40	\$0.00		\$46.99
	6	70		\$30.20	\$10.55	\$8.40	\$0.00		\$49.15
	7	75		\$32.36	\$10.55	\$8.40	\$0.00		\$51.31
	8	80		\$34.51	\$10.55	\$8.40	\$0.00		\$53.46
	9	85		\$36.67	\$10.55	\$8.40	\$0.00		\$55.62
	10	90		\$38.83	\$10.55	\$8.40	\$0.00		\$57.78
	Notes:								
	Арргеп	itice to Journeywork	er Ratio:1:1		Annual Annual Contraction				)
STEAM BOILE				12/01/2022	\$53.05	5 \$14.25	\$16.05	\$0.00	\$83.35
OPERATING ENGI	NEERS LO	CAL 4		06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
				12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
				06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
				12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
				06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
				12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
				06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
For apprentice	rates see "A	apprentice- OPERATING E	ENGINEERS"	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
TAMPERS, SEI		ELLED OR TRACT	OR DRAWN	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
OI IMMINIO ENGII	MERING LOC	LAL 4		06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
				12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
				06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
				12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
				06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
				12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
				06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
For apprentice r	rates see "A	pprentice- OPERATING E	NGINEERS"	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99

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			Ellective D.	ALC DA	ise wag	e neamn	r custon	Unemployment	I O'III I III
'ERRAZZO FINISHI RICKLAYERS LOCAL 3		E.	08/01/202	2	\$58.09	\$11.49	\$22.34	\$0.00	\$91.92
CHIZH DAO MACAD 5 -	<i>MATOLL (C 111.</i>	1)	02/01/202	3	\$59.29	\$11.49	\$22.34	\$0.00	\$93.12
			08/01/202	3	\$61.34	\$11.49	\$22.34	\$0.00	\$95.17
			02/01/202	4 :	\$62.59	\$11.49	\$22.34	\$0.00	\$96.42
			08/01/202	4 :	\$64.69	\$11.49	\$22.34	\$0.00	\$98.52
			02/01/202	5 :	\$65.99	\$11.49	\$22.34	\$0.00	\$99.82
			08/01/202	5 5	\$68.14	\$11.49	\$22.34	\$0.00	\$101.97
			02/01/202	6 5	\$69.49	\$11.49	\$22.34	\$0.00	\$103.32
			08/01/202	6 5	\$71.69	\$11.49	\$22.34	\$0.00	\$105.52
			02/01/202	7 5	73.09	\$11.49	\$22.34	\$0.00	\$106.92
Step	tive Date - percent	08/01/2022	Apprentice Base Wage	Health	1	Pension	Supplementa Unemployment		
1	50		\$29.05	\$11.49		\$22.34	\$0.00		
2	60		\$34.85	\$11.49		\$22.34	\$0.00	*	
3	70		\$40.66	\$11.49		\$22.34	\$0.00	*	
4	80		\$46.47	\$11.49		\$22.34	\$0.00		
5	90		\$52.28	\$11.49		\$22.34	\$0.00	******	
	70			W L L . T /				.nn()	
Effect	90		VV				•0.00	400.11	
	tive Date -	02/01/2023	<b></b>						
Step			Apprentice Base Wage	Health		Pension	Supplemental Unemployment		
Step	tive Date -			Health	l		Supplemental	Total Rate	

Effective Date Base Wage Health

Supplemental

Pension

**Total Rate** 

Apprentice	to.	Journeywor	ker	Ratio:1:3
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TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE	12/01/2021	\$42.58	\$9.10	\$17.72	\$0.00	\$69.40
For apprentice rates see "Apprentice-LABORER"						
TEST BORING DRILLER HELPER LABORERS FOUNDATION AND MARINE	12/01/2021	\$41.30	\$9.10	\$17.72	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00

\$35.57

\$41.50

\$47.43

\$53.36

\$11.49

\$11.49

\$11.49

\$11.49

\$22.34

\$22.34

\$22.34

\$22.34

\$0.00

\$0.00

\$0.00

\$0.00

\$69.40

\$75.33

\$81.26

\$87.19

For apprentice rates see "Apprentice- LABORER"

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3

4

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Notes:

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Classification

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS/PORTABLE STEAM GENERATORS  OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.05	\$14.25	\$16.05	\$0.00	\$83.35
or blothing brothing	06/01/2023	\$54.29	\$14.25	\$16.05	\$0.00	\$84.59
	12/01/2023	\$55.53	\$14.25	\$16.05	\$0.00	\$85.83
	06/01/2024	\$56.81	\$14.25	\$16.05	\$0.00	\$87.11
	12/01/2024	\$58.25	\$14.25	\$16.05	\$0.00	\$88.55
	06/01/2025	\$59.53	\$14.25	\$16.05	\$0.00	\$89.83
	12/01/2025	\$60.97	\$14.25	\$16.05	\$0.00	\$91.27
	06/01/2026	\$62.25	\$14.25	\$16.05	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$63.69	\$14.25	\$16.05	\$0.00	\$93.99
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR	12/01/2022	\$54.81	\$9.35	\$18.42	\$0.00	\$82.58
ABORERS (COMPRESSED AIR)	06/01/2023	\$55.81	\$9.35	\$18.42	\$0.00	\$83.58
	12/01/2023	\$57.06	\$9.35	\$18.42	\$0.00	\$84.83
	06/01/2024	\$58.54	\$9.35	\$18.42	\$0.00	\$86.31
	12/01/2024	\$60.01	\$9.35	\$18.42	\$0.00	\$87.78
	06/01/2025	\$61.51	\$9.35	\$18.42	\$0.00	\$89.28
	12/01/2025	\$63.01	\$9.35	\$18.42	\$0.00	\$90.78
	06/01/2026	\$64.56	\$9.35	\$18.42	\$0.00	\$92.33
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$66.06	\$9.35	\$18.42	\$0.00	\$93.83
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/01/2022	\$56.01	00.25	£10.40	60.00	
ABORERS (COMPRESSED AIR)		\$56.81	\$9.35	\$18.42	\$0.00	\$84.58
	06/01/2023	\$57.81	\$9.35	\$18.42	\$0.00	\$85.58
	12/01/2023	\$59.06	\$9.35	\$18.42	\$0.00	\$86.83
	06/01/2024	\$60.54	\$9.35	\$18.42	\$0.00	\$88.31
	12/01/2024	\$62.01	\$9.35	\$18.42	\$0.00	\$89.78
	06/01/2025	\$63.51	\$9.35	\$18.42	\$0.00	\$91.28
	12/01/2025	\$65.01	\$9.35	\$18.42	\$0.00	\$92.78
	06/01/2026	\$66.56	\$9.35	\$18.42	\$0.00	\$94.33
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$68.06	\$9.35	\$18.42	\$0.00	\$95.83
UNNEL WORK - FREE AIR ABORERS (FREE AIR TUNNEL)	12/01/2022	\$46.88	\$9.35	\$18.42	\$0.00	\$74.65
IDONERS (PREE AIR TOWNEL)	06/01/2023	\$47.88	\$9.35	\$18.42	\$0.00	\$75.65
	12/01/2023	\$49.13	\$9.35	\$18.42	\$0.00	\$76.90
	06/01/2024	\$50.61	\$9.35	\$18.42	\$0.00	\$78.38
	12/01/2024	\$52.08	\$9.35	\$18.42	\$0.00	\$79.85
	06/01/2025	\$53.58	\$9.35	\$18.42	\$0.00	\$81.35
	12/01/2025	\$55.08	\$9.35	\$18.42	\$0.00	\$82.85
	06/01/2026	\$56.63	\$9.35	\$18.42	\$0.00	\$84.40
	12/01/2026	\$58.13	\$9.35	\$18.42	\$0.00	\$85.90
For apprentice rates see "Apprentice- LABORER"						<b>400.70</b>

Issue Date: 01/11/2023

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2022	\$48.88	\$9.35	\$18.42	\$0.00	\$76.65
POWER PLANT I WANTE	06/01/2023	\$49.88	\$9.35	\$18.42	\$0.00	\$77.65
	12/01/2023	\$51.13	\$9.35	\$18.42	\$0.00	\$78.90
	06/01/2024	\$52.61	\$9.35	\$18.42	\$0.00	\$80.38
	12/01/2024	\$54.08	\$9,35	\$18.42	\$0.00	\$81.85
	06/01/2025	\$55.58	\$9.35	\$18.42	\$0.00	\$83.35
	12/01/2025	\$57.08	\$9.35	\$18.42	\$0.00	\$84.85
	06/01/2026	\$58.63	\$9.35	\$18.42	\$0.00	\$86.40
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$60.13	\$9.35	\$18.42	\$0.00	\$87.90
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
VOICE-DATA-VIDEO TECHNICIAN  ELECTRICIANS LOCAL 96	09/04/2022	\$34.19	\$12.20	\$15.91	\$0.00	\$62.30

Apprentice - V	OICE-DATA-VIDEO TECHNICIAN - Local 96
Effective Date -	09/04/2022

Step	percent	03/04/2022	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50		\$17.10	\$12.20	\$4.27	\$0.00	\$33.57
2	55		\$18.80	\$12.20	\$4.32	\$0.00	\$35.32
3	60		\$20.51	\$12.20	\$15.50	\$0.00	\$48.21
4	65		\$22.22	\$12.20	\$15.55	\$0.00	\$49.97
5	70		\$23.93	\$12.20	\$15.60	\$0.00	\$51.73
6	75		\$25.64	\$12.20	\$15.65	\$0.00	\$53.49
7	80		\$27.35	\$12.20	\$15.70	\$0.00	\$55.25
8	85		\$29.06	\$12.20	\$15.75	\$0.00	\$57.01
Notes:			WOOTH				

#### Apprentice to Journeyworker Ratio:1:1

WAGON DRILL OPERATOR  LABORERS - ZONE 2	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
INDUSTRIA - LOTEL L	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
7	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)  LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2022	\$36.81	\$9.35	\$16.89	\$0.00	\$63.05
Tabolasa - 20112 L (IDA) I C MO(IIIAI)	06/01/2023	\$37.71	\$9.35	\$16.89	\$0.00	\$63.95
	12/01/2023	\$38.61	\$9.35	\$16.89	\$0.00	\$64.85
	06/01/2024	\$39.94	\$9.35	\$16.89	\$0.00	\$66.18
	12/01/2024	\$41.27	\$9.35	\$16.89	\$0.00	\$67.51
	06/01/2025	\$42.66	\$9.35	\$16.89	\$0.00	\$68.90
	12/01/2025	\$44.04	\$9.35	\$16.89	\$0.00	\$70.28
	06/01/2026	\$45.48	\$9.35	\$16.89	\$0.00	\$71.72
	12/01/2026	\$46.92	\$9.35	\$16.89	\$0.00	\$73.16

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WASTE WATER PUMP OPERATOR  OPERATING ENGINEERS LOCAL 4	12/01/2022	\$53.63	\$14.25	\$16.05	\$0.00	\$83.93
or against satelline and to call?	06/01/2023	\$54.88	\$14.25	\$16.05	\$0.00	\$85.18
	12/01/2023	\$56.13	\$14.25	\$16.05	\$0.00	\$86.43
	06/01/2024	\$57.43	\$14.25	\$16.05	\$0.00	\$87.73
	12/01/2024	\$58.88	\$14.25	\$16.05	\$0.00	\$89.18
	06/01/2025	\$60.18	\$14.25	\$16.05	\$0.00	\$90.48
	12/01/2025	\$61.63	\$14.25	\$16.05	\$0.00	\$91.93
	06/01/2026	\$62.93	\$14.25	\$16.05	\$0.00	\$93.23
	12/01/2026	\$64.38	\$14.25	\$16.05	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER PLUMBERS LOCAL 4	09/01/2022	\$50.50	\$9.80	\$17.02	\$0.00	\$77.32
	03/01/2023	\$51.90	\$9.80	\$17.02	\$0.00	\$78.72
	09/01/2023	\$53.30	\$9.80	\$17.02	\$0.00	\$80.12
	03/01/2024	\$54.70	\$9.80	\$17.02	\$0.00	\$81.52
	09/01/2024	\$56.10	\$9.80	\$17.02	\$0.00	\$82.92
	03/01/2025	\$57.50	\$9.80	\$17.02	\$0.00	\$84.32
	09/01/2025	\$58.90	\$9.80	\$17.02	\$0.00	\$85.72
	03/01/2026	\$60.30	\$9.80	\$17.02	\$0.00	\$87.12
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GAS  Outside Electrical - East	SFITTER"					
CABLE TECHNICIAN (Power Zone)	00/00/0000	***				
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$29.67	\$9.25	\$1.89	\$0.00	\$40.81
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables)  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$42.03	\$9.25	\$10.27	\$0.00	\$61.55
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$34.62	\$9.25	\$10.07	\$0.00	\$53.94
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
QUIPMENT OPERATOR (Class A CDL)  OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$42.03	\$9.25	\$14.35	\$0.00	\$65.63
For apprentice rates see "Apprentice- LINEMAN"						
QUIPMENT OPERATOR (Class B CDL) UTSIDE FLECTRICAL WORKERS - FAST LOCAL, 104	08/30/2020	\$37.09	\$9.25	\$10.87	\$0.00	\$57.21
For apprentice rates see "Apprentice- LINEMAN"						
ROUNDMAN UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
ROUNDMAN -Inexperienced (<2000 Hrs.) UTSIDE FLECTRICAL WORKERS - FAST LOCAL 104	08/30/2020	\$22.25	\$9.25	\$1.82	\$0.00	\$33.32
For apprentice rates see "Apprentice- LINEMAN"					122	
OURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18

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

Step	ive Date - 08/30/2020 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
I	60	\$29.67	\$9.25	\$3.39	\$0.00	\$42.31
2	65	\$32.14	\$9.25	\$3.46	\$0.00	\$44.85
3	70	\$34.62	\$9.25	\$3.54	\$0.00	\$47.41
4	75	\$37.09	\$9.25	\$5.11	\$0.00	\$51.45
5	80	\$39.56	\$9.25	\$5.19	\$0.00	\$54.00
6	85	\$42.03	\$9.25	\$5.26	\$0.00	\$56.54
7	90	\$44.51	\$9.25	\$7.34	\$0.00	\$61.10
Notes:				announce application		
Appre	ntice to Journeyworker Ratio:1:2					
BLE SI	PLICER	02/04/2019	\$30.73	\$4.70	\$3,17	\$0.00 \$38.60

TELEDATA CABLE SPLICER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - EAST LOCAL, 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77

#### Additional Apprentice Information:

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

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

#### All steps are six months (1000 hours.)

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

- \*\* Multiple ratios are listed in the comment field.

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

Wage Request Number: 20230110-047 Page 41 of 41 Also, please complete standard bid forms (named below) posted separately on bids page:

- 1. CORI Compliance (1 page)
- 2. EPP Policy Enviro (1 page)
- 3. MWBE Program Minority Women-owned (6 pages)
- 4. REAP Program Do business w City (1 page)
- 5. Wage Theft Prevention Certification (1 page)

Thank you.