



**Fitchburg Housing Authority
Request for Price Quote**

**FOR FIRE ALARM SYSTEM TESTING,
MAINTENANCE & REPAIR SERVICES**

- **Bid Release Date:**
Thursday, September 24, 2020
- **Optional Site Inspections:**
Thursday, October 8th, 2020 at 10:00 am
- **Bid Due Date & Time:**
Thursday, October 15th, 2020 @ 01:00 PM

**Douglas M. Bushman, Executive Director & CPO
Fitchburg Housing Authority**

TABLE OF CONTENTS

| | | |
|-----|--|--------------|
| 1. | SCOPE OF SERVICES, DELIVERABLES | (Page 3) |
| 2. | AWARDING AUTHORITY | (Page 4) |
| 3. | CONTRACT PERIOD | (Page 3) |
| 4. | ELIGIBLE BIDDER & STATE WAGE RATES | (Page 3) |
| 5. | CONTRACT TYPE | (Page 4) |
| 6. | MINIMUM QUALITY REQUIREMENTS | (Page 4) |
| 7. | DETAILED SCOPE OF SERVICES | (Page 5-6) |
| | A. TESTING | |
| | B. ON-CALL MAINTENANCE & REPAIR REQUESTS/QUOTES | |
| | C. REPORTS | |
| 8. | INSURANCE REQUIREMENTS | (Page 7) |
| 9. | CONTRACTUAL RELATIONSHIP – INDEPENDENT CONTRACTOR | (Page 7) |
| 10. | AWARDING & REJECTION OF BIDS | (Page 7) |
| 11. | PRE-BID SITE INSPECTIONS | (Page 7) |
| 12. | BID QUESTIONS | (Page 7-8) |
| 13. | METHOD OF AWARD | (Page 8) |
| 14. | CONTRACTOR PAYMENT & INVOICE PROCESS | (Page 8) |
| 15. | BID SUBMISSION INS., EMERGENCY CLOSINGS, & ADDENDA | (Page 8-9) |
| | Attachment A - BID PRICING SHEET – TESTING | (Page 10) |
| | Attachment B - BID PRICING REPAIRS & RESPONSE | (Page 11) |
| | Attachment C - CERTIFICATE OF CORPORATE VOTE | (Page 12) |
| | Attachment D - REFERENCES | (Page 13) |
| | Attachment E - CERTIFICATE OF NON- COLLUSION | (Page 14) |
| | Attachment F - REAP CERTIFICATE | (Page 15) |
| | Attachment G - SAMPLE CONTRACT | (Page 16-18) |
| | Attachment H - MA STATE PREVAILING WAGE RATES | (Page 19-) |

1. SCOPE OF SERVICES, DELIVERABLES. The Fitchburg Housing Authority (FHA) seeks per the requirements of procurement outlined under Chapter 30B of the General Laws of the Commonwealth of Massachusetts annual fire alarm system tests, maintenance and repairs as needed at the following locations:

| # | Development | Dev. Type | # of Units | Fire Alarm Control Panel | # of Audible/Visible Devices | # of Peripheral Devices | Total Devices |
|---|----------------------|-------------------------|------------|---|---|-------------------------|---------------|
| 1 | Canton Valley | Elderly-Garden | 48 | Notifier 640 | 48 | 1 | 49 |
| 2 | C.J. Durkin Heights | Elderly-Mid-High Rise | 121 | FCI Model E3 | NA | 405 | 405 |
| 3 | Wallace Tower | Elderly-High Rise | 130 | Mircom FX 2000 | NA | 301 | 301 |
| 4 | Daniel Heights | Elderly-Garden | 56 | Notifier AFP-400 | 29 | 254 | 283 |
| 5 | 240 North Ashburnham | Disabled-Garden | 6 | FCI Model 72 Conventional | 3 | 30 | 33 |
| 6 | 240 South Ashburnham | Disabled-Garden | 6 | FCI Model 72 Conventional | 3 | 30 | 33 |
| 7 | 76 Mechanic Street | Multi-Family Group Home | 12 Rooms | E-FSA AES-Intellinet MNF: Edwards | 26 Smokes 12 Heat Det 7 Pull Stations | 1 | 45 |

Please Note that Canton Valley, the two Disabled-Garden properties, and the Multi-Family Group Home shall be billed separately

2. AWARDING AUTHORITY: The FHA, a public body organized under the general laws of Massachusetts is the Awarding Authority and its Board of Commissioners shall approve - by a board motion and written contract - the lowest responsive and responsible bidder.

3. CONTRACT PERIOD: The contract period shall be for three (3) years beginning January 1st, 2021 and terminating on December 31st, 2023.

4. LOWEST RESPONSIVE & ELIGIBLE BIDDER & STATE PREVAILING WAGE RATES APPLICATION: The contractor offering the lowest price that is the most responsive to the bid requirements shall be awarded the contract (M.G.L. c.149 §44A(2(B)) and prevailing wage rates shall **ONLY** apply to the repair of alarm systems and **NOT** for testing per (M.G.L. c. 149 §26 to 27H inclusive.)

5. CONTRACT TYPE: All contracts awarded by the FHA will be firm fixed price for the annual fire alarm testing portion of the contract and an indefinite quantity for any unforeseen repairs and emergency calls that may arise during the contract period.

6. MINIMUM QUALITY REQUIREMENTS: The successful bidder must meet the following criteria at a minimum or the bid will be deemed non-responsive and rejected on that premise:

- A. Contractor must have five (5) years minimum experience providing the services outlined in the scope of work
- B. Contractor must have 24-Hour Seven Days a week answering service and ability to respond to emergency calls for service after normal business hours with response times within ninety (90) minutes of notification of the emergency.
- C. The Contractor shall be one whose business routinely conducts fire alarm testing and repair and the selected Contractor shall be one in which they can furnish an adequate labor force to provide 24-hour service, 365 days per year.
- D. Contractor's technicians shall possess either a Massachusetts Class C – Systems Contractor license or a Massachusetts Class D – Systems technician license.
- E. Contractor must adhere to all applicable federal and Massachusetts labor laws and regulations and safety requirements including those regarding Worker's Compensation, and applicable OSHA approved safety and health training.
- F. Contractor must have the ability to communicate with the FHA on a timely basis via telephone, email and fax and be able to submit written reports regarding inspection and work performed.

Contractor staff working at FHA locations must adhere to COVID-19 working protocols regarding social distancing and wearing of masks and other appropriate PPEs.

7. **DETAILED SCOPE OF SERVICES:** As noted in Section 1 of this IFB the following is a more detailed scope of services for the locations noted:

A. TESTING

The testing and inspection of the fire alarm systems shall include the following:

- All control panel operations
- All system smoke detectors
- All audible devices
- All pull stations
- All heat detectors
- Standby battery power
- Replacement of fire panel back-up batteries per manufacturers recommendations
- All zones for supervision
- All remote annunciators
- All sprinkler flow and tamper switches
- Proper alarm transmission to Fitchburg Fire Department
- Cleaning all devices

The testing of systems shall be done with the coordination of the FHA and will be conducted during normal business hours. The contractor shall be responsible for providing the FFD with 24-hour notification of any such testing and other required entities. All smoke detectors to be activated by UL listed smoke generating machines. Each test will be conducted by activating such devices and per the professional standards for alarm testing as set forth by current NFPA 72 National Fire Alarm Code and NFPA 101 Life Safety Code for each location.

B. ON-CALL MAINTENANCE & REPAIR REQUESTS/QUOTES

On call maintenance and repair requests and quotes will adhere to the following conditions:

- Additional services beyond testing will be on an “on-call” basis when conditions warrant including emergency situations.
- All requests to make repairs will be in writing and include a detailed quotation to include estimate of hours, parts and materials and total cost and the time of completion. Such

requests shall be sent to the Executive Director, Deputy Director and other identified FHA employees by email.

- The contractor shall be responsible for cleaning up immediately any materials or debris they have caused due to any testing and/or repairs
- The contractor shall bear the costs they incur in the preparation and production of any repair quotes/estimates

The FHA reserves the right to assign any repair work covered under this contract to its employees and/or to an outside contractor at its sole discretion. The intent will be to honor most if not all repairs to the contractor. However, there may be instances in which the contractor is not equipped to perform such work – or cannot do it timely - and/or the FHA deems it appropriate to consider such work as a capital project and seeks funds from its modernization funds which could trigger the requirement for a separate bid process.

C. REPORTS

Reports – including for emergencies, testing, inspection and repairs from the contractor to the FHA will adhere to the following conditions:

- Detailed device information such as make, model, type, and location.
- Number of each device tested per type. Simply stating “all devices” shall not be sufficient. It is required that the actual number of each device tested be listed.
- If it is determined that alarm systems have failed the contractor MUST notify the FHA in writing in addition to contacting the FHA immediately when such situation occurs.

Proposals for repairs must include costs and listing of any other secondary sub contractors that the general contractor deems necessary. All reports shall be numbered listing the year first followed by the report number for that year example: 2021-001 would indicate that this would be the first report for calendar year 2021. While the contractor shall attach its reports to an invoice, the reports themselves shall be sent independently to a previously provided list of FHA officials as soon as such reported is generated, so the awarding authority can respond as soon as possible to such reports.

8. INSURANCE REQUIREMENTS: The successful bidder must provide minimum coverage with respect to the operations performed by any employee, Subcontractor, or supplier:

| | |
|---------------------------------|----------------------------------|
| Bodily Injury: | \$1,000,000.00 Per Occurrence |
| Property Damage: | \$2,000,000.00 General Aggregate |
| Products & Completed Operations | \$1,000,000.00 Aggregate |
| Fire Damage: | \$1,000,000.00 |
| Personal & Advertising Injury: | \$1,000,000.00 Per Occurrence |
| Umbrella Coverage: | \$1,000,000.00 Per Occurrence |

Other standard DHCD contract insurance requirements shall also apply.

9. CONTRACTUAL RELATIONSHIP – INDEPENDENT CONTRACTOR. While so performing the services under this Agreement, the FHA and the Contractor agree, understand and recognize that pursuant to §148B of chapter 149 of the General Laws, Contractor is: (1) free from control and direction in connection with the performance of the service, both under this Agreement and in fact; and (2) the service is performed outside the usual course of the business of the FHA; and, (3) the Contractor is customarily engaged in an independently established trade, occupation, profession or business of the same nature as that involved in the execution of the services required by this Agreement. Contractor further acknowledges that it is solely responsible for payment of any and all income taxes, FICA, withholdings, unemployment insurance, or other taxes due and owing any governmental entity whatsoever as a result of this Agreement.

10. AWARDING & REJECTION OF BIDS: The FHA reserves the right to reject any and all bids, and waive any informalities in the bids received and to accept which bid it deems the most favorable.

11. PRE-BID SITE INSPECTIONS: The FHA shall conduct pre-bid site inspections on Thursday, October 8th, 2020 beginning at 10:00 am at the C.J. Durkin Apartments 50 Day Street. From there the FHA will conduct a site inspection for the other locations covered under this bid. This site inspection is not mandatory but the FHA cannot guarantee that it can provide the opportunity for other bidders to inspect the alarm systems covered in this bid.

12. BID QUESTIONS: All bid questions shall be submitted to Douglas M. Bushman, Executive Director of the FHA via email to the following two (2) addresses:

- dbushman@fitchburgha.org
- YIshii@fitchburgha.org

The RE in the email should state: QUESTIONS ALARM TESTING BID. Then the contractor in the body of the email shall state any question(s) they may have. Please note that if the FHA determines that the question has an impact concerning an interpretation of the bid documents then the question and response will be sent via an addendum to other identified bidders.

13. METHOD OF AWARD: The FHA shall select the most responsive and responsible bidder that meets or exceeds the requirements of the Request for Price Quote criteria at the lowest price on its bid form. Awards will be made based solely on the information provided by the bidder in the provided bid forms.

14. CONTRACTOR PAYMENT & INVOICE PROCESS: (A) The FHA's policy is to pay all vendors within thirty (30) days of receiving an invoice but due to scheduling issues when the FHA Board of Commissioners meet to approve invoices the payment time period may extend to forty-five (45) calendar days from the submittal of a correct invoice after the Authority's receipt and acceptance of the services performed. (B) The FHA may require separate invoices based on the alarm systems location and/or housing program.

15. BID SUBMISSION INSTRUCTIONS, EMERGENCY CLOSINGS, & ADDENDA: The following are the bid submission and other related procedures:

- | | |
|---|--------------------|
| 1. Submit Bid Pricing Form for Testing | (See Attachment A) |
| 2. Submit Bid Pricing Form for Repairs/Response | (See Attachment B) |
| 3. Submit Certificate of Corporate Vote | (See Attachment C) |
| 4. Submit Three References | (See Attachment D) |
| 5. Submit Certificate of Non-Collusion | (See Attachment E) |
| 6. Submit REAP Certificate | (See Attachment F) |
| 7. Sample Contract | (See Attachment G) |
| 8. State Prevailing Wage Rates | (See Attachment H) |

Submit all bid forms by Thursday, October 15th, no later than 01:00 PM.

- Bids can be submitted via email to Douglas M. Bushman, Executive Director at dbushman@fitchburgha.org and copy to YIshii@fitchburgha.org (in the RE use the same heading as required if mailing or hand-delivering the bid – see below)
- Bids can also be submitted via fax to 978-343-7025
- If submitting bid by mail or hand-delivery use 50 Day Street, Fitchburg, MA 01420 Fitchburg Housing Authority as the address and on the outside label please write:

FHA FIRE ALARM TESTING-REPAIR BID 2020
ATTN: DOUGLAS M. BUSHMAN, EX. DIR. & CPO

If the FHA's offices are closed on the day of the bid for any emergency then the bid opening will occur on the following business day that the FHA is open.

The FHA may see the need to issue addenda during this solicitation. Bidders known to the FHA will be notified using the established contact information supplied by the bidder

On the day of the bid opening the bids will be made available to those in attendance.

16. BID ACCEPTANCE PERIOD: The FHA shall have seventy-five (75) calendar days to make an award and execute the final contract, unless the time period is mutually waived by the parties.

17. REQUIRED CONTRACT FORMS: The successful bidder will be required to submit additional forms and documents – after initial bid award – but before a contract can be executed between the parties. These forms and documents include the following:

- Proof of Liability Insurance Certificates (Listing FHA as additional insured)
- Workers Compensation Certificate
- W-9 Request for Taxpayer ID and Certificate

Other forms and documents may be required in addition to those listed above.

Attachment A

BID PRICING SHEET - TESTING

To the Awarding Authority the FHA

The undersigned proposes to furnish all labor and materials required under the Fire Alarm Testing and Repair Request for Price Quote for the FHA's properties listed below for a three (3) year period in accordance with the Request for Price Quote and other contract documents and terms of the specifications.

This Bid Includes Addenda Numbers: _____

| # | Development | 2021: Year 1 Fee | 2022: Year 2 Fee | 2023 Year 3 Fee | Total Fee |
|---|----------------------|------------------|------------------|-----------------|-----------|
| 1 | Canton Valley | | | | |
| 2 | C.J. Durkin Heights | | | | |
| 3 | Wallace Tower | | | | |
| 4 | Daniel Heights | | | | |
| 5 | 240 North Ashburnham | | | | |
| 6 | 240 South Ashburnham | | | | |
| 7 | 76 Mechanic Street | | | | |

NOTE: Prevailing Wage Rates DO NOT APPLY to the testing of Alarm Systems in the Commonwealth of Massachusetts.

Name: _____

Signature: _____ Date: _____

Attachment B

BID PRICING REPAIRS & RESPONSE

To the Awarding Authority the FHA

The undersigned proposes to furnish all labor and materials required under the Fire Alarm Testing and Repair Request for Price Quote for the FHA's properties listed below for a three (3) year period in accordance with the Request for Price Quote and other contract documents and terms of the specifications.

This Bid Includes Addenda Numbers: _____

| # | Service | 2021: Year 1 Fee | 2022: Year 2 Fee | 2023 Year 3 Fee |
|---|------------------------------------|------------------|------------------|-----------------|
| 1 | Regular Hourly Rate | | | |
| 2 | Afterhours / Emergency Hourly Rate | | | |

****Please Note that Hourly Rate fees include contractors travel expenses including fuel costs and vehicle maintenance costs. The FHA SHALL not pay for separate itemized travel or other expenses outside of the hourly rate submitted and agreed to by the parties.**

Name: _____

Signature: _____ Date: _____

Attachment C

CERTIFICATE OF CORPORATE VOTE

To the Awarding Authority the FHA

The undersigned proposes to furnish all labor and materials required under the Fire Alarm Testing and Repair Request for Price Quote for the FHA's properties listed below for a three (3) year period in accordance with the Request for Price Quote and other contract documents and terms of the specifications.

This Bid Includes Addenda Numbers: _____

Name: _____

Signature: _____ Date: _____

Attachment D

REFERENCES

Bidders Name: _____

The Bidder must provide at least three (3) references for projects performed & completed within the past five (5) years

1. Reference Name: _____

Address: _____, **City/Town** _____

State: _____ **ZIP:** _____

Contact Name: _____ **Phone:** _____

Email: _____

Description of Work Performed for: _____

Bidder: _____

2. Reference Name: _____

Address: _____, **City/Town** _____

State: _____ **ZIP:** _____

Contact Name: _____ **Phone:** _____

Email: _____

Description of Work Performed for: _____

Bidder: _____

3. Reference Name: _____

Address: _____, **City/Town** _____

State: _____ **ZIP:** _____

Contact Name: _____ **Phone:** _____

Email: _____

Description of Work Performed for: _____

Bidder: _____

Attachment E

CERTIFICATE OF NON- COLLUSION

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

Signature of Individual Submitting Bid or Bid

DATE

Name of Business or Entity

Attachment F

REAP CERTIFICATE

Revenue Enforcement & Protection Certificate

Pursuant to MGL c. 62(c) § 49(a) I _____, as
_____ of (business) _____

hereby certify under penalties of perjury that to the best of my knowledge and belief that
the business stated above has complied with any and all applicable state tax laws.

Name of Corporation or Company: _____

Title of Person Signing: _____

Signature: _____

Date: _____

Attachment G

SAMPLE CONTRACT

SAMPLE OWNER-CONTRACTOR AGREEMENT FOR AWARDING AUTHORITIES (NOT LDC)

(This is a sample only; it does not need to be submitted with bid)

OWNER-CONTRACTOR AGREEMENT

COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT

This agreement made the ___ day of _____ 201_ by and between _____ Housing Authority hereinafter called the "Owner", and _____ hereinafter called the "Contractor".

Witnesseth, that the Owner and the Contractor, for the consideration hereinunder named, agree as follows:

Article 1. Scope of Work: The Contractor shall perform all Work required by the Contract Documents for _____ prepared by the _____, acting as and referred to in the Contract Documents as the "Architect".

ARTICLE 2. TIME OF COMPLETION: The Contractor shall commence work under this Contract on the date specified in the written "Notice to Proceed" and shall bring the Work to Substantial Completion within _____ calendar days of said date. Damages for delays in the performance of the Work shall be in accordance with Article 9 of the General Conditions of the Contract.

ARTICLE 3. CONTRACT SUM: The Owner shall pay the Contractor, in current funds, for the performance of the Work, subject to additions and deductions by Change Order, of the Contract Sum of:

_____ dollars \$ _____

CONTRACT SUM IN WORDS CONTRACT SUM IN NUMBERS

ARTICLE 4. THE CONTRACT DOCUMENTS: The following, together with this Agreement, form the Contract and all are as fully a part of the contract as if attached to this Agreement or repeated herein: The Advertisement, Bidding Documents, Contract Forms, Conditions of the Contract, and Specifications as enumerated in the Table of Contents, the drawings as enumerated in the List of Contract Drawings, DHCD publication known as the Construction Handbook, and all Modifications issued after execution of the Contract. Terms used in this Agreement which are defined in the Conditions of the Contract shall have the meanings designated in those Conditions.

ARTICLE 5. ALTERNATES: The following Alternates have been accepted and their costs are included in the Contract Sum stated in Article 3 of this Agreement: Alternate No(s): _____ and _____

ARTICLE 6. REAP CERTIFICATION: Pursuant to M.G.L. c.62(c) §49(a), the individual signing this Contract on behalf of the Contractor, hereby certifies, under the penalties of perjury, that to the best of their knowledge and belief the Contractor has complied with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support

ARTICLE 7. WORKER DOCUMENTATION CERTIFICATION: In accordance with Executive Order 481 the undersigned further certifies under the penalties of perjury that the Contractor shall not knowingly use undocumented workers in connection with the performance of this contract; that pursuant to federal requirements, the Contractor shall verify the immigration status of all workers assigned to such contractor without engaging in unlawful discrimination; and that it shall not knowingly or recklessly alter, falsify, or accept altered or falsified documents from any such worker(s). The Contractor understands and agrees that breach of any of these terms during the contract period may be regarded as a material breach, subjecting the Contractor to sanctions, including but limited to monetary penalties, withholding of payments, contract suspension or termination.

ARTICLE 8. CONFLICT OF INTEREST: THE CONTRACTOR COVENANTS, THAT (1) PRESENTLY, THERE IS NO FINANCIAL INTEREST AND SHALL NOT ACQUIRE ANY SUCH INTEREST, DIRECT OR INDIRECT, WHICH WOULD CONFLICT IN ANY MANNER OR DEGREE WITH THE PERFORMANCE OF SERVICES REQUIRED TO BE PERFORMED UNDER THIS AGREEMENT OR WHICH WOULD VIOLATE M.G.L. C.268A, AS AMENDED; (2) IN THE PERFORMANCE OF THIS CONTRACT, NO PERSON HAVING ANY SUCH INTEREST SHALL BE EMPLOYED BY THE CONTRACTOR OR ENGAGED AS A SUBCONTRACTOR BY THE CONTRACTOR; AND (3) NO PARTNER OR EMPLOYEE OF THE FIRM IS RELATED BY BLOOD OR MARRIAGE TO ANY BOARD MEMBER OR EMPLOYEE OF THE AWARDDING AUTHORITY."

In Witness Whereof, the Parties Hereto Have caused This Instrument to be Executed Under Seal.

¹CONTRACTOR

Name of contractor

street

City state Lip

BY: _____
Signature and Seal

WITNESS _____

²AWARDING AUTHORITY

Name of Housing Authority

Address

Signature and Seal

Title

Attest:

¹ If a Corporation, attach a notarized copy of the Corporate Vote authorizing signatory to sign Contract.
signatory to

² If signed by someone other than a Housing Authority Board member, attach a copy of Certified Board Vote authorizing the signatory to sign Contract.

Attachment H

MA STATE PREVAILING WAGE RATES

(Not to be used for Testing)



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

Prevailing Wage Rates

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

CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

ROSALIN ACOSTA
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority: Fitchburg Housing Authority

Contract Number: DHCD#

City/Town: FITCHBURG

Description of Work:

Job Location:

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| Construction | | | | | | |
| (2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 08/01/2020 | \$35.15 | \$12.91 | \$13.72 | \$0.00 | \$61.78 |
| | 12/01/2020 | \$35.15 | \$12.91 | \$14.82 | \$0.00 | \$62.88 |
| | 06/01/2021 | \$35.95 | \$12.91 | \$14.82 | \$0.00 | \$63.68 |
| | 08/01/2021 | \$35.95 | \$13.41 | \$14.82 | \$0.00 | \$64.18 |
| | 12/01/2021 | \$35.95 | \$13.41 | \$16.01 | \$0.00 | \$65.37 |
| (3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 08/01/2020 | \$35.22 | \$12.91 | \$13.72 | \$0.00 | \$61.85 |
| | 12/01/2020 | \$35.22 | \$12.91 | \$14.82 | \$0.00 | \$62.95 |
| | 06/01/2021 | \$36.02 | \$12.91 | \$14.82 | \$0.00 | \$63.75 |
| | 08/01/2021 | \$36.02 | \$13.41 | \$14.82 | \$0.00 | \$64.25 |
| | 12/01/2021 | \$36.02 | \$13.41 | \$16.01 | \$0.00 | \$65.44 |
| (4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 08/01/2020 | \$35.34 | \$12.91 | \$13.72 | \$0.00 | \$61.97 |
| | 12/01/2020 | \$35.34 | \$12.91 | \$14.82 | \$0.00 | \$63.07 |
| | 06/01/2021 | \$36.14 | \$12.91 | \$14.82 | \$0.00 | \$63.87 |
| | 08/01/2021 | \$36.14 | \$13.41 | \$14.82 | \$0.00 | \$64.37 |
| | 12/01/2021 | \$36.14 | \$13.41 | \$16.01 | \$0.00 | \$65.56 |
| ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 2)</i> | 08/01/2020 | \$103.05 | \$9.40 | \$23.12 | \$0.00 | \$135.57 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i> | 06/01/2020 | \$34.81 | \$8.60 | \$15.77 | \$0.00 | \$59.18 |
| | 12/01/2020 | \$35.70 | \$8.60 | \$15.77 | \$0.00 | \$60.07 |
| | 06/01/2021 | \$36.62 | \$8.60 | \$15.77 | \$0.00 | \$60.99 |
| | 12/01/2021 | \$37.53 | \$8.60 | \$15.77 | \$0.00 | \$61.90 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)</i> | 06/01/2020 | \$37.10 | \$12.80 | \$9.45 | \$0.00 | \$59.35 |
| | 12/01/2020 | \$38.10 | \$12.80 | \$9.45 | \$0.00 | \$60.35 |
| ASPHALT RAKER <i>LABORERS - ZONE 2</i> | 06/01/2020 | \$34.31 | \$8.60 | \$15.77 | \$0.00 | \$58.68 |
| | 12/01/2020 | \$35.20 | \$8.60 | \$15.77 | \$0.00 | \$59.57 |
| | 06/01/2021 | \$36.12 | \$8.60 | \$15.77 | \$0.00 | \$60.49 |
| | 12/01/2021 | \$37.03 | \$8.60 | \$15.77 | \$0.00 | \$61.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2020 | \$49.33 | \$13.00 | \$15.70 | \$0.00 | \$78.03 |
| | 12/01/2020 | \$50.48 | \$13.00 | \$15.70 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$51.58 | \$13.00 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$52.73 | \$13.00 | \$15.70 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2020 | \$49.33 | \$13.00 | \$15.70 | \$0.00 | \$78.03 |
| | 12/01/2020 | \$50.48 | \$13.00 | \$15.70 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$51.58 | \$13.00 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$52.73 | \$13.00 | \$15.70 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i> | 06/01/2020 | \$34.31 | \$8.60 | \$15.77 | \$0.00 | \$58.68 |
| | 12/01/2020 | \$35.20 | \$8.60 | \$15.77 | \$0.00 | \$59.57 |
| | 06/01/2021 | \$36.12 | \$8.60 | \$15.77 | \$0.00 | \$60.49 |
| | 12/01/2021 | \$37.03 | \$8.60 | \$15.77 | \$0.00 | \$61.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i> | 06/01/2020 | \$34.81 | \$8.60 | \$15.77 | \$0.00 | \$59.18 |
| | 12/01/2020 | \$35.70 | \$8.60 | \$15.77 | \$0.00 | \$60.07 |
| | 06/01/2021 | \$36.62 | \$8.60 | \$15.77 | \$0.00 | \$60.99 |
| | 12/01/2021 | \$37.53 | \$8.60 | \$15.77 | \$0.00 | \$61.90 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BOILER MAKER <i>BOILERMAKERS LOCAL 29</i> | 01/01/2020 | \$46.10 | \$7.07 | \$17.98 | \$0.00 | \$71.15 |

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (LOWELL)</i> | 08/01/2020 | \$53.61 | \$10.75 | \$21.45 | \$0.00 | \$85.81 |
| | 02/01/2021 | \$54.21 | \$10.75 | \$21.45 | \$0.00 | \$86.41 |
| | 08/01/2021 | \$55.61 | \$10.75 | \$21.61 | \$0.00 | \$87.97 |
| | 02/01/2022 | \$56.19 | \$10.75 | \$21.61 | \$0.00 | \$88.55 |

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Lowell

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$26.81 | \$10.75 | \$21.45 | \$0.00 | \$59.01 |
| 2 | 60 | \$32.17 | \$10.75 | \$21.45 | \$0.00 | \$64.37 |
| 3 | 70 | \$37.53 | \$10.75 | \$21.45 | \$0.00 | \$69.73 |
| 4 | 80 | \$42.89 | \$10.75 | \$21.45 | \$0.00 | \$75.09 |
| 5 | 90 | \$48.25 | \$10.75 | \$21.45 | \$0.00 | \$80.45 |

Effective Date - 02/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$27.11 | \$10.75 | \$21.45 | \$0.00 | \$59.31 |
| 2 | 60 | \$32.53 | \$10.75 | \$21.45 | \$0.00 | \$64.73 |
| 3 | 70 | \$37.95 | \$10.75 | \$21.45 | \$0.00 | \$70.15 |
| 4 | 80 | \$43.37 | \$10.75 | \$21.45 | \$0.00 | \$75.57 |
| 5 | 90 | \$48.79 | \$10.75 | \$21.45 | \$0.00 | \$80.99 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|------------------------------------|------------|---------|---------|---------|--------|---------|
| BULLDOZER/GRADER/SCRAPER | 06/01/2020 | \$48.81 | \$13.00 | \$15.70 | \$0.00 | \$77.51 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2020 | \$49.95 | \$13.00 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.04 | \$13.00 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$52.18 | \$13.00 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING BOTTOM MAN | 06/01/2020 | \$40.30 | \$8.60 | \$17.24 | \$0.00 | \$66.14 |
| <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2020 | \$41.28 | \$8.60 | \$17.24 | \$0.00 | \$67.12 |
| | 06/01/2021 | \$42.30 | \$8.60 | \$17.24 | \$0.00 | \$68.14 |
| | 12/01/2021 | \$43.31 | \$8.60 | \$17.24 | \$0.00 | \$69.15 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING LABORER | 06/01/2020 | \$39.15 | \$8.60 | \$17.24 | \$0.00 | \$64.99 |
| <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2020 | \$40.13 | \$8.60 | \$17.24 | \$0.00 | \$65.97 |
| | 06/01/2021 | \$41.15 | \$8.60 | \$17.24 | \$0.00 | \$66.99 |
| | 12/01/2021 | \$42.16 | \$8.60 | \$17.24 | \$0.00 | \$68.00 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING TOP MAN | 06/01/2020 | \$39.15 | \$8.60 | \$17.24 | \$0.00 | \$64.99 |
| <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2020 | \$40.13 | \$8.60 | \$17.24 | \$0.00 | \$65.97 |
| | 06/01/2021 | \$41.15 | \$8.60 | \$17.24 | \$0.00 | \$66.99 |
| | 12/01/2021 | \$42.16 | \$8.60 | \$17.24 | \$0.00 | \$68.00 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|------------------------------------|------------|---------|--------|---------|--------|---------|
| CARBIDE CORE DRILL OPERATOR | 06/01/2020 | \$34.31 | \$8.60 | \$15.77 | \$0.00 | \$58.68 |
| <i>LABORERS - ZONE 2</i> | 12/01/2020 | \$35.20 | \$8.60 | \$15.77 | \$0.00 | \$59.57 |
| | 06/01/2021 | \$36.12 | \$8.60 | \$15.77 | \$0.00 | \$60.49 |
| | 12/01/2021 | \$37.03 | \$8.60 | \$15.77 | \$0.00 | \$61.40 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|---------------------------|------------|
| CARPENTER | 09/01/2020 | \$42.94 | \$9.40 | \$18.95 | \$0.00 | \$71.29 |
| CARPENTERS -ZONE 2 (Eastern Massachusetts) | 03/01/2021 | \$43.54 | \$9.40 | \$18.95 | \$0.00 | \$71.89 |
| | 09/01/2021 | \$44.19 | \$9.40 | \$18.95 | \$0.00 | \$72.54 |
| | 03/01/2022 | \$44.79 | \$9.40 | \$18.95 | \$0.00 | \$73.14 |
| | 09/01/2022 | \$45.44 | \$9.40 | \$18.95 | \$0.00 | \$73.79 |
| | 03/01/2023 | \$46.04 | \$9.40 | \$18.95 | \$0.00 | \$74.39 |

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.47 | \$9.40 | \$1.73 | \$0.00 | \$32.60 |
| 2 | 60 | \$25.76 | \$9.40 | \$1.73 | \$0.00 | \$36.89 |
| 3 | 70 | \$30.06 | \$9.40 | \$13.76 | \$0.00 | \$53.22 |
| 4 | 75 | \$32.21 | \$9.40 | \$13.76 | \$0.00 | \$55.37 |
| 5 | 80 | \$34.35 | \$9.40 | \$15.49 | \$0.00 | \$59.24 |
| 6 | 80 | \$34.35 | \$9.40 | \$15.49 | \$0.00 | \$59.24 |
| 7 | 90 | \$38.65 | \$9.40 | \$17.22 | \$0.00 | \$65.27 |
| 8 | 90 | \$38.65 | \$9.40 | \$17.22 | \$0.00 | \$65.27 |

Effective Date - 03/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.77 | \$9.40 | \$1.73 | \$0.00 | \$32.90 |
| 2 | 60 | \$26.12 | \$9.40 | \$1.73 | \$0.00 | \$37.25 |
| 3 | 70 | \$30.48 | \$9.40 | \$13.76 | \$0.00 | \$53.64 |
| 4 | 75 | \$32.66 | \$9.40 | \$13.76 | \$0.00 | \$55.82 |
| 5 | 80 | \$34.83 | \$9.40 | \$15.49 | \$0.00 | \$59.72 |
| 6 | 80 | \$34.83 | \$9.40 | \$15.49 | \$0.00 | \$59.72 |
| 7 | 90 | \$39.19 | \$9.40 | \$17.22 | \$0.00 | \$65.81 |
| 8 | 90 | \$39.19 | \$9.40 | \$17.22 | \$0.00 | \$65.81 |

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$30.45/ 3&4 \$36.42/ 5&6 \$54.95/ 7&8 \$60.97

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--------------------------------|------------|---------|--------|--------|--------|---------|
| CARPENTER WOOD FRAME | 04/01/2020 | \$22.66 | \$7.21 | \$4.80 | \$0.00 | \$34.67 |
| CARPENTERS-ZONE 3 (Wood Frame) | 04/01/2021 | \$23.16 | \$7.21 | \$4.80 | \$0.00 | \$35.17 |
| | 04/01/2022 | \$23.66 | \$7.21 | \$4.80 | \$0.00 | \$35.67 |
| | 04/01/2023 | \$24.16 | \$7.21 | \$4.80 | \$0.00 | \$36.17 |

All Aspects of New Wood Frame Work

Apprentice - CARPENTER (Wood Frame) - Zone 3

Effective Date - 04/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$13.60 | \$7.21 | \$0.00 | \$0.00 | \$20.81 |
| 2 | 60 | \$13.60 | \$7.21 | \$0.00 | \$0.00 | \$20.81 |
| 3 | 65 | \$14.73 | \$7.21 | \$0.00 | \$0.00 | \$21.94 |
| 4 | 70 | \$15.86 | \$7.21 | \$0.00 | \$0.00 | \$23.07 |
| 5 | 75 | \$17.00 | \$7.21 | \$3.80 | \$0.00 | \$28.01 |
| 6 | 80 | \$18.13 | \$7.21 | \$3.80 | \$0.00 | \$29.14 |
| 7 | 85 | \$19.26 | \$7.21 | \$3.80 | \$0.00 | \$30.27 |
| 8 | 90 | \$20.39 | \$7.21 | \$3.80 | \$0.00 | \$31.40 |

Effective Date - 04/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$13.90 | \$7.21 | \$0.00 | \$0.00 | \$21.11 |
| 2 | 60 | \$13.90 | \$7.21 | \$0.00 | \$0.00 | \$21.11 |
| 3 | 65 | \$15.05 | \$7.21 | \$0.00 | \$0.00 | \$22.26 |
| 4 | 70 | \$16.21 | \$7.21 | \$0.00 | \$0.00 | \$23.42 |
| 5 | 75 | \$17.37 | \$7.21 | \$3.80 | \$0.00 | \$28.38 |
| 6 | 80 | \$18.53 | \$7.21 | \$3.80 | \$0.00 | \$29.54 |
| 7 | 85 | \$19.69 | \$7.21 | \$3.80 | \$0.00 | \$30.70 |
| 8 | 90 | \$20.84 | \$7.21 | \$3.80 | \$0.00 | \$31.85 |

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$17.41/ 3&4 \$19.67/ 5&6 \$26.87/ 7&8 \$29.14

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (LOWELL) | 01/01/2020 | \$45.23 | \$12.75 | \$22.41 | \$0.62 | \$81.01 |
|---|------------|---------|---------|---------|--------|---------|

Apprentice - CEMENT MASONRY/PLASTERING - Lowell

Effective Date - 01/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$22.62 | \$12.75 | \$15.41 | \$0.00 | \$50.78 |
| 2 | 60 | \$27.14 | \$12.75 | \$17.41 | \$0.62 | \$57.92 |
| 3 | 65 | \$29.40 | \$12.75 | \$18.41 | \$0.62 | \$61.18 |
| 4 | 70 | \$31.66 | \$12.75 | \$19.41 | \$0.62 | \$64.44 |
| 5 | 75 | \$33.92 | \$12.75 | \$20.41 | \$0.62 | \$67.70 |
| 6 | 80 | \$36.18 | \$12.75 | \$21.41 | \$0.62 | \$70.96 |
| 7 | 90 | \$40.71 | \$12.75 | \$22.41 | \$0.62 | \$76.49 |

Notes:

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

Apprentice to Journeyworker Ratio:1:3

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| CHAIN SAW OPERATOR <i>LABORERS - ZONE 2</i> | 06/01/2020 | \$34.31 | \$8.60 | \$15.77 | \$0.00 | \$58.68 |
| | 12/01/2020 | \$35.20 | \$8.60 | \$15.77 | \$0.00 | \$59.57 |
| | 06/01/2021 | \$36.12 | \$8.60 | \$15.77 | \$0.00 | \$60.49 |
| | 12/01/2021 | \$37.03 | \$8.60 | \$15.77 | \$0.00 | \$61.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2020 | \$50.33 | \$13.00 | \$15.70 | \$0.00 | \$79.03 |
| | 12/01/2020 | \$51.48 | \$13.00 | \$15.70 | \$0.00 | \$80.18 |
| | 06/01/2021 | \$52.58 | \$13.00 | \$15.70 | \$0.00 | \$81.28 |
| | 12/01/2021 | \$53.73 | \$13.00 | \$15.70 | \$0.00 | \$82.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2020 | \$32.72 | \$13.00 | \$15.70 | \$0.00 | \$61.42 |
| | 12/01/2020 | \$33.50 | \$13.00 | \$15.70 | \$0.00 | \$62.20 |
| | 06/01/2021 | \$34.25 | \$13.00 | \$15.70 | \$0.00 | \$62.95 |
| | 12/01/2021 | \$35.04 | \$13.00 | \$15.70 | \$0.00 | \$63.74 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i> | 07/01/2020 | \$51.51 | \$8.25 | \$22.40 | \$0.00 | \$82.16 |
| | 01/01/2021 | \$52.06 | \$8.25 | \$22.75 | \$0.00 | \$83.06 |

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$25.76 | \$8.25 | \$0.00 | \$0.00 | \$34.01 |
| 2 | 55 | \$28.33 | \$8.25 | \$6.05 | \$0.00 | \$42.63 |
| 3 | 60 | \$30.91 | \$8.25 | \$6.60 | \$0.00 | \$45.76 |
| 4 | 65 | \$33.48 | \$8.25 | \$7.15 | \$0.00 | \$48.88 |
| 5 | 70 | \$36.06 | \$8.25 | \$19.10 | \$0.00 | \$63.41 |
| 6 | 75 | \$38.63 | \$8.25 | \$19.65 | \$0.00 | \$66.53 |
| 7 | 80 | \$41.21 | \$8.25 | \$20.20 | \$0.00 | \$69.66 |
| 8 | 90 | \$46.36 | \$8.25 | \$21.30 | \$0.00 | \$75.91 |

Effective Date - 01/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$26.03 | \$8.25 | \$0.00 | \$0.00 | \$34.28 |
| 2 | 55 | \$28.63 | \$8.25 | \$6.16 | \$0.00 | \$43.04 |
| 3 | 60 | \$31.24 | \$8.25 | \$6.72 | \$0.00 | \$46.21 |
| 4 | 65 | \$33.84 | \$8.25 | \$7.28 | \$0.00 | \$49.37 |
| 5 | 70 | \$36.44 | \$8.25 | \$19.39 | \$0.00 | \$64.08 |
| 6 | 75 | \$39.05 | \$8.25 | \$19.95 | \$0.00 | \$67.25 |
| 7 | 80 | \$41.65 | \$8.25 | \$20.51 | \$0.00 | \$70.41 |
| 8 | 90 | \$46.85 | \$8.25 | \$21.63 | \$0.00 | \$76.73 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| DEMO: ADZEMAN LABORERS - ZONE 2 | 12/01/2019 | \$39.30 | \$8.10 | \$16.60 | \$0.00 | \$64.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 2 | 12/01/2019 | \$40.30 | \$8.10 | \$16.60 | \$0.00 | \$65.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: BURNERS LABORERS - ZONE 2 | 12/01/2019 | \$40.05 | \$8.10 | \$16.60 | \$0.00 | \$64.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 2 | 12/01/2019 | \$40.30 | \$8.10 | \$16.60 | \$0.00 | \$65.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 2 | 12/01/2019 | \$40.05 | \$8.10 | \$16.60 | \$0.00 | \$64.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: WRECKING LABORER LABORERS - ZONE 2 | 12/01/2019 | \$39.30 | \$8.10 | \$16.60 | \$0.00 | \$64.00 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DIRECTIONAL DRILL MACHINE OPERATOR OPERATING ENGINEERS LOCAL 4 | 06/01/2020 | \$48.81 | \$13.00 | \$15.70 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$49.95 | \$13.00 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.04 | \$13.00 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$52.18 | \$13.00 | \$15.70 | \$0.00 | \$80.88 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DIVER 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) PILE DRIVER LOCAL 56 (ZONE 2) | 08/01/2020 | \$73.60 | \$9.40 | \$23.12 | \$0.00 | \$106.12 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| 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 | 09/06/2020 | \$44.42 | \$11.13 | \$17.34 | \$0.00 | \$72.89 |
| | 09/05/2021 | \$45.01 | \$11.57 | \$17.42 | \$0.00 | \$74.00 |
| | 09/04/2022 | \$45.59 | \$12.20 | \$17.50 | \$0.00 | \$75.29 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 96

Effective Date - 09/06/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$17.77 | \$11.13 | \$0.53 | \$0.00 | \$29.43 |
| 2 | 43 | \$19.10 | \$11.13 | \$0.57 | \$0.00 | \$30.80 |
| 3 | 48 | \$21.32 | \$11.13 | \$14.11 | \$0.00 | \$46.56 |
| 4 | 55 | \$24.43 | \$11.13 | \$14.54 | \$0.00 | \$50.10 |
| 5 | 65 | \$28.87 | \$11.13 | \$15.17 | \$0.00 | \$55.17 |
| 6 | 80 | \$35.54 | \$11.13 | \$16.10 | \$0.00 | \$62.77 |

Notes:

Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

Apprentice to Journeyworker Ratio:2:3***

| | | | | | | |
|--------------------------------|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR | 01/01/2020 | \$54.85 | \$15.73 | \$18.41 | \$0.00 | \$88.99 |
| ELEVATOR CONSTRUCTORS LOCAL 41 | 01/01/2021 | \$56.69 | \$15.88 | \$19.31 | \$0.00 | \$91.88 |
| | 01/01/2022 | \$58.62 | \$16.03 | \$20.21 | \$0.00 | \$94.86 |

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2020

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

Effective Date - 01/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$28.35 | \$15.88 | \$0.00 | \$0.00 | \$44.23 |
| 2 | 55 | \$31.18 | \$15.88 | \$19.31 | \$0.00 | \$66.37 |
| 3 | 65 | \$36.85 | \$15.88 | \$19.31 | \$0.00 | \$72.04 |
| 4 | 70 | \$39.68 | \$15.88 | \$19.31 | \$0.00 | \$74.87 |
| 5 | 80 | \$45.35 | \$15.88 | \$19.31 | \$0.00 | \$80.54 |

Notes:

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

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--------------------------------|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR HELPER | 01/01/2020 | \$38.40 | \$15.73 | \$18.41 | \$0.00 | \$72.54 |
| ELEVATOR CONSTRUCTORS LOCAL 41 | 01/01/2021 | \$39.68 | \$15.88 | \$19.31 | \$0.00 | \$74.87 |
| | 01/01/2022 | \$41.03 | \$16.03 | \$20.21 | \$0.00 | \$77.27 |

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 2</i> | 06/01/2020 | \$34.31 | \$8.60 | \$15.77 | \$0.00 | \$58.68 |
| | 12/01/2020 | \$35.20 | \$8.60 | \$15.77 | \$0.00 | \$59.57 |
| | 06/01/2021 | \$36.12 | \$8.60 | \$15.77 | \$0.00 | \$60.49 |
| | 12/01/2021 | \$37.03 | \$8.60 | \$15.77 | \$0.00 | \$61.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 05/01/2020 | \$44.73 | \$12.50 | \$15.70 | \$0.00 | \$72.93 |
| | 11/01/2020 | \$45.73 | \$12.50 | \$15.70 | \$0.00 | \$73.93 |
| | 05/01/2021 | \$46.88 | \$12.50 | \$15.70 | \$0.00 | \$75.08 |
| | 11/01/2021 | \$47.88 | \$12.50 | \$15.70 | \$0.00 | \$76.08 |
| | 05/01/2022 | \$49.03 | \$12.50 | \$15.70 | \$0.00 | \$77.23 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 05/01/2020 | \$46.23 | \$12.50 | \$15.70 | \$0.00 | \$74.43 |
| | 11/01/2020 | \$47.24 | \$12.50 | \$15.70 | \$0.00 | \$75.44 |
| | 05/01/2021 | \$48.40 | \$12.50 | \$15.70 | \$0.00 | \$76.60 |
| | 11/01/2021 | \$49.41 | \$12.50 | \$15.70 | \$0.00 | \$77.61 |
| | 05/01/2022 | \$50.57 | \$12.50 | \$15.70 | \$0.00 | \$78.77 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 05/01/2020 | \$22.64 | \$12.50 | \$15.70 | \$0.00 | \$50.84 |
| | 11/01/2020 | \$23.23 | \$12.50 | \$15.70 | \$0.00 | \$51.43 |
| | 05/01/2021 | \$23.91 | \$12.50 | \$15.70 | \$0.00 | \$52.11 |
| | 11/01/2021 | \$24.51 | \$12.50 | \$15.70 | \$0.00 | \$52.71 |
| | 05/01/2022 | \$25.18 | \$12.50 | \$15.70 | \$0.00 | \$53.38 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 96</i> | 09/06/2020 | \$44.42 | \$11.13 | \$17.34 | \$0.00 | \$72.89 |
| | 09/05/2021 | \$45.01 | \$11.57 | \$17.42 | \$0.00 | \$74.00 |
| | 09/04/2022 | \$45.59 | \$12.20 | \$17.50 | \$0.00 | \$75.29 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| FIRE ALARM REPAIR / MAINT/COMMISSIONING <i>ELECTRICIANS LOCAL 96</i> | 09/06/2020 | \$44.42 | \$11.13 | \$17.34 | \$0.00 | \$72.89 |
| | 09/05/2021 | \$45.01 | \$11.57 | \$17.42 | \$0.00 | \$74.00 |
| | 09/04/2022 | \$45.59 | \$12.20 | \$17.50 | \$0.00 | \$75.29 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2020 | \$40.30 | \$13.00 | \$15.70 | \$0.00 | \$69.00 |
| | 12/01/2020 | \$41.25 | \$13.00 | \$15.70 | \$0.00 | \$69.95 |
| | 06/01/2021 | \$42.16 | \$13.00 | \$15.70 | \$0.00 | \$70.86 |
| | 12/01/2021 | \$43.11 | \$13.00 | \$15.70 | \$0.00 | \$71.81 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i> | 06/01/2020 | \$23.50 | \$8.60 | \$15.77 | \$0.00 | \$47.87 |
| | 12/01/2020 | \$24.50 | \$8.60 | \$15.77 | \$0.00 | \$48.87 |
| | 06/01/2021 | \$24.50 | \$8.60 | \$15.77 | \$0.00 | \$48.87 |
| | 12/01/2021 | \$24.50 | \$8.60 | \$15.77 | \$0.00 | \$48.87 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE II</i> | 09/01/2020 | \$45.48 | \$9.40 | \$19.25 | \$0.00 | \$74.13 |
| | 03/01/2021 | \$46.28 | \$9.40 | \$19.25 | \$0.00 | \$74.93 |
| | 09/01/2021 | \$47.08 | \$9.40 | \$19.25 | \$0.00 | \$75.73 |
| | 03/01/2022 | \$47.88 | \$9.40 | \$19.25 | \$0.00 | \$76.53 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone II

Effective Date - 09/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$22.74 | \$9.40 | \$1.79 | \$0.00 | \$33.93 |
| 2 | 55 | \$25.01 | \$9.40 | \$1.79 | \$0.00 | \$36.20 |
| 3 | 60 | \$27.29 | \$9.40 | \$13.88 | \$0.00 | \$50.57 |
| 4 | 65 | \$29.56 | \$9.40 | \$13.88 | \$0.00 | \$52.84 |
| 5 | 70 | \$31.84 | \$9.40 | \$15.67 | \$0.00 | \$56.91 |
| 6 | 75 | \$34.11 | \$9.40 | \$15.67 | \$0.00 | \$59.18 |
| 7 | 80 | \$36.38 | \$9.40 | \$17.46 | \$0.00 | \$63.24 |
| 8 | 85 | \$38.66 | \$9.40 | \$17.46 | \$0.00 | \$65.52 |

Effective Date - 03/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$23.14 | \$9.40 | \$1.79 | \$0.00 | \$34.33 |
| 2 | 55 | \$25.45 | \$9.40 | \$1.79 | \$0.00 | \$36.64 |
| 3 | 60 | \$27.77 | \$9.40 | \$13.88 | \$0.00 | \$51.05 |
| 4 | 65 | \$30.08 | \$9.40 | \$13.88 | \$0.00 | \$53.36 |
| 5 | 70 | \$32.40 | \$9.40 | \$15.67 | \$0.00 | \$57.47 |
| 6 | 75 | \$34.71 | \$9.40 | \$15.67 | \$0.00 | \$59.78 |
| 7 | 80 | \$37.02 | \$9.40 | \$17.46 | \$0.00 | \$63.88 |
| 8 | 85 | \$39.34 | \$9.40 | \$17.46 | \$0.00 | \$66.20 |

Notes: Steps are 750 hrs.
 % After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
 Step 1&2 \$31.66/ 3&4 \$37.93/ 5&6 \$56.91/ 7&8 \$63.24

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4 | 06/01/2020 | \$49.33 | \$13.00 | \$15.70 | \$0.00 | \$78.03 |
| | 12/01/2020 | \$50.48 | \$13.00 | \$15.70 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$51.58 | \$13.00 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$52.73 | \$13.00 | \$15.70 | \$0.00 | \$81.43 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4 | 06/01/2020 | \$32.72 | \$13.00 | \$15.70 | \$0.00 | \$61.42 |
| | 12/01/2020 | \$33.50 | \$13.00 | \$15.70 | \$0.00 | \$62.20 |
| | 06/01/2021 | \$34.25 | \$13.00 | \$15.70 | \$0.00 | \$62.95 |
| | 12/01/2021 | \$35.04 | \$13.00 | \$15.70 | \$0.00 | \$63.74 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2) | 07/01/2020 | \$41.01 | \$8.25 | \$22.40 | \$0.00 | \$71.66 |
| | 01/01/2021 | \$41.56 | \$8.25 | \$22.75 | \$0.00 | \$72.56 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.51 | \$8.25 | \$0.00 | \$0.00 | \$28.76 |
| 2 | 55 | \$22.56 | \$8.25 | \$6.05 | \$0.00 | \$36.86 |
| 3 | 60 | \$24.61 | \$8.25 | \$6.60 | \$0.00 | \$39.46 |
| 4 | 65 | \$26.66 | \$8.25 | \$7.15 | \$0.00 | \$42.06 |
| 5 | 70 | \$28.71 | \$8.25 | \$19.10 | \$0.00 | \$56.06 |
| 6 | 75 | \$30.76 | \$8.25 | \$19.65 | \$0.00 | \$58.66 |
| 7 | 80 | \$32.81 | \$8.25 | \$20.20 | \$0.00 | \$61.26 |
| 8 | 90 | \$36.91 | \$8.25 | \$21.30 | \$0.00 | \$66.46 |

Effective Date - 01/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.78 | \$8.25 | \$0.00 | \$0.00 | \$29.03 |
| 2 | 55 | \$22.86 | \$8.25 | \$6.16 | \$0.00 | \$37.27 |
| 3 | 60 | \$24.94 | \$8.25 | \$6.72 | \$0.00 | \$39.91 |
| 4 | 65 | \$27.01 | \$8.25 | \$7.28 | \$0.00 | \$42.54 |
| 5 | 70 | \$29.09 | \$8.25 | \$19.39 | \$0.00 | \$56.73 |
| 6 | 75 | \$31.17 | \$8.25 | \$19.95 | \$0.00 | \$59.37 |
| 7 | 80 | \$33.25 | \$8.25 | \$20.51 | \$0.00 | \$62.01 |
| 8 | 90 | \$37.40 | \$8.25 | \$21.63 | \$0.00 | \$67.28 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|-----------------------------------|------------|---------|---------|---------|--------|---------|
| HOISTING ENGINEER/CRANES/GRADALLS | 06/01/2020 | \$49.33 | \$13.00 | \$15.70 | \$0.00 | \$78.03 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2020 | \$50.48 | \$13.00 | \$15.70 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$51.58 | \$13.00 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$52.73 | \$13.00 | \$15.70 | \$0.00 | \$81.43 |

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$27.13 | \$13.00 | \$0.00 | \$0.00 | \$40.13 |
| 2 | 60 | \$29.60 | \$13.00 | \$15.70 | \$0.00 | \$58.30 |
| 3 | 65 | \$32.06 | \$13.00 | \$15.70 | \$0.00 | \$60.76 |
| 4 | 70 | \$34.53 | \$13.00 | \$15.70 | \$0.00 | \$63.23 |
| 5 | 75 | \$37.00 | \$13.00 | \$15.70 | \$0.00 | \$65.70 |
| 6 | 80 | \$39.46 | \$13.00 | \$15.70 | \$0.00 | \$68.16 |
| 7 | 85 | \$41.93 | \$13.00 | \$15.70 | \$0.00 | \$70.63 |
| 8 | 90 | \$44.40 | \$13.00 | \$15.70 | \$0.00 | \$73.10 |

Effective Date - 12/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$27.76 | \$13.00 | \$0.00 | \$0.00 | \$40.76 |
| 2 | 60 | \$30.29 | \$13.00 | \$15.70 | \$0.00 | \$58.99 |
| 3 | 65 | \$32.81 | \$13.00 | \$15.70 | \$0.00 | \$61.51 |
| 4 | 70 | \$35.34 | \$13.00 | \$15.70 | \$0.00 | \$64.04 |
| 5 | 75 | \$37.86 | \$13.00 | \$15.70 | \$0.00 | \$66.56 |
| 6 | 80 | \$40.38 | \$13.00 | \$15.70 | \$0.00 | \$69.08 |
| 7 | 85 | \$42.91 | \$13.00 | \$15.70 | \$0.00 | \$71.61 |
| 8 | 90 | \$45.43 | \$13.00 | \$15.70 | \$0.00 | \$74.13 |

Notes:

Apprentice to Journeyworker Ratio:1:6

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63 | 01/01/2020 | \$36.99 | \$10.64 | \$16.22 | \$1.77 | \$65.62 |
| For apprentice rates see "Apprentice- SHEET METAL WORKER" | | | | | | |
| HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 96 | 09/06/2020 | \$44.42 | \$11.13 | \$17.34 | \$0.00 | \$72.89 |
| | 09/05/2021 | \$45.01 | \$11.57 | \$17.42 | \$0.00 | \$74.00 |
| | 09/04/2022 | \$45.59 | \$12.20 | \$17.50 | \$0.00 | \$75.29 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 63 | 01/01/2020 | \$36.99 | \$10.64 | \$16.22 | \$1.77 | \$65.62 |
| For apprentice rates see "Apprentice- SHEET METAL WORKER" | | | | | | |
| HVAC (TESTING AND BALANCING - WATER) PLUMBERS LOCAL 4 | 09/01/2020 | \$46.91 | \$9.80 | \$15.71 | \$0.00 | \$72.42 |
| | 03/01/2021 | \$47.91 | \$9.80 | \$15.71 | \$0.00 | \$73.42 |
| | 09/01/2021 | \$48.91 | \$9.80 | \$15.71 | \$0.00 | \$74.42 |
| | 03/01/2022 | \$49.91 | \$9.80 | \$15.71 | \$0.00 | \$75.42 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HVAC MECHANIC PLUMBERS LOCAL 4 | 09/01/2020 | \$46.91 | \$9.80 | \$15.71 | \$0.00 | \$72.42 |
| | 03/01/2021 | \$47.91 | \$9.80 | \$15.71 | \$0.00 | \$73.42 |
| | 09/01/2021 | \$48.91 | \$9.80 | \$15.71 | \$0.00 | \$74.42 |
| | 03/01/2022 | \$49.91 | \$9.80 | \$15.71 | \$0.00 | \$75.42 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HYDRAULIC DRILLS LABORERS - ZONE 2 | 06/01/2020 | \$34.81 | \$8.60 | \$15.77 | \$0.00 | \$59.18 |
| | 12/01/2020 | \$35.70 | \$8.60 | \$15.77 | \$0.00 | \$60.07 |
| | 06/01/2021 | \$36.62 | \$8.60 | \$15.77 | \$0.00 | \$60.99 |
| | 12/01/2021 | \$37.53 | \$8.60 | \$15.77 | \$0.00 | \$61.90 |

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (WORCESTER) | 09/01/2020 | \$44.10 | \$13.80 | \$17.14 | \$0.00 | \$75.04 |
| | 09/01/2021 | \$46.50 | \$13.80 | \$17.14 | \$0.00 | \$77.44 |
| | 09/01/2022 | \$48.95 | \$13.80 | \$17.14 | \$0.00 | \$79.89 |

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

| Effective Date - 09/01/2020 | | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|-----------------------------|---------|----------------------|---------|---------|---------------------------|------------|
| Step | percent | | | | | |
| 1 | 50 | \$22.05 | \$13.80 | \$12.42 | \$0.00 | \$48.27 |
| 2 | 60 | \$26.46 | \$13.80 | \$13.36 | \$0.00 | \$53.62 |
| 3 | 70 | \$30.87 | \$13.80 | \$14.31 | \$0.00 | \$58.98 |
| 4 | 80 | \$35.28 | \$13.80 | \$15.25 | \$0.00 | \$64.33 |

| Effective Date - 09/01/2021 | | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|-----------------------------|---------|----------------------|---------|---------|---------------------------|------------|
| Step | percent | | | | | |
| 1 | 50 | \$23.25 | \$13.80 | \$12.42 | \$0.00 | \$49.47 |
| 2 | 60 | \$27.90 | \$13.80 | \$13.36 | \$0.00 | \$55.06 |
| 3 | 70 | \$32.55 | \$13.80 | \$14.31 | \$0.00 | \$60.66 |
| 4 | 80 | \$37.20 | \$13.80 | \$15.25 | \$0.00 | \$66.25 |

Notes:
Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| IRONWORKER/WELDER IRONWORKERS LOCAL 7 (WORCESTER AREA) | 03/16/2019 | \$46.36 | \$8.00 | \$23.50 | \$0.00 | \$77.86 |
|---|------------|---------|--------|---------|--------|---------|

Apprentice - IRONWORKER - Local 7 Worcester

| Effective Date - 03/16/2019 | | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|-----------------------------|---------|----------------------|--------|---------|---------------------------|------------|
| Step | percent | | | | | |
| 1 | 60 | \$27.82 | \$8.00 | \$23.50 | \$0.00 | \$59.32 |
| 2 | 70 | \$32.45 | \$8.00 | \$23.50 | \$0.00 | \$63.95 |
| 3 | 75 | \$34.77 | \$8.00 | \$23.50 | \$0.00 | \$66.27 |
| 4 | 80 | \$37.09 | \$8.00 | \$23.50 | \$0.00 | \$68.59 |
| 5 | 85 | \$39.41 | \$8.00 | \$23.50 | \$0.00 | \$70.91 |
| 6 | 90 | \$41.72 | \$8.00 | \$23.50 | \$0.00 | \$73.22 |

Notes:
Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 2 | 06/01/2020 | \$34.31 | \$8.60 | \$15.77 | \$0.00 | \$58.68 |
| | 12/01/2020 | \$35.20 | \$8.60 | \$15.77 | \$0.00 | \$59.57 |
| | 06/01/2021 | \$36.12 | \$8.60 | \$15.77 | \$0.00 | \$60.49 |
| | 12/01/2021 | \$37.03 | \$8.60 | \$15.77 | \$0.00 | \$61.40 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|------------------------------|------------|---------|--------|---------|--------|---------|
| LABORER LABORERS - ZONE 2 | 06/01/2020 | \$34.06 | \$8.60 | \$15.77 | \$0.00 | \$58.43 |
| | 12/01/2020 | \$34.95 | \$8.60 | \$15.77 | \$0.00 | \$59.32 |
| | 06/01/2021 | \$35.87 | \$8.60 | \$15.77 | \$0.00 | \$60.24 |
| | 12/01/2021 | \$36.78 | \$8.60 | \$15.77 | \$0.00 | \$61.15 |

Apprentice - LABORER - Zone 2

Effective Date - 06/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$20.44 | \$8.60 | \$15.77 | \$0.00 | \$44.81 |
| 2 | 70 | \$23.84 | \$8.60 | \$15.77 | \$0.00 | \$48.21 |
| 3 | 80 | \$27.25 | \$8.60 | \$15.77 | \$0.00 | \$51.62 |
| 4 | 90 | \$30.65 | \$8.60 | \$15.77 | \$0.00 | \$55.02 |

Effective Date - 12/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$20.97 | \$8.60 | \$15.77 | \$0.00 | \$45.34 |
| 2 | 70 | \$24.47 | \$8.60 | \$15.77 | \$0.00 | \$48.84 |
| 3 | 80 | \$27.96 | \$8.60 | \$15.77 | \$0.00 | \$52.33 |
| 4 | 90 | \$31.46 | \$8.60 | \$15.77 | \$0.00 | \$55.83 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| LABORER: CARPENTER TENDER LABORERS - ZONE 2 | 06/01/2020 | \$34.06 | \$8.60 | \$15.77 | \$0.00 | \$58.43 |
| | 12/01/2020 | \$34.95 | \$8.60 | \$15.77 | \$0.00 | \$59.32 |
| | 06/01/2021 | \$35.87 | \$8.60 | \$15.77 | \$0.00 | \$60.24 |
| | 12/01/2021 | \$36.78 | \$8.60 | \$15.77 | \$0.00 | \$61.15 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 2 | 06/01/2020 | \$34.06 | \$8.60 | \$15.77 | \$0.00 | \$58.43 |
| | 12/01/2020 | \$34.95 | \$8.60 | \$15.77 | \$0.00 | \$59.32 |
| | 06/01/2021 | \$35.87 | \$8.60 | \$15.77 | \$0.00 | \$60.24 |
| | 12/01/2021 | \$36.78 | \$8.60 | \$15.77 | \$0.00 | \$61.15 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 2 | 06/01/2020 | \$34.15 | \$8.60 | \$15.83 | \$0.00 | \$58.58 |
|--|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| LABORER: MASON TENDER LABORERS - ZONE 2 | 06/01/2020 | \$34.31 | \$8.60 | \$15.77 | \$0.00 | \$58.68 |
| | 12/01/2020 | \$35.20 | \$8.60 | \$15.77 | \$0.00 | \$59.57 |
| | 06/01/2021 | \$36.12 | \$8.60 | \$15.77 | \$0.00 | \$60.49 |
| | 12/01/2021 | \$37.03 | \$8.60 | \$15.77 | \$0.00 | \$61.40 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i> | 06/01/2020 | \$34.06 | \$8.60 | \$15.77 | \$0.00 | \$58.43 |
| | 12/01/2020 | \$34.95 | \$8.60 | \$15.77 | \$0.00 | \$59.32 |
| | 06/01/2021 | \$35.87 | \$8.60 | \$15.77 | \$0.00 | \$60.24 |
| | 12/01/2021 | \$36.78 | \$8.60 | \$15.77 | \$0.00 | \$61.15 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i> | 06/01/2020 | \$34.06 | \$8.60 | \$15.77 | \$0.00 | \$58.43 |
| | 12/01/2020 | \$34.95 | \$8.60 | \$15.77 | \$0.00 | \$59.32 |
| | 06/01/2021 | \$35.87 | \$8.60 | \$15.77 | \$0.00 | \$60.24 |
| | 12/01/2021 | \$36.78 | \$8.60 | \$15.77 | \$0.00 | \$61.15 |
| This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction. For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i> | 06/01/2020 | \$34.31 | \$8.60 | \$15.77 | \$0.00 | \$58.68 |
| | 12/01/2020 | \$35.20 | \$8.60 | \$15.77 | \$0.00 | \$59.57 |
| | 06/01/2021 | \$36.12 | \$8.60 | \$15.77 | \$0.00 | \$60.49 |
| | 12/01/2021 | \$37.03 | \$8.60 | \$15.77 | \$0.00 | \$61.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 08/01/2020 | \$42.57 | \$10.75 | \$20.27 | \$0.00 | \$73.59 |
| | 02/01/2021 | \$43.08 | \$10.75 | \$20.27 | \$0.00 | \$74.10 |
| | 08/01/2021 | \$44.20 | \$10.75 | \$20.43 | \$0.00 | \$75.38 |
| | 02/01/2022 | \$44.67 | \$10.75 | \$20.43 | \$0.00 | \$75.85 |

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$21.29 | \$10.75 | \$20.27 | \$0.00 | \$52.31 |
| 2 | 60 | \$25.54 | \$10.75 | \$20.27 | \$0.00 | \$56.56 |
| 3 | 70 | \$29.80 | \$10.75 | \$20.27 | \$0.00 | \$60.82 |
| 4 | 80 | \$34.06 | \$10.75 | \$20.27 | \$0.00 | \$65.08 |
| 5 | 90 | \$38.31 | \$10.75 | \$20.27 | \$0.00 | \$69.33 |

Effective Date - 02/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$21.54 | \$10.75 | \$20.27 | \$0.00 | \$52.56 |
| 2 | 60 | \$25.85 | \$10.75 | \$20.27 | \$0.00 | \$56.87 |
| 3 | 70 | \$30.16 | \$10.75 | \$20.27 | \$0.00 | \$61.18 |
| 4 | 80 | \$34.46 | \$10.75 | \$20.27 | \$0.00 | \$65.48 |
| 5 | 90 | \$38.77 | \$10.75 | \$20.27 | \$0.00 | \$69.79 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| MARBLE MASONS, TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 08/01/2020 | \$55.77 | \$10.75 | \$22.08 | \$0.00 | \$88.60 |
| | 02/01/2021 | \$56.41 | \$10.75 | \$22.08 | \$0.00 | \$89.24 |
| | 08/01/2021 | \$57.81 | \$10.75 | \$22.24 | \$0.00 | \$90.80 |
| | 02/01/2022 | \$58.38 | \$10.75 | \$22.24 | \$0.00 | \$91.37 |

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$27.89 | \$10.75 | \$22.08 | \$0.00 | \$60.72 |
| 2 | 60 | \$33.46 | \$10.75 | \$22.08 | \$0.00 | \$66.29 |
| 3 | 70 | \$39.04 | \$10.75 | \$22.08 | \$0.00 | \$71.87 |
| 4 | 80 | \$44.62 | \$10.75 | \$22.08 | \$0.00 | \$77.45 |
| 5 | 90 | \$50.19 | \$10.75 | \$22.08 | \$0.00 | \$83.02 |

Effective Date - 02/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$28.21 | \$10.75 | \$22.08 | \$0.00 | \$61.04 |
| 2 | 60 | \$33.85 | \$10.75 | \$22.08 | \$0.00 | \$66.68 |
| 3 | 70 | \$39.49 | \$10.75 | \$22.08 | \$0.00 | \$72.32 |
| 4 | 80 | \$45.13 | \$10.75 | \$22.08 | \$0.00 | \$77.96 |
| 5 | 90 | \$50.77 | \$10.75 | \$22.08 | \$0.00 | \$83.60 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| MECH. SWEEPER OPERATOR (ON CONST. SITES) OPERATING ENGINEERS LOCAL 4 | 06/01/2020 | \$48.81 | \$13.00 | \$15.70 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$49.95 | \$13.00 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.04 | \$13.00 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$52.18 | \$13.00 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| MECHANICS MAINTENANCE OPERATING ENGINEERS LOCAL 4 | 06/01/2020 | \$48.81 | \$13.00 | \$15.70 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$49.95 | \$13.00 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.04 | \$13.00 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$52.18 | \$13.00 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|----------------------|--------|---------|---------------------------|------------|
| Apprentice - MILLWRIGHT - Local 1121 Zone 3 | | | | | | |
| Effective Date - 04/01/2019 | | | | | | |
| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
| 1 | 55 | \$20.41 | \$9.90 | \$5.31 | \$0.00 | \$35.62 |
| 2 | 65 | \$24.12 | \$9.90 | \$15.13 | \$0.00 | \$49.15 |
| 3 | 75 | \$27.83 | \$9.90 | \$16.10 | \$0.00 | \$53.83 |
| 4 | 85 | \$31.54 | \$9.90 | \$17.06 | \$0.00 | \$58.50 |

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|-----------------------------------|------------|---------|--------|---------|--------|---------|
| MORTAR MIXER LABORERS - ZONE 2 | 06/01/2020 | \$34.31 | \$8.60 | \$15.77 | \$0.00 | \$58.68 |
| | 12/01/2020 | \$35.20 | \$8.60 | \$15.77 | \$0.00 | \$59.57 |
| | 06/01/2021 | \$36.12 | \$8.60 | \$15.77 | \$0.00 | \$60.49 |
| | 12/01/2021 | \$37.03 | \$8.60 | \$15.77 | \$0.00 | \$61.40 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| OILER (OTHER THAN TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4 | 06/01/2020 | \$23.13 | \$13.00 | \$15.70 | \$0.00 | \$51.83 |
| | 12/01/2020 | \$23.70 | \$13.00 | \$15.70 | \$0.00 | \$52.40 |
| | 06/01/2021 | \$24.25 | \$13.00 | \$15.70 | \$0.00 | \$52.95 |
| | 12/01/2021 | \$24.83 | \$13.00 | \$15.70 | \$0.00 | \$53.53 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4 | 06/01/2020 | \$27.79 | \$13.00 | \$15.70 | \$0.00 | \$56.49 |
| | 12/01/2020 | \$28.47 | \$13.00 | \$15.70 | \$0.00 | \$57.17 |
| | 06/01/2021 | \$29.11 | \$13.00 | \$15.70 | \$0.00 | \$57.81 |
| | 12/01/2021 | \$29.79 | \$13.00 | \$15.70 | \$0.00 | \$58.49 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4 | 06/01/2020 | \$48.81 | \$13.00 | \$15.70 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$49.95 | \$13.00 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.04 | \$13.00 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$52.18 | \$13.00 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2 | 07/01/2020 | \$51.51 | \$8.25 | \$22.40 | \$0.00 | \$82.16 |
| | 01/01/2021 | \$52.06 | \$8.25 | \$22.75 | \$0.00 | \$83.06 |

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$25.76 | \$8.25 | \$0.00 | \$0.00 | \$34.01 |
| 2 | 55 | \$28.33 | \$8.25 | \$6.05 | \$0.00 | \$42.63 |
| 3 | 60 | \$30.91 | \$8.25 | \$6.60 | \$0.00 | \$45.76 |
| 4 | 65 | \$33.48 | \$8.25 | \$7.15 | \$0.00 | \$48.88 |
| 5 | 70 | \$36.06 | \$8.25 | \$19.10 | \$0.00 | \$63.41 |
| 6 | 75 | \$38.63 | \$8.25 | \$19.65 | \$0.00 | \$66.53 |
| 7 | 80 | \$41.21 | \$8.25 | \$20.20 | \$0.00 | \$69.66 |
| 8 | 90 | \$46.36 | \$8.25 | \$21.30 | \$0.00 | \$75.91 |

Effective Date - 01/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$26.03 | \$8.25 | \$0.00 | \$0.00 | \$34.28 |
| 2 | 55 | \$28.63 | \$8.25 | \$6.16 | \$0.00 | \$43.04 |
| 3 | 60 | \$31.24 | \$8.25 | \$6.72 | \$0.00 | \$46.21 |
| 4 | 65 | \$33.84 | \$8.25 | \$7.28 | \$0.00 | \$49.37 |
| 5 | 70 | \$36.44 | \$8.25 | \$19.39 | \$0.00 | \$64.08 |
| 6 | 75 | \$39.05 | \$8.25 | \$19.95 | \$0.00 | \$67.25 |
| 7 | 80 | \$41.65 | \$8.25 | \$20.51 | \$0.00 | \$70.41 |
| 8 | 90 | \$46.85 | \$8.25 | \$21.63 | \$0.00 | \$76.73 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, NEW) * | 07/01/2020 | \$41.21 | \$8.25 | \$22.40 | \$0.00 | \$71.86 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 | 01/01/2021 | \$42.96 | \$8.25 | \$22.75 | \$0.00 | \$73.96 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.61 | \$8.25 | \$0.00 | \$0.00 | \$28.86 |
| 2 | 55 | \$22.67 | \$8.25 | \$6.05 | \$0.00 | \$36.97 |
| 3 | 60 | \$24.73 | \$8.25 | \$6.60 | \$0.00 | \$39.58 |
| 4 | 65 | \$26.79 | \$8.25 | \$7.15 | \$0.00 | \$42.19 |
| 5 | 70 | \$28.85 | \$8.25 | \$19.10 | \$0.00 | \$56.20 |
| 6 | 75 | \$30.91 | \$8.25 | \$19.65 | \$0.00 | \$58.81 |
| 7 | 80 | \$32.97 | \$8.25 | \$20.20 | \$0.00 | \$61.42 |
| 8 | 90 | \$37.09 | \$8.25 | \$21.30 | \$0.00 | \$66.64 |

Effective Date - 01/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.48 | \$8.25 | \$0.00 | \$0.00 | \$29.73 |
| 2 | 55 | \$23.63 | \$8.25 | \$6.16 | \$0.00 | \$38.04 |
| 3 | 60 | \$25.78 | \$8.25 | \$6.72 | \$0.00 | \$40.75 |
| 4 | 65 | \$27.92 | \$8.25 | \$7.28 | \$0.00 | \$43.45 |
| 5 | 70 | \$30.07 | \$8.25 | \$19.39 | \$0.00 | \$57.71 |
| 6 | 75 | \$32.22 | \$8.25 | \$19.95 | \$0.00 | \$60.42 |
| 7 | 80 | \$34.37 | \$8.25 | \$20.51 | \$0.00 | \$63.13 |
| 8 | 90 | \$38.66 | \$8.25 | \$21.63 | \$0.00 | \$68.54 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---------------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, REPAINT) | 07/01/2020 | \$40.47 | \$8.25 | \$22.40 | \$0.00 | \$71.12 |
| PAINTERS LOCAL 35 - ZONE 2 | 01/01/2021 | \$41.02 | \$8.25 | \$22.75 | \$0.00 | \$72.02 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.24 | \$8.25 | \$0.00 | \$0.00 | \$28.49 |
| 2 | 55 | \$22.26 | \$8.25 | \$6.05 | \$0.00 | \$36.56 |
| 3 | 60 | \$24.28 | \$8.25 | \$6.60 | \$0.00 | \$39.13 |
| 4 | 65 | \$26.31 | \$8.25 | \$7.15 | \$0.00 | \$41.71 |
| 5 | 70 | \$28.33 | \$8.25 | \$19.10 | \$0.00 | \$55.68 |
| 6 | 75 | \$30.35 | \$8.25 | \$19.65 | \$0.00 | \$58.25 |
| 7 | 80 | \$32.38 | \$8.25 | \$20.20 | \$0.00 | \$60.83 |
| 8 | 90 | \$36.42 | \$8.25 | \$21.30 | \$0.00 | \$65.97 |

Effective Date - 01/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.51 | \$8.25 | \$0.00 | \$0.00 | \$28.76 |
| 2 | 55 | \$22.56 | \$8.25 | \$6.16 | \$0.00 | \$36.97 |
| 3 | 60 | \$24.61 | \$8.25 | \$6.72 | \$0.00 | \$39.58 |
| 4 | 65 | \$26.66 | \$8.25 | \$7.28 | \$0.00 | \$42.19 |
| 5 | 70 | \$28.71 | \$8.25 | \$19.39 | \$0.00 | \$56.35 |
| 6 | 75 | \$30.77 | \$8.25 | \$19.95 | \$0.00 | \$58.97 |
| 7 | 80 | \$32.82 | \$8.25 | \$20.51 | \$0.00 | \$61.58 |
| 8 | 90 | \$36.92 | \$8.25 | \$21.63 | \$0.00 | \$66.80 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|----------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER (TRAFFIC MARKINGS) | 06/01/2020 | \$34.06 | \$8.60 | \$15.77 | \$0.00 | \$58.43 |
| LABORERS - ZONE 2 | 12/01/2020 | \$34.95 | \$8.60 | \$15.77 | \$0.00 | \$59.32 |
| | 06/01/2021 | \$35.87 | \$8.60 | \$15.77 | \$0.00 | \$60.24 |
| | 12/01/2021 | \$36.78 | \$8.60 | \$15.77 | \$0.00 | \$61.15 |

For Apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, NEW) * | 07/01/2020 | \$41.01 | \$8.25 | \$22.40 | \$0.00 | \$71.66 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 | 01/01/2021 | \$41.56 | \$8.25 | \$22.75 | \$0.00 | \$72.56 |

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.51 | \$8.25 | \$0.00 | \$0.00 | \$28.76 |
| 2 | 55 | \$22.56 | \$8.25 | \$6.05 | \$0.00 | \$36.86 |
| 3 | 60 | \$24.61 | \$8.25 | \$6.60 | \$0.00 | \$39.46 |
| 4 | 65 | \$26.66 | \$8.25 | \$7.15 | \$0.00 | \$42.06 |
| 5 | 70 | \$28.71 | \$8.25 | \$19.10 | \$0.00 | \$56.06 |
| 6 | 75 | \$30.76 | \$8.25 | \$19.65 | \$0.00 | \$58.66 |
| 7 | 80 | \$32.81 | \$8.25 | \$20.20 | \$0.00 | \$61.26 |
| 8 | 90 | \$36.91 | \$8.25 | \$21.30 | \$0.00 | \$66.46 |

Effective Date - 01/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.78 | \$8.25 | \$0.00 | \$0.00 | \$29.03 |
| 2 | 55 | \$22.86 | \$8.25 | \$6.16 | \$0.00 | \$37.27 |
| 3 | 60 | \$24.94 | \$8.25 | \$6.72 | \$0.00 | \$39.91 |
| 4 | 65 | \$27.01 | \$8.25 | \$7.28 | \$0.00 | \$42.54 |
| 5 | 70 | \$29.09 | \$8.25 | \$19.39 | \$0.00 | \$56.73 |
| 6 | 75 | \$31.17 | \$8.25 | \$19.95 | \$0.00 | \$59.37 |
| 7 | 80 | \$33.25 | \$8.25 | \$20.51 | \$0.00 | \$62.01 |
| 8 | 90 | \$37.40 | \$8.25 | \$21.63 | \$0.00 | \$67.28 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|----------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, REPAINT) | 07/01/2020 | \$39.07 | \$8.25 | \$22.40 | \$0.00 | \$69.72 |
| PAINTERS LOCAL 35 - ZONE 2 | 01/01/2021 | \$39.62 | \$8.25 | \$22.75 | \$0.00 | \$70.62 |

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 07/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.54 | \$8.25 | \$0.00 | \$0.00 | \$27.79 |
| 2 | 55 | \$21.49 | \$8.25 | \$6.05 | \$0.00 | \$35.79 |
| 3 | 60 | \$23.44 | \$8.25 | \$6.60 | \$0.00 | \$38.29 |
| 4 | 65 | \$25.40 | \$8.25 | \$7.15 | \$0.00 | \$40.80 |
| 5 | 70 | \$27.35 | \$8.25 | \$19.10 | \$0.00 | \$54.70 |
| 6 | 75 | \$29.30 | \$8.25 | \$19.65 | \$0.00 | \$57.20 |
| 7 | 80 | \$31.26 | \$8.25 | \$20.20 | \$0.00 | \$59.71 |
| 8 | 90 | \$35.16 | \$8.25 | \$21.30 | \$0.00 | \$64.71 |

Effective Date - 01/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.81 | \$8.25 | \$0.00 | \$0.00 | \$28.06 |
| 2 | 55 | \$21.79 | \$8.25 | \$6.16 | \$0.00 | \$36.20 |
| 3 | 60 | \$23.77 | \$8.25 | \$6.72 | \$0.00 | \$38.74 |
| 4 | 65 | \$25.75 | \$8.25 | \$7.28 | \$0.00 | \$41.28 |
| 5 | 70 | \$27.73 | \$8.25 | \$19.39 | \$0.00 | \$55.37 |
| 6 | 75 | \$29.72 | \$8.25 | \$19.95 | \$0.00 | \$57.92 |
| 7 | 80 | \$31.70 | \$8.25 | \$20.51 | \$0.00 | \$60.46 |
| 8 | 90 | \$35.66 | \$8.25 | \$21.63 | \$0.00 | \$65.54 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 08/01/2020 | \$34.98 | \$12.91 | \$13.72 | \$0.00 | \$61.61 |
| | 12/01/2020 | \$34.98 | \$12.91 | \$14.82 | \$0.00 | \$62.71 |
| | 06/01/2021 | \$35.78 | \$12.91 | \$14.82 | \$0.00 | \$63.51 |
| | 08/01/2021 | \$35.78 | \$13.41 | \$14.82 | \$0.00 | \$64.01 |
| | 12/01/2021 | \$35.78 | \$13.41 | \$16.01 | \$0.00 | \$65.20 |
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i> For apprentice rates see "Apprentice- PILE DRIVER" | 08/01/2020 | \$46.11 | \$9.40 | \$23.12 | \$0.00 | \$78.63 |
| PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i> | 08/01/2020 | \$46.11 | \$9.40 | \$23.12 | \$0.00 | \$78.63 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|----------------|-----------|--------|---------|---------------------------|------------|

Apprentice - PILE DRIVER - Local 56 Zone 2

Effective Date - 08/01/2020

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

Notes: Apprentice wages shall be no less than the following Steps;
(Same as set in Zone 1)
1\$57.06/2\$61.96/3\$66.87/4\$69.32/5\$71.78/6\$71.78/7\$76.68/8\$76.68

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--------------------------------|------------|---------|--------|---------|--------|---------|
| PIPELAYER LABORERS - ZONE 2 | 06/01/2020 | \$34.31 | \$8.60 | \$15.77 | \$0.00 | \$58.68 |
| | 12/01/2020 | \$35.20 | \$8.60 | \$15.77 | \$0.00 | \$59.57 |
| | 06/01/2021 | \$36.12 | \$8.60 | \$15.77 | \$0.00 | \$60.49 |
| | 12/01/2021 | \$37.03 | \$8.60 | \$15.77 | \$0.00 | \$61.40 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PLUMBER & PIPEFITTER PLUMBERS LOCAL 4 | 09/01/2020 | \$46.91 | \$9.80 | \$15.71 | \$0.00 | \$72.42 |
| | 03/01/2021 | \$47.91 | \$9.80 | \$15.71 | \$0.00 | \$73.42 |
| | 09/01/2021 | \$48.91 | \$9.80 | \$15.71 | \$0.00 | \$74.42 |
| | 03/01/2022 | \$49.91 | \$9.80 | \$15.71 | \$0.00 | \$75.42 |

Apprentice - PLUMBER/PIPEFITTER - Local 4

Effective Date - 09/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 40 | \$18.76 | \$9.80 | \$0.00 | \$0.00 | \$28.56 |
| 2 | 50 | \$23.46 | \$9.80 | \$0.00 | \$0.00 | \$33.26 |
| 3 | 60 | \$28.15 | \$9.80 | \$0.00 | \$0.00 | \$37.95 |
| 4 | 70 | \$32.84 | \$9.80 | \$6.00 | \$0.00 | \$48.64 |
| 5 | 80 | \$37.53 | \$9.80 | \$6.00 | \$0.00 | \$53.33 |

Effective Date - 03/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 40 | \$19.16 | \$9.80 | \$0.00 | \$0.00 | \$28.96 |
| 2 | 50 | \$23.96 | \$9.80 | \$0.00 | \$0.00 | \$33.76 |
| 3 | 60 | \$28.75 | \$9.80 | \$0.00 | \$0.00 | \$38.55 |
| 4 | 70 | \$33.54 | \$9.80 | \$6.00 | \$0.00 | \$49.34 |
| 5 | 80 | \$38.33 | \$9.80 | \$6.00 | \$0.00 | \$54.13 |

Notes:
Steps - 2000 hrs; Step 4 w/lic 75%, Step 5 w/lic 85%
Step 4 w/lic \$50.98, Step 5 w/lic \$55.67

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PNEUMATIC CONTROLS (TEMP.) PLUMBERS LOCAL 4 | 09/01/2020 | \$46.91 | \$9.80 | \$15.71 | \$0.00 | \$72.42 |
| | 03/01/2021 | \$47.91 | \$9.80 | \$15.71 | \$0.00 | \$73.42 |
| | 09/01/2021 | \$48.91 | \$9.80 | \$15.71 | \$0.00 | \$74.42 |
| | 03/01/2022 | \$49.91 | \$9.80 | \$15.71 | \$0.00 | \$75.42 |

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

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 2</i> | 06/01/2020 | \$34.31 | \$8.60 | \$15.77 | \$0.00 | \$58.68 |
| | 12/01/2020 | \$35.20 | \$8.60 | \$15.77 | \$0.00 | \$59.57 |
| | 06/01/2021 | \$36.12 | \$8.60 | \$15.77 | \$0.00 | \$60.49 |
| | 12/01/2021 | \$37.03 | \$8.60 | \$15.77 | \$0.00 | \$61.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i> | 06/01/2020 | \$35.06 | \$8.60 | \$15.77 | \$0.00 | \$59.43 |
| | 12/01/2020 | \$35.95 | \$8.60 | \$15.77 | \$0.00 | \$60.32 |
| | 06/01/2021 | \$36.87 | \$8.60 | \$15.77 | \$0.00 | \$61.24 |
| | 12/01/2021 | \$37.78 | \$8.60 | \$15.77 | \$0.00 | \$62.15 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2020 | \$49.33 | \$13.00 | \$15.70 | \$0.00 | \$78.03 |
| | 12/01/2020 | \$50.48 | \$13.00 | \$15.70 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$51.58 | \$13.00 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$52.73 | \$13.00 | \$15.70 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2020 | \$49.33 | \$13.00 | \$15.70 | \$0.00 | \$78.03 |
| | 12/01/2020 | \$50.48 | \$13.00 | \$15.70 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$51.58 | \$13.00 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$52.73 | \$13.00 | \$15.70 | \$0.00 | \$81.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2020 | \$32.72 | \$13.00 | \$15.70 | \$0.00 | \$61.42 |
| | 12/01/2020 | \$33.50 | \$13.00 | \$15.70 | \$0.00 | \$62.20 |
| | 06/01/2021 | \$34.25 | \$13.00 | \$15.70 | \$0.00 | \$62.95 |
| | 12/01/2021 | \$35.04 | \$13.00 | \$15.70 | \$0.00 | \$63.74 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| READY-MIX CONCRETE DRIVER <i>TEAMSTERS 170 -J.G.MacLellan (Lunenburg)</i> | 01/01/2020 | \$24.64 | \$9.65 | \$8.00 | \$0.00 | \$42.29 |
| | 01/01/2021 | \$24.64 | \$10.01 | \$8.00 | \$0.00 | \$42.65 |
| | 02/02/2021 | \$24.84 | \$10.01 | \$8.00 | \$0.00 | \$42.85 |
| | 01/01/2022 | \$24.84 | \$10.37 | \$8.00 | \$0.00 | \$43.21 |
| | 02/02/2022 | \$25.04 | \$10.37 | \$8.00 | \$0.00 | \$43.41 |
| | 01/01/2023 | \$25.04 | \$10.77 | \$8.00 | \$0.00 | \$43.81 |
| | 02/02/2023 | \$25.29 | \$10.77 | \$8.00 | \$0.00 | \$44.06 |
| | 01/01/2024 | \$25.29 | \$11.17 | \$0.00 | \$0.00 | \$36.46 |
| RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2020 | \$48.81 | \$13.00 | \$15.70 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$49.95 | \$13.00 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.04 | \$13.00 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$52.18 | \$13.00 | \$15.70 | \$0.00 | \$80.88 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i> | 06/01/2020 | \$34.31 | \$8.60 | \$15.77 | \$0.00 | \$58.68 |
| | 12/01/2020 | \$35.20 | \$8.60 | \$15.77 | \$0.00 | \$59.57 |
| | 06/01/2021 | \$36.12 | \$8.60 | \$15.77 | \$0.00 | \$60.49 |
| | 12/01/2021 | \$37.03 | \$8.60 | \$15.77 | \$0.00 | \$61.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2020 | \$48.81 | \$13.00 | \$15.70 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$49.95 | \$13.00 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.04 | \$13.00 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$52.18 | \$13.00 | \$15.70 | \$0.00 | \$80.88 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) ROOFERS LOCAL 33 | 08/01/2020 | \$46.60 | \$11.75 | \$16.15 | \$0.00 | \$74.50 |
| | 02/01/2021 | \$48.03 | \$11.75 | \$16.15 | \$0.00 | \$75.93 |
| | 08/01/2021 | \$49.46 | \$11.75 | \$16.15 | \$0.00 | \$77.36 |
| | 02/01/2022 | \$50.89 | \$11.75 | \$16.15 | \$0.00 | \$78.79 |

Apprentice - ROOFER - Local 33

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$23.30 | \$11.75 | \$3.81 | \$0.00 | \$38.86 |
| 2 | 60 | \$27.96 | \$11.75 | \$16.15 | \$0.00 | \$55.86 |
| 3 | 65 | \$30.29 | \$11.75 | \$16.15 | \$0.00 | \$58.19 |
| 4 | 75 | \$34.95 | \$11.75 | \$16.15 | \$0.00 | \$62.85 |
| 5 | 85 | \$39.61 | \$11.75 | \$16.15 | \$0.00 | \$67.51 |

Effective Date - 02/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.02 | \$11.75 | \$3.81 | \$0.00 | \$39.58 |
| 2 | 60 | \$28.82 | \$11.75 | \$16.15 | \$0.00 | \$56.72 |
| 3 | 65 | \$31.22 | \$11.75 | \$16.15 | \$0.00 | \$59.12 |
| 4 | 75 | \$36.02 | \$11.75 | \$16.15 | \$0.00 | \$63.92 |
| 5 | 85 | \$40.83 | \$11.75 | \$16.15 | \$0.00 | \$68.73 |

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
 (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33 | 08/01/2020 | \$46.85 | \$11.75 | \$16.15 | \$0.00 | \$74.75 |
| | 02/01/2021 | \$48.28 | \$11.75 | \$16.15 | \$0.00 | \$76.18 |
| | 08/01/2021 | \$49.71 | \$11.75 | \$16.15 | \$0.00 | \$77.61 |
| | 02/01/2022 | \$51.14 | \$11.75 | \$16.15 | \$0.00 | \$79.04 |

For apprentice rates see "Apprentice- ROOFER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63 | 01/01/2020 | \$36.99 | \$10.64 | \$16.22 | \$1.77 | \$65.62 |
|--|------------|---------|---------|---------|--------|---------|

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 01/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 45 | \$16.65 | \$6.21 | \$4.67 | \$0.00 | \$27.53 |
| 2 | 50 | \$18.50 | \$6.55 | \$5.19 | \$0.00 | \$30.24 |
| 3 | 55 | \$20.34 | \$6.88 | \$9.33 | \$1.08 | \$37.63 |
| 4 | 60 | \$22.19 | \$7.22 | \$9.33 | \$1.14 | \$39.88 |
| 5 | 65 | \$24.04 | \$7.55 | \$9.33 | \$1.20 | \$42.12 |
| 6 | 70 | \$25.89 | \$7.88 | \$9.33 | \$1.27 | \$44.37 |
| 7 | 75 | \$27.74 | \$8.22 | \$9.33 | \$1.33 | \$46.62 |
| 8 | 80 | \$29.59 | \$9.30 | \$15.18 | \$1.59 | \$55.66 |
| 9 | 85 | \$31.44 | \$9.64 | \$15.18 | \$1.66 | \$57.92 |
| 10 | 90 | \$33.29 | \$9.98 | \$15.18 | \$1.72 | \$60.17 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 08/01/2020 | \$35.44 | \$12.91 | \$13.72 | \$0.00 | \$62.07 |
| | 12/01/2020 | \$35.44 | \$12.91 | \$14.82 | \$0.00 | \$63.17 |
| | 06/01/2021 | \$36.24 | \$12.91 | \$14.82 | \$0.00 | \$63.97 |
| | 08/01/2021 | \$36.24 | \$13.41 | \$14.82 | \$0.00 | \$64.47 |
| | 12/01/2021 | \$36.24 | \$13.41 | \$16.01 | \$0.00 | \$65.66 |
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 08/01/2020 | \$35.73 | \$12.91 | \$13.72 | \$0.00 | \$62.36 |
| | 12/01/2020 | \$35.73 | \$12.91 | \$14.82 | \$0.00 | \$63.46 |
| | 06/01/2021 | \$36.53 | \$12.91 | \$14.82 | \$0.00 | \$64.26 |
| | 08/01/2021 | \$36.53 | \$13.41 | \$14.82 | \$0.00 | \$64.76 |
| | 12/01/2021 | \$36.53 | \$13.41 | \$16.01 | \$0.00 | \$65.95 |
| SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i> | 01/01/2019 | \$41.51 | \$10.02 | \$13.08 | \$0.00 | \$64.61 |

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 01/01/2019

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 45 | \$18.68 | \$7.75 | \$0.00 | \$0.00 | \$26.43 |
| 2 | 50 | \$20.76 | \$7.75 | \$0.00 | \$0.00 | \$28.51 |
| 3 | 55 | \$22.83 | \$10.02 | \$7.25 | \$0.00 | \$40.10 |
| 4 | 60 | \$24.91 | \$10.02 | \$7.25 | \$0.00 | \$42.18 |
| 5 | 65 | \$26.98 | \$10.02 | \$7.50 | \$0.00 | \$44.50 |
| 6 | 70 | \$29.06 | \$10.02 | \$7.50 | \$0.00 | \$46.58 |
| 7 | 75 | \$31.13 | \$10.02 | \$7.50 | \$0.00 | \$48.65 |
| 8 | 80 | \$33.21 | \$10.02 | \$7.50 | \$0.00 | \$50.73 |
| 9 | 85 | \$35.28 | \$10.02 | \$7.50 | \$0.00 | \$52.80 |
| 10 | 90 | \$37.36 | \$10.02 | \$7.50 | \$0.00 | \$54.88 |

Notes:

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2020 | \$48.81 | \$13.00 | \$15.70 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$49.95 | \$13.00 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.04 | \$13.00 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$52.18 | \$13.00 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2020 | \$48.81 | \$13.00 | \$15.70 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$49.95 | \$13.00 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.04 | \$13.00 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$52.18 | \$13.00 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 08/01/2020 | \$54.69 | \$10.75 | \$22.09 | \$0.00 | \$87.53 |
| | 02/01/2021 | \$55.33 | \$10.75 | \$22.09 | \$0.00 | \$88.17 |
| | 08/01/2021 | \$56.73 | \$10.75 | \$22.25 | \$0.00 | \$89.73 |
| | 02/01/2022 | \$57.32 | \$10.75 | \$22.25 | \$0.00 | \$90.32 |

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$27.35 | \$10.75 | \$22.09 | \$0.00 | \$60.19 |
| 2 | 60 | \$32.81 | \$10.75 | \$22.09 | \$0.00 | \$65.65 |
| 3 | 70 | \$38.28 | \$10.75 | \$22.09 | \$0.00 | \$71.12 |
| 4 | 80 | \$43.75 | \$10.75 | \$22.09 | \$0.00 | \$76.59 |
| 5 | 90 | \$49.22 | \$10.75 | \$22.09 | \$0.00 | \$82.06 |

Effective Date - 02/01/2021

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$27.67 | \$10.75 | \$22.09 | \$0.00 | \$60.51 |
| 2 | 60 | \$33.20 | \$10.75 | \$22.09 | \$0.00 | \$66.04 |
| 3 | 70 | \$38.73 | \$10.75 | \$22.09 | \$0.00 | \$71.57 |
| 4 | 80 | \$44.26 | \$10.75 | \$22.09 | \$0.00 | \$77.10 |
| 5 | 90 | \$49.80 | \$10.75 | \$22.09 | \$0.00 | \$82.64 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2020 | \$40.55 | \$8.60 | \$17.24 | \$0.00 | \$66.39 |
| | 12/01/2020 | \$41.53 | \$8.60 | \$17.24 | \$0.00 | \$67.37 |
| | 06/01/2021 | \$42.55 | \$8.60 | \$17.24 | \$0.00 | \$68.39 |
| | 12/01/2021 | \$43.56 | \$8.60 | \$17.24 | \$0.00 | \$69.40 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2020 | \$39.27 | \$8.60 | \$17.24 | \$0.00 | \$65.11 |
| | 12/01/2020 | \$40.25 | \$8.60 | \$17.24 | \$0.00 | \$66.09 |
| | 06/01/2021 | \$41.27 | \$8.60 | \$17.24 | \$0.00 | \$67.11 |
| | 12/01/2021 | \$42.28 | \$8.60 | \$17.24 | \$0.00 | \$68.12 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2020 | \$39.15 | \$8.60 | \$17.24 | \$0.00 | \$64.99 |
| | 12/01/2020 | \$40.13 | \$8.60 | \$17.24 | \$0.00 | \$65.97 |
| | 06/01/2021 | \$41.15 | \$8.60 | \$17.24 | \$0.00 | \$66.99 |
| | 12/01/2021 | \$42.16 | \$8.60 | \$17.24 | \$0.00 | \$68.00 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2020 | \$48.81 | \$13.00 | \$15.70 | \$0.00 | \$77.51 |
| | 12/01/2020 | \$49.95 | \$13.00 | \$15.70 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$51.04 | \$13.00 | \$15.70 | \$0.00 | \$79.74 |
| | 12/01/2021 | \$52.18 | \$13.00 | \$15.70 | \$0.00 | \$80.88 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 08/01/2020 | \$36.02 | \$12.91 | \$13.72 | \$0.00 | \$62.65 |
| | 12/01/2020 | \$36.02 | \$12.91 | \$14.82 | \$0.00 | \$63.75 |
| | 06/01/2021 | \$36.82 | \$12.91 | \$14.82 | \$0.00 | \$64.55 |
| | 08/01/2021 | \$36.82 | \$13.41 | \$14.82 | \$0.00 | \$65.05 |
| | 12/01/2021 | \$36.82 | \$13.41 | \$16.01 | \$0.00 | \$66.24 |
| TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i> | 06/01/2020 | \$51.38 | \$8.60 | \$17.69 | \$0.00 | \$77.67 |
| | 12/01/2020 | \$52.36 | \$8.60 | \$17.69 | \$0.00 | \$78.65 |
| | 06/01/2021 | \$53.38 | \$8.60 | \$17.69 | \$0.00 | \$79.67 |
| | 12/01/2021 | \$54.39 | \$8.60 | \$17.69 | \$0.00 | \$80.68 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i> | 06/01/2020 | \$53.38 | \$8.60 | \$17.69 | \$0.00 | \$79.67 |
| | 12/01/2020 | \$54.36 | \$8.60 | \$17.69 | \$0.00 | \$80.65 |
| | 06/01/2021 | \$55.38 | \$8.60 | \$17.69 | \$0.00 | \$81.67 |
| | 12/01/2021 | \$56.39 | \$8.60 | \$17.69 | \$0.00 | \$82.68 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i> | 06/01/2020 | \$43.45 | \$8.60 | \$17.69 | \$0.00 | \$69.74 |
| | 12/01/2020 | \$44.43 | \$8.60 | \$17.69 | \$0.00 | \$70.72 |
| | 06/01/2021 | \$45.45 | \$8.60 | \$17.69 | \$0.00 | \$71.74 |
| | 12/01/2021 | \$46.46 | \$8.60 | \$17.69 | \$0.00 | \$72.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i> | 06/01/2020 | \$45.45 | \$8.60 | \$17.69 | \$0.00 | \$71.74 |
| | 12/01/2020 | \$46.43 | \$8.60 | \$17.69 | \$0.00 | \$72.72 |
| | 06/01/2021 | \$47.45 | \$8.60 | \$17.69 | \$0.00 | \$73.74 |
| | 12/01/2021 | \$48.46 | \$8.60 | \$17.69 | \$0.00 | \$74.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 08/01/2020 | \$35.44 | \$12.91 | \$13.72 | \$0.00 | \$62.07 |
| | 12/01/2020 | \$35.44 | \$12.91 | \$14.82 | \$0.00 | \$63.17 |
| | 06/01/2021 | \$36.24 | \$12.91 | \$14.82 | \$0.00 | \$63.97 |
| | 08/01/2021 | \$36.24 | \$13.41 | \$14.82 | \$0.00 | \$64.47 |
| | 12/01/2021 | \$36.24 | \$13.41 | \$16.01 | \$0.00 | \$65.66 |
| VOICE-DATA-VIDEO TECHNICIAN <i>ELECTRICIANS LOCAL 96</i> | 09/06/2020 | \$31.54 | \$11.13 | \$15.54 | \$0.00 | \$58.21 |
| | 09/05/2021 | \$32.86 | \$11.57 | \$15.72 | \$0.00 | \$60.15 |
| | 09/04/2022 | \$34.19 | \$12.20 | \$15.91 | \$0.00 | \$62.30 |

Apprentice - VOICE-DATA-VIDEO TECHNICIAN - Local 96

Effective Date - 09/06/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$15.77 | \$11.13 | \$3.94 | \$0.00 | \$30.84 |
| 2 | 55 | \$17.35 | \$11.13 | \$3.99 | \$0.00 | \$32.47 |
| 3 | 60 | \$18.92 | \$11.13 | \$15.16 | \$0.00 | \$45.21 |
| 4 | 65 | \$20.50 | \$11.13 | \$15.21 | \$0.00 | \$46.84 |
| 5 | 70 | \$22.08 | \$11.13 | \$15.25 | \$0.00 | \$48.46 |
| 6 | 75 | \$23.66 | \$11.13 | \$15.30 | \$0.00 | \$50.09 |
| 7 | 80 | \$25.23 | \$11.13 | \$15.35 | \$0.00 | \$51.71 |
| 8 | 85 | \$26.81 | \$11.13 | \$15.39 | \$0.00 | \$53.33 |

Notes:

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|----------------------|------------|---------|--------|---------|--------|---------|
| WAGON DRILL OPERATOR | 06/01/2020 | \$34.31 | \$8.60 | \$15.77 | \$0.00 | \$58.68 |
| LABORERS - ZONE 2 | 12/01/2020 | \$35.20 | \$8.60 | \$15.77 | \$0.00 | \$59.57 |
| | 06/01/2021 | \$36.12 | \$8.60 | \$15.77 | \$0.00 | \$60.49 |
| | 12/01/2021 | \$37.03 | \$8.60 | \$15.77 | \$0.00 | \$61.40 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|-----------------------------|------------|---------|---------|---------|--------|---------|
| WASTE WATER PUMP OPERATOR | 06/01/2020 | \$49.33 | \$13.00 | \$15.70 | \$0.00 | \$78.03 |
| OPERATING ENGINEERS LOCAL 4 | 12/01/2020 | \$50.48 | \$13.00 | \$15.70 | \$0.00 | \$79.18 |
| | 06/01/2021 | \$51.58 | \$13.00 | \$15.70 | \$0.00 | \$80.28 |
| | 12/01/2021 | \$52.73 | \$13.00 | \$15.70 | \$0.00 | \$81.43 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|-----------------------|------------|---------|--------|---------|--------|---------|
| WATER METER INSTALLER | 09/01/2020 | \$46.91 | \$9.80 | \$15.71 | \$0.00 | \$72.42 |
| PLUMBERS LOCAL 4 | 03/01/2021 | \$47.91 | \$9.80 | \$15.71 | \$0.00 | \$73.42 |
| | 09/01/2021 | \$48.91 | \$9.80 | \$15.71 | \$0.00 | \$74.42 |
| | 03/01/2022 | \$49.91 | \$9.80 | \$15.71 | \$0.00 | \$75.42 |

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

Outside Electrical - East

| | | | | | | |
|---|------------|---------|--------|--------|--------|---------|
| CABLE TECHNICIAN (Power Zone) | 08/30/2020 | \$29.67 | \$9.25 | \$1.89 | \$0.00 | \$40.81 |
| OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | | | | | | |

For apprentice rates see "Apprentice- LINEMAN"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| CABLEMAN (Underground Ducts & Cables) | 08/30/2020 | \$42.03 | \$9.25 | \$10.27 | \$0.00 | \$61.55 |
| OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | | | | | | |

For apprentice rates see "Apprentice- LINEMAN"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DRIVER / GROUNDMAN CDL | 08/30/2020 | \$34.62 | \$9.25 | \$10.07 | \$0.00 | \$53.94 |
| OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | | | | | | |

For apprentice rates see "Apprentice- LINEMAN"

| | | | | | | |
|---|------------|---------|--------|--------|--------|---------|
| DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) | 08/30/2020 | \$27.20 | \$9.25 | \$1.82 | \$0.00 | \$38.27 |
| OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | | | | | | |

For apprentice rates see "Apprentice- LINEMAN"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| EQUIPMENT OPERATOR (Class A CDL) | 08/30/2020 | \$42.03 | \$9.25 | \$14.35 | \$0.00 | \$65.63 |
| OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | | | | | | |

For apprentice rates see "Apprentice- LINEMAN"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|---------------------------|------------|
| EQUIPMENT OPERATOR (Class B CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 08/30/2020 | \$37.09 | \$9.25 | \$10.87 | \$0.00 | \$57.21 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 08/30/2020 | \$22.25 | \$9.25 | \$1.67 | \$0.00 | \$33.17 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| GROUNDMAN -Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 08/30/2020 | \$27.20 | \$9.25 | \$1.82 | \$0.00 | \$38.27 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 08/30/2020 | \$49.45 | \$9.25 | \$17.48 | \$0.00 | \$76.18 |

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 08/30/2020

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

Apprentice to Journeyworker Ratio:1:2

| | | | | | | |
|--|------------|---------|--------|--------|--------|---------|
| 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.