

## **ADDENDUM #1**

# RFP For Annual Contract for Fiber Optic Services Bid #2024-D1

#### 1. General

This addendum includes an update prevailing wage rate schedule for the above RFP. The one we received was incomplete. It also extends the bid opening date by one day to Thursday, December 7<sup>th</sup>, 2023 at 1:00PM at 85 Main Street South Hadley, MA 01075.

This addendum is issued to respondents of record prior to execution of contract and forms a part of contract documents and modifies previously issued documents. Previously issued contract documents indicated by this addendum, modifications indicated by this addendum shall govern. Where any part of the contract documents is modified by this addendum, all unaltered provisions shall remain in effect.

## 2. Addendum Acknowledgement Form

Acknowledge receipt of this addendum in the space provided on the Addendum Acknowledgement Form. Proposers must include the signed form with their response. Failure to do so will subject Proposers to disqualification.

## 3. Changes and Clarifications

Updated Prevailing Wage Rates and Bid Opening Extension.

## 4. Attachments

Updated prevailing wage rate documentation

## **ACKNOWLEDGEMENT FORM**

As required by the RFP, Proposers must submit this acknowledgement form with their response. One acknowledgement form per response, listing all addenda, is appropriate.

ddendum No.: <u>#1</u>	
ddendum No.:	
ddendum No.:	
ddendum No.:	
ompany Name:	
epresentative's Name:	
gnature:	
ate:	



Thank You,

Bobby Liswell | Telecom & Electric Meter Manager

South Hadley Electric Light Department
Telecom Field Offices Located at 510-C New Ludlow Road
South Hadley, MA 01075
(413) 536-1050 ext. 117
Direct 413-341-8949
bliswell@sheld.org



SHELD Main Offices Located at 85 Main Street, South Hadley, MA 01075



# MAURA HEALEY Governor

KIM DRISCOLL Lt. Governor

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

## **Prevailing Wage Rates**

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

LAUREN JONES

MICHAEL FLANAGAN
Director

Awarding Authority: SOUTH HADLEY ELECTRIC LIGHT DEPARTMENT

Contract Number:

2024 DI Updated 12/5/23

City/Town: SOUTH HADLEY

Description of Work:

Annual Contract for Fiber Optic Installation, Splicing, Terminating & Testing requirements

Job Location:

85 Main St

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

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

Issue Date: 12/05/2023 Wage Request Number: 20231204-058

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction (2 AXLE) DRIVER - EQUIPMENT	12/01/2022	#20 DE	Φ1 Λ Ε 7	\$18.67	\$0.00	\$72.19
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2023	\$38.95	\$14.57	\$18.67	\$0.00	\$72.19
	01/01/2024	\$38.95	\$15.07	\$18.67	\$0.00	\$72.69
	06/01/2024	\$39.95	\$15.07	\$20.17	\$0.00	\$75.19
	12/01/2024	\$39.95	\$15.07	\$20.17	\$0.00	\$75.69
	01/01/2025	\$39.95	\$15.57	\$20.17	\$0.00	\$75.69 \$76.69
	06/01/2025	\$40.95	\$15.57	\$20.17	\$0.00	\$78.30
	12/01/2025	\$40.95	\$15.57		\$0.00	
	01/01/2026	\$40.95	\$16.17	\$21.78		\$78.90
	06/01/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$79.90
	12/01/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$81.64
2 AM E) DRIVED FOUNDATIVE	01/01/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$82.24
3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2023	\$39.02	\$14.57	\$18.67	\$0.00	\$72.26
	01/01/2024	\$39.02	\$15.07	\$18.67	\$0.00	\$72.76
	06/01/2024	\$40.02	\$15.07	\$18.67	\$0.00	\$73.76
	12/01/2024	\$40.02	\$15.07	\$20.17	\$0.00	\$75.26
	01/01/2025	\$40.02	\$15.57	\$20.17	\$0.00	\$75.76
	06/01/2025	\$41.02	\$15.57	\$20.17	\$0.00	\$76.76
	12/01/2025	\$41.02	\$15.57	\$21.78	\$0.00	\$78.37
	01/01/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$78.97
	06/01/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$79.97
	12/01/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$81.71
	01/01/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$82.31
4 & 5 AXLE) DRIVER - EQUIPMENT	12/01/2023	\$39.14	\$14.57	\$18.67	\$0.00	\$72.38
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$39.14	\$15.07	\$18.67	\$0.00	\$72.88
	06/01/2024	\$40.14	\$15.07	\$18.67	\$0.00	\$73.88
	12/01/2024	\$40.14	\$15.07	\$20.17	\$0.00	\$75.38
	01/01/2025	\$40.14	\$15.57	\$20.17	\$0.00	\$75.88
	06/01/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$76.88
	12/01/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$78.49
	01/01/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$79.09
	06/01/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$80.09
	12/01/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$81.83
	01/01/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2023	\$34.88	\$9.40	\$16.59	\$0,00	\$60.87

For apprentice rates see "Apprentice- LABORER"

Issue Date: 12/05/2023 Wage Request Number: 20231204-058 Page 2 of 33

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	12/01/2023	\$34.88	\$9.40	\$14.53	\$0.00	\$58.81
ABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2024	\$36.08	\$9.40	\$14.53	\$0.00	\$60.01
	12/01/2024	\$37.28	\$9.40	\$14.53	\$0.00	\$61.21
	06/01/2025	\$38.53	\$9.40	\$14.53	\$0.00	\$62.46
	12/01/2025	\$39.77	\$9.40	\$14.53	\$0.00	\$63.70
	06/01/2026	\$41.07	\$9.40	\$14.53	\$0.00	\$65.00
	12/01/2026	\$42.36	\$9.40	\$14.53	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)				040 **		
ASBESTOS WORKER (PIPES & TANKS)  NEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	12/01/2023	\$36.72	\$14.50	\$10.55	\$0.00	\$61.77
	06/01/2024	\$37.62	\$14.50	\$10.55	\$0.00	\$62.67
	12/01/2024	\$38.52	\$14.50	\$10.55	\$0.00	\$63.57
	06/01/2025	\$39.42	\$14.50	\$10.55	\$0.00	\$64.47
CONV. LYTTO LYTTO	12/01/2025	\$40.32	\$14.50	\$10.55	\$0.00	\$65.37
SPHALT RAKER  4BORERS - ZONE 3 (BUILDING & SITE)	12/01/2023	\$34.38	\$9.00	\$16.59	\$0.00	\$59.97
For apprentice rates see "Apprentice- LABORER"  SPHALT RAKER (HEAVY & HIGHWAY)	10/01/0002	02420	ΦO 40	¢1.4.52	\$0.00	φερ 21
ABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2023	\$34.38	\$9.40	\$14.53	•	\$58.31
	06/01/2024	\$35.58	\$9.40	\$14.53	\$0.00	\$59.51
	12/01/2024	\$36.78	\$9.40	\$14.53	\$0.00	\$60.71
	06/01/2025	\$38.03	\$9.40	\$14.53	\$0.00	\$61.96
	12/01/2025	\$39.27	\$9.40	\$14.53	\$0.00	\$63.20
	06/01/2026	\$40.57	\$9.40	\$14.53	\$0.00	\$64.50
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$41.86	\$9.40	\$14.53	\$0.00	\$65.79
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) PERATING ENGINEERS LOCAL 98	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ACKHOE/FRONT-END LOADER OPERATOR PERATING ENGINEERS LOCAL 98	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ARCO-TYPE JUMPING TAMPER ABORERS - ZONE 3 (BUILDING & SITE)	12/01/2023	\$34.38	\$9.00	\$16.59	\$0.00	\$59.97
For apprentice rates see "Apprentice- LABORER"						
ATCH/CEMENT PLANT - ON SITE Perating engineers local 98	12/01/2023	\$39.03	\$13.38	\$15.15	\$0.00	\$67.56
For apprentice rates see "Apprentice- OPERATING ENGINEERS"				····		
SLOCK PAVER, RAMMER / CURB SETTER ABORERS - ZONE 3 (BUILDING & SITE)	12/01/2023	\$34.88	\$9.40	\$16.59	\$0.00	\$60.87
For apprentice rates see "Apprentice- LABORER"		-411WHEE				····
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	12/01/2023	\$34.88	\$9.40	\$14.53	\$0.00	\$58.81
ПGHWAY) 4BORERS - ZONE 3 (НЕАVY & HIGHWAY)	06/01/2024	\$36.08	\$9.40	\$14.53	\$0.00	\$60.01
	12/01/2024	\$37.28	\$9.40	\$14.53	\$0.00	\$61.21
	06/01/2025	\$38.53	\$9.40	\$14.53	\$0.00	\$62.46
	12/01/2025	\$39.77	\$9.40	\$14.53	\$0.00	\$63.70
	06/01/2026	\$41.07	\$9.40	\$14.53	\$0.00	\$65.00
P. C.	12/01/2026	\$42.36	\$9.40	\$14.53	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)  BOILER MAKER	01/01/2023	\$47.27	\$7.07	\$20.31	\$0.00	\$74.75
OILER WAKER OILERMAKERS LOCAL 29	01/01/2023	\$47.37 \$48.12	\$7.07 \$7.07	\$20.51	\$0.00	\$74.73 \$75.79

Supplemental

Apprentice - BOILERMAKER - Local 29

Effective Date Base Wage Health

Pension

Unemployment

**Total Rate** 

	Effecti	ve Date - 01/01/2023				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	65	\$30.79	\$7.07	\$13.22	\$0.00	\$51.08	
	2	65	\$30.79	\$7.07	\$13.22	\$0.00	\$51.08	
	3	70	\$33.16	\$7.07	\$14.23	\$0.00	\$54.46	
	4	75	\$35.53	\$7.07	\$15.24	\$0.00	\$57.84	
	5	80	\$37.90	\$7.07	\$16.25	\$0.00	\$61.22	
	6	85	\$40.26	\$7.07	\$17.28	\$0.00	\$64.61	
	7	90	\$42.63	\$7.07	\$18.28	\$0.00	\$67.98	
	8	95	\$45.00	\$7.07	\$19.32	\$0.00	\$71.39	
	Effecti	ve Date - 01/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
	2	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
	3	70	\$33.68	\$7.07	\$14.23	\$0.00	\$54.98	
	4	75	\$36.09	\$7.07	\$15.24	\$0.00	\$58.40	
	5	80	\$38.50	\$7.07	\$16.25	\$0.00	\$61.82	
	6	85	\$40.90	\$7.07	\$17.28	\$0.00	\$65.25	
	7	90	\$43.31	\$7.07	\$18.28	\$0.00	\$68.66	
	8	95	\$45.71	\$7.07	\$19.32	\$0.00	\$72.10	
	Notes:	- 200 TOTAL COTTONIA (CS COTA) (Antonia) (Antonia) (Antonia) (Antonia)	er-month becomes recovery removed to the policy and the	CONTRACTOR STORY OF	V V	Authorized Authority of delinering has	construction and country in construction with the construction of	
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~~~~		ntice to Journeyworker Ratio:		Planet with the entropies to	work entroping promiting	econ two and to	The transmit with the control of the	
CK/STONE/ TERPROOFI		ICIAL MASONRY (INCL. MA	SONRY 08/01/2023	\$50.81	\$11.49	\$20.37	\$0.00	\$82.67
	-	RINGFIELD/PITTSFIELD)	02/01/2024	\$52.06	\$11.49	\$20.37	\$0.00	\$83.92
			08/01/2024	\$53.31	\$11.49	\$20.37	\$0.00	\$85.17
			02/01/2025	\$54.61	\$11.49	\$20.37	\$0.00	\$86.47
			08/01/2025	\$56.76	\$11.49	\$20.37	\$0.00	\$88.62
			02/01/2026	\$58.11	\$11.49	\$20.37	\$0.00	\$89.97
			08/01/2026	\$60.31	\$11.49	\$20.37	\$0.00	\$92.17
			02/01/2027	\$61.71	\$11.49	\$20.37	\$0.00	\$93.57

Supplemental

Total Rate

Issue Date: 12/05/2023

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN	12/01/2023	\$44.83	\$9.40	\$17.97	\$0.00	\$72.20
LABORERS - FOUNDATION AND MARINE	06/01/2024	\$46.31	\$9.40	\$17.97	\$0.00	\$73.68
	12/01/2024	\$47.78	\$9.40	\$17.97	\$0.00	\$75.15
	06/01/2025	\$49.28	\$9.40	\$17.97	\$0.00	\$76.65
•	12/01/2025	\$50.78	\$9.40	\$17.97	\$0.00	\$78.15
	06/01/2026	\$52.33	\$9.40	\$17.97	\$0.00	\$79.70
	12/01/2026	\$53.83	\$9.40	\$17.97	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR  LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2023	\$34.38	\$9.00	\$16.59	\$0.00	\$59.97
For apprentice rates see "Apprentice- LABORER"						
CARPENTER CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN	03/01/2023	\$39.76	\$7.71	\$18.15	\$0.00	\$65.62

Apprentice - CARPENTER - Local 336 Hampden Hampshire Franklin

	ive Date - 03/01/2023				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$19.88	\$7.71	\$1.38	\$0.00	\$28.97
2	60	\$23.86	\$7.71	\$1.38	\$0.00	\$32.95
3	70	\$27.83	\$7.71	\$13.95	\$0.00	\$49.49
4	75	\$29.82	\$7.71	\$13.95	\$0.00	\$51.48
5	80	\$31.81	\$7.71	\$15.35	\$0.00	\$54.87
6	80	\$31.81	\$7.71	\$15.35	\$0.00	\$54.87
7	90	\$35.78	\$7.71	\$16.75	\$0.00	\$60.24
8	90	\$35.78	\$7.71	\$16.75	\$0.00	\$60.24
Notes		a man an ang ang ang ang ang ang ang ang an				
	% Indentured After 10/1/17; 4 Step 1&2 \$26.46/ 3&4 \$31.82					
Appre	ntice to Journeyworker Ratio:	1:5	named Management Commercial Nove	Action Comments Services	Account to the second second seconds	Williams And admini
RPENTER WOOD		04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00 \$36.17

All Aspects of New Wood Frame Work

Issue Date: 12/05/2023 Wage Request Number: 20231204-058 Page 6 of 33

Supplemental Unemployment

**Total Rate** 

Appro	entice - CARPENTER (Wood	l Frame) - Zone 3					
Effec	tive Date - 04/01/2023				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
1	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.7	I
2	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.7	I
3	65	\$15.70	\$7.21	\$0.00	\$0.00	\$22.9	1
4	70	\$16.91	\$7.21	\$0.00	\$0.00	\$24.12	2
5	75	\$18.12	\$7.21	\$3.80	\$0.00	\$29.13	3
6	80	\$19.33	\$7.21	\$3.80	\$0.00	\$30.3	4
7	85	\$20.54	\$7.21	\$3.80	\$0.00	\$31.5	5
8	90	\$21.74	\$7.21	\$3.80	\$0.00	\$32.7	5
Notes	uras promine vienimas veneros commos excertes establistas et	months afternoon to the contract to the contra	section section section to	record technology with PRES	Annual Annual Community of	entropy and the common annual	
1	% Indentured After 10/1/17	; 45/45/55/55/70/70/80/80				1	
	Step 1&2 \$17.86/3&4 \$20.	22/ 5&6 \$27.57/ 7&8 \$29.94				İ	
Appr	entice to Journeyworker Rati	0:1:5	manufaction for the second second	And the second of		decents & tendents because with tendents of	
EMENT MASONRY		07/01/2023	3 \$43.67	\$12.90	\$18.66	\$1.25	\$76.48
'ICKLAYERS LOCAL 3 (S.	PRINGFIELD/PITTSFIELD)	01/01/2024	\$44.68	\$12.90	\$18.66	\$1.25	\$77.49

Step	ve Date - 07/01/2023  percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.84	\$12.90	\$15.86	\$0.00	\$50.60
2	60	\$26.20	\$12.90	\$18.66	\$1.25	\$59.01
3	65	\$28.39	\$12.90	\$18.66	\$1.25	\$61.20
4	70	\$30.57	\$12.90	\$18.66	\$1.25	\$63.38
5	75	\$32.75	\$12.90	\$18.66	\$1.25	\$65.56
6	80	\$34.94	\$12.90	\$18.66	\$1.25	\$67.75
7	90	\$39.30	\$12.90	\$18.66	\$1.25	\$72.11
	70	\$39.30	Ψ12.70	Ψ10,00	Ψ1,20	*
Effecti	ve Date - 01/01/2024	<b>\$39.30</b>	Ψ12.70	Ψ10.00	Supplemental	
		Apprentice Base Wage		Pension		
Step	ve Date - 01/01/2024				Supplemental	Total Rate
Step 1	ve Date - 01/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Effecti Step 1 2	ve Date - 01/01/2024 percent 50	Apprentice Base Wage \$22.34	Health \$12.90	Pension \$15.86	Supplemental Unemployment \$0.00	Total Rate \$51.10 \$59.62
Step  1  2  3	ve Date - 01/01/2024 percent 50 60	Apprentice Base Wage \$22.34 \$26.81	Health \$12.90 \$12.90	Pension \$15.86 \$18.66	Supplemental Unemployment \$0.00 \$1.25	Total Rate \$51.10 \$59.62 \$61.85
Step  1 2	ve Date - 01/01/2024 percent 50 60 65	Apprentice Base Wage \$22.34 \$26.81 \$29.04	Health \$12.90 \$12.90 \$12.90	Pension \$15.86 \$18.66 \$18.66	Supplemental Unemployment \$0.00 \$1.25 \$1.25	Total Rate \$51.10 \$59.62 \$61.85 \$64.09 \$66.32
Step 1 2 3 4	ve Date - 01/01/2024 percent 50 60 65 70	\$22.34 \$26.81 \$29.04 \$31.28	Health \$12.90 \$12.90 \$12.90 \$12.90	Pension \$15.86 \$18.66 \$18.66 \$18.66	Supplemental Unemployment \$0.00 \$1.25 \$1.25 \$1.25	Total Rate \$51.10 \$59.62 \$61.85 \$64.09

Issue Date: 12/05/2023 Wage Request Number: 20231204-058 Page 7 of 33

Apprentice to Journeyworker Ratio:1:3

Classification		Effective Da	te Base Wag	e Health	Pension	Supplemental Unemployment	Total Rat
CHAIN SAW OPERATOR ABORERS - ZONE 3 (BUILDING & SITE)		12/01/2023	3 \$34.38	\$9.00	\$16.59	\$0.00	\$59.97
For apprentice rates see "Apprentice- LA	BORER"						
COMPRESSOR OPERATOR		12/01/2023	3 \$39.03	\$13.38	\$15.15	\$0.00	\$67.56
DPERATING ENGINEERS LOCAL 98			******	•			
For apprentice rates see "Apprentice- OP	ERATING ENGINEERS"						
CRANE OPERATOR  OPERATING ENGINEERS LOCAL 98		12/01/2023	3 \$43.06	\$13.78	\$15.15	\$0.00	\$71.99
For apprentice rates see "Apprentice- OP	ERATING ENGINEERS"						
DELEADER (BRIDGE)		07/01/2023	3 \$55.51	\$9.65	\$23.70	\$0.00	\$88.86
PAINTERS LOCAL 35 - ZONE 3		01/01/2024	\$56.06	\$9.95	\$23.95	\$0.00	\$89.96
		07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
		01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36
* *	NTER Local 35 - BRIDGE 07/01/2023	ES/TANKS					
Effective Date - Step percent	07/01/2023	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
1 50		\$27.76	\$9.65	\$0.00	\$0.00		
2 55		\$30.53	\$9.65	\$6.55	\$0.00		
3 60		\$33.31	\$9.65	\$7.14	\$0.00		
4 65		\$36.08	\$9.65	\$7.74	\$0.00		
5 70		\$38.86	\$9.65	\$20.13	\$0.00	\$68.64	
6 75		\$41.63	\$9.65	\$20.73	\$0.00	\$72.01	
7 80		\$44.41	\$9.65	\$21.32	\$0.00	\$75.38	
8 90		\$49.96	\$9.65	\$22.51	\$0.00	\$82.12	
	01/01/2024				Supplementa		
Step percent		Apprentice Base Wage		Pension	Unemploymen		
1 50		\$28.03	\$9.95	\$0.00	\$0.00		
2 55		\$30.83	\$9.95	\$6.66	\$0.00		
3 60		\$33.64	\$9.95	\$7.26	\$0.00		
4 65		\$36.44	\$9.95	\$7.87	\$0.00		
5 70		\$39.24	\$9.95	\$20.32	\$0.00		
6 75 7 80		\$42.05	\$9.95	\$20,93	\$0.00		
8 90		\$44.85 \$50.45	\$9.95 \$9.95	\$21.53 \$22.74	\$0.00 \$0.00		
Notes:	his description by a family and associated beautiful better some	Contact Colonia and anticolonia and anticolonia and anticolonia and anticolonia and anticolonia and anticolonia	and anomaly found and demokratia	general model and productions of special extension	defines to a series of the second	grammer symmetry	
Steps are 75		ma kanada tanda waka waka waka waka waka waka waka wa					
Apprentice to Jour	neyworker Ratio:1:1	eng gologija tronjek- ekonoma dilektor klenova n	nong actors symage to			And the second seconds	
DEMO: ADZEMAN ABORERS - ZONE 3 (BUILDING & SITE)		12/01/2023	\$44.98	\$9.40	\$17.82	\$0.00	\$72.20
For apprentice rates see "Apprentice- LA							~~~~
DEMO: BACKHOE/LOADER/HAN LABORERS - ZONE 3 (BUILDING & SITE)	MMER OPERATOR	12/01/2023	\$45.98	\$9.40	\$17.82	\$0.00	\$73.20
For apprentice rates see "Apprentice- LA	BORER"						

Page 8 of 33 **Issue Date:** 12/05/2023 Wage Request Number: 20231204-058

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12/01/2023	\$45.73	\$9.40	\$17.82	\$0.00	\$72.95
12/01/2023	\$45.98	\$9.40	\$17.82	\$0.00	\$73.20
					•
12/01/2023	\$45.73	\$9.40	\$17.82	\$0.00	\$72.95
12/01/2023	\$44.98	\$9.40	\$17.82	\$0.00	\$72.20
08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
07/02/2023	\$48.01	\$12.50	\$14.41	\$0.00	\$74.92
12/31/2023	\$49.01	\$12.75	\$14.61	\$0.00	\$76.37
06/30/2024	\$50.01	\$13.00	\$14.86	\$0.00	\$77.87
12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37
	12/01/2023  12/01/2023  12/01/2023  12/01/2023  08/01/2020  08/01/2020  08/01/2020  07/01/2020  07/01/2020  07/02/2023  12/31/2023  06/30/2024  12/29/2024  06/29/2025  12/28/2025  06/28/2026	12/01/2023 \$45.73  12/01/2023 \$45.98  12/01/2023 \$45.73  12/01/2023 \$44.98  08/01/2020 \$68.70  08/01/2020 \$49.07  08/01/2020 \$73.60  08/01/2020 \$103.05  07/01/2020 \$26.77  07/02/2023 \$48.01 12/31/2023 \$49.01 06/30/2024 \$50.01 12/29/2024 \$51.06 06/29/2025 \$52.16 12/28/2025 \$53.26 06/28/2026 \$54.41	12/01/2023       \$45.73       \$9.40         12/01/2023       \$45.98       \$9.40         12/01/2023       \$45.73       \$9.40         12/01/2023       \$44.98       \$9.40         08/01/2020       \$68.70       \$9.40         08/01/2020       \$49.07       \$9.40         08/01/2020       \$73.60       \$9.40         08/01/2020       \$103.05       \$9.40         07/01/2020       \$26.77       \$6.67         07/02/2023       \$48.01       \$12.50         12/31/2023       \$49.01       \$12.75         06/30/2024       \$50.01       \$13.00         12/29/2024       \$51.06       \$13.25         06/29/2025       \$52.16       \$13.50         12/28/2025       \$53.26       \$13.75         06/28/2026       \$54.41       \$14.00	12/01/2023       \$45.73       \$9.40       \$17.82         12/01/2023       \$45.98       \$9.40       \$17.82         12/01/2023       \$45.73       \$9.40       \$17.82         12/01/2023       \$44.98       \$9.40       \$17.82         08/01/2020       \$68.70       \$9.40       \$23.12         08/01/2020       \$49.07       \$9.40       \$23.12         08/01/2020       \$73.60       \$9.40       \$23.12         08/01/2020       \$103.05       \$9.40       \$23.12         07/01/2020       \$103.05       \$9.40       \$23.12         07/01/2020       \$103.05       \$9.40       \$23.12         06/01/2020       \$103.05       \$9.40       \$23.12         07/01/2020       \$103.05       \$9.40       \$23.12         06/01/2020       \$103.05       \$9.40       \$23.12         07/01/2020       \$103.05       \$9.40       \$23.12         06/02/2023       \$48.01       \$12.50       \$14.41         12/31/2023       \$49.01       \$12.75       \$14.61         06/30/2024       \$50.01       \$13.00       \$14.86         12/29/2024       \$51.06       \$13.25       \$15.06         06/29/2025 <t< td=""><td>  12/01/2023</td></t<>	12/01/2023

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Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

assific	

	Effecti Step	ve Date - percent	07/02/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	40		\$19.20	\$6.90	\$0.58	\$0.00	\$26.68	
	2	45		\$21.60	\$6.90	\$0.65	\$0.00	\$29.15	
	3	50		\$24.01	\$12.50	\$7.27	\$0.00	\$43.78	
	4	55		\$26.41	\$12.50	\$7.34	\$0.00	\$46.25	
	5	65		\$31.21	\$12.50	\$9.41	\$0.00	\$53.12	
	6	70		\$33.61	\$12.50	\$10.77	\$0.00	\$56.88	
	Effecti Step	ve Date - percent	12/31/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	40	1. 14. 14. 14. 14. 14. 14. 14. 14. 14. 1	\$19.60	\$7.05	\$0.59	\$0.00	\$27.24	
	2	45		\$22.05	\$7.05	\$0.66	\$0.00	\$29.76	
	3	50		\$24.51	\$12.75	\$7.34	\$0.00	\$44.60	
	4	55		\$26.96	\$12.75	\$7.41	\$0.00	\$47.12	
	5	65		\$31.86	\$12.75	\$9.52	\$0.00	\$54.13	
	6	70		\$34.31	\$12.75	\$10.90	\$0.00	\$57.96	
	Notes:		are 1000 hrs; Steps 3-6 are	1500 hrs.	Nervanas semenais securinis	endodyny – Mehrico do III o esticono	algeria montante en en	money commence control of the control of	
	Appre	ntice to Jou	ırneyworker Ratio:2:3***	**************************************	Women's security to the second		Andrew Comments	Committee and co	
EVATOR CO				01/01/2023	\$61.13	\$16.08	\$20.56	\$0.00	\$97.77
YATOR CONS	IRUCTOR	S LOCAL 41		01/01/2024	\$61.98	\$16.18	\$20.96	\$0.00	\$99.12
				01/01/2025	\$62.83	\$16.28	\$21.36	\$0.00	\$100.4
				01/01/2026	\$63.68	\$16.38	\$21.76	\$0.00	\$101.8
				01/01/2023	\$64.53	\$16.48	\$22.16	\$0.00	\$103.1

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Supplemental

Pension

Total Rate

	Step	ve Date - percent	01/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$30.57	\$16.08	\$0.00	\$0.00	\$46.65	
	2	55		\$33.62	\$16.08	\$20.56	\$0.00	\$70.26	
	3	65		\$39.73	\$16.08	\$20.56	\$0.00	\$76.37	
	4	70		\$42.79	\$16.08	\$20.56	\$0.00	\$79.43	
	5	80		\$48.90	\$16.08	\$20.56	\$0.00	\$85.54	
		ve Date -	01/01/2024	A constitut Dans Wass	TT141.	Danaian	Supplemental Unemployment	Total Rate	
	Step	percent		Apprentice Base Wage		Pension			
	1	50		\$30.99	\$16.18	\$0.00	\$0.00	\$47.17	
	2	55		\$34.09	\$16.18	\$20.96	\$0.00	\$71.23	
	3	65		\$40.29	\$16.18	\$20.96	\$0.00	\$77.43	
	4	70		\$43.39	\$16.18	\$20.96	\$0.00	\$80.53	
	5	80		\$49.58	\$16.18	\$20.96	\$0.00	\$86.72	
	ONSTRU	ntice to Jou JCTOR HE	urneyworker Ratio:1:1	01/01/202			\$20.56	\$0.00	
LEVATOR CONST	ONSTRU	ntice to Jou JCTOR HE	urneyworker Ratio:1:1		4 \$43.39	\$16.18	\$20.56 \$20.96 \$21.36	\$0.00 \$0.00 \$0.00	\$80.53
	ONSTRU	ntice to Jou JCTOR HE	urneyworker Ratio:1:1	01/01/202 01/01/202	4 \$43.39 5 \$43.98	\$16.18 \$16.28	\$20.96	\$0.00	\$80.53 \$81.62
EVATOR CONS:	ONSTRU TRUCTOR	ntice to Jou JCTOR HE S LOCAL 41	urneyworker Ratio:1:1 ELPER	01/01/202 01/01/202 01/01/202	4 \$43.39 5 \$43.98 6 \$44.58	\$16.18 \$16.28 \$16.38	\$20.96 \$21.36	\$0.00 \$0.00	\$80.53 \$81.62 \$82.72
EVATOR CONS	ONSTRU	ntice to Jou JCTOR HE S LOCAL 41	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR"	01/01/202: 01/01/202: 01/01/202: 01/01/202:	4 \$43.39 5 \$43.98 6 \$44.58 7 \$45.17	\$16.18 \$16.28 \$16.38 \$16.48	\$20.96 \$21.36 \$21.76 \$22.16	\$0.00 \$0.00 \$0.00 \$0.00	\$80.53 \$81.62 \$82.72 \$83.83
EVATOR CONST For apprentice	ONSTRUTRUCTOR	ntice to Jou JCTOR HE S LOCAL 41 Apprentice - H	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR" OR (HEAVY & HIGHWAY)	01/01/2022 01/01/2022 01/01/2022 01/01/2022 12/01/2022	4 \$43.39 5 \$43.98 6 \$44.58 7 \$45.17 3 \$34.38	\$16.18 \$16.28 \$16.38 \$16.48	\$20.96 \$21.36 \$21.76 \$22.16	\$0.00 \$0.00 \$0.00 \$0.00	\$80.53 \$81.62 \$82.72 \$83.83 \$58.33
EVATOR CONST For apprentice ENCE & GUA	ONSTRUTRUCTOR	ntice to Jou JCTOR HE S LOCAL 41 Apprentice - H	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR" OR (HEAVY & HIGHWAY)	01/01/202: 01/01/202: 01/01/202: 01/01/202: 12/01/202: 06/01/202:	4 \$43.39 5 \$43.98 6 \$44.58 7 \$45.17 3 \$34.38 4 \$35.58	\$16.18 \$16.28 \$16.38 \$16.48 \$9.40	\$20.96 \$21.36 \$21.76 \$22.16 \$14.53 \$14.53	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$80.53 \$81.62 \$82.72 \$83.81 \$58.31 \$59.51
EVATOR CONST For apprentice ENCE & GUA	ONSTRUTRUCTOR	ntice to Jou JCTOR HE S LOCAL 41 Apprentice - H	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR" OR (HEAVY & HIGHWAY)	01/01/2022 01/01/2022 01/01/2022 01/01/2022 12/01/2022 06/01/2022	4 \$43.39 5 \$43.98 6 \$44.58 7 \$45.17 3 \$34.38 4 \$35.58 4 \$36.78	\$16.18 \$16.28 \$16.38 \$16.48 \$9.40 \$9.40 \$9.40	\$20.96 \$21.36 \$21.76 \$22.16 \$14.53 \$14.53	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$80.53 \$81.62 \$82.72 \$83.81 \$58.31 \$59.51 \$60.71
EVATOR CONS	ONSTRUTRUCTOR	ntice to Jou JCTOR HE S LOCAL 41 Apprentice - H	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR" OR (HEAVY & HIGHWAY)	01/01/202: 01/01/202: 01/01/202: 01/01/202: 12/01/202: 12/01/202: 12/01/202: 06/01/202:	4 \$43.39 5 \$43.98 6 \$44.58 7 \$45.17 3 \$34.38 4 \$35.58 4 \$36.78 5 \$38.03	\$16.18 \$16.28 \$16.38 \$16.48 \$9.40 \$9.40 \$9.40 \$9.40	\$20.96 \$21.36 \$21.76 \$22.16 \$14.53 \$14.53 \$14.53	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$79.43 \$80.53 \$81.62 \$82.72 \$83.81 \$58.33 \$59.51 \$60.71 \$61.96
EVATOR CONST For apprentice ENCE & GUA	ONSTRUTRUCTOR	ntice to Jou JCTOR HE S LOCAL 41 Apprentice - H	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR" OR (HEAVY & HIGHWAY)	01/01/202: 01/01/202: 01/01/202: 01/01/202: 12/01/202: 06/01/202: 12/01/202: 12/01/202:	4 \$43.39 5 \$43.98 6 \$44.58 7 \$45.17 3 \$34.38 4 \$35.58 4 \$36.78 5 \$38.03 5 \$39.27	\$16.18 \$16.28 \$16.38 \$16.48 \$9.40 \$9.40 \$9.40 \$9.40	\$20.96 \$21.36 \$21.76 \$22.16 \$14.53 \$14.53 \$14.53 \$14.53	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$80.53 \$81.62 \$82.72 \$83.8 \$58.3 \$59.5 \$60.7 \$61.90 \$63.20
EVATOR CONST For apprentice	ONSTRUTRUCTOR	ntice to Jou JCTOR HE S LOCAL 41 Apprentice - H	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR" OR (HEAVY & HIGHWAY)	01/01/2022 01/01/2022 01/01/2022 01/01/2022 12/01/2022 12/01/2022 12/01/2022 12/01/2022 12/01/2022 06/01/2022 06/01/2022	4 \$43.39 5 \$43.98 6 \$44.58 7 \$45.17 3 \$34.38 4 \$35.58 4 \$36.78 5 \$38.03 5 \$39.27 6 \$40.57	\$16.18 \$16.28 \$16.38 \$16.48 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40	\$20.96 \$21.36 \$21.76 \$22.16 \$14.53 \$14.53 \$14.53 \$14.53 \$14.53	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$80.53 \$81.62 \$82.72 \$83.81 \$59.51 \$60.71 \$61.96 \$63.20 \$64.50
For apprentice	ONSTRUTRUCTOR	NATION HE S LOCAL 41  Apprentice - I IL ERECTY Y & HIGHWA	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR" OR (HEAVY & HIGHWAY)	01/01/202: 01/01/202: 01/01/202: 01/01/202: 12/01/202: 06/01/202: 12/01/202: 12/01/202:	4 \$43.39 5 \$43.98 6 \$44.58 7 \$45.17 3 \$34.38 4 \$35.58 4 \$36.78 5 \$38.03 5 \$39.27 6 \$40.57	\$16.18 \$16.28 \$16.38 \$16.48 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40	\$20.96 \$21.36 \$21.76 \$22.16 \$14.53 \$14.53 \$14.53 \$14.53	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$80.53 \$81.62 \$82.72 \$83.8 \$58.3 \$59.5 \$60.7 \$61.90 \$63.20
For apprentice  NCE & GUA  BORERS - ZONA  For apprentice  ELD ENG.IN	ONSTRUTRUCTORS  e rates see "  ARD RA  E 3 (HEAV.)  e rates see '  NST/ROI	Apprentice - LO-BLDG,S	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR" OR (HEAVY & HIGHWAY)	01/01/2022 01/01/2022 01/01/2022 01/01/2022 12/01/2022 12/01/2022 12/01/2022 12/01/2022 12/01/2022 06/01/2022 06/01/2022	4 \$43.39 5 \$43.98 6 \$44.58 7 \$45.17 3 \$34.38 4 \$35.58 4 \$36.78 5 \$38.03 5 \$39.27 6 \$40.57 6 \$41.86	\$16.18 \$16.28 \$16.38 \$16.48 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40	\$20.96 \$21.36 \$21.76 \$22.16 \$14.53 \$14.53 \$14.53 \$14.53 \$14.53	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$80.53 \$81.62 \$82.77 \$83.8 \$58.3 \$59.5 \$60.7 \$61.90 \$63.20 \$64.50
For apprentice CNCE & GUA BORERS - ZONA For apprentice ELD ENG.IN ERATING ENG.	e rates see "  ARD RA  E 3 (HEAV	Apprentice - I IL ERECTY & HIGHWA  Apprentice - L D-BLDG,SI DCAL 98  HIEF:BLD	urneyworker Ratio:1:1 ELPER ELEVATOR CONSTRUCTOR" OR (HEAVY & HIGHWAY) Y) ABORER (Heavy and Highway)	01/01/2022 01/01/2022 01/01/2022 01/01/2022 12/01/2022 12/01/2022 12/01/2022 12/01/2022 12/01/2022 12/01/2022	4 \$43.39 5 \$43.98 6 \$44.58 7 \$45.17 3 \$34.38 4 \$35.58 4 \$36.78 5 \$38.03 5 \$39.27 6 \$40.57 6 \$41.86	\$16.18 \$16.28 \$16.38 \$16.48 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40 \$9.40	\$20.96 \$21.36 \$21.76 \$22.16 \$14.53 \$14.53 \$14.53 \$14.53 \$14.53 \$14.53	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$80.53 \$81.62 \$82.72 \$83.8 \$58.3 \$59.5 \$60.7 \$61.90 \$63.20 \$64.50 \$65.79

20231204-058 **Issue Date:** 12/05/2023 Wage Request Number:

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER	07/02/2023	\$48.01	\$12.50	\$14.41	\$0.00	\$74.92
ELECTRICIANS LOCAL 7	12/31/2023	\$49.01	\$12.75	\$14.61	\$0.00	\$76.37
	06/30/2024	\$50.01	\$13.00	\$14.86	\$0.00	\$77.87
	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE	07/02/2023	\$48.01	\$12.50	\$14.41	\$0.00	\$74.92
/ COMMISSIONING <i>electricians</i>	12/31/2023	\$49.01	\$12.75	\$14.61	\$0.00	\$76.37
	06/30/2024	\$50.01	\$13.00	\$14.86	\$0.00	\$77.87
	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN  OPERATING ENGINEERS LOCAL 98	12/01/2023	\$39.03	\$13.38	\$15.15	\$0.00	\$67.56

**Apprentice -** *OPERATING ENGINEERS - Local 98 Class 3* **Effective Date -** 12/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60	\$23.42	\$13.38	\$15.15	\$0.00	\$51.95	
2	70	\$27.32	\$13.38	\$15.15	\$0.00	\$55.85	
3	80	\$31.22	\$13.38	\$15.15	\$0.00	\$59.75	
4	90	\$35.13	\$13.38	\$15.15	\$0.00	\$63.66	
Notes:	CONTRACTOR CONTRACTOR CONTRACTOR CONTRACTOR	comments of the control of the contr	209012 (CT-109 202019	prompte access commit	Service access ourselve Service		
u mananan	Steps 1-2 are 1000 hrs.;	Steps 3-4 are 2000 hrs.					
Appre	ntice to Journeyworker	Ratio:1:6	interesting of the comments	4 MARCO 4 MARCO TVA 4 MARCO 4	mercine morrison excepts con-	and provide another surprise	
	ER (HEAVY & HIGHW	AY) 12/01/202	23 \$25.9	8 \$9.40	\$14,41	\$0.00	\$49.79
LABORERS - ZONE 3 (HEAV	Y & HIGHWAY)	06/01/202	24 \$27.0	1 \$9.40	\$14.41	\$0.00	\$50.82
		12/01/202	24 \$27.0	1 \$9.40	\$14.41	\$0.00	\$50.82
		06/01/202	25 \$28.09	9 \$9.40	\$14.41	\$0.00	\$51.90
		12/01/202	25 \$28.09	9 \$9.40	\$14.41	\$0.00	\$51.90
		06/01/202	26 \$29.2	1 \$9.40	\$14.41	\$0.00	\$53.02
For apprentice rates see '	'Apprentice- LABORER (Heav	12/01/202 y and Highway)	26 \$29.2	1 \$9.40	\$14.41	\$0.00	\$53.02
FLOORCOVERER FLOORCOVERERS LOCAL 2	168 ZONE III	03/01/202	22 \$39.60	6 \$7.71	\$18.15	\$0.00	\$65.52

Supplemental

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Supplemental

**Total Rate** 

$\mathbf{E}$		ntice - FLOORCOVERER - Local 2 ve Date - 03/01/2022				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	1	50	\$19.83	\$7.71	\$1.40	\$0.00	\$28.94	
2	2	55	\$21.81	\$7.71	\$1.40	\$0.00	\$30.92	
3	3	60	\$23.80	\$7.71	\$13.95	\$0.00	\$45.46	
4	4	65	\$25.78	\$7.71	\$13.95	\$0.00	\$47.44	
5	5	70	\$27.76	\$7.71	\$15.35	\$0.00	\$50.82	
6	6	75	\$29.75	\$7.71	\$15.35	\$0.00	\$52.81	
7	7	80	\$31.73	\$7.71	\$16.75	\$0.00	\$56.19	
8	8	85	\$33.71	\$7.71	\$16.75	\$0.00	\$58.17	
N 	Notes:	Steps are 750 hrs. % After 10/1/17; 45/45/55/55/70/70 Step 1&2 \$26.21/ 3&4 \$31.49/ 5&0		vanorina esperiole l'estigliès :	Processor Commerce V. Process			
A	pprei	ntice to Journeyworker Ratio:1:1						
ORK LIFT PERATING ENGINEI	ERS LO	OCAL 98	12/01/2023	3 \$39.25	\$13.78	\$15.15	\$0.00	\$68.18
For apprentice rate	es see ".	Apprentice- OPERATING ENGINEERS"						
SENERATORS/LI			12/01/2023	3 \$35.80	\$13.78	\$15.15	\$0.00	\$64.73
PERATING ENGINEI	EKS LO	CAL 98						
For apprentice rate	es see ".	Apprentice- OPERATING ENGINEERS"		211.411.4				
For apprentice rate LAZIER (GLAS YSTEMS)	es see "A		06/01/2020	39.18	\$10.80	\$10.45	\$0.00	\$60.43
For apprentice rate ELAZIER (GLAS YSTEMS) LAZIERS LOCAL 133 A	es see ". SS PLA 33	Apprentice- OPERATING ENGINEERS"  ANK/AIR BARRIER/INTERIOR  attice - GLAZIER - Local 1333  we Date - 06/01/2020				Supplemental		\$60.43
For apprentice rate ELAZIER (GLAS YSTEMS) LAZIERS LOCAL 133 A E	es see ".  SS PLA  33  Appren	Apprentice- OPERATING ENGINEERS"  ANK/AIR BARRIER/INTERIOR  attice - GLAZIER - Local 1333  ve Date - 06/01/2020  percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	\$60.43
For apprentice rate LAZIER (GLAS YSTEMS) LAZIERS LOCAL 133  A E S 1	es see ".  SS PLA  33  Appren  Effective  Step  1	Apprentice- OPERATING ENGINEERS"  ANK/AIR BARRIER/INTERIOR  attice - GLAZIER - Local 1333  we Date - 06/01/2020  percent  50	Apprentice Base Wage \$19.59	Health \$10.80	Pension \$1.80	Supplemental Unemployment \$0.00	Total Rate \$32.19	\$60.43
For apprentice rate ELAZIER (GLAS YSTEMS) LAZIERS LOCAL 133  A E S: 1	es see "  SS PL.4  Appren  Effective  Step  1	Apprentice- OPERATING ENGINEERS"  ANK/AIR BARRIER/INTERIOR  attice - GLAZIER - Local 1333  ve Date - 06/01/2020  percent  50 56	Apprentice Base Wage \$19.59 \$22.04	Health \$10.80 \$10.80	Pension \$1.80 \$1.80	Supplemental Unemployment \$0.00 \$0.00	Total Rate \$32.19 \$34.64	
For apprentice rate LAZIER (GLAS YSTEMS) LAZIERS LOCAL 133  A E S 1 2	es see ". SS PLA  appren  Effective  1 2	Apprentice- OPERATING ENGINEERS"  ANK/AIR BARRIER/INTERIOR  attice - GLAZIER - Local 1333  ve Date - 06/01/2020  percent  50 56 63	Apprentice Base Wage \$19.59 \$22.04 \$24.49	Health \$10.80 \$10.80 \$10.80	Pension \$1.80 \$1.80 \$2.45	Supplemental Unemployment \$0.00 \$0.00 \$0.00	Total Rate \$32.19 \$34.64 \$37.74	
For apprentice rate LAZIER (GLAS YSTEMS) LAZIERS LOCAL 133  A E S 1 2 3 4	es see ". SS PLA  Appren  Effective  1 2 3 4	Apprentice- OPERATING ENGINEERS"  ANK/AIR BARRIER/INTERIOR  attice - GLAZIER - Local 1333  ve Date - 06/01/2020  percent  50  56  63  69	Apprentice Base Wage \$19.59 \$22.04 \$24.49 \$26.94	Health \$10.80 \$10.80 \$10.80 \$10.80	Pension \$1.80 \$1.80 \$2.45 \$2.45	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$32.19 \$34.64 \$37.74 \$40.19	
For apprentice rate  LAZIER (GLAS YSTEMS)  LAZIERS LOCAL 133  A E S 1 2 3 4 5	es see ". GS PLA 33 Appren Effectiv Step 1 2 3 4	Apprentice- OPERATING ENGINEERS"  ANK/AIR BARRIER/INTERIOR  Antice - GLAZIER - Local 1333  ve Date - 06/01/2020  percent  50  56  63  69  75	Apprentice Base Wage \$19.59 \$22.04 \$24.49 \$26.94 \$29.39	Health \$10.80 \$10.80 \$10.80 \$10.80 \$10.80	Pension \$1.80 \$1.80 \$2.45 \$2.45 \$3.15	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$32.19 \$34.64 \$37.74 \$40.19 \$43.34	
For apprentice rate LAZIER (GLAS YSTEMS) LAZIERS LOCAL 133  A E S: 1 2 3 4 5 6	es see ".  SS PLA  Appren  Effective  1  2  3  4  5  6	Apprentice- OPERATING ENGINEERS"  ANK/AIR BARRIER/INTERIOR  atice - GLAZIER - Local 1333  ve Date - 06/01/2020  percent  50  56  63  69  75  81	Apprentice Base Wage \$19.59 \$22.04 \$24.49 \$26.94 \$29.39 \$31.83	Health \$10.80 \$10.80 \$10.80 \$10.80 \$10.80 \$10.80	Pension \$1.80 \$1.80 \$2.45 \$2.45 \$3.15	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$32.19 \$34.64 \$37.74 \$40.19 \$43.34 \$45.78	
For apprentice rate LAZIER (GLAS YSTEMS) LAZIERS LOCAL 133  A E S 1 2 3 4 5 6 7	es see ".  SS PLA  Appren  Effective  1  2  3  4  5  6	Apprentice- OPERATING ENGINEERS"  ANK/AIR BARRIER/INTERIOR  Antice - GLAZIER - Local 1333  ve Date - 06/01/2020  percent  50  56  63  69  75	Apprentice Base Wage \$19.59 \$22.04 \$24.49 \$26.94 \$29.39	Health \$10.80 \$10.80 \$10.80 \$10.80 \$10.80	Pension \$1.80 \$1.80 \$2.45 \$2.45 \$3.15	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$32.19 \$34.64 \$37.74 \$40.19 \$43.34	
For apprentice rate GLAZIER (GLAS YSTEMS) LAZIERS LOCAL 133  A E S: 1 2 3 4 5 6 7	es see ". GS PLA 33 Appren Effectiv Step 1 2 3 4 5 6	Apprentice- OPERATING ENGINEERS"  ANK/AIR BARRIER/INTERIOR  attice - GLAZIER - Local 1333  ve Date - 06/01/2020  percent  50  56  63  69  75  81  88  94	Apprentice Base Wage \$19.59 \$22.04 \$24.49 \$26.94 \$29.39 \$31.83 \$34.28	Health \$10.80 \$10.80 \$10.80 \$10.80 \$10.80 \$10.80 \$10.80	Pension \$1.80 \$1.80 \$2.45 \$3.15 \$3.15 \$10.45	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$32.19 \$34.64 \$37.74 \$40.19 \$43.34 \$45.78 \$55.53	

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GRADER/TRENCHING MACHINE/DERRICK

OPERATING ENGINEERS LOCAL 98

12/01/2023

\$39.56

\$13.78

\$15.15

\$0.00

\$68.49

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (DUCTWORK)	07/01/2023	\$42.55	\$10.64	\$17.54	\$2.05	\$72.78
SHEETMETAL WORKERS LOCAL 63	01/01/2024	\$43.80	\$10.64	\$17.54	\$2.05	\$74.03
	07/01/2024	\$45.05	\$10.64	\$17.54	\$2.05	\$75.28
	01/01/2025	\$46.30	\$10.64	\$17.54	\$2.05	\$76.53
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS)	07/02/2023	\$48.01	\$12.50	\$14.41	\$0.00	\$74.92
ELECTRICIANS LOCAL 7	12/31/2023	\$49.01	\$12.75	\$14.61	\$0.00	\$76.37
	06/30/2024	\$50.01	\$13.00	\$14.86	\$0.00	\$77.87
	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37
For apprentice rates see "Apprentice- ELECTRICIAN"	******					
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 63	07/01/2023	\$42.55	\$10.64	\$17.54	\$2.05	\$82.37 \$83.87 \$85.37 \$72.78
SHEELIWEIAL WORKENS LOCAL 03	01/01/2024	\$43.80	\$10.64	\$17.54	\$2.05	\$74.03
	07/01/2024	\$45.05	\$10.64	\$17.54	\$2.05	\$75.28
	01/01/2025	\$46.30	\$10.64	\$17.54	\$2.05	\$76.53
For apprentice rates see "Apprentice- SHEET METAL WORKER"		weeks to the contract of the c				
HVAC (TESTING AND BALANCING -WATER)  PLUMBERS & PIPEFITTERS LOCAL 104	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	00/47/0000	A15 06	A0.55	017.10	£0.00	\$74.C1
HVAC MECHANIC  PLUMBERS & PIPEFITTERS LOCAL 104	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2023	\$34.88	\$9,40	\$14.53	\$0.00	\$58.81
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2024	\$36.08	\$9.40	\$14.53	\$0.00	\$60.01
	12/01/2024	\$37.28	\$9.40	\$14.53	\$0.00	\$61.21
	06/01/2025	\$38.53	\$9.40	\$14.53	\$0.00	\$62.46
	12/01/2025	\$39.77	\$9.40	\$14.53	\$0.00	\$63.70
	06/01/2026	\$41.07	\$9.40	\$14.53	\$0.00	\$65.00
	12/01/2026	\$42.36	\$9.40	\$14.53	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)		**************************************				
INSULATOR (PIPES & TANKS)	09/01/2023	\$42.80	\$14.75	\$19.61	\$0.00	\$77.16
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	09/01/2024	\$45.54	\$14.75	\$19.61	\$0.00	\$79.90
	09/01/2025	\$48.27	\$14.75	\$19.61	\$0.00	\$82.63
	09/01/2026	\$51.01	\$14.75	\$19.61	\$0.00	\$85.37

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Supplemental

Total Rate

Step	ive Date - 09/01/2023 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$21.40	\$14.75	\$14.32	\$0.00	\$50.47	
2	60	\$25.68	\$14.75	\$15.37	\$0.00	\$55.80	
3	70	\$29.96	\$14.75	\$16.43	\$0.00	\$61.14	
4	80	\$34.24	\$14.75	\$17.49	\$0.00	\$66.48	
Effect	ive Date - 09/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$22.77	\$14.75	\$14.32	\$0.00	\$51.84	
2	60	\$27.32	\$14.75	\$15.37	\$0.00	\$57.44	
3	70	\$31.88	\$14.75	\$16.43	\$0.00	\$63.06	
4	80	\$36.43	\$14.75	\$17.49	\$0.00	\$68.67	
Notes	ou america missima america decendo emerina sintenta simiema biolónia.	parameter scriptule biologice amountage biologice processes	PARTIES PROCESS RECEIVED	recovered standards for reducting	greenings group at Statemen A		
	Steps are 1 year					4	
Appro	entice to Journeyworker Ratio:1:4	Americans manufacture formula fine of the country o	er minner sport og gjer opprer styrig minner men en		generalization conjuncting is traped them. The	managang gamananang dari kalèng	
ONWORKER/WEL		09/16/2023	\$39.81	\$8.25	\$22.70	\$0.00	\$70.76
ONWORKERS LOCAL 7 (S	SPRINGFIELD AREA)	03/16/2024	\$40.66	\$8.25	\$22,70	\$0.00	\$71.61

Effecti Step	ive Date - 09/16/2023 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.89	\$8.25	\$22.70	\$0.00	\$54.84
2	70	\$27.87	\$8.25	\$22.70	\$0.00	\$58.82
3	75	\$29.86	\$8.25	\$22.70	\$0.00	\$60.81
4	80	\$31.85	\$8.25	\$22.70	\$0.00	\$62.80
	o.e	000.04	<b>40.0</b> 2	000.70	ቀለ ለለ	\$64.79
5	85	\$33.84	\$8.25	\$22.70	\$0.00	\$64.79
6 Effect	90 ive Date - 03/16/2024	\$35.83	\$8.25	\$22.70 \$22.70 Pension	\$0.00 \$0,00 Supplemental Unemployment	\$66.78 Total Rate
6	90	\$35.83	\$8.25	\$22.70	\$0.00 Supplemental	\$66.78
6	90		\$8.25	\$22.70	\$0.00 Supplemental	\$66.78
6 Effect	90  ive Date - 03/16/2024  percent	\$35.83  Apprentice Base Wage \$24.40	\$8.25	\$22.70 Pension	\$0.00 Supplemental Unemployment	\$66.78  Total Rate
6 Effecti Step 1	90  ive Date - 03/16/2024  percent  60	\$35.83 Apprentice Base Wage	\$8.25 Health \$8.25	\$22.70  Pension  \$22.70	\$0.00 Supplemental Unemployment	\$66.78  Total Rate  \$55.35
6 Effecti Step 1	90  ive Date - 03/16/2024  percent  60  70	\$35.83  Apprentice Base Wage \$24.40 \$28.46	\$8.25 Health \$8.25 \$8.25	\$22.70  Pension  \$22.70  \$22.70	\$0.00  Supplemental Unemployment  \$0.00  \$0.00	\$66.78  Total Rate  \$55.35 \$59.41
Effecti Step 1 2 3	90  ive Date - 03/16/2024  percent  60  70  75	\$35.83  Apprentice Base Wage \$24.40 \$28.46 \$30.50	\$8.25 Health \$8.25 \$8.25 \$8.25	\$22.70  Pension  \$22.70  \$22.70  \$22.70	\$0.00  Supplemental Unemployment  \$0.00  \$0.00  \$0.00	\$66.78  Total Rate  \$55.35  \$59.41  \$61.45

Apprentice to Journeyworker Ratio:1:4

Classification			Effec	tive Date	Base Wage	e Health		Supplemental Unemployment	Total Rate
JACKHAMME LABORERS - ZONE		VING BREAKER OPERATOR DING & SITE)	12/0	12/01/2023		\$9.00	\$16.59	\$0.00	\$59.97
For apprentice	rates see "	Apprentice- LABORER"			-	- Internal - Ann			
LABORER LABORERS - ZONE	ABORER BORERS - ZONE 3 (BUILDING & SITE)		12/0	1/2023	\$34.13	\$9.40	\$16.59	\$0.00	\$60.12
		ntice - LABORER - Zone 3 Building over Date - 12/01/2023  percent	& Site  Apprentice Base	Wage I	<del>T</del> ealth	Pension	Supplementa Unemploymen		
	1	60	\$20.48		\$9.40	\$16.59	\$0.00	\$46.47	
	2	70	\$23.89		\$9.40	\$16.59	\$0.00		
	3	80	\$27.30		\$9.40	\$16.59	\$0.00		
	4	90	\$30.72		\$9.40	\$16.59	\$0.00		
	Notes:	a managang managana Ammanay Magaman kananany Magamany ayangsa bangsara kan			Notes to the second	expensive period to provide	processing an assessing		
			•					Villedower	
	Appre	ntice to Journeyworker Ratio:1:5	an years, in emiliary transfiles whether	e is some commo	and the second to the second to be a		ever crosses emotivated mannings	material comments of the same	
LABORER (HE	EAVY &	HIGHWAY)	12/0	1/2023	\$34.13	\$9.40	\$14.53	\$0.00	\$58.06
LABORERS - ZONE	3 (HEAV	Y & HIGHWAY)	06/0	1/2024	\$35.33	\$9.40	\$14.53	\$0.00	\$59.26
			12/0	1/2024	\$36.53	\$9.40	\$14.53	\$0.00	\$60.46
			06/0	1/2025	\$37.78	\$9.40	\$14.53	\$0.00	\$61.71
				1/2025	\$39.02	\$9.40	\$14.53	\$0.00	\$62.95
				1/2026	\$40.32	\$9.40	\$14.53	\$0.00	\$64.25
				1/2026	\$41.61	\$9.40	\$14.53	\$0.00	\$65.54
		ntice - LABORER (Heavy & Highwa) ve Date - 12/01/2023 percent	y) - Zone 3  Apprentice Base	Wage I	<del>T</del> ealth	Pension	Supplementa Unemploymen		
	1	60	\$20.48		\$9.40	\$14.53	\$0.00	\$44.41	
	2	70	\$23.89		\$9.40	\$14.53	\$0.00	\$47.82	
	3	80	\$27.30		\$9.40	\$14.53	\$0.00	\$51.23	
	4	90	\$30.72		\$9.40	\$14.53	\$0.00	\$54.65	
	Notes:	en de deserve de deser	ening general konsoning georoomic errore	ere exercise end	ena yanzara arasala ar	THE STATE OF THE S	11 (10 (10 (10 (10 (10 (10 (10 (10 (10 (	with the second second second	
	a de la constante de la consta		processor processor processor				entrant entra es antique		
	Appre	ntice to Journeyworker Ratio:1:5							
LABORER: CA			12/0	1/2023	\$34.13	\$9.40	\$16.59	\$0.00	\$60.12
		'Apprentice- LABORER"	24.200						
LABORER: CE		FINISHER TENDER DING & SITE)	12/0	1/2023	\$34.13	\$9.40	\$16.59	\$0.00	\$60.12
		'Apprentice- LABORER"	- Contract of the Contract of				J		
LABORER: HA		OUS WASTE/ASBESTOS REMOVER DING & SITE)	12/0	1/2023	\$34.10	\$9.40	\$16.72	\$0.00	\$60.22
For apprentice	rates see 1	'Apprentice- LABORER"							

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**Issue Date:** 12/05/2023

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2023	\$35.13	\$9.40	\$16.59	\$0.00	\$61.12
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY)	12/01/2023	\$34,38	\$9.40	\$14.53	\$0.00	\$58.31
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2024	\$35.58	\$9.40	\$14.53	\$0.00	\$59.51
	12/01/2024	\$36.78	\$9.40	\$14.53	\$0.00	\$60.71
	06/01/2025	\$38.03	\$9.40	\$14.53	\$0.00	\$61.96
	12/01/2025	\$39.27	\$9.40	\$14.53	\$0.00	\$63.20
	06/01/2026	\$40.57	\$9.40	\$14.53	\$0.00	\$64.50
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$41.86	\$9.40	\$14.53	\$0.00	\$65.79
LABORER: MULTI-TRADE TENDER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2023	\$34.13	\$9.40	\$16.59	\$0.00	\$60.12
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2023	\$34.13	\$9.40	\$16.59	\$0.00	\$60.12
This classification applies to the removal of standing trees, and the trimming and reclearance incidental to construction. For apprentice rates see "Apprentice-LABOI	emoval of branches and limb	os when related t	o public work	s construction	or site	
LASER BEAM OPERATOR ABORERS - ZONE 3 (BUILDING & SITE)	12/01/2023	\$34.38	\$9.00	\$16.59	\$0.00	\$59.97
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/01/2023	\$34.38	\$9.40	\$14.53	\$0.00	\$58.31
ABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2024	\$35.58	\$9.40	\$14.53	\$0.00	\$59.51
	12/01/2024	\$36.78	\$9.40	\$14.53	\$0.00	\$60.71
	06/01/2025	\$38.03	\$9.40	\$14.53	\$0.00	\$61.96
	12/01/2025	\$39.27	\$9.40	\$14.53	\$0.00	\$63.20
	06/01/2026	\$40.57	\$9.40	\$14.53	\$0.00	\$64.50
	12/01/2026	\$41.86	\$9.40	\$14.53	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)					~~~	
MARBLE & TILE FINISHERS PRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	08/01/2023	\$41.37	\$11.49	\$19.53	\$0.00	\$72.39
accident to the visit of the vi	02/01/2024	\$42.37	\$11.49	\$19.53	\$0.00	\$61.12 \$58.31 \$59.51 \$60.71 \$61.96 \$63.20 \$64.50 \$65.79 \$60.12 \$59.97 \$58.31 \$59.51 \$60.71 \$61.96 \$63.20 \$64.50 \$65.79
	08/01/2024	\$44.05	\$11.49	\$19.53	\$0.00	\$75.07
	02/01/2025	\$45.90	\$11.49	\$19.53	\$0.00	\$76.92
	08/01/2025	\$46.81	\$11.49	\$19.53	\$0.00	\$77.83
	02/01/2026	\$47.89	\$11.49	\$19.53	\$0.00	\$78.91
	08/01/2026	\$49.65	\$11.49	\$19.53	\$0.00	\$80.67
	02/01/2027	\$50.77	\$11.49	\$19.53	\$0.00	\$81.79

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Effective Date Base Wage Health

Pension	Supplemental Unemployment	Total Rate
Supplementa	1	
Unemploymen		
\$0.00	\$51.71	
\$0.00	\$55.84	
\$0.00	\$59.98	
\$0.00	\$64.12	
\$0.00	\$68.25	
and the second of the second	Annual Control action between	

Effect Step	percent 08/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.69	\$11.49	\$19.53	\$0.00	\$51.71
2	60	\$24.82	\$11.49	\$19.53	\$0.00	\$55.84
3	70	\$28.96	\$11.49	\$19.53	\$0.00	\$59.98
4	80	\$33.10	\$11.49	\$19.53	\$0.00	\$64.12
5	90	\$37.23	\$11.49	\$19.53	\$0.00	\$68.25

## Apprentice to Journeyworker Ratio:1:5

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

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

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

See "BRICK/STONE/ARTIFICIAL MASONRY (INCL.MASONRY WATERFY	(OOFING)					
MECH. SWEEPER OPERATOR (ON CONST. SITES)  OPERATING ENGINEERS LOCAL 98	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANIC/WELDER/BOOM TRUCK OPERATING ENGINEERS LOCAL 98	12/01/2023	\$39.03	\$13.38	\$15.15	\$0.00	\$67.56
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 3) MILLWRIGHTS LOCAL 1121 - Zone 3	01/02/2023	\$40.16	\$8.58	\$21.57	\$0.00	\$70.31

## Apprentice - MILLWRIGHT - Local 1121 Zone 3

Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	55	\$22.09	\$8.58	\$5.72	\$0.00	\$36.39
2	65	\$26.10	\$8.58	\$17.93	\$0.00	\$52.61
3	75	\$30.12	\$8.58	\$18.98	\$0.00	\$57.68
4	85	\$34.14	\$8.58	\$20.01	\$0.00	\$62.73

12/01/2023	\$34.38	\$9.00	\$16.59	\$0.00	\$59.97
12/01/2023	\$35.02	\$13.78	\$15.15	\$0.00	\$63.95
12/01/2023	\$32.74	\$13.78	\$15.15	\$0.00	\$61.67
	12/01/2023	12/01/2023 \$35.02	12/01/2023 \$35.02 \$13.78	12/01/2023 \$35.02 \$13.78 \$15.15	12/01/2023 \$35.02 \$13.78 \$15.15 \$0.00

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

	0 10 4 /- 0 - 1	0 # # 0 4	40.07	622 OF	ድለ ለለ	ΦΩ1.1C
	07/01/2024		\$9.95	\$23.95	\$0.00	\$91.16
	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36
Apprentice - PAINTER Local 35 - BRIDGES Effective Date - 07/01/2023	S/TANKS			Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 50	\$27.76	\$9.65	\$0.00	\$0.00	\$37.41	
2 55	\$30.53	\$9.65	\$6.55	\$0.00	\$46.73	
3 60	\$33.31	\$9.65	\$7.14	\$0.00	\$50.10	
4 65	\$36.08	\$9.65	\$7.74	\$0.00	\$53.47	
5 70	\$38.86	\$9.65	\$20.13	\$0.00	\$68.64	
6 75	\$41.63	\$9.65	\$20.73	\$0.00	\$72.01	
7 80	\$44.41	\$9.65	\$21.32	\$0.00	\$75.38	
8 90	\$49.96	\$9.65	\$22.51	\$0.00	\$82.12	
	Apprentice Base Wage		Pension	Supplemental Unemployment	Total Rate	
1 50	\$28.03	\$9.95	\$0.00	\$0.00	\$37.98	
2 55	\$30.83	\$9.95	\$6.66	\$0.00	\$47.44	
3 60	\$33.64	\$9.95	\$7.26	\$0.00	\$50.85	
4 65	\$36.44	\$9.95	\$7.87	\$0.00	\$54.26	
5 70	\$39.24	\$9.95	\$20.32	\$0.00	\$69.51	
6 75	\$42.05	\$9.95	\$20.93	\$0.00	\$72.93	
7 80	\$44.85	\$9.95	\$21.53	\$0.00	\$76.33	
8 90	\$50.45	\$9.95	\$22.74	\$0.00	\$83.14	
Notes: Steps are 750 hrs.	gy gropping property grown and and the	ammerica describe describe d	enggeney yerrendes kommune	Market 198 - Schoolsen - American - American	www. common account colony	
Stops are 750 ms.	and the second s	octobre emocroy crow_52 -65	one and according according	eroccos apocara american esc	Control of the Contro	
Apprentice to Journeyworker Ratio:1:1					IL DAIF?	
SPRAY OR SANDBLAST, NEW) *	07/01/2023	\$39.98	\$8.65	\$19.15	\$0.00	\$67.78
more of surfaces to be painted are new construction rate shall be used. PAINTERS LOCAL 35 - ZONE 3	01/01/2024	\$41.08	\$8.65	\$19.15	\$0.00	\$68.88
THE SIMIL OF ASSAULTHITIMO ISOCIAL SS. BOTTE S	07/01/2024	\$42.13	\$8.65	\$19.15	\$0.00	\$69.93
	01/01/2025	\$43.23	\$8.65	\$19.15	\$0.00	\$71.03

Classification

PAINTER (BRIDGES/TANKS)

PAINTERS LOCAL 35 - ZONE 3

Supplemental

\$0.00

\$0.00

Unemployment

Pension

\$23.70

\$23.95

Base Wage

\$55.51

\$56.06

Effective Date

07/01/2023

01/01/2024

Health

\$9.65

\$9.95

**Total Rate** 

\$88.86

\$89.96

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**Total Rate** 

Health

Apprentice to bourney worker Rantoixix						
PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2023	\$35.65	\$9.65	\$19.70	\$0.00	\$65.00
PAINTERS LOCAL 35 - ZONE 3	01/01/2024	\$36.15	\$9.95	\$19.90	\$0.00	\$66.00
	07/01/2024	\$37.35	\$9.95	\$19.90	\$0.00	\$67.20
	01/01/2025	\$38.55	\$9.95	\$19.90	\$0.00	\$68.40

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Effec Step	percent	07/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
1	50		\$17.83	\$9.65	\$0.00	\$0.00	\$27.48	
2	55		\$19.61	\$9.65	\$4.35	\$0.00	\$33.61	
3	60		\$21.39	\$9.65	\$4.74	\$0.00	\$35.78	
4	65		\$23.17	\$9.65	\$5.14	\$0.00	\$37.96	
5	70		\$24.96	\$9.65	\$17.33	\$0.00	\$51.94	
6	75		\$26.74	\$9.65	\$17.73	\$0.00	\$54.12	
7	80		\$28.52	\$9.65	\$18.12	\$0.00	\$56.29	
8	90		\$32.09	\$9.65	\$18.91	\$0.00	\$60.65	
Effec Step	etive Date -	01/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	- 11 - 11 - 11 - 11 - 11 - 11 - 11 - 1	\$18.08	\$9.95	\$0.00	\$0.00	\$28.03	
2	55		\$19.88	\$9.95	\$4.43	\$0.00	\$34.26	
3	60		\$21.69	\$9.95	\$4.83	\$0.00	\$36.47	
4	65		\$23.50	\$9.95	\$5.23	\$0.00	\$38.68	
5	70		\$25.31	\$9.95	\$17.49	\$0.00	\$52.75	
6	75		\$27.11	\$9.95	\$17.89	\$0.00	\$54.95	
7	80		\$28.92	\$9.95	\$18.29	\$0.00	\$57.16	
8	90		\$32.54	\$9.95	\$19.10	\$0.00	\$61.59	
Note	 S:	onano anima manas indias material mendena manda india	и разний Адисон монти петете потте	and a contract of the contract	endond sommer knows	acceptable accepted acceptable on	games season browns were	
A department	Steps are						Tonomer.	
App	entice to Jo	urneyworker Ratio:1:1	والمستقد والمستقد والمستقد والمستقد والهاستقد	committee of management of the committee of		promotions of community and statement for the	engings granding granding grandings.	
R / TAPER (I			07/01/2023	\$36.93	\$9.65	\$19.70	\$0.00	\$66.28
		painted are new construction	01/01/2024	\$37.43	\$9.95	\$19.90	\$0.00	\$67.28
mi rate shan i	Je useu. <i>PAINT</i>	ERS LOCAL 35 - ZONE 3	07/01/2024	\$38.63	\$9.95	\$19.90	\$0.00	\$68.48

01/01/2025

\$39.83

\$9.95

\$19.90

\$0.00

\$69.68

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Supplemental Pension Unemployment

Total Rate

	Step	or de	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
-	1	50	\$18.47	\$9.65	\$0.00	\$0.00	\$28.12	
	2	55	\$20.31	\$9.65	\$4.35	\$0.00	\$34.31	
	3	60	\$22.16	\$9.65	\$4.74	\$0.00	\$36.55	
	4	65	\$24.00	\$9.65	\$5.14	\$0.00	\$38.79	
	5	70	\$25.85	\$9.65	\$17.33	\$0.00	\$52.83	
	6	75	\$27.70	\$9.65	\$17.73	\$0.00	\$55.08	
	7	80	\$29.54	\$9.65	\$18.12	\$0.00	\$57.31	
	8	90	\$33.24	\$9.65	\$18.91	\$0.00	\$61.80	
	Effecti Step	ve Date - 01/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	1	50	\$18.72	\$9.95	\$0.00	\$0.00	\$28.67	
	2	55	\$20.59	\$9.95	\$4.43	\$0.00	\$34.97	
	3	60	\$22.46	\$9.95	\$4.83	\$0.00	\$37.24	
	4	65	\$24,33	\$9.95	\$5.23	\$0.00	\$39.51	
	5	70	\$26,20	\$9.95	\$17.49	\$0.00	\$53.64	
	6	75	\$28.07	\$9.95	\$17.89	\$0.00	\$55.91	
	7	80	\$29.94	\$9.95	\$18.29	\$0.00	\$58.18	
	8	90	\$33.69	\$9.95	\$19.10	\$0.00	\$62.74	
	Votes:	Steps are 750 hrs.	AND THE PERSON ASSESSED A STORM ATTEMPT AND THE	months and and and the second	Promiting and the discountry dis	in Summaried - 18 miles for the American Country - Life	and the distribution of the transfer.	
		Stops are 750 ms.					-	
' A	Appre	ntice to Journeyworker Ratio:	1:1			mangna ammini di Jamesia in i	The second secon	
ER / TAPE	•	RUSH, REPAINT)	07/01/2023	\$34.25	\$9.65	\$19.70	\$0.00	\$63.6
NO LOCAL 33	- ZUNE	J	01/01/2024	\$34.75	\$9.95	\$19.90	\$0.00	\$64.6
			07/01/2024	\$35.95	\$9.95	\$19.90	\$0.00	\$65.8
			01/01/2025	\$37.15	\$9.95	\$19.90	\$0.00	\$67.0

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Supplemental Unemployment

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Total Rate

	Effecti	ive Date - 07/01/2023				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$17.13	\$9.65	\$0.00	\$0.00	\$26.78	
	2	55	\$18.84	\$9.65	\$4.35	\$0.00	\$32.84	
	3	60	\$20.55	\$9.65	\$4.74	\$0.00	\$34.94	
	4	65	\$22.26	\$9.65	\$5.14	\$0.00	\$37.05	
	5	70	\$23.98	\$9.65	\$17.33	\$0.00	\$50.96	
	6	75	\$25.69	\$9.65	\$17.73	\$0.00	\$53.07	
	7	80	\$27.40	\$9.65	\$18.12	\$0.00	\$55.17	
	8	90	\$30.83	\$9.65	\$18.91	\$0.00	\$59.39	
	Effecti Step	ive Date - 01/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$17.38	\$9.95	\$0.00	\$0.00	\$27.33	
	2	55	\$19.11	\$9.95	\$4.43	\$0.00	\$33.49	
	3	60	\$20.85	\$9.95	\$4.83	\$0.00	\$35.63	
	4	65	\$22.59	\$9.95	\$5.23	\$0.00	\$37.77	
	5	70	\$24.33	\$9.95	\$17.49	\$0.00	\$51.77	
	6	75	\$26.06	\$9.95	\$17.89	\$0.00	\$53.90	
	7	80	\$27.80	\$9.95	\$18.29	\$0.00	\$56.04	
	8	90	\$31.28	\$9.95	\$19.10	\$0.00	\$60.33	
•	Notes:	Steps are 750 hrs.	Personal Science Accesses and accesses accessed	ummas emulas nemerae .	CONTROL BEINGERN MONTHA	properties processed management en	bactory e electronic acts above electroly	
	Appre	ntice to Journeyworker Ratio:1:1	honoris, politiking viniming, senteng kasamina partitisa		angulary grantesing producing grantesing grantesing grantesing	Transmit	Courts Assertment Seasons & Princesses	
		ARKINGS (HEAVY/HIGHWAY)	12/01/2023	3 \$34.13	\$9.40	\$14.53	\$0.00	\$58.06
BORERS - ZOI	VE 3 (HEAV	Y & HIGHWAY)	06/01/2024	\$35.33	\$9.40	\$14.53	\$0.00	\$59.26
			12/01/2024	\$36.53	\$9.40	\$14.53	\$0.00	\$60.46
			06/01/2025	\$37.78	\$9.40	\$14.53	\$0.00	\$61.71
			12/01/2025	\$39.02	\$9.40	\$14.53	\$0.00	\$62.95
			06/01/2026	\$40.32	\$9.40	\$14.53	\$0.00	\$64.25
For appropri	oo rataa aco 1	'Apprentice- LABORER (Heavy and Highway)	12/01/2020	\$41.61	\$9.40	\$14.53	\$0.00	\$65.54
. or approxim	1 500							

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PANEL & PICKUP TRUCKS DRIVER	12/01/2023	\$38.78	\$14.57	\$18.67	\$0.00	\$72.02
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$38.78	\$15.07	\$18.67	\$0.00	\$72.52
	06/01/2024	\$39.78	\$15.07	\$18.67	\$0.00	\$73.52
•	12/01/2024	\$39.78	\$15.07	\$20.17	\$0.00	\$75.02
	01/01/2025	\$39.78	\$15.57	\$20.17	\$0.00	\$75.52
	06/01/2025	\$40.78	\$15.57	\$20.17	\$0.00	\$76.52
	12/01/2025	\$40.78	\$15.57	\$21.78	\$0.00	\$78.13
	01/01/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$78.73
	06/01/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$79.73
	12/01/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$81.47
	01/01/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$82.07
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2020	\$43.53	\$9.40	\$23.12	\$0.00	\$76.05
PILE DRIVER LOCAL 56 (ZONE 3)  For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2020	\$43.53	\$9.40	\$23.12	\$0.00	\$76.05

**Apprentice -** PILE DRIVER - Local 56 Zone 3

Effective Date - 08/01/2020 Step percent  1 0	Apprentice Base Wage	Health	Pension \$0.00	Supplemental Unemployment \$0.00	Total Rate	
Notes: Apprentice wages shall be no less than (Same as set in Zone 1) 1\$57.06/2\$61.96/3\$66.87/4\$69.32/5\$	the following Steps;			Antonina Material Sections 4	Acceptance and acceptance accepta	
Apprentice to Journeyworker Ratio:1:5						
IPELAYER ABORERS - ZONE 3 (BUILDING & SITE)	12/01/2023	3 \$34.38	\$9.00	\$16.59	\$0.00	\$59.97
For apprentice rates see "Apprentice- LABORER"						
IPELAYER (HEAVY & HIGHWAY)	12/01/2023	3 \$34.38	\$9.40	\$14.53	\$0.00	\$58.31
ABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2024	\$35.58	\$9.40	\$14.53	\$0.00	\$59.51
	12/01/2024	\$36.78	\$9.40	\$14.53	\$0.00	\$60.71
	06/01/2025	\$38.03	\$9.40	\$14.53	\$0.00	\$61.96
	12/01/2025	\$39.27	\$9.40	\$14.53	\$0.00	\$63.20
	06/01/2026	\$40.57	\$9.40	\$14.53	\$0.00	\$64.50
	12/01/2026	\$41.86	\$9.40	\$14.53	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)					10110-004	
LUMBER & PIPEFITTER	09/17/2023	3 \$47.96	\$9.55	\$17.10	\$0.00	\$74.61
LUMBERS & PIPEFITTERS LOCAL 104	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86

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Issue Date: 12/05/2023

Wage Request Number:

Apprentice - PLUMBER/PIPEFITTER - Local 104

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	Effecti	ve Date - 09/17/2023				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	•
	1	45	\$21.58	\$9.55	\$10.10	\$0.00	\$41.23	3
	2	50	\$23.98	\$9.55	\$10.10	\$0.00	\$43.63	3
	3	55	\$26.38	\$9.55	\$10.10	\$0.00	\$46.03	3
	4	60	\$28.78	\$9.55	\$10.10	\$0.00	\$48.43	3
	5	65	\$31.17	\$9.55	\$10.10	\$0.00	\$50.82	<b>!</b>
	6	70	\$33.57	\$9.55	\$10.10	\$0.00	\$53.22	?
	7	75	\$35.97	\$9.55	\$10.10	\$0.00	\$55.62	2
	8	80	\$38.37	\$9.55	\$10.10	\$0.00	\$58.02	?
	9	80	\$38.37	\$9.55	\$17.10	\$0.00	\$65.02	!
	10	80	\$38.37	\$9.55	\$17.10	\$0.00	\$65.02	2
	Effecti	ve Date - 03/17/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	•
	1	45	\$22.14	\$9.55	\$10.10	\$0.00	\$41.79	)
	2	50	\$24.61	\$9.55	\$10.10	\$0.00	\$44.26	•
	3	55	\$27.07	\$9.55	\$10.10	\$0.00	\$46.72	2
	4	60	\$29.53	\$9.55	\$10.10	\$0.00	\$49.18	}
	5	65	\$31.99	\$9.55	\$10.10	\$0.00	\$51.64	1
	6	70	\$34.45	\$9.55	\$10.10	\$0.00	\$54.10	)
	7	75	\$36.91	\$9.55	\$10.10	\$0.00	\$56.56	;
	8	80	\$39.37	\$9.55	\$10.10	\$0.00	\$59.02	2
	9	80	\$39.37	\$9.55	\$17.10	\$0.00	\$66.02	2
	10	80	\$39.37	\$9.55	\$17.10	\$0.00	\$66.02	2
	Notes:	**1:1,2:5,3:9,4:12	NEW ANDRONE REPORTS PROBLET PROBLET ANDRESS AND SELECTION OF SELECTION	energiales todastros transces	MANAGE STREET	en na sama sama sa		
		Soldandido Porcedora Persona de Distributos Sastinistados Milliandiados (Al 18)			The same and the same and		ericon, 101000000 4000000 N	
	Appre	ntice to Journeyworker Ratio	0:**					
		OLS (TEMP.)	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
JMBERS & PIPI			03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
**		Apprentice- PIPEFITTER" or "PLUM						
EUMATIC E GHWAY)	)KILL/1	OOL OPERATOR (HEAVY	12,01,202			\$14.53	\$0.00	\$58.31
BORERS - ZONE	3 (HEAV	Y & HIGHWAY)	06/01/2024			\$14.53	\$0.00	\$59.51
			12/01/2024			\$14.53	\$0.00	\$60.71
			06/01/2025			\$14.53	\$0.00	\$61.96
			12/01/2025			\$14.53	\$0.00	\$63.20
			06/01/2026			\$14.53	\$0.00	\$64.50
For apprentice	rates see "	Apprentice- LABORER (Heavy and l	12/01/2026 Highway)	5 \$41.86	\$9.40	\$14.53	\$0.00	\$65.79
WDERMAN BORERS - ZONE			12/01/2023	3 \$35.13	\$9.40	\$16.59	\$0.00	\$61.12
		Apprentice- LABORER"						

20231204-058

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/01/2023	\$35.13	\$9.40	\$14.53	\$0.00	\$59.06
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2024	\$36.33	\$9.40	\$14.53	\$0.00	\$60.26
	12/01/2024	\$37.53	\$9.40	\$14.53	\$0.00	\$61.46
	06/01/2025	\$38.78	\$9.40	\$14.53	\$0.00	\$62.71
	12/01/2025	\$40.02	\$9.40	\$14.53	\$0.00	\$63.95
	06/01/2026	\$41.32	\$9.40	\$14.53	\$0.00	\$65.25
	12/01/2026	\$42.61	\$9.40	\$14.53	\$0.00	\$66.54
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)					and the state of t	
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 98	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER)  OPERATING ENGINEERS LOCAL 98	12/01/2023	\$39.03	\$13.38	\$15.15	\$0.00	\$67.56
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER TEAMSTERS 404 - Construction Service (Northampton)	05/01/2020	\$22.44	\$11.07	\$6.50	\$0.00	\$40.01
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2023	\$34.38	\$9.00	\$16.59	\$0.00	\$59.97
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR  OPERATING ENGINEERS LOCAL 98	12/01/2023	\$38.42	\$13.78	\$15.15	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) ROOFERS LOCAL 248	07/16/2023	\$38.91	\$10.35	\$18.00	\$0.00	\$67.26
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg)  ROOFERS LOCAL 248	07/16/2023	\$38.41	\$10.35	\$18.00	\$0.00	\$66.76

Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60	\$23.05	\$10.35	\$0.00	\$0.00	\$33.40
2	65	\$24.97	\$10.35	\$18.00	\$0.00	\$53.32
3	70	\$26.89	\$10.35	\$18.00	\$0.00	\$55.24
4	75	\$28.81	\$10.35	\$18.00	\$0.00	\$57.16
5	80	\$30.73	\$10.35	\$18.00	\$0.00	\$59.08
6	85	\$32.65	\$10.35	\$18.00	\$0.00	\$61.00
7	90	\$34.57	\$10.35	\$18.00	\$0.00	\$62.92
8	95	\$36.49	\$10.35	\$18.00	\$0.00	\$64.84
Notes		Tear Off)1:1; Same as above	Maria Maria di Maria	gy romand maggines statists	- Maraylanda (Amerika) da a a a a a a a a a a a a a a a a a	Approx. Manager Manager 1
Appro	entice to Journeyworker R	atio:1:3	A CONTRACT MARKET	e projektypen Aportamik Stemperby	POSITION SERVICE MANAGEMENT FOR COMMITTEE	mary way transmit and angle
OFER SLATE / TIL	E / PRECAST CONCRETI	E 07/16/2023	3 \$38.9	91 \$10.35	\$18.00 \$	50.00 \$67.26

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**Issue Date:** 12/05/2023 Wage Request Number:

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SCRAPER	12/01/2023	\$39.03	\$13.38	\$15.15	\$0.00	\$67.56
OPERATING ENGINEERS LOCAL 98						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS	12/01/2023	\$38.42	\$13.78	\$15.15	\$0.00	\$67.35
(TAMPERS)						
OPERATING ENGINEERS LOCAL 98						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM	12/01/2023	\$35.80	\$13.78	\$15.15	\$0.00	\$64.73
OPERATING ENGINEERS LOCAL 98		*****	******			
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER	07/01/2023	\$42.55	\$10.64	\$17.54	\$2.05	\$72.78
SHEETMETAL WORKERS LOCAL 63	01/01/2024	\$43.80	\$10.64	\$17.54	\$2.05	\$74.03
	07/01/2024	\$45.05	\$10.64	\$17.54	\$2.05	\$75.28
	01/01/2025	\$46.30	\$10.64	\$17.54	\$2.05	\$76.53

Apprentice - SHEET METAL WORKER - Local 63

Emeci Step	ve Date -	07/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45		\$19.15	\$4.79	\$4.76	\$0.92	\$29.62
2	50		\$21.28	\$5.32	\$5.29	\$1.03	\$32.92
3	55		\$23.40	\$5.85	\$5.82	\$1.13	\$36.20
4	60		\$25.53	\$6.38	\$6.35	\$1.23	\$39.49
5	65		\$27.66	\$6.92	\$6.88	\$1.33	\$42.79
6	70		\$29.79	\$7.45	\$7.41	\$1.44	\$46.09
7	75		\$31.91	\$7.98	\$7.94	\$1.54	\$49.37
8	80		\$34.04	\$8.51	\$15.42	\$1.64	\$59.61
9	85		\$36.17	\$9.04	\$15.95	\$1.74	\$62.90
10	90		\$38.30	\$9.58	\$16.48	\$1.85	\$66.21
Effect	ive Date -	01/01/2024				Supplemental	
cu.	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
Step	Person						
1	45		\$19.71	\$4.79	\$4.76	\$0.92	\$30.18
			\$19.71 \$21.90	\$4.79 \$5.32	\$4.76 \$5.29	\$0.92 \$1.03	\$30.18 \$33.54
1	45						\$33.54
1 2	45 50		\$21.90	\$5.32	\$5.29	\$1.03	\$33.54 \$36.89
1 2 3	45 50 55		\$21.90 \$24.09	\$5.32 \$5.85	\$5.29 \$5.82	\$1.03 \$1.13	
1 2 3 4	45 50 55 60		\$21.90 \$24.09 \$26.28	\$5.32 \$5.85 \$6.38	\$5.29 \$5.82 \$6.35	\$1.03 \$1.13 \$1.23	\$33.54 \$36.89 \$40.24
1 2 3 4 5	45 50 55 60 65		\$21.90 \$24.09 \$26.28 \$28.47	\$5.32 \$5.85 \$6.38 \$6.92	\$5.29 \$5.82 \$6.35 \$6.88	\$1.03 \$1.13 \$1.23 \$1.33	\$33.54 \$36.89 \$40.24 \$43.60
1 2 3 4 5 6	45 50 55 60 65 70		\$21.90 \$24.09 \$26.28 \$28.47 \$30.66	\$5.32 \$5.85 \$6.38 \$6.92 \$7.45	\$5.29 \$5.82 \$6.35 \$6.88 \$7.41	\$1.03 \$1.13 \$1.23 \$1.33 \$1.44	\$33.54 \$36.89 \$40.24 \$43.60 \$46.96
1 2 3 4 5 6 7	45 50 55 60 65 70 75		\$21.90 \$24.09 \$26.28 \$28.47 \$30.66 \$32.85	\$5.32 \$5.85 \$6.38 \$6.92 \$7.45 \$7.98	\$5.29 \$5.82 \$6.35 \$6.88 \$7.41	\$1.03 \$1.13 \$1.23 \$1.33 \$1.44 \$1.54	\$33.54 \$36.89 \$40.24 \$43.60 \$46.96 \$50.31

Apprentice to Journeyworker Ratio:1:3

Issue Date: 12/05/2023 Wage Request Number: 20231204-058 Page 27 of 33

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP < 35 TONS	12/01/2023	\$39.24	\$14.57	\$18.67	\$0.00	\$72.48
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$39.24	\$15.07	\$18.67	\$0.00	\$72.98
	06/01/2024	\$40.24	\$15.07	\$18.67	\$0.00	\$73.98
	12/01/2024	\$40.24	\$15.07	\$20.17	\$0.00	\$75.48
	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	12/01/2023	\$39.53	\$14.57	\$18.67	\$0.00	\$72.77
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$39.53	\$15.07	\$18.67	\$0.00	\$73.27
	06/01/2024	\$40.53	\$15.07	\$18.67	\$0.00	\$74.27
	12/01/2024	\$40.53	\$15.07	\$20.17	\$0.00	\$75.77
	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
	06/01/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$77.27
	12/01/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$78.88
	01/01/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$79.48
	06/01/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$80.48
	12/01/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$82.22
	01/01/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$82.82
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 669	04/01/2023	\$47.43	\$11.45	\$16.61	\$0.00	\$75.49

Apprentice - SPRINKLER FITTER - Local 669

Effect	ive Date -	04/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$21.34	\$8.22	\$0.00	\$0.00	\$29.56
2	50		\$23.72	\$8.22	\$0.00	\$0.00	\$31.94
3	55		\$26.09	\$11.45	\$7.20	\$0.00	\$44.74
4	60		\$28.46	\$11.45	\$8.35	\$0.00	\$48.26
5	65		\$30.83	\$11.45	\$8.35	\$0.00	\$50.63
6	70		\$33.20	\$11.45	\$8.60	\$0.00	\$53.25
7	75		\$35.57	\$11.45	\$8.60	\$0.00	\$55.62
8	80		\$37.94	\$11.45	\$8.60	\$0.00	\$57.99
9	85		\$40.32	\$11.45	\$8.60	\$0.00	\$60.37
10	90		\$42.69	\$11.45	\$8.60	\$0.00	\$62.74

<u>.....</u>

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Ciassification			Effective Da	te Dase Wag	t ixeann	2 02101011	Unemployment	
		ON TECHNICIAN	07/02/2023	\$48.01	\$12.50	\$14.41	\$0.00	\$74.92
LECTRICIANS LOCA	1L 7		12/31/2023	\$49.01	\$12.75	\$14.61	\$0.00	\$76.37
			06/30/2024	\$50.01	\$13.00	\$14.86	\$0.00	\$77.87
			12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
			06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
			12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
			06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
			01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37
	ppren	tice - TELECOMMUNICATION To ve Date - 07/02/2023	ECHNICIAN - Local 7					
	step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment		
_	1	40	\$19.20	\$6.90	\$1.44	\$0.00		
2		45	\$21.60	\$6.90	\$1.44	\$0.00		
3		50	\$24.01	\$11.50	\$7.99	\$0.00		
		55	\$26.41	\$11.50	\$7.99	\$0.00		
	5	65	\$31.21	\$11.50	\$9.92	\$0.00		
(		70	\$33.61	\$11.50	\$11.20	\$0.00		
	Effectiv Step	ve Date - 12/31/2023 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment		
1	1	40	\$19.60	\$7.05	\$1.47	\$0.00	\$28.12	
2	2	45	\$22.05	\$7.05	\$1.47	\$0.00	\$30.57	
3	3	50	\$24.51	\$11.75	\$8.07	\$0.00	\$44.33	
4	4	55	\$26.96	\$11.75	\$8.07	\$0.00	\$46.78	
4	5	65	\$31.86	\$11.75	\$10.03	\$0.00	\$53.64	
(	6	70	\$34.31	\$11.75	\$11.34	\$0.00	\$57.40	
<u>                                   </u>	Notes:	Steps are 800 hours	The state of the s	201000 State Statements Schoolstern v	Marine Marine North Colonia	American Sometimes Visit 194	has deserved. And the restrictions and assessment.	
rA	Apprei	ntice to Journeyworker Ratio:1:1	ri jing ggamping pajaganga janahaya pagaraya mini mag j		en engly seminority of the element	gramming processes garmening i	management processes and an extension	
TERRAZZO FINI			08/01/2023	3 \$61.34	\$11.49	\$22.34	\$0.00	\$95.17
BRICKLAYERS LOCAI	L 3 (SPI	R/PITT) - MARBLE & TILE	02/01/2024		\$11.49	\$22.34	\$0.00	\$96.42
			08/01/2024	\$64.69	\$11.49	\$22.34	\$0.00	\$98.52
			02/01/2025	\$65.99	\$11.49	\$22.34	\$0.00	\$99.82
			08/01/2025	5 \$68.14	\$11.49	\$22.34	\$0.00	\$101.97
			02/10/2020	5 \$69.49	\$11.49	\$22.34	\$0.00	\$103.32
			08/01/2020	5 \$71.69	\$11.49	\$22.34	\$0.00	\$105.52

Classification

Supplemental

Unemployment

Pension

\$11.49 \$22.34 \$0.00

\$106.92

\$73.09

Effective Date Base Wage Health

Total Rate

Issue Date: 12/05/2023 Wage Request Number: 20231204-058 Page 29 of 33

02/01/2027

Supplemental Unemployment

Total Rate

Effe Step	ctive Date -	08/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$30.67	\$11.49	\$22.34	\$0.00	\$64.50	
2	60		\$36.80	\$11.49	\$22.34	\$0.00	\$70.63	
3	70		\$42.94	\$11.49	\$22.34	\$0.00	\$76.77	
4	80		\$49.07	\$11.49	\$22.34	\$0.00	\$82.90	
5	90		\$55.21	\$11.49	\$22.34	\$0.00	\$89.04	
Note	es:	anganina plasereja antariona emirenia Pallerera Indoceren e	(County) (THE TITLE AND TOTAL TOTAL STATEMENT AND	n ag	OTTOMOS OTTOMOS SEEDERS	ever end print deliver to concern the	proceeding will regular	
App	rentice to Jo	ourneyworker Ratio:1:5	And the first the second second is a second	A management of the state of th	entre general entrefer B	The second secon		
RAZZO MECHA		IDDIE & TILE	08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
KLAYERS LOCAL 3 (1	orive111) - Ma	KDLE & TILE	02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
			08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57
			02/01/2025	\$67.07	\$11.49	\$22.31	\$0.00	\$100.8
			08/01/2025	\$69.22	\$11.49	\$22.31	\$0.00	\$103.0
			02/01/2026	\$70.57	\$11.49	\$22.31	\$0.00	\$104.3
			08/01/2026		\$11.49	\$22.31	\$0.00	
			08/01/2026 02/01/2027		\$11.49 \$11.49	\$22.31 \$22.31	\$0.00 \$0.00	
	rentice - T ctive Date -	ERRAZZO MECH - Local 3 08/01/2023	02/01/2027					
	ctive Date -		02/01/2027	7 \$74.17		\$22.31		\$107.9
Effe	ctive Date -		02/01/2027 Marble/Tile (Spr/Pitt)	7 \$74.17	\$11.49	\$22.31 Supplemental	\$0.00	\$107.9
Effe Step	percent		02/01/2027  Marble/Tile (Spr/Pitt)  Apprentice Base Wage	\$74.17 Health	\$11.49 Pension	\$22.31  Supplemental Unemployment	\$0.00 Total Rate	\$107.9
Effe Step 1	percent 50		02/01/2027  Marble/Tile (Spr/Pitt)  Apprentice Base Wage \$31.21	#Health \$11.49	\$11.49 Pension \$22.31	\$22.31  Supplemental Unemployment  \$0.00	\$0.00 Total Rate \$65.01	\$107.9
Effe Step 1 2	percent 50 60		02/01/2027  Marble/Tile (Spr/Pitt)  Apprentice Base Wage \$31.21 \$37.45	Health \$11.49 \$11.49	\$11.49  Pension  \$22.31  \$22.31	\$22.31  Supplemental Unemployment  \$0.00 \$0.00	\$0.00 Total Rate \$65.01 \$71.25	\$107.9
Effe Step 1 2 3	50 60 70		02/01/2027  Marble/Tile (Spr/Pitt)  Apprentice Base Wage \$31.21 \$37.45 \$43.69	Health \$11.49 \$11.49 \$11.49	\$11.49  Pension  \$22.31  \$22.31	\$22.31  Supplemental Unemployment  \$0.00 \$0.00 \$0.00	\$0.00  Total Rate \$65.01 \$71.25 \$77.49	\$107.9
Effe Step 1 2 3 4	50 60 70 80 90		02/01/2027  Marble/Tile (Spr/Pitt)  Apprentice Base Wage \$31.21 \$37.45 \$43.69 \$49.94	Health \$11.49 \$11.49 \$11.49 \$11.49	\$11.49  Pension  \$22.31  \$22.31  \$22.31	\$22.31  Supplemental Unemployment  \$0.00   \$0.00   \$0.00   \$0.00	\$0.00  Total Rate \$65.01 \$71.25 \$77.49 \$83.74	\$107.9
Effe Step 1 2 3 4 5	50 60 70 80 90		02/01/2027  Marble/Tile (Spr/Pitt)  Apprentice Base Wage \$31.21 \$37.45 \$43.69 \$49.94	Health \$11.49 \$11.49 \$11.49 \$11.49	\$11.49  Pension  \$22.31  \$22.31  \$22.31	\$22.31  Supplemental Unemployment  \$0.00   \$0.00   \$0.00   \$0.00	\$0.00  Total Rate \$65.01 \$71.25 \$77.49 \$83.74	
Effe Step 1 2 3 4 5	50 60 70 80 90		02/01/2027  Marble/Tile (Spr/Pitt)  Apprentice Base Wage \$31.21 \$37.45 \$43.69 \$49.94	Health \$11.49 \$11.49 \$11.49 \$11.49	\$11.49  Pension  \$22.31  \$22.31  \$22.31	\$22.31  Supplemental Unemployment  \$0.00   \$0.00   \$0.00   \$0.00	\$0.00  Total Rate \$65.01 \$71.25 \$77.49 \$83.74	\$107.9
Effe Step  1  2  3  4  5    Note   App	percent  50  60  70  80  90  ess:	08/01/2023	02/01/2027  Marble/Tile (Spr/Pitt)  Apprentice Base Wage \$31.21 \$37.45 \$43.69 \$49.94	Health \$11.49 \$11.49 \$11.49 \$11.49	\$11.49  Pension  \$22.31  \$22.31  \$22.31	\$22.31  Supplemental Unemployment  \$0.00   \$0.00   \$0.00   \$0.00	\$0.00  Total Rate \$65.01 \$71.25 \$77.49 \$83.74	\$107.9
Effe Step 1 2 3 4 5	percent  50  60  70  80  90  ess:	08/01/2023	02/01/2027  Marble/Tile (Spr/Pitt)  Apprentice Base Wage \$31.21 \$37.45 \$43.69 \$49.94 \$56.18	Health \$11.49 \$11.49 \$11.49 \$11.49 \$11.49	\$11.49  Pension \$22.31 \$22.31 \$22.31 \$22.31	\$22.31  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00	\$0.00  Total Rate \$65.01 \$71.25 \$77.49 \$83.74 \$89.98	\$107.9

For apprentice rates see "Apprentice- LABORER"

06/01/2025

12/01/2025

06/01/2026

12/01/2026

\$53.28

\$54.78

\$56.33

\$57.83

\$9.40

\$9.40

\$9.40 \$9.40 \$80.65

\$82.15

\$83.70

\$85.20

\$17.97

\$17.97

\$17.97

\$17.97

\$0.00

\$0.00

\$0.00

\$0.00

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING DRILLER HELPER	12/01/2023	\$44.95	\$9.40	\$17.97	\$0.00	\$72.32
ABORERS - FOUNDATION AND MARINE	06/01/2024	\$46.43	\$9.40	\$17.97	\$0.00	\$73.80
	12/01/2024	\$47.90	\$9.40	\$17.97	\$0.00	\$75.27
	06/01/2025	\$49.40	\$9.40	\$17.97	\$0.00	\$76.77
	12/01/2025	\$50.90	\$9.40	\$17.97	\$0.00	\$78.27
	06/01/2026	\$52.45	\$9.40	\$17.97	\$0.00	\$79.82
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$53.95	\$9.40	\$17.97	\$0.00	\$81.32
TEST BORING LABORER	12/01/2023	\$44.83	\$9.40	\$17.97	\$0.00	\$72.20
ABORERS - FOUNDATION AND MARINE	06/01/2024	\$46.31	\$9.40	\$17.97	\$0.00	\$73.68
	12/01/2024	\$47.78	\$9.40	\$17.97	\$0.00	\$75.15
	06/01/2025	\$49.28	\$9.40	\$17.97	\$0.00	\$76.65
	12/01/2025	\$50.78	\$9.40	\$17.97	\$0.00	\$78.15
	06/01/2026	\$52.33	\$9.40	\$17.97	\$0.00	\$79.70
	12/01/2026	\$53.83	\$9.40	\$17.97	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"	- VIAN		***************************************	rate Art T		
TRACTORS OPERATING ENGINEERS LOCAL 98	12/01/2023	\$38.42	\$13.78	\$15.15	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT	12/01/2023	\$39.82	\$14.57	\$18.67	\$0.00	\$73.06
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$39.82	\$15.07	\$18.67	\$0.00	\$73.56
	06/01/2024	\$40.82	\$15.07	\$18.67	\$0.00	\$74.56
	12/01/2024	\$40.82	\$15.07	\$20.17	\$0.00	\$76.06
	01/01/2025	\$40.82	\$15.57	\$20.17	\$0.00	\$76.56
	06/01/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$77.56
	12/01/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$79.17
	01/01/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$79.77
	06/01/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$80.77
	12/01/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$82.51
	01/01/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$83.11
ΓUNNEL WORK - COMPRESSED AIR	12/01/2023	\$57.06	\$9.40	\$18.42	\$0.00	\$84.88
LABORERS (COMPRESSED AIR)	06/01/2024	\$58.54	\$9.40	\$18.42	\$0.00	\$86.36
	12/01/2024	\$60.01	\$9.40	\$18.42	\$0.00	\$87.83
	06/01/2025	\$61.51	\$9.40	\$18.42	\$0.00	\$89.33
	12/01/2025	\$63.01	\$9.40	\$18.42	\$0.00	\$90.83
	06/01/2026	\$64.56	\$9.40	\$18.42	\$0.00	\$92.38
	12/01/2026	\$66.06	\$9.40	\$18.42	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"		• • • • •				11/47
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/01/2023	\$59.06	\$9.40	\$18.42	\$0.00	\$86.88
ABORERS (COMPRESSED AIR)	06/01/2024	\$60.54	\$9.40	\$18.42	\$0.00	\$88.36
	12/01/2024	\$62.01	\$9.40	\$18.42	\$0.00	\$89.83
	06/01/2025	\$63.51	\$9.40	\$18.42	\$0.00	\$91.33
	12/01/2025	\$65.01	\$9.40	\$18.42	\$0.00	\$92.83
	06/01/2026	\$66.56	\$9.40	\$18.42	\$0.00	\$94.38
	12/01/2026	\$68.06	\$9.40	\$18.42	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR	12/01/2023	\$49.13	\$9.40	\$18.42	\$0.00	\$76.95
ABORERS (FREE AIR TUNNEL)	06/01/2024	\$50.61	\$9.40	\$18.42	\$0.00	\$78.43
	12/01/2024	\$52.08	\$9.40	\$18.42	\$0.00	\$79.90
	06/01/2025	\$53.58	\$9.40	\$18.42	\$0.00	\$81.40
	12/01/2025	\$55.08	\$9.40	\$18.42	\$0.00	\$82.90
	06/01/2026	\$56.63	\$9.40	\$18.42	\$0.00	\$84.45
	12/01/2026	\$58.13	\$9.40	\$18.42	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE)	12/01/2023	\$51.13	\$9.40	\$18.42	\$0.00	\$78.95
ABORERS (FREE AIR TUNNEL)	06/01/2024	\$52.61	\$9.40	\$18.42	\$0.00	\$80.43
	12/01/2024	\$54.08	\$9.40	\$18.42	\$0.00	\$81.90
	06/01/2025	\$55.58	\$9.40	\$18.42	\$0.00	\$83.40
	12/01/2025	\$57.08	\$9.40	\$18.42	\$0.00	\$84.90
	06/01/2026	\$58.63	\$9.40	\$18.42	\$0.00	\$86.45
	12/01/2026	\$60.13	\$9.40	\$18.42	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL	12/01/2023	\$39.24	\$14.57	\$18.67	\$0.00	\$72.48
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$39.24	\$15.07	\$18.67	\$0.00	\$72.98
	06/01/2024	\$40.24	\$15.07	\$18.67	\$0.00	\$73.98
	12/01/2024	\$40.24	\$15.07	\$20.17	\$0.00	\$75.48
	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53
WAGON DRILL OPERATOR	12/01/2023	\$34.38	\$9.40	\$16.59	\$0.00	\$60.37
ABORERS - ZONE 3 (BUILDING & SITE)	12/01/2023	ψ54.56	Ψ2.10	<b>Q10.0</b> 3	Ψογου	φσσισ.
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2023	\$34.38	\$9.40	\$14.53	\$0.00	\$58.31
ABORERS - ZONE S (HEAVI & HIGHMI)	06/01/2024	\$35.58	\$9.40	\$14.53	\$0.00	\$59.51
	12/01/2024	\$36.78	\$9.40	\$14.53	\$0.00	\$60.71
	06/01/2025	\$38.03	\$9.40	\$14.53	\$0.00	\$61.96
	12/01/2025	\$39.27	\$9.40	\$14.53	\$0.00	\$63.20
	06/01/2026	\$40.57	\$9.40	\$14.53	\$0.00	\$64.50
	12/01/2026	\$41.86	\$9.40	\$14.53	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)					1.040	
WATER METER INSTALLER	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice-PLUMBER/PIPEFITTER" or "PLUMBER/G Outside Electrical - West	ASFITTER"					
EQUIPMENT OPERATOR	09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42						
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42  For apprentice rates see "Apprentice- LINEMAN"						
	09/01/2019	\$30.58	\$8.00	\$5.48	\$0.00	\$44.06

Wage Request Number:

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GROUNDMAN / TRUCK DRIVER OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	09/01/2019	\$39.97	\$8.00	\$10.96	\$0.00	\$58.93
For apprentice rates see "Apprentice- LINEMAN"						
HEAVY EQUIPMENT OPERATOR  OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	09/01/2019	\$47.01	\$8.00	\$13.22	\$0.00	\$68.23
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	09/01/2019	\$51.71	\$8.00	\$15.55	\$0.00	\$75.26

Apprentice -	LINEMAN	(Outside	Electrical) -	- West Local 42	,
Apprentice -	LITYLDIVLATIV	(Ouisiue	Biechical).	· Hest Locul 42	•

Effect	ive Date - 09/01/2019	•			Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
1	60	\$31.03	\$8.00	\$3.43	\$0.00	\$42.4	5
2	65	\$33.61	\$8.00	\$3.51	\$0.00	\$45.12	2
3	70	\$36.20	\$8.00	\$3.59	\$0.00	\$47.79	)
4	75	\$38.78	\$8.00	\$5.16	\$0.00	\$51.9	1
5	80	\$41.37	\$8.00	\$5.24	\$0.00	\$54.6	l
6	85	\$43.95	\$8.00	\$5.32	\$0.00	\$57.2	7
7	90	\$46.54	\$8.00	\$7.40	\$0.00	\$61.9	1
Notes	en essente sament sament, esentan annan eneran sament attribu.	Mercenia bermana mentra Vantana Mercena Mercena	processor common consists		Children Andrews Andrews 20 E	was seems errord news	
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Appro	entice to Journeyworker Ratio:1:2	Newson Auditor For cash accounts projects projects	and the side of th	general entre entre entre	Transfer out to the St	THE STATE ST	
TELEDATA CABLE SPLICER DUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42		02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42		02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN DUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42		02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TRACTOR-TRAILER DRIVER		09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22

## 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.

OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42

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

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