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

WILLIAM D MCKINNEY
Director

Awarding Authority: SOUTH HADLEY ELECTRIC LIGHT DEPARTMENT

Contract Number:

City/Town: SOUTH HADLEY

Description of Work: PREVIOUS JOB ID:20170601-003 A biennial contract for tree trimming and vegetation management for the Municipal Electric Department.

Job Location: 85 Main Street South Hadley MA

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2016	$32.15	$10.91	$10.89	$0.00	$53.95
(3 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2016	$32.22	$10.91	$10.89	$0.00	$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2016	$32.34	$10.91	$10.89	$0.00	$54.14
ADS/SUBMERSIBLE PILOT *PILE DRIVER LOCAL 56 (ZONE 3)*	08/01/2018	$97.80	$9.90	$21.15	$0.00	$128.85
	08/01/2019	$102.78	$9.90	$21.15	$0.00	$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR *LABORERS - ZONE 3 (BUILDING & SITE)*	06/04/2018	$31.75	$7.70	$13.29	$0.00	$52.74
	12/03/2018	$32.52	$7.70	$13.29	$0.00	$53.51
	06/03/2019	$33.33	$7.70	$13.29	$0.00	$54.32
	12/02/2019	$34.14	$7.70	$13.29	$0.00	$55.13
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) *LABORERS - ZONE 3 (HEAVY & HIGHWAY)*	06/01/2018	$31.75	$7.70	$11.28	$0.00	$50.73
	12/01/2018	$32.51	$7.70	$11.28	$0.00	$51.49
	06/01/2019	$33.30	$7.70	$11.28	$0.00	$52.28
	12/01/2019	$34.09	$7.70	$11.28	$0.00	$53.07
	06/01/2020	$34.90	$7.70	$11.28	$0.00	$53.88
	12/01/2020	$35.71	$7.70	$11.28	$0.00	$54.69
	06/01/2021	$36.55	$7.70	$11.28	$0.00	$55.53
	12/01/2021	$37.38	$7.70	$11.28	$0.00	$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASBESTOS WORKER (PIPES & TANKS) *HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)*	06/01/2018	$33.21	$11.50	$6.60	$0.00	$51.31
	12/01/2018	$34.11	$11.50	$6.60	$0.00	$52.21
	06/01/2019	$35.01	$11.50	$6.60	$0.00	$53.11
	12/01/2019	$35.91	$11.50	$6.60	$0.00	$54.01
	06/01/2020	$36.81	$11.50	$6.60	$0.00	$54.91
	12/01/2020	$37.71	$11.50	$6.60	$0.00	$55.81
ASPHALT RAKER *LABORERS - ZONE 3 (BUILDING & SITE)*	06/04/2018	$31.25	$7.70	$13.29	$0.00	$52.24
	12/03/2018	$32.02	$7.70	$13.29	$0.00	$53.01
	06/03/2019	$32.83	$7.70	$13.29	$0.00	$53.82
	12/02/2019	$33.64	$7.70	$13.29	$0.00	$54.63
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) *LABORERS - ZONE 3 (HEAVY & HIGHWAY)*	06/01/2018	$31.25	$7.70	$11.28	$0.00	$50.23
	12/01/2018	$32.01	$7.70	$11.28	$0.00	$50.99
	06/01/2019	$32.80	$7.70	$11.28	$0.00	$51.78
	12/01/2019	$33.59	$7.70	$11.28	$0.00	$52.57
	06/01/2020	$34.40	$7.70	$11.28	$0.00	$53.38
	12/01/2020	$35.21	$7.70	$11.28	$0.00	$54.19
	06/01/2021	$36.05	$7.70	$11.28	$0.00	$55.03
	12/01/2021	$36.88	$7.70	$11.28	$0.00	$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.54	$11.19	$13.44	$0.00	$59.17
	12/01/2018	$35.14	$11.19	$13.71	$0.00	$60.04
	06/01/2019	$35.65	$11.19	$13.98	$0.00	$60.82
	12/01/2019	$36.25	$11.19	$14.25	$0.00	$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.54	$11.19	$13.44	$0.00	$59.17
	12/01/2018	$35.14	$11.19	$13.71	$0.00	$60.04
	06/01/2019	$35.65	$11.19	$13.98	$0.00	$60.82
	12/01/2019	$36.25	$11.19	$14.25	$0.00	$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER *LABORERS - ZONE 3 (BUILDING & SITE)*	06/04/2018	$31.25	$7.70	$13.29	$0.00	$52.24
	12/03/2018	$32.02	$7.70	$13.29	$0.00	$53.01
	06/03/2019	$32.83	$7.70	$13.29	$0.00	$53.82
	12/02/2019	$33.64	$7.70	$13.29	$0.00	$54.63
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.01	$11.19	$13.44	$0.00	$58.64
	12/01/2018	$34.61	$11.19	$13.71	$0.00	$59.51
	06/01/2019	$35.12	$11.19	$13.98	$0.00	$60.29
	12/01/2019	$35.72	$11.19	$14.25	$0.00	$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER *LABORERS - ZONE 3 (BUILDING & SITE)*	06/04/2018	$31.75	$7.70	$13.29	$0.00	$52.74
	12/03/2018	$32.52	$7.70	$13.29	$0.00	$53.51
	06/03/2019	$33.33	$7.70	$13.29	$0.00	$54.32
	12/02/2019	$34.14	$7.70	$13.29	$0.00	$55.13
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) *LABORERS - ZONE 3 (HEAVY & HIGHWAY)*	06/01/2018	$31.75	$7.70	$11.28	$0.00	$50.73
	12/01/2018	$32.51	$7.70	$11.28	$0.00	$51.49
	06/01/2019	$33.30	$7.70	$11.28	$0.00	$52.28
	12/01/2019	$34.09	$7.70	$11.28	$0.00	$53.07
	06/01/2020	$34.90	$7.70	$11.28	$0.00	$53.88
	12/01/2020	$35.71	$7.70	$11.28	$0.00	$54.69
	06/01/2021	$36.55	$7.70	$11.28	$0.00	$55.53
	12/01/2021	$37.38	$7.70	$11.28	$0.00	$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER *BOILERMAKERS LOCAL 29*	03/01/2018	$43.57	$7.07	$17.46	$0.00	$68.10
	01/01/2019	$44.71	$7.07	$17.72	$0.00	$69.50
	01/01/2020	$46.10	$7.07	$17.98	$0.00	$71.15

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *BOILERMAKER - Local 29*

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	$28.32	$7.07	$11.37	$0.00	$46.76
2	65	$28.32	$7.07	$11.37	$0.00	$46.76
3	70	$30.50	$7.07	$12.23	$0.00	$49.80
4	75	$32.68	$7.07	$13.11	$0.00	$52.86
5	80	$34.86	$7.07	$13.97	$0.00	$55.90
6	85	$37.03	$7.07	$14.86	$0.00	$58.96
7	90	$39.21	$7.07	$15.72	$0.00	$62.00
8	95	$41.39	$7.07	$16.61	$0.00	$65.07

Effective Date - 01/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:4

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 08/01/2018

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

Effective Date - 02/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL*OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.54	$11.19	$13.44	$0.00	$59.17
	12/01/2018	$35.14	$11.19	$13.71	$0.00	$60.04
	06/01/2019	$35.65	$11.19	$13.98	$0.00	$60.82
	12/01/2019	$36.25	$11.19	$14.25	$0.00	$61.69

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN *LABORERS - FOUNDATION AND MARINE*	06/01/2018	$39.10	$7.70	$15.40	$0.00	$62.20
	12/01/2018	$40.05	$7.70	$15.40	$0.00	$63.15
	06/01/2019	$41.05	$7.70	$15.40	$0.00	$64.15
	12/01/2019	$42.05	$7.70	$15.40	$0.00	$65.15
	06/01/2020	$43.04	$7.70	$15.40	$0.00	$66.14
	12/01/2020	$44.02	$7.70	$15.40	$0.00	$67.12
	06/01/2021	$45.04	$7.70	$15.40	$0.00	$68.14
	12/01/2021	$46.05	$7.70	$15.40	$0.00	$69.15

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER *LABORERS - FOUNDATION AND MARINE*	06/01/2018	$37.95	$7.70	$15.40	$0.00	$61.05
	12/01/2018	$38.90	$7.70	$15.40	$0.00	$62.00
	06/01/2019	$39.90	$7.70	$15.40	$0.00	$63.00
	12/01/2019	$40.90	$7.70	$15.40	$0.00	$64.00
	06/01/2020	$41.89	$7.70	$15.40	$0.00	$64.99
	12/01/2020	$42.87	$7.70	$15.40	$0.00	$65.97
	06/01/2021	$43.89	$7.70	$15.40	$0.00	$66.99
	12/01/2021	$44.90	$7.70	$15.40	$0.00	$68.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN *LABORERS - FOUNDATION AND MARINE*	06/01/2018	$37.95	$7.70	$15.40	$0.00	$61.05
	12/01/2018	$38.90	$7.70	$15.40	$0.00	$62.00
	06/01/2019	$39.90	$7.70	$15.40	$0.00	$63.00
	12/01/2019	$40.90	$7.70	$15.40	$0.00	$64.00
	06/01/2020	$41.89	$7.70	$15.40	$0.00	$64.99
	12/01/2020	$42.87	$7.70	$15.40	$0.00	$65.97
	06/01/2021	$43.89	$7.70	$15.40	$0.00	$66.99
	12/01/2021	$44.90	$7.70	$15.40	$0.00	$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR *LABORERS - ZONE 3 (BUILDING & SITE)*	06/04/2018	$31.25	$7.70	$13.29	$0.00	$52.24
	12/03/2018	$32.02	$7.70	$13.29	$0.00	$53.01
	06/03/2019	$32.83	$7.70	$13.29	$0.00	$53.82
	12/02/2019	$33.64	$7.70	$13.29	$0.00	$54.63
For apprentice rates see "Apprentice- LABORER"						
CARPENTER *CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN*	09/05/2018	$37.60	$8.26	$15.00	$0.00	$60.86
	03/04/2019	$38.64	$8.26	$15.00	$0.00	$61.90

Apprentice - *CARPENTER - Local 108 Hampden Hampshire Franklin*

Effective Date - 09/05/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$18.80	$8.26	$1.22	$0.00	$28.28
2	60	$22.56	$8.26	$1.22	$0.00	$32.04
3	70	$26.32	$8.26	$11.34	$0.00	$45.92
4	75	$28.20	$8.26	$11.34	$0.00	$47.80
5	80	$30.08	$8.26	$12.56	$0.00	$50.90
6	80	$30.08	$8.26	$12.56	$0.00	$50.90
7	90	$33.84	$8.26	$13.78	$0.00	$55.88
8	90	$33.84	$8.26	$13.78	$0.00	$55.88

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80

Step 1&2 $25.93/ 3&4 $30.77/ 5&6 $46.41/ 7&8 $51.29

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME *CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE FRANKLIN*	04/01/2018	$22.33	$7.07	$7.86	$0.00	$37.26
	10/01/2018	$22.71	$7.07	$7.86	$0.00	$37.64
	04/01/2019	$23.10	$7.07	$7.86	$0.00	$38.03
	10/01/2019	$23.49	$7.07	$7.86	$0.00	$38.42

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *CARPENTER (Wood Frame) - 108 Hampden Hampshire*

Effective Date - 04/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$13.40	$7.07	$0.00	$0.00	$20.47
2	60	$13.40	$7.07	$0.00	$0.00	$20.47
3	65	$14.51	$7.07	$7.86	$0.00	$29.44
4	70	$15.63	$7.07	$7.86	$0.00	$30.56
5	75	$16.75	$7.07	$7.86	$0.00	$31.68
6	80	$17.86	$7.07	$7.86	$0.00	$32.79
7	85	$18.98	$7.07	$7.86	$0.00	$33.91
8	90	$20.10	$7.07	$7.86	$0.00	$35.03

Effective Date - 10/01/2018

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

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 $17.12/ 3&4 $24.10/ 5&6 $30.56/ 7&8 $32.79

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING *BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)*	07/01/2018	$39.07	$12.37	$17.64	$0.30	$69.38
	01/01/2019	$40.54	$12.37	$17.64	$0.30	$70.85
	07/01/2019	$41.11	$12.37	$17.64	$0.30	$71.42
	01/01/2020	$42.59	$12.37	$17.64	$0.30	$72.90

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *CEMENT MASONRY/PLASTERING - Springfield/Pittsfield*

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.54	$12.37	$15.41	$0.00	$47.32
2	60	$23.44	$12.37	$17.64	$0.30	$53.75
3	65	$25.40	$12.37	$17.64	$0.30	$55.71
4	70	$27.35	$12.37	$17.64	$0.30	$57.66
5	75	$29.30	$12.37	$17.64	$0.30	$59.61
6	80	$31.26	$12.37	$17.64	$0.30	$61.57
7	90	$35.16	$12.37	$17.64	$0.30	$65.47

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.27	$12.37	$15.41	$0.00	$48.05
2	60	$24.32	$12.37	$17.64	$0.30	$54.63
3	65	$26.35	$12.37	$17.64	$0.30	$56.66
4	70	$28.38	$12.37	$17.64	$0.30	$58.69
5	75	$30.41	$12.37	$17.64	$0.30	$60.72
6	80	$32.43	$12.37	$17.64	$0.30	$62.74
7	90	$36.49	$12.37	$17.64	$0.30	$66.80

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR *LABORERS - ZONE 3 (BUILDING & SITE)*	06/04/2018	$31.25	$7.70	$13.29	$0.00	$52.24
	12/03/2018	$32.02	$7.70	$13.29	$0.00	$53.01
	06/03/2019	$32.83	$7.70	$13.29	$0.00	$53.82
	12/02/2019	$33.64	$7.70	$13.29	$0.00	$54.63
For apprentice rates see "Apprentice- LABORER"						
COMPRESSOR OPERATOR *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.01	$11.19	$13.44	$0.00	$58.64
	12/01/2018	$34.61	$11.19	$13.71	$0.00	$59.51
	06/01/2019	$35.12	$11.19	$13.98	$0.00	$60.29
	12/01/2019	$35.72	$11.19	$14.25	$0.00	$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$38.04	$11.19	$13.44	$0.00	$62.67
	12/01/2018	$38.64	$11.19	$13.71	$0.00	$63.54
	06/01/2019	$39.15	$11.19	$13.98	$0.00	$64.32
	12/01/2019	$39.75	$11.19	$14.25	$0.00	$65.19
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DELEADER (BRIDGE) *PAINTERS LOCAL 35 - ZONE 3*	07/01/2018	$50.01	$8.15	$20.15	$0.00	$78.31
	01/01/2019	$50.36	$8.15	$20.85	$0.00	$79.36
	07/01/2019	$51.46	$8.15	$20.85	$0.00	$80.46
	01/01/2020	$42.56	$8.15	$20.85	$0.00	$71.56
	07/01/2020	$53.66	$8.15	$20.85	$0.00	$82.66
	01/01/2021	$54.76	$8.15	$20.85	$0.00	$83.76

Apprentice - *PAINTER Local 35 - BRIDGES/TANKS*

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$25.01	$8.15	$0.00	$0.00	$33.16
2	55	$27.51	$8.15	$5.34	$0.00	$41.00
3	60	$30.01	$8.15	$5.82	$0.00	$43.98
4	65	$32.51	$8.15	$6.31	$0.00	$46.97
5	70	$35.01	$8.15	$17.24	$0.00	$60.40
6	75	$37.51	$8.15	$17.73	$0.00	$63.39
7	80	$40.01	$8.15	$18.21	$0.00	$66.37
8	90	$45.01	$8.15	$19.18	$0.00	$72.34

Effective Date - 01/01/2019

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN *LABORERS - ZONE 3 (BUILDING & SITE)*	06/01/2018	$38.15	$7.70	$15.20	$0.00	$61.05
	12/01/2018	$39.10	$7.70	$15.20	$0.00	$62.00
	06/01/2019	$40.10	$7.70	$15.20	$0.00	$63.00
	12/01/2019	$41.10	$7.70	$15.20	$0.00	$64.00

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR *LABORERS - ZONE 3 (BUILDING & SITE)*	06/01/2018	$39.15	$7.70	$15.20	$0.00	$62.05
	12/01/2018	$40.10	$7.70	$15.20	$0.00	$63.00
	06/01/2019	$41.10	$7.70	$15.20	$0.00	$64.00
	12/01/2019	$42.10	$7.70	$15.20	$0.00	$65.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BURNERS *LABORERS - ZONE 3 (BUILDING & SITE)*	06/01/2018	$38.90	$7.70	$15.20	$0.00	$61.80
	12/01/2018	$39.85	$7.70	$15.20	$0.00	$62.75
	06/01/2019	$40.85	$7.70	$15.20	$0.00	$63.75
	12/01/2019	$41.85	$7.70	$15.20	$0.00	$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER *LABORERS - ZONE 3 (BUILDING & SITE)*	06/01/2018	$39.15	$7.70	$15.20	$0.00	$62.05
	12/01/2018	$40.10	$7.70	$15.20	$0.00	$63.00
	06/01/2019	$41.10	$7.70	$15.20	$0.00	$64.00
	12/01/2019	$42.10	$7.70	$15.20	$0.00	$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR *LABORERS - ZONE 3 (BUILDING & SITE)*	06/01/2018	$38.90	$7.70	$15.20	$0.00	$61.80
	12/01/2018	$39.85	$7.70	$15.20	$0.00	$62.75
	06/01/2019	$40.85	$7.70	$15.20	$0.00	$63.75
	12/01/2019	$41.85	$7.70	$15.20	$0.00	$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER *LABORERS - ZONE 3 (BUILDING & SITE)*	06/01/2018	$38.15	$7.70	$15.20	$0.00	$61.05
	12/01/2018	$39.10	$7.70	$15.20	$0.00	$62.00
	06/01/2019	$40.10	$7.70	$15.20	$0.00	$63.00
	12/01/2019	$41.10	$7.70	$15.20	$0.00	$64.00
For apprentice rates see "Apprentice- LABORER"						
DIVER *PILE DRIVER LOCAL 56 (ZONE 3)*	08/01/2018	$65.20	$9.90	$21.15	$0.00	$96.25
	08/01/2019	$68.52	$9.90	$21.15	$0.00	$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER *PILE DRIVER LOCAL 56 (ZONE 3)*	08/01/2018	$46.57	$9.90	$21.15	$0.00	$77.62
	08/01/2019	$48.94	$9.90	$21.15	$0.00	$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) *PILE DRIVER LOCAL 56 (ZONE 3)*	08/01/2018	$69.86	$9.90	$21.15	$0.00	$100.91
	08/01/2019	$73.41	$9.90	$21.15	$0.00	$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) *PILE DRIVER LOCAL 56 (ZONE 3)*	08/01/2018	$97.80	$9.90	$21.15	$0.00	$128.85
	08/01/2019	$102.78	$9.90	$21.15	$0.00	$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN (Including Core Drilling) *ELECTRICIANS LOCAL 7*	07/01/2018	$41.21	$10.25	$11.74	$0.00	$63.20
	12/30/2018	$41.91	$10.50	$12.06	$0.00	$64.47
	06/30/2019	$42.66	$10.75	$12.33	$0.00	$65.74
	12/29/2019	$43.41	$11.00	$12.60	$0.00	$67.01

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *ELECTRICIAN - Local 7*

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$16.48	$5.55	$0.49	$0.00	$22.52
2	45	$18.54	$5.55	$0.56	$0.00	$24.65
3	50	$20.61	$10.25	$6.92	$0.00	$37.78
4	55	$22.67	$10.25	$6.98	$0.00	$39.90
5	65	$26.79	$10.25	$8.10	$0.00	$45.14
6	70	$28.85	$10.25	$9.17	$0.00	$48.27

Effective Date - 12/30/2018

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

Notes:

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

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

ELEVATOR CONSTRUCTOR *ELEVATOR CONSTRUCTORS LOCAL 41*	01/01/2018	$51.46	$15.43	$16.61	$0.00	$83.50
	01/01/2019	$53.11	$15.58	$17.51	$0.00	$86.20
	01/01/2020	$54.85	$15.73	$18.41	$0.00	$88.99
	01/01/2021	$56.69	$15.88	$19.31	$0.00	$91.88
	01/01/2022	$58.62	$16.03	$20.21	$0.00	$94.86

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *ELEVATOR CONSTRUCTOR - Local 41*

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$25.73	$15.43	$0.00	$0.00	$41.16
2	55	$28.30	$15.43	$16.61	$0.00	$60.34
3	65	$33.45	$15.43	$16.61	$0.00	$65.49
4	70	$36.02	$15.43	$16.61	$0.00	$68.06
5	80	$41.17	$15.43	$16.61	$0.00	$73.21

Effective Date - 01/01/2019

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

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER *ELEVATOR CONSTRUCTORS LOCAL 41*	01/01/2018	$36.02	$15.43	$16.61	$0.00	$68.06
	01/01/2019	$37.18	$15.58	$17.51	$0.00	$70.27
	01/01/2020	$38.40	$15.73	$18.41	$0.00	$72.54
	01/01/2021	$39.68	$15.88	$19.31	$0.00	$74.87
	01/01/2022	$41.03	$16.03	$20.21	$0.00	$77.27
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) *LABORERS - ZONE 3 (HEAVY & HIGHWAY)*	06/01/2018	$31.25	$7.70	$11.28	$0.00	$50.23
	12/01/2018	$32.01	$7.70	$11.28	$0.00	$50.99
	06/01/2019	$32.80	$7.70	$11.28	$0.00	$51.78
	12/01/2019	$33.59	$7.70	$11.28	$0.00	$52.57
	06/01/2020	$34.40	$7.70	$11.28	$0.00	$53.38
	12/01/2020	$35.21	$7.70	$11.28	$0.00	$54.19
	06/01/2021	$36.05	$7.70	$11.28	$0.00	$55.03
	12/01/2021	$36.88	$7.70	$11.28	$0.00	$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 98*	06/01/1999	$18.84	$4.80	$4.10	$0.00	$27.74
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 98*	06/01/1999	$21.33	$4.80	$4.10	$0.00	$30.23
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 98*	06/01/1999	$22.33	$4.80	$4.10	$0.00	$31.23
FIRE ALARM INSTALLER *ELECTRICIANS LOCAL 7*	07/01/2018	$41.21	$10.25	$11.74	$0.00	$63.20
	12/30/2018	$41.91	$10.50	$12.06	$0.00	$64.47
	06/30/2019	$42.66	$10.75	$12.33	$0.00	$65.74
	12/29/2019	$43.41	$11.00	$12.60	$0.00	$67.01

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING *ELECTRICIANS LOCAL 7*	07/01/2018	$41.21	$10.25	$11.74	$0.00	$63.20
	12/30/2018	$41.91	$10.50	$12.06	$0.00	$64.47
	06/30/2019	$42.66	$10.75	$12.33	$0.00	$65.74
	12/29/2019	$43.41	$11.00	$12.60	$0.00	$67.01
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.01	$11.19	$13.44	$0.00	$58.64
	12/01/2018	$34.61	$11.19	$13.71	$0.00	$59.51
	06/01/2019	$35.12	$11.19	$13.98	$0.00	$60.29
	12/01/2019	$35.72	$11.19	$14.25	$0.00	$61.16

Apprentice - *OPERATING ENGINEERS - Local 98 Class 3*

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$20.41	$11.19	$13.44	$0.00	$45.04
2	70	$23.81	$11.19	$13.44	$0.00	$48.44
3	80	$27.21	$11.19	$13.44	$0.00	$51.84
4	90	$30.61	$11.19	$13.44	$0.00	$55.24

Effective Date - 12/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$20.77	$11.19	$13.71	$0.00	$45.67
2	70	$24.23	$11.19	$13.71	$0.00	$49.13
3	80	$27.69	$11.19	$13.71	$0.00	$52.59
4	90	$31.15	$11.19	$13.71	$0.00	$56.05

Notes:

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

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY) *LABORERS - ZONE 3 (HEAVY & HIGHWAY)*	06/01/2018	$21.50	$7.70	$11.28	$0.00	$40.48
	12/01/2018	$22.50	$7.70	$11.28	$0.00	$41.48
	06/01/2019	$22.50	$7.70	$11.28	$0.00	$41.48
	12/01/2019	$23.50	$7.70	$11.28	$0.00	$42.48
	06/01/2020	$23.50	$7.70	$11.28	$0.00	$42.48
	12/01/2020	$24.50	$7.70	$11.28	$0.00	$43.48
	06/01/2021	$24.50	$7.70	$11.28	$0.00	$43.48
	12/01/2021	$24.50	$7.70	$11.28	$0.00	$43.48
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FLOORCOVERER *FLOORCOVERERS LOCAL 2168 ZONE III*	03/01/2016	$32.60	$8.55	$14.42	$0.00	$55.57

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *FLOORCOVERER - Local 2168 Zone III*

Effective Date - 03/01/2016

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

Notes: Steps are 750 hrs.
% After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
Step 1&2 $24.42/ 3&4 $28.84/ 5&6 $43.39/ 7&8 $47.85

Apprentice to Journeyworker Ratio:1:1

FORK LIFT *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.23	$11.19	$13.44	$0.00	$58.86
	12/01/2018	$34.83	$11.19	$13.71	$0.00	$59.73
	06/01/2019	$35.34	$11.19	$13.98	$0.00	$60.51
	12/01/2019	$35.94	$11.19	$14.25	$0.00	$61.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATORS/LIGHTING PLANTS *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$30.78	$11.19	$13.44	$0.00	$55.41
	12/01/2018	$31.38	$11.19	$13.71	$0.00	$56.28
	06/01/2019	$31.89	$11.19	$13.98	$0.00	$57.06
	12/01/2019	$32.49	$11.19	$14.25	$0.00	$57.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) *GLAZIERS LOCAL 1333*	06/01/2018	$37.18	$10.40	$9.35	$0.00	$56.93
	06/01/2019	$38.18	$10.60	$9.90	$0.00	$58.68
	06/01/2020	$39.18	$10.80	$10.45	$0.00	$60.43

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *GLAZIER - Local 1333*

Effective Date - 06/01/2018

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

Effective Date - 06/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:3

GRADER/TRENCHING MACHINE/DERRICK *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.54	$11.19	$13.44	$0.00	$59.17
	12/01/2018	$35.14	$11.19	$13.71	$0.00	$60.04
	06/01/2019	$35.65	$11.19	$13.98	$0.00	$60.82
	12/01/2019	$36.25	$11.19	$14.25	$0.00	$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK) *SHEETMETAL WORKERS LOCAL 63*	07/01/2018	$33.74	$10.64	$16.22	$1.77	$62.37
	01/01/2019	$34.74	$10.64	$16.22	$1.77	$63.37
	07/01/2019	$35.74	$10.64	$16.22	$1.77	$64.37
	01/01/2020	$36.99	$10.64	$16.22	$1.77	$65.62
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) *ELECTRICIANS LOCAL 7*	07/01/2018	$41.21	$10.25	$11.74	$0.00	$63.20
	12/30/2018	$41.91	$10.50	$12.06	$0.00	$64.47
	06/30/2019	$42.66	$10.75	$12.33	$0.00	$65.74
	12/29/2019	$43.41	$11.00	$12.60	$0.00	$67.01
For apprentice rates see "Apprentice- ELECTRICIAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR) *SHEETMETAL WORKERS LOCAL 63*	07/01/2018	$33.74	$10.64	$16.22	$1.77	$62.37
	01/01/2019	$34.74	$10.64	$16.22	$1.77	$63.37
	07/01/2019	$35.74	$10.64	$16.22	$1.77	$64.37
	01/01/2020	$36.99	$10.64	$16.22	$1.77	$65.62
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) *PLUMBERS & PIPEFITTERS LOCAL 104*	09/17/2018	$40.11	$8.50	$15.95	$0.00	$64.56
	03/17/2019	$40.86	$8.50	$15.95	$0.00	$65.31
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC *PLUMBERS & PIPEFITTERS LOCAL 104*	09/17/2018	$40.11	$8.50	$15.95	$0.00	$64.56
	03/17/2019	$40.86	$8.50	$15.95	$0.00	$65.31
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) *LABORERS - ZONE 3 (HEAVY & HIGHWAY)*	06/01/2018	$31.75	$7.70	$11.28	$0.00	$50.73
	12/01/2018	$32.51	$7.70	$11.28	$0.00	$51.49
	06/01/2019	$33.30	$7.70	$11.28	$0.00	$52.28
	12/01/2019	$34.09	$7.70	$11.28	$0.00	$53.07
	06/01/2020	$34.90	$7.70	$11.28	$0.00	$53.88
	12/01/2020	$35.71	$7.70	$11.28	$0.00	$54.69
	06/01/2021	$36.55	$7.70	$11.28	$0.00	$55.53
	12/01/2021	$37.38	$7.70	$11.28	$0.00	$56.36
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS) *HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)*	09/01/2018	$39.47	$11.75	$14.20	$0.00	$65.42
	09/01/2019	$41.47	$11.75	$14.20	$0.00	$67.42

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

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.74	$11.75	$10.45	$0.00	$41.94
2	60	$23.68	$11.75	$11.20	$0.00	$46.63
3	70	$27.63	$11.75	$11.95	$0.00	$51.33
4	80	$31.58	$11.75	$12.70	$0.00	$56.03

Effective Date - 09/01/2019

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

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER *IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)*	03/16/2017	$32.39	$7.80	$19.60	$0.00	$59.79

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *IRONWORKER - Local 7 Springfield*

Effective Date - 03/16/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$19.43	$7.80	$19.60	$0.00	$46.83
2	70	$22.67	$7.80	$19.60	$0.00	$50.07
3	75	$24.29	$7.80	$19.60	$0.00	$51.69
4	80	$25.91	$7.80	$19.60	$0.00	$53.31
5	85	$27.53	$7.80	$19.60	$0.00	$54.93
6	90	$29.15	$7.80	$19.60	$0.00	$56.55

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR *LABORERS - ZONE 3 (BUILDING & SITE)*	06/04/2018	$31.25	$7.70	$13.29	$0.00	$52.24
	12/03/2018	$32.02	$7.70	$13.29	$0.00	$53.01
	06/03/2019	$32.83	$7.70	$13.29	$0.00	$53.82
	12/02/2019	$33.64	$7.70	$13.29	$0.00	$54.63
For apprentice rates see "Apprentice- LABORER"						
LABORER *LABORERS - ZONE 3 (BUILDING & SITE)*	06/04/2018	$31.00	$7.70	$13.29	$0.00	$51.99
	12/03/2018	$31.77	$7.70	$13.29	$0.00	$52.76
	06/03/2019	$32.58	$7.70	$13.29	$0.00	$53.57
	12/02/2019	$33.39	$7.70	$13.29	$0.00	$54.38

Apprentice - *LABORER - Zone 3 Building & Site*

Effective Date - 06/04/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$18.60	$7.70	$13.29	$0.00	$39.59
2	70	$21.70	$7.70	$13.29	$0.00	$42.69
3	80	$24.80	$7.70	$13.29	$0.00	$45.79
4	90	$27.90	$7.70	$13.29	$0.00	$48.89

Effective Date - 12/03/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$19.06	$7.70	$13.29	$0.00	$40.05
2	70	$22.24	$7.70	$13.29	$0.00	$43.23
3	80	$25.42	$7.70	$13.29	$0.00	$46.41
4	90	$28.59	$7.70	$13.29	$0.00	$49.58

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER (HEAVY & HIGHWAY) *LABORERS - ZONE 3 (HEAVY & HIGHWAY)*	06/01/2018	$31.00	$7.70	$11.28	$0.00	$49.98
	12/01/2018	$31.76	$7.70	$11.28	$0.00	$50.74
	06/01/2019	$32.55	$7.70	$11.28	$0.00	$51.53
	12/01/2019	$33.34	$7.70	$11.28	$0.00	$52.32
	06/01/2020	$34.15	$7.70	$11.28	$0.00	$53.13
	12/01/2020	$34.96	$7.70	$11.28	$0.00	$53.94
	06/01/2021	$35.80	$7.70	$11.28	$0.00	$54.78
	12/01/2021	$36.63	$7.70	$11.28	$0.00	$55.61

Apprentice - *LABORER (Heavy & Highway) - Zone 3*

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$18.60	$7.70	$11.28	$0.00	$37.58
2	70	$21.70	$7.70	$11.28	$0.00	$40.68
3	80	$24.80	$7.70	$11.28	$0.00	$43.78
4	90	$27.90	$7.70	$11.28	$0.00	$46.88

Effective Date - 12/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$19.06	$7.70	$11.28	$0.00	$38.04
2	70	$22.23	$7.70	$11.28	$0.00	$41.21
3	80	$25.41	$7.70	$11.28	$0.00	$44.39
4	90	$28.58	$7.70	$11.28	$0.00	$47.56

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER *LABORERS - ZONE 3 (BUILDING & SITE)*	06/04/2018	$31.00	$7.70	$13.29	$0.00	$51.99
	12/03/2018	$31.77	$7.70	$13.29	$0.00	$52.76
	06/03/2019	$32.58	$7.70	$13.29	$0.00	$53.57
	12/02/2019	$33.39	$7.70	$13.29	$0.00	$54.38
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER *LABORERS - ZONE 3 (BUILDING & SITE)*	06/04/2018	$31.25	$7.70	$13.29	$0.00	$52.24
	12/03/2018	$32.02	$7.70	$13.29	$0.00	$53.01
	06/03/2019	$32.83	$7.70	$13.29	$0.00	$53.82
	12/02/2019	$33.64	$7.70	$13.29	$0.00	$54.63
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER *LABORERS - ZONE 3 (BUILDING & SITE)*	06/01/2018	$31.10	$7.70	$13.29	$0.00	$52.09
	12/01/2018	$31.87	$7.70	$13.29	$0.00	$52.86
	06/01/2019	$32.68	$7.70	$13.29	$0.00	$53.67
	12/01/2019	$33.49	$7.70	$13.29	$0.00	$54.48
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER *LABORERS - ZONE 3 (BUILDING & SITE)*	06/04/2018	$32.00	$7.70	$13.29	$0.00	$52.99
	12/03/2018	$32.77	$7.70	$13.29	$0.00	$53.76
	06/03/2019	$33.58	$7.70	$13.29	$0.00	$54.57
	12/02/2019	$34.39	$7.70	$13.29	$0.00	$55.38
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) *LABORERS - ZONE 3 (HEAVY & HIGHWAY)*	06/01/2018	$31.25	$7.70	$11.28	$0.00	$50.23
	12/01/2018	$32.01	$7.70	$11.28	$0.00	$50.99
	06/01/2019	$32.80	$7.70	$11.28	$0.00	$51.78
	12/01/2019	$33.59	$7.70	$11.28	$0.00	$52.57
	06/01/2020	$34.40	$7.70	$11.28	$0.00	$53.38
	12/01/2020	$35.21	$7.70	$11.28	$0.00	$54.19
	06/01/2021	$36.05	$7.70	$11.28	$0.00	$55.03
	12/01/2021	$36.88	$7.70	$11.28	$0.00	$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
LABORER: MULTI-TRADE TENDER *LABORERS - ZONE 3 (BUILDING & SITE)*	06/04/2018	$31.00	$7.70	$13.29	$0.00	$51.99
	12/03/2018	$31.77	$7.70	$13.29	$0.00	$52.76
	06/03/2019	$32.58	$7.70	$13.29	$0.00	$53.57
	12/02/2019	$33.39	$7.70	$13.29	$0.00	$54.38
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER *LABORERS - ZONE 3 (BUILDING & SITE)*	06/04/2018	$31.00	$7.70	$13.29	$0.00	$51.99
	12/03/2018	$31.77	$7.70	$13.29	$0.00	$52.76
	06/03/2019	$32.58	$7.70	$13.29	$0.00	$53.57
	12/02/2019	$33.39	$7.70	$13.29	$0.00	$54.38
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR *LABORERS - ZONE 3 (BUILDING & SITE)*	06/04/2018	$31.25	$7.70	$13.29	$0.00	$52.24
	12/03/2018	$32.02	$7.70	$13.29	$0.00	$53.01
	06/03/2019	$32.83	$7.70	$13.29	$0.00	$53.82
	12/02/2019	$33.64	$7.70	$13.29	$0.00	$54.63
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) *LABORERS - ZONE 3 (HEAVY & HIGHWAY)*	06/01/2018	$31.25	$7.70	$11.28	$0.00	$50.23
	12/01/2018	$32.01	$7.70	$11.28	$0.00	$50.99
	06/01/2019	$32.80	$7.70	$11.28	$0.00	$51.78
	12/01/2019	$33.59	$7.70	$11.28	$0.00	$52.57
	06/01/2020	$34.40	$7.70	$11.28	$0.00	$53.38
	12/01/2020	$35.21	$7.70	$11.28	$0.00	$54.19
	06/01/2021	$36.05	$7.70	$11.28	$0.00	$55.03
	12/01/2021	$36.88	$7.70	$11.28	$0.00	$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
MARBLE & TILE FINISHERS *BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE*	08/01/2018	$34.17	$10.75	$18.26	$0.00	$63.18
	02/01/2019	$34.67	$10.75	$18.26	$0.00	$63.68
	08/01/2019	$35.67	$10.75	$18.37	$0.00	$64.79
	02/01/2020	$36.17	$10.75	$18.37	$0.00	$65.29
	08/01/2020	$37.17	$10.75	$18.49	$0.00	$66.41
	02/01/2021	$37.67	$10.75	$18.49	$0.00	$66.91
	08/01/2021	$38.67	$10.75	$18.62	$0.00	$68.04
	02/01/2022	$39.12	$10.75	$18.62	$0.00	$68.49

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 08/01/2018

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

Effective Date - 02/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:5

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

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

MECH. SWEEPER OPERATOR (ON CONST. SITES) *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.54	$11.19	$13.44	$0.00	$59.17
	12/01/2018	$35.14	$11.19	$13.71	$0.00	$60.04
	06/01/2019	$35.65	$11.19	$13.98	$0.00	$60.82
	12/01/2019	$36.25	$11.19	$14.25	$0.00	$61.69

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.01	$11.19	$13.44	$0.00	$58.64
	12/01/2018	$34.61	$11.19	$13.71	$0.00	$59.51
	06/01/2019	$35.12	$11.19	$13.98	$0.00	$60.29
	12/01/2019	$35.72	$11.19	$14.25	$0.00	$61.16

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3) *MILLWRIGHTS LOCAL 1121 - Zone 3*	04/01/2018	$35.46	$9.90	$18.50	$0.00	$63.86
	10/01/2018	$36.29	$9.90	$18.50	$0.00	$64.69
	04/01/2019	$37.11	$9.90	$18.50	$0.00	$65.51

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *MILLWRIGHT - Local 1121 Zone 3*

Effective Date - 04/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$19.50	$9.90	$5.31	$0.00	$34.71
2	65	$23.05	$9.90	$15.13	$0.00	$48.08
3	75	$26.60	$9.90	$16.10	$0.00	$52.60
4	85	$30.14	$9.90	$17.06	$0.00	$57.10

Effective Date - 10/01/2018

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

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER *LABORERS - ZONE 3 (BUILDING & SITE)*	06/04/2018	$31.25	$7.70	$13.29	$0.00	$52.24
	12/03/2018	$32.02	$7.70	$13.29	$0.00	$53.01
	06/03/2019	$32.83	$7.70	$13.29	$0.00	$53.82
	12/02/2019	$33.64	$7.70	$13.29	$0.00	$54.63
For apprentice rates see "Apprentice- LABORER"						
OILER *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$29.70	$11.19	$13.44	$0.00	$54.33
	12/01/2018	$30.30	$11.19	$13.71	$0.00	$55.20
	06/01/2019	$30.81	$11.19	$13.98	$0.00	$55.98
	12/01/2019	$31.41	$11.19	$14.25	$0.00	$56.85
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$27.72	$11.19	$13.44	$0.00	$52.35
	12/01/2018	$28.32	$11.19	$13.71	$0.00	$53.22
	06/01/2019	$28.83	$11.19	$13.98	$0.00	$54.00
	12/01/2019	$29.43	$11.19	$14.25	$0.00	$54.87
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) *PAINTERS LOCAL 35 - ZONE 3*	07/01/2018	$50.01	$8.15	$20.15	$0.00	$78.31
	01/01/2019	$50.36	$8.15	$20.85	$0.00	$79.36
	07/01/2019	$51.46	$8.15	$20.85	$0.00	$80.46
	01/01/2020	$52.56	$8.15	$20.85	$0.00	$81.56
	07/01/2020	$53.66	$8.15	$20.85	$0.00	$82.66
	01/01/2021	$54.76	$8.15	$20.85	$0.00	$83.76

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER Local 35 - BRIDGES/TANKS*

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$25.01	$8.15	$0.00	$0.00	$33.16
2	55	$27.51	$8.15	$5.34	$0.00	$41.00
3	60	$30.01	$8.15	$5.82	$0.00	$43.98
4	65	$32.51	$8.15	$6.31	$0.00	$46.97
5	70	$35.01	$8.15	$17.24	$0.00	$60.40
6	75	$37.51	$8.15	$17.73	$0.00	$63.39
7	80	$40.01	$8.15	$18.21	$0.00	$66.37
8	90	$45.01	$8.15	$19.18	$0.00	$72.34

Effective Date - 01/01/2019

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2018	$33.38	$8.15	$16.25	$0.00	$57.78
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 3*	01/01/2019	$33.73	$8.15	$16.95	$0.00	$58.83
	07/01/2019	$34.83	$8.15	$16.95	$0.00	$59.93
	01/01/2020	$35.93	$8.15	$16.95	$0.00	$61.03
	07/01/2020	$37.03	$8.15	$16.95	$0.00	$62.13
	01/01/2021	$38.13	$8.15	$16.95	$0.00	$63.23

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$16.69	$8.15	$0.00	$0.00	$24.84
2	55	$18.36	$8.15	$3.19	$0.00	$29.70
3	60	$20.03	$8.15	$3.48	$0.00	$31.66
4	65	$21.70	$8.15	$3.77	$0.00	$33.62
5	70	$23.37	$8.15	$14.51	$0.00	$46.03
6	75	$25.04	$8.15	$14.80	$0.00	$47.99
7	80	$26.70	$8.15	$15.09	$0.00	$49.94
8	90	$30.04	$8.15	$15.67	$0.00	$53.86

Effective Date - 01/01/2019

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) *PAINTERS LOCAL 35 - ZONE 3*	07/01/2018	$30.70	$8.15	$16.25	$0.00	$55.10
	01/01/2019	$31.05	$8.15	$16.95	$0.00	$56.15
	07/01/2019	$32.15	$8.15	$16.95	$0.00	$57.25
	01/01/2020	$33.25	$8.15	$16.95	$0.00	$58.35
	07/01/2020	$34.35	$8.15	$16.95	$0.00	$59.45
	01/01/2021	$35.45	$8.15	$16.95	$0.00	$60.55

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$15.35	$8.15	$0.00	$0.00	$23.50
2	55	$16.89	$8.15	$3.19	$0.00	$28.23
3	60	$18.42	$8.15	$3.48	$0.00	$30.05
4	65	$19.96	$8.15	$3.77	$0.00	$31.88
5	70	$21.49	$8.15	$14.51	$0.00	$44.15
6	75	$23.03	$8.15	$14.80	$0.00	$45.98
7	80	$24.56	$8.15	$15.09	$0.00	$47.80
8	90	$27.63	$8.15	$15.67	$0.00	$51.45

Effective Date - 01/01/2019

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	07/01/2018	$31.98	$8.15	$16.25	$0.00	$56.38
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 3*	01/01/2019	$32.33	$8.15	$16.95	$0.00	$57.43
	07/01/2019	$34.43	$8.15	$16.95	$0.00	$59.53
	01/01/2020	$34.53	$8.15	$16.95	$0.00	$59.63
	07/01/2020	$35.63	$8.15	$16.95	$0.00	$60.73
	01/01/2021	$36.73	$8.15	$16.95	$0.00	$61.83

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER - Local 35 Zone 3 - BRUSH NEW*

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$15.99	$8.15	$0.00	$0.00	$24.14
2	55	$17.59	$8.15	$3.19	$0.00	$28.93
3	60	$19.19	$8.15	$3.48	$0.00	$30.82
4	65	$20.79	$8.15	$3.77	$0.00	$32.71
5	70	$22.39	$8.15	$14.51	$0.00	$45.05
6	75	$23.99	$8.15	$14.80	$0.00	$46.94
7	80	$25.58	$8.15	$15.09	$0.00	$48.82
8	90	$28.78	$8.15	$15.67	$0.00	$52.60

Effective Date - 01/01/2019

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT) *PAINTERS LOCAL 35 - ZONE 3*	07/01/2018	$29.30	$8.15	$16.25	$0.00	$53.70
	01/01/2019	$29.65	$8.15	$16.95	$0.00	$54.75
	07/01/2019	$30.81	$8.15	$16.95	$0.00	$55.91
	01/01/2020	$31.85	$8.15	$16.95	$0.00	$56.95
	07/01/2020	$32.95	$8.15	$16.95	$0.00	$58.05
	01/01/2021	$34.05	$8.15	$16.95	$0.00	$59.15

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER Local 35 Zone 3 - BRUSH REPAINT*

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$14.65	$8.15	$0.00	$0.00	$22.80
2	55	$16.12	$8.15	$3.19	$0.00	$27.46
3	60	$17.58	$8.15	$3.48	$0.00	$29.21
4	65	$19.05	$8.15	$3.77	$0.00	$30.97
5	70	$20.51	$8.15	$14.51	$0.00	$43.17
6	75	$21.98	$8.15	$14.80	$0.00	$44.93
7	80	$23.44	$8.15	$15.09	$0.00	$46.68
8	90	$26.37	$8.15	$15.67	$0.00	$50.19

Effective Date - 01/01/2019

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) *LABORERS - ZONE 3 (HEAVY & HIGHWAY)*	06/01/2018	$31.00	$7.70	$11.28	$0.00	$49.98
	12/01/2018	$31.76	$7.70	$11.28	$0.00	$50.74
	06/01/2019	$32.55	$7.70	$11.28	$0.00	$51.53
	12/01/2019	$33.34	$7.70	$11.28	$0.00	$52.32
	06/01/2020	$34.15	$7.70	$11.28	$0.00	$53.13
	12/01/2020	$34.96	$7.70	$11.28	$0.00	$53.94
	06/01/2021	$35.80	$7.70	$11.28	$0.00	$54.78
	12/01/2021	$36.63	$7.70	$11.28	$0.00	$55.61
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2012	$30.28	$9.07	$8.00	$0.00	$47.35
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) *PILE DRIVER LOCAL 56 (ZONE 3)*	08/01/2018	$41.57	$9.90	$21.15	$0.00	$72.62
	08/01/2019	$43.79	$9.90	$21.15	$0.00	$74.84
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER *PILE DRIVER LOCAL 56 (ZONE 3)*	08/01/2018	$41.57	$9.90	$21.15	$0.00	$72.62
	08/01/2019	$43.79	$9.90	$21.15	$0.00	$74.84

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PILE DRIVER - Local 56 Zone 3*

Effective Date - 08/01/2018

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

Notes: Apprentice wages shall be no less than the following Steps;
(Same as set in Zone 1)
1$54.34/2$58.99/3$63.65/4$65.98/5$68.31/6$68.31/7$72.96/8$72.96

Apprentice to Journeyworker Ratio:1:5

PIPELAYER *LABORERS - ZONE 3 (BUILDING & SITE)*	06/04/2018	$31.25	$7.70	$13.29	$0.00	$52.24
	12/03/2018	$32.02	$7.70	$13.29	$0.00	$53.01
	06/03/2019	$32.83	$7.70	$13.29	$0.00	$53.82
	12/02/2019	$33.64	$7.70	$13.29	$0.00	$54.63
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY) *LABORERS - ZONE 3 (HEAVY & HIGHWAY)*	06/01/2018	$31.25	$7.70	$11.28	$0.00	$50.23
	12/01/2018	$32.01	$7.70	$11.28	$0.00	$50.99
	06/01/2019	$32.80	$7.70	$11.28	$0.00	$51.78
	12/01/2019	$33.59	$7.70	$11.28	$0.00	$52.57
	06/01/2020	$34.40	$7.70	$11.28	$0.00	$53.38
	12/01/2020	$35.21	$7.70	$11.28	$0.00	$54.19
	06/01/2021	$36.05	$7.70	$11.28	$0.00	$55.03
	12/01/2021	$36.88	$7.70	$11.28	$0.00	$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PLUMBER & PIPEFITTER *PLUMBERS & PIPEFITTERS LOCAL 104*	09/17/2018	$40.11	$8.50	$15.95	$0.00	$64.56
	03/17/2019	$40.86	$8.50	$15.95	$0.00	$65.31

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PLUMBER/PIPEFITTER - Local 104*

Effective Date - 09/17/2018

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

Effective Date - 03/17/2019

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

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

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) *PLUMBERS & PIPEFITTERS LOCAL 104*	09/17/2018	$40.11	$8.50	$15.95	$0.00	$64.56
	03/17/2019	$40.86	$8.50	$15.95	$0.00	$65.31
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) *LABORERS - ZONE 3 (HEAVY & HIGHWAY)*	06/01/2018	$31.25	$7.70	$11.28	$0.00	$50.23
	12/01/2018	$32.01	$7.70	$11.28	$0.00	$50.99
	06/01/2019	$32.80	$7.70	$11.28	$0.00	$51.78
	12/01/2019	$33.59	$7.70	$11.28	$0.00	$52.57
	06/01/2020	$34.40	$7.70	$11.28	$0.00	$53.38
	12/01/2020	$35.21	$7.70	$11.28	$0.00	$54.19
	06/01/2021	$36.05	$7.70	$11.28	$0.00	$55.03
	12/01/2021	$36.88	$7.70	$11.28	$0.00	$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER *LABORERS - ZONE 3 (BUILDING & SITE)*	06/04/2018	$32.00	$7.70	$13.29	$0.00	$52.99
	12/03/2018	$32.77	$7.70	$13.29	$0.00	$53.76
	06/03/2019	$33.58	$7.70	$13.29	$0.00	$54.57
	12/02/2019	$34.39	$7.70	$13.29	$0.00	$55.38
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) *LABORERS - ZONE 3 (HEAVY & HIGHWAY)*	06/01/2018	$32.00	$7.70	$11.28	$0.00	$50.98
	12/01/2018	$32.76	$7.70	$11.28	$0.00	$51.74
	06/01/2019	$33.55	$7.70	$11.28	$0.00	$52.53
	12/01/2019	$34.34	$7.70	$11.28	$0.00	$53.32
	06/01/2020	$35.15	$7.70	$11.28	$0.00	$54.13
	12/01/2020	$35.96	$7.70	$11.28	$0.00	$54.94
	06/01/2021	$36.80	$7.70	$11.28	$0.00	$55.78
	12/01/2021	$37.63	$7.70	$11.28	$0.00	$56.61
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PUMP OPERATOR (CONCRETE) *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.54	$11.19	$13.44	$0.00	$59.17
	12/01/2018	$35.14	$11.19	$13.71	$0.00	$60.04
	06/01/2019	$35.65	$11.19	$13.98	$0.00	$60.82
	12/01/2019	$36.25	$11.19	$14.25	$0.00	$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.01	$11.19	$13.44	$0.00	$58.64
	12/01/2018	$34.61	$11.19	$13.71	$0.00	$59.51
	06/01/2019	$35.12	$11.19	$13.98	$0.00	$60.29
	12/01/2019	$35.72	$11.19	$14.25	$0.00	$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER *TEAMSTERS LOCAL 404*	05/01/2016	$21.01	$10.23	$9.40	$0.00	$40.64
RIDE-ON MOTORIZED BUGGY OPERATOR *LABORERS - ZONE 3 (BUILDING & SITE)*	06/04/2018	$31.25	$7.70	$13.29	$0.00	$52.24
	12/03/2018	$32.02	$7.70	$13.29	$0.00	$53.01
	06/03/2019	$32.83	$7.70	$13.29	$0.00	$53.82
	12/02/2019	$33.64	$7.70	$13.29	$0.00	$54.63
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$33.40	$11.19	$13.44	$0.00	$58.03
	12/01/2018	$34.00	$11.19	$13.71	$0.00	$58.90
	06/01/2019	$34.51	$11.19	$13.98	$0.00	$59.68
	12/01/2019	$35.11	$11.19	$14.25	$0.00	$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) *ROOFERS LOCAL 248*	07/16/2018	$32.31	$10.00	$15.10	$0.00	$57.41
	07/16/2019	$33.96	$10.00	$15.20	$0.00	$59.16
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) *ROOFERS LOCAL 248*	07/16/2018	$31.81	$10.00	$14.60	$0.00	$56.41
	07/16/2019	$33.46	$10.00	$14.70	$0.00	$58.16

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *ROOFER - Local 248*

Effective Date - 07/16/2018

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

Notes:

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

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE *ROOFERS LOCAL 248*	07/16/2018	$32.31	$10.00	$15.10	$0.00	$57.41
	07/16/2019	$33.96	$10.00	$15.20	$0.00	$59.16
For apprentice rates see "Apprentice- ROOFER"						
SCRAPER *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.01	$11.19	$13.44	$0.00	$58.64
	12/01/2018	$34.61	$11.19	$13.71	$0.00	$59.51
	06/01/2019	$35.12	$11.19	$13.98	$0.00	$60.29
	12/01/2019	$35.72	$11.19	$14.25	$0.00	$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$33.40	$11.19	$13.44	$0.00	$58.03
	12/01/2018	$34.00	$11.19	$13.71	$0.00	$58.90
	06/01/2019	$34.51	$11.19	$13.98	$0.00	$59.68
	12/01/2019	$35.11	$11.19	$14.25	$0.00	$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$30.78	$11.19	$13.44	$0.00	$55.41
	12/01/2018	$31.38	$11.19	$13.71	$0.00	$56.28
	06/01/2019	$31.89	$11.19	$13.98	$0.00	$57.06
	12/01/2019	$32.49	$11.19	$14.25	$0.00	$57.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER *SHEETMETAL WORKERS LOCAL 63*	07/01/2018	$33.74	$10.64	$16.22	$1.77	$62.37
	01/01/2019	$34.74	$10.64	$16.22	$1.77	$63.37
	07/01/2019	$35.74	$10.64	$16.22	$1.77	$64.37
	01/01/2020	$36.99	$10.64	$16.22	$1.77	$65.62

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *SHEET METAL WORKER - Local 63*

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	$15.18	$6.21	$4.67	$0.00	$26.06
2	50	$16.87	$6.55	$5.19	$0.00	$28.61
3	55	$18.56	$6.88	$9.33	$1.04	$35.81
4	60	$20.24	$7.22	$9.33	$1.10	$37.89
5	65	$21.93	$7.55	$9.33	$1.16	$39.97
6	70	$23.62	$7.88	$9.33	$1.22	$42.05
7	75	$25.31	$8.22	$9.33	$1.29	$44.15
8	80	$26.99	$9.30	$15.18	$1.54	$53.01
9	85	$28.68	$9.64	$15.18	$1.61	$55.11
10	90	$30.37	$9.98	$15.18	$1.67	$57.20

Effective Date - 01/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:3

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *SIGN ERECTOR - Local 35 Zone 3*

Effective Date - 06/01/2013

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

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2016	$32.44	$10.91	$10.89	$0.00	$54.24
SPECIALIZED EARTH MOVING EQUIP > 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2016	$32.73	$10.91	$10.89	$0.00	$54.53
SPRINKLER FITTER *SPRINKLER FITTERS LOCAL 669*	04/01/2018	$41.51	$9.67	$12.88	$0.00	$64.06
	01/01/2019	$41.51	$10.02	$13.08	$0.00	$64.61

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *SPRINKLER FITTER - Local 669*

Effective Date - 04/01/2018

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	$9.67	$7.05	$0.00	$39.55
4	60	$24.91	$9.67	$7.05	$0.00	$41.63
5	65	$26.98	$9.67	$7.30	$0.00	$43.95
6	70	$29.06	$9.67	$7.30	$0.00	$46.03
7	75	$31.13	$9.67	$7.30	$0.00	$48.10
8	80	$33.21	$9.67	$7.30	$0.00	$50.18
9	85	$35.28	$9.67	$7.30	$0.00	$52.25
10	90	$37.36	$9.67	$7.30	$0.00	$54.33

Effective Date - 01/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:1

TELECOMMUNICATION TECHNICIAN *ELECTRICIANS LOCAL 7*	07/01/2018	$41.21	$10.25	$11.74	$0.00	$63.20
	12/30/2018	$41.91	$10.50	$12.06	$0.00	$64.47
	06/30/2019	$42.66	$10.75	$12.33	$0.00	$65.74
	12/29/2019	$43.41	$11.00	$12.60	$0.00	$67.01

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *TELECOMMUNICATION TECHNICIAN - Local 7*

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$16.48	$5.55	$0.49	$0.00	$22.52
2	45	$18.54	$5.55	$0.56	$0.00	$24.65
3	50	$20.61	$10.25	$6.92	$0.00	$37.78
4	55	$22.67	$10.25	$6.98	$0.00	$39.90
5	65	$26.79	$10.25	$8.10	$0.00	$45.14
6	70	$28.85	$10.25	$9.17	$0.00	$48.27

Effective Date - 12/30/2018

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

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 08/01/2018

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

Effective Date - 02/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:5

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 08/01/2018

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

Effective Date - 02/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:5

TEST BORING DRILLER *LABORERS - FOUNDATION AND MARINE*	06/01/2018	$39.35	$7.70	$15.40	$0.00	$62.45
	12/01/2018	$40.30	$7.70	$15.40	$0.00	$63.40
	06/01/2019	$41.30	$7.70	$15.40	$0.00	$64.40
	12/01/2019	$42.30	$7.70	$15.40	$0.00	$65.40
	06/01/2020	$43.29	$7.70	$15.40	$0.00	$66.39
	12/01/2020	$44.27	$7.70	$15.40	$0.00	$67.37
	06/01/2021	$45.29	$7.70	$15.40	$0.00	$68.39
	12/01/2021	$46.30	$7.70	$15.40	$0.00	$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER *LABORERS - FOUNDATION AND MARINE*	06/01/2018	$38.07	$7.70	$15.40	$0.00	$61.17
	12/01/2018	$39.02	$7.70	$15.40	$0.00	$62.12
	06/01/2019	$40.02	$7.70	$15.40	$0.00	$63.12
	12/01/2019	$41.02	$7.70	$15.40	$0.00	$64.12
	06/01/2020	$42.01	$7.70	$15.40	$0.00	$65.11
	12/01/2020	$42.99	$7.70	$15.40	$0.00	$66.09
	06/01/2021	$44.01	$7.70	$15.40	$0.00	$67.11
	12/01/2021	$45.02	$7.70	$15.40	$0.00	$68.12
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER *LABORERS - FOUNDATION AND MARINE*	06/01/2018	$37.95	$7.70	$15.40	$0.00	$61.05
	12/01/2018	$38.90	$7.70	$15.40	$0.00	$62.00
	06/01/2019	$39.90	$7.70	$15.40	$0.00	$63.00
	12/01/2019	$40.90	$7.70	$15.40	$0.00	$64.00
	06/01/2020	$41.89	$7.70	$15.40	$0.00	$64.99
	12/01/2020	$42.87	$7.70	$15.40	$0.00	$65.97
	06/01/2021	$43.89	$7.70	$15.40	$0.00	$66.99
	12/01/2021	$44.90	$7.70	$15.40	$0.00	$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$33.40	$11.19	$13.44	$0.00	$58.03
	12/01/2018	$34.00	$11.19	$13.71	$0.00	$58.90
	06/01/2019	$34.51	$11.19	$13.98	$0.00	$59.68
	12/01/2019	$35.11	$11.19	$14.25	$0.00	$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2016	$33.02	$10.91	$10.89	$0.00	$54.82
TUNNEL WORK - COMPRESSED AIR *LABORERS (COMPRESSED AIR)*	06/01/2018	$50.23	$7.70	$15.80	$0.00	$73.73
	12/01/2018	$51.18	$7.70	$15.80	$0.00	$74.68
	06/01/2019	$52.18	$7.70	$15.80	$0.00	$75.68
	12/01/2019	$53.18	$7.70	$15.80	$0.00	$76.68
	06/01/2020	$54.17	$7.70	$15.80	$0.00	$77.67
	12/01/2020	$55.15	$7.70	$15.80	$0.00	$78.65
	06/01/2021	$56.17	$7.70	$15.80	$0.00	$79.67
	12/01/2021	$57.18	$7.70	$15.80	$0.00	$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) *LABORERS (COMPRESSED AIR)*	06/01/2018	$52.23	$7.70	$15.80	$0.00	$75.73
	12/01/2018	$53.18	$7.70	$15.80	$0.00	$76.68
	06/01/2019	$54.18	$7.70	$15.80	$0.00	$77.68
	12/01/2019	$55.18	$7.70	$15.80	$0.00	$78.68
	06/01/2020	$56.17	$7.70	$15.80	$0.00	$79.67
	12/01/2020	$57.15	$7.70	$15.80	$0.00	$80.65
	06/01/2021	$58.17	$7.70	$15.80	$0.00	$81.67
	12/01/2021	$59.18	$7.70	$15.80	$0.00	$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR *LABORERS (FREE AIR TUNNEL)*	06/01/2018	$42.30	$7.70	$15.80	$0.00	$65.80
	12/01/2018	$43.25	$7.70	$15.80	$0.00	$66.75
	06/01/2019	$44.25	$7.70	$15.80	$0.00	$67.75
	12/01/2019	$45.25	$7.70	$15.80	$0.00	$68.75
	06/01/2020	$46.24	$7.70	$15.80	$0.00	$69.74
	12/01/2020	$47.22	$7.70	$15.80	$0.00	$70.72
	06/01/2021	$48.24	$7.70	$15.80	$0.00	$71.74
	12/01/2021	$49.25	$7.70	$15.80	$0.00	$72.75
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE) *LABORERS (FREE AIR TUNNEL)*	06/01/2018	$44.30	$7.70	$15.80	$0.00	$67.80
	12/01/2018	$45.25	$7.70	$15.80	$0.00	$68.75
	06/01/2019	$46.25	$7.70	$15.80	$0.00	$69.75
	12/01/2019	$47.25	$7.70	$15.80	$0.00	$70.75
	06/01/2020	$48.24	$7.70	$15.80	$0.00	$71.74
	12/01/2020	$49.22	$7.70	$15.80	$0.00	$72.72
	06/01/2021	$50.24	$7.70	$15.80	$0.00	$73.74
	12/01/2021	$51.25	$7.70	$15.80	$0.00	$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2016	$32.44	$10.91	$10.89	$0.00	$54.24
WAGON DRILL OPERATOR *LABORERS - ZONE 3 (BUILDING & SITE)*	06/04/2018	$31.25	$7.70	$13.29	$0.00	$52.24
	12/03/2018	$32.02	$7.70	$13.29	$0.00	$53.01
	06/03/2019	$32.83	$7.70	$13.29	$0.00	$53.82
	12/02/2019	$33.64	$7.70	$13.29	$0.00	$54.63
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) *LABORERS - ZONE 3 (HEAVY & HIGHWAY)*	06/01/2018	$31.25	$7.70	$11.28	$0.00	$50.23
	12/01/2018	$32.01	$7.70	$11.28	$0.00	$50.99
	06/01/2019	$32.80	$7.70	$11.28	$0.00	$51.78
	12/01/2019	$33.59	$7.70	$11.28	$0.00	$52.57
	06/01/2020	$34.40	$7.70	$11.28	$0.00	$53.38
	12/01/2020	$35.21	$7.70	$11.28	$0.00	$54.19
	06/01/2021	$36.05	$7.70	$11.28	$0.00	$55.03
	12/01/2021	$36.88	$7.70	$11.28	$0.00	$55.86
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
WATER METER INSTALLER *PLUMBERS & PIPEFITTERS LOCAL 104*	09/17/2018	$40.11	$8.50	$15.95	$0.00	$64.56
	03/17/2019	$40.86	$8.50	$15.95	$0.00	$65.31
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - West						
EQUIPMENT OPERATOR *OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42*	09/02/2018	$42.26	$8.00	$12.50	$0.00	$62.76
	09/01/2019	$44.67	$8.00	$12.55	$0.00	$65.22
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN *OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42*	09/02/2018	$28.17	$8.00	$5.41	$0.00	$41.58
	09/01/2019	$30.58	$8.00	$5.48	$0.00	$44.06
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN / TRUCK DRIVER *OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42*	09/02/2018	$37.56	$8.00	$10.89	$0.00	$56.45
	09/01/2019	$39.97	$8.00	$10.96	$0.00	$58.93
For apprentice rates see "Apprentice- LINEMAN"						
HEAVY EQUIPMENT OPERATOR *OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42*	09/02/2018	$44.60	$8.00	$13.15	$0.00	$65.75
	09/01/2019	$47.01	$8.00	$13.22	$0.00	$68.23
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN *OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42*	09/02/2018	$49.30	$8.00	$15.48	$0.00	$72.78
	09/01/2019	$51.71	$8.00	$15.55	$0.00	$75.26

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *LINEMAN (Outside Electrical) - West Local 42*

Effective Date - 09/02/2018

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

Effective Date - 09/01/2019

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

Notes:

Apprentice to Journeyworker Ratio:1:2

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

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

TREE TRIMMER GROUNDMAN *OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42*	01/31/2016	$16.32	$3.55	$0.00	$0.00	$19.87

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

Rental of Equipment - West

(2 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2016	$32.15	$10.91	$0.00	$0.00	$43.06
(3 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2016	$32.22	$10.91	$0.00	$0.00	$43.13

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(4 & 5 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2016	$32.34	$10.91	$0.00	$0.00	$43.25
ADS/SUBMERSIBLE PILOT *PILE DRIVER LOCAL 56 (ZONE 3)*	08/01/2018	$97.80	$9.90	$0.00	$0.00	$107.70
	08/01/2019	$102.78	$9.90	$0.00	$0.00	$112.68
For apprentice rates see "Apprentice- PILE DRIVER"						
BACKHOE/FRONT-END LOADER OPERATOR *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.54	$11.19	$0.00	$0.00	$45.73
	12/01/2018	$35.14	$11.19	$0.00	$0.00	$46.33
	06/01/2019	$35.65	$11.19	$0.00	$0.00	$46.84
	12/01/2019	$36.25	$11.19	$0.00	$0.00	$47.44
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BATCH/CEMENT PLANT - ON SITE *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.01	$11.19	$0.00	$0.00	$45.20
	12/01/2018	$34.61	$11.19	$0.00	$0.00	$45.80
	06/01/2019	$35.12	$11.19	$0.00	$0.00	$46.31
	12/01/2019	$35.72	$11.19	$0.00	$0.00	$46.91
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL*OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.54	$11.19	$0.00	$0.00	$45.73
	12/01/2018	$35.14	$11.19	$0.00	$0.00	$46.33
	06/01/2019	$35.65	$11.19	$0.00	$0.00	$46.84
	12/01/2019	$36.25	$11.19	$0.00	$0.00	$47.44
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.01	$11.19	$0.00	$0.00	$45.20
	12/01/2018	$34.61	$11.19	$0.00	$0.00	$45.80
	06/01/2019	$35.12	$11.19	$0.00	$0.00	$46.31
	12/01/2019	$35.72	$11.19	$0.00	$0.00	$46.91
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$38.04	$11.19	$0.00	$0.00	$49.23
	12/01/2018	$38.64	$11.19	$0.00	$0.00	$49.83
	06/01/2019	$39.15	$11.19	$0.00	$0.00	$50.34
	12/01/2019	$39.75	$11.19	$0.00	$0.00	$50.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER *PILE DRIVER LOCAL 56 (ZONE 3)*	08/01/2018	$65.20	$9.90	$0.00	$0.00	$75.10
	08/01/2019	$68.52	$9.90	$0.00	$0.00	$78.42
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER *PILE DRIVER LOCAL 56 (ZONE 3)*	08/01/2018	$46.57	$9.90	$0.00	$0.00	$56.47
	08/01/2019	$48.94	$9.90	$0.00	$0.00	$58.84
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) *PILE DRIVER LOCAL 56 (ZONE 3)*	08/01/2018	$69.86	$9.90	$0.00	$0.00	$79.76
	08/01/2019	$73.41	$9.90	$0.00	$0.00	$83.31
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) *PILE DRIVER LOCAL 56 (ZONE 3)*	08/01/2018	$97.80	$9.90	$0.00	$0.00	$107.70
	08/01/2019	$102.78	$9.90	$0.00	$0.00	$112.68
For apprentice rates see "Apprentice- PILE DRIVER"						
FIREMAN *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.01	$11.19	$0.00	$0.00	$45.20
	12/01/2018	$34.61	$11.19	$0.00	$0.00	$45.80
	06/01/2019	$35.12	$11.19	$0.00	$0.00	$46.31
	12/01/2019	$35.72	$11.19	$0.00	$0.00	$46.91

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *OPERATING ENGINEERS - Local 98 Class 3*

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$20.41	$11.19	$0.00	$0.00	$31.60
2	70	$23.81	$11.19	$0.00	$0.00	$35.00
3	80	$27.21	$11.19	$0.00	$0.00	$38.40
4	90	$30.61	$11.19	$0.00	$0.00	$41.80

Effective Date - 12/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$20.77	$11.19	$0.00	$0.00	$31.96
2	70	$24.23	$11.19	$0.00	$0.00	$35.42
3	80	$27.69	$11.19	$0.00	$0.00	$38.88
4	90	$31.15	$11.19	$0.00	$0.00	$42.34

Notes:

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

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY) *LABORERS - ZONE 3 (HEAVY & HIGHWAY)*	06/01/2018	$21.50	$7.70	$0.00	$0.00	$29.20
	12/01/2018	$22.50	$7.70	$0.00	$0.00	$30.20
	06/01/2019	$22.50	$7.70	$0.00	$0.00	$30.20
	12/01/2019	$23.50	$7.70	$0.00	$0.00	$31.20
	06/01/2020	$23.50	$7.70	$0.00	$0.00	$31.20
	12/01/2020	$24.50	$7.70	$0.00	$0.00	$32.20
	06/01/2021	$24.50	$7.70	$0.00	$0.00	$32.20
	12/01/2021	$24.50	$7.70	$0.00	$0.00	$32.20
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FORK LIFT/CHERRY PICKER 27F WEST*OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.23	$11.19	$0.00	$0.00	$45.42
	12/01/2018	$34.83	$11.19	$0.00	$0.00	$46.02
	06/01/2019	$35.34	$11.19	$0.00	$0.00	$46.53
	12/01/2019	$35.94	$11.19	$0.00	$0.00	$47.13
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATORS/LIGHTING PLANTS *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$30.78	$11.19	$0.00	$0.00	$41.97
	12/01/2018	$31.38	$11.19	$0.00	$0.00	$42.57
	06/01/2019	$31.89	$11.19	$0.00	$0.00	$43.08
	12/01/2019	$32.49	$11.19	$0.00	$0.00	$43.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GRADER/TRENCHING MACHINE/DERRICK *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.54	$11.19	$0.00	$0.00	$45.73
	12/01/2018	$35.14	$11.19	$0.00	$0.00	$46.33
	06/01/2019	$35.65	$11.19	$0.00	$0.00	$46.84
	12/01/2019	$36.25	$11.19	$0.00	$0.00	$47.44
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER *LABORERS - ZONE 3 (BUILDING & SITE)*	06/04/2018	$31.00	$7.70	$0.00	$0.00	$38.70
	12/03/2018	$31.77	$7.70	$0.00	$0.00	$39.47
	06/03/2019	$32.58	$7.70	$0.00	$0.00	$40.28
	12/02/2019	$33.39	$7.70	$0.00	$0.00	$41.09

Apprentice - *LABORER - Zone 3 Building & Site*

Effective Date - 06/04/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$18.60	$7.70	$0.00	$0.00	$26.30
2	70	$21.70	$7.70	$0.00	$0.00	$29.40
3	80	$24.80	$7.70	$0.00	$0.00	$32.50
4	90	$27.90	$7.70	$0.00	$0.00	$35.60

Effective Date - 12/03/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$19.06	$7.70	$0.00	$0.00	$26.76
2	70	$22.24	$7.70	$0.00	$0.00	$29.94
3	80	$25.42	$7.70	$0.00	$0.00	$33.12
4	90	$28.59	$7.70	$0.00	$0.00	$36.29

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY) *LABORERS - ZONE 3 (HEAVY & HIGHWAY)*	06/01/2018	$31.00	$7.70	$0.00	$0.00	$38.70
	12/01/2018	$31.76	$7.70	$0.00	$0.00	$39.46
	06/01/2019	$32.55	$7.70	$0.00	$0.00	$40.25
	12/01/2019	$33.34	$7.70	$0.00	$0.00	$41.04
	06/01/2020	$34.15	$7.70	$0.00	$0.00	$41.85
	12/01/2020	$34.96	$7.70	$0.00	$0.00	$42.66
	06/01/2021	$35.80	$7.70	$0.00	$0.00	$43.50
	12/01/2021	$36.63	$7.70	$0.00	$0.00	$44.33

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *LABORER (Heavy & Highway) - Zone 3*

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$18.60	$7.70	$0.00	$0.00	$26.30
2	70	$21.70	$7.70	$0.00	$0.00	$29.40
3	80	$24.80	$7.70	$0.00	$0.00	$32.50
4	90	$27.90	$7.70	$0.00	$0.00	$35.60

Effective Date - 12/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$19.06	$7.70	$0.00	$0.00	$26.76
2	70	$22.23	$7.70	$0.00	$0.00	$29.93
3	80	$25.41	$7.70	$0.00	$0.00	$33.11
4	90	$28.58	$7.70	$0.00	$0.00	$36.28

Notes:

Apprentice to Journeyworker Ratio:1:5

MECHANIC/WELDER/BOOM TRUCK *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.01	$11.19	$0.00	$0.00	$45.20
	12/01/2018	$34.61	$11.19	$0.00	$0.00	$45.80
	06/01/2019	$35.12	$11.19	$0.00	$0.00	$46.31
	12/01/2019	$35.72	$11.19	$0.00	$0.00	$46.91
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$29.70	$11.19	$0.00	$0.00	$40.89
	12/01/2018	$30.30	$11.19	$0.00	$0.00	$41.49
	06/01/2019	$30.81	$11.19	$0.00	$0.00	$42.00
	12/01/2019	$31.41	$11.19	$0.00	$0.00	$42.60
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$27.72	$11.19	$0.00	$0.00	$38.91
	12/01/2018	$28.32	$11.19	$0.00	$0.00	$39.51
	06/01/2019	$28.83	$11.19	$0.00	$0.00	$40.02
	12/01/2019	$29.43	$11.19	$0.00	$0.00	$40.62
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PANEL & PICKUP TRUCKS DRIVER *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2012	$30.28	$9.07	$0.00	$0.00	$39.35
PUMP OPERATOR (CONCRETE) *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.54	$11.19	$0.00	$0.00	$45.73
	12/01/2018	$35.14	$11.19	$0.00	$0.00	$46.33
	06/01/2019	$35.65	$11.19	$0.00	$0.00	$46.84
	12/01/2019	$36.25	$11.19	$0.00	$0.00	$47.44
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.01	$11.19	$0.00	$0.00	$45.20
	12/01/2018	$34.61	$11.19	$0.00	$0.00	$45.80
	06/01/2019	$35.12	$11.19	$0.00	$0.00	$46.31
	12/01/2019	$35.72	$11.19	$0.00	$0.00	$46.91
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROLLER OPERATOR *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$33.40	$11.19	$0.00	$0.00	$44.59
	12/01/2018	$34.00	$11.19	$0.00	$0.00	$45.19
	06/01/2019	$34.51	$11.19	$0.00	$0.00	$45.70
	12/01/2019	$35.11	$11.19	$0.00	$0.00	$46.30
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SCRAPER *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$34.01	$11.19	$0.00	$0.00	$45.20
	12/01/2018	$34.61	$11.19	$0.00	$0.00	$45.80
	06/01/2019	$35.12	$11.19	$0.00	$0.00	$46.31
	12/01/2019	$35.72	$11.19	$0.00	$0.00	$46.91
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$30.78	$11.19	$0.00	$0.00	$41.97
	12/01/2018	$31.38	$11.19	$0.00	$0.00	$42.57
	06/01/2019	$31.89	$11.19	$0.00	$0.00	$43.08
	12/01/2019	$32.49	$11.19	$0.00	$0.00	$43.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SPECIALIZED EARTH MOVING EQUIP < 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2016	$32.44	$10.91	$0.00	$0.00	$43.35
SPECIALIZED EARTH MOVING EQUIP > 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2016	$32.73	$10.91	$0.00	$0.00	$43.64
TRACTORS *OPERATING ENGINEERS LOCAL 98*	06/01/2018	$33.40	$11.19	$0.00	$0.00	$44.59
	12/01/2018	$34.00	$11.19	$0.00	$0.00	$45.19
	06/01/2019	$34.51	$11.19	$0.00	$0.00	$45.70
	12/01/2019	$35.11	$11.19	$0.00	$0.00	$46.30
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2016	$33.02	$10.91	$0.00	$0.00	$43.93
TREE TRIMMER *OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42*	01/31/2016	$18.51	$3.55	$0.00	$0.00	$22.06
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.						
TREE TRIMMER GROUNDMAN *OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42*	01/31/2016	$16.32	$3.55	$0.00	$0.00	$19.87
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.						
VAC-HAUL/CATCH BASIN CLEANING *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2016	$32.44	$10.91	$0.00	$0.00	$43.35

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.