



CITY OF SOMERVILLE, MASSACHUSETTS
Department of Purchasing
JOSEPH A. CURTATONE
MAYOR

To: All Parties on Record with the City of Somerville as Holding RFP 15-46,
Emergency Environmental Remediation Services

From: Angela M. Allen, Purchasing Director

Date: November 25th, 2014

Re: Extend deadline, answer questions

Addendum No. 1 to RFP 15-46

Please acknowledge receipt of this Addendum by signing below and including this form in your proposal package. Failure to do so may subject the proposer to disqualification.

1. Deadline to Submit Proposals

The deadline to submit proposals has changed. The new deadline to submit proposals is **Wednesday December 17th, 2014** at 11:00am.

2. Questions and Answers

Q. Can we please get clarification on straight time vs. overtime, since normal business hours for the city vary?

A. "Straight Time" means "Normal business hours". For the City, these hours are from 8:00 AM – 4:00 PM. Overtime can be considered any time outside of this timeframe.

Q. Who holds the current contract, how long have they held it for?

A. The current contract is held by TMC Environmental. They were awarded the contract as a result of the RFP in 2012, and had their contract renewed for the full 3-year period.

Q. Could we please receive current rates for labor, equipment/supplies, and disposal line items?

A. Please see Appendix 1 for the complete list of rates on the current contract.

Q. Will there be multiple awards for this contract?

A. There may be multiple contracts awarded, maximum of two.

Q. Are any parts of this contract subject to prevailing wage?

A. Yes, prevailing wages will apply. See Appendix 2 with the attached prevailing wages that will be included with the contract.

Q. What is the approximate spend on this project?

A. It is "on demand" contract so there is no budgeted amount or estimate. If and when the vendor is needed on emergency basis, funds can be allocated.

Q. How often are the contingency services listed needed for this contract?

A. They have not been needed as a part of the current contract, however, in the past (without contract) we needed such contingencies at least once a year for two or three years.

Q. When was the last time that Level A PPE was used for this contract?

A. It was not used for this contract

Q. I don't see that contract bonds will be required for this contract, is that correct?

A. That is correct – no payment or performance bonds will be required in this contract.

NAME OF COMPANY / INDIVIDUAL: _____

ADDRESS:_____

CITY/STATE/ZIP:_____

TELEPHONE/FAX/EMAIL:_____

SIGNATURE OF AUTHORIZED INDIVIDUAL:_____

Please acknowledge receipt of any and all Addendums (if applicable) by signing below and including this form in your proposal package. Attachments #1 and #2 are for your reference and do not need to be included in your proposal package. Failure to do so may subject the proposer to disqualification.

ACKNOWLEDGEMENT OF ADDENDA:

Addendum #1 _____ #2 _____ #3 _____ #4 _____

ATTACHMENT #1
CURRENT WAGE RATES

ENVIRONMENTAL REMEDIATION SERVICES PRICE PROPOSAL PAGE

Labor Rates Table – Emergency Response Services;

Specify the team labor rate for straight time and overtime for each of the labor categories listed below.

Emergency Response Services	Total Price Year One	Total Price Opt. Year Two	Total Price Opt. Year Three
Please indicate detail pricing in attached sheets Per Hour	\$652.00	\$652.00	\$690.00
Immediate Response Action Support Services			
Please indicate detail pricing in attached sheets Per Hour	\$1,155.00	\$1,155.00	\$1,223.00

* Total Price is Straight Time Rates.

Pricing is to include the cost of labor, the cost of fuel, and all other charges related to the services to be provided. The pricing is to remain the same for the entire contract period.

Company Name: TMC Environmental

Print Name

Signature of

Address:

Tel #: 50

E-Mail: A

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ADDENDA #1 X #2 X #3 #4 ACKNOWLEDGED

Failure to acknowledge receipt of addenda may result in your proposal being rejected.

**ENVIRONMENT REMEDIATION SERVICES
PRICE PROPOSAL PAGE**

Labor Rates Table - Emergency Response Services: Specify the team labor rate for straight time and overtime for each of the labor categories listed below. (for Asbestos Containment and Removal, use the Table below.)

Emergency Response Services Worker Classification	Year 1 11/15/11 - 11/14/12		Opt. Year 2 11/15/12 - 11/14/13		Opt. Year 3 11/15/13 - 11/14/14	
	Straight Time Rates	Overtime Rates	Straight Time Rates	Overtime Rates	Straight Time Rates	Overtime Rates
Supervisor/Project Manager	\$95.00	\$95.00	\$95.00	\$95.00	\$101.00	\$101.00
Foreman	\$74.00	\$111.00	\$74.00	\$111.00	\$78.00	\$117.00
Hydrogeologist/Geologist/Engineer	\$90.00	\$90.00	\$90.00	\$90.00	\$95.00	\$95.00
Skilled Laborer	\$65.00	\$98.00	\$65.00	\$98.00	\$69.00	\$104.00
CDL Truck Driver, Class 1 & 2 w/endorsements	\$68.00	\$102.00	\$68.00	\$102.00	\$72.00	\$108.00
Chemist	\$58.00	\$58.00	\$58.00	\$58.00	\$61.00	\$61.00
Clerical	\$52.00	\$52.00	\$52.00	\$52.00	\$55.00	\$55.00
Licensed Site Professional	\$150.00	\$150.00	\$150.00	\$150.00	\$159.00	\$159.00
Total Per Hour:	\$652.00	\$756.00	\$652.00	\$756.00	\$690.00	\$800.00

Labor Rates Table - Immediate Response Action Support Services: Specify the team labor rate for straight time and overtime for each of the labor categories listed below. It is expected that all scheduled IRA Support Service activities will be performed during straight time hours. Note that labor rates for IRA Support Services may also be incorporated into a lump-sum cost for the entire project which is subject to negotiation between City of Somerville and the Contractor on a case-by-case basis; also, rates for these services may be subject to prevailing wage requirements.

Immediate Response Action Support Services		Year 1 11/15/11 - 11/14/12				Opt. Year 2 11/15/12 - 11/14/13				Opt. Year 3 11/15/13 - 11/14/14			
Worker Classification		Straight Time Rates		Overtime Rates		Straight Time Rates		Overtime Rates		Straight Time Rates		Overtime Rates	
	Supervisor/Project Manager	\$95.00		\$95.00		\$95.00		\$95.00		\$101.00		\$101.00	
	Foreman	\$74.00		\$111.00		\$74.00		\$111.00		\$78.00		\$117.00	
	Hydrogeologist/Geologist/Engineer	\$90.00		\$90.00		\$90.00		\$90.00		\$95.00		\$95.00	
	Skilled Laborer	\$65.00		\$98.00		\$65.00		\$98.00		\$69.00		\$104.00	
	CDL Truck Driver, Class 1 & 2 w/endorsements	\$68.00		\$102.00		\$68.00		\$102.00		\$72.00		\$108.00	
	Chemist	\$58.00		\$58.00		\$58.00		\$58.00		\$61.00		\$61.00	
	Clerical	\$52.00		\$52.00		\$52.00		\$52.00		\$55.00		\$55.00	
	Draftsman	\$85.00		\$85.00		\$85.00		\$85.00		\$90.00		\$90.00	
	Licensed Site Professional	\$150.00		\$150.00		\$150.00		\$150.00		\$159.00		\$159.00	
	Registered Land Surveyor	\$138.00		\$138.00		\$138.00		\$138.00		\$146.00		\$146.00	
	Licensed Tradespersons (Plumber/Electrician)	\$100.00		\$150.00		\$100.00		\$150.00		\$106.00		\$159.00	
	Licensed Wastewater Operator Grade II	\$95.00		\$95.00		\$95.00		\$95.00		\$101.00		\$101.00	
	Report Writing & Submission Fees	\$85.00		\$85.00		\$85.00		\$85.00		\$90.00		\$90.00	

Equipment List and Rates Schedule

Emergency Response and IRA Support Equipment Category of Equipment Item Description	Year 1 11/15/11 - 11/14/12		Opt. Year 2 11/15/12 - 11/14/13		Opt. Year 3 11/15/13 - 11/14/14	
	Make, Model & Capacity	Rate: Daily	Make, Model & Capacity	Rate: Daily	Make, Model & Capacity	Rate: Daily
A) Generators - Portable						
1. Single Phase	Honda	\$110.00	Honda	\$110.00	Honda	\$115.00
2. Three Phase	Honda	\$485.00	Honda	\$485.00	Honda	\$505.00
B) Compressors						
	Ingersoll-Rand 185 CFM	\$220.00	Ingersoll-Rand 185 CFM	\$220.00	Ingersoll-Rand 185 CFM	\$250.00
C) Jackhammers with Compressors & Attachments						
	Bosch and Ingersoll-Rand	\$275.00	Bosch and Ingersoll-Rand	\$295.00	Bosch and Ingersoll-Rand	\$325.00
D) Pressure Washers (Hotsy) (Includes Water & Tank)						
	Hotsy	\$245.00	Hotsy	\$265.00	Hotsy	\$300.00
E) Portable Lights Mobil Light Tower						
	Magnum	\$330.00	Magnum	\$330.00	Magnum	\$365.00
F) Diaphragm Pumps						
1. 2 inch	V250P	\$200.00	V250P	\$200.00	V250P	\$220.00
2. 3 inch	V350P	\$250.00	V350P	\$250.00	V350P	\$260.00
G) Transfer Pump (gas trash pump)						
	Various	\$95.00	Various	\$95.00	Various	\$105.00
H) Other						
1 HEPA Vac (15 Gallon)	Aramco	\$85.00	Aramco	\$85.00	Aramco	\$90.00
2 HEPA Air Filtration Units	ACSI 2000	\$160.00	ACSI 2000	\$160.00	ACSI 2000	\$175.00
3 Portable Shower Unit	Abate. Tech.	\$125.00	Abate. Tech.	\$125.00	Abate. Tech.	\$135.00
4 Mercury HEPA/Vapor Vacuum	NILFISK	\$550.00	NILFISK	\$550.00	NILFISK	\$605.00
5 PPE Level C / Worker	North	\$50.00	North	\$50.00	North	\$55.00
6 PPE Level B / Worker	North	\$275.00	North	\$275.00	North	\$325.00
7 PPE Level A / Worker	North	\$600.00	North	\$600.00	North	\$720.00

Equipment List and Rates Schedule

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Equipment List and Rates Schedule

Motor Vehicles/Trailers Category of Equipment Item Description	Year 1 11/15/11 - 11/14/12		Opt. Year 2 11/15/12 - 11/14/13		Opt. Year 3 11/15/13 - 11/14/14	
	Make, Model & Capacity	Rate: Daily	Make, Model & Capacity	Rate: Daily	Make, Model & Capacity	Rate: Daily
A) Box Trailers (includes Driver/Operator)	Freightliner	\$1,200.00	Freightliner	\$1,200.00	Freightliner	\$1,300.00
B) Vacuum Trailers (includes Driver/Operator)						
Stainless Steel						
1. 4,000 gal.	Kenworth	\$1,200.00	Kenworth	\$1,200.00	Kenworth	\$1,400.00
2. 5,000 gal.	Kenworth	\$1,300.00	Kenworth	\$1,300.00	Kenworth	\$1,500.00
3. 6,000 gal. and up	Kenworth	\$1,500.00	Kenworth	\$1,500.00	Kenworth	\$1,600.00
Carbon Steel						
1. 4,000 gal.	Ford	\$1,300.00	Ford	\$1,300.00	Ford	\$1,400.00
2. 5,000 gal.	Ford	\$1,400.00	Ford	\$1,400.00	Ford	\$1,550.00
3. 6,000 gal. and up	Kenworth	\$1,500.00	Kenworth	\$1,500.00	Kenworth	\$1,600.00
C) Tank Transporter (includes Driver/Operator)	Kenworth	\$1,400.00	Kenworth	\$1,400.00	Kenworth	\$1,550.00
D) Flat Bed (low boy) (includes Rig w/Driver)	Kenworth	\$1,200.00	Kenworth	\$1,300.00	Kenworth	\$1,400.00
E) Frac Tank, 20,000 gallon						
1. single compartment	Sabre FT452	\$55.00	Sabre FT452	\$60.00	Sabre FT452	\$65.00
2. dual compartment	Sabre CT452	\$75.00	Sabre CT452	\$80.00	Sabre CT452	\$85.00
F) Other						
1 ER Spill Trailer	King-7,000lb.	\$500.00	King-7,000lb.	\$500.00	King-7,000lb.	\$550.00
2 Boom Deploy Trailer	Anderson 16'	\$150.00	Anderson 16'	\$150.00	Anderson 16'	\$175.00
3 Work Boat w/ Out-Board Motor	Lowe 16'	\$350.00	Lowe 16'	\$350.00	Lowe 16'	\$450.00
4 Oil Skimmer	ACME - 39T	\$225.00	ACME - 39T	\$225.00	ACME - 39T	\$300.00
5						

Equipment List and Rates Schedule

Beach/Earth Cleaning & Excavation Category of Equipment Item Description	Year 1 11/15/11 - 11/14/12		Opt. Year 2 11/15/12 - 11/14/13		Opt. Year 3 11/15/13 - 11/14/14	
	Make, Model & Capacity	Rate: Daily	Make, Model & Capacity	Rate: Daily	Make, Model & Capacity	Rate: Daily
A) Bobcats w/attachments (i.e.: Sweeper, loader, post hole digger, backhoe, etc.) (includes Operator)						
	Bobcat 753	\$1,000.00	Bobcat 753	\$1,000.00	Bobcat 753	\$1,200.00
B) Backhoes with Operator						
1. 580 CASE or equivalent.	CAT	\$1,100.00	CAT	\$1,100.00	CAT	\$1,200.00
2. 680 CASE or equivalent.	John Deere	\$1,200.00	John Deere	\$1,200.00	John Deere	\$1,300.00
C) Bulldozers with Operator						
1. CAT D6 or equivalent.	CAT	\$1,300.00	CAT	\$1,300.00	CAT	\$1,400.00
2. CAT D7 or equivalent.	CAT	\$1,400.00	CAT	\$1,400.00	CAT	\$1,500.00
3. CAT D8 or equivalent.	CAT	\$1,400.00	CAT	\$1,400.00	CAT	\$1,500.00
D) Front End Loaders w/Operator						
	CAT 928G	\$1,450.00	CAT 928G	\$1,450.00	CAT 928G	\$1,550.00
E) Excavators with Operator						
	CAT 312	\$1,300.00	CAT 312	\$1,300.00	CAT 312	\$1,425.00
	CAT 315	\$1,400.00	CAT 315	\$1,400.00	CAT 315	\$1,500.00
F) Roll-off						
1. 2 - 9 cu. Yd.	DME/COOPER	\$20.00	DME/COOPER	\$20.00	DME/COOPER	\$20.00
2. 10 cu. Yd.	DME/COOPER	\$20.00	DME/COOPER	\$20.00	DME/COOPER	\$20.00
3. 20 cu. Yd.	DME/COOPER	\$25.00	DME/COOPER	\$25.00	DME/COOPER	\$30.00
4. 30 cu. Yd.	DME/COOPER	\$25.00	DME/COOPER	\$25.00	DME/COOPER	\$30.00
5. 40 cu. Yd.	DME/COOPER	\$25.00	DME/COOPER	\$25.00	DME/COOPER	\$30.00
G) Other						
1 Excavator Mini (w/ Operator)	CAT 303.5	\$950.00	CAT 303.5	\$950.00	CAT 303.5	\$980.00
2 Roll-Off Truck (w/ Operator)	Mack	\$1,150.00	Mack	\$1,150.00	Mack	\$1,250.00
3						
4						
5						

Note: Equipment Rates Quoted for Items A through E above should include the Price of Equipment Operator

Equipment List and Rates Schedule

Drilling Equipment Category of Equipment Item Description	Year 1 11/15/11 - 11/14/12 Make, Model & Capacity	Rate: Daily	Opt. Year 2 11/15/12 - 11/14/13 Make, Model & Capacity	Rate: Daily	Opt. Year 3 11/15/13 - 11/14/14 Make, Model & Capacity	Rate: Daily
A) Drive-and-Wash						
1. Truck Mount Rig	Deidrich D-50	\$2,100.00	Deidrich D-50	\$2,200.00	Deidrich D-50	\$2,250.00
2. Track/ATV Mount Rig	CME 550X	\$2,350.00	CME 550X	\$2,400.00	CME 550X	\$2,500.00
3. Other						
B) Hollow-Stem Auger						
1. Truck Mount Rig	Deidrich D-50	\$2,100.00	Deidrich D-50	\$2,200.00	Deidrich D-50	\$2,250.00
2. Track/ATV Mount Rig	CME 550X	\$2,350.00	CME 550X	\$2,400.00	CME 550X	\$2,500.00
3. Other						
C) Air-Rotary						
1. Truck Mount Rig	Deidrich D-50	\$3,000.00	Deidrich D-50	\$3,300.00	Deidrich D-50	\$3,400.00
2. Track/ATV Mount Rig	CME 550X	\$2,350.00	CME 550X	\$2,400.00	CME 550X	\$2,500.00
3. Other	200/400 CFM	\$625.00	200/400 CFM	\$690.00	200/400 CFM	\$750.00
D) Reverse-Rotary						
1. Truck Mount Rig		\$3,100.00		\$3,400.00		\$3,500.00
2. Track/ATV Mount Rig						
3. Other						
E) Direct Push/Hydraulic Punch						
To install Small Diameter driven wells	Geoprobe 6620	\$1,900.00	Geoprobe 6620	\$1,950.00	Geoprobe 6620	\$2,000.00
F) Soil Gas						
Probe system w/rods & adaptors	Geoprobe 6620	\$1,900.00	Geoprobe 6620	\$1,950.00	Geoprobe 6620	\$2,000.00
Rotary Hammer	Handheld	\$900.00	Handheld	\$900.00	Handheld	\$900.00

Note: Equipment Rates Quoted for Items A through F above should include the price for Rig, 2-man crew, & Support Vehicles.

Materials Schedule

Materials	Year 1 11/15/11 - 11/14/12		Opt. Year 2 11/15/12 - 11/14/13		Opt. Year 3 11/15/13 - 11/14/14	
	Units	Unit Price	Units	Unit Price	Units	Unit Price
A) Sorbents						
Sorbent Pads	100/box	\$95.00	100/box	\$95.00	100/box	\$100.00
Sorbent Rolls	1 Each	\$80.00	1 Each	\$80.00	1 Each	\$85.00
Sorbent Pillows	Bale	\$100.00	Bale	\$100.00	Bale	\$100.00
Sorbent Booms - 5" x 10	1 Each	\$45.00	1 Each	\$45.00	1 Each	\$50.00
Sorbent Booms - 8" x 10	1 Each	\$55.00	1 Each	\$55.00	1 Each	\$60.00
B) Clay Absorbents						
C) Encapsulating Co-Polymer (hydrocarbon)						
Powder	40lb. bag	\$20.00	40lb. bag	\$20.00	40lb. bag	\$22.00
Pillows	5 gal. bucket	\$140.00	5 gal. bucket	\$140.00	5 gal. bucket	\$150.00
Booms	Each	\$15.00	Each	\$15.00	Each	\$17.00
	Each	\$65.00	Each	\$65.00	Each	\$80.00
Encapsulating Co-Polymer (non - hydrocarbon)						
Powder	5 gal. bucket	\$140.00	5 gal. bucket	\$140.00	5 gal. bucket	\$150.00
Pillows	Each	\$15.00	Each	\$15.00	Each	\$17.00
Booms	Each	\$65.00	Each	\$65.00	Each	\$80.00
D) Drums						
17E - 30 gal.	Each	\$40.00	Each	\$40.00	Each	\$45.00
17H - 30 gal.	Each	\$40.00	Each	\$40.00	Each	\$45.00
Poly - 30 gal.	Each	\$48.00	Each	\$48.00	Each	\$50.00
17E - 55 gal.	Each	\$45.00	Each	\$45.00	Each	\$50.00
17H - 55 gal.	Each	\$45.00	Each	\$45.00	Each	\$50.00
Poly - 55 gal.	Each	\$75.00	Each	\$75.00	Each	\$90.00
Overpack - 55 gal.	Each	\$195.00	Each	\$195.00	Each	\$210.00
Incinerator Pack - 30 gal.	Each	\$90.00	Each	\$90.00	Each	\$95.00
Harbor Pack/Flex Bin - 1 cu. Yd.	Each	\$185.00	Each	\$185.00	Each	\$195.00

Materials Schedule

Materials	Year 1 11/15/11 - 11/14/12		Opt. Year 2 11/15/12 - 11/14/13		Opt. Year 3 11/15/13 - 11/14/14	
	Units	Unit Price	Units	Unit Price	Units	Unit Price
A) Carbon						
Vapor Phase	Per Pound	\$2.75	Per Pound	\$2.75	Per Pound	\$2.95
Liquid Phase	Per Pound	\$2.25	Per Pound	\$2.75	Per Pound	\$2.95
B) PCB Screening Kit						
a. Solvent based kit	Each	\$45.00	Each	\$45.00	Each	\$50.00
b. Immunoassy kit	Each	\$65.00	Each	\$65.00	Each	\$70.00

Disposal Rate Schedule

	Year 1 11/15/11 - 11/14/12		Opt. Year 2 11/15/12-11/14/13		Opt. Year 3 11/15/13-11/14/14	
	Rate per 55 Gal. Drum	Bulk Rate per Ton or Gal.	Rate per 55 Gal. Drum	Bulk Rate per Ton or Gal.	Rate per 55 Gal. Drum	Bulk Rate per Ton or Gal.
Emergency Oil Spill Cleanup and Containment						
Petroleum						
C) #4, #6 Fuel Oil						
Liquid	\$165.00	\$0.85/gal	\$174.00	\$0.90/gal	\$182.00	\$0.95/gal
Liquid/water mix (5-95% water)	\$165.00	\$0.85/gal	\$174.00	\$0.90/gal	\$182.00	\$0.95/gal
Solids/Spill Debris	\$165.00	\$375.00/ton	\$174.00	\$394.00/ton	\$182.00	\$412.00/ton
Semi-Solids	\$165.00	\$375.00/ton	\$174.00	\$394.00/ton	\$182.00	\$412.00/ton
Soils	\$165.00	\$80.00/ton	\$174.00	\$84.00/ton	\$182.00	\$88.00/ton
In-State Recycling	\$165.00	\$60.00/ton	\$174.00	\$62.00/ton	\$185.00	\$65.00/ton
In-State Landfill	\$165.00	\$25.00/ton	\$174.00	\$30.00/ton	\$185.00	\$35.00/ton
Out-of-State Disposal	\$165.00	\$60.00/ton	\$174.00	\$65.00/ton	\$185.00	\$75.00/ton
D) Waste Oils						
Liquid	\$165.00	\$0.85/gal	\$174.00	\$0.90/gal	\$182.00	\$0.95/gal
Liquid/water mix (5-95% water)	\$165.00	\$0.85/gal	\$174.00	\$0.90/gal	\$182.00	\$0.95/gal
Solids/Spill Debris	\$165.00	\$375.00/ton	\$174.00	\$394.00/ton	\$182.00	\$412.00/ton
Semi-Solids	\$165.00	\$375.00/ton	\$174.00	\$394.00/ton	\$182.00	\$412.00/ton
Soils	\$165.00	\$60.00/ton	\$174.00	\$62.00/ton	\$182.00	\$65.00/ton
Please provide the adjustment factor to price per 55 gal. Drum when disposing of overpacks & harbor packs/flex bins.						
A) Overpacks; x 1.8 per 55 gal. Drum Rate						
B) Harbor Packs/Flex Bins x 3.25 per 55 Gal. Drum Rate						

Disposal Rate Schedule

		Year 1 11/15/11 - 11/14/12		Opt. Year 2 11/15/12 - 11/14/13		Opt. Year 3 11/15/13 - 11/14/14	
Emergency Oil Spill Cleanup and Containment		Rate per 55 Gal. Drum	Bulk Rate per Ton or Gal.	Rate per 55 Gal. Drum	Bulk Rate per Ton or Gal.	Rate per 55 Gal. Drum	Bulk Rate per Ton or Gal.
Petroleum							
A) Gasoline							
Liquid		\$165.00	\$0.76/gal	\$174.00	\$0.80/gal	\$182.00	\$0.84/gal
Liquid/water mix (5-95% water)		\$165.00	\$0.76/gal	\$174.00	\$0.80/gal	\$182.00	\$0.84/gal
Solids/Spill Debris		\$485.00	\$1,800.00/ton	\$500.00	\$1,800.00/ton	\$525.00	\$1,800.00/ton
Semi-Solids		\$485.00	\$1,800.00/ton	\$500.00	\$1,800.00/ton	\$525.00	\$1,800.00/ton
Soils		\$485.00	\$1,800.00/ton	\$500.00	\$1,800.00/ton	\$525.00	\$1,800.00/ton
In-State Recycling		\$220.00	\$60.00/ton	\$230.00	\$64.00/ton	\$240.00	\$68.00/ton
In-State Landfill		Not Allowed	Not Allowed	Not Allowed	Not Allowed	Not Allowed	Not Allowed
Out-of-State Disposal		\$220.00	\$60.00/ton	\$230.00	\$62.00/ton	\$240.00	\$65.00/ton
B) #2 Fuel Oil/Diesel							
Liquid		\$155.00	\$0.60/gal	\$174.00	\$0.65/gal	\$182.00	\$0.68/gal
Liquid/water mix (5-95% water)		\$155.00	\$0.65/gal	\$174.00	\$0.68/gal	\$182.00	\$0.71/gal
Solids/Spill Debris		\$165.00	\$90.00/ton	\$174.00	\$95.00/ton	\$182.00	\$98.00/ton
Semi-Solids		\$165.00	\$375.00/ton	\$174.00	\$390.00/ton	\$182.00	\$405.00/ton
Soils		\$165.00	\$80.00/ton	\$174.00	\$85.00/ton	\$182.00	\$89.00/ton
In-State Recycling		\$165.00	\$60.00/ton	\$174.00	\$64.00/ton	\$185.00	\$68.00/ton
In-State Landfill		\$165.00	\$25.00/ton	\$174.00	\$30.00/ton	\$185.00	\$35.00/ton
Out-of-State Disposal		\$165.00	\$65.00/ton	\$174.00	\$70.00/ton	\$185.00	\$75.00/ton

ATTACHMENT #2
PREVAILING WAGES



DEVAL L. PATRICK
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**

RACHEL KAPRIELIAN
Secretary
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Director

Awarding Authority: City of Somerville
Contract Number: **City/Town:** SOMERVILLE
Description of Work: Emergency Environmental Remediation: Multi-disciplinary expertise to provide two categories of environmental remediation services: Emergency Response and Immediate Response Action Support Services
Job Location: City of Somerville, Various locations

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 Division of Apprentice Standards (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. **If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAS, the apprentice must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2014	\$32.40	\$9.91	\$8.80	\$0.00	\$51.11
	12/01/2014	\$32.40	\$9.91	\$9.33	\$0.00	\$51.64
	06/01/2015	\$32.75	\$9.91	\$9.33	\$0.00	\$51.99
	08/01/2015	\$32.75	\$10.41	\$9.33	\$0.00	\$52.49
	12/01/2015	\$32.75	\$10.41	\$10.08	\$0.00	\$53.24
	06/01/2016	\$33.25	\$10.41	\$10.08	\$0.00	\$53.74
	08/01/2016	\$33.25	\$10.91	\$10.08	\$0.00	\$54.24
	12/01/2016	\$33.25	\$10.91	\$10.89	\$0.00	\$55.05
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2014	\$32.47	\$9.91	\$8.80	\$0.00	\$51.18
	12/01/2014	\$32.47	\$9.91	\$9.33	\$0.00	\$51.71
	06/01/2015	\$32.82	\$9.91	\$9.33	\$0.00	\$52.06
	08/01/2015	\$32.82	\$10.41	\$9.33	\$0.00	\$52.56
	12/01/2015	\$32.82	\$10.41	\$10.08	\$0.00	\$53.31
	06/01/2016	\$33.32	\$10.41	\$10.08	\$0.00	\$53.81
	08/01/2016	\$33.32	\$10.91	\$10.08	\$0.00	\$54.31
	12/01/2016	\$33.32	\$10.91	\$10.89	\$0.00	\$55.12
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2014	\$32.59	\$9.91	\$8.80	\$0.00	\$51.30
	12/01/2014	\$32.59	\$9.91	\$9.33	\$0.00	\$51.83
	06/01/2015	\$32.94	\$9.91	\$9.33	\$0.00	\$52.18
	08/01/2015	\$32.94	\$10.41	\$9.33	\$0.00	\$52.68
	12/01/2015	\$32.94	\$10.41	\$10.08	\$0.00	\$53.43
	06/01/2016	\$33.44	\$10.41	\$10.08	\$0.00	\$53.93
	08/01/2016	\$33.44	\$10.91	\$10.08	\$0.00	\$54.43
	12/01/2016	\$33.44	\$10.91	\$10.89	\$0.00	\$55.24
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
	12/01/2014	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
	06/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
	12/01/2015	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
	06/01/2016	\$37.85	\$7.30	\$12.70	\$0.00	\$57.85
	12/01/2016	\$38.85	\$7.30	\$12.70	\$0.00	\$58.85
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	06/01/2014	\$31.58	\$10.40	\$5.95	\$0.00	\$47.93
	12/01/2014	\$32.48	\$10.40	\$5.95	\$0.00	\$48.83
	06/01/2015	\$33.43	\$10.40	\$5.95	\$0.00	\$49.78
	12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
ASPHALT RAKER <i>LABORERS - ZONE 1</i>	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$41.49	\$10.00	\$14.20	\$0.00	\$65.69
	12/01/2014	\$42.49	\$10.00	\$14.20	\$0.00	\$66.69
	06/01/2015	\$43.24	\$10.00	\$14.20	\$0.00	\$67.44
	12/01/2015	\$44.49	\$10.00	\$14.20	\$0.00	\$68.69
	06/01/2016	\$45.24	\$10.00	\$14.20	\$0.00	\$69.44
	12/01/2016	\$46.49	\$10.00	\$14.20	\$0.00	\$70.69
	06/01/2017	\$47.49	\$10.00	\$14.20	\$0.00	\$71.69
	12/01/2017	\$48.49	\$10.00	\$14.20	\$0.00	\$72.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$41.49	\$10.00	\$14.20	\$0.00	\$65.69
	12/01/2014	\$42.49	\$10.00	\$14.20	\$0.00	\$66.69
	06/01/2015	\$43.24	\$10.00	\$14.20	\$0.00	\$67.44
	12/01/2015	\$44.49	\$10.00	\$14.20	\$0.00	\$68.69
	06/01/2016	\$45.24	\$10.00	\$14.20	\$0.00	\$69.44
	12/01/2016	\$46.49	\$10.00	\$14.20	\$0.00	\$70.69
	06/01/2017	\$47.49	\$10.00	\$14.20	\$0.00	\$71.69
	12/01/2017	\$48.49	\$10.00	\$14.20	\$0.00	\$72.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i>	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i>	06/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
	12/01/2014	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
	06/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
	12/01/2015	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
	06/01/2016	\$37.85	\$7.30	\$12.70	\$0.00	\$57.85
	12/01/2016	\$38.85	\$7.30	\$12.70	\$0.00	\$58.85
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85

Apprentice - BOILERMAKER - Local 29**Effective Date -** 01/01/2010

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$24.51	\$6.97	\$11.18	\$0.00	\$42.66
2	65	\$24.51	\$6.97	\$11.18	\$0.00	\$42.66
3	70	\$26.39	\$6.97	\$11.18	\$0.00	\$44.54
4	75	\$28.28	\$6.97	\$11.18	\$0.00	\$46.43
5	80	\$30.16	\$6.97	\$11.18	\$0.00	\$48.31
6	85	\$32.05	\$6.97	\$11.18	\$0.00	\$50.20
7	90	\$33.93	\$6.97	\$11.18	\$0.00	\$52.08
8	95	\$35.82	\$6.97	\$11.18	\$0.00	\$53.97

Notes:**Apprentice to Journeyworker Ratio:1:5**

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	08/01/2014	\$48.96	\$10.18	\$18.22	\$0.00	\$77.36
BRICKLAYERS LOCAL 3 (BOSTON)	02/01/2015	\$49.52	\$10.18	\$18.22	\$0.00	\$77.92
	08/01/2015	\$50.42	\$10.18	\$18.29	\$0.00	\$78.89
	02/01/2016	\$50.99	\$10.18	\$18.29	\$0.00	\$79.46
	08/01/2016	\$51.89	\$10.18	\$18.37	\$0.00	\$80.44
	02/01/2017	\$52.46	\$10.18	\$18.37	\$0.00	\$81.01

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Boston**Effective Date -** 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.48	\$10.18	\$18.22	\$0.00	\$52.88
2	60	\$29.38	\$10.18	\$18.22	\$0.00	\$57.78
3	70	\$34.27	\$10.18	\$18.22	\$0.00	\$62.67
4	80	\$39.17	\$10.18	\$18.22	\$0.00	\$67.57
5	90	\$44.06	\$10.18	\$18.22	\$0.00	\$72.46

Effective Date - 02/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.76	\$10.18	\$18.22	\$0.00	\$53.16
2	60	\$29.71	\$10.18	\$18.22	\$0.00	\$58.11
3	70	\$34.66	\$10.18	\$18.22	\$0.00	\$63.06
4	80	\$39.62	\$10.18	\$18.22	\$0.00	\$68.02
5	90	\$44.57	\$10.18	\$18.22	\$0.00	\$72.97

Notes:**Apprentice to Journeyworker Ratio:1:5**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$41.10	\$10.00	\$14.20	\$0.00	\$65.30
	12/01/2014	\$42.09	\$10.00	\$14.20	\$0.00	\$66.29
	06/01/2015	\$42.83	\$10.00	\$14.20	\$0.00	\$67.03
	12/01/2015	\$44.07	\$10.00	\$14.20	\$0.00	\$68.27
	06/01/2016	\$44.82	\$10.00	\$14.20	\$0.00	\$69.02
	12/01/2016	\$46.05	\$10.00	\$14.20	\$0.00	\$70.25
	06/01/2017	\$47.04	\$10.00	\$14.20	\$0.00	\$71.24
	12/01/2017	\$48.03	\$10.00	\$14.20	\$0.00	\$72.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2014	\$35.20	\$7.30	\$12.90	\$0.00	\$55.40
	12/01/2014	\$35.95	\$7.30	\$12.90	\$0.00	\$56.15
	06/01/2015	\$36.70	\$7.30	\$12.90	\$0.00	\$56.90
	12/01/2015	\$37.45	\$7.30	\$12.90	\$0.00	\$57.65
	06/01/2016	\$38.20	\$7.30	\$12.90	\$0.00	\$58.40
	12/01/2016	\$39.20	\$7.30	\$12.90	\$0.00	\$59.40
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 1 (Metro Boston)</i>	09/01/2014	\$41.65	\$9.80	\$16.11	\$0.00	\$67.56
	03/01/2015	\$42.67	\$9.80	\$16.11	\$0.00	\$68.58

Apprentice - CARPENTER - Zone 1 Metro Boston**Effective Date - 09/01/2014**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.83	\$9.80	\$1.57	\$0.00	\$32.20
2	60	\$24.99	\$9.80	\$1.57	\$0.00	\$36.36
3	70	\$29.16	\$9.80	\$11.40	\$0.00	\$50.36
4	75	\$31.24	\$9.80	\$11.40	\$0.00	\$52.44
5	80	\$33.32	\$9.80	\$12.97	\$0.00	\$56.09
6	80	\$33.32	\$9.80	\$12.97	\$0.00	\$56.09
7	90	\$37.49	\$9.80	\$14.54	\$0.00	\$61.83
8	90	\$37.49	\$9.80	\$14.54	\$0.00	\$61.83

Effective Date - 03/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.34	\$9.80	\$1.57	\$0.00	\$32.71
2	60	\$25.60	\$9.80	\$1.57	\$0.00	\$36.97
3	70	\$29.87	\$9.80	\$11.40	\$0.00	\$51.07
4	75	\$32.00	\$9.80	\$11.40	\$0.00	\$53.20
5	80	\$34.14	\$9.80	\$12.97	\$0.00	\$56.91
6	80	\$34.14	\$9.80	\$12.97	\$0.00	\$56.91
7	90	\$38.40	\$9.80	\$14.54	\$0.00	\$62.74
8	90	\$38.40	\$9.80	\$14.54	\$0.00	\$62.74

Notes:**Apprentice to Journeyworker Ratio:1:5**CEMENT MASONRY/PLASTERING
BRICKLAYERS LOCAL 3 (BOSTON)

07/01/2014	\$43.77	\$10.90	\$18.71	\$1.30	\$74.68
01/01/2015	\$44.69	\$10.90	\$18.71	\$1.30	\$75.60
07/01/2015	\$45.29	\$10.90	\$18.71	\$1.30	\$76.20
01/01/2016	\$46.21	\$10.90	\$18.71	\$1.30	\$77.12

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Boston)
Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.89	\$10.90	\$12.21	\$1.30	\$46.30
2	60	\$26.26	\$10.90	\$13.71	\$1.30	\$52.17
3	65	\$28.45	\$10.90	\$14.71	\$1.30	\$55.36
4	70	\$30.64	\$10.90	\$15.71	\$1.30	\$58.55
5	75	\$32.83	\$10.90	\$16.71	\$1.30	\$61.74
6	80	\$35.02	\$10.90	\$17.71	\$1.30	\$64.93
7	90	\$39.39	\$10.90	\$18.71	\$1.30	\$70.30

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.35	\$10.90	\$12.21	\$1.30	\$46.76
2	60	\$26.81	\$10.90	\$13.71	\$1.30	\$52.72
3	65	\$29.05	\$10.90	\$14.71	\$1.30	\$55.96
4	70	\$31.28	\$10.90	\$15.71	\$1.30	\$59.19
5	75	\$33.52	\$10.90	\$16.71	\$1.30	\$62.43
6	80	\$35.75	\$10.90	\$17.71	\$1.30	\$65.66
7	90	\$40.22	\$10.90	\$18.71	\$1.30	\$71.13

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
LABORERS - ZONE 1	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	06/01/2014	\$42.49	\$10.00	\$14.20	\$0.00	\$66.69
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$43.49	\$10.00	\$14.20	\$0.00	\$67.69
	06/01/2015	\$44.24	\$10.00	\$14.20	\$0.00	\$68.44
	12/01/2015	\$45.49	\$10.00	\$14.20	\$0.00	\$69.69
	06/01/2016	\$46.24	\$10.00	\$14.20	\$0.00	\$70.44
	12/01/2016	\$47.49	\$10.00	\$14.20	\$0.00	\$71.69
	06/01/2017	\$48.49	\$10.00	\$14.20	\$0.00	\$72.69
	12/01/2017	\$49.49	\$10.00	\$14.20	\$0.00	\$73.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$28.80	\$10.00	\$14.20	\$0.00	\$53.00
	12/01/2014	\$29.50	\$10.00	\$14.20	\$0.00	\$53.70
	06/01/2015	\$30.02	\$10.00	\$14.20	\$0.00	\$54.22
	12/01/2015	\$30.89	\$10.00	\$14.20	\$0.00	\$55.09
	06/01/2016	\$31.41	\$10.00	\$14.20	\$0.00	\$55.61
	12/01/2016	\$32.28	\$10.00	\$14.20	\$0.00	\$56.48
	06/01/2017	\$32.97	\$10.00	\$14.20	\$0.00	\$57.17
	12/01/2017	\$33.66	\$10.00	\$14.20	\$0.00	\$57.86

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 1</i>	07/01/2014	\$46.76	\$7.85	\$16.10	\$0.00	\$70.71
	01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.38	\$7.85	\$0.00	\$0.00	\$31.23
2	55	\$25.72	\$7.85	\$3.66	\$0.00	\$37.23
3	60	\$28.06	\$7.85	\$3.99	\$0.00	\$39.90
4	65	\$30.39	\$7.85	\$4.32	\$0.00	\$42.56
5	70	\$32.73	\$7.85	\$14.11	\$0.00	\$54.69
6	75	\$35.07	\$7.85	\$14.44	\$0.00	\$57.36
7	80	\$37.41	\$7.85	\$14.77	\$0.00	\$60.03
8	90	\$42.08	\$7.85	\$15.44	\$0.00	\$65.37

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.83	\$7.85	\$0.00	\$0.00	\$31.68
2	55	\$26.21	\$7.85	\$3.66	\$0.00	\$37.72
3	60	\$28.60	\$7.85	\$3.99	\$0.00	\$40.44
4	65	\$30.98	\$7.85	\$4.32	\$0.00	\$43.15
5	70	\$33.36	\$7.85	\$14.11	\$0.00	\$55.32
6	75	\$35.75	\$7.85	\$14.44	\$0.00	\$58.04
7	80	\$38.13	\$7.85	\$14.77	\$0.00	\$60.75
8	90	\$42.89	\$7.85	\$15.44	\$0.00	\$66.18

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: ADZEMAN <i>LABORERS - ZONE 1</i>	06/01/2014	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
	12/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	06/01/2015	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2014	\$35.25	\$7.30	\$12.70	\$0.00	\$55.25
	12/01/2014	\$36.00	\$7.30	\$12.70	\$0.00	\$56.00
	06/01/2015	\$36.75	\$7.30	\$12.70	\$0.00	\$56.75
	12/01/2015	\$37.50	\$7.30	\$12.70	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS <i>LABORERS - ZONE 1</i>	06/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	12/01/2014	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	06/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
	12/01/2015	\$37.25	\$7.30	\$12.70	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 1</i>	06/01/2014	\$35.25	\$7.30	\$12.70	\$0.00	\$55.25
	12/01/2014	\$36.00	\$7.30	\$12.70	\$0.00	\$56.00
	06/01/2015	\$36.75	\$7.30	\$12.70	\$0.00	\$56.75
	12/01/2015	\$37.50	\$7.30	\$12.70	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	12/01/2014	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	06/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
	12/01/2015	\$37.25	\$7.30	\$12.70	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 1</i>	06/01/2014	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
	12/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	06/01/2015	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$41.10	\$10.00	\$14.20	\$0.00	\$65.30
	12/01/2014	\$42.09	\$10.00	\$14.20	\$0.00	\$66.29
	06/01/2015	\$42.83	\$10.00	\$14.20	\$0.00	\$67.03
	12/01/2015	\$44.07	\$10.00	\$14.20	\$0.00	\$68.27
	06/01/2016	\$44.82	\$10.00	\$14.20	\$0.00	\$69.02
	12/01/2016	\$46.05	\$10.00	\$14.20	\$0.00	\$70.25
	06/01/2017	\$47.04	\$10.00	\$14.20	\$0.00	\$71.24
	12/01/2017	\$48.03	\$10.00	\$14.20	\$0.00	\$72.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2014	\$58.24	\$9.80	\$18.17	\$0.00	\$86.21
	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2014	\$62.40	\$9.80	\$18.17	\$0.00	\$90.37
	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DRAWBRIDGE OPERATOR (Construction)	09/01/2014	\$44.79	\$13.00	\$15.04	\$0.00	\$72.83
<i>ELECTRICIANS LOCAL 103</i>	03/01/2015	\$45.17	\$13.00	\$15.40	\$0.00	\$73.57
	09/01/2015	\$46.13	\$13.00	\$15.43	\$0.00	\$74.56
	03/01/2016	\$47.08	\$13.00	\$15.46	\$0.00	\$75.54

For apprentice rates see "Apprentice- ELECTRICIAN"

ELECTRICIAN	09/01/2014	\$44.79	\$13.00	\$15.04	\$0.00	\$72.83
<i>ELECTRICIANS LOCAL 103</i>	03/01/2015	\$45.17	\$13.00	\$15.40	\$0.00	\$73.57
	09/01/2015	\$46.13	\$13.00	\$15.43	\$0.00	\$74.56
	03/01/2016	\$47.08	\$13.00	\$15.46	\$0.00	\$75.54

Apprentice - *ELECTRICIAN - Local 103*

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.92	\$13.00	\$0.54	\$0.00	\$31.46
2	40	\$17.92	\$13.00	\$0.54	\$0.00	\$31.46
3	45	\$20.16	\$13.00	\$11.33	\$0.00	\$44.49
4	45	\$20.16	\$13.00	\$11.33	\$0.00	\$44.49
5	50	\$22.40	\$13.00	\$11.67	\$0.00	\$47.07
6	55	\$24.63	\$13.00	\$12.01	\$0.00	\$49.64
7	60	\$26.87	\$13.00	\$12.35	\$0.00	\$52.22
8	65	\$29.11	\$13.00	\$12.68	\$0.00	\$54.79
9	70	\$31.35	\$13.00	\$13.02	\$0.00	\$57.37
10	75	\$33.59	\$13.00	\$13.36	\$0.00	\$59.95

Effective Date - 03/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.07	\$13.00	\$0.54	\$0.00	\$31.61
2	40	\$18.07	\$13.00	\$0.54	\$0.00	\$31.61
3	45	\$20.33	\$13.00	\$11.63	\$0.00	\$44.96
4	45	\$20.33	\$13.00	\$11.63	\$0.00	\$44.96
5	50	\$22.59	\$13.00	\$11.97	\$0.00	\$47.56
6	55	\$24.84	\$13.00	\$12.32	\$0.00	\$50.16
7	60	\$27.10	\$13.00	\$12.66	\$0.00	\$52.76
8	65	\$29.36	\$13.00	\$13.00	\$0.00	\$55.36
9	70	\$31.62	\$13.00	\$13.34	\$0.00	\$57.96
10	75	\$33.88	\$13.00	\$13.69	\$0.00	\$60.57

Notes: :

App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR	01/01/2012	\$52.45	\$8.78	\$6.96	\$0.00	\$68.19
<i>ELEVATOR CONSTRUCTORS LOCAL 4</i>						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.23	\$8.78	\$0.00	\$0.00	\$35.01
2	55	\$28.85	\$8.78	\$6.96	\$0.00	\$44.59
3	65	\$34.09	\$8.78	\$6.96	\$0.00	\$49.83
4	70	\$36.72	\$8.78	\$6.96	\$0.00	\$52.46
5	80	\$41.96	\$8.78	\$6.96	\$0.00	\$57.70

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2012	\$38.59	\$8.78	\$6.96	\$0.00	\$54.33
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 1</i>	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2014	\$38.87	\$10.00	\$14.18	\$0.00	\$63.05
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2014	\$40.29	\$10.00	\$14.18	\$0.00	\$64.47
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2014	\$20.92	\$10.00	\$14.18	\$0.00	\$45.10
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>	09/01/2014	\$44.79	\$13.00	\$15.04	\$0.00	\$72.83
	03/01/2015	\$45.17	\$13.00	\$15.40	\$0.00	\$73.57
	09/01/2015	\$46.13	\$13.00	\$15.43	\$0.00	\$74.56
	03/01/2016	\$47.08	\$13.00	\$15.46	\$0.00	\$75.54
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE <i>LOCAL 103</i>	09/01/2014	\$33.59	\$13.00	\$13.36	\$0.00	\$59.95
/ COMMISSIONING <i>ELECTRICIANS</i>	03/01/2015	\$33.88	\$13.00	\$13.70	\$0.00	\$60.58
	09/01/2015	\$34.60	\$13.00	\$13.72	\$0.00	\$61.32
	03/01/2016	\$35.31	\$13.00	\$13.74	\$0.00	\$62.05
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$34.59	\$10.00	\$14.20	\$0.00	\$58.79
	12/01/2014	\$35.43	\$10.00	\$14.20	\$0.00	\$59.63
	06/01/2015	\$36.05	\$10.00	\$14.20	\$0.00	\$60.25
	12/01/2015	\$37.10	\$10.00	\$14.20	\$0.00	\$61.30
	06/01/2016	\$37.72	\$10.00	\$14.20	\$0.00	\$61.92
	12/01/2016	\$38.76	\$10.00	\$14.20	\$0.00	\$62.96
	06/01/2017	\$39.60	\$10.00	\$14.20	\$0.00	\$63.80
	12/01/2017	\$40.43	\$10.00	\$14.20	\$0.00	\$64.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 1</i>	06/01/2014	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
	12/01/2014	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
	06/01/2015	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
	12/01/2015	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
	06/01/2016	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
	12/01/2016	\$20.50	\$7.30	\$12.70	\$0.00	\$40.50
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i>	09/01/2014	\$40.40	\$9.80	\$17.21	\$0.00	\$67.41

Apprentice - FLOORCOVERER - Local 2168 Zone 1

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.20	\$9.80	\$1.79	\$0.00	\$31.79
2	55	\$22.22	\$9.80	\$1.79	\$0.00	\$33.81
3	60	\$24.24	\$9.80	\$11.84	\$0.00	\$45.88
4	65	\$26.26	\$9.80	\$11.84	\$0.00	\$47.90
5	70	\$28.28	\$9.80	\$13.63	\$0.00	\$51.71
6	75	\$30.30	\$9.80	\$13.63	\$0.00	\$53.73
7	80	\$32.32	\$9.80	\$15.42	\$0.00	\$57.54
8	85	\$34.34	\$9.80	\$15.42	\$0.00	\$59.56

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$41.49	\$10.00	\$14.20	\$0.00	\$65.69
	12/01/2014	\$42.49	\$10.00	\$14.20	\$0.00	\$66.69
	06/01/2015	\$43.24	\$10.00	\$14.20	\$0.00	\$67.44
	12/01/2015	\$44.49	\$10.00	\$14.20	\$0.00	\$68.69
	06/01/2016	\$45.24	\$10.00	\$14.20	\$0.00	\$69.44
	12/01/2016	\$46.49	\$10.00	\$14.20	\$0.00	\$70.69
	06/01/2017	\$47.49	\$10.00	\$14.20	\$0.00	\$71.69
	12/01/2017	\$48.49	\$10.00	\$14.20	\$0.00	\$72.69

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$28.80	\$10.00	\$14.20	\$0.00	\$53.00
	12/01/2014	\$29.50	\$10.00	\$14.20	\$0.00	\$53.70
	06/01/2015	\$30.02	\$10.00	\$14.20	\$0.00	\$54.22
	12/01/2015	\$30.89	\$10.00	\$14.20	\$0.00	\$55.09
	06/01/2016	\$31.41	\$10.00	\$14.20	\$0.00	\$55.61
	12/01/2016	\$32.28	\$10.00	\$14.20	\$0.00	\$56.48
	06/01/2017	\$32.97	\$10.00	\$14.20	\$0.00	\$57.17
	12/01/2017	\$33.66	\$10.00	\$14.20	\$0.00	\$57.86

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 1)</i>	07/01/2014	\$42.05	\$7.85	\$16.10	\$0.00	\$66.00
	01/01/2015	\$42.95	\$7.85	\$16.10	\$0.00	\$66.90
	07/01/2015	\$43.85	\$7.85	\$16.10	\$0.00	\$67.80
	01/01/2016	\$44.80	\$7.85	\$16.10	\$0.00	\$68.75
	07/01/2016	\$45.75	\$7.85	\$16.10	\$0.00	\$69.70
	01/01/2017	\$46.70	\$7.85	\$16.10	\$0.00	\$70.65

Apprentice - GLAZIER - Local 35 Zone 1

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.03	\$7.85	\$0.00	\$0.00	\$28.88
2	55	\$23.13	\$7.85	\$3.66	\$0.00	\$34.64
3	60	\$25.23	\$7.85	\$3.99	\$0.00	\$37.07
4	65	\$27.33	\$7.85	\$4.32	\$0.00	\$39.50
5	70	\$29.44	\$7.85	\$14.11	\$0.00	\$51.40
6	75	\$31.54	\$7.85	\$14.44	\$0.00	\$53.83
7	80	\$33.64	\$7.85	\$14.77	\$0.00	\$56.26
8	90	\$37.85	\$7.85	\$15.44	\$0.00	\$61.14

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.48	\$7.85	\$0.00	\$0.00	\$29.33
2	55	\$23.62	\$7.85	\$3.66	\$0.00	\$35.13
3	60	\$25.77	\$7.85	\$3.99	\$0.00	\$37.61
4	65	\$27.92	\$7.85	\$4.32	\$0.00	\$40.09
5	70	\$30.07	\$7.85	\$14.11	\$0.00	\$52.03
6	75	\$32.21	\$7.85	\$14.44	\$0.00	\$54.50
7	80	\$34.36	\$7.85	\$14.77	\$0.00	\$56.98
8	90	\$38.66	\$7.85	\$15.44	\$0.00	\$61.95

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$41.49	\$10.00	\$14.20	\$0.00	\$65.69
	12/01/2014	\$42.49	\$10.00	\$14.20	\$0.00	\$66.69
	06/01/2015	\$43.24	\$10.00	\$14.20	\$0.00	\$67.44
	12/01/2015	\$44.49	\$10.00	\$14.20	\$0.00	\$68.69
	06/01/2016	\$45.24	\$10.00	\$14.20	\$0.00	\$69.44
	12/01/2016	\$46.49	\$10.00	\$14.20	\$0.00	\$70.69
	06/01/2017	\$47.49	\$10.00	\$14.20	\$0.00	\$71.69
	12/01/2017	\$48.49	\$10.00	\$14.20	\$0.00	\$72.69

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.82	\$10.00	\$0.00	\$0.00	\$32.82
2	60	\$24.89	\$10.00	\$14.18	\$0.00	\$49.07
3	65	\$26.97	\$10.00	\$14.18	\$0.00	\$51.15
4	70	\$29.04	\$10.00	\$14.18	\$0.00	\$53.22
5	75	\$31.12	\$10.00	\$14.18	\$0.00	\$55.30
6	80	\$33.19	\$10.00	\$14.18	\$0.00	\$57.37
7	85	\$35.27	\$10.00	\$14.18	\$0.00	\$59.45
8	90	\$37.34	\$10.00	\$14.18	\$0.00	\$61.52

Effective Date - 12/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$23.37	\$10.00	\$0.00	\$0.00	\$33.37
2	60	\$25.49	\$10.00	\$14.18	\$0.00	\$49.67
3	65	\$27.62	\$10.00	\$14.18	\$0.00	\$51.80
4	70	\$29.74	\$10.00	\$14.18	\$0.00	\$53.92
5	75	\$31.87	\$10.00	\$14.18	\$0.00	\$56.05
6	80	\$33.99	\$10.00	\$14.18	\$0.00	\$58.17
7	85	\$36.12	\$10.00	\$14.18	\$0.00	\$60.30
8	90	\$38.24	\$10.00	\$14.18	\$0.00	\$62.42

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	08/01/2014	\$42.79	\$9.82	\$20.54	\$2.19	\$75.34
	02/01/2015	\$43.69	\$9.82	\$20.54	\$2.19	\$76.24
	08/01/2015	\$44.69	\$9.82	\$20.54	\$2.19	\$77.24
	02/01/2016	\$45.69	\$9.82	\$20.54	\$2.19	\$78.24
	08/01/2016	\$46.84	\$9.82	\$20.54	\$2.19	\$79.39
	02/01/2017	\$47.94	\$9.82	\$20.54	\$2.19	\$80.49
	08/01/2017	\$49.04	\$9.82	\$20.54	\$2.19	\$81.59
	02/01/2018	\$50.19	\$9.82	\$20.54	\$2.19	\$82.74

For apprentice rates see "Apprentice- SHEET METAL WORKER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 103</i>	09/01/2014	\$44.79	\$13.00	\$15.04	\$0.00	\$72.83
	03/01/2015	\$45.17	\$13.00	\$15.40	\$0.00	\$73.57
	09/01/2015	\$46.13	\$13.00	\$15.43	\$0.00	\$74.56
	03/01/2016	\$47.08	\$13.00	\$15.46	\$0.00	\$75.54
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	08/01/2014	\$42.79	\$9.82	\$20.54	\$2.19	\$75.34
	02/01/2015	\$43.69	\$9.82	\$20.54	\$2.19	\$76.24
	08/01/2015	\$44.69	\$9.82	\$20.54	\$2.19	\$77.24
	02/01/2016	\$45.69	\$9.82	\$20.54	\$2.19	\$78.24
	08/01/2016	\$46.84	\$9.82	\$20.54	\$2.19	\$79.39
	02/01/2017	\$47.94	\$9.82	\$20.54	\$2.19	\$80.49
	08/01/2017	\$49.04	\$9.82	\$20.54	\$2.19	\$81.59
	02/01/2018	\$50.19	\$9.82	\$20.54	\$2.19	\$82.74
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) <i>PIPEFITTERS LOCAL 537</i>	09/01/2014	\$48.69	\$9.20	\$16.64	\$0.00	\$74.53
	03/01/2015	\$49.69	\$9.20	\$16.64	\$0.00	\$75.53
	09/01/2015	\$50.69	\$9.20	\$16.64	\$0.00	\$76.53
	03/01/2016	\$51.69	\$9.20	\$16.64	\$0.00	\$77.53
	09/01/2016	\$52.69	\$9.20	\$16.64	\$0.00	\$78.53
	03/01/2017	\$53.69	\$9.20	\$16.64	\$0.00	\$79.53
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i>	09/01/2014	\$48.69	\$9.20	\$16.64	\$0.00	\$74.53
	03/01/2015	\$49.69	\$9.20	\$16.64	\$0.00	\$75.53
	09/01/2015	\$50.69	\$9.20	\$16.64	\$0.00	\$76.53
	03/01/2016	\$51.69	\$9.20	\$16.64	\$0.00	\$77.53
	09/01/2016	\$52.69	\$9.20	\$16.64	\$0.00	\$78.53
	03/01/2017	\$53.69	\$9.20	\$16.64	\$0.00	\$79.53
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 1</i>	06/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
	12/01/2014	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
	06/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
	12/01/2015	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
	06/01/2016	\$37.85	\$7.30	\$12.70	\$0.00	\$57.85
	12/01/2016	\$38.85	\$7.30	\$12.70	\$0.00	\$58.85
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2014	\$43.31	\$11.25	\$12.60	\$0.00	\$67.16

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.66	\$11.25	\$9.35	\$0.00	\$42.26
2	60	\$25.99	\$11.25	\$10.00	\$0.00	\$47.24
3	70	\$30.32	\$11.25	\$10.65	\$0.00	\$52.22
4	80	\$34.65	\$11.25	\$11.30	\$0.00	\$57.20

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER	03/16/2014	\$41.19	\$7.70	\$19.25	\$0.00	\$68.14
IRONWORKERS LOCAL 7 (BOSTON AREA)						

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 03/16/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.71	\$7.70	\$19.25	\$0.00	\$51.66
2	70	\$28.83	\$7.70	\$19.25	\$0.00	\$55.78
3	75	\$30.89	\$7.70	\$19.25	\$0.00	\$57.84
4	80	\$32.95	\$7.70	\$19.25	\$0.00	\$59.90
5	85	\$35.01	\$7.70	\$19.25	\$0.00	\$61.96
6	90	\$37.07	\$7.70	\$19.25	\$0.00	\$64.02

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

JACKHAMMER & PAVING BREAKER OPERATOR	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
LABORERS - ZONE 1						
	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35

For apprentice rates see "Apprentice- LABORER"

LABORER	06/01/2014	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
LABORERS - ZONE 1						
	12/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
	06/01/2015	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
	12/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
	06/01/2016	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
	12/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - LABORER - Zone 1

Effective Date - 06/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.46	\$7.30	\$12.70	\$0.00	\$40.46
2	70	\$23.87	\$7.30	\$12.70	\$0.00	\$43.87
3	80	\$27.28	\$7.30	\$12.70	\$0.00	\$47.28
4	90	\$30.69	\$7.30	\$12.70	\$0.00	\$50.69

Effective Date - 12/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.91	\$7.30	\$12.70	\$0.00	\$40.91
2	70	\$24.40	\$7.30	\$12.70	\$0.00	\$44.40
3	80	\$27.88	\$7.30	\$12.70	\$0.00	\$47.88
4	90	\$31.37	\$7.30	\$12.70	\$0.00	\$51.37

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER	06/01/2014	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
LABORERS - ZONE 1	12/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
	06/01/2015	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
	12/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
	06/01/2016	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
	12/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER	06/01/2014	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
LABORERS - ZONE 1	12/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
	06/01/2015	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
	12/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
	06/01/2016	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
	12/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	06/01/2014	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
LABORERS - ZONE 1	12/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	06/01/2015	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
LABORERS - ZONE 1	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i>	06/01/2014	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
	12/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
	06/01/2015	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
	12/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
	06/01/2016	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
	12/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i>	06/01/2014	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
	12/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
	06/01/2015	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
	12/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
	06/01/2016	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
	12/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2014	\$37.37	\$10.18	\$16.90	\$0.00	\$64.45
	02/01/2015	\$37.82	\$10.18	\$16.90	\$0.00	\$64.90
	08/01/2015	\$38.53	\$10.18	\$16.97	\$0.00	\$65.68
	02/01/2016	\$38.98	\$10.18	\$16.97	\$0.00	\$66.13
	08/01/2016	\$39.68	\$10.18	\$17.05	\$0.00	\$66.91
	02/01/2017	\$40.14	\$10.18	\$17.05	\$0.00	\$67.37

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

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

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.69	\$10.18	\$16.90	\$0.00	\$45.77
2	60	\$22.42	\$10.18	\$16.90	\$0.00	\$49.50
3	70	\$26.16	\$10.18	\$16.90	\$0.00	\$53.24
4	80	\$29.90	\$10.18	\$16.90	\$0.00	\$56.98
5	90	\$33.63	\$10.18	\$16.90	\$0.00	\$60.71

Effective Date - 02/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.91	\$10.18	\$16.90	\$0.00	\$45.99
2	60	\$22.69	\$10.18	\$16.90	\$0.00	\$49.77
3	70	\$26.47	\$10.18	\$16.90	\$0.00	\$53.55
4	80	\$30.26	\$10.18	\$16.90	\$0.00	\$57.34
5	90	\$34.04	\$10.18	\$16.90	\$0.00	\$61.12

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS,TILELAYERS & TERRAZZO MECH	08/01/2014	\$49.00	\$10.18	\$18.22	\$0.00	\$77.40
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2015	\$49.56	\$10.18	\$18.22	\$0.00	\$77.96
	08/01/2015	\$50.46	\$10.18	\$18.29	\$0.00	\$78.93
	02/01/2016	\$51.03	\$10.18	\$18.29	\$0.00	\$79.50
	08/01/2016	\$51.93	\$10.18	\$18.37	\$0.00	\$80.48
	02/01/2017	\$52.50	\$10.18	\$18.37	\$0.00	\$81.05

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.50	\$10.18	\$18.22	\$0.00	\$52.90
2	60	\$29.40	\$10.18	\$18.22	\$0.00	\$57.80
3	70	\$34.30	\$10.18	\$18.22	\$0.00	\$62.70
4	80	\$39.20	\$10.18	\$18.22	\$0.00	\$67.60
5	90	\$44.10	\$10.18	\$18.22	\$0.00	\$72.50

Effective Date - 02/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.78	\$10.18	\$18.22	\$0.00	\$53.18
2	60	\$29.74	\$10.18	\$18.22	\$0.00	\$58.14
3	70	\$34.69	\$10.18	\$18.22	\$0.00	\$63.09
4	80	\$39.65	\$10.18	\$18.22	\$0.00	\$68.05
5	90	\$44.60	\$10.18	\$18.22	\$0.00	\$73.00

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	06/01/2014	\$41.10	\$10.00	\$14.20	\$0.00	\$65.30
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$42.09	\$10.00	\$14.20	\$0.00	\$66.29
	06/01/2015	\$42.83	\$10.00	\$14.20	\$0.00	\$67.03
	12/01/2015	\$44.07	\$10.00	\$14.20	\$0.00	\$68.27
	06/01/2016	\$44.82	\$10.00	\$14.20	\$0.00	\$69.02
	12/01/2016	\$46.05	\$10.00	\$14.20	\$0.00	\$70.25
	06/01/2017	\$47.04	\$10.00	\$14.20	\$0.00	\$71.24
	12/01/2017	\$48.03	\$10.00	\$14.20	\$0.00	\$72.23

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE	06/01/2014	\$41.10	\$10.00	\$14.20	\$0.00	\$65.30
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$42.09	\$10.00	\$14.20	\$0.00	\$66.29
	06/01/2015	\$42.83	\$10.00	\$14.20	\$0.00	\$67.03
	12/01/2015	\$44.07	\$10.00	\$14.20	\$0.00	\$68.27
	06/01/2016	\$44.82	\$10.00	\$14.20	\$0.00	\$69.02
	12/01/2016	\$46.05	\$10.00	\$14.20	\$0.00	\$70.25
	06/01/2017	\$47.04	\$10.00	\$14.20	\$0.00	\$71.24
	12/01/2017	\$48.03	\$10.00	\$14.20	\$0.00	\$72.23

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 1)	10/01/2014	\$36.68	\$9.80	\$16.21	\$0.00	\$62.69
MILLWRIGHTS LOCAL 1121 - Zone 1	04/01/2015	\$37.64	\$9.80	\$16.21	\$0.00	\$63.65

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - MILLWRIGHT - Local 1121 Zone 1

Effective Date - 10/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$20.17	\$9.80	\$4.48	\$0.00	\$34.45
2	65	\$23.84	\$9.80	\$13.36	\$0.00	\$47.00
3	75	\$27.51	\$9.80	\$14.18	\$0.00	\$51.49
4	85	\$31.18	\$9.80	\$14.99	\$0.00	\$55.97

Effective Date - 04/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$20.70	\$9.80	\$4.48	\$0.00	\$34.98
2	65	\$24.47	\$9.80	\$13.36	\$0.00	\$47.63
3	75	\$28.23	\$9.80	\$14.18	\$0.00	\$52.21
4	85	\$31.99	\$9.80	\$14.99	\$0.00	\$56.78

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
LABORERS - ZONE 1	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES,GRADALLS)	06/01/2014	\$21.48	\$10.00	\$14.20	\$0.00	\$45.68
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$22.00	\$10.00	\$14.20	\$0.00	\$46.20
	06/01/2015	\$22.38	\$10.00	\$14.20	\$0.00	\$46.58
	12/01/2015	\$23.03	\$10.00	\$14.20	\$0.00	\$47.23
	06/01/2016	\$23.42	\$10.00	\$14.20	\$0.00	\$47.62
	12/01/2016	\$24.07	\$10.00	\$14.20	\$0.00	\$48.27
	06/01/2017	\$24.58	\$10.00	\$14.20	\$0.00	\$48.78
	12/01/2017	\$25.10	\$10.00	\$14.20	\$0.00	\$49.30

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS)	06/01/2014	\$25.03	\$10.00	\$14.20	\$0.00	\$49.23
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$25.64	\$10.00	\$14.20	\$0.00	\$49.84
	06/01/2015	\$26.09	\$10.00	\$14.20	\$0.00	\$50.29
	12/01/2015	\$26.84	\$10.00	\$14.20	\$0.00	\$51.04
	06/01/2016	\$27.30	\$10.00	\$14.20	\$0.00	\$51.50
	12/01/2016	\$28.05	\$10.00	\$14.20	\$0.00	\$52.25
	06/01/2017	\$28.65	\$10.00	\$14.20	\$0.00	\$52.85
	12/01/2017	\$29.26	\$10.00	\$14.20	\$0.00	\$53.46

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$41.10	\$10.00	\$14.20	\$0.00	\$65.30
	12/01/2014	\$42.09	\$10.00	\$14.20	\$0.00	\$66.29
	06/01/2015	\$42.83	\$10.00	\$14.20	\$0.00	\$67.03
	12/01/2015	\$44.07	\$10.00	\$14.20	\$0.00	\$68.27
	06/01/2016	\$44.82	\$10.00	\$14.20	\$0.00	\$69.02
	12/01/2016	\$46.05	\$10.00	\$14.20	\$0.00	\$70.25
	06/01/2017	\$47.04	\$10.00	\$14.20	\$0.00	\$71.24
	12/01/2017	\$48.03	\$10.00	\$14.20	\$0.00	\$72.23

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 1</i>	07/01/2014	\$46.76	\$7.85	\$16.10	\$0.00	\$70.71
	01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.38	\$7.85	\$0.00	\$0.00	\$31.23
2	55	\$25.72	\$7.85	\$3.66	\$0.00	\$37.23
3	60	\$28.06	\$7.85	\$3.99	\$0.00	\$39.90
4	65	\$30.39	\$7.85	\$4.32	\$0.00	\$42.56
5	70	\$32.73	\$7.85	\$14.11	\$0.00	\$54.69
6	75	\$35.07	\$7.85	\$14.44	\$0.00	\$57.36
7	80	\$37.41	\$7.85	\$14.77	\$0.00	\$60.03
8	90	\$42.08	\$7.85	\$15.44	\$0.00	\$65.37

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.83	\$7.85	\$0.00	\$0.00	\$31.68
2	55	\$26.21	\$7.85	\$3.66	\$0.00	\$37.72
3	60	\$28.60	\$7.85	\$3.99	\$0.00	\$40.44
4	65	\$30.98	\$7.85	\$4.32	\$0.00	\$43.15
5	70	\$33.36	\$7.85	\$14.11	\$0.00	\$55.32
6	75	\$35.75	\$7.85	\$14.44	\$0.00	\$58.04
7	80	\$38.13	\$7.85	\$14.77	\$0.00	\$60.75
8	90	\$42.89	\$7.85	\$15.44	\$0.00	\$66.18

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2014	\$43.45	\$7.85	\$16.10	\$0.00	\$67.40
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 1</i>	01/01/2015	\$44.35	\$7.85	\$16.10	\$0.00	\$68.30
	07/01/2015	\$45.25	\$7.85	\$16.10	\$0.00	\$69.20
	01/01/2016	\$46.20	\$7.85	\$16.10	\$0.00	\$70.15
	07/01/2016	\$47.15	\$7.85	\$16.10	\$0.00	\$71.10
	01/01/2017	\$48.10	\$7.85	\$16.10	\$0.00	\$72.05

Apprentice - PAINTER Local 35 Zone 1 - Spray/Sandblast - New

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.73	\$7.85	\$0.00	\$0.00	\$29.58
2	55	\$23.90	\$7.85	\$3.66	\$0.00	\$35.41
3	60	\$26.07	\$7.85	\$3.99	\$0.00	\$37.91
4	65	\$28.24	\$7.85	\$4.32	\$0.00	\$40.41
5	70	\$30.42	\$7.85	\$14.11	\$0.00	\$52.38
6	75	\$32.59	\$7.85	\$14.44	\$0.00	\$54.88
7	80	\$34.76	\$7.85	\$14.77	\$0.00	\$57.38
8	90	\$39.11	\$7.85	\$15.44	\$0.00	\$62.40

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.18	\$7.85	\$0.00	\$0.00	\$30.03
2	55	\$24.39	\$7.85	\$3.66	\$0.00	\$35.90
3	60	\$26.61	\$7.85	\$3.99	\$0.00	\$38.45
4	65	\$28.83	\$7.85	\$4.32	\$0.00	\$41.00
5	70	\$31.05	\$7.85	\$14.11	\$0.00	\$53.01
6	75	\$33.26	\$7.85	\$14.44	\$0.00	\$55.55
7	80	\$35.48	\$7.85	\$14.77	\$0.00	\$58.10
8	90	\$39.92	\$7.85	\$15.44	\$0.00	\$63.21

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2014	\$41.51	\$7.85	\$16.10	\$0.00	\$65.46
<i>PAINTERS LOCAL 35 - ZONE 1</i>	01/01/2015	\$42.41	\$7.85	\$16.10	\$0.00	\$66.36
	07/01/2015	\$43.31	\$7.85	\$16.10	\$0.00	\$67.26
	01/01/2016	\$44.26	\$7.85	\$16.10	\$0.00	\$68.21
	07/01/2016	\$45.21	\$7.85	\$16.10	\$0.00	\$69.16
	01/01/2017	\$46.16	\$7.85	\$16.10	\$0.00	\$70.11

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 1 - Spray/Sandblast - Repaint
Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.76	\$7.85	\$0.00	\$0.00	\$28.61
2	55	\$22.83	\$7.85	\$3.66	\$0.00	\$34.34
3	60	\$24.91	\$7.85	\$3.99	\$0.00	\$36.75
4	65	\$26.98	\$7.85	\$4.32	\$0.00	\$39.15
5	70	\$29.06	\$7.85	\$14.11	\$0.00	\$51.02
6	75	\$31.13	\$7.85	\$14.44	\$0.00	\$53.42
7	80	\$33.21	\$7.85	\$14.77	\$0.00	\$55.83
8	90	\$37.36	\$7.85	\$15.44	\$0.00	\$60.65

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.21	\$7.85	\$0.00	\$0.00	\$29.06
2	55	\$23.33	\$7.85	\$3.66	\$0.00	\$34.84
3	60	\$25.45	\$7.85	\$3.99	\$0.00	\$37.29
4	65	\$27.57	\$7.85	\$4.32	\$0.00	\$39.74
5	70	\$29.69	\$7.85	\$14.11	\$0.00	\$51.65
6	75	\$31.81	\$7.85	\$14.44	\$0.00	\$54.10
7	80	\$33.93	\$7.85	\$14.77	\$0.00	\$56.55
8	90	\$38.17	\$7.85	\$15.44	\$0.00	\$61.46

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS)	06/01/2014	\$34.10	\$7.30	\$12.70	\$0.00	\$54.10
LABORERS - ZONE 1	12/01/2014	\$34.85	\$7.30	\$12.70	\$0.00	\$54.85
	06/01/2015	\$35.60	\$7.30	\$12.70	\$0.00	\$55.60
	12/01/2015	\$36.35	\$7.30	\$12.70	\$0.00	\$56.35
	06/01/2016	\$37.10	\$7.30	\$12.70	\$0.00	\$57.10
	12/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10
For Apprentice rates see "Apprentice- LABORER"						
PAINTER / TAPER (BRUSH, NEW) *	07/01/2014	\$42.05	\$7.85	\$16.10	\$0.00	\$66.00
* If 30% or more of surfaces to be painted are new construction,	01/01/2015	\$42.95	\$7.85	\$16.10	\$0.00	\$66.90
NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 1	07/01/2015	\$43.85	\$7.85	\$16.10	\$0.00	\$67.80
	01/01/2016	\$44.80	\$7.85	\$16.10	\$0.00	\$68.75
	07/01/2016	\$45.75	\$7.85	\$16.10	\$0.00	\$69.70
	01/01/2017	\$46.70	\$7.85	\$16.10	\$0.00	\$70.65

Apprentice - PAINTER - Local 35 Zone 1 - BRUSH NEW**Effective Date - 07/01/2014**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.03	\$7.85	\$0.00	\$0.00	\$28.88
2	55	\$23.13	\$7.85	\$3.66	\$0.00	\$34.64
3	60	\$25.23	\$7.85	\$3.99	\$0.00	\$37.07
4	65	\$27.33	\$7.85	\$4.32	\$0.00	\$39.50
5	70	\$29.44	\$7.85	\$14.11	\$0.00	\$51.40
6	75	\$31.54	\$7.85	\$14.44	\$0.00	\$53.83
7	80	\$33.64	\$7.85	\$14.77	\$0.00	\$56.26
8	90	\$37.85	\$7.85	\$15.44	\$0.00	\$61.14

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.48	\$7.85	\$0.00	\$0.00	\$29.33
2	55	\$23.62	\$7.85	\$3.66	\$0.00	\$35.13
3	60	\$25.77	\$7.85	\$3.99	\$0.00	\$37.61
4	65	\$27.92	\$7.85	\$4.32	\$0.00	\$40.09
5	70	\$30.07	\$7.85	\$14.11	\$0.00	\$52.03
6	75	\$32.21	\$7.85	\$14.44	\$0.00	\$54.50
7	80	\$34.36	\$7.85	\$14.77	\$0.00	\$56.98
8	90	\$38.66	\$7.85	\$15.44	\$0.00	\$61.95

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 1

07/01/2014	\$40.11	\$7.85	\$16.10	\$0.00	\$64.06
01/01/2015	\$41.01	\$7.85	\$16.10	\$0.00	\$64.96
07/01/2015	\$41.91	\$7.85	\$16.10	\$0.00	\$65.86
01/01/2016	\$42.86	\$7.85	\$16.10	\$0.00	\$66.81
07/01/2016	\$43.81	\$7.85	\$16.10	\$0.00	\$67.76
01/01/2017	\$44.76	\$7.85	\$16.10	\$0.00	\$68.71

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PAINTER Local 35 Zone 1 - BRUSH REPAINT
Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.06	\$7.85	\$0.00	\$0.00	\$27.91
2	55	\$22.06	\$7.85	\$3.66	\$0.00	\$33.57
3	60	\$24.07	\$7.85	\$3.99	\$0.00	\$35.91
4	65	\$26.07	\$7.85	\$4.32	\$0.00	\$38.24
5	70	\$28.08	\$7.85	\$14.11	\$0.00	\$50.04
6	75	\$30.08	\$7.85	\$14.44	\$0.00	\$52.37
7	80	\$32.09	\$7.85	\$14.77	\$0.00	\$54.71
8	90	\$36.10	\$7.85	\$15.44	\$0.00	\$59.39

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.51	\$7.85	\$0.00	\$0.00	\$28.36
2	55	\$22.56	\$7.85	\$3.66	\$0.00	\$34.07
3	60	\$24.61	\$7.85	\$3.99	\$0.00	\$36.45
4	65	\$26.66	\$7.85	\$4.32	\$0.00	\$38.83
5	70	\$28.71	\$7.85	\$14.11	\$0.00	\$50.67
6	75	\$30.76	\$7.85	\$14.44	\$0.00	\$53.05
7	80	\$32.81	\$7.85	\$14.77	\$0.00	\$55.43
8	90	\$36.91	\$7.85	\$15.44	\$0.00	\$60.20

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1
PANEL & PICKUP TRUCKS DRIVER
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A

08/01/2014	\$32.23	\$9.91	\$8.80	\$0.00	\$50.94
12/01/2014	\$32.23	\$9.91	\$9.33	\$0.00	\$51.47
06/01/2015	\$32.58	\$9.91	\$9.33	\$0.00	\$51.82
08/01/2015	\$32.58	\$10.41	\$9.33	\$0.00	\$52.32
12/01/2015	\$32.58	\$10.41	\$10.08	\$0.00	\$53.07
06/01/2016	\$33.08	\$10.41	\$10.08	\$0.00	\$53.57
08/01/2016	\$33.08	\$10.91	\$10.08	\$0.00	\$54.07
12/01/2016	\$33.08	\$10.91	\$10.89	\$0.00	\$54.88

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)
PILE DRIVER LOCAL 56 (ZONE 1)

08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07

PILE DRIVER
PILE DRIVER LOCAL 56 (ZONE 1)

08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - PILE DRIVER - Local 56 Zone 1
Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.80	\$9.80	\$18.17	\$0.00	\$48.77
2	60	\$24.96	\$9.80	\$18.17	\$0.00	\$52.93
3	70	\$29.12	\$9.80	\$18.17	\$0.00	\$57.09
4	75	\$31.20	\$9.80	\$18.17	\$0.00	\$59.17
5	80	\$33.28	\$9.80	\$18.17	\$0.00	\$61.25
6	80	\$33.28	\$9.80	\$18.17	\$0.00	\$61.25
7	90	\$37.44	\$9.80	\$18.17	\$0.00	\$65.41
8	90	\$37.44	\$9.80	\$18.17	\$0.00	\$65.41

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.55	\$9.80	\$18.17	\$0.00	\$49.52
2	60	\$25.86	\$9.80	\$18.17	\$0.00	\$53.83
3	70	\$30.17	\$9.80	\$18.17	\$0.00	\$58.14
4	75	\$32.33	\$9.80	\$18.17	\$0.00	\$60.30
5	80	\$34.48	\$9.80	\$18.17	\$0.00	\$62.45
6	80	\$34.48	\$9.80	\$18.17	\$0.00	\$62.45
7	90	\$38.79	\$9.80	\$18.17	\$0.00	\$66.76
8	90	\$38.79	\$9.80	\$18.17	\$0.00	\$66.76

Notes:
Apprentice to Journeyworker Ratio:1:3
PIPEFITTER & STEAMFITTER
PIPEFITTERS LOCAL 537

09/01/2014	\$48.69	\$9.20	\$16.64	\$0.00	\$74.53
03/01/2015	\$49.69	\$9.20	\$16.64	\$0.00	\$75.53
09/01/2015	\$50.69	\$9.20	\$16.64	\$0.00	\$76.53
03/01/2016	\$51.69	\$9.20	\$16.64	\$0.00	\$77.53
09/01/2016	\$52.69	\$9.20	\$16.64	\$0.00	\$78.53
03/01/2017	\$53.69	\$9.20	\$16.64	\$0.00	\$79.53

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PIPEFITTER - Local 537
Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.48	\$9.20	\$7.50	\$0.00	\$36.18
2	45	\$21.91	\$9.20	\$16.64	\$0.00	\$47.75
3	60	\$29.21	\$9.20	\$16.64	\$0.00	\$55.05
4	70	\$34.08	\$9.20	\$16.64	\$0.00	\$59.92
5	80	\$38.95	\$9.20	\$16.64	\$0.00	\$64.79

Effective Date - 03/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.88	\$9.20	\$7.50	\$0.00	\$36.58
2	45	\$22.36	\$9.20	\$16.64	\$0.00	\$48.20
3	60	\$29.81	\$9.20	\$16.64	\$0.00	\$55.65
4	70	\$34.78	\$9.20	\$16.64	\$0.00	\$60.62
5	80	\$39.75	\$9.20	\$16.64	\$0.00	\$65.59

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.

Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

PIPELAYER	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
LABORERS - ZONE 1	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
PLUMBERS & GASFITTERS	09/01/2014	\$49.66	\$10.32	\$14.54	\$0.00	\$74.52
PLUMBERS & GASFITTERS LOCAL 12	03/01/2015	\$50.66	\$10.32	\$14.54	\$0.00	\$75.52
	09/01/2015	\$51.66	\$10.32	\$14.54	\$0.00	\$76.52
	03/01/2016	\$52.81	\$10.32	\$14.54	\$0.00	\$77.67
	09/01/2016	\$53.86	\$10.32	\$14.54	\$0.00	\$78.72
	03/01/2017	\$54.86	\$10.32	\$14.54	\$0.00	\$79.72

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$17.38	\$10.32	\$5.42	\$0.00	\$33.12
2	40	\$19.86	\$10.32	\$6.13	\$0.00	\$36.31
3	55	\$27.31	\$10.32	\$8.23	\$0.00	\$45.86
4	65	\$32.28	\$10.32	\$9.64	\$0.00	\$52.24
5	75	\$37.25	\$10.32	\$11.04	\$0.00	\$58.61

Effective Date - 03/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$17.73	\$10.32	\$5.42	\$0.00	\$33.47
2	40	\$20.26	\$10.32	\$6.11	\$0.00	\$36.69
3	55	\$27.86	\$10.32	\$8.22	\$0.00	\$46.40
4	65	\$32.93	\$10.32	\$9.62	\$0.00	\$52.87
5	75	\$38.00	\$10.32	\$11.03	\$0.00	\$59.35

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$55.42 Step5 with lic\$61.79

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.)	09/01/2014	\$48.69	\$9.20	\$16.64	\$0.00	\$74.53
PIPEFITTERS LOCAL 537	03/01/2015	\$49.69	\$9.20	\$16.64	\$0.00	\$75.53
	09/01/2015	\$50.69	\$9.20	\$16.64	\$0.00	\$76.53
	03/01/2016	\$51.69	\$9.20	\$16.64	\$0.00	\$77.53
	09/01/2016	\$52.69	\$9.20	\$16.64	\$0.00	\$78.53
	03/01/2017	\$53.69	\$9.20	\$16.64	\$0.00	\$79.53
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
LABORERS - ZONE 1	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER	06/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
LABORERS - ZONE 1	12/01/2014	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	06/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	12/01/2015	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	06/01/2016	\$38.10	\$7.30	\$12.70	\$0.00	\$58.10
	12/01/2016	\$39.10	\$7.30	\$12.70	\$0.00	\$59.10
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$41.49	\$10.00	\$14.20	\$0.00	\$65.69
	12/01/2014	\$42.49	\$10.00	\$14.20	\$0.00	\$66.69
	06/01/2015	\$43.24	\$10.00	\$14.20	\$0.00	\$67.44
	12/01/2015	\$44.49	\$10.00	\$14.20	\$0.00	\$68.69
	06/01/2016	\$45.24	\$10.00	\$14.20	\$0.00	\$69.44
	12/01/2016	\$46.49	\$10.00	\$14.20	\$0.00	\$70.69
	06/01/2017	\$47.49	\$10.00	\$14.20	\$0.00	\$71.69
	12/01/2017	\$48.49	\$10.00	\$14.20	\$0.00	\$72.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$41.49	\$10.00	\$14.20	\$0.00	\$65.69
	12/01/2014	\$42.49	\$10.00	\$14.20	\$0.00	\$66.69
	06/01/2015	\$43.24	\$10.00	\$14.20	\$0.00	\$67.44
	12/01/2015	\$44.49	\$10.00	\$14.20	\$0.00	\$68.69
	06/01/2016	\$45.24	\$10.00	\$14.20	\$0.00	\$69.44
	12/01/2016	\$46.49	\$10.00	\$14.20	\$0.00	\$70.69
	06/01/2017	\$47.49	\$10.00	\$14.20	\$0.00	\$71.69
	12/01/2017	\$48.49	\$10.00	\$14.20	\$0.00	\$72.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$28.80	\$10.00	\$14.20	\$0.00	\$53.00
	12/01/2014	\$29.50	\$10.00	\$14.20	\$0.00	\$53.70
	06/01/2015	\$30.02	\$10.00	\$14.20	\$0.00	\$54.22
	12/01/2015	\$30.89	\$10.00	\$14.20	\$0.00	\$55.09
	06/01/2016	\$31.41	\$10.00	\$14.20	\$0.00	\$55.61
	12/01/2016	\$32.28	\$10.00	\$14.20	\$0.00	\$56.48
	06/01/2017	\$32.97	\$10.00	\$14.20	\$0.00	\$57.17
	12/01/2017	\$33.66	\$10.00	\$14.20	\$0.00	\$57.86
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/10 (Drivers Hired After 4/30/2010) <i>TEAMSTERS LOCAL 25a</i>	07/01/2014	\$27.73	\$7.73	\$8.65	\$0.00	\$44.11
	05/01/2015	\$27.88	\$7.73	\$8.92	\$0.00	\$44.53
	07/01/2015	\$27.88	\$7.98	\$8.92	\$0.00	\$44.78
	05/01/2016	\$28.03	\$7.98	\$9.31	\$0.00	\$45.32
	07/01/2016	\$28.03	\$8.23	\$9.31	\$0.00	\$45.57
	05/01/2017	\$28.18	\$8.23	\$9.72	\$0.00	\$46.13
	07/01/2017	\$28.18	\$8.48	\$9.72	\$0.00	\$46.38
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 25a</i>	07/01/2014	\$30.99	\$7.73	\$8.65	\$0.00	\$47.37
	05/01/2015	\$31.14	\$7.73	\$8.92	\$0.00	\$47.79
	07/01/2015	\$31.14	\$7.98	\$8.92	\$0.00	\$48.04
	05/01/2016	\$31.29	\$7.98	\$9.31	\$0.00	\$48.58
	07/01/2016	\$31.29	\$8.23	\$9.31	\$0.00	\$48.83
	05/01/2017	\$31.44	\$8.23	\$9.72	\$0.00	\$49.39
	07/01/2017	\$31.44	\$8.48	\$9.72	\$0.00	\$49.64

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RECLAIMERS	06/01/2014	\$41.10	\$10.00	\$14.20	\$0.00	\$65.30
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$42.09	\$10.00	\$14.20	\$0.00	\$66.29
	06/01/2015	\$42.83	\$10.00	\$14.20	\$0.00	\$67.03
	12/01/2015	\$44.07	\$10.00	\$14.20	\$0.00	\$68.27
	06/01/2016	\$44.82	\$10.00	\$14.20	\$0.00	\$69.02
	12/01/2016	\$46.05	\$10.00	\$14.20	\$0.00	\$70.25
	06/01/2017	\$47.04	\$10.00	\$14.20	\$0.00	\$71.24
	12/01/2017	\$48.03	\$10.00	\$14.20	\$0.00	\$72.23

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

RESIDENTIAL WOOD FRAME (All Other Work)	04/01/2011	\$37.25	\$8.67	\$15.51	\$0.00	\$61.43
CARPENTERS -ZONE 1 (Residential Wood)						

RESIDENTIAL WOOD FRAME CARPENTER **	05/01/2011	\$27.49	\$6.34	\$6.23	\$0.00	\$40.06
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** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. CARPENTERS -ZONE 1 (Residential Wood)

As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.

Apprentice - CARPENTER (Residential Wood Frame) - Zone 1

Effective Date - 05/01/2011

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.49	\$6.34	\$0.00	\$0.00	\$22.83
2	60	\$16.49	\$6.34	\$6.23	\$0.00	\$29.06
3	65	\$17.87	\$6.34	\$6.23	\$0.00	\$30.44
4	70	\$19.24	\$6.34	\$6.23	\$0.00	\$31.81
5	75	\$20.62	\$6.34	\$6.23	\$0.00	\$33.19
6	80	\$21.99	\$6.34	\$6.23	\$0.00	\$34.56
7	85	\$23.37	\$6.34	\$6.23	\$0.00	\$35.94
8	90	\$24.74	\$6.34	\$6.23	\$0.00	\$37.31

Notes:

Apprentice to Journeyworker Ratio:1:5

RIDE-ON MOTORIZED BUGGY OPERATOR	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
LABORERS - ZONE 1	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$41.10	\$10.00	\$14.20	\$0.00	\$65.30
	12/01/2014	\$42.09	\$10.00	\$14.20	\$0.00	\$66.29
	06/01/2015	\$42.83	\$10.00	\$14.20	\$0.00	\$67.03
	12/01/2015	\$44.07	\$10.00	\$14.20	\$0.00	\$68.27
	06/01/2016	\$44.82	\$10.00	\$14.20	\$0.00	\$69.02
	12/01/2016	\$46.05	\$10.00	\$14.20	\$0.00	\$70.25
	06/01/2017	\$47.04	\$10.00	\$14.20	\$0.00	\$71.24
	12/01/2017	\$48.03	\$10.00	\$14.20	\$0.00	\$72.23

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) <i>ROOFERS LOCAL 33</i>	08/01/2014	\$39.21	\$10.50	\$11.60	\$0.00	\$61.31
	02/01/2015	\$40.11	\$10.50	\$11.60	\$0.00	\$62.21
	08/01/2015	\$41.01	\$10.50	\$11.60	\$0.00	\$63.11
	02/01/2016	\$41.91	\$10.50	\$11.60	\$0.00	\$64.01

Apprentice - ROOFER - Local 33

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.61	\$10.50	\$3.38	\$0.00	\$33.49
2	60	\$23.53	\$10.50	\$11.60	\$0.00	\$45.63
3	65	\$25.49	\$10.50	\$11.60	\$0.00	\$47.59
4	75	\$29.41	\$10.50	\$11.60	\$0.00	\$51.51
5	85	\$33.33	\$10.50	\$11.60	\$0.00	\$55.43

Effective Date - 02/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.06	\$10.50	\$3.38	\$0.00	\$33.94
2	60	\$24.07	\$10.50	\$11.60	\$0.00	\$46.17
3	65	\$26.07	\$10.50	\$11.60	\$0.00	\$48.17
4	75	\$30.08	\$10.50	\$11.60	\$0.00	\$52.18
5	85	\$34.09	\$10.50	\$11.60	\$0.00	\$56.19

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 33</i>	08/01/2014	\$39.46	\$10.50	\$11.60	\$0.00	\$61.56
	02/01/2015	\$40.36	\$10.50	\$11.60	\$0.00	\$62.46
	08/01/2015	\$41.26	\$10.50	\$11.60	\$0.00	\$63.36
	02/01/2016	\$42.16	\$10.50	\$11.60	\$0.00	\$64.26

For apprentice rates see "Apprentice- ROOFER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER	08/01/2014	\$42.79	\$9.82	\$20.54	\$2.19	\$75.34
<i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2015	\$43.69	\$9.82	\$20.54	\$2.19	\$76.24
	08/01/2015	\$44.69	\$9.82	\$20.54	\$2.19	\$77.24
	02/01/2016	\$45.69	\$9.82	\$20.54	\$2.19	\$78.24
	08/01/2016	\$46.84	\$9.82	\$20.54	\$2.19	\$79.39
	02/01/2017	\$47.94	\$9.82	\$20.54	\$2.19	\$80.49
	08/01/2017	\$49.04	\$9.82	\$20.54	\$2.19	\$81.59
	02/01/2018	\$50.19	\$9.82	\$20.54	\$2.19	\$82.74

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.12	\$9.82	\$4.58	\$0.00	\$31.52
2	40	\$17.12	\$9.82	\$4.58	\$0.00	\$31.52
3	45	\$19.26	\$9.82	\$9.09	\$1.15	\$39.32
4	45	\$19.26	\$9.82	\$9.09	\$1.15	\$39.32
5	50	\$21.40	\$9.82	\$9.91	\$1.23	\$42.36
6	50	\$21.40	\$9.82	\$10.16	\$1.24	\$42.62
7	60	\$25.67	\$9.82	\$11.55	\$1.41	\$48.45
8	65	\$27.81	\$9.82	\$12.38	\$1.50	\$51.51
9	75	\$32.09	\$9.82	\$14.02	\$1.68	\$57.61
10	85	\$36.37	\$9.82	\$15.16	\$1.84	\$63.19

Effective Date - 02/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.48	\$9.82	\$4.58	\$0.00	\$31.88
2	40	\$17.48	\$9.82	\$4.58	\$0.00	\$31.88
3	45	\$19.66	\$9.82	\$9.09	\$1.16	\$39.73
4	45	\$19.66	\$9.82	\$9.09	\$1.16	\$39.73
5	50	\$21.85	\$9.82	\$9.91	\$1.25	\$42.83
6	50	\$21.85	\$9.82	\$10.16	\$1.25	\$43.08
7	60	\$26.21	\$9.82	\$11.55	\$1.43	\$49.01
8	65	\$28.40	\$9.82	\$12.38	\$1.52	\$52.12
9	75	\$32.77	\$9.82	\$14.02	\$1.70	\$58.31
10	85	\$37.14	\$9.82	\$15.16	\$1.86	\$63.98

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SIGN ERECTOR	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
<i>PAINTERS LOCAL 35 - ZONE 1</i>						

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SIGN ERECTOR - Local 35 Zone 1
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 A

08/01/2014	\$32.69	\$9.91	\$8.80	\$0.00	\$51.40
12/01/2014	\$32.69	\$9.91	\$9.33	\$0.00	\$51.93
06/01/2015	\$33.04	\$9.91	\$9.33	\$0.00	\$52.28
08/01/2015	\$33.04	\$10.41	\$9.33	\$0.00	\$52.78
12/01/2015	\$33.04	\$10.41	\$10.08	\$0.00	\$53.53
06/01/2016	\$33.54	\$10.41	\$10.08	\$0.00	\$54.03
08/01/2016	\$33.54	\$10.91	\$10.08	\$0.00	\$54.53
12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34

SPECIALIZED EARTH MOVING EQUIP > 35 TONS
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A

08/01/2014	\$32.98	\$9.91	\$8.80	\$0.00	\$51.69
12/01/2014	\$32.98	\$9.91	\$9.33	\$0.00	\$52.22
06/01/2015	\$33.33	\$9.91	\$9.33	\$0.00	\$52.57
08/01/2015	\$33.33	\$10.41	\$9.33	\$0.00	\$53.07
12/01/2015	\$33.33	\$10.41	\$10.08	\$0.00	\$53.82
06/01/2016	\$33.83	\$10.41	\$10.08	\$0.00	\$54.32
08/01/2016	\$33.83	\$10.91	\$10.08	\$0.00	\$54.82
12/01/2016	\$33.83	\$10.91	\$10.89	\$0.00	\$55.63

SPRINKLER FITTER
SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1

10/01/2014	\$53.73	\$8.42	\$14.60	\$0.00	\$76.75
01/01/2015	\$53.73	\$8.42	\$14.75	\$0.00	\$76.90
03/01/2015	\$54.73	\$8.42	\$14.75	\$0.00	\$77.90
10/01/2015	\$55.88	\$8.42	\$14.75	\$0.00	\$79.05
01/01/2016	\$55.88	\$8.67	\$14.90	\$0.00	\$79.45
03/01/2016	\$56.88	\$8.67	\$14.90	\$0.00	\$80.45
10/01/2016	\$58.03	\$8.67	\$14.90	\$0.00	\$81.60
03/01/2017	\$59.03	\$8.67	\$14.90	\$0.00	\$82.60

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1**Effective Date -** 10/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$18.81	\$8.42	\$8.25	\$0.00	\$35.48
2	40	\$21.49	\$8.42	\$8.25	\$0.00	\$38.16
3	45	\$24.18	\$8.42	\$8.25	\$0.00	\$40.85
4	50	\$26.87	\$8.42	\$8.25	\$0.00	\$43.54
5	55	\$29.55	\$8.42	\$8.25	\$0.00	\$46.22
6	60	\$32.24	\$8.42	\$8.25	\$0.00	\$48.91
7	65	\$34.92	\$8.42	\$8.25	\$0.00	\$51.59
8	70	\$37.61	\$8.42	\$8.25	\$0.00	\$54.28
9	75	\$40.30	\$8.42	\$8.25	\$0.00	\$56.97
10	80	\$42.98	\$8.42	\$8.25	\$0.00	\$59.65

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$18.81	\$8.42	\$8.40	\$0.00	\$35.63
2	40	\$21.49	\$8.42	\$8.40	\$0.00	\$38.31
3	45	\$24.18	\$8.42	\$8.40	\$0.00	\$41.00
4	50	\$26.87	\$8.42	\$8.40	\$0.00	\$43.69
5	55	\$29.55	\$8.42	\$8.40	\$0.00	\$46.37
6	60	\$32.24	\$8.42	\$8.40	\$0.00	\$49.06
7	65	\$34.92	\$8.42	\$8.40	\$0.00	\$51.74
8	70	\$37.61	\$8.42	\$8.40	\$0.00	\$54.43
9	75	\$40.30	\$8.42	\$8.40	\$0.00	\$57.12
10	80	\$42.98	\$8.42	\$8.40	\$0.00	\$59.80

Notes: Apprentice entered prior 9/30/10;
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR
OPERATING ENGINEERS LOCAL 4

06/01/2014	\$41.10	\$10.00	\$14.20	\$0.00	\$65.30
12/01/2014	\$42.09	\$10.00	\$14.20	\$0.00	\$66.29
06/01/2015	\$42.83	\$10.00	\$14.20	\$0.00	\$67.03
12/01/2015	\$44.07	\$10.00	\$14.20	\$0.00	\$68.27
06/01/2016	\$44.82	\$10.00	\$14.20	\$0.00	\$69.02
12/01/2016	\$46.05	\$10.00	\$14.20	\$0.00	\$70.25
06/01/2017	\$47.04	\$10.00	\$14.20	\$0.00	\$71.24
12/01/2017	\$48.03	\$10.00	\$14.20	\$0.00	\$72.23

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$41.10	\$10.00	\$14.20	\$0.00	\$65.30
	12/01/2014	\$42.09	\$10.00	\$14.20	\$0.00	\$66.29
	06/01/2015	\$42.83	\$10.00	\$14.20	\$0.00	\$67.03
	12/01/2015	\$44.07	\$10.00	\$14.20	\$0.00	\$68.27
	06/01/2016	\$44.82	\$10.00	\$14.20	\$0.00	\$69.02
	12/01/2016	\$46.05	\$10.00	\$14.20	\$0.00	\$70.25
	06/01/2017	\$47.04	\$10.00	\$14.20	\$0.00	\$71.24
	12/01/2017	\$48.03	\$10.00	\$14.20	\$0.00	\$72.23

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2014	\$33.59	\$13.00	\$13.36	\$0.00	\$59.95
	03/01/2015	\$33.88	\$13.00	\$13.70	\$0.00	\$60.58
	09/01/2015	\$34.60	\$13.00	\$13.72	\$0.00	\$61.32
	03/01/2016	\$35.31	\$13.00	\$13.74	\$0.00	\$62.05

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$13.44	\$13.00	\$0.40	\$0.00	\$26.84
2	40	\$13.44	\$13.00	\$0.40	\$0.00	\$26.84
3	45	\$15.12	\$13.00	\$10.57	\$0.00	\$38.69
4	45	\$15.12	\$13.00	\$10.57	\$0.00	\$38.69
5	50	\$16.80	\$13.00	\$10.83	\$0.00	\$40.63
6	55	\$18.47	\$13.00	\$11.08	\$0.00	\$42.55
7	60	\$20.15	\$13.00	\$11.33	\$0.00	\$44.48
8	65	\$21.83	\$13.00	\$11.59	\$0.00	\$46.42
9	70	\$23.51	\$13.00	\$11.85	\$0.00	\$48.36
10	75	\$25.19	\$13.00	\$12.10	\$0.00	\$50.29

Effective Date - 03/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$13.55	\$13.00	\$0.41	\$0.00	\$26.96
2	40	\$13.55	\$13.00	\$0.41	\$0.00	\$26.96
3	45	\$15.25	\$13.00	\$10.87	\$0.00	\$39.12
4	45	\$15.25	\$13.00	\$10.87	\$0.00	\$39.12
5	50	\$16.94	\$13.00	\$11.13	\$0.00	\$41.07
6	55	\$18.63	\$13.00	\$11.38	\$0.00	\$43.01
7	60	\$20.33	\$13.00	\$11.64	\$0.00	\$44.97
8	65	\$22.02	\$13.00	\$11.89	\$0.00	\$46.91
9	70	\$23.72	\$13.00	\$12.15	\$0.00	\$48.87
10	75	\$25.41	\$13.00	\$12.41	\$0.00	\$50.82

Notes:

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TERRAZZO FINISHERS	08/01/2014	\$47.90	\$10.18	\$18.22	\$0.00	\$76.30
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2015	\$48.46	\$10.18	\$18.22	\$0.00	\$76.86
	08/01/2015	\$49.36	\$10.18	\$18.29	\$0.00	\$77.83
	02/01/2016	\$49.93	\$10.18	\$18.29	\$0.00	\$78.40
	08/01/2016	\$50.83	\$10.18	\$18.37	\$0.00	\$79.38
	02/01/2017	\$51.40	\$10.18	\$18.37	\$0.00	\$79.95

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.95	\$10.18	\$18.22	\$0.00	\$52.35
2	60	\$28.74	\$10.18	\$18.22	\$0.00	\$57.14
3	70	\$33.53	\$10.18	\$18.22	\$0.00	\$61.93
4	80	\$38.32	\$10.18	\$18.22	\$0.00	\$66.72
5	90	\$43.11	\$10.18	\$18.22	\$0.00	\$71.51

Effective Date - 02/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.23	\$10.18	\$18.22	\$0.00	\$52.63
2	60	\$29.08	\$10.18	\$18.22	\$0.00	\$57.48
3	70	\$33.92	\$10.18	\$18.22	\$0.00	\$62.32
4	80	\$38.77	\$10.18	\$18.22	\$0.00	\$67.17
5	90	\$43.61	\$10.18	\$18.22	\$0.00	\$72.01

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER	06/01/2014	\$35.45	\$7.30	\$12.90	\$0.00	\$55.65
LABORERS - FOUNDATION AND MARINE	12/01/2014	\$36.20	\$7.30	\$12.90	\$0.00	\$56.40
	06/01/2015	\$36.95	\$7.30	\$12.90	\$0.00	\$57.15
	12/01/2015	\$37.70	\$7.30	\$12.90	\$0.00	\$57.90
	06/01/2016	\$38.45	\$7.30	\$12.90	\$0.00	\$58.65
	12/01/2016	\$39.45	\$7.30	\$12.90	\$0.00	\$59.65

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER	06/01/2014	\$34.17	\$7.30	\$12.90	\$0.00	\$54.37
LABORERS - FOUNDATION AND MARINE	12/01/2014	\$34.92	\$7.30	\$12.90	\$0.00	\$55.12
	06/01/2015	\$35.67	\$7.30	\$12.90	\$0.00	\$55.87
	12/01/2015	\$36.42	\$7.30	\$12.90	\$0.00	\$56.62
	06/01/2016	\$37.17	\$7.30	\$12.90	\$0.00	\$57.37
	12/01/2016	\$38.17	\$7.30	\$12.90	\$0.00	\$58.37

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$41.10	\$10.00	\$14.20	\$0.00	\$65.30
	12/01/2014	\$42.09	\$10.00	\$14.20	\$0.00	\$66.29
	06/01/2015	\$42.83	\$10.00	\$14.20	\$0.00	\$67.03
	12/01/2015	\$44.07	\$10.00	\$14.20	\$0.00	\$68.27
	06/01/2016	\$44.82	\$10.00	\$14.20	\$0.00	\$69.02
	12/01/2016	\$46.05	\$10.00	\$14.20	\$0.00	\$70.25
	06/01/2017	\$47.04	\$10.00	\$14.20	\$0.00	\$71.24
	12/01/2017	\$48.03	\$10.00	\$14.20	\$0.00	\$72.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2014	\$33.27	\$9.91	\$8.80	\$0.00	\$51.98
	12/01/2014	\$33.27	\$9.91	\$9.33	\$0.00	\$52.51
	06/01/2015	\$33.62	\$9.91	\$9.33	\$0.00	\$52.86
	08/01/2015	\$33.62	\$10.41	\$9.33	\$0.00	\$53.36
	12/01/2015	\$33.62	\$10.41	\$10.08	\$0.00	\$54.11
	06/01/2016	\$34.12	\$10.41	\$10.08	\$0.00	\$54.61
	08/01/2016	\$34.12	\$10.91	\$10.08	\$0.00	\$55.11
	12/01/2016	\$34.12	\$10.91	\$10.89	\$0.00	\$55.92
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2014	\$46.33	\$7.30	\$13.30	\$0.00	\$66.93
	12/01/2014	\$47.08	\$7.30	\$13.30	\$0.00	\$67.68
	06/01/2015	\$47.83	\$7.30	\$13.30	\$0.00	\$68.43
	12/01/2015	\$48.58	\$7.30	\$13.30	\$0.00	\$69.18
	06/01/2016	\$49.33	\$7.30	\$13.30	\$0.00	\$69.93
	12/01/2016	\$50.33	\$7.30	\$13.30	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2014	\$48.33	\$7.30	\$13.30	\$0.00	\$68.93
	12/01/2014	\$49.08	\$7.30	\$13.30	\$0.00	\$69.68
	06/01/2015	\$49.83	\$7.30	\$13.30	\$0.00	\$70.43
	12/01/2015	\$50.58	\$7.30	\$13.30	\$0.00	\$71.18
	06/01/2016	\$51.33	\$7.30	\$13.30	\$0.00	\$71.93
	12/01/2016	\$52.33	\$7.30	\$13.30	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2014	\$38.40	\$7.30	\$13.30	\$0.00	\$59.00
	12/01/2014	\$39.15	\$7.30	\$13.30	\$0.00	\$59.75
	06/01/2015	\$39.90	\$7.30	\$13.30	\$0.00	\$60.50
	12/01/2015	\$40.65	\$7.30	\$13.30	\$0.00	\$61.25
	06/01/2016	\$41.40	\$7.30	\$13.30	\$0.00	\$62.00
	12/01/2016	\$42.40	\$7.30	\$13.30	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2014	\$40.40	\$7.30	\$13.30	\$0.00	\$61.00
	12/01/2014	\$41.15	\$7.30	\$13.30	\$0.00	\$61.75
	06/01/2015	\$41.90	\$7.30	\$13.30	\$0.00	\$62.50
	12/01/2015	\$42.65	\$7.30	\$13.30	\$0.00	\$63.25
	06/01/2016	\$43.40	\$7.30	\$13.30	\$0.00	\$64.00
	12/01/2016	\$44.40	\$7.30	\$13.30	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2014	\$32.69	\$9.91	\$8.80	\$0.00	\$51.40
	12/01/2014	\$32.69	\$9.91	\$9.33	\$0.00	\$51.93
	06/01/2015	\$33.04	\$9.91	\$9.33	\$0.00	\$52.28
	08/01/2015	\$33.04	\$10.41	\$9.33	\$0.00	\$52.78
	12/01/2015	\$33.04	\$10.41	\$10.08	\$0.00	\$53.53
	06/01/2016	\$33.54	\$10.41	\$10.08	\$0.00	\$54.03
	08/01/2016	\$33.54	\$10.91	\$10.08	\$0.00	\$54.53
	12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34
WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2014	\$34.35	\$7.30	\$12.70	\$0.00	\$54.35
	12/01/2014	\$35.10	\$7.30	\$12.70	\$0.00	\$55.10
	06/01/2015	\$35.85	\$7.30	\$12.70	\$0.00	\$55.85
	12/01/2015	\$36.60	\$7.30	\$12.70	\$0.00	\$56.60
	06/01/2016	\$37.35	\$7.30	\$12.70	\$0.00	\$57.35
	12/01/2016	\$38.35	\$7.30	\$12.70	\$0.00	\$58.35
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$41.49	\$10.00	\$14.20	\$0.00	\$65.69
	12/01/2014	\$42.49	\$10.00	\$14.20	\$0.00	\$66.69
	06/01/2015	\$43.24	\$10.00	\$14.20	\$0.00	\$67.44
	12/01/2015	\$44.49	\$10.00	\$14.20	\$0.00	\$68.69
	06/01/2016	\$45.24	\$10.00	\$14.20	\$0.00	\$69.44
	12/01/2016	\$46.49	\$10.00	\$14.20	\$0.00	\$70.69
	06/01/2017	\$47.49	\$10.00	\$14.20	\$0.00	\$71.69
	12/01/2017	\$48.49	\$10.00	\$14.20	\$0.00	\$72.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	09/01/2014	\$49.66	\$10.32	\$14.54	\$0.00	\$74.52
	03/01/2015	\$50.66	\$10.32	\$14.54	\$0.00	\$75.52
	09/01/2015	\$51.66	\$10.32	\$14.54	\$0.00	\$76.52
	03/01/2016	\$52.81	\$10.32	\$14.54	\$0.00	\$77.67
	09/01/2016	\$53.86	\$10.32	\$14.54	\$0.00	\$78.72
	03/01/2017	\$54.86	\$10.32	\$14.54	\$0.00	\$79.72
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Rental of Equipment - East

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2014	\$32.40	\$9.91	\$0.00	\$0.00	\$42.31
	12/01/2014	\$32.40	\$9.91	\$0.00	\$0.00	\$42.31
	06/01/2015	\$32.75	\$9.91	\$0.00	\$0.00	\$42.66
	08/01/2015	\$32.75	\$10.41	\$0.00	\$0.00	\$43.16
	12/01/2015	\$32.75	\$10.41	\$0.00	\$0.00	\$43.16
	06/01/2016	\$33.25	\$10.41	\$0.00	\$0.00	\$43.66
	08/01/2016	\$33.25	\$10.91	\$0.00	\$0.00	\$44.16
	12/01/2016	\$33.25	\$10.91	\$0.00	\$0.00	\$44.16
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2014	\$32.47	\$9.91	\$0.00	\$0.00	\$42.38
	12/01/2014	\$32.47	\$9.91	\$0.00	\$0.00	\$42.38
	06/01/2015	\$32.82	\$9.91	\$0.00	\$0.00	\$42.73
	08/01/2015	\$32.82	\$10.41	\$0.00	\$0.00	\$43.23
	12/01/2015	\$32.82	\$10.41	\$0.00	\$0.00	\$43.23
	06/01/2016	\$33.32	\$10.41	\$0.00	\$0.00	\$43.73
	08/01/2016	\$33.32	\$10.91	\$0.00	\$0.00	\$44.23
	12/01/2016	\$33.32	\$10.91	\$0.00	\$0.00	\$44.23
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2014	\$32.59	\$9.91	\$0.00	\$0.00	\$42.50
	12/01/2014	\$32.59	\$9.91	\$0.00	\$0.00	\$42.50
	06/01/2015	\$32.94	\$9.91	\$0.00	\$0.00	\$42.85
	08/01/2015	\$32.94	\$10.41	\$0.00	\$0.00	\$43.35
	12/01/2015	\$32.94	\$10.41	\$0.00	\$0.00	\$43.35
	06/01/2016	\$33.44	\$10.41	\$0.00	\$0.00	\$43.85
	08/01/2016	\$33.44	\$10.91	\$0.00	\$0.00	\$44.35
	12/01/2016	\$33.44	\$10.91	\$0.00	\$0.00	\$44.35
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2014	\$87.36	\$9.80	\$0.00	\$0.00	\$97.16
	08/01/2015	\$90.51	\$9.80	\$0.00	\$0.00	\$100.31
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$41.49	\$10.00	\$0.00	\$0.00	\$51.49
	12/01/2014	\$42.49	\$10.00	\$0.00	\$0.00	\$52.49
	06/01/2015	\$43.24	\$10.00	\$0.00	\$0.00	\$53.24
	12/01/2015	\$44.49	\$10.00	\$0.00	\$0.00	\$54.49
	06/01/2016	\$45.24	\$10.00	\$0.00	\$0.00	\$55.24
	12/01/2016	\$46.49	\$10.00	\$0.00	\$0.00	\$56.49
	06/01/2017	\$47.49	\$10.00	\$0.00	\$0.00	\$57.49
	12/01/2017	\$48.49	\$10.00	\$0.00	\$0.00	\$58.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$41.49	\$10.00	\$0.00	\$0.00	\$51.49
	12/01/2014	\$42.49	\$10.00	\$0.00	\$0.00	\$52.49
	06/01/2015	\$43.24	\$10.00	\$0.00	\$0.00	\$53.24
	12/01/2015	\$44.49	\$10.00	\$0.00	\$0.00	\$54.49
	06/01/2016	\$45.24	\$10.00	\$0.00	\$0.00	\$55.24
	12/01/2016	\$46.49	\$10.00	\$0.00	\$0.00	\$56.49
	06/01/2017	\$47.49	\$10.00	\$0.00	\$0.00	\$57.49
	12/01/2017	\$48.49	\$10.00	\$0.00	\$0.00	\$58.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$41.10	\$10.00	\$0.00	\$0.00	\$51.10
	12/01/2014	\$42.09	\$10.00	\$0.00	\$0.00	\$52.09
	06/01/2015	\$42.83	\$10.00	\$0.00	\$0.00	\$52.83
	12/01/2015	\$44.07	\$10.00	\$0.00	\$0.00	\$54.07
	06/01/2016	\$44.82	\$10.00	\$0.00	\$0.00	\$54.82
	12/01/2016	\$46.05	\$10.00	\$0.00	\$0.00	\$56.05
	06/01/2017	\$47.04	\$10.00	\$0.00	\$0.00	\$57.04
	12/01/2017	\$48.03	\$10.00	\$0.00	\$0.00	\$58.03
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$42.49	\$10.00	\$0.00	\$0.00	\$52.49
	12/01/2014	\$43.49	\$10.00	\$0.00	\$0.00	\$53.49
	06/01/2015	\$44.24	\$10.00	\$0.00	\$0.00	\$54.24
	12/01/2015	\$45.49	\$10.00	\$0.00	\$0.00	\$55.49
	06/01/2016	\$46.24	\$10.00	\$0.00	\$0.00	\$56.24
	12/01/2016	\$47.49	\$10.00	\$0.00	\$0.00	\$57.49
	06/01/2017	\$48.49	\$10.00	\$0.00	\$0.00	\$58.49
	12/01/2017	\$49.49	\$10.00	\$0.00	\$0.00	\$59.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$28.80	\$10.00	\$0.00	\$0.00	\$38.80
	12/01/2014	\$29.50	\$10.00	\$0.00	\$0.00	\$39.50
	06/01/2015	\$30.02	\$10.00	\$0.00	\$0.00	\$40.02
	12/01/2015	\$30.89	\$10.00	\$0.00	\$0.00	\$40.89
	06/01/2016	\$31.41	\$10.00	\$0.00	\$0.00	\$41.41
	12/01/2016	\$32.28	\$10.00	\$0.00	\$0.00	\$42.28
	06/01/2017	\$32.97	\$10.00	\$0.00	\$0.00	\$42.97
	12/01/2017	\$33.66	\$10.00	\$0.00	\$0.00	\$43.66
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2014	\$58.24	\$9.80	\$0.00	\$0.00	\$68.04
	08/01/2015	\$60.34	\$9.80	\$0.00	\$0.00	\$70.14
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2014	\$41.60	\$9.80	\$0.00	\$0.00	\$51.40
	08/01/2015	\$43.10	\$9.80	\$0.00	\$0.00	\$52.90
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2014	\$62.40	\$9.80	\$0.00	\$0.00	\$72.20
	08/01/2015	\$64.65	\$9.80	\$0.00	\$0.00	\$74.45
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2014	\$87.36	\$9.80	\$0.00	\$0.00	\$97.16
	08/01/2015	\$90.51	\$9.80	\$0.00	\$0.00	\$100.31
FLAGGER & SIGNALER <i>LABORERS - ZONE 1</i>	06/01/2014	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	12/01/2014	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	06/01/2015	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	12/01/2015	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	06/01/2016	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	12/01/2016	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$41.49	\$10.00	\$0.00	\$0.00	\$51.49
	12/01/2014	\$42.49	\$10.00	\$0.00	\$0.00	\$52.49
	06/01/2015	\$43.24	\$10.00	\$0.00	\$0.00	\$53.24
	12/01/2015	\$44.49	\$10.00	\$0.00	\$0.00	\$54.49
	06/01/2016	\$45.24	\$10.00	\$0.00	\$0.00	\$55.24
	12/01/2016	\$46.49	\$10.00	\$0.00	\$0.00	\$56.49
	06/01/2017	\$47.49	\$10.00	\$0.00	\$0.00	\$57.49
	12/01/2017	\$48.49	\$10.00	\$0.00	\$0.00	\$58.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$28.80	\$10.00	\$0.00	\$0.00	\$38.80
	12/01/2014	\$29.50	\$10.00	\$0.00	\$0.00	\$39.50
	06/01/2015	\$30.02	\$10.00	\$0.00	\$0.00	\$40.02
	12/01/2015	\$30.89	\$10.00	\$0.00	\$0.00	\$40.89
	06/01/2016	\$31.41	\$10.00	\$0.00	\$0.00	\$41.41
	12/01/2016	\$32.28	\$10.00	\$0.00	\$0.00	\$42.28
	06/01/2017	\$32.97	\$10.00	\$0.00	\$0.00	\$42.97
	12/01/2017	\$33.66	\$10.00	\$0.00	\$0.00	\$43.66
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$41.49	\$10.00	\$0.00	\$0.00	\$51.49
	12/01/2014	\$42.49	\$10.00	\$0.00	\$0.00	\$52.49
	06/01/2015	\$43.24	\$10.00	\$0.00	\$0.00	\$53.24
	12/01/2015	\$44.49	\$10.00	\$0.00	\$0.00	\$54.49
	06/01/2016	\$45.24	\$10.00	\$0.00	\$0.00	\$55.24
	12/01/2016	\$46.49	\$10.00	\$0.00	\$0.00	\$56.49
	06/01/2017	\$47.49	\$10.00	\$0.00	\$0.00	\$57.49
	12/01/2017	\$48.49	\$10.00	\$0.00	\$0.00	\$58.49

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.82	\$10.00	\$0.00	\$0.00	\$32.82
2	60	\$24.89	\$10.00	\$0.00	\$0.00	\$34.89
3	65	\$26.97	\$10.00	\$0.00	\$0.00	\$36.97
4	70	\$29.04	\$10.00	\$0.00	\$0.00	\$39.04
5	75	\$31.12	\$10.00	\$0.00	\$0.00	\$41.12
6	80	\$33.19	\$10.00	\$0.00	\$0.00	\$43.19
7	85	\$35.27	\$10.00	\$0.00	\$0.00	\$45.27
8	90	\$37.34	\$10.00	\$0.00	\$0.00	\$47.34

Effective Date - 12/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$23.37	\$10.00	\$0.00	\$0.00	\$33.37
2	60	\$25.49	\$10.00	\$0.00	\$0.00	\$35.49
3	65	\$27.62	\$10.00	\$0.00	\$0.00	\$37.62
4	70	\$29.74	\$10.00	\$0.00	\$0.00	\$39.74
5	75	\$31.87	\$10.00	\$0.00	\$0.00	\$41.87
6	80	\$33.99	\$10.00	\$0.00	\$0.00	\$43.99
7	85	\$36.12	\$10.00	\$0.00	\$0.00	\$46.12
8	90	\$38.24	\$10.00	\$0.00	\$0.00	\$48.24

Notes:

Apprentice to Journeyworker Ratio:1:6

LABORER	06/01/2014	\$34.10	\$7.30	\$0.00	\$0.00	\$41.40
LABORERS - ZONE 1	12/01/2014	\$34.85	\$7.30	\$0.00	\$0.00	\$42.15
	06/01/2015	\$35.60	\$7.30	\$0.00	\$0.00	\$42.90
	12/01/2015	\$36.35	\$7.30	\$0.00	\$0.00	\$43.65
	06/01/2016	\$37.10	\$7.30	\$0.00	\$0.00	\$44.40
	12/01/2016	\$38.10	\$7.30	\$0.00	\$0.00	\$45.40

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - LABORER - Zone 1
Effective Date - 06/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.46	\$7.30	\$0.00	\$0.00	\$27.76
2	70	\$23.87	\$7.30	\$0.00	\$0.00	\$31.17
3	80	\$27.28	\$7.30	\$0.00	\$0.00	\$34.58
4	90	\$30.69	\$7.30	\$0.00	\$0.00	\$37.99

Effective Date - 12/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.91	\$7.30	\$0.00	\$0.00	\$28.21
2	70	\$24.40	\$7.30	\$0.00	\$0.00	\$31.70
3	80	\$27.88	\$7.30	\$0.00	\$0.00	\$35.18
4	90	\$31.37	\$7.30	\$0.00	\$0.00	\$38.67

Notes:
Apprentice to Journeyworker Ratio:1:5

OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	06/01/2014	\$21.48	\$10.00	\$0.00	\$0.00	\$31.48
	12/01/2014	\$22.00	\$10.00	\$0.00	\$0.00	\$32.00
	06/01/2015	\$22.38	\$10.00	\$0.00	\$0.00	\$32.38
	12/01/2015	\$23.03	\$10.00	\$0.00	\$0.00	\$33.03
	06/01/2016	\$23.42	\$10.00	\$0.00	\$0.00	\$33.42
	12/01/2016	\$24.07	\$10.00	\$0.00	\$0.00	\$34.07
	06/01/2017	\$24.58	\$10.00	\$0.00	\$0.00	\$34.58
	12/01/2017	\$25.10	\$10.00	\$0.00	\$0.00	\$35.10
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	06/01/2014	\$25.03	\$10.00	\$0.00	\$0.00	\$35.03
	12/01/2014	\$25.64	\$10.00	\$0.00	\$0.00	\$35.64
	06/01/2015	\$26.09	\$10.00	\$0.00	\$0.00	\$36.09
	12/01/2015	\$26.84	\$10.00	\$0.00	\$0.00	\$36.84
	06/01/2016	\$27.30	\$10.00	\$0.00	\$0.00	\$37.30
	12/01/2016	\$28.05	\$10.00	\$0.00	\$0.00	\$38.05
	06/01/2017	\$28.65	\$10.00	\$0.00	\$0.00	\$38.65
	12/01/2017	\$29.26	\$10.00	\$0.00	\$0.00	\$39.26
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	06/01/2014	\$41.10	\$10.00	\$0.00	\$0.00	\$51.10
	12/01/2014	\$42.09	\$10.00	\$0.00	\$0.00	\$52.09
	06/01/2015	\$42.83	\$10.00	\$0.00	\$0.00	\$52.83
	12/01/2015	\$44.07	\$10.00	\$0.00	\$0.00	\$54.07
	06/01/2016	\$44.82	\$10.00	\$0.00	\$0.00	\$54.82
	12/01/2016	\$46.05	\$10.00	\$0.00	\$0.00	\$56.05
	06/01/2017	\$47.04	\$10.00	\$0.00	\$0.00	\$57.04
	12/01/2017	\$48.03	\$10.00	\$0.00	\$0.00	\$58.03

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PANEL & PICKUP TRUCKS DRIVER	08/01/2014	\$32.23	\$9.91	\$0.00	\$0.00	\$42.14
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2014	\$32.23	\$9.91	\$0.00	\$0.00	\$42.14
	06/01/2015	\$32.58	\$9.91	\$0.00	\$0.00	\$42.49
	08/01/2015	\$32.58	\$10.41	\$0.00	\$0.00	\$42.99
	12/01/2015	\$32.58	\$10.41	\$0.00	\$0.00	\$42.99
	06/01/2016	\$33.08	\$10.41	\$0.00	\$0.00	\$43.49
	08/01/2016	\$33.08	\$10.91	\$0.00	\$0.00	\$43.99
	12/01/2016	\$33.08	\$10.91	\$0.00	\$0.00	\$43.99
POWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2014	\$41.49	\$10.00	\$0.00	\$0.00	\$51.49
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$42.49	\$10.00	\$0.00	\$0.00	\$52.49
	06/01/2015	\$43.24	\$10.00	\$0.00	\$0.00	\$53.24
	12/01/2015	\$44.49	\$10.00	\$0.00	\$0.00	\$54.49
	06/01/2016	\$45.24	\$10.00	\$0.00	\$0.00	\$55.24
	12/01/2016	\$46.49	\$10.00	\$0.00	\$0.00	\$56.49
	06/01/2017	\$47.49	\$10.00	\$0.00	\$0.00	\$57.49
	12/01/2017	\$48.49	\$10.00	\$0.00	\$0.00	\$58.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE)	06/01/2014	\$41.49	\$10.00	\$0.00	\$0.00	\$51.49
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$42.49	\$10.00	\$0.00	\$0.00	\$52.49
	06/01/2015	\$43.24	\$10.00	\$0.00	\$0.00	\$53.24
	12/01/2015	\$44.49	\$10.00	\$0.00	\$0.00	\$54.49
	06/01/2016	\$45.24	\$10.00	\$0.00	\$0.00	\$55.24
	12/01/2016	\$46.49	\$10.00	\$0.00	\$0.00	\$56.49
	06/01/2017	\$47.49	\$10.00	\$0.00	\$0.00	\$57.49
	12/01/2017	\$48.49	\$10.00	\$0.00	\$0.00	\$58.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER)	06/01/2014	\$28.80	\$10.00	\$0.00	\$0.00	\$38.80
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$29.50	\$10.00	\$0.00	\$0.00	\$39.50
	06/01/2015	\$30.02	\$10.00	\$0.00	\$0.00	\$40.02
	12/01/2015	\$30.89	\$10.00	\$0.00	\$0.00	\$40.89
	06/01/2016	\$31.41	\$10.00	\$0.00	\$0.00	\$41.41
	12/01/2016	\$32.28	\$10.00	\$0.00	\$0.00	\$42.28
	06/01/2017	\$32.97	\$10.00	\$0.00	\$0.00	\$42.97
	12/01/2017	\$33.66	\$10.00	\$0.00	\$0.00	\$43.66
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROLLER/SPREADER/MULCHING MACHINE	06/01/2014	\$41.10	\$10.00	\$0.00	\$0.00	\$51.10
OPERATING ENGINEERS LOCAL 4	12/01/2014	\$42.09	\$10.00	\$0.00	\$0.00	\$52.09
	06/01/2015	\$42.83	\$10.00	\$0.00	\$0.00	\$52.83
	12/01/2015	\$44.07	\$10.00	\$0.00	\$0.00	\$54.07
	06/01/2016	\$44.82	\$10.00	\$0.00	\$0.00	\$54.82
	12/01/2016	\$46.05	\$10.00	\$0.00	\$0.00	\$56.05
	06/01/2017	\$47.04	\$10.00	\$0.00	\$0.00	\$57.04
	12/01/2017	\$48.03	\$10.00	\$0.00	\$0.00	\$58.03
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2014	\$32.69	\$9.91	\$0.00	\$0.00	\$42.60
	12/01/2014	\$32.69	\$9.91	\$0.00	\$0.00	\$42.60
	06/01/2015	\$33.04	\$9.91	\$0.00	\$0.00	\$42.95
	08/01/2015	\$33.04	\$10.41	\$0.00	\$0.00	\$43.45
	12/01/2015	\$33.04	\$10.41	\$0.00	\$0.00	\$43.45
	06/01/2016	\$33.54	\$10.41	\$0.00	\$0.00	\$43.95
	08/01/2016	\$33.54	\$10.91	\$0.00	\$0.00	\$44.45
	12/01/2016	\$33.54	\$10.91	\$0.00	\$0.00	\$44.45
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2014	\$32.98	\$9.91	\$0.00	\$0.00	\$42.89
	12/01/2014	\$32.98	\$9.91	\$0.00	\$0.00	\$42.89
	06/01/2015	\$33.33	\$9.91	\$0.00	\$0.00	\$43.24
	08/01/2015	\$33.33	\$10.41	\$0.00	\$0.00	\$43.74
	12/01/2015	\$33.33	\$10.41	\$0.00	\$0.00	\$43.74
	06/01/2016	\$33.83	\$10.41	\$0.00	\$0.00	\$44.24
	08/01/2016	\$33.83	\$10.91	\$0.00	\$0.00	\$44.74
	12/01/2016	\$33.83	\$10.91	\$0.00	\$0.00	\$44.74
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2014	\$41.10	\$10.00	\$0.00	\$0.00	\$51.10
	12/01/2014	\$42.09	\$10.00	\$0.00	\$0.00	\$52.09
	06/01/2015	\$42.83	\$10.00	\$0.00	\$0.00	\$52.83
	12/01/2015	\$44.07	\$10.00	\$0.00	\$0.00	\$54.07
	06/01/2016	\$44.82	\$10.00	\$0.00	\$0.00	\$54.82
	12/01/2016	\$46.05	\$10.00	\$0.00	\$0.00	\$56.05
	06/01/2017	\$47.04	\$10.00	\$0.00	\$0.00	\$57.04
	12/01/2017	\$48.03	\$10.00	\$0.00	\$0.00	\$58.03
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2014	\$33.27	\$9.91	\$0.00	\$0.00	\$43.18
	12/01/2014	\$33.27	\$9.91	\$0.00	\$0.00	\$43.18
	06/01/2015	\$33.62	\$9.91	\$0.00	\$0.00	\$43.53
	08/01/2015	\$33.62	\$10.41	\$0.00	\$0.00	\$44.03
	12/01/2015	\$33.62	\$10.41	\$0.00	\$0.00	\$44.03
	06/01/2016	\$34.12	\$10.41	\$0.00	\$0.00	\$44.53
	08/01/2016	\$34.12	\$10.91	\$0.00	\$0.00	\$45.03
	12/01/2016	\$34.12	\$10.91	\$0.00	\$0.00	\$45.03
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/29/2012	\$17.18	\$3.37	\$0.00	\$0.00	\$20.55
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.						
TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/29/2012	\$15.15	\$3.37	\$0.00	\$0.00	\$18.52
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.						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL/CATCH BASIN CLEANING	08/01/2014	\$32.69	\$9.91	\$0.00	\$0.00	\$42.60
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2014	\$32.69	\$9.91	\$0.00	\$0.00	\$42.60
	06/01/2015	\$33.04	\$9.91	\$0.00	\$0.00	\$42.95
	08/01/2015	\$33.04	\$10.41	\$0.00	\$0.00	\$43.45
	12/01/2015	\$33.04	\$10.41	\$0.00	\$0.00	\$43.45
	06/01/2016	\$33.54	\$10.41	\$0.00	\$0.00	\$43.95
	08/01/2016	\$33.54	\$10.91	\$0.00	\$0.00	\$44.45
	12/01/2016	\$33.54	\$10.91	\$0.00	\$0.00	\$44.45

Additional Apprentices Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. 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.