

CHARLES D. BAKER Governor

KARYN E. POLITO Lt. Governor

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

## **Prevailing Wage Rates**

As determined by the Director under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H ROSALIN ACOSTA Secretary MICHAEL FLANAGAN Director

Awarding Authority:	Templeton Board of Selectmen
<b>Contract Number:</b>	City/Town: TEMPLETON
Description of Work:	To install 2 mini-split cassette units (heads), port adapter and outdoor compressor unit to be used for both cassette units including electrical hook-up to current electrical panel at the Town Hall
Job Location:	160 Patriots Road, East Templeton, MA 01438

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

• This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.

• An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.

• The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.

• All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.

• The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.

• Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at http://www.mass.gov/dols/pw.

• Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.

• Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

• Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
LABORERS - ZONE 2	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER" AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASBESTOS WORKER (PIPES & TANKS)	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)	12/01/2020	\$56.10	\$12.00	ψ9.15	<b>\$0.00</b>	\$00.55
ASPHALT RAKER	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
LABORERS - ZONE 2	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) OPERATING ENGINEERS LOCAL 98	12/01/2021	\$37.87	\$12.47	\$14.50	\$0.00	\$64.84
OF ERATING ENGINEERS LOCAL 90	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
BACKHOE/FRONT-END LOADER OPERATOR	12/01/2021	¢27.07	¢12.47	\$14.50	\$0.00	Ф <i>С</i> 4. О. 4
OPERATING ENGINEERS LOCAL 98	12/01/2021	\$37.87	\$12.47	\$14.50		\$64.84
	06/01/2022	\$38.74	\$12.47	\$14.50 \$14.50	\$0.00 \$0.00	\$65.71 \$66.50
	12/01/2022	\$39.62 \$40.57	\$12.47	\$14.50 \$14.50	\$0.00 \$0.00	\$66.59 \$67.54
	06/01/2023	\$40.57	\$12.47			\$67.54 \$68.40
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
BARCO-TYPE JUMPING TAMPER	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
LABORERS - ZONE 2	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95 \$64.95
For apprentice rates see "Apprentice- LABORER"	12:01:2023	<i>409</i> .21	<i>Ψ2</i> .10		÷ • • • • •	40 H2U

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BATCH/CEMENT PLANT - ON SITE	12/01/2021	\$37.34	\$12.47	\$14.50	\$0.00	\$64.31
OPERATING ENGINEERS LOCAL 98	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
LABORERS - ZONE 2	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice - BOILERMAKE Effective Date - 01/01/202				Cumulamental		
Step percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1 65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73	
2 65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73	
3 70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93	
4 75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14	
5 80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33	
6 85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55	
7 90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74	
8 95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96	
Notes:						
Apprentice to Journeywork	r Ratio:1:4					
BRICK/STONE/ARTIFICIAL MASONRY (IN	VCL. MASONRY 08/01/2021	\$55.01	\$11.39	\$21.57	\$0.00	\$87.97
WATERPROOFING) BRICKLAYERS LOCAL 3 (LOWELL)	02/01/2022	\$55.59	\$11.39	\$21.57	\$0.00	\$88.55

1	Effecti	ve Date - 08/01/2021				Supplemental		
-	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$27.51	\$11.39	\$21.57	\$0.00	\$60.47	
	2	60	\$33.01	\$11.39	\$21.57	\$0.00	\$65.97	
	3	70	\$38.51	\$11.39	\$21.57	\$0.00	\$71.47	
	4	80	\$44.01	\$11.39	\$21.57	\$0.00	\$76.97	
	5	90	\$49.51	\$11.39	\$21.57	\$0.00	\$82.47	
I	Effecti	ve Date - 02/01/2022				Supplemental		
-	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$27.80	\$11.39	\$21.57	\$0.00	\$60.76	
	2	60	\$33.35	\$11.39	\$21.57	\$0.00	\$66.31	
	3	70	\$38.91	\$11.39	\$21.57	\$0.00	\$71.87	
	4	80	\$44.47	\$11.39	\$21.57	\$0.00	\$77.43	
	5	90	\$50.03	\$11.39	\$21.57	\$0.00	\$82.99	
-	Notes:							
-	Apprei	ntice to Journeyworker Ratio:1:5						
BULLDOZER/PO	OWER	SHOVEL/TREE SHREDDER	12/01/2021	\$37.87	\$12.47	\$14.50	\$0.00	\$64.84
ENGINEERS LOCAL	98	/CLAM SHELL OPERATING	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
Liton (LLIIS LOCAL	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
			06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
			12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
		Apprentice- OPERATING ENGINEERS"	12/01/2021	¢ 12.22	¢0.10	¢17.70	¢0.00	¢ (0, 1, <b>7</b>
LABORERS - FOUND			12/01/2021	\$42.33	\$9.10	\$17.72	\$0.00	\$69.15
For apprentice ra	ites see "	Apprentice- LABORER"						
CAISSON & UN LABORERS - FOUND		INNING LABORER	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
		Apprentice- LABORER"						
CAISSON & UN LABORERS - FOUND		INNING TOP MAN	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
		Apprentice- LABORER"						
CARBIDE CORE		L OPERATOR	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
LABORERS - ZONE 2			06/01/2022			\$16.64	\$0.00	\$62.30
			12/01/2022		\$9.10	\$16.64	\$0.00	\$63.15
			06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
			12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice ra	ites see "	Apprentice- LABORER"	00/01/2021	¢14.10	¢0 =0	\$10.92	\$0.00	\$77 59
CARPENTERS -ZONI	E 2 (East	ern Massachusetts)	09/01/2021		\$8.58 \$8.58	\$19.82 \$19.82	\$0.00 \$0.00	\$72.58
			03/01/2022		\$8.58	\$19.82 \$10.82	\$0.00 \$0.00	\$73.18
			09/01/2022		\$8.58	\$19.82 \$10.82	\$0.00 \$0.00	\$73.83
			03/01/2023	\$46.03	\$8.58	\$19.82	\$0.00	\$74.43

Apprentice -	BRICK/PLASTER/CEMENT MASON - Local 3 Lowell
Eff	08/01/2021

Effecti	ve Date -	09/01/2021				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$22.09	\$8.58	\$1.73	\$0.00	\$32.40	
2	60		\$26.51	\$8.58	\$1.73	\$0.00	\$36.82	
3	70		\$30.93	\$8.58	\$14.63	\$0.00	\$54.14	
4	75		\$33.14	\$8.58	\$14.63	\$0.00	\$56.35	
5	80		\$35.34	\$8.58	\$16.36	\$0.00	\$60.28	
6	80		\$35.34	\$8.58	\$16.36	\$0.00	\$60.28	
7	90		\$39.76	\$8.58	\$18.09	\$0.00	\$66.43	
8	90		\$39.76	\$8.58	\$18.09	\$0.00	\$66.43	

# Apprentice - CARPENTER - Zone 2 Eastern MA

#### **Effective Date -** 03/01/2022

Effectiv	ve Date -	03/01/2022				Supplemental		
Step	percent	А	pprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$22.39	\$8.58	\$1.73	\$0.00	\$32.70	
2	60		\$26.87	\$8.58	\$1.73	\$0.00	\$37.18	
3	70		\$31.35	\$8.58	\$14.63	\$0.00	\$54.56	
4	75		\$33.59	\$8.58	\$14.63	\$0.00	\$56.80	
5	80		\$35.82	\$8.58	\$16.36	\$0.00	\$60.76	
6	80		\$35.82	\$8.58	\$16.36	\$0.00	\$60.76	
7	90		\$40.30	\$8.58	\$18.09	\$0.00	\$66.97	
8	90		\$40.30	\$8.58	\$18.09	\$0.00	\$66.97	
Notes:								
		red After 10/1/17; 45/45/55/55 \$30.19/ 3&4 \$36.28/ 5&6 \$55						
Apprei	ntice to Jou	ırneyworker Ratio:1:5						
CARPENTER WOOD F			04/01/2021	\$23.1	6 \$7.21	\$4.80	\$0.00	\$35.17
CARPENTERS-ZONE 3 (Wood	l Frame)		04/01/2022	\$23.6	6 \$7.21	\$4.80	\$0.00	\$35.67
			04/01/2023	\$24.1	6 \$7.21	\$4.80	\$0.00	\$36.17

All Aspects of New Wood Frame Work

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

## Apprentice - CARPENTER (Wood Frame) - Zone 3

#### **Effective Date -** 04/01/2022

Effecti Step	ive Date - percent	04/01/2022 Apprentice Base	Wage Health	Pension	Supplemental Unemployment	Total Rate	
1	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41	
2	60	\$14.20	\$7.21	\$0.00	\$0.00	\$21.41	
3	65	\$15.38	\$7.21	\$0.00	\$0.00	\$22.59	
4	70	\$16.56	\$7.21	\$0.00	\$0.00	\$23.77	
5	75	\$17.75	\$7.21	\$3.80	\$0.00	\$28.76	
6	80	\$18.93	\$7.21	\$3.80	\$0.00	\$29.94	
7	85	\$20.11	\$7.21	\$3.80	\$0.00	\$31.12	
8	90	\$21.29	\$7.21	\$3.80	\$0.00	\$32.30	
Notes:							
	% Indentur	ed After 10/1/17; 45/45/55/55/70/70/80/80					
	Step 1&2 \$	17.63/ 3&4 \$19.95/ 5&6 \$27.22/ 7&8 \$29.54	ŧ				
Appre	ntice to Jou	rneyworker Ratio:1:5					
MENT MASONRY/ CKLAYERS LOCAL 3 (LO		NG 01/0	01/2020 \$45	5.23 \$12.75	\$22.41	\$0.62 \$	\$81.01

## Apprentice - CEMENT MASONRY/PLASTERING - Lowell

Effect	ive Date - 01/01/2020				Supplemental	al		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate		
1	50	\$22.62	\$12.75	\$15.41	\$0.00	\$50.78		
2	60	\$27.14	\$12.75	\$17.41	\$0.62	\$57.92		
3	65	\$29.40	\$12.75	\$18.41	\$0.62	\$61.18		
4	70	\$31.66	\$12.75	\$19.41	\$0.62	\$64.44		
5	75	\$33.92	\$12.75	\$20.41	\$0.62	\$67.70		
6	80	\$36.18	\$12.75	\$21.41	\$0.62	\$70.96		
7	90	\$40.71	\$12.75	\$22.41	\$0.62	\$76.49		

#### Notes:

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
LABORERS - ZONE 2	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
COMPRESSOR OPERATOR	12/01/2021	\$37.34	\$12.47	\$14.50	\$0.00	\$64.31
OPERATING ENGINEERS LOCAL 98	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR	12/01/2021	\$41.37	\$12.47	\$14.50	\$0.00	\$68.34
OPERATING ENGINEERS LOCAL 98	06/01/2022	\$42.24	\$12.47	\$14.50	\$0.00	\$69.21
	12/01/2022	\$43.12	\$12.47	\$14.50	\$0.00	\$70.09
	06/01/2023	\$44.07	\$12.47	\$14.50	\$0.00	\$71.04
	12/01/2023	\$45.02	\$12.47	\$14.50	\$0.00	\$71.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE)	07/01/2021	\$52.86	\$8.45	\$22.90	\$0.00	\$84.21
PAINTERS LOCAL 35 - ZONE 2	01/01/2022	\$53.66	\$8.65	\$23.05	\$0.00	\$85.36
	07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
	01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
	07/01/2023	\$57.26	\$8.65	\$23.05	\$0.00	\$88.96
	01/01/2024	\$58.46	\$8.65	\$23.05	\$0.00	\$90.16
	07/01/2024	\$59.66	\$8.65	\$23.05	\$0.00	\$91.36
	01/01/2025	\$60.86	\$8.65	\$23.05	\$0.00	\$92.56

<b>fective Date -</b> 07/01/20 ep percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
50	\$26.43	\$8.45	\$0.00	\$0.00	\$34.88
55	\$29.07	\$8.45	\$6.22	\$0.00	\$43.74
60	\$31.72	\$8.45	\$6.78	\$0.00	\$46.95
65	\$34.36	\$8.45	\$7.35	\$0.00	\$50.16
70	\$37.00	\$8.45	\$19.51	\$0.00	\$64.96
75	\$39.65	\$8.45	\$20.08	\$0.00	\$68.18
80	\$42.29	\$8.45	\$20.64	\$0.00	\$71.38
90	\$47.57	\$8.45	\$21.77	\$0.00	\$77.79

#### PAINTER Local 35 - BRIDGES/TANKS Annrentice

	,	00	\$42.29	\$0.4 <i>5</i>	\$20.04	\$0.00	\$/1.30	
	8	90	\$47.57	\$8.45	\$21.77	\$0.00	\$77.79	
	Effect	ive Date - 01/01/2022						
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$26.83	\$8.65	\$0.00	\$0.00	\$35.48	
	2	55	\$29.51	\$8.65	\$6.27	\$0.00	\$44.43	
	3	60	\$32.20	\$8.65	\$6.84	\$0.00	\$47.69	
	4	65	\$34.88	\$8.65	\$7.41	\$0.00	\$50.94	
	5	70	\$37.56	\$8.65	\$19.63	\$0.00	\$65.84	
	6	75	\$40.25	\$8.65	\$20.20	\$0.00	\$69.10	
	7	80	\$42.93	\$8.65	\$20.77	\$0.00	\$72.35	
	8	90	\$48.29	\$8.65	\$21.91	\$0.00	\$78.85	
	Notes:	Steps are 750 hrs.						
		entice to Journeyworker Ratio:1:1						
DEMO: ADZE LABORERS - ZON			12/01/2021	\$41.33	\$9.10	\$17.57	\$0.00	\$68.00
			06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
			12/01/2022		\$9.10	\$17.57	\$0.00	\$70.00
			06/01/2023		\$9.10	\$17.57	\$0.00	\$71.00
For apprentice	e rates see	"Apprentice- LABORER"	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
		OADER/HAMMER OPERATOR	12/01/2021	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
LABORERS - ZON			06/01/2022		\$9.10	\$17.57	\$0.00	\$70.00
			12/01/2022		\$9.10	\$17.57	\$0.00 \$0.00	\$70.00 \$71.00
			06/01/2023		\$9.10	\$17.57	\$0.00	\$72.00
			12/01/2023		\$9.10	\$17.57	\$0.00	\$73.25
For apprentice	e rates see	"Apprentice- LABORER"	12.01,2023	\$ .0.00	\$2.10	• • • •		<i></i>
DEMO: BURN			12/01/2021	\$42.08	\$9.10	\$17.57	\$0.00	\$68.75
LABORERS - ZON	E 2		06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
			12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
			06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
			12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
For apprentice	e rates see	"Apprentice- LABORER"						

Issue Date: 12/07/2021

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER	12/01/2021	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
LABORERS - ZONE 2	06/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	12/01/2022	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	06/01/2023	\$45.33	\$9.10	\$17.57	\$0.00	\$72.00
	12/01/2023	\$46.58	\$9.10	\$17.57	\$0.00	\$73.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 2	12/01/2021	\$42.08	\$9.10	\$17.57	\$0.00	\$68.75
LADOREKS - ZONE 2	06/01/2022	\$43.08	\$9.10	\$17.57	\$0.00	\$69.75
	12/01/2022	\$44.08	\$9.10	\$17.57	\$0.00	\$70.75
	06/01/2023	\$45.08	\$9.10	\$17.57	\$0.00	\$71.75
For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$46.33	\$9.10	\$17.57	\$0.00	\$73.00
DEMO: WRECKING LABORER	12/01/2021	\$41.33	\$9.10	\$17.57	\$0.00	\$68.00
LABORERS - ZONE 2	06/01/2022	\$42.33	\$9.10	\$17.57	\$0.00	\$69.00
	12/01/2022	\$43.33	\$9.10	\$17.57	\$0.00	\$70.00
	06/01/2023	\$44.33	\$9.10	\$17.57	\$0.00	\$71.00
	12/01/2023	\$45.58	\$9.10	\$17.57	\$0.00	\$72.25
For apprentice rates see "Apprentice- LABORER"						
DIVER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER Pile Driver Local 56 (ZONE 2)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN	09/05/2021	\$45.01	\$11.57	\$17.42	\$0.00	\$74.00
ELECTRICIANS LOCAL 96	09/04/2022	\$45.59	\$12.20	\$17.50	\$0.00	\$75.29

E	Effecti	ve Date -	09/05/2021				Supplemental		
S	Step	percent	1	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	1	40		\$18.00	\$11.57	\$0.54	\$0.00	\$30.11	
2	2	43		\$19.35	\$11.57	\$0.58	\$0.00	\$31.50	
3	3	48		\$21.60	\$11.57	\$14.15	\$0.00	\$47.32	
2	4	55		\$24.76	\$11.57	\$14.58	\$0.00	\$50.91	
4	5	65		\$29.26	\$11.57	\$15.22	\$0.00	\$56.05	
(	6	80		\$36.01	\$11.57	\$16.16	\$0.00	\$63.74	
E	Effecti	ve Date -	09/04/2022				Supplemental		
S	Step	percent	I	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	1	40		\$18.24	\$12.20	\$0.55	\$0.00	\$30.99	
2	2	43		\$19.60	\$12.20	\$0.59	\$0.00	\$32.39	
	3	48		\$21.88	\$12.20	\$14.18	\$0.00	\$48.26	
2	4	55		\$25.07	\$12.20	\$14.63	\$0.00	\$51.90	
4	5	65		\$29.63	\$12.20	\$15.27	\$0.00	\$57.10	
(	6	80		\$36.47	\$12.20	\$16.22	\$0.00	\$64.89	
N	Notes:								
		Steps 1-2	are 1000 hrs; Steps 3-6 are 15	00 hrs.					
A	Appre	ntice to Jo	urneyworker Ratio:2:3***						
LEVATOR CON				01/01/2021	\$56.69	\$15.88	\$19.31	\$0.00	\$91.88
LEVATOR CONSTRU	CTOR	S LOCAL 41		01/01/2022	\$58.62	\$16.03	\$20.21	\$0.00	\$94.86

## Apprentice - ELECTRICIAN - Local 96

	Effectiv	ve Date -	01/01/2021				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$28.35	\$15.88	\$0.00	\$0.00	\$44.23	
	2	55		\$31.18	\$15.88	\$19.31	\$0.00	\$66.37	
	3	65		\$36.85	\$15.88	\$19.31	\$0.00	\$72.04	
	4	70		\$39.68	\$15.88	\$19.31	\$0.00	\$74.87	
	5	80		\$45.35	\$15.88	\$19.31	\$0.00	\$80.54	
	Effectiv	ve Date -	01/01/2022				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$29.31	\$16.03	\$0.00	\$0.00	\$45.34	
	2	55		\$32.24	\$16.03	\$20.21	\$0.00	\$68.48	
	3	65		\$38.10	\$16.03	\$20.21	\$0.00	\$74.34	
	4	70		\$41.03	\$16.03	\$20.21	\$0.00	\$77.27	
	5	80		\$46.90	\$16.03	\$20.21	\$0.00	\$83.14	
	Notes:								
		Steps 1-2	are 6 mos.; Steps 3-5 are 1 ye	ear				 	
	Apprei	ntice to Jo	urneyworker Ratio:1:1					'	
ELEVATOR CO			ELPER	01/01/202	1 \$39.68	\$15.88	\$19.31	\$0.00	\$74.87
ELEVATOR CONST	RUCTORS	LOCAL 41		01/01/2022	2 \$41.03	\$16.03	\$20.21	\$0.00	\$77.27
For apprentice	rates see ".	Apprentice -	ELEVATOR CONSTRUCTOR"						
FENCE & GUA Aborers - zone			OR (HEAVY & HIGHWAY)	12/01/202	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice	rates see ".	Apprentice- I	ABORER (Heavy and Highway)						
FIELD ENG.IN			ITE,HVY/HWY	06/01/1999	9 \$18.84	\$4.80	\$4.10	\$0.00	\$27.74
FIELD ENG.PA			G,SITE,HVY/HWY	06/01/1999	9 \$21.33	\$4.80	\$4.10	\$0.00	\$30.23
FIELD ENG.SU			.DG,SITE,HVY/HWY	06/01/1999	9 \$22.33	\$4.80	\$4.10	\$0.00	\$31.23
TRE ALARM I	NSTAL	LER		09/05/2021	1 \$45.01	\$11.57	\$17.42	\$0.00	\$74.00
LECTRICIANS LO	CAL 96			09/04/2022			\$17.50	\$0.00	\$75.29
For apprentice	rates see ".	Apprentice- I	ELECTRICIAN"						
		/ MAINT/	COMMISSIONING	09/05/202	1 \$45.01	\$11.57	\$17.42	\$0.00	\$74.00
ELECTRICIANS LO				09/04/2022	2 \$45.59	\$12.20	\$17.50	\$0.00	\$75.29
	rates see ".	Apprentice- I	ELECTRICIAN"						
IREMAN PERATING ENGIN	NEERS LO	CAL 98		12/01/202			\$14.50	\$0.00	\$64.31
				06/01/2022	2 \$38.21	\$12.47	\$14.50	\$0.00	\$65.18
				12/01/2022	2 \$39.09	\$12.47	\$14.50	\$0.00	\$66.06
				06/01/2023	3 \$40.04	\$12.47	\$14.50	\$0.00	\$67.01
				12/01/2023	3 \$40.99	\$12.47	\$14.50	\$0.00	\$67.96

## Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effoot	ive Date - 12/01/2021						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60	\$22.40	\$12.47	\$14.50	\$0.00	\$49.37	
2	70	\$26.14	\$12.47	\$14.50	\$0.00	\$53.11	
3	80	\$29.87	\$12.47	\$14.50	\$0.00	\$56.84	
4	90	\$33.61	\$12.47	\$14.50	\$0.00	\$60.58	
Effect	ive Date - 06/01/2022				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60	\$22.93	\$12.47	\$14.50	\$0.00	\$49.90	
2	70	\$26.75	\$12.47	\$14.50	\$0.00	\$53.72	
3	80	\$30.57	\$12.47	\$14.50	\$0.00	\$57.54	
4	90	\$34.39	\$12.47	\$14.50	\$0.00	\$61.36	
Notes							
	Steps 1-2 are 1000 hrs.; Steps 3	3-4 are 2000 hrs.					
Appro	entice to Journeyworker Ratio:1	:6					
LAGGER & SIGNALER (HEAVY & HIGHWAY) BORERS - ZONE 2 (HEAVY & HIGHWAY)		12/01/2021	\$24.50	\$9.10	10 \$16.64	\$0.00	\$50.24
For apprentice rates see	"Apprentice- LABORER (Heavy and Hig	hway)					
LOORCOVERER		09/01/2021	\$47.07	\$8.58	\$20.12	\$0.00	\$75.77
OORCOVERERS LOCAL	2168 ZONE II	03/01/2022	\$47.87	\$8.58	\$20.12	\$0.00	\$76.57

Apprentice -	OPERATING ENGINEERS - Local 98 Class 3
Effective Date	12/01/2021

Effecti	ive Date -	09/01/2021				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$23.54	\$8.58	\$1.79	\$0.00	\$33.91
2	55		\$25.89	\$8.58	\$1.79	\$0.00	\$36.26
3	60		\$28.24	\$8.58	\$14.75	\$0.00	\$51.57
4	65		\$30.60	\$8.58	\$14.75	\$0.00	\$53.93
5	70		\$32.95	\$8.58	\$16.54	\$0.00	\$58.07
6	75		\$35.30	\$8.58	\$16.54	\$0.00	\$60.42
7	80		\$37.66	\$8.58	\$18.33	\$0.00	\$64.57
8	85		\$40.01	\$8.58	\$18.33	\$0.00	\$66.92

## Apprentice - FLOORCOVERER - Local 2168 Zone II

Effective Date -	03/01/2022
Effective Date -	03/01/2

	Effecti	ve Date - 03/01/2022				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$23.94	\$8.58	\$1.79	\$0.00	\$34.31	
	2	55	\$26.33	\$8.58	\$1.79	\$0.00	\$36.70	
	3	60	\$28.72	\$8.58	\$14.75	\$0.00	\$52.05	
	4	65	\$31.12	\$8.58	\$14.75	\$0.00	\$54.45	
	5	70	\$33.51	\$8.58	\$16.54	\$0.00	\$58.63	
	6	75	\$35.90	\$8.58	\$16.54	\$0.00	\$61.02	
	7	80	\$38.30	\$8.58	\$18.33	\$0.00	\$65.21	
	8	85	\$40.69	\$8.58	\$18.33	\$0.00	\$67.60	
	Appre	ntice to Journeyworker Rati						
ORK LIFT			12/01/202	1 \$37.56	\$12.47	\$14.50	\$0.00	\$64.53
PERATING ENGIN	EERS LO	DCAL 98	06/01/2022	2 \$38.43	\$12.47	\$14.50	\$0.00	\$65.40
			12/01/2022	2 \$39.31	\$12.47	\$14.50	\$0.00	\$66.28
			06/01/2023	3 \$40.26	\$12.47	\$14.50	\$0.00	\$67.23
			12/01/2023	3 \$41.21	\$12.47	\$14.50	\$0.00	\$68.18
For apprentice r	ates see "	Apprentice- OPERATING ENGINEE	ERS"					
ENERATORS			12/01/2021	1 \$34.11	\$12.47	\$14.50	\$0.00	\$61.08
PERATING ENGIN	EERS LO	ICAL 98	06/01/2022	2 \$34.98	\$12.47	\$14.50	\$0.00	\$61.95
			12/01/2022	2 \$35.86	\$12.47	\$14.50	\$0.00	\$62.83
			06/01/2023	3 \$36.81	\$12.47	\$14.50	\$0.00	\$63.78
			12/01/2023	3 \$37.76	\$12.47	\$14.50	\$0.00	\$64.73
E	atao aoo II	A STATE OPED ATING ENGINEE	DC!					

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR	07/01/2021	\$42.36	\$8.45	\$22.90	\$0.00	\$73.71
SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2)	01/01/2022	\$43.16	\$8.65	\$23.05	\$0.00	\$74.86
	07/01/2022	\$44.36	\$8.65	\$23.05	\$0.00	\$76.06
	01/01/2023	\$45.56	\$8.65	\$23.05	\$0.00	\$77.26
	07/01/2023	\$46.76	\$8.65	\$23.05	\$0.00	\$78.46
	01/01/2024	\$47.96	\$8.65	\$23.05	\$0.00	\$79.66
	07/01/2024	\$49.16	\$8.65	\$23.05	\$0.00	\$80.86
	01/01/2025	\$50.36	\$8.65	\$23.05	\$0.00	\$82.06

#### Apprentice - GLAZIER - Local 35 Zone 2

Effective Date -	07/01/2021
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Lincu	Ive Date	0110112021				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$21.18	\$8.45	\$0.00	\$0.00	\$29.63	
2	55		\$23.30	\$8.45	\$6.22	\$0.00	\$37.97	
3	60		\$25.42	\$8.45	\$6.78	\$0.00	\$40.65	
4	65		\$27.53	\$8.45	\$7.35	\$0.00	\$43.33	
5	70		\$29.65	\$8.45	\$19.51	\$0.00	\$57.61	
6	75		\$31.77	\$8.45	\$20.08	\$0.00	\$60.30	
7	80		\$33.89	\$8.45	\$20.64	\$0.00	\$62.98	
8	90		\$38.12	\$8.45	\$21.77	\$0.00	\$68.34	

#### Effective Date -01/01/2022 Supplemental Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 50 \$30.23 \$21.58 \$8.65 \$0.00 \$0.00 2 55 \$23.74 \$8.65 \$6.27 \$0.00 \$38.66 3 60 \$25.90 \$0.00 \$41.39 \$8.65 \$6.84 4 65 \$28.05 \$8.65 \$7.41 \$0.00 \$44.11 5 70 \$30.21 \$58.49 \$8.65 \$19.63 \$0.00 6 75 \$32.37 \$8.65 \$20.20 \$0.00 \$61.22 7 80 \$34.53 \$8.65 \$20.77 \$0.00 \$63.95 8 90 \$38.84 \$8.65 \$21.91 \$0.00 \$69.40 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 GRADER/TRENCHING MACHINE/DERRICK 12/01/2021 \$14.50 \$0.00 \$37.87 \$12.47 \$64.84 **OPERATING ENGINEERS LOCAL 98** 06/01/2022 \$14.50 \$0.00 \$65.71 \$38.74 \$12.47 12/01/2022 \$14.50 \$0.00 \$66.59 \$39.62 \$12.47 \$0.00 \$14.50 06/01/2023 \$40.57 \$12.47 \$67.54 12/01/2023 \$14.50 \$0.00 \$68.49 \$41.52 \$12.47 For apprentice rates see "Apprentice- OPERATING ENGINEERS" HVAC (DUCTWORK) \$10.64 \$17.33 \$1.99 07/01/2021 \$38.29 \$68.25 SHEETMETAL WORKERS LOCAL 63 \$2.02 01/01/2022 \$39.29 \$10.64 \$17.33 \$69.28

For apprentice rates see "Apprentice- SHEET METAL WORKER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (ELECTRICAL CONTROLS)	09/05/2021	\$45.01	\$11.57	\$17.42	\$0.00	\$74.00
ELECTRICIANS LOCAL 96	09/04/2022	\$45.59	\$12.20	\$17.50	\$0.00	\$75.29
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR)	07/01/2021	\$38.29	\$10.64	\$17.33	\$1.99	\$68.25
SHEETMETAL WORKERS LOCAL 63	01/01/2022	\$39.29	\$10.64	\$17.33	\$2.02	\$69.28
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER)	09/01/2021	\$48.50	\$9.80	\$16.12	\$0.00	\$74.42
PLUMBERS LOCAL 4	03/01/2022	\$49.50	\$9.80	\$16.12	\$0.00	\$75.42
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC	09/01/2021	\$48.50	\$9.80	\$16.12	\$0.00	\$74.42
PLUMBERS LOCAL 4	03/01/2022	\$49.50	\$9.80	\$16.12	\$0.00	\$75.42
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
LABORERS - ZONE 2	06/01/2022	\$37.06	\$9.10	\$16.64	\$0.00	\$62.80
	12/01/2022	\$37.91	\$9.10	\$16.64	\$0.00	\$63.65
	06/01/2023	\$38.81	\$9.10	\$16.64	\$0.00	\$64.55
	12/01/2023	\$39.71	\$9.10	\$16.64	\$0.00	\$65.45
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$36.16	\$9.10	\$16.64	\$0.00	\$61.90
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS)	09/01/2021	\$46.50	\$13.80	\$17.14	\$0.00	\$77.44
HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)	09/01/2022	\$48.95	\$13.80	\$17.14	\$0.00	\$79.89

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

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

Effect	ive Date - 09/01/2022				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$24.48	\$13.80	\$12.42	\$0.00	\$50.70	
2	60	\$29.37	\$13.80	\$13.36	\$0.00	\$56.53	
3	70	\$34.27	\$13.80	\$14.31	\$0.00	\$62.38	
4	80	\$39.16	\$13.80	\$15.25	\$0.00	\$68.21	
Notes:							
i i	Steps are 1 year						
Appre	entice to Journeyworker Ratio:1:4						
IRONWORKER/WELL		09/16/2020	0 \$48.3	6 \$8.10	\$25.10	\$0.00	\$81.56

**Issue Date:** 12/07/2021

Effe	ective Date - 09/16/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60	\$29.02	\$8.10	\$25.10	\$0.00	\$62.22	
2	70	\$33.85	\$8.10	\$25.10	\$0.00	\$67.05	
3	75	\$36.27	\$8.10	\$25.10	\$0.00	\$69.47	
4	80	\$38.69	\$8.10	\$25.10	\$0.00	\$71.89	
5	85	\$41.11	\$8.10	\$25.10	\$0.00	\$74.31	
6	90	\$43.52	\$8.10	\$25.10	\$0.00	\$76.72	
Not	es: Structural 1:6; Ornamental 1:4						
Арр	orentice to Journeyworker Ratio:					'	
	ACKHAMMER & PAVING BREAKER OPERATOR		\$35.66	\$9.10	\$16.64	\$0.00 \$6	51.40
LABORERS - ZONE 2		06/01/2022	2 \$36.56	\$9.10	\$16.64	\$0.00 \$6	52.30
		12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00 \$6	3.15
		06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00 \$6	64.05
		12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00 \$6	64.95
For apprentice rates s	ee "Apprentice- LABORER"						
LABORER		12/01/202	\$35.41	\$9.10	\$16.64	\$0.00 \$6	51.15
LABORERS - ZONE 2		06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00 \$6	52.05
		12/01/2022	2 \$37.16	\$9.10	\$16.64	\$0.00 \$6	52.90
		06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00 \$6	53.80
		12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00 \$6	64.70

# Apprentice - IRONWORKER - Local 7 Worcester

Apprentice -	LABORER - Zone 2
Effective Date	12/01/2021

Effect	ive Date -	12/01/2021				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$21.25	\$9.10	\$16.64	\$0.00	\$46.99	
2	70		\$24.79	\$9.10	\$16.64	\$0.00	\$50.53	
3	80		\$28.33	\$9.10	\$16.64	\$0.00	\$54.07	
4	90		\$31.87	\$9.10	\$16.64	\$0.00	\$57.61	

9.10\$16.64\$0.00\$51.109.10\$16.64\$0.00\$54.79	60         \$21.79           70         \$25.42	
9.10 \$16.64 \$0.00 \$54.79	70 \$25.42	\$25.42 \$9.10 \$16.64 \$0.00 \$
		$\phi 25.72$ $\phi 7.10$ $\phi 10.07$ $\phi 0.00$ $\phi$
9.10 \$16.64 \$0.00 \$58.4	80 \$29.05	\$29.05 \$9.10 \$16.64 \$0.00 \$
	90 \$32.68	\$32.68 \$9.10 \$16.64 \$0.00 \$
	¢_,	

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
LABORERS - ZONE 2 (HEAVI & HIGHWAI)						

	Step	ive Date - 12/01/20 percent	Apprentice Bas	se Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	$\frac{\operatorname{step}}{1}$	60	\$21.	-	\$9.10	\$16.64	\$0.00	\$46.99	
	2	70	\$24.		\$9.10	\$16.64	\$0.00	\$50.53	
	3	80	\$24.		\$9.10 \$9.10	\$16.64	\$0.00	\$50.55 \$54.07	
	4	90	\$28		\$9.10 \$9.10	\$16.64 \$16.64	\$0.00	\$57.61	
		50	\$51.	07	\$9.10	\$10.04	\$0.00	\$57.01	
	Notes								
								ĺ	
	Appre	ntice to Journeywork	er Ratio:1:5						
		TER TENDER	12	2/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
4BORERS - ZON	'E 2		06	5/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
			12	2/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
			06	5/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
E		"A second as I ADODED"	12	2/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
		"Apprentice- LABORER" FINISHER TENDER	12	2/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
4BORERS - ZON	'E 2			5/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
				2/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
				5/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
				2/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
For apprentic	e rates see	"Apprentice- LABORER"							
ABORER: H ABORERS - ZON		OUS WASTE/ASBES	TOS REMOVER 12	2/01/2021	\$35.50	\$9.10	\$16.70	\$0.00	\$61.30
ABORERS - ZON	E 2		06	5/01/2022	\$36.40	\$9.10	\$16.70	\$0.00	\$62.20
			12	2/01/2022	\$37.25	\$9.10	\$16.70	\$0.00	\$63.05
			06	5/01/2023	\$38.15	\$9.10	\$16.70	\$0.00	\$63.95
E		"Annualize LADORED"	12	2/01/2023	\$39.05	\$9.10	\$16.70	\$0.00	\$64.85
ABORER: M		"Apprentice- LABORER"			<b>#25</b> ( (	¢0.10	¢16.64	¢0.00	<b></b> (1.40
ABORERS - ZON		LIDER		2/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
				5/01/2022	\$36.56	\$9.10	\$16.64 \$16.64	\$0.00	\$62.30
				2/01/2022	\$37.41	\$9.10	\$16.64 \$16.64	\$0.00	\$63.15
				5/01/2023	\$38.31	\$9.10 \$9.10	\$16.64	\$0.00 \$0.00	\$64.05 \$64.95
For apprentic	e rates see	"Apprentice- LABORER"	12	2/01/2023	\$39.21	\$9.10	\$10.04	\$0.00	\$04.95
		TENDER (HEAVY & T Y & HIGHWAY)	HIGHWAY) 12	2/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentic	e rates see	"Apprentice- LABORER (H	eavy and Highway)						
		RADE TENDER	12	2/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
4BORERS - ZON	E 2		06	5/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
			12	2/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
			06	5/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
			11	2/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70

Apprentice -	LABORER	(Heavy &	Highway)	- Zone 2
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	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
12/01/2021	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15
06/01/2022	\$36.31	\$9.10	\$16.64	\$0.00	\$62.05
12/01/2022	\$37.16	\$9.10	\$16.64	\$0.00	\$62.90
06/01/2023	\$38.06	\$9.10	\$16.64	\$0.00	\$63.80
12/01/2023	\$38.96	\$9.10	\$16.64	\$0.00	\$64.70
	bs when related	o public work	s construction	or site	
12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
08/01/2021	\$43.69	\$11.39	\$20.30	\$0.00	\$75.38
02/01/2022	\$44.16	\$11.39	\$20.30	\$0.00	\$75.85
	06/01/2022 12/01/2022 06/01/2023 12/01/2023 oval of branches and lim 20 12/01/2021 06/01/2022 12/01/2023 12/01/2023 12/01/2021 08/01/2021	06/01/2022 \$36.31 12/01/2022 \$37.16 06/01/2023 \$38.06 12/01/2023 \$38.96 vval of branches and limbs when related to the second limbs when related to 12/01/2021 \$35.66 06/01/2022 \$36.56 12/01/2022 \$37.41 06/01/2023 \$38.31 12/01/2023 \$39.21 12/01/2021 \$35.66 08/01/2021 \$43.69	06/01/2022         \$36.31         \$9.10           12/01/2022         \$37.16         \$9.10           06/01/2023         \$38.06         \$9.10           12/01/2023         \$38.96         \$9.10           12/01/2023         \$38.96         \$9.10           12/01/2023         \$38.96         \$9.10           val of branches and limbs when related to public work         \$10           06/01/2022         \$36.56         \$9.10           06/01/2022         \$37.41         \$9.10           06/01/2023         \$38.31         \$9.10           12/01/2023         \$39.21         \$9.10           12/01/2023         \$35.66         \$9.10           12/01/2023         \$38.31         \$9.10           12/01/2023         \$39.21         \$9.10           12/01/2021         \$35.66         \$9.10           08/01/2021         \$43.69         \$11.39	06/01/2022         \$36.31         \$9.10         \$16.64           12/01/2022         \$37.16         \$9.10         \$16.64           06/01/2023         \$38.06         \$9.10         \$16.64           12/01/2023         \$38.96         \$9.10         \$16.64           12/01/2023         \$38.96         \$9.10         \$16.64           val of branches and limbs when related to public works construction         \$16.64           06/01/2022         \$35.66         \$9.10         \$16.64           06/01/2022         \$36.56         \$9.10         \$16.64           12/01/2022         \$37.41         \$9.10         \$16.64           06/01/2023         \$38.31         \$9.10         \$16.64           12/01/2023         \$38.31         \$9.10         \$16.64           12/01/2023         \$39.21         \$9.10         \$16.64           12/01/2021         \$35.66         \$9.10         \$16.64           08/01/2021         \$43.69         \$11.39         \$20.30	06/01/2022       \$36.31       \$9.10       \$16.64       \$0.00         12/01/2022       \$37.16       \$9.10       \$16.64       \$0.00         06/01/2023       \$38.06       \$9.10       \$16.64       \$0.00         12/01/2023       \$38.96       \$9.10       \$16.64       \$0.00         12/01/2023       \$38.96       \$9.10       \$16.64       \$0.00         oval of branches and limbs when related to public works construction or site       \$16.64       \$0.00         06/01/2022       \$36.56       \$9.10       \$16.64       \$0.00         06/01/2022       \$36.56       \$9.10       \$16.64       \$0.00         06/01/2022       \$36.56       \$9.10       \$16.64       \$0.00         12/01/2022       \$37.41       \$9.10       \$16.64       \$0.00         06/01/2023       \$38.31       \$9.10       \$16.64       \$0.00         12/01/2023       \$39.21       \$9.10       \$16.64       \$0.00         12/01/2021       \$35.66       \$9.10       \$16.64       \$0.00         12/01/2021       \$35.66       \$9.10       \$16.64       \$0.00         08/01/2021       \$43.69       \$11.39       \$20.30       \$0.00

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

Effecti	ive Date -	08/01/2021				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$21.85	\$11.39	\$20.30	\$0.00	\$53.54	
2	60		\$26.21	\$11.39	\$20.30	\$0.00	\$57.90	
3	70		\$30.58	\$11.39	\$20.30	\$0.00	\$62.27	
4	80		\$34.95	\$11.39	\$20.30	\$0.00	\$66.64	
5	90		\$39.32	\$11.39	\$20.30	\$0.00	\$71.01	

Effect Step	ive Date - 02/01/2022 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment		e
1	50	\$22.08	\$11.39	\$20.30	\$0.00	\$53.77	7
2	60	\$26.50	\$11.39	\$20.30	\$0.00	\$58.19	)
3	70	\$30.91	\$11.39	\$20.30	\$0.00	\$62.60	)
4	80	\$35.33	\$11.39	\$20.30	\$0.00	\$67.02	2
5	90	\$39.74	\$11.39	\$20.30	\$0.00	\$71.43	3
Notes:							
Appre	ntice to Journeyworker Ratio:1:3						
,	ILELAYERS & TERRAZZO MECH	H 08/01/202	\$57.17	\$11.39	\$22.24	\$0.00	\$90.80
ICKLAYERS LOCAL 3 - M	KLAYERS LOCAL 3 - MARBLE & TILE		2 \$57.74	\$11.39	\$22.24	\$0.00	\$91.37

	Effecti	ve Date -	08/01/2021				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$28.59	\$11.39	\$22.24	\$0.00	\$62.22	
	2	60		\$34.30	\$11.39	\$22.24	\$0.00	\$67.93	
	3	70		\$40.02	\$11.39	\$22.24	\$0.00	\$73.65	
	4	80		\$45.74	\$11.39	\$22.24	\$0.00	\$79.37	
	5	90		\$51.45	\$11.39	\$22.24	\$0.00	\$85.08	
	Effecti	ve Date -	02/01/2022				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$28.87	\$11.39	\$22.24	\$0.00	\$62.50	
	2	60		\$34.64	\$11.39	\$22.24	\$0.00	\$68.27	
	3	70		\$40.42	\$11.39	\$22.24	\$0.00	\$74.05	
	4	80		\$46.19	\$11.39	\$22.24	\$0.00	\$79.82	
	5	90		\$51.97	\$11.39	\$22.24	\$0.00	\$85.60	
	Notes:								
	Appre	ntice to Jou	urneyworker Ratio:1:5						
			ON CONST. SITES)	12/01/202	\$37.87	\$12.47	\$14.50	\$0.00	\$64.84
OPERATING ENGIN	NEERS LC	OCAL 98		06/01/2022	2 \$38.74	\$12.47	\$14.50	\$0.00	\$65.71
				12/01/2022	2 \$39.62	\$12.47	\$14.50	\$0.00	\$66.59
				06/01/2023	3 \$40.57	\$12.47	\$14.50	\$0.00	\$67.54
				12/01/2023	3 \$41.52	\$12.47	\$14.50	\$0.00	\$68.49
			PERATING ENGINEERS"						
MECHANIC/W OPERATING ENGIN			RUCK	12/01/202	\$37.34	\$12.47	\$14.50	\$0.00	\$64.31
				06/01/2022	2 \$38.21	\$12.47	\$14.50	\$0.00	\$65.18
				12/01/2022	2 \$39.09	\$12.47	\$14.50	\$0.00	\$66.06
				06/01/2023	3 \$40.04	\$12.47	\$14.50	\$0.00	\$67.01
				12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
MILLWRIGHT			PPERATING ENGINEERS"			· +	<b>001 57</b>		<b>• · - • ·</b>
MILLW KIGHT				03/01/202			\$21.57	\$0.00	\$67.81
				01/03/2022			\$21.57	\$0.00	\$69.06
				01/02/2023	\$40.16	\$8.58	\$21.57	\$0.00	\$70.31

Apprentice -	MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile
Effective Date	- 08/01/2021

	••	ive Date -	03/01/2021	une s					
	Step	percent	55. 01/2021	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55		\$20.71	\$8.58	\$5.72	\$0.00	\$35.01	
	2	65		\$24.48	\$8.58	\$17.93	\$0.00	\$50.99	
	3	75		\$28.25	\$8.58	\$17.95	\$0.00	\$55.81	
	4	85		\$32.01	\$8.58	\$20.01	\$0.00	\$60.60	
		05		\$52.01	\$0.30	\$20.01	\$0.00	\$00.00	
		ive Date -	01/03/2022	Apprentice Base Wage	Haalth	Danaian	Supplemental Unemployment	Total Data	
	Step 1	percent				Pension		Total Rate	
		55		\$21.40	\$8.58	\$5.72	\$0.00	\$35.70	
	2	65		\$25.29	\$8.58	\$17.93	\$0.00	\$51.80	
	3	75		\$29.18	\$8.58	\$18.98	\$0.00	\$56.74	
	4	85		\$33.07	\$8.58	\$20.01	\$0.00	\$61.66	
		but do rec Steps are	Appr. indentured after 1/6/2 ceive annuity. (Step 1 \$5.72, 2,000 hours						
		entice to Jo	urneyworker Ratio:1:5						
MORTAR MI Aborers - Zoi				12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
ADORERS - ZOI	VL 2			06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
				12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
				06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
				12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentic	e rates see	"Apprentice- L	LABORER"				¢14.50	<b>*</b> 0.00	
PERATING EN	GINEERS L	OCAL 98		12/01/2021		\$12.47	\$14.50	\$0.00	\$60.00
				06/01/2022		\$12.47	\$14.50	\$0.00	\$60.87
				12/01/2022		\$12.47	\$14.50	\$0.00	\$61.75
				06/01/2023		\$12.47	\$14.50	\$0.00	\$62.70
For apprentic	e rates see	"Apprentice- C	PPERATING ENGINEERS"	12/01/2023	\$36.68	\$12.47	\$14.50	\$0.00	\$63.65
			PMENT - CLASS VI	12/01/2021	\$31.05	\$12.47	\$14.50	\$0.00	\$58.02
PERATING ENG		-		06/01/2022		\$12.47	\$14.50	\$0.00	\$58.89
				12/01/2022		\$12.47	\$14.50	\$0.00	\$59.77
				06/01/2023		\$12.47	\$14.50	\$0.00	\$60.72
				12/01/2023		\$12.47	\$14.50	\$0.00	\$61.67
For apprentic	ce rates see	"Apprentice- C	DPERATING ENGINEERS"	12:01:2023	<i>\$2</i> 1.70	ψ1 <b>2</b> .1/		~~~~	Ψ01.0 <i>1</i>
AINTER (BF		· · · ·		07/01/2021	\$52.86	\$8.45	\$22.90	\$0.00	\$84.21
AINTERS LOCA	L 35 - ZON	E 2		01/01/2022	\$53.66	\$8.65	\$23.05	\$0.00	\$85.36
				07/01/2022	\$54.86	\$8.65	\$23.05	\$0.00	\$86.56
				01/01/2023	\$56.06	\$8.65	\$23.05	\$0.00	\$87.76
						¢0.65	\$23.05	\$0.00	\$88.96
				07/01/2023	\$57.26	\$8.65	\$25.05	ψ0.00	φ00.20
				07/01/2023 01/01/2024		\$8.65 \$8.65	\$23.05 \$23.05	\$0.00	\$90.16
					\$58.46				

## Apprentice - MILLWRIGHT - Local 1121 Zone 3

Effecti	ive Date -	07/01/2021				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$26.43	\$8.45	\$0.00	\$0.00	\$34.88	
2	55		\$29.07	\$8.45	\$6.22	\$0.00	\$43.74	
3	60		\$31.72	\$8.45	\$6.78	\$0.00	\$46.95	
4	65		\$34.36	\$8.45	\$7.35	\$0.00	\$50.16	
5	70		\$37.00	\$8.45	\$19.51	\$0.00	\$64.96	
6	75		\$39.65	\$8.45	\$20.08	\$0.00	\$68.18	
7	80		\$42.29	\$8.45	\$20.64	\$0.00	\$71.38	
8	90		\$47.57	\$8.45	\$21.77	\$0.00	\$77.79	

## Apprentice - PAINTER Local 35 - BRIDGES/TANKS

	Effecti	<b>ve Date -</b> 01/01/2022				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$26.83	\$8.65	\$0.00	\$0.00	\$35.48	
	2	55	\$29.51	\$8.65	\$6.27	\$0.00	\$44.43	
	3	60	\$32.20	\$8.65	\$6.84	\$0.00	\$47.69	
	4	65	\$34.88	\$8.65	\$7.41	\$0.00	\$50.94	
	5	70	\$37.56	\$8.65	\$19.63	\$0.00	\$65.84	
	6	75	\$40.25	\$8.65	\$20.20	\$0.00	\$69.10	
	7	80	\$42.93	\$8.65	\$20.77	\$0.00	\$72.35	
	8	90	\$48.29	\$8.65	\$21.91	\$0.00	\$78.85	
	Notes:							
		Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1						
		SANDBLAST, NEW) *	07/01/2021	\$43.76	\$8.45	\$22.90	\$0.00	\$75.11
		faces to be painted are new construc	tion, 01/01/2022	\$44.56	\$8.65	\$23.05	\$0.00	\$76.26
NE W paint rate	snan be	used.PAINTERS LOCAL 35 - ZONE 2	07/01/2022	\$45.76	\$8.65	\$23.05	\$0.00	\$77.46
			01/01/2023	\$46.96	\$8.65	\$23.05	\$0.00	\$78.66
			07/01/2023	\$48.16	\$8.65	\$23.05	\$0.00	\$79.86
			01/01/2024	\$49.36	\$8.65	\$23.05	\$0.00	\$81.06
			07/01/0004	<b>\$50.56</b>	¢0.65	\$22.05	\$0.00	¢02.20
			07/01/2024	\$50.56	\$8.65	\$23.05	\$0.00	\$82.26

Effecti	ve Date -	07/01/2021				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$21.88	\$8.45	\$0.00	\$0.00	\$30.33
2	55		\$24.07	\$8.45	\$6.22	\$0.00	\$38.74
3	60		\$26.26	\$8.45	\$6.78	\$0.00	\$41.49
4	65		\$28.44	\$8.45	\$7.35	\$0.00	\$44.24
5	70		\$30.63	\$8.45	\$19.51	\$0.00	\$58.59
6	75		\$32.82	\$8.45	\$20.08	\$0.00	\$61.35
7	80		\$35.01	\$8.45	\$20.64	\$0.00	\$64.10
8	90		\$39.38	\$8.45	\$21.77	\$0.00	\$69.60

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - New
Effective Date	07/01/2021

#### **Effective Date -** 01/01/2022

Effectiv	e Date - 01/01/2022				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$22.28	\$8.65	\$0.00	\$0.00	\$30.93	
2	55	\$24.51	\$8.65	\$6.27	\$0.00	\$39.43	
3	60	\$26.74	\$8.65	\$6.84	\$0.00	\$42.23	
4	65	\$28.96	\$8.65	\$19.06	\$0.00	\$56.67	
5	70	\$31.19	\$8.65	\$19.63	\$0.00	\$59.47	
6	75	\$33.42	\$8.65	\$20.20	\$0.00	\$62.27	
7	80	\$35.65	\$8.65	\$20.77	\$0.00	\$65.07	
8	90	\$40.10	\$8.65	\$21.91	\$0.00	\$70.66	
Notes:							
	Steps are 750 hrs.						
Appren	tice to Journeyworker Ratio:1:1					'	
	ANDBLAST, REPAINT)	07/01/202	\$41.82	\$8.45	\$22.90	\$0.00	\$73.17
PAINTERS LOCAL 35 - ZONE 2	INTERS LOCAL 35 - ZONE 2		2 \$42.62	\$8.65	\$23.05	\$0.00	\$74.32
		07/01/2022	2 \$43.82	\$8.65	\$23.05	\$0.00	\$75.52
		01/01/2023	\$45.02	\$8.65	\$23.05	\$0.00	\$76.72
		07/01/2023	\$46.22	\$8.65	\$23.05	\$0.00	\$77.92
		01/01/2024	\$47.42	\$8.65	\$23.05	\$0.00	\$79.12

07/01/2024

01/01/2025

\$48.62

\$49.82

\$8.65

\$8.65

\$23.05

\$23.05

\$0.00

\$0.00

\$80.32

\$81.52

Effecti	ve Date -	07/01/2021			Supplemental	tal		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$20.91	\$8.45	\$0.00	\$0.00	\$29.36	
2	55		\$23.00	\$8.45	\$6.22	\$0.00	\$37.67	
3	60		\$25.09	\$8.45	\$6.78	\$0.00	\$40.32	
4	65		\$27.18	\$8.45	\$7.35	\$0.00	\$42.98	
5	70		\$29.27	\$8.45	\$19.51	\$0.00	\$57.23	
6	75		\$31.37	\$8.45	\$20.08	\$0.00	\$59.90	
7	80		\$33.46	\$8.45	\$20.64	\$0.00	\$62.55	
8	90		\$37.64	\$8.45	\$21.77	\$0.00	\$67.86	

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Effective Date	- 07/01/2021

#### 01/01/2022 Effective Date -

<b>Effective Date -</b> 01/01/2022				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 50	\$21.31	\$8.65	\$0.00	\$0.00	\$29.96	
2 55	\$23.44	\$8.65	\$6.27	\$0.00	\$38.36	
3 60	\$25.57	\$8.65	\$6.84	\$0.00	\$41.06	
4 65	\$27.70	\$8.65	\$7.41	\$0.00	\$43.76	
5 70	\$29.83	\$8.65	\$19.63	\$0.00	\$58.11	
6 75	\$31.97	\$8.65	\$20.20	\$0.00	\$60.82	
7 80	\$34.10	\$8.65	\$20.77	\$0.00	\$63.52	
8 90	\$38.36	\$8.65	\$21.91	\$0.00	\$68.92	
Notes:						
Steps are 750 hrs.						
Apprentice to Journeyworker Ratio:1:1						
PAINTER / TAPER (BRUSH, NEW) *	07/01/2021	\$42.36	\$8.45	\$22.90	\$0.00	\$73.71
* If 30% or more of surfaces to be painted are new construction NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	n, 01/01/2022	\$43.16	\$8.65	\$23.05	\$0.00	\$74.86
ive w paint fact shall be used. <i>FAINTERS EDEAE 55 - ZONE 2</i>	07/01/2022	\$44.36	\$8.65	\$23.05	\$0.00	\$76.06
	01/01/2023	\$45.56	\$8.65	\$23.05	\$0.00	\$77.26
	07/01/2023	\$46.76	\$8.65	\$23.05	\$0.00	\$78.46
	01/01/2024	\$47.96	\$8.65	\$23.05	\$0.00	\$79.66
	07/01/2024	\$49.16	\$8.65	\$23.05	\$0.00	\$80.86

01/01/2025

\$50.36

\$8.65

\$23.05

\$0.00

\$82.06

Effect	ive Date -	07/01/2021				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$21.18	\$8.45	\$0.00	\$0.00	\$29.63
2	55		\$23.30	\$8.45	\$6.22	\$0.00	\$37.97
3	60		\$25.42	\$8.45	\$6.78	\$0.00	\$40.65
4	65		\$27.53	\$8.45	\$7.35	\$0.00	\$43.33
5	70		\$29.65	\$8.45	\$19.51	\$0.00	\$57.61
6	75		\$31.77	\$8.45	\$20.08	\$0.00	\$60.30
7	80		\$33.89	\$8.45	\$20.64	\$0.00	\$62.98
8	90		\$38.12	\$8.45	\$21.77	\$0.00	\$68.34

## Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

### **Effective Date -** 01/01/2022

liectr	ve Date - 01/01/2022				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	te
1	50	\$21.58	\$8.65	\$0.00	\$0.00	\$30.2	.3
2	55	\$23.74	\$8.65	\$6.27	\$0.00	\$38.6	6
3	60	\$25.90	\$8.65	\$6.84	\$0.00	\$41.3	9
4	65	\$28.05	\$8.65	\$7.41	\$0.00	\$44.1	1
5	70	\$30.21	\$8.65	\$19.63	\$0.00	\$58.4	.9
6	75	\$32.37	\$8.65	\$20.20	\$0.00	\$61.2	2
7	80	\$34.53	\$8.65	\$20.77	\$0.00	\$63.9	5
8	90	\$38.84	\$8.65	\$21.91	\$0.00	\$69.4	0
Notes:							
	Steps are 750 hrs.						
Apprei	ntice to Journeyworker Ratio:1:1						
		07/01/2021	\$40.42	\$8.45	\$22.90	\$0.00	\$71.77
- ZONE	2	01/01/2022	2 \$41.22	\$8.65	\$23.05	\$0.00	\$72.92
		07/01/2022	\$42.42	\$8.65	\$23.05	\$0.00	\$74.12
		01/01/2023	\$43.62	\$8.65	\$23.05	\$0.00	\$75.32
	tep 2 3 4 5 5 7 3 5 7 5 7 5 7 7 8 7 7 7 7 7 7 7 7 7 7 7 7	tep percent 50 55 60 4 65 5 70 5 75 7 80 8 90 5 0 5 10 5 10 5 10 5 10 5 10 5 10 5 10	tep         percent         Apprentice Base Wage           50         \$21.58           55         \$23.74           60         \$25.90           65         \$28.05           50         70           50         \$30.21           50         \$30.21           50         \$30.21           50         \$32.37           7         \$80           \$34.53         \$90           \$38.84         \$338.84           Jotes:         Steps are 750 hrs.           Steps are 750 hrs.         \$7/01/2021           01/01/2022         07/01/2022           07/01/2022         07/01/2022	tep         percent         Apprentice Base Wage         Health           50         \$21.58         \$8.65           55         \$23.74         \$8.65           60         \$25.90         \$8.65           65         \$28.05         \$8.65           70         \$30.21         \$8.65           75         \$32.37         \$8.65           80         \$34.53         \$8.65           90         \$38.84         \$8.65           Steps are 750 hrs.         \$7/01/2021         \$40.42           Notes:         \$20NE 2         \$1/01/2022         \$41.22           07/01/2022         \$42.42         \$42.42         \$42.42	tep         percent         Apprentice Base Wage         Health         Pension           50         \$21.58         \$8.65         \$0.00           55         \$23.74         \$8.65         \$6.27           60         \$25.90         \$8.65         \$6.84           65         \$28.05         \$8.65         \$7.41           50         70         \$30.21         \$8.65         \$19.63           50         70         \$32.37         \$8.65         \$20.77           80         \$34.53         \$8.65         \$20.77           80         \$34.53         \$8.65         \$21.91           Notes:           Steps are 750 hrs.           OT/01/2021         \$40.42         \$8.45           90         \$30.21         \$40.42         \$8.45           OT/01/2021         \$40.42         \$8.45           OT/01/2021         \$40.42         \$8.45           OT/01/2022         \$41.22         \$8.65	tep         percent         Apprentice Base Wage         Health         Pension         Unemployment           50         \$21.58         \$8.65         \$0.00         \$0.00           55         \$23.74         \$8.65         \$6.27         \$0.00           60         \$25.90         \$8.65         \$6.84         \$0.00           65         \$28.05         \$8.65         \$7.41         \$0.00           570         \$30.21         \$8.65         \$19.63         \$0.00           571         \$32.37         \$8.65         \$20.20         \$0.00           575         \$32.37         \$8.65         \$20.20         \$0.00           576         \$32.37         \$8.65         \$20.20         \$0.00           578         \$32.37         \$8.65         \$20.20         \$0.00           590         \$38.84         \$8.65         \$21.91         \$0.00           60tes:         Steps are 750 hrs.         \$32.37         \$40.42         \$8.45         \$22.90           01/01/2022         \$40.42         \$8.45         \$22.90         \$23.05         \$07/01/2021         \$40.42         \$8.65         \$23.05           220NE 2         \$1.22         \$8.65         \$23.05 <t< td=""><td>tep         percent         Apprentice Base Wage         Health         Pension         Unemployment         Total Rai           50         \$21.58         \$8.65         \$0.00         \$0.00         \$30.2           2         55         \$23.74         \$8.65         \$6.27         \$0.00         \$38.65           60         \$25.90         \$8.65         \$6.84         \$0.00         \$41.3           65         \$28.05         \$8.65         \$7.41         \$0.00         \$44.1           70         \$30.21         \$8.65         \$20.20         \$0.00         \$58.4           75         \$32.37         \$8.65         \$20.20         \$0.00         \$63.9           78         \$34.53         \$8.65         \$20.77         \$0.00         \$63.9           90         \$38.84         \$8.65         \$21.91         \$0.00         \$69.4           iotes:         Steps are 750 hrs.         \$701/2021         \$40.42         \$8.45         \$22.90         \$0.00           \$20NE 2         \$01/01/2022         \$41.22         \$8.65         \$23.05         \$0.00           \$21.91         \$0.00         \$0.00         \$0.00         \$0.00         \$0.00         \$0.00         \$0.00         <t< td=""></t<></td></t<>	tep         percent         Apprentice Base Wage         Health         Pension         Unemployment         Total Rai           50         \$21.58         \$8.65         \$0.00         \$0.00         \$30.2           2         55         \$23.74         \$8.65         \$6.27         \$0.00         \$38.65           60         \$25.90         \$8.65         \$6.84         \$0.00         \$41.3           65         \$28.05         \$8.65         \$7.41         \$0.00         \$44.1           70         \$30.21         \$8.65         \$20.20         \$0.00         \$58.4           75         \$32.37         \$8.65         \$20.20         \$0.00         \$63.9           78         \$34.53         \$8.65         \$20.77         \$0.00         \$63.9           90         \$38.84         \$8.65         \$21.91         \$0.00         \$69.4           iotes:         Steps are 750 hrs.         \$701/2021         \$40.42         \$8.45         \$22.90         \$0.00           \$20NE 2         \$01/01/2022         \$41.22         \$8.65         \$23.05         \$0.00           \$21.91         \$0.00         \$0.00         \$0.00         \$0.00         \$0.00         \$0.00         \$0.00 <t< td=""></t<>

07/01/2023

01/01/2024

07/01/2024

01/01/2025

\$44.82

\$46.02

\$47.22

\$48.42

\$8.65

\$8.65

\$8.65

\$8.65

\$23.05

\$23.05

\$23.05

\$23.05

\$0.00

\$0.00

\$0.00

\$0.00

\$76.52

\$77.72

\$78.92

\$80.12

Effect	ive Date -	07/01/2021				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$20.21	\$8.45	\$0.00	\$0.00	\$28.66
2	55		\$22.23	\$8.45	\$6.22	\$0.00	\$36.90
3	60		\$24.25	\$8.45	\$6.78	\$0.00	\$39.48
4	65		\$26.27	\$8.45	\$7.35	\$0.00	\$42.07
5	70		\$28.29	\$8.45	\$19.51	\$0.00	\$56.25
6	75		\$30.32	\$8.45	\$20.08	\$0.00	\$58.85
7	80		\$32.34	\$8.45	\$20.64	\$0.00	\$61.43
8	90		\$36.38	\$8.45	\$21.77	\$0.00	\$66.60

## Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

		,,,		\$50.50	ψ0.15	ψ21.77	\$0.00		¢00.00	
	Effecti Step	ive Date - percent	01/01/2022	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Tot	al Rate	
	1	50		\$20.61	\$8.65	\$0.00	\$0.00		\$29.26	_
	2	55		\$22.67	\$8.65	\$6.27	\$0.00		\$37.59	
	3	60		\$24.73	\$8.65	\$6.84	\$0.00		\$40.22	
	4	65		\$26.79	\$8.65	\$7.41	\$0.00		\$42.85	
	5	70		\$28.85	\$8.65	\$19.63	\$0.00		\$57.13	
	6	75		\$30.92	\$8.65	\$20.20	\$0.00		\$59.77	
	7	80		\$32.98	\$8.65	\$20.77	\$0.00		\$62.40	
	8	90		\$37.10	\$8.65	\$21.91	\$0.00		\$67.66	
	Notes:	Steps are 7	50 hrs.	·					   	
LABORERS - ZONE	FFIC M	IARKINGS ( Y & HIGHWAY)	HEAVY/HIGHWAY)	12/01/202	\$35.41	\$9.10	\$16.64	\$0.00	\$61.15	
PANEL & PICK TEAMSTERS JOINT				12/01/202	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20	
DECK) <i>PILE DRIVER LOC.</i>	4L 56 (ZC		R (UNDERPINNING AND .e driver"	08/01/2020	) \$46.11	\$9.40	\$23.12	\$0.00	\$78.63	
PILE DRIVER PILE DRIVER LOC.	4L 56 (ZC	DNE 2)		08/01/2020	) \$46.11	\$9.40	\$23.12	\$0.00	\$78.63	

	Appre	ntice - PILE DR.	IVER - Local 56 Zone 2						
		it but it	/2020				Supplemental		
	Step	percent	Ap	prentice Base Wage	Health	Pension	Unemployment	Total Rate	3
	1	0		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	)
	Notes:	Apprentice wages	shall be no less than the	following Steps;					
	i.	(Same as set in Z	Zone 1)					1	
		1\$57.06/2\$61.96	/3\$66.87/4\$69.32/5\$71.7	8/6\$71.78/7\$76.68/8	3\$76.68				
	Appre	ntice to Journeyw	orker Ratio:1:5						
PIPELAYER	F 2			12/01/2021	1 \$35.66	\$9.10	\$16.64	\$0.00	\$61.40
ABORERS - ZONI	E 2			06/01/2022	2 \$36.56	\$9.10	\$16.64	\$0.00	\$62.30
				12/01/2022	2 \$37.41	\$9.10	\$16.64	\$0.00	\$63.15
				06/01/2023	3 \$38.31	\$9.10	\$16.64	\$0.00	\$64.05
				12/01/2023	3 \$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice	e rates see '	Apprentice- LABORE	R"						
PIPELAYER (H LABORERS - ZONI		& HIGHWAY) Y & <i>HIGHWAY)</i>		12/01/202	1 \$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice	e rates see '	'Apprentice- LABORE	R (Heavy and Highway)						
PLUMBER & I		TER		09/01/2021	1 \$48.50	\$9.80	\$16.12	\$0.00	\$74.42
LUMBERS LOCA	L 4			03/01/2022	2 \$49.50	\$9.80	\$16.12	\$0.00	\$75.42

## **Apprentice -** *PLUMBER/PIPEFITTER - Local 4*

Effect	Effective Date - 09/01/2021							
Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	40		\$19.40	\$9.80	\$0.00	\$0.00	\$29.20	
2	50		\$24.25	\$9.80	\$0.00	\$0.00	\$34.05	
3	60		\$29.10	\$9.80	\$0.00	\$0.00	\$38.90	
4	70		\$33.95	\$9.80	\$6.41	\$0.00	\$50.16	
5	80		\$38.80	\$9.80	\$6.41	\$0.00	\$55.01	

Effecti	ve Date - 03/01/2022				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
1	40	\$19.80	\$9.80	\$0.00	\$0.00	\$29.6	50
2	50	\$24.75	\$9.80	\$0.00	\$0.00	\$34.5	55
3	60	\$29.70	\$9.80	\$0.00	\$0.00	\$39.5	50
4	70	\$34.65	\$9.80	\$6.41	\$0.00	\$50.8	36
5	80	\$39.60	\$9.80	\$6.41	\$0.00	\$55.8	31
Notes:							
	Steps - 2000 hrs; Step 4	w/lic 75%, Step 5 w/lic 85%					1
	Step 4 w/lic \$52.59, Step	5 w/lic \$57.44					
Appre	ntice to Journeyworker R	atio:1:3					
EUMATIC CONTRO	OLS (TEMP.)	09/01/2021	\$48.50	\$9.80	\$16.12	\$0.00	\$74.42
UMBERS LOCAL 4		03/01/2022	\$49.50	\$9.80	\$16.12	\$0.00	\$75.42

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

**Issue Date:** 12/07/2021

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
NEUMATIC DRILL/TOOL OPERATOR	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
ABORERS - ZONE 2	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
NEUMATIC DRILL/TOOL OPERATOR (HEAVY & IIGHWAY) <i>ABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
OWDERMAN & BLASTER 4BORERS - ZONE 2	12/01/2021	\$36.41	\$9.10	\$16.64	\$0.00	\$62.15
	06/01/2022	\$37.31	\$9.10	\$16.64	\$0.00	\$63.05
	12/01/2022	\$38.16	\$9.10	\$16.64	\$0.00	\$63.90
	06/01/2023	\$39.06	\$9.10	\$16.64	\$0.00	\$64.80
	12/01/2023	\$39.96	\$9.10	\$16.64	\$0.00	\$65.70
For apprentice rates see "Apprentice- LABORER"						
OWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>ABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i> East communities and a second difference of Highway)	12/01/2021	\$36.41	\$9.10	\$16.64	\$0.00	\$62.15
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	10/01/0001	<b>**</b>		¢14.50	<b>#0.00</b>	
UMP OPERATOR (CONCRETE) PERATING ENGINEERS LOCAL 98	12/01/2021	\$37.87	\$12.47	\$14.50	\$0.00	\$64.84
	06/01/2022	\$38.74	\$12.47	\$14.50	\$0.00	\$65.71
	12/01/2022	\$39.62	\$12.47	\$14.50	\$0.00	\$66.59
	06/01/2023	\$40.57	\$12.47	\$14.50	\$0.00	\$67.54
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2023	\$41.52	\$12.47	\$14.50	\$0.00	\$68.49
UMP OPERATOR (DEWATERING, OTHER)	12/01/2021	¢27.24	¢10.47	\$14.50	\$0.00	¢(4.21
PERATING ENGINEERS LOCAL 98	12/01/2021	\$37.34	\$12.47		\$0.00	\$64.31
	06/01/2022	\$38.21	\$12.47	\$14.50	\$0.00	\$65.18
	12/01/2022	\$39.09	\$12.47	\$14.50	\$0.00	\$66.06
	06/01/2023	\$40.04	\$12.47	\$14.50	\$0.00	\$67.01
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2023	\$40.99	\$12.47	\$14.50	\$0.00	\$67.96
EADY-MIX CONCRETE DRIVER	02/02/2021	\$71.91	\$10.01	\$8.00	\$0.00	\$42.85
EAMSTERS 170 -J.G.MacLellan (Lunenburg)		\$24.84 \$24.84	\$10.01 \$10.37	\$8.00 \$8.00	\$0.00 \$0.00	
	01/01/2022	\$24.84	• • • • •			\$43.21
	02/02/2022	\$25.04	\$10.37	\$8.00	\$0.00	\$43.41
	01/01/2023	\$25.04	\$10.77	\$8.00	\$0.00 \$0.00	\$43.81
	02/02/2023	\$25.29	\$10.77	\$8.00	\$0.00	\$44.06
	01/01/2024	\$25.29	\$11.17	\$0.00	\$0.00	\$36.46
IDE-ON MOTORIZED BUGGY OPERATOR 4BORERS - ZONE 2	12/01/2021	\$35.66	\$9.10	\$16.64	\$0.00	\$61.40
	06/01/2022	\$36.56	\$9.10	\$16.64	\$0.00	\$62.30
	12/01/2022	\$37.41	\$9.10	\$16.64	\$0.00	\$63.15
	06/01/2023	\$38.31	\$9.10	\$16.64	\$0.00	\$64.05
For appropriate rates see "Appropriate LADODED"	12/01/2023	\$39.21	\$9.10	\$16.64	\$0.00	\$64.95
For apprentice rates see "Apprentice- LABORER"						
OLLER OPERATOR PERATING ENGINEERS LOCAL 98	12/01/2021	\$36.73	\$12.47	\$14.50	\$0.00	\$63.70
	06/01/2022	\$37.60	\$12.47	\$14.50	\$0.00	\$64.57
	12/01/2022	\$38.48	\$12.47	\$14.50	\$0.00	\$65.45
	06/01/2023	\$39.43	\$12.47	\$14.50	\$0.00	\$66.40
	12/01/2023	\$40.38	\$12.47	\$14.50	\$0.00	\$67.35

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemplovment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) ROOFERS LOCAL 33	08/01/2021	\$47.03	\$12.28	\$18.15	\$0.00	\$77.46
ROOFERS LOCAL 55	02/01/2022	\$48.46	\$12.28	\$18.15	\$0.00	\$78.89

		ntice - R ive Date -	OOFER - Local 33 08/01/2021				0		
	Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$23.52	\$12.28	\$4.56	\$0.00	\$40.36	
	2	60		\$28.22	\$12.28	\$18.15	\$0.00	\$58.65	
	3	65		\$30.57	\$12.28	\$18.15	\$0.00	\$61.00	
	4	75		\$35.27	\$12.28	\$18.15	\$0.00	\$65.70	
	5	85		\$39.98	\$12.28	\$18.15	\$0.00	\$70.41	
	Effect	ive Date -	02/01/2022				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$24.23	\$12.28	\$4.56	\$0.00	\$41.07	
	2	60		\$29.08	\$12.28	\$18.15	\$0.00	\$59.51	
	3	65		\$31.50	\$12.28	\$18.15	\$0.00	\$61.93	
	4	75		\$36.35	\$12.28	\$18.15	\$0.00	\$66.78	
	5	85		\$41.19	\$12.28	\$18.15	\$0.00	\$71.62	
	Appre	(Hot Pite	2000 hrs.; Steps 2-5 are 100 h Mechanics' receive \$1.00 purneyworker Ratio:**						
ROOFER SLAT	E / TIL	E / PRECA	AST CONCRETE	08/01/202	1 \$47.28	8 \$12.28	\$18.15	\$0.00	\$77.71
ROOFERS LOCAL 3	33			02/01/2022			\$18.15	\$0.00	\$79.14
For apprentice	rates see	"Apprentice-	ROOFER"						
SCRAPER OPERATING ENGI	NEEDSI	0041.08		12/01/202	1 \$37.34	\$12.47	\$14.50	\$0.00	\$64.31
OI ERAIINO ENON	VEEKS E	OCAL 90		06/01/2022	2 \$38.21	\$12.47	\$14.50	\$0.00	\$65.18
				12/01/2022	2 \$39.09	\$12.47	\$14.50	\$0.00	\$66.06
				06/01/202	3 \$40.04	\$12.47	\$14.50	\$0.00	\$67.01
For apprentice	rates see	"Apprentice-	OPERATING ENGINEERS"	12/01/2023	3 \$40.99	9 \$12.47	\$14.50	\$0.00	\$67.96
			ID COMPACTORS	12/01/202	1 \$36.73	3 \$12.47	\$14.50	\$0.00	\$63.70
(TAMPERS)				06/01/202			\$14.50	\$0.00	\$64.57
OPERATING ENGI	VEERS L	OCAL 98		12/01/2022			\$14.50	\$0.00	\$65.45
				06/01/202			\$14.50	\$0.00	\$66.40
				12/01/202			\$14.50	\$0.00	\$67.35
For apprentice	rates see	"Apprentice-	OPERATING ENGINEERS"						
SELF-PROPEL			OOM	12/01/202	1 \$34.11	\$12.47	\$14.50	\$0.00	\$61.08
OPERATING ENGI	VEEKS L	UCAL 98		06/01/2022	2 \$34.98	\$12.47	\$14.50	\$0.00	\$61.95
				12/01/2022	2 \$35.86	5 \$12.47	\$14.50	\$0.00	\$62.83
				06/01/2023	3 \$36.81	\$12.47	\$14.50	\$0.00	\$63.78
				12/01/2023	3 \$37.76	5 \$12.47	\$14.50	\$0.00	\$64.73
For apprentice	rates see	"Apprentice-	OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER Sheetmetal workers local 63	07/01/2021	\$38.29	\$10.64	\$17.33	\$1.99	\$68.25
SHEETMETAL WORKERS LOCAL 05	01/01/2022	\$39.29	\$10.64	\$17.33	\$2.02	\$69.28

Effecti	ve Date -	07/01/2021				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$17.23	\$4.79	\$4.67	\$0.80	\$27.49
2	50		\$19.15	\$5.32	\$5.19	\$0.89	\$30.55
3	55		\$21.06	\$5.85	\$9.33	\$1.09	\$37.33
4	60		\$22.97	\$6.38	\$9.33	\$1.16	\$39.84
5	65		\$24.89	\$6.92	\$9.33	\$1.23	\$42.37
6	70		\$26.80	\$7.45	\$9.33	\$1.31	\$44.89
7	75		\$28.72	\$7.98	\$9.33	\$1.38	\$47.41
8	80		\$30.63	\$8.51	\$16.29	\$1.66	\$57.09
9	85		\$32.55	\$9.04	\$16.29	\$1.74	\$59.62
10	90		\$34.46	\$9.58	\$16.29	\$1.81	\$62.14

## Apprentice - SHEET METAL WORKER - Local 63

**Effective Date -** 07/01/2021

Effect Step	ive Date - 01/01/2022 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
1	45	\$17.68	\$4.79	\$4.67	\$0.81	\$27.9	5
2	50	\$19.65	\$5.32	\$5.19	\$0.90	\$31.0	6
3	55	\$21.61	\$5.85	\$9.33	\$1.10	\$37.8	9
4	60	\$23.57	\$6.38	\$9.33	\$1.18	\$40.4	6
5	65	\$25.54	\$6.92	\$9.33	\$1.25	\$43.0	4
6	70	\$27.50	\$7.45	\$9.33	\$1.33	\$45.6	1
7	75	\$29.47	\$7.98	\$9.33	\$1.40	\$48.1	8
8	80	\$31.43	\$8.51	\$16.29	\$1.69	\$57.9	2
9	85	\$33.40	\$9.04	\$16.29	\$1.76	\$60.4	9
10	90	\$35.36	\$9.58	\$16.29	\$1.84	\$63.0	7
Notes:							
Appre	ntice to Journeyworker Ratio:1:3						
SPECIALIZED EARTH TEAMSTERS JOINT COUNC	H MOVING EQUIP < 35 TONS TL NO. 10 ZONE B	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
SPECIALIZED EARTH TEAMSTERS JOINT COUNC	H MOVING EQUIP > 35 TONS TIL NO. 10 ZONE B	12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
SPRINKLER FITTER	L 669	04/01/2021	\$43.14	\$10.55	\$16.41	\$0.00	\$70.10

Effec	etive Date - 04/01/2021				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45	\$19.41	\$7.75	\$0.00	\$0.00	\$27.16	
2	50	\$21.57	\$7.75	\$0.00	\$0.00	\$29.32	
3	55	\$23.73	\$10.55	\$8.15	\$0.00	\$42.43	
4	60	\$25.88	\$10.55	\$8.15	\$0.00	\$44.58	
5	65	\$28.04	\$10.55	\$8.40	\$0.00	\$46.99	
6	70	\$30.20	\$10.55	\$8.40	\$0.00	\$49.15	
7	75	\$32.36	\$10.55	\$8.40	\$0.00	\$51.31	
8	80	\$34.51	\$10.55	\$8.40	\$0.00	\$53.46	
9	85	\$36.67	\$10.55	\$8.40	\$0.00	\$55.62	
10	90	\$38.83	\$10.55	\$8.40	\$0.00	\$57.78	
Note	s:						
						Í	
Арри	rentice to Journeyworke	r Ratio:1:1					
TERRAZZO FINISH		08/01/2021	\$56.09	\$11.39	\$22.25	\$0.00	\$89.73
BRICKLAYERS LOCAL 3 -	MARBLE & TILE	02/01/2022	\$56.68	\$11.39	\$22.25	\$0.00	\$90.32

#### Apprentice - SPRINKLER FITTER - Local 669 Effective Date - 04/01/2021

### Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effecti	ive Date -	08/01/2021				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$28.05	\$11.39	\$22.25	\$0.00	\$61.69	
2	60		\$33.65	\$11.39	\$22.25	\$0.00	\$67.29	
3	70		\$39.26	\$11.39	\$22.25	\$0.00	\$72.90	
4	80		\$44.87	\$11.39	\$22.25	\$0.00	\$78.51	
5	90		\$50.48	\$11.39	\$22.25	\$0.00	\$84.12	

Effectiv	ve Date - 02/01/2022				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$28.34	\$11.39	\$22.25	\$0.00	\$61.98	
2	60	\$34.01	\$11.39	\$22.25	\$0.00	\$67.65	
3	70	\$39.68	\$11.39	\$22.25	\$0.00	\$73.32	
4	80	\$45.34	\$11.39	\$22.25	\$0.00	\$78.98	
5	90	\$51.01	\$11.39	\$22.25	\$0.00	\$84.65	
Notes:						   	
Apprei	ntice to Journeyworker Ratio:1:3						
TEST BORING DRILL		12/01/202	1 \$42.58	\$9.10	\$17.72	\$0.00	\$69.40
For apprentice rates see ".	Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING DRILLER HELPER LABORERS - FOUNDATION AND MARINE	12/01/2021	\$41.30	\$9.10	\$17.72	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2021	\$41.18	\$9.10	\$17.72	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS	12/01/2021	\$36.73	\$12.47	\$14.50	\$0.00	\$63.70
OPERATING ENGINEERS LOCAL 98	06/01/2022	\$37.60	\$12.47	\$14.50	\$0.00	\$64.57
	12/01/2022	\$38.48	\$12.47	\$14.50	\$0.00	\$65.45
	06/01/2023	\$39.43	\$12.47	\$14.50	\$0.00	\$66.40
	12/01/2023	\$40.38	\$12.47	\$14.50	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>teamsters joint council no. 10 zone b</i>	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
TUNNEL WORK - COMPRESSED AIR LABORERS (COMPRESSED AIR)	12/01/2021	\$53.41	\$9.10	\$18.17	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	12/01/2021	\$55.41	\$9.10	\$18.17	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	12/01/2021	\$45.48	\$9.10	\$18.17	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2021	\$47.48	\$9.10	\$18.17	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
VOICE-DATA-VIDEO TECHNICIAN	09/05/2021	\$32.86	\$11.57	\$15.72	\$0.00	\$60.15
ELECTRICIANS LOCAL 96	09/04/2022	\$34.19	\$12.20	\$15.91	\$0.00	\$62.30

	ve Date - 09/05/2021				Supplemental	- 1-
step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$16.43	\$11.57	\$4.10	\$0.00	\$32.10
2	55	\$18.07	\$11.57	\$4.15	\$0.00	\$33.79
3	60	\$19.72	\$11.57	\$15.32	\$0.00	\$46.61
4	65	\$21.36	\$11.57	\$15.37	\$0.00	\$48.30
5	70	\$23.00	\$11.57	\$15.42	\$0.00	\$49.99
6	75	\$24.65	\$11.57	\$15.47	\$0.00	\$51.69
7	80	\$26.29	\$11.57	\$15.52	\$0.00	\$53.38
8	85	\$27.93	\$11.57	\$15.57	\$0.00	\$55.07

## Apprentice - VOICE-DATA-VIDEO TECHNICIAN - Local 96

$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$										
Effective Date-         09/04/2022         Supplemental Unionployment         Supplemental Unionployment         Supplemental Unionployment           Step         percent         09/04/2022         \$12.20         \$4.27         \$0.00         \$33.57           2         55         \$18.80         \$12.20         \$4.32         \$0.00         \$33.57           2         55         \$18.80         \$12.20         \$4.32         \$0.00         \$34.821           4         65         \$22.22         \$12.20         \$15.55         \$0.00         \$\$48.21           4         65         \$22.22         \$12.20         \$15.65         \$0.00         \$\$3.47           6         7.5         \$25.64         \$12.20         \$15.65         \$0.00         \$\$53.49           7         80         \$27.35         \$12.20         \$15.75         \$0.00         \$\$55.25           8         85         \$29.06         \$12.20         \$15.75         \$0.00         \$62.30           1201/2021         \$33.66         \$9.10         \$16.64         \$0.00         \$62.30           1201/2022         \$33.31         \$9.10         \$16.64         \$0.00         \$64.95           1201/2023         \$38.31         \$9		7	80		\$26.29	\$11.57	\$15.52	\$0.00	5	\$53.38
Step         percent         Apprentice Base Wage         Health         Pension         Usuppertunition           1         50         \$17.10         \$12.20         \$4.27         \$0.00         \$33.57           2         55         \$18.80         \$12.20         \$4.32         \$0.00         \$35.52           3         60         \$20.51         \$12.20         \$15.55         \$0.00         \$48.21           4         65         \$22.22         \$15.55         \$0.00         \$48.21           6         75         \$25.64         \$12.20         \$15.65         \$0.00         \$53.49           7         80         \$27.35         \$12.20         \$15.75         \$0.00         \$55.25           8         85         \$29.06         \$12.20         \$15.75         \$0.00         \$57.01           Invotes:           Invotes:         \$100/12022		8	85		\$27.93	\$11.57	\$15.57	\$0.00	5	\$55.07
2       55       \$18.80       \$12.20       \$4.32       \$0.00       \$35.32         3       60       \$20.51       \$12.20       \$15.50       \$0.00       \$48.21         4       65       \$22.22       \$12.20       \$15.55       \$0.00       \$49.97         5       70       \$23.93       \$12.20       \$15.66       \$0.00       \$51.73         6       75       \$22.64       \$12.20       \$15.65       \$0.00       \$55.25         8       85       \$29.06       \$12.20       \$15.75       \$0.00       \$57.01         Motes:         Apprentice to Journeyworker Ratio:1:1         WAGON DRILL OPERATOR         L/BORERS - ZONE 2       \$35.66       \$9.10       \$16.64       \$0.00       \$62.30         ION 0601/2022       \$37.41       \$9.10       \$16.64       \$0.00       \$64.95         WAGON DRILL OPERATOR       12/01/2021       \$35.66       \$9.10       \$16.64       \$0.00       \$64.95         L/BORER"       12/01/2021       \$35.66       \$9.10       \$16.64       \$0.00       \$64.95         WAGON DRILL OPERATOR (HEAVY & HIGHWAY)       12/01/2021       \$35.66       \$9				09/04/2022	Apprentice Base Wage	e Health	Pension		Tota	al Rate
3       60       \$20.51       \$11.20       \$15.50       \$0.00       \$44.21         4       65       \$22.22       \$12.20       \$15.55       \$0.00       \$44.21         5       70       \$23.93       \$12.20       \$15.55       \$0.00       \$44.21         6       75       \$22.564       \$12.20       \$15.65       \$0.00       \$53.49         7       80       \$27.35       \$12.20       \$15.70       \$0.00       \$55.25         8       85       \$29.06       \$12.20       \$15.75       \$0.00       \$57.01         Notes:         Intervention provided to paraeyworker Ratio:1:1         WAGON DRILL OPERATOR         Intervention provided to paraeyworker Ratio:1:1         WAGON DRILL OPERATOR         Intervention provided to paraeyworker Ratio:1:1         WAGON DRILL OPERATOR (HEAVY & HIGHWAY)         12/01/2023       \$38.31       \$9.10       \$16.64       \$0.00       \$63.15         Of 06/01/2022       \$37.41       \$9.10       \$16.64       \$0.00       \$64.95         Variant paraetive interve ward Highway         Variant paraetive ward Highway       \$12/01/2021		1	50		\$17.10	\$12.20	\$4.27	\$0.00		\$33.57
4       65       \$22.22       \$1.2.20       \$1.5.55       \$0.00       \$4.97         5       70       \$23.93       \$12.20       \$15.60       \$0.00       \$51.73         6       75       \$22.64       \$12.20       \$15.65       \$0.00       \$53.49         7       80       \$27.35       \$12.20       \$15.70       \$0.00       \$55.25         8       85       \$29.06       \$12.20       \$15.75       \$0.00       \$57.01         Notes:		2	55		\$18.80	\$12.20	\$4.32	\$0.00	:	\$35.32
5       70       \$23.93       \$12.20       \$15.60       \$0.00       \$51.73         6       75       \$22.93       \$15.65       \$0.00       \$53.49         7       80       \$27.35       \$12.20       \$15.75       \$0.00       \$55.25         8       85       \$29.06       \$12.20       \$15.75       \$0.00       \$57.01         Apprentice to Journeyworker Ratio:1:1         WAGON DRILL OPERATOR         LiBORERS - ZONE 2       \$35.66       \$9.10       \$16.64       \$0.00       \$61.40         LiBORERS - ZONE 2       \$35.66       \$9.10       \$16.64       \$0.00       \$62.30         12/01/2022       \$33.65       \$9.10       \$16.64       \$0.00       \$63.15         06/01/2022       \$33.61       \$9.10       \$16.64       \$0.00       \$64.05         12/01/2023       \$33.31       \$9.10       \$16.64       \$0.00       \$64.95         For apprentice- LABORER"         WAGON DRILL OPERATOR (HEAVY & HIGHWAY)         12/01/2023       \$39.21       \$9.10       \$16.64       \$0.00       \$64.95         For apprentice- LABORER"         WAGON DRILL OPERATOR (HEAVY & HIGHWAY)		3	60		\$20.51	\$12.20	\$15.50	\$0.00	;	\$48.21
6       75       \$225.64       \$12.20       \$15.65       \$0.00       \$53.49         7       80       \$27.35       \$12.20       \$15.75       \$0.00       \$55.25         8       85       \$29.06       \$12.20       \$15.75       \$0.00       \$57.01         Notes:         Apprentice to Journeyworker Ratio:1:1         WAGON DRILL OPERATOR         Laborers. ZONE 2       \$36.56       \$9.10       \$16.64       \$0.00       \$61.40         Apprentice to Journeyworker Ratio:1:1         WAGON DRILL OPERATOR         Laborers. ZONE 2       \$36.56       \$9.10       \$16.64       \$0.00       \$61.40         Laborers. ZONE 2         \$12/01/2021       \$35.71       \$16.64       \$0.00       \$66.30         \$200/2022       \$37.41       \$9.10       \$16.64       \$0.00       \$64.95         For apprentice- LABORER"         WAGON DRILL OPERATOR (HEAVY & HIGHWAY)         Laborers. ZONE 2       \$16.64       \$0.00       \$64.95         Tor apprentice rates see "Apprentice- LABORER (Heavy and Highway)         WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <t< td=""><td></td><td>4</td><td>65</td><td></td><td>\$22.22</td><td>\$12.20</td><td>\$15.55</td><td>\$0.00</td><td>:</td><td>\$49.97</td></t<>		4	65		\$22.22	\$12.20	\$15.55	\$0.00	:	\$49.97
7       80       \$27.35       \$12.20       \$15.70       \$0.00       \$55.25         8       85       \$29.06       \$12.20       \$15.75       \$0.00       \$57.01         Notes: Apprentice to Journeyworker Ratio:1:1         WAGON DRILL OPERATOR LIBORERS - ZONE 2         06/01/2022       \$36.56       \$9.10       \$16.64       \$0.00       \$62.30         12/01/2021       \$35.66       \$9.10       \$16.64       \$0.00       \$62.30         12/01/2022       \$37.41       \$9.10       \$16.64       \$0.00       \$64.95         For apprentice- LABORER"         WAGON DRILL OPERATOR (HEAVY & HIGHWAY)         LABORERS - ZONE 2       \$35.66       \$9.10       \$16.64       \$0.00       \$64.95         For apprentice- LABORER"         WAGON DRILL OPERATOR (HEAVY & HIGHWAY)         L201/2021       \$35.66       \$9.10       \$16.64       \$0.00       \$64.95         CABORER"       09/01/2021       \$35.66       \$9.10       \$16.64       \$0.00       \$61.40         LIBORER - LABORER (Heavy and Highway)       12/01/2021       \$35.66       \$9.10       \$16.12       \$0.00       \$77.42		5	70		\$23.93	\$12.20	\$15.60	\$0.00	:	\$51.73
8       85       \$29.06       \$12.00       \$1.00       \$30.00       \$57.01         Notes:		6	75		\$25.64	\$12.20	\$15.65	\$0.00	5	\$53.49
Notes:         Jacobia         State         State         State         State           Apprentice to Journeyworker Ratio:1:1		7	80		\$27.35	\$12.20	\$15.70	\$0.00	Ś	\$55.25
Apprentice to Journeyworker Ratio:1:1           WAGON DRILL OPERATOR LABORERS - ZONE 2         12/01/2021         \$35.66         \$9.10         \$16.64         \$0.00         \$61.40           LABORERS - ZONE 2         06/01/2022         \$36.56         \$9.10         \$16.64         \$0.00         \$62.30           12/01/2022         \$37.41         \$9.10         \$16.64         \$0.00         \$63.15           06/01/2023         \$38.31         \$9.10         \$16.64         \$0.00         \$64.05           12/01/2023         \$39.21         \$9.10         \$16.64         \$0.00         \$64.95           For apprentice rates see "Apprentice- LABORER"         12/01/2021         \$35.66         \$9.10         \$16.64         \$0.00         \$64.95           WAGON DRILL OPERATOR (HEAVY & HIGHWAY)         12/01/2021         \$35.66         \$9.10         \$16.64         \$0.00         \$61.40           LABORERS - ZONE 2         (HEAVY & HIGHWAY)         12/01/2021         \$35.66         \$9.10         \$16.64         \$0.00         \$61.40           LABORERS - LABORER (Heavy and Highway)         12/01/2021         \$48.50         \$9.80         \$16.12         \$0.00         \$75.42           For apprentice rates see "Apprentice- LABORER (Heavy and Highway)         03/01/2022         \$49.		8	85		\$29.06	\$12.20	\$15.75	\$0.00	9	\$57.01
WAGON DRILL OPERATOR       12/01/2021       \$35.66       \$9.10       \$16.64       \$0.00       \$61.40         LABORERS - ZONE 2       06/01/2022       \$36.56       \$9.10       \$16.64       \$0.00       \$62.30         12/01/2022       \$37.41       \$9.10       \$16.64       \$0.00       \$63.15         06/01/2023       \$38.31       \$9.10       \$16.64       \$0.00       \$64.05         12/01/2023       \$38.31       \$9.10       \$16.64       \$0.00       \$64.95         For apprentice rates see "Apprentice- LABORER"       12/01/2023       \$39.21       \$9.10       \$16.64       \$0.00       \$64.95         WAGON DRILL OPERATOR (HEAVY & HIGHWAY)       12/01/2021       \$35.66       \$9.10       \$16.64       \$0.00       \$61.40         LABORER - ZONE 2 (HEAVY & HIGHWAY)       12/01/2021       \$35.66       \$9.10       \$16.64       \$0.00       \$61.40         VAGON DRILL OPERATOR (HEAVY & HIGHWAY)       12/01/2021       \$48.50       \$9.80       \$16.12       \$0.00       \$74.42         PUMBERS IOCAL 4       09/01/2021       \$48.50       \$9.80       \$16.12       \$0.00       \$75.42         For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"       08/30/2020       \$29.67       \$9.25		Notes:								
WAGON DRILL OPERATOR       12/01/2021       \$35.66       \$9.10       \$16.64       \$0.00       \$61.40         LABORERS - ZONE 2       06/01/2022       \$36.56       \$9.10       \$16.64       \$0.00       \$62.30         12/01/2022       \$37.41       \$9.10       \$16.64       \$0.00       \$63.15         06/01/2023       \$38.31       \$9.10       \$16.64       \$0.00       \$64.05         12/01/2023       \$38.31       \$9.10       \$16.64       \$0.00       \$64.95         For apprentice rates see "Apprentice- LABORER"       12/01/2023       \$39.21       \$9.10       \$16.64       \$0.00       \$64.95         WAGON DRILL OPERATOR (HEAVY & HIGHWAY)       12/01/2023       \$39.21       \$9.10       \$16.64       \$0.00       \$61.40         LABORER - ZONE 2 (HEAVY & HIGHWAY)       12/01/2021       \$35.66       \$9.10       \$16.64       \$0.00       \$61.40         VAGON DRILL OPERATOR (HEAVY & HIGHWAY)       12/01/2021       \$35.66       \$9.10       \$16.64       \$0.00       \$61.40         VATER METER INSTALLER       09/01/2021       \$48.50       \$9.80       \$16.12       \$0.00       \$75.42         For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"       03/01/2022       \$49.50       \$9.25										
LABORERS - ZONE 2       12.012.011       605.050       601.05       600.01       600.01         06/01/2022       \$36.56       \$9.10       \$16.64       \$0.00       \$62.30         12/01/2022       \$37.41       \$9.10       \$16.64       \$0.00       \$63.15         06/01/2023       \$38.31       \$9.10       \$16.64       \$0.00       \$64.05         12/01/2023       \$38.31       \$9.10       \$16.64       \$0.00       \$64.95         For apprentice- LABORER"         WAGON DRILL OPERATOR (HEAVY & HIGHWAY)         L/01/2021       \$35.66       \$9.10       \$16.64       \$0.00       \$661.40         LABORER' - ZONE 2 (HEAVY & HIGHWAY)         For apprentice rates see "Apprentice- LABORER (Heavy and Highway)         WATER METER INSTALLER       \$9/01/2021       \$48.50       \$9.80       \$16.12       \$0.00       \$74.42         PUMBER/ JOCAL 4         O3/01/2022       \$49.50       \$9.80       \$16.12       \$0.00       \$75.42         For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"         OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104         For apprentice rates see "Apprentice- LINEMAN"		Appre	ntice to Jo	urneyworker Ratio:1:1						
06/01/2022         \$36.56         \$9.10         \$16.64         \$0.00         \$62.30           12/01/2022         \$37.41         \$9.10         \$16.64         \$0.00         \$63.15           06/01/2023         \$38.31         \$9.10         \$16.64         \$0.00         \$64.05           12/01/2023         \$39.21         \$9.10         \$16.64         \$0.00         \$64.05           12/01/2023         \$39.21         \$9.10         \$16.64         \$0.00         \$64.95           WAGON DRILL OPERATOR (HEAVY & HIGHWAY)           LABORERS - ZONE 2 (HEAVY & HIGHWAY)         \$12/01/2021         \$35.66         \$9.10         \$16.64         \$0.00         \$61.40           WAGON DRILL OPERATOR (HEAVY & HIGHWAY)           LABORERS - ZONE 2 (HEAVY & HIGHWAY)         \$12/01/2021         \$35.66         \$9.10         \$16.64         \$0.00         \$61.40           WATER METER INSTALLER         \$09/01/2021         \$48.50         \$9.80         \$16.12         \$0.00         \$77.42           For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"           Outside Electrical - East           CABLE TECHNICIAN (Power Zone)           OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104         \$9.30/2020 <td< td=""><td></td><td></td><td>ATOR</td><td></td><td>12/01/202</td><td>21 \$35.6</td><td>56 \$9.10</td><td>\$16.64</td><td>\$0.00</td><td>\$61.40</td></td<>			ATOR		12/01/202	21 \$35.6	56 \$9.10	\$16.64	\$0.00	\$61.40
06/01/2023         \$38.31         \$9.10         \$16.64         \$0.00         \$64.05           For apprentice rates see "Apprentice- LABORER"         12/01/2023         \$39.21         \$9.10         \$16.64         \$0.00         \$64.95           WAGON DRILL OPERATOR (HEAVY & HIGHWAY)         12/01/2021         \$35.66         \$9.10         \$16.64         \$0.00         \$61.40           LABORERS - ZONE 2 (HEAVY & HIGHWAY)         12/01/2021         \$35.66         \$9.10         \$16.64         \$0.00         \$61.40           VAGON DRILL OPERATOR (HEAVY & HIGHWAY)         12/01/2021         \$35.66         \$9.10         \$16.64         \$0.00         \$61.40           VARORERS - ZONE 2 (HEAVY & HIGHWAY)         12/01/2021         \$48.50         \$9.80         \$16.12         \$0.00         \$74.42           VATER METER INSTALLER         09/01/2021         \$48.50         \$9.80         \$16.12         \$0.00         \$75.42           For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"         V         V         V         \$9.80         \$16.12         \$0.00         \$75.42           CABLE TECHNICIAN (Power Zone)         08/30/2020         \$29.67         \$9.25         \$1.89         \$0.00         \$40.81           OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104         V<	LABORERS - ZONE	2			06/01/202	22 \$36.5	56 \$9.10	\$16.64	\$0.00	\$62.30
12/01/2023       \$39.21       \$9.10       \$16.64       \$0.00       \$64.95         WAGON DRILL OPERATOR (HEAVY & HIGHWAY)         LABORERS - ZONE 2 (HEAVY & HIGHWAY)       12/01/2021       \$35.66       \$9.10       \$16.64       \$0.00       \$61.40         For apprentice rates see "Apprentice- LABORER (Heavy and Highway)         For apprentice rates see "Apprentice- LABORER (Heavy and Highway)         WATER METER INSTALLER       09/01/2021       \$48.50       \$9.80       \$16.12       \$0.00       \$74.42         PLUMBERS LOCAL 4       03/01/2022       \$49.50       \$9.80       \$16.12       \$0.00       \$75.42         For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"         Outside Electrical - East         CABLE TECHNICIAN (Power Zone)       08/30/2020       \$29.67       \$9.25       \$1.89       \$0.00       \$40.81         OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104         For apprentice rates see "Apprentice- LINEMAN"         CABLEMAN (Underground Ducts & Cables)       08/30/2020       \$42.03       \$9.25       \$10.27       \$0.00       \$61.55         OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104					12/01/202	22 \$37.4	\$9.10	\$16.64	\$0.00	\$63.15
For apprentice- LABORER"WAGON DRILL OPERATOR (HEAVY & HIGHWAY)12/01/2021\$35.66\$9.10\$16.64\$0.00\$61.40LABORER' - ZONE 2 (HEAVY & HIGHWAY)For apprentice rates see "Apprentice- LABORER (Heavy and Highway)WATER METER INSTALLER09/01/2021\$48.50\$9.80\$16.12\$0.00\$74.42PLUMBER LOCAL 403/01/2022\$49.50\$9.80\$16.12\$0.00\$75.42For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"Outside Electrical - EastCABLE TECHNICIAN (Power Zone)08/30/2020\$29.67\$9.25\$1.89\$0.00\$40.81OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104For apprentice rates see "Apprentice- LINEMAN"CABLE TECHNICIAN (Underground Ducts & Cables)08/30/2020\$42.03\$9.25\$10.27\$0.00\$61.55					06/01/202	23 \$38.3	\$9.10	\$16.64	\$0.00	\$64.05
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway)12/01/2021 \$35.66\$35.66\$9.10\$16.64\$0.00\$61.40WATER METER INSTALLER PLUMBERS LOCAL 4 03/01/2022\$48.50\$9.80\$16.12\$0.00\$74.42Odyon 1/2021\$48.50\$9.80\$16.12\$0.00\$75.42For apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"Outside Electrical - EastCABLE TECHNICIAN (Power Zone) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104For apprentice rates see "Apprentice- LINEMAN"CABLE MAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	For apprentice	rates see "	Apprentice-I	ABORER"	12/01/202	23 \$39.2	\$9.10	\$16.64	\$0.00	\$64.95
WATER METER INSTALLER       09/01/2021       \$48.50       \$9.80       \$16.12       \$0.00       \$74.42         PLUMBERS LOCAL 4       03/01/2022       \$49.50       \$9.80       \$16.12       \$0.00       \$75.42         For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"       08/30/2020       \$29.67       \$9.25       \$1.89       \$0.00       \$40.81         CABLE TECHNICIAN (Power Zone)       08/30/2020       \$29.67       \$9.25       \$1.89       \$0.00       \$40.81         For apprentice rates see "Apprentice- LINEMAN"       08/30/2020       \$29.67       \$9.25       \$1.89       \$0.00       \$40.81         CABLE MAN (Underground Ducts & Cables)       08/30/2020       \$42.03       \$9.25       \$10.27       \$0.00       \$61.55	WAGON DRIL	L OPER	ATOR (HI	EAVY & HIGHWAY)	12/01/202	21 \$35.6	56 \$9.10	\$16.64	\$0.00	\$61.40
PLUMBERS LOCAL 4       03/01/2022       \$49.50       \$9.80       \$16.12       \$0.00       \$75.42         For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"       0       \$16.12       \$0.00       \$75.42         Outside Electrical - East         CABLE TECHNICIAN (Power Zone)       08/30/2020       \$29.67       \$9.25       \$1.89       \$0.00       \$40.81         Outside Electrical - East         CABLE TECHNICIAN (Power Zone)         OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104       08/30/2020       \$29.67       \$9.25       \$1.89       \$0.00       \$40.81         CABLEMAN (Underground Ducts & Cables)       08/30/2020       \$42.03       \$9.25       \$10.27       \$0.00       \$61.55         OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	For apprentice	rates see "	Apprentice- I	ABORER (Heavy and Highway)						
03/01/2022       \$49.50       \$9.80       \$16.12       \$0.00       \$75.42         For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"         Outside Electrical - East         CABLE TECHNICIAN (Power Zone)       08/30/2020       \$29.67       \$9.25       \$1.89       \$0.00       \$40.81         Outside Electrical - East         CABLE TECHNICIAN (Power Zone)       08/30/2020       \$29.67       \$9.25       \$1.89       \$0.00       \$40.81         Outside Electrical Workers - EAST LOCAL 104         For apprentice- LINEMAN"         CABLEMAN (Underground Ducts & Cables)       08/30/2020       \$42.03       \$9.25       \$10.27       \$0.00       \$61.55         OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104			ALLER		09/01/202	21 \$48.5	50 \$9.80	\$16.12	\$0.00	\$74.42
Outside Electrical - East         CABLE TECHNICIAN (Power Zone)         OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104         For apprentice rates see "Apprentice- LINEMAN"         CABLEMAN (Underground Ducts & Cables)         OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104             08/30/2020       \$42.03       \$9.25       \$10.27       \$0.00       \$61.55						22 \$49.5	50 \$9.80	\$16.12	\$0.00	\$75.42
CABLE TECHNICIAN (Power Zone) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 10408/30/2020\$29.67\$9.25\$1.89\$0.00\$40.81For apprentice rates see "Apprentice- LINEMAN"CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 10408/30/2020\$42.03\$9.25\$10.27\$0.00\$61.55				PLUMBER/PIPEFIITER" or "PLU	MBER/GASETTTER"					
For apprentice rates see "Apprentice- LINEMAN"         CABLEMAN (Underground Ducts & Cables)         08/30/2020       \$42.03       \$9.25       \$10.27       \$0.00       \$61.55         0UTSIDE ELECTRICAL WORKERS - EAST LOCAL 104       08/30/2020       \$42.03       \$9.25       \$10.27       \$0.00       \$61.55	CABLE TECH	NICIAN	(Power Zo		08/30/202	20 \$29.6	57 \$9.25	\$1.89	\$0.00	\$40.81
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	For apprentice	rates see "	Apprentice- I	LINEMAN"						
For apprentice rates see "Apprentice- LINEMAN"		•		·	08/30/202	20 \$42.0	9.25	\$10.27	\$0.00	\$61.55
	For apprentice	rates see "	Apprentice- I	LINEMAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DRIVER / GROUNDMAN CDL OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$34.62	\$9.25	\$10.07	\$0.00	\$53.94
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$42.03	\$9.25	\$14.35	\$0.00	\$65.63
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$37.09	\$9.25	\$10.87	\$0.00	\$57.21
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$22.25	\$9.25	\$1.82	\$0.00	\$33.32
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18

Apprentice - LINEMAN (Outside Electrical) - East Local 10-
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Effective	e Date - 08/30/2020				Supplemental		
Step p	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60	\$29.67	\$9.25	\$3.39	\$0.00	\$42.31	
2	65	\$32.14	\$9.25	\$3.46	\$0.00	\$44.85	
3	70	\$34.62	\$9.25	\$3.54	\$0.00	\$47.41	
4	75	\$37.09	\$9.25	\$5.11	\$0.00	\$51.45	
5	80	\$39.56	\$9.25	\$5.19	\$0.00	\$54.00	
6	85	\$42.03	\$9.25	\$5.26	\$0.00	\$56.54	
7	90	\$44.51	\$9.25	\$7.34	\$0.00	\$61.10	
Notes:							
Apprent	ice to Journeyworker Ratio:1:2						
TELEDATA CABLE SPL OUTSIDE ELECTRICAL WORK		02/04/2019	\$30.73	3 \$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/E	EQUIPMENT OPERATOR YERS - EAST LOCAL 104	02/04/2019	\$28.93	3 \$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/I	INSTALLER/TECHNICIAN Yers - East Local 104	02/04/2019	\$28.93	3 \$4.70	\$3.14	\$0.00	\$36.77

Additional Apprentice Information:

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

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

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

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

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

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