



DEVAL L. PATRICK
Governor

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

Prevailing Wage Rates

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

RACHEL KAPRIELIAN
Secretary

HEATHER E. ROWE
Director

Awarding Authority: Hampshire Council of Governments
Contract Number: **City/Town:** AMHERST
Description of Work: Road Surface Improvement Works for Hampshire County Municipalities
Job Location: Hampshire County - Various Streets

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.
- Awarding authorities 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.
- 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. Once a contractor has been selected by the awarding authority, the wage schedule shall be made a part of the contract for that project. The wage schedule must be posted in a conspicuous place at the work site during 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 regardless of whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Training (DAT). Apprentices must keep his/her apprentice identification card on his/her person during all work hours on the project. If an apprentice rate is listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAT, the apprentice may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAT, the apprentice must be paid the journeyworker’s rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. 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 directly to the awarding authority and keep them on file for three years. Each weekly payroll report must contain: the employee’s name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$30.95	\$9.41	\$8.80	\$0.00	\$49.16
	06/01/2014	\$31.30	\$9.41	\$8.80	\$0.00	\$49.51
	08/01/2014	\$31.30	\$9.91	\$8.80	\$0.00	\$50.01
	12/01/2014	\$31.30	\$9.91	\$9.33	\$0.00	\$50.54
	06/01/2015	\$31.65	\$9.91	\$9.33	\$0.00	\$50.89
	08/01/2015	\$31.65	\$10.41	\$9.33	\$0.00	\$51.39
	12/01/2015	\$31.65	\$10.41	\$10.08	\$0.00	\$52.14
	06/01/2016	\$32.15	\$10.41	\$10.08	\$0.00	\$52.64
	08/01/2016	\$32.15	\$10.91	\$10.08	\$0.00	\$53.14
	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$31.02	\$9.41	\$8.80	\$0.00	\$49.23
	06/01/2014	\$31.37	\$9.41	\$8.80	\$0.00	\$49.58
	08/01/2014	\$31.37	\$9.91	\$8.80	\$0.00	\$50.08
	12/01/2014	\$31.37	\$9.91	\$9.33	\$0.00	\$50.61
	06/01/2015	\$31.72	\$9.91	\$9.33	\$0.00	\$50.96
	08/01/2015	\$31.72	\$10.41	\$9.33	\$0.00	\$51.46
	12/01/2015	\$31.72	\$10.41	\$10.08	\$0.00	\$52.21
	06/01/2016	\$32.22	\$10.41	\$10.08	\$0.00	\$52.71
	08/01/2016	\$32.22	\$10.91	\$10.08	\$0.00	\$53.21
	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$31.14	\$9.41	\$8.80	\$0.00	\$49.35
	06/01/2014	\$31.49	\$9.41	\$8.80	\$0.00	\$49.70
	08/01/2014	\$31.49	\$9.91	\$8.80	\$0.00	\$50.20
	12/01/2014	\$31.49	\$9.91	\$9.33	\$0.00	\$50.73
	06/01/2015	\$31.84	\$9.91	\$9.33	\$0.00	\$51.08
	08/01/2015	\$31.84	\$10.41	\$9.33	\$0.00	\$51.58
	12/01/2015	\$31.84	\$10.41	\$10.08	\$0.00	\$52.33
	06/01/2016	\$32.34	\$10.41	\$10.08	\$0.00	\$52.83
	08/01/2016	\$32.34	\$10.91	\$10.08	\$0.00	\$53.33
	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2013	\$84.21	\$9.80	\$18.17	\$0.00	\$112.18
	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
AIR TRACK OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2013	\$28.15	\$7.30	\$10.92	\$0.00	\$46.37
	06/02/2014	\$28.81	\$7.30	\$10.92	\$0.00	\$47.03
	12/01/2014	\$29.47	\$7.30	\$10.92	\$0.00	\$47.69
	06/01/2015	\$30.16	\$7.30	\$10.92	\$0.00	\$48.38
	12/07/2015	\$30.84	\$7.30	\$10.92	\$0.00	\$49.06
	06/06/2016	\$31.53	\$7.30	\$10.92	\$0.00	\$49.75
	12/05/2016	\$32.21	\$7.30	\$10.92	\$0.00	\$50.43

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2013	\$27.74	\$7.30	\$10.18	\$0.00	\$45.22
	06/01/2014	\$28.24	\$7.30	\$10.18	\$0.00	\$45.72
	12/01/2014	\$28.74	\$7.30	\$10.18	\$0.00	\$46.22
	06/01/2015	\$29.24	\$7.30	\$10.18	\$0.00	\$46.72
	12/01/2015	\$29.74	\$7.30	\$10.18	\$0.00	\$47.22
	06/01/2016	\$30.24	\$7.30	\$10.18	\$0.00	\$47.72
	12/01/2016	\$30.99	\$7.30	\$10.18	\$0.00	\$48.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	12/01/2013	\$27.61	\$10.40	\$5.45	\$0.00	\$43.46
	06/01/2014	\$28.42	\$10.40	\$5.45	\$0.00	\$44.27
	12/01/2014	\$29.23	\$10.40	\$5.45	\$0.00	\$45.08
	06/01/2015	\$30.09	\$10.40	\$5.45	\$0.00	\$45.94
	12/01/2015	\$30.94	\$10.40	\$5.45	\$0.00	\$46.79
ASPHALT RAKER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2013	\$27.65	\$7.30	\$10.92	\$0.00	\$45.87
	06/02/2014	\$28.31	\$7.30	\$10.92	\$0.00	\$46.53
	12/01/2014	\$28.97	\$7.30	\$10.92	\$0.00	\$47.19
	06/01/2015	\$29.66	\$7.30	\$10.92	\$0.00	\$47.88
	12/07/2015	\$30.34	\$7.30	\$10.92	\$0.00	\$48.56
	06/06/2016	\$31.03	\$7.30	\$10.92	\$0.00	\$49.25
	12/05/2016	\$31.71	\$7.30	\$10.92	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2013	\$27.24	\$7.30	\$10.18	\$0.00	\$44.72
	06/01/2014	\$27.74	\$7.30	\$10.18	\$0.00	\$45.22
	12/01/2014	\$28.24	\$7.30	\$10.18	\$0.00	\$45.72
	06/01/2015	\$28.74	\$7.30	\$10.18	\$0.00	\$46.22
	12/01/2015	\$29.24	\$7.30	\$10.18	\$0.00	\$46.72
	06/01/2016	\$29.74	\$7.30	\$10.18	\$0.00	\$47.22
	12/01/2016	\$30.49	\$7.30	\$10.18	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2013	\$31.68	\$9.70	\$10.46	\$0.00	\$51.84
	06/01/2014	\$32.63	\$9.70	\$10.46	\$0.00	\$52.79
	12/01/2014	\$33.58	\$9.70	\$10.46	\$0.00	\$53.74
	06/01/2015	\$34.58	\$9.70	\$10.46	\$0.00	\$54.74
	12/01/2015	\$35.58	\$9.70	\$10.46	\$0.00	\$55.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2013	\$31.68	\$9.70	\$10.46	\$0.00	\$51.84
	06/01/2014	\$32.63	\$9.70	\$10.46	\$0.00	\$52.79
	12/01/2014	\$33.58	\$9.70	\$10.46	\$0.00	\$53.74
	06/01/2015	\$34.58	\$9.70	\$10.46	\$0.00	\$54.74
	12/01/2015	\$35.58	\$9.70	\$10.46	\$0.00	\$55.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2013	\$27.65	\$7.30	\$10.92	\$0.00	\$45.87
	06/02/2014	\$28.31	\$7.30	\$10.92	\$0.00	\$46.53
	12/01/2014	\$28.97	\$7.30	\$10.92	\$0.00	\$47.19
	06/01/2015	\$29.66	\$7.30	\$10.92	\$0.00	\$47.88
	12/07/2015	\$30.34	\$7.30	\$10.92	\$0.00	\$48.56
	06/06/2016	\$31.03	\$7.30	\$10.92	\$0.00	\$49.25
	12/05/2016	\$31.71	\$7.30	\$10.92	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2013	\$31.15	\$9.70	\$10.46	\$0.00	\$51.31
	06/01/2014	\$32.10	\$9.70	\$10.46	\$0.00	\$52.26
	12/01/2014	\$33.05	\$9.70	\$10.46	\$0.00	\$53.21
	06/01/2015	\$34.05	\$9.70	\$10.46	\$0.00	\$54.21
	12/01/2015	\$35.05	\$9.70	\$10.46	\$0.00	\$55.21
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2013	\$28.15	\$7.30	\$10.92	\$0.00	\$46.37
	06/02/2014	\$28.81	\$7.30	\$10.92	\$0.00	\$47.03
	12/01/2014	\$29.47	\$7.30	\$10.92	\$0.00	\$47.69
	06/01/2015	\$30.16	\$7.30	\$10.92	\$0.00	\$48.38
	12/07/2015	\$30.84	\$7.30	\$10.92	\$0.00	\$49.06
	06/06/2016	\$31.53	\$7.30	\$10.92	\$0.00	\$49.75
	12/05/2016	\$32.21	\$7.30	\$10.92	\$0.00	\$50.43
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2013	\$27.74	\$7.30	\$10.18	\$0.00	\$45.22
	06/01/2014	\$28.24	\$7.30	\$10.18	\$0.00	\$45.72
	12/01/2014	\$28.74	\$7.30	\$10.18	\$0.00	\$46.22
	06/01/2015	\$29.24	\$7.30	\$10.18	\$0.00	\$46.72
	12/01/2015	\$29.74	\$7.30	\$10.18	\$0.00	\$47.22
	06/01/2016	\$30.24	\$7.30	\$10.18	\$0.00	\$47.72
	12/01/2016	\$30.99	\$7.30	\$10.18	\$0.00	\$48.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2010

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

Notes:

Apprentice to Journeyworker Ratio:1:5

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	03/03/2014	\$36.56	\$10.18	\$16.31	\$0.00	\$63.05
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	09/01/2014	\$37.46	\$10.18	\$16.38	\$0.00	\$64.02
	03/02/2015	\$38.02	\$10.18	\$16.38	\$0.00	\$64.58
	08/31/2015	\$38.92	\$10.18	\$16.45	\$0.00	\$65.55
	02/29/2016	\$39.49	\$10.18	\$16.45	\$0.00	\$66.12
	09/05/2016	\$40.39	\$10.18	\$16.53	\$0.00	\$67.10
	02/27/2017	\$40.96	\$10.18	\$16.53	\$0.00	\$67.67

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 03/03/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.28	\$10.18	\$16.31	\$0.00	\$44.77
2	60	\$21.94	\$10.18	\$16.31	\$0.00	\$48.43
3	70	\$25.59	\$10.18	\$16.31	\$0.00	\$52.08
4	80	\$29.25	\$10.18	\$16.31	\$0.00	\$55.74
5	90	\$32.90	\$10.18	\$16.31	\$0.00	\$59.39

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.73	\$10.18	\$16.38	\$0.00	\$45.29
2	60	\$22.48	\$10.18	\$16.38	\$0.00	\$49.04
3	70	\$26.22	\$10.18	\$16.38	\$0.00	\$52.78
4	80	\$29.97	\$10.18	\$16.38	\$0.00	\$56.53
5	90	\$33.71	\$10.18	\$16.38	\$0.00	\$60.27

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING	12/01/2013	\$31.68	\$9.70	\$10.46	\$0.00	\$51.84
ENGINEERS LOCAL 98	06/01/2014	\$32.63	\$9.70	\$10.46	\$0.00	\$52.79
	12/01/2014	\$33.58	\$9.70	\$10.46	\$0.00	\$53.74
	06/01/2015	\$34.58	\$9.70	\$10.46	\$0.00	\$54.74
	12/01/2015	\$35.58	\$9.70	\$10.46	\$0.00	\$55.74

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	12/01/2013	\$34.45	\$7.30	\$12.90	\$0.00	\$54.65
	06/01/2014	\$35.20	\$7.30	\$12.90	\$0.00	\$55.40
	12/01/2014	\$35.95	\$7.30	\$12.90	\$0.00	\$56.15
	06/01/2015	\$36.70	\$7.30	\$12.90	\$0.00	\$56.90
	12/01/2015	\$37.45	\$7.30	\$12.90	\$0.00	\$57.65
	06/01/2016	\$38.20	\$7.30	\$12.90	\$0.00	\$58.40
	12/01/2016	\$39.20	\$7.30	\$12.90	\$0.00	\$59.40

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2013	\$33.30	\$7.30	\$12.90	\$0.00	\$53.50
	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2013	\$33.30	\$7.30	\$12.90	\$0.00	\$53.50
	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2013	\$27.65	\$7.30	\$10.92	\$0.00	\$45.87
	06/02/2014	\$28.31	\$7.30	\$10.92	\$0.00	\$46.53
	12/01/2014	\$28.97	\$7.30	\$10.92	\$0.00	\$47.19
	06/01/2015	\$29.66	\$7.30	\$10.92	\$0.00	\$47.88
	12/07/2015	\$30.34	\$7.30	\$10.92	\$0.00	\$48.56
	06/06/2016	\$31.03	\$7.30	\$10.92	\$0.00	\$49.25
	12/05/2016	\$31.71	\$7.30	\$10.92	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE</i>	03/03/2014	\$31.54	\$7.50	\$14.01	\$0.00	\$53.05
	09/01/2014	\$32.29	\$7.50	\$14.01	\$0.00	\$53.80
	03/02/2015	\$33.09	\$7.50	\$14.01	\$0.00	\$54.60
	08/31/2015	\$33.89	\$7.50	\$14.01	\$0.00	\$55.40
	02/29/2016	\$34.64	\$7.50	\$14.01	\$0.00	\$56.15

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER - Local 108 Hampden Hampshire

Effective Date - 03/03/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.77	\$7.50	\$1.12	\$0.00	\$24.39
2	60	\$18.92	\$7.50	\$1.12	\$0.00	\$27.54
3	70	\$22.08	\$7.50	\$10.59	\$0.00	\$40.17
4	75	\$23.66	\$7.50	\$10.59	\$0.00	\$41.75
5	80	\$25.23	\$7.50	\$11.73	\$0.00	\$44.46
6	80	\$25.23	\$7.50	\$11.73	\$0.00	\$44.46
7	90	\$28.39	\$7.50	\$12.87	\$0.00	\$48.76
8	90	\$28.39	\$7.50	\$12.87	\$0.00	\$48.76

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.15	\$7.50	\$1.12	\$0.00	\$24.77
2	60	\$19.37	\$7.50	\$1.12	\$0.00	\$27.99
3	70	\$22.60	\$7.50	\$10.59	\$0.00	\$40.69
4	75	\$24.22	\$7.50	\$10.59	\$0.00	\$42.31
5	80	\$25.83	\$7.50	\$11.73	\$0.00	\$45.06
6	80	\$25.83	\$7.50	\$11.73	\$0.00	\$45.06
7	90	\$29.06	\$7.50	\$12.87	\$0.00	\$49.43
8	90	\$29.06	\$7.50	\$12.87	\$0.00	\$49.43

Notes: Pre-6/09 Step1\$24.02/2\$25.60/3\$40.43/4\$43.59/5\$46.74/6\$48.32
 ** 1: 1-5/2: 6-8/3:9-11/Steps: 6 mos (600 hrs)/rates by step
 7\$49.90/8\$51.47

Apprentice to Journeyworker Ratio:**

CEMENT MASONRY/PLASTERING	01/01/2014	\$36.83	\$10.85	\$13.94	\$1.30	\$62.92
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	07/01/2014	\$37.79	\$10.85	\$13.94	\$1.30	\$63.88
	01/01/2015	\$38.36	\$10.85	\$13.94	\$1.30	\$64.45
	07/01/2015	\$39.32	\$10.85	\$13.94	\$1.30	\$65.41
	01/01/2016	\$39.90	\$10.85	\$13.94	\$1.30	\$65.99

Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield

Effective Date - 01/01/2014

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

Notes: Apprentice wages shall be no less than the following Steps;
 1\$46.21/2\$52.07/3\$55.25/4\$58.43/5\$61.61/6\$64.79/7\$70.15
 Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2013	\$27.65	\$7.30	\$10.92	\$0.00	\$45.87
	06/02/2014	\$28.31	\$7.30	\$10.92	\$0.00	\$46.53
	12/01/2014	\$28.97	\$7.30	\$10.92	\$0.00	\$47.19
	06/01/2015	\$29.66	\$7.30	\$10.92	\$0.00	\$47.88
	12/07/2015	\$30.34	\$7.30	\$10.92	\$0.00	\$48.56
	06/06/2016	\$31.03	\$7.30	\$10.92	\$0.00	\$49.25
	12/05/2016	\$31.71	\$7.30	\$10.92	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2013	\$31.15	\$9.70	\$10.46	\$0.00	\$51.31
	06/01/2014	\$32.10	\$9.70	\$10.46	\$0.00	\$52.26
	12/01/2014	\$33.05	\$9.70	\$10.46	\$0.00	\$53.21
	06/01/2015	\$34.05	\$9.70	\$10.46	\$0.00	\$54.21
	12/01/2015	\$35.05	\$9.70	\$10.46	\$0.00	\$55.21
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2013	\$35.18	\$9.70	\$10.46	\$0.00	\$55.34
	06/01/2014	\$36.63	\$9.70	\$10.46	\$0.00	\$56.79
	12/01/2014	\$37.58	\$9.70	\$10.46	\$0.00	\$57.74
	06/01/2015	\$38.58	\$9.70	\$10.46	\$0.00	\$58.74
	12/01/2015	\$39.58	\$9.70	\$10.46	\$0.00	\$59.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2014	\$45.91	\$7.85	\$16.10	\$0.00	\$69.86
	07/01/2014	\$46.76	\$7.85	\$16.10	\$0.00	\$70.71
	01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.96	\$7.85	\$0.00	\$0.00	\$30.81
2	55	\$25.25	\$7.85	\$3.66	\$0.00	\$36.76
3	60	\$27.55	\$7.85	\$3.99	\$0.00	\$39.39
4	65	\$29.84	\$7.85	\$4.32	\$0.00	\$42.01
5	70	\$32.14	\$7.85	\$14.11	\$0.00	\$54.10
6	75	\$34.43	\$7.85	\$14.44	\$0.00	\$56.72
7	80	\$36.73	\$7.85	\$14.77	\$0.00	\$59.35
8	90	\$41.32	\$7.85	\$15.44	\$0.00	\$64.61

Effective Date - 07/01/2014

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2013	\$33.50	\$7.30	\$12.70	\$0.00	\$53.50
	06/01/2014	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
	12/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	06/01/2015	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2013	\$34.50	\$7.30	\$12.70	\$0.00	\$54.50
	06/01/2014	\$35.25	\$7.30	\$12.70	\$0.00	\$55.25
	12/01/2014	\$36.00	\$7.30	\$12.70	\$0.00	\$56.00
	06/01/2015	\$36.75	\$7.30	\$12.70	\$0.00	\$56.75
	12/01/2015	\$37.50	\$7.30	\$12.70	\$0.00	\$57.50

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2013	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
	06/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	12/01/2014	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	06/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
	12/01/2015	\$37.25	\$7.30	\$12.70	\$0.00	\$57.25

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2013	\$34.50	\$7.30	\$12.70	\$0.00	\$54.50
	06/01/2014	\$35.25	\$7.30	\$12.70	\$0.00	\$55.25
	12/01/2014	\$36.00	\$7.30	\$12.70	\$0.00	\$56.00
	06/01/2015	\$36.75	\$7.30	\$12.70	\$0.00	\$56.75
	12/01/2015	\$37.50	\$7.30	\$12.70	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2013	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
	06/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	12/01/2014	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	06/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
	12/01/2015	\$37.25	\$7.30	\$12.70	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/01/2013	\$33.50	\$7.30	\$12.70	\$0.00	\$53.50
	06/01/2014	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
	12/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	06/01/2015	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2013	\$56.14	\$9.80	\$18.17	\$0.00	\$84.11
	08/01/2014	\$58.24	\$9.80	\$18.17	\$0.00	\$86.21
	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2013	\$40.10	\$9.80	\$18.17	\$0.00	\$68.07
	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2013	\$60.15	\$9.80	\$18.17	\$0.00	\$88.12
	08/01/2014	\$62.40	\$9.80	\$18.17	\$0.00	\$90.37
	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2013	\$84.21	\$9.80	\$18.17	\$0.00	\$112.18
	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
ELECTRICIAN (Including Core Drilling) <i>ELECTRICIANS LOCAL 7</i>	12/30/2013	\$36.86	\$9.05	\$9.26	\$0.00	\$55.17

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 7

Effective Date - 12/30/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.74	\$4.00	\$0.44	\$0.00	\$19.18
2	45	\$16.59	\$4.00	\$0.50	\$0.00	\$21.09
3	50	\$18.43	\$9.05	\$5.20	\$0.00	\$32.68
4	55	\$20.27	\$9.05	\$5.26	\$0.00	\$34.58
5	65	\$23.96	\$9.05	\$6.37	\$0.00	\$39.38
6	70	\$25.80	\$9.05	\$7.42	\$0.00	\$42.27

Notes: Pre-5/31/11 1\$28.03/2\$29.93/3\$36.48/4\$38.38/5\$42.72/6\$44.81
Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

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

ELEVATOR CONSTRUCTOR	01/01/2014	\$46.92	\$12.73	\$13.46	\$0.00	\$73.11
ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2015	\$47.73	\$13.58	\$14.21	\$0.00	\$75.52
	01/01/2016	\$48.77	\$14.43	\$14.96	\$0.00	\$78.16
	01/01/2017	\$49.90	\$15.28	\$15.71	\$0.00	\$80.89

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.46	\$12.73	\$13.46	\$0.00	\$49.65
2	55	\$25.81	\$12.73	\$13.46	\$0.00	\$52.00
3	65	\$30.50	\$12.73	\$13.46	\$0.00	\$56.69
4	70	\$32.84	\$12.73	\$13.46	\$0.00	\$59.03
5	80	\$37.54	\$12.73	\$13.46	\$0.00	\$63.73

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.87	\$13.58	\$14.21	\$0.00	\$51.66
2	55	\$26.25	\$13.58	\$14.21	\$0.00	\$54.04
3	65	\$31.02	\$13.58	\$14.21	\$0.00	\$58.81
4	70	\$33.41	\$13.58	\$14.21	\$0.00	\$61.20
5	80	\$38.18	\$13.58	\$14.21	\$0.00	\$65.97

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER	01/01/2014	\$32.84	\$12.73	\$13.46	\$0.00	\$59.03
ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2015	\$33.41	\$13.58	\$14.21	\$0.00	\$61.20
	01/01/2016	\$34.14	\$14.43	\$14.96	\$0.00	\$63.53
	01/01/2017	\$34.93	\$15.28	\$15.71	\$0.00	\$65.92

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2013	\$27.24	\$7.30	\$10.18	\$0.00	\$44.72
	06/01/2014	\$27.74	\$7.30	\$10.18	\$0.00	\$45.22
	12/01/2014	\$28.24	\$7.30	\$10.18	\$0.00	\$45.72
	06/01/2015	\$28.74	\$7.30	\$10.18	\$0.00	\$46.22
	12/01/2015	\$29.24	\$7.30	\$10.18	\$0.00	\$46.72
	06/01/2016	\$29.74	\$7.30	\$10.18	\$0.00	\$47.22
	12/01/2016	\$30.49	\$7.30	\$10.18	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 7</i>	12/30/2013	\$36.86	\$9.05	\$9.26	\$0.00	\$55.17
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 7</i>	12/30/2013	\$36.86	\$9.05	\$9.26	\$0.00	\$55.17
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2013	\$31.15	\$9.70	\$10.46	\$0.00	\$51.31
	06/01/2014	\$32.10	\$9.70	\$10.46	\$0.00	\$52.26
	12/01/2014	\$33.05	\$9.70	\$10.46	\$0.00	\$53.21
	06/01/2015	\$34.05	\$9.70	\$10.46	\$0.00	\$54.21
	12/01/2015	\$35.05	\$9.70	\$10.46	\$0.00	\$55.21

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 12/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.69	\$9.70	\$10.46	\$0.00	\$38.85
2	70	\$21.81	\$9.70	\$10.46	\$0.00	\$41.97
3	80	\$24.92	\$9.70	\$10.46	\$0.00	\$45.08
4	90	\$28.04	\$9.70	\$10.46	\$0.00	\$48.20

Effective Date - 06/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.26	\$9.70	\$10.46	\$0.00	\$39.42
2	70	\$22.47	\$9.70	\$10.46	\$0.00	\$42.63
3	80	\$25.68	\$9.70	\$10.46	\$0.00	\$45.84
4	90	\$28.89	\$9.70	\$10.46	\$0.00	\$49.05

Notes:

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

Apprentice to Journeyworker Ratio:1:6

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2013	\$20.50	\$7.30	\$10.18	\$0.00	\$37.98
	06/01/2014	\$20.50	\$7.30	\$10.18	\$0.00	\$37.98
	12/01/2014	\$20.50	\$7.30	\$10.18	\$0.00	\$37.98
	06/01/2015	\$20.50	\$7.30	\$10.18	\$0.00	\$37.98
	12/01/2015	\$20.50	\$7.30	\$10.18	\$0.00	\$37.98
	06/01/2016	\$20.50	\$7.30	\$10.18	\$0.00	\$37.98
	12/01/2016	\$20.50	\$7.30	\$10.18	\$0.00	\$37.98

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)

FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE III</i>	03/01/2014	\$31.04	\$7.20	\$13.61	\$0.00	\$51.85
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Apprentice - FLOORCOVERER - Local 2168 Zone III

Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.52	\$7.20	\$1.12	\$0.00	\$23.84
2	55	\$17.07	\$7.20	\$1.12	\$0.00	\$25.39
3	60	\$18.62	\$7.20	\$10.22	\$0.00	\$36.04
4	65	\$20.18	\$7.20	\$10.22	\$0.00	\$37.60
5	70	\$21.73	\$7.20	\$11.35	\$0.00	\$40.28
6	75	\$23.28	\$7.20	\$11.35	\$0.00	\$41.83
7	80	\$24.83	\$7.20	\$12.48	\$0.00	\$44.51
8	85	\$26.38	\$7.20	\$12.48	\$0.00	\$46.06

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2013	\$31.37	\$9.70	\$10.46	\$0.00	\$51.53
	06/01/2014	\$32.32	\$9.70	\$10.46	\$0.00	\$52.48
	12/01/2014	\$33.27	\$9.70	\$10.46	\$0.00	\$53.43
	06/01/2015	\$34.27	\$9.70	\$10.46	\$0.00	\$54.43
	12/01/2015	\$35.27	\$9.70	\$10.46	\$0.00	\$55.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATORS/LIGHTING PLANTS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2013	\$27.92	\$9.70	\$10.46	\$0.00	\$48.08
	06/01/2014	\$28.87	\$9.70	\$10.46	\$0.00	\$49.03
	12/01/2014	\$29.82	\$9.70	\$10.46	\$0.00	\$49.98
	06/01/2015	\$30.82	\$9.70	\$10.46	\$0.00	\$50.98
	12/01/2015	\$31.82	\$9.70	\$10.46	\$0.00	\$51.98

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 1333</i>	06/01/2013	\$34.18	\$9.35	\$7.50	\$0.00	\$51.03
	06/01/2014	\$34.58	\$9.80	\$7.75	\$0.00	\$52.13
	06/01/2015	\$35.08	\$10.25	\$8.00	\$0.00	\$53.33
	06/01/2016	\$35.58	\$10.70	\$8.25	\$0.00	\$54.53

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.09	\$9.35	\$1.00	\$0.00	\$27.44
2	56	\$19.23	\$9.35	\$1.00	\$0.00	\$29.58
3	63	\$21.36	\$9.35	\$1.50	\$0.00	\$32.21
4	69	\$23.50	\$9.35	\$1.50	\$0.00	\$34.35
5	75	\$25.64	\$9.35	\$2.00	\$0.00	\$36.99
6	81	\$27.77	\$9.35	\$2.00	\$0.00	\$39.12
7	88	\$29.91	\$9.35	\$7.50	\$0.00	\$46.76
8	94	\$32.04	\$9.35	\$7.50	\$0.00	\$48.89

Effective Date - 06/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.29	\$9.80	\$1.00	\$0.00	\$28.09
2	56	\$19.45	\$9.80	\$1.00	\$0.00	\$30.25
3	63	\$21.61	\$9.80	\$1.50	\$0.00	\$32.91
4	69	\$23.77	\$9.80	\$1.50	\$0.00	\$35.07
5	75	\$25.94	\$9.80	\$2.00	\$0.00	\$37.74
6	81	\$28.10	\$9.80	\$2.00	\$0.00	\$39.90
7	88	\$30.26	\$9.80	\$7.75	\$0.00	\$47.81
8	94	\$32.42	\$9.80	\$7.75	\$0.00	\$49.97

Notes:

Apprentice to Journeyworker Ratio:1:3

GRADER/TRENCHING MACHINE/DERRICK <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2013	\$31.68	\$9.70	\$10.46	\$0.00	\$51.84
	06/01/2014	\$32.63	\$9.70	\$10.46	\$0.00	\$52.79
	12/01/2014	\$33.58	\$9.70	\$10.46	\$0.00	\$53.74
	06/01/2015	\$34.58	\$9.70	\$10.46	\$0.00	\$54.74
	12/01/2015	\$35.58	\$9.70	\$10.46	\$0.00	\$55.74

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2014	\$32.29	\$8.64	\$13.65	\$1.64	\$56.22
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For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 7</i>	12/30/2013	\$36.86	\$9.05	\$9.26	\$0.00	\$55.17
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For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2014	\$32.29	\$8.64	\$13.65	\$1.64	\$56.22
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For apprentice rates see "Apprentice- SHEET METAL WORKER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER) <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2014	\$36.56	\$8.30	\$14.00	\$0.00	\$58.86
	09/17/2014	\$37.06	\$8.30	\$14.00	\$0.00	\$59.36
	03/17/2015	\$37.81	\$8.30	\$14.00	\$0.00	\$60.11
	09/17/2015	\$38.56	\$8.30	\$14.00	\$0.00	\$60.86
	03/17/2016	\$39.56	\$8.30	\$14.00	\$0.00	\$61.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2014	\$36.56	\$8.30	\$14.00	\$0.00	\$58.86
	09/17/2014	\$37.06	\$8.30	\$14.00	\$0.00	\$59.36
	03/17/2015	\$37.81	\$8.30	\$14.00	\$0.00	\$60.11
	09/17/2015	\$38.56	\$8.30	\$14.00	\$0.00	\$60.86
	03/17/2016	\$39.56	\$8.30	\$14.00	\$0.00	\$61.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2013	\$27.74	\$7.30	\$10.18	\$0.00	\$45.22
	06/01/2014	\$28.24	\$7.30	\$10.18	\$0.00	\$45.72
	12/01/2014	\$28.74	\$7.30	\$10.18	\$0.00	\$46.22
	06/01/2015	\$29.24	\$7.30	\$10.18	\$0.00	\$46.72
	12/01/2015	\$29.74	\$7.30	\$10.18	\$0.00	\$47.22
	06/01/2016	\$30.24	\$7.30	\$10.18	\$0.00	\$47.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	09/01/2013	\$33.69	\$10.95	\$12.10	\$0.00	\$56.74
	09/01/2014	\$35.69	\$10.95	\$12.10	\$0.00	\$58.74

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

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.85	\$10.95	\$9.00	\$0.00	\$36.80
2	60	\$20.21	\$10.95	\$9.62	\$0.00	\$40.78
3	70	\$23.58	\$10.95	\$10.24	\$0.00	\$44.77
4	80	\$26.95	\$10.95	\$10.86	\$0.00	\$48.76

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.85	\$10.95	\$9.00	\$0.00	\$37.80
2	60	\$21.41	\$10.95	\$9.62	\$0.00	\$41.98
3	70	\$24.98	\$10.95	\$10.24	\$0.00	\$46.17
4	80	\$28.55	\$10.95	\$10.86	\$0.00	\$50.36

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)</i>	03/16/2014	\$29.62	\$7.70	\$18.75	\$0.00	\$56.07
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Springfield

Effective Date - 03/16/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.77	\$7.70	\$18.75	\$0.00	\$44.22
2	70	\$20.73	\$7.70	\$18.75	\$0.00	\$47.18
3	75	\$22.22	\$7.70	\$18.75	\$0.00	\$48.67
4	80	\$23.70	\$7.70	\$18.75	\$0.00	\$50.15
5	85	\$25.18	\$7.70	\$18.75	\$0.00	\$51.63
6	90	\$26.66	\$7.70	\$18.75	\$0.00	\$53.11

Notes:
Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2013	\$27.65	\$7.30	\$10.92	\$0.00	\$45.87
	06/02/2014	\$28.31	\$7.30	\$10.92	\$0.00	\$46.53
	12/01/2014	\$28.97	\$7.30	\$10.92	\$0.00	\$47.19
	06/01/2015	\$29.66	\$7.30	\$10.92	\$0.00	\$47.88
	12/07/2015	\$30.34	\$7.30	\$10.92	\$0.00	\$48.56
	06/06/2016	\$31.03	\$7.30	\$10.92	\$0.00	\$49.25
	12/05/2016	\$31.71	\$7.30	\$10.92	\$0.00	\$49.93

For apprentice rates see "Apprentice- LABORER"

LABORER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2013	\$27.40	\$7.30	\$10.92	\$0.00	\$45.62
	06/02/2014	\$28.06	\$7.30	\$10.92	\$0.00	\$46.28
	12/01/2014	\$28.72	\$7.30	\$10.92	\$0.00	\$46.94
	06/01/2015	\$29.41	\$7.30	\$10.92	\$0.00	\$47.63
	12/07/2015	\$30.09	\$7.30	\$10.92	\$0.00	\$48.31
	06/06/2016	\$30.78	\$7.30	\$10.92	\$0.00	\$49.00
	12/05/2016	\$31.46	\$7.30	\$10.92	\$0.00	\$49.68

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 3 Building & Site

Effective Date - 12/02/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.44	\$7.30	\$10.92	\$0.00	\$34.66
2	70	\$19.18	\$7.30	\$10.92	\$0.00	\$37.40
3	80	\$21.92	\$7.30	\$10.92	\$0.00	\$40.14
4	90	\$24.66	\$7.30	\$10.92	\$0.00	\$42.88

Effective Date - 06/02/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.84	\$7.30	\$10.92	\$0.00	\$35.06
2	70	\$19.64	\$7.30	\$10.92	\$0.00	\$37.86
3	80	\$22.45	\$7.30	\$10.92	\$0.00	\$40.67
4	90	\$25.25	\$7.30	\$10.92	\$0.00	\$43.47

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	12/01/2013	\$26.99	\$7.30	\$10.18	\$0.00	\$44.47
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2014	\$27.49	\$7.30	\$10.18	\$0.00	\$44.97
	12/01/2014	\$27.99	\$7.30	\$10.18	\$0.00	\$45.47
	06/01/2015	\$28.49	\$7.30	\$10.18	\$0.00	\$45.97
	12/01/2015	\$28.99	\$7.30	\$10.18	\$0.00	\$46.47
	06/01/2016	\$29.49	\$7.30	\$10.18	\$0.00	\$46.97
	12/01/2016	\$30.24	\$7.30	\$10.18	\$0.00	\$47.72

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER (Heavy & Highway) - Zone 3

Effective Date - 12/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.19	\$7.30	\$10.18	\$0.00	\$33.67
2	70	\$18.89	\$7.30	\$10.18	\$0.00	\$36.37
3	80	\$21.59	\$7.30	\$10.18	\$0.00	\$39.07
4	90	\$24.29	\$7.30	\$10.18	\$0.00	\$41.77

Effective Date - 06/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.49	\$7.30	\$10.18	\$0.00	\$33.97
2	70	\$19.24	\$7.30	\$10.18	\$0.00	\$36.72
3	80	\$21.99	\$7.30	\$10.18	\$0.00	\$39.47
4	90	\$24.74	\$7.30	\$10.18	\$0.00	\$42.22

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2013	\$27.40	\$7.30	\$10.92	\$0.00	\$45.62
	06/02/2014	\$28.06	\$7.30	\$10.92	\$0.00	\$46.28
	12/01/2014	\$28.72	\$7.30	\$10.92	\$0.00	\$46.94
	06/01/2015	\$29.41	\$7.30	\$10.92	\$0.00	\$47.63
	12/07/2015	\$30.09	\$7.30	\$10.92	\$0.00	\$48.31
	06/06/2016	\$30.78	\$7.30	\$10.92	\$0.00	\$49.00
	12/05/2016	\$31.46	\$7.30	\$10.92	\$0.00	\$49.68

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2013	\$27.65	\$7.30	\$10.92	\$0.00	\$45.87
	06/02/2014	\$28.31	\$7.30	\$10.92	\$0.00	\$46.53
	12/01/2014	\$28.97	\$7.30	\$10.92	\$0.00	\$47.19
	06/01/2015	\$29.66	\$7.30	\$10.92	\$0.00	\$47.88
	12/07/2015	\$30.34	\$7.30	\$10.92	\$0.00	\$48.56
	06/06/2016	\$31.03	\$7.30	\$10.92	\$0.00	\$49.25
	12/05/2016	\$31.71	\$7.30	\$10.92	\$0.00	\$49.93

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2013	\$27.69	\$7.30	\$10.73	\$0.00	\$45.72
	06/02/2014	\$28.35	\$7.30	\$10.73	\$0.00	\$46.38
	12/01/2014	\$29.01	\$7.30	\$10.73	\$0.00	\$47.04
	06/01/2015	\$29.70	\$7.30	\$10.73	\$0.00	\$47.73
	12/07/2015	\$30.38	\$7.30	\$10.73	\$0.00	\$48.41

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2013	\$28.40	\$7.30	\$10.92	\$0.00	\$46.62
	06/02/2014	\$29.06	\$7.30	\$10.92	\$0.00	\$47.28
	12/01/2014	\$29.72	\$7.30	\$10.92	\$0.00	\$47.94
	06/01/2015	\$30.41	\$7.30	\$10.92	\$0.00	\$48.63
	12/07/2015	\$31.09	\$7.30	\$10.92	\$0.00	\$49.31
	06/06/2016	\$31.78	\$7.30	\$10.92	\$0.00	\$50.00
	12/05/2016	\$32.46	\$7.30	\$10.92	\$0.00	\$50.68
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2013	\$27.24	\$7.30	\$10.18	\$0.00	\$44.72
	06/01/2014	\$27.74	\$7.30	\$10.18	\$0.00	\$45.22
	12/01/2014	\$28.24	\$7.30	\$10.18	\$0.00	\$45.72
	06/01/2015	\$28.74	\$7.30	\$10.18	\$0.00	\$46.22
	12/01/2015	\$29.24	\$7.30	\$10.18	\$0.00	\$46.72
	06/01/2016	\$29.74	\$7.30	\$10.18	\$0.00	\$47.22
	12/01/2016	\$30.49	\$7.30	\$10.18	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2013	\$27.40	\$7.30	\$10.92	\$0.00	\$45.62
	06/02/2014	\$28.06	\$7.30	\$10.92	\$0.00	\$46.28
	12/01/2014	\$28.72	\$7.30	\$10.92	\$0.00	\$46.94
	06/01/2015	\$29.41	\$7.30	\$10.92	\$0.00	\$47.63
	12/07/2015	\$30.09	\$7.30	\$10.92	\$0.00	\$48.31
	06/06/2016	\$30.78	\$7.30	\$10.92	\$0.00	\$49.00
	12/05/2016	\$31.46	\$7.30	\$10.92	\$0.00	\$49.68
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2013	\$27.40	\$7.30	\$10.92	\$0.00	\$45.62
	06/02/2014	\$28.06	\$7.30	\$10.92	\$0.00	\$46.28
	12/01/2014	\$28.72	\$7.30	\$10.92	\$0.00	\$46.94
	06/01/2015	\$29.41	\$7.30	\$10.92	\$0.00	\$47.63
	12/07/2015	\$30.09	\$7.30	\$10.92	\$0.00	\$48.31
	06/06/2016	\$30.78	\$7.30	\$10.92	\$0.00	\$49.00
	12/05/2016	\$31.46	\$7.30	\$10.92	\$0.00	\$49.68
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2013	\$27.65	\$7.30	\$10.92	\$0.00	\$45.87
	06/02/2014	\$28.31	\$7.30	\$10.92	\$0.00	\$46.53
	12/01/2014	\$28.97	\$7.30	\$10.92	\$0.00	\$47.19
	06/01/2015	\$29.66	\$7.30	\$10.92	\$0.00	\$47.88
	12/07/2015	\$30.34	\$7.30	\$10.92	\$0.00	\$48.56
	06/06/2016	\$31.03	\$7.30	\$10.92	\$0.00	\$49.25
	12/05/2016	\$31.71	\$7.30	\$10.92	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2013	\$27.24	\$7.30	\$10.18	\$0.00	\$44.72
	06/01/2014	\$27.74	\$7.30	\$10.18	\$0.00	\$45.22
	12/01/2014	\$28.24	\$7.30	\$10.18	\$0.00	\$45.72
	06/01/2015	\$28.74	\$7.30	\$10.18	\$0.00	\$46.22
	12/01/2015	\$29.24	\$7.30	\$10.18	\$0.00	\$46.72
	06/01/2016	\$29.74	\$7.30	\$10.18	\$0.00	\$47.22
	12/01/2016	\$30.49	\$7.30	\$10.18	\$0.00	\$47.97

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)

MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	03/03/2014	\$29.94	\$10.18	\$16.01	\$0.00	\$56.13
	09/01/2014	\$30.85	\$10.18	\$16.07	\$0.00	\$57.10
	03/02/2015	\$31.41	\$10.18	\$16.07	\$0.00	\$57.66
	08/31/2015	\$32.32	\$10.18	\$16.13	\$0.00	\$58.63
	02/29/2016	\$32.89	\$10.18	\$16.13	\$0.00	\$59.20
	09/05/2016	\$33.80	\$10.18	\$16.20	\$0.00	\$60.18
	02/27/2017	\$34.37	\$10.18	\$16.20	\$0.00	\$60.75

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

Effective Date - 03/03/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.97	\$10.18	\$16.01	\$0.00	\$41.16
2	60	\$17.96	\$10.18	\$16.01	\$0.00	\$44.15
3	70	\$20.96	\$10.18	\$16.01	\$0.00	\$47.15
4	80	\$23.95	\$10.18	\$16.01	\$0.00	\$50.14
5	90	\$26.95	\$10.18	\$16.01	\$0.00	\$53.14

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.43	\$10.18	\$16.07	\$0.00	\$41.68
2	60	\$18.51	\$10.18	\$16.07	\$0.00	\$44.76
3	70	\$21.60	\$10.18	\$16.07	\$0.00	\$47.85
4	80	\$24.68	\$10.18	\$16.07	\$0.00	\$50.93
5	90	\$27.77	\$10.18	\$16.07	\$0.00	\$54.02

Notes:

Apprentice to Journeyworker Ratio:1:5

MARBLE MASONS, TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	03/03/2014	\$36.56	\$10.18	\$16.31	\$0.00	\$63.05
	09/01/2014	\$37.46	\$10.18	\$16.38	\$0.00	\$64.02
	03/02/2015	\$38.02	\$10.18	\$16.38	\$0.00	\$64.58
	08/31/2015	\$38.92	\$10.18	\$16.45	\$0.00	\$65.55
	02/29/2016	\$39.49	\$10.18	\$16.45	\$0.00	\$66.12
	09/05/2016	\$40.39	\$10.18	\$16.53	\$0.00	\$67.10
	02/27/2017	\$40.96	\$10.18	\$16.53	\$0.00	\$67.67

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 03/03/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.28	\$10.18	\$16.31	\$0.00	\$44.77
2	60	\$21.94	\$10.18	\$16.31	\$0.00	\$48.43
3	70	\$25.59	\$10.18	\$16.31	\$0.00	\$52.08
4	80	\$29.25	\$10.18	\$16.31	\$0.00	\$55.74
5	90	\$32.90	\$10.18	\$16.31	\$0.00	\$59.39

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.73	\$10.18	\$16.38	\$0.00	\$45.29
2	60	\$22.48	\$10.18	\$16.38	\$0.00	\$49.04
3	70	\$26.22	\$10.18	\$16.38	\$0.00	\$52.78
4	80	\$29.97	\$10.18	\$16.38	\$0.00	\$56.53
5	90	\$33.71	\$10.18	\$16.38	\$0.00	\$60.27

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2013	\$31.68	\$9.70	\$10.46	\$0.00	\$51.84
	06/01/2014	\$32.63	\$9.70	\$10.46	\$0.00	\$52.79
	12/01/2014	\$33.58	\$9.70	\$10.46	\$0.00	\$53.74
	06/01/2015	\$34.58	\$9.70	\$10.46	\$0.00	\$54.74
	12/01/2015	\$35.58	\$9.70	\$10.46	\$0.00	\$55.74

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2013	\$31.15	\$9.70	\$10.46	\$0.00	\$51.31
	06/01/2014	\$32.10	\$9.70	\$10.46	\$0.00	\$52.26
	12/01/2014	\$33.05	\$9.70	\$10.46	\$0.00	\$53.21
	06/01/2015	\$34.05	\$9.70	\$10.46	\$0.00	\$54.21
	12/01/2015	\$35.05	\$9.70	\$10.46	\$0.00	\$55.21

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3) <i>MILLWRIGHTS LOCAL 1121 - Zone 3</i>	04/01/2014	\$31.64	\$9.80	\$16.21	\$0.00	\$57.65
	10/01/2014	\$32.38	\$9.80	\$16.21	\$0.00	\$58.39
	04/01/2015	\$33.13	\$9.80	\$16.21	\$0.00	\$59.14

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 3

Effective Date - 04/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$17.40	\$9.80	\$4.48	\$0.00	\$31.68
2	65	\$20.57	\$9.80	\$13.36	\$0.00	\$43.73
3	75	\$23.73	\$9.80	\$14.18	\$0.00	\$47.71
4	85	\$26.89	\$9.80	\$14.99	\$0.00	\$51.68

Effective Date - 10/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$17.81	\$9.80	\$4.48	\$0.00	\$32.09
2	65	\$21.05	\$9.80	\$13.36	\$0.00	\$44.21
3	75	\$24.29	\$9.80	\$14.18	\$0.00	\$48.27
4	85	\$27.52	\$9.80	\$14.99	\$0.00	\$52.31

Notes:
Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2013	\$27.65	\$7.30	\$10.92	\$0.00	\$45.87
	06/02/2014	\$28.31	\$7.30	\$10.92	\$0.00	\$46.53
	12/01/2014	\$28.97	\$7.30	\$10.92	\$0.00	\$47.19
	06/01/2015	\$29.66	\$7.30	\$10.92	\$0.00	\$47.88
	12/07/2015	\$30.34	\$7.30	\$10.92	\$0.00	\$48.56
	06/06/2016	\$31.03	\$7.30	\$10.92	\$0.00	\$49.25
	12/05/2016	\$31.71	\$7.30	\$10.92	\$0.00	\$49.93

For apprentice rates see "Apprentice- LABORER"

OILER <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2013	\$26.84	\$9.70	\$10.46	\$0.00	\$47.00
	06/01/2014	\$27.79	\$9.70	\$10.46	\$0.00	\$47.95
	12/01/2014	\$28.74	\$9.70	\$10.46	\$0.00	\$48.90
	06/01/2015	\$29.74	\$9.70	\$10.46	\$0.00	\$49.90
	12/01/2015	\$30.74	\$9.70	\$10.46	\$0.00	\$50.90

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS VI <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2013	\$24.86	\$9.70	\$10.46	\$0.00	\$45.02
	06/01/2014	\$25.81	\$9.70	\$10.46	\$0.00	\$45.97
	12/01/2014	\$26.76	\$9.70	\$10.46	\$0.00	\$46.92
	06/01/2015	\$27.76	\$9.70	\$10.46	\$0.00	\$47.92
	12/01/2015	\$28.76	\$9.70	\$10.46	\$0.00	\$48.92

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2014	\$45.91	\$7.85	\$16.10	\$0.00	\$69.86
	07/01/2014	\$46.76	\$7.85	\$16.10	\$0.00	\$70.71
	01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.96	\$7.85	\$0.00	\$0.00	\$30.81
2	55	\$25.25	\$7.85	\$3.66	\$0.00	\$36.76
3	60	\$27.55	\$7.85	\$3.99	\$0.00	\$39.39
4	65	\$29.84	\$7.85	\$4.32	\$0.00	\$42.01
5	70	\$32.14	\$7.85	\$14.11	\$0.00	\$54.10
6	75	\$34.43	\$7.85	\$14.44	\$0.00	\$56.72
7	80	\$36.73	\$7.85	\$14.77	\$0.00	\$59.35
8	90	\$41.32	\$7.85	\$15.44	\$0.00	\$64.61

Effective Date - 07/01/2014

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2014	\$29.63	\$7.85	\$12.30	\$0.00	\$49.78
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 3</i>	07/01/2014	\$30.38	\$7.85	\$12.30	\$0.00	\$50.53
	01/01/2015	\$31.23	\$7.85	\$12.30	\$0.00	\$51.38
	07/01/2015	\$32.03	\$7.85	\$12.30	\$0.00	\$52.18
	01/01/2016	\$32.93	\$7.85	\$12.30	\$0.00	\$53.08
	07/01/2016	\$33.78	\$7.85	\$12.30	\$0.00	\$53.93
	01/01/2017	\$34.68	\$7.85	\$12.30	\$0.00	\$54.83

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.82	\$7.85	\$0.00	\$0.00	\$22.67
2	55	\$16.30	\$7.85	\$1.57	\$0.00	\$25.72
3	60	\$17.78	\$7.85	\$1.71	\$0.00	\$27.34
4	65	\$19.26	\$7.85	\$1.85	\$0.00	\$28.96
5	70	\$20.74	\$7.85	\$11.45	\$0.00	\$40.04
6	75	\$22.22	\$7.85	\$11.59	\$0.00	\$41.66
7	80	\$23.70	\$7.85	\$11.73	\$0.00	\$43.28
8	90	\$26.67	\$7.85	\$12.02	\$0.00	\$46.54

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.19	\$7.85	\$0.00	\$0.00	\$23.04
2	55	\$16.71	\$7.85	\$1.57	\$0.00	\$26.13
3	60	\$18.23	\$7.85	\$1.71	\$0.00	\$27.79
4	65	\$19.75	\$7.85	\$1.85	\$0.00	\$29.45
5	70	\$21.27	\$7.85	\$11.45	\$0.00	\$40.57
6	75	\$22.79	\$7.85	\$11.59	\$0.00	\$42.23
7	80	\$24.30	\$7.85	\$11.73	\$0.00	\$43.88
8	90	\$27.34	\$7.85	\$12.02	\$0.00	\$47.21

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2014	\$26.95	\$7.85	\$12.30	\$0.00	\$47.10
PAINTERS LOCAL 35 - ZONE 3	07/01/2014	\$27.70	\$7.85	\$12.30	\$0.00	\$47.85
	01/01/2015	\$28.55	\$7.85	\$12.30	\$0.00	\$48.70
	07/01/2015	\$29.35	\$7.85	\$12.30	\$0.00	\$49.50
	01/01/2016	\$30.25	\$7.85	\$12.30	\$0.00	\$50.40
	07/01/2016	\$31.11	\$7.85	\$12.30	\$0.00	\$51.26
	01/01/2017	\$32.00	\$7.85	\$12.30	\$0.00	\$52.15

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$13.48	\$7.85	\$0.00	\$0.00	\$21.33
2	55	\$14.82	\$7.85	\$1.57	\$0.00	\$24.24
3	60	\$16.17	\$7.85	\$1.71	\$0.00	\$25.73
4	65	\$17.52	\$7.85	\$1.85	\$0.00	\$27.22
5	70	\$18.87	\$7.85	\$11.45	\$0.00	\$38.17
6	75	\$20.21	\$7.85	\$11.59	\$0.00	\$39.65
7	80	\$21.56	\$7.85	\$11.73	\$0.00	\$41.14
8	90	\$24.26	\$7.85	\$12.02	\$0.00	\$44.13

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$13.85	\$7.85	\$0.00	\$0.00	\$21.70
2	55	\$15.24	\$7.85	\$1.57	\$0.00	\$24.66
3	60	\$16.62	\$7.85	\$1.71	\$0.00	\$26.18
4	65	\$18.01	\$7.85	\$1.85	\$0.00	\$27.71
5	70	\$19.39	\$7.85	\$11.45	\$0.00	\$38.69
6	75	\$20.78	\$7.85	\$11.59	\$0.00	\$40.22
7	80	\$22.16	\$7.85	\$11.73	\$0.00	\$41.74
8	90	\$24.93	\$7.85	\$12.02	\$0.00	\$44.80

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	01/01/2014	\$28.73	\$7.85	\$12.30	\$0.00	\$48.88
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 3</i>	07/01/2014	\$28.98	\$7.85	\$12.30	\$0.00	\$49.13
	01/01/2015	\$29.83	\$7.85	\$12.30	\$0.00	\$49.98
	07/01/2015	\$30.63	\$7.85	\$12.30	\$0.00	\$50.78
	01/01/2016	\$31.53	\$7.85	\$12.30	\$0.00	\$51.68
	07/01/2016	\$32.38	\$7.85	\$12.30	\$0.00	\$52.53
	01/01/2017	\$33.28	\$7.85	\$12.30	\$0.00	\$53.43

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.37	\$7.85	\$0.00	\$0.00	\$22.22
2	55	\$15.80	\$7.85	\$1.57	\$0.00	\$25.22
3	60	\$17.24	\$7.85	\$1.71	\$0.00	\$26.80
4	65	\$18.67	\$7.85	\$1.85	\$0.00	\$28.37
5	70	\$20.11	\$7.85	\$11.45	\$0.00	\$39.41
6	75	\$21.55	\$7.85	\$11.59	\$0.00	\$40.99
7	80	\$22.98	\$7.85	\$11.73	\$0.00	\$42.56
8	90	\$25.86	\$7.85	\$12.02	\$0.00	\$45.73

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.49	\$7.85	\$0.00	\$0.00	\$22.34
2	55	\$15.94	\$7.85	\$1.57	\$0.00	\$25.36
3	60	\$17.39	\$7.85	\$1.71	\$0.00	\$26.95
4	65	\$18.84	\$7.85	\$1.85	\$0.00	\$28.54
5	70	\$20.29	\$7.85	\$11.45	\$0.00	\$39.59
6	75	\$21.74	\$7.85	\$11.59	\$0.00	\$41.18
7	80	\$23.18	\$7.85	\$11.73	\$0.00	\$42.76
8	90	\$26.08	\$7.85	\$12.02	\$0.00	\$45.95

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2014	\$25.55	\$7.85	\$12.30	\$0.00	\$45.70
PAINTERS LOCAL 35 - ZONE 3	07/01/2014	\$26.30	\$7.85	\$12.30	\$0.00	\$46.45
	01/01/2015	\$27.15	\$7.85	\$12.30	\$0.00	\$47.30
	07/01/2015	\$27.95	\$7.85	\$12.30	\$0.00	\$48.10
	01/01/2016	\$28.85	\$7.85	\$12.30	\$0.00	\$49.00
	07/01/2016	\$29.70	\$7.85	\$12.30	\$0.00	\$49.85
	01/01/2017	\$30.60	\$7.85	\$12.30	\$0.00	\$50.75

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$12.78	\$7.85	\$0.00	\$0.00	\$20.63
2	55	\$14.05	\$7.85	\$1.57	\$0.00	\$23.47
3	60	\$15.33	\$7.85	\$1.71	\$0.00	\$24.89
4	65	\$16.61	\$7.85	\$1.85	\$0.00	\$26.31
5	70	\$17.89	\$7.85	\$11.45	\$0.00	\$37.19
6	75	\$19.16	\$7.85	\$11.59	\$0.00	\$38.60
7	80	\$20.44	\$7.85	\$11.73	\$0.00	\$40.02
8	90	\$23.00	\$7.85	\$12.02	\$0.00	\$42.87

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$13.15	\$7.85	\$0.00	\$0.00	\$21.00
2	55	\$14.47	\$7.85	\$1.57	\$0.00	\$23.89
3	60	\$15.78	\$7.85	\$1.71	\$0.00	\$25.34
4	65	\$17.10	\$7.85	\$1.85	\$0.00	\$26.80
5	70	\$18.41	\$7.85	\$11.45	\$0.00	\$37.71
6	75	\$19.73	\$7.85	\$11.59	\$0.00	\$39.17
7	80	\$21.04	\$7.85	\$11.73	\$0.00	\$40.62
8	90	\$23.67	\$7.85	\$12.02	\$0.00	\$43.54

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/01/2013	\$26.99	\$7.30	\$10.18	\$0.00	\$44.47
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2014	\$27.49	\$7.30	\$10.18	\$0.00	\$44.97
	12/01/2014	\$27.99	\$7.30	\$10.18	\$0.00	\$45.47
	06/01/2015	\$28.49	\$7.30	\$10.18	\$0.00	\$45.97
	12/01/2015	\$28.99	\$7.30	\$10.18	\$0.00	\$46.47
	06/01/2016	\$29.49	\$7.30	\$10.18	\$0.00	\$46.97
	12/01/2016	\$30.24	\$7.30	\$10.18	\$0.00	\$47.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B						
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	03/03/2014	\$36.67	\$9.80	\$17.67	\$0.00	\$64.14
PILE DRIVER LOCAL 56 (ZONE 3)	09/01/2014	\$37.80	\$9.80	\$17.67	\$0.00	\$65.27
	03/02/2015	\$38.20	\$9.80	\$17.67	\$0.00	\$65.67
	08/31/2015	\$39.35	\$9.80	\$17.67	\$0.00	\$66.82
PILE DRIVER	03/03/2014	\$36.32	\$9.80	\$18.17	\$0.00	\$64.29
PILE DRIVER LOCAL 56 (ZONE 3)	09/01/2014	\$37.45	\$9.80	\$18.17	\$0.00	\$65.42
	03/02/2015	\$37.85	\$9.80	\$18.17	\$0.00	\$65.82
	08/31/2015	\$39.00	\$9.80	\$18.17	\$0.00	\$66.97

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PILE DRIVER - Local 56 Zone 3

Effective Date - 03/03/2014

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

Notes: Apprentice wages shall be no less than the following Steps;
 (Same as set in Zone 1)
 1\$48.02/2\$52.03/3\$56.04/4\$58.05/5\$60.05/6\$60.05/7\$64.06/8\$64.06

Apprentice to Journeyworker Ratio:1:3

PIPELAYER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2013	\$27.65	\$7.30	\$10.92	\$0.00	\$45.87
	06/02/2014	\$28.31	\$7.30	\$10.92	\$0.00	\$46.53
	12/01/2014	\$28.97	\$7.30	\$10.92	\$0.00	\$47.19
	06/01/2015	\$29.66	\$7.30	\$10.92	\$0.00	\$47.88
	12/07/2015	\$30.34	\$7.30	\$10.92	\$0.00	\$48.56
	06/06/2016	\$31.03	\$7.30	\$10.92	\$0.00	\$49.25
	12/05/2016	\$31.71	\$7.30	\$10.92	\$0.00	\$49.93

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2013	\$27.24	\$7.30	\$10.18	\$0.00	\$44.72
	06/01/2014	\$27.74	\$7.30	\$10.18	\$0.00	\$45.22
	12/01/2014	\$28.24	\$7.30	\$10.18	\$0.00	\$45.72
	06/01/2015	\$28.74	\$7.30	\$10.18	\$0.00	\$46.22
	12/01/2015	\$29.24	\$7.30	\$10.18	\$0.00	\$46.72
	06/01/2016	\$29.74	\$7.30	\$10.18	\$0.00	\$47.22
	12/01/2016	\$30.49	\$7.30	\$10.18	\$0.00	\$47.97

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

PLUMBER & PIPEFITTER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2014	\$36.56	\$8.30	\$14.00	\$0.00	\$58.86
	09/17/2014	\$37.06	\$8.30	\$14.00	\$0.00	\$59.36
	03/17/2015	\$37.81	\$8.30	\$14.00	\$0.00	\$60.11
	09/17/2015	\$38.56	\$8.30	\$14.00	\$0.00	\$60.86
	03/17/2016	\$39.56	\$8.30	\$14.00	\$0.00	\$61.86

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PLUMBER/PIPEFITTER - Local 104

Effective Date - 03/17/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$16.45	\$8.30	\$8.40	\$0.00	\$33.15
2	50	\$18.28	\$8.30	\$8.40	\$0.00	\$34.98
3	60	\$21.94	\$8.30	\$8.40	\$0.00	\$38.64
4	70	\$25.59	\$8.30	\$8.40	\$0.00	\$42.29
5	80	\$29.25	\$8.30	\$14.00	\$0.00	\$51.55

Effective Date - 09/17/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$16.68	\$8.30	\$8.40	\$0.00	\$33.38
2	50	\$18.53	\$8.30	\$8.40	\$0.00	\$35.23
3	60	\$22.24	\$8.30	\$8.40	\$0.00	\$38.94
4	70	\$25.94	\$8.30	\$8.40	\$0.00	\$42.64
5	80	\$29.65	\$8.30	\$14.00	\$0.00	\$51.95

Notes:

Steps are 2000 hrs.

Apprentice to Journeyworker Ratio:1:5

PNEUMATIC CONTROLS (TEMP.) <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2014	\$36.56	\$8.30	\$14.00	\$0.00	\$58.86
	09/17/2014	\$37.06	\$8.30	\$14.00	\$0.00	\$59.36
	03/17/2015	\$37.81	\$8.30	\$14.00	\$0.00	\$60.11
	09/17/2015	\$38.56	\$8.30	\$14.00	\$0.00	\$60.86
	03/17/2016	\$39.56	\$8.30	\$14.00	\$0.00	\$61.86

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

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2013	\$27.24	\$7.30	\$10.18	\$0.00	\$44.72
	06/01/2014	\$27.74	\$7.30	\$10.18	\$0.00	\$45.22
	12/01/2014	\$28.24	\$7.30	\$10.18	\$0.00	\$45.72
	06/01/2015	\$28.74	\$7.30	\$10.18	\$0.00	\$46.22
	12/01/2015	\$29.24	\$7.30	\$10.18	\$0.00	\$46.72
	06/01/2016	\$29.74	\$7.30	\$10.18	\$0.00	\$47.22
	12/01/2016	\$30.49	\$7.30	\$10.18	\$0.00	\$47.97

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

POWDERMAN & BLASTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2013	\$28.40	\$7.30	\$10.92	\$0.00	\$46.62
	06/02/2014	\$29.06	\$7.30	\$10.92	\$0.00	\$47.28
	12/01/2014	\$29.72	\$7.30	\$10.92	\$0.00	\$47.94
	06/01/2015	\$30.41	\$7.30	\$10.92	\$0.00	\$48.63
	12/07/2015	\$31.09	\$7.30	\$10.92	\$0.00	\$49.31
	06/06/2016	\$31.78	\$7.30	\$10.92	\$0.00	\$50.00
	12/05/2016	\$32.46	\$7.30	\$10.92	\$0.00	\$50.68

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2013	\$27.99	\$7.30	\$10.18	\$0.00	\$45.47
	06/01/2014	\$28.49	\$7.30	\$10.18	\$0.00	\$45.97
	12/01/2014	\$28.99	\$7.30	\$10.18	\$0.00	\$46.47
	06/01/2015	\$29.49	\$7.30	\$10.18	\$0.00	\$46.97
	12/01/2015	\$29.99	\$7.30	\$10.18	\$0.00	\$47.47
	06/01/2016	\$30.49	\$7.30	\$10.18	\$0.00	\$47.97
	12/01/2016	\$31.24	\$7.30	\$10.18	\$0.00	\$48.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2013	\$31.68	\$9.70	\$10.46	\$0.00	\$51.84
	06/01/2014	\$32.63	\$9.70	\$10.46	\$0.00	\$52.79
	12/01/2014	\$33.58	\$9.70	\$10.46	\$0.00	\$53.74
	06/01/2015	\$34.58	\$9.70	\$10.46	\$0.00	\$54.74
	12/01/2015	\$35.58	\$9.70	\$10.46	\$0.00	\$55.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2013	\$31.15	\$9.70	\$10.46	\$0.00	\$51.31
	06/01/2014	\$32.10	\$9.70	\$10.46	\$0.00	\$52.26
	12/01/2014	\$33.05	\$9.70	\$10.46	\$0.00	\$53.21
	06/01/2015	\$34.05	\$9.70	\$10.46	\$0.00	\$54.21
	12/01/2015	\$35.05	\$9.70	\$10.46	\$0.00	\$55.21
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 404</i>	05/01/2008	\$19.13	\$6.59	\$5.15	\$0.00	\$30.87
RESIDENTIAL WOOD FRAME CARPENTER **	03/03/2014	\$23.71	\$7.20	\$5.35	\$0.00	\$36.26
** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. <i>CARPENTERS LOCAL 108 - HAMPDEN HAMPSHIRE</i>	09/01/2014	\$24.46	\$7.20	\$5.35	\$0.00	\$37.01
	03/02/2015	\$25.26	\$7.20	\$5.35	\$0.00	\$37.81
	08/31/2015	\$26.06	\$7.20	\$5.35	\$0.00	\$38.61
	02/29/2016	\$26.81	\$7.20	\$5.35	\$0.00	\$39.36

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 03/03/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.23	\$7.20	\$0.00	\$0.00	\$21.43
2	60	\$14.23	\$7.20	\$5.35	\$0.00	\$26.78
3	65	\$15.41	\$7.20	\$5.35	\$0.00	\$27.96
4	70	\$16.60	\$7.20	\$5.35	\$0.00	\$29.15
5	75	\$17.78	\$7.20	\$5.35	\$0.00	\$30.33
6	80	\$18.97	\$7.20	\$5.35	\$0.00	\$31.52
7	85	\$20.15	\$7.20	\$5.35	\$0.00	\$32.70
8	90	\$21.34	\$7.20	\$5.35	\$0.00	\$33.89

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.68	\$7.20	\$0.00	\$0.00	\$21.88
2	60	\$14.68	\$7.20	\$5.35	\$0.00	\$27.23
3	65	\$15.90	\$7.20	\$5.35	\$0.00	\$28.45
4	70	\$17.12	\$7.20	\$5.35	\$0.00	\$29.67
5	75	\$18.35	\$7.20	\$5.35	\$0.00	\$30.90
6	80	\$19.57	\$7.20	\$5.35	\$0.00	\$32.12
7	85	\$20.79	\$7.20	\$5.35	\$0.00	\$33.34
8	90	\$22.01	\$7.20	\$5.35	\$0.00	\$34.56

Notes:

** 1: 1-5, 2: 6-8, 3: 9-11

Apprentice to Journeyworker Ratio:**

RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2013	\$27.65	\$7.30	\$10.92	\$0.00	\$45.87
	06/02/2014	\$28.31	\$7.30	\$10.92	\$0.00	\$46.53
	12/01/2014	\$28.97	\$7.30	\$10.92	\$0.00	\$47.19
	06/01/2015	\$29.66	\$7.30	\$10.92	\$0.00	\$47.88
	12/07/2015	\$30.34	\$7.30	\$10.92	\$0.00	\$48.56
	06/06/2016	\$31.03	\$7.30	\$10.92	\$0.00	\$49.25
	12/05/2016	\$31.71	\$7.30	\$10.92	\$0.00	\$49.93

For apprentice rates see "Apprentice- LABORER"

ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2013	\$30.54	\$9.70	\$10.46	\$0.00	\$50.70
	06/01/2014	\$31.49	\$9.70	\$10.46	\$0.00	\$51.65
	12/01/2014	\$32.44	\$9.70	\$10.46	\$0.00	\$52.60
	06/01/2015	\$33.44	\$9.70	\$10.46	\$0.00	\$53.60
	12/01/2015	\$34.44	\$9.70	\$10.46	\$0.00	\$54.60

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROOFER (Coal tar pitch) <i>ROOFERS LOCAL 248</i>	01/01/2014	\$27.90	\$8.75	\$12.35	\$0.00	\$49.00
	07/16/2014	\$29.40	\$8.75	\$12.35	\$0.00	\$50.50
	07/16/2015	\$30.90	\$8.75	\$12.35	\$0.00	\$52.00

For apprentice rates see "Apprentice- ROOFER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) ROOFERS LOCAL 248	01/01/2014	\$27.40	\$8.75	\$11.85	\$0.00	\$48.00
	07/16/2014	\$28.90	\$8.75	\$11.85	\$0.00	\$49.50
	07/16/2015	\$30.40	\$8.75	\$11.85	\$0.00	\$51.00

Apprentice - ROOFER - Local 248

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.44	\$8.75	\$0.00	\$0.00	\$25.19
2	65	\$17.81	\$8.75	\$11.85	\$0.00	\$38.41
3	70	\$19.18	\$8.75	\$11.85	\$0.00	\$39.78
4	75	\$20.55	\$8.75	\$11.85	\$0.00	\$41.15
5	80	\$21.92	\$8.75	\$11.85	\$0.00	\$42.52
6	85	\$23.29	\$8.75	\$11.85	\$0.00	\$43.89
7	90	\$24.66	\$8.75	\$11.85	\$0.00	\$45.26
8	95	\$26.03	\$8.75	\$11.85	\$0.00	\$46.63

Effective Date - 07/16/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.34	\$8.75	\$0.00	\$0.00	\$26.09
2	65	\$18.79	\$8.75	\$11.85	\$0.00	\$39.39
3	70	\$20.23	\$8.75	\$11.85	\$0.00	\$40.83
4	75	\$21.68	\$8.75	\$11.85	\$0.00	\$42.28
5	80	\$23.12	\$8.75	\$11.85	\$0.00	\$43.72
6	85	\$24.57	\$8.75	\$11.85	\$0.00	\$45.17
7	90	\$26.01	\$8.75	\$11.85	\$0.00	\$46.61
8	95	\$27.46	\$8.75	\$11.85	\$0.00	\$48.06

Notes:

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

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 248	01/01/2014	\$27.90	\$8.75	\$12.35	\$0.00	\$49.00
	07/16/2014	\$29.40	\$8.75	\$12.35	\$0.00	\$50.50
	07/16/2015	\$30.90	\$8.75	\$12.35	\$0.00	\$52.00

For apprentice rates see "Apprentice- ROOFER"

SCRAPER OPERATING ENGINEERS LOCAL 98	12/01/2013	\$31.15	\$9.70	\$10.46	\$0.00	\$51.31
	06/01/2014	\$32.10	\$9.70	\$10.46	\$0.00	\$52.26
	12/01/2014	\$33.05	\$9.70	\$10.46	\$0.00	\$53.21
	06/01/2015	\$34.05	\$9.70	\$10.46	\$0.00	\$54.21
	12/01/2015	\$35.05	\$9.70	\$10.46	\$0.00	\$55.21

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) OPERATING ENGINEERS LOCAL 98	12/01/2013	\$30.54	\$9.70	\$10.46	\$0.00	\$50.70
	06/01/2014	\$31.49	\$9.70	\$10.46	\$0.00	\$51.65
	12/01/2014	\$32.44	\$9.70	\$10.46	\$0.00	\$52.60
	06/01/2015	\$33.44	\$9.70	\$10.46	\$0.00	\$53.60
	12/01/2015	\$34.44	\$9.70	\$10.46	\$0.00	\$54.60

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2013	\$27.92	\$9.70	\$10.46	\$0.00	\$48.08
	06/01/2014	\$28.87	\$9.70	\$10.46	\$0.00	\$49.03
	12/01/2014	\$29.82	\$9.70	\$10.46	\$0.00	\$49.98
	06/01/2015	\$30.82	\$9.70	\$10.46	\$0.00	\$50.98
	12/01/2015	\$31.82	\$9.70	\$10.46	\$0.00	\$51.98
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2014	\$32.29	\$8.64	\$13.65	\$1.64	\$56.22

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$14.53	\$5.65	\$3.56	\$0.00	\$23.74
2	50	\$16.15	\$5.93	\$3.96	\$0.00	\$26.04
3	55	\$17.76	\$6.20	\$7.13	\$0.93	\$32.02
4	60	\$19.37	\$6.47	\$7.13	\$0.99	\$33.96
5	65	\$20.99	\$6.74	\$7.13	\$1.05	\$35.91
6	70	\$22.60	\$7.01	\$7.13	\$1.10	\$37.84
7	75	\$24.22	\$7.28	\$7.13	\$1.16	\$39.79
8	80	\$25.83	\$7.55	\$12.86	\$1.39	\$47.63
9	85	\$27.45	\$7.83	\$12.86	\$1.44	\$49.58
10	90	\$29.06	\$8.10	\$12.86	\$1.50	\$51.52

Notes:

Apprentice to Journeyworker Ratio:1:3

SIGN ERECTOR <i>PAINTERS LOCAL 35 - ZONE 3</i>	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SIGN ERECTOR - Local 35 Zone 3

Effective Date - 06/01/2013

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

Notes:
Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$31.24	\$9.41	\$8.80	\$0.00	\$49.45
	06/01/2014	\$31.59	\$9.41	\$8.80	\$0.00	\$49.80
	08/01/2014	\$31.59	\$9.91	\$8.80	\$0.00	\$50.30
	12/01/2014	\$31.59	\$9.91	\$9.33	\$0.00	\$50.83
	06/01/2015	\$31.94	\$9.91	\$9.33	\$0.00	\$51.18
	08/01/2015	\$31.94	\$10.41	\$9.33	\$0.00	\$51.68
	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24	
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$31.53	\$9.41	\$8.80	\$0.00	\$49.74
	06/01/2014	\$31.88	\$9.41	\$8.80	\$0.00	\$50.09
	08/01/2014	\$31.88	\$9.91	\$8.80	\$0.00	\$50.59
	12/01/2014	\$31.88	\$9.91	\$9.33	\$0.00	\$51.12
	06/01/2015	\$32.23	\$9.91	\$9.33	\$0.00	\$51.47
	08/01/2015	\$32.23	\$10.41	\$9.33	\$0.00	\$51.97
	12/01/2015	\$32.23	\$10.41	\$10.08	\$0.00	\$52.72
	06/01/2016	\$32.73	\$10.41	\$10.08	\$0.00	\$53.22
	08/01/2016	\$32.73	\$10.91	\$10.08	\$0.00	\$53.72
12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53	
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	04/01/2014	\$37.26	\$8.52	\$11.83	\$0.00	\$57.61
	01/01/2015	\$37.26	\$8.52	\$11.98	\$0.00	\$57.76
	04/01/2015	\$38.01	\$8.52	\$11.98	\$0.00	\$58.51
	01/01/2016	\$38.01	\$8.52	\$12.13	\$0.00	\$58.66

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 04/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$16.77	\$7.45	\$0.00	\$0.00	\$24.22
2	50	\$18.63	\$7.45	\$0.00	\$0.00	\$26.08
3	55	\$20.49	\$8.52	\$6.00	\$0.00	\$35.01
4	60	\$22.36	\$8.52	\$6.00	\$0.00	\$36.88
5	65	\$24.22	\$8.52	\$6.25	\$0.00	\$38.99
6	70	\$26.08	\$8.52	\$6.25	\$0.00	\$40.85
7	75	\$27.95	\$8.52	\$6.25	\$0.00	\$42.72
8	80	\$29.81	\$8.52	\$6.25	\$0.00	\$44.58
9	85	\$31.67	\$8.52	\$6.25	\$0.00	\$46.44
10	90	\$33.53	\$8.52	\$6.25	\$0.00	\$48.30

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$16.77	\$7.45	\$0.00	\$0.00	\$24.22
2	50	\$18.63	\$7.45	\$0.00	\$0.00	\$26.08
3	55	\$20.49	\$8.52	\$6.15	\$0.00	\$35.16
4	60	\$22.36	\$8.52	\$6.15	\$0.00	\$37.03
5	65	\$24.22	\$8.52	\$6.40	\$0.00	\$39.14
6	70	\$26.08	\$8.52	\$6.40	\$0.00	\$41.00
7	75	\$27.95	\$8.52	\$6.40	\$0.00	\$42.87
8	80	\$29.81	\$8.52	\$6.40	\$0.00	\$44.73
9	85	\$31.67	\$8.52	\$6.40	\$0.00	\$46.59
10	90	\$33.53	\$8.52	\$6.40	\$0.00	\$48.45

Notes:

Apprentice to Journeyworker Ratio:1:1

TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 7	12/30/2013	\$36.86	\$9.05	\$9.26	\$0.00	\$55.17
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 12/30/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.74	\$4.00	\$0.44	\$0.00	\$19.18
2	45	\$16.59	\$4.00	\$0.50	\$0.00	\$21.09
3	50	\$18.43	\$9.05	\$5.20	\$0.00	\$32.68
4	55	\$20.27	\$9.05	\$5.26	\$0.00	\$34.58
5	65	\$23.96	\$9.05	\$6.37	\$0.00	\$39.38
6	70	\$25.80	\$9.05	\$7.42	\$0.00	\$42.27

Notes: Pre-5/31/11 1\$36.18/2\$38.08/3\$39.98/4\$41.88/5\$43.77/6\$45.68
Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	03/03/2014	\$29.94	\$10.18	\$16.01	\$0.00	\$56.13
<i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	09/01/2014	\$30.85	\$10.18	\$16.07	\$0.00	\$57.10
	03/02/2015	\$31.41	\$10.18	\$16.07	\$0.00	\$57.66
	08/31/2015	\$32.32	\$10.18	\$16.13	\$0.00	\$58.63
	02/29/2016	\$32.89	\$10.18	\$16.13	\$0.00	\$59.20
	09/05/2016	\$33.80	\$10.18	\$16.20	\$0.00	\$60.18
	02/27/2017	\$34.37	\$10.18	\$16.20	\$0.00	\$60.75

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

Effective Date - 03/03/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.97	\$10.18	\$16.01	\$0.00	\$41.16
2	60	\$17.96	\$10.18	\$16.01	\$0.00	\$44.15
3	70	\$20.96	\$10.18	\$16.01	\$0.00	\$47.15
4	80	\$23.95	\$10.18	\$16.01	\$0.00	\$50.14
5	90	\$26.95	\$10.18	\$16.01	\$0.00	\$53.14

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.43	\$10.18	\$16.07	\$0.00	\$41.68
2	60	\$18.51	\$10.18	\$16.07	\$0.00	\$44.76
3	70	\$21.60	\$10.18	\$16.07	\$0.00	\$47.85
4	80	\$24.68	\$10.18	\$16.07	\$0.00	\$50.93
5	90	\$27.77	\$10.18	\$16.07	\$0.00	\$54.02

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2013	\$34.70	\$7.30	\$12.90	\$0.00	\$54.90
	06/01/2014	\$35.45	\$7.30	\$12.90	\$0.00	\$55.65
	12/01/2014	\$36.20	\$7.30	\$12.90	\$0.00	\$56.40
	06/01/2015	\$36.95	\$7.30	\$12.90	\$0.00	\$57.15
	12/01/2015	\$37.70	\$7.30	\$12.90	\$0.00	\$57.90
	06/01/2016	\$38.45	\$7.30	\$12.90	\$0.00	\$58.65
	12/01/2016	\$39.45	\$7.30	\$12.90	\$0.00	\$59.65
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2013	\$33.42	\$7.30	\$12.90	\$0.00	\$53.62
	06/01/2014	\$34.17	\$7.30	\$12.90	\$0.00	\$54.37
	12/01/2014	\$34.92	\$7.30	\$12.90	\$0.00	\$55.12
	06/01/2015	\$35.67	\$7.30	\$12.90	\$0.00	\$55.87
	12/01/2015	\$36.42	\$7.30	\$12.90	\$0.00	\$56.62
	06/01/2016	\$37.17	\$7.30	\$12.90	\$0.00	\$57.37
	12/01/2016	\$38.17	\$7.30	\$12.90	\$0.00	\$58.37
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2013	\$33.30	\$7.30	\$12.90	\$0.00	\$53.50
	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2013	\$30.54	\$9.70	\$10.46	\$0.00	\$50.70
	06/01/2014	\$31.49	\$9.70	\$10.46	\$0.00	\$51.65
	12/01/2014	\$32.44	\$9.70	\$10.46	\$0.00	\$52.60
	06/01/2015	\$33.44	\$9.70	\$10.46	\$0.00	\$53.60
	12/01/2015	\$34.44	\$9.70	\$10.46	\$0.00	\$54.60
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$31.82	\$9.41	\$8.80	\$0.00	\$50.03
	06/01/2014	\$32.17	\$9.41	\$8.80	\$0.00	\$50.38
	08/01/2014	\$32.17	\$9.91	\$8.80	\$0.00	\$50.88
	12/01/2014	\$32.17	\$9.91	\$9.33	\$0.00	\$51.41
	06/01/2015	\$32.52	\$9.91	\$9.33	\$0.00	\$51.76
	08/01/2015	\$32.52	\$10.41	\$9.33	\$0.00	\$52.26
	12/01/2015	\$32.52	\$10.41	\$10.08	\$0.00	\$53.01
	06/01/2016	\$33.02	\$10.41	\$10.08	\$0.00	\$53.51
	08/01/2016	\$33.02	\$10.91	\$10.08	\$0.00	\$54.01
12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82	

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2013	\$45.58	\$7.30	\$13.30	\$0.00	\$66.18
	06/01/2014	\$46.33	\$7.30	\$13.30	\$0.00	\$66.93
	12/01/2014	\$47.08	\$7.30	\$13.30	\$0.00	\$67.68
	06/01/2015	\$47.83	\$7.30	\$13.30	\$0.00	\$68.43
	12/01/2015	\$48.58	\$7.30	\$13.30	\$0.00	\$69.18
	06/01/2016	\$49.33	\$7.30	\$13.30	\$0.00	\$69.93
	12/01/2016	\$50.33	\$7.30	\$13.30	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2013	\$47.58	\$7.30	\$13.30	\$0.00	\$68.18
	06/01/2014	\$48.33	\$7.30	\$13.30	\$0.00	\$68.93
	12/01/2014	\$49.08	\$7.30	\$13.30	\$0.00	\$69.68
	06/01/2015	\$49.83	\$7.30	\$13.30	\$0.00	\$70.43
	12/01/2015	\$50.58	\$7.30	\$13.30	\$0.00	\$71.18
	06/01/2016	\$51.33	\$7.30	\$13.30	\$0.00	\$71.93
	12/01/2016	\$52.33	\$7.30	\$13.30	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2013	\$37.65	\$7.30	\$13.30	\$0.00	\$58.25
	06/01/2014	\$38.40	\$7.30	\$13.30	\$0.00	\$59.00
	12/01/2014	\$39.15	\$7.30	\$13.30	\$0.00	\$59.75
	06/01/2015	\$39.90	\$7.30	\$13.30	\$0.00	\$60.50
	12/01/2015	\$40.65	\$7.30	\$13.30	\$0.00	\$61.25
	06/01/2016	\$41.40	\$7.30	\$13.30	\$0.00	\$62.00
	12/01/2016	\$42.40	\$7.30	\$13.30	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2013	\$39.65	\$7.30	\$13.30	\$0.00	\$60.25
	06/01/2014	\$40.40	\$7.30	\$13.30	\$0.00	\$61.00
	12/01/2014	\$41.15	\$7.30	\$13.30	\$0.00	\$61.75
	06/01/2015	\$41.90	\$7.30	\$13.30	\$0.00	\$62.50
	12/01/2015	\$42.65	\$7.30	\$13.30	\$0.00	\$63.25
	06/01/2016	\$43.40	\$7.30	\$13.30	\$0.00	\$64.00
	12/01/2016	\$44.40	\$7.30	\$13.30	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2013	\$31.24	\$9.41	\$8.80	\$0.00	\$49.45
	06/01/2014	\$31.59	\$9.41	\$8.80	\$0.00	\$49.80
	08/01/2014	\$31.59	\$9.91	\$8.80	\$0.00	\$50.30
	12/01/2014	\$31.59	\$9.91	\$9.33	\$0.00	\$50.83
	06/01/2015	\$31.94	\$9.91	\$9.33	\$0.00	\$51.18
	08/01/2015	\$31.94	\$10.41	\$9.33	\$0.00	\$51.68
	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2013	\$27.65	\$7.30	\$10.92	\$0.00	\$45.87
	06/02/2014	\$28.31	\$7.30	\$10.92	\$0.00	\$46.53
	12/01/2014	\$28.97	\$7.30	\$10.92	\$0.00	\$47.19
	06/01/2015	\$29.66	\$7.30	\$10.92	\$0.00	\$47.88
	12/07/2015	\$30.34	\$7.30	\$10.92	\$0.00	\$48.56
	06/06/2016	\$31.03	\$7.30	\$10.92	\$0.00	\$49.25
	12/05/2016	\$31.71	\$7.30	\$10.92	\$0.00	\$49.93
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2013	\$27.24	\$7.30	\$10.18	\$0.00	\$44.72
	06/01/2014	\$27.74	\$7.30	\$10.18	\$0.00	\$45.22
	12/01/2014	\$28.24	\$7.30	\$10.18	\$0.00	\$45.72
	06/01/2015	\$28.74	\$7.30	\$10.18	\$0.00	\$46.22
	12/01/2015	\$29.24	\$7.30	\$10.18	\$0.00	\$46.72
	06/01/2016	\$29.74	\$7.30	\$10.18	\$0.00	\$47.22
	12/01/2016	\$30.49	\$7.30	\$10.18	\$0.00	\$47.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2014	\$36.56	\$8.30	\$14.00	\$0.00	\$58.86
	09/17/2014	\$37.06	\$8.30	\$14.00	\$0.00	\$59.36
	03/17/2015	\$37.81	\$8.30	\$14.00	\$0.00	\$60.11
	06/17/2015	\$38.56	\$8.30	\$14.00	\$0.00	\$60.86
	03/17/2016	\$39.56	\$8.30	\$14.00	\$0.00	\$61.86
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentices Information:

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

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

All steps are six months (1000 hours) unless otherwise specified.

- * Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof.
- ** 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.