

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:	Town of Sandisfield
<b>Contract Number:</b>	City/Town: SANDISFIELD
Description of Work:	Create durable 4-season parking at Yanner Park that will accommodate approximately 14 cars, as well as improve the existing access drive. Use generally expected to be light except during special event
Job Location:	Town Hill Road, Sandisfield, MA 01255

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	12/01/2019	\$24.25	¢12.41	\$13.72	\$0.00	\$(0.29
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B		\$34.25 \$25.15	\$12.41	\$13.72	\$0.00 \$0.00	\$60.38
	06/01/2020	\$35.15	\$12.41			\$61.28
	08/01/2020	\$35.15	\$12.91	\$13.72	\$0.00	\$61.78
	12/01/2020	\$35.15	\$12.91	\$14.82	\$0.00	\$62.88
	06/01/2021	\$35.95	\$12.91	\$14.82	\$0.00	\$63.68
	08/01/2021	\$35.95	\$13.41	\$14.82	\$0.00	\$64.18
	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
3 AXLE) DRIVER - EQUIPMENT EAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2019	\$34.32	\$12.41	\$13.72	\$0.00	\$60.45
	06/01/2020	\$35.22	\$12.41	\$13.72	\$0.00	\$61.35
	08/01/2020	\$35.22	\$12.91	\$13.72	\$0.00	\$61.85
	12/01/2020	\$35.22	\$12.91	\$14.82	\$0.00	\$62.95
	06/01/2021	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
	08/01/2021	\$36.02	\$13.41	\$14.82	\$0.00	\$64.25
	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
4 & 5 AXLE) DRIVER - EQUIPMENT	12/01/2019	\$34.44	\$12.41	\$13.72	\$0.00	\$60.57
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2020	\$35.34	\$12.41	\$13.72	\$0.00	\$61.47
	08/01/2020	\$35.34	\$12.91	\$13.72	\$0.00	\$61.97
	12/01/2020	\$35.34	\$12.91	\$14.82	\$0.00	\$63.07
	06/01/2021	\$36.14	\$12.91	\$14.82	\$0.00	\$63.87
	08/01/2021	\$36.14	\$13.41	\$14.82	\$0.00	\$64.37
	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT ile driver local 56 (zone 3)	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR	12/01/2019	\$27.98	\$8.10	\$13.37	\$0.00	\$49.45
ABORERS - ZONE 4 (BUILDING & SITE)	06/01/2020	\$27.98	\$8.60	\$13.37	\$0.00	\$49.95
	12/01/2020	\$28.63	\$8.60	\$13.37	\$0.00	\$50.60
For apprentice rates see "Apprentice- LABORER"	12,01,2020	<i>\$20.05</i>	\$0.00			\$20.00
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	12/01/2019	\$29.16	\$8.10	\$14.44	\$0.00	\$51.70
ABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2020	\$29.45	\$8.60	\$14.44	\$0.00	\$52.49
	12/01/2020	\$30.24	\$8.60	\$14.44	\$0.00	\$53.28
	06/01/2021	\$31.06	\$8.60	\$14.44	\$0.00	\$54.10
	12/01/2021	\$31.87	\$8.60	\$14.44	\$0.00	\$54.91
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)		φυ 1.0 γ	\$0.00			<i>QC</i> , 1
SBESTOS WORKER (PIPES & TANKS)	12/01/2019	\$33.30	\$12.50	\$8.35	\$0.00	\$54.15
EAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	06/01/2020	\$34.20	\$12.50	\$8.35	\$0.00	\$55.05
	12/01/2020	\$35.10	\$12.50	\$8.35	\$0.00	\$55.95
ASPHALT RAKER	12/01/2019	\$27.48	\$8.10	\$13.37	\$0.00	\$48.95
ABORERS - ZONE 4 (BUILDING & SITE)	06/01/2020	\$27.48	\$8.60	\$13.37	\$0.00	\$49.45
	12/01/2020	\$27.48	\$8.60 \$8.60	\$13.37	\$0.00	\$50.10
For apprentice rates see "Apprentice- LABORER"	12/01/2020	φ20.13	φ <b>0.0</b> 0	ψ15.57	ψ0.00	φ50.10

**Issue Date:** 05/20/2020

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER (HEAVY & HIGHWAY)	12/01/2019	\$28.66	\$8.10	\$14.44	\$0.00	\$51.20
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2020	\$28.95	\$8.60	\$14.44	\$0.00	\$51.99
	12/01/2020	\$29.74	\$8.60	\$14.44	\$0.00	\$52.78
	06/01/2021	\$30.56	\$8.60	\$14.44	\$0.00	\$53.60
	12/01/2021	\$31.37	\$8.60	\$14.44	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) OPERATING ENGINEERS LOCAL 98	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR OPERATING ENGINEERS LOCAL 98	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER	12/01/2019	\$27.48	\$8.10	\$13.37	\$0.00	\$48.95
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2020	\$27.48	\$8.60	\$13.37	\$0.00	\$49.45
	12/01/2020	\$28.13	\$8.60	\$13.37	\$0.00	\$50.10
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE OPERATING ENGINEERS LOCAL 98	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2019	\$27.98	\$8.10	\$13.37	\$0.00	\$49.45
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2020	\$27.98	\$8.60	\$13.37	\$0.00	\$49.95
	12/01/2020	\$28.63	\$8.60	\$13.37	\$0.00	\$50.60
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	12/01/2019	\$29.16	\$8.10	\$14.44	\$0.00	\$51.70
HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2020	\$29.45	\$8.60	\$14.44	\$0.00	\$52.49
	12/01/2020	\$30.24	\$8.60	\$14.44	\$0.00	\$53.28
	06/01/2021	\$31.06	\$8.60	\$14.44	\$0.00	\$54.10
	12/01/2021	\$31.87	\$8.60	\$14.44	\$0.00	\$54.91
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 - BOILERMAKER - Local 29

Apprendee -	DOILLIUMIMEN	Locui 27
Effective Date	- 01/01/2020	

	Effecti	we Date - 01/01/20	020			Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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:							
	Appre	ntice to Journeywor	ker Ratio:1:4					
Issue Date:	05/20/202	20	Wage Request Number: 202005	20-036			Page 3 o	of 32

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY	02/01/2020	\$42.81	\$10.75	\$19.96	\$0.00	\$73.52
WATERPROOFING) BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	08/01/2020	\$44.16	\$10.75	\$20.11	\$0.00	\$75.02
	02/01/2021	\$44.71	\$10.75	\$20.11	\$0.00	\$75.57
	08/01/2021	\$46.11	\$10.75	\$20.27	\$0.00	\$77.13
	02/01/2022	\$46.64	\$10.75	\$20.27	\$0.00	\$77.66

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

Effective Date - 02/01/2020 Supplemental								
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$21.41	\$10.75	\$19.96	\$0.00	\$52.12	
2	60		\$25.69	\$10.75	\$19.96	\$0.00	\$56.40	
3	70		\$29.97	\$10.75	\$19.96	\$0.00	\$60.68	
4	80		\$34.25	\$10.75	\$19.96	\$0.00	\$64.96	
5	90		\$38.53	\$10.75	\$19.96	\$0.00	\$69.24	

Step	<b>ve Date -</b> 08/01/2020 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<u></u>	50	\$22.08	\$10.75		\$0.00	\$52.94
2	60		\$10.75	\$20.11 \$20.11	\$0.00 \$0.00	\$32.94 \$57.36
3	70	\$20.50	\$10.75	\$20.11 \$20.11	\$0.00 \$0.00	\$61.77
4	80	\$35.33	\$10.75	\$20.11	\$0.00	\$66.19
5	90	\$39.74	\$10.75	\$20.11	\$0.00	\$70.60
Notes:						
Appre	ntice to Journeyworker Rat	iio:1:5				
JLLDOZER/POWER	SHOVEL/TREE SHREDD /CLAM SHELL <i>ope</i>	12/01/2012	\$35.4	40 \$11.94	\$14.35	\$0.00 \$61.69

#### ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"

For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN	12/01/2019	\$40.25	\$8.10	\$16.80	\$0.00	\$65.15
LABORERS - FOUNDATION AND MARINE	06/01/2020	\$40.30	\$8.60	\$17.24	\$0.00	\$66.14
	12/01/2020	\$41.28	\$8.60	\$17.24	\$0.00	\$67.12
	06/01/2021	\$42.30	\$8.60	\$17.24	\$0.00	\$68.14
	12/01/2021	\$43.31	\$8.60	\$17.24	\$0.00	\$69.15
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER	12/01/2019	\$39.10	\$8.10	\$16.80	\$0.00	\$64.00
LABORERS - FOUNDATION AND MARINE	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN	12/01/2019	\$39.10	\$8.10	\$16.80	\$0.00	\$64.00
LABORERS - FOUNDATION AND MARINE	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
For apprentice rates see "Apprentice- LABORER"	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00
CARBIDE CORE DRILL OPERATOR	12/01/2019	\$27.48	\$8.10	\$13.37	\$0.00	\$48.95
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2020	\$27.48	\$8.60	\$13.37	\$0.00	\$49.45
For apprentice rates see "Apprentice- LABORER"	12/01/2020	\$28.13	\$8.60	\$13.37	\$0.00	\$50.10
CARPENTER	03/01/2020	\$38.04	\$7.84	\$16.87	\$0.00	\$62.75
CARPENTERS LOCAL 336 - BERKSHIRE COUNTY	09/01/2020	\$38.54	\$7.84	\$16.87	\$0.00	\$63.25
	03/01/2021	\$39.04	\$7.84	\$16.87	\$0.00	\$63.75
	09/01/2021	\$39.54	\$7.84	\$16.87	\$0.00	\$64.25
	03/01/2022	\$40.04	\$7.84	\$16.87	\$0.00	\$64.75
	09/01/2022	\$40.54	\$7.84	\$16.87	\$0.00	\$65.25
	03/01/2023	\$41.04	\$7.84	\$16.87	\$0.00	\$65.75

# Apprentice - CARPENTER - Local 336 Berkshire

Effect	ive Date -	03/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$19.02	\$7.84	\$1.32	\$0.00	\$28.18	
2	60		\$22.82	\$7.84	\$1.32	\$0.00	\$31.98	
3	70		\$26.63	\$7.84	\$12.91	\$0.00	\$47.38	
4	75		\$28.53	\$7.84	\$12.91	\$0.00	\$49.28	
5	80		\$30.43	\$7.84	\$14.23	\$0.00	\$52.50	
6	80		\$30.43	\$7.84	\$14.23	\$0.00	\$52.50	
7	90		\$34.24	\$7.84	\$15.55	\$0.00	\$57.63	
8	90		\$34.24	\$7.81	\$15.55	\$0.00	\$57.60	

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.27	\$7.84	\$1.32	\$0.00	\$28.43
2	60	\$23.12	\$7.84	\$1.32	\$0.00	\$32.28
3	70	\$26.98	\$7.84	\$12.91	\$0.00	\$47.73
4	75	\$28.91	\$7.84	\$12.91	\$0.00	\$49.66
5	80	\$30.83	\$7.84	\$14.23	\$0.00	\$52.90
6	80	\$30.83	\$7.84	\$14.23	\$0.00	\$52.90
7	90	\$34.69	\$7.84	\$15.55	\$0.00	\$58.08
8	90	\$34.69	\$7.81	\$15.55	\$0.00	\$58.05

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARPENTER WOOD FRAME CARPENTERS LOCAL 336 - BERKSHIRE COUNTY	10/01/2019	\$23.49	\$7.07	\$7.86	\$0.00	\$38.42

All Aspects of New Wood Frame Work

Step	tive Date - percent	10/01/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60		\$14.09	\$7.07	\$0.00	\$0.00	\$21.16
2	60		\$14.09	\$7.07	\$0.00	\$0.00	\$21.16
3	65		\$15.27	\$7.07	\$7.86	\$0.00	\$30.20
4	70		\$16.44	\$7.07	\$7.86	\$0.00	\$31.37
5	75		\$17.62	\$7.07	\$7.86	\$0.00	\$32.55
6	80		\$18.79	\$7.07	\$7.86	\$0.00	\$33.72
7	85		\$19.97	\$7.07	\$7.86	\$0.00	\$34.90
8	90		\$21.14	\$7.07	\$7.86	\$0.00	\$36.07
Note							
	% Indenti	ured After 10/1/17; 45/45/55	5/55/70/70/80/80				
	Step 1&2	\$17.64/ 3&4 \$24.74/ 5&6 \$	31.37/ 7&8 \$33.72				
Арри	entice to Jo	urneyworker Ratio:1:5					
ENT MASONRY			01/01/2020	\$41.94	\$12.70	\$17.64 \$	0.62 \$72

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

1° 1° -		1 4					
Effect	ive Date - 01/01/20	20			Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total R	ate
1	50	\$20.97	\$12.70	\$15.41	\$0.00	\$49.	08
2	60	\$25.16	\$12.70	\$17.64	\$0.62	\$56.	12
3	65	\$27.26	\$12.70	\$17.64	\$0.62	\$58.	22
4	70	\$29.36	\$12.70	\$17.64	\$0.62	\$60.	32
5	75	\$31.46	\$12.70	\$17.64	\$0.62	\$62.	42
6	80	\$33.55	\$12.70	\$17.64	\$0.62	\$64.	51
7	90	\$37.75	\$12.70	\$17.64	\$0.62	\$68.	71
Notes							- 
	Steps 3,4 are 500 hrs	s. All other steps are 1,000 hrs.					
Appro	entice to Journeywork	xer Ratio:1:3					
HAIN SAW OPERA	-	12/01/2019	9 \$27.48	\$8.10	\$13.37	\$0.00	\$48.95
BORERS - ZONE 4 (BUIL	DING & SITE)	06/01/2020	0 \$27.48	\$8.60	\$13.37	\$0.00	\$49.45
		12/01/2020	0 \$28.13	\$8.60	\$13.37	\$0.00	\$50.10
For apprentice rates see	"Apprentice- LABORER"						
OMPRESSOR OPER PERATING ENGINEERS L	-	12/01/2019	9 \$34.87	\$11.94	\$14.35	\$0.00	\$61.16
For apprentice rates see	"Apprentice- OPERATING	ENGINEERS"					

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CRANE OPERATOR OPERATING ENGINEERS LOCAL 98	12/01/2019	\$38.90	\$11.94	\$14.35	\$0.00	\$65.19
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE)	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
PAINTERS LOCAL 35 - ZONE 3	07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36
	01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46

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

Step         percent         Apprentice Base Wage         Health         Pension         Unemployment         Total Rate           1         50         \$25.48         \$8.20         \$0.00         \$33.68           2         55         \$28.03         \$8.20         \$5.94         \$0.00         \$42.17           3         60         \$30.58         \$8.20         \$6.48         \$0.00         \$45.26	ive Date - 01/01	)20				Supplemental		
2     55     \$28.03     \$8.20     \$5.94     \$0.00     \$42.17	percent	Appr	entice Base Wage	Health	Pension	Unemployment	Total Rate	
<sup>22</sup> φ20.05 φ0.20 φ5.74 φ0.00 φ42.17	50		\$25.48	\$8.20	\$0.00	\$0.00	\$33.68	
<sup>3</sup> 60 \$30.58 \$8.20 \$6.48 \$0.00 \$45.26	55		\$28.03	\$8.20	\$5.94	\$0.00	\$42.17	
	60		\$30.58	\$8.20	\$6.48	\$0.00	\$45.26	
4 65 \$33.12 \$8.20 \$7.02 \$0.00 \$48.34	65		\$33.12	\$8.20	\$7.02	\$0.00	\$48.34	
5         70         \$35.67         \$8.20         \$18.86         \$0.00         \$62.73	70		\$35.67	\$8.20	\$18.86	\$0.00	\$62.73	
6         75         \$38.22         \$8.20         \$19.40         \$0.00         \$65.82	75		\$38.22	\$8.20	\$19.40	\$0.00	\$65.82	
7         80         \$40.77         \$8.20         \$19.94         \$0.00         \$68.91	80		\$40.77	\$8.20	\$19.94	\$0.00	\$68.91	
8 90 \$45.86 \$8.20 \$21.02 \$0.00 \$75.08	90		\$45.86	\$8.20	\$21.02	\$0.00	\$75.08	

E	ffectiv	ve Date - 07/01/2020				Supplemental		
S	tep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
1	l	50	\$26.03	\$8.20	\$0.00	\$0.00	\$34.2	.3
2	2	55	\$28.63	\$8.20	\$5.94	\$0.00	\$42.7	7
3	3	60	\$31.24	\$8.20	\$6.48	\$0.00	\$45.9	2
4	1	65	\$33.84	\$8.20	\$7.02	\$0.00	\$49.0	)6
5	5	70	\$36.44	\$8.20	\$18.86	\$0.00	\$63.5	50
6	5	75	\$39.05	\$8.20	\$19.40	\$0.00	\$66.6	5
7	7	80	\$41.65	\$8.20	\$19.94	\$0.00	\$69.7	'9
8	3	90	\$46.85	\$8.20	\$21.02	\$0.00	\$76.0	)7
N	otes:							1
		Steps are 750 hrs.						
A	pprer	ntice to Journeyworker Ratio:1:1						
DEMO: ADZEMA LABORERS - ZONE 4		ING & SITE)	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rate	es see "A	Apprentice- LABORER"						
DEMO: BACKHO LABORERS - ZONE 4		ADER/HAMMER OPERATOR ING & SITE)	12/01/2019	9 \$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rate	es see "A	Apprentice- LABORER"						
DEMO: BURNER LABORERS - ZONE 4		ING & SITE)	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice rate	es see "/	Apprentice- LABORER"						
DEMO: CONCRE LABORERS - ZONE 4		UTTER/SAWYER ING & SITE)	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rate	es see "A	Apprentice- LABORER"						
DEMO: JACKHA			12/01/2019	9 \$40.05	\$8.10	\$16.60	\$0.00	\$64.75

LABORERS - ZONE 4 (BUILDING & SITE)

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
ELECTRICIAN (Including Core Drilling) ELECTRICIANS LOCAL 7	12/29/2019	\$43.41	\$11.00	\$12.60	\$0.00	\$67.01

	ective Date - 12/29/20				Supplemental		
Stej	p percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40	\$17.36	\$6.00	\$0.52	\$0.00	\$23.88	
2	45	\$19.53	\$6.00	\$0.59	\$0.00	\$26.12	
3	50	\$21.71	\$11.00	\$6.95	\$0.00	\$39.66	
4	55	\$23.88	\$11.00	\$7.02	\$0.00	\$41.90	,
5	65	\$28.22	\$11.00	\$8.15	\$0.00	\$47.37	
6	70	\$30.39	\$11.00	\$9.21	\$0.00	\$50.60	
Not	tes:						
	Steps 1-2 are 1000 h	rs; Steps 3-6 are 1500 hrs.					
Apj	prentice to Journeyworl	xer Ratio:2:3****					
EVATOR CONSTRUCTOR		01/01/2020	\$54.85	5 \$15.73	\$18.41	\$0.00	\$88.99
VATOR CONSTRUC	TORS LOCAL 41	01/01/2021	\$56.69	9 \$15.88	\$19.31	\$0.00	\$91.88
		01/01/2022	\$58.62	2 \$16.03	\$20.21	\$0.00	\$94.86

sue Date:	05/20/20	20 Wage R	equest Number: 202005	20-036				Page 9 of 3
IKE ALAKN	I KEPAII	R / MAINTENANCE / COMMISSIONING <i>electricle</i>	12/29/2019 NNS	9 \$43.41	\$11.00	\$12.60	\$0.00	\$67.01
		Apprentice- ELECTRICIAN"						
IRE ALARN		LLER	12/29/2019	9 \$43.41	\$11.00	\$12.60	\$0.00	\$67.01
IELD ENG.S		CHIEF-BLDG,SITE,HVY/HWY DCAL 98	06/01/1999	9 \$22.33	\$4.80	\$4.10	\$0.00	\$31.23
IELD ENG.P		HIEF:BLDG,SITE,HVY/HWY OCAL 98	06/01/1999	9 \$21.33	\$4.80	\$4.10	\$0.00	\$30.23
IELD ENG.I PERATING ENG		D-BLDG,SITE,HVY/HWY DCAL 98	06/01/1999	9 \$18.84	\$4.80	\$4.10	\$0.00	\$27.74
		Apprentice- LABORER (Heavy and Highw						
			12/01/202			\$14.44	\$0.00	\$54.41
			06/01/202			\$14.44	\$0.00	\$53.60
			12/01/2020			\$14.44	\$0.00	\$52.78
BORERS - ZON	NE 4 (HEAV	Y & HIGHWAY)	06/01/2020			\$14.44	\$0.00	\$51.99
		IL ERECTOR (HEAVY & HIGH	WAY) 12/01/2019	9 \$28.66	\$8.10	\$14.44	\$0.00	\$51.20
For apprentic	e rates see '	'Apprentice- LABORER"	12/01/2020	0 \$28.13	\$8.60	\$13.37	\$0.00	\$50.10
201		· - · / ~ /	06/01/2020			\$13.37	\$0.00	\$49.45
ENCE & BE Borers - zon		L ERECTOR DING & SITE)	12/01/2019	9 \$27.48		\$13.37	\$0.00	\$48.95
		Apprentice - ELEVATOR CONSTRUCTO						
			01/01/2022			\$20.21	\$0.00	\$77.27
EVATOR CON	STRUCTOR	S LOCAL 41	01/01/202			\$19.31	\$0.00	\$74.87
EVATOR (		UCTOR HELPER	01/01/2020	0 \$38.40	\$15.73	\$18.41	\$0.00	\$72.54
	Appre	ntice to Journeyworker Ratio:1:						
		Steps 1-2 are 6 mos.; Steps 3-5 a	re 1 year					
	Notes:							
	5	80	\$45.35	\$15.88	\$19.31	\$0.00	\$80.54	
	4	70	\$39.68	\$15.88	\$19.31	\$0.00	\$74.87	
	3	65	\$36.85	\$15.88	\$19.31	\$0.00	\$72.04	
	2	55	\$31.18	\$15.88	\$19.31	\$0.00	\$66.37	
	1	50	\$28.35	\$15.88	\$0.00	\$0.00	\$44.23	
	Step	ve Date - 01/01/2021 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	Effe eff	<b>ve Date -</b> 01/01/2021						
	5	80	\$43.88	\$15.73	\$18.41	\$0.00	\$78.02	
	4	70	\$38.40	\$15.73	\$18.41	\$0.00	\$72.54	
	3	65	\$35.65	\$15.73	\$18.41	\$0.00	\$69.79	
	2	55	\$27.43 \$30.17	\$15.73 \$15.73	\$0.00 \$18.41	\$0.00 \$0.00	\$43.16 \$64.31	
	Step 1	50 percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	

### Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN OPERATING ENGINEERS LOCAL 98	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16

Apprentice -	OPERATING ENGINEERS - Local 98 Class 3
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Effect	ive Date -	12/01/2019				Supplemental		
Step	percent	А	pprentice Base Wage	Health	Pension	Unemployment	Total I	Rate
1	60		\$20.92	\$11.94	\$14.35	\$0.00	\$47	7.21
2	70		\$24.41	\$11.94	\$14.35	\$0.00	\$50	0.70
3	80		\$27.90	\$11.94	\$14.35	\$0.00	\$54	4.19
4	90		\$31.38	\$11.94	\$14.35	\$0.00	\$57	7.67
Notes		re 1000 hrs.; Steps 3-4 are 20	00 hrs.					
Appro	entice to Jou	rneyworker Ratio:1:6						
FLAGGER & SIGNAI		,	12/01/2019	\$23.50	\$8.10	\$14.42	\$0.00	\$46.02
LABORERS - ZONE 4 (HEA)	VY & HIGHWAY	()	06/01/2020	\$23.50	\$8.60	\$14.44	\$0.00	\$46.54
			12/01/2020	\$24.50	\$8.60	\$14.44	\$0.00	\$47.54
			06/01/2021	\$24.50	\$8.60	\$14.44	\$0.00	\$47.54
			12/01/2021	\$24.50	\$8.60	\$14.44	\$0.00	\$47.54
For apprentice rates see	"Apprentice- LA	ABORER (Heavy and Highway)						
FLOORCOVERER <i>FLOORCOVERERS LOCAL</i>	2168 ZONE III		09/01/2019	\$37.44	\$7.84	\$16.87	\$0.00	\$62.15

### Apprentice - FLOORCOVERER - Local 2168 Zone III

	Effect	ive Date - 09/0	1/2019				Supplemental		
	Step	percent	Apprentice B	ase Wage	Health	Pension	Unemployment	Total Rate	e
	1	50	\$1	8.72	\$7.84	\$1.32	\$0.00	\$27.88	3
	2	55	\$2	0.59	\$7.84	\$1.32	\$0.00	\$29.7	5
	3	60	\$22	2.46	\$7.84	\$12.91	\$0.00	\$43.2	l
	4	65	\$24	4.34	\$7.84	\$12.91	\$0.00	\$45.09	)
	5	70	\$20	6.21	\$7.84	\$14.23	\$0.00	\$48.28	3
	6	75	\$2	8.08	\$7.84	\$14.23	\$0.00	\$50.1	5
	7	80	\$2	9.95	\$7.84	\$15.55	\$0.00	\$53.34	ł
	8	85	\$3	1.82	\$7.84	\$15.55	\$0.00	\$55.2	l
	Notes:		s. 7; 45/45/55/55/70/70/80/80 (1500hr \$ 1/ 3&4 \$31.03/ 5&6 \$48.28/ 7&8 \$5	3 34				   	
	Appre		worker Ratio:1:1						
FORK LIFT OPERATING EN	GINEERS L	OCAL 98		12/01/2019	\$35.09	\$11.94	\$14.35	\$0.00	\$61.38
For apprent	ice rates see	"Apprentice- OPERAT	TING ENGINEERS"						
GENERATO		TING PLANTS OCAL 98		12/01/2019	\$31.64	\$11.94	\$14.35	\$0.00	\$57.93
For apprent	ice rates see	"Apprentice- OPERAT	TING ENGINEERS"						
Issue Date:	05/20/20	20	Wage Request Number:	2020052	0-036			· · · · · · · · · · · · · · · · · · ·	Page 10 of 32

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR	06/01/2019	\$38.18	\$10.60	\$9.90	\$0.00	\$58.68
SYSTEMS) GLAZIERS LOCAL 1333	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43

Effect	ive Date - 06/01/2019				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$19.09	\$10.60	\$1.80	\$0.00	\$31.49
2	56	\$21.48	\$10.60	\$1.80	\$0.00	\$33.88
3	63	\$23.86	\$10.60	\$2.40	\$0.00	\$36.86
4	69	\$26.25	\$10.60	\$2.40	\$0.00	\$39.25
5	75	\$28.64	\$10.60	\$2.90	\$0.00	\$42.14
6	81	\$31.02	\$10.60	\$2.90	\$0.00	\$44.52
7	88	\$33.41	\$10.60	\$9.90	\$0.00	\$53.91
8	94	\$35.79	\$10.60	\$9.90	\$0.00	\$56.29

Apprentice - GLAZIER - Local 1333

	Effecti	ve Date - 06/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	To	tal Rate
	1	50	\$19.59	\$10.80	\$1.80	\$0.00		\$32.19
	2	56	\$22.04	\$10.80	\$1.80	\$0.00		\$34.64
	3	63	\$24.49	\$10.80	\$2.45	\$0.00		\$37.74
	4	69	\$26.94	\$10.80	\$2.45	\$0.00		\$40.19
	5	75	\$29.39	\$10.80	\$3.15	\$0.00		\$43.34
	6	81	\$31.83	\$10.80	\$3.15	\$0.00		\$45.78
	7	88	\$34.28	\$10.80	\$10.45	\$0.00		\$55.53
	8	94	\$36.73	\$10.80	\$10.45	\$0.00		\$57.98
	Notes:							
	Appre	ntice to Journeyworker Ratio:1:3						
GRADER/TREM OPERATING ENGIN		G MACHINE/DERRICK DCAL 98	12/01/2019	9 \$35.40	\$11.94	\$14.35	\$0.00	\$61.69
For apprentice	ates see "	Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTV SHEETMETAL WOR	,		01/01/2020	9 \$36.99	\$10.64	\$16.22	\$1.77	\$65.62
For apprentice	ates see "	Apprentice- SHEET METAL WORKER"						
HVAC (ELECT ELECTRICIANS LO		CONTROLS)	12/29/2019	9 \$43.41	\$11.00	\$12.60	\$0.00	\$67.01
For apprentice	ates see "	Apprentice- ELECTRICIAN"						
HVAC (TESTIN SHEETMETAL WOR		D BALANCING - AIR) DCAL 63	01/01/2020	) \$36.99	\$10.64	\$16.22	\$1.77	\$65.62

For apprentice rates see "Apprentice- SHEET METAL WORKER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER)	03/17/2020	\$41.71	\$9.05	\$16.35	\$0.00	\$67.11
PLUMBERS & PIPEFITTERS LOCAL 104	09/17/2020	\$42.71	\$9.05	\$16.35	\$0.00	\$68.11
	03/17/2021	\$43.71	\$9.05	\$16.35	\$0.00	\$69.11
	09/17/2021	\$44.71	\$9.05	\$16.35	\$0.00	\$70.11
	03/17/2022	\$45.96	\$9.05	\$16.35	\$0.00	\$71.36
	09/17/2022	\$46.96	\$9.05	\$16.35	\$0.00	\$72.36
	03/17/2023	\$48.21	\$9.05	\$16.35	\$0.00	\$73.61
	09/17/2023	\$49.21	\$9.05	\$16.35	\$0.00	\$74.61
	03/17/2024	\$50.46	\$9.05	\$16.35	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC Plumbers & Pipefitters local 104	03/17/2020	\$41.71	\$9.05	\$16.35	\$0.00	\$67.11
rlumdeks & fifefilleks local 104	09/17/2020	\$42.71	\$9.05	\$16.35	\$0.00	\$68.11
	03/17/2021	\$43.71	\$9.05	\$16.35	\$0.00	\$69.11
	09/17/2021	\$44.71	\$9.05	\$16.35	\$0.00	\$70.11
	03/17/2022	\$45.96	\$9.05	\$16.35	\$0.00	\$71.36
	09/17/2022	\$46.96	\$9.05	\$16.35	\$0.00	\$72.36
	03/17/2023	\$48.21	\$9.05	\$16.35	\$0.00	\$73.61
	09/17/2023	\$49.21	\$9.05	\$16.35	\$0.00	\$74.61
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/17/2024	\$50.46	\$9.05	\$16.35	\$0.00	\$75.86
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2019	\$29.16	\$8.10	\$14.44	\$0.00	\$51.70
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2020	\$29.45	\$8.60	\$14.44	\$0.00	\$52.49
	12/01/2020	\$30.24	\$8.60	\$14.44	\$0.00	\$53.28
	06/01/2021	\$31.06	\$8.60	\$14.44	\$0.00	\$54.10
	12/01/2021	\$31.87	\$8.60	\$14.44	\$0.00	\$54.91
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	09/01/2019	\$38.75	\$12.80	\$16.40	\$0.00	\$67.95

Apprentice -	ASBESTOS INSULATOR	(Pipes & Tanks)	Local 6 Springfield
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Effecti	ve Date - 09/01/2019				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$19.38	\$12.80	\$11.90	\$0.00	\$44.08	
2	60	\$23.25	\$12.80	\$12.80	\$0.00	\$48.85	
3	70	\$27.13	\$12.80	\$13.70	\$0.00	\$53.63	
4	80	\$31.00	\$12.80	\$14.60	\$0.00	\$58.40	
Notes:	Steps are 1 year						
Appre	ntice to Journeyworker Ratio:1:4						
IRONWORKER/WELI		03/16/2020	0 \$35.95	\$8.00	\$20.75	\$0.00	\$64.70
IRONWORKERS LOCAL 7 (S.	RONWORKERS LOCAL 7 (SPRINGFIELD AREA)		9 \$36.85	\$8.00	\$20.75	\$0.00	\$65.60
		03/16/202	1 \$37.70	\$8.00	\$20.75	\$0.00	\$66.45

<b>Effective Date -</b> 03/16/2020				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 60	\$21.57	\$8.00	\$20.75	\$0.00	\$50.32	
2 70	\$25.17	\$8.00	\$20.75	\$0.00	\$53.92	
3 75	\$26.96	\$8.00	\$20.75	\$0.00	\$55.71	
4 80	\$28.76	\$8.00	\$20.75	\$0.00	\$57.51	
5 85	\$30.56	\$8.00	\$20.75	\$0.00	\$59.31	
6 90	\$32.36	\$8.00	\$20.75	\$0.00	\$61.11	
<b>Effective Date -</b> 09/16/2020				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 60	\$22.11	\$8.00	\$20.75	\$0.00	\$50.86	
2 70	\$25.80	\$8.00	\$20.75	\$0.00	\$54.55	
3 75	\$27.64	\$8.00	\$20.75	\$0.00	\$56.39	
4 80	\$29.48	\$8.00	\$20.75	\$0.00	\$58.23	
5 85	\$31.32	\$8.00	\$20.75	\$0.00	\$60.07	
6 90	\$33.17	\$8.00	\$20.75	\$0.00	\$61.92	
Notes: Motes: Structural 1:6; Ornamental 1:4					   	
Apprentice to Journeyworker Ratio:						
CKHAMMER & PAVING BREAKER OPERATOR	12/01/2019	\$27.48	\$8.10	\$13.37	\$0.00	\$48.95
BORERS - ZONE 4 (BUILDING & SITE)	06/01/2020	\$27.48	\$8.60	\$13.37	\$0.00	\$49.45
For apprentice rates see "Apprentice- LABORER"	12/01/2020	\$28.13	\$8.60	\$13.37	\$0.00	\$50.10
ABORER	12/01/2019	\$27.23	\$8.10	\$13.37	\$0.00	\$48.70
BORERS - ZONE 4 (BUILDING & SITE)	06/01/2020		\$8.60	\$13.37	\$0.00	\$49.20
	12/01/2020	\$27.88	\$8.60	\$13.37	\$0.00	\$49.85

# Apprentice - IRONWORKER - Local 7 Springfield

Effect	supplemental Supplemental						
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$16.34	\$8.10	\$13.37	\$0.00	\$37.81
2	70		\$19.06	\$8.10	\$13.37	\$0.00	\$40.53
3	80		\$21.78	\$8.10	\$13.37	\$0.00	\$43.25
4	90		\$24.51	\$8.10	\$13.37	\$0.00	\$45.98

### Apprentice - LABORER - Zone 4 Building and Site

Effect	ive Date - 06/01/2020				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60	\$16.34	\$8.60	\$13.37	\$0.00	\$38.31
2	70	\$19.06	\$8.60	\$13.37	\$0.00	\$41.03
3	80	\$21.78	\$8.60	\$13.37	\$0.00	\$43.75
4	90	\$24.51	\$8.60	\$13.37	\$0.00	\$46.48

#### Notes:

#### Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	12/01/2019	\$28.41	\$8.10	\$14.44	\$0.00	\$50.95
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2020	\$28.70	\$8.60	\$14.44	\$0.00	\$51.74
	12/01/2020	\$29.49	\$8.60	\$14.44	\$0.00	\$52.53
	06/01/2021	\$30.31	\$8.60	\$14.44	\$0.00	\$53.35
	12/01/2021	\$31.12	\$8.60	\$14.44	\$0.00	\$54.16

### Apprentice - LABORER (Heavy and Highway) - Zone 4

Effecti	ive Date -	12/01/2019				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$17.05	\$8.10	\$14.44	\$0.00	\$39.59	
2	70		\$19.89	\$8.10	\$14.44	\$0.00	\$42.43	
3	80		\$22.73	\$8.10	\$14.44	\$0.00	\$45.27	
4	90		\$25.57	\$8.10	\$14.44	\$0.00	\$48.11	

Effect	ive Date -	06/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$17.22	\$8.60	\$14.44	\$0.00	\$40.26	
2	70		\$20.09	\$8.60	\$14.44	\$0.00	\$43.13	
3	80		\$22.96	\$8.60	\$14.44	\$0.00	\$46.00	
4	90		\$25.83	\$8.60	\$14.44	\$0.00	\$48.87	

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER	12/01/2019	\$27.23	\$8.10	\$13.37	\$0.00	\$48.70
ABORERS - ZONE 4 (BUILDING & SITE)	06/01/2020	\$27.23	\$8.60	\$13.37	\$0.00	\$49.20
For appropriate rates and "Appropriate TADODED"	12/01/2020	\$27.88	\$8.60	\$13.37	\$0.00	\$49.85
For apprentice rates see "Apprentice- LABORER"				¢12.27	<b>*</b> •••••	
ABORER: CEMENT FINISHER TENDER Aborers - zone 4 (building & site)	12/01/2019	\$27.23	\$8.10	\$13.37	\$0.00	\$48.70
	06/01/2020	\$27.23	\$8.60	\$13.37	\$0.00	\$49.20
For apprentice rates see "Apprentice- LABORER"	12/01/2020	\$27.88	\$8.60	\$13.37	\$0.00	\$49.85
ABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/01/2019	\$27.33	\$8.10	\$13.37	\$0.00	\$48.80
ABORERS - ZONE 4 (BUILDING & SITE)	06/01/2020	\$27.33	\$8.60	\$13.66	\$0.00	\$49.59
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER	12/01/2019	\$29.23	\$8.10	\$13.37	\$0.00	\$50.70
ABORERS - ZONE 4 (BUILDING & SITE)	06/01/2020	\$29.23	\$8.60	\$13.37	\$0.00	\$51.20
	12/01/2020	\$29.88	\$8.60	\$13.37	\$0.00	\$51.85
For apprentice rates see "Apprentice- LABORER"						
ABORER: MASON TENDER (HEAVY & HIGHWAY) ABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2019	\$28.66	\$8.10	\$14.44	\$0.00	\$51.20
	06/01/2020	\$28.95	\$8.60	\$14.44	\$0.00	\$51.99
	12/01/2020	\$29.74	\$8.60	\$14.44	\$0.00	\$52.78
	06/01/2021	\$30.56	\$8.60	\$14.44	\$0.00	\$53.60
	12/01/2021	\$31.37	\$8.60	\$14.44	\$0.00	\$54.41
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ABORER: MULTI-TRADE TENDER Aborers - zone 4 (building & site)	12/01/2019	\$27.23	\$8.10	\$13.37	\$0.00	\$48.70
	06/01/2020	\$27.23	\$8.60	\$13.37	\$0.00	\$49.20
	12/01/2020	\$27.88	\$8.60	\$13.37	\$0.00	\$49.85
For apprentice rates see "Apprentice- LABORER"						
ABORER: TREE REMOVER Aborers - zone 4 (building & site)	12/01/2019	\$27.23	\$8.10	\$13.37	\$0.00	\$48.70
	06/01/2020	\$27.23	\$8.60	\$13.37	\$0.00	\$49.20
This classification applies to the removal of standing trees, and the trimming and rem	12/01/2020	\$27.88	\$8.60	\$13.37	\$0.00	\$49.85
clearance incidental to construction . For apprentice rates see "Apprentice- LABORE		ios when related t	o public work	s construction	of site	
ASER BEAM OPERATOR	12/01/2019	\$27.48	\$8.10	\$13.37	\$0.00	\$48.95
ABORERS - ZONE 4 (BUILDING & SITE)	06/01/2020	\$27.48	\$8.60	\$13.37	\$0.00	\$49.45
	12/01/2020	\$28.13	\$8.60	\$13.37	\$0.00	\$50.10
For apprentice rates see "Apprentice- LABORER"						
ASER BEAM OPERATOR (HEAVY & HIGHWAY)		¢20 ((	\$8.10	\$14.44	\$0.00	\$51.20
· · · · · · · · · · · · · · · · · · ·	12/01/2019	\$28.66				
· · · · · · · · · · · · · · · · · · ·	12/01/2019 06/01/2020	\$28.66 \$28.95	\$8.60	\$14.44	\$0.00	\$51.99
· · · · · · · · · · · · · · · · · · ·				\$14.44 \$14.44	\$0.00 \$0.00	\$51.99 \$52.78
× /	06/01/2020	\$28.95	\$8.60			
× /	06/01/2020 12/01/2020	\$28.95 \$29.74	\$8.60 \$8.60	\$14.44	\$0.00	\$52.78
· · · · · · · · · · · · · · · · · · ·	06/01/2020 12/01/2020 06/01/2021	\$28.95 \$29.74 \$30.56	\$8.60 \$8.60 \$8.60	\$14.44 \$14.44	\$0.00 \$0.00	\$52.78 \$53.60
ABORERS - ZONE 4 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS	06/01/2020 12/01/2020 06/01/2021	\$28.95 \$29.74 \$30.56	\$8.60 \$8.60 \$8.60	\$14.44 \$14.44	\$0.00 \$0.00	\$52.78 \$53.60
ABORERS - ZONE 4 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS	06/01/2020 12/01/2020 06/01/2021 12/01/2021	\$28.95 \$29.74 \$30.56 \$31.37	\$8.60 \$8.60 \$8.60 \$8.60	\$14.44 \$14.44 \$14.44	\$0.00 \$0.00 \$0.00	\$52.78 \$53.60 \$54.41
ABORERS - ZONE 4 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS	06/01/2020 12/01/2020 06/01/2021 12/01/2021 02/01/2020	\$28.95 \$29.74 \$30.56 \$31.37 \$35.17	\$8.60 \$8.60 \$8.60 \$8.60 \$10.75	\$14.44 \$14.44 \$14.44 \$19.37	\$0.00 \$0.00 \$0.00 \$0.00	\$52.78 \$53.60 \$54.41 \$65.29
ABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2020 12/01/2020 06/01/2021 12/01/2021 02/01/2020 08/01/2020	\$28.95 \$29.74 \$30.56 \$31.37 \$35.17 \$36.17	\$8.60 \$8.60 \$8.60 \$8.60 \$10.75 \$10.75	\$14.44 \$14.44 \$14.44 \$19.37 \$19.49	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$52.78 \$53.60 \$54.41 \$65.29 \$66.41

Effecti	ive Date -	02/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$17.59	\$10.75	\$19.37	\$0.00	\$47.71
2	60		\$21.10	\$10.75	\$19.37	\$0.00	\$51.22
3	70		\$24.62	\$10.75	\$19.37	\$0.00	\$54.74
4	80		\$28.14	\$10.75	\$19.37	\$0.00	\$58.26
5	90		\$31.65	\$10.75	\$19.37	\$0.00	\$61.77

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

#### Effective Date -08/01/2020

Effectiv	ve Date -	08/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$18.09	\$10.75	\$19.49	\$0.00	\$48.33
2	60		\$21.70	\$10.75	\$19.49	\$0.00	\$51.94
3	70		\$25.32	\$10.75	\$19.49	\$0.00	\$55.56
4	80		\$28.94	\$10.75	\$19.49	\$0.00	\$59.18
5	90		\$32.55	\$10.75	\$19.49	\$0.00	\$62.79
Notes:	· ·						
Apprei	ntice to Jo	urneyworker Ratio:1:5					

#### MARBLE MASON/TILE LAYER(SP/PT)SeeBrick

BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE

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

MECH. SWEEPER OPERATOR (ON CONST. SITES) OPERATING ENGINEERS LOCAL 98	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANIC/WELDER/BOOM TRUCK OPERATING ENGINEERS LOCAL 98	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 3) MILLWRIGHTS LOCAL 1121 - Zone 3	04/01/2019	\$37.11	\$9.90	\$18.50	\$0.00	\$65.51

#### Apprentice - MILLWRIGHT - Local 1121 Zone 3 04/01/2019 Effective Date -Supplemental percent Apprentice Base Wage Health Pension Unemployment Total Rate Step 1 55 \$20.41 \$9.90 \$5.31 \$0.00 \$35.62 2 65 \$24.12 \$9.90 \$15.13 \$0.00 \$49.15 3 75 \$27.83 \$9.90 \$0.00 \$16.10 \$53.83 4 85 \$0.00 \$31.54 \$9.90 \$17.06 \$58.50 Notes: Steps are 2,000 hours **Apprentice to Journeyworker Ratio:1:5**

#### **Issue Date:** 05/20/2020

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MORTAR MIXER	12/01/2019	\$27.48	\$8.10	\$13.37	\$0.00	\$48.95
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2020	\$27.48	\$8.60	\$13.37	\$0.00	\$49.45
	12/01/2020	\$28.13	\$8.60	\$13.37	\$0.00	\$50.10
For apprentice rates see "Apprentice- LABORER"						
OILER OPERATING ENGINEERS LOCAL 98	12/01/2019	\$30.56	\$11.94	\$14.35	\$0.00	\$56.85
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI OPERATING ENGINEERS LOCAL 98	12/01/2019	\$28.58	\$11.94	\$14.35	\$0.00	\$54.87
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 3	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
FAINTERS LOCAL 55 - ZONE 5	07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36
	01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46

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

Effecti	ive Date -	01/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$25.48	\$8.20	\$0.00	\$0.00	\$33.68
2	55		\$28.03	\$8.20	\$5.94	\$0.00	\$42.17
3	60		\$30.58	\$8.20	\$6.48	\$0.00	\$45.26
4	65		\$33.12	\$8.20	\$7.02	\$0.00	\$48.34
5	70		\$35.67	\$8.20	\$18.86	\$0.00	\$62.73
6	75		\$38.22	\$8.20	\$19.40	\$0.00	\$65.82
7	80		\$40.77	\$8.20	\$19.94	\$0.00	\$68.91
8	90		\$45.86	\$8.20	\$21.02	\$0.00	\$75.08

	tive Date - 07/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	50	\$26.03	\$8.20	\$0.00	\$0.00	\$34.23	
2	55	\$28.63	\$8.20	\$5.94	\$0.00	\$42.77	
3	60	\$31.24	\$8.20	\$6.48	\$0.00	\$45.92	
4	65	\$33.84	\$8.20	\$7.02	\$0.00	\$49.06	
5	70	\$36.44	\$8.20	\$18.86	\$0.00	\$63.50	1
6	75	\$39.05	\$8.20	\$19.40	\$0.00	\$66.65	
7	80	\$41.65	\$8.20	\$19.94	\$0.00	\$69.79	1
8	90	\$46.85	\$8.20	\$21.02	\$0.00	\$76.07	
Notes							
	Steps are 750 hrs.						
Appr	rentice to Journeyworker Ratio:1:1						
PAINTER (SPRAY O	R SANDBLAST, NEW) *	01/01/2020	\$34.33	\$8.20	\$18.20	\$0.00	\$60.73
	urfaces to be painted are new constructi	on, 07/01/2020	\$35.43	\$8.20	\$18.20	\$0.00	\$61.83
ive w paint fate shall t	be used.PAINTERS LOCAL 35 - ZONE 3	01/01/2021	\$36.53	\$8.20	\$18.20	\$0.00	\$62.93

Effecti	ive Date -	01/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$17.17	\$8.20	\$0.00	\$0.00	\$25.37
2	55		\$18.88	\$8.20	\$3.80	\$0.00	\$30.88
3	60		\$20.60	\$8.20	\$4.14	\$0.00	\$32.94
4	65		\$22.31	\$8.20	\$4.49	\$0.00	\$35.00
5	70		\$24.03	\$8.20	\$16.13	\$0.00	\$48.36
6	75		\$25.75	\$8.20	\$16.48	\$0.00	\$50.43
7	80		\$27.46	\$8.20	\$16.82	\$0.00	\$52.48
8	90		\$30.90	\$8.20	\$17.51	\$0.00	\$56.61

Apprentice -	PAINTER Local 35 Zone 3 - Spray/Sandblast - New
	01/01/2020

Effective Date -	07/01/2020

Effecti	<b>ve Date -</b> 07/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$17.72	\$8.20	\$0.00	\$0.00	\$25.92	
2	55	\$19.49	\$8.20	\$3.80	\$0.00	\$31.49	
3	60	\$21.26	\$8.20	\$4.14	\$0.00	\$33.60	
4	65	\$23.03	\$8.20	\$4.49	\$0.00	\$35.72	
5	70	\$24.80	\$8.20	\$16.13	\$0.00	\$49.13	
6	75	\$26.57	\$8.20	\$16.48	\$0.00	\$51.25	
7	80	\$28.34	\$8.20	\$16.82	\$0.00	\$53.36	
8	90	\$31.89	\$8.20	\$17.51	\$0.00	\$57.60	
Notes:							
	Steps are 750 hrs.						
Appre	ntice to Journeyworker Ratio:1:1						
	SANDBLAST, REPAINT)	01/01/2020	\$31.65	\$8.20	\$18.20	\$0.00	\$58.05
PAINTERS LOCAL 35 - ZONE	53	07/01/2020	\$32.75	\$8.20	\$18.20	\$0.00	\$59.15
		01/01/202	\$33.85	\$8.20	\$18.20	\$0.00	\$60.25

Effecti	ive Date -	01/01/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$15.83	\$8.20	\$0.00	\$0.00	\$24.03
2	55		\$17.41	\$8.20	\$3.80	\$0.00	\$29.41
3	60		\$18.99	\$8.20	\$4.14	\$0.00	\$31.33
4	65		\$20.57	\$8.20	\$4.49	\$0.00	\$33.26
5	70		\$22.16	\$8.20	\$16.13	\$0.00	\$46.49
6	75		\$23.74	\$8.20	\$16.48	\$0.00	\$48.42
7	80		\$25.32	\$8.20	\$16.82	\$0.00	\$50.34
8	90		\$28.49	\$8.20	\$17.51	\$0.00	\$54.20

Apprentice - P	PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint
Effective Dete -	01/01/2020

Effective Date -	07/01/2020

Effective Date -	07/01/2020				Supplemental		
Step percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 50		\$16.38	\$8.20	\$0.00	\$0.00	\$24.58	
2 55		\$18.01	\$8.20	\$3.80	\$0.00	\$30.01	
3 60		\$19.65	\$8.20	\$4.14	\$0.00	\$31.99	
4 65		\$21.29	\$8.20	\$4.49	\$0.00	\$33.98	
5 70		\$22.93	\$8.20	\$16.13	\$0.00	\$47.26	
6 75		\$24.56	\$8.20	\$16.48	\$0.00	\$49.24	
7 80		\$26.20	\$8.20	\$16.82	\$0.00	\$51.22	
8 90		\$29.48	\$8.20	\$17.51	\$0.00	\$55.19	
Notes:							
Steps ar	e 750 hrs.					ĺ	
Apprentice to Journeyworker Ratio:1:1							
PAINTER / TAPER (BRUSH, N	· · · · · · · · · · · · · · · · · · ·	01/01/2020	\$32.93	\$8.20	\$18.20	\$0.00	\$59.33
* 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>		, 07/01/2020	\$34.03	\$8.20	\$18.20	\$0.00	\$60.43
TVE w paint rate shall be used. FAI	VIERS LOCAL 33 - ZOIVE 3	01/01/2021	\$35.13	\$8.20	\$18.20	\$0.00	\$61.53

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Effect	ive Date - 01/01/2	20			Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$16.47	\$8.20	\$0.00	\$0.00	\$24.67
2	55	\$18.11	\$8.20	\$3.80	\$0.00	\$30.11
3	60	\$19.76	\$8.20	\$4.14	\$0.00	\$32.10
4	65	\$21.40	\$8.20	\$4.49	\$0.00	\$34.09
5	70	\$23.05	\$8.20	\$16.13	\$0.00	\$47.38
6	75	\$24.70	\$8.20	\$16.48	\$0.00	\$49.38
7	80	\$26.34	\$8.20	\$16.82	\$0.00	\$51.36
8	90	\$29.64	\$8.20	\$17.51	\$0.00	\$55.35

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

Effective Date -	07/01/2020
Enective Date -	07/01/2020

Effectiv	ve Date - 07/01/2020				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$17.02	\$8.20	\$0.00	\$0.00	\$25.22	
2	55	\$18.72	\$8.20	\$3.80	\$0.00	\$30.72	
3	60	\$20.42	\$8.20	\$4.14	\$0.00	\$32.76	
4	65	\$22.12	\$8.20	\$4.49	\$0.00	\$34.81	
5	70	\$23.82	\$8.20	\$16.13	\$0.00	\$48.15	
6	75	\$25.52	\$8.20	\$16.48	\$0.00	\$50.20	
7	80	\$27.22	\$8.20	\$16.82	\$0.00	\$52.24	
8	90	\$30.63	\$8.20	\$17.51	\$0.00	\$56.34	
Notes:							
	Steps are 750 hrs.						
Apprei	ntice to Journeyworker Ratio:1:1						
PAINTER / TAPER (BR		01/01/2020	\$30.25	\$8.20	\$18.20	\$0.00	\$56.65
PAINTERS LOCAL 35 - ZONE	3	07/01/2020	\$31.35	\$8.20	\$18.20	\$0.00	\$57.75
		01/01/202	\$32.45	\$8.20	\$18.20	\$0.00	\$58.85

Effect	ive Date -	01/01/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$15.13	\$8.20	\$0.00	\$0.00	\$23.33	
2	55		\$16.64	\$8.20	\$3.80	\$0.00	\$28.64	
3	60		\$18.15	\$8.20	\$4.14	\$0.00	\$30.49	
4	65		\$19.66	\$8.20	\$4.49	\$0.00	\$32.35	
5	70		\$21.18	\$8.20	\$16.13	\$0.00	\$45.51	
6	75		\$22.69	\$8.20	\$16.48	\$0.00	\$47.37	
7	80		\$24.20	\$8.20	\$16.82	\$0.00	\$49.22	
8	90		\$27.23	\$8.20	\$17.51	\$0.00	\$52.94	

Apprentice -	PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date -	07/01/2020
Bileeti e Bate	

	Effect	ive Date - 07/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	ite
	1	50	\$15.68	\$8.20	\$0.00	\$0.00	\$23.3	88
	2	55	\$17.24	\$8.20	\$3.80	\$0.00	\$29.2	24
	3	60	\$18.81	\$8.20	\$4.14	\$0.00	\$31.	15
	4	65	\$20.38	\$8.20	\$4.49	\$0.00	\$33.0	07
	5	70	\$21.95	\$8.20	\$16.13	\$0.00	\$46.2	28
	6	75	\$23.51	\$8.20	\$16.48	\$0.00	\$48.	19
	7	80	\$25.08	\$8.20	\$16.82	\$0.00	\$50.	10
	8	90	\$28.22	\$8.20	\$17.51	\$0.00	\$53.	93
	Notes							-
		Steps are 750 hrs.						
	Appre	entice to Journeyworker Ratio:1:1						-
		MARKINGS (HEAVY/HIGHWAY)	12/01/2019	9 \$28.41	\$8.10	\$14.44	\$0.00	\$50.95
ABORERS - ZON	E 4 (HEAV	Y & HIGHWAY)	06/01/2020	\$28.70	\$8.60	\$14.44	\$0.00	\$51.74
			12/01/2020	\$29.49	\$8.60	\$14.44	\$0.00	\$52.53
			06/01/202	1 \$30.31	\$8.60	\$14.44	\$0.00	\$53.35
For apprentice	e rates see	"Apprentice- LABORER (Heavy and Highway	12/01/2021	1 \$31.12	\$8.60	\$14.44	\$0.00	\$54.16
		UCKS DRIVER	12/01/2019	9 \$34.08	\$12.41	\$13.72	\$0.00	\$60.21
EAMSTERS JOIN	IT COUNC	TL NO. 10 ZONE B	06/01/2020	9 \$34.98	\$12.41	\$13.72	\$0.00	\$61.11
			08/01/2020	) \$34.98	\$12.91	\$13.72	\$0.00	\$61.61
			12/01/2020	\$34.98	\$12.91	\$14.82	\$0.00	\$62.71
			06/01/202	1 \$35.78	\$12.91	\$14.82	\$0.00	\$63.51
			08/01/202	1 \$35.78	\$13.41	\$14.82	\$0.00	\$64.01
			12/01/2021	1 \$35.78	\$13.41	\$16.01	\$0.00	\$65.20
DECK) ile driver loo	CAL 56 (ZC		ND 08/01/2019	9 \$43.79	\$9.90	\$21.15	\$0.00	\$74.84
		"Apprentice- PILE DRIVER"				*** * -		

PILE DRIVER

PILE DRIVER LOCAL 56 (ZONE 3)

**Issue Date:** 05/20/2020

08/01/2019

\$43.79

\$9.90

\$21.15

\$0.00

\$74.84

	Appre	ntice - PILE DRIV	YER - Local 56 Zone 3						
	Effect	ive Date - 08/01/2	2019				Supplemental		
	Step	percent	Appre	Apprentice Base Wage Health		Pension	Unemployment	Total Rate	
	1	0		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	Notes:	(Same as set in Zo	whall be no less than the fol ne 1) \$\$63.65/4\$65.98/5\$68.31/6		\$\$72.96			   	
	Appre	ntice to Journeywo	rker Ratio:1:5						
PIPELAYER				12/01/2019	9 \$27.48	\$8.10	\$13.37	\$0.00	\$48.95
LABORERS - ZONE 4 (BUILDING & SITE)			06/01/2020	\$27.48	\$8.60	\$13.37	\$0.00	\$49.45	
For apprentice	e rates see	"Apprentice- LABORER'	,	12/01/2020	\$28.13	\$8.60	\$13.37	\$0.00	\$50.10
PIPELAYER (HEAVY & HIGHWAY)			12/01/2019	\$28.66	\$8.10	\$14.44	\$0.00	\$51.20	
LABORERS - ZON	E 4 (HEAV	Y & HIGHWAY)		06/01/2020	\$28.95	\$8.60	\$14.44	\$0.00	\$51.99
				12/01/2020	\$29.74	\$8.60	\$14.44	\$0.00	\$52.78
				06/01/2021	\$30.56	\$8.60	\$14.44	\$0.00	\$53.60
For opproving	a motos apo	"Apprentice- LABORER	(Heavy and Highway)	12/01/2021	\$31.37	\$8.60	\$14.44	\$0.00	\$54.41
PLUMBER &			(Treavy and Trighway)		••••=	<u> </u>	¢1( 25		
PLUMBERS & PIF				03/17/2020		\$9.05	\$16.35	\$0.00	\$67.11
				09/17/2020		\$9.05	\$16.35	\$0.00	\$68.11
				03/17/2021		\$9.05	\$16.35	\$0.00	\$69.11
				09/17/2021	\$44.71	\$9.05	\$16.35	\$0.00	\$70.11
				03/17/2022	2 \$45.96	\$9.05	\$16.35	\$0.00	\$71.36
				09/17/2022	2 \$46.96	\$9.05	\$16.35	\$0.00	\$72.36
				03/17/2023	\$48.21	\$9.05	\$16.35	\$0.00	\$73.61
				09/17/2023	\$49.21	\$9.05	\$16.35	\$0.00	\$74.61
				03/17/2024	\$50.46	\$9.05	\$16.35	\$0.00	\$75.86

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Effecti	ive Date -	03/17/2020				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$18.77	\$9.05	\$9.60	\$0.00	\$37.42
2	50		\$20.86	\$9.05	\$9.60	\$0.00	\$39.51
3	55		\$22.94	\$9.05	\$9.60	\$0.00	\$41.59
4	60		\$25.03	\$9.05	\$9.60	\$0.00	\$43.68
5	65		\$27.11	\$9.05	\$9.60	\$0.00	\$45.76
6	70		\$29.20	\$9.05	\$9.60	\$0.00	\$47.85
7	75		\$31.28	\$9.05	\$9.60	\$0.00	\$49.93
8	80		\$33.37	\$9.05	\$9.60	\$0.00	\$52.02
9	80		\$33.37	\$9.05	\$16.35	\$0.00	\$58.77
10	80		\$33.37	\$9.05	\$16.35	\$0.00	\$58.77

## Apprentice - PLUMBER/PIPEFITTER - Local 104

Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45	\$19.22	\$9.05	\$9.60	\$0.00	\$37.87
2	50	\$21.36	\$9.05	\$9.60	\$0.00	\$40.01
3	55	\$23.49	\$9.05	\$9.60	\$0.00	\$42.14
4	60	\$25.63	\$9.05	\$9.60	\$0.00	\$44.28
5	65	\$27.76	\$9.05	\$9.60	\$0.00	\$46.41
6	70	\$29.90	\$9.05	\$9.60	\$0.00	\$48.55
7	75	\$32.03	\$9.05	\$9.60	\$0.00	\$50.68
8	80	\$34.17	\$9.05	\$9.60	\$0.00	\$52.82
9	80	\$34.17	\$9.05	\$16.35	\$0.00	\$59.57
10	80	\$34.17	\$9.05	\$16.35	\$0.00	\$59.57

PNEUMATIC CONTROLS (TEMP.)	03/17/2020	\$41.71	\$9.05	\$16.35	\$0.00	\$67.11
PLUMBERS & PIPEFITTERS LOCAL 104	09/17/2020	\$42.71	\$9.05	\$16.35	\$0.00	\$68.11
	03/17/2021	\$43.71	\$9.05	\$16.35	\$0.00	\$69.11
	09/17/2021	\$44.71	\$9.05	\$16.35	\$0.00	\$70.11
	03/17/2022	\$45.96	\$9.05	\$16.35	\$0.00	\$71.36
	09/17/2022	\$46.96	\$9.05	\$16.35	\$0.00	\$72.36
	03/17/2023	\$48.21	\$9.05	\$16.35	\$0.00	\$73.61
	09/17/2023	\$49.21	\$9.05	\$16.35	\$0.00	\$74.61
	03/17/2024	\$50.46	\$9.05	\$16.35	\$0.00	\$75.86

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY &	12/01/2019	\$28.66	\$8.10	\$14.44	\$0.00	\$51.20
HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2020	\$28.95	\$8.60	\$14.44	\$0.00	\$51.99
	12/01/2020	\$29.74	\$8.60	\$14.44	\$0.00	\$52.78
	06/01/2021	\$30.56	\$8.60	\$14.44	\$0.00	\$53.60
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2021	\$31.37	\$8.60	\$14.44	\$0.00	\$54.41
POWDERMAN & BLASTER	12/01/2019	\$28.23	\$8.10	\$13.37	\$0.00	\$49.70
ABORERS - ZONE 4 (BUILDING & SITE)	06/01/2020	\$28.23	\$8.60	\$13.37	\$0.00	\$50.20
	12/01/2020	\$28.88	\$8.60	\$13.37	\$0.00	\$50.85
For apprentice rates see "Apprentice- LABORER"	12,01,2020	\$20.00	\$0.00			\$20.02
OWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/01/2019	\$29.41	\$8.10	\$14.44	\$0.00	\$51.95
ABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2020	\$29.70	\$8.60	\$14.44	\$0.00	\$52.74
	12/01/2020	\$30.49	\$8.60	\$14.44	\$0.00	\$53.53
	06/01/2021	\$31.31	\$8.60	\$14.44	\$0.00	\$54.35
	12/01/2021	\$32.12	\$8.60	\$14.44	\$0.00	\$55.16
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PUMP OPERATOR (CONCRETE) PPERATING ENGINEERS LOCAL 98	12/01/2019	\$35.40	\$11.94	\$14.35	\$0.00	\$61.69
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
UMP OPERATOR (DEWATERING, OTHER) PPERATING ENGINEERS LOCAL 98	12/01/2019	\$34.87	\$11.94	\$14.35	\$0.00	\$61.16
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER EAMSTERS 404 - Construction Service (Northampton)	05/01/2020	\$22.44	\$11.07	\$6.50	\$0.00	\$40.01
IDE-ON MOTORIZED BUGGY OPERATOR	12/01/2019	\$27.48	\$8.10	\$13.37	\$0.00	\$48.95
4BORERS - ZONE 4 (BUILDING & SITE)	06/01/2020	\$27.48	\$8.60	\$13.37	\$0.00	\$49.45
	12/01/2020	\$28.13	\$8.60	\$13.37	\$0.00	\$50.10
For apprentice rates see "Apprentice- LABORER"						
OLLER OPERATOR PERATING ENGINEERS LOCAL 98	12/01/2019	\$34.26	\$11.94	\$14.35	\$0.00	\$60.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COOFER (Coal tar pitch) OOFERS LOCAL 248	07/16/2019	\$32.66	\$10.05	\$16.20	\$0.00	\$58.91
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) 2006 COOFERS LOCAL 248	07/16/2019	\$32.16	\$10.05	\$15.70	\$0.00	\$57.91

		ER - Local 248						
Effect	ive Date - 07 percent	/16/2019	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total R	ate
1	60		\$19.30	\$10.05	\$0.00	\$0.00	\$29.	35
2	65		\$20.90	\$10.05	\$15.70	\$0.00	\$46.	65
3	70		\$22.51	\$10.05	\$15.70	\$0.00	\$48.	26
4	75		\$24.12	\$10.05	\$15.70	\$0.00	\$49.	87
5	80		\$25.73	\$10.05	\$15.70	\$0.00	\$51.	48
6	85		\$27.34	\$10.05	\$15.70	\$0.00	\$53.	09
7	90		\$28.94	\$10.05	\$15.70	\$0.00	\$54.	69
8	95		\$30.55	\$10.05	\$15.70	\$0.00	\$56.	30
Appre ROOFER SLATE / TII ROOFERS LOCAL 248	entice to Journo	hrs.Roofer(Tear Off)1:	07/16/2019	9 \$32.66	5 \$10.05	\$16.20	\$0.00	\$58.91
For apprentice rates see	"Apprentice- ROOF	'ER"						
SCRAPER OPERATING ENGINEERS L			12/01/2019	9 \$34.87	\$11.94	\$14.35	\$0.00	\$61.16
For apprentice rates see								
SELF-POWERED ROI (TAMPERS) OPERATING ENGINEERS L For apprentice rates see	OCAL 98		12/01/2019	9 \$34.26	5 \$11.94	\$14.35	\$0.00	\$60.55
SELF-PROPELLED PO		1	12/01/2019	9 \$31.64	\$11.94	\$14.35	\$0.00	\$57.93
For apprentice rates see	"Apprentice- OPER	ATING ENGINEERS"						
SHEETMETAL WORK			01/01/2020	) \$36.99	\$10.64	\$16.22	\$1.77	\$65.62

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		we Date - 01/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	45	\$16.65	\$6.21	\$4.67	\$0.00	\$27.53	
	2	50	\$18.50	\$6.55	\$5.19	\$0.00	\$30.24	
	3	55	\$20.34	\$6.88	\$9.33	\$1.08	\$37.63	
	4	60	\$22.19	\$7.22	\$9.33	\$1.14	\$39.88	
	5	65	\$24.04	\$7.55	\$9.33	\$1.20	\$42.12	
	6	70	\$25.89	\$7.88	\$9.33	\$1.27	\$44.37	
	7	75	\$27.74	\$8.22	\$9.33	\$1.33	\$46.62	
	8	80	\$29.59	\$9.30	\$15.18	\$1.59	\$55.66	
	9	85	\$31.44	\$9.64	\$15.18	\$1.66	\$57.92	
	10	90	\$33.29	\$9.98	\$15.18	\$1.72	\$60.17	
	Notes:							
	Ì						ĺ	
	Appre	ntice to Journeyworker Ratio	:1:3					
		H MOVING EQUIP < 35 TON	S 12/01/2019	\$34.54	\$12.41	\$13.72	\$0.00	\$60.67
AMSTERS JOIN	TCOUNC	IL NO. 10 ZONE B	06/01/2020	\$35.44	\$12.41	\$13.72	\$0.00	\$61.57
			08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
			12/01/2020	\$35.44	\$12.91	\$14.82	\$0.00	\$63.17
			06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
			08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
			12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
		H MOVING EQUIP > 35 TON	S 12/01/2019	\$34.83	\$12.41	\$13.72	\$0.00	\$60.96
AMSTERS JOIN	T COUNC	IL NO. 10 ZONE B	06/01/2020	\$35.73	\$12.41	\$13.72	\$0.00	\$61.86
			08/01/2020	\$35.73	\$12.91	\$13.72	\$0.00	\$62.36
			12/01/2020	\$35.73	\$12.91	\$14.82	\$0.00	\$63.46
			06/01/2021	\$36.53	\$12.91	\$14.82	\$0.00	\$64.26
			08/01/2021	\$36.53	\$13.41	\$14.82	\$0.00	\$64.76
			12/01/2021	\$36.53	\$13.41	\$16.01	\$0.00	\$65.95
PRINKLER F		L 669	01/01/2019	\$41.51	\$10.02	\$13.08	\$0.00	\$64.61

Apprentice -	SHEET METAL WORKER - Local 63

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Ste	ep percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.68	\$7.75	\$0.00	\$0.00	\$26.43
2	50	\$20.76	\$7.75	\$0.00	\$0.00	\$28.51
3	55	\$22.83	\$10.02	\$7.25	\$0.00	\$40.10
4	60	\$24.91	\$10.02	\$7.25	\$0.00	\$42.18
5	65	\$26.98	\$10.02	\$7.50	\$0.00	\$44.50
6	70	\$29.06	\$10.02	\$7.50	\$0.00	\$46.58
7	75	\$31.13	\$10.02	\$7.50	\$0.00	\$48.65
8	80	\$33.21	\$10.02	\$7.50	\$0.00	\$50.73
9	85	\$35.28	\$10.02	\$7.50	\$0.00	\$52.80
10	) 90	\$37.36	\$10.02	\$7.50	\$0.00	\$54.88
No	otes:				·	
Ap	oprentice to Journeyworke	er Ratio:1:1				
ECOMMUNIC	CATION TECHNICIAN	12/29/2019	\$43.4	41 \$11.00	\$12.60 \$	60.00 \$67.0

Apprentice -	SPRINKLER FITTER - Local 669
Effective Date	- 01/01/2019

Apprentice -	TELECOMMUNICATION TECHNICIAN - Local 7
Effective Date	12/20/2010

	Effect	ive Date - 12/29/2019		Supplemental						
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate			
	1	40	\$17.36	\$6.00	\$0.52	\$0.00	\$23.88			
	2	45	\$19.53	\$6.00	\$0.59	\$0.00	\$26.12			
	3	50	\$21.71	\$11.00	\$6.95	\$0.00	\$39.66			
	4	55	\$23.88	\$11.00	\$7.02	\$0.00	\$41.90			
	5	65	\$28.22	\$11.00	\$8.15	\$0.00	\$47.37			
	6	70	\$30.39	\$11.00	\$9.24	\$0.00	\$50.63			
	Notes:									
		Steps are 800 hours								
	Appre	entice to Journeyworker Ratio:1:1								
TERRAZZO			02/01/2020	0 \$53.34	4 \$10.75	\$21.94	\$0.00	\$86.03		
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE		08/01/2020	0 \$54.69	<b>9</b> \$10.75	\$22.09	\$0.00	\$87.53			
			02/01/202	1 \$55.33	\$10.75	\$22.09	\$0.00	\$88.17		
			00/01/202	1 0567	¢10.75	\$22.25	\$0.00	\$89.73		
			08/01/202	1 \$56.73	3 \$10.75	\$22.25	\$0.00	\$69.75		

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\$22.24

\$10.75

\$0.00

\$91.37

	Effecti	ive Date - 02/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$26.67	\$10.75	\$21.94	\$0.00	\$59.36	
	2	60	\$32.00	\$10.75	\$21.94	\$0.00	\$64.69	
	3	70	\$37.34	\$10.75	\$21.94	\$0.00	\$70.03	
	4	80	\$42.67	\$10.75	\$21.94	\$0.00	\$75.36	
	5	90	\$48.01	\$10.75	\$21.94	\$0.00	\$80.70	
	Effecti	ive Date - 08/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$27.35	\$10.75	\$22.09	\$0.00	\$60.19	
	2	60	\$32.81	\$10.75	\$22.09	\$0.00	\$65.65	
	3	70	\$38.28	\$10.75	\$22.09	\$0.00	\$71.12	
	4	80	\$43.75	\$10.75	\$22.09	\$0.00	\$76.59	
	5	90	\$49.22	\$10.75	\$22.09	\$0.00	\$82.06	
	Notes:							
							ĺ	
	Appre	ntice to Journeyworker Ratio:1:5						
TERRAZZO N			02/01/2020	0 \$54.42	\$10.75	\$21.93	\$0.00	\$87.10
BRICKLAYERS LO	BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE		08/01/2020	\$55.77	\$10.75	\$22.08	\$0.00	\$88.60
			02/01/202	1 \$56.41	\$10.75	\$22.08	\$0.00	\$89.24
			08/01/202	1 \$57.81	\$10.75	\$22.24	\$0.00	\$90.80

02/01/2022

\$58.38

Apprentice -	TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Ptt)
Effective Date	- 02/01/2020

	<b>Effective Date -</b> 02/01/2020				Supplemental			
	Step perce	ent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1 50		\$27.21	\$10.75	\$21.93	\$0.00	\$59.89	
	2 60		\$32.65	\$10.75	\$21.93	\$0.00	\$65.33	
	3 70		\$38.09	\$10.75	\$21.93	\$0.00	\$70.77	
	4 80		\$43.54	\$10.75	\$21.93	\$0.00	\$76.22	
	5 90 Effective Date - 08/01/2020 Step percent		\$48.98	\$10.75	\$21.93	\$0.00	\$81.66	
						Supplemental		
			Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1 50		\$27.89	\$10.75	\$22.08	\$0.00	\$60.72	
	2 60		\$33.46	\$10.75	\$22.08	\$0.00	\$66.29	
	3 70		\$39.04	\$10.75	\$22.08	\$0.00	\$71.87	
	4 80		\$44.62	\$10.75	\$22.08	\$0.00	\$77.45	
	5 90		\$50.19	\$10.75	\$22.08	\$0.00	\$83.02	
	Notes:							
	Apprentice t	o Journeyworker Ratio:1:5						
TEST BORING			12/01/2019	9 \$40.50	0 \$8.10	\$16.80	\$0.00	\$65.40
LABORERS - FOU	NDATION AND M.	ARINE	06/01/2020	\$40.55	5 \$8.60	\$17.24	\$0.00	\$66.39
			12/01/2020	\$41.53	3 \$8.60	\$17.24	\$0.00	\$67.37
			06/01/202	\$42.55	5 \$8.60	\$17.24	\$0.00	\$68.39
			12/01/202	\$43.56	5 \$8.60	\$17.24	\$0.00	\$69.40
	e rates see "Apprent							
TEST BORING			12/01/2019		2 \$8.10	\$16.80	\$0.00	\$64.12
			06/01/2020	\$39.27	7 \$8.60	\$17.24	\$0.00	\$65.11
			12/01/2020	\$40.25	5 \$8.60	\$17.24	\$0.00	\$66.09
			06/01/202	\$41.27	7 \$8.60	\$17.24	\$0.00	\$67.11
г. (:			12/01/202	\$42.28	8 \$8.60	\$17.24	\$0.00	\$68.12
	rates see "Apprent	tice- LABORER"					** **	
TEST BORING		ARINE	12/01/2019			\$16.80	\$0.00	\$64.00
			06/01/2020			\$17.24	\$0.00	\$64.99
			12/01/2020	\$40.13	3 \$8.60	\$17.24	\$0.00	\$65.97
			06/01/202	\$41.15	5 \$8.60	\$17.24	\$0.00	\$66.99
For comment.	notas sas "A	tion LADODED"	12/01/202	\$42.16	5 \$8.60	\$17.24	\$0.00	\$68.00
	e rates see "Apprent					\$14.35		
TRACTORS			12/01/2019	9 \$34.26	5 \$11.94		\$0.00	\$60.55

Apprentice - TERRAZZO MECH - Local 3 Marble/Tile (Spr/Pitt) Effective Date - 02/01/2020

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TEALFERS FOR FARTH MONTON FQUITMENT       1201/2019       \$53.12       \$12.41       \$13.72       \$0.00       \$62.125         06.01/2020       \$56.02       \$12.41       \$13.72       \$0.00       \$62.65         1201/2020       \$56.02       \$12.91       \$14.82       \$0.00       \$56.15         06.01/2020       \$56.02       \$12.91       \$14.82       \$0.00       \$56.35         06.01/2021       \$56.82       \$13.41       \$16.01       \$0.00       \$56.42         1201/2021       \$56.82       \$13.41       \$16.01       \$0.00       \$56.62         1201/2021       \$56.82       \$13.41       \$16.01       \$0.00       \$57.67         1201/2020       \$52.36       \$8.00       \$17.69       \$0.00       \$57.67         1201/2020       \$52.36       \$8.00       \$17.69       \$0.00       \$57.67         1201/2020       \$53.38       \$8.00       \$17.69       \$0.00       \$57.67         1201/2020       \$53.38       \$8.00       \$17.69       \$0.00       \$57.67         1201/2020       \$53.38       \$8.00       \$17.69       \$0.00       \$57.67         1201/2020       \$53.38       \$8.00       \$17.69       \$0.00       \$57.67 </th <th>Classification</th> <th>Effective Date</th> <th>Base Wage</th> <th>Health</th> <th>Pension</th> <th>Supplemental Unemployment</th> <th>Total Rate</th>	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
06:01/2020         \$35.02         \$12.41         \$13.72         \$0.00         \$56.15           06:01/2020         \$36.62         \$12.91         \$14.82         \$0.00         \$56.57           06:01/2021         \$36.82         \$13.41         \$14.82         \$0.00         \$56.55           06:01/2021         \$36.82         \$13.41         \$14.82         \$0.00         \$56.55           12:01/2021         \$36.82         \$13.41         \$16.01         \$0.00         \$56.56           12:01/2021         \$51.38         \$8.10         \$17.20         \$0.00         \$57.66           12:001/2021         \$53.38         \$8.60         \$17.69         \$0.00         \$57.66           12:001/2021         \$53.38         \$8.60         \$17.69         \$0.00         \$57.66           12:001/2021         \$53.38         \$8.60         \$17.69         \$0.00         \$57.66           12:001/2021         \$53.38         \$8.60         \$17.69         \$0.00         \$57.67           12:001/2021         \$53.38         \$8.60         \$17.69         \$0.00         \$57.67           12:001/2021         \$53.38         \$8.60         \$17.69         \$0.00         \$58.76           1:000000557.67		12/01/2019	\$35.12	\$12.41	\$13.72		\$61.25
12/01/202         \$36.02         \$12.91         \$14.82         \$0.00         \$56.55           06/01/2021         \$36.82         \$12.91         \$14.82         \$0.00         \$56.55           06/01/2021         \$36.82         \$13.41         \$16.01         \$0.00         \$56.55           06/01/2021         \$36.82         \$13.41         \$16.01         \$0.00         \$56.25           12/01/2021         \$51.38         \$8.10         \$17.20         \$0.00         \$57.68           12/01/2021         \$53.38         \$8.60         \$17.69         \$0.00         \$57.68           06/01/2021         \$53.38         \$8.60         \$17.69         \$0.00         \$57.67           12/01/2021         \$53.38         \$8.60         \$17.69         \$0.00         \$57.66           06/01/2021         \$53.38         \$8.60         \$17.69         \$0.00         \$57.66           12/01/2021         \$53.38         \$8.60         \$17.69         \$0.00         \$57.67           12/01/2021         \$55.38         \$8.60         \$17.69         \$0.00         \$58.67           12/01/2021         \$55.38         \$8.60         \$17.69         \$0.00         \$58.76           12/01/2021         \$56.38	TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2020	\$36.02	\$12.41	\$13.72	\$0.00	\$62.15
06001/2021         \$36.82         \$12.91         \$14.82         \$0.00         \$56.55           08001/2021         \$36.82         \$13.41         \$14.82         \$0.00         \$56.65           1201/2021         \$36.82         \$13.41         \$16.01         \$0.00         \$57.66           LBORERS (COMPRESSED AIR)         1201/2020         \$\$1.38         \$\$8.00         \$\$17.69         \$0.00         \$\$77.67           1201/2020         \$\$2.33         \$\$8.60         \$\$17.69         \$0.00         \$\$77.67           1201/2020         \$\$2.33         \$\$8.60         \$\$17.69         \$0.00         \$\$77.67           1201/2020         \$\$2.33         \$\$8.60         \$\$17.69         \$0.00         \$\$77.67           1201/2021         \$\$3.38         \$\$8.00         \$\$17.69         \$0.00         \$\$78.65           1201/2021         \$\$3.38         \$\$8.60         \$\$17.69         \$0.00         \$\$78.66           1201/2021         \$\$3.38         \$\$8.60         \$\$17.69         \$0.00         \$\$78.67           1201/2021         \$\$53.38         \$\$8.60         \$\$17.69         \$0.00         \$\$78.67           1201/2021         \$\$54.35         \$\$8.60         \$\$17.69         \$0.00         \$\$76.75		08/01/2020	\$36.02	\$12.91	\$13.72	\$0.00	\$62.65
08.01/2021         \$36.82         \$13.41         \$14.82         \$0.00         \$66.24           TUNNEL WORK - COMPRESSED AIR         1201/2021         \$51.83         \$8.10         \$17.20         \$0.00         \$76.68           Anomesia (COMPRESSED AIR)         1201/2020         \$\$23.64         \$8.60         \$17.69         \$0.00         \$77.67           Information (COMPRESSED AIR)         1201/2020         \$\$23.65         \$8.60         \$17.69         \$0.00         \$78.65           Or appendice rates see "Apprentice-LABORER"         1201/2021         \$\$3.38         \$8.60         \$17.69         \$0.00         \$78.65           INTEL WORK - COMPRESSED AIR (IIAZ, WASTE)         1201/2021         \$\$53.38         \$8.60         \$17.69         \$0.00         \$78.65           LABORES (COMPRESSED AIR)         1201/2021         \$53.38         \$8.60         \$17.69         \$0.00         \$81.67           1201/2021         \$54.36         \$8.60         \$17.69         \$0.00         \$81.67           1201/2021         \$55.38         \$8.60         \$17.69         \$0.00         \$81.67           1201/2021         \$54.35         \$8.60         \$17.69         \$0.00         \$81.67           1201/2021         \$54.35         \$8.60         \$17.69<		12/01/2020	\$36.02	\$12.91	\$14.82	\$0.00	\$63.75
1201/2021         \$36.82         \$13.41         \$16.01         \$0.00         \$66.24           TUNNEL WORK - COMPRESSED AIR         1201/2019         \$\$1.38         \$\$1.00         \$\$17.20         \$0.00         \$\$76.68           L000RESS (COMPRESSED AIR)         1201/2020         \$\$51.38         \$\$8.60         \$17.69         \$0.00         \$\$77.67           Per appendice rules set "Apprendice-LABORER"         1201/2021         \$\$3.38         \$\$8.60         \$17.69         \$0.00         \$\$78.65           TUNNEL WORK - COMPRESSED AIR (HAZ, WASTE)         1201/2021         \$\$3.38         \$\$8.60         \$17.69         \$0.00         \$\$78.65           L400RESS (COMPRESSED AIR)         1201/2021         \$\$53.38         \$\$8.60         \$17.69         \$0.00         \$\$78.65           TUNNEL WORK - COMPRESSED AIR (HAZ, WASTE)         1201/2021         \$\$53.38         \$\$8.60         \$17.69         \$0.00         \$\$80.60           TUNNEL WORK - FREE AIR         1201/2021         \$\$54.35         \$\$8.60         \$17.69         \$0.00         \$\$80.61           TUNNEL WORK - FREE AIR         1201/2021         \$\$43.45         \$\$8.0         \$17.69         \$0.00         \$\$22.68           TUNNEL WORK - FREE AIR TUNNEL         1201/2021         \$\$43.45         \$\$8.0         \$17.69		06/01/2021	\$36.82	\$12.91	\$14.82	\$0.00	\$64.55
TUNNEL WORK - COMPRESSED AIR         12/01/2019         S51.38         S8.10         S17.20         S0.00         S76.68           LBRORERS (COMPRESSED AIR)         06/01/2020         SS2.36         S8.60         \$17.69         S0.00         \$77.67           12/01/2010         SS2.36         S8.60         \$17.69         S0.00         \$77.67           12/01/2011         SS3.38         S8.60         \$17.69         S0.00         \$78.65           For appendice rates see "Appromites-LABORER"         12/01/201         SS3.38         \$8.10         \$17.20         \$0.00         \$77.67           TUNNEL WORK - COMPRESSED AIR         (HAZ. WASTE)         12/01/201         SS3.38         \$8.60         \$17.69         \$0.00         \$78.68           LadORERS (COMPRESSED AIR)         (HAZ. WASTE)         12/01/201         SS5.38         \$8.60         \$17.69         \$0.00         \$80.65           For apprentice rates see "Apprentice-LABORER"         12/01/201         SS4.34         \$8.60         \$17.69         \$0.00         \$82.68           TUNNEL WORK - FREE AIR         12/01/201         S43.45         \$8.60         \$17.69         \$0.00         \$70.72           LBOORERS (FREE AR TUNNEL)         12/01/201         S44.54         \$8.60         \$17.69 <td< td=""><td></td><td>08/01/2021</td><td>\$36.82</td><td>\$13.41</td><td>\$14.82</td><td>\$0.00</td><td>\$65.05</td></td<>		08/01/2021	\$36.82	\$13.41	\$14.82	\$0.00	\$65.05
Laboress (courressed alg)         1001/2017         541/36         581/36         51/36         51/36         51/36         51/36         51/36         51/36         51/36         51/36         51/36         51/36         50/30         57/87           For apprenise rates ses "Apprenise- LABORER"         12/01/2021         \$53.38         \$8.60         \$17.69         \$0.00         \$78.65           TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)         12/01/2021         \$53.38         \$8.60         \$17.69         \$0.00         \$78.68           Laboress (COMPRESSED AIR)         12/01/2021         \$55.38         \$8.60         \$17.69         \$0.00         \$79.67           TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)         12/01/2021         \$55.38         \$8.60         \$17.69         \$0.00         \$81.67           12/01/2021         \$55.38         \$8.60         \$17.69         \$0.00         \$82.68           VINNEL WORK - FREE AIR         12/01/2021         \$43.45         \$8.60         \$17.69         \$0.00         \$68.75           Laboress (FREE AIR TUNNEL)         12/01/2019         \$43.45         \$8.60         \$17.69         \$0.00         \$70.72           VONNEL WORK - FREE AIR (IAZ. WASTE)         12/01/2019         \$44.43         \$8.60         \$17.69		12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24
06/01/2020         \$\$1.38         \$\$6.00         \$\$7.767           12/01/2020         \$\$2.36         \$\$8.60         \$\$17.69         \$0.00         \$\$78.65           For apprentice rates ase "Apprentice- LABORER"         12/01/2021         \$\$53.38         \$\$8.60         \$\$17.69         \$0.00         \$\$78.65           TUNNEL WORK - COMPRESSED AIR (HAZ, WASTE)         12/01/2021         \$\$53.38         \$\$8.60         \$\$17.69         \$0.00         \$\$78.68           LABORERS (COMPRESSED AIR)         12/01/2021         \$\$53.38         \$\$8.60         \$\$17.69         \$0.00         \$\$78.68           LABORERS (COMPRESSED AIR)         12/01/2020         \$\$53.38         \$\$8.60         \$\$17.69         \$0.00         \$\$80.65           For apprentice rates ase "Apprentice- LABORER"         12/01/2021         \$\$56.39         \$\$8.60         \$\$17.69         \$0.00         \$\$81.67           TUNNEL WORK - FREE AIR         12/01/2021         \$\$43.45         \$\$8.60         \$\$17.69         \$0.00         \$\$67.74           12/01/2021         \$\$43.45         \$\$8.60         \$\$17.69         \$0.00         \$\$67.74           12/01/2020         \$\$44.43         \$\$8.60         \$\$17.69         \$0.00         \$\$77.72           For apprentice rates se "Apprentice- LABORER"         12/01/2	TUNNEL WORK - COMPRESSED AIR	12/01/2019	\$51.38	\$8.10	\$17.20	\$0.00	\$76.68
06:01/2021         \$53.38         \$8.60         \$17.69         \$0.00         \$79.67           I2:01/2021         \$\$43.99         \$8.60         \$17.69         \$0.00         \$80.68           IDINNEL WORK - COMPRESSED AIR (HAZ. WASTE)         12:01/2019         \$\$33.38         \$\$8.10         \$\$17.20         \$0.00         \$\$79.67           IAGORERS (COMPRESSED AIR)         12:01/2019         \$\$33.38         \$\$8.60         \$\$17.69         \$0.00         \$\$80.65           IAGORERS (COMPRESSED AIR)         12:01/2020         \$\$43.65         \$\$6.00         \$\$17.69         \$0.00         \$\$80.65           IAGORERS (CREE AIR CONTREL LABORER*         12:01/2021         \$\$56.39         \$\$8.60         \$\$17.69         \$0.00         \$\$68.75           LAGORERS (FREE AIR CONTREL)         12:01/2021         \$\$43.45         \$\$8.60         \$\$17.69         \$0.00         \$\$67.72           ILAGORERS (FREE AIR TUNNEL)         12:01/2020         \$\$44.43         \$\$8.60         \$\$17.69         \$0.00         \$\$72.75           ILAGORERS (FREE AIR TUNNEL)         12:01/2021         \$\$45.45         \$\$8.60         \$\$17.69         \$0.00         \$\$72.75           ILAGORERS (FREE AIR TUNNEL)         12:01/2021         \$\$45.45         \$\$8.60         \$17.69         \$0.00         \$\$72.7	LABORERS (COMPRESSED AIR)	06/01/2020	\$51.38	\$8.60	\$17.69	\$0.00	\$77.67
Ber apprentice rates see "Apprentice- LABORER"         12/01/2021         \$53.38         \$8.60         \$17.69         \$0.00         \$80.68           TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)         12/01/2019         \$53.38         \$8.10         \$17.20         \$0.00         \$78.68           LdBORERS (COMPRESSED AIR)         12/01/2019         \$53.38         \$8.60         \$17.69         \$0.00         \$78.68           LdBORERS (COMPRESSED AIR)         12/01/2020         \$54.36         \$8.60         \$17.69         \$0.00         \$80.65           06/01/2021         \$55.39         \$8.60         \$17.69         \$0.00         \$80.65           06/01/2021         \$55.39         \$8.60         \$17.69         \$0.00         \$82.68           TUNNEL WORK - FREE AIR         12/01/2021         \$43.45         \$8.60         \$17.69         \$0.00         \$68.75           LdBORERS (FREE AIR TUNNEL)         12/01/2020         \$44.43         \$8.60         \$17.69         \$0.00         \$77.72           TUNNEL WORK - FREE AIR (HAZ. WASTE)         12/01/2020         \$44.43         \$8.60         \$17.69         \$0.00         \$77.72           LdBORERS (FREE AIR TUNNEL)         12/01/2021         \$45.45         \$8.60         \$17.69         \$0.00         \$77.72		12/01/2020	\$52.36	\$8.60	\$17.69	\$0.00	\$78.65
Isor appendice LABORER*         12/01/2021         \$54.39         \$8.60         \$17.69         \$0.00         \$80.68           LABORERS (COMPRESSED AIR)         12/01/2010         \$53.38         \$8.60         \$17.69         \$0.00         \$79.67           LABORERS (COMPRESSED AIR)         12/01/2020         \$54.36         \$8.60         \$17.69         \$0.00         \$80.65           LABORERS (COMPRESSED AIR)         12/01/2021         \$55.38         \$8.60         \$17.69         \$0.00         \$81.67           TO PRESSED AIR)         12/01/2021         \$55.39         \$8.00         \$17.69         \$0.00         \$82.68           INNEL WORK - FREE AIR         12/01/2019         \$43.45         \$8.10         \$17.20         \$0.00         \$66.71           LABORERS (FREE AIR TUNNEL)         06/01/2020         \$43.45         \$8.60         \$17.69         \$0.00         \$77.72           Definition free see "Apprentice-LABORER"         12/01/2021         \$46.45         \$8.60         \$17.69         \$0.00         \$77.72           LABORERS (FREE AIR TUNNEL)         12/01/2020         \$45.45         \$8.60         \$17.69         \$0.00         \$71.74           LABORERS (FREE AIR TUNNEL)         12/01/2020         \$45.45         \$8.60         \$17.69         \$0.00 </td <td></td> <td>06/01/2021</td> <td></td> <td></td> <td>\$17.69</td> <td>\$0.00</td> <td></td>		06/01/2021			\$17.69	\$0.00	
For apprentice rates see "Apprentice-LABORER"         12/01/2019         \$\$3.38         \$\$8.10         \$\$17.20         \$\$0.00         \$\$78.68           LABORERS (COMPRESSED AIR)         06/01/2020         \$\$53.38         \$\$8.60         \$\$17.69         \$\$0.00         \$\$87.65           LABORERS (COMPRESSED AIR)         06/01/2020         \$\$53.38         \$\$8.60         \$\$17.69         \$\$0.00         \$\$87.65           For apprentice rates see "Apprentice-LABORER"         12/01/2021         \$\$55.39         \$\$8.60         \$\$17.69         \$\$0.00         \$\$82.68           TUNNEL WORK - FREE AIR         12/01/2021         \$\$43.45         \$\$8.60         \$\$17.69         \$\$0.00         \$\$68.75           LABORERS (FREE AIR TUNNEL)         06/01/2020         \$\$43.45         \$\$8.60         \$\$17.69         \$\$0.00         \$\$70.72           For apprentice rates see "Apprentice- LABORER"         12/01/2021         \$\$45.45         \$\$8.60         \$\$17.69         \$\$0.00         \$\$71.74           TUNNEL WORK - FREE AIR (HAZ. WASTE)         12/01/2019         \$\$45.45         \$\$8.60         \$\$17.69         \$\$0.00         \$\$71.74           TUNNEL WORK - FREE AIR (HAZ. WASTE)         12/01/2019         \$\$45.45         \$\$8.60         \$\$17.69         \$\$0.00         \$\$71.74           TUNNEL WORK - FREE AIR (HAZ.					\$17.69	\$0.00	
LABORERS (COMPRESSED AID)         Description         Description <thdescription< th="">         Description         <thdescriptio< td=""><td>For apprentice rates see "Apprentice- LABORER"</td><td></td><td></td><td></td><td></td><td></td><td></td></thdescriptio<></thdescription<>	For apprentice rates see "Apprentice- LABORER"						
060/1/2020         \$\$3.38         \$\$8.60         \$\$17.69         \$0.00         \$\$79.67           12/01/2020         \$\$4.36         \$\$8.00         \$\$17.69         \$0.00         \$\$80.65           06/01/2021         \$\$53.38         \$\$8.00         \$\$17.69         \$0.00         \$\$81.67           Tor apprentice rates see "Apprentice- LABORER"         12/01/2021         \$\$63.39         \$\$8.00         \$\$17.69         \$0.00         \$\$68.75           LABORERS (FREE AIR TUNNEL)         12/01/2019         \$\$43.45         \$\$8.10         \$\$17.69         \$0.00         \$\$68.75           LABORERS (FREE AIR TUNNEL)         12/01/2019         \$\$43.45         \$\$8.60         \$\$17.69         \$0.00         \$\$67.72           For apprentice rates see "Apprentice- LABORER"         12/01/2020         \$\$44.43         \$\$8.60         \$\$17.69         \$0.00         \$\$71.74           TUNNEL WORK - FREE AIR (HAZ, WASTE)         12/01/2021         \$46.46         \$\$8.60         \$17.69         \$0.00         \$\$72.75           IABORERS (FREE AIR TUNNEL)         12/01/2021         \$46.43         \$\$8.60         \$17.69         \$0.00         \$\$72.75           LABORERS (FREE AIR TUNNEL)         12/01/2020         \$45.45         \$\$8.60         \$17.69         \$0.00         \$\$72.75      <		12/01/2019	\$53.38	\$8.10	\$17.20	\$0.00	\$78.68
bits	LABORERS (COMPRESSED AIR)	06/01/2020	\$53.38	\$8.60	\$17.69	\$0.00	\$79.67
For apprentice rates see "Apprentice-LABORER"         12/01/2021         \$56.39         \$8.60         \$17.69         \$0.00         \$82.68           TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)         12/01/2019         \$43.45         \$8.10         \$17.20         \$0.00         \$66.75           06/01/2020         \$43.45         \$8.60         \$17.69         \$0.00         \$56.74           12/01/2020         \$44.43         \$8.60         \$17.69         \$0.00         \$70.72           06/01/2021         \$45.45         \$8.60         \$17.69         \$0.00         \$71.74           12/01/2021         \$46.46         \$8.60         \$17.69         \$0.00         \$72.75           06/01/2021         \$45.45         \$8.60         \$17.69         \$0.00         \$71.74           12/01/2021         \$45.45         \$8.10         \$17.20         \$0.00         \$70.75           LABORERS (FREE AIR TUNNEL)         12/01/2019         \$45.45         \$8.60         \$17.69         \$0.00         \$71.74           12/01/2020         \$45.45         \$8.60         \$17.69         \$0.00         \$71.74           12/01/2020         \$45.45         \$8.60         \$17.69         \$0.00         \$77.72           12/01/2020         \$44.54		12/01/2020	\$54.36	\$8.60	\$17.69	\$0.00	\$80.65
For apprentice rates see "Apprentice-LABORER"         12/01/2019         \$43.45         \$8.10         \$17.20         \$0.00         \$68.75           LABORERS (FREE AIR TUNNEL)         06/01/2020         \$43.45         \$8.60         \$17.69         \$0.00         \$59.74           12/01/2020         \$44.43         \$8.60         \$17.69         \$0.00         \$59.71           12/01/2020         \$44.43         \$8.60         \$17.69         \$0.00         \$70.72           06/01/2021         \$45.45         \$8.60         \$17.69         \$0.00         \$71.74           12/01/2021         \$46.46         \$8.60         \$17.69         \$0.00         \$70.75           06/01/2021         \$45.45         \$8.60         \$17.69         \$0.00         \$71.74           12/01/2020         \$45.45         \$8.60         \$17.69         \$0.00         \$71.74           12/01/2020         \$45.45         \$8.60         \$17.69         \$0.00         \$71.74           12/01/2020         \$45.45         \$8.60         \$17.69         \$0.00         \$71.74           12/01/2020         \$45.45         \$8.60         \$17.69         \$0.00         \$71.74           12/01/2020         \$44.43         \$8.60         \$17.69         \$0		06/01/2021	\$55.38	\$8.60	\$17.69	\$0.00	\$81.67
UNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)         12/01/2019         \$43,45         \$8,10         \$17,20         \$0.00         \$68,75           06/01/2020         \$43,45         \$8,60         \$17,69         \$0.00         \$69,74           12/01/2020         \$44,43         \$8,60         \$17,69         \$0.00         \$69,74           12/01/2021         \$45,45         \$8,60         \$17,69         \$0.00         \$70,72           06/01/2021         \$45,45         \$8,60         \$17,69         \$0.00         \$71,74           12/01/2021         \$46,46         \$8,60         \$17,69         \$0.00         \$72,75           06/01/2020         \$45,45         \$8,60         \$17,69         \$0.00         \$72,75           06/01/2020         \$45,45         \$8,60         \$17,69         \$0.00         \$72,72           12/01/2019         \$45,45         \$8,60         \$17,69         \$0.00         \$72,72           12/01/2020         \$46,43         \$8,60         \$17,69         \$0.00         \$72,72           12/01/2021         \$47,45         \$8,60         \$17,69         \$0.00         \$72,72           12/01/2021         \$44,44         \$13,72         \$0.00         \$72,72		12/01/2021	\$56.39	\$8.60	\$17.69	\$0.00	\$82.68
LABORERS (PREE AIR TUNNEL) 06/01/2020 \$43.45 \$8.60 \$17.69 \$0.00 \$69.74 12/01/2020 \$44.43 \$8.60 \$17.69 \$0.00 \$70.72 06/01/2021 \$45.45 \$8.60 \$17.69 \$0.00 \$71.74 12/01/2021 \$45.45 \$8.60 \$17.69 \$0.00 \$72.75 06/01/2021 \$45.45 \$8.60 \$17.69 \$0.00 \$70.75 06/01/2021 \$45.45 \$8.60 \$17.69 \$0.00 \$70.75 06/01/2020 \$45.45 \$8.60 \$17.69 \$0.00 \$71.74 12/01/2020 \$45.45 \$8.60 \$17.69 \$0.00 \$72.75 06/01/2020 \$45.45 \$8.60 \$17.69 \$0.00 \$72.75 06/01/2020 \$45.45 \$8.60 \$17.69 \$0.00 \$72.75 06/01/2020 \$45.45 \$8.60 \$17.69 \$0.00 \$71.74 12/01/2020 \$46.43 \$8.60 \$17.69 \$0.00 \$72.72 06/01/2021 \$47.45 \$8.60 \$17.69 \$0.00 \$72.72 06/01/2021 \$47.45 \$8.60 \$17.69 \$0.00 \$73.74 12/01/2021 \$48.46 \$8.60 \$17.69 \$0.00 \$74.75 VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B 12/01/2021 \$35.44 \$12.41 \$13.72 \$0.00 \$60.67 12/01/2020 \$35.44 \$12.91 \$13.72 \$0.00 \$61.57 08/01/2020 \$35.44 \$12.91 \$13.72 \$0.00 \$63.17 06/01/2021 \$36.24 \$13.41 \$13.72 \$0.00 \$63.17 12/01/2020 \$35.44 \$12.91 \$13.72 \$0.00 \$63.17 12/01/2020 \$35.44 \$12.91 \$14.82 \$0.00 \$63.17 12/01/2021 \$36.24 \$13.41 \$14.82 \$0.00 \$63.17 12/01/2021 \$36.24 \$13.41 \$14.82 \$0.00 \$63.97 12/01/2021 \$36.24 \$13.41 \$14.82 \$0.00 \$63.97 12/01/2021 \$36.24 \$13.41 \$14.82 \$0.00 \$63.97 12/01/2021 \$36.24 \$13.41 \$14.84 \$0.00 \$63.97 12/01/2021 \$36.24 \$13.41 \$14.84 \$0.00 \$63.97 12/01/2020 \$28.95 \$8.60 \$14.44 \$0.00 \$51.20 12/01/2020 \$29.74 \$8.60 \$14.44 \$0.00 \$51.20 12/01/2020 \$29.74 \$8.60 \$14.44 \$0.00 \$52.78 06/01/2021 \$30.56 \$8.60 \$14.44 \$0.00 \$52.78 12/01/2020 \$29.74 \$8.60 \$14.44 \$0.00 \$52.78	For apprentice rates see "Apprentice- LABORER"						
Ocione         Status         Ocione         Status         Status<		12/01/2019	\$43.45	\$8.10	\$17.20	\$0.00	\$68.75
O6(01/2021         \$45.45         \$8.60         \$17.69         \$0.00         \$71.74           For apprentice rates see "Apprentice- LABORER"         12/01/2021         \$46.46         \$8.60         \$17.69         \$0.00         \$72.75           TUNNEL WORK - FREE AIR (HAZ. WASTE)         12/01/2019         \$45.45         \$8.10         \$17.69         \$0.00         \$70.75           LABORERS (FREE AIR TUNNEL)         06/01/2020         \$45.45         \$8.60         \$17.69         \$0.00         \$71.74           12/01/2021         \$46.43         \$8.60         \$17.69         \$0.00         \$71.74           12/01/2020         \$46.43         \$8.60         \$17.69         \$0.00         \$72.72           06/01/2020         \$44.43         \$8.60         \$17.69         \$0.00         \$73.74           12/01/2021         \$48.46         \$8.60         \$17.69         \$0.00         \$74.75           VAC-HAUL         700/020         \$35.44         \$12.41         \$13.72         \$0.00         \$60.67           06/01/2020         \$35.44         \$12.91         \$14.82         \$0.00         \$62.07           12/01/2020         \$35.44         \$12.91         \$14.82         \$0.00         \$63.17           06/01/2021	LABORERS (FREE AIR TUNNEL)	06/01/2020	\$43.45	\$8.60	\$17.69	\$0.00	\$69.74
For apprentice rates see "Apprentice- LABORER"         12/01/2021         \$46.46         \$8.60         \$17.69         \$0.00         \$72.75           TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)         12/01/2019         \$45.45         \$8.10         \$17.20         \$0.00         \$70.75           06/01/2020         \$45.45         \$8.60         \$17.69         \$0.00         \$71.74           12/01/2020         \$46.43         \$8.60         \$17.69         \$0.00         \$72.72           06/01/2020         \$45.45         \$8.60         \$17.69         \$0.00         \$72.72           06/01/2021         \$47.45         \$8.60         \$17.69         \$0.00         \$73.74           12/01/2019         \$34.54         \$12.41         \$13.72         \$0.00         \$74.75           VAC-HAUL         \$12/01/2019         \$34.54         \$12.41         \$13.72         \$0.00         \$60.67           06/01/2020         \$35.44         \$12.91         \$13.72         \$0.00         \$62.07           12/01/2020         \$35.44         \$12.91         \$14.82         \$0.00         \$63.17           06/01/2021         \$36.24         \$13.41         \$14.82         \$0.00         \$63.97           08/01/2021         \$36.		12/01/2020	\$44.43	\$8.60	\$17.69	\$0.00	\$70.72
For apprentice rates see "Apprentice- LABORER"         12/01/2019         \$45.45         \$8.10         \$17.20         \$0.00         \$70.75           LABORERS (FREE AIR TUNNEL)         06/01/2020         \$45.45         \$8.60         \$17.69         \$0.00         \$71.74           12/01/2020         \$46.43         \$8.60         \$17.69         \$0.00         \$72.72           06/01/2021         \$47.45         \$8.60         \$17.69         \$0.00         \$73.74           12/01/2021         \$48.46         \$8.60         \$17.69         \$0.00         \$74.75           For apprentice rates see "Apprentice- LABORER"         12/01/2021         \$48.46         \$8.60         \$17.69         \$0.00         \$60.67           VAC-HAUL         12/01/2020         \$34.54         \$12.41         \$13.72         \$0.00         \$60.67           TEAMSTERS JOINT COUNCIL NO. 10 ZONE B         06/01/2020         \$35.44         \$12.91         \$14.82         \$0.00         \$62.07           06/01/2020         \$35.44         \$12.91         \$14.82         \$0.00         \$66.377           06/01/2021         \$36.24         \$13.41         \$14.82         \$0.00         \$66.377           06/01/2021         \$36.24         \$13.41         \$14.82         \$0.00		06/01/2021	\$45.45	\$8.60	\$17.69	\$0.00	\$71.74
TUNNEL WORK - FREE AIR (HAZ. WASTE)         12/01/2019         \$45.45         \$8.10         \$17.20         \$0.00         \$70.75           LABORERS (FREE AIR TUNNEL)         06/01/2020         \$45.45         \$8.60         \$17.69         \$0.00         \$71.74           12/01/2020         \$46.43         \$8.60         \$17.69         \$0.00         \$71.74           12/01/2020         \$46.43         \$8.60         \$17.69         \$0.00         \$77.72           06/01/2021         \$47.45         \$8.60         \$17.69         \$0.00         \$77.74           12/01/2021         \$44.43         \$8.60         \$17.69         \$0.00         \$77.74           VAC-HAUL         12/01/2021         \$44.45         \$8.60         \$17.69         \$0.00         \$60.67           VAC-HAUL         12/01/2019         \$34.54         \$12.41         \$13.72         \$0.00         \$66.67           06/01/2020         \$35.44         \$12.91         \$113.72         \$0.00         \$66.17           08/01/2020         \$35.44         \$12.91         \$114.82         \$0.00         \$63.17           06/01/2021         \$36.24         \$12.91         \$14.82         \$0.00         \$63.97           08/01/2021         \$36.24         \$		12/01/2021	\$46.46	\$8.60	\$17.69	\$0.00	\$72.75
LABORERS (FREE AIR TUNNEL)       12/01/2020       \$51.16       50.00       57.27       50.00							
Ob/01/2020         \$45.45         \$8.60         \$17.69         \$0.00         \$71.74           12/01/2020         \$46.43         \$8.60         \$17.69         \$0.00         \$72.72           06/01/2021         \$47.45         \$8.60         \$17.69         \$0.00         \$73.74           12/01/2021         \$48.46         \$8.60         \$17.69         \$0.00         \$74.75           For apprentice- LABORER"           VAC-HAUL           TEAMSTERS JOINT COUNCIL NO. 10 ZONE B         12/01/2019         \$34.54         \$12.41         \$13.72         \$0.00         \$60.67           06/01/2020         \$35.44         \$12.91         \$13.72         \$0.00         \$61.57           08/01/2020         \$35.44         \$12.91         \$13.72         \$0.00         \$62.07           12/01/2020         \$35.44         \$12.91         \$14.82         \$0.00         \$63.17           06/01/2020         \$35.44         \$12.91         \$14.82         \$0.00         \$63.97           08/01/2021         \$36.24         \$13.41         \$14.82         \$0.00         \$64.47           12/01/2021         \$36.24         \$13.41         \$14.42         \$0.00         \$65.66           WAGON DRILL OPER		12/01/2019	\$45.45	\$8.10	\$17.20	\$0.00	\$70.75
NAC-HAUL Ter apprentice- LABORER"         06/01/2021         \$47.45         \$8.60         \$17.69         \$0.00         \$73.74           VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B         12/01/2019         \$34.54         \$12.41         \$13.72         \$0.00         \$60.67           06/01/2020         \$35.44         \$12.41         \$13.72         \$0.00         \$61.57           08/01/2020         \$35.44         \$12.91         \$13.72         \$0.00         \$62.07           12/01/2020         \$35.44         \$12.91         \$13.72         \$0.00         \$63.17           08/01/2020         \$35.44         \$12.91         \$14.82         \$0.00         \$63.97           08/01/2021         \$36.24         \$13.41         \$14.82         \$0.00         \$63.97           08/01/2021         \$36.24         \$13.41         \$14.82         \$0.00         \$65.66           WAGON DRILL OPERATOR (HEAVY & HIGHWAY)         12/01/2019         \$28.66         \$8.10         \$14.44         \$0.00         \$51.20           LABORERS - ZONE 4 (HEAVY & HIGHWAY)         12/01/2020         \$28.95         \$8.60         \$14.44         \$0.00         \$51.99           12/01/2020         \$28.95         \$8.60         \$14.44         \$0.00         \$52.78 <td></td> <td>06/01/2020</td> <td>\$45.45</td> <td>\$8.60</td> <td>\$17.69</td> <td>\$0.00</td> <td>\$71.74</td>		06/01/2020	\$45.45	\$8.60	\$17.69	\$0.00	\$71.74
For apprentice rates see "Apprentice- LABORER"         12/01/2021         \$48.46         \$8.60         \$17.69         \$0.00         \$74.75           VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B         12/01/2019         \$34.54         \$12.41         \$13.72         \$0.00         \$60.67           06/01/2020         \$35.44         \$12.41         \$13.72         \$0.00         \$61.57           08/01/2020         \$35.44         \$12.91         \$13.72         \$0.00         \$62.07           12/01/2020         \$35.44         \$12.91         \$14.82         \$0.00         \$63.17           06/01/2021         \$36.24         \$12.91         \$14.82         \$0.00         \$63.97           08/01/2021         \$36.24         \$13.41         \$14.82         \$0.00         \$64.47           12/01/2021         \$36.24         \$13.41         \$14.82         \$0.00         \$65.66           WAGON DRILL OPERATOR (HEAVY & HIGHWAY)         12/01/2019         \$28.66         \$8.10         \$14.44         \$0.00         \$51.20           LABORERS - ZONE 4 (HEAVY & HIGHWAY)         12/01/2020         \$28.95         \$8.60         \$14.44         \$0.00         \$51.99           12/01/2020         \$29.74         \$8.60         \$14.44         \$0.00         \$52.78<		12/01/2020	\$46.43	\$8.60	\$17.69	\$0.00	\$72.72
For apprentice- LABORER"         VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B       12/01/2019       \$34.54       \$12.41       \$13.72       \$0.00       \$60.67         06/01/2020       \$35.44       \$12.41       \$13.72       \$0.00       \$61.57         08/01/2020       \$35.44       \$12.91       \$13.72       \$0.00       \$62.07         12/01/2020       \$35.44       \$12.91       \$14.82       \$0.00       \$63.17         06/01/2021       \$36.24       \$12.91       \$14.82       \$0.00       \$63.97         08/01/2021       \$36.24       \$13.41       \$14.82       \$0.00       \$65.66         WAGON DRILL OPERATOR (HEAVY & HIGHWAY)       12/01/2019       \$28.66       \$8.10       \$14.44       \$0.00       \$51.20         LABORERS - ZONE 4 (HEAVY & HIGHWAY)       12/01/2020       \$28.95       \$8.60       \$14.44       \$0.00       \$51.99         12/01/2020       \$29.74       \$8.60       \$14.44       \$0.00       \$52.78         06/01/2021       \$30.56       \$8.60       \$14.44       \$0.00       \$52.78         06/01/2021       \$30.56       \$8.60       \$14.44       \$0.00       \$52.78		06/01/2021	\$47.45	\$8.60	\$17.69	\$0.00	\$73.74
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> 12/01/2020 12/01/2020 12/01/2020 12/01/2020 12/01/2020 12/01/2020 12/01/2020 12/01/2020 12/01/2021 12/01/2020 12/01		12/01/2021	\$48.46	\$8.60	\$17.69	\$0.00	\$74.75
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B       12/01/2019       \$34.34       \$12.41       \$12.41       \$12.42       \$0.00       \$61.57         06/01/2020       \$35.44       \$12.91       \$13.72       \$0.00       \$62.07         12/01/2020       \$35.44       \$12.91       \$13.72       \$0.00       \$63.17         08/01/2020       \$35.44       \$12.91       \$14.82       \$0.00       \$63.17         06/01/2021       \$36.24       \$12.91       \$14.82       \$0.00       \$63.97         08/01/2021       \$36.24       \$13.41       \$14.82       \$0.00       \$64.47         12/01/2021       \$36.24       \$13.41       \$14.44       \$0.00       \$65.66         WAGON DRILL OPERATOR (HEAVY & HIGHWAY)       12/01/2019       \$28.66       \$8.10       \$14.44       \$0.00       \$51.20         LABORERS - ZONE 4 (HEAVY & HIGHWAY)       12/01/2019       \$28.66       \$8.60       \$14.44       \$0.00       \$51.99         12/01/2020       \$29.74       \$8.60       \$14.44       \$0.00       \$52.78         06/01/2021       \$30.56       \$8.60       \$14.44       \$0.00       \$52.78         06/01/2021       \$30.56       \$8.60       \$14.44       \$0.00       \$52.78							
06/01/2020       \$35.44       \$12.41       \$13.72       \$0.00       \$61.57         08/01/2020       \$35.44       \$12.91       \$13.72       \$0.00       \$62.07         12/01/2020       \$35.44       \$12.91       \$14.82       \$0.00       \$63.17         06/01/2021       \$36.24       \$12.91       \$14.82       \$0.00       \$63.97         06/01/2021       \$36.24       \$13.41       \$14.82       \$0.00       \$64.47         12/01/2021       \$36.24       \$13.41       \$14.82       \$0.00       \$65.66         WAGON DRILL OPERATOR (HEAVY & HIGHWAY)       12/01/2019       \$28.66       \$8.10       \$14.44       \$0.00       \$51.20         LABORERS - ZONE 4 (HEAVY & HIGHWAY)       12/01/2020       \$28.95       \$8.60       \$14.44       \$0.00       \$51.99         12/01/2020       \$29.74       \$8.60       \$14.44       \$0.00       \$52.78         06/01/2021       \$30.56       \$8.60       \$14.44       \$0.00       \$52.78		12/01/2019	\$34.54	\$12.41			
12/01/2020\$35.44\$12.91\$14.82\$0.00\$63.1706/01/2021\$36.24\$12.91\$14.82\$0.00\$63.9708/01/2021\$36.24\$13.41\$14.82\$0.00\$64.4712/01/2021\$36.24\$13.41\$16.01\$0.00\$65.66WAGON DRILL OPERATOR (HEAVY & HIGHWAY)12/01/2019\$28.66\$8.10\$14.44\$0.00\$51.20LABORERS - ZONE 4 (HEAVY & HIGHWAY)12/01/2020\$28.95\$8.60\$14.44\$0.00\$51.9912/01/2020\$29.74\$8.60\$14.44\$0.00\$52.7806/01/2021\$30.56\$8.60\$14.44\$0.00\$53.60		06/01/2020	\$35.44	\$12.41		\$0.00	\$61.57
06/01/2021       \$36.24       \$12.91       \$14.82       \$0.00       \$63.97         08/01/2021       \$36.24       \$13.41       \$14.82       \$0.00       \$64.47         12/01/2021       \$36.24       \$13.41       \$16.01       \$0.00       \$65.66         WAGON DRILL OPERATOR (HEAVY & HIGHWAY)       12/01/2019       \$28.66       \$8.10       \$14.44       \$0.00       \$51.20         06/01/2020       \$28.95       \$8.60       \$14.44       \$0.00       \$51.99         12/01/2020       \$29.74       \$8.60       \$14.44       \$0.00       \$52.78         06/01/2021       \$30.56       \$8.60       \$14.44       \$0.00       \$53.60		08/01/2020	\$35.44	\$12.91	\$13.72	\$0.00	\$62.07
08/01/2021       \$36.24       \$13.41       \$14.82       \$0.00       \$64.47         12/01/2021       \$36.24       \$13.41       \$16.01       \$0.00       \$65.66         WAGON DRILL OPERATOR (HEAVY & HIGHWAY)       12/01/2019       \$28.66       \$8.10       \$14.44       \$0.00       \$51.20         LABORERS - ZONE 4 (HEAVY & HIGHWAY)       06/01/2020       \$28.95       \$8.60       \$14.44       \$0.00       \$51.99         12/01/2020       \$29.74       \$8.60       \$14.44       \$0.00       \$52.78         06/01/2021       \$30.56       \$8.60       \$14.44       \$0.00       \$53.60		12/01/2020	\$35.44	\$12.91		\$0.00	\$63.17
12/01/2021       \$36.24       \$13.41       \$16.01       \$0.00       \$65.66         WAGON DRILL OPERATOR (HEAVY & HIGHWAY)       12/01/2019       \$28.66       \$8.10       \$14.44       \$0.00       \$51.20         LABORERS - ZONE 4 (HEAVY & HIGHWAY)       06/01/2020       \$28.95       \$8.60       \$14.44       \$0.00       \$51.99         12/01/2020       \$29.74       \$8.60       \$14.44       \$0.00       \$52.78         06/01/2021       \$30.56       \$8.60       \$14.44       \$0.00       \$53.60		06/01/2021	\$36.24	\$12.91	\$14.82	\$0.00	\$63.97
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)       12/01/2019       \$28.66       \$8.10       \$14.44       \$0.00       \$51.20         LABORERS - ZONE 4 (HEAVY & HIGHWAY)       06/01/2020       \$28.95       \$8.60       \$14.44       \$0.00       \$51.99         12/01/2020       \$29.74       \$8.60       \$14.44       \$0.00       \$52.78         06/01/2021       \$30.56       \$8.60       \$14.44       \$0.00       \$53.60		08/01/2021	\$36.24	\$13.41	\$14.82	\$0.00	\$64.47
LABORERS - ZONE 4 (HEAVY & HIGHWAY)       06/01/2020       \$28.95       \$8.60       \$14.44       \$0.00       \$51.20         12/01/2020       \$29.74       \$8.60       \$14.44       \$0.00       \$52.78         06/01/2021       \$30.56       \$8.60       \$14.44       \$0.00       \$53.60		12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
06/01/2020\$28.95\$8.60\$14.44\$0.00\$51.9912/01/2020\$29.74\$8.60\$14.44\$0.00\$52.7806/01/2021\$30.56\$8.60\$14.44\$0.00\$53.60		12/01/2019	\$28.66	\$8.10	\$14.44	\$0.00	\$51.20
06/01/2021 \$30.56 \$8.60 \$14.44 \$0.00 \$53.60	LADURERS - ZUNE 4 (HEAVI & HIGHWAI)	06/01/2020	\$28.95	\$8.60	\$14.44	\$0.00	\$51.99
		12/01/2020	\$29.74	\$8.60	\$14.44	\$0.00	\$52.78
12/01/2021 \$31.37 \$8.60 \$14.44 \$0.00 \$54.41		06/01/2021	\$30.56	\$8.60	\$14.44	\$0.00	\$53.60
		12/01/2021	\$31.37	\$8.60	\$14.44	\$0.00	\$54.41

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WATER METER INSTALLER	03/17/2020	\$41.71	\$9.05	\$16.35	\$0.00	\$67.11
PLUMBERS & PIPEFITTERS LOCAL 104	09/17/2020	\$42.71	\$9.05	\$16.35	\$0.00	\$68.11
	03/17/2021	\$43.71	\$9.05	\$16.35	\$0.00	\$69.11
	09/17/2021	\$44.71	\$9.05	\$16.35	\$0.00	\$70.11
	03/17/2022	\$45.96	\$9.05	\$16.35	\$0.00	\$71.36
	09/17/2022	\$46.96	\$9.05	\$16.35	\$0.00	\$72.36
	03/17/2023	\$48.21	\$9.05	\$16.35	\$0.00	\$73.61
	09/17/2023	\$49.21	\$9.05	\$16.35	\$0.00	\$74.61
	03/17/2024	\$50.46	\$9.05	\$16.35	\$0.00	\$75.86
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFI	TTER"					
Outside Electrical - West						
EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	09/01/2019	\$30.58	\$8.00	\$5.48	\$0.00	\$44.06
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN / TRUCK DRIVER OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	09/01/2019	\$39.97	\$8.00	\$10.96	\$0.00	\$58.93
For apprentice rates see "Apprentice- LINEMAN"						
HEAVY EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	09/01/2019	\$47.01	\$8.00	\$13.22	\$0.00	\$68.23
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN outside electrical workers - west local 42	09/01/2019	\$51.71	\$8.00	\$15.55	\$0.00	\$75.26

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

	. D ( 00/01/2010	,					
Step	ive Date - 09/01/2019 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	٩
$\frac{\operatorname{step}}{1}$	60						
	60	\$31.03	\$8.00	\$3.43	\$0.00	\$42.4	5
2	65	\$33.61	\$8.00	\$3.51	\$0.00	\$45.12	2
3	70	\$36.20	\$8.00	\$3.59	\$0.00	\$47.7	9
4	75	\$38.78	\$8.00	\$5.16	\$0.00	\$51.94	4
5	80	\$41.37	\$8.00	\$5.24	\$0.00	\$54.6	1
6	85	\$43.95	\$8.00	\$5.32	\$0.00	\$57.2	7
7	90	\$46.54	\$8.00	\$7.40	\$0.00	\$61.94	4
Notes	:						
Appro	entice to Journeyworker Ratio:1:2						
TELEDATA CABLE S		02/04/2019	9 \$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42		02/04/2019	9 \$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42		02/04/2019	9 \$28.93	\$4.70	\$3.14	\$0.00	\$36.77

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTOR-TRAILER DRIVER OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22

#### Additional Apprentice Information:

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

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

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

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

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

- \*\*\* 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.