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

Prevailing Wage Rates

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

CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

RONALD L. WALKER, II
Secretary

WILLIAM D MCKINNEY
Director

Awarding Authority: City of Lowell

Contract Number: IFB16-58 **City/Town:** LOWELL

Description of Work: Emergency Water Line Repair & Installation

Job Location: Lowell

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Issue Date: 12/17/2015 **Wage Request Number:** 20151217-007

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$31.65	$10.41	$10.08	$0.00	$52.14
	06/01/2016	$32.15	$10.41	$10.08	$0.00	$52.64
	08/01/2016	$32.15	$10.91	$10.08	$0.00	$53.14
	12/01/2016	$32.15	$10.91	$10.89	$0.00	$53.95
(3 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$31.72	$10.41	$10.08	$0.00	$52.21
	06/01/2016	$32.22	$10.41	$10.08	$0.00	$52.71
	08/01/2016	$32.22	$10.91	$10.08	$0.00	$53.21
	12/01/2016	$32.22	$10.91	$10.89	$0.00	$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$31.84	$10.41	$10.08	$0.00	$52.33
	06/01/2016	$32.34	$10.41	$10.08	$0.00	$52.83
	08/01/2016	$32.34	$10.91	$10.08	$0.00	$53.33
	12/01/2016	$32.34	$10.91	$10.89	$0.00	$54.14
ADS/SUBMERSIBLE PILOT *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$88.29	$9.80	$19.23	$0.00	$117.32
AIR TRACK OPERATOR *LABORERS - ZONE 2*	12/01/2015	$32.40	$7.30	$12.30	$0.00	$52.00
	06/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
	12/01/2016	$33.65	$7.30	$12.30	$0.00	$53.25
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. *HEAT & FROST INSULATORS LOCAL 6 (BOSTON)*	12/01/2015	$34.38	$10.40	$5.95	$0.00	$50.73
ASPHALT RAKER *LABORERS - ZONE 2*	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.73	$10.00	$14.90	$0.00	$68.63
	06/01/2016	$44.48	$10.00	$14.90	$0.00	$69.38
	12/01/2016	$45.73	$10.00	$14.90	$0.00	$70.63
	06/01/2017	$46.73	$10.00	$14.90	$0.00	$71.63
	12/01/2017	$47.73	$10.00	$14.90	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.73	$10.00	$14.90	$0.00	$68.63
	06/01/2016	$44.48	$10.00	$14.90	$0.00	$69.38
	12/01/2016	$45.73	$10.00	$14.90	$0.00	$70.63
	06/01/2017	$46.73	$10.00	$14.90	$0.00	$71.63
	12/01/2017	$47.73	$10.00	$14.90	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER *LABORERS - ZONE 2*	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER *LABORERS - ZONE 2*	12/01/2015	$32.40	$7.30	$12.30	$0.00	$52.00
	06/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
	12/01/2016	$33.65	$7.30	$12.30	$0.00	$53.25
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BOILER MAKER *BOILERMAKERS LOCAL 29*	01/01/2015	$40.32	$6.97	$16.21	$0.00	$63.50
	01/01/2016	$41.62	$6.97	$16.21	$0.00	$64.80
	01/01/2017	$42.92	$6.97	$16.21	$0.00	$66.10

Apprentice - *BOILERMAKER - Local 29*

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	$26.21	$6.97	$10.54	$0.00	$43.72
2	65	$26.21	$6.97	$10.54	$0.00	$43.72
3	70	$28.22	$6.97	$11.35	$0.00	$46.54
4	75	$30.24	$6.97	$12.16	$0.00	$49.37
5	80	$32.26	$6.97	$12.97	$0.00	$52.20
6	85	$34.27	$6.97	$13.78	$0.00	$55.02
7	90	$36.29	$6.97	$14.59	$0.00	$57.85
8	95	$38.30	$6.97	$15.40	$0.00	$60.67

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	$27.05	$6.97	$10.54	$0.00	$44.56
2	65	$27.05	$6.97	$10.54	$0.00	$44.56
3	70	$29.13	$6.97	$11.35	$0.00	$47.45
4	75	$31.22	$6.97	$12.16	$0.00	$50.35
5	80	$33.30	$6.97	$12.97	$0.00	$53.24
6	85	$35.38	$6.97	$13.78	$0.00	$56.13
7	90	$37.46	$6.97	$14.59	$0.00	$59.02
8	95	$39.54	$6.97	$15.40	$0.00	$61.91

Notes:

Apprentice to Journeyworker Ratio:1:5

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) *BRICKLAYERS LOCAL 3 (LOWELL)*	09/01/2015	$47.76	$10.18	$17.97	$0.00	$75.91
	03/01/2016	$48.33	$10.18	$17.97	$0.00	$76.48
	09/01/2016	$49.23	$10.18	$18.05	$0.00	$77.46
	03/01/2017	$49.80	$10.18	$18.05	$0.00	$78.03

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *BRICK/PLASTER/CEMENT MASON - Local 3 Lowell*

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$23.88	$10.18	$17.97	$0.00	$52.03
2	60	$28.66	$10.18	$17.97	$0.00	$56.81
3	70	$33.43	$10.18	$17.97	$0.00	$61.58
4	80	$38.21	$10.18	$17.97	$0.00	$66.36
5	90	$42.98	$10.18	$17.97	$0.00	$71.13

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.17	$10.18	$17.97	$0.00	$52.32
2	60	$29.00	$10.18	$17.97	$0.00	$57.15
3	70	$33.83	$10.18	$17.97	$0.00	$61.98
4	80	$38.66	$10.18	$17.97	$0.00	$66.81
5	90	$43.50	$10.18	$17.97	$0.00	$71.65

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$14.90	$0.00	$68.21
	06/01/2016	$44.06	$10.00	$14.90	$0.00	$68.96
	12/01/2016	$45.29	$10.00	$14.90	$0.00	$70.19
	06/01/2017	$46.28	$10.00	$14.90	$0.00	$71.18
	12/01/2017	$47.27	$10.00	$14.90	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN *LABORERS - FOUNDATION AND MARINE*	12/01/2015	$36.95	$7.30	$13.40	$0.00	$57.65
	06/01/2016	$37.70	$7.30	$13.40	$0.00	$58.40
	12/01/2016	$38.70	$7.30	$13.40	$0.00	$59.40
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER *LABORERS - FOUNDATION AND MARINE*	12/01/2015	$35.80	$7.30	$13.40	$0.00	$56.50
	06/01/2016	$36.55	$7.30	$13.40	$0.00	$57.25
	12/01/2016	$37.55	$7.30	$13.40	$0.00	$58.25
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN *LABORERS - FOUNDATION AND MARINE*	12/01/2015	$35.80	$7.30	$13.40	$0.00	$56.50
	06/01/2016	$36.55	$7.30	$13.40	$0.00	$57.25
	12/01/2016	$37.55	$7.30	$13.40	$0.00	$58.25
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR *LABORERS - ZONE 2*	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
CARPENTER *CARPENTERS -ZONE 2 (Eastern Massachusetts)*	03/01/2015	$35.75	$9.80	$16.48	$0.00	$62.03

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *CARPENTER - Zone 2 Eastern MA*

Effective Date - 03/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$17.88	$9.80	$1.63	$0.00	$29.31
2	60	$21.45	$9.80	$1.63	$0.00	$32.88
3	70	$25.03	$9.80	$11.59	$0.00	$46.42
4	75	$26.81	$9.80	$11.59	$0.00	$48.20
5	80	$28.60	$9.80	$13.22	$0.00	$51.62
6	80	$28.60	$9.80	$13.22	$0.00	$51.62
7	90	$32.18	$9.80	$14.85	$0.00	$56.83
8	90	$32.18	$9.80	$14.85	$0.00	$56.83

Notes:

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING *BRICKLAYERS LOCAL 3 (LOWELL)*	07/01/2015	$42.87	$10.90	$18.71	$1.30	$73.78
	01/01/2016	$43.51	$10.90	$18.71	$1.30	$74.42

Apprentice - *CEMENT MASONRY/PLASTERING - Lowell*

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$21.44	$10.90	$12.21	$0.00	$44.55
2	60	$25.72	$10.90	$13.71	$1.30	$51.63
3	65	$27.87	$10.90	$14.71	$1.30	$54.78
4	70	$30.01	$10.90	$15.71	$1.30	$57.92
5	75	$32.15	$10.90	$16.71	$1.30	$61.06
6	80	$34.30	$10.90	$17.71	$1.30	$64.21
7	90	$38.58	$10.90	$18.71	$1.30	$69.49

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$21.76	$10.90	$12.21	$0.00	$44.87
2	60	$26.11	$10.90	$13.71	$1.30	$52.02
3	65	$28.28	$10.90	$14.71	$1.30	$55.19
4	70	$30.46	$10.90	$15.71	$1.30	$58.37
5	75	$32.63	$10.90	$16.71	$1.30	$61.54
6	80	$34.81	$10.90	$17.71	$1.30	$64.72
7	90	$39.16	$10.90	$18.71	$1.30	$70.07

Notes:

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

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR *LABORERS - ZONE 2*	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$44.73	$10.00	$14.90	$0.00	$69.63
	06/01/2016	$45.48	$10.00	$14.90	$0.00	$70.38
	12/01/2016	$46.73	$10.00	$14.90	$0.00	$71.63
	06/01/2017	$47.73	$10.00	$14.90	$0.00	$72.63
	12/01/2017	$48.73	$10.00	$14.90	$0.00	$73.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$30.13	$10.00	$14.90	$0.00	$55.03
	06/01/2016	$30.65	$10.00	$14.90	$0.00	$55.55
	12/01/2016	$31.52	$10.00	$14.90	$0.00	$56.42
	06/01/2017	$32.21	$10.00	$14.90	$0.00	$57.11
	12/01/2017	$32.90	$10.00	$14.90	$0.00	$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) *PAINTERS LOCAL 35 - ZONE 2*	07/01/2015	$48.56	$7.85	$16.10	$0.00	$72.51
	01/01/2016	$49.51	$7.85	$16.10	$0.00	$73.46
	07/01/2016	$50.46	$7.85	$16.10	$0.00	$74.41
	01/01/2017	$51.41	$7.85	$16.10	$0.00	$75.36

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER Local 35 - BRIDGES/TANKS*

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.28	$7.85	$0.00	$0.00	$32.13
2	55	$26.71	$7.85	$3.66	$0.00	$38.22
3	60	$29.14	$7.85	$3.99	$0.00	$40.98
4	65	$31.56	$7.85	$4.32	$0.00	$43.73
5	70	$33.99	$7.85	$14.11	$0.00	$55.95
6	75	$36.42	$7.85	$14.44	$0.00	$58.71
7	80	$38.85	$7.85	$14.77	$0.00	$61.47
8	90	$43.70	$7.85	$15.44	$0.00	$66.99

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.76	$7.85	$0.00	$0.00	$32.61
2	55	$27.23	$7.85	$3.66	$0.00	$38.74
3	60	$29.71	$7.85	$3.99	$0.00	$41.55
4	65	$32.18	$7.85	$4.32	$0.00	$44.35
5	70	$34.66	$7.85	$14.11	$0.00	$56.62
6	75	$37.13	$7.85	$14.44	$0.00	$59.42
7	80	$39.61	$7.85	$14.77	$0.00	$62.23
8	90	$44.56	$7.85	$15.44	$0.00	$67.85

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN *LABORERS - ZONE 2*	12/01/2015	$36.00	$7.30	$13.20	$0.00	$56.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR *LABORERS - ZONE 2*	12/01/2015	$37.00	$7.30	$13.20	$0.00	$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS *LABORERS - ZONE 2*	12/01/2015	$36.75	$7.30	$13.20	$0.00	$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER *LABORERS - ZONE 2*	12/01/2015	$37.00	$7.30	$13.20	$0.00	$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR *LABORERS - ZONE 2*	12/01/2015	$36.75	$7.30	$13.20	$0.00	$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER *LABORERS - ZONE 2*	12/01/2015	$36.00	$7.30	$13.20	$0.00	$56.50
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIRECTIONAL DRILL MACHINE OPERATOR *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$14.90	$0.00	$68.21
	06/01/2016	$44.06	$10.00	$14.90	$0.00	$68.96
	12/01/2016	$45.29	$10.00	$14.90	$0.00	$70.19
	06/01/2017	$46.28	$10.00	$14.90	$0.00	$71.18
	12/01/2017	$47.27	$10.00	$14.90	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$58.86	$9.80	$19.23	$0.00	$87.89
DIVER TENDER *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$42.04	$9.80	$19.23	$0.00	$71.07
DIVER TENDER (EFFLUENT) *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$63.06	$9.80	$19.23	$0.00	$92.09
DIVER/SLURRY (EFFLUENT) *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$88.23	$9.80	$19.23	$0.00	$117.26
DRAWBRIDGE OPERATOR (Construction) *ELECTRICIANS LOCAL 103*	09/01/2015	$45.67	$13.00	$15.89	$0.00	$74.56
	03/01/2016	$46.17	$13.00	$16.39	$0.00	$75.56
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN *ELECTRICIANS LOCAL 103*	09/01/2015	$45.67	$13.00	$15.89	$0.00	$74.56
	03/01/2016	$46.17	$13.00	$16.39	$0.00	$75.56

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *ELECTRICIAN - Local 103*

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$18.27	$13.00	$0.55	$0.00	$31.82
2	40	$18.27	$13.00	$0.55	$0.00	$31.82
3	45	$20.55	$13.00	$11.86	$0.00	$45.41
4	45	$20.55	$13.00	$11.86	$0.00	$45.41
5	50	$22.84	$13.00	$12.23	$0.00	$48.07
6	55	$25.12	$13.00	$12.58	$0.00	$50.70
7	60	$27.40	$13.00	$12.95	$0.00	$53.35
8	65	$29.69	$13.00	$13.32	$0.00	$56.01
9	70	$31.97	$13.00	$13.69	$0.00	$58.66
10	75	$34.25	$13.00	$14.06	$0.00	$61.31

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$18.47	$13.00	$0.55	$0.00	$32.02
2	40	$18.47	$13.00	$0.55	$0.00	$32.02
3	45	$20.78	$13.00	$11.84	$0.00	$45.62
4	45	$20.78	$13.00	$11.84	$0.00	$45.62
5	50	$23.09	$13.00	$12.71	$0.00	$48.80
6	55	$25.39	$13.00	$13.07	$0.00	$51.46
7	60	$27.70	$13.00	$13.39	$0.00	$54.09
8	65	$30.01	$13.00	$13.81	$0.00	$56.82
9	70	$32.32	$13.00	$14.18	$0.00	$59.50
10	75	$34.63	$13.00	$14.55	$0.00	$62.18

Notes: :

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

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR *ELEVATOR CONSTRUCTORS LOCAL 4*	01/01/2015	$53.30	$13.58	$14.21	$0.00	$81.09
	01/01/2016	$54.53	$14.43	$14.96	$0.00	$83.92
	01/01/2017	$55.86	$15.28	$15.71	$0.00	$86.85

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *ELEVATOR CONSTRUCTOR - Local 4*

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$26.65	$13.58	$0.00	$0.00	$40.23
2	55	$29.32	$13.58	$14.21	$0.00	$57.11
3	65	$34.65	$13.58	$14.21	$0.00	$62.44
4	70	$37.31	$13.58	$14.21	$0.00	$65.10
5	80	$42.64	$13.58	$14.21	$0.00	$70.43

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$27.27	$14.43	$0.00	$0.00	$41.70
2	55	$29.99	$14.43	$14.96	$0.00	$59.38
3	65	$35.44	$14.43	$14.96	$0.00	$64.83
4	70	$38.17	$14.43	$14.96	$0.00	$67.56
5	80	$43.62	$14.43	$14.96	$0.00	$73.01

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER *ELEVATOR CONSTRUCTORS LOCAL 4*	01/01/2015	$37.31	$13.58	$14.21	$0.00	$65.10
	01/01/2016	$38.17	$14.43	$14.96	$0.00	$67.56
	01/01/2017	$39.10	$15.28	$15.71	$0.00	$70.09
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR *LABORERS - ZONE 2*	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	11/01/2015	$40.49	$10.00	$14.55	$0.00	$65.04
	05/01/2016	$41.38	$10.00	$14.55	$0.00	$65.93
	11/01/2016	$41.97	$10.00	$14.55	$0.00	$66.52
	05/01/2017	$42.85	$10.00	$14.55	$0.00	$67.40
	11/01/2017	$43.58	$10.00	$14.55	$0.00	$68.13
	05/01/2018	$44.29	$10.00	$14.55	$0.00	$68.84
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	11/01/2015	$41.93	$10.00	$14.55	$0.00	$66.48
	05/01/2016	$42.82	$10.00	$14.55	$0.00	$67.37
	11/01/2016	$43.42	$10.00	$14.55	$0.00	$67.97
	05/01/2017	$44.31	$10.00	$14.55	$0.00	$68.86
	11/01/2017	$45.04	$10.00	$14.55	$0.00	$69.59
	05/01/2018	$45.76	$10.00	$14.55	$0.00	$70.31
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY *OPERATING ENGINEERS LOCAL 4*	11/01/2015	$21.71	$10.00	$14.55	$0.00	$46.26
	05/01/2016	$22.23	$10.00	$14.55	$0.00	$46.78
	11/01/2016	$22.58	$10.00	$14.55	$0.00	$47.13
	05/01/2017	$23.11	$10.00	$14.55	$0.00	$47.66
	11/01/2017	$23.53	$10.00	$14.55	$0.00	$48.08
	05/01/2018	$23.96	$10.00	$14.55	$0.00	$48.51
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER *ELECTRICIANS LOCAL 103*	09/01/2015	$45.67	$13.00	$15.89	$0.00	$74.56
	03/01/2016	$46.17	$13.00	$16.39	$0.00	$75.56
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING*ELECTRICIANS LOCAL 103*	09/01/2015	$34.25	$13.00	$14.06	$0.00	$61.31
	03/01/2016	$34.63	$13.00	$14.55	$0.00	$62.18
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$36.34	$10.00	$14.90	$0.00	$61.24
	06/01/2016	$36.96	$10.00	$14.90	$0.00	$61.86
	12/01/2016	$38.00	$10.00	$14.90	$0.00	$62.90
	06/01/2017	$38.84	$10.00	$14.90	$0.00	$63.74
	12/01/2017	$39.67	$10.00	$14.90	$0.00	$64.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER *LABORERS - ZONE 2*	12/01/2015	$20.50	$7.30	$12.30	$0.00	$40.10
	06/01/2016	$20.50	$7.30	$12.30	$0.00	$40.10
	12/01/2016	$20.50	$7.30	$12.30	$0.00	$40.10
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER *FLOORCOVERERS LOCAL 2168 ZONE I*	09/01/2015	$41.59	$9.80	$17.53	$0.00	$68.92

Apprentice - *FLOORCOVERER - Local 2168 Zone I*

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.80	$9.80	$1.79	$0.00	$32.39
2	55	$22.87	$9.80	$1.79	$0.00	$34.46
3	60	$24.95	$9.80	$12.16	$0.00	$46.91
4	65	$27.03	$9.80	$12.16	$0.00	$48.99
5	70	$29.11	$9.80	$13.95	$0.00	$52.86
6	75	$31.19	$9.80	$13.95	$0.00	$54.94
7	80	$33.27	$9.80	$15.74	$0.00	$58.81
8	85	$35.35	$9.80	$15.74	$0.00	$60.89

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FORK LIFT/CHERRY PICKER *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.73	$10.00	$14.90	$0.00	$68.63
	06/01/2016	$44.48	$10.00	$14.90	$0.00	$69.38
	12/01/2016	$45.73	$10.00	$14.90	$0.00	$70.63
	06/01/2017	$46.73	$10.00	$14.90	$0.00	$71.63
	12/01/2017	$47.73	$10.00	$14.90	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$30.13	$10.00	$14.90	$0.00	$55.03
	06/01/2016	$30.65	$10.00	$14.90	$0.00	$55.55
	12/01/2016	$31.52	$10.00	$14.90	$0.00	$56.42
	06/01/2017	$32.21	$10.00	$14.90	$0.00	$57.11
	12/01/2017	$32.90	$10.00	$14.90	$0.00	$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) *GLAZIERS LOCAL 35 (ZONE 2)*	07/01/2015	$38.06	$7.85	$16.10	$0.00	$62.01
	01/01/2016	$39.01	$7.85	$16.10	$0.00	$62.96
	07/01/2016	$39.96	$7.85	$16.10	$0.00	$63.91
	01/01/2017	$40.91	$7.85	$16.10	$0.00	$64.86

Apprentice - *GLAZIER - Local 35 Zone 2*

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.03	$7.85	$0.00	$0.00	$26.88
2	55	$20.93	$7.85	$3.66	$0.00	$32.44
3	60	$22.84	$7.85	$3.99	$0.00	$34.68
4	65	$24.74	$7.85	$4.32	$0.00	$36.91
5	70	$26.64	$7.85	$14.11	$0.00	$48.60
6	75	$28.55	$7.85	$14.44	$0.00	$50.84
7	80	$30.45	$7.85	$14.77	$0.00	$53.07
8	90	$34.25	$7.85	$15.44	$0.00	$57.54

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.51	$7.85	$0.00	$0.00	$27.36
2	55	$21.46	$7.85	$3.66	$0.00	$32.97
3	60	$23.41	$7.85	$3.99	$0.00	$35.25
4	65	$25.36	$7.85	$4.32	$0.00	$37.53
5	70	$27.31	$7.85	$14.11	$0.00	$49.27
6	75	$29.26	$7.85	$14.44	$0.00	$51.55
7	80	$31.21	$7.85	$14.77	$0.00	$53.83
8	90	$35.11	$7.85	$15.44	$0.00	$58.40

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HOISTING ENGINEER/CRANES/GRADALLS *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.73	$10.00	$14.90	$0.00	$68.63
	06/01/2016	$44.48	$10.00	$14.90	$0.00	$69.38
	12/01/2016	$45.73	$10.00	$14.90	$0.00	$70.63
	06/01/2017	$46.73	$10.00	$14.90	$0.00	$71.63
	12/01/2017	$47.73	$10.00	$14.90	$0.00	$72.63

Apprentice - *OPERATING ENGINEERS - Local 4*

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$24.05	$10.00	$0.00	$0.00	$34.05
2	60	$26.24	$10.00	$14.90	$0.00	$51.14
3	65	$28.42	$10.00	$14.90	$0.00	$53.32
4	70	$30.61	$10.00	$14.90	$0.00	$55.51
5	75	$32.80	$10.00	$14.90	$0.00	$57.70
6	80	$34.98	$10.00	$14.90	$0.00	$59.88
7	85	$37.17	$10.00	$14.90	$0.00	$62.07
8	90	$39.36	$10.00	$14.90	$0.00	$64.26

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$24.46	$10.00	$0.00	$0.00	$34.46
2	60	$26.69	$10.00	$14.90	$0.00	$51.59
3	65	$28.91	$10.00	$14.90	$0.00	$53.81
4	70	$31.14	$10.00	$14.90	$0.00	$56.04
5	75	$33.36	$10.00	$14.90	$0.00	$58.26
6	80	$35.58	$10.00	$14.90	$0.00	$60.48
7	85	$37.81	$10.00	$14.90	$0.00	$62.71
8	90	$40.03	$10.00	$14.90	$0.00	$64.93

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) *SHEETMETAL WORKERS LOCAL 17 - A*	08/01/2015	$43.31	$10.20	$21.48	$2.25	$77.24
	02/01/2016	$44.31	$10.20	$21.48	$2.25	$78.24
	08/01/2016	$45.46	$10.20	$21.48	$2.25	$79.39
	02/01/2017	$46.56	$10.20	$21.48	$2.25	$80.49
	08/01/2017	$47.66	$10.20	$21.48	$2.25	$81.59
	02/01/2018	$48.81	$10.20	$21.48	$2.25	$82.74

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) *ELECTRICIANS LOCAL 103*	09/01/2015	$45.67	$13.00	$15.89	$0.00	$74.56
	03/01/2016	$46.17	$13.00	$16.39	$0.00	$75.56

For apprentice rates see "Apprentice- ELECTRICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR) *SHEETMETAL WORKERS LOCAL 17 - A*	08/01/2015	$43.31	$10.20	$21.48	$2.25	$77.24
	02/01/2016	$44.31	$10.20	$21.48	$2.25	$78.24
	08/01/2016	$45.46	$10.20	$21.48	$2.25	$79.39
	02/01/2017	$46.56	$10.20	$21.48	$2.25	$80.49
	08/01/2017	$47.66	$10.20	$21.48	$2.25	$81.59
	02/01/2018	$48.81	$10.20	$21.48	$2.25	$82.74
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) *PIPEFITTERS LOCAL 537*	09/01/2015	$49.69	$9.70	$16.89	$0.00	$76.28
	03/01/2016	$50.69	$9.70	$16.89	$0.00	$77.28
	09/01/2016	$51.69	$9.70	$16.89	$0.00	$78.28
	03/01/2017	$52.69	$9.70	$16.89	$0.00	$79.28
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC *PIPEFITTERS LOCAL 537*	09/01/2015	$49.69	$9.70	$16.89	$0.00	$76.28
	03/01/2016	$50.69	$9.70	$16.89	$0.00	$77.28
	09/01/2016	$51.69	$9.70	$16.89	$0.00	$78.28
	03/01/2017	$52.69	$9.70	$16.89	$0.00	$79.28
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS *LABORERS - ZONE 2*	12/01/2015	$32.40	$7.30	$12.30	$0.00	$52.00
	06/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
	12/01/2016	$33.65	$7.30	$12.30	$0.00	$53.25
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) *HEAT & FROST INSULATORS LOCAL 6 (BOSTON)*	09/01/2015	$43.81	$11.50	$13.80	$0.00	$69.11
	09/01/2016	$45.81	$11.50	$13.80	$0.00	$71.11
	09/01/2017	$47.81	$11.50	$13.80	$0.00	$73.11
	09/01/2018	$50.06	$11.50	$13.80	$0.00	$75.36
	09/01/2019	$52.56	$11.50	$13.80	$0.00	$77.86

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

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$21.91	$11.50	$10.05	$0.00	$43.46
2	60	$26.29	$11.50	$10.80	$0.00	$48.59
3	70	$30.67	$11.50	$11.55	$0.00	$53.72
4	80	$35.05	$11.50	$12.30	$0.00	$58.85

Effective Date - 09/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$22.91	$11.50	$10.05	$0.00	$44.46
2	60	$27.49	$11.50	$10.80	$0.00	$49.79
3	70	$32.07	$11.50	$11.55	$0.00	$55.12
4	80	$36.65	$11.50	$12.30	$0.00	$60.45

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
IRONWORKER/WELDER *IRONWORKERS LOCAL 7 (LAWRENCE AREA)*	09/16/2015	$37.99	$7.80	$20.85	$0.00	$66.64
	03/16/2016	$38.99	$7.80	$20.85	$0.00	$67.64
	09/16/2016	$39.64	$7.80	$20.85	$0.00	$68.29
	03/16/2017	$40.24	$7.80	$20.85	$0.00	$68.89

Apprentice - *IRONWORKER - Local 7 Lawrence*

Effective Date - 09/16/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$22.79	$7.80	$20.85	$0.00	$51.44
2	70	$26.59	$7.80	$20.85	$0.00	$55.24
3	75	$28.49	$7.80	$20.85	$0.00	$57.14
4	80	$30.39	$7.80	$20.85	$0.00	$59.04
5	85	$32.29	$7.80	$20.85	$0.00	$60.94
6	90	$34.19	$7.80	$20.85	$0.00	$62.84

Effective Date - 03/16/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$23.39	$7.80	$20.85	$0.00	$52.04
2	70	$27.29	$7.80	$20.85	$0.00	$55.94
3	75	$29.24	$7.80	$20.85	$0.00	$57.89
4	80	$31.19	$7.80	$20.85	$0.00	$59.84
5	85	$33.14	$7.80	$20.85	$0.00	$61.79
6	90	$35.09	$7.80	$20.85	$0.00	$63.74

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

JACKHAMMER & PAVING BREAKER OPERATOR *LABORERS - ZONE 2*	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75

For apprentice rates see "Apprentice- LABORER"

LABORER *LABORERS - ZONE 2*	12/01/2015	$31.65	$7.30	$12.30	$0.00	$51.25
	06/01/2016	$32.15	$7.30	$12.30	$0.00	$51.75
	12/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *LABORER - Zone 2*

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$18.99	$7.30	$12.30	$0.00	$38.59
2	70	$22.16	$7.30	$12.30	$0.00	$41.76
3	80	$25.32	$7.30	$12.30	$0.00	$44.92
4	90	$28.49	$7.30	$12.30	$0.00	$48.09

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$19.29	$7.30	$12.30	$0.00	$38.89
2	70	$22.51	$7.30	$12.30	$0.00	$42.11
3	80	$25.72	$7.30	$12.30	$0.00	$45.32
4	90	$28.94	$7.30	$12.30	$0.00	$48.54

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER *LABORERS - ZONE 2*	12/01/2015	$31.65	$7.30	$12.30	$0.00	$51.25
	06/01/2016	$32.15	$7.30	$12.30	$0.00	$51.75
	12/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER *LABORERS - ZONE 2*	12/01/2015	$31.65	$7.30	$12.30	$0.00	$51.25
	06/01/2016	$32.15	$7.30	$12.30	$0.00	$51.75
	12/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER *LABORERS - ZONE 2*	12/01/2015	$31.85	$7.30	$12.25	$0.00	$51.40
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER *LABORERS - ZONE 2*	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER *LABORERS - ZONE 2*	12/01/2015	$31.65	$7.30	$12.30	$0.00	$51.25
	06/01/2016	$32.15	$7.30	$12.30	$0.00	$51.75
	12/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER *LABORERS - ZONE 2*	12/01/2015	$31.65	$7.30	$12.30	$0.00	$51.25
	06/01/2016	$32.15	$7.30	$12.30	$0.00	$51.75
	12/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR *LABORERS - ZONE 2*	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE & TILE FINISHERS *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	08/01/2015	$38.08	$10.18	$17.25	$0.00	$65.51
	02/01/2016	$38.53	$10.18	$17.25	$0.00	$65.96
	08/01/2016	$39.23	$10.18	$17.33	$0.00	$66.74
	02/01/2017	$39.69	$10.18	$17.33	$0.00	$67.20

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

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.04	$10.18	$17.25	$0.00	$46.47
2	60	$22.85	$10.18	$17.25	$0.00	$50.28
3	70	$26.66	$10.18	$17.25	$0.00	$54.09
4	80	$30.46	$10.18	$17.25	$0.00	$57.89
5	90	$34.27	$10.18	$17.25	$0.00	$61.70

Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.27	$10.18	$17.25	$0.00	$46.70
2	60	$23.12	$10.18	$17.25	$0.00	$50.55
3	70	$26.97	$10.18	$17.25	$0.00	$54.40
4	80	$30.82	$10.18	$17.25	$0.00	$58.25
5	90	$34.68	$10.18	$17.25	$0.00	$62.11

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS,TILELAYERS & TERRAZZO MECH *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	08/01/2015	$49.90	$10.18	$18.57	$0.00	$78.65
	02/01/2016	$50.47	$10.18	$18.57	$0.00	$79.22
	08/01/2016	$51.37	$10.18	$18.65	$0.00	$80.20
	02/01/2017	$51.94	$10.18	$18.65	$0.00	$80.77

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile*

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.95	$10.18	$18.57	$0.00	$53.70
2	60	$29.94	$10.18	$18.57	$0.00	$58.69
3	70	$34.93	$10.18	$18.57	$0.00	$63.68
4	80	$39.92	$10.18	$18.57	$0.00	$68.67
5	90	$44.91	$10.18	$18.57	$0.00	$73.66

Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$25.24	$10.18	$18.57	$0.00	$53.99
2	60	$30.28	$10.18	$18.57	$0.00	$59.03
3	70	$35.33	$10.18	$18.57	$0.00	$64.08
4	80	$40.38	$10.18	$18.57	$0.00	$69.13
5	90	$45.42	$10.18	$18.57	$0.00	$74.17

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$14.90	$0.00	$68.21
	06/01/2016	$44.06	$10.00	$14.90	$0.00	$68.96
	12/01/2016	$45.29	$10.00	$14.90	$0.00	$70.19
	06/01/2017	$46.28	$10.00	$14.90	$0.00	$71.18
	12/01/2017	$47.27	$10.00	$14.90	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$14.90	$0.00	$68.21
	06/01/2016	$44.06	$10.00	$14.90	$0.00	$68.96
	12/01/2016	$45.29	$10.00	$14.90	$0.00	$70.19
	06/01/2017	$46.28	$10.00	$14.90	$0.00	$71.18
	12/01/2017	$47.27	$10.00	$14.90	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 2) *MILLWRIGHTS LOCAL 1121 - Zone 2*	04/01/2015	$34.69	$9.80	$16.21	$0.00	$60.70

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *MILLWRIGHT - Local 1121 Zone 2*

Effective Date - 04/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$19.08	$9.80	$4.48	$0.00	$33.36
2	65	$22.55	$9.80	$13.36	$0.00	$45.71
3	75	$26.02	$9.80	$14.18	$0.00	$50.00
4	85	$29.49	$9.80	$14.99	$0.00	$54.28

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER *LABORERS - ZONE 2*	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS) *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$22.27	$10.00	$14.90	$0.00	$47.17
	06/01/2016	$22.66	$10.00	$14.90	$0.00	$47.56
	12/01/2016	$23.31	$10.00	$14.90	$0.00	$48.21
	06/01/2017	$23.82	$10.00	$14.90	$0.00	$48.72
	12/01/2017	$24.34	$10.00	$14.90	$0.00	$49.24
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$26.08	$10.00	$14.90	$0.00	$50.98
	06/01/2016	$26.54	$10.00	$14.90	$0.00	$51.44
	12/01/2016	$27.29	$10.00	$14.90	$0.00	$52.19
	06/01/2017	$27.89	$10.00	$14.90	$0.00	$52.79
	12/01/2017	$28.50	$10.00	$14.90	$0.00	$53.40
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$14.90	$0.00	$68.21
	06/01/2016	$44.06	$10.00	$14.90	$0.00	$68.96
	12/01/2016	$45.29	$10.00	$14.90	$0.00	$70.19
	06/01/2017	$46.28	$10.00	$14.90	$0.00	$71.18
	12/01/2017	$47.27	$10.00	$14.90	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) *PAINTERS LOCAL 35 - ZONE 2*	07/01/2015	$48.56	$7.85	$16.10	$0.00	$72.51
	01/01/2016	$49.51	$7.85	$16.10	$0.00	$73.46
	07/01/2016	$50.46	$7.85	$16.10	$0.00	$74.41
	01/01/2017	$51.41	$7.85	$16.10	$0.00	$75.36

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER Local 35 - BRIDGES/TANKS*

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.28	$7.85	$0.00	$0.00	$32.13
2	55	$26.71	$7.85	$3.66	$0.00	$38.22
3	60	$29.14	$7.85	$3.99	$0.00	$40.98
4	65	$31.56	$7.85	$4.32	$0.00	$43.73
5	70	$33.99	$7.85	$14.11	$0.00	$55.95
6	75	$36.42	$7.85	$14.44	$0.00	$58.71
7	80	$38.85	$7.85	$14.77	$0.00	$61.47
8	90	$43.70	$7.85	$15.44	$0.00	$66.99

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.76	$7.85	$0.00	$0.00	$32.61
2	55	$27.23	$7.85	$3.66	$0.00	$38.74
3	60	$29.71	$7.85	$3.99	$0.00	$41.55
4	65	$32.18	$7.85	$4.32	$0.00	$44.35
5	70	$34.66	$7.85	$14.11	$0.00	$56.62
6	75	$37.13	$7.85	$14.44	$0.00	$59.42
7	80	$39.61	$7.85	$14.77	$0.00	$62.23
8	90	$44.56	$7.85	$15.44	$0.00	$67.85

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2015	$39.46	$7.85	$16.10	$0.00	$63.41
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 2*	01/01/2016	$40.41	$7.85	$16.10	$0.00	$64.36
	07/01/2016	$41.36	$7.85	$16.10	$0.00	$65.31
	01/01/2017	$42.31	$7.85	$16.10	$0.00	$66.26

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER Local 35 Zone 2 - Spray/Sandblast - New*

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.73	$7.85	$0.00	$0.00	$27.58
2	55	$21.70	$7.85	$3.66	$0.00	$33.21
3	60	$23.68	$7.85	$3.99	$0.00	$35.52
4	65	$25.65	$7.85	$4.32	$0.00	$37.82
5	70	$27.62	$7.85	$14.11	$0.00	$49.58
6	75	$29.60	$7.85	$14.44	$0.00	$51.89
7	80	$31.57	$7.85	$14.77	$0.00	$54.19
8	90	$35.51	$7.85	$15.44	$0.00	$58.80

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.21	$7.85	$0.00	$0.00	$28.06
2	55	$22.23	$7.85	$3.66	$0.00	$33.74
3	60	$24.25	$7.85	$3.99	$0.00	$36.09
4	65	$26.27	$7.85	$4.32	$0.00	$38.44
5	70	$28.29	$7.85	$14.11	$0.00	$50.25
6	75	$30.31	$7.85	$14.44	$0.00	$52.60
7	80	$32.33	$7.85	$14.77	$0.00	$54.95
8	90	$36.37	$7.85	$15.44	$0.00	$59.66

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) *PAINTERS LOCAL 35 - ZONE 2*	07/01/2015	$37.52	$7.85	$16.10	$0.00	$61.47
	01/01/2016	$38.47	$7.85	$16.10	$0.00	$62.42
	07/01/2016	$39.42	$7.85	$16.10	$0.00	$63.37
	01/01/2017	$40.37	$7.85	$16.10	$0.00	$64.32

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint*

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$18.76	$7.85	$0.00	$0.00	$26.61
2	55	$20.64	$7.85	$3.66	$0.00	$32.15
3	60	$22.51	$7.85	$3.99	$0.00	$34.35
4	65	$24.39	$7.85	$4.32	$0.00	$36.56
5	70	$26.26	$7.85	$14.11	$0.00	$48.22
6	75	$28.14	$7.85	$14.44	$0.00	$50.43
7	80	$30.02	$7.85	$14.77	$0.00	$52.64
8	90	$33.77	$7.85	$15.44	$0.00	$57.06

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.24	$7.85	$0.00	$0.00	$27.09
2	55	$21.16	$7.85	$3.66	$0.00	$32.67
3	60	$23.08	$7.85	$3.99	$0.00	$34.92
4	65	$25.01	$7.85	$4.32	$0.00	$37.18
5	70	$26.93	$7.85	$14.11	$0.00	$48.89
6	75	$28.85	$7.85	$14.44	$0.00	$51.14
7	80	$30.78	$7.85	$14.77	$0.00	$53.40
8	90	$34.62	$7.85	$15.44	$0.00	$57.91

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS) *LABORERS - ZONE 2*	12/01/2015	$31.65	$7.30	$12.30	$0.00	$51.25
	06/01/2016	$32.15	$7.30	$12.30	$0.00	$51.75
	12/01/2016	$32.90	$7.30	$12.30	$0.00	$52.50
For Apprentice rates see "Apprentice- LABORER"						
PAINTER / TAPER (BRUSH, NEW) * * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 2*	07/01/2015	$38.06	$7.85	$16.10	$0.00	$62.01
	01/01/2016	$39.01	$7.85	$16.10	$0.00	$62.96
	07/01/2016	$39.96	$7.85	$16.10	$0.00	$63.91
	01/01/2017	$40.91	$7.85	$16.10	$0.00	$64.86

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.03	$7.85	$0.00	$0.00	$26.88
2	55	$20.93	$7.85	$3.66	$0.00	$32.44
3	60	$22.84	$7.85	$3.99	$0.00	$34.68
4	65	$24.74	$7.85	$4.32	$0.00	$36.91
5	70	$26.64	$7.85	$14.11	$0.00	$48.60
6	75	$28.55	$7.85	$14.44	$0.00	$50.84
7	80	$30.45	$7.85	$14.77	$0.00	$53.07
8	90	$34.25	$7.85	$15.44	$0.00	$57.54

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$19.51	$7.85	$0.00	$0.00	$27.36
2	55	$21.46	$7.85	$3.66	$0.00	$32.97
3	60	$23.41	$7.85	$3.99	$0.00	$35.25
4	65	$25.36	$7.85	$4.32	$0.00	$37.53
5	70	$27.31	$7.85	$14.11	$0.00	$49.27
6	75	$29.26	$7.85	$14.44	$0.00	$51.55
7	80	$31.21	$7.85	$14.77	$0.00	$53.83
8	90	$35.11	$7.85	$15.44	$0.00	$58.40

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT) *PAINTERS LOCAL 35 - ZONE 2*	07/01/2015	$36.12	$7.85	$16.10	$0.00	$60.07
	01/01/2016	$37.07	$7.85	$16.10	$0.00	$61.02
	07/01/2016	$38.02	$7.85	$16.10	$0.00	$61.97
	01/01/2017	$38.97	$7.85	$16.10	$0.00	$62.92

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$18.06	$7.85	$0.00	$0.00	$25.91
2	55	$19.87	$7.85	$3.66	$0.00	$31.38
3	60	$21.67	$7.85	$3.99	$0.00	$33.51
4	65	$23.48	$7.85	$4.32	$0.00	$35.65
5	70	$25.28	$7.85	$14.11	$0.00	$47.24
6	75	$27.09	$7.85	$14.44	$0.00	$49.38
7	80	$28.90	$7.85	$14.77	$0.00	$51.52
8	90	$32.51	$7.85	$15.44	$0.00	$55.80

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$18.54	$7.85	$0.00	$0.00	$26.39
2	55	$20.39	$7.85	$3.66	$0.00	$31.90
3	60	$22.24	$7.85	$3.99	$0.00	$34.08
4	65	$24.10	$7.85	$4.32	$0.00	$36.27
5	70	$25.95	$7.85	$14.11	$0.00	$47.91
6	75	$27.80	$7.85	$14.44	$0.00	$50.09
7	80	$29.66	$7.85	$14.77	$0.00	$52.28
8	90	$33.36	$7.85	$15.44	$0.00	$56.65

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2012	$30.28	$9.07	$8.00	$0.00	$47.35
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$42.04	$9.80	$19.23	$0.00	$71.07
PILE DRIVER *PILE DRIVER LOCAL 56 (ZONE 1)*	08/01/2015	$42.04	$9.80	$19.23	$0.00	$71.07

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *PILE DRIVER - Local 56 Zone 1*

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$21.02	$9.80	$19.23	$0.00	$50.05
2	60	$25.22	$9.80	$19.23	$0.00	$54.25
3	70	$29.43	$9.80	$19.23	$0.00	$58.46
4	75	$31.53	$9.80	$19.23	$0.00	$60.56
5	80	$33.63	$9.80	$19.23	$0.00	$62.66
6	80	$33.63	$9.80	$19.23	$0.00	$62.66
7	90	$37.84	$9.80	$19.23	$0.00	$66.87
8	90	$37.84	$9.80	$19.23	$0.00	$66.87

Notes:

Apprentice to Journeyworker Ratio:1:3

PIPEFITTER & STEAMFITTER *PIPEFITTERS LOCAL 537*	09/01/2015	$49.69	$9.70	$16.89	$0.00	$76.28
	03/01/2016	$50.69	$9.70	$16.89	$0.00	$77.28
	09/01/2016	$51.69	$9.70	$16.89	$0.00	$78.28
	03/01/2017	$52.69	$9.70	$16.89	$0.00	$79.28

Apprentice - *PIPEFITTER - Local 537*

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$19.88	$9.70	$7.50	$0.00	$37.08
2	45	$22.36	$9.70	$16.89	$0.00	$48.95
3	60	$29.81	$9.70	$16.89	$0.00	$56.40
4	70	$34.78	$9.70	$16.89	$0.00	$61.37
5	80	$39.75	$9.70	$16.89	$0.00	$66.34

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$20.28	$9.70	$7.50	$0.00	$37.48
2	45	$22.81	$9.70	$16.89	$0.00	$49.40
3	60	$30.41	$9.70	$16.89	$0.00	$57.00
4	70	$35.48	$9.70	$16.89	$0.00	$62.07
5	80	$40.55	$9.70	$16.89	$0.00	$67.14

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.
Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER *LABORERS - ZONE 2*	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
PLUMBERS & GASFITTERS *PLUMBERS & GASFITTERS LOCAL 12*	09/01/2015	$50.46	$10.82	$15.14	$0.00	$76.42
	03/01/2016	$51.61	$10.82	$15.14	$0.00	$77.57
	09/01/2016	$52.66	$10.82	$15.14	$0.00	$78.62
	03/01/2017	$53.66	$10.82	$15.14	$0.00	$79.62

Apprentice - *PLUMBER/GASFITTER - Local 12*

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$17.66	$10.82	$5.63	$0.00	$34.11
2	40	$20.18	$10.82	$6.37	$0.00	$37.37
3	55	$27.75	$10.82	$8.56	$0.00	$47.13
4	65	$32.80	$10.82	$10.03	$0.00	$53.65
5	75	$37.85	$10.82	$11.48	$0.00	$60.15

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$18.06	$10.82	$5.61	$0.00	$34.49
2	40	$20.64	$10.82	$6.36	$0.00	$37.82
3	55	$28.39	$10.82	$8.56	$0.00	$47.77
4	65	$33.55	$10.82	$10.02	$0.00	$54.39
5	75	$38.71	$10.82	$11.48	$0.00	$61.01

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic$56.90 Step5 with lic$63.40

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) *PIPEFITTERS LOCAL 537*	09/01/2015	$49.69	$9.70	$16.89	$0.00	$76.28
	03/01/2016	$50.69	$9.70	$16.89	$0.00	$77.28
	09/01/2016	$51.69	$9.70	$16.89	$0.00	$78.28
	03/01/2017	$52.69	$9.70	$16.89	$0.00	$79.28
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR *LABORERS - ZONE 2*	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER *LABORERS - ZONE 2*	12/01/2015	$32.65	$7.30	$12.30	$0.00	$52.25
	06/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
	12/01/2016	$33.90	$7.30	$12.30	$0.00	$53.50
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.73	$10.00	$14.90	$0.00	$68.63
	06/01/2016	$44.48	$10.00	$14.90	$0.00	$69.38
	12/01/2016	$45.73	$10.00	$14.90	$0.00	$70.63
	06/01/2017	$46.73	$10.00	$14.90	$0.00	$71.63
	12/01/2017	$47.73	$10.00	$14.90	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.73	$10.00	$14.90	$0.00	$68.63
	06/01/2016	$44.48	$10.00	$14.90	$0.00	$69.38
	12/01/2016	$45.73	$10.00	$14.90	$0.00	$70.63
	06/01/2017	$46.73	$10.00	$14.90	$0.00	$71.63
	12/01/2017	$47.73	$10.00	$14.90	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$30.13	$10.00	$14.90	$0.00	$55.03
	06/01/2016	$30.65	$10.00	$14.90	$0.00	$55.55
	12/01/2016	$31.52	$10.00	$14.90	$0.00	$56.42
	06/01/2017	$32.21	$10.00	$14.90	$0.00	$57.11
	12/01/2017	$32.90	$10.00	$14.90	$0.00	$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER *TEAMSTERS LOCAL 49*	05/01/2010	$22.88	$6.97	$3.94	$0.00	$33.79
RECLAIMERS *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$14.90	$0.00	$68.21
	06/01/2016	$44.06	$10.00	$14.90	$0.00	$68.96
	12/01/2016	$45.29	$10.00	$14.90	$0.00	$70.19
	06/01/2017	$46.28	$10.00	$14.90	$0.00	$71.18
	12/01/2017	$47.27	$10.00	$14.90	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RESIDENTIAL WOOD FRAME (All Other Work) *CARPENTERS -ZONE 2 (Residential Wood)*	04/01/2011	$24.24	$8.67	$15.51	$0.00	$48.42
RESIDENTIAL WOOD FRAME CARPENTER ** ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement.*CARPENTERS -ZONE 2 (Residential Wood)*	05/01/2011	$24.24	$6.34	$6.23	$0.00	$36.81

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *CARPENTER (Residential Wood Frame) - Zone 2*

Effective Date - 05/01/2011

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$14.54	$6.34	$0.00	$0.00	$20.88
2	60	$14.54	$6.34	$6.23	$0.00	$27.11
3	65	$15.76	$6.34	$6.23	$0.00	$28.33
4	70	$16.97	$6.34	$6.23	$0.00	$29.54
5	75	$18.18	$6.34	$6.23	$0.00	$30.75
6	80	$19.39	$6.34	$6.23	$0.00	$31.96
7	85	$20.60	$6.34	$6.23	$0.00	$33.17
8	90	$21.82	$6.34	$6.23	$0.00	$34.39

Notes:

Apprentice to Journeyworker Ratio:1:5

RIDE-ON MOTORIZED BUGGY OPERATOR *LABORERS - ZONE 2*	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$14.90	$0.00	$68.21
	06/01/2016	$44.06	$10.00	$14.90	$0.00	$68.96
	12/01/2016	$45.29	$10.00	$14.90	$0.00	$70.19
	06/01/2017	$46.28	$10.00	$14.90	$0.00	$71.18
	12/01/2017	$47.27	$10.00	$14.90	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) *ROOFERS LOCAL 33*	08/01/2015	$40.11	$11.00	$12.00	$0.00	$63.11
	02/01/2016	$41.01	$11.00	$12.00	$0.00	$64.01

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *ROOFER - Local 33*

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.06	$11.00	$3.38	$0.00	$34.44
2	60	$24.07	$11.00	$12.00	$0.00	$47.07
3	65	$26.07	$11.00	$12.00	$0.00	$49.07
4	75	$30.08	$11.00	$12.00	$0.00	$53.08
5	85	$34.09	$11.00	$12.00	$0.00	$57.09

Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$20.51	$11.00	$3.38	$0.00	$34.89
2	60	$24.61	$11.00	$12.00	$0.00	$47.61
3	65	$26.66	$11.00	$12.00	$0.00	$49.66
4	75	$30.76	$11.00	$12.00	$0.00	$53.76
5	85	$34.86	$11.00	$12.00	$0.00	$57.86

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

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE *ROOFERS LOCAL 33*	08/01/2015	$40.36	$11.00	$12.00	$0.00	$63.36
	02/01/2016	$41.26	$11.00	$12.00	$0.00	$64.26
For apprentice rates see "Apprentice- ROOFER"						
SHEETMETAL WORKER *SHEETMETAL WORKERS LOCAL 17 - A*	08/01/2015	$43.31	$10.20	$21.48	$2.25	$77.24
	02/01/2016	$44.31	$10.20	$21.48	$2.25	$78.24
	08/01/2016	$45.46	$10.20	$21.48	$2.25	$79.39
	02/01/2017	$46.56	$10.20	$21.48	$2.25	$80.49
	08/01/2017	$47.66	$10.20	$21.48	$2.25	$81.59
	02/01/2018	$48.81	$10.20	$21.48	$2.25	$82.74

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *SHEET METAL WORKER - Local 17-A*

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$17.32	$10.20	$4.90	$0.00	$32.42
2	40	$17.32	$10.20	$4.90	$0.00	$32.42
3	45	$19.49	$10.20	$9.59	$1.18	$40.46
4	45	$19.49	$10.20	$9.59	$1.18	$40.46
5	50	$21.66	$10.20	$10.45	$1.27	$43.58
6	50	$21.66	$10.20	$10.70	$1.28	$43.84
7	60	$25.99	$10.20	$12.17	$1.45	$49.81
8	65	$28.15	$10.20	$13.04	$1.54	$52.93
9	75	$32.48	$10.20	$14.76	$1.72	$59.16
10	85	$36.81	$10.20	$15.98	$1.89	$64.88

Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$17.72	$10.20	$4.90	$0.00	$32.82
2	40	$17.72	$10.20	$4.90	$0.00	$32.82
3	45	$19.94	$10.20	$9.59	$1.19	$40.92
4	45	$19.94	$10.20	$9.59	$1.19	$40.92
5	50	$22.16	$10.20	$10.45	$1.28	$44.09
6	50	$22.16	$10.20	$10.70	$1.29	$44.35
7	60	$26.59	$10.20	$12.17	$1.47	$50.43
8	65	$28.80	$10.20	$13.04	$1.56	$53.60
9	75	$33.23	$10.20	$14.76	$1.75	$59.94
10	85	$37.66	$10.20	$15.98	$1.92	$65.76

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SIGN ERECTOR *PAINTERS LOCAL 35 - ZONE 2*	06/01/2013	$25.81	$7.07	$7.05	$0.00	$39.93

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *SIGN ERECTOR - Local 35 Zone 2*

Effective Date - 06/01/2013

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

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$31.94	$10.41	$10.08	$0.00	$52.43
	06/01/2016	$32.44	$10.41	$10.08	$0.00	$52.93
	08/01/2016	$32.44	$10.91	$10.08	$0.00	$53.43
	12/01/2016	$32.44	$10.91	$10.89	$0.00	$54.24
SPECIALIZED EARTH MOVING EQUIP > 35 TONS *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$32.23	$10.41	$10.08	$0.00	$52.72
	06/01/2016	$32.73	$10.41	$10.08	$0.00	$53.22
	08/01/2016	$32.73	$10.91	$10.08	$0.00	$53.72
	12/01/2016	$32.73	$10.91	$10.89	$0.00	$54.53
SPRINKLER FITTER *SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1*	10/01/2015	$54.83	$8.42	$15.65	$0.00	$78.90
	01/01/2016	$54.43	$8.67	$15.80	$0.00	$78.90
	03/01/2016	$55.43	$8.67	$15.80	$0.00	$79.90
	10/01/2016	$56.58	$8.67	$15.80	$0.00	$81.05
	03/01/2017	$57.58	$8.67	$15.80	$0.00	$82.05

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *SPRINKLER FITTER - Local 550 (Section A) Zone 1*

Effective Date - 10/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$19.19	$8.42	$8.40	$0.00	$36.01
2	40	$21.93	$8.42	$8.40	$0.00	$38.75
3	45	$24.67	$8.42	$8.40	$0.00	$41.49
4	50	$27.42	$8.42	$8.40	$0.00	$44.24
5	55	$30.16	$8.42	$8.40	$0.00	$46.98
6	60	$32.90	$8.42	$8.40	$0.00	$49.72
7	65	$35.64	$8.42	$8.40	$0.00	$52.46
8	70	$38.38	$8.42	$8.40	$0.00	$55.20
9	75	$41.12	$8.42	$8.40	$0.00	$57.94
10	80	$43.86	$8.42	$8.40	$0.00	$60.68

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$19.05	$8.67	$8.55	$0.00	$36.27
2	40	$21.77	$8.67	$8.55	$0.00	$38.99
3	45	$24.49	$8.67	$8.55	$0.00	$41.71
4	50	$27.22	$8.67	$8.55	$0.00	$44.44
5	55	$29.94	$8.67	$8.55	$0.00	$47.16
6	60	$32.66	$8.67	$8.55	$0.00	$49.88
7	65	$35.38	$8.67	$8.55	$0.00	$52.60
8	70	$38.10	$8.67	$8.55	$0.00	$55.32
9	75	$40.82	$8.67	$8.55	$0.00	$58.04
10	80	$43.54	$8.67	$8.55	$0.00	$60.76

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

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$14.90	$0.00	$68.21
	06/01/2016	$44.06	$10.00	$14.90	$0.00	$68.96
	12/01/2016	$45.29	$10.00	$14.90	$0.00	$70.19
	06/01/2017	$46.28	$10.00	$14.90	$0.00	$71.18
	12/01/2017	$47.27	$10.00	$14.90	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$14.90	$0.00	$68.21
	06/01/2016	$44.06	$10.00	$14.90	$0.00	$68.96
	12/01/2016	$45.29	$10.00	$14.90	$0.00	$70.19
	06/01/2017	$46.28	$10.00	$14.90	$0.00	$71.18
	12/01/2017	$47.27	$10.00	$14.90	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN *ELECTRICIANS LOCAL 103*	09/01/2015	$34.25	$13.00	$14.06	$0.00	$61.31
	03/01/2016	$34.63	$13.00	$14.55	$0.00	$62.18

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice - *TELECOMMUNICATION TECHNICIAN - Local 103*

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$13.70	$13.00	$0.41	$0.00	$27.11
2	40	$13.70	$13.00	$0.41	$0.00	$27.11
3	45	$15.41	$13.00	$11.03	$0.00	$39.44
4	45	$15.41	$13.00	$11.03	$0.00	$39.44
5	50	$17.13	$13.00	$11.30	$0.00	$41.43
6	55	$18.84	$13.00	$11.58	$0.00	$43.42
7	60	$20.55	$13.00	$11.86	$0.00	$45.41
8	65	$22.26	$13.00	$12.13	$0.00	$47.39
9	70	$23.98	$13.00	$12.41	$0.00	$49.39
10	75	$25.69	$13.00	$12.68	$0.00	$51.37

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$13.85	$13.00	$0.42	$0.00	$27.27
2	40	$13.85	$13.00	$0.42	$0.00	$27.27
3	45	$15.58	$13.00	$11.52	$0.00	$40.10
4	45	$15.58	$13.00	$11.52	$0.00	$40.10
5	50	$17.32	$13.00	$11.79	$0.00	$42.11
6	55	$19.05	$13.00	$12.06	$0.00	$44.11
7	60	$20.78	$13.00	$12.34	$0.00	$46.12
8	65	$22.51	$13.00	$12.62	$0.00	$48.13
9	70	$24.24	$13.00	$12.90	$0.00	$50.14
10	75	$25.97	$13.00	$13.17	$0.00	$52.14

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS *BRICKLAYERS LOCAL 3 - MARBLE & TILE*	08/01/2015	$48.80	$10.18	$18.57	$0.00	$77.55
	02/01/2016	$49.37	$10.18	$18.57	$0.00	$78.12
	08/01/2016	$50.27	$10.18	$18.65	$0.00	$79.10
	02/01/2017	$50.84	$10.18	$18.65	$0.00	$79.67

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

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

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.40	$10.18	$18.57	$0.00	$53.15
2	60	$29.28	$10.18	$18.57	$0.00	$58.03
3	70	$34.16	$10.18	$18.57	$0.00	$62.91
4	80	$39.04	$10.18	$18.57	$0.00	$67.79
5	90	$43.92	$10.18	$18.57	$0.00	$72.67

Effective Date - 02/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.69	$10.18	$18.57	$0.00	$53.44
2	60	$29.62	$10.18	$18.57	$0.00	$58.37
3	70	$34.56	$10.18	$18.57	$0.00	$63.31
4	80	$39.50	$10.18	$18.57	$0.00	$68.25
5	90	$44.43	$10.18	$18.57	$0.00	$73.18

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER *LABORERS - FOUNDATION AND MARINE*	12/01/2015	$37.20	$7.30	$13.40	$0.00	$57.90
	06/01/2016	$37.95	$7.30	$13.40	$0.00	$58.65
	12/01/2016	$38.95	$7.30	$13.40	$0.00	$59.65
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER *LABORERS - FOUNDATION AND MARINE*	12/01/2015	$35.92	$7.30	$13.40	$0.00	$56.62
	06/01/2016	$36.67	$7.30	$13.40	$0.00	$57.37
	12/01/2016	$37.67	$7.30	$13.40	$0.00	$58.37
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER *LABORERS - FOUNDATION AND MARINE*	12/01/2015	$35.80	$7.30	$13.40	$0.00	$56.50
	06/01/2016	$36.55	$7.30	$13.40	$0.00	$57.25
	12/01/2016	$37.55	$7.30	$13.40	$0.00	$58.25
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.31	$10.00	$14.90	$0.00	$68.21
	06/01/2016	$44.06	$10.00	$14.90	$0.00	$68.96
	12/01/2016	$45.29	$10.00	$14.90	$0.00	$70.19
	06/01/2017	$46.28	$10.00	$14.90	$0.00	$71.18
	12/01/2017	$47.27	$10.00	$14.90	$0.00	$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$32.52	$10.41	$10.08	$0.00	$53.01
	06/01/2016	$33.02	$10.41	$10.08	$0.00	$53.51
	08/01/2016	$33.02	$10.91	$10.08	$0.00	$54.01
	12/01/2016	$33.02	$10.91	$10.89	$0.00	$54.82

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - COMPRESSED AIR *LABORERS (COMPRESSED AIR)*	12/01/2015	$48.08	$7.30	$13.80	$0.00	$69.18
	06/01/2016	$48.83	$7.30	$13.80	$0.00	$69.93
	12/01/2016	$49.83	$7.30	$13.80	$0.00	$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) *LABORERS (COMPRESSED AIR)*	12/01/2015	$50.08	$7.30	$13.80	$0.00	$71.18
	06/01/2016	$50.83	$7.30	$13.80	$0.00	$71.93
	12/01/2016	$51.83	$7.30	$13.80	$0.00	$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR *LABORERS (FREE AIR TUNNEL)*	12/01/2015	$40.15	$7.30	$13.80	$0.00	$61.25
	06/01/2016	$40.90	$7.30	$13.80	$0.00	$62.00
	12/01/2016	$41.90	$7.30	$13.80	$0.00	$63.00
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) *LABORERS (FREE AIR TUNNEL)*	12/01/2015	$42.15	$7.30	$13.80	$0.00	$63.25
	06/01/2016	$42.90	$7.30	$13.80	$0.00	$64.00
	12/01/2016	$43.90	$7.30	$13.80	$0.00	$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B*	12/01/2015	$31.94	$10.41	$10.08	$0.00	$52.43
	06/01/2016	$32.44	$10.41	$10.08	$0.00	$52.93
	08/01/2016	$32.44	$10.91	$10.08	$0.00	$53.43
	12/01/2016	$32.44	$10.91	$10.89	$0.00	$54.24
WAGON DRILL OPERATOR *LABORERS - ZONE 2*	12/01/2015	$31.90	$7.30	$12.30	$0.00	$51.50
	06/01/2016	$32.40	$7.30	$12.30	$0.00	$52.00
	12/01/2016	$33.15	$7.30	$12.30	$0.00	$52.75
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR *OPERATING ENGINEERS LOCAL 4*	12/01/2015	$43.73	$10.00	$14.90	$0.00	$68.63
	06/01/2016	$44.48	$10.00	$14.90	$0.00	$69.38
	12/01/2016	$45.73	$10.00	$14.90	$0.00	$70.63
	06/01/2017	$46.73	$10.00	$14.90	$0.00	$71.63
	12/01/2017	$47.73	$10.00	$14.90	$0.00	$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER *PLUMBERS & GASFITTERS LOCAL 12*	09/01/2015	$50.46	$10.82	$15.14	$0.00	$76.42
	03/01/2016	$51.61	$10.82	$15.14	$0.00	$77.57
	09/01/2016	$52.66	$10.82	$15.14	$0.00	$78.62
	03/01/2017	$53.66	$10.82	$15.14	$0.00	$79.62
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

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.