

EFFECTIVE JANUARY 1, 2009

Apprentices must be paid the full fringe rate in those regions where the appendix rate does not apply. However, if the book directs you to "See Appendix," and the worker is registered in a bona fide apprenticeship program, you may use the rates listed below. Contact BOLI at (971) 673-0839 if you have any questions regarding the use of these apprenticeship rates.

The percentages shown for the various apprentice periods are taken from union agreements and may differ from the committee standard (ATD) for that trade. Please verify these percentages before using them.

| Classification (Journeyman Base Hourly Rate) (Journeyman Fringe Rate) | Percentage Base Rate | Hourly Amount | Fringe Amount |
|--|---------------------------------|--------------------------|--------------------------|
| ASBESTOS WORKERS | | | |
| \$35.08 | 55.0%..... | \$19.29..... | \$14.76 |
| \$14.76 | 65.0%..... | \$22.80..... | \$14.76 |
| | 75.0%..... | \$26.31..... | \$14.76 |
| | 85.0%..... | \$29.82..... | \$14.76 |
| BOILERMAKERS | | | |
| \$33.69 | 70.0%..... | \$23.58..... | \$19.91 |
| \$19.91 | 75.0%..... | \$25.27..... | \$19.91 |
| | 80.0%..... | \$26.95..... | \$19.91 |
| | 85.0%..... | \$28.64..... | \$19.91 |
| | 90.0%..... | \$30.32..... | \$19.91 |
| | 95.0%..... | \$32.01..... | \$19.91 |
| BRICKLAYERS | | | |
| Area 1 | | | |
| \$31.12 | 50.0%..... | \$15.56..... | \$13.80 |
| \$13.80 | 55.0%..... | \$17.12..... | \$13.80 |
| | 60.0%..... | \$18.67..... | \$13.80 |
| | 70.0%..... | \$21.78..... | \$13.80 |
| | 80.0%..... | \$24.90..... | \$13.80 |
| | 95.0%..... | \$28.01..... | \$13.80 |
| Area 2 | | | |
| \$29.90 | 50.0%..... | \$14.95..... | \$13.45 |
| \$13.45 | 55.0%..... | \$16.45..... | \$13.45 |
| | 60.0%..... | \$17.94..... | \$13.45 |
| | 70.0%..... | \$20.93..... | \$13.45 |
| | 80.0%..... | \$23.92..... | \$13.45 |
| | 95.0%..... | \$26.91..... | \$13.45 |
| CARPENTERS | | | |
| Group 1 | | | |
| \$32.40 | 50.0%..... | \$16.20..... | \$7.16 |
| \$12.22 | 58.0%..... | \$18.79..... | \$7.16 |
| | 64.0%..... | \$20.74..... | \$12.22 |
| | 70.0%..... | \$22.68..... | \$12.22 |
| | 76.0%..... | \$24.62..... | \$12.22 |
| | 82.0%..... | \$26.57..... | \$12.22 |
| | 88.0%..... | \$28.51..... | \$12.22 |
| | 94.0%..... | \$30.46..... | \$12.22 |

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| Classification (Journeyman Base Hourly Rate) (Journeyman Fringe Rate) | Percentage Base Rate | Hourly Amount | Fringe Amount |
|--|---------------------------------|--------------------------|--------------------------|
| CARPENTERS (continued) | | | |
| Group 2 | | | |
| \$32.55 | 50.0%..... | \$16.28..... | \$7.16 |
| \$12.22 | 58.0%..... | \$18.88..... | \$7.16 |
| | 64.0%..... | \$20.83..... | \$12.22 |
| | 70.0%..... | \$22.79..... | \$12.22 |
| | 76.0%..... | \$24.74..... | \$12.22 |
| | 82.0%..... | \$26.69..... | \$12.22 |
| | 88.0%..... | \$28.64..... | \$12.22 |
| | 94.0%..... | \$30.60..... | \$12.22 |
| Group 3 | | | |
| \$32.90 | 50.0%..... | \$16.45..... | \$7.16 |
| \$12.22 | 58.0%..... | \$19.08..... | \$7.16 |
| | 64.0%..... | \$21.06..... | \$12.22 |
| | 70.0%..... | \$23.03..... | \$12.22 |
| | 76.0%..... | \$25.00..... | \$12.22 |
| | 82.0%..... | \$26.98..... | \$12.22 |
| | 88.0%..... | \$28.95..... | \$12.22 |
| | 94.0%..... | \$30.93..... | \$12.22 |
| Group 4 | | | |
| \$33.05 | 50.0%..... | \$16.53..... | \$7.16 |
| \$12.22 | 58.0%..... | \$19.17..... | \$7.16 |
| | 64.0%..... | \$21.15..... | \$12.22 |
| | 70.0%..... | \$23.14..... | \$12.22 |
| | 76.0%..... | \$25.12..... | \$12.22 |
| | 82.0%..... | \$27.10..... | \$12.22 |
| | 88.0%..... | \$29.08..... | \$12.22 |
| | 94.0%..... | \$31.07..... | \$12.22 |
| Group 5 | | | |
| \$32.90 | 60.0%..... | \$19.74..... | \$12.22 |
| \$12.22 | 73.0%..... | \$24.02..... | \$12.22 |
| | 75.0%..... | \$24.68..... | \$12.22 |
| | 80.0%..... | \$26.32..... | \$12.22 |
| | 83.0%..... | \$27.31..... | \$12.22 |
| | 85.0%..... | \$27.97..... | \$12.22 |
| | 90.0%..... | \$29.61..... | \$12.22 |
| | 95.0%..... | \$31.26..... | \$12.22 |

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| Classification (Journeyman Base Hourly Rate) (Journeyman Fringe Rate) | Percentage Base Rate | Hourly Amount | Fringe Amount |
|--|---------------------------------|--------------------------|--------------------------|
| CARPENTERS (continued) | | | |
| Group 6 | | | |
| \$33.40 | 60.0%..... | \$20.04..... | \$12.22 |
| \$12.22 | 73.0%..... | \$24.38..... | \$12.22 |
| | 75.0%..... | \$25.05..... | \$12.22 |
| | 80.0%..... | \$26.72..... | \$12.22 |
| | 83.0%..... | \$27.72..... | \$12.22 |
| | 85.0%..... | \$28.39..... | \$12.22 |
| | 90.0%..... | \$30.06..... | \$12.22 |
| | 95.0%..... | \$31.73..... | \$12.22 |
| CEMENT MASONS | | | |
| Group 1 | | | |
| \$26.80 | 55.0%..... | \$14.74..... | \$14.83 |
| \$14.83 | 65.0%..... | \$17.42..... | \$14.83 |
| | 75.0%..... | \$20.10..... | \$14.83 |
| | 85.0%..... | \$22.78..... | \$14.83 |
| | 90.0%..... | \$24.12..... | \$14.83 |
| | 95.0%..... | \$25.46..... | \$14.83 |
| Group 2 | | | |
| \$27.34 | 55.0%..... | \$15.04..... | \$14.83 |
| \$14.83 | 65.0%..... | \$17.77..... | \$14.83 |
| | 75.0%..... | \$20.51..... | \$14.83 |
| | 85.0%..... | \$23.24..... | \$14.83 |
| | 90.0%..... | \$24.61..... | \$14.83 |
| | 95.0%..... | \$25.97..... | \$14.83 |
| Group 3 | | | |
| \$27.34 | 55.0%..... | \$15.04..... | \$14.83 |
| \$14.83 | 65.0%..... | \$17.77..... | \$14.83 |
| | 75.0%..... | \$20.51..... | \$14.83 |
| | 85.0%..... | \$23.24..... | \$14.83 |
| | 90.0%..... | \$24.61..... | \$14.83 |
| | 95.0%..... | \$25.97..... | \$14.83 |
| Group 4 | | | |
| \$27.87 | 55.0%..... | \$15.33..... | \$14.83 |
| \$14.83 | 65.0%..... | \$18.12..... | \$14.83 |
| | 75.0%..... | \$20.90..... | \$14.83 |
| | 85.0%..... | \$23.69..... | \$14.83 |
| | 90.0%..... | \$25.08..... | \$14.83 |
| | 95.0%..... | \$26.48..... | \$14.83 |

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| Classification (Journeyman Base Hourly Rate) (Journeyman Fringe Rate) | Percentage Base Rate | Hourly Amount | Fringe Amount |
|--|---------------------------------|--------------------------|--------------------------|
| DIVER | | | |
| \$77.94 | 60.0%..... | \$45.20..... | \$12.22 |
| \$12.22 | 73.0%..... | \$55.00..... | \$12.22 |
| | 75.0%..... | \$56.51..... | \$12.22 |
| | 80.0%..... | \$60.27..... | \$12.22 |
| | 83.0%..... | \$62.53..... | \$12.22 |
| | 85.0%..... | \$64.04..... | \$12.22 |
| | 90.0%..... | \$67.81..... | \$12.22 |
| | 95.0%..... | \$71.57..... | \$12.22 |
| DIVER TENDER | | | |
| \$36.74 | 60.0%..... | \$22.04..... | \$12.22 |
| \$12.22 | 73.0%..... | \$26.82..... | \$12.22 |
| | 75.0%..... | \$27.56..... | \$12.22 |
| | 80.0%..... | \$29.39..... | \$12.22 |
| | 83.0%..... | \$30.49..... | \$12.22 |
| | 85.0%..... | \$31.23..... | \$12.22 |
| | 90.0%..... | \$33.07..... | \$12.22 |
| | 95.0%..... | \$34.90..... | \$12.22 |
| DRY WALL APPLICATORS | | | |
| \$33.14 | 50.0%..... | \$16.57..... | \$7.16 |
| \$11.93 | 58.0%..... | \$19.22..... | \$7.16 |
| | 64.0%..... | \$21.21..... | \$11.93 |
| | 70.0%..... | \$23.20..... | \$11.93 |
| | 76.0%..... | \$25.19..... | \$11.93 |
| | 82.0%..... | \$27.17..... | \$11.93 |
| | 88.0%..... | \$29.16..... | \$11.93 |
| | 94.0%..... | \$31.15..... | \$11.93 |
| WET WALL APPLICATORS | | | |
| \$30.54 | 50.0%..... | \$14.90..... | \$6.78 |
| \$14.53 | 58.0%..... | \$17.28..... | \$6.78 |
| | 64.0%..... | \$19.07..... | \$14.53 |
| | 70.0%..... | \$20.85..... | \$14.53 |
| | 76.0%..... | \$22.64..... | \$14.53 |
| | 82.0%..... | \$24.43..... | \$14.53 |
| | 88.0%..... | \$26.22..... | \$14.53 |
| | 94.0%..... | \$28.00..... | \$14.53 |

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| Classification (Journeyman Base Hourly Rate) (Journeyman Fringe Rate) | Percentage Base Rate | Hourly Amount | Fringe Amount |
|--|---------------------------------|--------------------------|--------------------------|
| ELECTRICIANS | | | |
| Area 1 | 45.0% | \$12.45 | \$5.82 |
| \$27.66 | 50.0% | \$13.83 | \$5.89 |
| \$10.83 | 55.0% | \$15.21 | \$8.30 |
| | 60.0% | \$16.60 | \$8.58 |
| | 70.0% | \$19.36 | \$9.14 |
| | 80.0% | \$22.13 | \$9.70 |
| Area 2 | 45.0% | \$15.17 | \$7.13 |
| \$33.70 | 50.0% | \$16.85 | \$7.19 |
| \$14.49 | 55.0% | \$18.54 | \$11.11 |
| | 65.0% | \$21.91 | \$11.86 |
| | 75.0% | \$25.28 | \$12.61 |
| | 85.0% | \$28.65 | \$13.36 |
| | 95.0% | \$32.02 | \$14.12 |
| Area 3 | 50.0% | \$15.99 | \$8.38 |
| \$31.97 | 55.0% | \$17.58 | \$8.43 |
| \$13.36 | 60.0% | \$19.18 | \$11.18 |
| | 65.0% | \$20.78 | \$11.45 |
| | 70.0% | \$22.38 | \$11.72 |
| | 80.0% | \$25.58 | \$12.27 |
| Area 4 | 40.0% | \$13.62 | \$7.84 |
| \$34.05 | 45.0% | \$15.32 | \$7.89 |
| \$15.10 | 50.0% | \$17.03 | \$11.58 |
| | 60.0% | \$20.43 | \$12.28 |
| | 70.0% | \$23.84 | \$12.99 |
| | 85.0% | \$28.94 | \$14.04 |
| Area 5 | 40.0% | \$13.66 | \$9.66 |
| \$34.15 | 45.0% | \$15.37 | \$9.71 |
| \$15.87 | 50.0% | \$17.08 | \$12.76 |
| | 60.0% | \$20.49 | \$13.46 |
| | 70.0% | \$23.91 | \$14.16 |
| | 85.0% | \$29.03 | \$15.22 |

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|--|---------------------------------|--------------------------|--------------------------|
| ELECTRICIANS (continued) | | | |
| Area 6 | | | |
| \$29.78 | 40.0% | \$11.91..... | \$8.31 |
| \$13.94 | 45.0% | \$13.40..... | \$8.35 |
| | 50.0% | \$14.89..... | \$10.95 |
| | 60.0% | \$17.87..... | \$11.54 |
| | 70.0% | \$20.85..... | \$12.14 |
| | 80.0% | \$23.82..... | \$12.74 |
| ELEVATOR CONSTRUCTORS | | | |
| Area 1 | | | |
| \$41.91 | 50.0% | \$20.96..... | |
| \$16.29 | 55.0% | \$23.05..... | \$16.29 |
| | 65.0% | \$27.24..... | \$16.29 |
| | 70.0% | \$29.34..... | \$16.29 |
| | 80.0% | \$33.53..... | \$16.29 |
| Area 2 | | | |
| \$43.09 | 50.0% | \$21.55..... | |
| \$18.29 | 55.0% | \$23.70..... | \$18.29 |
| | 65.0% | \$28.01..... | \$18.29 |
| | 70.0% | \$30.16..... | \$18.29 |
| | 80.0% | \$34.47..... | \$18.29 |
| GLAZIERS | | | |
| \$30.30 | 45.0% | \$13.64..... | \$14.33 |
| \$14.33 | 55.0% | \$16.67..... | \$14.33 |
| | 65.0% | \$19.70..... | \$14.33 |
| | 75.0% | \$22.73..... | \$14.33 |
| | 80.0% | \$24.24..... | \$14.33 |
| | 85.0% | \$25.76..... | \$14.33 |
| | 90.0% | \$27.27..... | \$14.33 |
| | 95.0% | \$28.79..... | \$14.33 |
| HIGHWAY PARKING STRIPERS | | | |
| 0-500 | 60.0% | \$16.96..... | |
| 500-1000 | 60.0% | \$16.96..... | \$5.22 |
| 1000-1333 | 60.0% | \$16.96..... | \$7.17 |
| \$28.27 | 73.0% | \$20.64..... | \$7.53 |
| \$8.27 | 88.0% | \$24.88..... | \$7.94 |

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| Classification (Journeyman Base Hourly Rate) (Journeyman Fringe Rate) | Percentage Base Rate | Hourly Amount | Fringe Amount |
|--|---------------------------------|--------------------------|--------------------------|
| IRONWORKERS | | | |
| \$31.65 | 65.0% | \$20.57..... | \$6.92 |
| \$16.37 | 70.0% | \$22.16..... | \$6.92 |
| | 75.0% | \$23.74..... | \$16.37 |
| | 80.0% | \$25.32..... | \$16.37 |
| | 90.0% | \$28.49..... | \$16.37 |
| | 95.0% | \$30.07..... | \$16.37 |
| LABORERS | | | |
| Group 1 | | | |
| \$24.66 | 63.0% | \$15.54..... | \$11.15 |
| \$11.15 | 70.0% | \$17.26..... | \$11.15 |
| | 80.0% | \$19.73..... | \$11.15 |
| | 90.0% | \$22.19..... | \$11.15 |
| Group 2 | | | |
| \$25.29 | 63.0% | \$15.93..... | \$11.15 |
| \$11.15 | 70.0% | \$17.70..... | \$11.15 |
| | 80.0% | \$20.23..... | \$11.15 |
| | 90.0% | \$22.76..... | \$11.15 |
| Group 3 | | | |
| \$25.75 | 63.0% | \$16.22..... | \$11.15 |
| \$11.15 | 70.0% | \$18.03..... | \$11.15 |
| | 80.0% | \$20.60..... | \$11.15 |
| | 90.0% | \$23.18..... | \$11.15 |
| Group 4 | | | |
| \$26.15 | 63.0% | \$16.47..... | \$11.15 |
| \$11.15 | 70.0% | \$18.31..... | \$11.15 |
| | 80.0% | \$20.92..... | \$11.15 |
| | 90.0% | \$23.54..... | \$11.15 |
| Group 5 | | | |
| \$21.51 | 63.0% | \$13.55..... | \$11.15 |
| \$11.15 | 70.0% | \$15.06..... | \$11.15 |
| | 80.0% | \$17.21..... | \$11.15 |
| | 90.0% | \$19.36..... | \$11.15 |

LIMITED ENERGY ELECTRICIANS

Area 1- there currently is no apprenticeship agreement for LEE for this area

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|--|---------------------------------|--------------------------|--------------------------|
| LIMITED ENERGY ELECTRICIANS | | | |
| (continued) | | | |
| Area 2 | | | |
| \$26.10 | 55.0% | \$14.36..... | \$9.42 |
| \$11.23 | 60.0% | \$15.66..... | \$9.62 |
| | 65.0% | \$16.97..... | \$9.82 |
| | 70.0% | \$18.27..... | \$10.02 |
| | 80.0% | \$20.88..... | \$10.42 |
| | 85.0% | \$22.19..... | \$10.63 |
| Area 3 | | | |
| \$23.03 | 50.0% | \$11.52..... | \$11.15 |
| \$11.49 | 55.0% | \$12.67..... | \$11.18 |
| | 60.0% | \$13.82..... | \$11.21 |
| | 65.0% | \$14.97..... | \$11.25 |
| | 70.0% | \$16.12..... | \$11.28 |
| | 75.0% | \$17.27..... | \$11.32 |
| | 80.0% | \$18.42..... | \$11.35 |
| | 85.0% | \$19.58..... | \$11.39 |
| Area 4 | | | |
| \$25.10 | 55.0% | \$13.81..... | \$10.56 |
| \$10.90 | 65.0% | \$16.32..... | \$10.64 |
| | 70.0% | \$17.57..... | \$10.68 |
| | 75.0% | \$18.83..... | \$10.71 |
| | 80.0% | \$20.08..... | \$10.75 |
| | 85.0% | \$21.34..... | \$10.79 |
| Area 5 | | | |
| \$25.95 | 50.0% | \$12.98..... | \$8.15 |
| \$12.00 | 55.0% | \$14.27..... | \$8.19 |
| | 60.0% | \$15.57..... | \$10.30 |
| | 65.0% | \$16.87..... | \$10.51 |
| | 70.0% | \$18.17..... | \$10.73 |
| | 75.0% | \$19.46..... | \$10.94 |
| | 80.0% | \$20.76..... | \$11.15 |
| | 90.0% | \$23.36..... | \$11.58 |

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| Classification (Journeyman Base Hourly Rate) | Percentage Base Rate | Hourly Amount | Fringe Amount |
|--|---------------------------------------|--------------------------------|--------------------------------|
| (Journeyman Fringe Rate) | | | |

LIMITED ENERGY ELECTRICIANS
(continued)

| | | | |
|---------|-------------|--------------|--------|
| Area 6 | | | |
| \$24.90 | 50.0% | \$12.45..... | \$9.67 |
| \$10.40 | 55.0% | \$13.70..... | \$9.70 |
| | 60.0% | \$14.94..... | \$9.74 |
| | 65.0% | \$16.19..... | \$9.77 |
| | 70.0% | \$17.43..... | \$9.81 |
| | 75.0% | \$18.68..... | \$9.85 |
| | 80.0% | \$19.92..... | \$9.88 |
| | 85.0% | \$21.17..... | \$9.92 |

LINE CONSTRUCTORS

Area 1/Group 2

| | | | |
|--------------|-------------|--------------|---------|
| Lineman Only | 60.0% | \$23.32..... | \$11.75 |
| \$38.87 | 63.0% | \$24.49..... | \$11.80 |
| \$12.36 | 67.0% | \$26.04..... | \$11.86 |
| | 72.0% | \$27.99..... | \$11.93 |
| | 78.0% | \$30.32..... | \$12.02 |
| | 86.0% | \$33.43..... | \$12.15 |
| | 90.0% | \$34.98..... | \$12.21 |

Area 2

| | | | |
|---------|-------------|--------------|---------|
| \$35.74 | 65.0% | \$23.23..... | \$9.42 |
| \$11.59 | 75.0% | \$26.81..... | \$10.04 |
| | 78.0% | \$27.88..... | \$10.22 |
| | 81.0% | \$28.95..... | \$10.41 |
| | 84.0% | \$30.02..... | \$10.60 |
| | 87.0% | \$31.09..... | \$10.78 |
| | 90.0% | \$32.17..... | \$10.97 |

MARBLE SETTERS

Area 1

| | | | |
|---------|-------------|--------------|---------|
| \$32.12 | 50.0% | \$16.06..... | \$13.80 |
| \$13.80 | 55.0% | \$17.67..... | \$13.80 |
| | 60.0% | \$19.27..... | \$13.80 |
| | 70.0% | \$22.48..... | \$13.80 |
| | 80.0% | \$25.70..... | \$13.80 |
| | 90.0% | \$28.91..... | \$13.80 |

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| Classification (Journeyman Base Hourly Rate) (Journeyman Fringe Rate) | Percentage Base Rate | Hourly Amount | Fringe Amount |
|--|---------------------------------|--------------------------|--------------------------|
| MARBLE SETTERS (continued) | | | |
| Area 2 | | | |
| \$32.12 | 50.0% | \$16.06..... | \$13.80 |
| \$13.80 | 55.0% | \$17.67..... | \$13.80 |
| | 60.0% | \$19.27..... | \$13.80 |
| | 70.0% | \$22.48..... | \$13.80 |
| | 80.0% | \$25.70..... | \$13.80 |
| | 90.0% | \$28.91..... | \$13.80 |
| PAINTERS - Commercial | | | |
| \$19.69 | 60.0% | \$11.81..... | \$5.25 |
| \$7.34 | 65.0% | \$12.80..... | \$5.25 |
| | 70.0% | \$13.78..... | \$5.25 |
| | 75.0% | \$14.77..... | \$7.34 |
| | 80.0% | \$15.75..... | \$7.34 |
| | 90.0% | \$17.72..... | \$7.34 |
| PAINTERS - Industrial | | | |
| \$23.34 | 60.0% | \$14.00..... | \$5.25 |
| \$7.34 | 65.0% | \$15.17..... | \$5.25 |
| | 70.0% | \$16.34..... | \$5.25 |
| | 75.0% | \$17.51..... | \$7.34 |
| | 80.0% | \$18.67..... | \$7.34 |
| | 90.0% | \$21.01..... | \$7.34 |
| PLASTERERS | | | |
| Nozzelman | | | |
| \$29.46 | 45.0% | \$13.26..... | \$9.61 |
| \$11.61 | 50.0% | \$14.73..... | \$9.61 |
| | 55.0% | \$16.20..... | \$9.61 |
| | 60.0% | \$17.68..... | \$9.61 |
| | 65.0% | \$19.15..... | \$9.61 |
| | 70.0% | \$20.62..... | \$9.61 |
| | 75.0% | \$22.10..... | \$9.61 |
| | 80.0% | \$23.57..... | \$9.61 |
| | 90.0% | \$26.51..... | \$9.61 |

EFFECTIVE JANUARY 1, 2009

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| Classification (Journeyman Base Hourly Rate) (Journeyman Fringe Rate) | Percentage Base Rate | Hourly Amount | Fringe Amount |
|--|---------------------------------|--------------------------|--------------------------|
| PLASTERERS (continued) | | | |
| Swinging scaffold | | | |
| \$30.46 | 45.0% | \$13.71..... | \$9.61 |
| \$11.61 | 50.0% | \$15.23..... | \$9.61 |
| | 55.0% | \$16.75..... | \$9.61 |
| | 60.0% | \$18.28..... | \$9.61 |
| | 65.0% | \$19.80..... | \$9.61 |
| | 70.0% | \$21.32..... | \$9.61 |
| | 75.0% | \$22.85..... | \$9.61 |
| | 80.0% | \$24.37..... | \$9.61 |
| | 90.0% | \$27.41..... | \$9.61 |
| All other work | | | |
| \$28.46 | 45.0% | \$12.81..... | \$9.61 |
| \$11.61 | 50.0% | \$14.23..... | \$9.61 |
| | 55.0% | \$15.65..... | \$9.61 |
| | 60.0% | \$17.08..... | \$9.61 |
| | 65.0% | \$18.50..... | \$9.61 |
| | 70.0% | \$19.92..... | \$9.61 |
| | 75.0% | \$21.35..... | \$9.61 |
| | 80.0% | \$22.77..... | \$9.61 |
| | 90.0% | \$25.61..... | \$9.61 |
| PLUMBERS | | | |
| Area 1 | | | |
| \$26.70 | 50.0% | \$13.35..... | \$9.65 |
| \$10.65 | 55.0% | \$14.69..... | \$9.65 |
| | 60.0% | \$16.02..... | \$9.65 |
| | 65.0% | \$17.36..... | \$9.65 |
| | 70.0% | \$18.69..... | \$9.65 |
| | 75.0% | \$20.03..... | \$9.65 |
| | 80.0% | \$21.36..... | \$9.65 |

EFFECTIVE JANUARY 1, 2009

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| Classification (Journeyman Base Hourly Rate) (Journeyman Fringe Rate) | Percentage Base Rate | Hourly Amount | Fringe Amount |
|--|---------------------------------|--------------------------|--------------------------|
| PLUMBERS (continued) | | | |
| Area 2 | | | |
| \$38.64 | 45.0% | \$17.39..... | \$17.18 |
| \$19.10 | 50.0% | \$19.32..... | \$17.35 |
| | 55.0% | \$21.25..... | \$17.53 |
| | 60.0% | \$23.18..... | \$17.70 |
| | 65.0% | \$25.12..... | \$17.88 |
| | 70.0% | \$27.05..... | \$18.05 |
| | 80.0% | \$30.91..... | \$18.40 |
| | 85.0% | \$32.84..... | \$18.58 |
| Area 3 | | | |
| \$35.69 | 35.0% | \$12.49..... | \$10.74 |
| \$17.19 | 45.0% | \$16.06..... | \$10.74 |
| | 50.0% | \$17.85..... | \$13.97 |
| | 55.0% | \$19.63..... | \$14.29 |
| | 60.0% | \$21.41..... | \$14.61 |
| | 65.0% | \$23.20..... | \$14.93 |
| | 70.0% | \$24.98..... | \$15.26 |
| | 75.0% | \$26.77..... | \$15.58 |
| | 80.0% | \$28.55..... | \$15.90 |
| | 85.0% | \$30.34..... | \$16.22 |
| POWER EQUIPMENT OPERATORS | | | |
| Group 1 | | | |
| \$36.22 | 80.0% | \$28.98..... | \$6.50 |
| \$10.90 | 85.0% | \$30.79..... | \$10.90 |
| | 90.0% | \$32.60..... | \$10.90 |
| | 95.0% | \$34.41..... | \$10.90 |
| Group 1A | | | |
| \$38.03 | 80.0% | \$30.42..... | \$6.50 |
| \$10.90 | 85.0% | \$32.33..... | \$10.90 |
| | 90.0% | \$34.23..... | \$10.90 |
| | 95.0% | \$36.13..... | \$10.90 |
| Group 1B | | | |
| \$39.84 | 80.0% | \$31.87..... | \$6.50 |
| \$10.25 | 85.0% | \$33.86..... | \$10.90 |
| | 90.0% | \$35.86..... | \$10.90 |
| | 95.0% | \$37.85..... | \$10.90 |

EFFECTIVE JANUARY 1, 2009

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| Classification (Journeyman Base Hourly Rate) (Journeyman Fringe Rate) | Percentage Base Rate | Hourly Amount | Fringe Amount |
|--|---------------------------------|--------------------------|--------------------------|
| POWER EQUIPMENT OPERATORS | | | |
| (continued) | | | |
| Group 2 | | | |
| \$34.65 | 80.0% | \$27.72..... | \$6.50 |
| \$10.90 | 85.0% | \$29.45..... | \$10.90 |
| | 90.0% | \$31.19..... | \$10.90 |
| | 95.0% | \$32.92..... | \$10.90 |
| Group 3 | | | |
| \$33.69 | 80.0% | \$26.95..... | \$6.50 |
| \$10.90 | 85.0% | \$28.64..... | \$10.90 |
| | 90.0% | \$30.32..... | \$10.90 |
| | 95.0% | \$32.01..... | \$10.90 |
| Group 4 | | | |
| \$32.78 | 80.0% | \$26.22..... | \$6.50 |
| \$10.90 | 85.0% | \$27.86..... | \$10.90 |
| | 90.0% | \$29.50..... | \$10.90 |
| | 95.0% | \$31.14..... | \$10.90 |
| Group 5 | | | |
| \$31.71 | 80.0% | \$25.37..... | \$6.50 |
| \$10.90 | 85.0% | \$26.95..... | \$10.90 |
| | 90.0% | \$28.54..... | \$10.90 |
| | 95.0% | \$30.12..... | \$10.90 |
| Group 6 | | | |
| \$28.82 | 80.0% | \$23.06..... | \$6.50 |
| \$10.90 | 85.0% | \$24.50..... | \$10.90 |
| | 90.0% | \$25.94..... | \$10.90 |
| | 95.0% | \$27.38..... | \$10.90 |
| ROOFERS | | | |
| Area 1 | | | |
| Roofers | | | |
| \$26.65 | 60.0% | \$15.99..... | \$5.43 |
| \$8.63 | 65.0% | \$17.32..... | \$5.43 |
| | 70.0% | \$18.66..... | \$5.43 |
| | 75.0% | \$19.99..... | \$8.63 |
| | 80.0% | \$21.32..... | \$8.63 |
| | 85.0% | \$22.65..... | \$8.63 |
| | 90.0% | \$23.99..... | \$8.63 |
| | 95.0% | \$25.32..... | \$8.63 |

EFFECTIVE JANUARY 1, 2009

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| Classification (Journeyman Base Hourly Rate) (Journeyman Fringe Rate) | Percentage Base Rate | Hourly Amount | Fringe Amount |
|--|---------------------------------|--------------------------|--------------------------|
| ROOFERS (continued) | | | |
| Area 1 | | | |
| Handling Coal Tar Pitch | | | |
| \$29.32 | 60.0% | \$17.59..... | \$5.43 |
| \$8.63 | 65.0% | \$19.06..... | \$5.43 |
| | 70.0% | \$20.52..... | \$5.43 |
| | 75.0% | \$21.99..... | \$8.63 |
| | 80.0% | \$23.46..... | \$8.63 |
| | 85.0% | \$24.92..... | \$8.63 |
| | 90.0% | \$26.39..... | \$8.63 |
| | 95.0% | \$27.85..... | \$8.63 |
| Remove Fiberglass Insulation | | | |
| \$29.32 | 60.0% | \$17.59..... | \$5.43 |
| \$8.63 | 65.0% | \$19.06..... | \$5.43 |
| | 70.0% | \$20.52..... | \$5.43 |
| | 75.0% | \$21.99..... | \$8.63 |
| | 80.0% | \$23.46..... | \$8.63 |
| | 85.0% | \$24.92..... | \$8.63 |
| | 90.0% | \$26.39..... | \$8.63 |
| | 95.0% | \$27.85..... | \$8.63 |
| Area 2 | | | |
| \$21.07 | 58.0% | \$12.22..... | \$5.30 |
| \$9.40 | 66.0% | \$13.91..... | \$5.30 |
| | 71.0% | \$14.96..... | \$5.30 |
| | 76.0% | \$16.01..... | \$7.05 |
| | 81.0% | \$17.07..... | \$7.05 |
| | 86.0% | \$18.12..... | \$7.05 |
| | 91.0% | \$19.17..... | \$7.05 |
| Area 4 | | | |
| \$22.65 | 60.0% | \$13.59..... | \$8.70 |
| \$8.70 | 70.0% | \$15.86..... | \$8.70 |
| | 80.0% | \$18.12..... | \$8.70 |
| | 85.0% | \$19.25..... | \$8.70 |
| | 90.0% | \$20.39..... | \$8.70 |
| | 95.0% | \$21.52..... | \$8.70 |

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| Classification (Journeyman Base Hourly Rate) (Journeyman Fringe Rate) | Percentage Base Rate | Hourly Amount | Fringe Amount |
|--|---------------------------------|--------------------------|--------------------------|
| ROOFERS | | | |
| Area 5 | | | |
| \$22.56 | 70.0% | \$15.79..... | \$8.75 |
| \$8.75 | 75.0% | \$16.92..... | \$8.75 |
| | 80.0% | \$18.05..... | \$8.75 |
| | 85.0% | \$19.18..... | \$8.75 |
| | 90.0% | \$20.30..... | \$8.75 |
| | 95.0% | \$21.43..... | \$8.75 |
| SHEET METAL WORKERS | | | |
| Area 1 | | | |
| \$33.27 | 50.0% | \$16.64..... | \$13.24 |
| \$16.05 | 55.0% | \$18.30..... | \$13.30 |
| | 60.0% | \$19.96..... | \$13.36 |
| | 65.0% | \$21.63..... | \$13.42 |
| | 70.0% | \$23.29..... | \$13.48 |
| | 75.0% | \$24.95..... | \$13.54 |
| | 80.0% | \$26.62..... | \$13.60 |
| | 90.0% | \$29.94..... | \$13.72 |
| Area 2 | | | |
| \$23.41 | 45.0% | \$10.53..... | \$13.02 |
| \$13.60 | 50.0% | \$11.71..... | \$13.08 |
| | 55.0% | \$12.88..... | \$13.13 |
| | 60.0% | \$14.05..... | \$13.18 |
| | 65.0% | \$15.22..... | \$13.23 |
| | 70.0% | \$16.39..... | \$13.29 |
| | 75.0% | \$17.56..... | \$13.34 |
| | 80.0% | \$18.73..... | \$13.39 |
| Area 3 | | | |
| \$29.71 | 40.0% | \$11.88..... | \$8.60 |
| \$15.00 | 45.0% | \$13.37..... | \$9.17 |
| | 50.0% | \$14.86..... | \$10.65 |
| | 60.0% | \$17.83..... | \$11.76 |
| | 70.0% | \$20.80..... | \$12.91 |
| | 80.0% | \$23.77..... | \$14.20 |

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|--|---------------------------------|--------------------------|--------------------------|
| SHEET METAL WORKERS (continued) | | | |
| Area 4 | | | |
| \$29.00 | 50.0% | \$14.50..... | \$12.37 |
| \$14.53 | 55.0% | \$15.95..... | \$12.37 |
| | 60.0% | \$17.40..... | \$12.37 |
| | 65.0% | \$18.85..... | \$12.37 |
| | 70.0% | \$20.30..... | \$12.37 |
| | 75.0% | \$21.75..... | \$12.37 |
| | 80.0% | \$23.20..... | \$12.37 |
| | 90.0% | \$26.10..... | \$12.37 |
| Area 5 | | | |
| \$28.13 | 50.0% | \$14.07..... | \$12.68 |
| \$15.30 | 55.0% | \$15.47..... | \$12.68 |
| | 60.0% | \$16.88..... | \$12.68 |
| | 65.0% | \$18.28..... | \$12.68 |
| | 70.0% | \$19.69..... | \$12.68 |
| | 75.0% | \$21.10..... | \$12.68 |
| | 80.0% | \$22.50..... | \$12.68 |
| | 90.0% | \$25.32..... | \$12.68 |
| Area 6 | | | |
| \$24.58 | 50.0% | \$12.29..... | \$11.62 |
| \$13.58 | 55.0% | \$13.52..... | \$11.62 |
| | 60.0% | \$14.75..... | \$11.62 |
| | 65.0% | \$15.98..... | \$11.62 |
| | 70.0% | \$17.21..... | \$11.62 |
| | 75.0% | \$18.44..... | \$11.62 |
| | 80.0% | \$19.66..... | \$11.62 |
| | 90.0% | \$22.12..... | \$11.62 |
| SOFT FLOOR LAYERS | | | |
| \$25.58 | 50.0% | \$12.79..... | \$4.88 |
| \$10.85 | 60.0% | \$15.35..... | \$8.65 |
| | 70.0% | \$17.91..... | \$9.20 |
| | 75.0% | \$19.19..... | \$9.48 |
| | 80.0% | \$20.46..... | \$9.75 |
| | 85.0% | \$21.74..... | \$10.03 |
| | 90.0% | \$23.02..... | \$10.30 |
| | 95.0% | \$24.30..... | \$10.58 |

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| Classification (Journeyman Base Hourly Rate) (Journeyman Fringe Rate) | Percentage Base Rate | Hourly Amount | Fringe Amount |
|--|---------------------------------|--------------------------|--------------------------|
| SPRINKLER FITTERS | | | |
| \$32.15 | 50.0% | \$16.08..... | \$7.16 |
| \$16.55 | 55.0% | \$17.68..... | \$12.05 |
| | 60.0% | \$19.29..... | \$12.05 |
| | 65.0% | \$20.90..... | \$16.55 |
| | 70.0% | \$22.51..... | \$16.55 |
| | 75.0% | \$24.11..... | \$16.55 |
| | 80.0% | \$25.72..... | \$16.55 |
| | 85.0% | \$27.33..... | \$16.55 |
| | 90.0% | \$28.94..... | \$16.55 |
| TAPERS | | | |
| \$31.86 | 50.0% | \$15.93..... | \$5.40 |
| \$11.28 | 55.0% | \$17.52..... | \$5.40 |
| | 60.0% | \$19.12..... | \$11.28 |
| | 70.0% | \$22.30..... | \$11.28 |
| | 80.0% | \$25.49..... | \$11.28 |
| | 90.0% | \$28.67..... | \$11.28 |
| TENDERS TO MASONS | | | |
| \$25.14 | 63.0% | \$15.84..... | \$11.00 |
| \$11.00 | 70.0% | \$17.60..... | \$11.00 |
| | 80.0% | \$20.11..... | \$11.00 |
| | 90.0% | \$22.63..... | \$11.00 |
| TENDERS TO PLASTERERS | | | |
| \$23.62 | 63.0% | \$14.88..... | \$11.00 |
| \$11.00 | 70.0% | \$16.53..... | \$11.00 |
| | 80.0% | \$18.90..... | \$11.00 |
| | 90.0% | \$21.26..... | \$11.00 |
| TILE TERRAZZO SETTERS | | | |
| \$26.53 | 50.0% | \$13.27..... | \$12.60 |
| \$12.60 | 55.0% | \$14.59..... | \$12.60 |
| | 60.0% | \$15.92..... | \$12.60 |
| | 70.0% | \$18.57..... | \$12.60 |
| | 80.0% | \$21.22..... | \$12.60 |
| | 95.0% | \$25.20..... | \$12.60 |
| TILE TERRAZZO FINISHER | | | |
| \$20.21 | 1-500hrs..... | \$10.81..... | \$8.70 |
| \$9.20 | 500-2000hrs..... | \$16.75..... | \$8.70 |

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|--|---------------------------------|--------------------------|--------------------------|
| MARBLE AND BRICK FINISHER | | | |
| \$20.21 | 1-500hrs..... | \$10.81..... | \$8.80 |
| \$9.30 | 500-2000hrs..... | \$16.75..... | \$8.80 |
| TRUCK DRIVERS | | | |
| Group 1 | | | |
| \$26.40 | 60.0% | \$15.84..... | \$11.91 |
| \$11.91 | 70.0% | \$18.48..... | \$11.91 |
| | 80.0% | \$21.12..... | \$11.91 |
| | 90.0% | \$23.76..... | \$11.91 |
| Group 2 | | | |
| \$26.52 | 60.0% | \$15.91..... | \$11.91 |
| \$11.91 | 70.0% | \$18.56..... | \$11.91 |
| | 80.0% | \$21.22..... | \$11.91 |
| | 90.0% | \$23.87..... | \$11.91 |
| Group 3 | | | |
| \$26.65 | 60.0% | \$15.99..... | \$11.91 |
| \$11.91 | 70.0% | \$18.66..... | \$11.91 |
| | 80.0% | \$21.32..... | \$11.91 |
| | 90.0% | \$23.99..... | \$11.91 |
| Group 4 | | | |
| \$26.91 | 60.0% | \$16.15..... | \$11.91 |
| \$11.91 | 70.0% | \$18.84..... | \$11.91 |
| | 80.0% | \$21.53..... | \$11.91 |
| | 90.0% | \$24.22..... | \$11.91 |
| Group 5 | | | |
| \$27.13 | 60.0% | \$16.28..... | \$11.91 |
| \$11.91 | 70.0% | \$18.99..... | \$11.91 |
| | 80.0% | \$21.70..... | \$11.91 |
| | 90.0% | \$24.42..... | \$11.91 |
| Group 6 | | | |
| \$27.29 | 60.0% | \$16.37..... | \$11.91 |
| \$11.91 | 70.0% | \$19.10..... | \$11.91 |
| | 80.0% | \$21.83..... | \$11.91 |
| | 90.0% | \$24.56..... | \$11.91 |

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|--|---------------------------------|--------------------------|--------------------------|
| TRUCK DRIVERS (continued) | | | |
| Group 7 | | | |
| \$27.49 | 60.0% | \$16.49..... | \$11.91 |
| \$11.91 | 70.0% | \$19.24..... | \$11.91 |
| | 80.0% | \$21.99..... | \$11.91 |
| | 90.0% | \$24.74..... | \$11.91 |