

2016
CLASSIFICATION NO. 1

The following minimum hourly wage rates shall apply to all contracts in excess of One Hundred Thousand Dollars (\$100,000) in connection with new building construction, major remodeling and rehabilitation of buildings and for construction, reconstruction, erection, conversion installation, alteration, renovation, razing, demolition, moving or removing on any airport, pier wharf, sewer, drain, main, conduit, machinery or mechanical, electrical or other equipment or any other operation, or work to be done or performed in, on, upon or in connection with any building, bridge over water, tunnel, tower, stack, filtration plant, waste water or sewage treatment works, pumping stations, and other such structures.

<u>JOURNEYMEN</u>	<u>HOURLY RATE</u>	<u>FRINGE BENEFITS</u>	<u>TOTAL</u>
Asbestos Workers (Insulation Mechanics)	\$33.13	\$ 13.92	\$47.05
Boilermakers	17.62	6.96	24.58
Bricklayers	29.17	9.88	39.05
Mason Tenders (Works with Bricklayers and Stone Masons)	15.38	6.77	22.15
Carpenters/Resilient & Soft Floor Layers	26.21	12.95	39.16
Millwright	29.46	13.20	42.66
Piledriver	26.21	12.95	39.16
Cement Mason – Finisher	24.61	9.42	34.03
Electricians	35.60	16.56	52.16
Elevator Construction Mechanic	29.91	14.23	44.14
Elevator Constructors	20.93	14.23	35.16
Firestop Mechanic	21.12	5.85	26.97
Glaziers	27.98	17.60	45.58
Ironworkers			
Ornamental	27.98	18.89	46.87
Structural	27.98	18.89	46.87
Reinforcing Rodmen	27.98	18.89	46.87
Fence Erectors	26.88	18.89	45.77
Laborers			
General Laborers: Flaggers, Tool and Material Handlers (Except Tenders), Clean-Up, Janitors, Truck Checkers, Dumpmen, Spotter, Landscape Laborer, Mulcher, Watchmen (Including Fire Watchmen)	16.56	5.88	22.44
Construction Laborers: All Laborers not Otherwise Classified.	17.41	5.88	23.29
Semi-Skilled Laborers: Potmen, Power or Air Tool Operators, Pipelayers, Drillers Concrete Laborers, Signalmen, Small Machine Operators, Laser Beam Operators, Scaffold Builders, Caisson Laborer, Jack Hammer Operator(80 lbs and over).	17.72	5.88	23.60

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<u>JOURNEYMEN</u>	<u>HOURLY RATE</u>	<u>FRINGE BENEFITS</u>	<u>TOTAL</u>
Painters			
Brush and Trim	\$24.89	\$9.15	\$ 34.04
Spackling, Taping, Wall Covering.	24.89	9.15	34.04
Spray, Structural Steel, Steam	33.73	9.90	43.63
Cleaning, Sandblasting			
Plasterers	15.75	2.35	18.10
Plumbers/Steamfitters	36.87	18.48	55.35
Roofers			
Slate and Tile	24.00	6.52	30.52
Wood Block	24.00	6.52	30.52
Composition – Waterproofer	24.00	6.52	30.52
Sheet Metal Worker (Inc. Air Balance)	31.76	18.38	50.14
Sprinkler Fitter	30.48	17.02	47.50
Stonemason	35.19	16.31	51.50
Tile, Terrazzo, Marble Workers	26.75	10.78	37.53
Tile, Terrazzo, Marble Finisher	21.96	9.61	31.57

POWER EQUIPMENT OPERATORS

GROUP I: Operators, handling or setting steel, stone, pre-stressed concrete or machiner. Tower cranes.

31.00 15.35 46.35

GROUP II: Backfiller, backhoe, batching plants, boat captain, cableway, loader hoe, (with a front end bucket over 1 ¼ yds), concrete mixing plant, concrete paver, derrick boat, double concrete pump, dragline, Eimco type overhead loader, elevating grader, scraper or pan type excavator (25 yds and over), front end loader (1 ¾ yds and over), gradall, grader, hoist (2 active drums or more), multiple conveyor, pile driving machine, power shovel, repair mechanic, shield, standard gauge locomotive, trenching machine, tunnel mucking machine, twin engine scraper, welder, whirley rig.

27.88 12.97 40.85

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JOURNEYMEN

	<u>HOURLY RATE</u>	<u>FRINGE BENEFITS</u>	<u>TOTAL</u>
<u>GROUP III:</u> Asphalt spreader bulldozer, bull float, loader, hoe, (with a front end bucket 1 ¼ yds. and under), concrete mixer (with skip), concrete pump, concrete spreader, scraper or pan type excavator (under 25 yds.) finishing machine, front end tractor loader (under 1 ¾ yds), hi-lift fork lift, longitudinal float, narrow gauge locomotive, one drum hoist, power roller, screeding machine, snooper/vac truck, stone crusher, stone spreader, sub-grader tractor with attach- ments (2 or more provided both attachments are being used).	\$25.93	\$12.97	\$38.90
<u>GROUP IV:</u> Crawler or rubber tire tractor (no attachments), compressors, elevator operator, firemen, fuel truck, grease truck, grout pump, light plant, mighty midget with compressor, single conveyor, space heaters, welding machines, welldriller, wellpoint system, deck hands, oilers (all types).	22.30	12.97	35.27
Truck Drivers			
Goose Neck Drop Frame	15.82	3.75	19.57
Trailer Driver	15.50	3.75	19.25
Flat Bed and Pickup	13.89	3.75	17.64
Dump Truck Driver (Site Only)	12.85	4.60	17.45

Welder Receives Rate For Craft Involved

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APPRENTICESHIP RATES
PERCENTAGE OF JOURNEYMAN'S HOURLY RATE
PLUS FULL JOURNEYMAN'S FRINGE BENEFITS

ASBESTOS WORKERS

First year	45
Second year	55
Third year	65
Fourth year	75
Fifth year	85

BOILERMAKERS

First 6 month	50
Second 6 months	60
Third 6 month	65
Fourth 6 month	70
Fifth 6 months	75
Sixth 6 months	80
Seventh 6 months	85
Ninth 6 month	90

BRICKLAYERS & STONE MASONS

First 6 months	50
Second 6 months	55
Third 6 months	60
Fourth 6 months	65
Fifth 6 months	75
Sixth 6 months	85
Seventh 6 months	90

CARPENTERS

First year	60
Second year	70
Third year	80
Fourth year	90

CEMENT FINISHERS

First 500 hours	50
Second 500 hours	55
Third 500 hours	60
Fourth 500 hours	65
Fifth 500 hours	70
Sixth 500 hours	75
Seventh 500 hours	80
Eighth 500 hours	90

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APPRENTICESHIP RATES
PERCENTAGE OF JOURNEYMAN'S HOURLY RATE
PLUS FULL JOURNEYMAN'S FRINGE BENEFITS

ELECTRICIANS

First 6 months	40
Second 6 months	40
Second year	55
Third year	65
Fourth year	70
Fifth year	75

ELEVATORS

First year	55
Second year	65
Third year	70
Fourth year	80

IRONWORKERS

First period 0 hours	50
Second 1,000 hours	55
Third 1,000 hours	65
Fourth 1,000 hours	70
Fifth 1,000 hours	75
Sixth 1,000 hours	80
Seventh 1,000 hours	90

MILLWRIGHTS

First year	60
Second year	70
Third year	80
Fourth year	90

PAINTERS

First 1,000 hours	55
Second 1,000 hours	70
Third 1,000 hours	85

PLASTERERS

First 1,000 hours	50
Second 1,000 hours	55
Third 1,000 hours	60
Fourth 1,000 hours	65
Fifth 1,000 hours	70
Sixth 1,000 hours	75
Seventh 1,000 hours	80
Eighth 1,000 hours	85

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APPRENTICESHIP RATES
PERCENTAGE OF JOURNEYMAN'S HOURLY RATE
PLUS FULL JOURNEYMAN'S FRINGE BENEFITS

PLUMBERS/STEAMFITTERS

First year	40
Second year	50
Third year	60
Fourth year	70
Fifth year	80

POWER EQUIPMENT OPERATORS

First period	55
Second period	60
Third period	65
Fourth period	70
Fifth period	75
Sixth period	80

ROOFERS

First year	50
Second year	60
Third year	70

SHEET METAL WORKERS

First 6 months	30
Second 6 months	35
Third 6 months	40
Fourth 6 months	45
Fifth 6 months	55
Sixth 6 months	60
Seventh 6 months	70
Eighth 6 months	75

SPRINKLER FITTERS

First 6 months	35
Second 6 months	40
Third 6 months	45
Fourth 6 months	50
Fifth 6 months	55
Sixth 6 months	60
Seventh 6 months	65
Eighth 6 months	70
Ninth 6 months	75
Tenth 6 months	85

STEAMFITTERS/PLUMBERS

First year	40
Second year	50
Third year	60
Fourth year	70
Fifth year	80

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LABORER'S WORK

Laborers may not assist mechanics in the performance of mechanic's work, nor use tools peculiar to established trades. Their work should be confined to the following manual tasks:

1. Digging and filling holes and trenches.
2. Loading, unloading and stockpiling materials.
3. Cleaning and sweeping.
4. Driving stakes.
5. Placing concrete and asphalt (not finishing)
6. Stripping forms.
7. Ripping out material which is to be discarded, including asbestos.
8. Clearing and grubbing.

The above definition is to preclude inadvertent misclassification of laborers.

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CLASSIFICATION NO. 2

The following minimum hourly wage rates shall apply on all construction contracts in excess of Five Thousand Dollars (\$5,000) when such contracts involve work on highways and streets; and said work includes paving, repaving, construction and complete reconstruction. This classification also applies to repair, renovation or construction and reconstruction of viaducts and bridges predominately over land.

<u>JOURNEYMEN</u>	<u>HOURLY RATE</u>	<u>FRINGE BENEFITS</u>	<u>TOTAL</u>
Bricklayers	\$15.95	\$ 3.40	\$19.35
Carpenters/Piledriver	26.21	12.95	39.16
Concrete Masons (Finisher)	21.90	6.35	28.25
Electricians	18.20	4.73	22.93
Ironworkers			
Structural & Reinforcing	26.88	17.74	44.62
Fence Erectors	26.13	16.94	43.07
Laborer			
General Laborer: Flagman, Dumpmen, Spotters, Landscapers, Mulchers, Chain/Rodman	16.56	5.88	22.44
Construction Laborers: All Laborers Not Otherwise Classified	17.23	5.88	23.11
Semi-Skilled Laborers: Form Setter	17.61	5.88	23.49
Skilled Laborer: Concrete Surfacers	18.22	5.88	24.10
Painters			
Spray, Structural Steel, Steam Cleaning and Sandblasting	33.73	9.90	43.63
<u>POWER EQUIPMENT OPERATORS</u>			
<u>GROUP IA:</u> Cranes, gradalls, graders, long and ultra high reach excavators, excavators (over 120,000 lbs).	31.00	15.35	46.35
<u>GROUP I:</u> Excavators (other than 120,000 lbs. and mini excavators), boom trucks, challenger type equipment, bull dozers (regardless of sizes), batch plants, John Deere and case type loader backhoes (regardless of size), front end loaders (1 ¼ yards and over), batch plants, concrete mixing plants, concrete pavers, curb and gutter machines, concrete pumps, drill rigs, hoists, standard gauge locomotive, sub- grader, trenching machine, scrapers (regardless of size), tunnel mucking machines, compactor with attachments, milling machines, repair mechanics and welders.	26.95	11.65	38.60

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<u>JOURNEYMEN</u>	<u>HOURLY RATE</u>	<u>FRINGE BENEFITS</u>	<u>TOTAL</u>
GROUP II: Fuel/grease truck, power roller, mini-excavators, skid steer (with attachments), asphalt spreader, guard rail post pounder, concrete mixer (with slip), concrete spreader, ditch witch type trencher, narrow gauge locomotive, snooper truck, stone crusher, stone spreader, trucks (on and off road), snooper/vac truck, bull float, power sweepers, front end loaders (1 yard and under), and articulating trucks.	\$26.05	\$11.65	\$37.70
GROUP III: Compressors, conveyors, firemen, grout pump, high-lift, fork lifts, light plants, Mighty Midget with compressor, space heaters, welding machines, well-drill, well-point systems, and all oilers.	23.99	11.65	35.64
Truck Drivers			
Dump Truck (Site Only)	14.44	4.60	19.04
Welder	Receives Rate For Craft Involved.		

APPRENTICESHIP RATES
PERCENTAGE OF JOURNEYMAN'S HOURLY RATE
PLUS FULL JOURNEYMAN'S FRINGE BENEFITS

CARPENTERS

First year	60
Second year	70
Third year	80
Fourth year	90

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CEMENT FINISHERS

First 500 hours	50
Second 500 hours	55
Third 500 hours	60
Fourth 500 hours	65
Fifth 500 hours	70
Sixth 500 hours	75
Seventh 500 hours	80
Eighth 500 hours	90

ELECTRICIANS

First 6 months	40
Second 6 months	40
Second year	55
Third year	65
Fourth year	70
Fifth year	75

IRONWORKERS

First 1,000 hours	50
Second 1,000 hours	55
Third 1,000 hours	65
Fourth 1,000 hours	70
Fifth 1,000 hours	75
Sixth 1,000 hours	80
Seventh 1,000 hours	90

PAINTERS

First 1,000 hours	55
Second 1,000 hours	70
Third 1,000 hours	85

POWER EQUIPMENT OPERATORS

First period	55
Second period	60
Third period	65
Fourth period	70
Fifth period	75
Sixth period	80

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LABORER'S WORK

Laborers may not assist mechanics in the performance of mechanics' work, nor use tools peculiar to established trades. Their work should be confined to the following manual tasks:

1. Digging and filling holes and trenches.
2. Loading, unloading and stockpiling materials.
3. Cleaning and sweeping.
4. Driving stakes.
5. Placing concrete and asphalt.
6. Stripping forms.
7. Ripping out material which is to be discarded.
8. Clearing and grubbing.

The above definition is to preclude inadvertent misclassification of laborers.

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CLASSIFICATION NO. 3

The following minimum hourly wage rates shall apply to all contracts in excess of Five Thousand Dollars (\$5,000) for sewers, drains, mains, conduits, culverts, street inlets, grading, curbing, filling, landscaping, minor excavation, alley and footway construction, reconstruction and repair except when such work is performed in connection with a contract in excess of One Hundred Thousand Dollars (\$100,000) and falls within the property line of a building or other structure under construction or to be constructed, in which case such work shall be done under Classification No. 1.

<u>JOURNEYMEN</u>	<u>HOURLY RATE</u>	<u>FRINGE BENEFITS</u>	<u>TOTAL</u>
Bricklayer and Stone Mason	\$13.98	\$2.64	\$16.62
Carpenter/Piledriver	13.45	2.66	16.11
Concrete Masons (Finisher)	11.97	1.72	13.69
Electrician	12.70	2.20	14.90
Ironworker	12.21	3.11	15.32
Laborer	7.75	1.225	8.975*
Form Setter (Curb)	8.35	1.225	9.575
Concrete Surfacers	9.50	1.225	10.725*
Pipe Layer	8.30	1.225	9.525*
Plumber/Steamfitter	8.00	1.90	9.90*
<u>POWER EQUIPMENT OPERATORS</u>			
<u>GROUP I:</u> Power shovel, gradall power crane, front-end loader (over 2 yds.), twin engine scoop, concrete paver.	19.75	8.10	27.85
<u>GROUP II:</u> Grader, loader hoe, mechanic, welder.	18.75	8.10	26.85
<u>GROUP III:</u> Concrete mixer (up to 2 bags), stone crusher, hi-lift or front-end loader (up to 2 yds.), power roller, bulldozer, scraper or pan type excavator, crawler or rubber tire tractor (no attachments), subgrader, asphalt spreader, job site plant operator.	17.85	8.10	25.95

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<u>JOURNEYMEN</u>	<u>HOURLY RATE</u>	<u>FRINGE BENEFITS</u>	<u>TOTAL</u>
GROUP IV: Conveyors, pumps, wheel tractor (no attachments), air compressor, oiler (all types).	\$15.79	\$8.10	\$23.89
Truck Driver Dump Truck (Site Only)	10.25	2.70	12.95
Welder	Receives Rate for Craft Involved		

***MUST PAY CURRENT LIVING WAGE HOURLY RATE**

After July 1, 2016, the hourly rate is to increase to \$11.65 per hour to insure compliance with the City of Baltimore Living Wage Law.

After July 1, 2015, the hourly rate is to remain at \$11.46 per hour to insure compliance with the City of Baltimore Living Wage Law.

APPRENTICESHIP RATES
PERCENTAGE OF JOURNEYMAN'S HOURLY RATE
PLUS FULL JOURNEYMAN'S FRINGE BENEFITS

BRICKLAYERS & STONE MASONS

First 6 months	50
Second 6 months	55
Third 6 months	60
Fourth 6 months	65
Fifth 6 months	75
Sixth 6 months	85
Seventh 6 months	90

CARPENTERS

First year	50
Second year	60
Third year	70
Fourth year	85

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CEMENT FINISHERS

First 500 hours	50
Second 500 hours	55
Third 500 hours	60
Fourth 500 hours	65
Fifth 500 hours	70
Sixth 500 hours	75
Seventh 500 hours	80
Eighth 500 hours	90

ELECTRICIANS

First 6 months	40
Second 6 months	40
Third 6 months	55
Fourth 6 months	65
Fifth 6 months	70
Sixth 6 months	75

IRONWORKERS

First 1,000 hours	50
Second 1,000 hours	55
Third 1,000 hours	60
Fourth 1,000 hours	70
Fifth 1,000 hours	80
Sixth 1,000 hours	90

PLUMBERS/STEAMFITTERS

First year	40
Second year	50
Third year	60
Fourth year	70
Fifth year	80

LABORER'S WORK

Laborers may not assist mechanics in the performance of mechanics' work, nor use tools peculiar to established trades. Their work should be confined to the following manual tasks:

1. Digging and filling holes and trenches.
2. Loading, unloading and stockpiling materials.
3. Cleaning and sweeping.
4. Driving stakes.
5. Placing concrete and asphalt.
6. Stripping forms.
7. Ripping out material which is to be discarded.
8. Clearing and grubbing.

The above definition is to preclude inadvertent misclassification of laborers.

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CLASSIFICATION NO. 4

The following minimum hourly wage rates shall apply on all contracts in excess of Five Thousand Dollars (\$5,000) in connection with residential construction or rehabilitation consisting of single family houses and garden type apartments up to and including four stories.

	<u>RATES</u>	<u>FRINGES</u>
Elevator Mechanics	\$ 41.09	\$25.185+a+b
1. PAID HOLIDAYS: New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day and Christmas Day.		
2. VACATIONS: Employer contributes 8% of basic hourly rate for 5 years of service or more; 6% of basic hourly rate for 6 months to 5 years of service as vacation pay credit.		

	<u>RATES</u>	<u>FRINGES</u>
BRICKLAYERS	\$21.60	\$0.00
CARPENTERS (Drywall Hanging and Metal Stud Installer)	16.36	0.62
Carpenter (Batt Insulation Only)	11.88	0.50
Carpenter, All Other Work	19.41	3.11
CEMENT MASONS/FINISHERS	18.92	0.00
ELECTRICIANS	22.59	0.81
Ironworker, Ornamental	17.31	0.00
LABORERS:		
Unskilled	13.81	0.00
Landscape	13.81	0.00
Mason Tenders, Brick	13.81	0.00
Mason Tenders, Cement/Concrete	13.81	0.00
PIPELAYERS	16.19	2.15
Operators		
Backhoe	18.40	4.42
Bulldozer	18.40	4.42
Loader	20.25	2.06
Painter Brush & Roller	15.23	0.70
Plumber (HVAC Pipe Installation Only)	17.60	0.00
Plumber (Excludes HVAC Pipe Installation)	20.48	0.00
Sheet Metal Worker	18.82	1.20
Sprinkler Fitter (Fire Sprinklers)	26.06	6.52

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WELDERS – Receives rate prescribed for craft performing operation to which welding is
Incidental.

LABORER'S WORK

Laborers may not assist mechanics in the performance of mechanics' work, nor use tools peculiar to established trades. Their work should be confined to the following manual tasks:

1. Digging and filling holes and trenches.
2. Loading, unloading and stockpiling materials.
3. Cleaning and sweeping.
4. Driving stakes.
5. Placing concrete and asphalt (not finishing).
6. Stripping forms.
7. Ripping out material which is to be discarded, including asbestos.
8. Clearing and grubbing.

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CLASSIFICATION NO. 5

The following minimum hourly wage rates shall apply on all contracts in excess of Five Thousand Dollars (\$5,000), but not more than Three Hundred Fifty Thousand (\$350,000) for services, maintenance, repair and minor remodeling. All "Requirement Contracts" of the Bureau of Purchases shall also be performed under this classification regardless of amount. This classification applies to contracts for work described in Classification No. 1 that are in excess of Five Thousand Dollars (\$5,000), but less than One Hundred Thousand Dollars (\$100,000).

<u>JOURNEYMEN</u>	<u>HOURLY RATE</u>	<u>FRINGE BENEFITS</u>	<u>TOTAL</u>
Asbestos Workers (Insulation Mechanic)	\$33.13	\$13.92	\$47.05
Boilermakers	17.62	6.96	24.58
Bricklayers & Stone Masons	19.05	4.57	23.62
Carpenters/Piledriver/Resilient Soft Floor	24.84	11.90	36.74
Millwrights	27.96	11.90	39.86
Concrete Masons (Finisher)	19.65	3.24	22.89
Electricians	35.60	16.56	52.16
Elevator Construction Mechanic	29.91	14.23	44.14
Elevator Constructors	20.93	14.23	35.16
Ironworkers	26.73	14.29	41.02
Laborers	7.43	1.23	8.66*
Marble Masons	14.48	2.17	16.65
Painters			
Bush & Trim	24.89	9.15	34.04
Spackling, Taping, Wall Covering.	24.89	9.15	34.04
Spray, Structural Steel, Steam	30.20	9.40	39.60
Cleaning, Sandblasting			
Plumbers/Steamfitter	36.87	18.48	55.35
<u>POWER EQUIPMENT OPERATORS</u>			
<u>GROUP I:</u> Power shovel, gradall, power crane, front-end loader (over 2 yds.), twin engine scoop, concrete paver.	14.16	3.60	17.76
<u>GROUP II:</u> Grader, loader hoe, mechanic, welder.	13.43	3.60	17.03

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<u>JOURNEYMEN</u>	<u>HOURLY RATE</u>	<u>FRINGE BENEFITS</u>	<u>TOTAL</u>
GROUP III: Concrete mixer (up to two bags), stone crusher, hi-lift or power roller, bulldozer, scraper or pan type excavator, crawler or rubber tire tractor (no attachments), subgrader, asphalt spreader, job site plant operator plant operator.	\$11.40	\$3.15	\$14.55
GROUP IV: Conveyor, pumps, wheel tractor (no attachments), air compressor, oilers (all types).	10.02	3.15	13.17
Roofers	24.00	6.52	30.52
Sheet Metal Workers (Including Air Balance)	29.88	15.76	45.64
Slate, Marble, Tile Helpers	11.10	1.00	12.10
Sprinklerfitters	24.65	9.90	34.55
Truck Driver Dump Truck (Site Only)	12.54	2.16	14.70

Welder Receives Rate For Craft Involved

***MUST USE CURRENT LIVING WAGE HOURLY RATE**

After July 1, 2016, the total hourly rate is to increase to \$11.65 per hour to insure compliance with the City of Baltimore Living Wage Law.

After July 1, 2015, the hourly rate is to remain at \$11.46 per hour to insure compliance with the City of Baltimore Living Wage Law.

APPRENTICESHIP RATES
PERCENTAGE OF JOURNEYMAN'S HOURLY RATE
PLUS FULL JOURNEYMAN'S FRINGE BENEFITS

ASBESTOS WORKER

First year	45
Second year	55
Third year	65
Fourth year	75
Fifth year	85

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BOILERMAKERS

First 6 months	50
Second 6 months	60
Third 6 months	65
Fourth 6 months	70
Fifth 6 months	75
Sixth 6 months	80
Seventh 6 months	85
Eight 6 months	90

BRICKLAYERS & STONE MASONS

First 6 months	50
Second 6 months	55
Third 6 months	60
Fourth 6 months	70
Fifth 6 months	80
Sixth 6 months	90

CARPENTERS

First year	50
Second year	60
Third year	70
Fourth year	80

CEMENT FINISHERS

First 500 hours	50
Second 500 hours	55
Third 500 hours	60
Fourth 500 hours	65
Fifth 500 hours	70
Sixth 500 hours	75
Seventh 500 hours	80
Eighth 500 hours	90

ELECTRICIANS

First 6 months	40
Second 6 months	40
Second year	55
Third year	65
Fourth year	70
Fifth year	75

ELEVATORS

First year	55
Second year	65
Third year	70
Fourth year	80

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IRONWORKERS

First 1,000 hours	50
Second 1,000 hours	55
Third 1,000 hours	65
Fourth 1,000 hours	70
Fifth 1,000 hours	75
Sixth 1,000 hours	80
Seventh 1,000 hours	90

MILLWRIGHTS

First year	60
Second year	70
Third year	80
Fourth year	90

PAINTERS

First 1,000 hours	55
Second 1,000 hours	70
Third 1,000 hours	85

PLUMBERS/STEAMFITTERS

First year	40
Second year	50
Third year	60
Fourth year	70
Fifth year	80

POWER EQUIPMENT OPERATORS

First period	55
Second period	60
Third period	65
Fourth period	70
Fifth period	75
Sixth period	80

ROOFERS

First year	50
Second year	60
Third year	70

SHEET METAL WORKERS

First 6 months	30
Second 6 month	35
Third 6 months	40
Fourth 6 months	45
Fifth 6 months	55
Sixth 6 months	60
Seventh 6 months	70
Eighth 6 months	75

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STEAMFITTERS/PLUMBERS

First year	40
Second year	50
Third year	60
Fourth year	70
Fifth year	80

LABORER'S WORK

Laborers may not assist mechanics in the performance of mechanic's work, nor use tools peculiar to established trades. Their work should be confined to the following manual tasks:

1. Digging and filling holes and trenches.
2. Loading, unloading and stockpiling materials.
3. Cleaning and sweeping.
4. Driving stakes.
5. Placing concrete and asphalt (not finishing)
6. Stripping forms.
7. Ripping out material which is to be discarded, including asbestos.
8. Clearing and grubbing.

The above definition is to preclude inadvertent misclassification of laborers.

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