

Appendix A - Wage Schedule

January 1, 2020 - June 30, 2020

| ZONE 1 New Construction, Power Plants | | | | Belmont | Boston | Brookline | Cambridge Milton | Chelsea Revere | Dedham Somerville | Everett | Malden Westwood | Medford | Winthrop |
|--|------------|-------------|----------------|-----------------------------|---------------|----------------|---------------------|-------------------|----------------------|----------------|---------------------|-----------------|-----------------|
| Hours of Employment | Pay Period | Percentage | Wage | EMPLOYER PAID CONTRIBUTIONS | | | | | | Total | EMPLOYEE DEDUCTIONS | | |
| | | | | Pension | H & W | Annuity | FTI | IBF | LAB/MGT | | DCO | P/PR | Org. |
| 0-749 | 1st | 50% | \$23.13 | \$0.00 | \$8.20 | \$0.00 | \$1.25 | \$0.67 | \$0.85 | \$34.10 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 750-1499 | 2nd | 55% | \$25.44 | \$0.00 | \$8.20 | \$5.94 | \$1.25 | \$0.67 | \$0.85 | \$42.35 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 1500-2249 | 3rd | 60% | \$27.75 | \$0.00 | \$8.20 | \$6.48 | \$1.25 | \$0.67 | \$0.85 | \$45.20 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 2250-2999 | 4th | 65% | \$30.06 | \$0.00 | \$8.20 | \$7.02 | \$1.25 | \$0.67 | \$0.85 | \$48.05 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3000-3749 | 5th | 70% | \$32.38 | \$11.30 | \$8.20 | \$7.56 | \$1.25 | \$0.67 | \$0.85 | \$62.21 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3750-4499 | 6th | 75% | \$34.69 | \$11.30 | \$8.20 | \$8.10 | \$1.25 | \$0.67 | \$0.85 | \$65.06 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 4500-5249 | 7th | 80% | \$37.00 | \$11.30 | \$8.20 | \$8.64 | \$1.25 | \$0.67 | \$0.85 | \$67.91 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 5250-5999 | 8th | 90% | \$41.63 | \$11.30 | \$8.20 | \$9.72 | \$1.25 | \$0.67 | \$0.85 | \$73.62 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 6000 | J/M | 100% | \$46.25 | \$11.30 | \$8.20 | \$10.80 | \$1.25 | \$0.67 | \$0.85 | \$79.32 | 3% of gross | 0.15/hr. | 0.75/hr. |

| Repaint | | | | EMPLOYER PAID CONTRIBUTIONS | | | | | | Total | EMPLOYEE DEDUCTIONS | | |
|------------------------|------------|-------------|----------------|-----------------------------|---------------|----------------|---------------|---------------|---------------|----------------|---------------------|-----------------|-----------------|
| Hours of Employment | Pay Period | Percentage | Wage | Pension | H & W | Annuity | FTI | IBF | LAB/MGT | | DCO | P/PR | Org. |
| 0-749 | 1st | 50% | \$22.16 | \$0.00 | \$8.20 | \$0.00 | \$1.25 | \$0.67 | \$0.85 | \$33.13 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 750-1499 | 2nd | 55% | \$24.37 | \$0.00 | \$8.20 | \$5.94 | \$1.25 | \$0.67 | \$0.85 | \$41.28 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 1500-2249 | 3rd | 60% | \$26.59 | \$0.00 | \$8.20 | \$6.48 | \$1.25 | \$0.67 | \$0.85 | \$44.04 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 2250-2999 | 4th | 65% | \$28.80 | \$0.00 | \$8.20 | \$7.02 | \$1.25 | \$0.67 | \$0.85 | \$46.79 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3000-3749 | 5th | 70% | \$31.02 | \$11.30 | \$8.20 | \$7.56 | \$1.25 | \$0.67 | \$0.85 | \$60.85 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3750-4499 | 6th | 75% | \$33.23 | \$11.30 | \$8.20 | \$8.10 | \$1.25 | \$0.67 | \$0.85 | \$63.60 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 4500-5249 | 7th | 80% | \$35.45 | \$11.30 | \$8.20 | \$8.64 | \$1.25 | \$0.67 | \$0.85 | \$66.36 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 5250-5999 | 8th | 90% | \$39.88 | \$11.30 | \$8.20 | \$9.72 | \$1.25 | \$0.67 | \$0.85 | \$71.87 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 6000 | J/M | 100% | \$44.31 | \$11.30 | \$8.20 | \$10.80 | \$1.25 | \$0.67 | \$0.85 | \$77.38 | 3% of gross | 0.15/hr. | 0.75/hr. |

BRIDGES & TANKS - ZONES 1, 2 & 3

| Hours of Employment | Pay Period | Percentage | Wage | EMPLOYER PAID CONTRIBUTIONS | | | | | | Total | EMPLOYEE DEDUCTIONS | | |
|---------------------|------------|-------------|----------------|-----------------------------|---------------|----------------|---------------|---------------|---------------|----------------|---------------------|-----------------|-----------------|
| | | | | Pension | H & W | Annuity | FTI | IBF | LAB/MGT | | DCO | P/PR | Org. |
| 0-749 | 1st | 50% | \$25.48 | \$0.00 | \$8.20 | \$0.00 | \$1.25 | \$0.67 | \$0.85 | \$36.45 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 750-1499 | 2nd | 55% | \$28.03 | \$0.00 | \$8.20 | \$5.94 | \$1.25 | \$0.67 | \$0.85 | \$44.94 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 1500-2249 | 3rd | 60% | \$30.58 | \$0.00 | \$8.20 | \$6.48 | \$1.25 | \$0.67 | \$0.85 | \$48.03 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 2250-2999 | 4th | 65% | \$33.12 | \$0.00 | \$8.20 | \$7.02 | \$1.25 | \$0.67 | \$0.85 | \$51.11 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3000-3749 | 5th | 70% | \$35.67 | \$11.30 | \$8.20 | \$7.56 | \$1.25 | \$0.67 | \$0.85 | \$65.50 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3750-4499 | 6th | 75% | \$38.22 | \$11.30 | \$8.20 | \$8.10 | \$1.25 | \$0.67 | \$0.85 | \$68.59 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 4500-5249 | 7th | 80% | \$40.77 | \$11.30 | \$8.20 | \$8.64 | \$1.25 | \$0.67 | \$0.85 | \$71.68 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 5250-5999 | 8th | 90% | \$45.86 | \$11.30 | \$8.20 | \$9.72 | \$1.25 | \$0.67 | \$0.85 | \$77.85 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 6000 | J/M | 100% | \$50.96 | \$11.30 | \$8.20 | \$10.80 | \$1.25 | \$0.67 | \$0.85 | \$84.03 | 3% of gross | 0.15/hr. | 0.75/hr. |

ZONE 2 All other cities and towns in

Essex Middlesex suffolk Norfolk Plymouth Bristol Barnstable Dukes
Nantucket & Worcester Counties

New Construction & Power Plants

| Hours of Employment | Pay Period | Percentage | Wage | EMPLOYER PAID CONTRIBUTIONS | | | | | | Total | EMPLOYEE DEDUCTIONS | | |
|---------------------|------------|-------------|----------------|-----------------------------|---------------|----------------|---------------|---------------|---------------|----------------|---------------------|-----------------|-----------------|
| | | | | Pension | H & W | Annuity | FTI | IBF | LAB/MGT | | DCO | P/PR | Org. |
| 0-749 | 1st | 50% | \$20.23 | \$0.00 | \$8.20 | \$0.00 | \$1.25 | \$0.67 | \$0.85 | \$31.20 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 750-1499 | 2nd | 55% | \$22.25 | \$0.00 | \$8.20 | \$5.94 | \$1.25 | \$0.67 | \$0.85 | \$39.16 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 1500-2249 | 3rd | 60% | \$24.28 | \$0.00 | \$8.20 | \$6.48 | \$1.25 | \$0.67 | \$0.85 | \$41.73 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 2250-2999 | 4th | 65% | \$26.30 | \$0.00 | \$8.20 | \$7.02 | \$1.25 | \$0.67 | \$0.85 | \$44.29 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3000-3749 | 5th | 70% | \$28.32 | \$11.30 | \$8.20 | \$7.56 | \$1.25 | \$0.67 | \$0.85 | \$58.15 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3750-4499 | 6th | 75% | \$30.35 | \$11.30 | \$8.20 | \$8.10 | \$1.25 | \$0.67 | \$0.85 | \$60.72 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 4500-5249 | 7th | 80% | \$32.37 | \$11.30 | \$8.20 | \$8.64 | \$1.25 | \$0.67 | \$0.85 | \$63.28 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 5250-5999 | 8th | 90% | \$36.41 | \$11.30 | \$8.20 | \$9.72 | \$1.25 | \$0.67 | \$0.85 | \$68.40 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 6000 | J/M | 100% | \$40.46 | \$11.30 | \$8.20 | \$10.80 | \$1.25 | \$0.67 | \$0.85 | \$73.53 | 3% of gross | 0.15/hr. | 0.75/hr. |

Repaint

| Hours of Employment | Pay Period | Percentage | Wage | EMPLOYER PAID CONTRIBUTIONS | | | | | | Total | EMPLOYEE DEDUCTIONS | | |
|---------------------|------------|-------------|----------------|-----------------------------|---------------|----------------|---------------|---------------|---------------|----------------|---------------------|-----------------|-----------------|
| | | | | Pension | H & W | Annuity | FTI | IBF | LAB/MGT | | DCO | P/PR | Org. |
| 0-749 | 1st | 50% | \$19.26 | \$0.00 | \$8.20 | \$0.00 | \$1.25 | \$0.67 | \$0.85 | \$30.23 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 750-1499 | 2nd | 55% | \$21.19 | \$0.00 | \$8.20 | \$5.94 | \$1.25 | \$0.67 | \$0.85 | \$38.10 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 1500-2249 | 3rd | 60% | \$23.11 | \$0.00 | \$8.20 | \$6.48 | \$1.25 | \$0.67 | \$0.85 | \$40.56 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 2250-2999 | 4th | 65% | \$25.04 | \$0.00 | \$8.20 | \$7.02 | \$1.25 | \$0.67 | \$0.85 | \$43.03 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3000-3749 | 5th | 70% | \$26.96 | \$11.30 | \$8.20 | \$7.56 | \$1.25 | \$0.67 | \$0.85 | \$56.79 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3750-4499 | 6th | 75% | \$28.89 | \$11.30 | \$8.20 | \$8.10 | \$1.25 | \$0.67 | \$0.85 | \$59.26 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 4500-5249 | 7th | 80% | \$30.82 | \$11.30 | \$8.20 | \$8.64 | \$1.25 | \$0.67 | \$0.85 | \$61.73 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 5250-5999 | 8th | 90% | \$34.67 | \$11.30 | \$8.20 | \$9.72 | \$1.25 | \$0.67 | \$0.85 | \$66.66 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 6000 | J/M | 100% | \$38.52 | \$11.30 | \$8.20 | \$10.80 | \$1.25 | \$0.67 | \$0.85 | \$71.59 | 3% of gross | 0.15/hr. | 0.75/hr. |

**ZONE 3 Massachusetts Counties of -
New Construction, Power Plants**

Berkshire Franklin Hampshire Hampden

| Hours of Employment | Pay Period | Percentage | Wage | EMPLOYER PAID CONTRIBUTIONS | | | | | | Total | EMPLOYEE DEDUCTIONS | | |
|---------------------|------------|-------------|----------------|-----------------------------|---------------|---------------|---------------|---------------|---------------|----------------|---------------------|-----------------|-----------------|
| | | | | Pension | H & W | Annuity | FTI | IBF | LAB/MGT | | DCO | P/PR | Org. |
| 0-749 | 1st | 50% | \$16.47 | \$0.00 | \$8.20 | \$0.00 | \$1.25 | \$0.67 | \$0.55 | \$27.14 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 750-1499 | 2nd | 55% | \$18.11 | \$0.00 | \$8.20 | \$3.80 | \$1.25 | \$0.67 | \$0.55 | \$32.58 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 1500-2249 | 3rd | 60% | \$19.76 | \$0.00 | \$8.20 | \$4.14 | \$1.25 | \$0.67 | \$0.55 | \$34.57 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 2250-2999 | 4th | 65% | \$21.40 | \$0.00 | \$8.20 | \$4.49 | \$1.25 | \$0.67 | \$0.55 | \$36.56 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3000-3749 | 5th | 70% | \$23.05 | \$11.30 | \$8.20 | \$4.83 | \$1.25 | \$0.67 | \$0.55 | \$49.85 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3750-4499 | 6th | 75% | \$24.70 | \$11.30 | \$8.20 | \$5.18 | \$1.25 | \$0.67 | \$0.55 | \$51.85 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 4500-5249 | 7th | 80% | \$26.34 | \$11.30 | \$8.20 | \$5.52 | \$1.25 | \$0.67 | \$0.55 | \$53.83 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 5250-5999 | 8th | 90% | \$29.64 | \$11.30 | \$8.20 | \$6.21 | \$1.25 | \$0.67 | \$0.55 | \$57.82 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 6000 | J/M | 100% | \$32.93 | \$11.30 | \$8.20 | \$6.90 | \$1.25 | \$0.67 | \$0.55 | \$61.80 | 3% of gross | 0.15/hr. | 0.75/hr. |

Repaint

| Hours of Employment | Pay Period | Percentage | Wage | EMPLOYER PAID CONTRIBUTIONS | | | | | | Total | EMPLOYEE DEDUCTIONS | | |
|---------------------|------------|-------------|----------------|-----------------------------|---------------|---------------|---------------|---------------|---------------|----------------|---------------------|-----------------|-----------------|
| | | | | Pension | H & W | Annuity | FTI | IBF | LAB/MGT | | DCO | P/PR | Org. |
| 0-749 | 1st | 50% | \$15.13 | \$0.00 | \$8.20 | \$0.00 | \$1.25 | \$0.67 | \$0.55 | \$25.80 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 750-1499 | 2nd | 55% | \$16.64 | \$0.00 | \$8.20 | \$3.80 | \$1.25 | \$0.67 | \$0.55 | \$31.11 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 1500-2249 | 3rd | 60% | \$18.15 | \$0.00 | \$8.20 | \$4.14 | \$1.25 | \$0.67 | \$0.55 | \$32.96 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 2250-2999 | 4th | 65% | \$19.66 | \$0.00 | \$8.20 | \$4.49 | \$1.25 | \$0.67 | \$0.55 | \$34.82 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3000-3749 | 5th | 70% | \$21.18 | \$11.30 | \$8.20 | \$4.83 | \$1.25 | \$0.67 | \$0.55 | \$47.98 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3750-4499 | 6th | 75% | \$22.69 | \$11.30 | \$8.20 | \$5.18 | \$1.25 | \$0.67 | \$0.55 | \$49.84 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 4500-5249 | 7th | 80% | \$24.20 | \$11.30 | \$8.20 | \$5.52 | \$1.25 | \$0.67 | \$0.55 | \$51.69 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 5250-5999 | 8th | 90% | \$27.23 | \$11.30 | \$8.20 | \$6.21 | \$1.25 | \$0.67 | \$0.55 | \$55.41 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 6000 | J/M | 100% | \$30.25 | \$11.30 | \$8.20 | \$6.90 | \$1.25 | \$0.67 | \$0.55 | \$59.12 | 3% of gross | 0.15/hr. | 0.75/hr. |

Zone 4

Vermont counties of - Bennington Windham
New Hampshire counties of - Cheshire Hillsborough Rockingham Stratford
Maine counties of - York
New Construction & Non Nuclear powerplants

| Hours of Employment | Pay Period | Percentage | Wage | EMPLOYER PAID CONTRIBUTIONS | | | | | | Total | EMPLOYEE DEDUCTIONS | | |
|---------------------|------------|-------------|----------------|-----------------------------|---------------|---------------|---------------|---------------|---------------|----------------|---------------------|-----------------|-----------------|
| | | | | Pension | H & W | Annuity | FTI | IBF | LAB/MGT | | DCO | P/PR | Org. |
| 0-749 | 1st | 50% | \$15.91 | \$0.00 | \$8.20 | \$0.00 | \$1.25 | \$0.67 | \$0.55 | \$26.58 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 750-1499 | 2nd | 55% | \$17.50 | \$0.00 | \$8.20 | \$3.22 | \$1.25 | \$0.67 | \$0.55 | \$31.39 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 1500-2249 | 3rd | 60% | \$19.09 | \$0.00 | \$8.20 | \$3.51 | \$1.25 | \$0.67 | \$0.55 | \$33.27 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 2250-2999 | 4th | 65% | \$20.68 | \$0.00 | \$8.20 | \$3.80 | \$1.25 | \$0.67 | \$0.55 | \$35.15 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3000-3749 | 5th | 70% | \$22.27 | \$7.71 | \$8.20 | \$4.10 | \$1.25 | \$0.67 | \$0.55 | \$44.75 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3750-4499 | 6th | 75% | \$23.87 | \$7.71 | \$8.20 | \$4.39 | \$1.25 | \$0.67 | \$0.55 | \$46.64 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 4500-5249 | 7th | 80% | \$25.46 | \$7.71 | \$8.20 | \$4.68 | \$1.25 | \$0.67 | \$0.55 | \$48.52 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 5250-5999 | 8th | 90% | \$28.64 | \$7.71 | \$8.20 | \$5.27 | \$1.25 | \$0.67 | \$0.55 | \$52.29 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 6000 | J/M | 100% | \$31.82 | \$7.71 | \$8.20 | \$5.85 | \$1.25 | \$0.67 | \$0.55 | \$56.05 | 3% of gross | 0.15/hr. | 0.75/hr. |

Zone 4

Repaint

| Hours of Employment | Pay Period | Percentage | Wage | EMPLOYER PAID CONTRIBUTIONS | | | | | | Total | EMPLOYEE DEDUCTIONS | | |
|---------------------|------------|-------------|----------------|-----------------------------|---------------|---------------|---------------|---------------|---------------|----------------|---------------------|-----------------|-----------------|
| | | | | Pension | H & W | Annuity | FTI | IBF | LAB/MGT | | DCO | P/PR | Org. |
| 0-749 | 1st | 50% | \$14.57 | \$0.00 | \$8.20 | \$0.00 | \$1.25 | \$0.67 | \$0.55 | \$25.24 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 750-1499 | 2nd | 55% | \$16.03 | \$0.00 | \$8.20 | \$3.22 | \$1.25 | \$0.67 | \$0.55 | \$29.92 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 1500-2249 | 3rd | 60% | \$17.48 | \$0.00 | \$8.20 | \$3.51 | \$1.25 | \$0.67 | \$0.55 | \$31.66 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 2250-2999 | 4th | 65% | \$18.94 | \$0.00 | \$8.20 | \$3.80 | \$1.25 | \$0.67 | \$0.55 | \$33.41 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3000-3749 | 5th | 70% | \$20.40 | \$7.71 | \$8.20 | \$4.10 | \$1.25 | \$0.67 | \$0.55 | \$42.88 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3750-4499 | 6th | 75% | \$21.86 | \$7.71 | \$8.20 | \$4.39 | \$1.25 | \$0.67 | \$0.55 | \$44.63 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 4500-5249 | 7th | 80% | \$23.31 | \$7.71 | \$8.20 | \$4.68 | \$1.25 | \$0.67 | \$0.55 | \$46.37 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 5250-5999 | 8th | 90% | \$26.23 | \$7.71 | \$8.20 | \$5.27 | \$1.25 | \$0.67 | \$0.55 | \$49.88 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 6000 | J/M | 100% | \$29.14 | \$7.71 | \$8.20 | \$5.85 | \$1.25 | \$0.67 | \$0.55 | \$53.37 | 3% of gross | 0.15/hr. | 0.75/hr. |

Zone 4

Bridges & Tanks

| Hours of Employment | Pay Period | Percentage | Wage | EMPLOYER PAID CONTRIBUTIONS | | | | | | Total | EMPLOYEE DEDUCTIONS | | |
|---------------------|------------|-------------|----------------|-----------------------------|---------------|---------------|---------------|---------------|---------------|----------------|---------------------|-----------------|-----------------|
| | | | | Pension | H & W | Annuity | FTI | IBF | LAB/MGT | | DCO | P/PR | Org. |
| 0-749 | 1st | 50% | \$18.72 | \$0.00 | \$4.37 | \$0.00 | \$0.73 | \$0.41 | \$0.55 | \$24.78 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 750-1499 | 2nd | 55% | \$20.59 | \$0.00 | \$4.37 | \$2.67 | \$0.73 | \$0.41 | \$0.55 | \$29.32 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 1500-2249 | 3rd | 60% | \$22.46 | \$0.00 | \$4.37 | \$2.91 | \$0.73 | \$0.41 | \$0.55 | \$31.43 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 2250-2999 | 4th | 65% | \$24.33 | \$0.00 | \$4.37 | \$3.15 | \$0.73 | \$0.41 | \$0.55 | \$33.54 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3000-3749 | 5th | 70% | \$26.20 | \$7.71 | \$4.37 | \$3.40 | \$0.73 | \$0.41 | \$0.55 | \$43.37 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3750-4499 | 6th | 75% | \$28.07 | \$7.71 | \$4.37 | \$3.64 | \$0.73 | \$0.41 | \$0.55 | \$45.48 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 4500-5249 | 7th | 80% | \$29.94 | \$7.71 | \$4.37 | \$3.88 | \$0.73 | \$0.41 | \$0.55 | \$47.59 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 5250-5999 | 8th | 90% | \$33.69 | \$7.71 | \$4.37 | \$4.37 | \$0.73 | \$0.41 | \$0.55 | \$51.83 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 6000 | J/M | 100% | \$37.43 | \$7.71 | \$4.37 | \$4.85 | \$0.73 | \$0.41 | \$0.55 | \$56.05 | 3% of gross | 0.15/hr. | 0.75/hr. |

Zone 4

Nuclear Power Plants

| Hours of Employment | Pay Period | Percentage | Wage | EMPLOYER PAID CONTRIBUTIONS | | | | | | Total | EMPLOYEE DEDUCTIONS | | |
|---------------------|------------|-------------|----------------|-----------------------------|---------------|---------------|---------------|---------------|---------------|----------------|---------------------|-----------------|-----------------|
| | | | | Pension | H & W | Annuity | FTI | IBF | LAB/MGT | | DCO | P/PR | Org. |
| 0-749 | 1st | 50% | \$16.42 | \$0.00 | \$8.20 | \$0.00 | \$1.25 | \$0.67 | \$0.55 | \$27.09 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 750-1499 | 2nd | 55% | \$18.06 | \$0.00 | \$8.20 | \$3.55 | \$1.25 | \$0.67 | \$0.55 | \$32.28 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 1500-2249 | 3rd | 60% | \$19.70 | \$0.00 | \$8.20 | \$3.87 | \$1.25 | \$0.67 | \$0.55 | \$34.24 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 2250-2999 | 4th | 65% | \$21.34 | \$0.00 | \$8.20 | \$4.19 | \$1.25 | \$0.67 | \$0.55 | \$36.20 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3000-3749 | 5th | 70% | \$22.98 | \$11.30 | \$8.20 | \$4.52 | \$1.25 | \$0.67 | \$0.55 | \$49.47 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3750-4499 | 6th | 75% | \$24.62 | \$11.30 | \$8.20 | \$4.84 | \$1.25 | \$0.67 | \$0.55 | \$51.43 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 4500-5249 | 7th | 80% | \$26.26 | \$11.30 | \$8.20 | \$5.16 | \$1.25 | \$0.67 | \$0.55 | \$53.39 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 5250-5999 | 8th | 90% | \$29.55 | \$11.30 | \$8.20 | \$5.81 | \$1.25 | \$0.67 | \$0.55 | \$57.33 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 6000 | J/M | 100% | \$32.83 | \$11.30 | \$8.20 | \$6.45 | \$1.25 | \$0.67 | \$0.55 | \$61.25 | 3% of gross | 0.15/hr. | 0.75/hr. |

Zone 5

Maine Counties

Androscoggin Aroostock Cumberlan Franklin Hancock Kennebec Knox Lincoln Oxford Penobscot
 piscataquis Sagadahoc Somerset Waldo Washington

Vermont Counties

Addison Caledonia Chittenden Essex Franklin Grand Isle Lamoille Orange
 Orleans Rutland Washington Windsor

New Hampshire Counties

Belknap Carroll Coos Grafton Merrimack Sullivan

Industrial Rate/Paper Mills/Non-Nuclear Power Plants

| Hours of Employment | Pay Period | Percentage | Wage | EMPLOYER PAID CONTRIBUTIONS | | | | | | Total | EMPLOYEE DEDUCTIONS | | |
|---------------------|------------|-------------|----------------|-----------------------------|---------------|---------------|---------------|---------------|---------------|----------------|---------------------|-----------------|-----------------|
| | | | | Pension | H & W | Annuity | FTI | IBF | LAB/MGT | | DCO | P/PR | Org. |
| 0-749 | 1st | 50% | \$15.45 | \$0.00 | \$4.30 | \$0.00 | \$0.60 | \$0.40 | \$0.55 | \$21.30 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 750-1499 | 2nd | 55% | \$17.00 | \$0.00 | \$4.30 | \$2.67 | \$0.60 | \$0.40 | \$0.55 | \$25.52 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 1500-2249 | 3rd | 60% | \$18.54 | \$0.00 | \$4.30 | \$2.91 | \$0.60 | \$0.40 | \$0.55 | \$27.30 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 2250-2999 | 4th | 65% | \$20.09 | \$0.00 | \$4.30 | \$3.15 | \$0.60 | \$0.40 | \$0.55 | \$29.09 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3000-3749 | 5th | 70% | \$21.63 | \$7.71 | \$4.30 | \$3.40 | \$0.60 | \$0.40 | \$0.55 | \$38.59 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3750-4499 | 6th | 75% | \$23.18 | \$7.71 | \$4.30 | \$3.64 | \$0.60 | \$0.40 | \$0.55 | \$40.38 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 4500-5249 | 7th | 80% | \$24.72 | \$7.71 | \$4.30 | \$3.88 | \$0.60 | \$0.40 | \$0.55 | \$42.16 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 5250-5999 | 8th | 90% | \$27.81 | \$7.71 | \$4.30 | \$4.37 | \$0.60 | \$0.40 | \$0.55 | \$45.74 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 6000 | J/M | 100% | \$30.90 | \$7.71 | \$4.30 | \$4.85 | \$0.60 | \$0.40 | \$0.55 | \$49.31 | 3% of gross | 0.15/hr. | 0.75/hr. |

Zone 5

Commercial Rate/New Construction/Repaint

| Hours of Employment | Pay Period | Percentage | Wage | EMPLOYER PAID CONTRIBUTIONS | | | | | | Total | EMPLOYEE DEDUCTIONS | | |
|---------------------|------------|-------------|----------------|-----------------------------|---------------|---------------|---------------|---------------|---------------|----------------|---------------------|-----------------|-----------------|
| | | | | Pension | H & W | Annuity | FTI | IBF | LAB/MGT | | DCO | P/PR | Org. |
| 0-749 | 1st | 50% | \$14.45 | \$0.00 | \$4.30 | \$0.00 | \$0.60 | \$0.40 | \$0.55 | \$20.30 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 750-1499 | 2nd | 55% | \$15.90 | \$0.00 | \$4.30 | \$2.67 | \$0.60 | \$0.40 | \$0.55 | \$24.42 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 1500-2249 | 3rd | 60% | \$17.34 | \$0.00 | \$4.30 | \$2.91 | \$0.60 | \$0.40 | \$0.55 | \$26.10 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 2250-2999 | 4th | 65% | \$18.79 | \$0.00 | \$4.30 | \$3.15 | \$0.60 | \$0.40 | \$0.55 | \$27.79 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3000-3749 | 5th | 70% | \$20.23 | \$7.71 | \$4.30 | \$3.40 | \$0.60 | \$0.40 | \$0.55 | \$37.19 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3750-4499 | 6th | 75% | \$21.68 | \$7.71 | \$4.30 | \$3.64 | \$0.60 | \$0.40 | \$0.55 | \$38.88 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 4500-5249 | 7th | 80% | \$23.12 | \$7.71 | \$4.30 | \$3.88 | \$0.60 | \$0.40 | \$0.55 | \$40.56 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 5250-5999 | 8th | 90% | \$26.01 | \$7.71 | \$4.30 | \$4.37 | \$0.60 | \$0.40 | \$0.55 | \$43.94 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 6000 | J/M | 100% | \$28.90 | \$7.71 | \$4.30 | \$4.85 | \$0.60 | \$0.40 | \$0.55 | \$47.31 | 3% of gross | 0.15/hr. | 0.75/hr. |

Zone 5

Bridges & Tanks

| Hours of Employment | Pay Period | Percentage | Wage | EMPLOYER PAID CONTRIBUTIONS | | | | | | Total | EMPLOYEE DEDUCTIONS | | |
|---------------------|------------|-------------|----------------|-----------------------------|---------------|---------------|---------------|---------------|---------------|----------------|---------------------|-----------------|-----------------|
| | | | | Pension | H & W | Annuity | FTI | IBF | LAB/MGT | | DCO | P/PR | Org. |
| 0-749 | 1st | 50% | \$18.72 | \$0.00 | \$4.37 | \$0.00 | \$0.73 | \$0.41 | \$0.55 | \$24.78 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 750-1499 | 2nd | 55% | \$20.59 | \$0.00 | \$4.37 | \$2.67 | \$0.73 | \$0.41 | \$0.55 | \$29.32 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 1500-2249 | 3rd | 60% | \$22.46 | \$0.00 | \$4.37 | \$2.91 | \$0.73 | \$0.41 | \$0.55 | \$31.43 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 2250-2999 | 4th | 65% | \$24.33 | \$0.00 | \$4.37 | \$3.15 | \$0.73 | \$0.41 | \$0.55 | \$33.54 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3000-3749 | 5th | 70% | \$26.20 | \$7.71 | \$4.37 | \$3.40 | \$0.73 | \$0.41 | \$0.55 | \$43.37 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3750-4499 | 6th | 75% | \$28.07 | \$7.71 | \$4.37 | \$3.64 | \$0.73 | \$0.41 | \$0.55 | \$45.48 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 4500-5249 | 7th | 80% | \$29.94 | \$7.71 | \$4.37 | \$3.88 | \$0.73 | \$0.41 | \$0.55 | \$47.59 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 5250-5999 | 8th | 90% | \$33.69 | \$7.71 | \$4.37 | \$4.37 | \$0.73 | \$0.41 | \$0.55 | \$51.83 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 6000 | J/M | 100% | \$37.43 | \$7.71 | \$4.37 | \$4.85 | \$0.73 | \$0.41 | \$0.55 | \$56.05 | 3% of gross | 0.15/hr. | 0.75/hr. |

Zone 5

Nuclear Power Plants

| Hours of Employment | Pay Period | Percentage | Wage | EMPLOYER PAID CONTRIBUTIONS | | | | | | Total | EMPLOYEE DEDUCTIONS | | |
|---------------------|------------|-------------|----------------|-----------------------------|---------------|---------------|---------------|---------------|---------------|----------------|---------------------|-----------------|-----------------|
| | | | | Pension | H & W | Annuity | FTI | IBF | LAB/MGT | | DCO | P/PR | Org. |
| 0-749 | 1st | 50% | \$16.42 | \$0.00 | \$8.20 | \$0.00 | \$1.25 | \$0.67 | \$0.55 | \$27.09 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 750-1499 | 2nd | 55% | \$18.06 | \$0.00 | \$8.20 | \$3.55 | \$1.25 | \$0.67 | \$0.55 | \$32.28 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 1500-2249 | 3rd | 60% | \$19.70 | \$0.00 | \$8.20 | \$3.87 | \$1.25 | \$0.67 | \$0.55 | \$34.24 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 2250-2999 | 4th | 65% | \$21.34 | \$0.00 | \$8.20 | \$4.19 | \$1.25 | \$0.67 | \$0.55 | \$36.20 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3000-3749 | 5th | 70% | \$22.98 | \$11.30 | \$8.20 | \$4.52 | \$1.25 | \$0.67 | \$0.55 | \$49.47 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 3750-4499 | 6th | 75% | \$24.62 | \$11.30 | \$8.20 | \$4.84 | \$1.25 | \$0.67 | \$0.55 | \$51.43 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 4500-5249 | 7th | 80% | \$26.26 | \$11.30 | \$8.20 | \$5.16 | \$1.25 | \$0.67 | \$0.55 | \$53.39 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 5250-5999 | 8th | 90% | \$29.55 | \$11.30 | \$8.20 | \$5.81 | \$1.25 | \$0.67 | \$0.55 | \$57.33 | 3% of gross | 0.15/hr. | 0.75/hr. |
| 6000 | J/M | 100% | \$32.83 | \$11.30 | \$8.20 | \$6.45 | \$1.25 | \$0.67 | \$0.55 | \$61.25 | 3% of gross | 0.15/hr. | 0.75/hr. |

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