

## 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

LAUREN JONES Secretary

MICHAEL FLANAGAN Director

KIM DRISCOLL Lt. Governor

Awarding Authority: Merrimack Valley Planning Commission

Contract Number: City/Town: GROVELAND

Description of Work: MVPC is soliciting bids for 13 municipalities for Catch Basin Cleaning, Random Crack Sealing, Guard Rails,

Pavement Markings, Bituminous Concrete and the Disposal of Debris .

Job Location: Various Locations within each municipality

## Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- 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 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, the 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. The annual update requirement is not applicable to 27F "rental of equipment" contracts. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- 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 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 a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS).
   Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.
- Every contractor or subcontractor working on the construction project must 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. For a sample payroll reporting form go to 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.
- Contractors must obtain the wage schedules from awarding authorities. 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.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

**Issue Date:** 04/04/2024 **Wage Request Number:** 20240403-078-5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT	01/01/2024	\$38.95	\$15.07	\$18.67	\$0.00	\$72.69
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$39.95	\$15.07	\$18.67	\$0.00	\$73.69
	12/01/2024	\$39.95	\$15.07	\$20.17	\$0.00	\$75.19
	01/01/2025	\$39.95	\$15.57	\$20.17	\$0.00	\$75.69
	06/01/2025	\$40.95	\$15.57	\$20.17	\$0.00	\$76.69
	12/01/2025	\$40.95	\$15.57	\$21.78	\$0.00	\$78.30
	01/01/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$78.90
	06/01/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$79.90
	12/01/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$81.64
	01/01/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$82.24
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$39.02	\$15.07	\$18.67	\$0.00	\$72.76
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$40.02	\$15.07	\$18.67	\$0.00	\$73.76
	12/01/2024	\$40.02	\$15.07	\$20.17	\$0.00	\$75.26
	01/01/2025	\$40.02	\$15.57	\$20.17	\$0.00	\$75.76
	06/01/2025	\$41.02	\$15.57	\$20.17	\$0.00	\$76.76
	12/01/2025	\$41.02	\$15.57	\$21.78	\$0.00	\$78.37
	01/01/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$78.97
	06/01/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$79.97
	12/01/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$81.71
	01/01/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$39.14	\$15.07	\$18.67	\$0.00	\$72.88
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$40.14	\$15.07	\$18.67	\$0.00	\$73.88
	12/01/2024	\$40.14	\$15.07	\$20.17	\$0.00	\$75.38
	01/01/2025	\$40.14	\$15.57	\$20.17	\$0.00	\$75.88
	06/01/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$76.88
	12/01/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$78.49
	01/01/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$79.09
	06/01/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$80.09
	12/01/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$81.83
	01/01/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"  AIR TRACK OPERATOR	10/04/05	φ20	Φ0.7-	ф1 <b>7.1</b> 1	Φ0.00	ф.с.т.
LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY)  LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
,	06/01/2024	\$39.94	\$9.65	\$17.14	\$0.00	\$66.73
	12/01/2024	\$41.27	\$9.65	\$17.14	\$0.00	\$68.06
	06/01/2025	\$42.66	\$9.65	\$17.14	\$0.00	\$69.45
	12/01/2025	\$44.04	\$9.65	\$17.14	\$0.00	\$70.83
	06/01/2026	\$45.48	\$9.65	\$17.14	\$0.00	\$72.27
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$46.92	\$9.65	\$17.14	\$0.00	\$73.71

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	12/01/2023	\$40.80	\$14.50	\$11.05	\$0.00	\$66.35
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	06/01/2024	\$41.80	\$14.50	\$11.05	\$0.00	\$67.35
	12/01/2024	\$42.80	\$14.50	\$11.05	\$0.00	\$68.35
	06/01/2025	\$43.80	\$14.50	\$11.05	\$0.00	\$69.35
	12/01/2025	\$44.80	\$14.50	\$11.05	\$0.00	\$70.35
ASPHALT RAKER LABORERS - ZONE 2	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
EDOLES CONT. 2 (SEET I CHOSTONIS)	06/01/2024	\$39.44	\$9.65	\$17.14	\$0.00	\$66.23
	12/01/2024	\$40.77	\$9.65	\$17.14	\$0.00	\$67.56
	06/01/2025	\$42.16	\$9.65	\$17.14	\$0.00	\$68.95
	12/01/2025	\$43.54	\$9.65	\$17.14	\$0.00	\$70.33
	06/01/2026	\$44.98	\$9.65	\$17.14	\$0.00	\$71.77
	12/01/2026	\$46.42	\$9.65	\$17.14	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER  OPERATING ENGINEERS LOCAL 4	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 2	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	\$39.94	\$9.65	\$17.14	\$0.00	\$66.73
•	12/01/2024	\$41.27	\$9.65	\$17.14	\$0.00	\$68.06
	06/01/2025	\$42.66	\$9.65	\$17.14	\$0.00	\$69.45
	12/01/2025	\$44.04	\$9.65	\$17.14	\$0.00	\$70.83
	06/01/2026	\$45.48	\$9.65	\$17.14	\$0.00	\$72.27
	12/01/2026	\$46.92	\$9.65	\$17.14	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

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Notes:

**Apprentice -** BOILERMAKER - Local 29

\$23.59

\$23.59

\$23.59

\$11.49

\$11.49

\$11.49

\$0.00

\$0.00

\$0.00

\$104.38

\$106.58

\$107.98

Effecti	ive Date - 01/01/2024				Supplemental	
Step	percent	Apprentice Base Wage I	Health	Pension	Unemployment	Total Rate
1	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57
2	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57
3	70	\$33.68	\$7.07	\$14.23	\$0.00	\$54.98
4	75	\$36.09	\$7.07	\$15.24	\$0.00	\$58.40
5	80	\$38.50	\$7.07	\$16.25	\$0.00	\$61.82
6	85	\$40.90	\$7.07	\$17.28	\$0.00	\$65.25
7	90	\$43.31	\$7.07	\$18.28	\$0.00	\$68.66
8	95	\$45.71	\$7.07	\$19.32	\$0.00	\$72.10

Apprentice to Journeyworker Ratio:1:4						
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY	02/01/2024	\$62.40	\$11.49	\$23.59	\$0.00	\$97.48
WATERPROOFING) BRICKLAYERS LOCAL 3 (LYNN)	08/01/2024	\$64.50	\$11.49	\$23.59	\$0.00	\$99.58
	02/01/2025	\$65.80	\$11.49	\$23.59	\$0.00	\$100.88
	08/01/2025	\$67.95	\$11.49	\$23.59	\$0.00	\$103.03

02/01/2026

08/01/2026

02/01/2027

\$69.30

\$71.50

\$72.90

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Pension

**Total Rate** 

			)2/01/2024	MASON - Local 3 Lynn			Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$31.20	\$11.49	\$23.59	\$0.00	\$66.28	
	2	60		\$37.44	\$11.49	\$23.59	\$0.00	\$72.52	
	3	70		\$43.68	\$11.49	\$23.59	\$0.00	\$78.76	
	4	80		\$49.92	\$11.49	\$23.59	\$0.00	\$85.00	
	5	90		\$56.16	\$11.49	\$23.59	\$0.00	\$91.24	
	Effecti	ve Date -	08/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.25	\$11.49	\$23.59	\$0.00	\$67.33	
	2	60		\$38.70	\$11.49	\$23.59	\$0.00	\$73.78	
	3	70		\$45.15	\$11.49	\$23.59	\$0.00	\$80.23	
	4	80		\$51.60	\$11.49	\$23.59	\$0.00	\$86.68	
	5	90		\$58.05	\$11.49	\$23.59	\$0.00	\$93.13	
	Notes:		. — — — — -						
	<u> </u>								
			neyworker Ratio:1:5						
ILLDOZER. Erating eng		R/SCRAPER OCAL 4		12/01/2023		\$15.00	\$16.40	\$0.00	\$85.83
				06/01/2024			\$16.40	\$0.00	\$87.11
				12/01/2024		\$15.00	\$16.40	\$0.00	\$88.55
				06/01/2025	5 \$58.43	3 \$15.00	\$16.40	\$0.00	\$89.83
				12/01/2025			\$16.40	\$0.00	\$91.27
				06/01/2026			\$16.40	\$0.00	\$92.55
For apprentice	e rates see '	'Apprentice- OPE	ERATING ENGINEERS"	12/01/2026	5 \$62.59	\$15.00	\$16.40	\$0.00	\$93.99
		INNING BO		12/01/2023	3 \$45.48	8 \$9.65	\$18.22	\$0.00	\$73.35
ORERS - FOU	NDATION	AND MARINE		06/01/2024			\$18.22	\$0.00	\$74.83
				12/01/2024			\$18.22	\$0.00	\$76.30
				06/01/2025			\$18.22	\$0.00	\$77.80
				12/01/2025			\$18.22	\$0.00	\$79.30
				06/01/2020			\$18.22	\$0.00	\$80.85
				12/01/2026			\$18.22	\$0.00	\$82.35
For apprentice	e rates see '	'Apprentice- LAF	BORER"						
		INNING LAI	BORER	12/01/2023	3 \$44.33	3 \$9.65	\$18.22	\$0.00	\$72.20
okeks - FOU	INDAIION	AND MARINE		06/01/2024	\$45.83	1 \$9.65	\$18.22	\$0.00	\$73.68
				12/01/2024	\$47.28	8 \$9.65	\$18.22	\$0.00	\$75.15
				06/01/2025	5 \$48.78	8 \$9.65	\$18.22	\$0.00	\$76.65
				12/01/2025	\$50.28	8 \$9.65	\$18.22	\$0.00	\$78.15
				06/01/2026	5 \$51.83	3 \$9.65	\$18.22	\$0.00	\$79.70
				12/01/2026	5 \$53.33	3 \$9.65	\$18.22	\$0.00	\$81.20

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN	12/01/2023	\$44.33	\$9.65	\$18.22	\$0.00	\$72.20
LABORERS - FOUNDATION AND MARINE	06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
	12/01/2024	\$47.28	\$9.65	\$18.22	\$0.00	\$75.15
	06/01/2025	\$48.78	\$9.65	\$18.22	\$0.00	\$76.65
	12/01/2025	\$50.28	\$9.65	\$18.22	\$0.00	\$78.15
	06/01/2026	\$51.83	\$9.65	\$18.22	\$0.00	\$79.70
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$53.33	\$9.65	\$18.22	\$0.00	\$81.20
CARBIDE CORE DRILL OPERATOR  LABORERS - ZONE 2	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	03/01/2024	\$47.12	\$9.83	\$19.97	\$0.00	\$76.92
CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2024	\$48.37	\$9.83	\$19.97	\$0.00	\$78.17
	03/01/2025	\$49.62	\$9.83	\$19.97	\$0.00	\$79.42
	09/01/2025	\$50.87	\$9.83	\$19.97	\$0.00	\$80.67
	03/01/2026	\$52.12	\$9.83	\$19.97	\$0.00	\$81.92
	09/01/2026	\$53.37	\$9.83	\$19.97	\$0.00	\$83.17
	03/01/2027	\$54.62	\$9.83	\$19.97	\$0.00	\$84.42

**Apprentice -** CARPENTER - Zone 2 Eastern MA

Step	ive Date - percent	03/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45		\$21.20	\$9.83	\$1.73	\$0.00	\$32.76
2	45		\$21.20	\$9.83	\$1.73	\$0.00	\$32.76
3	55		\$25.92	\$9.83	\$3.40	\$0.00	\$39.15
4	55		\$25.92	\$9.83	\$3.40	\$0.00	\$39.15
5	70		\$32.98	\$9.83	\$16.51	\$0.00	\$59.32
6	70		\$32.98	\$9.83	\$16.51	\$0.00	\$59.32
7	80		\$37.70	\$9.83	\$18.24	\$0.00	\$65.77
8	80		\$37.70	\$9.83	\$18.24	\$0.00	\$65.77
Effecti	ive Date -	09/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$21.77	\$9.83	\$1.73	\$0.00	\$33.33
2	45		\$21.77	\$9.83	\$1.73	\$0.00	\$33.33
3	55		\$26.60	\$9.83	\$3.40	\$0.00	\$39.83
4	55		\$26.60	\$9.83	\$3.40	\$0.00	\$39.83
5	70		\$33.86	\$9.83	\$16.51	\$0.00	\$60.20
	70		\$33.86	\$9.83	\$16.51	\$0.00	\$60.20
6			\$38.70	\$9.83	\$18.24	\$0.00	\$66.77
6 7	80					** **	A
	80 80		\$38.70	\$9.83	\$18.24	\$0.00	\$66.77
7	80			\$9.83 — — –	\$18.24 	\$0.00	\$66.77

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ENTERS-ZONE 3 (Woo	od Frame)		4-0.00	4			40.10.
E.T. EIG EOTE 5 (NO		10/01/2024	\$26.65	\$7.02	\$4.80	\$0.00	\$38.47
		10/01/2025	\$27.75	\$7.02	\$4.80	\$0.00	\$39.57
		10/01/2026	\$28.85	\$7.02	\$4.80	\$0.00	\$40.67
All Aspects of New Wo	od Frame Work						
	. CADDENTED (Wood E	ugua). Zana 2					
	entice - CARPENTER (Wood Fi rive Date - 10/01/2023	rame) - Zone 3					
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60	\$15.33	\$7.02	\$0.00	\$0.00	\$22.35	
2	60	\$15.33	\$7.02	\$0.00	\$0.00	\$22.35	
3	65	\$16.61	\$7.02	\$1.00	\$0.00	\$24.63	
4	70	\$17.89	\$7.02	\$1.00	\$0.00	\$25.91	
5	75	\$19.16	\$7.02	\$4.80	\$0.00	\$30.98	
6	80	\$20.44	\$7.02	\$4.80	\$0.00	\$32.26	
7	85	\$21.72	\$7.02	\$4.80	\$0.00	\$33.54	
8	90	\$23.00	\$7.02	\$4.80	\$0.00	\$34.82	
	ive Date - 10/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60	\$15.99	\$7.02	\$0.00	\$0.00	\$23.01	
2	60	\$15.99	\$7.02	\$0.00	\$0.00	\$23.01	
3	65	\$17.32	\$7.02	\$1.00	\$0.00	\$25.34	
4	70	\$18.66	\$7.02	\$1.00	\$0.00	\$26.68	
5	75	\$19.99	\$7.02	\$4.80	\$0.00	\$31.81	
6	80	\$21.32	\$7.02	\$4.80	\$0.00	\$33.14	
7	85	\$22.65	\$7.02	\$4.80	\$0.00	\$34.47	
8	90	\$23.99	\$7.02	\$4.80	\$0.00	\$35.81	
Notes	:						
Notes	% Indentured After 10/1/17; 4: Step 1&2 \$18.52/ 3&4 \$21.07/						

**Effective Date** 

10/01/2023

Base Wage

\$25.55

Health

\$7.02

Pension

\$4.80

Classification

CARPENTER WOOD FRAME

CARPENTERS-ZONE 3 (Wood Frame)

Supplemental

\$0.00

Unemployment

**Total Rate** 

\$37.37

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**Total Rate** 

**Apprentice -** CEMENT MASONRY/PLASTERING - Eastern Mass (Lynn)

Pension

	Effect	ive Date - 01/03	1/2024				Supplemental		
	Step	percent	Ap	prentice Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	50		\$24.67	\$13.00	\$15.93	\$0.00	\$53.6	0
	2	60		\$29.60	\$13.00	\$18.57	\$1.30	\$62.4	7
	3	65		\$32.06	\$13.00	\$19.57	\$1.30	\$65.9	3
	4	70		\$34.53	\$13.00	\$20.57	\$1.30	\$69.4	0
	5	75		\$37.00	\$13.00	\$21.57	\$1.30	\$72.8	7
	6	80		\$39.46	\$13.00	\$22.57	\$1.30	\$76.3	3
	7	90		\$44.40	\$13.00	\$23.57	\$1.30	\$82.2	7
	Notes:								
	İ	Steps 3,4 are 500	hrs. All other steps are 1	,000 hrs.					
	Appre	entice to Journeyv	vorker Ratio:1:3						
CHAIN SAW ABORERS - ZO		OR		12/01/2023	3 \$38.1	\$9.65	\$17.14	\$0.00	\$64.90
For apprentic	ce rates see	"Apprentice- LABORE	ER"						
			EADING MACHINES	12/01/2023	3 \$56.1	3 \$15.00	\$16.40	\$0.00	\$87.53
PERATING EN	GINEERS L	OCAL 4		06/01/2024	\$57.4	\$15.00	\$16.40	\$0.00	\$88.85
				12/01/2024	\$58.9	93 \$15.00	\$16.40	\$0.00	\$90.33
				06/01/2025	\$60.2	26 \$15.00	\$16.40	\$0.00	\$91.66
				12/01/2025	\$61.7	73 \$15.00	\$16.40	\$0.00	\$93.13
				06/01/2020	\$63.0	)6 \$15.00	\$16.40	\$0.00	\$94.46
				12/01/2026	5 \$64.5	\$15.00	\$16.40	\$0.00	\$95.94
		"Apprentice- OPERAT	ING ENGINEERS"						
OMPRESSO PERATING ENG				12/01/2023	\$35.6	52 \$15.00		\$0.00	\$67.02
		-		06/01/2024	\$36.4	\$15.00		\$0.00	\$67.87
				12/01/2024	\$37.4	\$15.00		\$0.00	\$68.82
				06/01/2025	\$38.2	\$15.00	\$16.40	\$0.00	\$69.67
				12/01/2025	\$39.2			\$0.00	\$70.62
				06/01/2026	\$40.0	98 \$15.00	\$16.40	\$0.00	\$71.48
ъ.		u ober :	DIG ENGDIFERS"	12/01/2026	\$41.0	\$15.00	\$16.40	\$0.00	\$72.43
		"Apprentice- OPERAT	ING ENGINEERS"				000 0-	***	
ELEADER ( INTERS LOCA				01/01/2024			\$23.95	\$0.00	\$89.96
				07/01/2024			\$23.95	\$0.00	\$91.16
				01/01/2025	\$58.4	\$9.95	\$23.95	\$0.00	\$92.36

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Pension

**Total Rate** 

	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
	1	50	\$28.03	\$9.95	\$0.00	\$0.00	\$37.98	
	2	55	\$30.83	\$9.95	\$6.66	\$0.00	\$47.44	
	3	60	\$33.64	\$9.95	\$7.26	\$0.00	\$50.85	
	4	65	\$36.44	\$9.95	\$7.87	\$0.00	\$54.26	
	5	70	\$39.24	\$9.95	\$20.32	\$0.00	\$69.51	
	6	75	\$42.05	\$9.95	\$20.93	\$0.00	\$72.93	
	7	80	\$44.85	\$9.95	\$21.53	\$0.00	\$76.33	
	8	90	\$50.45	\$9.95	\$22.74	\$0.00	\$83.14	
		ve Date - 07/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50	\$28.63	\$9.95	\$0.00	\$0.00	\$38.58	
	2	55	\$31.49	\$9.95	\$6.66	\$0.00	\$48.10	
	3	60	\$34.36	\$9.95	\$7.26	\$0.00	\$51.57	
	4	65	\$37.22	\$9.95	\$7.87	\$0.00	\$55.04	
	5	70	\$40.08	\$9.95	\$20.32	\$0.00	\$70.35	
	6	75	\$42.95	\$9.95	\$20.93	\$0.00	\$73.83	
	7	80	\$45.81	\$9.95	\$21.53	\$0.00	\$77.29	
	8	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.22	
	Notes:	Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1						
MO: ADZEI ORERS - ZONE			12/01/2023	3 \$44.48	\$9.65	\$18.07	\$0.00	\$72.20
For apprentice	rates see '	'Apprentice- LABORER"						
MO: BACK ORERS - ZONE		DADER/HAMMER OPERATOR	12/01/2023	3 \$45.48	\$9.65	\$18.07	\$0.00	\$73.20
		Apprentice- LABORER"						
MO: BURN ORERS - ZONE			12/01/2023	3 \$45.23	\$9.65	\$18.07	\$0.00	\$72.95
For apprentice	rates see '	Apprentice- LABORER"						
MO: CONC ORERS - ZONE		UTTER/SAWYER	12/01/2023	3 \$45.48	\$9.65	\$18.07	\$0.00	\$73.20
For apprentice	rates see '	Apprentice- LABORER"						
MO: JACKI PORERS - ZONE		ER OPERATOR	12/01/2023	3 \$45.23	\$9.65	\$18.07	\$0.00	\$72.95
For apprentice	rates see '	Apprentice- LABORER"						
MO: WREC Orers - zone		ABORER	12/01/2023	3 \$44.48	\$9.65	\$18.07	\$0.00	\$72.20
For apprentice	rates see '	Apprentice- LABORER"						

Classification	<b>Effective Date</b>	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction)  DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN	03/01/2024	\$61.86	\$13.00	\$22.21	\$0.00	\$97.07
ELECTRICIANS LOCAL 103	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
	09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.25
	03/01/2026	\$68.09	\$13.00	\$22.39	\$0.00	\$103.48
	09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
	03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
	09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
	03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89

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ELEVATOR CONSTRUCTORS LOCAL 4

Step	ive Date - 03/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra
1	40	\$24.74	\$13.00	\$0.74	\$0.00	\$38.4
2	40	\$24.74	\$13.00	\$0.74	\$0.00	\$38.4
3	45	\$27.84	\$13.00	\$16.67	\$0.00	\$57.5
4	45	\$27.84	\$13.00	\$16.67	\$0.00	\$57.5
5	50	\$30.93	\$13.00	\$17.17	\$0.00	\$61.1
6	55	\$34.02	\$13.00	\$17.67	\$0.00	\$64.6
7	60	\$37.12	\$13.00	\$18.17	\$0.00	\$68.2
8	65	\$40.21	\$13.00	\$18.68	\$0.00	\$71.8
9	70	\$43.30	\$13.00	\$19.18	\$0.00	\$75.4
10	75	\$46.40	\$13.00	\$19.69	\$0.00	\$79.0
Step	opercent 09/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat
1	40	\$25.51	\$13.00	\$0.77	\$0.00	\$39.2
2	40	\$25.51	\$13.00	\$0.77	\$0.00	\$39.2
3	45	\$28.70	\$13.00	\$16.69	\$0.00	\$58.3
4	45	\$28.70	\$13.00	\$16.69	\$0.00	\$58.3
5	50	\$31.89	\$13.00	\$17.20	\$0.00	\$62.0
6	55	\$35.08	\$13.00	\$17.70	\$0.00	\$65.7
7	60	\$38.27	\$13.00	\$18.21	\$0.00	\$69.4
8	65	\$41.46	\$13.00	\$18.71	\$0.00	\$73.1
9	70	\$44.65	\$13.00	\$19.22	\$0.00	\$76.8
10	75	\$47.84	\$13.00	\$19.74	\$0.00	\$80.5
Notes						
	App Prior 1/1/03; 30/35	/40/45/50/55/65/70/75/80				

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Pension

**Total Rate** 

	Step	ive <b>Date</b> - 01/01/2022 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	3
	1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84	1
	2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33	3
	3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89	)
	4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17	7
	5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74	1
	Notes:							
		Steps 1-2 are 6 mos.; Steps 3-5 are	l year				i	
		ntice to Journeyworker Ratio:1:1						
LEVATOR C EVATOR CONS		JCTOR HELPER S LOCAL 4	01/01/2022	2 \$45.93	\$16.03	\$20.21	\$0.00	\$82.17
		'Apprentice - ELEVATOR CONSTRUCTOR"						
ENCE & GU. 1 <i>borers - zon</i>		.IL ERECTOR (HEAVY & HIGHWA y & <i>highway</i> )	Y) 12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
			06/01/2024	\$39.44	\$9.65	\$17.14	\$0.00	\$66.2
			12/01/2024	\$40.77	\$9.65	\$17.14	\$0.00	\$67.5
			06/01/2025	\$42.16	\$9.65	\$17.14	\$0.00	\$68.9
			12/01/2025	5 \$43.54	\$9.65	\$17.14	\$0.00	\$70.3
			06/01/2026	5 \$44.98	\$9.65	\$17.14	\$0.00	\$71.7
For apprentice	e rates see '	'Apprentice- LABORER (Heavy and Highway)	12/01/2026	5 \$46.42	\$9.65	\$17.14	\$0.00	\$73.2
		SON-BLDG,SITE,HVY/HWY	11/01/2023	3 \$50.30	) \$14.50	\$16.15	\$0.00	\$80.9
PERATING ENG			05/01/2024			\$16.15	\$0.00	\$82.19
			11/01/2024	*		\$16.15	\$0.00	\$83.4
			05/01/2025			\$16.15	\$0.00	\$84.92
			11/01/2025	*-		\$16.15	\$0.00	\$86.2
			05/01/2026			\$16.15	\$0.00	\$87.6
			11/01/2026			\$16.15	\$0.00	\$88.9
			05/01/2027			\$16.15	\$0.00	\$90.3
		'Apprentice- OPERATING ENGINEERS"						
ELD ENG.P. PERATING ENG		HIEF-BLDG,SITE,HVY/HWY OCAL 4	11/01/2023	\$51.87	\$14.50	\$16.15	\$0.00	\$82.5
			05/01/2024	\$53.12	\$14.50	\$16.15	\$0.00	\$83.7
			11/01/2024	\$54.42	\$14.50	\$16.15	\$0.00	\$85.0
			05/01/2025	\$55.87	\$14.50	\$16.15	\$0.00	\$86.52
			11/01/2025	\$57.17	\$14.50	\$16.15	\$0.00	\$87.82
			05/01/2026	5 \$58.62	\$14.50	\$16.15	\$0.00	\$89.2
			11/01/2026	5 \$59.92	\$14.50	\$16.15	\$0.00	\$90.5
			05/01/2027	7 \$61.37	\$14.50	\$16.15	\$0.00	\$92.02

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	11/01/2023	\$24.93	\$14.50	\$16.15	\$0.00	\$55.58
OPERATING ENGINEERS LOCAL 4	05/01/2024	\$25.66	\$14.50	\$16.15	\$0.00	\$56.31
	11/01/2024	\$26.42	\$14.50	\$16.15	\$0.00	\$57.07
	05/01/2025	\$27.27	\$14.50	\$16.15	\$0.00	\$57.92
	11/01/2025	\$28.03	\$14.50	\$16.15	\$0.00	\$58.68
	05/01/2026	\$28.88	\$14.50	\$16.15	\$0.00	\$59.53
	11/01/2026	\$29.64	\$14.50	\$16.15	\$0.00	\$60.29
	05/01/2027	\$30.49	\$14.50	\$16.15	\$0.00	\$61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 103	03/01/2024	\$61.86	\$13.00	\$22.21	\$0.00	\$97.07
	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
	09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.25
	03/01/2026	\$68.09	\$13.00	\$22.39	\$0.00	\$103.48
	09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
	03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
	09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
F	03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS</i>	03/01/2024	\$49.49	\$13.00	\$20.19	\$0.00	\$82.68
LOCAL 103	09/01/2024	\$51.02	\$13.00	\$20.24	\$0.00	\$84.26
	03/01/2025	\$51.98	\$13.00	\$20.27	\$0.00	\$85.25
	09/01/2025	\$53.51	\$13.00	\$20.32	\$0.00	\$86.83
	03/01/2026	\$54.47	\$13.00	\$20.34	\$0.00	\$87.81
	09/01/2026	\$56.00	\$13.00	\$20.39	\$0.00	\$89.39
	03/01/2027	\$56.95	\$13.00	\$20.42	\$0.00	\$90.37
	09/01/2027	\$58.49	\$13.00	\$20.46	\$0.00	\$91.95
F C C TELECOLOMBICATIONS TECHNICIAN	03/01/2028	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"  FIREMAN (ASST. ENGINEER)				01610		
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$44.47	\$15.00	\$16.40	\$0.00	\$75.87
	06/01/2024	\$45.53	\$15.00	\$16.40	\$0.00	\$76.93
	12/01/2024	\$46.71	\$15.00	\$16.40	\$0.00	\$78.11
	06/01/2025	\$47.77	\$15.00	\$16.40	\$0.00	\$79.17
	12/01/2025	\$48.94	\$15.00	\$16.40	\$0.00	\$80.34
	06/01/2026	\$50.00	\$15.00	\$16.40	\$0.00	\$81.40
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$51.18	\$15.00	\$16.40	\$0.00	\$82.58
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/01/2022	¢25.40	\$0.65	\$17 1A	\$0.00	<b>\$50.07</b>
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$25.48	\$9.65	\$17.14 \$17.14	\$0.00	\$52.27 \$52.20
	06/01/2024	\$26.51	\$9.65	\$17.14	\$0.00	\$53.30
	12/01/2024	\$26.51	\$9.65	\$17.14	\$0.00	\$53.30
	06/01/2025	\$27.59	\$9.65	\$17.14	\$0.00	\$54.38
	12/01/2025	\$27.59	\$9.65	\$17.14	\$0.00	\$54.38
	06/01/2026	\$28.71	\$9.65	\$17.14	\$0.00	\$55.50
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$28.71	\$9.65	\$17.14	\$0.00	\$55.50

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FLOORCOVE				03/01/2024	\$54.73	\$8.83	\$20.27	\$0.00	\$83.83
FLOORCOVERERS	S LOCAL 2	?168 ZONE I		09/01/2024	\$56.23	\$8.83	\$20.27	\$0.00	\$85.33
				03/01/2025	\$57.73	\$8.83	\$20.27	\$0.00	\$86.83
				09/01/2025	\$59.23	\$8.83	\$20.27	\$0.00	\$88.33
				03/01/2026	\$60.73	\$8.83	\$20.27	\$0.00	\$89.83
				09/01/2026	\$62.23	\$8.83	\$20.27	\$0.00	\$91.33
				03/01/2027	\$63.73	\$8.83	\$20.27	\$0.00	\$92.83
		ntice - FL	OORCOVERER - Local 21 03/01/2024	68 Zone I			Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	45		\$24.63	\$8.83	\$1.76	\$0.00	\$35.22	
	2	45		\$24.63	\$8.83	\$1.76	\$0.00	\$35.22	
	3	55		\$30.10	\$8.83	\$3.52	\$0.00	\$42.45	
	4	55		\$30.10	\$8.83	\$3.52	\$0.00	\$42.45	
	5	70		\$38.31	\$8.83	\$16.75	\$0.00	\$63.89	
	6	70		\$38.31	\$8.83	\$16.75	\$0.00	\$63.89	
	7	80		\$43.78	\$8.83	\$18.51	\$0.00	\$71.12	
	8	80		\$43.78	\$8.83	\$18.51	\$0.00	\$71.12	
	Effecti	ve Date -	09/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	45		\$25.30	\$8.83	\$1.76	\$0.00	\$35.89	
	2	45		\$25.30	\$8.83	\$1.76	\$0.00	\$35.89	
	3	55		\$30.93	\$8.83	\$3.52	\$0.00	\$43.28	
	4	55		\$30.93	\$8.83	\$3.52	\$0.00	\$43.28	
	5	70		\$39.36	\$8.83	\$16.75	\$0.00	\$64.94	
	6	70		\$39.36	\$8.83	\$16.75	\$0.00	\$64.94	
	7	80		\$44.98	\$8.83	\$18.51	\$0.00	\$72.32	
	8	80		\$44.98	\$8.83	\$18.51	\$0.00	\$72.32	
	Notes:	Steps are 7	50 hrs.						
								i	
			rneyworker Ratio:1:1						
FORK LIFT/CI				12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
OPERATING ENG	IVEEKS LC	JCAL 4		06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
				12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
				06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
				12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
				06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
For apprentice	rates see "	'Apprentice- O	PERATING ENGINEERS"	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68
**									

Effective Date Base Wage Health

Classification

Supplemental

Unemployment

Pension

**Total Rate** 

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Classification  GENERATOR/LIGHTING PLANT/HEATERS			Effective Da	te Base Wag	e Health	Pension	Supplemental Unemployment	Total Rate
GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4			12/01/2023	\$35.62	\$15.00	\$16.40	\$0.00	\$67.02
OPERATING ENG	INEERS LC	JCAL 4	06/01/2024	\$36.47	\$15.00	\$16.40	\$0.00	\$67.87
			12/01/2024	\$37.42	\$15.00	\$16.40	\$0.00	\$68.82
			06/01/2025	\$38.27	\$15.00	\$16.40	\$0.00	\$69.67
			12/01/2025	\$39.22	\$15.00	\$16.40	\$0.00	\$70.62
			06/01/2026	\$40.08	\$15.00	\$16.40	\$0.00	\$71.48
F	. "	A COREDATING ENGINEERGH	12/01/2026	\$41.03	\$15.00	\$16.40	\$0.00	\$72.43
		Apprentice- OPERATING ENGINEERS"  ANK/AIR BARRIER/INTERIOR	04/04/0004	0.4.7.7.6	#0.0 <b>=</b>	#22.05	Ф0.00	<b>**</b>
SYSTEMS)	ASS I L	ANN/AIR DARRIEN INTERIOR	01/01/2024		\$9.95	\$23.95	\$0.00	\$79.46
GLAZIERS LOCAL	L 35 (ZONE	2)	07/01/2024		\$9.95	\$23.95	\$0.00	\$80.66
			01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86
	Apprei							
		ve Date - 01/01/2024		TT 11	ъ :	Supplementa		
	Step	percent	Apprentice Base Wage		Pension	Unemploymen		
	1	50	\$22.78	\$9.95	\$0.00	\$0.00		
	2	55	\$25.06	\$9.95	\$6.66	\$0.00		
	3	60	\$27.34	\$9.95	\$7.26	\$0.00		
	4	65	\$29.61	\$9.95	\$7.87	\$0.00		
	5	70	\$31.89	\$9.95	\$20.32	\$0.00		
	6	75	\$34.17	\$9.95	\$20.93	\$0.00		
	7	80	\$36.45	\$9.95	\$21.53	\$0.00		
	8	90	\$41.00	\$9.95	\$22.74	\$0.00	\$73.69	
		ve Date - 07/01/2024				Supplementa		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemploymen	t Total Rate	
	1	50	\$23.38	\$9.95	\$0.00	\$0.00	\$33.33	
	2	55	\$25.72	\$9.95	\$6.66	\$0.00	\$42.33	
	3	60	\$28.06	\$9.95	\$7.26	\$0.00	\$45.27	
	4	65	\$30.39	\$9.95	\$7.87	\$0.00	\$48.21	
	5	70	\$32.73	\$9.95	\$20.32	\$0.00	\$63.00	
	6	75	\$35.07	\$9.95	\$20.93	\$0.00	\$65.95	
	7	80	\$37.41	\$9.95	\$21.53	\$0.00	\$68.89	
	8	90	\$42.08	\$9.95	\$22.74	\$0.00	\$74.77	
	Notes:	Steps are 750 hrs.						
HOISTRICE		ntice to Journeyworker Ratio:1:1				<u> </u>	***	
OPERATING ENG		R/CRANES/GRADALLS OCAL 4	12/01/2023		\$15.00	\$16.40	\$0.00	\$86.43
			06/01/2024		\$15.00	\$16.40	\$0.00	\$87.73
			12/01/2024		\$15.00	\$16.40	\$0.00	\$89.18
			06/01/2025		\$15.00	\$16.40	\$0.00	\$90.48
			12/01/2025		\$15.00	\$16.40	\$0.00	\$91.93
			06/01/2026		\$15.00	\$16.40	\$0.00	\$93.23
			12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68

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**Total Rate** 

**Apprentice -** OPERATING ENGINEERS - Local 4

	Apprer Effecti	itice - Oi ve Date -	12/01/2023	Local 4			Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55		\$30.27	\$15.00	\$0.00	\$0.00	\$45.27	
	2	60		\$33.02	\$15.00	\$16.40	\$0.00	\$64.42	
	3	65		\$35.77	\$15.00	\$16.40	\$0.00	\$67.17	
	4	70		\$38.52	\$15.00	\$16.40	\$0.00	\$69.92	
	5	75		\$41.27	\$15.00	\$16.40	\$0.00	\$72.67	
	6	80		\$44.02	\$15.00	\$16.40	\$0.00	\$75.42	
	7	85		\$46.78	\$15.00	\$16.40	\$0.00	\$78.18	
	8	90		\$49.53	\$15.00	\$16.40	\$0.00	\$80.93	
	Effection Step	ve Date -	06/01/2024	Apprentice Base Wage	Haalth	Pension	Supplemental Unemployment	Total Rate	
	$\frac{\operatorname{step}}{1}$	55				\$0.00			
	2	60		\$30.98	\$15.00		\$0.00	\$45.98 \$65.20	
	3	65		\$33.80	\$15.00	\$16.40	\$0.00	\$65.20	
	4	70		\$36.61 \$39.43	\$15.00	\$16.40 \$16.40	\$0.00 \$0.00	\$68.01 \$70.83	
	5	75		\$39.43 \$42.25	\$15.00 \$15.00	\$16.40	\$0.00	\$70.83 \$73.65	
	6	80		\$42.23 \$45.06		\$16.40			
	7	85		\$43.06 \$47.88	\$15.00	\$16.40	\$0.00 \$0.00	\$76.46 \$79.28	
	8	90		\$50.70	\$15.00 \$15.00	\$16.40	\$0.00	\$82.10	
	Ü	70		\$30.70	\$13.00	\$10.40	\$0.00	\$62.10	
	Notes:								
	Apprei	ntice to Joi	urneyworker Ratio:1:6						
HVAC (DUCTW	VORK)			02/01/2024	4 \$57.22	\$14.59	\$27.50	\$2.98	\$102.29
SHEETMETAL WOR	KERS LO	CAL 17 - A		08/01/2024			\$27.50	\$2.98	\$104.04
				02/01/202:			\$27.50	\$2.98	\$105.79
				08/01/202:			\$27.50	\$2.98	\$107.64
				02/01/2020			\$27.50	\$2.98	\$109.59
		••	SHEET METAL WORKER"						
HVAC (ELECTI ELECTRICIANS LO		CONTROI	LS)	03/01/2024	4 \$61.86	\$13.00	\$22.21	\$0.00	\$97.07
				09/01/2024	4 \$63.78	\$13.00	\$22.26	\$0.00	\$99.04
				03/01/2023			\$22.30	\$0.00	\$100.28
				09/01/2023			\$22.36	\$0.00	\$102.25
				03/01/2020			\$22.39	\$0.00	\$103.48
				09/01/2020			\$22.45	\$0.00	\$105.45
				03/01/202			\$22.49	\$0.00	\$106.68
				09/01/2027			\$22.54	\$0.00	\$108.65
For apprentice i	rates see "	Apprentice- E	ELECTRICIAN"	03/01/2028	8 \$74.31	\$13.00	\$22.58	\$0.00	\$109.89

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	<b>Total Rate</b>
HVAC (TESTING AND BALANCING - AIR)	02/01/2024	\$57.22	\$14.59	\$27.50	\$2.98	\$102.29
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2024	\$58.97	\$14.59	\$27.50	\$2.98	\$104.04
	02/01/2025	\$60.72	\$14.59	\$27.50	\$2.98	\$105.79
	08/01/2025	\$62.57	\$14.59	\$27.50	\$2.98	\$107.64
	02/01/2026	\$64.52	\$14.59	\$27.50	\$2.98	\$109.59
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER)	03/01/2024	\$65.28	\$12.70	\$21.80	\$0.00	\$99.78
PIPEFITTERS LOCAL 537 (Local 138)	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
HVAC MECHANIC	03/01/2024	\$65.28	\$12.70	\$21.80	\$0.00	\$99.78
PIPEFITTERS LOCAL 537 (Local 138)	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS  LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	\$39.94	\$9.65	\$17.14	\$0.00	\$66.73
	12/01/2024	\$41.27	\$9.65	\$17.14	\$0.00	\$68.06
	06/01/2025	\$42.66	\$9.65	\$17.14	\$0.00	\$69.45
	12/01/2025	\$44.04	\$9.65	\$17.14	\$0.00	\$70.83
	06/01/2026	\$45.48	\$9.65	\$17.14	\$0.00	\$72.27
	12/01/2026	\$46.92	\$9.65	\$17.14	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS)	09/01/2023	\$53.50	\$14.75	\$19.61	\$0.00	\$87.86
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2024	\$56.92	\$14.75	\$19.61	\$0.00	\$91.28
	09/01/2025	\$60.34	\$14.75	\$19.61	\$0.00	\$94.70
	09/01/2026	\$63.76	\$14.75	\$19.61	\$0.00	\$98.12

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Step	tive Date - 09/01/2023 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.75	\$14.75	\$14.32	\$0.00	\$55.82
2	60	\$32.10	\$14.75	\$15.37	\$0.00	\$62.22
3	70	\$37.45	\$14.75	\$16.43	\$0.00	\$68.63
4	80	\$42.80	\$14.75	\$17.49	\$0.00	\$75.04
	tive Date - 09/01/2024	Apprentice Base Wage	Uaalth	Pension	Supplemental Unemployment	Total Rate
Step 1	50			\$14.32	\$0.00	
2	60	\$28.46 \$34.15	\$14.75 \$14.75	\$14.32 \$15.37	\$0.00	\$57.53 \$64.27
3	70	\$39.84	\$14.75	\$15.57	\$0.00	\$71.02
4	80	\$45.54	\$14.75	\$17.49	\$0.00	\$77.78
Notes						
	Steps are 1 year					
Annr	entice to Journeyworker Ratio					'

• •	ntice - IRONWORKER - Local 7 ive Date - 03/16/2024	Lawrence			Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	60	\$29.74	\$8.35	\$26.70	\$0.00	\$64.79	)
2	70	\$34.69	\$8.35	\$26.70	\$0.00	\$69.74	
3	75	\$37.17	\$8.35	\$26.70	\$0.00	\$72.22	
4	80	\$39.65	\$8.35	\$26.70	\$0.00	\$74.70	)
5	85	\$42.13	\$8.35	\$26.70	\$0.00	\$77.18	
6	90	\$44.60	\$8.35	\$26.70	\$0.00	\$79.65	
Notes:							
Appre	ntice to Journeyworker Ratio:1:4						
ACKHAMMER & PA ABORERS - ZONE 2	VING BREAKER OPERATOR	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see '	'Apprentice- LABORER"						
ABORER ABORERS - ZONE 2		12/01/2023	\$37.86	\$9.65	\$17.14	\$0.00	\$64.65

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**Total Rate** 

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	Effecti Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$22.72	\$9.65	\$16.89	\$0.00	\$49.26	
	2	70	\$26.50	\$9.65	\$16.89	\$0.00	\$53.04	
	3	80	\$30.29	\$9.65	\$16.89	\$0.00	\$56.83	
	4	90	\$34.07	\$9.65	\$16.89	\$0.00	\$60.61	
	Notes:	- — — — — — -						
	Appre	ntice to Journeyworker Ratio:1:	<del></del>					
ABORER (HE			12/01/2023	\$37.86	\$9.65	\$17.14	\$0.00	\$64.65
IBORERS - ZONE	E 2 (HEAV	Y & HIGHWAY)	06/01/2024		\$9.65	\$17.14	\$0.00	\$65.98
			12/01/2024		\$9.65	\$17.14	\$0.00	\$67.31
			06/01/2025		\$9.65	\$17.14	\$0.00	\$68.70
			12/01/2025		\$9.65	\$17.14	\$0.00	\$70.08
			06/01/2026		\$9.65	\$17.14	\$0.00	\$71.52
			12/01/2026		\$9.65	\$17.14	\$0.00	\$72.96
	Effecti	ntice - LABORER (Heavy & Higive Date - 12/01/2023		77 - 1d	D.	Supplemental	Tilbi	
	Effecti	ive Date - 12/01/2023		Health	Pension	Supplemental Unemployment	Total Rate	
			Apprentice Base Wage \$22.72	Health \$9.65	Pension \$17.14		Total Rate \$49.51	
	Effecti Step	ive Date - 12/01/2023 percent	Apprentice Base Wage			Unemployment		
	Step 1	percent 12/01/2023 60	Apprentice Base Wage \$22.72	\$9.65	\$17.14	Unemployment \$0.00	\$49.51	
	Step  1 2	ive Date - 12/01/2023 percent 60 70	Apprentice Base Wage \$22.72 \$26.50	\$9.65 \$9.65	\$17.14 \$17.14	\$0.00 \$0.00	\$49.51 \$53.29	
	Step  1 2 3 4  Effecti	percent 12/01/2023 percent 60 70 80	\$22.72 \$26.50 \$30.29 \$34.07	\$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$49.51 \$53.29 \$57.08 \$60.86	
	Step  1 2 3 4  Effecti Step	12/01/2023 percent  60 70 80 90  ive Date - 06/01/2024 percent	Apprentice Base Wage \$22.72 \$26.50 \$30.29 \$34.07  Apprentice Base Wage	\$9.65 \$9.65 \$9.65 \$9.65 Health	\$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$49.51 \$53.29 \$57.08 \$60.86	
	Step  1  2  3  4  Effecti Step  1	percent  60  70  80  90  ive Date - 06/01/2024 percent  60	\$22.72 \$26.50 \$30.29 \$34.07 Apprentice Base Wage	\$9.65 \$9.65 \$9.65 \$9.65 Health	\$17.14 \$17.14 \$17.14 \$17.14 Pension \$16.89	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$49.51 \$53.29 \$57.08 \$60.86 Total Rate	
	Step  1 2 3 4  Effecti Step  1 2 2 3 4	ive Date - 12/01/2023 percent  60 70 80 90  ive Date - 06/01/2024 percent  60 70	\$22.72 \$26.50 \$30.29 \$34.07 Apprentice Base Wage \$23.51 \$27.43	\$9.65 \$9.65 \$9.65 \$9.65 Health \$9.00 \$9.00	\$17.14 \$17.14 \$17.14 \$17.14 Pension \$16.89 \$16.89	Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00  Supplemental Unemployment	\$49.51 \$53.29 \$57.08 \$60.86 Total Rate \$49.40 \$53.32	
	Effecti Step  1  2  3  4  Effecti Step  1  2  3  4	percent  60  70  80  90  ive Date - 06/01/2024  percent  60  70  80  80  90	\$22.72 \$26.50 \$30.29 \$34.07 Apprentice Base Wage \$23.51 \$27.43 \$31.35	\$9.65 \$9.65 \$9.65 \$9.65 Health \$9.00 \$9.00	\$17.14 \$17.14 \$17.14 \$17.14 Pension \$16.89 \$16.89	Unemployment \$0.00 \$0.00 \$0.00 \$0.00  Supplemental Unemployment \$0.00 \$0.00	\$49.51 \$53.29 \$57.08 \$60.86 Total Rate \$49.40 \$53.32 \$57.24	
	Step  1 2 3 4  Effecti Step  1 2 2 3 4	ive Date - 12/01/2023 percent  60 70 80 90  ive Date - 06/01/2024 percent  60 70	\$22.72 \$26.50 \$30.29 \$34.07 Apprentice Base Wage \$23.51 \$27.43	\$9.65 \$9.65 \$9.65 \$9.65 Health \$9.00 \$9.00	\$17.14 \$17.14 \$17.14 \$17.14 Pension \$16.89 \$16.89	Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00  Supplemental Unemployment	\$49.51 \$53.29 \$57.08 \$60.86 Total Rate \$49.40 \$53.32	
	Effecti Step  1  2  3  4  Effecti Step  1  2  3  4	ive Date - 12/01/2023 percent  60 70 80 90 ive Date - 06/01/2024 percent  60 70 80 90	\$22.72 \$26.50 \$30.29 \$34.07 Apprentice Base Wage \$23.51 \$27.43 \$31.35	\$9.65 \$9.65 \$9.65 \$9.65 Health \$9.00 \$9.00	\$17.14 \$17.14 \$17.14 \$17.14 Pension \$16.89 \$16.89	Unemployment \$0.00 \$0.00 \$0.00 \$0.00  Supplemental Unemployment \$0.00 \$0.00	\$49.51 \$53.29 \$57.08 \$60.86 Total Rate \$49.40 \$53.32 \$57.24	
	Step   1   2   3   4	ive Date - 12/01/2023 percent  60 70 80 90 ive Date - 06/01/2024 percent  60 70 80 90	\$22.72 \$26.50 \$30.29 \$34.07 Apprentice Base Wage \$23.51 \$27.43 \$31.35	\$9.65 \$9.65 \$9.65 \$9.65 Health \$9.00 \$9.00	\$17.14 \$17.14 \$17.14 \$17.14 Pension \$16.89 \$16.89	Unemployment \$0.00 \$0.00 \$0.00 \$0.00  Supplemental Unemployment \$0.00 \$0.00	\$49.51 \$53.29 \$57.08 \$60.86 Total Rate \$49.40 \$53.32 \$57.24	
	Effecti Step  1  2  3  4  Effecti Step  1  2  3  4  Notes:	ive Date - 12/01/2023 percent  60 70 80 90 ive Date - 06/01/2024 percent  60 70 80 90	\$22.72 \$26.50 \$30.29 \$34.07 Apprentice Base Wage \$23.51 \$27.43 \$31.35 \$35.27	\$9.65 \$9.65 \$9.65 \$9.65 Health \$9.00 \$9.00	\$17.14 \$17.14 \$17.14 \$17.14 Pension \$16.89 \$16.89	Unemployment \$0.00 \$0.00 \$0.00 \$0.00  Supplemental Unemployment \$0.00 \$0.00	\$49.51 \$53.29 \$57.08 \$60.86 Total Rate \$49.40 \$53.32 \$57.24	
	Effecti Step  1  2  3  4  Effecti Step  1  2  3  4  Notes:	percent  60  70  80  90  ive Date - 06/01/2024 percent  60  70  80  90  ntice to Journeyworker Ratio:1:	\$22.72 \$26.50 \$30.29 \$34.07 Apprentice Base Wage \$23.51 \$27.43 \$31.35 \$35.27	\$9.65 \$9.65 \$9.65 \$9.65 Health \$9.00 \$9.00 \$9.00	\$17.14 \$17.14 \$17.14 \$17.14 Pension \$16.89 \$16.89	Unemployment \$0.00 \$0.00 \$0.00 \$0.00  Supplemental Unemployment \$0.00 \$0.00	\$49.51 \$53.29 \$57.08 \$60.86 Total Rate \$49.40 \$53.32 \$57.24	\$64.65
ABORER: CA 4BORERS - ZONE For apprentice	Effecti Step  1  2  3  4  Effecti Step  1  2  3  4  Notes:	percent  60  70  80  90  ive Date - 06/01/2024 percent  60  70  80  90  ntice to Journeyworker Ratio:1:	Apprentice Base Wage \$22.72 \$26.50 \$30.29 \$34.07  Apprentice Base Wage \$23.51 \$27.43 \$31.35 \$35.27	\$9.65 \$9.65 \$9.65 \$9.65 Health \$9.00 \$9.00 \$9.00	\$17.14 \$17.14 \$17.14 \$17.14 Pension \$16.89 \$16.89 \$16.89	Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$49.51 \$53.29 \$57.08 \$60.86 Total Rate \$49.40 \$53.32 \$57.24 \$61.16	\$64.65

Wage Request Number:

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 2	12/01/2023	\$37.95	\$9.65	\$17.20	\$0.00	\$64.80
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER LABORERS - ZONE 2	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY)	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	\$39.44	\$9.65	\$17.14	\$0.00	\$66.23
	12/01/2024	\$40.77	\$9.65	\$17.14	\$0.00	\$67.56
	06/01/2025	\$42.16	\$9.65	\$17.14	\$0.00	\$68.95
	12/01/2025	\$43.54	\$9.65	\$17.14	\$0.00	\$70.33
	06/01/2026	\$44.98	\$9.65	\$17.14	\$0.00	\$71.77
	12/01/2026	\$46.42	\$9.65	\$17.14	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
LABORER: MULTI-TRADE TENDER LABORERS - ZONE 2	12/01/2023	\$37.86	\$9.65	\$17.14	\$0.00	\$64.65
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER	12/01/2023	\$37.86	\$9.65	\$17.14	\$0.00	\$64.65
LABORERS - ZONE 2						
LABORERS - ZONE 2  This classification applies to the removal of standing trees, and the trimming and ren clearance incidental to construction . For apprentice rates see "Apprentice- LABORE"		bs when related	to public work	s construction	or site	
This classification applies to the removal of standing trees, and the trimming and ren		bs when related (\$38.11	to public work	\$17.14	or site \$0.00	\$64.90
This classification applies to the removal of standing trees, and the trimming and ren clearance incidental to construction . For apprentice rates see "Apprentice- LABORE LASER BEAM OPERATOR	ER"					\$64.90
This classification applies to the removal of standing trees, and the trimming and ren clearance incidental to construction . For apprentice rates see "Apprentice- LABORE LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  LASER BEAM OPERATOR (HEAVY & HIGHWAY)	ER"					\$64.90 \$64.90
This classification applies to the removal of standing trees, and the trimming and ren clearance incidental to construction . For apprentice rates see "Apprentice- LABORE LASER BEAM OPERATOR LABORERS - ZONE 2	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	
This classification applies to the removal of standing trees, and the trimming and ren clearance incidental to construction . For apprentice rates see "Apprentice- LABORE LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/01/2023 12/01/2023	\$38.11 \$38.11	\$9.65 \$9.65	\$17.14 \$17.14	\$0.00 \$0.00	\$64.90
This classification applies to the removal of standing trees, and the trimming and ren clearance incidental to construction . For apprentice rates see "Apprentice- LABORE LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/01/2023 12/01/2023 06/01/2024	\$38.11 \$38.11 \$39.44	\$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00	\$64.90 \$66.23
This classification applies to the removal of standing trees, and the trimming and ren clearance incidental to construction . For apprentice rates see "Apprentice- LABORE LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/01/2023 12/01/2023 12/01/2023 06/01/2024 12/01/2024	\$38.11 \$38.11 \$39.44 \$40.77	\$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56
This classification applies to the removal of standing trees, and the trimming and ren clearance incidental to construction . For apprentice rates see "Apprentice- LABORE LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/01/2023 12/01/2023 06/01/2024 12/01/2024 06/01/2025	\$38.11 \$38.11 \$39.44 \$40.77 \$42.16	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95
This classification applies to the removal of standing trees, and the trimming and ren clearance incidental to construction . For apprentice rates see "Apprentice- LABORE LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/01/2023 12/01/2023 06/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026	\$38.11 \$39.44 \$40.77 \$42.16 \$43.54 \$44.98	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33
This classification applies to the removal of standing trees, and the trimming and ren clearance incidental to construction . For apprentice rates see "Apprentice- LABORE LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/01/2023 12/01/2023 12/01/2023 06/01/2024 12/01/2024 06/01/2025 12/01/2025	\$38.11 \$38.11 \$39.44 \$40.77 \$42.16 \$43.54	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33
This classification applies to the removal of standing trees, and the trimming and ren clearance incidental to construction . For apprentice rates see "Apprentice- LABORE LASER BEAM OPERATOR LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  LASER BEAM OPERATOR (HEAVY & HIGHWAY)  LABORERS - ZONE 2 (HEAVY & HIGHWAY)  For apprentice rates see "Apprentice- LABORER (Heavy and Highway)  MARBLE & TILE FINISHERS	12/01/2023 12/01/2023 06/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026	\$38.11 \$39.44 \$40.77 \$42.16 \$43.54 \$44.98	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33
This classification applies to the removal of standing trees, and the trimming and ren clearance incidental to construction . For apprentice rates see "Apprentice- LABORE LASER BEAM OPERATOR LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  LASER BEAM OPERATOR (HEAVY & HIGHWAY)  LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023 12/01/2023 06/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026	\$38.11 \$39.44 \$40.77 \$42.16 \$43.54 \$44.98 \$46.42	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33 \$71.77 \$73.21
This classification applies to the removal of standing trees, and the trimming and ren clearance incidental to construction . For apprentice rates see "Apprentice- LABORE LABORER BEAM OPERATOR  LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  LASER BEAM OPERATOR (HEAVY & HIGHWAY)  LABORERS - ZONE 2 (HEAVY & HIGHWAY)  For apprentice rates see "Apprentice- LABORER (Heavy and Highway)  MARBLE & TILE FINISHERS	12/01/2023 12/01/2023 06/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026	\$38.11 \$38.11 \$39.44 \$40.77 \$42.16 \$43.54 \$44.98 \$46.42	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33 \$71.77 \$73.21
This classification applies to the removal of standing trees, and the trimming and ren clearance incidental to construction . For apprentice rates see "Apprentice- LABORE LASER BEAM OPERATOR LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  LASER BEAM OPERATOR (HEAVY & HIGHWAY)  LABORERS - ZONE 2 (HEAVY & HIGHWAY)  For apprentice rates see "Apprentice- LABORER (Heavy and Highway)  MARBLE & TILE FINISHERS	12/01/2023 12/01/2023 06/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026 02/01/2024 08/01/2024	\$38.11 \$38.11 \$39.44 \$40.77 \$42.16 \$43.54 \$44.98 \$46.42 \$47.89 \$49.57	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$11.49	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33 \$71.77 \$73.21 \$80.75 \$82.43
This classification applies to the removal of standing trees, and the trimming and ren clearance incidental to construction . For apprentice rates see "Apprentice- LABORE LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  LASER BEAM OPERATOR (HEAVY & HIGHWAY)  LABORERS - ZONE 2 (HEAVY & HIGHWAY)  For apprentice rates see "Apprentice- LABORER (Heavy and Highway)  MARBLE & TILE FINISHERS	12/01/2023 12/01/2023 06/01/2024 12/01/2024 12/01/2025 12/01/2025 06/01/2026 12/01/2026 02/01/2024 08/01/2024 02/01/2025	\$38.11 \$38.11 \$39.44 \$40.77 \$42.16 \$43.54 \$44.98 \$46.42 \$47.89 \$49.57 \$50.61	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$11.49 \$11.49	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$21.37 \$21.37	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33 \$71.77 \$73.21 \$80.75 \$82.43 \$83.47
This classification applies to the removal of standing trees, and the trimming and ren clearance incidental to construction . For apprentice rates see "Apprentice- LABORE LABORER BEAM OPERATOR  LABORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  LASER BEAM OPERATOR (HEAVY & HIGHWAY)  LABORERS - ZONE 2 (HEAVY & HIGHWAY)  For apprentice rates see "Apprentice- LABORER (Heavy and Highway)  MARBLE & TILE FINISHERS	12/01/2023 12/01/2023 06/01/2024 12/01/2024 12/01/2025 12/01/2025 06/01/2026 12/01/2026 02/01/2024 08/01/2024 02/01/2025 08/01/2025	\$38.11 \$38.11 \$39.44 \$40.77 \$42.16 \$43.54 \$44.98 \$46.42 \$47.89 \$49.57 \$50.61 \$52.33	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$11.49 \$11.49 \$11.49	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$21.37 \$21.37 \$21.37	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33 \$71.77 \$73.21 \$80.75 \$82.43 \$83.47 \$85.19

**Issue Date:** 04/04/2024 **Wage Request Number:** 20240403-078-5 **Page 20 of 48** 

Apprentice - M	ARBLE & TILE FINISHER - Local 3 Marble & Tile
Effective Date -	02/01/2024

Effecti	ve Date -	02/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$23.95	\$11.49	\$21.37	\$0.00	\$56.81
2	60		\$28.73	\$11.49	\$21.37	\$0.00	\$61.59
3	70		\$33.52	\$11.49	\$21.37	\$0.00	\$66.38
4	80		\$38.31	\$11.49	\$21.37	\$0.00	\$71.17
5	90		\$43.10	\$11.49	\$21.37	\$0.00	\$75.96
Effecti	ve Date -	08/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$24.79	\$11.49	\$21.37	\$0.00	\$57.65
2	60		\$29.74	\$11.49	\$21.37	\$0.00	\$62.60
3	70		\$34.70	\$11.49	\$21.37	\$0.00	\$67.56
4	80		\$39.66	\$11.49	\$21.37	\$0.00	\$72.52
5	90		\$44.61	\$11.49	\$21.37	\$0.00	\$77.47
Notes:							. — — —
							j
Appre	ntice to Jo	urneyworker Ratio:1:3					
		RS & TERRAZZO MECH	02/01/202	4 \$62	42 £11.40	\$22.56	\$0.00 \$07.43

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/01/2024	\$62.42	\$11.49	\$23.56	\$0.00	\$97.47
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2024	\$64.52	\$11.49	\$23.56	\$0.00	\$99.57
	02/01/2025	\$65.82	\$11.49	\$23.56	\$0.00	\$100.87
	08/01/2025	\$67.97	\$11.49	\$23.56	\$0.00	\$103.02
	02/01/2026	\$69.32	\$11.49	\$23.56	\$0.00	\$104.37
	08/01/2026	\$71.52	\$11.49	\$23.56	\$0.00	\$106.57
	02/01/2027	\$72.92	\$11.49	\$23.56	\$0.00	\$107.97

Wage Request Number: **Issue Date:** 04/04/2024 20240403-078-5 Page 21 of 48

	Step	ive Date - percent	02/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$31.21	\$11.49	\$23.56	\$0.00	\$66.26	
	2	60		\$37.45	\$11.49	\$23.56	\$0.00	\$72.50	
	3	70		\$43.69	\$11.49	\$23.56	\$0.00	\$78.74	
	4	80		\$49.94	\$11.49	\$23.56	\$0.00	\$84.99	
	5	90		\$56.18	\$11.49	\$23.56	\$0.00	\$91.23	
		ive Date -	08/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.26	\$11.49	\$23.56	\$0.00	\$67.31	
	2	60		\$38.71	\$11.49	\$23.56	\$0.00	\$73.76	
	3	70		\$45.16	\$11.49	\$23.56	\$0.00	\$80.21	
	4	80		\$51.62	\$11.49	\$23.56	\$0.00	\$86.67	
	5	90		\$58.07	\$11.49	\$23.56	\$0.00	\$93.12	
	Notes:	:							
	Appre	ntice to Jo	urneyworker Ratio:1:5						
MECH. SWE			ON CONST. SITES)	12/01/2023	3 \$54.4	3 \$15.00	\$16.40	\$0.00	\$85.83
OF ERAIING EN	GINEEKS L	OCAL 4		06/01/2024	\$55.7	1 \$15.00	\$16.40	\$0.00	\$87.11
				12/01/2024	\$57.1	5 \$15.00	\$16.40	\$0.00	\$88.55
				06/01/2025	\$58.4	3 \$15.00	\$16.40	\$0.00	\$89.83
				12/01/2025	\$59.8	7 \$15.00	\$16.40	\$0.00	\$91.27
				06/01/2026	5 \$61.1	5 \$15.00	\$16.40	\$0.00	\$92.55
F		!! A	NDED ATING ENGINEED CH	12/01/2026	\$62.5	9 \$15.00	\$16.40	\$0.00	\$93.99
MECHANIC			DPERATING ENGINEERS"	12/01/2023	3 \$54.4	3 \$15.00	\$16.40	\$0.00	\$85.83
OPERATING EN				06/01/2024	4.		\$16.40	\$0.00	\$87.11
				12/01/2024			\$16.40	\$0.00	\$88.55
				06/01/2025			\$16.40	\$0.00	\$89.83
				12/01/2025			\$16.40	\$0.00	\$91.27
				06/01/2026			\$16.40	\$0.00	\$92.55
				12/01/2026			\$16.40	\$0.00	\$93.99
For apprent	ce rates see	"Apprentice- C	DPERATING ENGINEERS"	12/01/2020	j φυ2.3°	, \$15.00	ψ10.70	φυ.υυ	ψ <i>ЭЭ</i> . <b>Э</b> Э
MILLWRIGH		*		01/01/2024	4 \$42.7	6 \$10.08	\$21.47	\$0.00	\$74.31
MILLWRIGHTS	LOCAL 1121	- Zone 2		01/06/2025			\$21.47	\$0.00	\$76.64

**Total Rate** 

**Apprentice -** *MILLWRIGHT - Local 1121 Zone 2* 

		ive Date -	<i>LLWRIGHT - Local 1121 Z</i> 01/01/2024	one 2			0 1		
	Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total R	ate
	1	55		\$23.52	\$10.08	\$5.50	\$0.00	\$39	.10
	2	65		\$27.79	\$10.08	\$6.50	\$0.00	\$44	
	3	75		\$32.07	\$10.08	\$18.97	\$0.00	\$61	
	4	85		\$36.35	\$10.08	\$19.97	\$0.00	\$66	
	Effect	ive Date -	01/06/2025						
	Step	percent	01/00/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total R	ate
	1	55		\$24.80	\$10.08	\$5.50	\$0.00	\$40	.38
	2	65		\$29.31	\$10.08	\$6.50	\$0.00	\$45	.89
	3	75		\$33.82	\$10.08	\$18.97	\$0.00	\$62	.87
	4	85		\$38.33	\$10.08	\$19.97	\$0.00	\$68	.38
	Notes	•	Appr. indentured after 1/6/2						_ 
		Steps are	eive annuity. (Step 1 \$5.72, 2,000 hours	, Step 2 \$6.66)					<u> </u>
fone:===		entice to Jou	ırneyworker Ratio:1:4						
MORTAR MIX ABORERS - ZON				12/01/2023	3 \$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice	e rates see	"Apprentice- L	ABORER"						
ILER (OTHE PERATING ENG			CRANES,GRADALLS)	12/01/2023	3 \$24.41	\$15.00	\$16.40	\$0.00	\$55.81
EKATING ENG	INEERS L	OCAL 4		06/01/2024	4 \$25.01	\$15.00	\$16.40	\$0.00	\$56.41
				12/01/2024	4 \$25.67	\$15.00	\$16.40	\$0.00	\$57.07
				06/01/2025	5 \$26.27	\$15.00	\$16.40	\$0.00	\$57.67
				12/01/2025	5 \$26.93	\$15.00	\$16.40	\$0.00	\$58.33
				06/01/2020	5 \$27.52	\$15.00	\$16.40	\$0.00	\$58.92
_				12/01/2020	5 \$28.19	\$15.00	\$16.40	\$0.00	\$59.59
			PERATING ENGINEERS"						
OILER (TRUC PERATING ENG			JALLS)	12/01/2023			\$16.40	\$0.00	\$61.26
				06/01/2024			\$16.40	\$0.00	\$61.98
				12/01/2024			\$16.40	\$0.00	\$62.78
				06/01/2025			\$16.40	\$0.00	\$63.50
				12/01/202:			\$16.40	\$0.00	\$64.30
				06/01/2020	5 \$33.62	2 \$15.00	\$16.40	\$0.00	\$65.02
For apprentic	e rates see	"Apprentice- O	PERATING ENGINEERS"	12/01/2020	5 \$34.42	2 \$15.00	\$16.40	\$0.00	\$65.82
			PMENT - CLASS II	12/01/2023	3 \$54.43	3 \$15.00	\$16.40	\$0.00	\$85.83
PERATING ENG	SINEERS L	OCAL 4		06/01/2024	4 \$55.71	\$15.00	\$16.40	\$0.00	\$87.11
				12/01/2024			\$16.40	\$0.00	\$88.55
				06/01/2023			\$16.40	\$0.00	\$89.83
				12/01/202:			\$16.40	\$0.00	\$91.27
				06/01/2020			\$16.40	\$0.00	\$92.55
				12/01/2020			\$16.40	\$0.00	\$93.99
			PERATING ENGINEERS"	12/01/2020	Ψ02.33	Ψ15.00			4,5.,,

FRS LOCAL	L 35 - ZONE	,	01/01/2024	\$30.00	\$9.93	\$23.73	Φ0.00	\$69.90
AG LOCAL	2 33 - ZOIVE	. 2	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
			01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36
		ntice - PAINTER Local 35 - BRIDGE ve Date - 01/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$28.03	\$9.95	\$0.00	\$0.00	\$37.98	
	2	55	\$30.83	\$9.95	\$6.66	\$0.00	\$47.44	
	3	60	\$33.64	\$9.95	\$7.26	\$0.00	\$50.85	
	4	65	\$36.44	\$9.95	\$7.87	\$0.00	\$54.26	
	5	70	\$39.24	\$9.95	\$20.32	\$0.00	\$69.51	
	6	75	\$42.05	\$9.95	\$20.93	\$0.00	\$72.93	
	7	80	\$44.85	\$9.95	\$21.53	\$0.00	\$76.33	
	8	90	\$50.45	\$9.95	\$22.74	\$0.00	\$83.14	
	Effecti	ve Date - 07/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$28.63	\$9.95	\$0.00	\$0.00	\$38.58	
	2	55	\$31.49	\$9.95	\$6.66	\$0.00	\$48.10	
	3	60	\$34.36	\$9.95	\$7.26	\$0.00	\$51.57	
	4	65	\$37.22	\$9.95	\$7.87	\$0.00	\$55.04	
	5	70	\$40.08	\$9.95	\$20.32	\$0.00	\$70.35	
	6	75	\$42.95	\$9.95	\$20.93	\$0.00	\$73.83	
	7	80	\$45.81	\$9.95	\$21.53	\$0.00	\$77.29	
	8	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.22	
	Notes:							
	İ	Steps are 750 hrs.					i	
	Apprei	ntice to Journeyworker Ratio:1:1						
		SANDBLAST, NEW) *	01/01/2024	\$46.96	\$9.95	\$23.95	\$0.00	\$80.86
		faces to be painted are new construction used. PAINTERS LOCAL 35 - ZONE 2	on, 07/01/2024	\$48.16	\$9.95	\$23.95	\$0.00	\$82.06
ا11 السوم	c snan oc	used.TAINTENS LOCAL 33 - ZONE 2	01/01/2025	640.26	¢0.05	\$22.05	¢0.00	¢02.20

**Effective Date** 

01/01/2024

Base Wage

\$56.06

Health

\$9.95

Pension

\$23.95

\$23.95

\$0.00

\$83.26

Classification

PAINTER (BRIDGES/TANKS)

Supplemental

\$0.00

Unemployment

**Total Rate** 

\$89.96

**Issue Date:** 04/04/2024 **Wage Request Number:** 20240403-078-5 **Page 24 of 48** 

01/01/2025

\$49.36

\$9.95

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Nev
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Step	ive Date - 01/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$23.48	\$9.95	\$0.00	\$0.00	\$33.43	
2	55	\$25.83	\$9.95	\$6.66	\$0.00	\$42.44	
3	60	\$28.18	\$9.95	\$7.26	\$0.00	\$45.39	
4	65	\$30.52	\$9.95	\$7.87	\$0.00	\$48.34	
5	70	\$32.87	\$9.95	\$20.32	\$0.00	\$63.14	
6	75	\$35.22	\$9.95	\$20.93	\$0.00	\$66.10	
7	80	\$37.57	\$9.95	\$21.53	\$0.00	\$69.05	
8	90	\$42.26	\$9.95	\$22.74	\$0.00	\$74.95	
Effect	ive Date - 07/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$24.08	\$9.95	\$0.00	\$0.00	\$34.03	
2	55	\$26.49	\$9.95	\$6.66	\$0.00	\$43.10	
3	60	\$28.90	\$9.95	\$7.26	\$0.00	\$46.11	
4	65	\$31.30	\$9.95	\$7.87	\$0.00	\$49.12	
5	70	\$33.71	\$9.95	\$20.32	\$0.00	\$63.98	
6	75	\$36.12	\$9.95	\$20.93	\$0.00	\$67.00	
7	80	\$38.53	\$9.95	\$21.53	\$0.00	\$70.01	
8	90	\$43.34	\$9.95	\$22.74	\$0.00	\$76.03	
Notes:							
ĺ	Steps are 750 hrs.					i	
Appre	entice to Journeyworker Ratio:1:1						
R (SPRAY OR LOCAL 35 - ZONI	SANDBLAST, REPAINT)	01/01/2024	\$45.02	\$9.95	\$23.95	\$0.00	\$78.9
OCAL 33 - ZOM	- <u>-</u>	07/01/2024	\$46.22	\$9.95	\$23.95	\$0.00	\$80.1
		01/01/2025	\$47.42	\$9.95	\$23.95	\$0.00	\$81.3

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\* If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

Unemployment

Pension

\$23.95

\$23.95

\$0.00

\$0.00

\$80.66

\$81.86

**Total Rate** 

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra
1	50	\$22.51	\$9.95	\$0.00	\$0.00	\$32.
2	55	\$24.76	\$9.95	\$6.66	\$0.00	\$41
3	60	\$27.01	\$9.95	\$7.26	\$0.00	\$44.
4	65	\$29.26	\$9.95	\$7.87	\$0.00	\$47.
5	70	\$31.51	\$9.95	\$20.32	\$0.00	\$61.
6	75	\$33.77	\$9.95	\$20.93	\$0.00	\$64.
7	80	\$36.02	\$9.95	\$21.53	\$0.00	\$67.
8	90	\$40.52	\$9.95	\$22.74	\$0.00	\$73.
Effect	ive Date - 07/01/2024				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total R
1	50	\$23.11	\$9.95	\$0.00	\$0.00	\$33.
2	55	\$25.42	\$9.95	\$6.66	\$0.00	\$42.
3	60	\$27.73	\$9.95	\$7.26	\$0.00	\$44.
4	65	\$30.04	\$9.95	\$7.87	\$0.00	\$47.
5	70	\$32.35	\$9.95	\$20.32	\$0.00	\$62.
6	75	\$34.67	\$9.95	\$20.93	\$0.00	\$65.
7	80	\$36.98	\$9.95	\$21.53	\$0.00	\$68.
8	90	\$41.60	\$9.95	\$22.74	\$0.00	\$74.
Notes						
i	Steps are 750 hrs.					
	entice to Journeyworker Rati					

07/01/2024

01/01/2025

\$46.76

\$47.96

\$9.95

\$9.95

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Pension

**Total Rate** 

Step	ive Date - 01/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$22.78	\$9.95	\$0.00	\$0.00	\$32.73	
2	55	\$25.06	\$9.95	\$6.66	\$0.00	\$41.67	
3	60	\$27.34	\$9.95	\$7.26	\$0.00	\$44.55	
4	65	\$29.61	\$9.95	\$7.87	\$0.00	\$47.43	
5	70	\$31.89	\$9.95	\$20.32	\$0.00	\$62.16	
6	75	\$34.17	\$9.95	\$20.93	\$0.00	\$65.05	
7	80	\$36.45	\$9.95	\$21.53	\$0.00	\$67.93	
8	90	\$41.00	\$9.95	\$22.74	\$0.00	\$73.69	
Effect	ive Date - 07/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$23.38	\$9.95	\$0.00	\$0.00	\$33.33	
2	55	\$25.72	\$9.95	\$6.66	\$0.00	\$42.33	
3	60	\$28.06	\$9.95	\$7.26	\$0.00	\$45.27	
4	65	\$30.39	\$9.95	\$7.87	\$0.00	\$48.21	
5	70	\$32.73	\$9.95	\$20.32	\$0.00	\$63.00	
6	75	\$35.07	\$9.95	\$20.93	\$0.00	\$65.95	
7	80	\$37.41	\$9.95	\$21.53	\$0.00	\$68.89	
8	90	\$42.08	\$9.95	\$22.74	\$0.00	\$74.77	
Notes							
İ	Steps are 750 hrs.						
Appro	entice to Journeyworker Ratio:1:	1					
•	RUSH, REPAINT)	01/01/2024	\$43.62	\$9.95	\$23.95	\$0.00	77.5
OCAL 35 - ZON	E Z	07/01/2024	\$44.82	\$9.95	\$23.95	\$0.00	78.7

01/01/2025

\$9.95

\$46.02

\$23.95

\$0.00

\$79.92

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Effective Date - 01/01/2024	33 Zone 2 - DROSH REFAIN	-			Supplemental		
Step percent	Apprentice Ba	ise Wage I	Health	Pension	Unemployment	Total Rate	
1 50	\$21.	.81	\$9.95	\$0.00	\$0.00	\$31.76	
2 55	\$23.	.99	\$9.95	\$6.66	\$0.00	\$40.60	
3 60	\$26.	.17	\$9.95	\$7.26	\$0.00	\$43.38	
4 65	\$28.	.35	\$9.95	\$7.87	\$0.00	\$46.17	
5 70	\$30	.53	\$9.95	\$20.32	\$0.00	\$60.80	
6 75	\$32.	.72	\$9.95	\$20.93	\$0.00	\$63.60	
7 80	\$34.	.90	\$9.95	\$21.53	\$0.00	\$66.38	
8 90	\$39.	.26	\$9.95	\$22.74	\$0.00	\$71.95	
<b>Effective Date -</b> 07/01/2024					Supplemental		
Step percent	Apprentice Ba	ise Wage I	Health	Pension	Unemployment	Total Rate	
1 50	\$22.	.41	\$9.95	\$0.00	\$0.00	\$32.36	
2 55	\$24.	.65	\$9.95	\$6.66	\$0.00	\$41.26	
3 60	\$26	.89	\$9.95	\$7.26	\$0.00	\$44.10	
4 65	\$29	.13	\$9.95	\$7.87	\$0.00	\$46.95	
5 70	\$31.	.37	\$9.95	\$20.32	\$0.00	\$61.64	
6 75	\$33.	.62	\$9.95	\$20.93	\$0.00	\$64.50	
7 80	\$35.	.86	\$9.95	\$21.53	\$0.00	\$67.34	
8 90	\$40.	.34	\$9.95	\$22.74	\$0.00	\$73.03	
Notes:							
Steps are 750 hrs.						i	
Apprentice to Journeyworker	Ratio:1:1						
PAINTER TRAFFIC MARKINGS (HEAVY/HI	GHWAY) 1:	2/01/2023	\$37.86	\$9.65	\$17.14	\$0.00	\$64.65
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	0	6/01/2024	\$39.19	\$9.65	\$17.14	\$0.00	\$65.98
	1:	2/01/2024	\$40.52	\$9.65	\$17.14	\$0.00	\$67.31
	0	6/01/2025	\$41.91	\$9.65	\$17.14	\$0.00	\$68.70
	1:	2/01/2025	\$43.29	\$9.65	\$17.14	\$0.00	\$70.08
	0	6/01/2026	\$44.73	\$9.65	\$17.14	\$0.00	\$71.52
For apprentice rates see "Apprentice- LABORER (Heav		2/01/2026	\$46.17	\$9.65	\$17.14	\$0.00	\$72.96
PANEL & PICKUP TRUCKS DRIVER		1/01/2024	\$38.78	\$15.07	\$18.67	\$0.00	\$72.52
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B		6/01/2024	\$39.78		\$18.67	\$0.00	\$72.52 \$73.52
		2/01/2024	\$39.78	\$15.07	\$20.17	\$0.00	\$75.02
		1/01/2025	\$39.78	\$15.57	\$20.17	\$0.00	\$75.52 \$75.52
		6/01/2025	\$40.78	\$15.57 \$15.57	\$20.17	\$0.00	\$75.52 \$76.52
		2/01/2025	\$40.78		\$20.17	\$0.00	\$78.13
		1/01/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$78.73
		6/01/2026	\$41.78		\$21.78	\$0.00	\$79.73
		2/01/2026	\$41.78		\$23.52	\$0.00	\$81.47
		1/01/2027	\$41.78		\$23.52	\$0.00	\$82.07
Issue Date: 04/04/2024	Wage Request Number:	20240403					Page 28 of 48

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
DECK)						
PILE DRIVER LOCAL 56 (ZONE 1)						
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
PILE DRIVER LOCAL 56 (ZONE 1)	00.01/2020	ψ.σ.σ.	Ψ>.10			401.09

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06	
2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.96	
3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.87	
4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32	
5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78	
6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78	
7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68	
8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68	
Note							
		1/17; 45/45/55/55/70/70/80/80 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25					
App	rentice to Journeyworker	Ratio:1:5					
ITTER & STE		03/01/2024	\$65.28	\$12.70	\$21.80	\$0.00	\$99.78
TTERS LOCAL 537	(Local 138)	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.5
		03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.3

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Pension

**Total Rate** 

ABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER"  PIPELAYER (HEAVY & HIGHWAY)  ABORERS - ZONE 2 (HEAVY & HIGHWAY)  06/01/2024 \$39.44 \$9.65 \$17.14 \$0.00 \$66  12/01/2024 \$40.77 \$9.65 \$17.14 \$0.00 \$67  06/01/2025 \$42.16 \$9.65 \$17.14 \$0.00 \$68  12/01/2025 \$43.54 \$9.65 \$17.14 \$0.00 \$70  06/01/2026 \$44.98 \$9.65 \$17.14 \$0.00 \$71  12/01/2026 \$46.42 \$9.65 \$17.14 \$0.00 \$73  For apprentice rates see "Apprentice- LABORER (Heavy and Highway)  PLUMBER  03/03/2024 \$67.74 \$14.32 \$19.11 \$0.00 \$10		tive Date -	03/01/2024				Supplemental		
2   45   \$29,38   \$12,70   \$21,80   \$0,00   \$63,88     3   60   \$339,17   \$12,70   \$21,80   \$0,00   \$73,67     4   70   \$45,70   \$12,70   \$21,80   \$0,00   \$80,20     5   80   \$52,22   \$12,70   \$21,80   \$0,00   \$86,72     Effective Date - 09/01/2024	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	<b>;</b>
Signature   Sign	1	40		\$26.11	\$12.70	\$9.05	\$0.00	\$47.86	ó
## 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)   May premitice to Journeyworker Ratio: **   PELAYER (HEAVY & HIGHWAY)   12/01/2023   \$38.11   \$9.65   \$17.14   \$0.00   \$64.00   \$66.00	2	45		\$29.38	\$12.70	\$21.80	\$0.00	\$63.88	}
Fifective Date - 09/01/2024   Step   percent   Apprentice Base Wage   Health   Pension   Unemployment   Total Rate	3	60		\$39.17	\$12.70	\$21.80	\$0.00	\$73.67	7
Effective Date - 09/01/2024   Apprentice Base Wage   Health   Pension   Unemployment   Total Rate	4	70		\$45.70	\$12.70	\$21.80	\$0.00	\$80.20	)
Step   percent   Apprentice Base Wage   Health   Pension   Unemployment   Total Rate	5	80		\$52.22	\$12.70	\$21.80	\$0.00	\$86.72	!
1	Effec	tive Date -	09/01/2024				Supplemental		
2 45 \$30.19 \$12.70 \$21.80 \$0.00 \$64.69 3 60 \$40.25 \$12.70 \$21.80 \$0.00 \$74.75 4 70 \$46.96 \$12.70 \$21.80 \$0.00 \$74.75 5 80 \$53.66 \$12.70 \$21.80 \$0.00 \$88.16    Notes:	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	<b>;</b>
3 60 \$40.25 \$12.70 \$21.80 \$0.00 \$74.75 \$4 70 \$46.96 \$12.70 \$21.80 \$0.00 \$81.46 \$5 80 \$53.66 \$12.70 \$21.80 \$0.00 \$881.46 \$5 80 \$53.66 \$12.70 \$21.80 \$0.00 \$881.46 \$5 80 \$53.66 \$12.70 \$21.80 \$0.00 \$881.46 \$5 80 \$53.66 \$12.70 \$21.80 \$0.00 \$881.46 \$5 80 \$53.66 \$12.70 \$21.80 \$0.00 \$888.16 \$\$\$\$\$ ** 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)\$	1	40		\$26.83	\$12.70	\$9.05	\$0.00	\$48.58	3
4 70 \$46.96 \$12.70 \$21.80 \$0.00 \$81.46  5 80 \$53.66 \$12.70 \$21.80 \$0.00 \$881.66    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: **   ELAYER ORERS - ZONE 2	2	45		\$30.19	\$12.70	\$21.80	\$0.00	\$64.69	)
5 80 \$53.66 \$12.70 \$21.80 \$0.00 \$88.16    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:**    ELAYER   12/01/2023 \$38.11 \$9.65 \$17.14 \$0.00 \$64     ORERS - ZONE 2   12/01/2023 \$38.11 \$9.65 \$17.14 \$0.00 \$64     ORERS - ZONE 2   (HEAVY & HIGHWAY)   12/01/2023 \$38.11 \$9.65 \$17.14 \$0.00 \$66     ORERS - ZONE 2 (HEAVY & HIGHWAY)   12/01/2024 \$39.44 \$9.65 \$17.14 \$0.00 \$66     12/01/2024 \$40.77 \$9.65 \$17.14 \$0.00 \$66     12/01/2025 \$42.16 \$9.65 \$17.14 \$0.00 \$68     12/01/2025 \$43.54 \$9.65 \$17.14 \$0.00 \$70     O6/01/2025 \$43.54 \$9.65 \$17.14 \$0.00 \$70     O6/01/2026 \$44.98 \$9.65 \$17.14 \$0.00 \$71     12/01/2026 \$44.98 \$9.65 \$17.14 \$0.00 \$73     For apprentice rates see "Apprentice- LABORER (Heavy and Highway)    JMBER   O3/03/2024 \$67.74 \$14.32 \$19.11 \$0.00 \$10     MBERS & GASFITTERS LOCAL 12 (Local 138)	3	60		\$40.25	\$12.70	\$21.80	\$0.00	\$74.75	j
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)	4	70		\$46.96	\$12.70	\$21.80	\$0.00	\$81.46	)
** 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: **  ELAYER ORERS - ZONE 2  For apprentice - LABORER"  ELAYER (HEAVY & HIGHWAY) ORERS - ZONE 2 (HEAVY & HIGHWAY)  12/01/2023 \$38.11 \$9.65 \$17.14 \$0.00 \$64  06/01/2024 \$39.44 \$9.65 \$17.14 \$0.00 \$66  12/01/2024 \$39.44 \$9.65 \$17.14 \$0.00 \$66  12/01/2024 \$40.77 \$9.65 \$17.14 \$0.00 \$66  12/01/2025 \$42.16 \$9.65 \$17.14 \$0.00 \$68  12/01/2025 \$43.54 \$9.65 \$17.14 \$0.00 \$68  12/01/2025 \$43.54 \$9.65 \$17.14 \$0.00 \$70  06/01/2026 \$44.98 \$9.65 \$17.14 \$0.00 \$71  12/01/2026 \$46.42 \$9.65 \$17.14 \$0.00 \$73  Tor apprentice rates see "Apprentice- LABORER (Heavy and Highway)  UMBER  MBERS & GASFITTERS LOCAL 12 (Local 138)	5	80		\$53.66	\$12.70	\$21.80	\$0.00	\$88.16	5
ELAYER ORERS - ZONE 2  For apprentice rates see "Apprentice- LABORER"  ELAYER (HEAVY & HIGHWAY) ORERS - ZONE 2 (HEAVY & HIGHWAY)  12/01/2023 \$38.11 \$9.65 \$17.14 \$0.00 \$64  ORERS - ZONE 2 (HEAVY & HIGHWAY)  06/01/2024 \$39.44 \$9.65 \$17.14 \$0.00 \$66  12/01/2024 \$40.77 \$9.65 \$17.14 \$0.00 \$66  12/01/2025 \$42.16 \$9.65 \$17.14 \$0.00 \$68  12/01/2025 \$43.54 \$9.65 \$17.14 \$0.00 \$70  06/01/2026 \$44.98 \$9.65 \$17.14 \$0.00 \$70  12/01/2026 \$46.42 \$9.65 \$17.14 \$0.00 \$71  12/01/2026 \$46.42 \$9.65 \$17.14 \$0.00 \$73  For apprentice rates see "Apprentice- LABORER (Heavy and Highway)  JMBER MBERS & GASFITTERS LOCAL 12 (Local 138)	Notes								
For apprentice rates see "Apprentice- LABORER"  PELAYER (HEAVY & HIGHWAY) PORERS - ZONE 2 (HEAVY & HIGHWAY) PORERS - ZONE 2 (HEAVY & HIGHWAY) PORERS - ZONE 2 (HEAVY & HIGHWAY)  PORE - ZONE 2 (HEAVY & HIGHWAY)  PORE - ZONE 2 (HEAVY &		** 1:3; 3: Refrig/A	C Mechanic **1:1;1:2;	eps are 1 yr. 2:4;3:6;4:8;5:10;6:12;7:14;8:1	7;9:20;10:23(	(Max)			
ELAYER (HEAVY & HIGHWAY)  12/01/2023 \$38.11 \$9.65 \$17.14 \$0.00 \$64  06/01/2024 \$39.44 \$9.65 \$17.14 \$0.00 \$66  12/01/2024 \$40.77 \$9.65 \$17.14 \$0.00 \$66  12/01/2025 \$42.16 \$9.65 \$17.14 \$0.00 \$68  12/01/2025 \$43.54 \$9.65 \$17.14 \$0.00 \$70  06/01/2026 \$44.98 \$9.65 \$17.14 \$0.00 \$71  12/01/2026 \$46.42 \$9.65 \$17.14 \$0.00 \$73  For apprentice rates see "Apprentice- LABORER (Heavy and Highway)  JMBER  MBERS & GASFITTERS LOCAL 12 (Local 138)	Appr	** 1:3; 3: Refrig/A	C Mechanic **1:1;1:2;	eps are 1 yr. 2:4;3:6;4:8;5:10;6:12;7:14;8:1	7;9:20;10:23(	(Max)			
ORERS - ZONE 2 (HEAVY & HIGHWAY)  06/01/2024 \$39.44 \$9.65 \$17.14 \$0.00 \$66  12/01/2024 \$40.77 \$9.65 \$17.14 \$0.00 \$67  06/01/2025 \$42.16 \$9.65 \$17.14 \$0.00 \$68  12/01/2025 \$43.54 \$9.65 \$17.14 \$0.00 \$70  06/01/2026 \$44.98 \$9.65 \$17.14 \$0.00 \$71  12/01/2026 \$46.42 \$9.65 \$17.14 \$0.00 \$73  For apprentice rates see "Apprentice- LABORER (Heavy and Highway)  UMBER (MBERS & GASFITTERS LOCAL 12 (Local 138))	Appr	** 1:3; 3: Refrig/A	C Mechanic **1:1;1:2;	eps are 1 yr. 2:4;3:6;4:8;5:10;6:12;7:14;8:1					\$64.90
06/01/2024 \$39.44 \$9.65 \$17.14 \$0.00 \$66  12/01/2024 \$40.77 \$9.65 \$17.14 \$0.00 \$67  06/01/2025 \$42.16 \$9.65 \$17.14 \$0.00 \$68  12/01/2025 \$43.54 \$9.65 \$17.14 \$0.00 \$70  06/01/2026 \$44.98 \$9.65 \$17.14 \$0.00 \$71  12/01/2026 \$46.42 \$9.65 \$17.14 \$0.00 \$73  For apprentice rates see "Apprentice- LABORER (Heavy and Highway)  JMBER  MBERS & GASFITTERS LOCAL 12 (Local 138)	Appr ELAYER ORERS - ZONE 2	** 1:3; 3: Refrig/AG rentice to Jo	C Mechanic **1:1;1:2; urneyworker Ratio:**	eps are 1 yr. 2:4;3:6;4:8;5:10;6:12;7:14;8:1					
06/01/2025 \$42.16 \$9.65 \$17.14 \$0.00 \$68 12/01/2025 \$43.54 \$9.65 \$17.14 \$0.00 \$70 06/01/2026 \$44.98 \$9.65 \$17.14 \$0.00 \$71 12/01/2026 \$46.42 \$9.65 \$17.14 \$0.00 \$73 For apprentice rates see "Apprentice- LABORER (Heavy and Highway)  UMBER 03/03/2024 \$67.74 \$14.32 \$19.11 \$0.00 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$	Appr ELAYER ORERS - ZONE 2 For apprentice rates see ELAYER (HEAVY	** 1:3; 3: Refrig/Active to Jo  "Apprentice- I	C Mechanic **1:1;1:2; urneyworker Ratio:**  LABORER"	eps are 1 yr. 2:4;3:6;4:8;5:10;6:12;7:14;8:1	3 \$38.11	1 \$9.65	\$17.14	\$0.00	\$64.90
12/01/2025 \$43.54 \$9.65 \$17.14 \$0.00 \$70 06/01/2026 \$44.98 \$9.65 \$17.14 \$0.00 \$71 12/01/2026 \$46.42 \$9.65 \$17.14 \$0.00 \$73 For apprentice rates see "Apprentice- LABORER (Heavy and Highway)  UMBER 03/03/2024 \$67.74 \$14.32 \$19.11 \$0.00 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$	Appr ELAYER ORERS - ZONE 2 For apprentice rates see ELAYER (HEAVY	** 1:3; 3: Refrig/Active to Jo  "Apprentice- I	C Mechanic **1:1;1:2; urneyworker Ratio:**  LABORER"	eps are 1 yr. 2:4;3:6;4:8;5:10;6:12;7:14;8:1	3 \$38.11 3 \$38.11	\$9.65 1 \$9.65	\$17.14	\$0.00	
06/01/2026 \$44.98 \$9.65 \$17.14 \$0.00 \$71 12/01/2026 \$46.42 \$9.65 \$17.14 \$0.00 \$73 For apprentice rates see "Apprentice- LABORER (Heavy and Highway)  UMBER MBERS & GASFITTERS LOCAL 12 (Local 138)	Appr ELAYER ORERS - ZONE 2 For apprentice rates see ELAYER (HEAVY	** 1:3; 3: Refrig/Active to Jo  "Apprentice- I	C Mechanic **1:1;1:2; urneyworker Ratio:**  LABORER"	eps are 1 yr. 2:4;3:6;4:8;5:10;6:12;7:14;8:1 12/01/202: 06/01/202	3 \$38.11 3 \$38.11 4 \$39.44	\$9.65 1 \$9.65 4 \$9.65	\$17.14 \$17.14 \$17.14	\$0.00	\$64.90 \$64.90 \$66.23
12/01/2026 \$46.42 \$9.65 \$17.14 \$0.00 \$73  For apprentice rates see "Apprentice- LABORER (Heavy and Highway)  JMBER  MBERS & GASFITTERS LOCAL 12 (Local 138)	Appr ELAYER ORERS - ZONE 2 For apprentice rates see ELAYER (HEAVY	** 1:3; 3: Refrig/Active to Jo  "Apprentice- I	C Mechanic **1:1;1:2; urneyworker Ratio:**  LABORER"	eps are 1 yr. 2:4;3:6;4:8;5:10;6:12;7:14;8:1 12/01/202: 06/01/202: 12/01/202:	3 \$38.11 3 \$38.11 4 \$39.44 4 \$40.77	\$9.65 1 \$9.65 4 \$9.65 7 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$64.90 \$66.23 \$67.56
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)  UMBER  MBERS & GASFITTERS LOCAL 12 (Local 138)  03/03/2024 \$67.74 \$14.32 \$19.11 \$0.00 \$10	Appr ELAYER ORERS - ZONE 2 For apprentice rates see ELAYER (HEAVY	** 1:3; 3: Refrig/Active to Jo  "Apprentice- I	C Mechanic **1:1;1:2; urneyworker Ratio:**  LABORER"	eps are 1 yr. 2:4;3:6;4:8;5:10;6:12;7:14;8:1  12/01/202: 06/01/202: 06/01/202:	3 \$38.11 3 \$38.11 4 \$39.44 4 \$40.77 5 \$42.10	\$9.65 \$9.65 4 \$9.65 7 \$9.65 6 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$64.90 \$66.23 \$67.56 \$68.95
JMBER 03/03/2024 \$67.74 \$14.32 \$19.11 \$0.00 \$10	Appr ELAYER ORERS - ZONE 2 For apprentice rates see ELAYER (HEAVY	** 1:3; 3: Refrig/Active to Jo  "Apprentice- I	C Mechanic **1:1;1:2; urneyworker Ratio:**  LABORER"	12/01/2022 12/01/2022 12/01/2022 12/01/2022 12/01/2022 12/01/2022 12/01/2022	3 \$38.11 3 \$38.11 4 \$39.44 4 \$40.77 5 \$42.16 5 \$43.54	\$9.65 1 \$9.65 4 \$9.65 7 \$9.65 6 \$9.65 4 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$64.90 \$66.23 \$67.56 \$68.95 \$70.33
MBERS & GASFITTERS LOCAL 12 (Local 138)	Appr ELAYER  ORERS - ZONE 2  For apprentice rates see  ELAYER (HEAVY  ORERS - ZONE 2 (HEA	** 1:3; 3:  Refrig/AG  rentice to Jo  "Apprentice-I  "& HIGHW  VY & HIGHWA	C Mechanic **1:1;1:2; urneyworker Ratio:**  LABORER"  AY)  (Y)	eps are 1 yr. 2:4;3:6;4:8;5:10;6:12;7:14;8:1  12/01/202: 06/01/202: 12/01/202: 06/01/202: 06/01/202: 12/01/202:	3 \$38.11 3 \$38.11 4 \$39.44 4 \$40.77 5 \$42.10 5 \$43.54 6 \$44.98	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$64.90
09/01/2024 \$69.54 \$14.32 \$19.11 \$0.00 \$10	Appr ELAYER ORERS - ZONE 2 For apprentice rates see ELAYER (HEAVY ORERS - ZONE 2 (HEAVE) For apprentice rates see UMBER	** 1:3; 3: Refrig/A6 rentice to Jo  "Apprentice- I  "& HIGHW  VY & HIGHWA	C Mechanic **1:1;1:2; urneyworker Ratio:**  LABORER"  (AY)  (Y)  LABORER (Heavy and High	eps are 1 yr. 2:4;3:6;4:8;5:10;6:12;7:14;8:17  12/01/202;  12/01/202;  06/01/202;  12/01/202;  12/01/202;  12/01/202;  12/01/202;  12/01/202;	3 \$38.11 4 \$39.44 4 \$40.77 5 \$42.10 5 \$43.54 6 \$44.98 6 \$46.42	1 \$9.65 1 \$9.65 4 \$9.65 7 \$9.65 6 \$9.65 4 \$9.65 8 \$9.65 2 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$64.90 \$66.23 \$67.56 \$68.95 \$70.33

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**Total Rate** 

	Step	ive Date -	03/03/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	35		\$23.71	\$14.32	\$6.88	\$0.00	\$44.91	
	2	40		\$27.10	\$14.32	\$7.82	\$0.00	\$49.24	
	3	55		\$37.26	\$14.32	\$10.65	\$0.00	\$62.23	
	4	65		\$44.03	\$14.32	\$12.53	\$0.00	\$70.88	
	5	75		\$50.81	\$14.32	\$14.41	\$0.00	\$79.54	
				******	4-11-	******	*****	4,7,12	
	Effect	ive Date -	09/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	35		\$24.34	\$14.32	\$6.88	\$0.00	\$45.54	
	2	40		\$27.82	\$14.32	\$7.82	\$0.00	\$49.96	
	3	55		\$38.25	\$14.32	\$10.65	\$0.00	\$63.22	
	4	65		\$45.20	\$14.32	\$12.53	\$0.00	\$72.05	
	5	75		\$52.16	\$14.32	\$14.41	\$0.00	\$80.89	
		Steps are Step 4 wi	ith lic\$69.00, Step5 with lic	•					
	Appre	ntice to Jo	urneyworker Ratio:**						
NEUMATIC CONTROLS (TEMP.)		03/01/2024	4 \$65.28	\$12.70	\$21.80	\$0.00	\$99.78		
PEFITTERS LO	CAL 337 (I	.ocai 138)		09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.5
				03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.3
			PIPEFITTER" or "PLUMBER/PIP						
NEUMATIC : BORERS - ZON		TOOL OPE	ERAIOR	12/01/2023	3 \$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice	e rates see	"Apprentice- l	LABORER"						
	DRILL/	TOOL OPE	ERATOR (HEAVY &	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
GHWAY) BORERS - ZON	E 2 (HEAV	Y & HIGHWA	4Y)	06/01/2024	\$39.44	\$9.65	\$17.14	\$0.00	\$66.23
				12/01/2024	\$40.77	\$9.65	\$17.14	\$0.00	\$67.56
				06/01/2025	\$42.16	\$9.65	\$17.14	\$0.00	\$68.95
				12/01/2025	\$43.54	\$9.65	\$17.14	\$0.00	\$70.33
				06/01/2020	5 \$44.98	\$9.65	\$17.14	\$0.00	\$71.77
For apprentice	e rates see	"Annrentice- l	LABORER (Heavy and Highway)	12/01/2020	5 \$46.42	\$9.65	\$17.14	\$0.00	\$73.21
DWDERMA1	N & BLA		( .ygay)	12/01/2023	3 \$38.86	\$9.65	\$17.14	\$0.00	\$65.65
BORERS - ZON  For apprentice		"Apprentice- l	LABORER"						
			EAVY & HIGHWAY)	12/01/2023	3 \$39.36	\$9.40	\$16.89	\$0.00	\$65.65
BORERS - ZON				06/01/2024			\$16.89	\$0.00	\$66.98
				12/01/2024			\$16.89	\$0.00	\$68.31
				06/01/2025			\$16.89	\$0.00	\$69.70
				12/01/2023			\$16.89	\$0.00	\$71.08
				06/01/2020			\$16.89	\$0.00	\$72.52
				30/01/2020	- Ψ10.23	Ψ2.10			412.04

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)					o nompro, mem	
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE)  OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
3. 3.1.1.10 3.10.1.133.10 20 0.12 ;	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER)  OPERATING ENGINEERS LOCAL 4	12/01/2023	\$35.62	\$15.00	\$16.40	\$0.00	\$67.02
	06/01/2024	\$36.47	\$15.00	\$16.40	\$0.00	\$67.87
	12/01/2024	\$37.42	\$15.00	\$16.40	\$0.00	\$68.82
	06/01/2025	\$38.27	\$15.00	\$16.40	\$0.00	\$69.67
	12/01/2025	\$39.22	\$15.00	\$16.40	\$0.00	\$70.62
	06/01/2026	\$40.08	\$15.00	\$16.40	\$0.00	\$71.48
	12/01/2026	\$41.03	\$15.00	\$16.40	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER TEAMSTERS 170 - J.G. MacLellan (Lowell)	01/01/2024	\$29.50	\$11.17	\$6.45	\$0.00	\$47.12
	05/01/2024	\$30.00	\$11.17	\$6.55	\$0.00	\$47.72
	01/01/2025	\$30.00	\$11.57	\$6.55	\$0.00	\$48.12
	05/01/2025	\$30.50	\$11.57	\$6.65	\$0.00	\$48.72
	01/01/2026	\$30.50	\$11.97	\$6.65	\$0.00	\$49.12
RECLAIMERS OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS - ZONE 2	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90

For apprentice rates see "Apprentice- LABORER"

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Classification	n			Effective Dat	te Base Wage	e Health	Pension	Supplemental Unemployment	Total Rate
		MULCHING MACHINE		12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
OPERATING EN	GINEERS LO	OCAL 4		06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
				12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
				06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
				12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
				06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
				12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprenti	ice rates see '	'Apprentice- OPERATING ENGINEE	RS"						
ROOFERS LOCA		Vaterproofing & Roofer Dampro	oofg)	02/01/2024	\$50.03	\$12.78	\$21.45	\$0.00	\$84.26
KOOFEKS LOCA	4L 33			08/01/2024	\$51.53	\$12.78	\$21.45	\$0.00	\$85.76
				02/01/2025	\$52.78	\$12.78	\$21.45	\$0.00	\$87.01
				08/01/2025	\$54.28	\$12.78	\$21.45	\$0.00	\$88.51
				02/01/2026	\$55.53	\$12.78	\$21.45	\$0.00	\$89.76
		noopen i in							
		ntice - ROOFER - Local 33 (ve Date - 02/01/2024							
	Step	percent	Apprenti	ce Base Wage	Health	Pension	Supplementa Unemploymen		
	$\frac{3\mathbf{cp}}{1}$	50	ripprenti		\$12.78	\$6.21	\$0.00		
	2	60			\$12.78	\$21.45	\$0.00		
	3	65					\$0.00		
				332.32	\$12.78	\$21.45	\$0.00	\$66.75	
					010.70	001.45	ΦΩ ΩΩ	071.75	
	4	75		\$37.52	\$12.78	\$21.45	\$0.00		
				\$37.52	\$12.78 \$12.78	\$21.45 \$21.45	\$0.00 \$0.00		
	4 5	75		\$37.52				\$76.76	
	4 5	75 85	Apprenti	\$37.52	\$12.78		\$0.00	\$76.76	
	4 5 Effecti	75 85 ave Date - 08/01/2024	Apprenti	\$37.52 \$42.53 ce Base Wage	\$12.78	\$21.45	\$0.00	\$76.76 It Total Rate	
	4 5 Effecti Step	75 85 <b>Eve Date -</b> 08/01/2024 percent	Apprenti	\$37.52 \$42.53 ce Base Wage \$25.77	\$12.78 Health	\$21.45 Pension	\$0.00 Supplementa Unemploymen	\$76.76 Total Rate \$44.76	
	4 5 <b>Effecti</b> Step 1	75 85 (ve Date - 08/01/2024 percent 50	Apprenti	\$37.52 \$42.53 ce Base Wage \$25.77 \$30.92	\$12.78 Health \$12.78	\$21.45  Pension  \$6.21	\$0.00 Supplementa Unemploymen \$0.00	\$76.76 1 1 1 1 1 Total Rate \$44.76 \$65.15	
	4 5 Effecti Step 1 2	75 85 <b>Eve Date -</b> 08/01/2024 percent 50 60	Apprenti	\$37.52 \$42.53 ce Base Wage \$25.77 \$30.92 \$33.49	\$12.78 Health \$12.78 \$12.78	\$21.45  Pension  \$6.21 \$21.45	\$0.00 Supplementa Unemploymen \$0.00 \$0.00	\$76.76 Total Rate  \$44.76  \$65.15  \$67.72	
	4 5 Effecti Step 1 2 3	75 85 <b>Eve Date -</b> 08/01/2024 percent  50 60 65	Apprenti	\$37.52 \$42.53 ce Base Wage \$25.77 \$30.92 \$33.49 \$38.65	\$12.78  Health \$12.78 \$12.78 \$12.78	\$21.45  Pension \$6.21 \$21.45 \$21.45	\$0.00 Supplementa Unemploymen \$0.00 \$0.00	\$76.76  Total Rate  \$44.76  \$65.15  \$67.72  \$72.88	
	4 5 Effecti Step 1 2 3 4 5 — — —	75 85 <b>Exercise Date -</b> 08/01/2024 percent 50 60 65 75		\$37.52 \$42.53 ce Base Wage \$25.77 \$30.92 \$33.49 \$38.65 \$43.80	\$12.78 Health \$12.78 \$12.78 \$12.78 \$12.78	\$21.45 Pension \$6.21 \$21.45 \$21.45 \$21.45	\$0.00 Supplementa Unemploymen \$0.00 \$0.00 \$0.00	\$76.76  Total Rate  \$44.76  \$65.15  \$67.72  \$72.88	
	4 5 Effecti Step 1 2 3 4 5 — — —	75 85 <b>EVE Date -</b> 08/01/2024  percent  50 60 65 75 85  ** 1:5, 2:6-10, the 1:10; Rero  Step 1 is 2000 hrs.; Steps 2-5	ofing: 1:4, then 1:15 are 1000 hrs.	\$37.52 \$42.53 ce Base Wage \$25.77 \$30.92 \$33.49 \$38.65 \$43.80	\$12.78 Health \$12.78 \$12.78 \$12.78 \$12.78	\$21.45 Pension \$6.21 \$21.45 \$21.45 \$21.45	\$0.00 Supplementa Unemploymen \$0.00 \$0.00 \$0.00	\$76.76  Total Rate  \$44.76  \$65.15  \$67.72  \$72.88	
	4 5 Effecti Step 1 2 3 4 5   Notes:	75 85 <b>EVE Date -</b> 08/01/2024  percent  50 60 65 75 85  ** 1:5, 2:6-10, the 1:10; Rero  Step 1 is 2000 hrs.; Steps 2-5  (Hot Pitch Mechanics' receive	ofing: 1:4, then 1:1 5 are 1000 hrs. re \$1.00 hr. above R	\$37.52 \$42.53 ce Base Wage \$25.77 \$30.92 \$33.49 \$38.65 \$43.80	\$12.78 Health \$12.78 \$12.78 \$12.78 \$12.78	\$21.45 Pension \$6.21 \$21.45 \$21.45 \$21.45	\$0.00 Supplementa Unemploymen \$0.00 \$0.00 \$0.00	\$76.76  Total Rate  \$44.76  \$65.15  \$67.72  \$72.88	
DOCUMENT OF	4 5  Effecti Step 1 2 3 4 5  Notes:	75 85  Eve Date - 08/01/2024  percent 50 60 65 75 85  ** 1:5, 2:6-10, the 1:10; Rero Step 1 is 2000 hrs.; Steps 2-5 (Hot Pitch Mechanics' receiv  ntice to Journeyworker Ratio	ofing: 1:4, then 1:1 5 are 1000 hrs. re \$1.00 hr. above R	\$37.52 \$42.53 ce Base Wage \$25.77 \$30.92 \$33.49 \$38.65 \$43.80	\$12.78  Health  \$12.78  \$12.78  \$12.78  \$12.78  \$12.78	\$21.45  Pension \$6.21 \$21.45 \$21.45 \$21.45 \$21.45	\$0.00  Supplementa Unemploymen  \$0.00 \$0.00 \$0.00 \$0.00	\$76.76  Total Rate  \$44.76  \$65.15  \$67.72  \$72.88  \$78.03	
	4 5  Effecti Step 1 2 3 4 5  Notes:  Appre	75 85 <b>EVE Date -</b> 08/01/2024  percent  50 60 65 75 85  ** 1:5, 2:6-10, the 1:10; Rero  Step 1 is 2000 hrs.; Steps 2-5  (Hot Pitch Mechanics' receive	ofing: 1:4, then 1:1 5 are 1000 hrs. re \$1.00 hr. above R	\$37.52 \$42.53 ce Base Wage \$25.77 \$30.92 \$33.49 \$38.65 \$43.80	\$12.78  Health \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$	\$21.45  Pension \$6.21 \$21.45 \$21.45 \$21.45 \$21.45 \$21.45 \$21.45	\$0.00 Supplementa Unemploymen \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.40 \$0.00 \$0.40 \$0.40	\$76.76  Total Rate  \$44.76  \$65.15  \$67.72  \$72.88  \$78.03	\$84.51
	4 5  Effecti Step 1 2 3 4 5  Notes:  Appre	75 85  Eve Date - 08/01/2024  percent 50 60 65 75 85  ** 1:5, 2:6-10, the 1:10; Rero Step 1 is 2000 hrs.; Steps 2-5 (Hot Pitch Mechanics' receiv  ntice to Journeyworker Ratio	ofing: 1:4, then 1:1 5 are 1000 hrs. re \$1.00 hr. above R	\$37.52 \$42.53 ce Base Wage \$25.77 \$30.92 \$33.49 \$38.65 \$43.80	\$12.78  Health \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$	\$21.45  Pension \$6.21 \$21.45 \$21.45 \$21.45 \$21.45	\$0.00 Supplementa Unemploymen \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$21.45 \$21.45	\$76.76  Total Rate  \$44.76  \$65.15  \$67.72  \$72.88  \$78.03	\$86.01
	4 5  Effecti Step 1 2 3 4 5  Notes:  Appre	75 85  Eve Date - 08/01/2024  percent 50 60 65 75 85  ** 1:5, 2:6-10, the 1:10; Rero Step 1 is 2000 hrs.; Steps 2-5 (Hot Pitch Mechanics' receiv  ntice to Journeyworker Ratio	ofing: 1:4, then 1:1 5 are 1000 hrs. re \$1.00 hr. above R	\$37.52 \$42.53 ce Base Wage \$25.77 \$30.92 \$33.49 \$38.65 \$43.80 	\$12.78  Health \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$50.28 \$51.78 \$53.03	\$21.45  Pension \$6.21 \$21.45 \$21.45 \$21.45 \$21.45 \$21.45 \$21.45	\$0.00 Supplementa Unemploymen \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$21.45 \$21.45 \$21.45	\$76.76  Total Rate  \$44.76  \$65.15  \$67.72  \$72.88  \$78.03   \$0.00  \$0.00  \$0.00	\$86.01 \$87.26
	4 5  Effecti Step 1 2 3 4 5  Notes:  Appre	75 85  Eve Date - 08/01/2024  percent 50 60 65 75 85  ** 1:5, 2:6-10, the 1:10; Rero Step 1 is 2000 hrs.; Steps 2-5 (Hot Pitch Mechanics' receiv  ntice to Journeyworker Ratio	ofing: 1:4, then 1:1 5 are 1000 hrs. re \$1.00 hr. above R	\$37.52 \$42.53 ce Base Wage \$25.77 \$30.92 \$33.49 \$38.65 \$43.80 	\$12.78  Health \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$50.28 \$51.78 \$53.03	\$21.45  Pension \$6.21 \$21.45 \$21.45 \$21.45 \$21.45 \$21.45 \$21.45 \$21.45	\$0.00 Supplementa Unemploymen \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$21.45 \$21.45	\$76.76  Total Rate  \$44.76  \$65.15  \$67.72  \$72.88  \$78.03  \$0  \$0.00  \$0.00	\$86.01
ROOFERS LOCA	4 5  Effecti Step 1 2 3 4 5  Notes:  Appre ATE / TIL	75 85  (ve Date - 08/01/2024 percent) 50 60 65 75 85  ** 1:5, 2:6-10, the 1:10; Rero Step 1 is 2000 hrs.; Steps 2-5 (Hot Pitch Mechanics' receiv ntice to Journeyworker Ration E / PRECAST CONCRETE	ofing: 1:4, then 1:1 5 are 1000 hrs. re \$1.00 hr. above R	\$37.52 \$42.53 ce Base Wage \$25.77 \$30.92 \$33.49 \$38.65 \$43.80 	\$12.78  Health \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$50.28 \$51.78 \$53.03 \$54.53	\$21.45  Pension \$6.21 \$21.45 \$21.45 \$21.45 \$21.45 \$12.78 \$12.78 \$12.78	\$0.00 Supplementa Unemploymen \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$21.45 \$21.45 \$21.45	\$76.76  Total Rate  \$44.76  \$65.15  \$67.72  \$72.88  \$78.03   \$0.00  \$0.00  \$0.00	\$86.01 \$87.26
For apprenti	4 5  Effecti Step 1 2 3 4 5  Notes:  Appre  ATE / TIL	75 85  Eve Date - 08/01/2024 percent  50 60 65 75 85  ** 1:5, 2:6-10, the 1:10; Rero Step 1 is 2000 hrs.; Steps 2-5 (Hot Pitch Mechanics' receiv ntice to Journeyworker Ratio E / PRECAST CONCRETE	ofing: 1:4, then 1:1 5 are 1000 hrs. re \$1.00 hr. above R	\$37.52 \$42.53 ce Base Wage \$25.77 \$30.92 \$33.49 \$38.65 \$43.80 	\$12.78  Health \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$50.28 \$51.78 \$53.03 \$54.53 \$55.78	\$21.45  Pension  \$6.21 \$21.45 \$21.45 \$21.45 \$21.45 \$21.45 \$12.78 \$12.78 \$12.78 \$12.78	\$0.00 Supplementa Unemploymen \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$21.45 \$21.45 \$21.45 \$21.45 \$21.45	\$76.76  Total Rate  \$44.76  \$65.15  \$67.72  \$72.88  \$78.03     \$0.00  \$0.00  \$0.00  \$0.00  \$0.00	\$86.01 \$87.26 \$88.76 \$90.01
For apprenti	Fffection Step 1 2 3 4 5 Notes: Notes: Appre ATE / TIL AL 33	75 85  Eve Date - 08/01/2024 percent 50 60 65 75 85  ** 1:5, 2:6-10, the 1:10; Rero Step 1 is 2000 hrs.; Steps 2-5 (Hot Pitch Mechanics' receiv ntice to Journeyworker Ratio E / PRECAST CONCRETE	ofing: 1:4, then 1:1 5 are 1000 hrs. re \$1.00 hr. above R	\$37.52 \$42.53 ce Base Wage \$25.77 \$30.92 \$33.49 \$38.65 \$43.80 02/01/2024 08/01/2024 08/01/2025 08/01/2025 02/01/2026	\$12.78  Health \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$50.28 \$51.78 \$53.03 \$54.53 \$55.78	\$21.45  Pension \$6.21 \$21.45 \$21.45 \$21.45 \$21.45 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78	\$0.00  Supplementa Unemploymen  \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$21.45 \$21.45 \$21.45 \$21.45 \$21.45 \$21.45	\$76.76  Total Rate  \$44.76  \$65.15  \$67.72  \$72.88  \$78.03   \$0.00  \$0.00  \$0.00  \$0.00  \$2.98	\$86.01 \$87.26 \$88.76 \$90.01
For apprenti	Fffection Step 1 2 3 4 5 Notes: Notes: Appre ATE / TIL AL 33	75 85  Eve Date - 08/01/2024 percent 50 60 65 75 85  ** 1:5, 2:6-10, the 1:10; Rero Step 1 is 2000 hrs.; Steps 2-5 (Hot Pitch Mechanics' receiv ntice to Journeyworker Ratio E / PRECAST CONCRETE	ofing: 1:4, then 1:1 5 are 1000 hrs. re \$1.00 hr. above R	\$37.52 \$42.53 ce Base Wage \$25.77 \$30.92 \$33.49 \$38.65 \$43.80 	\$12.78  Health \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$50.28 \$51.78 \$53.03 \$54.53 \$55.78	\$21.45  Pension  \$6.21 \$21.45 \$21.45 \$21.45 \$21.45 \$21.45 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78	\$0.00 Supplementa Unemploymen \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$21.45 \$21.45 \$21.45 \$21.45 \$21.45 \$21.45 \$21.50	\$76.76  Total Rate  \$44.76  \$65.15  \$67.72  \$72.88  \$78.03   \$0.00  \$0.00  \$0.00  \$0.00  \$2.98  \$2.98	\$86.01 \$87.26 \$88.76 \$90.01 \$102.29 \$104.04
For apprenti	Fffection Step 1 2 3 4 5 Notes: Notes: Appre ATE / TIL AL 33	75 85  Eve Date - 08/01/2024 percent 50 60 65 75 85  ** 1:5, 2:6-10, the 1:10; Rero Step 1 is 2000 hrs.; Steps 2-5 (Hot Pitch Mechanics' receiv ntice to Journeyworker Ratio E / PRECAST CONCRETE	ofing: 1:4, then 1:1 5 are 1000 hrs. re \$1.00 hr. above R	\$37.52 \$42.53 ce Base Wage \$25.77 \$30.92 \$33.49 \$38.65 \$43.80 02/01/2024 08/01/2024 08/01/2025 08/01/2025 02/01/2026	\$12.78  Health \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$50.28 \$51.78 \$53.03 \$54.53 \$55.78	\$21.45  Pension \$6.21 \$21.45 \$21.45 \$21.45 \$21.45 \$21.45 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$14.59 \$14.59 \$14.59	\$0.00  Supplementa Unemploymen  \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.145 \$21.45 \$21.45 \$21.45 \$21.45 \$21.45 \$21.50 \$27.50 \$27.50	\$76.76  Total Rate  \$44.76  \$65.15  \$67.72  \$72.88  \$78.03  \$78.03  \$0.00  \$0.00  \$0.00  \$0.00  \$0.00  \$2.98  \$2.98  \$2.98	\$86.01 \$87.26 \$88.76 \$90.01
ROOFERS LOCA	Fffection Step 1 2 3 4 5 Notes: Notes: Appre ATE / TIL AL 33	75 85  Eve Date - 08/01/2024 percent 50 60 65 75 85  ** 1:5, 2:6-10, the 1:10; Rero Step 1 is 2000 hrs.; Steps 2-5 (Hot Pitch Mechanics' receiv ntice to Journeyworker Ratio E / PRECAST CONCRETE	ofing: 1:4, then 1:1 5 are 1000 hrs. re \$1.00 hr. above R	\$37.52 \$42.53 ce Base Wage \$25.77 \$30.92 \$33.49 \$38.65 \$43.80 	\$12.78  Health \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$50.28 \$51.78 \$53.03 \$54.53 \$55.78  \$57.22 \$58.97 \$60.72	\$21.45  Pension  \$6.21 \$21.45 \$21.45 \$21.45 \$21.45 \$21.45 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78 \$12.78	\$0.00 Supplementa Unemploymen \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$21.45 \$21.45 \$21.45 \$21.45 \$21.45 \$21.45 \$21.50	\$76.76  Total Rate  \$44.76  \$65.15  \$67.72  \$72.88  \$78.03   \$0.00  \$0.00  \$0.00  \$0.00  \$2.98  \$2.98	\$86.01 \$87.26 \$88.76 \$90.01 \$102.29 \$104.04

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Pension

**Total Rate** 

Apprentice -	SHEET METAL WORKER - Local	17 <b>-</b> A
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E	ffecti	ntice - SHEET METAL WORKER - S we Date - 02/01/2024				Supplemental		
Si	tep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1		42	\$24.03	\$14.59	\$6.13	\$0.00	\$44.75	
2	2	42	\$24.03	\$14.59	\$6.13	\$0.00	\$44.75	
3	3	47	\$26.89	\$14.59	\$12.11	\$1.61	\$55.20	
4	ļ	47	\$26.89	\$14.59	\$12.11	\$1.61	\$55.20	
5	5	52	\$29.75	\$14.59	\$13.09	\$1.72	\$59.15	
6	ó	52	\$29.75	\$14.59	\$13.34	\$1.73	\$59.41	
7	7	60	\$34.33	\$14.59	\$14.75	\$1.91	\$65.58	
8	}	65	\$37.19	\$14.59	\$15.73	\$2.03	\$69.54	
9	)	75	\$42.92	\$14.59	\$17.69	\$2.26	\$77.46	
1	0	85	\$48.64	\$14.59	\$19.15	\$2.47	\$84.85	
E	ffectiv	ve Date - 08/01/2024				Supplemental		
Si	tep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1		42	\$24.77	\$14.59	\$6.13	\$0.00	\$45.49	
2	2	42	\$24.77	\$14.59	\$6.13	\$0.00	\$45.49	
3	3	47	\$27.72	\$14.59	\$12.11	\$1.63	\$56.05	
4	ļ	47	\$27.72	\$14.59	\$12.11	\$1.63	\$56.05	
5	5	52	\$30.66	\$14.59	\$13.09	\$1.75	\$60.09	
6	5	52	\$30.66	\$14.59	\$13.34	\$1.76	\$60.35	
7	7	60	\$35.38	\$14.59	\$14.75	\$1.94	\$66.66	
8	3	65	\$38.33	\$14.59	\$15.73	\$2.06	\$70.71	
9	)	75	\$44.23	\$14.59	\$17.69	\$2.30	\$78.81	
1	0	85	\$50.12	\$14.59	\$19.15	\$2.52	\$86.38	
<b>N</b>	otes:							
i		Steps are 6 mos.						
A	pprei	ntice to Journeyworker Ratio:1:4						
		MOVING EQUIP < 35 TONS L NO. 10 ZONE B	01/01/2024	\$39.24	4 \$15.07	\$18.67	\$0.00	\$72.98
ISIERS JOHVI CO	OUIVEI	ENO. 10 ZONE B	06/01/2024	4 \$40.24	4 \$15.07	\$18.67	\$0.00	\$73.98
			12/01/2024	4 \$40.24	4 \$15.07	\$20.17	\$0.00	\$75.48
			01/01/2023	5 \$40.24	4 \$15.57	\$20.17	\$0.00	\$75.98
			06/01/2025	5 \$41.24	4 \$15.57	\$20.17	\$0.00	\$76.98
			12/01/2025	5 \$41.24	4 \$15.57	\$21.78	\$0.00	\$78.59
			01/01/2020	5 \$41.24	4 \$16.17	\$21.78	\$0.00	\$79.19
			06/01/2020	5 \$42.24	4 \$16.17	\$21.78	\$0.00	\$80.19
			12/01/2020	5 \$42.2	4 \$16.17	\$23.52	\$0.00	\$81.93
			01/01/2027	7 \$42.2	4 \$16.77	\$23.52	\$0.00	\$82.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	01/01/2024	\$39.53	\$15.07	\$18.67	\$0.00	\$73.27
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$40.53	\$15.07	\$18.67	\$0.00	\$74.27
	12/01/2024	\$40.53	\$15.07	\$20.17	\$0.00	\$75.77
	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
	06/01/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$77.27
	12/01/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$78.88
	01/01/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$79.48
	06/01/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$80.48
	12/01/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$82.22
	01/01/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$82.82
SPRINKLER FITTER	03/01/2024	\$62.78	\$10.90	\$23.20	\$0.00	\$96.88
SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2	10/01/2024	\$64.40	\$10.90	\$23.20	\$0.00	\$98.50
	03/01/2025	\$66.02	\$10.90	\$23.20	\$0.00	\$100.12

**Apprentice** - SPRINKLER FITTER - Local 550 (Section B) Zone 2

Effecti	ve Date -	03/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	35		\$21.97	\$10.90	\$12.80	\$0.00	\$45.67
2	40		\$25.11	\$10.90	\$13.60	\$0.00	\$49.61
3	45		\$28.25	\$10.90	\$14.40	\$0.00	\$53.55
4	50		\$31.39	\$10.90	\$15.20	\$0.00	\$57.49
5	55		\$34.53	\$10.90	\$16.00	\$0.00	\$61.43
6	60		\$37.67	\$10.90	\$16.80	\$0.00	\$65.37
7	65		\$40.81	\$10.90	\$17.60	\$0.00	\$69.31
8	70		\$43.95	\$10.90	\$18.40	\$0.00	\$73.25
9	75		\$47.09	\$10.90	\$19.20	\$0.00	\$77.19
10	80		\$50.22	\$10.90	\$20.00	\$0.00	\$81.12
	ve Date -	10/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	35		\$22.54	\$10.90	\$12.80	\$0.00	\$46.24
2	40		\$25.76	\$10.90	\$13.60	\$0.00	\$50.26
3	45		\$28.98	\$10.90	\$14.40	\$0.00	\$54.28
4	50		\$32.20	\$10.90	\$15.20	\$0.00	\$58.30
5	55		\$35.42	\$10.90	\$16.00	\$0.00	\$62.32
6	60		\$38.64	\$10.90	\$16.80	\$0.00	\$66.34
7	65		\$41.86	\$10.90	\$17.60	\$0.00	\$70.36
8	70		\$45.08	\$10.90	\$18.40	\$0.00	\$74.38
9	75		\$48.30	\$10.90	\$19.20	\$0.00	\$78.40
10	80		\$51.52	\$10.90	\$20.00	\$0.00	\$82.42
Notes:		e entered prior 9/30/10:					
	40/45/50/ Steps are	55/60/65/70/75/80/85 850 hours					

Apprentice to Journeyworker Ratio:1:3

 Issue Date:
 04/04/2024
 Wage Request Number:
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
OF ERATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN  ELECTRICIANS LOCAL 103	03/01/2024	\$49.49	\$13.00	\$20.19	\$0.00	\$82.68
ELECTRICIANS LOCAL 103	09/01/2024	\$51.02	\$13.00	\$20.24	\$0.00	\$84.26
	03/01/2025	\$51.98	\$13.00	\$20.27	\$0.00	\$85.25
	09/01/2025	\$53.51	\$13.00	\$20.32	\$0.00	\$86.83
	03/01/2026	\$54.47	\$13.00	\$20.34	\$0.00	\$87.81
	09/01/2026	\$56.00	\$13.00	\$20.39	\$0.00	\$89.39
	03/01/2027	\$56.95	\$13.00	\$20.42	\$0.00	\$90.37
	09/01/2027	\$58.49	\$13.00	\$20.46	\$0.00	\$91.95
	03/01/2028	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94

**Issue Date:** 04/04/2024 **Wage Request Number:** 20240403-078-5 **Page 36 of 48** 

**Total Rate** 

Pension

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103 03/01/2024 **Effective Date -**Supplemental Unemployment Total Rate Step percent Apprentice Base Wage Health Pension 1 45 \$22.27 \$13.00 \$0.67 \$0.00 \$35.94 2 45 \$22.27 \$13.00 \$0.67 \$0.00 \$35.94 3 50 \$24.75 \$13.00 \$16.16 \$0.00 \$53.91 4 50 \$24.75 \$13.00 \$16.16 \$0.00 \$53.91 5 55 \$27.22 \$0.00 \$13.00 \$16.57 \$56.79 6 60 \$29.69 \$13.00 \$16.97 \$0.00 \$59.66 7 65 \$32.17 \$13.00 \$17.38 \$0.00 \$62.55 8 70 \$34.64 \$13.00 \$17.78 \$0.00 \$65.42 9 75 \$37.12 \$13.00 \$18.18 \$0.00 \$68.30 10 80 \$39.59 \$13.00 \$18.58 \$0.00 \$71.17 09/01/2024 **Effective Date -**Supplemental Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 45 \$22.96 \$13.00 \$0.69 \$0.00 \$36.65 2 45 \$0.69 \$0.00 \$22.96 \$13.00 \$36.65 3 50 \$25.51 \$13.00 \$16.16 \$0.00 \$54.67 4 50 \$25.51 \$0.00 \$13.00 \$16.16 \$54.67 5 55 \$28.06 \$13.00 \$16.57 \$0.00 \$57.63 6 60 \$30.61 \$13.00 \$16.97 \$0.00 \$60.58 7 65 \$33.16 \$13.00 \$17.38 \$0.00 \$63.54 8 70 \$35.71 \$13.00 \$17.78 \$0.00 \$66.49 9 75 \$38.27 \$13.00 \$18.18 \$0.00 \$69.45 10 80 \$40.82 \$13.00 \$18.58 \$0.00 \$72.40 Notes: Annrentice to Journeyworker Ratio: 1:1

Apprentice to Journeyworker Ratio:1:	l					
TERRAZZO FINISHERS	02/01/2024	\$61.34	\$11.49	\$23.59	\$0.00	\$96.42
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2024	\$63.44	\$11.49	\$23.59	\$0.00	\$98.52
	02/01/2025	\$64.74	\$11.49	\$23.59	\$0.00	\$99.82
	08/01/2025	\$66.89	\$11.49	\$23.59	\$0.00	\$101.97
	02/01/2026	\$68.24	\$11.49	\$23.59	\$0.00	\$103.32
	08/01/2026	\$70.44	\$11.49	\$23.59	\$0.00	\$105.52
	02/01/2027	\$71.84	\$11.49	\$23.59	\$0.00	\$106.92

**Issue Date:** 04/04/2024 Wage Request Number: 20240403-078-5 Page 37 of 48 **Apprentice -** TERRAZZO FINISHER - Local 3 Marble & Tile

**Total Rate** 

	Appren Effectiv	ve Date -	ERRAZZO FINISHER - Loc 02/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	50		\$30.67	\$11.49	\$23.59	\$0.00	\$65.7	5
	2	60		\$36.80	\$11.49	\$23.59	\$0.00	\$71.8	8
	3	70		\$42.94	\$11.49	\$23.59	\$0.00	\$78.0	2
	4	80		\$49.07	\$11.49	\$23.59	\$0.00	\$84.1	5
	5	90		\$55.21	\$11.49	\$23.59	\$0.00	\$90.2	9
	Effectiv	ve Date -	08/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	50		\$31.72	\$11.49	\$23.59	\$0.00	\$66.8	0
	2	60		\$38.06	\$11.49	\$23.59	\$0.00	\$73.1	4
	3	70		\$44.41	\$11.49	\$23.59	\$0.00	\$79.4	9
	4	80		\$50.75	\$11.49	\$23.59	\$0.00	\$85.8	3
	5	90		\$57.10	\$11.49	\$23.59	\$0.00	\$92.1	8
	Notes:								
	i								
	Apprer	ntice to Jo	ourneyworker Ratio:1:3						
	EST BORING DRILLER BORERS - FOUNDATION AND MARINE		UE.	12/01/2023	3 \$48.33	\$9.65	\$18.22	\$0.00	\$76.20
IBOKEKS - FO	ONDATION A	AND MAKIN	'L	06/01/2024	\$49.81	\$9.65	\$18.22	\$0.00	\$77.68
				12/01/2024	\$51.28	\$9.65	\$18.22	\$0.00	\$79.15
				06/01/2025	\$52.78	\$9.65	\$18.22	\$0.00	\$80.65
				12/01/2025	\$54.28	\$9.65	\$18.22	\$0.00	\$82.15
				06/01/2020	\$55.83	\$9.65	\$18.22	\$0.00	\$83.70
For apprentic	ce rates see "A	Annrentice-	I ABORER"	12/01/2020	5 \$57.33	\$9.65	\$18.22	\$0.00	\$85.20
EST BORIN				12/01/2023	3 \$44.45	\$9.65	\$18.22	\$0.00	\$72.32
ABORERS - FO	UNDATION A	AND MARIN	VE .	06/01/2024			\$18.22	\$0.00	\$73.80
				12/01/2024			\$18.22	\$0.00	\$75.27
				06/01/202:			\$18.22	\$0.00	\$76.77
				12/01/202:			\$18.22	\$0.00	\$78.27
				06/01/2020			\$18.22	\$0.00	\$79.82
				12/01/2020			\$18.22	\$0.00	\$81.32
For apprentic	ce rates see "	Apprentice-	LABORER"		, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	4,,,,,			400.00
EST BORIN				12/01/2023	3 \$44.33	\$9.65	\$18.22	\$0.00	\$72.20
ABORERS - FO	UNDATION A	AND MARIN	<sup>I</sup> E	06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
				12/01/2024	\$47.28	\$9.65	\$18.22	\$0.00	\$75.15
				06/01/2025	5 \$48.78	\$9.65	\$18.22	\$0.00	\$76.65
				12/01/2025	5 \$50.28	\$9.65	\$18.22	\$0.00	\$78.15
				06/01/2020			\$18.22	\$0.00	\$79.70
				12/01/2020			\$18.22	\$0.00	\$81.20
For apprentic	ce rates see "/	Apprentice-	LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS/PORTABLE STEAM GENERATORS	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$39.82	\$15.07	\$18.67	\$0.00	\$73.56
TEAMSTERS JOHN COUNCIL NO. 10 ZONE B	06/01/2024	\$40.82	\$15.07	\$18.67	\$0.00	\$74.56
	12/01/2024	\$40.82	\$15.07	\$20.17	\$0.00	\$76.06
	01/01/2025	\$40.82	\$15.57	\$20.17	\$0.00	\$76.56
	06/01/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$77.56
	12/01/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$79.17
	01/01/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$79.77
	06/01/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$80.77
	12/01/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$82.51
	01/01/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$83.11
TUNNEL WORK - COMPRESSED AIR	12/01/2023	\$56.56	\$9.65	\$18.67	\$0.00	\$84.88
LABORERS (COMPRESSED AIR)	06/01/2024	\$58.04	\$9.65	\$18.67	\$0.00	\$86.36
	12/01/2024	\$59.51	\$9.65	\$18.67	\$0.00	\$87.83
	06/01/2025	\$61.01	\$9.65	\$18.67	\$0.00	\$89.33
	12/01/2025	\$62.51	\$9.65	\$18.67	\$0.00	\$90.83
	06/01/2026	\$64.06	\$9.65	\$18.67	\$0.00	\$92.38
	12/01/2026	\$65.56	\$9.65	\$18.67	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/01/2023	\$58.56	\$9.65	\$18.67	\$0.00	\$86.88
LABORERS (COMPRESSED AIR)	06/01/2024	\$60.04	\$9.65	\$18.67	\$0.00	\$88.36
	12/01/2024	\$61.51	\$9.65	\$18.67	\$0.00	\$89.83
	06/01/2025	\$63.01	\$9.65	\$18.67	\$0.00	\$91.33
	12/01/2025	\$64.51	\$9.65	\$18.67	\$0.00	\$92.83
	06/01/2026	\$66.06	\$9.65	\$18.67	\$0.00	\$94.38
	12/01/2026	\$67.56	\$9.65	\$18.67	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						
ΓUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	12/01/2023	\$48.63	\$9.65	\$18.67	\$0.00	\$76.95
ADORERO (PREE AIR TOWNEL)	06/01/2024	\$50.11	\$9.65	\$18.67	\$0.00	\$78.43
	12/01/2024	\$51.58	\$9.65	\$18.67	\$0.00	\$79.90
	06/01/2025	\$53.08	\$9.65	\$18.67	\$0.00	\$81.40
	12/01/2025	\$54.58	\$9.65	\$18.67	\$0.00	\$82.90
	06/01/2026	\$56.13	\$9.65	\$18.67	\$0.00	\$84.45
	12/01/2026	\$57.63	\$9.65	\$18.67	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE)	12/01/2023	\$50.63	\$9.65	\$18.67	\$0.00	\$78.95
LABORERS (FREE AIR TUNNEL)	06/01/2024	\$52.11	\$9.65	\$18.67	\$0.00	\$80.43
	12/01/2024	\$53.58	\$9.65	\$18.67	\$0.00	\$81.90
	06/01/2025	\$55.08	\$9.65	\$18.67	\$0.00	\$83.40
	12/01/2025	\$56.58	\$9.65	\$18.67	\$0.00	\$84.90
	06/01/2026	\$58.13	\$9.65	\$18.67	\$0.00	\$86.45
	12/01/2026	\$59.63	\$9.65	\$18.67	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$39.24	\$15.07	\$18.67	\$0.00	\$72.98
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$40.24	\$15.07	\$18.67	\$0.00	\$73.98
	12/01/2024	\$40.24	\$15.07	\$20.17	\$0.00	\$75.48
	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53
WAGON DRILL OPERATOR LABORERS - ZONE 2	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	\$39.44	\$9.65	\$17.14	\$0.00	\$66.23
	12/01/2024	\$40.77	\$9.65	\$17.14	\$0.00	\$67.56
	06/01/2025	\$42.16	\$9.65	\$17.14	\$0.00	\$68.95
	12/01/2025	\$43.54	\$9.65	\$17.14	\$0.00	\$70.33
	06/01/2026	\$44.98	\$9.65	\$17.14	\$0.00	\$71.77
	12/01/2026	\$46.42	\$9.65	\$17.14	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
WASTE WATER PUMP OPERATOR	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER	03/03/2024	\$68.74	\$14.07	\$18.36	\$0.00	\$101.17
PLUMBERS & GASFITTERS LOCAL 12 (Local 138)	09/01/2024	\$70.54	\$14.07	\$18.36	\$0.00	\$102.97
	03/02/2025	\$71.34	\$14.32	\$18.61	\$0.00	\$104.27

**Rental of Equipment - East** 

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	01/01/2024	\$38.95	\$15.07	\$0.00	\$0.00	\$54.02
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$39.95	\$15.07	\$0.00	\$0.00	\$55.02
	12/01/2024	\$39.95	\$15.07	\$0.00	\$0.00	\$55.02
	01/01/2025	\$39.95	\$15.57	\$0.00	\$0.00	\$55.52
	06/01/2025	\$40.95	\$15.57	\$0.00	\$0.00	\$56.52
	12/01/2025	\$40.95	\$15.57	\$0.00	\$0.00	\$56.52
	01/01/2026	\$40.95	\$16.17	\$0.00	\$0.00	\$57.12
	06/01/2026	\$41.95	\$16.17	\$0.00	\$0.00	\$58.12
	12/01/2026	\$41.95	\$16.17	\$0.00	\$0.00	\$58.12
	01/01/2027	\$41.95	\$16.77	\$0.00	\$0.00	\$58.72
3 AXLE) DRIVER - EQUIPMENT	01/01/2024	\$39.02	\$15.07	\$0.00	\$0.00	\$54.09
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$40.02	\$15.07	\$0.00	\$0.00	\$55.09
	12/01/2024	\$40.02	\$15.07	\$0.00	\$0.00	\$55.09
	01/01/2025	\$40.02	\$15.57	\$0.00	\$0.00	\$55.59
	06/01/2025	\$41.02	\$15.57	\$0.00	\$0.00	\$56.59
	12/01/2025	\$41.02	\$15.57	\$0.00	\$0.00	\$56.59
	01/01/2026	\$41.02	\$16.17	\$0.00	\$0.00	\$57.19
	06/01/2026	\$42.02	\$16.17	\$0.00	\$0.00	\$58.19
	12/01/2026	\$42.02	\$16.17	\$0.00	\$0.00	\$58.19
	01/01/2027	\$42.02	\$16.77	\$0.00	\$0.00	\$58.79
4 & 5 AXLE) DRIVER - EQUIPMENT	01/01/2024	\$39.14	\$15.07	\$0.00	\$0.00	\$54.21
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$40.14	\$15.07	\$0.00	\$0.00	\$55.21
	12/01/2024	\$40.14	\$15.07	\$0.00	\$0.00	\$55.21
	01/01/2025	\$40.14	\$15.57	\$0.00	\$0.00	\$55.71
	06/01/2025	\$41.14	\$15.57	\$0.00	\$0.00	\$56.71
	12/01/2025	\$41.14	\$15.57	\$0.00	\$0.00	\$56.71
	01/01/2026	\$41.14	\$16.17	\$0.00	\$0.00	\$57.31
	06/01/2026	\$42.14	\$16.17	\$0.00	\$0.00	\$58.31
	12/01/2026	\$42.14	\$16.17	\$0.00	\$0.00	\$58.31
	01/01/2027	\$42.14	\$16.77	\$0.00	\$0.00	\$58.91
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$0.00	\$0.00	\$112.45
For apprentice rates see "Apprentice- PILE DRIVER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE  OPERATING ENGINEERS LOCAL 4	12/01/2023	\$55.03	\$15.00	\$0.00	\$0.00	\$70.03
IL EKALING ENGINEEKS LOCAL 4	06/01/2024	\$56.33	\$15.00	\$0.00	\$0.00	\$71.33
	12/01/2024	\$57.78	\$15.00	\$0.00	\$0.00	\$72.78
	06/01/2025	\$59.08	\$15.00	\$0.00	\$0.00	\$74.08
	12/01/2025	\$60.53	\$15.00	\$0.00	\$0.00	\$75.53
	06/01/2026	\$61.83	\$15.00	\$0.00	\$0.00	\$76.83
	12/01/2026	\$63.28	\$15.00	\$0.00	\$0.00	\$78.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER	12/01/2023	\$55.03	\$15.00	\$0.00	\$0.00	\$70.03
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.33	\$15.00	\$0.00	\$0.00	\$71.33
	12/01/2024	\$57.78	\$15.00	\$0.00	\$0.00	\$72.78
	06/01/2025	\$59.08	\$15.00	\$0.00	\$0.00	\$74.08
	12/01/2025	\$60.53	\$15.00	\$0.00	\$0.00	\$75.53
	06/01/2026	\$61.83	\$15.00	\$0.00	\$0.00	\$76.83
	12/01/2026	\$63.28	\$15.00	\$0.00	\$0.00	\$78.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/GRADER/SCRAPER	12/01/2023	\$54.43	\$15.00	\$0.00	\$0.00	\$69.43
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$0.00	\$0.00	\$70.71
	12/01/2024	\$57.15	\$15.00	\$0.00	\$0.00	\$72.15
	06/01/2025	\$58.43	\$15.00	\$0.00	\$0.00	\$73.43
	12/01/2025	\$59.87	\$15.00	\$0.00	\$0.00	\$74.87
	06/01/2026	\$61.15	\$15.00	\$0.00	\$0.00	\$76.15
	12/01/2026	\$62.59	\$15.00	\$0.00	\$0.00	\$77.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	12/01/2023	\$56.13	\$15.00	\$0.00	\$0.00	\$71.13
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$57.45	\$15.00	\$0.00	\$0.00	\$72.45
	12/01/2024	\$58.93	\$15.00	\$0.00	\$0.00	\$73.93
	06/01/2025	\$60.26	\$15.00	\$0.00	\$0.00	\$75.26
	12/01/2025	\$61.73	\$15.00	\$0.00	\$0.00	\$76.73
	06/01/2026	\$63.06	\$15.00	\$0.00	\$0.00	\$78.06
	12/01/2026	\$64.54	\$15.00	\$0.00	\$0.00	\$79.54
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR	12/01/2023	\$35.62	\$15.00	\$0.00	\$0.00	\$50.62
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$36.47	\$15.00	\$0.00	\$0.00	\$51.47
	12/01/2024	\$37.42	\$15.00	\$0.00	\$0.00	\$52.42
	06/01/2025	\$38.27	\$15.00	\$0.00	\$0.00	\$53.27
	12/01/2025	\$39.22	\$15.00	\$0.00	\$0.00	\$54.22
	06/01/2026	\$40.08	\$15.00	\$0.00	\$0.00	\$55.08
	12/01/2026	\$41.03	\$15.00	\$0.00	\$0.00	\$56.03
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER	08/01/2020	\$68.70	\$9.40	\$0.00	\$0.00	\$78.10
PILE DRIVER LOCAL 56 (ZONE I)						
For apprentice rates see "Apprentice- PILE DRIVER"					****	
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$0.00	\$0.00	\$58.47
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT)	08/01/2020	\$73.60	\$9.40	\$0.00	\$0.00	\$83.00
PILE DRIVER LOCAL 56 (ZONE 1)	30/01/2020	Ψ13.00	Ψ2.10	20.00	40.00	ψ03.00
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$0.00	\$0.00	\$112.45
For apprentice rates see "Apprentice- PILE DRIVER"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FORK LIFT/CHERRY PICKER	12/01/2023	\$55.03	\$15.00	\$0.00	\$0.00	\$70.03
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.33	\$15.00	\$0.00	\$0.00	\$71.33
	12/01/2024	\$57.78	\$15.00	\$0.00	\$0.00	\$72.78
	06/01/2025	\$59.08	\$15.00	\$0.00	\$0.00	\$74.08
	12/01/2025	\$60.53	\$15.00	\$0.00	\$0.00	\$75.53
	06/01/2026	\$61.83	\$15.00	\$0.00	\$0.00	\$76.83
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$63.28	\$15.00	\$0.00	\$0.00	\$78.28
GENERATOR/LIGHTING PLANT/HEATERS	12/01/2023	\$35.62	\$15.00	\$0.00	\$0.00	\$50.62
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$36.47	\$15.00	\$0.00	\$0.00	\$51.47
	12/01/2024	\$37.42	\$15.00	\$0.00	\$0.00	\$52.42
	06/01/2025	\$38.27	\$15.00	\$0.00	\$0.00	\$53.27
	12/01/2025	\$39.22	\$15.00	\$0.00	\$0.00	\$54.22
	06/01/2026	\$40.08	\$15.00	\$0.00	\$0.00	\$55.08
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$41.03	\$15.00	\$0.00	\$0.00	\$56.03
HOISTING ENGINEER/CRANES/GRADALLS	12/01/2023	\$55.03	\$15.00	\$0.00	\$0.00	\$70.03
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.33	\$15.00	\$0.00	\$0.00	\$71.33
	12/01/2024	\$57.78	\$15.00	\$0.00	\$0.00	\$72.78
	06/01/2025	\$59.08	\$15.00	\$0.00	\$0.00	\$74.08
	12/01/2025	\$60.53	\$15.00	\$0.00	\$0.00	\$75.53
	06/01/2026	\$61.83	\$15.00	\$0.00	\$0.00	\$76.83
	12/01/2026	\$63.28	\$15.00	\$0.00	\$0.00	\$78.28

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**Apprentice -** OPERATING ENGINEERS - Local 4

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$30.27	\$15.00	\$0.00	\$0.00	\$45.27
2	60	\$33.02	\$15.00	\$0.00	\$0.00	\$48.02
3	65	\$35.77	\$15.00	\$0.00	\$0.00	\$50.77
4	70	\$38.52	\$15.00	\$0.00	\$0.00	\$53.52
5	75	\$41.27	\$15.00	\$0.00	\$0.00	\$56.27
6	80	\$44.02	\$15.00	\$0.00	\$0.00	\$59.02
7	85	\$46.78	\$15.00	\$0.00	\$0.00	\$61.78
8	90	\$49.53	\$15.00	\$0.00	\$0.00	\$64.53
Effect	ive Date - 06/01/2024				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	55	\$30.98	\$15.00	\$0.00	\$0.00	\$45.98
2	60	\$33.80	\$15.00	\$0.00	\$0.00	\$48.80
3	65	\$36.61	\$15.00	\$0.00	\$0.00	\$51.61
4	70	\$39.43	\$15.00	\$0.00	\$0.00	\$54.43
5	75	\$42.25	\$15.00	\$0.00	\$0.00	\$57.25
6	80	\$45.06	\$15.00	\$0.00	\$0.00	\$60.06
7	85	\$47.88	\$15.00	\$0.00	\$0.00	\$62.88
8	90	\$50.70	\$15.00	\$0.00	\$0.00	\$65.70
Notes	:					
İ						i
Appro	entice to Journeyworker	Ratio:1:6				
		12/01/2023	3 \$37.	.86 \$9.65	\$0.00	\$0.00

**Apprentice -** LABORER - Zone 2

Effect	ive Date -	12/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$22.72	\$9.65	\$0.00	\$0.00	\$32.37
2	70		\$26.50	\$9.65	\$0.00	\$0.00	\$36.15
3	80		\$30.29	\$9.65	\$0.00	\$0.00	\$39.94
4	90		\$34.07	\$9.65	\$0.00	\$0.00	\$43.72
Notes							

Apprentice to Journeyworker Ratio:1:5

Classification			Effective Da	te Base Wag	e Health		Supplemental Unemployment	Total Rat
LABORER (HEAV) Laborers - zone 2 (H.			12/01/2023	\$37.86	\$9.65	\$0.00	\$0.00	\$47.51
LABORERS - ZONE 2 (II.	LAVI & IIIGIII	(AI)	06/01/2024	\$39.19	\$9.65	\$0.00	\$0.00	\$48.84
			12/01/2024	\$40.52	\$9.65	\$0.00	\$0.00	\$50.17
			06/01/2025	\$41.91	\$9.65	\$0.00	\$0.00	\$51.56
			12/01/2025	\$43.29	\$9.65	\$0.00	\$0.00	\$52.94
			06/01/2026	\$44.73	\$9.65	\$0.00	\$0.00	\$54.38
			12/01/2026	\$46.17	\$9.65	\$0.00	\$0.00	\$55.82
	prentice - ective Date	LABORER (Heavy & Highwa - 12/01/2023	y) - Zone 2			Constant		
Ste			Apprentice Base Wage	Health	Pension	Supplemental Unemploymen		
1	60		\$22.72	\$9.65	\$0.00	\$0.00	\$32.37	
2	70		\$26.50	\$9.65	\$0.00	\$0.00	\$36.15	
3	80		\$30.29	\$9.65	\$0.00	\$0.00	\$39.94	
4	90		\$34.07	\$9.65	\$0.00	\$0.00	\$43.72	
Eff	ective Date	- 06/01/2024				Supplementa		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemploymen	Total Rate	
1	60		\$23.51	\$9.00	\$0.00	\$0.00	\$32.51	
2	70		\$27.43	\$9.00	\$0.00	\$0.00	\$36.43	
3	80		\$31.35	\$9.00	\$0.00	\$0.00	\$40.35	
4	90		\$35.27	\$9.00	\$0.00	\$0.00	\$44.27	
Not	tes:							
Ap	prentice to J	Journeyworker Ratio:1:5						
		CRANES,GRADALLS)	12/01/2023	\$24.41	\$15.00	\$0.00	\$0.00	\$39.41
PERATING ENGINEER	IS LUCAL 4		06/01/2024	\$25.01	\$15.00	\$0.00	\$0.00	\$40.01
			12/01/2024	\$25.67	\$15.00	\$0.00	\$0.00	\$40.67
			06/01/2025	\$26.27	\$15.00	\$0.00	\$0.00	\$41.27
			12/01/2025	\$26.93	\$15.00	\$0.00	\$0.00	\$41.93
			06/01/2026	\$27.52	\$15.00	\$0.00	\$0.00	\$42.52
			12/01/2026	\$28.19	\$15.00	\$0.00	\$0.00	\$43.19
		- OPERATING ENGINEERS"						
LER (TRUCK CF PERATING ENGINEER		ADALLS)	12/01/2023		\$15.00	\$0.00	\$0.00	\$44.86
			06/01/2024		\$15.00	\$0.00	\$0.00	\$45.58
			12/01/2024	\$31.38	\$15.00	\$0.00	\$0.00	\$46.38
			06/01/2025	\$32.10	\$15.00	\$0.00	\$0.00	\$47.10
			12/01/2025	\$32.90	\$15.00	\$0.00	\$0.00	\$47.90
			06/01/2026	\$33.62	\$15.00	\$0.00	\$0.00	\$48.62
Eon or west'	aaa !! A	ODED ATING ENGINEERS	12/01/2026	\$34.42	\$15.00	\$0.00	\$0.00	\$49.42
For apprentice rates	see "Apprentice	- OPERATING ENGINEERS"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OTHER POWER DRIVEN EQUIPMENT - CLASS II	12/01/2023	\$54.43	\$15.00	\$0.00	\$0.00	\$69.43
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$0.00	\$0.00	\$70.71
	12/01/2024	\$57.15	\$15.00	\$0.00	\$0.00	\$72.15
	06/01/2025	\$58.43	\$15.00	\$0.00	\$0.00	\$73.43
	12/01/2025	\$59.87	\$15.00	\$0.00	\$0.00	\$74.87
	06/01/2026	\$61.15	\$15.00	\$0.00	\$0.00	\$76.15
	12/01/2026	\$62.59	\$15.00	\$0.00	\$0.00	\$77.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$38.78	\$15.07	\$0.00	\$0.00	\$53.85
TEAMSTERS JOHN COUNCIL NO. 10 ZONE B	06/01/2024	\$39.78	\$15.07	\$0.00	\$0.00	\$54.85
	12/01/2024	\$39.78	\$15.07	\$0.00	\$0.00	\$54.85
	01/01/2025	\$39.78	\$15.57	\$0.00	\$0.00	\$55.35
	06/01/2025	\$40.78	\$15.57	\$0.00	\$0.00	\$56.35
	12/01/2025	\$40.78	\$15.57	\$0.00	\$0.00	\$56.35
	01/01/2026	\$40.78	\$16.17	\$0.00	\$0.00	\$56.95
	06/01/2026	\$41.78	\$16.17	\$0.00	\$0.00	\$57.95
	12/01/2026	\$41.78	\$16.17	\$0.00	\$0.00	\$57.95
	01/01/2027	\$41.78	\$16.77	\$0.00	\$0.00	\$58.55
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2023	\$55.03	\$15.00	\$0.00	\$0.00	\$70.03
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.33	\$15.00	\$0.00	\$0.00	\$71.33
	12/01/2024	\$57.78	\$15.00	\$0.00	\$0.00	\$72.78
	06/01/2025	\$59.08	\$15.00	\$0.00	\$0.00	\$74.08
	12/01/2025	\$60.53	\$15.00	\$0.00	\$0.00	\$75.53
	06/01/2026	\$61.83	\$15.00	\$0.00	\$0.00	\$76.83
	12/01/2026	\$63.28	\$15.00	\$0.00	\$0.00	\$78.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE)	12/01/2023	\$54.43	\$15.00	\$0.00	\$0.00	\$69.43
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$0.00	\$0.00	\$70.71
	12/01/2024	\$57.15	\$15.00	\$0.00	\$0.00	\$72.15
	06/01/2025	\$58.43	\$15.00	\$0.00	\$0.00	\$73.43
	12/01/2025	\$59.87	\$15.00	\$0.00	\$0.00	\$74.87
	06/01/2026	\$61.15	\$15.00	\$0.00	\$0.00	\$76.15
	12/01/2026	\$62.59	\$15.00	\$0.00	\$0.00	\$77.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	12/01/2023	\$35.62	\$15.00	\$0.00	\$0.00	\$50.62
S. D. T. C. D. T. C. D.	06/01/2024	\$36.47	\$15.00	\$0.00	\$0.00	\$51.47
	12/01/2024	\$37.42	\$15.00	\$0.00	\$0.00	\$52.42
	06/01/2025	\$38.27	\$15.00	\$0.00	\$0.00	\$53.27
	12/01/2025	\$39.22	\$15.00	\$0.00	\$0.00	\$54.22
	06/01/2026	\$40.08	\$15.00	\$0.00	\$0.00	\$55.08
	12/01/2026	\$41.03	\$15.00	\$0.00	\$0.00	\$56.03
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROLLER/SPREADER/MULCHING MACHINE  OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.43	\$15.00	\$0.00	\$0.00	\$69.43
JI EKATINO ENGINEEKS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$0.00	\$0.00	\$70.71
	12/01/2024	\$57.15	\$15.00	\$0.00	\$0.00	\$72.15
	06/01/2025	\$58.43	\$15.00	\$0.00	\$0.00	\$73.43
	12/01/2025	\$59.87	\$15.00	\$0.00	\$0.00	\$74.87
	06/01/2026	\$61.15	\$15.00	\$0.00	\$0.00	\$76.15
	12/01/2026	\$62.59	\$15.00	\$0.00	\$0.00	\$77.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PECIALIZED EARTH MOVING EQUIP < 35 TONS "EAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$39.24	\$15.07	\$0.00	\$0.00	\$54.31
	06/01/2024	\$40.24	\$15.07	\$0.00	\$0.00	\$55.31
	12/01/2024	\$40.24	\$15.07	\$0.00	\$0.00	\$55.31
	01/01/2025	\$40.24	\$15.57	\$0.00	\$0.00	\$55.81
	06/01/2025	\$41.24	\$15.57	\$0.00	\$0.00	\$56.81
	12/01/2025	\$41.24	\$15.57	\$0.00	\$0.00	\$56.81
	01/01/2026	\$41.24	\$16.17	\$0.00	\$0.00	\$57.41
	06/01/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$58.41
	12/01/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$58.41
	01/01/2027	\$42.24	\$16.77	\$0.00	\$0.00	\$59.01
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	01/01/2024	\$39.53	\$15.07	\$0.00	\$0.00	\$54.60
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$40.53	\$15.07	\$0.00	\$0.00	\$55.60
	12/01/2024	\$40.53	\$15.07	\$0.00	\$0.00	\$55.60
	01/01/2025	\$40.53	\$15.57	\$0.00	\$0.00	\$56.10
	06/01/2025	\$41.53	\$15.57	\$0.00	\$0.00	\$57.10
	12/01/2025	\$41.53	\$15.57	\$0.00	\$0.00	\$57.10
	01/01/2026	\$41.53	\$16.17	\$0.00	\$0.00	\$57.70
	06/01/2026	\$42.53	\$16.17	\$0.00	\$0.00	\$58.70
	12/01/2026	\$42.53	\$16.17	\$0.00	\$0.00	\$58.70
	01/01/2027	\$42.53	\$16.77	\$0.00	\$0.00	\$59.30
TRACTORS/PORTABLE STEAM GENERATORS				\$0.00	\$0.00	
OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.43	\$15.00			\$69.43
	06/01/2024	\$55.71	\$15.00	\$0.00	\$0.00	\$70.71
	12/01/2024	\$57.15	\$15.00	\$0.00	\$0.00	\$72.15
	06/01/2025	\$58.43	\$15.00	\$0.00	\$0.00	\$73.43
	12/01/2025	\$59.87	\$15.00	\$0.00	\$0.00	\$74.87
	06/01/2026	\$61.15	\$15.00	\$0.00	\$0.00	\$76.15
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.59	\$15.00	\$0.00	\$0.00	\$77.59
TRAILERS FOR EARTH MOVING EQUIPMENT	01/01/2024	# <b>2</b> 0.00	<b>**</b>	Φ0.00	ФО ОО	<b>4.5.4.00</b>
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$39.82	\$15.07	\$0.00	\$0.00	\$54.89
	06/01/2024	\$40.82	\$15.07	\$0.00	\$0.00	\$55.89
	12/01/2024	\$40.82	\$15.07	\$0.00	\$0.00	\$55.89
	01/01/2025	\$40.82	\$15.57	\$0.00	\$0.00	\$56.39
	06/01/2025	\$41.82	\$15.57	\$0.00	\$0.00	\$57.39
	12/01/2025	\$41.82	\$15.57	\$0.00	\$0.00	\$57.39
	01/01/2026	\$41.82	\$16.17	\$0.00	\$0.00	\$57.99
	06/01/2026	\$42.82	\$16.17	\$0.00	\$0.00	\$58.99
	12/01/2026	\$42.82	\$16.17	\$0.00	\$0.00	\$58.99
	01/01/2027	\$42.82	\$16.77	\$0.00	\$0.00	\$59.59

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL/CATCH BASIN CLEANING TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$39.24	\$15.07	\$0.00	\$0.00	\$54.31
	06/01/2024	\$40.24	\$15.07	\$0.00	\$0.00	\$55.31
	12/01/2024	\$40.24	\$15.07	\$0.00	\$0.00	\$55.31
	01/01/2025	\$40.24	\$15.57	\$0.00	\$0.00	\$55.81
	06/01/2025	\$41.24	\$15.57	\$0.00	\$0.00	\$56.81
	12/01/2025	\$41.24	\$15.57	\$0.00	\$0.00	\$56.81
	01/01/2026	\$41.24	\$16.17	\$0.00	\$0.00	\$57.41
	06/01/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$58.41
	12/01/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$58.41
	01/01/2027	\$42.24	\$16.77	\$0.00	\$0.00	\$59.01

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.

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