



MAURA HEALEY
Governor

KIM DRISCOLL
Lt. Governor

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

Awarding Authority: Merrimack Valley Planning Commission
Contract Number: **City/Town:** IPSWICH
Description of Work: Highway Services to include Random Crack Sealing; Pavement Markings; Guardrails; Bituminous Concrete, Construction Services: Patching Sidewalks Streets and Street and Sidewalk Resurfacing
Job Location: 160 Main Street

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 updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- This annual update requirement is generally not applicable to 27F "rental of equipment" contracts. For such contracts, the prevailing wage rates issued by DLS shall remain in effect for the duration of the contract term. However, if the prevailing wage rate sheet issued does not contain wage rates for each year covered by the contract term, the Awarding Authority must request updated rate sheets from DLS and provide them to the contractor to ensure the correct rates are being paid throughout the duration of the contract. Additionally, if an Awarding Authority exercises an option to renew or extend the contract term, they must request updated rate sheets from DLS and provide them to the contractor.
- 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.

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| Construction | | | | | | |
| (2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 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 <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 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 <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 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 <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 01/01/2024 | \$117.16 | \$10.08 | \$24.29 | \$0.00 | \$151.53 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i> | 12/01/2024 | \$40.61 | \$9.65 | \$17.70 | \$0.00 | \$67.96 |
| | 06/01/2025 | \$42.00 | \$9.65 | \$17.70 | \$0.00 | \$69.35 |
| | 12/01/2025 | \$43.38 | \$9.65 | \$17.70 | \$0.00 | \$70.73 |
| | 06/01/2026 | \$44.82 | \$9.65 | \$17.70 | \$0.00 | \$72.17 |
| | 12/01/2026 | \$46.26 | \$9.65 | \$17.70 | \$0.00 | \$73.61 |
| | 06/01/2027 | \$47.71 | \$9.65 | \$17.70 | \$0.00 | \$75.06 |
| | 12/01/2027 | \$49.16 | \$9.65 | \$17.70 | \$0.00 | \$76.51 |
| | 06/01/2028 | \$50.66 | \$9.65 | \$17.70 | \$0.00 | \$78.01 |
| | 12/01/2028 | \$52.16 | \$9.65 | \$17.70 | \$0.00 | \$79.51 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2024 | \$40.61 | \$9.65 | \$17.80 | \$0.00 | \$68.06 |
| | 06/01/2025 | \$42.00 | \$9.65 | \$17.80 | \$0.00 | \$69.45 |
| | 12/01/2025 | \$43.38 | \$9.65 | \$17.80 | \$0.00 | \$70.83 |
| | 06/01/2026 | \$44.82 | \$9.65 | \$17.80 | \$0.00 | \$72.27 |
| | 12/01/2026 | \$46.26 | \$9.65 | \$17.80 | \$0.00 | \$73.71 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | 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 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|------------------------------|------------|
| ASPHALT RAKER <i>LABORERS - ZONE 2</i> | 12/01/2024 | \$40.11 | \$9.65 | \$17.70 | \$0.00 | \$67.46 |
| | 06/01/2025 | \$41.50 | \$9.65 | \$17.70 | \$0.00 | \$68.85 |
| | 12/01/2025 | \$42.88 | \$9.65 | \$17.70 | \$0.00 | \$70.23 |
| | 06/01/2026 | \$44.32 | \$9.65 | \$17.70 | \$0.00 | \$71.67 |
| | 12/01/2026 | \$45.76 | \$9.65 | \$17.70 | \$0.00 | \$73.11 |
| | 06/01/2027 | \$47.21 | \$9.65 | \$17.70 | \$0.00 | \$74.56 |
| | 12/01/2027 | \$48.66 | \$9.65 | \$17.70 | \$0.00 | \$76.01 |
| | 06/01/2028 | \$50.16 | \$9.65 | \$17.70 | \$0.00 | \$77.51 |
| | 12/01/2028 | \$51.66 | \$9.65 | \$17.70 | \$0.00 | \$79.01 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2024 | \$40.11 | \$9.65 | \$17.80 | \$0.00 | \$67.56 |
| | 06/01/2025 | \$41.50 | \$9.65 | \$17.80 | \$0.00 | \$68.95 |
| | 12/01/2025 | \$42.88 | \$9.65 | \$17.80 | \$0.00 | \$70.33 |
| | 06/01/2026 | \$44.32 | \$9.65 | \$17.80 | \$0.00 | \$71.77 |
| | 12/01/2026 | \$45.76 | \$9.65 | \$17.80 | \$0.00 | \$73.21 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2024 | \$57.03 | \$15.55 | \$16.50 | \$0.00 | \$89.08 |
| | 06/01/2025 | \$58.33 | \$15.55 | \$16.50 | \$0.00 | \$90.38 |
| | 12/01/2025 | \$59.78 | \$15.55 | \$16.50 | \$0.00 | \$91.83 |
| | 06/01/2026 | \$61.08 | \$15.55 | \$16.50 | \$0.00 | \$93.13 |
| | 12/01/2026 | \$62.53 | \$15.55 | \$16.50 | \$0.00 | \$94.58 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2024 | \$57.03 | \$15.55 | \$16.50 | \$0.00 | \$89.08 |
| | 06/01/2025 | \$58.33 | \$15.55 | \$16.50 | \$0.00 | \$90.38 |
| | 12/01/2025 | \$59.78 | \$15.55 | \$16.50 | \$0.00 | \$91.83 |
| | 06/01/2026 | \$61.08 | \$15.55 | \$16.50 | \$0.00 | \$93.13 |
| | 12/01/2026 | \$62.53 | \$15.55 | \$16.50 | \$0.00 | \$94.58 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i> | 12/01/2024 | \$40.11 | \$9.65 | \$17.70 | \$0.00 | \$67.46 |
| | 06/01/2025 | \$41.50 | \$9.65 | \$17.70 | \$0.00 | \$68.85 |
| | 12/01/2025 | \$42.88 | \$9.65 | \$17.70 | \$0.00 | \$70.23 |
| | 06/01/2026 | \$44.32 | \$9.65 | \$17.70 | \$0.00 | \$71.67 |
| | 12/01/2026 | \$45.76 | \$9.65 | \$17.70 | \$0.00 | \$73.11 |
| | 06/01/2027 | \$47.21 | \$9.65 | \$17.70 | \$0.00 | \$74.56 |
| | 12/01/2027 | \$48.66 | \$9.65 | \$17.70 | \$0.00 | \$76.01 |
| | 06/01/2028 | \$50.16 | \$9.65 | \$17.70 | \$0.00 | \$77.51 |
| | 12/01/2028 | \$51.66 | \$9.65 | \$17.70 | \$0.00 | \$79.01 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|------------------------------|------------|
| BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i> | 12/01/2024 | \$40.61 | \$9.65 | \$17.70 | \$0.00 | \$67.96 |
| | 06/01/2025 | \$42.00 | \$9.65 | \$17.70 | \$0.00 | \$69.35 |
| | 12/01/2025 | \$43.38 | \$9.65 | \$17.70 | \$0.00 | \$70.73 |
| | 06/01/2026 | \$44.82 | \$9.65 | \$17.70 | \$0.00 | \$72.17 |
| | 12/01/2026 | \$46.26 | \$9.65 | \$17.70 | \$0.00 | \$73.61 |
| | 06/01/2027 | \$47.71 | \$9.65 | \$17.70 | \$0.00 | \$75.06 |
| | 12/01/2027 | \$49.16 | \$9.65 | \$17.70 | \$0.00 | \$76.51 |
| | 06/01/2028 | \$50.66 | \$9.65 | \$17.70 | \$0.00 | \$78.01 |
| | 12/01/2028 | \$52.16 | \$9.65 | \$17.70 | \$0.00 | \$79.51 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2024 | \$40.61 | \$9.65 | \$17.80 | \$0.00 | \$68.06 |
| | 06/01/2025 | \$42.00 | \$9.65 | \$17.80 | \$0.00 | \$69.45 |
| | 12/01/2025 | \$43.38 | \$9.65 | \$17.80 | \$0.00 | \$70.83 |
| | 06/01/2026 | \$44.82 | \$9.65 | \$17.80 | \$0.00 | \$72.27 |
| | 12/01/2026 | \$46.26 | \$9.65 | \$17.80 | \$0.00 | \$73.71 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| BOILER MAKER <i>BOILERMAKERS LOCAL 29</i> | 01/01/2024 | \$48.12 | \$7.07 | \$20.60 | \$0.00 | \$75.79 |

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental 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 |

Notes:

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|--|------------|---------|---------|---------|--------|----------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (LYNN)</i> | 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 | \$69.30 | \$11.49 | \$23.59 | \$0.00 | \$104.38 |
| | 08/01/2026 | \$71.50 | \$11.49 | \$23.59 | \$0.00 | \$106.58 |
| | 02/01/2027 | \$72.90 | \$11.49 | \$23.59 | \$0.00 | \$107.98 |

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Lynn

Effective Date - 02/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$32.90 | \$11.49 | \$23.59 | \$0.00 | \$67.98 |
| 2 | 60 | \$39.48 | \$11.49 | \$23.59 | \$0.00 | \$74.56 |
| 3 | 70 | \$46.06 | \$11.49 | \$23.59 | \$0.00 | \$81.14 |
| 4 | 80 | \$52.64 | \$11.49 | \$23.59 | \$0.00 | \$87.72 |
| 5 | 90 | \$59.22 | \$11.49 | \$23.59 | \$0.00 | \$94.30 |

Effective Date - 08/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$33.98 | \$11.49 | \$23.59 | \$0.00 | \$69.06 |
| 2 | 60 | \$40.77 | \$11.49 | \$23.59 | \$0.00 | \$75.85 |
| 3 | 70 | \$47.57 | \$11.49 | \$23.59 | \$0.00 | \$82.65 |
| 4 | 80 | \$54.36 | \$11.49 | \$23.59 | \$0.00 | \$89.44 |
| 5 | 90 | \$61.16 | \$11.49 | \$23.59 | \$0.00 | \$96.24 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|-----------------------------|------------|---------|---------|---------|--------|---------|
| BULLDOZER/GRADER/SCRAPER | 12/01/2024 | \$56.40 | \$15.55 | \$16.50 | \$0.00 | \$88.45 |
| OPERATING ENGINEERS LOCAL 4 | 06/01/2025 | \$57.68 | \$15.55 | \$16.50 | \$0.00 | \$89.73 |
| | 12/01/2025 | \$59.12 | \$15.55 | \$16.50 | \$0.00 | \$91.17 |
| | 06/01/2026 | \$60.40 | \$15.55 | \$16.50 | \$0.00 | \$92.45 |
| | 12/01/2026 | \$61.84 | \$15.55 | \$16.50 | \$0.00 | \$93.89 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|-----------------------------------|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING BOTTOM MAN | 12/01/2024 | \$48.10 | \$9.65 | \$18.22 | \$0.00 | \$75.97 |
| LABORERS - FOUNDATION AND MARINE | 06/01/2025 | \$49.60 | \$9.65 | \$18.22 | \$0.00 | \$77.47 |
| | 12/01/2025 | \$51.10 | \$9.65 | \$18.22 | \$0.00 | \$78.97 |
| | 06/01/2026 | \$52.65 | \$9.65 | \$18.22 | \$0.00 | \$80.52 |
| | 12/01/2026 | \$54.15 | \$9.65 | \$18.22 | \$0.00 | \$82.02 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|----------------------------------|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING LABORER | 12/01/2024 | \$46.95 | \$9.65 | \$18.22 | \$0.00 | \$74.82 |
| LABORERS - FOUNDATION AND MARINE | 06/01/2025 | \$48.45 | \$9.65 | \$18.22 | \$0.00 | \$76.32 |
| | 12/01/2025 | \$49.95 | \$9.65 | \$18.22 | \$0.00 | \$77.82 |
| | 06/01/2026 | \$51.50 | \$9.65 | \$18.22 | \$0.00 | \$79.37 |
| | 12/01/2026 | \$53.00 | \$9.65 | \$18.22 | \$0.00 | \$80.87 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|----------------------------------|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING TOP MAN | 12/01/2024 | \$47.28 | \$9.65 | \$18.22 | \$0.00 | \$75.15 |
| LABORERS - FOUNDATION AND MARINE | 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 |
| | 12/01/2026 | \$53.33 | \$9.65 | \$18.22 | \$0.00 | \$81.20 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i> | 12/01/2024 | \$40.11 | \$9.65 | \$17.70 | \$0.00 | \$67.46 |
| | 06/01/2025 | \$41.50 | \$9.65 | \$17.70 | \$0.00 | \$68.85 |
| | 12/01/2025 | \$42.88 | \$9.65 | \$17.70 | \$0.00 | \$70.23 |
| | 06/01/2026 | \$44.32 | \$9.65 | \$17.70 | \$0.00 | \$71.67 |
| | 12/01/2026 | \$45.76 | \$9.65 | \$17.70 | \$0.00 | \$73.11 |
| | 06/01/2027 | \$47.21 | \$9.65 | \$17.70 | \$0.00 | \$74.56 |
| | 12/01/2027 | \$48.66 | \$9.65 | \$17.70 | \$0.00 | \$76.01 |
| | 06/01/2028 | \$50.16 | \$9.65 | \$17.70 | \$0.00 | \$77.51 |
| | 12/01/2028 | \$51.66 | \$9.65 | \$17.70 | \$0.00 | \$79.01 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i> | 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

Effective Date - 03/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 45 | \$22.33 | \$9.83 | \$1.73 | \$0.00 | \$33.89 |
| 2 | 45 | \$22.33 | \$9.83 | \$1.73 | \$0.00 | \$33.89 |
| 3 | 55 | \$27.29 | \$9.83 | \$3.40 | \$0.00 | \$40.52 |
| 4 | 55 | \$27.29 | \$9.83 | \$3.40 | \$0.00 | \$40.52 |
| 5 | 70 | \$34.73 | \$9.83 | \$16.51 | \$0.00 | \$61.07 |
| 6 | 70 | \$34.73 | \$9.83 | \$16.51 | \$0.00 | \$61.07 |
| 7 | 80 | \$39.70 | \$9.83 | \$18.24 | \$0.00 | \$67.77 |
| 8 | 80 | \$39.70 | \$9.83 | \$18.24 | \$0.00 | \$67.77 |

Effective Date - 09/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 45 | \$22.89 | \$9.83 | \$1.73 | \$0.00 | \$34.45 |
| 2 | 45 | \$22.89 | \$9.83 | \$1.73 | \$0.00 | \$34.45 |
| 3 | 55 | \$27.98 | \$9.83 | \$3.40 | \$0.00 | \$41.21 |
| 4 | 55 | \$27.98 | \$9.83 | \$3.40 | \$0.00 | \$41.21 |
| 5 | 70 | \$35.61 | \$9.83 | \$16.51 | \$0.00 | \$61.95 |
| 6 | 70 | \$35.61 | \$9.83 | \$16.51 | \$0.00 | \$61.95 |
| 7 | 80 | \$40.70 | \$9.83 | \$18.24 | \$0.00 | \$68.77 |
| 8 | 80 | \$40.70 | \$9.83 | \$18.24 | \$0.00 | \$68.77 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|--------|--------|--------|---------|
| CARPENTER WOOD FRAME <i>CARPENTERS-ZONE 3 (Wood Frame)</i> | 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 |

Apprentice - CARPENTER (Wood Frame) - Zone 3

Effective Date - 10/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental 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 |

Effective Date - 10/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 60 | \$16.65 | \$7.02 | \$0.00 | \$0.00 | \$23.67 |
| 2 | 60 | \$16.65 | \$7.02 | \$0.00 | \$0.00 | \$23.67 |
| 3 | 65 | \$18.04 | \$7.02 | \$1.00 | \$0.00 | \$26.06 |
| 4 | 70 | \$19.43 | \$7.02 | \$1.00 | \$0.00 | \$27.45 |
| 5 | 75 | \$20.81 | \$7.02 | \$4.80 | \$0.00 | \$32.63 |
| 6 | 80 | \$22.20 | \$7.02 | \$4.80 | \$0.00 | \$34.02 |
| 7 | 85 | \$23.59 | \$7.02 | \$4.80 | \$0.00 | \$35.41 |
| 8 | 90 | \$24.98 | \$7.02 | \$4.80 | \$0.00 | \$36.80 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|----------------------------|------------|---------|---------|---------|--------|---------|
| CEMENT MASONRY/PLASTERING | 07/01/2024 | \$49.19 | \$13.35 | \$24.21 | \$1.80 | \$88.55 |
| BRICKLAYERS LOCAL 3 (LYNN) | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|------------------------------|------------|
|----------------|----------------|-----------|--------|---------|------------------------------|------------|

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

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$24.60 | \$13.35 | \$16.43 | \$0.00 | \$54.38 |
| 2 | 60 | \$29.51 | \$13.35 | \$19.21 | \$1.80 | \$63.87 |
| 3 | 65 | \$31.97 | \$13.35 | \$20.21 | \$1.80 | \$67.33 |
| 4 | 70 | \$34.43 | \$13.35 | \$21.21 | \$1.80 | \$70.79 |
| 5 | 75 | \$36.89 | \$13.35 | \$22.21 | \$1.80 | \$74.25 |
| 6 | 80 | \$39.35 | \$13.35 | \$23.21 | \$1.80 | \$77.71 |
| 7 | 90 | \$44.27 | \$13.35 | \$24.21 | \$1.80 | \$83.63 |

Notes:

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

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| CHAIN SAW OPERATOR LABORERS - ZONE 2 | 12/01/2024 | \$40.11 | \$9.65 | \$17.70 | \$0.00 | \$67.46 |
| | 06/01/2025 | \$41.50 | \$9.65 | \$17.70 | \$0.00 | \$68.85 |
| | 12/01/2025 | \$42.88 | \$9.65 | \$17.70 | \$0.00 | \$70.23 |
| | 06/01/2026 | \$44.32 | \$9.65 | \$17.70 | \$0.00 | \$71.67 |
| | 12/01/2026 | \$45.76 | \$9.65 | \$17.70 | \$0.00 | \$73.11 |
| | 06/01/2027 | \$47.21 | \$9.65 | \$17.70 | \$0.00 | \$74.56 |
| | 12/01/2027 | \$48.66 | \$9.65 | \$17.70 | \$0.00 | \$76.01 |
| | 06/01/2028 | \$50.16 | \$9.65 | \$17.70 | \$0.00 | \$77.51 |
| | 12/01/2028 | \$51.66 | \$9.65 | \$17.70 | \$0.00 | \$79.01 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4 | 12/01/2024 | \$58.18 | \$15.55 | \$16.50 | \$0.00 | \$90.23 |
| | 06/01/2025 | \$59.51 | \$15.55 | \$16.50 | \$0.00 | \$91.56 |
| | 12/01/2025 | \$60.98 | \$15.55 | \$16.50 | \$0.00 | \$93.03 |
| | 06/01/2026 | \$62.31 | \$15.55 | \$16.50 | \$0.00 | \$94.36 |
| | 12/01/2026 | \$63.79 | \$15.55 | \$16.50 | \$0.00 | \$95.84 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4 | 12/01/2024 | \$36.67 | \$15.55 | \$16.50 | \$0.00 | \$68.72 |
| | 06/01/2025 | \$37.52 | \$15.55 | \$16.50 | \$0.00 | \$69.57 |
| | 12/01/2025 | \$38.47 | \$15.55 | \$16.50 | \$0.00 | \$70.52 |
| | 06/01/2026 | \$39.33 | \$15.55 | \$16.50 | \$0.00 | \$71.38 |
| | 12/01/2026 | \$40.28 | \$15.55 | \$16.50 | \$0.00 | \$72.33 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 2 | 01/01/2025 | \$58.46 | \$9.95 | \$23.95 | \$0.00 | \$92.36 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|------------------------------|------------|
|----------------|----------------|-----------|--------|---------|------------------------------|------------|

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2025

| Effective Date - 01/01/2025 | | | | | | |
|-----------------------------|---------|----------------------|--------|---------|---------------------------|------------|
| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
| 1 | 50 | \$29.23 | \$9.95 | \$0.00 | \$0.00 | \$39.18 |
| 2 | 55 | \$32.15 | \$9.95 | \$6.66 | \$0.00 | \$48.76 |
| 3 | 60 | \$35.08 | \$9.95 | \$7.26 | \$0.00 | \$52.29 |
| 4 | 65 | \$38.00 | \$9.95 | \$7.87 | \$0.00 | \$55.82 |
| 5 | 70 | \$40.92 | \$9.95 | \$20.32 | \$0.00 | \$71.19 |
| 6 | 75 | \$43.85 | \$9.95 | \$20.93 | \$0.00 | \$74.73 |
| 7 | 80 | \$46.77 | \$9.95 | \$21.53 | \$0.00 | \$78.25 |
| 8 | 90 | \$52.61 | \$9.95 | \$22.74 | \$0.00 | \$85.30 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|-------------------|------------|---------|--------|---------|--------|---------|
| DEMO: ADZEMAN | 12/02/2024 | \$47.00 | \$9.65 | \$18.40 | \$0.00 | \$75.05 |
| LABORERS - ZONE 2 | 06/02/2025 | \$48.50 | \$9.65 | \$18.40 | \$0.00 | \$76.55 |
| | 12/01/2025 | \$50.00 | \$9.65 | \$18.40 | \$0.00 | \$78.05 |
| | 06/01/2026 | \$51.55 | \$9.65 | \$18.40 | \$0.00 | \$79.60 |
| | 12/07/2026 | \$53.05 | \$9.65 | \$18.40 | \$0.00 | \$81.10 |
| | 06/07/2027 | \$54.65 | \$9.65 | \$18.40 | \$0.00 | \$82.70 |
| | 12/06/2027 | \$56.25 | \$9.65 | \$18.40 | \$0.00 | \$84.30 |
| | 06/05/2028 | \$57.93 | \$9.65 | \$18.40 | \$0.00 | \$85.98 |
| | 12/04/2028 | \$59.60 | \$9.65 | \$18.40 | \$0.00 | \$87.65 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--------------------------------------|------------|---------|--------|---------|--------|---------|
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR | 12/02/2024 | \$48.00 | \$9.65 | \$18.40 | \$0.00 | \$76.05 |
| LABORERS - ZONE 2 | 06/02/2025 | \$49.50 | \$9.65 | \$18.40 | \$0.00 | \$77.55 |
| | 12/01/2025 | \$51.00 | \$9.65 | \$18.40 | \$0.00 | \$79.05 |
| | 06/01/2026 | \$52.55 | \$9.65 | \$18.40 | \$0.00 | \$80.60 |
| | 12/07/2026 | \$54.05 | \$9.65 | \$18.40 | \$0.00 | \$82.10 |
| | 06/07/2027 | \$55.65 | \$9.65 | \$18.40 | \$0.00 | \$83.70 |
| | 12/06/2027 | \$57.25 | \$9.65 | \$18.40 | \$0.00 | \$85.30 |
| | 06/05/2028 | \$58.93 | \$9.65 | \$18.40 | \$0.00 | \$86.98 |
| | 12/04/2028 | \$60.60 | \$9.65 | \$18.40 | \$0.00 | \$88.65 |

For apprentice rates see "Apprentice- LABORER"

| DEMO: BURNERS | | | | | | |
|-------------------|------------|---------|--------|---------|--------|---------|
| LABORERS - ZONE 2 | 12/02/2024 | \$47.75 | \$9.65 | \$18.40 | \$0.00 | \$75.80 |
| | 06/02/2025 | \$49.25 | \$9.65 | \$18.40 | \$0.00 | \$77.30 |
| | 12/01/2025 | \$50.75 | \$9.65 | \$18.40 | \$0.00 | \$78.80 |
| | 06/01/2026 | \$52.30 | \$9.65 | \$18.40 | \$0.00 | \$80.35 |
| | 12/07/2026 | \$53.80 | \$9.65 | \$18.40 | \$0.00 | \$81.85 |
| | 06/07/2027 | \$55.40 | \$9.65 | \$18.40 | \$0.00 | \$83.45 |
| | 12/06/2027 | \$57.00 | \$9.65 | \$18.40 | \$0.00 | \$85.05 |
| | 06/05/2028 | \$58.68 | \$9.65 | \$18.40 | \$0.00 | \$86.73 |
| | 12/04/2028 | \$60.35 | \$9.65 | \$18.40 | \$0.00 | \$88.40 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: CONCRETE CUTTER/SAWYER | 12/02/2024 | \$48.00 | \$9.65 | \$18.40 | \$0.00 | \$76.05 |
| LABORERS - ZONE 2 | 06/02/2025 | \$49.50 | \$9.65 | \$18.40 | \$0.00 | \$77.55 |
| | 12/01/2025 | \$51.00 | \$9.65 | \$18.40 | \$0.00 | \$79.05 |
| | 06/01/2026 | \$52.55 | \$9.65 | \$18.40 | \$0.00 | \$80.60 |
| | 12/07/2026 | \$54.05 | \$9.65 | \$18.40 | \$0.00 | \$82.10 |
| | 06/07/2027 | \$55.65 | \$9.65 | \$18.40 | \$0.00 | \$83.70 |
| | 12/06/2027 | \$57.25 | \$9.65 | \$18.40 | \$0.00 | \$85.30 |
| | 06/05/2028 | \$58.93 | \$9.65 | \$18.40 | \$0.00 | \$86.98 |
| | 12/04/2028 | \$60.60 | \$9.65 | \$18.40 | \$0.00 | \$88.65 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: JACKHAMMER OPERATOR | 12/02/2024 | \$47.75 | \$9.65 | \$18.40 | \$0.00 | \$75.80 |
| LABORERS - ZONE 2 | 06/02/2025 | \$49.25 | \$9.65 | \$18.40 | \$0.00 | \$77.30 |
| | 12/01/2025 | \$50.75 | \$9.65 | \$18.40 | \$0.00 | \$78.80 |
| | 06/01/2026 | \$52.30 | \$9.65 | \$18.40 | \$0.00 | \$80.35 |
| | 12/07/2026 | \$53.80 | \$9.65 | \$18.40 | \$0.00 | \$81.85 |
| | 06/07/2027 | \$55.40 | \$9.65 | \$18.40 | \$0.00 | \$83.45 |
| | 12/06/2027 | \$57.00 | \$9.65 | \$18.40 | \$0.00 | \$85.05 |
| | 06/05/2028 | \$58.68 | \$9.65 | \$18.40 | \$0.00 | \$86.73 |
| | 12/04/2028 | \$60.35 | \$9.65 | \$18.40 | \$0.00 | \$88.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: WRECKING LABORER | 12/02/2024 | \$47.00 | \$9.65 | \$18.40 | \$0.00 | \$75.05 |
| LABORERS - ZONE 2 | 06/02/2025 | \$48.50 | \$9.65 | \$18.40 | \$0.00 | \$76.55 |
| | 12/01/2025 | \$50.00 | \$9.65 | \$18.40 | \$0.00 | \$78.05 |
| | 06/01/2026 | \$51.55 | \$9.65 | \$18.40 | \$0.00 | \$79.60 |
| | 12/07/2026 | \$53.05 | \$9.65 | \$18.40 | \$0.00 | \$81.10 |
| | 06/07/2027 | \$54.65 | \$9.65 | \$18.40 | \$0.00 | \$82.70 |
| | 12/06/2027 | \$56.25 | \$9.65 | \$18.40 | \$0.00 | \$84.30 |
| | 06/05/2028 | \$57.93 | \$9.65 | \$18.40 | \$0.00 | \$85.98 |
| | 12/04/2028 | \$59.60 | \$9.65 | \$18.40 | \$0.00 | \$87.65 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DIRECTIONAL DRILL MACHINE OPERATOR | 12/01/2024 | \$56.40 | \$15.55 | \$16.50 | \$0.00 | \$88.45 |
| OPERATING ENGINEERS LOCAL 4 | 06/01/2025 | \$57.68 | \$15.55 | \$16.50 | \$0.00 | \$89.73 |
| | 12/01/2025 | \$59.12 | \$15.55 | \$16.50 | \$0.00 | \$91.17 |
| | 06/01/2026 | \$60.40 | \$15.55 | \$16.50 | \$0.00 | \$92.45 |
| | 12/01/2026 | \$61.84 | \$15.55 | \$16.50 | \$0.00 | \$93.89 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DIVER | 08/01/2024 | \$78.11 | \$10.08 | \$21.66 | \$0.00 | \$109.85 |
| PILE DRIVER LOCAL 56 (ZONE 1) | | | | | | |
| as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate | | | | | | |
| DIVER TENDER | 08/01/2024 | \$55.79 | \$10.08 | \$24.29 | \$0.00 | \$90.16 |
| PILE DRIVER LOCAL 56 (ZONE 1) | | | | | | |
| as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate | | | | | | |
| DIVER TENDER (EFFLUENT) | 08/01/2024 | \$83.69 | \$10.08 | \$24.29 | \$0.00 | \$118.06 |
| PILE DRIVER LOCAL 56 (ZONE 1) | | | | | | |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2024 | \$117.16 | \$10.08 | \$24.29 | \$0.00 | \$151.53 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i> | 07/01/2020 | \$26.77 | \$6.67 | \$3.93 | \$0.16 | \$37.53 |
| ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i> | 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 |

Apprentice - *ELECTRICIAN - Local 103*

Effective Date - 03/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 40 | \$25.99 | \$13.00 | \$0.78 | \$0.00 | \$39.77 |
| 2 | 40 | \$25.99 | \$13.00 | \$0.78 | \$0.00 | \$39.77 |
| 3 | 45 | \$29.24 | \$13.00 | \$16.71 | \$0.00 | \$58.95 |
| 4 | 45 | \$29.24 | \$13.00 | \$16.71 | \$0.00 | \$58.95 |
| 5 | 50 | \$32.49 | \$13.00 | \$17.21 | \$0.00 | \$62.70 |
| 6 | 55 | \$35.74 | \$13.00 | \$17.72 | \$0.00 | \$66.46 |
| 7 | 60 | \$38.99 | \$13.00 | \$18.23 | \$0.00 | \$70.22 |
| 8 | 65 | \$42.24 | \$13.00 | \$18.74 | \$0.00 | \$73.98 |
| 9 | 70 | \$45.49 | \$13.00 | \$19.24 | \$0.00 | \$77.73 |
| 10 | 75 | \$48.74 | \$13.00 | \$19.76 | \$0.00 | \$81.50 |

Effective Date - 09/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 40 | \$26.76 | \$13.00 | \$0.80 | \$0.00 | \$40.56 |
| 2 | 40 | \$26.76 | \$13.00 | \$0.80 | \$0.00 | \$40.56 |
| 3 | 45 | \$30.10 | \$13.00 | \$16.73 | \$0.00 | \$59.83 |
| 4 | 45 | \$30.10 | \$13.00 | \$16.73 | \$0.00 | \$59.83 |
| 5 | 50 | \$33.45 | \$13.00 | \$17.24 | \$0.00 | \$63.69 |
| 6 | 55 | \$36.79 | \$13.00 | \$17.75 | \$0.00 | \$67.54 |
| 7 | 60 | \$40.13 | \$13.00 | \$18.26 | \$0.00 | \$71.39 |
| 8 | 65 | \$43.48 | \$13.00 | \$18.77 | \$0.00 | \$75.25 |
| 9 | 70 | \$46.82 | \$13.00 | \$19.28 | \$0.00 | \$79.10 |
| 10 | 75 | \$50.17 | \$13.00 | \$19.81 | \$0.00 | \$82.98 |

Notes: :

Apprentice to Journeyworker Ratio:2:3***

| | | | | | | |
|--|------------|---------|---------|---------|--------|----------|
| ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 4</i> | 01/01/2022 | \$65.62 | \$16.03 | \$20.21 | \$0.00 | \$101.86 |
|--|------------|---------|---------|---------|--------|----------|

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2022

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$32.81 | \$16.03 | \$0.00 | \$0.00 | \$48.84 |
| 2 | 55 | \$36.09 | \$16.03 | \$20.21 | \$0.00 | \$72.33 |
| 3 | 65 | \$42.65 | \$16.03 | \$20.21 | \$0.00 | \$78.89 |
| 4 | 70 | \$45.93 | \$16.03 | \$20.21 | \$0.00 | \$82.17 |
| 5 | 80 | \$52.50 | \$16.03 | \$20.21 | \$0.00 | \$88.74 |

Notes:

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

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--------------------------------------|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR HELPER | 01/01/2022 | \$45.93 | \$16.03 | \$20.21 | \$0.00 | \$82.17 |
| <i>ELEVATOR CONSTRUCTORS LOCAL 4</i> | | | | | | |

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) | 12/01/2024 | \$40.11 | \$9.65 | \$17.80 | \$0.00 | \$67.56 |
| <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | | | | | | |
| | 06/01/2025 | \$41.50 | \$9.65 | \$17.80 | \$0.00 | \$68.95 |
| | 12/01/2025 | \$42.88 | \$9.65 | \$17.80 | \$0.00 | \$70.33 |
| | 06/01/2026 | \$44.32 | \$9.65 | \$17.80 | \$0.00 | \$71.77 |
| | 12/01/2026 | \$45.76 | \$9.65 | \$17.80 | \$0.00 | \$73.21 |

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY | 11/01/2024 | \$51.78 | \$15.30 | \$16.40 | \$0.00 | \$83.48 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | | | | | | |
| | 05/01/2025 | \$53.22 | \$15.30 | \$16.40 | \$0.00 | \$84.92 |
| | 11/01/2025 | \$54.51 | \$15.30 | \$16.40 | \$0.00 | \$86.21 |
| | 05/01/2026 | \$55.95 | \$15.30 | \$16.40 | \$0.00 | \$87.65 |
| | 11/01/2026 | \$57.24 | \$15.30 | \$16.40 | \$0.00 | \$88.94 |
| | 05/01/2027 | \$58.67 | \$15.30 | \$16.40 | \$0.00 | \$90.37 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY | 11/01/2024 | \$53.37 | \$15.30 | \$16.40 | \$0.00 | \$85.07 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | | | | | | |
| | 05/01/2025 | \$54.82 | \$15.30 | \$16.40 | \$0.00 | \$86.52 |
| | 11/01/2025 | \$56.12 | \$15.30 | \$16.40 | \$0.00 | \$87.82 |
| | 05/01/2026 | \$57.57 | \$15.30 | \$16.40 | \$0.00 | \$89.27 |
| | 11/01/2026 | \$58.87 | \$15.30 | \$16.40 | \$0.00 | \$90.57 |
| | 05/01/2027 | \$60.32 | \$15.30 | \$16.40 | \$0.00 | \$92.02 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY | 11/01/2024 | \$25.37 | \$15.30 | \$16.40 | \$0.00 | \$57.07 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | | | | | | |
| | 05/01/2025 | \$26.22 | \$15.30 | \$16.40 | \$0.00 | \$57.92 |
| | 11/01/2025 | \$26.98 | \$15.30 | \$16.40 | \$0.00 | \$58.68 |
| | 05/01/2026 | \$27.83 | \$15.30 | \$16.40 | \$0.00 | \$59.53 |
| | 11/01/2026 | \$28.59 | \$15.30 | \$16.40 | \$0.00 | \$60.29 |
| | 05/01/2027 | \$29.44 | \$15.30 | \$16.40 | \$0.00 | \$61.14 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i> | 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 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 103</i> | 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 |
| For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" | | | | | | |
| FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2024 | \$45.96 | \$15.55 | \$16.50 | \$0.00 | \$78.01 |
| | 06/01/2025 | \$47.02 | \$15.55 | \$16.50 | \$0.00 | \$79.07 |
| | 12/01/2025 | \$48.19 | \$15.55 | \$16.50 | \$0.00 | \$80.24 |
| | 06/01/2026 | \$49.25 | \$15.55 | \$16.50 | \$0.00 | \$81.30 |
| | 12/01/2026 | \$50.43 | \$15.55 | \$16.50 | \$0.00 | \$82.48 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2024 | \$27.01 | \$9.65 | \$17.80 | \$0.00 | \$54.46 |
| | 06/01/2025 | \$28.09 | \$9.65 | \$17.80 | \$0.00 | \$55.54 |
| | 12/01/2025 | \$28.09 | \$9.65 | \$17.80 | \$0.00 | \$55.54 |
| | 06/01/2026 | \$29.21 | \$9.65 | \$17.80 | \$0.00 | \$56.66 |
| | 12/01/2026 | \$29.21 | \$9.65 | \$17.80 | \$0.00 | \$56.66 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE I</i> | 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 |

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - FLOORCOVERER - Local 2168 Zone I
Effective Date - 03/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 45 | \$25.98 | \$8.83 | \$1.76 | \$0.00 | \$36.57 |
| 2 | 45 | \$25.98 | \$8.83 | \$1.76 | \$0.00 | \$36.57 |
| 3 | 55 | \$31.75 | \$8.83 | \$3.52 | \$0.00 | \$44.10 |
| 4 | 55 | \$31.75 | \$8.83 | \$3.52 | \$0.00 | \$44.10 |
| 5 | 70 | \$40.41 | \$8.83 | \$16.75 | \$0.00 | \$65.99 |
| 6 | 70 | \$40.41 | \$8.83 | \$16.75 | \$0.00 | \$65.99 |
| 7 | 80 | \$46.18 | \$8.83 | \$18.51 | \$0.00 | \$73.52 |
| 8 | 80 | \$46.18 | \$8.83 | \$18.51 | \$0.00 | \$73.52 |

Effective Date - 09/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 45 | \$26.65 | \$8.83 | \$1.76 | \$0.00 | \$37.24 |
| 2 | 45 | \$26.65 | \$8.83 | \$1.76 | \$0.00 | \$37.24 |
| 3 | 55 | \$32.58 | \$8.83 | \$3.52 | \$0.00 | \$44.93 |
| 4 | 55 | \$32.58 | \$8.83 | \$3.52 | \$0.00 | \$44.93 |
| 5 | 70 | \$41.46 | \$8.83 | \$16.75 | \$0.00 | \$67.04 |
| 6 | 70 | \$41.46 | \$8.83 | \$16.75 | \$0.00 | \$67.04 |
| 7 | 80 | \$47.38 | \$8.83 | \$18.51 | \$0.00 | \$74.72 |
| 8 | 80 | \$47.38 | \$8.83 | \$18.51 | \$0.00 | \$74.72 |

Notes: Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|-----------------------------|------------|---------|---------|---------|--------|---------|
| FORK LIFT/CHERRY PICKER | 12/01/2024 | \$57.03 | \$15.55 | \$16.50 | \$0.00 | \$89.08 |
| OPERATING ENGINEERS LOCAL 4 | 06/01/2025 | \$58.33 | \$15.55 | \$16.50 | \$0.00 | \$90.38 |
| | 12/01/2025 | \$59.78 | \$15.55 | \$16.50 | \$0.00 | \$91.83 |
| | 06/01/2026 | \$61.08 | \$15.55 | \$16.50 | \$0.00 | \$93.13 |
| | 12/01/2026 | \$62.53 | \$15.55 | \$16.50 | \$0.00 | \$94.58 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|----------------------------------|------------|---------|---------|---------|--------|---------|
| GENERATOR/LIGHTING PLANT/HEATERS | 12/01/2024 | \$36.67 | \$15.55 | \$16.50 | \$0.00 | \$68.72 |
| OPERATING ENGINEERS LOCAL 4 | 06/01/2025 | \$37.52 | \$15.55 | \$16.50 | \$0.00 | \$69.57 |
| | 12/01/2025 | \$38.47 | \$15.55 | \$16.50 | \$0.00 | \$70.52 |
| | 06/01/2026 | \$39.33 | \$15.55 | \$16.50 | \$0.00 | \$71.38 |
| | 12/01/2026 | \$40.28 | \$15.55 | \$16.50 | \$0.00 | \$72.33 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) | 01/01/2025 | \$47.96 | \$9.95 | \$23.95 | \$0.00 | \$81.86 |
| GLAZIERS LOCAL 35 (ZONE 2) | | | | | | |

Apprentice - GLAZIER - Local 35 Zone 2
Effective Date - 01/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$23.98 | \$9.95 | \$0.00 | \$0.00 | \$33.93 |
| 2 | 55 | \$26.38 | \$9.95 | \$6.66 | \$0.00 | \$42.99 |
| 3 | 60 | \$28.78 | \$9.95 | \$7.26 | \$0.00 | \$45.99 |
| 4 | 65 | \$31.17 | \$9.95 | \$7.87 | \$0.00 | \$48.99 |
| 5 | 70 | \$33.57 | \$9.95 | \$20.32 | \$0.00 | \$63.84 |
| 6 | 75 | \$35.97 | \$9.95 | \$20.93 | \$0.00 | \$66.85 |
| 7 | 80 | \$38.37 | \$9.95 | \$21.53 | \$0.00 | \$69.85 |
| 8 | 90 | \$43.16 | \$9.95 | \$22.74 | \$0.00 | \$75.85 |

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|-----------------------------------|------------|---------|---------|---------|--------|---------|
| HOISTING ENGINEER/CRANES/GRADALLS | 12/01/2024 | \$57.03 | \$15.55 | \$16.50 | \$0.00 | \$89.08 |
| OPERATING ENGINEERS LOCAL 4 | 06/01/2025 | \$58.33 | \$15.55 | \$16.50 | \$0.00 | \$90.38 |
| | 12/01/2025 | \$59.78 | \$15.55 | \$16.50 | \$0.00 | \$91.83 |
| | 06/01/2026 | \$61.08 | \$15.55 | \$16.50 | \$0.00 | \$93.13 |
| | 12/01/2026 | \$62.53 | \$15.55 | \$16.50 | \$0.00 | \$94.58 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|------------------------------|------------|
|----------------|----------------|-----------|--------|---------|------------------------------|------------|

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 55 | \$31.37 | \$0.00 | \$0.00 | \$0.00 | \$31.37 |
| 2 | 60 | \$34.22 | \$15.55 | \$16.50 | \$0.00 | \$66.27 |
| 3 | 65 | \$37.07 | \$15.55 | \$16.50 | \$0.00 | \$69.12 |
| 4 | 70 | \$39.92 | \$15.55 | \$16.50 | \$0.00 | \$71.97 |
| 5 | 75 | \$42.77 | \$15.55 | \$16.50 | \$0.00 | \$74.82 |
| 6 | 80 | \$45.62 | \$15.55 | \$16.50 | \$0.00 | \$77.67 |
| 7 | 85 | \$48.48 | \$15.55 | \$16.50 | \$0.00 | \$80.53 |
| 8 | 90 | \$51.33 | \$15.55 | \$16.50 | \$0.00 | \$83.38 |

Effective Date - 06/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 55 | \$32.08 | \$0.00 | \$0.00 | \$0.00 | \$32.08 |
| 2 | 60 | \$35.00 | \$15.55 | \$16.50 | \$0.00 | \$67.05 |
| 3 | 65 | \$37.91 | \$15.55 | \$16.50 | \$0.00 | \$69.96 |
| 4 | 70 | \$40.83 | \$15.55 | \$16.50 | \$0.00 | \$72.88 |
| 5 | 75 | \$43.75 | \$15.55 | \$16.50 | \$0.00 | \$75.80 |
| 6 | 80 | \$46.66 | \$15.55 | \$16.50 | \$0.00 | \$78.71 |
| 7 | 85 | \$49.58 | \$15.55 | \$16.50 | \$0.00 | \$81.63 |
| 8 | 90 | \$52.50 | \$15.55 | \$16.50 | \$0.00 | \$84.55 |

Notes:

Apprentice to Journeyworker Ratio:1:6

| | | | | | | |
|---|------------|---------|---------|---------|--------|----------|
| HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A | 02/01/2025 | \$59.69 | \$14.75 | \$28.12 | \$2.98 | \$105.54 |
| | 08/01/2025 | \$61.54 | \$14.75 | \$28.12 | \$2.98 | \$107.39 |
| | 02/01/2026 | \$63.49 | \$14.75 | \$28.12 | \$2.98 | \$109.34 |
| For apprentice rates see "Apprentice- SHEET METAL WORKER" | | | | | | |
| HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103 | 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 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A | 02/01/2025 | \$59.69 | \$14.75 | \$28.12 | \$2.98 | \$105.54 |
| | 08/01/2025 | \$61.54 | \$14.75 | \$28.12 | \$2.98 | \$107.39 |
| | 02/01/2026 | \$63.49 | \$14.75 | \$28.12 | \$2.98 | \$109.34 |
| For apprentice rates see "Apprentice- SHEET METAL WORKER" | | | | | | |
| HVAC (TESTING AND BALANCING -WATER) PIPEFITTERS LOCAL 537 (Local 138) | 03/01/2025 | \$68.88 | \$12.70 | \$21.80 | \$0.00 | \$103.38 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| HVAC MECHANIC <i>PIPEFITTERS LOCAL 537 (Local 138)</i> | 03/01/2025 | \$68.88 | \$12.70 | \$21.80 | \$0.00 | \$103.38 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i> | 12/01/2024 | \$40.61 | \$9.65 | \$17.70 | \$0.00 | \$67.96 |
| | 06/01/2025 | \$42.00 | \$9.65 | \$17.70 | \$0.00 | \$69.35 |
| | 12/01/2025 | \$43.38 | \$9.65 | \$17.70 | \$0.00 | \$70.73 |
| | 06/01/2026 | \$44.82 | \$9.65 | \$17.70 | \$0.00 | \$72.17 |
| | 12/01/2026 | \$46.26 | \$9.65 | \$17.70 | \$0.00 | \$73.61 |
| | 06/01/2027 | \$47.71 | \$9.65 | \$17.70 | \$0.00 | \$75.06 |
| | 12/01/2027 | \$49.16 | \$9.65 | \$17.70 | \$0.00 | \$76.51 |
| | 06/01/2028 | \$50.66 | \$9.65 | \$17.70 | \$0.00 | \$78.01 |
| | 12/01/2028 | \$52.16 | \$9.65 | \$17.70 | \$0.00 | \$79.51 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2024 | \$40.61 | \$9.65 | \$17.80 | \$0.00 | \$68.06 |
| | 06/01/2025 | \$42.00 | \$9.65 | \$17.80 | \$0.00 | \$69.45 |
| | 12/01/2025 | \$43.38 | \$9.65 | \$17.80 | \$0.00 | \$70.83 |
| | 06/01/2026 | \$44.82 | \$9.65 | \$17.80 | \$0.00 | \$72.27 |
| | 12/01/2026 | \$46.26 | \$9.65 | \$17.80 | \$0.00 | \$73.71 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | 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 |

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

Effective Date - 09/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$28.46 | \$14.75 | \$14.32 | \$0.00 | \$57.53 |
| 2 | 60 | \$34.15 | \$14.75 | \$15.37 | \$0.00 | \$64.27 |
| 3 | 70 | \$39.84 | \$14.75 | \$16.43 | \$0.00 | \$71.02 |
| 4 | 80 | \$45.54 | \$14.75 | \$17.49 | \$0.00 | \$77.78 |

Effective Date - 09/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$30.17 | \$14.75 | \$14.32 | \$0.00 | \$59.24 |
| 2 | 60 | \$36.20 | \$14.75 | \$15.37 | \$0.00 | \$66.32 |
| 3 | 70 | \$42.24 | \$14.75 | \$16.43 | \$0.00 | \$73.42 |
| 4 | 80 | \$48.27 | \$14.75 | \$17.49 | \$0.00 | \$80.51 |

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (LAWRENCE AREA)</i> | 03/16/2024 | \$49.56 | \$8.35 | \$26.70 | \$0.00 | \$84.61 |
|---|------------|---------|--------|---------|--------|---------|

Apprentice - IRONWORKER - Local 7 Lawrence

Effective Date - 03/16/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental 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:

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 2 | 12/01/2024 | \$40.11 | \$9.65 | \$17.70 | \$0.00 | \$67.46 |
| | 06/01/2025 | \$41.50 | \$9.65 | \$17.70 | \$0.00 | \$68.85 |
| | 12/01/2025 | \$42.88 | \$9.65 | \$17.70 | \$0.00 | \$70.23 |
| | 06/01/2026 | \$44.32 | \$9.65 | \$17.70 | \$0.00 | \$71.67 |
| | 12/01/2026 | \$45.76 | \$9.65 | \$17.70 | \$0.00 | \$73.11 |
| | 06/01/2027 | \$47.21 | \$9.65 | \$17.70 | \$0.00 | \$74.56 |
| | 12/01/2027 | \$48.66 | \$9.65 | \$17.70 | \$0.00 | \$76.01 |
| | 06/01/2028 | \$50.16 | \$9.65 | \$17.70 | \$0.00 | \$77.51 |
| | 12/01/2028 | \$51.66 | \$9.65 | \$17.70 | \$0.00 | \$79.01 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| | | | | | | |
|------------------------------|------------|---------|--------|---------|--------|---------|
| LABORER LABORERS - ZONE 2 | 12/01/2024 | \$39.86 | \$9.65 | \$17.70 | \$0.00 | \$67.21 |
| | 06/01/2025 | \$41.25 | \$9.65 | \$17.70 | \$0.00 | \$68.60 |
| | 12/01/2025 | \$42.63 | \$9.65 | \$17.70 | \$0.00 | \$69.98 |
| | 06/01/2026 | \$44.07 | \$9.65 | \$17.70 | \$0.00 | \$71.42 |
| | 12/01/2026 | \$45.51 | \$9.65 | \$17.70 | \$0.00 | \$72.86 |
| | 06/01/2027 | \$46.96 | \$9.65 | \$17.70 | \$0.00 | \$74.31 |
| | 12/01/2027 | \$48.41 | \$9.65 | \$17.70 | \$0.00 | \$75.76 |
| | 06/01/2028 | \$49.91 | \$9.65 | \$17.70 | \$0.00 | \$77.26 |
| | 12/01/2028 | \$51.41 | \$9.65 | \$17.70 | \$0.00 | \$78.76 |

Apprentice - LABORER - Zone 2

Effective Date - 12/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 60 | \$23.92 | \$9.65 | \$17.70 | \$0.00 | \$51.27 |
| 2 | 70 | \$27.90 | \$9.65 | \$17.70 | \$0.00 | \$55.25 |
| 3 | 80 | \$31.89 | \$9.65 | \$17.70 | \$0.00 | \$59.24 |
| 4 | 90 | \$35.87 | \$9.65 | \$17.70 | \$0.00 | \$63.22 |

Effective Date - 06/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 60 | \$24.75 | \$9.65 | \$17.70 | \$0.00 | \$52.10 |
| 2 | 70 | \$28.88 | \$9.65 | \$17.70 | \$0.00 | \$56.23 |
| 3 | 80 | \$33.00 | \$9.65 | \$17.70 | \$0.00 | \$60.35 |
| 4 | 90 | \$37.13 | \$9.65 | \$17.70 | \$0.00 | \$64.48 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|-------------------------------------|------------|---------|--------|---------|--------|---------|
| LABORER (HEAVY & HIGHWAY) | 12/01/2024 | \$39.86 | \$9.65 | \$17.80 | \$0.00 | \$67.31 |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY) | 06/01/2025 | \$41.25 | \$9.65 | \$17.80 | \$0.00 | \$68.70 |
| | 12/01/2025 | \$42.63 | \$9.65 | \$17.80 | \$0.00 | \$70.08 |
| | 06/01/2026 | \$44.07 | \$9.65 | \$17.80 | \$0.00 | \$71.52 |
| | 12/01/2026 | \$45.51 | \$9.65 | \$17.80 | \$0.00 | \$72.96 |

Apprentice - LABORER (Heavy & Highway) - Zone 2

Effective Date - 12/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 60 | \$23.92 | \$9.65 | \$17.80 | \$0.00 | \$51.37 |
| 2 | 70 | \$27.90 | \$9.65 | \$17.80 | \$0.00 | \$55.35 |
| 3 | 80 | \$31.89 | \$9.65 | \$17.80 | \$0.00 | \$59.34 |
| 4 | 90 | \$35.87 | \$9.65 | \$17.80 | \$0.00 | \$63.32 |

Effective Date - 06/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 60 | \$24.75 | \$9.65 | \$17.80 | \$0.00 | \$52.20 |
| 2 | 70 | \$28.88 | \$9.65 | \$17.80 | \$0.00 | \$56.33 |
| 3 | 80 | \$33.00 | \$9.65 | \$17.80 | \$0.00 | \$60.45 |
| 4 | 90 | \$37.13 | \$9.65 | \$17.80 | \$0.00 | \$64.58 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|------------------------------|------------|
| LABORER: CARPENTER TENDER <i>LABORERS - ZONE 2</i> | 12/01/2024 | \$39.86 | \$9.65 | \$17.70 | \$0.00 | \$67.21 |
| | 06/01/2025 | \$41.25 | \$9.65 | \$17.70 | \$0.00 | \$68.60 |
| | 12/01/2025 | \$42.63 | \$9.65 | \$17.70 | \$0.00 | \$69.98 |
| | 06/01/2026 | \$44.07 | \$9.65 | \$17.70 | \$0.00 | \$71.42 |
| | 12/01/2026 | \$45.51 | \$9.65 | \$17.70 | \$0.00 | \$72.86 |
| | 06/01/2027 | \$46.96 | \$9.65 | \$17.70 | \$0.00 | \$74.31 |
| | 12/01/2027 | \$48.41 | \$9.65 | \$17.70 | \$0.00 | \$75.76 |
| | 06/01/2028 | \$49.91 | \$9.65 | \$17.70 | \$0.00 | \$77.26 |
| | 12/01/2028 | \$51.41 | \$9.65 | \$17.70 | \$0.00 | \$78.76 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 2</i> | 12/01/2024 | \$39.86 | \$9.65 | \$17.70 | \$0.00 | \$67.21 |
| | 06/01/2025 | \$41.25 | \$9.65 | \$17.70 | \$0.00 | \$68.60 |
| | 12/01/2025 | \$42.63 | \$9.65 | \$17.70 | \$0.00 | \$69.98 |
| | 06/01/2026 | \$44.07 | \$9.65 | \$17.70 | \$0.00 | \$71.42 |
| | 12/01/2026 | \$45.51 | \$9.65 | \$17.70 | \$0.00 | \$72.86 |
| | 06/01/2027 | \$46.96 | \$9.65 | \$17.70 | \$0.00 | \$74.31 |
| | 12/01/2027 | \$48.41 | \$9.65 | \$17.70 | \$0.00 | \$75.76 |
| | 06/01/2028 | \$49.91 | \$9.65 | \$17.70 | \$0.00 | \$77.26 |
| | 12/01/2028 | \$51.41 | \$9.65 | \$17.70 | \$0.00 | \$78.76 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 2</i> | 12/02/2024 | \$39.95 | \$9.65 | \$17.76 | \$0.00 | \$67.36 |
| | 06/02/2025 | \$41.34 | \$9.65 | \$17.76 | \$0.00 | \$68.75 |
| | 12/01/2025 | \$42.72 | \$9.65 | \$17.76 | \$0.00 | \$70.13 |
| | 06/01/2026 | \$44.16 | \$9.65 | \$17.76 | \$0.00 | \$71.57 |
| | 12/07/2026 | \$45.60 | \$9.65 | \$17.76 | \$0.00 | \$73.01 |
| | 06/07/2027 | \$47.05 | \$9.65 | \$17.76 | \$0.00 | \$74.46 |
| | 12/06/2027 | \$48.50 | \$9.65 | \$17.76 | \$0.00 | \$75.91 |
| | 06/05/2028 | \$50.00 | \$9.65 | \$17.76 | \$0.00 | \$77.41 |
| | 12/04/2028 | \$51.50 | \$9.65 | \$17.76 | \$0.00 | \$78.91 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MASON TENDER <i>LABORERS - ZONE 2</i> | 12/01/2024 | \$40.11 | \$9.65 | \$17.70 | \$0.00 | \$67.46 |
| | 06/01/2025 | \$41.50 | \$9.65 | \$17.70 | \$0.00 | \$68.85 |
| | 12/01/2025 | \$42.88 | \$9.65 | \$17.70 | \$0.00 | \$70.23 |
| | 06/01/2026 | \$44.32 | \$9.65 | \$17.70 | \$0.00 | \$71.67 |
| | 12/01/2026 | \$45.76 | \$9.65 | \$17.70 | \$0.00 | \$73.11 |
| | 06/01/2027 | \$47.21 | \$9.65 | \$17.70 | \$0.00 | \$74.56 |
| | 12/01/2027 | \$48.66 | \$9.65 | \$17.70 | \$0.00 | \$76.01 |
| | 06/01/2028 | \$50.16 | \$9.65 | \$17.70 | \$0.00 | \$77.51 |
| | 12/01/2028 | \$51.66 | \$9.65 | \$17.70 | \$0.00 | \$79.01 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2024 | \$40.11 | \$9.65 | \$17.80 | \$0.00 | \$67.56 |
| | 06/01/2025 | \$41.50 | \$9.65 | \$17.80 | \$0.00 | \$68.95 |
| | 12/01/2025 | \$42.88 | \$9.65 | \$17.80 | \$0.00 | \$70.33 |
| | 06/01/2026 | \$44.32 | \$9.65 | \$17.80 | \$0.00 | \$71.77 |
| | 12/01/2026 | \$45.76 | \$9.65 | \$17.80 | \$0.00 | \$73.21 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i> | 12/01/2024 | \$39.86 | \$9.65 | \$17.70 | \$0.00 | \$67.21 |
| | 06/01/2025 | \$41.25 | \$9.65 | \$17.70 | \$0.00 | \$68.60 |
| | 12/01/2025 | \$42.63 | \$9.65 | \$17.70 | \$0.00 | \$69.98 |
| | 06/01/2026 | \$44.07 | \$9.65 | \$17.70 | \$0.00 | \$71.42 |
| | 12/01/2026 | \$45.51 | \$9.65 | \$17.70 | \$0.00 | \$72.86 |
| | 06/01/2027 | \$46.96 | \$9.65 | \$17.70 | \$0.00 | \$74.31 |
| | 12/01/2027 | \$48.41 | \$9.65 | \$17.70 | \$0.00 | \$75.76 |
| | 06/01/2028 | \$49.91 | \$9.65 | \$17.70 | \$0.00 | \$77.26 |
| | 12/01/2028 | \$51.41 | \$9.65 | \$17.70 | \$0.00 | \$78.76 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i> | 12/01/2024 | \$39.86 | \$9.65 | \$17.70 | \$0.00 | \$67.21 |
| | 06/01/2025 | \$41.25 | \$9.65 | \$17.70 | \$0.00 | \$68.60 |
| | 12/01/2025 | \$42.63 | \$9.65 | \$17.70 | \$0.00 | \$69.98 |
| | 06/01/2026 | \$44.07 | \$9.65 | \$17.70 | \$0.00 | \$71.42 |
| | 12/01/2026 | \$45.51 | \$9.65 | \$17.70 | \$0.00 | \$72.86 |
| | 06/01/2027 | \$46.96 | \$9.65 | \$17.70 | \$0.00 | \$74.31 |
| | 12/01/2027 | \$48.41 | \$9.65 | \$17.70 | \$0.00 | \$75.76 |
| | 06/01/2028 | \$49.91 | \$9.65 | \$17.70 | \$0.00 | \$77.26 |
| | 12/01/2028 | \$51.41 | \$9.65 | \$17.70 | \$0.00 | \$78.76 |
| This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i> | 12/01/2024 | \$40.11 | \$9.65 | \$17.70 | \$0.00 | \$67.46 |
| | 06/01/2025 | \$41.50 | \$9.65 | \$17.70 | \$0.00 | \$68.85 |
| | 12/01/2025 | \$42.88 | \$9.65 | \$17.70 | \$0.00 | \$70.23 |
| | 06/01/2026 | \$44.32 | \$9.65 | \$17.70 | \$0.00 | \$71.67 |
| | 12/01/2026 | \$45.76 | \$9.65 | \$17.70 | \$0.00 | \$73.11 |
| | 06/01/2027 | \$47.21 | \$9.65 | \$17.70 | \$0.00 | \$74.56 |
| | 12/01/2027 | \$48.66 | \$9.65 | \$17.70 | \$0.00 | \$76.01 |
| | 06/01/2028 | \$50.16 | \$9.65 | \$17.70 | \$0.00 | \$77.51 |
| | 12/01/2028 | \$51.66 | \$9.65 | \$17.70 | \$0.00 | \$79.01 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2024 | \$40.11 | \$9.65 | \$17.80 | \$0.00 | \$67.56 |
| | 06/01/2025 | \$41.50 | \$9.65 | \$17.80 | \$0.00 | \$68.95 |
| | 12/01/2025 | \$42.88 | \$9.65 | \$17.80 | \$0.00 | \$70.33 |
| | 06/01/2026 | \$44.32 | \$9.65 | \$17.80 | \$0.00 | \$71.77 |
| | 12/01/2026 | \$45.76 | \$9.65 | \$17.80 | \$0.00 | \$73.21 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 02/01/2025 | \$50.36 | \$11.49 | \$21.62 | \$0.00 | \$83.47 |
| | 08/01/2025 | \$52.08 | \$11.49 | \$21.62 | \$0.00 | \$85.19 |
| | 02/01/2026 | \$53.16 | \$11.49 | \$21.62 | \$0.00 | \$86.27 |
| | 08/01/2026 | \$54.92 | \$11.49 | \$21.62 | \$0.00 | \$88.03 |
| | 02/01/2027 | \$56.04 | \$11.49 | \$21.62 | \$0.00 | \$89.15 |

| Classification | | | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|---------|--|----------------|----------------------|---------|---------|------------------------------|------------|
| Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile | | | | | | | | |
| Effective Date - 02/01/2025 | | | | | | | | |
| Step | percent | | | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
| 1 | 50 | | | \$25.18 | \$11.49 | \$21.62 | \$0.00 | \$58.29 |
| 2 | 60 | | | \$30.22 | \$11.49 | \$21.62 | \$0.00 | \$63.33 |
| 3 | 70 | | | \$35.25 | \$11.49 | \$21.62 | \$0.00 | \$68.36 |
| 4 | 80 | | | \$40.29 | \$11.49 | \$21.62 | \$0.00 | \$73.40 |
| 5 | 90 | | | \$45.32 | \$11.49 | \$21.62 | \$0.00 | \$78.43 |
| Effective Date - 08/01/2025 | | | | | | | | |
| Step | percent | | | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
| 1 | 50 | | | \$26.04 | \$11.49 | \$21.62 | \$0.00 | \$59.15 |
| 2 | 60 | | | \$31.25 | \$11.49 | \$21.62 | \$0.00 | \$64.36 |
| 3 | 70 | | | \$36.46 | \$11.49 | \$21.62 | \$0.00 | \$69.57 |
| 4 | 80 | | | \$41.66 | \$11.49 | \$21.62 | \$0.00 | \$74.77 |
| 5 | 90 | | | \$46.87 | \$11.49 | \$21.62 | \$0.00 | \$79.98 |
| Notes: | | | | | | | | |
| Apprentice to Journeyworker Ratio:1:3 | | | | | | | | |
| MARBLE MASONS,TILELAYERS & TERRAZZO MECH | | | 02/01/2025 | \$65.82 | \$11.49 | \$23.56 | \$0.00 | \$100.87 |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE | | | 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 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|---------------------------|------------|
|----------------|----------------|-----------|--------|---------|---------------------------|------------|

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

Effective Date - 02/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$32.91 | \$11.49 | \$23.56 | \$0.00 | \$67.96 |
| 2 | 60 | \$39.49 | \$11.49 | \$23.56 | \$0.00 | \$74.54 |
| 3 | 70 | \$46.07 | \$11.49 | \$23.56 | \$0.00 | \$81.12 |
| 4 | 80 | \$52.66 | \$11.49 | \$23.56 | \$0.00 | \$87.71 |
| 5 | 90 | \$59.24 | \$11.49 | \$23.56 | \$0.00 | \$94.29 |

Effective Date - 08/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$33.99 | \$11.49 | \$23.56 | \$0.00 | \$69.04 |
| 2 | 60 | \$40.78 | \$11.49 | \$23.56 | \$0.00 | \$75.83 |
| 3 | 70 | \$47.58 | \$11.49 | \$23.56 | \$0.00 | \$82.63 |
| 4 | 80 | \$54.38 | \$11.49 | \$23.56 | \$0.00 | \$89.43 |
| 5 | 90 | \$61.17 | \$11.49 | \$23.56 | \$0.00 | \$96.22 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| MECH. SWEEPER OPERATOR (ON CONST. SITES) | 12/01/2024 | \$56.40 | \$15.55 | \$16.50 | \$0.00 | \$88.45 |
| OPERATING ENGINEERS LOCAL 4 | 06/01/2025 | \$57.68 | \$15.55 | \$16.50 | \$0.00 | \$89.73 |
| | 12/01/2025 | \$59.12 | \$15.55 | \$16.50 | \$0.00 | \$91.17 |
| | 06/01/2026 | \$60.40 | \$15.55 | \$16.50 | \$0.00 | \$92.45 |
| | 12/01/2026 | \$61.84 | \$15.55 | \$16.50 | \$0.00 | \$93.89 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| MECHANICS MAINTENANCE | 12/01/2024 | \$56.40 | \$15.55 | \$16.50 | \$0.00 | \$88.45 |
| OPERATING ENGINEERS LOCAL 4 | 06/01/2025 | \$57.68 | \$15.55 | \$16.50 | \$0.00 | \$89.73 |
| | 12/01/2025 | \$59.12 | \$15.55 | \$16.50 | \$0.00 | \$91.17 |
| | 06/01/2026 | \$60.40 | \$15.55 | \$16.50 | \$0.00 | \$92.45 |
| | 12/01/2026 | \$61.84 | \$15.55 | \$16.50 | \$0.00 | \$93.89 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| MILLWRIGHT (Zone 2) | 01/06/2025 | \$45.09 | \$10.08 | \$21.47 | \$0.00 | \$76.64 |
| MILLWRIGHTS LOCAL 1121 - Zone 2 | 01/05/2026 | \$47.42 | \$10.08 | \$21.47 | \$0.00 | \$78.97 |

| Classification | | Effective Date | Base Wage | Health | Pension | Pension | Supplemental Unemployment | Total Rate |
|---|---------|----------------|----------------------|---------|---------|---------|------------------------------|------------|
| Apprentice - MILLWRIGHT - Local 1121 Zone 2 | | | | | | | | |
| Effective Date - 01/06/2025 | | | | | | | | |
| Step | percent | | Apprentice Base Wage | Health | Pension | | Supplemental Unemployment | Total Rate |
| 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 |
| Effective Date - 01/05/2026 | | | | | | | | |
| Step | percent | | Apprentice Base Wage | Health | Pension | | Supplemental Unemployment | Total Rate |
| 1 | 55 | | \$26.08 | \$10.08 | \$5.50 | | \$0.00 | \$41.66 |
| 2 | 65 | | \$30.82 | \$10.08 | \$6.50 | | \$0.00 | \$47.40 |
| 3 | 75 | | \$35.57 | \$10.08 | \$18.97 | | \$0.00 | \$64.62 |
| 4 | 85 | | \$40.31 | \$10.08 | \$19.97 | | \$0.00 | \$70.36 |
| <div>Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66) Steps are 2,000 hours</div> | | | | | | | | |
| Apprentice to Journeyworker Ratio:1:4 | | | | | | | | |
| MORTAR MIXER | | | 12/01/2024 | \$40.11 | \$9.65 | \$17.70 | \$0.00 | \$67.46 |
| LABORERS - ZONE 2 | | | 06/01/2025 | \$41.50 | \$9.65 | \$17.70 | \$0.00 | \$68.85 |
| | | | 12/01/2025 | \$42.88 | \$9.65 | \$17.70 | \$0.00 | \$70.23 |
| | | | 06/01/2026 | \$44.32 | \$9.65 | \$17.70 | \$0.00 | \$71.67 |
| | | | 12/01/2026 | \$45.76 | \$9.65 | \$17.70 | \$0.00 | \$73.11 |
| | | | 06/01/2027 | \$47.21 | \$9.65 | \$17.70 | \$0.00 | \$74.56 |
| | | | 12/01/2027 | \$48.66 | \$9.65 | \$17.70 | \$0.00 | \$76.01 |
| | | | 06/01/2028 | \$50.16 | \$9.65 | \$17.70 | \$0.00 | \$77.51 |
| | | | 12/01/2028 | \$51.66 | \$9.65 | \$17.70 | \$0.00 | \$79.01 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | | |
| OILER (OTHER THAN TRUCK CRANES,GRADALLS) | | | 12/01/2024 | \$25.37 | \$15.30 | \$16.40 | \$0.00 | \$57.07 |
| OPERATING ENGINEERS LOCAL 4 | | | 06/01/2025 | \$25.97 | \$15.30 | \$16.40 | \$0.00 | \$57.67 |
| | | | 12/01/2025 | \$26.63 | \$15.30 | \$16.40 | \$0.00 | \$58.33 |
| | | | 06/01/2026 | \$27.22 | \$15.30 | \$16.40 | \$0.00 | \$58.92 |
| | | | 12/01/2026 | \$27.89 | \$15.30 | \$16.40 | \$0.00 | \$59.59 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | | |
| OILER (TRUCK CRANES, GRADALLS) | | | 12/01/2024 | \$31.08 | \$15.30 | \$16.40 | \$0.00 | \$62.78 |
| OPERATING ENGINEERS LOCAL 4 | | | 06/01/2025 | \$31.80 | \$15.30 | \$16.40 | \$0.00 | \$63.50 |
| | | | 12/01/2025 | \$32.60 | \$15.30 | \$16.40 | \$0.00 | \$64.30 |
| | | | 06/01/2026 | \$33.32 | \$15.30 | \$16.40 | \$0.00 | \$65.02 |
| | | | 12/01/2026 | \$34.12 | \$15.30 | \$16.40 | \$0.00 | \$65.82 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|------------------------------|------------|
| OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2024 | \$56.40 | \$15.55 | \$16.50 | \$0.00 | \$88.45 |
| | 06/01/2025 | \$57.68 | \$15.55 | \$16.50 | \$0.00 | \$89.73 |
| | 12/01/2025 | \$59.12 | \$15.55 | \$16.50 | \$0.00 | \$91.17 |
| | 06/01/2026 | \$60.40 | \$15.55 | \$16.50 | \$0.00 | \$92.45 |
| | 12/01/2026 | \$61.84 | \$15.55 | \$16.50 | \$0.00 | \$93.89 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i> | 01/01/2025 | \$58.46 | \$9.95 | \$23.95 | \$0.00 | \$92.36 |

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$29.23 | \$9.95 | \$0.00 | \$0.00 | \$39.18 |
| 2 | 55 | \$32.15 | \$9.95 | \$6.66 | \$0.00 | \$48.76 |
| 3 | 60 | \$35.08 | \$9.95 | \$7.26 | \$0.00 | \$52.29 |
| 4 | 65 | \$38.00 | \$9.95 | \$7.87 | \$0.00 | \$55.82 |
| 5 | 70 | \$40.92 | \$9.95 | \$20.32 | \$0.00 | \$71.19 |
| 6 | 75 | \$43.85 | \$9.95 | \$20.93 | \$0.00 | \$74.73 |
| 7 | 80 | \$46.77 | \$9.95 | \$21.53 | \$0.00 | \$78.25 |
| 8 | 90 | \$52.61 | \$9.95 | \$22.74 | \$0.00 | \$85.30 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, NEW) * | 01/01/2025 | \$49.36 | \$9.95 | \$23.95 | \$0.00 | \$83.26 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i> | | | | | | |

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

Effective Date - 01/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$24.68 | \$9.95 | \$0.00 | \$0.00 | \$34.63 |
| 2 | 55 | \$27.15 | \$9.95 | \$6.66 | \$0.00 | \$43.76 |
| 3 | 60 | \$29.62 | \$9.95 | \$7.26 | \$0.00 | \$46.83 |
| 4 | 65 | \$32.08 | \$9.95 | \$7.87 | \$0.00 | \$49.90 |
| 5 | 70 | \$34.55 | \$9.95 | \$20.32 | \$0.00 | \$64.82 |
| 6 | 75 | \$37.02 | \$9.95 | \$20.93 | \$0.00 | \$67.90 |
| 7 | 80 | \$39.49 | \$9.95 | \$21.53 | \$0.00 | \$70.97 |
| 8 | 90 | \$44.42 | \$9.95 | \$22.74 | \$0.00 | \$77.11 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|------------------------------|------------|
| PAINTER (SPRAY OR SANDBLAST, REPAINT) <i>PAINTERS LOCAL 35 - ZONE 2</i> | 01/01/2025 | \$47.42 | \$9.95 | \$23.95 | \$0.00 | \$81.32 |

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

Effective Date - 01/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$23.71 | \$9.95 | \$0.00 | \$0.00 | \$33.66 |
| 2 | 55 | \$26.08 | \$9.95 | \$6.66 | \$0.00 | \$42.69 |
| 3 | 60 | \$28.45 | \$9.95 | \$7.26 | \$0.00 | \$45.66 |
| 4 | 65 | \$30.82 | \$9.95 | \$7.87 | \$0.00 | \$48.64 |
| 5 | 70 | \$33.19 | \$9.95 | \$20.32 | \$0.00 | \$63.46 |
| 6 | 75 | \$35.57 | \$9.95 | \$20.93 | \$0.00 | \$66.45 |
| 7 | 80 | \$37.94 | \$9.95 | \$21.53 | \$0.00 | \$69.42 |
| 8 | 90 | \$42.68 | \$9.95 | \$22.74 | \$0.00 | \$75.37 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, NEW) * | 01/01/2025 | \$47.96 | \$9.95 | \$23.95 | \$0.00 | \$81.86 |
|--------------------------------|------------|---------|--------|---------|--------|---------|

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 2*

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$23.98 | \$9.95 | \$0.00 | \$0.00 | \$33.93 |
| 2 | 55 | \$26.38 | \$9.95 | \$6.66 | \$0.00 | \$42.99 |
| 3 | 60 | \$28.78 | \$9.95 | \$7.26 | \$0.00 | \$45.99 |
| 4 | 65 | \$31.17 | \$9.95 | \$7.87 | \$0.00 | \$48.99 |
| 5 | 70 | \$33.57 | \$9.95 | \$20.32 | \$0.00 | \$63.84 |
| 6 | 75 | \$35.97 | \$9.95 | \$20.93 | \$0.00 | \$66.85 |
| 7 | 80 | \$38.37 | \$9.95 | \$21.53 | \$0.00 | \$69.85 |
| 8 | 90 | \$43.16 | \$9.95 | \$22.74 | \$0.00 | \$75.85 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|----------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, REPAINT) | 01/01/2025 | \$46.02 | \$9.95 | \$23.95 | \$0.00 | \$79.92 |
|----------------------------------|------------|---------|--------|---------|--------|---------|

PAINTERS LOCAL 35 - ZONE 2

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$23.01 | \$9.95 | \$0.00 | \$0.00 | \$32.96 |
| 2 | 55 | \$25.31 | \$9.95 | \$6.66 | \$0.00 | \$41.92 |
| 3 | 60 | \$27.61 | \$9.95 | \$7.26 | \$0.00 | \$44.82 |
| 4 | 65 | \$29.91 | \$9.95 | \$7.87 | \$0.00 | \$47.73 |
| 5 | 70 | \$32.21 | \$9.95 | \$20.32 | \$0.00 | \$62.48 |
| 6 | 75 | \$34.52 | \$9.95 | \$20.93 | \$0.00 | \$65.40 |
| 7 | 80 | \$36.82 | \$9.95 | \$21.53 | \$0.00 | \$68.30 |
| 8 | 90 | \$41.42 | \$9.95 | \$22.74 | \$0.00 | \$74.11 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) | 12/01/2024 | \$39.86 | \$9.65 | \$17.80 | \$0.00 | \$67.31 |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY) | 06/01/2025 | \$41.25 | \$9.65 | \$17.80 | \$0.00 | \$68.70 |
| | 12/01/2025 | \$42.63 | \$9.65 | \$17.80 | \$0.00 | \$70.08 |
| | 06/01/2026 | \$44.07 | \$9.65 | \$17.80 | \$0.00 | \$71.52 |
| | 12/01/2026 | \$45.51 | \$9.65 | \$17.80 | \$0.00 | \$72.96 |

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)

| | | | | | | |
|---------------------------------------|------------|---------|---------|---------|--------|---------|
| PANEL & PICKUP TRUCKS DRIVER | 01/01/2025 | \$39.78 | \$15.57 | \$20.17 | \$0.00 | \$75.52 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 06/01/2025 | \$40.78 | \$15.57 | \$20.17 | \$0.00 | \$76.52 |
| | 12/01/2025 | \$40.78 | \$15.57 | \$21.78 | \$0.00 | \$78.13 |
| | 01/01/2026 | \$40.78 | \$16.17 | \$21.78 | \$0.00 | \$78.73 |
| | 06/01/2026 | \$41.78 | \$16.17 | \$21.78 | \$0.00 | \$79.73 |
| | 12/01/2026 | \$41.78 | \$16.17 | \$23.52 | \$0.00 | \$81.47 |
| | 01/01/2027 | \$41.78 | \$16.77 | \$23.52 | \$0.00 | \$82.07 |

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) | 08/01/2024 | \$55.79 | \$10.08 | \$24.29 | \$0.00 | \$90.16 |
| PILE DRIVER LOCAL 56 (ZONE 1) | | | | | | |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |

| | | | | | | |
|-------------------------------|------------|---------|---------|---------|--------|---------|
| PILE DRIVER | 08/01/2024 | \$55.79 | \$10.08 | \$24.29 | \$0.00 | \$90.16 |
| PILE DRIVER LOCAL 56 (ZONE 1) | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|----------------------|---------|---------|------------------------------|------------|
| Apprentice - PILE DRIVER - Local 56 Zone 1 | | | | | | |
| Effective Date - 08/01/2024 | | | | | | |
| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
| 1 | 45 | \$25.11 | \$10.08 | \$2.53 | \$0.00 | \$37.72 |
| 2 | 55 | \$30.68 | \$10.08 | \$5.07 | \$0.00 | \$45.83 |
| 3 | 70 | \$39.05 | \$10.08 | \$19.22 | \$0.00 | \$68.35 |
| 4 | 80 | \$44.63 | \$10.08 | \$21.76 | \$0.00 | \$76.47 |
| Notes: % Indentured BEFORE 8/1/20; 50/60/70/75/80/80/90/90 Apprentice to Journeyworker Ratio: 1:5 | | | | | | |
| Apprentice to Journeyworker Ratio: 1:5 Steps 1 \$62.27/ 2 \$67.84/ 3 \$73.42/ 4 \$76.21/ 5&6 \$79.00/ 7&8 \$84.58 | | | | | | |
| <hr/> | | | | | | |
| PIPEFITTER & STEAMFITTER | 03/01/2025 | \$68.88 | \$12.70 | \$21.80 | \$0.00 | \$103.38 |
| <i>PIPEFITTERS LOCAL 537 (Local 138)</i> | | | | | | |

Apprentice - PIPEFITTER Local 537 (Local 138)

Effective Date - 03/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 40 | \$27.55 | \$12.70 | \$9.05 | \$0.00 | \$49.30 |
| 2 | 45 | \$31.00 | \$12.70 | \$21.80 | \$0.00 | \$65.50 |
| 3 | 60 | \$41.33 | \$12.70 | \$21.80 | \$0.00 | \$75.83 |
| 4 | 70 | \$48.22 | \$12.70 | \$21.80 | \$0.00 | \$82.72 |
| 5 | 80 | \$55.10 | \$12.70 | \$21.80 | \$0.00 | \$89.60 |
| 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:** | | | | | | |

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PIPELAYER <i>LABORERS - ZONE 2</i> | 12/01/2024 | \$40.11 | \$9.65 | \$17.70 | \$0.00 | \$67.46 |
| | 06/01/2025 | \$41.50 | \$9.65 | \$17.70 | \$0.00 | \$68.85 |
| | 12/01/2025 | \$42.88 | \$9.65 | \$17.70 | \$0.00 | \$70.23 |
| | 06/01/2026 | \$44.32 | \$9.65 | \$17.70 | \$0.00 | \$71.67 |
| | 12/01/2026 | \$45.76 | \$9.65 | \$17.70 | \$0.00 | \$73.11 |
| | 06/01/2027 | \$47.21 | \$9.65 | \$17.70 | \$0.00 | \$74.56 |
| | 12/01/2027 | \$48.66 | \$9.65 | \$17.70 | \$0.00 | \$76.01 |
| | 06/01/2028 | \$50.16 | \$9.65 | \$17.70 | \$0.00 | \$77.51 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2024 | \$40.11 | \$9.65 | \$17.80 | \$0.00 | \$67.56 |
| | 06/01/2025 | \$41.50 | \$9.65 | \$17.80 | \$0.00 | \$68.95 |
| | 12/01/2025 | \$42.88 | \$9.65 | \$17.80 | \$0.00 | \$70.33 |
| | 06/01/2026 | \$44.32 | \$9.65 | \$17.80 | \$0.00 | \$71.77 |
| | 12/01/2026 | \$45.76 | \$9.65 | \$17.80 | \$0.00 | \$73.21 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|----------------------|---------|---------|------------------------------|------------|
| PLUMBER <i>PLUMBERS & GASFITTERS LOCAL 12 (Local 138)</i> | 03/02/2025 | \$70.84 | \$14.32 | \$19.61 | \$0.00 | \$104.77 |
| Apprentice - PLUMBER/GASFITTER - Local 12 (Local 138) | | | | | | |
| Effective Date - 03/02/2025 | | | | | | |
| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
| 1 | 35 | \$24.79 | \$14.32 | \$7.06 | \$0.00 | \$46.17 |
| 2 | 40 | \$28.34 | \$14.32 | \$8.02 | \$0.00 | \$50.68 |
| 3 | 55 | \$38.96 | \$14.32 | \$10.93 | \$0.00 | \$64.21 |
| 4 | 65 | \$46.05 | \$14.32 | \$12.86 | \$0.00 | \$73.23 |
| 5 | 75 | \$53.13 | \$14.32 | \$14.79 | \$0.00 | \$82.24 |
| Notes: ** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr Steps are 1 yr Step 4 with lic\$69.00, Step5 with lic\$76.87 | | | | | | |
| Apprentice to Journeyworker Ratio:** | | | | | | |
| PNEUMATIC CONTROLS (TEMP.) <i>PIPEFITTERS LOCAL 537 (Local 138)</i> | 03/01/2025 | \$68.88 | \$12.70 | \$21.80 | \$0.00 | \$103.38 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 2</i> | 12/01/2024 | \$40.61 | \$9.65 | \$17.70 | \$0.00 | \$67.96 |
| | 06/01/2025 | \$42.00 | \$9.65 | \$17.70 | \$0.00 | \$69.35 |
| | 12/01/2025 | \$43.38 | \$9.65 | \$17.70 | \$0.00 | \$70.73 |
| | 06/01/2026 | \$44.82 | \$9.65 | \$17.70 | \$0.00 | \$72.17 |
| | 12/01/2026 | \$46.26 | \$9.65 | \$17.70 | \$0.00 | \$73.61 |
| | 06/01/2027 | \$47.71 | \$9.65 | \$17.70 | \$0.00 | \$75.06 |
| | 12/01/2027 | \$49.16 | \$9.65 | \$17.70 | \$0.00 | \$76.51 |
| | 06/01/2028 | \$50.66 | \$9.65 | \$17.70 | \$0.00 | \$78.01 |
| | 12/01/2028 | \$52.16 | \$9.65 | \$17.70 | \$0.00 | \$79.51 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2024 | \$40.11 | \$9.65 | \$17.80 | \$0.00 | \$67.56 |
| | 06/01/2025 | \$41.50 | \$9.65 | \$17.80 | \$0.00 | \$68.95 |
| | 12/01/2025 | \$42.88 | \$9.65 | \$17.80 | \$0.00 | \$70.33 |
| | 06/01/2026 | \$44.32 | \$9.65 | \$17.80 | \$0.00 | \$71.77 |
| | 12/01/2026 | \$45.76 | \$9.65 | \$17.80 | \$0.00 | \$73.21 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i> | 12/01/2024 | \$40.86 | \$9.65 | \$17.70 | \$0.00 | \$68.21 |
| | 06/01/2025 | \$42.25 | \$9.65 | \$17.70 | \$0.00 | \$69.60 |
| | 12/01/2025 | \$43.63 | \$9.65 | \$17.70 | \$0.00 | \$70.98 |
| | 06/01/2026 | \$45.07 | \$9.65 | \$17.70 | \$0.00 | \$72.42 |
| | 12/01/2026 | \$46.51 | \$9.65 | \$17.70 | \$0.00 | \$73.86 |
| | 06/01/2027 | \$47.96 | \$9.65 | \$17.70 | \$0.00 | \$75.31 |
| | 12/01/2027 | \$49.41 | \$9.65 | \$17.70 | \$0.00 | \$76.76 |
| | 06/01/2028 | \$50.91 | \$9.65 | \$17.70 | \$0.00 | \$78.26 |
| | 12/01/2028 | \$52.41 | \$9.65 | \$17.70 | \$0.00 | \$79.76 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|------------------------------|------------|
| POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2024 | \$40.86 | \$9.40 | \$17.55 | \$0.00 | \$67.81 |
| | 06/01/2025 | \$42.25 | \$9.40 | \$17.55 | \$0.00 | \$69.20 |
| | 12/01/2025 | \$43.63 | \$9.40 | \$17.55 | \$0.00 | \$70.58 |
| | 06/01/2026 | \$45.07 | \$9.40 | \$17.55 | \$0.00 | \$72.02 |
| | 12/01/2026 | \$46.51 | \$9.40 | \$17.55 | \$0.00 | \$73.46 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | | | | | | |
| POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2024 | \$57.03 | \$15.55 | \$16.50 | \$0.00 | \$89.08 |
| | 06/01/2025 | \$58.33 | \$15.55 | \$16.50 | \$0.00 | \$90.38 |
| | 12/01/2025 | \$59.78 | \$15.55 | \$16.50 | \$0.00 | \$91.83 |
| | 06/01/2026 | \$61.08 | \$15.55 | \$16.50 | \$0.00 | \$93.13 |
| | 12/01/2026 | \$62.53 | \$15.55 | \$16.50 | \$0.00 | \$94.58 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2024 | \$56.40 | \$15.55 | \$16.50 | \$0.00 | \$88.45 |
| | 06/01/2025 | \$57.68 | \$15.55 | \$16.50 | \$0.00 | \$89.73 |
| | 12/01/2025 | \$59.12 | \$15.55 | \$16.50 | \$0.00 | \$91.17 |
| | 06/01/2026 | \$60.40 | \$15.55 | \$16.50 | \$0.00 | \$92.45 |
| | 12/01/2026 | \$61.84 | \$15.55 | \$16.50 | \$0.00 | \$93.89 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2024 | \$36.67 | \$15.55 | \$16.50 | \$0.00 | \$68.72 |
| | 06/01/2025 | \$37.52 | \$15.55 | \$16.50 | \$0.00 | \$69.57 |
| | 12/01/2025 | \$38.47 | \$15.55 | \$16.50 | \$0.00 | \$70.52 |
| | 06/01/2026 | \$39.33 | \$15.55 | \$16.50 | \$0.00 | \$71.38 |
| | 12/01/2026 | \$40.28 | \$15.55 | \$16.50 | \$0.00 | \$72.33 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| READY-MIX CONCRETE DRIVER <i>TEAMSTERS 42 - J.G. MacLeallan (Wakefield)</i> | 05/01/2024 | \$29.50 | \$12.00 | \$7.00 | \$0.00 | \$48.50 |
| | 05/01/2025 | \$30.00 | \$12.00 | \$7.00 | \$0.00 | \$49.00 |
| | 05/01/2026 | \$30.50 | \$12.00 | \$7.00 | \$0.00 | \$49.50 |
| RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2024 | \$56.40 | \$15.55 | \$16.50 | \$0.00 | \$88.45 |
| | 06/01/2025 | \$57.68 | \$15.55 | \$16.50 | \$0.00 | \$89.73 |
| | 12/01/2025 | \$59.12 | \$15.55 | \$16.50 | \$0.00 | \$91.17 |
| | 06/01/2026 | \$60.40 | \$15.55 | \$16.50 | \$0.00 | \$92.45 |
| | 12/01/2026 | \$61.84 | \$15.55 | \$16.50 | \$0.00 | \$93.89 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i> | 12/01/2024 | \$40.11 | \$9.65 | \$17.70 | \$0.00 | \$67.46 |
| | 06/01/2025 | \$41.50 | \$9.65 | \$17.70 | \$0.00 | \$68.85 |
| | 12/01/2025 | \$42.88 | \$9.65 | \$17.70 | \$0.00 | \$70.23 |
| | 06/01/2026 | \$44.32 | \$9.65 | \$17.70 | \$0.00 | \$71.67 |
| | 12/01/2026 | \$45.76 | \$9.65 | \$17.70 | \$0.00 | \$73.11 |
| | 06/01/2027 | \$47.21 | \$9.65 | \$17.70 | \$0.00 | \$74.56 |
| | 12/01/2027 | \$48.66 | \$9.65 | \$17.70 | \$0.00 | \$76.01 |
| | 06/01/2028 | \$50.16 | \$9.65 | \$17.70 | \$0.00 | \$77.51 |
| | 12/01/2028 | \$51.66 | \$9.65 | \$17.70 | \$0.00 | \$79.01 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2024 | \$56.40 | \$15.55 | \$16.50 | \$0.00 | \$88.45 |
| | 06/01/2025 | \$57.68 | \$15.55 | \$16.50 | \$0.00 | \$89.73 |
| | 12/01/2025 | \$59.12 | \$15.55 | \$16.50 | \$0.00 | \$91.17 |
| | 06/01/2026 | \$60.40 | \$15.55 | \$16.50 | \$0.00 | \$92.45 |
| | 12/01/2026 | \$61.84 | \$15.55 | \$16.50 | \$0.00 | \$93.89 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| ROOFER (Inc.Roofers Waterproofing &Roofers Dampproofg) <i>ROOFERS LOCAL 33</i> | 02/01/2025 | \$52.03 | \$13.28 | \$21.70 | \$0.00 | \$87.01 |
| | 08/01/2025 | \$53.53 | \$13.28 | \$21.70 | \$0.00 | \$88.51 |
| | 02/01/2026 | \$54.78 | \$13.28 | \$21.70 | \$0.00 | \$89.76 |

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$26.02 | \$13.28 | \$15.55 | \$0.00 | \$54.85 |
| 2 | 60 | \$31.22 | \$13.28 | \$21.70 | \$0.00 | \$66.20 |
| 3 | 65 | \$33.82 | \$13.28 | \$21.70 | \$0.00 | \$68.80 |
| 4 | 75 | \$39.02 | \$13.28 | \$21.70 | \$0.00 | \$74.00 |
| 5 | 85 | \$44.23 | \$13.28 | \$21.70 | \$0.00 | \$79.21 |

Effective Date - 08/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$26.77 | \$13.28 | \$15.55 | \$0.00 | \$55.60 |
| 2 | 60 | \$32.12 | \$13.28 | \$21.70 | \$0.00 | \$67.10 |
| 3 | 65 | \$34.79 | \$13.28 | \$21.70 | \$0.00 | \$69.77 |
| 4 | 75 | \$40.15 | \$13.28 | \$21.70 | \$0.00 | \$75.13 |
| 5 | 85 | \$45.50 | \$13.28 | \$21.70 | \$0.00 | \$80.48 |

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
(Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 33</i> | 02/01/2025 | \$52.28 | \$13.28 | \$21.70 | \$0.00 | \$87.26 |
| | 08/01/2025 | \$53.78 | \$13.28 | \$21.70 | \$0.00 | \$88.76 |
| | 02/01/2026 | \$55.03 | \$13.28 | \$21.70 | \$0.00 | \$90.01 |

For apprentice rates see "Apprentice- ROOFER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|----------|
| SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 17 - A</i> | 02/01/2025 | \$59.69 | \$14.75 | \$28.12 | \$2.98 | \$105.54 |
| | 08/01/2025 | \$61.54 | \$14.75 | \$28.12 | \$2.98 | \$107.39 |
| | 02/01/2026 | \$63.49 | \$14.75 | \$28.12 | \$2.98 | \$109.34 |

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 42 | \$25.07 | \$14.75 | \$6.13 | \$0.00 | \$45.95 |
| 2 | 42 | \$25.07 | \$14.75 | \$6.13 | \$0.00 | \$45.95 |
| 3 | 47 | \$28.05 | \$14.75 | \$12.11 | \$1.62 | \$56.53 |
| 4 | 47 | \$28.05 | \$14.75 | \$12.11 | \$1.62 | \$56.53 |
| 5 | 52 | \$31.04 | \$14.75 | \$13.09 | \$1.74 | \$60.62 |
| 6 | 52 | \$31.04 | \$14.75 | \$13.34 | \$1.75 | \$60.88 |
| 7 | 60 | \$35.81 | \$14.75 | \$14.75 | \$1.93 | \$67.24 |
| 8 | 65 | \$38.80 | \$14.75 | \$15.73 | \$2.04 | \$71.32 |
| 9 | 75 | \$44.77 | \$14.75 | \$17.69 | \$2.28 | \$79.49 |
| 10 | 85 | \$50.74 | \$14.75 | \$19.15 | \$2.49 | \$87.13 |

Effective Date - 08/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 42 | \$25.85 | \$14.75 | \$6.13 | \$0.00 | \$46.73 |
| 2 | 42 | \$25.85 | \$14.75 | \$6.13 | \$0.00 | \$46.73 |
| 3 | 47 | \$28.92 | \$14.75 | \$12.11 | \$1.62 | \$57.40 |
| 4 | 47 | \$28.92 | \$14.75 | \$12.11 | \$1.62 | \$57.40 |
| 5 | 52 | \$32.00 | \$14.75 | \$13.09 | \$1.74 | \$61.58 |
| 6 | 52 | \$32.00 | \$14.75 | \$13.34 | \$1.75 | \$61.84 |
| 7 | 60 | \$36.92 | \$14.75 | \$14.75 | \$1.93 | \$68.35 |
| 8 | 65 | \$40.00 | \$14.75 | \$15.73 | \$2.04 | \$72.52 |
| 9 | 75 | \$46.16 | \$14.75 | \$17.69 | \$2.28 | \$80.88 |
| 10 | 85 | \$52.31 | \$14.75 | \$19.15 | \$2.49 | \$88.70 |

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS | 01/01/2025 | \$40.24 | \$15.57 | \$20.17 | \$0.00 | \$75.98 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 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 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 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 <i>SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2</i> | 03/01/2025 | \$64.93 | \$11.51 | \$23.80 | \$0.00 | \$100.24 |

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

Effective Date - 03/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 35 | \$22.73 | \$11.51 | \$13.07 | \$0.00 | \$47.31 |
| 2 | 40 | \$25.97 | \$11.51 | \$13.90 | \$0.00 | \$51.38 |
| 3 | 45 | \$29.22 | \$11.51 | \$14.72 | \$0.00 | \$55.45 |
| 4 | 50 | \$32.47 | \$11.51 | \$15.55 | \$0.00 | \$59.53 |
| 5 | 55 | \$35.71 | \$11.51 | \$16.38 | \$0.00 | \$63.60 |
| 6 | 60 | \$38.96 | \$11.51 | \$17.20 | \$0.00 | \$67.67 |
| 7 | 65 | \$42.20 | \$11.51 | \$18.03 | \$0.00 | \$71.74 |
| 8 | 70 | \$45.45 | \$11.51 | \$18.85 | \$0.00 | \$75.81 |
| 9 | 75 | \$48.70 | \$11.51 | \$19.68 | \$0.00 | \$79.89 |
| 10 | 80 | \$51.94 | \$11.51 | \$20.50 | \$0.00 | \$83.95 |

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

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2024 | \$56.40 | \$15.55 | \$16.50 | \$0.00 | \$88.45 |
| | 06/01/2025 | \$57.68 | \$15.55 | \$16.50 | \$0.00 | \$89.73 |
| | 12/01/2025 | \$59.12 | \$15.55 | \$16.50 | \$0.00 | \$91.17 |
| | 06/01/2026 | \$60.40 | \$15.55 | \$16.50 | \$0.00 | \$92.45 |
| | 12/01/2026 | \$61.84 | \$15.55 | \$16.50 | \$0.00 | \$93.89 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2024 | \$56.40 | \$15.55 | \$16.50 | \$0.00 | \$88.45 |
| | 06/01/2025 | \$57.68 | \$15.55 | \$16.50 | \$0.00 | \$89.73 |
| | 12/01/2025 | \$59.12 | \$15.55 | \$16.50 | \$0.00 | \$91.17 |
| | 06/01/2026 | \$60.40 | \$15.55 | \$16.50 | \$0.00 | \$92.45 |
| | 12/01/2026 | \$61.84 | \$15.55 | \$16.50 | \$0.00 | \$93.89 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|------------------------------|------------|
| TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i> | 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 |

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 03/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 45 | \$23.39 | \$13.00 | \$0.70 | \$0.00 | \$37.09 |
| 2 | 45 | \$23.39 | \$13.00 | \$0.70 | \$0.00 | \$37.09 |
| 3 | 50 | \$25.99 | \$13.00 | \$16.16 | \$0.00 | \$55.15 |
| 4 | 50 | \$25.99 | \$13.00 | \$16.16 | \$0.00 | \$55.15 |
| 5 | 55 | \$28.59 | \$13.00 | \$16.57 | \$0.00 | \$58.16 |
| 6 | 60 | \$31.19 | \$13.00 | \$16.97 | \$0.00 | \$61.16 |
| 7 | 65 | \$33.79 | \$13.00 | \$17.38 | \$0.00 | \$64.17 |
| 8 | 70 | \$36.39 | \$13.00 | \$17.78 | \$0.00 | \$67.17 |
| 9 | 75 | \$38.99 | \$13.00 | \$18.18 | \$0.00 | \$70.17 |
| 10 | 80 | \$41.58 | \$13.00 | \$18.58 | \$0.00 | \$73.16 |

Effective Date - 09/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 45 | \$24.08 | \$13.00 | \$0.72 | \$0.00 | \$37.80 |
| 2 | 45 | \$24.08 | \$13.00 | \$0.72 | \$0.00 | \$37.80 |
| 3 | 50 | \$26.76 | \$13.00 | \$16.16 | \$0.00 | \$55.92 |
| 4 | 50 | \$26.76 | \$13.00 | \$16.16 | \$0.00 | \$55.92 |
| 5 | 55 | \$29.43 | \$13.00 | \$16.57 | \$0.00 | \$59.00 |
| 6 | 60 | \$32.11 | \$13.00 | \$16.97 | \$0.00 | \$62.08 |
| 7 | 65 | \$34.78 | \$13.00 | \$17.38 | \$0.00 | \$65.16 |
| 8 | 70 | \$37.46 | \$13.00 | \$17.78 | \$0.00 | \$68.24 |
| 9 | 75 | \$40.13 | \$13.00 | \$18.18 | \$0.00 | \$71.31 |
| 10 | 80 | \$42.81 | \$13.00 | \$18.58 | \$0.00 | \$74.39 |

Notes:

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|---------|---------|--------|----------|
| TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 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 |

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$32.37 | \$11.49 | \$23.59 | \$0.00 | \$67.45 |
| 2 | 60 | \$38.84 | \$11.49 | \$23.59 | \$0.00 | \$73.92 |
| 3 | 70 | \$45.32 | \$11.49 | \$23.59 | \$0.00 | \$80.40 |
| 4 | 80 | \$51.79 | \$11.49 | \$23.59 | \$0.00 | \$86.87 |
| 5 | 90 | \$58.27 | \$11.49 | \$23.59 | \$0.00 | \$93.35 |

Effective Date - 08/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$33.45 | \$11.49 | \$23.59 | \$0.00 | \$68.53 |
| 2 | 60 | \$40.13 | \$11.49 | \$23.59 | \$0.00 | \$75.21 |
| 3 | 70 | \$46.82 | \$11.49 | \$23.59 | \$0.00 | \$81.90 |
| 4 | 80 | \$53.51 | \$11.49 | \$23.59 | \$0.00 | \$88.59 |
| 5 | 90 | \$60.20 | \$11.49 | \$23.59 | \$0.00 | \$95.28 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| TEST BORING DRILLER | 12/01/2024 | \$51.28 | \$9.65 | \$18.22 | \$0.00 | \$79.15 |
| LABORERS - FOUNDATION AND MARINE | 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 |
| | 06/01/2026 | \$55.83 | \$9.65 | \$18.22 | \$0.00 | \$83.70 |
| | 12/01/2026 | \$57.33 | \$9.65 | \$18.22 | \$0.00 | \$85.20 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TEST BORING DRILLER HELPER | 12/01/2024 | \$47.07 | \$9.65 | \$18.22 | \$0.00 | \$74.94 |
| LABORERS - FOUNDATION AND MARINE | 06/01/2025 | \$48.57 | \$9.65 | \$18.22 | \$0.00 | \$76.44 |
| | 12/01/2025 | \$50.07 | \$9.65 | \$18.22 | \$0.00 | \$77.94 |
| | 06/01/2026 | \$51.62 | \$9.65 | \$18.22 | \$0.00 | \$79.49 |
| | 12/01/2026 | \$53.12 | \$9.65 | \$18.22 | \$0.00 | \$80.99 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TEST BORING LABORER | 12/01/2024 | \$46.95 | \$9.65 | \$18.22 | \$0.00 | \$74.82 |
| LABORERS - FOUNDATION AND MARINE | 06/01/2025 | \$48.45 | \$9.65 | \$18.22 | \$0.00 | \$76.32 |
| | 12/01/2025 | \$49.95 | \$9.65 | \$18.22 | \$0.00 | \$77.82 |
| | 06/01/2026 | \$51.50 | \$9.65 | \$18.22 | \$0.00 | \$79.37 |
| | 12/01/2026 | \$53.00 | \$9.65 | \$18.22 | \$0.00 | \$80.87 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TRACTORS/PORTABLE STEAM GENERATORS | 12/01/2024 | \$56.40 | \$15.55 | \$16.50 | \$0.00 | \$88.45 |
| OPERATING ENGINEERS LOCAL 4 | 06/01/2025 | \$57.68 | \$15.55 | \$16.50 | \$0.00 | \$89.73 |
| | 12/01/2025 | \$59.12 | \$15.55 | \$16.50 | \$0.00 | \$91.17 |
| | 06/01/2026 | \$60.40 | \$15.55 | \$16.50 | \$0.00 | \$92.45 |
| | 12/01/2026 | \$61.84 | \$15.55 | \$16.50 | \$0.00 | \$93.89 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|------------------------------|------------|
| TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 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 <i>LABORERS (COMPRESSED AIR)</i> | 12/01/2024 | \$59.18 | \$9.65 | \$19.00 | \$0.00 | \$87.83 |
| | 06/01/2025 | \$60.68 | \$9.65 | \$19.00 | \$0.00 | \$89.33 |
| | 12/01/2025 | \$62.18 | \$9.65 | \$19.00 | \$0.00 | \$90.83 |
| | 06/01/2026 | \$63.73 | \$9.65 | \$19.00 | \$0.00 | \$92.38 |
| | 12/01/2026 | \$65.23 | \$9.65 | \$19.00 | \$0.00 | \$93.88 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i> | 12/01/2024 | \$61.18 | \$9.65 | \$19.00 | \$0.00 | \$89.83 |
| | 06/01/2025 | \$62.68 | \$9.65 | \$19.00 | \$0.00 | \$91.33 |
| | 12/01/2025 | \$64.18 | \$9.65 | \$19.00 | \$0.00 | \$92.83 |
| | 06/01/2026 | \$65.73 | \$9.65 | \$19.00 | \$0.00 | \$94.38 |
| | 12/01/2026 | \$67.23 | \$9.65 | \$19.00 | \$0.00 | \$95.88 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i> | 12/01/2024 | \$51.25 | \$9.65 | \$19.00 | \$0.00 | \$79.90 |
| | 06/01/2025 | \$52.75 | \$9.65 | \$19.00 | \$0.00 | \$81.40 |
| | 12/01/2025 | \$54.25 | \$9.65 | \$19.00 | \$0.00 | \$82.90 |
| | 06/01/2026 | \$55.80 | \$9.65 | \$19.00 | \$0.00 | \$84.45 |
| | 12/01/2026 | \$57.30 | \$9.65 | \$19.00 | \$0.00 | \$85.95 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i> | 12/01/2024 | \$53.25 | \$9.65 | \$19.00 | \$0.00 | \$81.90 |
| | 06/01/2025 | \$54.75 | \$9.65 | \$19.00 | \$0.00 | \$83.40 |
| | 12/01/2025 | \$56.25 | \$9.65 | \$19.00 | \$0.00 | \$84.90 |
| | 06/01/2026 | \$57.80 | \$9.65 | \$19.00 | \$0.00 | \$86.45 |
| | 12/01/2026 | \$59.30 | \$9.65 | \$19.00 | \$0.00 | \$87.95 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 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 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i> | 12/01/2024 | \$40.61 | \$9.65 | \$17.70 | \$0.00 | \$67.96 |
| | 06/01/2025 | \$42.00 | \$9.65 | \$17.70 | \$0.00 | \$69.35 |
| | 12/01/2025 | \$43.38 | \$9.65 | \$17.70 | \$0.00 | \$70.73 |
| | 06/01/2026 | \$44.82 | \$9.65 | \$17.70 | \$0.00 | \$72.17 |
| | 12/01/2026 | \$46.26 | \$9.65 | \$17.70 | \$0.00 | \$73.61 |
| | 06/01/2027 | \$47.71 | \$9.65 | \$17.70 | \$0.00 | \$75.06 |
| | 12/01/2027 | \$49.16 | \$9.65 | \$17.70 | \$0.00 | \$76.51 |
| | 06/01/2028 | \$50.66 | \$9.65 | \$17.70 | \$0.00 | \$78.01 |
| | 12/01/2028 | \$52.16 | \$9.65 | \$17.70 | \$0.00 | \$79.51 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2024 | \$40.11 | \$9.65 | \$17.80 | \$0.00 | \$67.56 |
| | 06/01/2025 | \$41.50 | \$9.65 | \$17.80 | \$0.00 | \$68.95 |
| | 12/01/2025 | \$42.88 | \$9.65 | \$17.80 | \$0.00 | \$70.33 |
| | 06/01/2026 | \$44.32 | \$9.65 | \$17.80 | \$0.00 | \$71.77 |
| | 12/01/2026 | \$45.76 | \$9.65 | \$17.80 | \$0.00 | \$73.21 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2024 | \$57.03 | \$15.55 | \$16.50 | \$0.00 | \$89.08 |
| | 06/01/2025 | \$58.33 | \$15.55 | \$16.50 | \$0.00 | \$90.38 |
| | 12/01/2025 | \$59.78 | \$15.55 | \$16.50 | \$0.00 | \$91.83 |
| | 06/01/2026 | \$61.08 | \$15.55 | \$16.50 | \$0.00 | \$93.13 |
| | 12/01/2026 | \$62.53 | \$15.55 | \$16.50 | \$0.00 | \$94.58 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12 (Local 138)</i> | 03/02/2025 | \$70.84 | \$14.32 | \$18.61 | \$0.00 | \$103.77 |
| For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER" | | | | | | |

Additional Apprentice Information:

All apprentices must be registered with the Division of Apprenticeship Training (DAS) in accordance with M.G.L. c. 23, §§ 11E-11L. Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the hourly prevailing wage rate established by the Commissioner under the provisions of M.G.L. c. 149, §§ 26-27D. Apprentice ratios are established by DAS pursuant to M.G.L. c. 23, §§ 11E-11L. Ratios are expressed as the allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified. The ratios listed herein have been taken from relevant private collective bargaining agreements (CBAs) and are provided for illustrative purposes only. They have not been independently verified as being accurate or continuing to be accurate. Parties having questions regarding what ratio to use should contact DAS.