

# 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 IONES Secretary

MICHAEL FLANAGAN Director

KIM DRISCOLL Lt. Governor

Awarding Authority:

Merrimack Valley Planning Commission

**Contract Number:** City/Town: MERRIMAC

Highway Services to include Random Crack Sealing; Pavement Markings; Guardrails; Bituminous Concrete, **Description of Work:** 

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 form 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
- · Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

**Issue Date:** 03/18/2025 Wage Request Number: 20250317-074-7

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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	01/01/2025	\$40.02	\$15.57	\$20.17	\$0.00	\$75.76
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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	01/01/2025	\$40.14	\$15.57	\$20.17	\$0.00	\$75.88
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$76.88
	12/01/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$78.49
	01/01/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$79.09
	06/01/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$80.09
	12/01/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$81.83
	01/01/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	01/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR	12/01/2024	\$40.61	\$9.65	\$17.70	\$0.00	\$67.96
LABORERS - ZONE 2	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)	12/01/2024	\$40.61	\$9.65	\$17.80	\$0.00	\$68.06
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	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. HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2024	\$42.80	\$14.50	\$11.05	\$0.00	\$68.35
HEAT & PROST INSULATORS LOCAL 9 (BUSTON)	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

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER	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"						
ASPHALT RAKER (HEAVY & HIGHWAY)  LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
LADORERS - ZONE 2 (HEAVI & HIGHWAI)	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  OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
0. 2.1.1.1.0 2.101.123.10 20 C.12	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  OPERATING ENGINEERS LOCAL 4	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
The state of the s	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER 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"						

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**Wage Request Number:** 20250317-074-7

**Issue Date:** 03/18/2025

Classification	<b>Effective Date</b>	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2024	\$40.61	\$9.65	\$17.70	\$0.00	\$67.96
LABORERS - ZONE 2	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 &	12/01/2024	\$40.61	\$9.65	\$17.80	\$0.00	\$68.06
HIGHWAY)  LABORERS - ZONE 2 (HEAVY & HIGHWAY)	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 BOILERMAKERS LOCAL 29	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

$A_{\mathbf{l}}$	ppren	tice - BOILERMAKER - Local 29	)					
	ffectiv tep	ve Date - 01/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total R	ate
$\frac{36}{1}$		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
N	otes:							_
A	pprer	tice to Journeyworker Ratio:1:4						
		CIAL MASONRY (INCL. MASO	NRY 02/01/2025	\$65.80	\$11.49	\$23.59	\$0.00	\$100.88
WATERPROOFIN BRICKLAYERS LOCAL	,	(N)	08/01/2025	\$67.95	\$11.49	\$23.59	\$0.00	\$103.03
2	- (	,	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	7 \$72.90	\$11.49	\$23.59	\$0.00	\$107.98

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Pension

**Total Rate** 

	Step	ve Date - 02/01/2025 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	
		ve Date - 08/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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:							
	Apprei	ntice to Journeyworker Ratio:1:5						
		R/SCRAPER	12/01/2024	4 \$56.40	\$15.55	\$16.50	\$0.00	\$88.45
ERATING ENG	INEERS LO	OCAL 4	06/01/2025	5 \$57.68	8 \$15.55	\$16.50	\$0.00	\$89.73
			12/01/2025	5 \$59.12	2 \$15.55	\$16.50	\$0.00	\$91.17
			06/01/2020	5 \$60.40	\$15.55	\$16.50	\$0.00	\$92.45
			12/01/2020	5 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89
		Apprentice- OPERATING ENGINEERS"						
.ISSON & U Borers - fou		INNING BOTTOM MAN	12/01/2024	4 \$48.10	\$9.65	\$18.22	\$0.00	\$75.97
JOREKS - FOC	NDAIION I	IND MARINE	06/01/2023	5 \$49.60	\$9.65	\$18.22	\$0.00	\$77.47
			12/01/202:	5 \$51.10	\$9.65	\$18.22	\$0.00	\$78.97
			06/01/2020	5 \$52.65	\$9.65	\$18.22	\$0.00	\$80.52
For apprentice	e rates see ".	Apprentice- LABORER"	12/01/2020	5 \$54.1:	\$9.65	\$18.22	\$0.00	\$82.02
AISSON & U	JNDERPI	INNING LABORER	12/01/2024	4 \$46.93	5 \$9.65	\$18.22	\$0.00	\$74.82
BORERS - FOU	'NDATION 2	AND MARINE	06/01/2023	5 \$48.4	\$9.65	\$18.22	\$0.00	\$76.32
			12/01/2025	5 \$49.9:	\$9.65	\$18.22	\$0.00	\$77.82
			06/01/2020	5 \$51.50	\$9.65	\$18.22	\$0.00	\$79.37
For anneaties	a rates sas "	Apprentice- LABORER"	12/01/2020	5 \$53.00	\$9.65	\$18.22	\$0.00	\$80.87
		INNING TOP MAN	10/01/000	4 047.24	0 00.65	¢10 22	00.00	Φ75 1 <i>1</i>
ORERS - FOU			12/01/2024			\$18.22 \$18.22	\$0.00	\$75.15
			06/01/2023			\$18.22 \$18.22	\$0.00	\$76.65
			12/01/2023			\$18.22	\$0.00	\$78.15
			06/01/2020			\$18.22	\$0.00	\$79.70
			12/01/2020	5 \$53.33	3 \$9.65	\$18.22	\$0.00	\$81.20

Classification			Effective Date	te Base Wag	e Health		Supplemental Unemployment	Total Rate
CARBIDE CORE		L OPERATOR	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
	tes see ".	Apprentice- LABORER"						
CARPENTER CARPENTERS -ZONE	E 2 (East	ern Massachusetts)	03/01/2025	\$49.62	\$9.83	\$19.97	\$0.00	\$79.42
and Bivilling Boivil	2 (200)		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		\$9.83	\$19.97	\$0.00	\$83.17
			03/01/2027	\$54.62	\$9.83	\$19.97	\$0.00	\$84.42
		ntice - CARPENTER - Zone 2 Easte	rn MA					
	E <b>ffecti</b> v Step	ve Date - 03/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
_	1	45	\$22.33	\$9.83	\$1.73	\$0.00	\$33.89	
,	2	45	\$22.33	\$9.83	\$1.73	\$0.00		
	3	55	\$27.29	\$9.83	\$3.40	\$0.00		
	4	55	\$27.29	\$9.83	\$3.40	\$0.00		
:	5	70	\$34.73	\$9.83	\$16.51	\$0.00		
	6	70	\$34.73	\$9.83	\$16.51	\$0.00		
	7	80	\$39.70	\$9.83	\$18.24	\$0.00		
;	8	80	\$39.70	\$9.83	\$18.24	\$0.00		
I	Effectiv	ve Date - 09/01/2025				Supplementa	I	
S	Step	percent	Apprentice Base Wage	Health	Pension	Unemploymen	t 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		
1	Notes:							
		ntice to Journeyworker Ratio:1:5						
CARPENTER WO			10/01/2024	\$26.65	\$7.02	\$4.80	\$0.00	\$38.47
CARPENTERS-ZONE	s (Wood	rrame)	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

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Supplemental Unemployment

Effective Date Base Wage Health

Pension

**Total Rate** 

All Aspects of New Wood Frame Work

BRICKLAYERS LOCAL 3 (LYNN)

**Issue Date:** 03/18/2025

Effective Date - 10/01/ Step percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra
1 60	\$15.99	\$7.02	\$0.00	\$0.00	\$23.0
2 60	\$15.99	\$7.02	\$0.00	\$0.00	\$23.
3 65	\$17.32	\$7.02	\$1.00	\$0.00	\$25.
4 70	\$18.66	\$7.02	\$1.00	\$0.00	\$26.
5 75	\$19.99	\$7.02	\$4.80	\$0.00	\$31.
6 80	\$21.32	\$7.02	\$4.80	\$0.00	\$33.
7 85	\$22.65	\$7.02	\$4.80	\$0.00	\$34.
8 90	\$23.99	\$7.02	\$4.80	\$0.00	\$35.
1 60	\$16.65	\$7.02	\$0.00	\$0.00	\$23.
Step percent	Apprentice Base Wage		Pension	Unemployment	Total R
2 60	\$16.65	\$7.02	\$0.00	\$0.00	\$23. \$23.
3 65	\$18.04	\$7.02	\$1.00	\$0.00	\$26.
		Ψ7.02		\$0.00	\$27.
	\$19.43	\$7.02	\$1.00		
4 70	\$19.43 \$20.81	\$7.02 \$7.02	\$1.00 \$4.80		
4 70	\$20.81	\$7.02	\$4.80	\$0.00	\$32.
4 70 5 75					\$32. \$34.
4 70 5 75 6 80	\$20.81 \$22.20	\$7.02 \$7.02	\$4.80 \$4.80	\$0.00 \$0.00	\$32. \$34. \$35.
4 70 5 75 6 80 7 85	\$20.81 \$22.20 \$23.59	\$7.02 \$7.02 \$7.02	\$4.80 \$4.80 \$4.80	\$0.00 \$0.00 \$0.00	\$32. \$34. \$35.
4 70 5 75 6 80 7 85 8 90	\$20.81 \$22.20 \$23.59	\$7.02 \$7.02 \$7.02	\$4.80 \$4.80 \$4.80	\$0.00 \$0.00 \$0.00	\$32. \$34. \$35.

Wage Request Number:

20250317-074-7

Pension

**Total Rate** 

			07/01/2024		II1d		D:	Supplemental	æ	.4-1 D 4	
	Step	percent	P	apprentice Base Wage			Pension	Unemployment	10	otal 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 ar	re 500 hrs. All other steps are	1,000 hrs.							
	Appre	ntice to Jour	neyworker Ratio:1:3								
CHAIN SAW (		OR		12/01/2024	4 \$4	0.11	\$9.65	\$17.70	\$0.00		\$67.46
ABORERS - ZON	E 2			06/01/202	5 \$4	1.50	\$9.65	\$17.70	\$0.00		\$68.85
				12/01/202	5 \$4:	2.88	\$9.65	\$17.70	\$0.00		\$70.23
				06/01/2020	5 \$4	4.32	\$9.65	\$17.70	\$0.00		\$71.67
				12/01/2020	5 \$4	5.76	\$9.65	\$17.70	\$0.00		\$73.11
				06/01/202	7 \$4	7.21	\$9.65	\$17.70	\$0.00		\$74.56
				12/01/202	7 \$4	8.66	\$9.65	\$17.70	\$0.00		\$76.01
				06/01/202	8 \$5	0.16	\$9.65	\$17.70	\$0.00		\$77.51
				12/01/202	8 \$5	1.66	\$9.65	\$17.70	\$0.00		\$79.01
		'Apprentice- LA									
LAM SHELL PERATING ENG			TS/HEADING MACHINES	12/01/2024	4 \$5	8.18	\$15.55	\$16.50	\$0.00		\$90.23
LICITING LIVE	INELIG E	JCHL 4		06/01/202	5 \$5	9.51	\$15.55	\$16.50	\$0.00		\$91.56
				12/01/202	5 \$6	0.98	\$15.55	\$16.50	\$0.00		\$93.03
				06/01/2020	5 \$6:	2.31	\$15.55	\$16.50	\$0.00		\$94.36
				12/01/2020	5 \$6	3.79	\$15.55	\$16.50	\$0.00		\$95.84
			ERATING ENGINEERS"								
COMPRESSO PERATING ENG				12/01/2024		6.67	\$15.55	\$16.50	\$0.00		\$68.72
				06/01/202		7.52	\$15.55	\$16.50	\$0.00		\$69.57
				12/01/202		8.47	\$15.55	\$16.50	\$0.00		\$70.52
				06/01/2020	5 \$3	9.33	\$15.55	\$16.50	\$0.00		\$71.38
For apprentice	e rates see '	'Apprentice- OP	ERATING ENGINEERS"	12/01/2020	5 \$4	0.28	\$15.55	\$16.50	\$0.00		\$72.33
DELEADER (I		••		01/01/202	5 \$5	8.46	\$9.95	\$23.95	\$0.00		\$92.36
PAINTERS LOCAL				01/01/202.	ر ر	0.40	\$9.93	\$23.73	φ0.00		\$92.3

Page 8 of 37 **Issue Date:** 03/18/2025

Part			ntice - PAINTER Local 35 - BRID (ve Date - 01/01/2025	GES/TANKS			Supplemental		
2 55		Step	percent	Apprentice Base Wage	Health	Pension		Total P	Rate
3 60 \$35.08 \$9.95 \$7.26 \$0.00 \$52.29 \$4 65 \$38.00 \$9.55 \$7.87 \$0.00 \$55.22 \$9.65 \$70 \$40.92 \$9.95 \$20.32 \$0.00 \$71.19 \$6 75 \$43.85 \$9.95 \$20.33 \$0.00 \$71.19 \$6 75 \$43.85 \$9.95 \$21.53 \$0.00 \$71.19 \$71.19 \$7.19 \$9.00 \$34.77 \$9.95 \$21.53 \$0.00 \$71.29 \$8.90 \$52.61 \$9.95 \$22.74 \$0.00 \$88.53 \$9.00 \$72.25 \$8 90 \$52.61 \$9.95 \$22.74 \$0.00 \$88.53 \$9.00 \$78.25 \$9.00 \$78.25 \$9.00 \$78.25 \$9.00 \$78.25 \$9.00 \$9.00 \$78.25 \$9.00 \$9.0		1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39	0.18
## 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 7 5   \$43.85   \$9.95   \$20.32   \$0.00   \$71.19   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:		2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48	3.76
Second   S		3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52	2.29
6 75		4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55	5.82
Notes:   Steps are 750 hrs.   S43.85   S9.95   S20.93   S0.00   S74.73   S78.25   S20.93   S20.00   S85.30   S20.00   S85.30   S20.00   S85.30   S20.00   S85.30   S20.00   S85.30   S20.00		5	70						
Notes:   Steps are 750 hrs.		6	75	\$43.85					
Notes:   Steps are 750 hrs.		7	80						
Steps are 750 hrs.		8							
Steps are 750 hrs.		Notes:							_
DEMO: ADZEMAN  12/02/2024 \$47.00 \$9.65 \$18.40 \$0.00 \$75.5.  480RERS - ZONE 2  66/02/2025 \$48.50 \$9.65 \$18.40 \$0.00 \$76.5  12/01/2025 \$50.00 \$9.65 \$18.40 \$0.00 \$78.6  66/01/2026 \$51.55 \$9.65 \$18.40 \$0.00 \$78.6  12/07/2026 \$53.05 \$9.65 \$18.40 \$0.00 \$82.7  12/07/2026 \$53.05 \$9.65 \$18.40 \$0.00 \$82.7  12/07/2026 \$53.05 \$9.65 \$18.40 \$0.00 \$82.7  12/06/2027 \$56.25 \$9.65 \$18.40 \$0.00 \$82.7  12/06/2027 \$56.25 \$9.65 \$18.40 \$0.00 \$82.7  12/04/2028 \$59.60 \$9.65 \$18.40 \$0.00 \$82.7  12/04/2028 \$59.60 \$9.65 \$18.40 \$0.00 \$85.5  For apprentice rates see "Apprentice-LABORER"  DEMO: BACKHOE/LOADER/HAMMER OPERATOR  12/02/2024 \$48.00 \$9.65 \$18.40 \$0.00 \$76.6  480RERS - ZONE 2  66/02/2025 \$49.50 \$9.65 \$18.40 \$0.00 \$79.6  66/01/2026 \$52.55 \$9.65 \$18.40 \$0.00 \$82.7  12/04/2028 \$59.60 \$9.65 \$18.40 \$0.00 \$79.6  66/01/2026 \$52.55 \$9.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.60 \$9.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.60 \$9.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.60 \$9.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.60 \$9.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.65 \$18.40 \$0.00 \$77.2  12/04/2028 \$50.75 \$9.65 \$18.40 \$0.00 \$77.2  12/04/2028 \$50.75 \$9.65 \$18.40 \$0.00 \$77.2  12/04/2028 \$50.75 \$9.65 \$18.40 \$0.00 \$78.8  12/04/2028 \$59.80 \$9.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.80 \$9.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.80 \$9.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.80 \$9.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.80 \$9.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.80 \$9.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.80 \$9.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.80 \$9.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.80 \$9.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.80 \$9.65 \$18.40 \$0.00 \$83.6  12/04/2028 \$59.80 \$9.65 \$18.40 \$0.00 \$8									
### ABORERS - ZONE 2    06/02/2025   S48,50   S9,65   S18,40   S0,00   S76,50     12/01/2026   S51,55   S9,65   S18,40   S0,00   S76,50     12/07/2026   S53,05   S9,65   S18,40   S0,00   S76,50     12/07/2026   S53,05   S9,65   S18,40   S0,00   S81,50     12/07/2026   S53,05   S9,65   S18,40   S0,00   S81,50     12/06/2027   S54,65   S9,65   S18,40   S0,00   S82,50     12/06/2027   S56,25   S9,65   S18,40   S0,00   S82,50     12/06/2028   S59,60   S9,65   S18,40   S0,00   S87,60     12/04/2028   S59,60   S9,65   S18,40   S0,00   S76,50     12/04/2028   S59,60   S9,65   S18,40   S0,00   S77,50     12/04/2028   S59,60   S9,65   S18,40   S0,00   S77,50     12/04/2028   S59,60   S9,65   S18,40   S0,00   S82,50     12/04/2028   S59,65   S18,40   S0,00   S82,50     12/04/2028   S59,65   S18,40   S0,00   S82,50     12/04/2028   S59,65   S18,40   S0,00   S83,50     12/04/2028   S59,65   S18,65   S18,40   S0,00   S83,50     12/04/2028   S59,65   S18,40   S0,00   S83,		Appre	ntice to Journeyworker Ratio:1:1						
06/02/2025						\$9.65	\$18.40	\$0.00	\$75.05
06/01/2026   \$51.55   \$9.65   \$18.40   \$0.00   \$79.00     12/07/2026   \$53.05   \$9.65   \$18.40   \$0.00   \$81.10     12/07/2027   \$54.65   \$9.65   \$18.40   \$0.00   \$82.10     12/06/2027   \$55.62   \$9.65   \$18.40   \$0.00   \$82.10     12/06/2027   \$56.25   \$9.65   \$18.40   \$0.00   \$84.10     12/06/2028   \$57.93   \$9.65   \$18.40   \$0.00   \$85.50     12/04/2028   \$59.60   \$9.65   \$18.40   \$0.00   \$85.50     12/04/2028   \$59.60   \$9.65   \$18.40   \$0.00   \$87.00     12/04/2028   \$48.00   \$9.65   \$18.40   \$0.00   \$76.00     12/04/2025   \$49.50   \$9.65   \$18.40   \$0.00   \$76.00     12/04/2025   \$51.00   \$9.65   \$18.40   \$0.00   \$79.00     12/04/2026   \$55.05   \$9.65   \$18.40   \$0.00   \$79.00     12/04/2026   \$55.05   \$9.65   \$18.40   \$0.00   \$80.00     12/04/2026   \$55.05   \$9.65   \$18.40   \$0.00   \$80.00     12/06/2027   \$55.65   \$9.65   \$18.40   \$0.00   \$80.00     12/06/2027   \$57.25   \$9.65   \$18.40   \$0.00   \$83.10     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.00     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.00     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.00     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.00     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.00     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.00     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.00     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.00     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.00     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.00     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.00     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.00     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.00     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.00     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.00     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.00     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.00     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.00     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.00     12/04/2028   \$	IDOREKO - ZUN	2		06/02/2025	\$48.50	\$9.65	\$18.40	\$0.00	\$76.55
12/07/2026   \$53.05   \$9.65   \$18.40   \$0.00   \$81.1				12/01/2025	\$50.00	\$9.65	\$18.40	\$0.00	\$78.05
06/07/2027   \$54.65   \$9.65   \$18.40   \$0.00   \$82.7     12/06/2027   \$56.25   \$9.65   \$18.40   \$0.00   \$84.3     12/06/2028   \$57.93   \$9.65   \$18.40   \$0.00   \$85.5     12/04/2028   \$59.60   \$9.65   \$18.40   \$0.00   \$87.6     12/04/2028   \$59.60   \$9.65   \$18.40   \$0.00   \$87.6     12/04/2028   \$49.50   \$9.65   \$18.40   \$0.00   \$76.6     12/04/2028   \$49.50   \$9.65   \$18.40   \$0.00   \$77.3     12/04/2028   \$49.50   \$9.65   \$18.40   \$0.00   \$77.3     12/04/2025   \$49.50   \$9.65   \$18.40   \$0.00   \$77.5     12/04/2026   \$52.55   \$9.65   \$18.40   \$0.00   \$79.6     12/07/2026   \$54.05   \$9.65   \$18.40   \$0.00   \$80.6     12/07/2026   \$54.05   \$9.65   \$18.40   \$0.00   \$83.7     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.5     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.5     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.5     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.5     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.5     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.5     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$77.3     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$77.3     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$77.3     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$77.3     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$77.3     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$77.3     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$80.3     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$80.3     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$80.3     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$80.3     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$80.3     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$80.3     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$80.3     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$80.3     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$80.3     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$80.6     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$80.6     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$8				06/01/2026	\$51.55	\$9.65	\$18.40	\$0.00	\$79.60
12/06/2027   \$56.25   \$9.65   \$18.40   \$0.00   \$84.3				12/07/2020	\$53.05	\$9.65	\$18.40	\$0.00	\$81.10
March   12/04/2028   18.40				06/07/2027	\$54.65	\$9.65	\$18.40	\$0.00	\$82.70
12/04/2028   \$59,60   \$9,65   \$18.40   \$0.00   \$87.60				12/06/2027	\$56.25	\$9.65	\$18.40	\$0.00	\$84.30
For apprentice rates see "Apprentice- LABORER"  IZ/02/2024 \$48.00 \$9.65 \$18.40 \$0.00 \$76.00 \$77.50 \$10.00 \$77.50 \$10.00 \$79.00 \$10.00 \$				06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.98
DEMO: BACKHOE/LOADER/HAMMER OPERATOR  12/02/2024 \$48.00 \$9.65 \$18.40 \$0.00 \$76.0 \$80.00 \$77.2 \$80.00 \$77.2 \$80.00				12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65
### ABORERS - ZONE 2    06/02/2025   \$49.50   \$9.65   \$18.40   \$0.00   \$77.3     12/01/2026   \$55.50   \$9.65   \$18.40   \$0.00   \$79.6     06/01/2026   \$52.55   \$9.65   \$18.40   \$0.00   \$80.6     12/07/2026   \$54.05   \$9.65   \$18.40   \$0.00   \$82.1     06/07/2027   \$55.65   \$9.65   \$18.40   \$0.00   \$83.7     12/06/2027   \$57.25   \$9.65   \$18.40   \$0.00   \$83.7     12/06/2027   \$57.25   \$9.65   \$18.40   \$0.00   \$85.2     06/05/2028   \$58.93   \$9.65   \$18.40   \$0.00   \$86.5     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.5     12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$86.5     12/04/2028   \$49.25   \$9.65   \$18.40   \$0.00   \$77.3     12/01/2025   \$50.75   \$9.65   \$18.40   \$0.00   \$77.3     12/01/2025   \$50.75   \$9.65   \$18.40   \$0.00   \$78.8     06/01/2026   \$52.30   \$9.65   \$18.40   \$0.00   \$78.8     06/07/2027   \$55.40   \$9.65   \$18.40   \$0.00   \$80.3     12/07/2026   \$53.80   \$9.65   \$18.40   \$0.00   \$80.3     12/07/2026   \$55.80   \$9.65   \$18.40   \$0.00   \$88.3     12/06/2027   \$55.40   \$9.65   \$18.40   \$0.00   \$83.4     12/06/2027   \$55.40   \$9.65   \$18.40   \$0.00   \$83.4     12/06/2027   \$55.40   \$9.65   \$18.40   \$0.00   \$83.4     12/06/2027   \$55.60   \$9.65   \$18.40   \$0.00   \$83.4     12/06/2027   \$55.60   \$9.65   \$18.40   \$0.00   \$83.4     12/06/2027   \$55.60   \$9.65   \$18.40   \$0.00   \$83.4     12/06/2028   \$58.68   \$9.65   \$18.40   \$0.00   \$83.4     12/06/2028   \$58.68   \$9.65   \$18.40   \$0.00   \$85.6     12/04/2028   \$60.35   \$9.65   \$18.40   \$0.00   \$85.6     12/04/2028   \$60.35   \$9.65   \$18.40   \$0.00   \$85.6     12/04/2028   \$60.35   \$9.65   \$18.40   \$0.00   \$86.5     12/04/2028   \$60.35   \$9.65   \$18.40   \$0.00   \$86.5     12/04/2028   \$60.35   \$9.65   \$18.40   \$0.00   \$86.5     12/04/2028   \$60.35   \$9.65   \$18.40   \$0.00   \$86.5     12/04/2028   \$60.35   \$9.65   \$18.40   \$0.00   \$86.5     12/04/2028   \$60.35   \$9.65   \$18.40   \$0.00   \$86.5     12/04/2028   \$60.35   \$9.65   \$18.40   \$0.00   \$86.5     12/04/2028   \$60.35   \$9.65   \$18.40   \$0.00   \$86.5     12/04/2028   \$60.35   \$9.65									
12/01/2025 \$51.00 \$9.65 \$18.40 \$0.00 \$79.00 \$80.00 \$12/07/2026 \$52.55 \$9.65 \$18.40 \$0.00 \$80.00 \$80.00 \$12/07/2026 \$54.05 \$9.65 \$18.40 \$0.00 \$82.00 \$82.00 \$12/07/2026 \$54.05 \$9.65 \$18.40 \$0.00 \$82.00 \$82.00 \$12/07/2027 \$55.65 \$9.65 \$18.40 \$0.00 \$83.00 \$83.00 \$12/06/2027 \$57.25 \$9.65 \$18.40 \$0.00 \$85.00 \$85.00 \$12/06/2028 \$58.93 \$9.65 \$18.40 \$0.00 \$86.00 \$12/04/2028 \$60.60 \$9.65 \$18.40 \$0.00 \$88.00 \$12/04/2028 \$60.60 \$9.65 \$18.40 \$0.00 \$88.00 \$12/04/2028 \$60.60 \$9.65 \$18.40 \$0.00 \$88.00 \$12/04/2028 \$60.60 \$9.65 \$18.40 \$0.00 \$75.80 \$10/04/2028 \$10/04/202			JADEK/HAMMER OPERATOR						\$76.05
06/01/2026   \$52.55   \$9.65   \$18.40   \$0.00   \$80.00									\$77.55
12/07/2026 \$54.05 \$9.65 \$18.40 \$0.00 \$82.1 \$06/07/2027 \$55.65 \$9.65 \$18.40 \$0.00 \$83.7 \$12/06/2027 \$57.25 \$9.65 \$18.40 \$0.00 \$85.3 \$12/06/2027 \$57.25 \$9.65 \$18.40 \$0.00 \$85.3 \$12/04/2028 \$58.93 \$9.65 \$18.40 \$0.00 \$86.9 \$12/04/2028 \$60.60 \$9.65 \$18.40 \$0.00 \$88.60 \$12/04/2028 \$60.60 \$9.65 \$18.40 \$0.00 \$88.60 \$12/04/2028 \$60.60 \$9.65 \$18.40 \$0.00 \$88.60 \$12/04/2028 \$60.60 \$9.65 \$18.40 \$0.00 \$88.60 \$12/04/2028 \$60.60 \$9.65 \$18.40 \$0.00 \$75.80 \$18.40 \$0.00 \$75.80 \$12/01/2025 \$49.25 \$9.65 \$18.40 \$0.00 \$77.3 \$12/01/2025 \$50.75 \$9.65 \$18.40 \$0.00 \$77.3 \$12/01/2026 \$52.30 \$9.65 \$18.40 \$0.00 \$80.30 \$12/07/2026 \$53.80 \$9.65 \$18.40 \$0.00 \$80.30 \$12/07/2026 \$53.80 \$9.65 \$18.40 \$0.00 \$81.80 \$12/07/2026 \$53.80 \$9.65 \$18.40 \$0.00 \$83.40 \$12/06/2027 \$55.40 \$9.65 \$18.40 \$0.00 \$83.40 \$12/06/2027 \$57.00 \$9.65 \$18.40 \$0.00 \$85.60 \$12/06/2028 \$58.68 \$9.65 \$18.40 \$0.00 \$85.60 \$12/06/2028 \$58.68 \$9.65 \$18.40 \$0.00 \$85.60 \$12/06/2028 \$58.68 \$9.65 \$18.40 \$0.00 \$85.60 \$12/06/2028 \$58.68 \$9.65 \$18.40 \$0.00 \$86.50 \$12/06/2028 \$60.35 \$9.65 \$18.40 \$0.00 \$86.50 \$12/06/20									\$79.05
12/06/2027   \$55.65   \$9.65   \$18.40   \$0.00   \$83.7									\$80.60
12/06/2027 \$57.25 \$9.65 \$18.40 \$0.00 \$85.2 \$0605/2028 \$58.93 \$9.65 \$18.40 \$0.00 \$86.9 \$12/04/2028 \$60.60 \$9.65 \$18.40 \$0.00 \$88.69 \$12/04/2028 \$60.60 \$9.65 \$18.40 \$0.00 \$88.69 \$12/04/2028 \$60.60 \$9.65 \$18.40 \$0.00 \$88.69 \$18.40 \$0.00 \$88.69 \$18.40 \$0.00 \$88.69 \$18.40 \$0.00 \$75.80 \$18.40 \$0.00 \$75.80 \$18.40 \$0.00 \$75.80 \$18.40 \$0.00 \$75.80 \$18.40 \$0.00 \$75.80 \$18.40 \$0.00 \$75.80 \$18.40 \$0.00 \$75.80 \$18.40 \$0.00 \$75.80 \$18.40 \$0.00 \$75.80 \$18.40 \$0.00 \$75.80 \$18.40 \$0.00 \$75.80 \$18.40 \$0.00 \$75.80 \$18.40 \$0.00 \$75.80 \$18.40 \$0.00 \$75.80 \$18.40 \$0.00 \$75.80 \$18.40 \$0.00 \$18.40 \$12/07/2026 \$18.40 \$0.00 \$18.40 \$12/07/2026 \$18.40									\$82.10
06/05/2028   \$58.93   \$9.65   \$18.40   \$0.00   \$86.5   \$12/04/2028   \$60.60   \$9.65   \$18.40   \$0.00   \$88.65   \$18.40   \$0.00   \$88.65   \$18.40   \$0.00   \$88.65   \$18.40   \$0.00   \$88.65   \$18.40   \$0.00   \$88.65   \$18.40   \$0.00   \$75.85   \$18.40   \$0.00   \$75.85   \$18.40   \$0.00   \$77.35   \$18.40   \$18.									\$83.70
12/04/2028 \$60.60 \$9.65 \$18.40 \$0.00 \$88.65 \$18.40 \$0.00 \$88.65 \$18.40 \$0.00 \$88.65 \$18.40 \$0.00 \$75.85 \$18.40 \$0.00 \$75.85 \$18.40 \$0.00 \$75.85 \$18.40 \$0.00 \$75.85 \$18.40 \$0.00 \$77.35 \$12/01/2025 \$50.75 \$9.65 \$18.40 \$0.00 \$77.35 \$12/01/2026 \$52.30 \$9.65 \$18.40 \$0.00 \$80.35 \$18.40 \$0.00 \$81.85 \$12/07/2026 \$53.80 \$9.65 \$18.40 \$0.00 \$81.85 \$12/07/2026 \$53.80 \$9.65 \$18.40 \$0.00 \$81.85 \$12/07/2027 \$55.40 \$9.65 \$18.40 \$0.00 \$83.40 \$12/07/2027 \$55.40 \$9.65 \$18.40 \$0.00 \$83.40 \$12/07/2027 \$57.00 \$9.65 \$18.40 \$0.00 \$85.00 \$									\$85.30
For apprentice rates see "Apprentice- LABORER"  DEMO: BURNERS  ABORERS - ZONE 2  12/02/2024 \$47.75 \$9.65 \$18.40 \$0.00 \$75.80  12/01/2025 \$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 \$80.30  12/07/2026 \$53.80 \$9.65 \$18.40 \$0.00 \$81.80  06/07/2027 \$55.40 \$9.65 \$18.40 \$0.00 \$83.40  12/06/2027 \$57.00 \$9.65 \$18.40 \$0.00 \$85.60  06/05/2028 \$58.68 \$9.65 \$18.40 \$0.00 \$86.70  12/04/2028 \$60.35 \$9.65 \$18.40 \$0.00 \$88.40  888.40									\$86.98
### ABORERS - ZONE 2    12/01/2025	For apprentic	ce rates see "	'Apprentice- LABORER"	12/04/2028	\$60.60	\$9.65	\$18.40	\$0.00	\$88.65
### ABORERS - ZONE 2    06/02/2025				12/02/2024	1 \$47.75	\$9.65	\$18.40	\$0.00	\$75.80
12/01/2025       \$50.75       \$9.65       \$18.40       \$0.00       \$78.8         06/01/2026       \$52.30       \$9.65       \$18.40       \$0.00       \$80.3         12/07/2026       \$53.80       \$9.65       \$18.40       \$0.00       \$81.8         06/07/2027       \$55.40       \$9.65       \$18.40       \$0.00       \$83.4         12/06/2027       \$57.00       \$9.65       \$18.40       \$0.00       \$85.0         06/05/2028       \$58.68       \$9.65       \$18.40       \$0.00       \$86.7         12/04/2028       \$60.35       \$9.65       \$18.40       \$0.00       \$88.4	ABORERS - ZON	NE 2							\$77.30
06/01/2026       \$52.30       \$9.65       \$18.40       \$0.00       \$80.3         12/07/2026       \$53.80       \$9.65       \$18.40       \$0.00       \$81.8         06/07/2027       \$55.40       \$9.65       \$18.40       \$0.00       \$83.4         12/06/2027       \$57.00       \$9.65       \$18.40       \$0.00       \$85.0         06/05/2028       \$58.68       \$9.65       \$18.40       \$0.00       \$86.7         12/04/2028       \$60.35       \$9.65       \$18.40       \$0.00       \$88.4									\$78.80
12/07/2026       \$53.80       \$9.65       \$18.40       \$0.00       \$81.8         06/07/2027       \$55.40       \$9.65       \$18.40       \$0.00       \$83.4         12/06/2027       \$57.00       \$9.65       \$18.40       \$0.00       \$85.0         06/05/2028       \$58.68       \$9.65       \$18.40       \$0.00       \$86.7         12/04/2028       \$60.35       \$9.65       \$18.40       \$0.00       \$88.4									\$80.35
06/07/2027       \$55.40       \$9.65       \$18.40       \$0.00       \$83.4         12/06/2027       \$57.00       \$9.65       \$18.40       \$0.00       \$85.0         06/05/2028       \$58.68       \$9.65       \$18.40       \$0.00       \$86.7         12/04/2028       \$60.35       \$9.65       \$18.40       \$0.00       \$88.4									\$81.85
12/06/2027       \$57.00       \$9.65       \$18.40       \$0.00       \$85.00         06/05/2028       \$58.68       \$9.65       \$18.40       \$0.00       \$86.70         12/04/2028       \$60.35       \$9.65       \$18.40       \$0.00       \$88.40									\$83.45
06/05/2028       \$58.68       \$9.65       \$18.40       \$0.00       \$86.7         12/04/2028       \$60.35       \$9.65       \$18.40       \$0.00       \$88.4									\$85.05
12/04/2028 \$60.35 \$9.65 \$18.40 \$0.00 \$88.4									\$86.73
									\$88.40
									Page 0 of 3

Classification  For apprentice rates see "Apprentice- LABORER"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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	12/22/224	<b>0.45.55</b>	00.65	¢10.40	¢0.00	Φ <b>7</b> 5.00
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 \$18.40	\$0.00	\$78.80
	06/01/2026 12/07/2026	\$52.30	\$9.65	\$18.40	\$0.00 \$0.00	\$80.35
	06/07/2027	\$53.80 \$55.40	\$9.65 \$9.65	\$18.40	\$0.00	\$81.85 \$83.45
	12/06/2027	\$55.40 \$57.00	\$9.65 \$9.65	\$18.40	\$0.00	\$85.05
	06/05/2028	\$57.00 \$58.68	\$9.65 \$9.65	\$18.40	\$0.00	\$85.03
	12/04/2028	\$60.35	\$9.65	\$18.40	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"	12/04/2028	\$00.33	\$9.03	\$10.40	φ0.00	<b>300.4</b> 0
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
For apprentice rates see "Apprentice- LABORER"	12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65
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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$78.11	\$10.08	\$21.66	\$0.00	\$109.85
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 PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$55.79	\$10.08	\$24.29	\$0.00	\$90.16
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) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$83.69	\$10.08	\$24.29	\$0.00	\$118.06
For apprentice rates see "Apprentice- PILE DRIVER"						

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 03/18/2025
 Wage Request Number:
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Classification	Effective Da	te Base Wage	Health		Supplemental Unemployment	Total Rate
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction)  DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
LECTRICIAN	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
LECTRICIANS LOCAL 103	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 10	93					
Step percent 03/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment		
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	
<b>Effective Date -</b> 09/01/2025	A C. D. W	II 1/1	D .	Supplemental		
Step percent	Apprentice Base Wage		Pension	Unemployment		
1 40	\$26.76	\$13.00	\$0.80	\$0.00		
2 40	\$26.76	\$13.00	\$0.80	\$0.00		
3 45	\$30.10	\$13.00	\$16.73	\$0.00		
4 45	\$30.10	\$13.00	\$16.73	\$0.00		
5 50	\$33.45	\$13.00	\$17.24	\$0.00		
6 55	\$36.79	\$13.00	\$17.75	\$0.00		
7 60	\$40.13	\$13.00	\$18.26	\$0.00		
8 65	\$43.48	\$13.00	\$18.77	\$0.00		
9 70	\$46.82	\$13.00	\$19.28	\$0.00		
10 75	\$50.17	\$13.00	\$19.81	\$0.00	\$82.98	
Notes: :						
Apprentice to Journeyworker Ratio:2:3	***					
ELEVATOR CONSTRUCTOR	01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86

**Issue Date:** 03/18/2025 **Wage Request Number:** 20250317-074-7 **Page 11 of 37** 

**Total Rate** 

		ntice - ELEVATOR C		al 4					
	Effecti Step	ve Date - 01/01/202.		rentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
	1	50	1.2PP	\$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					   	
L	Appre	ntice to Journeyworke	er Ratio:1:1						
ELEVATOR CONSTR	RUCTOR			01/01/2022	2 \$45.93	3 \$16.03	\$20.21	\$0.00	\$82.17
		Apprentice - ELEVATOR CO							
ENCE & GUAI Aborers - zone 2		IL ERECTOR (HEAV' Y & <i>HIGHWAY</i> )	Y & HIGHWAY)	12/01/2024			\$17.80	\$0.00	\$67.56
	,	,		06/01/202	5 \$41.50	9.65	\$17.80	\$0.00	\$68.95
				12/01/202	\$42.8	8 \$9.65	\$17.80	\$0.00	\$70.33
				06/01/2020	5 \$44.32	2 \$9.65	\$17.80	\$0.00	\$71.77
For apprentice ra	ates see "	Apprentice- LABORER (Hea	avy and Highway)	12/01/2020	\$45.70	5 \$9.65	\$17.80	\$0.00	\$73.21
		SON-BLDG,SITE,HV	Y/HWY	11/01/2024	\$51.7	8 \$15.30	\$16.40	\$0.00	\$83.48
PERATING ENGIN	EERS LO	OCAL 4		05/01/202	\$53.22	2 \$15.30	\$16.40	\$0.00	\$84.92
				11/01/202:	\$54.5	1 \$15.30	\$16.40	\$0.00	\$86.21
				05/01/2020	5 \$55.9	5 \$15.30	\$16.40	\$0.00	\$87.65
				11/01/2020	\$57.2	4 \$15.30	\$16.40	\$0.00	\$88.94
				05/01/202	7 \$58.6	7 \$15.30	\$16.40	\$0.00	\$90.37
**		Apprentice- OPERATING E							
FIELD ENG.PAI OPERATING ENGIN		HIEF-BLDG,SITE,HV	Y/HWY	11/01/2024	\$53.3	7 \$15.30	\$16.40	\$0.00	\$85.07
T EKATING ENGIN	EEKS LC	CAL 4		05/01/202	\$54.82	2 \$15.30	\$16.40	\$0.00	\$86.52
				11/01/2025	\$56.12	2 \$15.30	\$16.40	\$0.00	\$87.82
				05/01/2020	\$57.5	7 \$15.30	\$16.40	\$0.00	\$89.27
				11/01/2020	\$58.8	7 \$15.30	\$16.40	\$0.00	\$90.57
				05/01/202	\$60.32	2 \$15.30	\$16.40	\$0.00	\$92.02
		Apprentice- OPERATING E							
TIELD ENG.RO		SON-BLDG,SITE,HV DCAL 4	Y/HWY	11/01/2024	\$25.3	7 \$15.30	\$16.40	\$0.00	\$57.07
		,		05/01/202:	\$26.2	2 \$15.30	\$16.40	\$0.00	\$57.92
				11/01/202:	\$26.9	8 \$15.30	\$16.40	\$0.00	\$58.68
				05/01/2020	\$27.83	\$15.30	\$16.40	\$0.00	\$59.53
				11/01/2020	\$28.59	9 \$15.30	\$16.40	\$0.00	\$60.29
				05/01/202	7 \$29.4	4 \$15.30	\$16.40	\$0.00	\$61.14

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
ELECTRICIANS LOCAL 103	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	03/01/2025	\$51.98	\$13.00	\$20.27	\$0.00	\$85.25
/ COMMISSIONING <i>ELECTRICIANS</i> LOCAL 103	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
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"	03/01/2028	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94
FIREMAN (ASST. ENGINEER)	12/01/2024	\$45.96	\$15.55	\$16.50	\$0.00	\$78.01
OPERATING ENGINEERS LOCAL 4	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)	12/01/2024	\$27.01	\$9.65	\$17.80	\$0.00	\$54.46
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	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 FLOORCOVERERS LOCAL 2168 ZONE I	03/01/2025	\$57.73	\$8.83	\$20.27	\$0.00	\$86.83
*LOURCOVERERS LOCAL 2100 ZONE I	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

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**Total Rate** 

Pension

Apprentice - FLOORCOVERER - Local 2168 Zone I 03/01/2025 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 45 \$25.98 \$1.76 \$36.57 \$8.83 \$0.00 2 45 \$25.98 \$8.83 \$0.00 \$1.76 \$36.57 3 55 \$31.75 \$3.52 \$0.00 \$44.10 \$8.83 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 09/01/2025 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 45 \$26.65 \$8.83 \$1.76 \$0.00 \$37.24 2 45 \$0.00 \$26.65 \$8.83 \$1.76 \$37.24 3 55 \$32.58 \$0.00 \$44.93 \$8.83 \$3.52 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 \$0.00 \$41.46 \$8.83 \$16.75 \$67.04 7 80 \$47.38 \$8.83 \$18.51 \$0.00 \$74.72 8 80 \$47.38 \$0.00 \$8.83 \$18.51 \$74.72 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 FORK LIFT/CHERRY PICKER \$16.50 \$0.00 12/01/2024 \$57.03 \$15.55 \$89.08 OPERATING ENGINEERS LOCAL 4 \$16.50 06/01/2025 \$58.33 \$15.55 \$0.00 \$90.38 12/01/2025 \$16.50 \$0.00 \$59.78 \$15.55 \$91.83 06/01/2026 \$61.08 \$15.55 \$16.50 \$0.00 \$93.13 12/01/2026 \$16.50 \$0.00 \$94.58 \$62.53 \$15.55 For apprentice rates see "Apprentice- OPERATING ENGINEERS" GENERATOR/LIGHTING PLANT/HEATERS \$0.00 12/01/2024 \$36.67 \$15.55 \$16.50 \$68.72 OPERATING ENGINEERS LOCAL 4 \$16.50 06/01/2025 \$0.00 \$37.52 \$15.55 \$69.57 \$0.00 12/01/2025 \$38.47 \$15.55 \$16.50 \$70.52 06/01/2026 \$39.33 \$15.55 \$16.50 \$0.00 \$71.38

GLAZIERS LOCAL 35 (ZONE 2)

SYSTEMS)

For apprentice rates see "Apprentice- OPERATING ENGINEERS" GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR

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12/01/2026

01/01/2025

\$15.55

\$9.95

\$40.28

\$47.96

\$16.50

\$23.95

\$0.00

\$0.00

\$72.33

\$81.86

**Total Rate** 

Pension

\$16.50

\$15.55

\$0.00

\$94.58

Effect	entice - GLAZIER - Local 35 Zonative Date - 01/01/2025		TT 141.	D	Supplemental	Т-4-1	D-4-
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total	Rate
1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$3	33.93
2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$4	12.99
3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$4	15.99
4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$4	18.99
5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$6	63.84
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$6	66.85
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$6	59.85
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$7	75.85
Notes	<u> </u>						
İ	Steps are 750 hrs.						
Appr	entice to Journeyworker Ratio:1:						
	CR/CRANES/GRADALLS	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS I	OCAL 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

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			ERATING ENGINEERS - I	Local 4					
	Effection Step	ve Date -	12/01/2024	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	
	Effecti	ve Date -	06/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	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:								
	Apprei	ntice to Jour	neyworker Ratio:1:6						
HVAC (DUCTW	/ORK)			02/01/202	5 \$59.6	59 \$14.75	\$28.12	\$2.98	\$105.54
SHEETMETAL WOR	KERS LO	OCAL 17 - A		08/01/202			\$28.12	\$2.98	\$107.39
For apprentice r	ates see ".	Apprentice- SH	EET METAL WORKER"	02/01/2020	6 \$63.4	9 \$14.75	\$28.12	\$2.98	\$109.34
HVAC (ELECTE	RICAL	CONTROLS	S)	03/01/202	5 \$64.9	98 \$13.00	\$22.30	\$0.00	\$100.28
ELECTRICIANS LO	CAL 103			09/01/202				\$0.00	\$102.25
				03/01/2020			\$22.39	\$0.00	\$103.48
				09/01/2020	6 \$70.0	00 \$13.00	\$22.45	\$0.00	\$105.45
				03/01/202	7 \$71.1	9 \$13.00	\$22.49	\$0.00	\$106.68
				09/01/202	7 \$73.1	1 \$13.00	\$22.54	\$0.00	\$108.65
				03/01/2028	8 \$74.3	1 \$13.00	\$22.58	\$0.00	\$109.89
For apprentice r	ates see "	Apprentice- EL	ECTRICIAN"						
HVAC (TESTIN SHEETMETAL WOR			NG - AIR)	02/01/202	5 \$59.6	\$14.75	\$28.12	\$2.98	\$105.54
				08/01/202	5 \$61.5	\$14.75	\$28.12	\$2.98	\$107.39
F .:	,		EET METAL WORKER"	02/01/2020	6 \$63.4	9 \$14.75	\$28.12	\$2.98	\$109.34
			EET METAL WORKER"				# <b>21</b> 00	Ф0.00	
HVAC (TESTIN PIPEFITTERS LOCA			NU-WAIEK)	03/01/202	5 \$68.8	\$12.70	\$21.80	\$0.00	\$103.38

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

TVACATECTA				Effective Da	te Base Wag	e Health	Pension	Supplemental Unemployment	Total Rat
IVAC MECHA <i>ipefitters loc</i>		ocal 138)		03/01/2023	5 \$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprentice	e rates see "	'Apprentice- Pl	PEFITTER" or "PLUMBER/PIPE	FITTER"					
YDRAULIC I				12/01/2024	4 \$40.61	\$9.65	\$17.70	\$0.00	\$67.96
ABORERS - ZONE	E 2			06/01/2025	5 \$42.00	\$9.65	\$17.70	\$0.00	\$69.35
				12/01/2025	5 \$43.38	\$9.65	\$17.70	\$0.00	\$70.73
				06/01/2020	5 \$44.82	\$9.65	\$17.70	\$0.00	\$72.17
				12/01/2020	5 \$46.26	\$9.65	\$17.70	\$0.00	\$73.61
				06/01/2027	7 \$47.71	\$9.65	\$17.70	\$0.00	\$75.06
				12/01/2027	7 \$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	8 \$52.16	\$9.65	\$17.70	\$0.00	\$79.51
For apprentice		**							
YDRAULIC I 1BORERS - ZONE			t HIGHWAY)	12/01/2024		\$9.65	\$17.80	\$0.00	\$68.06
				06/01/2025		\$9.65	\$17.80	\$0.00	\$69.45
				12/01/2025		\$9.65	\$17.80	\$0.00	\$70.83
				06/01/2020		\$9.65	\$17.80	\$0.00	\$72.27
For apprentice	e rates see "	'Annrentice- L	ABORER (Heavy and Highway)	12/01/2020	5 \$46.26	\$9.65	\$17.80	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)  SULATOR (PIPES & TANKS)		09/01/2024	4 \$56.92	\$14.75	\$19.61	\$0.00	\$91.28		
EAT & FROST IN		,	OSTON)	09/01/2025		\$14.75	\$19.61	\$0.00	\$94.70
				09/01/2020			\$19.61	\$0.00	
				03/01/2023	5 \$03.70	\$14.75	\$19.01	\$0.00	\$98.12
		ntice - AS. eve Date -	BESTOS INSULATOR (Pip 09/01/2024			φ1 <del>4</del> ./3			\$98.12
					ston	Pension	Supplemental Unemployment		
	Effecti	ve Date -		es & Tanks) - Local 6 Bo.	ston		Supplemental	Total Rate	
	Effecti Step	ve Date -		es & Tanks) - Local 6 Bo. Apprentice Base Wage	ston Health	Pension	Supplemental Unemployment	Total Rate \$57.53	
	Effecti Step	percent 50		es & Tanks) - Local 6 Bo.  Apprentice Base Wage \$28.46	Health \$14.75	Pension \$14.32	Supplemental Unemployment \$0.00	Total Rate \$57.53 \$64.27	
	Effecti Step 1 2	percent 50 60		es & Tanks) - Local 6 Bo.  Apprentice Base Wage \$28.46 \$34.15	Health \$14.75 \$14.75	Pension \$14.32 \$15.37	Supplemental Unemployment \$0.00	Total Rate \$57.53 \$64.27 \$71.02	
	Effecti Step  1  2  3  4	50 60 70		es & Tanks) - Local 6 Bo.  Apprentice Base Wage \$28.46 \$34.15 \$39.84	Health \$14.75 \$14.75 \$14.75	Pension \$14.32 \$15.37 \$16.43	\$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$57.53 \$64.27 \$71.02 \$77.78	
	Effecti Step  1  2  3  4	50 60 70 80	09/01/2024	es & Tanks) - Local 6 Bo.  Apprentice Base Wage \$28.46 \$34.15 \$39.84	Health \$14.75 \$14.75 \$14.75 \$14.75	Pension \$14.32 \$15.37 \$16.43	Supplemental Unemployment \$0.00 \$0.00	Total Rate \$57.53 \$64.27 \$71.02 \$77.78	
	Effecti Step  1  2  3  4  Effecti	50 60 70 80 ve Date -	09/01/2024	Apprentice Base Wage \$28.46 \$34.15 \$39.84 \$45.54  Apprentice Base Wage	Health \$14.75 \$14.75 \$14.75 \$14.75 Health	Pension \$14.32 \$15.37 \$16.43 \$17.49	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$57.53 \$64.27 \$71.02 \$77.78	
	Effecti Step  1  2  3  4  Effecti Step	ye Date - percent 50 60 70 80  ve Date - percent	09/01/2024	Apprentice Base Wage \$28.46 \$34.15 \$39.84 \$45.54	Health \$14.75 \$14.75 \$14.75 \$14.75	Pension \$14.32 \$15.37 \$16.43 \$17.49	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	Total Rate \$57.53 \$64.27 \$71.02 \$77.78 Total Rate \$59.24	
	Effecti Step  1  2  3  4  Effecti Step  1	50 60 70 80  ve Date - percent  50 60 70 80	09/01/2024	Apprentice Base Wage \$28.46 \$34.15 \$39.84 \$45.54  Apprentice Base Wage	Health \$14.75 \$14.75 \$14.75 \$14.75 Health \$14.75	Pension \$14.32 \$15.37 \$16.43 \$17.49 Pension \$14.32	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00	Total Rate \$57.53 \$64.27 \$71.02 \$77.78  Total Rate \$59.24 \$66.32	
	Effecti Step  1 2 3 4  Effecti Step  1 2	50 60 70 80  (ve Date - percent) 50 60 60	09/01/2024	es & Tanks) - Local 6 Bo.  Apprentice Base Wage \$28.46 \$34.15 \$39.84 \$45.54  Apprentice Base Wage \$30.17 \$36.20	Health \$14.75 \$14.75 \$14.75 \$14.75 Health \$14.75 \$14.75	Pension \$14.32 \$15.37 \$16.43 \$17.49  Pension \$14.32 \$15.37	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	Total Rate \$57.53 \$64.27 \$71.02 \$77.78  Total Rate \$59.24 \$66.32 \$73.42	
	Effecti Step  1  2  3  4  Effecti Step  1  2  3  4	ve Date - percent  50 60 70 80  ve Date - percent  50 60 70 80 80	09/01/2024	### Apprentice Base Wage  \$28.46 \$34.15 \$39.84 \$45.54  Apprentice Base Wage  \$30.17 \$36.20 \$42.24	Health \$14.75 \$14.75 \$14.75 \$14.75  Health \$14.75 \$14.75 \$14.75 \$14.75	Pension \$14.32 \$15.37 \$16.43 \$17.49  Pension \$14.32 \$15.37 \$16.43	Supplemental Unemployment \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	Total Rate \$57.53 \$64.27 \$71.02 \$77.78  Total Rate \$59.24 \$66.32 \$73.42	
	Effecti Step  1 2 3 4  Effecti Step  1 2 3 4  Notes:	ve Date - percent  50 60 70 80  ve Date - percent  50 60 70 80  Steps are	09/01/2024	### Apprentice Base Wage  \$28.46 \$34.15 \$39.84 \$45.54  Apprentice Base Wage  \$30.17 \$36.20 \$42.24	Health \$14.75 \$14.75 \$14.75 \$14.75  Health \$14.75 \$14.75 \$14.75 \$14.75	Pension \$14.32 \$15.37 \$16.43 \$17.49  Pension \$14.32 \$15.37 \$16.43	Supplemental Unemployment \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	Total Rate \$57.53 \$64.27 \$71.02 \$77.78  Total Rate \$59.24 \$66.32 \$73.42	

IRONWORKERS LOCAL 7 (LAWRENCE AREA)

Supplemental

**Total Rate** 

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**Total Rate** 

Step	ve Date - 03/16/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
1	60	\$29.74	\$8.35	\$26.70	\$0.00	\$64.79	9
2	70	\$34.69	\$8.35	\$26.70	\$0.00	\$69.74	4
3	75	\$37.17	\$8.35	\$26.70	\$0.00	\$72.22	2
4	80	\$39.65	\$8.35	\$26.70	\$0.00	\$74.70	0
5	85	\$42.13	\$8.35	\$26.70	\$0.00	\$77.13	8
6	90	\$44.60	\$8.35	\$26.70	\$0.00	\$79.63	5
Notes:							
ĺ						İ	
Apprei	ntice to Journeyworker Ratio:1:4						
	'ING BREAKER OPERATOR	12/01/2024	\$40.11	\$9.65	\$17.70	\$0.00	\$67.46
BORERS - 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"						
ABORER BORERS - 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

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Step	ve Date - 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	
Effecti	ve Date -	06/01/2025				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	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:								
Appre	ntice to Jour	rneyworker Ratio:1:5					'	
	HIGHWAY		12/01/2024	\$39.86	\$9.65	\$17.80	\$0.00	\$67.
E 2 (HEAV.	Y & HIGHWAY)		06/01/2025	\$41.25	\$9.65	\$17.80	\$0.00	\$68.
			12/01/2025	\$42.63	\$9.65	\$17.80	\$0.00	\$70.
			06/01/2026	\$44.07	\$9.65	\$17.80	\$0.00	\$71.
			12/01/2026	\$45.51	\$9.65	\$17.80	\$0.00	\$72
		BORER (Heavy & Highwa	ry) - Zone 2			Supplemental		
Effecti Step	ve Date - percent	12/01/2024	Apprentice Base Wage		Pension	Unemployment	Total Rate	
Effecti Step	percent 60		\$23.92	\$9.65	\$17.80	Unemployment \$0.00	\$51.37	
Step  1 2	percent  60 70		\$23.92 \$27.90	\$9.65 \$9.65	\$17.80 \$17.80	\$0.00 \$0.00	\$51.37 \$55.35	
Step  1 2 3	ve Date - percent  60  70  80		\$23.92 \$27.90 \$31.89	\$9.65 \$9.65 \$9.65	\$17.80 \$17.80 \$17.80	\$0.00 \$0.00 \$0.00 \$0.00	\$51.37 \$55.35 \$59.34	
Step  1 2 3 4	ve Date - percent 60 70 80 90	12/01/2024	\$23.92 \$27.90	\$9.65 \$9.65	\$17.80 \$17.80	\$0.00 \$0.00	\$51.37 \$55.35	
Step  1 2 3 4	ve Date - percent 60 70 80 90		\$23.92 \$27.90 \$31.89	\$9.65 \$9.65 \$9.65 \$9.65	\$17.80 \$17.80 \$17.80	\$0.00 \$0.00 \$0.00 \$0.00	\$51.37 \$55.35 \$59.34	
Effecti Step  1  2  3  4  Effecti	ve Date - percent  60  70  80  90  ve Date -	12/01/2024	\$23.92 \$27.90 \$31.89 \$35.87	\$9.65 \$9.65 \$9.65 \$9.65	\$17.80 \$17.80 \$17.80 \$17.80	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$51.37 \$55.35 \$59.34 \$63.32	
Step  1 2 3 4  Effecti Step	ve Date - percent  60 70 80 90  ve Date - percent	12/01/2024	\$23.92 \$27.90 \$31.89 \$35.87 Apprentice Base Wage	\$9.65 \$9.65 \$9.65 \$9.65	\$17.80 \$17.80 \$17.80 \$17.80 Pension	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$51.37 \$55.35 \$59.34 \$63.32	
Step  1 2 3 4  Effecti Step  1	ve Date - percent  60  70  80  90  ve Date - percent  60	12/01/2024	\$23.92 \$27.90 \$31.89 \$35.87 Apprentice Base Wage \$24.75 \$28.88	\$9.65 \$9.65 \$9.65 \$9.65 Health \$9.65 \$9.65	\$17.80 \$17.80 \$17.80 \$17.80 Pension \$17.80 \$17.80	Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$51.37 \$55.35 \$59.34 \$63.32 Total Rate \$52.20 \$56.33	
Effecti Step  1 2 3 4  Effecti Step  1 2 2 3 4	ve Date - percent  60 70 80 90  ve Date - percent  60 70	12/01/2024	\$23.92 \$27.90 \$31.89 \$35.87 Apprentice Base Wage	\$9.65 \$9.65 \$9.65 \$9.65 Health	\$17.80 \$17.80 \$17.80 \$17.80 Pension \$17.80	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$51.37 \$55.35 \$59.34 \$63.32 Total Rate \$52.20	

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER LABORERS - ZONE 2	12/01/2024	\$39.86	\$9.65	\$17.70	\$0.00	\$67.21
LABURERS - ZUNE 2	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 LABORERS - ZONE 2	12/01/2024	\$39.86	\$9.65	\$17.70	\$0.00	\$67.21
20.00	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
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$51.41	\$9.65	\$17.70	\$0.00	\$78.76
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/02/2024	\$39.95	\$9.65	\$17.76	\$0.00	\$67.36
LABORERS - ZONE 2	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"	12/01/2020	ψ51.50	Ψ2.03	ΨΙΤΙΤΟ	ψο.	Ψ70.71
LABORER: MASON TENDER	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"	12.01.2020	101.00	77.00	,		Ţ.>.v.
LABORER: MASON TENDER (HEAVY & HIGHWAY)	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	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)	,	•	,			

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER	12/01/2024	\$39.86	\$9.65	\$17.70	\$0.00	\$67.21
LABORERS - ZONE 2	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
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$51.41	\$9.65	\$17.70	\$0.00	\$78.76
LABORER: TREE REMOVER	12/01/2024	\$39.86	\$9.65	\$17.70	\$0.00	\$67.21
LABORERS - ZONE 2	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 clearance incidental to construction . For apprentice rates see "Apprentice- LAB		bs when related	to public work	s construction	or site	
LASER BEAM OPERATOR	12/01/2024	\$40.11	\$9.65	\$17.70	\$0.00	\$67.46
ABORERS - 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"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY)  LABORERS - ZONE 2 (HEAVY & HIGHWAY)	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
T	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 BRICKLAYERS LOCAL 3 - MARBLE & TILE	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

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Apprentice -	MARBLE & TILE FINISHER - Local 3 Marble & Til	e
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	tive Date -	02/01/2025				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	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	
	tive Date -	08/01/2025				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	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	s:							
<u> </u>								
		urneyworker Ratio:1:3						
ARBLE MASONS, ICKLAYERS LOCAL 3 - I		RS & TERRAZZO MECH	02/01/2025	\$65.82	\$11.49	\$23.56	\$0.00	\$100.87
CKLATEKS LOCAL 3 - 1	WANDLE & IIL	L	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	5 \$71.52	\$11.49	\$23.56	\$0.00	\$106.57
			02/01/2027	7 \$72.92	\$11.49	\$23.56	\$0.00	\$107.97

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	Step	ive Date -	02/01/2025	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	
	Effecti	ive Date -	08/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	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:								
								i	
	Appre	ntice to Jo	urneyworker Ratio:1:5						
			ON CONST. SITES)	12/01/2024	4 \$56.40	\$15.55	\$16.50	\$0.00	\$88.45
ERATING ENG	INEERS LO	OCAL 4		06/01/2025	5 \$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	5 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89
			OPERATING ENGINEERS"						
CHANICS ERATING ENGL				12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
				06/01/2025		\$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
			AND ATRIC DAYS TO SE	12/01/2026	5 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89
			DPERATING ENGINEERS"				*** :-		
LLWRIGHT		2) - Zone 2		01/06/2025	5 \$45.09	\$10.08	\$21.47	\$0.00	\$76.64

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**Total Rate** 

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

Pension

Notes: Step   NZ Appr. indontmood after 1/6/2002 receive no pension. but do receive amunity (Step   55.72, Step 2 56.66)   Notes: Step   NZ Appr. indontmood after 1/6/2002 receive no pension. but do receive amunity (Step   55.72, Step 2 56.66)   Notes: Step   NZ Appr. indontmood after 1/6/2002 receive no pension. but do receive amunity (Step   55.72, Step 2 56.66)   Notes: Step   NZ Appr. indontmood after 1/6/2002 receive no pension. but do receive amunity (Step   55.72, Step 2 56.66)   Notes: Step   NZ Appr. indontmood after 1/6/2002 receive no pension. but do receive amunity (Step   55.72, Step 2 56.66)   Notes: Step   NZ Appr. indontmood after 1/6/2002 receive no pension. but do receive amunity (Step   55.72, Step 2 56.66)   Notes: Step   NZ Appr. indontmood after 1/6/2002 receive no pension. but do receive amunity (Step   55.72, Step 2 56.66)   Notes: Step   NZ Appr. indontmood after 1/6/2002 receive no pension. but do receive amunity (Step   55.72, Step 2 56.66)   Notes: Step   NZ Appr. indontmood after 1/6/2002 receive no pension. but do receive amunity (Step   55.72, Step 2 56.66)   Notes: Step   NZ Appr. indontmood after 1/6/2002 receive no pension. but do receive amunity (Step   55.72, Step 2 56.66)   Notes: Step   NZ Appr. indontmood after 1/6/2002 receive no pension. but do receive amunity (Step   55.72, Step 2 56.66)   Notes: Step   NZ Appr. indontmood after 1/6/2002 receive no pension. but do receive amunity (Step   55.72, Step 2 56.66)   Notes: Step   NZ Appr. indontmood after 1/6/2002 receive no pension. but do receive amunity (Step   55.72, Step 2 56.66)   Notes: Step   NZ Appr. indontmood after 1/6/2002 receive no pension. but do receive amunity (Step   55.72, Step 2 56.66)   Notes: Step   NZ Appr. indontmood after 1/6/2002 receive no pension. but do receive amunity (Step   55.72, Step 2 56.66)   Notes: Step   NZ Appr. indontmood after 1/6/2002 receive no pension. but do receive amunity (Step   55.72, Step 2 56.66)   Notes: Step   NZ Appr. indontmood after 1/6/2002 receive no pension. but do		Effecti	ive Date -	01/06/2025				Supplemental		
2   65   S29.31   S10.08   S6.50   S0.00   S45.89     3   75   S33.82   S10.08   S18.97   S0.00   S62.87     4   85   S38.33   S10.08   S19.97   S0.00   S68.38     Effective Date - 01/05/2026   S38.33   S10.08   S5.50   S0.00   S68.38     Effective Date - 01/05/2026   S30.82   S10.08   S5.50   S0.00   S41.66     5   5   \$26.08   \$10.08   \$5.50   \$0.00   \$41.66     2   65   \$30.82   \$10.08   \$85.50   \$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   \$64.62     4   85   \$40.31   \$10.08   \$19.97   \$0.00   \$67.36     Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive amountly (Step 1 \$55.72, Step 2 \$6.66)     Steps are 2,000 hours   S66.82   S66.82   S66.82     Apprentice to Journeyworker Ratio: 1.4   S9.65   \$17.70   \$0.00   \$68.85     12/01/2025   \$41.50   \$9.65   \$17.70   \$0.00   \$68.85     12/01/2026   \$44.32   \$9.65   \$17.70   \$0.00   \$70.23     G601/2026   \$44.32   \$9.65   \$17.70   \$0.00   \$71.67     12/01/2026   \$44.32   \$9.65   \$17.70   \$0.00   \$71.67     12/01/2026   \$44.32   \$9.65   \$17.70   \$0.00   \$71.67     12/01/2026   \$44.32   \$9.65   \$17.70   \$0.00   \$71.67     12/01/2026   \$44.32   \$9.65   \$17.70   \$0.00   \$71.67     12/01/2026   \$44.32   \$9.65   \$17.70   \$0.00   \$71.67     12/01/2026   \$44.32   \$9.65   \$17.70   \$0.00   \$71.67     12/01/2027   \$47.21   \$9.65   \$17.70   \$0.00   \$71.67     12/01/2028   \$50.16   \$9.65   \$17.70   \$0.00   \$77.51     12/01/2028   \$50.16   \$9.65   \$17.70   \$0.00   \$77.51     For apprentice rates see "Apprentice-LABORER"   S6.00   S6.83   S6.90   S6.83     12/01/2028   \$24.83   \$15.30   \$16.40   \$0.00   \$58.93     For apprentice rates see "Apprentice-OPERATING ENGINEERS"   S6.00   S6.83   S6.90   S6.83     12/01/2026   \$27.29   \$15.30   \$16.40   \$0.00   \$58.93     For apprentice rates see "Apprentice-OPERATING ENGINEERS"   S6.00   S6.83   S6.90   S6.83   S6.90   S6.83     12/01/2026   \$34.12   S6.83   S6.90   S6.40   S6.90   S6.90   S6.90   S6.90   S6.90   S6.90   S6.90					Apprentice Base Wage	Health	Pension		Total Rate	
Step		1	55		\$24.80	\$10.08	\$5.50	\$0.00	\$40.38	
A		2	65		\$29.31	\$10.08	\$6.50	\$0.00	\$45.89	
Refrective Date		3	75		\$33.82	\$10.08	\$18.97	\$0.00	\$62.87	
Notes: Step   Re2   Real   R		4	85		\$38.33	\$10.08	\$19.97	\$0.00	\$68.38	
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   \$64.62     4   85   \$40.31   \$10.08   \$19.97   \$0.00   \$67.66     Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive amuity. (Step 1 \$5.72, Step 2 \$6.66)     Steps are 2,000 hours     Apprentice to Journeyworker Ratio:1:4   \$1201/2024   \$40.11   \$9.65   \$17.70   \$0.00   \$67.46     Augoreers 20082   \$1201/2025   \$41.50   \$9.65   \$17.70   \$0.00   \$68.85     1201/2025   \$44.56   \$9.65   \$17.70   \$0.00   \$70.23     1201/2026   \$44.32   \$9.65   \$17.70   \$0.00   \$70.23     1201/2027   \$47.21   \$9.65   \$17.70   \$0.00   \$71.67     1201/2027   \$47.21   \$9.65   \$17.70   \$0.00   \$73.11     0601/2027   \$47.21   \$9.65   \$17.70   \$0.00   \$77.51     1201/2028   \$51.66   \$9.65   \$17.70   \$0.00   \$77.51     1201/2028   \$51.66   \$9.65   \$17.70   \$0.00   \$77.51     1201/2028   \$51.66   \$9.65   \$17.70   \$0.00   \$77.51     1201/2028   \$51.66   \$9.65   \$17.70   \$0.00   \$77.51     1201/2028   \$51.66   \$9.65   \$17.70   \$0.00   \$77.51     1201/2028   \$51.66   \$9.65   \$17.70   \$0.00   \$77.51     1201/2028   \$51.66   \$9.65   \$17.70   \$0.00   \$77.51     1201/2028   \$51.66   \$9.65   \$17.70   \$0.00   \$77.51     1201/2028   \$51.66   \$9.65   \$17.70   \$0.00   \$77.51     1201/2028   \$51.66   \$9.65   \$17.70   \$0.00   \$77.51     1201/2028   \$51.66   \$9.65   \$17.70   \$0.00   \$77.51     1201/2028   \$51.60   \$9.65   \$17.70   \$0.00   \$77.51     1201/2028   \$51.60   \$9.65   \$17.70   \$0.00   \$77.51     1201/2028   \$51.60   \$9.65   \$17.70   \$0.00   \$77.51     1201/2028   \$51.60   \$9.65   \$17.70   \$0.00   \$77.51     1201/2028   \$51.60   \$9.65   \$17.70   \$0.00   \$77.51     1201/2028   \$51.60   \$9.65   \$17.70   \$0.00   \$77.51     1201/2028   \$51.60   \$9.65   \$17.70   \$0.00   \$79.01     1201/2028   \$51.60   \$9.65   \$17.70   \$0.00   \$79.01     1201/2025   \$22.97   \$15.30   \$16.40   \$0.00   \$58.92     1201/2025   \$32.97		Effecti	ive Date -	01/05/2026				Supplemental		
2 65 \$330.82 \$10.08 \$6.50 \$0.00 \$47.40 \$37.50 \$3.75 \$3.55.7 \$10.08 \$18.97 \$0.00 \$64.62 \$4 85 \$40.31 \$10.08 \$19.97 \$0.00 \$70.36 \$86.62 \$40.31 \$10.08 \$19.97 \$0.00 \$70.36 \$86.62 \$40.31 \$10.08 \$19.97 \$0.00 \$70.36 \$86.62 \$40.31 \$10.08 \$19.97 \$0.00 \$70.36 \$86.62 \$40.31 \$10.08 \$19.97 \$0.00 \$70.36 \$86.62 \$40.31 \$10.08 \$19.97 \$0.00 \$70.36 \$86.62 \$40.31 \$10.08 \$19.97 \$0.00 \$70.36 \$86.62 \$40.31 \$10.08 \$19.97 \$0.00 \$70.36 \$86.62 \$40.31 \$10.08 \$		Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
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		1	55		\$26.08	\$10.08	\$5.50	\$0.00	\$41.66	
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		2	65		\$30.82	\$10.08	\$6.50	\$0.00	\$47.40	
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)		3	75		\$35.57	\$10.08	\$18.97	\$0.00	\$64.62	
Steps are 2,000 hours   Apprentice to Journeyworker Ratio:1:4		4	85		\$40.31	\$10.08	\$19.97	\$0.00	\$70.36	
MORTAR MIXER  LABORERS - ZONE 2  12/01/2024 \$40.11 \$9.65 \$17.70 \$0.00 \$67.46  12/01/2025 \$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 \$73.11  06/01/2027 \$48.66 \$9.65 \$17.70 \$0.00 \$74.56  12/01/2027 \$48.66 \$9.65 \$17.70 \$0.00 \$74.56  12/01/2028 \$50.16 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2028 \$51.66 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2028 \$51.66 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2028 \$51.66 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2028 \$51.66 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2028 \$51.66 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2028 \$51.66 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2028 \$51.66 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2028 \$51.66 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2028 \$51.66 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2028 \$51.66 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2028 \$51.66 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2028 \$51.66 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2028 \$51.66 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2028 \$51.66 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2028 \$51.66 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2028 \$51.66 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2028 \$51.66 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2028 \$51.66 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2028 \$51.60 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2028 \$51.60 \$9.65 \$17.70 \$0.00 \$77.51  12/01/2025 \$2.57 \$15.30 \$16.40 \$0.00 \$57.67  12/01/2026 \$27.89 \$15.30 \$16.40 \$0.00 \$59.59  For apprentice rates see "Apprentice- OPERATING ENGINEERS"  OILER (TRUCK CRANES, GRADALLS)  00/01/2026 \$27.89 \$15.30 \$16.40 \$0.00 \$62.78  00/01/2026 \$33.32 \$15.30 \$16.40 \$0.00 \$63.50  12/01/2026 \$33.32 \$15.30 \$16.40 \$0.00 \$64.30  00/01/2026 \$33.32 \$15.30 \$16.40 \$0.00 \$65.02  12/01/2026 \$33.32 \$15.30 \$16.40 \$0.00 \$65.02  12/01/2026 \$33.32 \$15.30 \$16.40 \$0.00 \$65.02  12/01/2026 \$33.32 \$15.30 \$16.40 \$0.00 \$65.02			but do rec Steps are	eive annuity. (Step 1 \$5.72, 2,000 hours	-					
ABORERS - ZONE 2	MORTAR MIXI				12/01/202/	1 \$40.11	\$0.65	\$17.70	\$0.00	\$67.46
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   \$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     O6/01/2025   \$25.97   \$15.30   \$16.40   \$0.00   \$57.67     12/01/2025   \$26.63   \$15.30   \$16.40   \$0.00   \$58.33     O6/01/2026   \$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   \$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   12/01/2025   \$33.80   \$15.30   \$16.40   \$0.00   \$63.50    OFERATING ENGINEERS LOCAL 4   12/01/2025   \$33.80   \$15.30   \$16.40   \$0.00   \$63.50    OFERATING ENGINEERS LOCAL 4   12/01/2026   \$33.32   \$15.30   \$16.40   \$0.00   \$63.50    OFERATING ENGINEERS LOCAL 4   12/01/2026   \$33.32   \$15.30   \$16.40   \$0.00   \$63.50    OFERATING ENGINEERS LOCAL 4   12/01/2026   \$33.32   \$15.30   \$16.40   \$0.00   \$64.30    OFERATING ENGINEERS LOCAL 4   12/01/2026   \$33.32   \$15.30   \$16.40   \$0.00   \$65.02    OFERATING ENGINEERS LOCAL 4   12/01/2026   \$33.32   \$15.30   \$16.40   \$0.00   \$65.02    OFERATING ENGINEERS LOCAL 4   12/01/2026   \$33.41   \$15.30   \$16.40   \$0.00   \$65.02    OFERATING ENGINEERS LOCAL 4   12/01/2026   \$33.41   \$15.30   \$16.40   \$0.00   \$65.02    OFERATING ENGINEERS LOCAL 4   12/01/2026   \$33.41   \$15.30   \$16.40   \$0.00   \$65.82    OFERATING ENGINEERS LOCAL 4   12/01/2026   \$33.41   \$15.30   \$16.40   \$0.0										
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   \$77.51     12/01/2028   \$51.66   \$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     12/01/2026   \$27.22   \$15.30   \$16.40   \$0.00   \$58.33     06/01/2026   \$27.22   \$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   \$59.59     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   \$63.50     12/01/2026   \$33.32   \$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										
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   \$77.51     12/01/2028   \$51.66   \$9.65   \$17.70   \$0.00   \$77.51     12/01/2028   \$51.66   \$9.65   \$17.70   \$0.00   \$77.51     12/01/2028   \$51.66   \$9.65   \$17.70   \$0.00   \$77.51     12/01/2028   \$51.66   \$9.65   \$17.70   \$0.00   \$79.01     12/01/2024   \$25.37   \$15.30   \$16.40   \$0.00   \$57.07     12/01/2025   \$25.97   \$15.30   \$16.40   \$0.00   \$57.67     12/01/2025   \$26.63   \$15.30   \$16.40   \$0.00   \$58.33     12/01/2026   \$27.22   \$15.30   \$16.40   \$0.00   \$58.92     12/01/2026   \$27.89   \$15.30   \$16.40   \$0.00   \$59.59     OILER (TRUCK CRANES, GRADALLS)   12/01/2024   \$31.08   \$15.30   \$16.40   \$0.00   \$62.78     OPERATING ENGINEERS LOCAL 4   12/01/2025   \$31.80   \$15.30   \$16.40   \$0.00   \$63.50     12/01/2026   \$33.32   \$15.30   \$16.40   \$0.00   \$64.30     06/01/2026   \$33.32   \$15.30   \$16.40   \$0.00   \$65.02     12/01/2026   \$33.32   \$15.30   \$16.40   \$0.00   \$65.02     12/01/2026   \$33.412   \$15.30   \$16.40   \$0.00   \$65.82										
12/01/2027   \$48.66   \$9.65   \$17.70   \$0.00   \$76.01										
D6/01/2028   S50.16   S9.65   S17.70   S0.00   S77.51     12/01/2028   S51.66   S9.65   S17.70   S0.00   S79.01     12/01/2028   S51.66   S9.65   S17.70   S0.00   S79.01     12/01/2028   S51.66   S9.65   S17.70   S0.00   S79.01     12/01/2024   S25.37   S15.30   S16.40   S0.00   S57.07     12/01/2025   S25.97   S15.30   S16.40   S0.00   S57.67     12/01/2025   S26.63   S15.30   S16.40   S0.00   S58.33     12/01/2026   S27.22   S15.30   S16.40   S0.00   S58.33     12/01/2026   S27.89   S15.30   S16.40   S0.00   S59.59     12/01/2026   S27.89   S15.30   S16.40   S0.00   S59.59     12/01/2026   S27.89   S15.30   S16.40   S0.00   S62.78     OF APPRATING ENGINEERS LOCAL 4   O6/01/2025   S31.80   S15.30   S16.40   S0.00   S62.78     OF APPRATING ENGINEERS LOCAL 4   O6/01/2025   S31.80   S15.30   S16.40   S0.00   S63.50     12/01/2025   S32.60   S15.30   S16.40   S0.00   S64.30     O6/01/2026   S33.32   S15.30   S16.40   S0.00   S65.02     12/01/2026   S34.12   S15.30   S16.40   S0.00   S65.02     12/01/2026   S34.12   S15.30   S16.40   S0.00   S65.82     12/01/2026   S34.12   S15.30   S16.										
12/01/2028   \$51.66   \$9.65   \$17.70   \$0.00   \$79.01										
OILER (OTHER THAN TRUCK CRANES,GRADALLS)  OPERATING ENGINEERS LOCAL 4  O6/01/2025 \$25.97 \$15.30 \$16.40 \$0.00 \$57.07  OPERATING ENGINEERS LOCAL 4  O6/01/2025 \$26.63 \$15.30 \$16.40 \$0.00 \$58.33  O6/01/2026 \$27.22 \$15.30 \$16.40 \$0.00 \$58.92  I2/01/2026 \$27.89 \$15.30 \$16.40 \$0.00 \$59.59  For apprentice rates see "Apprentice- OPERATING ENGINEERS"  OILER (TRUCK CRANES, GRADALLS)  OPERATING ENGINEERS LOCAL 4  O6/01/2025 \$31.80 \$15.30 \$16.40 \$0.00 \$62.78  OFERATING ENGINEERS LOCAL 4  O6/01/2025 \$31.80 \$15.30 \$16.40 \$0.00 \$63.50  I2/01/2025 \$32.60 \$15.30 \$16.40 \$0.00 \$63.50  O6/01/2026 \$33.32 \$15.30 \$16.40 \$0.00 \$65.02  I2/01/2026 \$33.32 \$15.30 \$16.40 \$0.00 \$65.82										
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)  OPERATING ENGINEERS LOCAL 4  12/01/2024 \$31.08 \$15.30 \$16.40 \$0.00 \$62.78  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- L	ABORER"		, ,,,	47.102			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)  OPERATING ENGINEERS LOCAL 4  12/01/2024 \$31.08 \$15.30 \$16.40 \$0.00 \$62.78  06/01/2025 \$31.80 \$15.30 \$16.40 \$0.00 \$63.50  12/01/2025 \$32.60 \$15.30 \$16.40 \$0.00 \$63.50  12/01/2026 \$33.32 \$15.30 \$16.40 \$0.00 \$65.02  12/01/2026 \$33.32 \$15.30 \$16.40 \$0.00 \$65.02				CRANES,GRADALLS)	12/01/2024	4 \$25.37	7 \$15.30	\$16.40	\$0.00	\$57.07
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)	OPERATING ENGIN	VEERS LO	OCAL 4		06/01/2025	5 \$25.97	7 \$15.30	\$16.40	\$0.00	\$57.67
12/01/2026   \$27.89   \$15.30   \$16.40   \$0.00   \$59.59					12/01/2025	5 \$26.63	\$15.30	\$16.40	\$0.00	\$58.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"  OILER (TRUCK CRANES, GRADALLS)  06/01/2024 \$31.08 \$15.30 \$16.40 \$0.00 \$62.78  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					06/01/2026	5 \$27.22	\$15.30	\$16.40	\$0.00	\$58.92
OILER (TRUCK CRANES, GRADALLS)  12/01/2024 \$31.08 \$15.30 \$16.40 \$0.00 \$62.78  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					12/01/2026	5 \$27.89	\$15.30	\$16.40	\$0.00	\$59.59
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										
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				DALLS)	12/01/2024	4 \$31.08	\$15.30			
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		\	•		06/01/2025	5 \$31.80	\$15.30			
12/01/2026 \$34.12 \$15.30 \$16.40 \$0.00 \$65.82					12/01/2025	5 \$32.60	\$15.30	\$16.40	\$0.00	\$64.30
					06/01/2026	5 \$33.32	\$15.30			
	For apprentice	rates see '	'Apprentice- O	PERATING ENGINEERS"	12/01/2026	5 \$34.12	2 \$15.30	\$16.40	\$0.00	\$65.82

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OTHER POWER DRIVEN EQUIPMENT - CLASS II	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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

**Apprentice -** PAINTER Local 35 - BRIDGES/TANKS

Effecti	ve Date - 01/01/2025				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	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.					
Appre	ntice to Journeyworker Ratio:1:1					
AY OR	SANDBLAST, NEW) *	01/01/2025	\$49.36	\$9.95	\$23.95	\$0.00 \$83.26

## PAINTER (SPRAY OR SANDBLAST, NEW) \*

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

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

Effecti	ive Date - 01/01/2025				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	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

Apprentice to Journeyworker Ratio:1:1

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

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

Effecti	ve Date - 01/01/2025				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	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:						
i	Steps are 750 hrs.					
Appre	ntice to Journeyworker Ratio:1:1					'
NTER / TAPER (BF	RUSH, NEW) *	01/01/2025	5 \$47.9	96 \$9.95	\$23.95	\$0.00 \$81.86

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

**Issue Date:** 03/18/2025

PAINTER - Local 35 Zone 2 - BRUSH NEW

Effecti Step	ive Date - 01/01/2025 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.					-
Appre	ntice to Journeyworker Ratio:1:	1				. — — — '
NTER / TAPER (BI TERS LOCAL 35 - ZONI	RUSH, REPAINT)	01/01/2023	\$46.0	2 \$9.95	\$23.95	\$0.00 \$79.92

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

**Total Rate** 

**Apprentice -** PAINTER Local 35 Zone 2 - BRUSH REPAINT

Pension

F F	01/01/2025						
Effect Step	tive Date - 01/01/2025	Apprentice Base Wage	Haalth	Pension	Supplemental Unemployment	Total F	Pota
	percent						
1	50	\$23.01	\$9.95	\$0.00	\$0.00		2.96
2	55	\$25.31	\$9.95	\$6.66	\$0.00	\$41	
3	60	\$27.61	\$9.95	\$7.26	\$0.00	\$44	.82
4	65	\$29.91	\$9.95	\$7.87	\$0.00	\$47	7.73
5	70	\$32.21	\$9.95	\$20.32	\$0.00	\$62	2.48
6	75	\$34.52	\$9.95	\$20.93	\$0.00	\$65	5.40
7	80	\$36.82	\$9.95	\$21.53	\$0.00	\$68	3.30
8	90	\$41.42	\$9.95	\$22.74	\$0.00	\$74	l.11
Notes	<u> </u>						_
į	Steps are 750 hrs.						
Appr	entice to Journeyworker R	atio:1:1					_
	MARKINGS (HEAVY/HIGI	HWAY) 12/01/202	4 \$39.86	\$9.65	\$17.80	\$0.00	\$67.31
LABORERS - ZONE 2 (HEA	VY & HIGHWAY)	06/01/202	.5 \$41.25	\$9.65	\$17.80	\$0.00	\$68.70
		12/01/202	\$42.63	\$9.65	\$17.80	\$0.00	\$70.08
		06/01/202	6 \$44.07	\$9.65	\$17.80	\$0.00	\$71.52
		12/01/202	6 \$45.51	\$9.65	\$17.80	\$0.00	\$72.96
For apprentice rates see	"Apprentice- LABORER (Heavy a	nd Highway)					
PANEL & PICKUP TE		01/01/202	\$39.78	\$15.57	\$20.17	\$0.00	\$75.52
TEAMSTERS JOINT COUN	JIL NO. 10 ZONE B	06/01/202	5 \$40.78	\$15.57	\$20.17	\$0.00	\$76.52
		12/01/202	5 \$40.78	\$15.57	\$21.78	\$0.00	\$78.13
		01/01/202	6 \$40.78	\$16.17	\$21.78	\$0.00	\$78.73
		06/01/202	26 \$41.78	\$16.17	\$21.78	\$0.00	\$79.73
		12/01/202	6 \$41.78	\$16.17	\$23.52	\$0.00	\$81.47
		01/01/202	27 \$41.78	\$16.77	\$23.52	\$0.00	\$82.07
PIER AND DOCK CO DECK)	NSTRUCTOR (UNDERPI	NNING AND 08/01/202	4 \$55.79	\$10.08	\$24.29	\$0.00	\$90.16
PILE DRIVER LOCAL 56 (Z	ONE 1) "Apprentice- PILE DRIVER"						
PILE DRIVER PILE DRIVER LOCAL 56 (Z	ONE 1)	08/01/202	4 \$55.79	\$10.08	\$24.29	\$0.00	\$90.16

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Supplemental Unemployment

PIPEFITTER & STEAMFITTER

PIPEFITTERS LOCAL 537 (Local 138)

Total	Rate

\$103.38

Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra
1	45	\$25.11	\$10.08	\$2.53	\$0.00	\$37.7
2	55	\$30.68	\$10.08	\$5.07	\$0.00	\$45.8
3	70	\$39.05	\$10.08	\$19.22	\$0.00	\$68.3
4	80	\$44.63	\$10.08	\$21.76	\$0.00	\$76.4
Notes		E 8/1/20; 50/60/70/75/80/80/90/90			. — — — —	

03/01/2025

\$68.88

\$12.70

\$21.80

\$0.00

Apprentice - PIPEFITTER Local 537 (Local 138)

Effectiv	ve Date -	03/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	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:							
	/	15; 1:10 thereafter / Steps are	•				
	Refrig/AC	C Mechanic **1:1;1:2;2:4;3:6	5;4:8;5:10;6:12;7:14;8:1	7;9:20;10:2	23(Max)		

PIPELAYER	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"						
PIPELAYER (HEAVY & HIGHWAY)	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	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)						

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LUMBER Lumbers & G	GASFITTERS	LOCAL 12 (Local 138)	03/02/2025	\$70.84	\$14.32	\$19.61	\$0.00	\$104.77
		ntice - PLUMBER/GASFITTE ive Date - 03/02/2025	R - Local 12 (Local 138)					
	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/Std	eps are 1 yr					
	İ	Steps are 1 yr Step 4 with lic\$69.00, Step5 w	gith lic\$76.87					
	Appre	entice to Journeyworker Ratio:						
NEUMATIC		OLS (TEMP.) ocal 138)	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprenti	ice rates see '	"Apprentice- PIPEFITTER" or "PLUMB	ER/PIPEFITTER"					
NEUMATIC DRILL/TOOL OPERATOR ABORERS - ZONE 2		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
		"Apprentice- LABORER"						
NEUMATIC IGHWAY)	C DRILL/	TOOL OPERATOR (HEAVY &	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
	NE 2 (HEAV	Y & HIGHWAY)	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
For apprenti	ice rates see '	'Apprentice- LABORER (Heavy and Hig	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
OWDERMA			12/01/2024	\$40.86	\$9.65	\$17.70	\$0.00	\$68.21
BORERS - ZO			06/01/2025		\$9.65	\$17.70	\$0.00	\$69.60
			12/01/2025		\$9.65	\$17.70	\$0.00	\$70.98
			06/01/2026		\$9.65	\$17.70	\$0.00	\$72.42
			12/01/2026		\$9.65	\$17.70	\$0.00	\$73.86
			06/01/2027		\$9.65	\$17.70	\$0.00	\$75.31
			12/01/2027		\$9.65	\$17.70	\$0.00	\$76.76
			06/01/2028		\$9.65	\$17.70	\$0.00	\$78.26
			12/01/2028		\$9.65	\$17.70	\$0.00	\$79.76
	mataa aaa 1	"Apprentice- LABORER"	12/01/2020	φυ2.41	φ2.03	Ψ1/./0	ψυιου	\$17.10

**Effective Date** 

03/02/2025

Base Wage

\$70.84

Health

\$14.32

Pension

\$19.61

Classification

PLUMBER

Supplemental

\$0.00

Unemployment

**Total Rate** 

\$104.77

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/01/2024	\$40.86	\$9.40	\$17.55	\$0.00	\$67.81
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	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 OPERATING ENGINEERS LOCAL 4	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
For compartice matering "Appropriate ODED ATING ENGINEEDS"	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"  PUMP OPERATOR (CONCRETE)		*		016.50		***
OPERATING ENGINEERS LOCAL 4	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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
PUMP OPERATOR (DEWATERING, OTHER)	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"						
READY-MIX CONCRETE DRIVER	01/01/2025	\$30.00	\$11.57	\$6.55	\$0.00	\$48.12
TEAMSTERS 170 - J.G. MacLellan (Lowell)	05/01/2025	\$30.50	\$11.57	\$6.65	\$0.00	\$48.72
	01/01/2026	\$30.50	\$11.97	\$6.65	\$0.00	\$49.12
RECLAIMERS	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"						
RIDE-ON MOTORIZED BUGGY 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"						

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**Issue Date:** 03/18/2025

OPERATING EN	DLLER/SPREADER/MULCHING MACHINE		12/01/2024	4 \$56.40	\$15.55	\$16.50	\$0.00	\$88.45
PERATING ENGINEERS LOCAL 4		UCAL 4	06/01/2025	5 \$57.68	\$15.55	\$16.50	\$0.00	\$89.73
			12/01/2025	5 \$59.12	\$15.55	\$16.50	\$0.00	\$91.17
			06/01/2026	6 \$60.40	\$15.55	\$16.50	\$0.00	\$92.45
			12/01/2026	6 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89
		"Apprentice- OPERATING ENGINEER	C >					
ROOFER (Inc <i>ROOFERS LOCA</i>		Waterproofing & Roofer Damproo	otg) 02/01/2025		\$13.28	\$21.70	\$0.00	\$87.01
			08/01/2025		\$13.28	\$21.70	\$0.00	\$88.51
			02/01/2026	6 \$54.78	\$13.28	\$21.70	\$0.00	\$89.76
	Appre	ntice - ROOFER - Local 33						
		ive Date - 02/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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	
	Effect	ive Date - 08/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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							
	4	75	\$40.15	\$13.28	\$21.70	\$0.00	\$75.13	
	5	75 85	\$40.15 \$45.50	\$13.28 \$13.28	\$21.70 \$21.70	\$0.00 \$0.00		
	5		\$45.50 fing: 1:4, then 1:1				\$75.13	
	Notes:	85  *** 1:5, 2:6-10, the 1:10; Reroo  Step 1 is 2000 hrs.; Steps 2-5	\$45.50 fing: 1:4, then 1:1 are 1000 hrs. \$1.00 hr. above ROOFER)				\$75.13	
	Notes:   Appre	** 1:5, 2:6-10, the 1:10; Reroo Step 1 is 2000 hrs.; Steps 2-5 a (Hot Pitch Mechanics' receive	\$45.50 fing: 1:4, then 1:1 are 1000 hrs. \$1.00 hr. above ROOFER)	\$13.28 — — — —			\$75.13	
	Notes:   Appre	** 1:5, 2:6-10, the 1:10; Reroo Step 1 is 2000 hrs.; Steps 2-5 a (Hot Pitch Mechanics' receive entice to Journeyworker Ratio:	\$45.50 fing: 1:4, then 1:1 are 1000 hrs. \$1.00 hr. above ROOFER)	\$13.28	\$21.70 	\$0.00	\$75.13 \$80.48	
ROOFERS LOCA	Notes: Appro	85  *** 1:5, 2:6-10, the 1:10; Reroo Step 1 is 2000 hrs.; Steps 2-5 a (Hot Pitch Mechanics' receive entice to Journeyworker Ratio:  E / PRECAST CONCRETE	\$45.50 fing: 1:4, then 1:1 are 1000 hrs. \$1.00 hr. above ROOFER) ***	\$13.28 	\$21.70  \$13.28	\$0.00	\$75.13 \$80.48	\$87.26
For apprentic	Notes: Appro ATE / TIL AL 33	85  *** 1:5, 2:6-10, the 1:10; Reroo Step 1 is 2000 hrs.; Steps 2-5 a (Hot Pitch Mechanics' receive entice to Journeyworker Ratio:  E / PRECAST CONCRETE  "Apprentice- ROOFER"	\$45.50  fing: 1:4, then 1:1  are 1000 hrs. \$1.00 hr. above ROOFER)  **  02/01/2025  08/01/2025	\$13.28 	\$21.70 	\$0.00 	\$75.13 \$80.48 	\$87.26 \$88.76 \$90.01
ROOFERS LOCA	Approate ATE / TIL	85  *** 1:5, 2:6-10, the 1:10; Reroo Step 1 is 2000 hrs.; Steps 2-5; (Hot Pitch Mechanics' receive entice to Journeyworker Ratio: E / PRECAST CONCRETE  "Apprentice- ROOFER"	\$45.50  fing: 1:4, then 1:1  are 1000 hrs. \$1.00 hr. above ROOFER)  **  02/01/202:  08/01/202:  02/01/202:	\$13.28 	\$21.70 	\$0.00 \$21.70 \$21.70 \$21.70 \$21.70	\$75.13 \$80.48 	\$87.26 \$88.76 \$90.01
For apprentic	Approate ATE / TIL	85  *** 1:5, 2:6-10, the 1:10; Reroo Step 1 is 2000 hrs.; Steps 2-5; (Hot Pitch Mechanics' receive entice to Journeyworker Ratio: E / PRECAST CONCRETE  "Apprentice- ROOFER"	\$45.50  fing: 1:4, then 1:1  are 1000 hrs. \$1.00 hr. above ROOFER)  **  02/01/2025  08/01/2025	\$13.28 	\$21.70 	\$0.00 	\$75.13 \$80.48 	\$87.26 \$88.76 \$90.01

**Effective Date** 

12/01/2024

Base Wage

\$56.40

Health

\$15.55

Classification

ROLLER/SPREADER/MULCHING MACHINE

Supplemental

\$0.00

Unemployment

Pension

\$16.50

**Total Rate** 

\$88.45

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Pension

**Total Rate** 

Step	percent 02/01/2025	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	
	ctive Date - 08/01/2025	Apprentice Base Wage	Haalth	Pension	Supplemental Unemployment	Total Rate	
$\frac{\text{Step}}{1}$							
	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	
Note	Steps are 6 mos.						
App	rentice to Journeyworker Ratio	D:1:4					
	TH MOVING EQUIP < 35 TON	IS 01/01/2025	5 \$40.24	\$15.57	\$20.17	\$0.00	\$75.
ERS JOINT COU	NCIL NO. 10 ZONE B	06/01/2025				\$0.00	\$76.
		12/01/2025				\$0.00	\$78.
		01/01/2026				\$0.00	\$79.
		06/01/2026				\$0.00	\$80.
		12/01/2026				\$0.00	\$81.
		01/01/2023				\$0.00	\$82.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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 SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2	03/01/2025	\$64.93	\$11.51	\$23.80	\$0.00	\$100.24

	ffective Date - 03/01/202		t, D M	TT 1/1	D.	Supplemental	T . ID .	
	tep percent	A	pprentice Base Wage		Pension	Unemployment	Total Rate	
1			\$22.73	\$11.51	\$13.07	\$0.00	\$47.31	
2	. 0		\$25.97	\$11.51	\$13.90	\$0.00	\$51.38	
3	1.5		\$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	0 80		\$51.94	\$11.51	\$20.50	\$0.00	\$83.95	
	otes: Apprentice entered pr 40/45/50/55/60/65/70 Steps are 850 hours	0/75/80/85						
Aj	pprentice to Journeywork	er Ratio:1:3						
AM BOILER O			12/01/202	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
KATING ENGINEE	ERS LOCAL 4		06/01/202	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
			12/01/202	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
			06/01/202	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
For apprentice rates	s see "Apprentice- OPERATING F	NGINEERS"	12/01/202	5 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89
	PROPELLED OR TRACT	OR DRAWN	12/01/202	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
ATING ENGINEE	ERS LOCAL 4		06/01/202	5 \$57.68	\$15.55	\$16.50	\$0.00	\$89.73
			12/01/202	5 \$59.12	\$15.55	\$16.50	\$0.00	\$91.17
			06/01/202	5 \$60.40	\$15.55	\$16.50	\$0.00	\$92.45
			12/01/202	5 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89

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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

			Effective Da	te base wage	Health	Unemployment			
ELECOMMU LECTRICIANS LO		ION TECHNICIAN	03/01/2025	\$51.98	\$13.00	\$20.27	\$0.00	\$85.25	
LCI MCIANS LC	OCAL 103		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	7 \$56.95	\$13.00	\$20.42	\$0.00	\$90.37	
			09/01/2027	7 \$58.49	\$13.00	\$20.46	\$0.00	\$91.95	
			03/01/2028	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94	
	Appre		N TECHNICIAN - Local 103						
	Step	oive Date - 03/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment			
	$\frac{\operatorname{step}}{1}$	45							
	2	45	\$23.39	\$13.00	\$0.70	\$0.00			
	3		\$23.39	\$13.00	\$0.70	\$0.00			
	4	50	\$25.99	\$13.00	\$16.16	\$0.00			
	5	50	\$25.99	\$13.00	\$16.16	\$0.00			
		55	\$28.59	\$13.00	\$16.57	\$0.00			
	6 7	60	\$31.19	\$13.00	\$16.97	\$0.00			
	7	65	\$33.79	\$13.00	\$17.38	\$0.00			
	8	70	\$36.39	\$13.00	\$17.78	\$0.00			
	9	75	\$38.99	\$13.00	\$18.18	\$0.00			
	10	80	\$41.58	\$13.00	\$18.58	\$0.00	\$73.16		
	Effecti	ive Date - 09/01/2025				Supplemental			
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment			
	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		
	6 7	60 65	\$32.11 \$34.78	\$13.00 \$13.00	\$16.97 \$17.38	\$0.00 \$0.00			
							\$65.16		
	7	65	\$34.78	\$13.00	\$17.38	\$0.00	\$65.16 \$68.24		
	7 8	65 70	\$34.78 \$37.46	\$13.00 \$13.00	\$17.38 \$17.78	\$0.00 \$0.00	\$65.16 \$68.24 \$71.31		
	7 8 9	65 70 75 80	\$34.78 \$37.46 \$40.13	\$13.00 \$13.00 \$13.00	\$17.38 \$17.78 \$18.18	\$0.00 \$0.00 \$0.00	\$65.16 \$68.24 \$71.31		
	7 8 9 10	65 70 75 80	\$34.78 \$37.46 \$40.13	\$13.00 \$13.00 \$13.00	\$17.38 \$17.78 \$18.18	\$0.00 \$0.00 \$0.00	\$65.16 \$68.24 \$71.31		
	7 8 9 10  Notes:	65 70 75 80 entice to Journeyworker Ratio:1:	\$34.78 \$37.46 \$40.13 \$42.81	\$13.00 \$13.00 \$13.00	\$17.38 \$17.78 \$18.18	\$0.00 \$0.00 \$0.00	\$65.16 \$68.24 \$71.31		
	7 8 9 10 Notes: Appre	65 70 75 80  entice to Journeyworker Ratio:1:	\$34.78 \$37.46 \$40.13 \$42.81	\$13.00 \$13.00 \$13.00 \$13.00	\$17.38 \$17.78 \$18.18	\$0.00 \$0.00 \$0.00	\$65.16 \$68.24 \$71.31	\$99.82	
	7 8 9 10 Notes: Appre	65 70 75 80  entice to Journeyworker Ratio:1:	\$34.78 \$37.46 \$40.13 \$42.81	\$13.00 \$13.00 \$13.00 \$13.00 	\$17.38 \$17.78 \$18.18 \$18.58	\$0.00 \$0.00 \$0.00 	\$65.16 \$68.24 \$71.31 \$74.39	\$99.82 \$101.97	
	7 8 9 10 Notes: Appre	65 70 75 80  entice to Journeyworker Ratio:1:	\$34.78 \$37.46 \$40.13 \$42.81 	\$13.00 \$13.00 \$13.00 \$13.00 	\$17.38 \$17.78 \$18.18 \$18.58	\$0.00 \$0.00 \$0.00 \$0.00	\$65.16 \$68.24 \$71.31 \$74.39		
ERRAZZO FI	7 8 9 10 Notes: Appre	65 70 75 80  entice to Journeyworker Ratio:1:	\$34.78 \$37.46 \$40.13 \$42.81 — — — — — — — — — — — — — — — — — — —	\$13.00 \$13.00 \$13.00 \$13.00 	\$17.38 \$17.78 \$18.18 \$18.58 	\$0.00 \$0.00 \$0.00 \$0.00 \$23.59	\$65.16 \$68.24 \$71.31 \$74.39 	\$101.97	

Effective Date Base Wage Health

Classification

Supplemental

Unemployment

Pension

**Total Rate** 

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Pension

**Total Rate** 

		itice TE ve Date -	02/01/2025	al 3 Marble & Tile			Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	te
	1	50		\$32.37	\$11.49	\$23.59	\$0.00	\$67.4	.5
	2	60		\$38.84	\$11.49	\$23.59	\$0.00	\$73.9	2
	3	70		\$45.32	\$11.49	\$23.59	\$0.00	\$80.4	0
	4	80		\$51.79	\$11.49	\$23.59	\$0.00	\$86.8	7
	5	90		\$58.27	\$11.49	\$23.59	\$0.00	\$93.3	
	Effecti	ve Date -	08/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	te
	1	50		\$33.45	\$11.49	\$23.59	\$0.00	\$68.5	3
	2	60		\$40.13	\$11.49	\$23.59	\$0.00	\$75.2	1
	3	70		\$46.82	\$11.49	\$23.59	\$0.00	\$81.9	0
	4	80		\$53.51	\$11.49	\$23.59	\$0.00	\$88.5	9
	5	90		\$60.20	\$11.49	\$23.59	\$0.00	\$95.2	8
	Notes:								
			urneyworker Ratio:1:3						
EST BORING  ABORERS - FOUN			$\mathcal{F}_{i}$	12/01/2024	\$51.28	\$9.65	\$18.22	\$0.00	\$79.15
				06/01/2025	\$52.78	8 \$9.65	\$18.22	\$0.00	\$80.65
				12/01/2025	\$54.28	8 \$9.65	\$18.22	\$0.00	\$82.15
				06/01/2026	5 \$55.83	\$9.65	\$18.22	\$0.00	\$83.70
For apprentice	rates see "	Apprentice- L	ABORER"	12/01/2026	5 \$57.33	3 \$9.65	\$18.22	\$0.00	\$85.20
EST BORING	DRILL	ER HELPI	ER	12/01/2024	1 \$47.07	7 \$9.65	\$18.22	\$0.00	\$74.94
ABORERS - FOUN	NDATION .	AND MARINI	E	06/01/2025			\$18.22	\$0.00	\$76.44
				12/01/2025	5 \$50.07	7 \$9.65	\$18.22	\$0.00	\$77.94
				06/01/2026	5 \$51.62	2 \$9.65	\$18.22	\$0.00	\$79.49
				12/01/2026			\$18.22	\$0.00	\$80.99
For apprentice	rates see "	Apprentice- L	ABORER"						
TEST BORING				12/01/2024	4 \$46.95	\$9.65	\$18.22	\$0.00	\$74.82
ABORERS - FOUN	VDAIION .	AND MARINI	5	06/01/2025	5 \$48.45	\$9.65	\$18.22	\$0.00	\$76.32
				12/01/2025	5 \$49.95	\$9.65	\$18.22	\$0.00	\$77.82
				06/01/2026	5 \$51.50	\$9.65	\$18.22	\$0.00	\$79.37
For one	rotes s "	Annouti T	ADODED"	12/01/2020	\$53.00	\$9.65	\$18.22	\$0.00	\$80.87
For apprentice							016.70	<b>*</b>	***
TRACTORS/PC OPERATING ENGL			I GENERATORS	12/01/2024			\$16.50	\$0.00	\$88.45
				06/01/2025			\$16.50	\$0.00	\$89.73
				12/01/2025			\$16.50	\$0.00	\$91.17
				06/01/2026			\$16.50	\$0.00	\$92.45
				12/01/2026	5 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT	01/01/2025	\$40.82	\$15.57	\$20.17	\$0.00	\$76.56
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$77.56
	12/01/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$79.17
	01/01/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$79.77
	06/01/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$80.77
	12/01/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$82.51
	01/01/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$83.11
TUNNEL WORK - COMPRESSED AIR	12/01/2024	\$59.18	\$9.65	\$19.00	\$0.00	\$87.83
LABORERS (COMPRESSED AIR)	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"  THINITEL WORK COMPRESSED ATD (HAZ WASTE)		***		#10.00		
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)  LABORERS (COMPRESSED AIR)	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
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$67.23	\$9.65	\$19.00	\$0.00	\$95.88
TUNNEL WORK - FREE AIR	12/01/2024	\$51.25	\$9.65	\$19.00	\$0.00	\$79.90
LABORERS (FREE AIR TUNNEL)	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"	12/01/2020	φο γιο σ	ψ,,,,,	•	*****	<b>\$00.50</b>
TUNNEL WORK - FREE AIR (HAZ. WASTE)	12/01/2024	\$53.25	\$9.65	\$19.00	\$0.00	\$81.90
LABORERS (FREE AIR TUNNEL)	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	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

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR	12/01/2024	\$40.61	\$9.65	\$17.70	\$0.00	\$67.96
LABORERS - ZONE 2	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) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
ABOKEKS - ZONE 2 (HEAVI & HIGHWAI)	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
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
WASTE WATER PUMP OPERATOR	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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
WATER METER INSTALLER PLUMBERS & GASFITTERS LOCAL 12 (Local 138)	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.

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