

THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

As determined by the Director under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H

LAUREN JONES Secretary

MICHAEL FLANAGAN
Director

Lt. Governor

Awarding Authority:

Contract Number: City/Town: NORTH ANDOVER

Description of Work: Catch Basin Cleaning to include Clam Shell and Vacuum Truck

Merrimack. Valley Planning Commission (MVPC)

Job Location: Various Locations in Participating Communities

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 (617) 626-6953
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Issue Date: 03/14/2025 **Wage Request Number:** 20250314-022-10

Classification Rental of Equipment - East	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	01/01/2025	\$39.95	\$15.57	\$0.00	\$0.00	\$55.52
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$40.95	\$15.57	\$0.00	\$0.00	\$56.52
	12/01/2025	\$40.95	\$15.57	\$0.00	\$0.00	\$56.52
	01/01/2026	\$40.95	\$16.17	\$0.00	\$0.00	\$57.12
	06/01/2026	\$41.95	\$16.17	\$0.00	\$0.00	\$58.12
	12/01/2026	\$41.95	\$16.17	\$0.00	\$0.00	\$58.12
	01/01/2027	\$41.95	\$16.77	\$0.00	\$0.00	\$58.72
(3 AXLE) DRIVER - EQUIPMENT	01/01/2025	\$40.02	\$15.57	\$0.00	\$0.00	\$55.59
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.02	\$15.57	\$0.00	\$0.00	\$56.59
	12/01/2025	\$41.02	\$15.57	\$0.00	\$0.00	\$56.59
	01/01/2026	\$41.02	\$16.17	\$0.00	\$0.00	\$57.19
	06/01/2026	\$42.02	\$16.17	\$0.00	\$0.00	\$58.19
	12/01/2026	\$42.02	\$16.17	\$0.00	\$0.00	\$58.19
	01/01/2027	\$42.02	\$16.77	\$0.00	\$0.00	\$58.79
(4 & 5 AXLE) DRIVER - EQUIPMENT	01/01/2025	\$40.14	\$15.57	\$0.00	\$0.00	\$55.71
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.14	\$15.57	\$0.00	\$0.00	\$56.71
	12/01/2025	\$41.14	\$15.57	\$0.00	\$0.00	\$56.71
	01/01/2026	\$41.14	\$16.17	\$0.00	\$0.00	\$57.31
	06/01/2026	\$42.14	\$16.17	\$0.00	\$0.00	\$58.31
	12/01/2026	\$42.14	\$16.17	\$0.00	\$0.00	\$58.31
	01/01/2027	\$42.14	\$16.77	\$0.00	\$0.00	\$58.91
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	01/01/2024	\$117.16	\$10.08	\$0.00	\$0.00	\$127.24
For apprentice rates see "Apprentice- PILE DRIVER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	12/01/2024	\$57.03	\$15.55	\$0.00	\$0.00	\$72.58
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$0.00	\$0.00	\$73.88
	12/01/2025	\$59.78	\$15.55	\$0.00	\$0.00	\$75.33
	06/01/2026	\$61.08	\$15.55	\$0.00	\$0.00	\$76.63
	12/01/2026	\$62.53	\$15.55	\$0.00	\$0.00	\$78.08
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.03	\$15.55	\$0.00	\$0.00	\$72.58
	06/01/2025	\$58.33	\$15.55	\$0.00	\$0.00	\$73.88
	12/01/2025	\$59.78	\$15.55	\$0.00	\$0.00	\$75.33
	06/01/2026	\$61.08	\$15.55	\$0.00	\$0.00	\$76.63
F C C C C C C C C C C C C C C C C C C C	12/01/2026	\$62.53	\$15.55	\$0.00	\$0.00	\$78.08
For apprentice rates see "Apprentice- OPERATING ENGINEERS" DITT I DOZED /GD A DED /S CD A DED			*	ФС 22	Φ0.00	*
BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.40	\$15.55	\$0.00	\$0.00	\$71.95
	06/01/2025	\$57.68	\$15.55	\$0.00	\$0.00	\$73.23
	12/01/2025	\$59.12	\$15.55	\$0.00	\$0.00	\$74.67
	06/01/2026	\$60.40	\$15.55	\$0.00	\$0.00	\$75.95
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$61.84	\$15.55	\$0.00	\$0.00	\$77.39

 Issue Date:
 03/14/2025
 Wage Request Number:
 20250314-022-10
 Page 2 of 8

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	12/01/2024	\$58.18	\$15.55	\$0.00	\$0.00	\$73.73
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$59.51	\$15.55	\$0.00	\$0.00	\$75.06
	12/01/2025	\$60.98	\$15.55	\$0.00	\$0.00	\$76.53
	06/01/2026	\$62.31	\$15.55	\$0.00	\$0.00	\$77.86
	12/01/2026	\$63.79	\$15.55	\$0.00	\$0.00	\$79.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2024	\$36.67	\$15.55	\$0.00	\$0.00	\$52.22
SI ERATINO ENGINEERO LOCAL 7	06/01/2025	\$37.52	\$15.55	\$0.00	\$0.00	\$53.07
	12/01/2025	\$38.47	\$15.55	\$0.00	\$0.00	\$54.02
	06/01/2026	\$39.33	\$15.55	\$0.00	\$0.00	\$54.88
	12/01/2026	\$40.28	\$15.55	\$0.00	\$0.00	\$55.83
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$78.11	\$10.08	\$0.00	\$0.00	\$88.19
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	\$0.00	\$0.00	\$65.87
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate						
DIVER TENDER (EFFLUENT)	08/01/2024	\$83.69	\$10.08	\$0.00	\$0.00	\$93.77
PILE DRIVER LOCAL 56 (ZONE 1)						
For apprentice rates see "Apprentice- PILE DRIVER" DIVER (CLUB DAY (EFFEL LIENT)					****	
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$117.16	\$10.08	\$0.00	\$0.00	\$127.24
For apprentice rates see "Apprentice- PILE DRIVER"						
FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.03	\$15.55	\$0.00	\$0.00	\$72.58
SI DIVITINO DI GINEDIO EGCILI I	06/01/2025	\$58.33	\$15.55	\$0.00	\$0.00	\$73.88
	12/01/2025	\$59.78	\$15.55	\$0.00	\$0.00	\$75.33
	06/01/2026	\$61.08	\$15.55	\$0.00	\$0.00	\$76.63
	12/01/2026	\$62.53	\$15.55	\$0.00	\$0.00	\$78.08
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4	12/01/2024	\$36.67	\$15.55	\$0.00	\$0.00	\$52.22
JI BINTING ENGINEERIS EGCIL 4	06/01/2025	\$37.52	\$15.55	\$0.00	\$0.00	\$53.07
	12/01/2025	\$38.47	\$15.55	\$0.00	\$0.00	\$54.02
	06/01/2026	\$39.33	\$15.55	\$0.00	\$0.00	\$54.88
	12/01/2026	\$40.28	\$15.55	\$0.00	\$0.00	\$55.83
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HOISTING ENGINEER/CRANES/GRADALLS OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.03	\$15.55	\$0.00	\$0.00	\$72.58
JI ERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$0.00	\$0.00	\$73.88
	12/01/2025	\$59.78	\$15.55	\$0.00	\$0.00	\$75.33
	06/01/2026	\$61.08	\$15.55	\$0.00	\$0.00	\$76.63
						*

Issue Date: 03/14/2025 **Wage Request Number:** 20250314-022-10 **Page 3 of 8**

Unemployment

Apprentice -	OPERATING ENGINEERS - Local 4
--------------	-------------------------------

Step percent Apprentice Base Wage Health Pension Unemployment Total Rate		Effecti	ive Date -	12/01/2024				Supplemental		
2 60 \$34.22 \$15.55 \$0.00 \$0.00 \$49.77 3 65 \$37.07 \$15.55 \$0.00 \$0.00 \$52.62 4 70 \$39.92 \$15.55 \$0.00 \$0.00 \$52.62 4 70 \$39.92 \$15.55 \$0.00 \$0.00 \$55.47 5 75 \$42.77 \$15.55 \$0.00 \$0.00 \$58.32 6 80 \$45.62 \$15.55 \$0.00 \$0.00 \$61.17 7 85 \$48.48 \$15.55 \$0.00 \$0.00 \$64.03 8 90 \$51.33 \$15.55 \$0.00 \$0.00 \$66.88 Effective Date - \$06/01/2025 \$Apprentice Base Wag Health Pension Unamployment Total Rate 1 55 \$32.08 \$0.00 \$0.00 \$32.08 2 60 \$335.00 \$15.55 \$0.00 \$0.00 \$32.08 2 60 \$335.00 \$15.55 \$0.00 \$0.00 \$50.55 3 65 \$337.91 \$15.55 \$0.00 \$0.00 \$50.55 3 65 \$337.91 \$15.55 \$0.00 \$0.00 \$50.34 4 70 \$40.83 \$15.55 \$0.00 \$0.00 \$50.34 4 70 \$40.83 \$15.55 \$0.00 \$0.00 \$50.34 5 75 \$43.75 \$15.55 \$0.00 \$0.00 \$50.34 6 80 \$46.66 \$15.55 \$0.00 \$0.00 \$50.30 6 80 \$46.66 \$15.55 \$0.00 \$0.00 \$66.13 8 90 \$52.50 \$15.55 \$0.00 \$0.00 \$50.30 6 80 \$40.00 \$49.51 Apprentice bourneyworker Ratio: 1:6 \$40.00 \$49.51 ADBORER ABORER AB		Step	percent		Apprentice Base Wage	Health	Pension		Total Rate	
3 65 \$37.07 \$15.55 \$0.00 \$0.00 \$52.62 4 70 \$39.92 \$15.55 \$0.00 \$0.00 \$55.47 5 75 \$42.77 \$15.55 \$0.00 \$0.00 \$58.32 6 80 \$45.62 \$15.55 \$0.00 \$0.00 \$61.17 7 85 \$48.48 \$15.55 \$0.00 \$0.00 \$66.88 8 90 \$51.33 \$15.55 \$0.00 \$0.00 \$66.88 Fifective Date - 06/01/2025		1	55		\$31.37	\$0.00	\$0.00	\$0.00	\$31.37	
4 70 \$39.92 \$15.55 \$0.00 \$0.00 \$55.47 5 75 \$42.77 \$15.55 \$0.00 \$0.00 \$58.32 6 80 \$45.62 \$15.55 \$0.00 \$0.00 \$61.17 7 85 \$48.48 \$15.55 \$0.00 \$0.00 \$64.03 8 90 \$51.33 \$15.55 \$0.00 \$0.00 \$66.88 Effective Date		2	60		\$34.22	\$15.55	\$0.00	\$0.00	\$49.77	
S		3	65		\$37.07	\$15.55	\$0.00	\$0.00	\$52.62	
Second S		4	70		\$39.92	\$15.55	\$0.00	\$0.00	\$55.47	
Reference Part Pa		5	75		\$42.77	\$15.55	\$0.00	\$0.00	\$58.32	
Reffective Date - 06/01/2025 S51.33 S15.55 S0.00 S0.00 S66.88		6	80		\$45.62	\$15.55	\$0.00	\$0.00	\$61.17	
Fifective Date O6/01/2025 Apprentice Base Wage Health Pension Unemployment Total Rate		7	85		\$48.48	\$15.55	\$0.00	\$0.00	\$64.03	
Step percent Apprentice Base Wage Health Pension Unemployment Total Rate		8	90		\$51.33	\$15.55	\$0.00	\$0.00	\$66.88	
1 55 \$32.08 \$0.00 \$0.00 \$0.00 \$32.08 2 60 \$35.00 \$15.55 \$0.00 \$0.00 \$50.55 3 65 \$37.91 \$15.55 \$0.00 \$0.00 \$53.46 4 70 \$40.83 \$15.55 \$0.00 \$0.00 \$55.38 5 75 \$43.75 \$15.55 \$0.00 \$0.00 \$59.30 6 80 \$46.66 \$15.55 \$0.00 \$0.00 \$62.21 7 85 \$49.58 \$15.55 \$0.00 \$0.00 \$65.13 8 90 \$52.50 \$15.55 \$0.00 \$0.00 \$68.05			ive Date -	06/01/2025						
2 60 \$35.00 \$15.55 \$0.00 \$0.00 \$50.55 3 65 \$37.91 \$15.55 \$0.00 \$0.00 \$53.46 4 70 \$40.83 \$15.55 \$0.00 \$0.00 \$56.38 5 75 \$43.75 \$15.55 \$0.00 \$0.00 \$59.30 6 80 \$46.66 \$15.55 \$0.00 \$0.00 \$62.21 7 85 \$49.58 \$15.55 \$0.00 \$0.00 \$65.13 8 90 \$552.50 \$15.55 \$0.00 \$0.00 \$66.05		Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
Notes:		1	55		\$32.08	\$0.00	\$0.00	\$0.00	\$32.08	
A 70		2	60		\$35.00	\$15.55	\$0.00	\$0.00	\$50.55	
State Stat		3	65		\$37.91	\$15.55	\$0.00	\$0.00	\$53.46	
Notes:		4	70		\$40.83	\$15.55	\$0.00	\$0.00	\$56.38	
7 85 \$49.58 \$15.55 \$0.00 \$0.00 \$65.13 8 90 \$52.50 \$15.55 \$0.00 \$0.00 \$68.05 \$		5	75		\$43.75	\$15.55	\$0.00	\$0.00	\$59.30	
8 90 \$52.50 \$15.55 \$0.00 \$0.00 \$68.05 Notes:		6	80		\$46.66	\$15.55	\$0.00	\$0.00	\$62.21	
Notes: Apprentice to Journeyworker Ratio:1:6		7	85		\$49.58	\$15.55	\$0.00	\$0.00	\$65.13	
Apprentice to Journeyworker Ratio:1:6 LABORER LABORERS - ZONE 2 12/01/2024 \$39.86 \$9.65 \$0.00 \$0.00 \$49.51 06/01/2025 \$41.25 \$9.65 \$0.00 \$0.00 \$50.90 12/01/2025 \$42.63 \$9.65 \$0.00 \$0.00 \$52.28 06/01/2026 \$44.07 \$9.65 \$0.00 \$0.00 \$53.72 12/01/2026 \$45.51 \$9.65 \$0.00 \$0.00 \$55.16 06/01/2027 \$46.96 \$9.65 \$0.00 \$0.00 \$55.16 12/01/2027 \$48.41 \$9.65 \$0.00 \$0.00 \$558.06 06/01/2028 \$49.91 \$9.65 \$0.00 \$0.00 \$559.56		8	90		\$52.50	\$15.55	\$0.00	\$0.00	\$68.05	
LABORER LABORERS - ZONE 2 12/01/2024 \$39.86 \$9.65 \$0.00 \$0.00 \$49.51 06/01/2025 \$41.25 \$9.65 \$0.00 \$0.00 \$50.90 12/01/2025 \$42.63 \$9.65 \$0.00 \$0.00 \$52.28 06/01/2026 \$44.07 \$9.65 \$0.00 \$0.00 \$53.72 12/01/2026 \$45.51 \$9.65 \$0.00 \$0.00 \$55.16 06/01/2027 \$46.96 \$9.65 \$0.00 \$0.00 \$56.61 12/01/2027 \$48.41 \$9.65 \$0.00 \$0.00 \$58.06 06/01/2028 \$49.91 \$9.65 \$0.00 \$0.00 \$59.56		Notes:								
LABORER LABORERS - ZONE 2 12/01/2024 \$39.86 \$9.65 \$0.00 \$0.00 \$49.51 06/01/2025 \$41.25 \$9.65 \$0.00 \$0.00 \$50.90 12/01/2025 \$42.63 \$9.65 \$0.00 \$0.00 \$52.28 06/01/2026 \$44.07 \$9.65 \$0.00 \$0.00 \$53.72 12/01/2026 \$45.51 \$9.65 \$0.00 \$0.00 \$55.16 06/01/2027 \$46.96 \$9.65 \$0.00 \$0.00 \$56.61 12/01/2027 \$48.41 \$9.65 \$0.00 \$0.00 \$58.06 06/01/2028 \$49.91 \$9.65 \$0.00 \$0.00 \$59.56		Appre	ntice to Jo	urneyworker Ratio:1:6						
06/01/2025 \$41.25 \$9.65 \$0.00 \$50.90 12/01/2025 \$42.63 \$9.65 \$0.00 \$0.00 \$52.28 06/01/2026 \$44.07 \$9.65 \$0.00 \$0.00 \$53.72 12/01/2026 \$45.51 \$9.65 \$0.00 \$0.00 \$55.16 06/01/2027 \$46.96 \$9.65 \$0.00 \$0.00 \$56.61 12/01/2027 \$48.41 \$9.65 \$0.00 \$0.00 \$58.06 06/01/2028 \$49.91 \$9.65 \$0.00 \$0.00 \$59.56	LABORER				12/01/2024	1 \$39.	86 \$9.65	\$0.00	\$0.00	\$49.51
06/01/2026 \$44.07 \$9.65 \$0.00 \$0.00 \$53.72 12/01/2026 \$45.51 \$9.65 \$0.00 \$0.00 \$55.16 06/01/2027 \$46.96 \$9.65 \$0.00 \$0.00 \$56.61 12/01/2027 \$48.41 \$9.65 \$0.00 \$0.00 \$58.06 06/01/2028 \$49.91 \$9.65 \$0.00 \$0.00 \$59.56	LABORERS - ZON	E 2			06/01/2025	5 \$41.	25 \$9.65	\$0.00	\$0.00	\$50.90
12/01/2026 \$45.51 \$9.65 \$0.00 \$0.00 \$55.16 06/01/2027 \$46.96 \$9.65 \$0.00 \$0.00 \$56.61 12/01/2027 \$48.41 \$9.65 \$0.00 \$0.00 \$58.06 06/01/2028 \$49.91 \$9.65 \$0.00 \$0.00 \$59.56					12/01/2025	5 \$42.	.63 \$9.65	\$0.00	\$0.00	\$52.28
06/01/2027 \$46.96 \$9.65 \$0.00 \$56.61 12/01/2027 \$48.41 \$9.65 \$0.00 \$0.00 \$58.06 06/01/2028 \$49.91 \$9.65 \$0.00 \$0.00 \$59.56					06/01/2020	5 \$44.	07 \$9.65	\$0.00	\$0.00	\$53.72
12/01/2027 \$48.41 \$9.65 \$0.00 \$0.00 \$58.06 06/01/2028 \$49.91 \$9.65 \$0.00 \$0.00 \$59.56					12/01/2020	5 \$45.	51 \$9.65	\$0.00	\$0.00	\$55.16
06/01/2028 \$49.91 \$9.65 \$0.00 \$0.00 \$59.56					06/01/2027	7 \$46.	96 \$9.65	\$0.00	\$0.00	\$56.61
					12/01/202	7 \$48.	41 \$9.65	\$0.00	\$0.00	\$58.06
12/01/2028 \$51.41 \$9.65 \$0.00 \$0.00 \$61.06					06/01/2028	s49.	91 \$9.65	\$0.00	\$0.00	\$59.56
					12/01/2028	3 \$51.	41 \$9.65	\$0.00	\$0.00	\$61.06

Issue Date: 03/14/2025 Wage Request Number: 20250314-022-10 Page 4 of 8

	ive Date - 12/01/2024				C1		
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60	\$23.92	\$9.65	\$0.00	\$0.00	\$33.57	
2	70	\$27.90	\$9.65	\$0.00	\$0.00	\$37.55	
3	80	\$31.89	\$9.65	\$0.00	\$0.00	\$41.54	
4	90	\$35.87	\$9.65	\$0.00	\$0.00	\$45.52	
Effect	ive Date - 06/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60	\$24.75	\$9.65	\$0.00	\$0.00	\$34.40	
2	70	\$28.88	\$9.65	\$0.00	\$0.00	\$38.53	
3	80	\$33.00	\$9.65	\$0.00	\$0.00	\$42.65	
4	90	\$37.13	\$9.65	\$0.00	\$0.00	\$46.78	
Notes:							
Appre	entice to Journeyworker Rat					'	
AVY &	z HIGHWAY)	12/01/2024	\$39.86	\$9.65	\$0.00	\$0.00	\$4
2 (HEAV	Y & HIGHWAY)	06/01/2025		\$9.65	\$0.00	\$0.00	\$5
		12/01/2025		\$9.65	\$0.00	\$0.00	\$5
		06/01/2026		\$9.65	\$0.00	\$0.00	\$5
		12/01/2026		\$9.65	\$0.00	\$0.00	\$5
	I ARODER (II-	0 H:-L					
	ntice - LABORER (Heavy o	& Highway) - Zone 2			6 1 41		
	ntice - LABORER (Heavy of ive Date - 12/01/2024 percent	& Highway) - Zone 2 Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Effect	ive Date - 12/01/2024		Health \$9.65	Pension \$0.00		Total Rate \$33.57	
Effect Step	ive Date - 12/01/2024 percent	Apprentice Base Wage			Unemployment		
Effect Step	percent 12/01/2024 60	Apprentice Base Wage \$23.92	\$9.65	\$0.00	Unemployment \$0.00	\$33.57	
Step 1 2	ive Date - 12/01/2024 percent 60 70	Apprentice Base Wage \$23.92 \$27.90	\$9.65 \$9.65	\$0.00 \$0.00	\$0.00 \$0.00	\$33.57 \$37.55	
Step 1 2 3 4	percent 12/01/2024 percent 60 70 80	\$23.92 \$27.90 \$31.89	\$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$33.57 \$37.55 \$41.54	
Step 1 2 3 4	ive Date - 12/01/2024 percent 60 70 80 90	\$23.92 \$27.90 \$31.89	\$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$33.57 \$37.55 \$41.54	
Step 1 2 3 4 Effect	ive Date - 12/01/2024 percent 60 70 80 90 ive Date - 06/01/2025	\$23.92 \$27.90 \$31.89 \$35.87	\$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$33.57 \$37.55 \$41.54 \$45.52	
Step 1 2 3 4 Effect Step	ive Date - 12/01/2024 percent 60 70 80 90 ive Date - 06/01/2025 percent	Apprentice Base Wage \$23.92 \$27.90 \$31.89 \$35.87 Apprentice Base Wage	\$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$33.57 \$37.55 \$41.54 \$45.52	
Step 1 2 3 4 Effect Step 1 1	ive Date - 12/01/2024 percent 60 70 80 90 ive Date - 06/01/2025 percent 60	\$23.92 \$27.90 \$31.89 \$35.87 Apprentice Base Wage	\$9.65 \$9.65 \$9.65 \$9.65 Health	\$0.00 \$0.00 \$0.00 \$0.00 Pension \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$33.57 \$37.55 \$41.54 \$45.52 Total Rate \$34.40	

Issue Date: 03/14/2025

Wage Request Number:

Notes:

Apprentice to Journeyworker Ratio:1:5

20250314-022-10

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OILER (OTHER THAN TRUCK CRANES, GRADALLS)	12/01/2024	\$25.37	\$15.30	\$0.00	\$0.00	\$40.67
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$25.97	\$15.30	\$0.00	\$0.00	\$41.27
	12/01/2025	\$26.63	\$15.30	\$0.00	\$0.00	\$41.93
	06/01/2026	\$27.22	\$15.30	\$0.00	\$0.00	\$42.52
	12/01/2026	\$27.89	\$15.30	\$0.00	\$0.00	\$43.19
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2024	\$31.08	\$15.30	\$0.00	\$0.00	\$46.38
OI EMITING ENGINEERS ESCAL 7	06/01/2025	\$31.80	\$15.30	\$0.00	\$0.00	\$47.10
	12/01/2025	\$32.60	\$15.30	\$0.00	\$0.00	\$47.90
	06/01/2026	\$33.32	\$15.30	\$0.00	\$0.00	\$48.62
	12/01/2026	\$34.12	\$15.30	\$0.00	\$0.00	\$49.42
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.40	\$15.55	\$0.00	\$0.00	\$71.95
	06/01/2025	\$57.68	\$15.55	\$0.00	\$0.00	\$73.23
	12/01/2025	\$59.12	\$15.55	\$0.00	\$0.00	\$74.67
	06/01/2026	\$60.40	\$15.55	\$0.00	\$0.00	\$75.95
	12/01/2026	\$61.84	\$15.55	\$0.00	\$0.00	\$77.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2025	\$39.78	\$15.57	\$0.00	\$0.00	\$55.35
	06/01/2025	\$40.78	\$15.57	\$0.00	\$0.00	\$56.35
	12/01/2025	\$40.78	\$15.57	\$0.00	\$0.00	\$56.35
	01/01/2026	\$40.78	\$16.17	\$0.00	\$0.00	\$56.95
	06/01/2026	\$41.78	\$16.17	\$0.00	\$0.00	\$57.95
	12/01/2026	\$41.78	\$16.17	\$0.00	\$0.00	\$57.95
	01/01/2027	\$41.78	\$16.77	\$0.00	\$0.00	\$58.55
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2024	\$57.03	\$15.55	\$0.00	\$0.00	\$72.58
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$0.00	\$0.00	\$73.88
	12/01/2025	\$59.78	\$15.55	\$0.00	\$0.00	\$75.33
	06/01/2026	\$61.08	\$15.55	\$0.00	\$0.00	\$76.63
	12/01/2026	\$62.53	\$15.55	\$0.00	\$0.00	\$78.08
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.40	\$15.55	\$0.00	\$0.00	\$71.95
OI ERATINO ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$0.00	\$0.00	\$73.23
	12/01/2025	\$59.12	\$15.55	\$0.00	\$0.00	\$74.67
	06/01/2026	\$60.40	\$15.55	\$0.00	\$0.00	\$75.95
	12/01/2026	\$61.84	\$15.55	\$0.00	\$0.00	\$77.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	12/01/2024	\$36.67	\$15.55	\$0.00	\$0.00	\$52.22
OI EMITINO ENGINEERS LOCAL 4	06/01/2025	\$37.52	\$15.55	\$0.00	\$0.00	\$53.07
	12/01/2025	\$38.47	\$15.55	\$0.00	\$0.00	\$54.02
	06/01/2026	\$39.33	\$15.55	\$0.00	\$0.00	\$54.88
	12/01/2026	\$40.28	\$15.55	\$0.00	\$0.00	\$55.83
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROLLER/SPREADER/MULCHING MACHINE	12/01/2024	\$56.40	\$15.55	\$0.00	\$0.00	\$71.95
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$0.00	\$0.00	\$73.23
	12/01/2025	\$59.12	\$15.55	\$0.00	\$0.00	\$74.67
	06/01/2026	\$60.40	\$15.55	\$0.00	\$0.00	\$75.95
	12/01/2026	\$61.84	\$15.55	\$0.00	\$0.00	\$77.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2025	\$40.24	\$15.57	\$0.00	\$0.00	\$55.81
TELINISTERS VOINT COUNTERNO. IV ZONE B	06/01/2025	\$41.24	\$15.57	\$0.00	\$0.00	\$56.81
	12/01/2025	\$41.24	\$15.57	\$0.00	\$0.00	\$56.81
	01/01/2026	\$41.24	\$16.17	\$0.00	\$0.00	\$57.41
	06/01/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$58.41
	12/01/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$58.41
	01/01/2027	\$42.24	\$16.77	\$0.00	\$0.00	\$59.01
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	01/01/2025	\$40.53	\$15.57	\$0.00	\$0.00	\$56.10
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.53	\$15.57	\$0.00	\$0.00	\$57.10
	12/01/2025	\$41.53	\$15.57	\$0.00	\$0.00	\$57.10
	01/01/2026	\$41.53	\$16.17	\$0.00	\$0.00	\$57.70
	06/01/2026	\$42.53	\$16.17	\$0.00	\$0.00	\$58.70
	12/01/2026	\$42.53	\$16.17	\$0.00	\$0.00	\$58.70
	01/01/2027	\$42.53	\$16.77	\$0.00	\$0.00	\$59.30
TRACTORS/PORTABLE STEAM GENERATORS	12/01/2024	\$56.40	\$15.55	\$0.00	\$0.00	\$71.95
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$0.00	\$0.00	\$73.23
	12/01/2025	\$59.12	\$15.55	\$0.00	\$0.00	\$74.67
	06/01/2026	\$60.40	\$15.55	\$0.00	\$0.00	\$75.95
	12/01/2026	\$61.84	\$15.55	\$0.00	\$0.00	\$77.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT	01/01/2025	\$40.82	\$15.57	\$0.00	\$0.00	\$56.39
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.82	\$15.57	\$0.00	\$0.00	\$57.39
	12/01/2025	\$41.82	\$15.57	\$0.00	\$0.00	\$57.39
	01/01/2026	\$41.82	\$16.17	\$0.00	\$0.00	\$57.99
	06/01/2026	\$42.82	\$16.17	\$0.00	\$0.00	\$58.99
	12/01/2026	\$42.82	\$16.17	\$0.00	\$0.00	\$58.99
	01/01/2027	\$42.82	\$16.77	\$0.00	\$0.00	\$59.59
VAC-HAUL/CATCH BASIN CLEANING	01/01/2025	\$40.24	\$15.57	\$0.00	\$0.00	\$55.81
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.24	\$15.57	\$0.00	\$0.00	\$56.81
	12/01/2025	\$41.24	\$15.57	\$0.00	\$0.00	\$56.81
	01/01/2026	\$41.24	\$16.17	\$0.00	\$0.00	\$57.41
	06/01/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$58.41
	12/01/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$58.41
	01/01/2027	\$42.24	\$16.77	\$0.00	\$0.00	\$59.01

Issue Date: 03/14/2025 **Wage Request Number:** 20250314-022-10 **Page 7 of 8**

Classification Effective Date Base Wage Health Pension Supplemental Total Rate

Unemployment

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.

Issue Date: 03/14/2025 **Wage Request Number:** 20250314-022-10 **Page 8 of 8**