

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

Prevailing Wage Rates

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

LAUREN JONES Secretary

MICHAEL FLANAGAN Director

KIM DRISCOLL Lt. Governor

Awarding Authority:

Merrimack Valley Planning Commission

Contract Number: City/Town: NEWBURY

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

Construction Services: Patching Sidewalks Streets and Street and Sidewalk Resurfacing

Job Location: 160 Main Street

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- This annual update requirement is generally not applicable to 27F "rental of equipment" contracts. For such contracts, the prevailing wage rates issued by DLS shall remain in effect for the duration of the contract term. However, if the prevailing wage rate sheet issued does not contain wage rates for each year covered by the contract term, the Awarding Authority must request updated rate sheets from DLS and provide them to the contractor to ensure the correct rates are being paid throughout the duration of the contract. Additionally, if an Awarding Authority exercises an option to renew or extend the contract term, they must request updated rate sheets 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) 636-6953
- 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: 03/18/2025 **Wage Request Number:** 20250317-074-9

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
TEMBOTERS VOLITICO CONCELLATO. IN ESTADE	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) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$40.61	\$9.65	\$17.80	\$0.00	\$68.06
ENDORERO - ZONE 2 (HEAT I & HIGHMAI)	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
	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

 Issue Date:
 03/18/2025
 Wage Request Number:
 20250317-074-9
 Page 2 of 37

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
LABORERS - ZOINE 2 (HEAV I & 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
OI EIGHTNO ENGINEERS EOCHE 7	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
OI EMITING ENGINEERS ECCIE 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 2	12/01/2024	\$40.11	\$9.65	\$17.70	\$0.00	\$67.46
2.00.0.0	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"						

......

Page 3 of 37

Wage Request Number: 20250317-074-9

Issue Date: 03/18/2025

Classification	Effective Date	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
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$52.16	\$9.65	\$17.70	\$0.00	\$79.51
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
EADOREKS - LONE 2 (HEAVI & HIGHWAI)	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

	Appre	ntice - BOILERMA	KER - Local 29						
		ve Date - 01/01/2		d D W	TT 1.1	ъ .	Supplemental	T . 1 P	
	Step	percent	Ap	prentice Base Wage	Health	Pension	Unemployment	Total Ra	ate
	1	65		\$31.28	\$7.07	\$13.22	\$0.00	\$51.	57
	2	65		\$31.28	\$7.07	\$13.22	\$0.00	\$51.	57
	3	70		\$33.68	\$7.07	\$14.23	\$0.00	\$54.	98
	4	75		\$36.09	\$7.07	\$15.24	\$0.00	\$58.	40
	5	80		\$38.50	\$7.07	\$16.25	\$0.00	\$61.	82
	6	85		\$40.90	\$7.07	\$17.28	\$0.00	\$65.	25
	7	90		\$43.31	\$7.07	\$18.28	\$0.00	\$68.	66
	8	95		\$45.71	\$7.07	\$19.32	\$0.00	\$72.	10
	Notes:								-
	İ								
	Appre	ntice to Journeywor	ker Ratio:1:4						-
		TICIAL MASONRY	(INCL. MASONRY	02/01/2025	\$65.80	\$11.49	\$23.59	\$0.00	\$100.88
WATERPROOF BRICKLAYERS LO		(NN)		08/01/2025	\$67.95	\$11.49	\$23.59	\$0.00	\$103.03
DIGCREATERS EO	CIL J (LI	14.7		02/01/2026	\$69.30	\$11.49	\$23.59	\$0.00	\$104.38
				08/01/2026	\$71.50	\$11.49	\$23.59	\$0.00	\$106.58
				02/01/2027	\$72.90	\$11.49	\$23.59	\$0.00	\$107.98

Issue Date: 03/18/2025 **Wage Request Number:** 20250317-074-9 **Page 4 of 37**

	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	
	Effecti	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:							
	Appre	ntice to Journeyworker Ratio:1:5						
JLLDOZER/	GRADE	R/SCRAPER	12/01/2024	4 \$56.4	0 \$15.55	\$16.50	\$0.00	\$88.4
ERATING ENGI	NEERS LO	OCAL 4	06/01/202:			\$16.50	\$0.00	\$89.7
			12/01/202:			\$16.50	\$0.00	\$91.1
			06/01/2020	6 \$60.4		\$16.50	\$0.00	\$92.4
			12/01/2020			\$16.50	\$0.00	\$93.89
For apprentice	rates see "	Apprentice- OPERATING ENGINEERS"			·			
		INNING BOTTOM MAN	12/01/2024	4 \$48.1	0 \$9.65	\$18.22	\$0.00	\$75.97
BORERS - FOU	NDATION	AND MARINE	06/01/2023	5 \$49.6	0 \$9.65	\$18.22	\$0.00	\$77.4
			12/01/202:	5 \$51.1	0 \$9.65	\$18.22	\$0.00	\$78.9
			06/01/2020	6 \$52.6	5 \$9.65	\$18.22	\$0.00	\$80.5
			12/01/2020	6 \$54.1	5 \$9.65	\$18.22	\$0.00	\$82.02
		Apprentice- LABORER"						
AISSON & U BORERS - FOU		INNING LABORER AND MARINE	12/01/2024	4 \$46.9	5 \$9.65	\$18.22	\$0.00	\$74.82
			06/01/2023	5 \$48.4	5 \$9.65	\$18.22	\$0.00	\$76.32
			12/01/2023	5 \$49.9	5 \$9.65	\$18.22	\$0.00	\$77.82
			06/01/2020	6 \$51.5	0 \$9.65	\$18.22	\$0.00	\$79.3
For apprentice	rates see "	Apprentice- LABORER"	12/01/2020	6 \$53.0	0 \$9.65	\$18.22	\$0.00	\$80.8
ISSON & U	NDERP	INNING TOP MAN	12/01/2024	4 \$47.2	8 \$9.65	\$18.22	\$0.00	\$75.1:
BORERS - FOU	NDATION	AND MARINE	06/01/2023			\$18.22	\$0.00	\$76.6
			12/01/2023			\$18.22	\$0.00	\$78.1
			06/01/2020			\$18.22	\$0.00	\$79.7
			12/01/2020			\$18.22	\$0.00	\$81.20
		Apprentice- LABORER"	12/01/2020	υ φυ υ. Σ	J \$7.03	ψ10.22	φυισσ	φ01.Δ

Classification			Effective Dat	e Base Wago	e Health		Supplemental Unemployment	Total Rate
		LL OPERATOR	12/01/2024	\$40.11	\$9.65	\$17.70	\$0.00	\$67.46
LABORERS - ZONE	Ε 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
	rates see '	'Apprentice- LABORER"						
CARPENTER CARPENTERS - ZO	NE 2 (Eas	tern Massachusetts)	03/01/2025	\$49.62	\$9.83	\$19.97	\$0.00	\$79.42
		······································	09/01/2025	\$50.87	\$9.83	\$19.97	\$0.00	\$80.67
			03/01/2026	\$52.12	\$9.83	\$19.97	\$0.00	\$81.92
			09/01/2026		\$9.83	\$19.97	\$0.00	\$83.17
			03/01/2027	\$54.62	\$9.83	\$19.97	\$0.00	\$84.42
	Appre	ntice - CARPENTER - Zone 2 Easter	rn MA					
		ive Date - 03/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment		
	$\frac{3\mathbf{cp}}{1}$	45	\$22.33	\$9.83	\$1.73	\$0.00		
	2	45						
	3	55	\$22.33	\$9.83	\$1.73	\$0.00		
	4	55	\$27.29	\$9.83	\$3.40	\$0.00		
	5	70	\$27.29	\$9.83	\$3.40	\$0.00		
	6		\$34.73	\$9.83	\$16.51	\$0.00		
	7	70	\$34.73	\$9.83	\$16.51	\$0.00		
	8	80 80	\$39.70 \$39.70	\$9.83 \$9.83	\$18.24 \$18.24	\$0.00 \$0.00		
	Effecti	ive Date - 09/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment		
	1	45	\$22.89	\$9.83	\$1.73	\$0.00	\$34.45	
	2	45	\$22.89	\$9.83	\$1.73	\$0.00		
	3	55	\$27.98	\$9.83	\$3.40	\$0.00		
	4	55	\$27.98	\$9.83	\$3.40	\$0.00		
	5	70	\$35.61	\$9.83	\$16.51	\$0.00		
	6	70	\$35.61	\$9.83	\$16.51	\$0.00		
	7	80	\$40.70	\$9.83	\$18.24	\$0.00		
	8	80	\$40.70	\$9.83	\$18.24	\$0.00		
	Notes:							
	İ							
	Appre	ntice to Journeyworker Ratio:1:5						
CARPENTER V			10/01/2024	\$26.65	\$7.02	\$4.80	\$0.00	\$38.47
CARPENTERS-ZON	NE 3 (Woo	d Frame)	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

Wage Request Number: 20250317-074-9

Issue Date: 03/18/2025

Page 6 of 37

Supplemental Unemployment

All Aspects of New Wood Frame Work

Effective Date Base Wage Health

Pension

Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 3

Step	ive Date - 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	\$23.0
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.
Effect	ive Date -	10/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total R
1	60		\$16.65	\$7.02	\$0.00	\$0.00	\$23.
2	60		\$16.65	\$7.02	\$0.00	\$0.00	\$23.
3	65		\$18.04	\$7.02	\$1.00	\$0.00	\$26.
4	70		\$19.43	\$7.02	\$1.00	\$0.00	\$27.
5	75		\$20.81	\$7.02	\$4.80	\$0.00	\$32.
6	80		\$22.20	\$7.02	\$4.80	\$0.00	\$34.
7	85		\$23.59	\$7.02	\$4.80	\$0.00	\$35.
8	90		\$24.98	\$7.02	\$4.80	\$0.00	\$36.
Notes:							
Appre	ntice to Jo	urneyworker Ratio:1:5					
SONRY	PLASTER	ING	07/01/2024	\$49.19	\$13.35	\$24.21	\$1.80

Issue Date: 03/18/2025 **Wage Request Number:** 20250317-074-9 Page 7 of 37

DELEADER (BRIDGE)

PAINTERS LOCAL 35 - ZONE 2

Pension

	Effecti Step	ve Date - 07/01/202 percent		ntice Base Wage	Health		Pension	Supplemental Unemployment	To	tal Rate	
_	1	50		\$24.60	\$13.35		\$16.43	\$0.00		\$54.38	
	2	60		\$29.51	\$13.35		\$19.21	\$1.80		\$63.87	
	3	65		\$31.97	\$13.35		\$20.21	\$1.80		\$67.33	
	4	70		\$34.43	\$13.35		\$21.21	\$1.80		\$70.79	
	5	75		\$36.89	\$13.35		\$22.21	\$1.80		\$74.25	
	6	80		\$39.35	\$13.35		\$23.21	\$1.80		\$77.71	
	7	90		\$44.27	\$13.35		\$24.21	\$1.80		\$83.63	
[] 	— — Notes:	Steps 3,4 are 500 hrs.	All other steps are 1,00	0 hrs.							
	Appre	ntice to Journeyworke	r Ratio:1:3							'	
HAIN SAW OP	ERAT	OR		12/01/2024	1 \$4	0.11	\$9.65	\$17.70	\$0.00		\$67.46
BORERS - ZONE 2	?			06/01/2025	5 \$4	1.50	\$9.65	\$17.70	\$0.00		\$68.85
				12/01/2025	5 \$4:	2.88	\$9.65	\$17.70	\$0.00		\$70.23
				06/01/2026	5 \$4	4.32	\$9.65	\$17.70	\$0.00		\$71.6
				12/01/2026	5 \$4	5.76	\$9.65	\$17.70	\$0.00		\$73.1
				06/01/2027	7 \$4	7.21	\$9.65	\$17.70	\$0.00		\$74.50
				12/01/2027	7 \$4	8.66	\$9.65	\$17.70	\$0.00		\$76.0
				06/01/2028	3 \$5	0.16	\$9.65	\$17.70	\$0.00		\$77.5
				12/01/2028	3 \$5	1.66	\$9.65	\$17.70	\$0.00		\$79.0
		Apprentice- LABORER"									
.AM SHELLS/ ERATING ENGINE		RY BUCKETS/HEAD OCAL 4	ING MACHINES	12/01/2024		8.18	\$15.55	\$16.50	\$0.00		\$90.23
				06/01/2025		9.51	\$15.55	\$16.50	\$0.00		\$91.56
				12/01/2025		0.98	\$15.55	\$16.50	\$0.00		\$93.03
				06/01/2026		2.31	\$15.55	\$16.50	\$0.00		\$94.36
For apprentice ra	ites see "	Apprentice- OPERATING E	NGINEERS"	12/01/2026	5 \$6	3.79	\$15.55	\$16.50	\$0.00		\$95.84
MPRESSOR (12/01/2024	1 \$3	6.67	\$15.55	\$16.50	\$0.00		\$68.72
ERATING ENGINE				06/01/2025		7.52	\$15.55	\$16.50	\$0.00		\$69.5
				12/01/2025		7.32 8.47	\$15.55	\$16.50	\$0.00		\$70.5
				06/01/2020		9.33	\$15.55	\$16.50	\$0.00		\$70.3
				12/01/2026		0.28	\$15.55	\$16.50	\$0.00		\$72.3
For apprentice ra	ites see "	Apprentice- OPERATING E	NGINEERS"	12/01/2020	, 9 4 1	0.20	φ13.33	ψ10.50	ψυ.υυ		φ14.3

Issue Date: 03/18/2025

01/01/2025

\$58.46

\$9.95

\$23.95

\$0.00

\$92.36

1	Effective Date -	NTER Local 35 - BRIDGES/TANKS 01/01/2025				Supplemental		
-	Step percent	Apprentice	Base Wage	Health	Pension	Unemployment	Total Rat	<u>e</u>
	1 50	9	\$29.23	\$9.95	\$0.00	\$0.00	\$39.13	8
	2 55		\$32.15	\$9.95	\$6.66	\$0.00	\$48.70	6
	3 60	9	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29	9
	4 65	9	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82	2
	5 70	9	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19	9
	6 75		\$43.85	\$9.95	\$20.93	\$0.00	\$74.73	3
	7 80		\$46.77	\$9.95	\$21.53	\$0.00	\$78.2	5
	8 90	9	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30	0
- []								
i	Steps are 75	50 hrs.						
_	Apprentice to Jour	neyworker Ratio:1:1						
DEMO: ADZEM			12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
ABOKEKS - 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 ra	ates see "Apprentice- LA	BORER"	12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65
		MMER OPERATOR	12/02/2024	\$48.00	\$9.65	\$18.40	\$0.00	\$76.05
ABORERS - ZONE 2	?		06/02/2025		\$9.65	\$18.40	\$0.00	\$77.55
			12/01/2025		\$9.65	\$18.40	\$0.00	\$79.05
			06/01/2026		\$9.65	\$18.40	\$0.00	\$80.60
			12/07/2026		\$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 ra	ntes see "Apprentice- LA	BORER"						
DEMO: BURNE ABORERS - ZONE 2			12/02/2024	\$47.75	\$9.65	\$18.40	\$0.00	\$75.80
ADOREMO - ZONE 2	•		06/02/2025	\$49.25	\$9.65	\$18.40	\$0.00	\$77.30
			12/01/2025	\$50.75	\$9.65	\$18.40	\$0.00	\$78.80
			06/01/2026	\$52.30	\$9.65	\$18.40	\$0.00	\$80.35
			12/07/2026	\$53.80	\$9.65	\$18.40	\$0.00	\$81.85
			06/07/2027	\$55.40	\$9.65	\$18.40	\$0.00	\$83.45
			12/06/2027	\$57.00	\$9.65	\$18.40	\$0.00	\$85.05
			06/05/2028	\$58.68	\$9.65	\$18.40	\$0.00	\$86.73
			12/04/2028	\$60.35	\$9.65	\$18.40	\$0.00	\$88.40
ssue Date: 03		Wage Request Number:		7 074 0				Page 9 of 37

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"					Chemployment	
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
Established Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annu	12/04/2028	\$60.60	\$9.65	\$18.40	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER" DEMO: JACKHAMMER OPERATOR	12/02/2024	Ф47.75	#0.65	¢10.40	¢0.00	Ф 7 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 \$0.00	\$78.80
	06/01/2026 12/07/2026	\$52.30	\$9.65	\$18.40	\$0.00	\$80.35 \$81.85
	06/07/2027	\$53.80 \$55.40	\$9.65 \$9.65	\$18.40	\$0.00	\$83.45
	12/06/2027	\$55.40 \$57.00	\$9.65	\$18.40	\$0.00	\$85.05
	06/05/2028	\$57.00 \$58.68	\$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"	12/04/2026	\$00.55	\$9.03	\$10.40	\$0.00	300.40
DEMO: WRECKING LABORER	12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
LABORERS - ZONE 2	06/02/2025	\$48.50	\$9.65	\$18.40	\$0.00	\$76.55
	12/01/2025	\$50.00	\$9.65	\$18.40	\$0.00	\$78.05
	06/01/2026	\$51.55	\$9.65	\$18.40	\$0.00	\$79.60
	12/07/2026	\$53.05	\$9.65	\$18.40	\$0.00	\$81.10
	06/07/2027	\$54.65	\$9.65	\$18.40	\$0.00	\$82.70
	12/06/2027	\$56.25	\$9.65	\$18.40	\$0.00	\$84.30
	06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.98
	12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR 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
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"						

 Issue Date:
 03/18/2025
 Wage Request Number:
 20250317-074-9
 Page 10 of 37

Classification	Effective Da	te Base Wage	Health		Supplemental Unemployment	Total Ra
DIVER/SLURRY (EFFLUENT) ILE 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) **RAWBRIDGE - 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 - <i>ELECTRICIAN</i> - <i>Local 103</i> Effective Date - 03/01/2025				Supplementa		
Step percent	Apprentice Base Wage	Health	Pension	Unemploymen		
1 40	\$25.99	\$13.00	\$0.78	\$0.00	\$39.77	
2 40	\$25.99	\$13.00	\$0.78	\$0.00	\$39.77	
3 45	\$29.24	\$13.00	\$16.71	\$0.00	\$58.95	
4 45	\$29.24	\$13.00	\$16.71	\$0.00	\$58.95	
5 50	\$32.49	\$13.00	\$17.21	\$0.00	\$62.70	
6 55	\$35.74	\$13.00	\$17.72	\$0.00	\$66.46	
7 60	\$38.99	\$13.00	\$18.23	\$0.00	\$70.22	
8 65	\$42.24	\$13.00	\$18.74	\$0.00	\$73.98	
9 70	\$45.49	\$13.00	\$19.24	\$0.00	\$77.73	
10 75	\$48.74	\$13.00	\$19.76	\$0.00	\$81.50	
Effective Date - 09/01/2025 Step percent	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
1 40	\$26.76	\$13.00	\$0.80	\$0.00		
2 40	\$26.76 \$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		
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:** 20250317-074-9 **Page 11 of 37**

	Step	ive Date - 01/01/2022 percent	Apprer	tice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
	1	50		\$32.81	\$16.03	\$0.00	\$0.00	\$48.8	4
	2	55		\$36.09	\$16.03	\$20.21	\$0.00	\$72.3	3
	3	65		\$42.65	\$16.03	\$20.21	\$0.00	\$78.8	9
	4	70		\$45.93	\$16.03	\$20.21	\$0.00	\$82.1	7
	5	80		\$52.50	\$16.03	\$20.21	\$0.00	\$88.7	4
	Notes								
	İ	Steps 1-2 are 6 mos.; Step	os 3-5 are 1 year						
	Appre	entice to Journeyworker R	atio:1:1						
EVATOR CO		UCTOR HELPER S LOCAL 4		01/01/2022	2 \$45.9	\$16.03	\$20.21	\$0.00	\$82.17
		"Apprentice - ELEVATOR CONS"					0.1.7.00	0000	
		AIL ERECTOR (HEAVY & 'Y & <i>HIGHWAY)</i>	nighwai)	12/01/2024			\$17.80	\$0.00	\$67.56
				06/01/202:			\$17.80	\$0.00	\$68.95
				12/01/202:			\$17.80	\$0.00	\$70.33
				06/01/2020			\$17.80	\$0.00	\$71.7
For apprentice	rates see	"Apprentice- LABORER (Heavy a	nd Highway)	12/01/2020	5 \$45.7	6 \$9.65	\$17.80	\$0.00	\$73.2
		RSON-BLDG,SITE,HVY/F	IWY	11/01/2024	\$51.7	8 \$15.30	\$16.40	\$0.00	\$83.48
ERATING ENGI	NEERS L	OCAL 4		05/01/2025	5 \$53.2	22 \$15.30	\$16.40	\$0.00	\$84.92
				11/01/2025	\$54.5	\$15.30	\$16.40	\$0.00	\$86.2
				05/01/2020	5 \$55.9	5 \$15.30	\$16.40	\$0.00	\$87.65
				11/01/2026	\$57.2	\$15.30	\$16.40	\$0.00	\$88.94
				05/01/2027	7 \$58.6	\$15.30	\$16.40	\$0.00	\$90.37
••		"Apprentice- OPERATING ENGI							
ELD ENG.PA PERATING ENGI		HIEF-BLDG,SITE,HVY/F OCAL 4	IWY	11/01/2024	\$53.3	\$15.30	\$16.40	\$0.00	\$85.07
Elemino Enor	.veerto e	OCHE /		05/01/2025	\$54.8	\$15.30	\$16.40	\$0.00	\$86.52
				11/01/2025	\$56.1	2 \$15.30	\$16.40	\$0.00	\$87.82
				05/01/2020	5 \$57.5	\$15.30	\$16.40	\$0.00	\$89.27
				11/01/2026	\$58.8	\$15.30	\$16.40	\$0.00	\$90.57
ъ :			VEED CII	05/01/2027	7 \$60.3	\$15.30	\$16.40	\$0.00	\$92.02
		"Apprentice- OPERATING ENGI							
ELD ENG.RO Erating engl		SON-BLDG,SITE,HVY/F OCAL 4	IW Y	11/01/2024				\$0.00	\$57.07
				05/01/2023	\$26.2	\$15.30		\$0.00	\$57.92
				11/01/2025	\$26.9	98 \$15.30		\$0.00	\$58.68
				05/01/2020	\$27.8	\$15.30		\$0.00	\$59.53
				11/01/2026	\$28.5	\$15.30		\$0.00	\$60.29
				05/01/2027	7 \$29.4	4 \$15.30	\$16.40	\$0.00	\$61.14

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

 Issue Date:
 03/18/2025
 Wage Request Number:
 20250317-074-9
 Page 13 of 37

	Step	ve Date - percent	03/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	ate
	1	45		\$25.98	\$8.83	\$1.76	\$0.00	\$36.	57
	2	45		\$25.98	\$8.83	\$1.76	\$0.00	\$36.	57
	3	55		\$31.75	\$8.83	\$3.52	\$0.00	\$44.	10
	4	55		\$31.75	\$8.83	\$3.52	\$0.00	\$44.	10
	5	70		\$40.41	\$8.83	\$16.75	\$0.00	\$65.	99
	6	70		\$40.41	\$8.83	\$16.75	\$0.00	\$65.	99
	7	80		\$46.18	\$8.83	\$18.51	\$0.00	\$73.	52
	8	80		\$46.18	\$8.83	\$18.51	\$0.00	\$73.	52
	Effecti	ve Date -	09/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	ate
	1	45		\$26.65	\$8.83	\$1.76	\$0.00	\$37.	24
	2	45		\$26.65	\$8.83	\$1.76	\$0.00	\$37.	24
	3	55		\$32.58	\$8.83	\$3.52	\$0.00	\$44.	93
	4	55		\$32.58	\$8.83	\$3.52	\$0.00	\$44.	93
	5	70		\$41.46	\$8.83	\$16.75	\$0.00	\$67.	04
	6	70		\$41.46	\$8.83	\$16.75	\$0.00	\$67.	04
	7	80		\$47.38	\$8.83	\$18.51	\$0.00	\$74.	72
	8	80		\$47.38	\$8.83	\$18.51	\$0.00	\$74.	72
	Notes:	Steps are 7	750 hrs.						
			ırneyworker Ratio:1:1						
	CHERRY GINEERS LO			12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
ATING EN	JINEEKS EC	CAL 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 apprenti	ce rates see "	Apprentice- O	PERATING ENGINEERS"	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
			Γ/HEATERS	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
RATING EN	GINEERS LO	OCAL 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
For apprenti	ce rates see "	Apprentice- O	PERATING ENGINEERS"	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
			BARRIER/INTERIOR	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86

Apprentice - GLAZIER - Local 35 Zone 2						
Effective Date - 01/01/2025				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
1 50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.9	3
2 55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.9	9
3 60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.9	9
4 65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.9	9
5 70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.8	4
6 75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.8	5
7 80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.8	5
8 90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.8	5
Notes:						
Steps are 750 hrs.						
Apprentice to Journeyworker Ratio:1:1						
HOISTING ENGINEER/CRANES/GRADALLS	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13

12/01/2026

\$62.53

\$15.55

\$16.50

\$0.00

\$94.58

Wage Request Number: **Issue Date:** 03/18/2025 20250317-074-9 Page 15 of 37 **Apprentice -** OPERATING ENGINEERS - Local 4

Total Rate

	Effecti	ve Date -	12/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	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:								
	Appre	ntice to Jou	ırneyworker Ratio:1:6						
VAC (DUCT)CAL 17 A		02/01/2025	\$59.69	\$14.75	\$28.12	\$2.98	\$105.54
ieeimeial W(JKKEKS LO	CAL 17 - A		08/01/2025	\$61.54	\$14.75	\$28.12	\$2.98	\$107.39
For apprentic	e rates see "	Apprentice- S	HEET METAL WORKER"	02/01/2026	\$63.49	\$14.75	\$28.12	\$2.98	\$109.34
VAC (ELEC		CONTROL	LS)	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.2
ECTRICIANS L	OCAL 103			09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.2
				03/01/2026	5 \$68.09	\$13.00	\$22.39	\$0.00	\$103.4
				09/01/2026	5 \$70.00	\$13.00	\$22.45	\$0.00	\$105.4
				03/01/2027	7 \$71.19	\$13.00	\$22.49	\$0.00	\$106.6
				09/01/2027	7 \$73.11	\$13.00	\$22.54	\$0.00	\$108.6
_				03/01/2028	3 \$74.3	\$13.00	\$22.58	\$0.00	\$109.8
			LECTRICIAN"						
VAC (TESTI VEETMETAL WO			ing - AIK)	02/01/2025			\$28.12	\$2.98	\$105.54
				08/01/2025			\$28.12	\$2.98	\$107.39
For apprentic	e rates see "	Apprentice- S	HEET METAL WORKER"	02/01/2026	5 \$63.49	9 \$14.75	\$28.12	\$2.98	\$109.3
	NG AND	BALANC	ING -WATER)	03/01/2025	5 \$68.88	3 \$12.70	\$21.80	\$0.00	\$103.38

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
SULATOR (I			iborthi (neavy and mghway)	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 4 ./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 ve Date - percent 50	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

 Issue Date:
 03/18/2025
 Wage Request Number:
 20250317-074-9
 Page 17 of 37

Pension

Sto	fective Date - ep percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Tot	al Rate	
1	60		\$29.74	\$8.35	\$26.70	\$0.00		\$64.79	
2	70		\$34.69	\$8.35	\$26.70	\$0.00		\$69.74	
3	75		\$37.17	\$8.35	\$26.70	\$0.00		\$72.22	
4	80		\$39.65	\$8.35	\$26.70	\$0.00		\$74.70	
5	85		\$42.13	\$8.35	\$26.70	\$0.00		\$77.18	
6	90		\$44.60	\$8.35	\$26.70	\$0.00		\$79.65	
No	otes:								
								į	
Aŗ	oprentice to J	ourneyworker Ratio:1:4							
	PAVING BR	EAKER OPERATOR	12/01/2024	\$40.11	\$9.65	\$17.70	\$0.00	\$6	7.46
ORERS - ZONE 2			06/01/2025	\$41.50	\$9.65	\$17.70	\$0.00	\$6	8.83
			12/01/2025	\$42.88	\$9.65	\$17.70	\$0.00	\$70	0.23
			06/01/2026	\$44.32	\$9.65	\$17.70	\$0.00	\$7	1.67
			12/01/2026	\$45.76	\$9.65	\$17.70	\$0.00	\$73	3.11
			06/01/2027	\$47.21	\$9.65	\$17.70	\$0.00	\$7	4.56
			12/01/2027	\$48.66	\$9.65	\$17.70	\$0.00	\$70	6.01
			06/01/2028	\$50.16	\$9.65	\$17.70	\$0.00	\$7	7.5
_			12/01/2028	\$51.66	\$9.65	\$17.70	\$0.00	\$79	9.0
For apprentice rates	s see "Apprentice	- LABORER"				*			
BORER PORERS - ZONE 2			12/01/2024			\$17.70	\$0.00		7.21
			06/01/2025			\$17.70	\$0.00		8.60
			12/01/2025			\$17.70	\$0.00		9.98
			06/01/2026			\$17.70	\$0.00		1.42
			12/01/2026		\$9.65	\$17.70	\$0.00		2.86
			06/01/2027	*		\$17.70	\$0.00		4.31
			12/01/2027	\$48.41	\$9.65	\$17.70	\$0.00	\$7.	5.76
			06/01/2028	\$49.91	\$9.65	\$17.70	\$0.00	\$7	7.26
			12/01/2028	\$51.41	\$9.65	\$17.70	\$0.00	\$7	8.76

Issue Date: 03/18/2025 Wage Request Number: 20250317-074-9 Page 18 of 37

	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	
Effect	ive 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	entice to Journeyworker Ra	ntio: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
		10/01/000	\$45.51	\$9.65	\$17.80	\$0.00	\$72
		12/01/2026	943.31			*****	Φ12 .
Effect Step	ntice - LABORER (Heavy ive Date - 12/01/2024 percent	& Highway) - Zone 2 Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	V 12
Effect Step	percent 12/01/2024 60	& Highway) - Zone 2 Apprentice Base Wage \$23.92	Health \$9.65	Pension \$17.80	Supplemental Unemployment \$0.00	Total Rate \$51.37	Ψ/ <i>L</i>
Step 1 2	ive Date - 12/01/2024 percent 60 70	& Highway) - Zone 2 Apprentice Base Wage \$23.92 \$27.90	Health \$9.65 \$9.65	Pension \$17.80 \$17.80	Supplemental Unemployment \$0.00 \$0.00	Total Rate \$51.37 \$55.35	Ψ/2
Step 1 2 3	percent 12/01/2024 60 70 80	& Highway) - Zone 2 Apprentice Base Wage \$23.92 \$27.90 \$31.89	Health \$9.65 \$9.65 \$9.65	Pension \$17.80 \$17.80 \$17.80	Supplemental Unemployment \$0.00 \$0.00 \$0.00	Total Rate \$51.37 \$55.35 \$59.34	,12
Step 1 2	ive Date - 12/01/2024 percent 60 70	& Highway) - Zone 2 Apprentice Base Wage \$23.92 \$27.90	Health \$9.65 \$9.65	Pension \$17.80 \$17.80	Supplemental Unemployment \$0.00 \$0.00	Total Rate \$51.37 \$55.35	\$12
Effect Step 1 2 3 4	percent 12/01/2024 60 70 80	& Highway) - Zone 2 Apprentice Base Wage \$23.92 \$27.90 \$31.89	Health \$9.65 \$9.65 \$9.65 \$9.65	Pension \$17.80 \$17.80 \$17.80	Supplemental Unemployment \$0.00 \$0.00 \$0.00	Total Rate \$51.37 \$55.35 \$59.34	\$12
Step 1 2 3 4 Effect	12/01/2024 percent 60 70 80 90 ive Date - 06/01/2025	& Highway) - Zone 2 Apprentice Base Wage \$23.92 \$27.90 \$31.89 \$35.87 Apprentice Base Wage	Health \$9.65 \$9.65 \$9.65 \$9.65	Pension \$17.80 \$17.80 \$17.80 \$17.80	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	Total Rate \$51.37 \$55.35 \$59.34 \$63.32 Total Rate	\$12
Step 1 2 3 4 Effect Step	12/01/2024 percent 60 70 80 90 ive Date - 06/01/2025 percent	& Highway) - Zone 2 Apprentice Base Wage \$23.92 \$27.90 \$31.89 \$35.87 Apprentice Base Wage \$24.75	Health \$9.65 \$9.65 \$9.65 \$9.65 Health \$9.65	Pension \$17.80 \$17.80 \$17.80 \$17.80 Pension \$17.80	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00	Total Rate \$51.37 \$55.35 \$59.34 \$63.32 Total Rate \$52.20	\$12
Step 1 2 3 4 Effect Step 1	12/01/2024 percent 60 70 80 90 ive Date - 06/01/2025 percent 60	& Highway) - Zone 2 Apprentice Base Wage \$23.92 \$27.90 \$31.89 \$35.87 Apprentice Base Wage	Health \$9.65 \$9.65 \$9.65 \$9.65	Pension \$17.80 \$17.80 \$17.80 \$17.80	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	Total Rate \$51.37 \$55.35 \$59.34 \$63.32 Total Rate	\$12

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER 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
	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
ABOKEKO - ZONE Z	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
ABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/02/2024	\$39.95	\$9.65	\$17.76	\$0.00	\$67.36
ABORERS - 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	φυ 1.0 σ	Ψ	•	*****	Ψ, σ., σ.
LABORER: MASON TENDER	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"						
LABORER: MASON TENDER (HEAVY & HIGHWAY)	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
ABORERS - 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)						

 Issue Date:
 03/18/2025
 Wage Request Number:
 20250317-074-9
 Page 20 of 37

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
E CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONTRACTOR AND CONT	12/01/2028	\$51.41	\$9.65	\$17.70	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER" LABORER: TREE REMOVER	12/01/2024	# 2 0.06	40.65	¢17.70	Φ0.00	0.57.01
LABORERS - ZONE 2	12/01/2024	\$39.86	\$9.65	\$17.70	\$0.00	\$67.21
	06/01/2025	\$41.25	\$9.65	\$17.70	\$0.00	\$68.60
	12/01/2025	\$42.63	\$9.65	\$17.70	\$0.00	\$69.98
	06/01/2026	\$44.07	\$9.65	\$17.70	\$0.00	\$71.42
	12/01/2026	\$45.51	\$9.65	\$17.70	\$0.00	\$72.86
	06/01/2027	\$46.96	\$9.65	\$17.70	\$0.00	\$74.31
	12/01/2027	\$48.41	\$9.65	\$17.70	\$0.00	\$75.76
	06/01/2028 12/01/2028	\$49.91	\$9.65	\$17.70 \$17.70	\$0.00 \$0.00	\$77.26
This classification applies to the removal of standing trees, and the trimming at clearance incidental to construction . For apprentice rates see "Apprentice- LACED DE AM ODER ATOR	BORER"					\$78.76
LASER BEAM 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
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$51.66	\$9.65	\$17.70	\$0.00	\$79.01
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
ABORERS - 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	\$70.33
	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2020	ψ 1 3./U	ψ 7. UJ	ψ1/.00	ψυ.00	ψ/3.41
MARBLE & TILE FINISHERS	02/01/2025	\$50.36	\$11.49	\$21.62	\$0.00	\$83.47
RICKLAYERS LOCAL 3 - MARBLE & TILE	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

 Issue Date:
 03/18/2025
 Wage Request Number:
 20250317-074-9
 Page 21 of 37

\$0.00

\$0.00

\$106.57

\$107.97

$\mathbf{A}_{\mathbf{l}}$	pprentice - M	ARBLE & TILE FINISHER -	Local 3 Marble & Tile					
	ffective Date -	02/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$25.18	\$11.49	\$21.62	\$0.00	\$58.29	
2	60		\$30.22	\$11.49	\$21.62	\$0.00	\$63.33	
3	70		\$35.25	\$11.49	\$21.62	\$0.00	\$68.36	
4	80		\$40.29	\$11.49	\$21.62	\$0.00	\$73.40	
5	90		\$45.32	\$11.49	\$21.62	\$0.00	\$78.43	
	ffective Date -	08/01/2025		TT 1d	ъ .	Supplemental	T. I.D.	
_	ep 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	
N	otes:							
							i	
A	pprentice to Jo	urneyworker Ratio:1:3						
	*	RS & TERRAZZO MECH	02/01/2025	\$65.82	\$11.49	\$23.56	\$0.00	\$100.87
BRICKLAYERS LOCAL	3 - MAKBLE & TIL	.E	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

02/01/2027

\$71.52

\$72.92

\$11.49

\$11.49

\$23.56

\$23.56

Wage Request Number: **Issue Date:** 03/18/2025 20250317-074-9 Page 22 of 37

	2 6 3 7 4 8 5 9 Effective I tep pe 1 5 2 6 3 7	0 0 0 0 0 Date - 08/01/2025 ercent 0	\$32.91 \$39.49 \$46.07 \$52.66 \$59.24 Apprentice Base Wage \$33.99 \$40.78	\$11.49 \$11.49 \$11.49 \$11.49 \$11.49 Health	\$23.56 \$23.56 \$23.56 \$23.56 \$23.56 Pension	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$67.96 \$74.54 \$81.12 \$87.71 \$94.29	
3 4 5 Example 1 2 3	3 7 4 8 5 9 6 6 6 6 6 7 6 6 6 6 7 6 6 6 6 6 6 6 6	0 0 0 0 Date - 08/01/2025 ercent 0	\$39.49 \$46.07 \$52.66 \$59.24 Apprentice Base Wage	\$11.49 \$11.49 \$11.49 \$11.49 Health	\$23.56 \$23.56 \$23.56 Pension	\$0.00 \$0.00 \$0.00 \$0.00	\$81.12 \$87.71 \$94.29	
$\frac{\mathbf{E}}{1}$ $\frac{\mathbf{S}_{1}}{2}$ 3	4 8 9 Stiffective I tep per 5 2 6 3 7	0 0 Date - 08/01/2025 ercent 0 0	\$52.66 \$59.24 Apprentice Base Wage \$33.99	\$11.49 \$11.49 Health	\$23.56 \$23.56 Pension	\$0.00 \$0.00 Supplemental	\$87.71 \$94.29	
5 Ex St 1 2 3	5 9 Effective I tep per 5 6 6 7	0 Date - 08/01/2025 ercent 0 0	\$59.24 Apprentice Base Wage \$33.99	\$11.49 Health	\$23.56 Pension	\$0.00	\$94.29	
E St 1 2 3	effective I tep per 5 6 6 7	Date - 08/01/2025 ercent 0	Apprentice Base Wage \$33.99	Health	Pension	Supplemental		
$\frac{\text{St}}{1}$ 2 3	tep per 5 2 6 8 7	o 0 0	\$33.99				Total Rate	
1 2 3	5 2 6 3 7	0	\$33.99			Unemployment	Total Rate	
2	2 6 3 7	0		\$11.49				
3	3 7		\$40.78	Ψ11,	\$23.56	\$0.00	\$69.04	
	·	0	* * * *	\$11.49	\$23.56	\$0.00	\$75.83	
4	1 8		\$47.58	\$11.49	\$23.56	\$0.00	\$82.63	
		0	\$54.38	\$11.49	\$23.56	\$0.00	\$89.43	
5	5 9	0	\$61.17	\$11.49	\$23.56	\$0.00	\$96.22	
N	otes:							
i							i	
A	pprentic	e to Journeyworker Ratio:1:5						
		ATOR (ON CONST. SITES)	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
RATING ENGINEE	ERS LOCAI	L 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
		rentice- OPERATING ENGINEERS"						
CHANICS MA RATING ENGINEI			12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
LUTTING ENGINEE	Dito Do cili	,	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
_			12/01/2020	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
		rentice- OPERATING ENGINEERS"						
LLWRIGHT (Z LWRIGHTS LOCAL		ne ?	01/06/2025	\$45.09	\$10.08	\$21.47	\$0.00	\$76.64

Issue Date: 03/18/2025 Wage Request Number: 20250317-074-9 Page 23 of 37

Pension

Total Rate

	Step	percent 01/06/20		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55		\$24.80	\$10.08	\$5.50	\$0.00	\$40.38	
	2	65		\$29.31	\$10.08	\$6.50	\$0.00	\$45.89	
	3	75		\$33.82	\$10.08	\$18.97	\$0.00	\$62.87	
	4	85		\$38.33	\$10.08	\$19.97	\$0.00	\$68.38	
	Effect	ive Date - 01/05/20	26				Supplemental		
	Step	percent	A	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55		\$26.08	\$10.08	\$5.50	\$0.00	\$41.66	
	2	65		\$30.82	\$10.08	\$6.50	\$0.00	\$47.40	
	3	75		\$35.57	\$10.08	\$18.97	\$0.00	\$64.62	
	4	85		\$40.31	\$10.08	\$19.97	\$0.00	\$70.36	
		Step 1&2 Appr. inde but do receive annui Steps are 2,000 hour	ty. (Step 1 \$5.72, St						
RTAR MIX				12/01/2024	4 \$40.11	\$0.65	\$17.70	\$0.00	\$67.46
ORTAR MIXER BORERS - ZONE 2				06/01/2023			\$17.70	\$0.00	\$68.85
				12/01/2025			\$17.70	\$0.00	\$70.23
				06/01/2020			\$17.70	\$0.00	\$70.23
				12/01/2020			\$17.70	\$0.00	\$73.11
				06/01/2023			\$17.70	\$0.00	\$74.56
				12/01/202			\$17.70	\$0.00	\$76.01
				06/01/2028			\$17.70	\$0.00	\$77.51
				12/01/2028			\$17.70	\$0.00	\$79.01
For apprentic	e rates see	"Apprentice- LABORER"				43.00			4,,,,,
		N TRUCK CRANES,	GRADALLS)	12/01/2024	4 \$25.37	\$15.30	\$16.40	\$0.00	\$57.07
RATING ENG	INEERS L	UCAL 4		06/01/202:	5 \$25.97	\$15.30	\$16.40	\$0.00	\$57.67
				12/01/2023	5 \$26.63	\$15.30	\$16.40	\$0.00	\$58.33
				06/01/2020	6 \$27.22	\$15.30	\$16.40	\$0.00	\$58.92
For apprentic	e rates see	"Apprentice- OPERATING	ENGINEERS"	12/01/2020	6 \$27.89	\$15.30	\$16.40	\$0.00	\$59.59
•••		NES, GRADALLS)		12/01/202	4 ¢21 ∩0	¢15.20	\$16.40	\$0.00	\$62.78
RATING ENG		,		12/01/2024 06/01/2023			\$16.40	\$0.00	\$62.78
				12/01/202			\$16.40	\$0.00	\$64.30
				06/01/202			\$16.40	\$0.00	\$65.02
				00/01/2020	0 \$33.32	\$13.30	φ10. 4 0	ψ0.00	φυ <i>3.</i> 02

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
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

	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

Issue Date: 03/18/2025 **Wage Request Number:** 20250317-074-9 Page 25 of 37

^{*} If 30% or more of surfaces to be painted are new construction,

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

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.					I I
Appre	ntice to Journeyworker Ratio:1:1					
AINTER / TAPER (BE	RUSH, NEW) *	01/01/2025	\$47.	96 \$9.95	\$23.95	\$0.00 \$81.86

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

Apprentice - *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:						
į	Steps are 750 hrs.					i
Appre	ntice to Journeyworker Ratio:	1:1				
TER / TAPER (BI	RUSH, REPAINT)	01/01/2025	5 \$46.0	9.95	\$23.95	50.00 \$79.92

Page 26 of 37 **Issue Date:** 03/18/2025 Wage Request Number: 20250317-074-9

^{*} If 30% or more of surfaces to be painted are new construction,

Pension

Total Rate

		itice <i>PA</i> ve Date -	INTER Local 35 Zone 2 - BF 01/01/2025	RUSH REPAINT						
	Step	percent	01/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	To	otal Rate	
	1	50		\$23.01	\$9.95	\$0.00	\$0.00		\$32.96	
	2	55		\$25.31	\$9.95	\$6.66	\$0.00		\$41.92	
	3	60		\$27.61	\$9.95	\$7.26	\$0.00		\$44.82	
	4	65		\$29.91	\$9.95	\$7.87	\$0.00		\$47.73	
	5	70		\$32.21	\$9.95	\$20.32	\$0.00		\$62.48	
	6	75		\$34.52	\$9.95	\$20.93	\$0.00		\$65.40	
	7	80		\$36.82	\$9.95	\$21.53	\$0.00		\$68.30	
	8	90		\$41.42	\$9.95	\$22.74	\$0.00		\$74.11	
	Notes:									
	Steps are 750 hrs.									
	Apprei	ntice to Jo	urneyworker Ratio:1:1							
			(HEAVY/HIGHWAY)	12/01/2024	\$39.86	\$9.65	\$17.80	\$0.00	\$6	57.31
ABORERS - ZONE	E 2 (HEAV)	r & HIGHWA	1)	06/01/2025	\$41.25	\$9.65	\$17.80	\$0.00	\$6	8.70
				12/01/2025	\$42.63	\$9.65	\$17.80	\$0.00	\$7	0.08
				06/01/2026	\$44.07	\$9.65	\$17.80	\$0.00	\$7	1.52
				12/01/2026	\$45.51	\$9.65	\$17.80	\$0.00	\$7	2.96
			ABORER (Heavy and Highway)							
ANEL & PICK EAMSTERS JOIN				01/01/2025	\$39.78	\$15.57	\$20.17	\$0.00	\$7	75.52
	1 0001101	21,0.1020		06/01/2025	\$40.78	\$15.57	\$20.17	\$0.00	\$7	6.52
				12/01/2025	\$40.78	\$15.57	\$21.78	\$0.00	\$7	8.13
				01/01/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$7	8.73
				06/01/2020	\$41.78	\$16.17	\$21.78	\$0.00	\$7	9.73
				12/01/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$8	31.47
				01/01/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$8:	32.07
ECK) Le driver loc	CAL 56 (ZO	NE 1)	OR (UNDERPINNING AND "ILE DRIVER"	08/01/2024	\$55.79	\$10.08	\$24.29	\$0.00	\$9	00.16
ILE DRIVER		NE 1)		08/01/2024	\$55.79	\$10.08	\$24.29	\$0.00	\$9	0.16

Issue Date: 03/18/2025 Page 27 of 37

Supplemental Unemployment

\$0.00

\$0.00

\$0.00

\$0.00

\$68.95

\$70.33

\$71.77

\$73.21

\$17.80

\$17.80

\$17.80

\$17.80

		ntice - PILE DRIVER - Local 5 ive Date - 08/01/2024	x - -			C1 1		
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
	1	45	\$25.11	\$10.08	\$2.53	\$0.00	\$37.72	2
	2	55	\$30.68	\$10.08	\$5.07	\$0.00	\$45.83	3
	3	70	\$39.05	\$10.08	\$19.22	\$0.00	\$68.35	5
	4	80	\$44.63	\$10.08	\$21.76	\$0.00	\$76.47	7
	Notes:	% Indentured BEFORE 8/1/20;	50/60/70/75/80/80/90/90				 	
		n fiteptd \$64r47cy&86ke84f8a8i73.14	3 /4 \$76.21/ 5&6 \$79.00/ 7&8	\$84.58				
EFITTER & FITTERS LOCA			03/01/2025	5 \$68.88	\$12.70	\$21.80	\$0.00	\$103.3
	1	40	\$27.55	\$12.70	\$9.05	\$0.00	\$49.30	
		ntice - PIPEFITTER Local 537 ive Date - 03/01/2025	(Local 138)					
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	•
	1	40	\$27.55	\$12.70	\$9.05	\$0.00	\$49.30)
	2	45	\$31.00	\$12.70	\$21.80	\$0.00	\$65.50)
	3	60	\$41.33	\$12.70	\$21.80	\$0.00	\$75.83	3
	4	70	\$48.22	\$12.70	\$21.80	\$0.00	\$82.72	2
	5	80	\$55.10	\$12.70	\$21.80	\$0.00	\$89.60)
	Notes:							
		** 1:3; 3:15; 1:10 thereafter / St Refrig/AC Mechanic **1:1;1:2;		7;9:20;10:23(1	Max)		ĺ	
	Appre	ntice to Journeyworker Ratio:*	*					
ELAYER			12/01/2024	4 \$40.11	\$9.65	\$17.70	\$0.00	\$67.4
ORERS - ZONE	2		06/01/2023	5 \$41.50	\$9.65	\$17.70	\$0.00	\$68.83
			12/01/2023	5 \$42.88	\$9.65	\$17.70	\$0.00	\$70.2
			06/01/2020	5 \$44.32	\$9.65	\$17.70	\$0.00	\$71.6
			12/01/2020	\$45.76	\$9.65	\$17.70	\$0.00	\$73.1
			06/01/2027	7 \$47.21	\$9.65	\$17.70	\$0.00	\$74.5
			12/01/2027	7 \$48.66	\$9.65	\$17.70	\$0.00	\$76.0
			06/01/2028	\$50.16	\$9.65	\$17.70	\$0.00	\$77.5
			12/01/2028	8 \$51.66	\$9.65	\$17.70	\$0.00	\$79.0
		"Apprentice- LABORER"						
,		& HIGHWAY) 'Y & <i>HIGHWAY)</i>	12/01/2024	4 \$40.11	\$9.65	\$17.80	\$0.00	\$67.50
MERS - ZUNE	∠ (⊓EAV	ι α ιπσηνική	06/01/202	5 \$41.50	\$9.65	\$17.80	\$0.00	\$68.94

Issue Date: 03/18/2025 **Wage Request Number:** 20250317-074-9 Page 28 of 37

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

06/01/2025

12/01/2025

06/01/2026

12/01/2026

\$41.50

\$42.88

\$44.32

\$45.76

\$9.65

\$9.65

\$9.65

\$9.65

LUMBER Lumbers & G	GASFITTERS	LOCAL 12 (Local 138)	03/02/2025	\$70.84	\$14.32	\$19.61	\$0.00	\$104.77
		ntice - PLUMBER/GASFITTER ive Date - 03/02/2025	- 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/Step	s are 1 yr					
	i	Steps are 1 yr Step 4 with lic\$69.00, Step5 with	h lic\$76 87					
	Appre	entice to Journeyworker Ratio:**						
NEUMATIC		OLS (TEMP.) Local 138)	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprenti	ice rates see '	"Apprentice- PIPEFITTER" or "PLUMBEF	R/PIPEFITTER"					
		TOOL OPERATOR	12/01/2024	\$40.61	\$9.65	\$17.70	\$0.00	\$67.96
IBORERS - 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
		"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	YY & 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 High	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
DWDERMA			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	\$70.38
			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
	. , ,	"Apprentice- LABORER"	12/01/2020	φυ2.41	φ2.03	Ψ1/./0	ψ0.00	\$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

Issue Date: 03/18/2025 **Wage Request Number:** 20250317-074-9 **Page 29 of 37**

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
EDOLDAS - DOID 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"						

sue Date: 03/18/2025 Wage Request Number: 20250317-074-9 Page 30 of 3

Issue Date: 03/18/2025

Page 30 of 37

	DLLEK/SPREADER/MULCHING MACHINE PERATING ENGINEERS LOCAL 4	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45	
PERATING EN	GINEERS L	OCAL 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
		"Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc <i>ROOFERS LOCA</i>		Waterproofing &Roofer Damproofg)	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	5 \$54.78	\$13.28	\$21.70	\$0.00	\$89.76
	Appre	entice - ROOFER - Local 33						
	Effect	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	75	\$40.15	\$13.28	\$21.70	\$0.00	\$75.13	
	5	85	\$45.50	\$13.28	\$21.70	\$0.00	\$80.48	
	Notes	** 1:5, 2:6-10, the 1:10; Reroofing: 1 Step 1 is 2000 hrs.; Steps 2-5 are 100 (Hot Pitch Machanics' receive \$1.00	00 hrs.					
		(Hot Pitch Mechanics' receive \$1.00	,					
	Appro	entice to Journeyworker Ratio:**						
	ATE / TII		02/01/2025	5 \$52.28	\$13.28	\$21.70	\$0.00	\$87.26
	ATE / TII	entice to Journeyworker Ratio:**			\$13.28 \$13.28	\$21.70 \$21.70	\$0.00 \$0.00	\$87.26 \$88.76
ROOFERS LOCA	ATE / TII	entice to Journeyworker Ratio:** LE / PRECAST CONCRETE	02/01/2025	\$53.78				
For apprentic	ATE / TII	entice to Journeyworker Ratio:** LE / PRECAST CONCRETE "Apprentice- ROOFER"	02/01/2025 08/01/2025	\$53.78	\$13.28 \$13.28	\$21.70 \$21.70	\$0.00 \$0.00	\$88.76 \$90.01
For apprentic	ATE / TIL IL 33 ce rates see	entice to Journeyworker Ratio:** LE / PRECAST CONCRETE "Apprentice- ROOFER" KER	02/01/2025 08/01/2025	\$53.78 \$55.03	\$13.28 \$13.28	\$21.70 \$21.70 \$28.12	\$0.00 \$0.00 \$2.98	\$88.76 \$90.01 \$105.54
ROOFERS LOCA	ATE / TIL IL 33 ce rates see	entice to Journeyworker Ratio:** LE / PRECAST CONCRETE "Apprentice- ROOFER" KER	02/01/2025 08/01/2025 02/01/2026	5 \$53.78 6 \$55.03 5 \$59.69	\$13.28 \$13.28	\$21.70 \$21.70	\$0.00 \$0.00	\$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

Issue Date: 03/18/2025 **Wage Request Number:** 20250317-074-9 **Page 31 of 37**

Apprentice - SHEET METAL WORKER - Local 17-A 02/01/2025 **Effective Date -**Supplemental Unemployment percent Apprentice Base Wage Health Pension Total Rate Step 1 42 \$25.07 \$14.75 \$45.95 \$6.13 \$0.00 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 08/01/2025 **Effective Date -**Supplemental Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 42 \$25.85 \$14.75 \$6.13 \$0.00 \$46.73 2 42 \$0.00 \$25.85 \$14.75 \$6.13 \$46.73 3 47 \$28.92 \$14.75 \$12.11 \$1.62 \$57.40 4 47 \$28.92 \$14.75 \$12.11 \$1.62 \$57.40 5 52 \$32.00 \$14.75 \$13.09 \$1.74 \$61.58 6 52 \$32.00 \$14.75 \$13.34 \$1.75 \$61.84 7 60 \$36.92 \$14.75 \$14.75 \$1.93 \$68.35 8 65 \$40.00 \$14.75 \$15.73 \$2.04 \$72.52 9 75 \$46.16 \$14.75 \$17.69 \$2.28 \$80.88 10 85 \$52.31 \$14.75 \$19.15 \$2.49 \$88.70 Notes: Steps are 6 mos. Apprentice to Journeyworker Ratio:1:4 SPECIALIZED EARTH MOVING EQUIP < 35 TONS 01/01/2025 \$40.24 \$15.57 \$20.17 \$0.00 \$75.98 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B 06/01/2025 \$20.17 \$0.00 \$41.24 \$15.57 \$76.98 \$21.78 \$0.00 12/01/2025 \$41.24 \$15.57 \$78.59 \$0.00 01/01/2026 \$41.24 \$16.17 \$21.78 \$79.19 06/01/2026 \$42.24 \$16.17 \$21.78 \$0.00 \$80.19

Issue Date: 03/18/2025 Wage Request Number: 20250317-074-9 Page 32 of 37

12/01/2026

01/01/2027

\$42.24

\$42.24

\$23.52

\$23.52

\$16.17

\$16.77

\$0.00

\$0.00

\$81.93

\$82.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
	06/01/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$77.27
	12/01/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$78.88
	01/01/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$79.48
	06/01/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$80.48
	12/01/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$82.22
	01/01/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$82.82
SPRINKLER FITTER 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	ъ .	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

 Issue Date:
 03/18/2025
 Wage Request Number:
 20250317-074-9
 Page 33 of 37

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification		Effective I	Date Base Wage	e Health	Pension	Unemployment	Iotai Kat	
FELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 103		03/01/20	\$51.98	\$13.00	\$20.27	\$0.00	\$85.25	
LECTRICIANS LO	OCAL 103		09/01/20	\$53.51	\$13.00	\$20.32	\$0.00	\$86.83
			03/01/20	\$54.47	\$13.00	\$20.34	\$0.00	\$87.81
			09/01/20	\$56.00	\$13.00	\$20.39	\$0.00	\$89.39
			03/01/20	\$56.95	\$13.00	\$20.42	\$0.00	\$90.37
			09/01/20	\$58.49	\$13.00	\$20.46	\$0.00	\$91.95
			03/01/20	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94
				_				
	Appre	ntice - <i>TELECOMM</i> ive Date - 03/01/202	UNICATION TECHNICIAN - Local 103 25	í				
	Step	percent	Apprentice Base Wag	e Health	Pension	Supplemental Unemployment		
	1	45	\$23.39	\$13.00	\$0.70	\$0.00		
	2	45						
	3	50	\$23.39 \$25.99	\$13.00 \$13.00	\$0.70 \$16.16	\$0.00 \$0.00		
	4	50	\$25.99 \$25.99	\$13.00 \$13.00	\$16.16	\$0.00		
	5	55	\$23.99 \$28.59	\$13.00	\$16.16			
	6	60	\$28.59 \$31.19			\$0.00 \$0.00		
	7	65		\$13.00 \$13.00	\$16.97			
	8	70	\$33.79	\$13.00 \$12.00	\$17.38	\$0.00		
	9	70 75	\$36.39	\$13.00 \$13.00	\$17.78	\$0.00		
	10	75 80	\$38.99	\$13.00	\$18.18	\$0.00		
	10	ου	\$41.58	\$13.00	\$18.58	\$0.00	\$73.16	
	Effecti	ive Date - 09/01/202	25			Supplemental		
	Step	percent	Apprentice Base Wag	e 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	
				¢12.00	\$16.16	00.00	#55.00	
	4	50	\$26.76	\$13.00	Ψ10.10	\$0.00	\$55.92	
	4 5	50 55	\$26.76 \$29.43	\$13.00	\$16.57	\$0.00		
							\$59.00	
	5	55	\$29.43	\$13.00	\$16.57	\$0.00	\$59.00 \$62.08	
	5 6	55 60	\$29.43 \$32.11	\$13.00 \$13.00	\$16.57 \$16.97	\$0.00 \$0.00	\$59.00 \$62.08 \$65.16	
	5 6 7	55 60 65	\$29.43 \$32.11 \$34.78	\$13.00 \$13.00 \$13.00	\$16.57 \$16.97 \$17.38	\$0.00 \$0.00 \$0.00	\$59.00 \$62.08 \$65.16 \$68.24	
	5 6 7 8	55 60 65 70	\$29.43 \$32.11 \$34.78 \$37.46	\$13.00 \$13.00 \$13.00 \$13.00	\$16.57 \$16.97 \$17.38 \$17.78	\$0.00 \$0.00 \$0.00 \$0.00	\$59.00 \$62.08 \$65.16 \$68.24 \$71.31	
	5 6 7 8 9	55 60 65 70 75 80	\$29.43 \$32.11 \$34.78 \$37.46 \$40.13	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$16.57 \$16.97 \$17.38 \$17.78 \$18.18	\$0.00 \$0.00 \$0.00 \$0.00	\$59.00 \$62.08 \$65.16 \$68.24 \$71.31	
	5 6 7 8 9 10	55 60 65 70 75 80	\$29.43 \$32.11 \$34.78 \$37.46 \$40.13	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$16.57 \$16.97 \$17.38 \$17.78 \$18.18	\$0.00 \$0.00 \$0.00 \$0.00	\$59.00 \$62.08 \$65.16 \$68.24 \$71.31	
	5 6 7 8 9 10 Notes:	55 60 65 70 75 80	\$29.43 \$32.11 \$34.78 \$37.46 \$40.13 \$42.81	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$16.57 \$16.97 \$17.38 \$17.78 \$18.18	\$0.00 \$0.00 \$0.00 \$0.00	\$59.00 \$62.08 \$65.16 \$68.24 \$71.31	
TERRAZZO F	5 6 7 8 9 10 Notes:	55 60 65 70 75 80	\$29.43 \$32.11 \$34.78 \$37.46 \$40.13 \$42.81	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$16.57 \$16.97 \$17.38 \$17.78 \$18.18 \$18.58	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$59.00 \$62.08 \$65.16 \$68.24 \$71.31 \$74.39	
	5 6 7 8 9 10 Notes:	55 60 65 70 75 80 	\$29.43 \$32.11 \$34.78 \$37.46 \$40.13 \$42.81 er Ratio:1:1	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$16.57 \$16.97 \$17.38 \$17.78 \$18.18 \$18.58	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$59.00 \$62.08 \$65.16 \$68.24 \$71.31 \$74.39	\$99.82
ΓERRAZZO F. BRICKLAYERS LO	5 6 7 8 9 10 Notes:	55 60 65 70 75 80 	\$29.43 \$32.11 \$34.78 \$37.46 \$40.13 \$42.81 er Ratio:1:1	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$25 \$64.74 \$25 \$66.89	\$16.57 \$16.97 \$17.38 \$17.78 \$18.18 \$18.58 	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$23.59	\$59.00 \$62.08 \$65.16 \$68.24 \$71.31 \$74.39	\$99.82 \$101.97
	5 6 7 8 9 10 Notes:	55 60 65 70 75 80 	\$29.43 \$32.11 \$34.78 \$37.46 \$40.13 \$42.81 er Ratio:1:1	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$25 \$64.74 \$25 \$66.89 \$26 \$68.24	\$16.57 \$16.97 \$17.38 \$17.78 \$18.18 \$18.58	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$59.00 \$62.08 \$65.16 \$68.24 \$71.31 \$74.39	\$99.82

Effective Date Base Wage Health

Classification

Supplemental

Pension

Total Rate

Issue Date: 03/18/2025 Wage Request Number: 20250317-074-9 Page 34 of 37

	Step	ve Date - 02/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	$\frac{\operatorname{step}}{1}$	50	\$32.37	\$11.49	\$23.59	\$0.00	\$67.45	
	2	60						
	3	70	\$38.84	\$11.49	\$23.59	\$0.00	\$73.92	
	4	80	\$45.32	\$11.49	\$23.59	\$0.00	\$80.40	
	5	90	\$51.79	\$11.49	\$23.59	\$0.00	\$86.87	
	3	90	\$58.27	\$11.49	\$23.59	\$0.00	\$93.35	
	Effecti	ve Date - 08/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50	\$33.45	\$11.49	\$23.59	\$0.00	\$68.53	
	2	60	\$40.13	\$11.49	\$23.59	\$0.00	\$75.21	
	3	70	\$46.82	\$11.49	\$23.59	\$0.00	\$81.90)
	4	80	\$53.51	\$11.49	\$23.59	\$0.00	\$88.59)
	5	90	\$60.20	\$11.49	\$23.59	\$0.00	\$95.28	
	Notes:							
	Annre	ntice to Journeyworker Ratio:1:3						
ST BORIN		<u> </u>	12/01/202	4 051.20	0 00.65	\$18.22	\$0.00	¢70.1
		AND MARINE	12/01/2024 06/01/2025			\$18.22	\$0.00 \$0.00	\$79.1: \$80.6:
			12/01/2025			\$18.22	\$0.00	\$82.1
						\$18.22	\$0.00	
			06/01/2026			\$18.22	\$0.00	\$83.7 \$85.2
For apprenti	ce rates see "	Apprentice- LABORER"	12/01/2026	5 \$57.33	\$9.65	Φ10.22	\$0.00	\$63.2
ST BORIN	G DRILL	ER HELPER	12/01/2024	\$47.07	\$9.65	\$18.22	\$0.00	\$74.94
ORERS - FO	UNDATION	AND MARINE	06/01/2025	5 \$48.57	\$9.65	\$18.22	\$0.00	\$76.4
			12/01/2025			\$18.22	\$0.00	\$77.9
			06/01/2026			\$18.22	\$0.00	\$79.4
			12/01/2026	5 \$53.12	\$9.65	\$18.22	\$0.00	\$80.99
		Apprentice- LABORER"						
						#10.22	\$0.00	\$74.82
ST BORIN	IG LABO		12/01/2024	\$46.95	\$9.65	\$18.22	4	
ST BORIN	IG LABO	RER AND MARINE	12/01/2024 06/01/2025			\$18.22 \$18.22	\$0.00	
ST BORIN	IG LABO			5 \$48.45	\$9.65			\$76.32
ST BORIN	IG LABO		06/01/2025	5 \$48.45 5 \$49.95	\$9.65 \$9.65	\$18.22	\$0.00	\$76.32 \$77.82
ST BORIN ORERS - FO	IG LABO! UNDATION	AND MARINE	06/01/2025 12/01/2025	\$48.45 \$49.95 \$5 \$51.50	\$9.65 \$9.65 \$9.65	\$18.22 \$18.22	\$0.00 \$0.00	\$76.32 \$77.82 \$79.32
ST BORIN ORERS - FO	IG LABOI UNDATION ce rates see "	AND MARINE Apprentice- LABORER"	06/01/2025 12/01/2025 06/01/2026	\$48.45 \$49.95 \$5 \$51.50	\$9.65 \$9.65 \$9.65	\$18.22 \$18.22 \$18.22 \$18.22	\$0.00 \$0.00 \$0.00 \$0.00	\$76.32 \$77.82 \$79.33 \$80.87
ST BORIN ORERS - FOR	IG LABOI UNDATION ce rates see "	AND MARINE Apprentice- LABORER" LE STEAM GENERATORS	06/01/2025 12/01/2025 06/01/2026	\$48.45 \$49.95 \$5 \$51.50 \$53.00	\$9.65 \$9.65 \$9.65 \$9.65	\$18.22 \$18.22 \$18.22 \$18.22 \$16.50	\$0.00 \$0.00 \$0.00 \$0.00	\$76.32 \$77.82 \$79.33 \$80.87
ST BORIN ORERS - FOR	IG LABOI UNDATION ce rates see "	AND MARINE Apprentice- LABORER" LE STEAM GENERATORS	06/01/2025 12/01/2025 06/01/2026 12/01/2026	\$48.45 \$49.95 \$5 \$51.50 \$53.00 \$56.40 \$57.68	\$9.65 \$9.65 \$9.65 \$9.65 \$15.55	\$18.22 \$18.22 \$18.22 \$18.22 \$16.50 \$16.50	\$0.00 \$0.00 \$0.00 \$0.00	\$76.32 \$77.82 \$79.37 \$80.8 \$88.42 \$89.73
ST BORIN FORERS - FO	IG LABOI UNDATION ce rates see "	AND MARINE Apprentice- LABORER" LE STEAM GENERATORS	06/01/2025 12/01/2025 06/01/2026 12/01/2026	5 \$48.45 5 \$49.95 6 \$51.50 6 \$53.00 4 \$56.40 5 \$57.68	\$9.65 \$9.65 \$9.65 \$9.65 \$15.55	\$18.22 \$18.22 \$18.22 \$18.22 \$16.50 \$16.50	\$0.00 \$0.00 \$0.00 \$0.00	\$76.32 \$77.82 \$79.31 \$80.81 \$88.43 \$89.72 \$91.11

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
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$65.23	\$9.65	\$19.00	\$0.00	\$93.88
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/01/2024	\$61.18	\$9.65	\$19.00	\$0.00	\$89.83
LABORERS (COMPRESSED AIR)	06/01/2025	\$62.68	\$9.65	\$19.00	\$0.00	\$91.33
	12/01/2025	\$64.18	\$9.65	\$19.00	\$0.00	\$92.83
	06/01/2026	\$65.73	\$9.65	\$19.00	\$0.00	\$94.38
	12/01/2026	\$67.23	\$9.65	\$19.00	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	12/01/2024	\$51.25	\$9.65	\$19.00	\$0.00	\$79.90
	06/01/2025	\$52.75	\$9.65	\$19.00	\$0.00	\$81.40
	12/01/2025	\$54.25	\$9.65	\$19.00	\$0.00	\$82.90
	06/01/2026	\$55.80	\$9.65	\$19.00	\$0.00	\$84.45
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$57.30	\$9.65	\$19.00	\$0.00	\$85.95
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

 Issue Date:
 03/18/2025
 Wage Request Number:
 20250317-074-9
 Page 36 of 37

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
LABORERS - ZOIVE 2 (HEAV I & 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.

Issue Date: 03/18/2025 Wage Request Number: 20250317-074-9 Page 37 of 37