

MAURA HEALEY Governor

KIM DRISCOLL Lt. Governor

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

Prevailing Wage Rates

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

LAUREN JONES Secretary

MICHAEL FLANAGAN Director

Awarding Authority:	Merrimack Valley Planning Commission
Contract Number:	City/Town: TYNGSBOROUGH
Description of Work:	Install containment booms along river. Monitor booms monthly and remove debris. Booms must be removed from the river by November 1st annually.

Job Location:

Merrimack River

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 sheet 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 within90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.

• The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.

• Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**

• Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to http://www.mass.gov/dols/pw.

• Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.

• Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

• Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction 2 AXLE) DRIVER - EQUIPMENT	01/01/2025	\$39.95	\$15.57	\$20.17	\$0.00	\$75.69
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$39.95 \$40.95	\$15.57	\$20.17	\$0.00	\$75.69 \$76.69
	12/01/2025	\$40.93 \$40.95	\$15.57 \$15.57	\$20.17	\$0.00 \$0.00	\$78.30
	01/01/2025			\$21.78	\$0.00 \$0.00	\$78.30 \$78.90
	06/01/2026	\$40.95 \$41.05	\$16.17	\$21.78	\$0.00 \$0.00	
		\$41.95	\$16.17	\$23.52	\$0.00 \$0.00	\$79.90
	12/01/2026	\$41.95	\$16.17			\$81.64
3 AXLE) DRIVER - EQUIPMENT	01/01/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$82.24
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2025	\$40.02	\$15.57	\$20.17	\$0.00	\$75.76
	06/01/2025	\$41.02	\$15.57	\$20.17	\$0.00	\$76.76
	12/01/2025	\$41.02	\$15.57	\$21.78	\$0.00	\$78.37
	01/01/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$78.97
	06/01/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$79.97
	12/01/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$81.71
	01/01/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$82.31
4 & 5 AXLE) DRIVER - EQUIPMENT EAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2025	\$40.14	\$15.57	\$20.17	\$0.00	\$75.88
	06/01/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$76.88
	12/01/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$78.49
	01/01/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$79.09
	06/01/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$80.09
	12/01/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$81.83
	01/01/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR Aborers - Zone 2	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) ABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	12/01/2024	\$42.80	\$14.50	\$11.05	\$0.00	\$68.35
IEAT & FROST INSULATORS LOCAL 6 (BOSTON)	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: 05/08/2025

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$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
	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
BACKHOE/FRONT-END LOADER	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 2	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LADOREKS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
LABORERS - ZONE 2	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
HIGHWAY) Laborers - Zone 2 (Heavy & Highway)	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$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

Effective Date - 01/01/2024 Step percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{1}{1} = \frac{65}{65}$	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
2 65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
3 70	\$33.68	\$7.07	\$14.23	\$0.00	\$54.98	
4 75	\$36.09	\$7.07	\$15.24	\$0.00	\$58.40	
5 80	\$38.50	\$7.07	\$16.25	\$0.00	\$61.82	
6 85	\$40.90	\$7.07	\$17.28	\$0.00	\$65.25	
7 90	\$43.31	\$7.07	\$18.28	\$0.00	\$68.66	
8 95	\$45.71	\$7.07	\$19.32	\$0.00	\$72.10	
Notes:						
Apprentice to Journeyworker Ratio:	1:4					
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MA	SONRY 02/01/2025	\$63.66	\$11.49	\$22.90	\$0.00	\$98.05
WATERPROOFING) BRICKLAYERS LOCAL 3 (LOWELL)	08/01/2025	\$65.81	\$11.49	\$22.90	\$0.00	\$100.20
Dictional in Local S (Low LLL)	02/01/2026	\$67.16	\$11.49	\$22.90	\$0.00	\$101.55
	08/01/2026	\$69.36	\$11.49	\$22.90	\$0.00	\$103.75

Issue Date:	05/08/2025

02/01/2027

\$70.76 \$11.49 \$22.90

\$0.00

\$105.15

	Effectiv	ve Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$31.83	\$11.49	\$22.90	\$0.00	\$66.22	
	2	60		\$38.20	\$11.49	\$22.90	\$0.00	\$72.59	
	3	70		\$44.56	\$11.49	\$22.90	\$0.00	\$78.95	
	4	80		\$50.93	\$11.49	\$22.90	\$0.00	\$85.32	
	5	90		\$57.29	\$11.49	\$22.90	\$0.00	\$91.68	
	Effectiv	ve Date -	08/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.91	\$11.49	\$22.90	\$0.00	\$67.30	
	2	60		\$39.49	\$11.49	\$22.90	\$0.00	\$73.88	
	3	70		\$46.07	\$11.49	\$22.90	\$0.00	\$80.46	
	4	80		\$52.65	\$11.49	\$22.90	\$0.00	\$87.04	
	5	90		\$59.23	\$11.49	\$22.90	\$0.00	\$93.62	
	Notes:								
	Apprei	ntice to Jou	urneyworker Ratio:1:5						
BULLDOZER/C			ER	12/01/2024	\$\$6.40	\$15.55	\$16.50	\$0.00	\$88.45
OI EKATING ENGIN	EERS LO	CAL 4		06/01/2025	5 \$57.68	\$15.55	\$16.50	\$0.00	\$89.73
				12/01/2025	5 \$59.12	\$15.55	\$16.50	\$0.00	\$91.17
				06/01/2020	5 \$60.40	\$15.55	\$16.50	\$0.00	\$92.45
				12/01/2020	5 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89
CAISSON & UN			PERATING ENGINEERS"	10/01/000			¢10.05		
LABORERS - FOUN				12/01/2024			\$19.05	\$0.00	\$76.30
				06/01/2025			\$19.05	\$0.00	\$77.80
				12/01/2025			\$19.05 \$19.05	\$0.00 \$0.00	\$79.30
				06/01/2020			\$19.05 \$19.05	\$0.00 \$0.00	\$80.85
For apprentice r	ates see ".	Apprentice- L	ABORER"	12/01/2020	5 \$53.40	\$9.90	\$19.05	\$0.00	\$82.35
CAISSON & UN LABORERS - FOUN				12/01/2024	\$46.20	\$9.90	\$19.05	\$0.00	\$75.15
LABORERS - FOUN	DATION	AND MARINE	2	06/01/2025	5 \$47.70	\$9.90	\$19.05	\$0.00	\$76.65
				12/01/2025	5 \$49.20	\$9.90	\$19.05	\$0.00	\$78.15
				06/01/2020	5 \$50.75	\$9.90	\$19.05	\$0.00	\$79.70
E di		т		12/01/2020	5 \$52.25	\$9.90	\$19.05	\$0.00	\$81.20
For apprentice r				12/01/202	1 \$16.57	\$0.00	\$19.05	\$0.00	\$75.48
LABORERS - FOUN				12/01/2024			\$19.05	\$0.00 \$0.00	\$75.48 \$76.98
				06/01/2025 12/01/2025			\$19.05 \$19.05	\$0.00 \$0.00	\$76.98 \$78.48
				06/01/2023			\$19.05	\$0.00 \$0.00	\$78.48 \$80.03
				12/01/2020			\$19.05	\$0.00	\$80.03 \$81.53
For apprentice r	ates see ".	Apprentice- L	ABORER"	12/01/2020	, φ <i>32.3</i> 0	φ	<i>417.00</i>	ψ 0. 00	ψ01. <i>JJ</i>

Apprentice -	BRICK/PLASTER/CEMENT MASON - Local 3 Lowell
Eff	02/01/2025

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	03/01/2025	\$49.62	\$9.83	\$19.97	\$0.00	\$79.42
CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2025	\$50.87	\$9.83	\$19.97	\$0.00	\$80.67
	03/01/2026	\$52.12	\$9.83	\$19.97	\$0.00	\$81.92
	09/01/2026	\$53.37	\$9.83	\$19.97	\$0.00	\$83.17
	03/01/2027	\$54.62	\$9.83	\$19.97	\$0.00	\$84.42

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2025

-rr							
Effect	ive Date -	03/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$22.33	\$9.83	\$1.73	\$0.00	\$33.89
2	45		\$22.33	\$9.83	\$1.73	\$0.00	\$33.89
3	55		\$27.29	\$9.83	\$3.40	\$0.00	\$40.52
4	55		\$27.29	\$9.83	\$3.40	\$0.00	\$40.52
5	70		\$34.73	\$9.83	\$16.51	\$0.00	\$61.07
6	70		\$34.73	\$9.83	\$16.51	\$0.00	\$61.07
7	80		\$39.70	\$9.83	\$18.24	\$0.00	\$67.77
8	80		\$39.70	\$9.83	\$18.24	\$0.00	\$67.77

Ef	fective Date - 09/01/202	5			Supplemental		
Ste	ep percent	Apprentice Base Wage	Health	Pension	Unemployment	То	tal Rate
1	45	\$22.89	\$9.83	\$1.73	\$0.00		\$34.45
2	45	\$22.89	\$9.83	\$1.73	\$0.00		\$34.45
3	55	\$27.98	\$9.83	\$3.40	\$0.00		\$41.21
4	55	\$27.98	\$9.83	\$3.40	\$0.00		\$41.21
5	70	\$35.61	\$9.83	\$16.51	\$0.00		\$61.95
6	70	\$35.61	\$9.83	\$16.51	\$0.00		\$61.95
7	80	\$40.70	\$9.83	\$18.24	\$0.00		\$68.77
8	80	\$40.70	\$9.83	\$18.24	\$0.00		\$68.77
No	otes:						
Ap	oprentice to Journeyworke	r Ratio:1:5					
CARPENTER WO		10/01/2024	\$26.65	\$7.02	\$4.80	\$0.00	\$38.47
CARPENTERS-ZONE 3	(Wood 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

All Aspects of New Wood Frame Work

	ve Date -	10/01/2024		TT 1.1	D ·	Supplemental	T (1)
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rat
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	\$25.3
4	70		\$18.66	\$7.02	\$1.00	\$0.00	\$26.6
5	75		\$19.99	\$7.02	\$4.80	\$0.00	\$31.8
6	80		\$21.32	\$7.02	\$4.80	\$0.00	\$33.1
7	85		\$22.65	\$7.02	\$4.80	\$0.00	\$34.4
8	90		\$23.99	\$7.02	\$4.80	\$0.00	\$35.8
Effecti Step	ve Date - percent	10/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat
1	60		\$16.65	\$7.02	\$0.00	\$0.00	\$23.6
2	60		\$16.65	\$7.02	\$0.00	\$0.00	\$23.6
3	65		\$18.04	\$7.02	\$1.00	\$0.00	\$26.0
4	70		\$19.43	\$7.02	\$1.00	\$0.00	\$27.4
5	75		\$20.81	\$7.02	\$4.80	\$0.00	\$32.6
6	80		\$22.20	\$7.02	\$4.80	\$0.00	\$34.0
7	85		\$23.59	\$7.02	\$4.80	\$0.00	\$35.4
8	90		\$24.98	\$7.02	\$4.80	\$0.00	\$36.8
Notes:							
Appre	ntice to Jou	rneyworker Ratio:1:5					
SONRY/	PLASTERIN WELL)	NG	07/01/2024	4 \$49.19	\$13.35	\$24.21	\$1.80

Apprentice -	CARPENTER	(Wood Frame)	- Zone 3
--------------	-----------	--------------	----------

			EMENT MASONRY/PLASTE	RING - Lowell					
	Effecti Step	ve Date - percent	07/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$24.60	\$13.35	\$16.43		\$54.38	
	2	60		\$29.51	\$13.35 \$13.35	\$10.43 \$19.21	\$0.00 \$1.80	\$54.38 \$63.87	
	3	65							
	4	03 70		\$31.97	\$13.35	\$20.21	\$1.80	\$67.33	
	5			\$34.43	\$13.35	\$21.21	\$1.80	\$70.79	
		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 a	re 1,000 hrs.					
	Appre	ntice to Jo	ourneyworker Ratio:1:3	·					
HAIN SAW		OR		12/01/2024	4 \$39.20	9.90	\$18.36	\$0.00	\$67.46
ABORERS - ZO	NE 2			06/01/202	5 \$40.5	9 \$9.90	\$18.36	\$0.00	\$68.85
				12/01/202	5 \$41.9	7 \$9.90	\$18.36	\$0.00	\$70.23
				06/01/2020	5 \$43.4	1 \$9.90	\$18.36	\$0.00	\$71.67
				12/01/2020	5 \$44.8	5 \$9.90	\$18.36	\$0.00	\$73.11
				06/01/202	7 \$46.30	\$9.90	\$18.36	\$0.00	\$74.56
				12/01/202	7 \$47.7:	5 \$9.90	\$18.36	\$0.00	\$76.01
				06/01/2023	8 \$49.2	5 \$9.90	\$18.36	\$0.00	\$77.51
				12/01/202	8 \$50.7	5 \$9.90	\$18.36	\$0.00	\$79.01
For apprenti	ice rates see '	Apprentice-	LABORER"						
LAM SHEL			KETS/HEADING MACHINE	S 12/01/2024	4 \$58.13	8 \$15.55	\$16.50	\$0.00	\$90.23
I EKATING EN	OINEERS LO	JCAL 4		06/01/202	5 \$59.5	1 \$15.55	\$16.50	\$0.00	\$91.56
				12/01/202	5 \$60.98	8 \$15.55	\$16.50	\$0.00	\$93.03
				06/01/2020	5 \$62.3	1 \$15.55	\$16.50	\$0.00	\$94.36
				12/01/2020	5 \$63.79	9 \$15.55	\$16.50	\$0.00	\$95.84
			OPERATING ENGINEERS"						
OMPRESSO PERATING EN				12/01/2024	4 \$36.6	7 \$15.55	\$16.50	\$0.00	\$68.72
		,		06/01/202	5 \$37.52	2 \$15.55	\$16.50	\$0.00	\$69.57
				12/01/202	5 \$38.4	7 \$15.55	\$16.50	\$0.00	\$70.52
				06/01/2020	5 \$39.33	3 \$15.55	\$16.50	\$0.00	\$71.38
				12/01/2020	5 \$40.23	8 \$15.55	\$16.50	\$0.00	\$72.33
			OPERATING ENGINEERS"						
DELEADER	(BRIDGE 11. 35 - ZONI	/		01/01/202	5 \$58.40	5 \$9.95	\$23.95	\$0.00	\$92.36

CEMENT MASONRY/PLASTERING - L ,11

	tep	ve Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	9
1	1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18	3
2	2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76	5
3	3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29)
2	4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82	
4	5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19	
(5	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73	
7	7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25	
8	8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30	
	lotes:							
		Steps are 750 hrs.						
		ntice to Journeyworker Ratio:1:1						
MO: ADZEMA ORERS - ZONE 2	AN		12/02/2024			\$18.90	\$0.00	\$75.05
Long Long 2			06/02/202:	\$47.75	\$9.90	\$18.90	\$0.00	\$76.55
			12/01/202:		\$9.90	\$18.90	\$0.00	\$78.05
			06/01/2020	\$50.80	\$9.90	\$18.90	\$0.00	\$79.60
			12/07/2020	\$52.30	\$9.90	\$18.90	\$0.00	\$81.10
			06/07/2027	\$53.90	\$9.90	\$18.90	\$0.00	\$82.70
			12/06/2027	\$55.50	\$9.90	\$18.90	\$0.00	\$84.30
			06/05/2028	\$57.18	\$9.90	\$18.90	\$0.00	\$85.98
For appropriate rat	as saa "	Apprentice- LABORER"	12/04/2028	\$58.85	\$9.90	\$18.90	\$0.00	\$87.65
		ADER/HAMMER OPERATOR	12/02/2024	\$47.25	\$9.90	\$18.90	\$0.00	\$76.05
ORERS - ZONE 2			06/02/202			\$18.90	\$0.00	\$77.55
			12/01/202			\$18.90	\$0.00	\$79.05
			06/01/2020			\$18.90	\$0.00	\$80.60
			12/07/2020			\$18.90	\$0.00	\$82.10
			06/07/202			\$18.90	\$0.00	\$83.70
			12/06/202			\$18.90	\$0.00	\$85.30
			06/05/202			\$18.90	\$0.00	\$86.98
			12/04/2028			\$18.90	\$0.00	\$88.65
For apprentice rate		Apprentice- LABORER"	10/00/200	<u>م م</u> م	¢0.00	¢10 00		
ORERS - ZONE 2			12/02/2024			\$18.90 \$18.00	\$0.00 \$0.00	\$75.80
			06/02/202:			\$18.90 \$18.90	\$0.00 \$0.00	\$77.30
			12/01/202:				\$0.00 \$0.00	\$78.80
			06/01/2020			\$18.90 \$18.90		\$80.35
			12/07/2020				\$0.00 \$0.00	\$81.85
			06/07/202			\$18.90 \$18.90	\$0.00 \$0.00	\$83.45
			12/06/202			\$18.90	\$0.00 \$0.00	\$85.05
			06/05/2023 12/04/2023			\$18.90 \$18.90	\$0.00 \$0.00	\$86.73 \$88.40
			12/01/2020	\$57.00	47.70			-00.10

Classification For apprentice rates see "Apprentice- LABORER"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER	12/02/2024	\$47.25	\$9.90	\$18.90	\$0.00	\$76.05
ABORERS - ZONE 2	06/02/2025	\$48.75	\$9.90	\$18.90	\$0.00	\$77.55
	12/01/2025	\$50.25	\$9.90	\$18.90	\$0.00	\$79.05
	06/01/2026	\$50.25 \$51.80	\$9.90	\$18.90	\$0.00	\$80.60
	12/07/2026	\$53.30	\$9.90	\$18.90	\$0.00	\$82.10
	06/07/2027	\$53.90 \$54.90	\$9.90	\$18.90	\$0.00	\$83.70
	12/06/2027	\$56.50	\$9.90	\$18.90	\$0.00	\$85.30
	06/05/2028	\$58.18	\$9.90	\$18.90	\$0.00	\$86.98
	12/04/2028	\$59.85	\$9.90	\$18.90	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"	12/01/2020	φυν.0υ	ψ9.90	<i>Q</i> 10000	\$0.00	φ00.05
DEMO: JACKHAMMER OPERATOR	12/02/2024	\$47.00	\$9.90	\$18.90	\$0.00	\$75.80
ABORERS - ZONE 2	06/02/2025	\$48.50	\$9.90	\$18.90	\$0.00	\$77.30
	12/01/2025	\$50.00	\$9.90	\$18.90	\$0.00	\$78.80
	06/01/2026	\$51.55	\$9.90	\$18.90	\$0.00	\$80.35
	12/07/2026	\$53.05	\$9.90	\$18.90	\$0.00	\$81.85
	06/07/2027	\$54.65	\$9.90	\$18.90	\$0.00	\$83.45
	12/06/2027	\$56.25	\$9.90	\$18.90	\$0.00	\$85.05
	06/05/2028	\$57.93	\$9.90	\$18.90	\$0.00	\$86.73
	12/04/2028	\$59.60	\$9.90	\$18.90	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER	12/02/2024	\$46.25	\$9.90	\$18.90	\$0.00	\$75.05
ABORERS - ZONE 2	06/02/2025	\$47.75	\$9.90	\$18.90	\$0.00	\$76.55
	12/01/2025	\$49.25	\$9.90	\$18.90	\$0.00	\$78.05
	06/01/2026	\$50.80	\$9.90	\$18.90	\$0.00	\$79.60
	12/07/2026	\$52.30	\$9.90	\$18.90	\$0.00	\$81.10
	06/07/2027	\$53.90	\$9.90	\$18.90	\$0.00	\$82.70
	12/06/2027	\$55.50	\$9.90	\$18.90	\$0.00	\$84.30
	06/05/2028	\$57.18	\$9.90	\$18.90	\$0.00	\$85.98
	12/04/2028	\$58.85	\$9.90	\$18.90	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR DPERATING 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 2)	08/01/2024	\$78.11	\$10.08	\$24.29	\$0.00	\$112.48
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 Dile Driver Local 56 (Zone 2)	08/01/2024	\$51.97	\$10.08	\$24.29	\$0.00	\$86.34
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 2)	08/01/2024	\$83.69	\$10.08	\$24.29	\$0.00	\$118.06

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN	03/01/2025	\$64.26	\$13.00	\$23.03	\$0.00	\$100.29
ELECTRICIANS LOCAL 103	09/01/2025	\$66.17	\$13.00	\$23.09	\$0.00	\$102.26
	03/01/2026	\$67.37	\$13.00	\$23.12	\$0.00	\$103.49
	09/01/2026	\$69.28	\$13.00	\$23.18	\$0.00	\$105.46
	03/01/2027	\$70.47	\$13.00	\$23.21	\$0.00	\$106.68
	09/01/2027	\$72.39	\$13.00	\$23.27	\$0.00	\$108.66
	03/01/2028	\$73.59	\$13.00	\$23.31	\$0.00	\$109.90

Apprentice - ELECTRICIAN - Local 103

Effecti	ve Date -	03/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$25.70	\$13.00	\$0.77	\$0.00	\$39.47
2	40		\$25.70	\$13.00	\$0.77	\$0.00	\$39.47
3	45		\$28.92	\$13.00	\$17.17	\$0.00	\$59.09
4	45		\$28.92	\$13.00	\$17.17	\$0.00	\$59.09
5	50		\$32.13	\$13.00	\$17.70	\$0.00	\$62.83
6	55		\$35.34	\$13.00	\$18.24	\$0.00	\$66.58
7	60		\$38.56	\$13.00	\$18.77	\$0.00	\$70.33
8	65		\$41.77	\$13.00	\$19.30	\$0.00	\$74.07
9	70		\$44.98	\$13.00	\$19.83	\$0.00	\$77.81
10	75		\$48.20	\$13.00	\$20.37	\$0.00	\$81.57

	ffective Date - ep percent	09/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40		\$26.47	\$13.00	\$0.79	\$0.00	\$40.26
2	40		\$26.47	\$13.00	\$0.79	\$0.00	\$40.26
3	45		\$29.78	\$13.00	\$17.19	\$0.00	\$59.97
4	45		\$29.78	\$13.00	\$17.19	\$0.00	\$59.97
5	50		\$33.09	\$13.00	\$17.73	\$0.00	\$63.82
6	55		\$36.39	\$13.00	\$18.27	\$0.00	\$67.66
7	60		\$39.70	\$13.00	\$18.80	\$0.00	\$71.50
8	65		\$43.01	\$13.00	\$19.34	\$0.00	\$75.35
9	70		\$46.32	\$13.00	\$19.87	\$0.00	\$79.19
10	0 75		\$49.63	\$13.00	\$20.41	\$0.00	\$83.04
N	otes: :						
							İ
A	pprentice to Jo	urneyworker Ratio:2:3***					
ELEVATOR CONS			01/01/2022	2 \$65.62	\$16.03	\$20.21 \$0.0	90 \$101.86

	Effecti	ive Date - 01/01/2022					Supplemental		
	Step	percent	Apprenti	ce Base Wage	Health	Pension	Unemployment	Total Rat	te
	1	50		\$32.81	\$16.03	\$0.00	\$0.00	\$48.8	34
	2	55		\$36.09	\$16.03	\$20.21	\$0.00	\$72.3	33
	3	65		\$42.65	\$16.03	\$20.21	\$0.00	\$78.8	39
	4	70		\$45.93	\$16.03	\$20.21	\$0.00	\$82.1	17
	5	80		\$52.50	\$16.03	\$20.21	\$0.00	\$88.7	74
	Notes:	Steps 1-2 are 6 mos.; Steps	3-5 are 1 year						-
	Appre	ntice to Journeyworker Rat	io:1:1						
LEVATOR CO		JCTOR HELPER S LOCAL 4		01/01/202	2 \$45.93	\$16.03	\$20.21	\$0.00	\$82.17
For apprentice	rates see	'Apprentice - ELEVATOR CONSTR	UCTOR"						
		IL ERECTOR (HEAVY & H	IIGHWAY)	12/01/202	4 \$39.20	\$9.90	\$18.46	\$0.00	\$67.56
ABORERS - ZONE	2 (HEAV	Y & HIGHWAY)		06/01/202	5 \$40.59	\$9.90	\$18.46	\$0.00	\$68.95
				12/01/202	5 \$41.97	\$9.90	\$18.46	\$0.00	\$70.33
				06/01/202	6 \$43.41	\$9.90	\$18.46	\$0.00	\$71.77
				12/01/202	6 \$44.85	\$9.90	\$18.46	\$0.00	\$73.21
		'Apprentice- LABORER (Heavy and							
IELD ENG.INS PERATING ENGIN		RSON-BLDG,SITE,HVY/HW	VY	05/01/202	5 \$53.22	\$15.30	\$16.40	\$0.00	\$84.92
Elemento Eleon				11/01/202	5 \$54.51	\$15.30	\$16.40	\$0.00	\$86.21
				05/01/202	6 \$55.95	\$15.30	\$16.40	\$0.00	\$87.65
				11/01/202	5 \$57.24	\$15.30	\$16.40	\$0.00	\$88.94
For apprentice 1	rates see '	'Apprentice- OPERATING ENGINE	ERS"	05/01/202	7 \$58.67	\$15.30	\$16.40	\$0.00	\$90.37
		HIEF-BLDG,SITE,HVY/HW	/Υ	05/01/202	5 \$54.82	\$15.30	\$16.40	\$0.00	\$86.52
PERATING ENGIN	VEERS LO	OCAL 4		11/01/202	5 \$56.12	\$15.30	\$16.40	\$0.00	\$87.82
				05/01/202	6 \$57.57	\$15.30	\$16.40	\$0.00	\$89.27
				11/01/2020	5 \$58.87	\$15.30	\$16.40	\$0.00	\$90.57
				05/01/202	7 \$60.32	\$15.30	\$16.40	\$0.00	\$92.02
		'Apprentice- OPERATING ENGINE							
ELD ENG.RC		SON-BLDG,SITE,HVY/HW	/Υ	05/01/202	5 \$26.22	\$15.30	\$16.40	\$0.00	\$57.92
EKATING ENGI	VLEKS LO	JUAL 4		11/01/202	5 \$26.98	\$15.30	\$16.40	\$0.00	\$58.68
				05/01/202	6 \$27.83	\$15.30	\$16.40	\$0.00	\$59.53
				11/01/2020	5 \$28.59	\$15.30	\$16.40	\$0.00	\$60.29
				05/01/202	7 \$29.44	\$15.30	\$16.40	\$0.00	\$61.14
For apprentice a	rates see	Apprentice- OPER ATING ENGINE	FRS"						

Apprentice -	ELEVATOR CONSTRUCTOR - Local 4
	01/01/2022

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER	03/01/2025	\$64.26	\$13.00	\$23.03	\$0.00	\$100.29
ELECTRICIANS LOCAL 103	09/01/2025	\$66.17	\$13.00	\$23.09	\$0.00	\$102.26
	03/01/2026	\$67.37	\$13.00	\$23.12	\$0.00	\$103.49
	09/01/2026	\$69.28	\$13.00	\$23.18	\$0.00	\$105.46
	03/01/2027	\$70.47	\$13.00	\$23.21	\$0.00	\$106.68
	09/01/2027	\$72.39	\$13.00	\$23.27	\$0.00	\$108.66
	03/01/2028	\$73.59	\$13.00	\$23.31	\$0.00	\$109.90
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>electricians</i>	03/01/2025	\$51.41	\$13.00	\$20.90	\$0.00	\$85.31
LOCAL 103	09/01/2025	\$52.94	\$13.00	\$20.95	\$0.00	\$86.89
	03/01/2026	\$53.90	\$13.00	\$20.98	\$0.00	\$87.88
	09/01/2026	\$55.42	\$13.00	\$21.02	\$0.00	\$89.44
	03/01/2027	\$56.38	\$13.00	\$21.05	\$0.00	\$90.43
	09/01/2027	\$57.91	\$13.00	\$21.10	\$0.00	\$92.01
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"	03/01/2028	\$58.87	\$13.00	\$21.13	\$0.00	\$93.00
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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$50.43	\$15.55	\$16.50	\$0.00	\$82.48
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/01/2024	\$27.01	\$9.90	\$18.46	\$0.00	\$55.37
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$28.09	\$9.90	\$18.46	\$0.00	\$56.45
	12/01/2025	\$28.09	\$9.90	\$18.46	\$0.00	\$56.45
	06/01/2026	\$29.21	\$9.90	\$18.46	\$0.00	\$57.57
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$29.21	\$9.90	\$18.46	\$0.00	\$57.57
FLOORCOVERER	02/01/2024	¢ 40, 47	#0.02	¢20.27	\$0.00	\$70.57
FLOORCOVERERS LOCAL 2168 ZONE II	03/01/2024	\$49.47	\$8.83	\$20.27	\$0.00	\$78.57

	Effecti	ive Date - 03/01/202	4				Supplemental		
	Step	percent	Appr	entice Base Wage	Health	Pension	Unemployment	Total	Rate
	1	50		\$24.74	\$8.83	\$1.76	\$0.00	\$3	5.33
	2	55		\$27.21	\$8.83	\$1.76	\$0.00	\$3	57.80
	3	60		\$29.68	\$8.83	\$3.52	\$0.00	\$4	2.03
	4	65		\$32.16	\$8.83	\$3.52	\$0.00	\$4	4.51
	5	70		\$34.63	\$8.83	\$16.75	\$0.00	\$6	60.21
	6	75		\$37.10	\$8.83	\$16.75	\$0.00	\$6	52.68
	7	80		\$39.58	\$8.83	\$18.51	\$0.00	\$6	6.92
	8	85		\$42.05	\$8.83	\$18.51	\$0.00	\$6	59.39
		Step 1&2 \$32.63/ 3&	5/55/55/70/70/80/80 (4 \$39.28/ 5&6 \$59.86/						
		ntice to Journeyworke	er Ratio:1:1						
FORK LIFT/ OPERATING EN				12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
n eranno en	OINEERS E	JCAL 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 apprent	ice rates see '	'Apprentice- OPERATING E	NGINEERS"	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
		NG PLANT/HEATERS	5	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
PERATING 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
				12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
For apprent	ice rates see '	'Apprentice- OPERATING E	NGINEERS"						
GLAZIER (C SYSTEMS) GLAZIERS LOC.		ANK/AIR BARRIER/I	NTERIOR	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86

Apprentice - FLOORCOVERER - Local 2168 Zone II

S GLAZIERS LOCAL 35 (ZONE 2) Apprentice - GLAZIER - Local 35 Zone 2

\$16.50

\$15.55

\$0.00

\$94.58

Effective Date - 01/01/2025				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	te
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:						
IOISTING ENGINEER/CRANES/GRADALLS	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
PERATING 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

ffective Date - 12/01/202 tep percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
55	\$31.37	\$0.00	\$0.00	\$0.00	\$31.37
60	\$34.22	\$15.55	\$16.50	\$0.00	\$66.27
65	\$37.07	\$15.55	\$16.50	\$0.00	\$69.12
70	\$39.92	\$15.55	\$16.50	\$0.00	\$71.97
75	\$42.77	\$15.55	\$16.50	\$0.00	\$74.82
80	\$45.62	\$15.55	\$16.50	\$0.00	\$77.67
85	\$48.48	\$15.55	\$16.50	\$0.00	\$80.53
90	\$51.33	\$15.55	\$16.50	\$0.00	\$83.38

OPERATING ENGINEERS - Local 4 Annrentice

Step	ive Date - 06/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Tota	l Rate
1	55	\$32.08	\$0.00	\$0.00	\$0.00	\$	632.08
2	60	\$35.00	\$15.55	\$16.50	\$0.00	\$	667.05
3	65	\$37.91	\$15.55	\$16.50	\$0.00	\$	69.96
4	70	\$40.83	\$15.55	\$16.50	\$0.00	\$	572.88
5	75	\$43.75	\$15.55	\$16.50	\$0.00	\$	675.80
6	80	\$46.66	\$15.55	\$16.50	\$0.00	\$	578.71
7	85	\$49.58	\$15.55	\$16.50	\$0.00	\$	681.63
8	90	\$52.50	\$15.55	\$16.50	\$0.00	\$	584.55
Notes							
Appre	entice to Journeyworker	Ratio:1:6					
IVAC (DUCTWORK)		02/01/202	5 \$59.13	\$14.91	\$28.27	\$2.98	\$105.29
HEETMETAL WORKERS L	OCAL 17 - A	08/01/202:	5 \$60.98	\$14.91	\$28.27	\$2.98	\$107.14
For oppropriation rates soo	"Apprentice- SHEET METAL V	02/01/2020	5 \$62.93	\$14.91	\$28.27	\$2.98	\$109.09
IVAC (ELECTRICAL				¢12.00	\$23.03	\$0.00	¢100.20
LECTRICIANS LOCAL 103	· · · ·	03/01/202: 09/01/202:			\$23.03 \$23.09	\$0.00 \$0.00	\$100.29
						\$0.00 \$0.00	\$102.26
		03/01/2020			\$23.12 \$22.18		\$103.49
		09/01/2020			\$23.18 \$22.21	\$0.00	\$105.46
		03/01/202'			\$23.21	\$0.00	\$106.68
		09/01/202′			\$23.27	\$0.00	\$108.66
For apprentice rates see	"Apprentice- ELECTRICIAN"	03/01/2028	8 \$73.59	\$13.00	\$23.31	\$0.00	\$109.90
`	D BALANCING - AIR)	02/01/202:	5 \$59.13	\$14.91	\$28.27	\$2.98	\$105.29
HEETMETAL WORKERS L	OCAL 17 - A	08/01/202:	5 \$60.98	\$14.91	\$28.27	\$2.98	\$107.14
For apprentice rates see	"Apprentice- SHEET METAL V	02/01/2020	6 \$62.93	\$14.91	\$28.27	\$2.98	\$109.09
IVAC (TESTING ANI	D BALANCING -WATE		5 \$68.88	\$12.70	\$21.80	\$0.00	\$103.38
PIPEFITTERS LOCAL 537		"PLUMBER/PIPEFITTER"					

Issue Date: 05/08/2025

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC PIPEFITTERS LOCAL 537	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
LABORERS - ZONE 2	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS)	09/01/2024	\$56.92	\$14.75	\$19.61	\$0.00	\$91.28
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2025	\$60.34	\$14.75	\$19.61	\$0.00	\$94.70
	09/01/2026	\$63.76	\$14.75	\$19.61	\$0.00	\$98.12

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

Effect	ive Date -	09/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$28.46	\$14.75	\$14.32	\$0.00	\$57.53
2	60		\$34.15	\$14.75	\$15.37	\$0.00	\$64.27
3	70		\$39.84	\$14.75	\$16.43	\$0.00	\$71.02
4	80		\$45.54	\$14.75	\$17.49	\$0.00	\$77.78

Effectiv	ve Date - 09/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$30.17	\$14.75	\$14.32	\$0.00	\$59.24	
2	60	\$36.20	\$14.75	\$15.37	\$0.00	\$66.32	
3	70	\$42.24	\$14.75	\$16.43	\$0.00	\$73.42	
4	80	\$48.27	\$14.75	\$17.49	\$0.00	\$80.51	
Notes:							
	Steps are 1 year						
Apprer	ntice to Journeyworker Ratio:1:4						
IRONWORKER/WELD IRONWORKERS LOCAL 7 (LA		03/16/2024	4 \$49.5	6 \$8.35	\$26.70	\$0.00 \$8	84.61

	Effecti	ive Date - 03/16/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$29.74	\$8.35	\$26.70	\$0.00	\$64.79	
	2	70	\$34.69	\$8.35	\$26.70	\$0.00	\$69.74	
	3	75	\$37.17	\$8.35	\$26.70	\$0.00	\$72.22	
	4	80	\$39.65	\$8.35	\$26.70	\$0.00	\$74.70	
	5	85	\$42.13	\$8.35	\$26.70	\$0.00	\$77.18	
	6	90	\$44.60	\$8.35	\$26.70	\$0.00	\$79.65	
	Notes:							
							i i	
	Appre	ntice to Journeyworker Ratio:1:4						
		VING BREAKER OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE	2		06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
			12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
			06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
			12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
			06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
			12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
			06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
			12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
	rates see '	'Apprentice- LABORER"						
LABORER LABORERS - ZONE	2		12/01/2024			\$18.36	\$0.00	\$67.21
			06/01/2025			\$18.36	\$0.00	\$68.60
			12/01/2025			\$18.36	\$0.00	\$69.98
			06/01/2026			\$18.36	\$0.00	\$71.42
			12/01/2026			\$18.36	\$0.00	\$72.86
			06/01/2027			\$18.36	\$0.00	\$74.31
			12/01/2027			\$18.36	\$0.00	\$75.76
			06/01/2028			\$18.36	\$0.00	\$77.26
			12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76

Apprentice - IRONWORKER - Local 7 Lawrence

	Effect Step	ive Date - percent	12/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	$\frac{step}{1}$	60		\$23.37	\$9.90	\$18.36	\$0.00	\$51.63	
	2	70		\$27.27	\$9.90	\$18.36	\$0.00	\$55.53	
	3	80		\$31.16	\$9.90 \$9.90	\$18.36	\$0.00	\$59.42	
	4	90		\$35.06	\$9.90	\$18.36	\$0.00	\$63.32	
	Effect	ive Date -	06/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60		\$24.20	\$9.90	\$18.36	\$0.00	\$52.46	
	2	70		\$28.24	\$9.90	\$18.36	\$0.00	\$56.50	
	3	80		\$32.27	\$9.90	\$18.36	\$0.00	\$60.53	
	4	90		\$36.31	\$9.90	\$18.36	\$0.00	\$64.57	
	Notes								
	Appre	entice to Jo	urneyworker Ratio:1:5						
		HIGHWA	2	12/01/2024	4 \$38.95	\$9.90	\$18.46	\$0.00	\$67.31
JRERS - ZU	NE 2 (HEAV	'Y & HIGHWA	1)	06/01/2025	5 \$40.34	\$9.90	\$18.46	\$0.00	\$68.70
				12/01/2025	5 \$41.72	\$9.90	\$18.46	\$0.00	\$70.08
				06/01/2020	5 \$43.16	\$9.90	\$18.46	\$0.00	\$71.52
				12/01/2020	5 \$44.60	\$9.90	\$18.46	\$0.00	\$72.96

Аррі	rent	ice	-	LABORER (Heavy & Highway) - Zone 2
-		-		10/01/0004

Effecti	ive Date -	12/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$23.37	\$9.90	\$18.46	\$0.00	\$51.73	
2	70		\$27.27	\$9.90	\$18.46	\$0.00	\$55.63	
3	80		\$31.16	\$9.90	\$18.46	\$0.00	\$59.52	
4	90		\$35.06	\$9.90	\$18.46	\$0.00	\$63.42	

Effect	ive Date -	06/01/2025				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$24.20	\$9.90	\$18.46	\$0.00	\$52.56	
2	70		\$28.24	\$9.90	\$18.46	\$0.00	\$56.60	
3	80		\$32.27	\$9.90	\$18.46	\$0.00	\$60.63	
4	90		\$36.31	\$9.90	\$18.46	\$0.00	\$64.67	

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
LABORERS - ZONE 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 2	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
ADOREKO - ZONE Z	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/02/2024	\$39.04	\$9.90	\$18.42	\$0.00	\$67.36
LABORERS - ZONE 2	06/02/2025	\$40.43	\$9.90	\$18.42	\$0.00	\$68.75
	12/01/2025	\$41.81	\$9.90	\$18.42	\$0.00	\$70.13
	06/01/2026	\$43.25	\$9.90	\$18.42	\$0.00	\$71.57
	12/07/2026	\$44.69	\$9.90	\$18.42	\$0.00	\$73.01
	06/07/2027	\$46.14	\$9.90	\$18.42	\$0.00	\$74.46
	12/06/2027	\$47.59	\$9.90	\$18.42	\$0.00	\$75.91
	06/05/2028	\$49.09	\$9.90	\$18.42	\$0.00	\$77.41
	12/04/2028	\$50.59	\$9.90	\$18.42	\$0.00	\$78.91
For apprentice rates see "Apprentice- LABORER"						·
LABORER: MASON TENDER	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
LABORERS - ZONE 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
ABORER: TREE REMOVER	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
ABORERS - ZONE 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
This classification applies to the removal of standing trees, and the trimm clearance incidental to construction . For apprentice rates see "Apprentice		bs when related t	to public work	ts construction	or site	
LASER BEAM OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
ABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) ABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
ADORERS - ZONE 2 (HEAVT & HIGHWAT)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2025	\$50.36	\$11.49	\$21.62	\$0.00	\$83.47
	08/01/2025	\$52.08	\$11.49	\$21.62	\$0.00	\$85.19
	02/01/2026	\$53.16	\$11.49	\$21.62	\$0.00	\$86.27
	08/01/2026	\$54.92	\$11.49	\$21.62	\$0.00	\$88.03
	02/01/2027	\$56.04	\$11.49	\$21.62	\$0.00	\$89.15

I	Effective Date -		02/01/2025				Supplemental		
2	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50		\$25.18	\$11.49	\$21.62	\$0.00	\$58.29	
	2	60		\$30.22	\$11.49	\$21.62	\$0.00	\$63.33	
	3	70		\$35.25	\$11.49	\$21.62	\$0.00	\$68.36	
	4	80		\$40.29	\$11.49	\$21.62	\$0.00	\$73.40	
	5	90		\$45.32	\$11.49	\$21.62	\$0.00	\$78.43	
1	Effectiv	ve Date -	08/01/2025				Supplemental		
S	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
_	1	50		\$26.04	\$11.49	\$21.62	\$0.00	\$59.15	
	2	60		\$31.25	\$11.49	\$21.62	\$0.00	\$64.36	
	3	70		\$36.46	\$11.49	\$21.62	\$0.00	\$69.57	
	4	80		\$41.66	\$11.49	\$21.62	\$0.00	\$74.77	
	5	90		\$46.87	\$11.49	\$21.62	\$0.00	\$79.98	
1	Notes:								
ĺ									
	Apprei	ntice to Jou	ırneyworker Ratio:1:3						
			S & TERRAZZO MECH	02/01/2025	5 \$65.8	\$11.49	\$23.56	\$0.00	\$100.87
BRICKLAYERS LOCA	BRICKLAYERS LOCAL 3 - MARBLE & TILE		E	08/01/2025	5 \$67.9	\$11.49	\$23.56	\$0.00	\$103.02
				02/01/2026	5 \$69.3	\$11.49	\$23.56	\$0.00	\$104.37
				08/01/2026	5 \$71.5	52 \$11.49	\$23.56	\$0.00	\$106.57
				02/01/2027	\$72.9	92 \$11.49	\$23.56	\$0.00	\$107.97

Apprentice -MARBLE & TILE FINISHER - Local 3 Marble & TileEffective Date -02/01/2025

	Effecti	ve Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.91	\$11.49	\$23.56	\$0.00	\$67.96	
	2	60		\$39.49	\$11.49	\$23.56	\$0.00	\$74.54	
	3	70		\$46.07	\$11.49	\$23.56	\$0.00	\$81.12	
	4	80		\$52.66	\$11.49	\$23.56	\$0.00	\$87.71	
	5	90		\$59.24	\$11.49	\$23.56	\$0.00	\$94.29	
	Effecti	ve Date -	08/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$33.99	\$11.49	\$23.56	\$0.00	\$69.04	
	2	60		\$40.78	\$11.49	\$23.56	\$0.00	\$75.83	
	3	70		\$47.58	\$11.49	\$23.56	\$0.00	\$82.63	
	4	80		\$54.38	\$11.49	\$23.56	\$0.00	\$89.43	
	5	90		\$61.17	\$11.49	\$23.56	\$0.00	\$96.22	
	Notes:								
	İ								
	Apprei	ntice to Jou	ırneyworker Ratio:1:5						
			ON CONST. SITES)	12/01/2024	4 \$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGI	NEERS LC	ICAL 4		06/01/2025	5 \$57.68	\$15.55	\$16.50	\$0.00	\$89.73
				12/01/2025	5 \$59.12	\$15.55	\$16.50	\$0.00	\$91.17
				06/01/2026	5 \$60.40	\$15.55	\$16.50	\$0.00	\$92.45
For apprentice	rates see "	Apprentice- O	PERATING ENGINEERS"	12/01/2026	5 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89
MECHANICS				12/01/2024	4 \$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENG	NEERS LC	OCAL 4		06/01/2025			\$16.50	\$0.00	\$89.73
				12/01/2025			\$16.50	\$0.00	\$91.17
				06/01/2026			\$16.50	\$0.00	\$92.45
				12/01/2026			\$16.50	\$0.00	\$93.89
			PERATING ENGINEERS"						
MILLWRIGHTS LO				01/06/2025	5 \$45.09	\$10.08	\$21.47	\$0.00	\$76.64
WILLW MOITISLO	MILLWRIGHTS LOCAL 1121 - Zone 2			01/05/2026	\$47.42	\$10.08	\$21.47	\$0.00	\$78.97

Apprentice -MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & TileEffective Date -02/01/2025

	orentice - M ective Date -	01/06/2025	one 2					
Step		01/00/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{1}{1}$	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	
Effe	ective Date -	01/05/2026				Supplemental		
Step	p percent		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	
	but do re Steps are	Appr. indentured after 1/6/2 ceive annuity. (Step 1 \$5.72 2,000 hours purneyworker Ratio:1:4						
ORTAR MIXER	-		12/01/2024	4 \$39.20	\$9.90	\$18.36	\$0.00	\$67.46
ABORERS - ZONE 2		06/01/2025			\$18.36	\$0.00	\$68.85	
			12/01/2025			\$18.36	\$0.00	\$70.23
			06/01/2020			\$18.36	\$0.00	\$71.67
			12/01/2020			\$18.36	\$0.00	\$73.11
			06/01/2027			\$18.36	\$0.00	\$74.56
			12/01/2027			\$18.36	\$0.00	\$76.01
			06/01/2028			\$18.36	\$0.00	\$77.51
			12/01/2028	8 \$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates s	see "Apprentice-	LABORER"						
ILER (OTHER TH PERATING ENGINEER		CRANES,GRADALLS)	12/01/2024	4 \$25.37	\$15.30	\$16.40	\$0.00	\$57.07
ERAIING ENGINEER	S LOCAL 4		06/01/2023	5 \$25.97	\$15.30	\$16.40	\$0.00	\$57.67
			12/01/2025	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
			12/01/2020	6 \$27.89	\$15.30	\$16.40	\$0.00	\$59.59
	••	OPERATING ENGINEERS"						
LER (TRUCK CR PERATING ENGINEER	,	DALLS)	12/01/2024			\$16.40	\$0.00	\$62.78
			06/01/2025			\$16.40	\$0.00	\$63.50
			12/01/2025			\$16.40	\$0.00	\$64.30
			06/01/2020	6 \$33.32	\$15.30	\$16.40	\$0.00	\$65.02
For oppration at-	an "Annoutin-	OPERATING ENGINEERS"	12/01/2020	6 \$34.12	\$15.30	\$16.40	\$0.00	\$65.82
r or apprentice rates s	see Apprenuce-	OI EIVELING ENGINEERS						

Apprentice - MILLWRIGHT - Local 1121 Zone 2

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Step	tive Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30
Notes						
	Steps are 750 hrs.					i
Appr	entice to Journeyworker Ratio:					
	R SANDBLAST, NEW) * urfaces to be painted are new con	01/01/2025	\$49.3	36 \$9.95	\$23.95	\$0.00 \$83.20

Annrentice . PAINTER Local 35 - BRIDGES/TANKS

* If 30% or more e pa NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

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

Effecti	ve 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
Notes:						
	Steps are 750 hrs.					

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

Effect	five Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.71	\$9.95	\$0.00	\$0.00	\$33.66
2	55	\$26.08	\$9.95	\$6.66	\$0.00	\$42.69
3	60	\$28.45	\$9.95	\$7.26	\$0.00	\$45.66
4	65	\$30.82	\$9.95	\$7.87	\$0.00	\$48.64
5	70	\$33.19	\$9.95	\$20.32	\$0.00	\$63.46
6	75	\$35.57	\$9.95	\$20.93	\$0.00	\$66.45
7	80	\$37.94	\$9.95	\$21.53	\$0.00	\$69.42
8	90	\$42.68	\$9.95	\$22.74	\$0.00	\$75.37
Notes						
	Steps are 750 hrs.					
Appr	entice to Journeyworker Ratio:1:1					
	RUSH, NEW) * rfaces to be painted are new constru e used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/202: ction,	5 \$47.9	96 \$9.95	\$23.95	\$0.00 \$81.86

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Eff	01/01/2025

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effecti Step	ve Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.93
2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.99
3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.99
4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.99
5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.84
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.85
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.85
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.85
Notes:	Steps are 750 hrs.					
Appre	ntice to Journeyworker Ratio:1:1					
TER / TAPER (BF ERS LOCAL 35 - ZONE	RUSH, REPAINT)	01/01/2025	\$46.02	\$9.95	\$23.95	\$0.00 \$79.92

	Effecti	ive Date - 01/01/2025						
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
	1	50	\$23.01	\$9.95	\$0.00	\$0.00	\$32.9	6
	2	55	\$25.31	\$9.95	\$6.66	\$0.00	\$41.9	2
	3	60	\$27.61	\$9.95	\$7.26	\$0.00	\$44.8	2
	4	65	\$29.91	\$9.95	\$7.87	\$0.00	\$47.7	3
	5	70	\$32.21	\$9.95	\$20.32	\$0.00	\$62.4	8
	6	75	\$34.52	\$9.95	\$20.93	\$0.00	\$65.4	0
	7	80	\$36.82	\$9.95	\$21.53	\$0.00	\$68.3	0
	8	90	\$41.42	\$9.95	\$22.74	\$0.00	\$74.1	1
	Notes:							
		Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1						
AINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)		12/01/2024	\$38.95	\$9.90	\$18.46	\$0.00	\$67.31	
ABORERS - ZONE	2 (HEAV	Y & HIGHWAY)	06/01/2023	5 \$40.34	\$9.90	\$18.46	\$0.00	\$68.70
			12/01/2025	5 \$41.72	\$9.90	\$18.46	\$0.00	\$70.08
			06/01/2020	5 \$43.16	\$9.90	\$18.46	\$0.00	\$71.52
			12/01/2020	5 \$44.60	\$9.90	\$18.46	\$0.00	\$72.96
For apprentice 1	ates see	"Apprentice- LABORER (Heavy and Highway)						
ANEL & PICK EAMSTERS JOINT		UCKS DRIVER	01/01/2023	5 \$39.78	\$15.57	\$20.17	\$0.00	\$75.52
LAMSIEKS JOINI	COUNC	IL NO. 10 ZONE B	06/01/2023	5 \$40.78	\$15.57	\$20.17	\$0.00	\$76.52
			12/01/2025	5 \$40.78	\$15.57	\$21.78	\$0.00	\$78.13
			01/01/2020	5 \$40.78	\$16.17	\$21.78	\$0.00	\$78.73
			06/01/2020	5 \$41.78	\$16.17	\$21.78	\$0.00	\$79.73
			12/01/2020	5 \$41.78	\$16.17	\$23.52	\$0.00	\$81.47
			01/01/2027	7 \$41.78	\$16.77	\$23.52	\$0.00	\$82.07
DECK) Pile driver loca	1L 56 (ZC	NSTRUCTOR (UNDERPINNING AN DNE 2) "Apprentice- PILE DRIVER"	ID 08/01/2024	\$51.97	\$10.08	\$24.29	\$0.00	\$86.34
PILE DRIVER		Appendix Tibb Dir (Dir	08/01/2024	\$51.97	\$10.08	\$24.29	\$0.00	\$86.34
PILE DRIVER LOCA	41. 56 (Z(DNE(2)	08/01/2022	+ \$31.97	\$10.08	Φ ∠ 1 .∠7	JU.UU	300.34

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

PILE DRIVER LOCAL 56 (ZONE 2)

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	45	\$23.39	\$10.08	\$2.53	\$0.00	\$36.00	
2	55	\$28.58	\$10.08	\$5.07	\$0.00	\$43.73	
3	70	\$36.38	\$10.08	\$19.22	\$0.00	\$65.68	
4	80	\$41.58	\$10.08	\$21.76	\$0.00	\$73.42	
Notes						·	
	% Indentured BEFORE 8	/1/2020, 50/60/70/75/80/80/90/90					
	Step 1 \$60.36/2 \$65.75/3	\$70.75/4 \$73.35/5&6 \$75.95/7&8 81	.14				
Appre	entice to Journeyworker Ra	atio:1:5					

oprentice -	PILE DRIVER - Local 56 Zone
	09/01/2024

	Step	ive Date - 03/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
	1	40	\$27.55	\$12.70	\$9.05	\$0.00	\$49.3	0
	2	45	\$31.00	\$12.70	\$21.80	\$0.00	\$65.5	0
	3	60	\$41.33	\$12.70	\$21.80	\$0.00	\$75.8	3
	4	70	\$48.22	\$12.70	\$21.80	\$0.00	\$82.7	2
	5	80	\$55.10	\$12.70	\$21.80	\$0.00	\$89.6	0
	Notes:	** 1:3; 3:15; 1:10 thereafte	1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1	7;9:20;10:23	(Max)		 	
PIPELAYER			12/01/202	4 \$39.20) \$9.90	\$18.36	\$0.00	\$67.46
ABORERS - ZONE	2		06/01/202			\$18.36	\$0.00	\$68.85
			12/01/202	5 \$41.9'	7 \$9.90	\$18.36	\$0.00	\$70.23
			06/01/202	6 \$43.4	\$9.90	\$18.36	\$0.00	\$71.67
			12/01/202	6 \$44.8	5 \$9.90	\$18.36	\$0.00	\$73.11
			06/01/202	7 \$46.30	\$9.90	\$18.36	\$0.00	\$74.56
			12/01/202	7 \$47.7	5 \$9.90	\$18.36	\$0.00	\$76.01
			06/01/202	8 \$49.2	5 \$9.90	\$18.36	\$0.00	\$77.51
For apprentice	rates see '	"Apprentice- LABORER"	12/01/202	8 \$50.7	5 \$9.90	\$18.36	\$0.00	\$79.01
IPELAYER (H	IEAVY	& HIGHWAY)	12/01/202	4 \$39.20) \$9.90	\$18.46	\$0.00	\$67.56
BORERS - ZONE	2 (HEAV	Y & HIGHWAY)	06/01/202	5 \$40.59	9 \$9.90	\$18.46	\$0.00	\$68.95
			12/01/202	5 \$41.9'	7 \$9.90	\$18.46	\$0.00	\$70.33
			06/01/202	6 \$43.4	1 \$9.90	\$18.46	\$0.00	\$71.77
			00/01/202	φ+5.+	φ <i>γ</i> .γ0	\$10.10	φ0.00	$\phi / 1. / i$

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PLUMBERS & GASFITTERS PLUMBERS & GASFITTERS LOCAL 12	03/02/2025	\$69.84	\$14.32	\$20.31	\$0.00	\$104.47

	1		Apprentit	e Base Wage	Health	Pens	sion	Unemploymen	nt To	tal Rate	
		35		\$24.44	\$14.32	\$7	7.41	\$0.0	0	\$46.17	
	2	40		\$27.94	\$14.32	\$8	3.42	\$0.0	0	\$50.68	
	3	55		\$38.41	\$14.32	\$11	.47	\$0.0	0	\$64.20	
	4	65		\$45.40	\$14.32	\$13	8.50	\$0.0	0	\$73.22	
	5	75		\$52.38	\$14.32	\$15	5.53	\$0.0	0	\$82.23	
	Notes:	** 1:2; 2:6; 3:10; 4:14; Step4 with lic\$76.49 to	5:19/Steps are 1 yr rate, Step5 with lic. \$85	.32 tot. rate							
1	Apprei	ntice to Journeyworker	Ratio:**								
NEUMATIC C		DLS (TEMP.)		03/01/202	5 \$68.5	88	\$12.70	\$21.80	\$0.00		\$103.38
For apprentice r	ates see ".	Apprentice- PIPEFITTER" or '	PLUMBER/PIPEFITTER"								
		OOL OPERATOR		12/01/2024	4 \$39.	70	\$9.90	\$17.54	\$0.00		\$67.14
ABORERS - ZONE	2			06/01/2023	5 \$41.	09	\$9.90	\$17.54	\$0.00		\$68.53
				12/01/2023	5 \$42.4	47	\$9.90	\$17.54	\$0.00		\$69.91
				06/01/2020	5 \$43.	91	\$9.90	\$17.54	\$0.00		\$71.35
				12/01/2020	5 \$45.	35	\$9.90	\$17.54	\$0.00		\$72.79
				06/01/2027	\$46.	80	\$9.90	\$17.54	\$0.00		\$74.24
				12/01/2027	7 \$48.2	25	\$9.90	\$17.54	\$0.00		\$75.69
				06/01/2028	3 \$49. [°]	75	\$9.90	\$17.54	\$0.00		\$77.19
				12/01/2028	8 \$51.2	25	\$9.90	\$17.54	\$0.00		\$78.69
		Apprentice- LABORER"	137.0								
'NEUMATIC D HGHWAY)	KILL/ I	OOL OPERATOR (HEA	VY &	12/01/2024			\$9.90	\$18.46	\$0.00		\$67.56
ABORERS - ZONE	2 (HEAVY	Y & HIGHWAY)		06/01/2023			\$9.90	\$18.46	\$0.00		\$68.95
				12/01/202:			\$9.90	\$18.46	\$0.00		\$70.33
				06/01/2020			\$9.90	\$18.46	\$0.00		\$71.77
For apprentice t	ates see "	Apprentice- LABORER (Heav	and Highway)	12/01/2020	5 \$44.	85	\$9.90	\$18.46	\$0.00		\$73.21
OWDERMAN		••	e "J/	12/01/2024	4 \$39.	95	\$9.90	\$18.36	\$0.00		\$68.21
ABORERS - ZONE				06/01/202			\$9.90 \$9.90	\$18.36	\$0.00		\$69.60
				12/01/202:			\$9.90 \$9.90	\$18.36	\$0.00 \$0.00		\$70.98
				06/01/202			\$9.90 \$9.90	\$18.36	\$0.00		\$72.42
				12/01/2020			\$9.90 \$9.90	\$18.36	\$0.00		\$73.86
				06/01/2020			\$9.90 \$9.90	\$18.36	\$0.00		\$75.31
				12/01/202			\$9.90 \$9.90	\$18.36	\$0.00		\$76.76
				06/01/202			\$9.90 \$9.90	\$18.36	\$0.00		\$78.26
				12/01/2028			\$9.90 \$9.90	\$18.36	\$0.00 \$0.00		\$79.76

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$39.95	\$9.65	\$18.46	\$0.00	\$68.06
LADOKEKS - ZONE 2 (HEAVI & HIGHWAI)	06/01/2025	\$41.34	\$9.65	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.72	\$9.65	\$18.46	\$0.00	\$70.83
	06/01/2026	\$44.16	\$9.65	\$18.46	\$0.00	\$72.27
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$45.60	\$9.65	\$18.46	\$0.00	\$73.71
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$57.03 \$58.33	\$15.55	\$16.50	\$0.00 \$0.00	\$90.38
	12/01/2025	\$58.55 \$59.78	\$15.55	\$16.50	\$0.00 \$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"	12/01/2020	\$02.55	\$15.55	\$10.50	\$0.00	\$74.30
PUMP OPERATOR (CONCRETE)	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"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
READY-MIX CONCRETE DRIVER	05/01/2025	\$30.50	\$11.57	\$6.65	\$0.00	\$48.72
TEAMSTERS 170 - J.G. MacLellan (Lowell)	01/01/2026	\$30.50 \$30.50	\$11.97	\$6.65	\$0.00 \$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	\$50.40 \$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"	12/01/2020	\$01.01	ψ15.55	<i><i>Q</i>¹0100</i>	<i>Q</i> 0100	φ95.09
RIDE-ON MOTORIZED BUGGY OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE 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
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
Issue Date: 05/08/2025 Wage Request Number:	20250507-	072-5				Page 30 of 38

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"					• -	
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) ROOFERS LOCAL 33	02/01/2025	\$52.03	\$13.28	\$21.70	\$0.00	\$87.01
KOOFEKS LOCAL 35	08/01/2025	\$53.53	\$13.28	\$21.70	\$0.00	\$88.51
	02/01/2026	\$54.78	\$13.28	\$21.70	\$0.00	\$89.76

I	Apprei	ntice - RC	OOFER - Local 33						
	E <mark>ffecti</mark> Step	ve Date - percent	02/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	1	50		\$26.02	\$13.28	\$15.55	\$0.00	\$54.85	
	2	50 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	
1	Effecti	ve Date -	08/01/2025				Supplemental		
S	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	
- נו	Notes:	** 1:5, 2:6	-10, the 1:10; Reroofing: 1:-	4. then 1:1					
		Step 1 is 2	2000 hrs.; Steps 2-5 are 100	0 hrs.					
	Annre	<u> </u>	n Mechanics' receive \$1.00 h urneyworker Ratio:**						
	••		ST CONCRETE	02/01/2025	5 \$52.28	\$13.28	\$21.70	\$0.00	\$87.26
OFERS LOCAL 33								\$0.00	
				08/01/2025			\$21.70		\$88.76
For apprentice ra	ites see "	Apprentice- R	OOFER"	02/01/2026	\$55.03	\$13.28	\$21.70	\$0.00	\$90.01
IEETMETAL V				02/01/2025	5 \$59.13	\$14.91	\$28.27	\$2.98	\$105.29
EETMETAL WORK	KERS LC	OCAL 17 - A		08/01/2025			\$28.27	\$2.98	\$107.14
				02/01/2026			\$28.27	\$2.98	\$109.09

Effect	ive Date -	02/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	42		\$24.83	\$14.91	\$6.13	\$0.00	\$45.87
2	42		\$24.83	\$14.91	\$6.13	\$0.00	\$45.87
3	47		\$27.79	\$14.91	\$12.26	\$1.62	\$56.58
4	47		\$27.79	\$14.91	\$12.26	\$1.62	\$56.58
5	52		\$30.75	\$14.91	\$13.24	\$1.74	\$60.64
6	52		\$30.75	\$14.91	\$13.49	\$1.75	\$60.90
7	60		\$35.48	\$14.91	\$14.90	\$1.93	\$67.22
8	65		\$38.43	\$14.91	\$15.88	\$2.04	\$71.26
9	75		\$44.35	\$14.91	\$17.84	\$2.28	\$79.38
10	85		\$50.26	\$14.91	\$19.30	\$2.49	\$86.96

Apprentice - SHEET METAL WORKER - Local 17-A

		, 0	ψ-+.55	ψ14.71	\$17.04	ψ2.20	\$77.50	
10	0	85	\$50.26	\$14.91	\$19.30	\$2.49	\$86.96	
Ef Sto		e Date - 08/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1		42	\$25.61	\$14.91	\$6.13	\$0.00	\$46.65	
2		42	\$25.61	\$14.91	\$6.13	\$0.00	\$46.65	
3		47	\$28.66	\$14.91	\$12.26	\$1.62	\$57.45	
4		47	\$28.66	\$14.91	\$12.26	\$1.62	\$57.45	
5		52	\$31.71	\$14.91	\$13.24	\$1.74	\$61.60	
6		52	\$31.71	\$14.91	\$13.49	\$1.75	\$61.86	
7		60	\$36.59	\$14.91	\$14.90	\$1.93	\$68.33	
8		65	\$39.64	\$14.91	\$15.88	\$2.04	\$72.47	
9		75	\$45.74	\$14.91	\$17.84	\$2.28	\$80.77	
10	0	85	\$51.83	\$14.91	\$19.30	\$2.49	\$88.53	
No	otes:							
i i		Steps are 6 mos.					i i	
A	ppren	tice to Journeyworker Ratio:1:4						
SPECIALIZED EA TEAMSTERS JOINT CO		MOVING EQUIP < 35 TONS	01/01/2025	5 \$40.2	24 \$15.57	\$20.17	\$0.00	\$75.98
TEAMSTERS JOINT CO	UNCIL	LNO. 10 ZONE B	06/01/2025	5 \$41.2	24 \$15.57	\$20.17	\$0.00	\$76.98
			12/01/2025	5 \$41.2	24 \$15.57	\$21.78	\$0.00	\$78.59
			01/01/2020	5 \$41.2	\$16.17	\$21.78	\$0.00	\$79.19
			06/01/2020	5 \$42.2	\$16.17	\$21.78	\$0.00	\$80.19
			12/01/2020	5 \$42.2	24 \$16.17	\$23.52	\$0.00	\$81.93

01/01/2027

\$42.24

\$16.77

\$23.52

\$0.00

\$82.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$77.27
	12/01/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$78.88
	01/01/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$79.48
	06/01/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$80.48
	12/01/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$82.22
	01/01/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$82.82
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	03/01/2025	\$72.14	\$11.51	\$23.80	\$0.00	\$107.45

		ve Date - 03/01/2025					Supplemental		
5	Step	percent	Apprentice Base Wage	Health		Pension	Unemployment	Total l	Rate
	1	35	\$25.25	\$11.51		\$13.07	\$0.00	\$4	9.83
	2	40	\$28.86	\$11.51		\$13.90	\$0.00	\$54	4.27
	3	45	\$32.46	\$11.51		\$14.73	\$0.00	\$5	8.70
	4	50	\$36.07	\$11.51		\$15.55	\$0.00	\$6.	3.13
	5	55	\$39.68	\$11.51		\$16.37	\$0.00	\$6	7.56
	6	60	\$43.28	\$11.51		\$17.20	\$0.00	\$7	1.99
	7	65	\$46.89	\$11.51		\$18.03	\$0.00	\$7	6.43
	8	70	\$50.50	\$11.51		\$18.85	\$0.00	\$80	0.86
	9	75	\$54.11	\$11.51		\$19.67	\$0.00	\$8:	5.29
	10	80	\$57.71	\$11.51		\$20.50	\$0.00	\$8	9.72
		Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours ntice to Journeyworker Ratio:1:3							
TEAM BOILER		-	12/01/202	4	< 40	015 55	¢1(50	\$0.00	\$00.4 5
PERATING ENGINE			12/01/2024		56.40	\$15.55	\$16.50	\$0.00	\$88.45
			06/01/202:		57.68	\$15.55	\$16.50	\$0.00	\$89.73
			12/01/202:		59.12	\$15.55	\$16.50 \$16.50	\$0.00 \$0.00	\$91.17
			06/01/2020		50.40	\$15.55	\$16.50	\$0.00 \$0.00	\$92.45
For apprentice rate	tes see "	Apprentice- OPERATING ENGINEERS"	12/01/2020	0 20	51.84	\$15.55	\$10.50	\$0.00	\$93.89
AMPERS, SELF	-PRO	PELLED OR TRACTOR DRAWN	12/01/2024	4 \$5	6.40	\$15.55	\$16.50	\$0.00	\$88.45
PERATING ENGINE	EERS LO	DCAL 4	06/01/202:		7.68	\$15.55	\$16.50	\$0.00	\$89.73
			12/01/202:	5 \$5	9.12	\$15.55	\$16.50	\$0.00	\$91.17
			06/01/2020		50.40	\$15.55	\$16.50	\$0.00	\$92.45
			12/01/2020	6 \$6	51.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rat	tes see "	Apprentice- OPER ATING ENGINEERS"							

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN	03/01/2025	\$51.41	\$13.00	\$20.90	\$0.00	\$85.31
ELECTRICIANS LOCAL 103	09/01/2025	\$52.94	\$13.00	\$20.95	\$0.00	\$86.89
	03/01/2026	\$53.90	\$13.00 \$20.98 \$0.00	\$0.00	\$87.88	
	09/01/2026	\$55.42	\$13.00	\$21.02	\$0.00	\$89.44
	03/01/2027	\$56.38	\$13.00	\$21.05	\$0.00	\$90.43
	09/01/2027	\$57.91	\$13.00	\$21.10	\$0.00	\$92.01
	03/01/2028	\$58.87	\$13.00	\$21.13	\$0.00	\$93.00

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

1 ppi entice							
Effective Date - 03/01/2025		03/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$23.13	\$13.00	\$0.69	\$0.00	\$36.82
2	45		\$23.13	\$13.00	\$0.69	\$0.00	\$36.82
3	50		\$25.71	\$13.00	\$16.64	\$0.00	\$55.35
4	50		\$25.71	\$13.00	\$16.64	\$0.00	\$55.35
5	55		\$28.28	\$13.00	\$17.07	\$0.00	\$58.35
6	60		\$30.85	\$13.00	\$17.50	\$0.00	\$61.35
7	65		\$33.42	\$13.00	\$17.92	\$0.00	\$64.34
8	70		\$35.99	\$13.00	\$18.35	\$0.00	\$67.34
9	75		\$38.56	\$13.00	\$18.78	\$0.00	\$70.34
10	80		\$41.13	\$13.00	\$19.19	\$0.00	\$73.32

Effecti	ve Date - 09/0	01/2025				Supplemental		
Step	percent	Арр	rentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45		\$23.82	\$13.00	\$0.71	\$0.00	\$37.53	
2	45		\$23.82	\$13.00	\$0.71	\$0.00	\$37.53	
3	50		\$26.47	\$13.00	\$16.66	\$0.00	\$56.13	
4	50		\$26.47	\$13.00	\$16.66	\$0.00	\$56.13	
5	55		\$29.12	\$13.00	\$17.09	\$0.00	\$59.21	
6	60		\$31.76	\$13.00	\$17.52	\$0.00	\$62.28	
7	65		\$34.41	\$13.00	\$17.95	\$0.00	\$65.36	
8	70		\$37.06	\$13.00	\$18.38	\$0.00	\$68.44	
9	75		\$39.71	\$13.00	\$18.81	\$0.00	\$71.52	
10	80		\$42.35	\$13.00	\$19.23	\$0.00	\$74.58	
Notes:			·					
Appre	ntice to Journey	worker Ratio:1:1						
TERRAZZO FINISHE			02/01/2025	\$64.74	\$11.49	\$23.59	\$0.00	\$99.82
BRICKLAYERS LOCAL 3 - M.	ARBLE & TILE		08/01/2025	\$66.89	\$11.49	\$23.59	\$0.00	\$101.97
			02/01/2026	\$68.24	\$11.49	\$23.59	\$0.00	\$103.32
			08/01/2026	\$70.44	\$11.49	\$23.59	\$0.00	\$105.52
			02/01/2027	\$71.84	\$11.49	\$23.59	\$0.00	\$106.92

Effective Date - 02/01/2025		02/01/2025				Supplemental			
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.37	\$11.49	\$23.59	\$0.00	\$67.45	
	2	60		\$38.84	\$11.49	\$23.59	\$0.00	\$73.92	
	3	70		\$45.32	\$11.49	\$23.59	\$0.00	\$80.40	
	4	80		\$51.79	\$11.49	\$23.59	\$0.00	\$86.87	
	5	90		\$58.27	\$11.49	\$23.59	\$0.00	\$93.35	
	Effectiv	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:								
	Apprei	ntice to Jou	ırneyworker Ratio:1:3						
TEST BORING				12/01/2024	\$50.20	\$9.90	\$19.05	\$0.00	\$79.15
LABORERS - FOUN	DATION .	AND MARINE	2	06/01/2025	\$ \$51.70	\$9.90	\$19.05	\$0.00	\$80.65
				12/01/2025	\$53.20	\$9.90	\$19.05	\$0.00	\$82.15
				06/01/2026	\$54.75	\$9.90	\$19.05	\$0.00	\$83.70
				12/01/2026	\$56.25	\$9.90	\$19.05	\$0.00	\$85.20
For apprentice r									
TEST BORING				12/01/2024	\$46.32	\$9.90	\$19.05	\$0.00	\$75.27
				06/01/2025	\$47.82	\$9.90	\$19.05	\$0.00	\$76.77
				12/01/2025			\$19.05	\$0.00	\$78.27
				06/01/2026			\$19.05	\$0.00	\$79.82
For apprentice 1	rates see ".	Apprentice- L	ABORER"	12/01/2026	\$52.37	\$9.90	\$19.05	\$0.00	\$81.32
TEST BORING				12/01/2024	\$46.20	\$9.90	\$19.05	\$0.00	\$75.15
LABORERS - FOUN	DATION .	AND MARINE	2	06/01/2025	\$47.70	\$9.90	\$19.05	\$0.00	\$76.65
				12/01/2025	\$49.20	\$9.90	\$19.05	\$0.00	\$78.15
				06/01/2026	\$50.75	\$9.90	\$19.05	\$0.00	\$79.70
				12/01/2026	\$52.25	\$9.90	\$19.05	\$0.00	\$81.20
For apprentice r									
TRACTORS/PO OPERATING ENGIN			GENERATORS	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 our	ntac ac - "	Annestin	DED ATING ENGINEEDO"	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice i	ates see ".	Apprenuce- O	PERATING ENGINEERS"						

Apprentice -	TERRAZZO FINISHER - Local 3 Marble & Tile	
	00/01/0005	

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	\$58.43	\$9.90	\$19.50	\$0.00	\$87.83
LABORERS (COMPRESSED AIR)	06/01/2025	\$59.93	\$9.90	\$19.50	\$0.00	\$89.33
	12/01/2025	\$61.43	\$9.90	\$19.50	\$0.00	\$90.83
	06/01/2026	\$62.98	\$9.90	\$19.50	\$0.00	\$92.38
	12/01/2026	\$64.48	\$9.90	\$19.50	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	12/01/2024	\$60.43	\$9.90	\$19.50	\$0.00	\$89.83
	06/01/2025	\$61.93	\$9.90	\$19.50	\$0.00	\$91.33
	12/01/2025	\$63.43	\$9.90	\$19.50	\$0.00	\$92.83
	06/01/2026	\$64.98	\$9.90	\$19.50	\$0.00	\$94.38
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$66.48	\$9.90	\$19.50	\$0.00	\$95.88
TUNNEL WORK - FREE AIR	12/01/2024	\$50.50	\$9.90	\$19.50	\$0.00	\$79.90
LABORERS (FREE AIR TUNNEL)	06/01/2025	\$52.00	\$9.90	\$19.50	\$0.00	\$81.40
	12/01/2025	\$53.50	\$9.90	\$19.50	\$0.00	\$82.90
	06/01/2026	\$55.05	\$9.90	\$19.50	\$0.00	\$84.45
	12/01/2026	\$56.55	\$9.90	\$19.50	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2024	\$52.50	\$9.90	\$19.50	\$0.00	\$81.90
	06/01/2025	\$54.00	\$9.90	\$19.50	\$0.00	\$83.40
	12/01/2025	\$55.50	\$9.90	\$19.50	\$0.00	\$84.90
	06/01/2026	\$57.05	\$9.90	\$19.50	\$0.00	\$86.45
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$58.55	\$9.90	\$19.50	\$0.00	\$87.95
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
	01/01/2027	ψ12.27	ψ10.//	<i><i><i><i>4</i>23.22</i></i></i>	ψ0.00	ψ02.33

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR LABORERS - ZONE 2	12/01/2024	\$40.61	\$9.65	\$17.70	\$0.00	\$67.96
ABOKEKS - 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
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$70.33 \$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2020	ФТ1 05	\$7.70	φ10.10	<i>40.00</i>	\$75.21
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
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"		•	•			
WATER METER INSTALLER PLUMBERS & GASFITTERS LOCAL 12	03/02/2025	\$69.84	\$14.32	\$20.31	\$0.00	\$104.47
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GA	SFITTER"					
Marine Drilling						
BLASTER MARINE DRILLING	01/01/2018	\$41.82	\$7.63	\$3.60	\$0.00	\$53.05
BOAT CAPTAIN MARINE DRILLING	01/01/2018	\$33.87	\$7.63	\$3.30	\$0.00	\$44.80
BOAT CAPTAIN / Over 1,000 hp MARINE DRILLING	01/01/2018	\$38.06	\$7.63	\$3.60	\$0.00	\$49.29
CORE DRILLER	01/01/2018	\$31.43	\$7.63	\$2.90	\$0.00	\$41.96
MARINE DRILLING						
CORE DRILLER HELPER MARINE DRILLING	01/01/2018	\$28.47	\$7.63	\$3.00	\$0.00	\$39.10
DRILLER MARINE DRILLING	01/01/2018	\$39.70	\$7.63	\$3.60	\$0.00	\$50.93
ENGINEER MARINE DRILLING	01/01/2018	\$39.69	\$7.63	\$3.50	\$0.00	\$50.82
HELPER MARINE DRILLING	01/01/2018	\$34.24	\$7.63	\$3.00	\$0.00	\$44.87
MACHINIST MARINE DRILLING	01/01/2018	\$38.88	\$7.63	\$3.30	\$0.00	\$49.81
DILER - MARINE DRILLING MARINE DRILLING	01/01/2018	\$34.24	\$7.63	\$3.00	\$0.00	\$44.87
TUG DECKHAND	01/01/2018	\$27.61	\$7.63	\$3.00	\$0.00	\$38.24

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WELDER MARINE DRILLING	01/01/2018	\$38.88	\$7.63	\$3.30	\$0.00	\$49.81
Op Eng Marine (Dredging Work)						
BOAT OPERATOR OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$29.26	\$7.63	\$3.30	\$0.00	\$40.19
CERTIFIED WELDER OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$31.09	\$7.63	\$3.60	\$0.00	\$42.32
CHIEF WELDER/ CHIEF MATE OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
DERRICK / SPIDER / SPILLBARGE OPERATOR OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
DRAG BARGE OPERATOR / WELDER / MATE OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$30.24	\$7.63	\$3.30	\$0.00	\$41.17
ENGINEER / ELECTRICIAN OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
LICENSED BOAT OPERATOR OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
LICENSED TUG OPERATOR OVER 1000HP OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$38.18	\$7.63	\$3.60	\$0.00	\$49.41
MAINTENANCE ENGINEER OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.03	\$7.63	\$3.60	\$0.00	\$44.26
OILER - MARINE DIVISION OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$24.30	\$7.63	\$3.00	\$0.00	\$34.93
OPERATOR / LEVERMAN OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$38.18	\$7.63	\$3.60	\$0.00	\$49.41
RODMAN / SCOWMAN OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$24.30	\$7.63	\$3.00	\$0.00	\$34.93
SHOREMAN / DECKHAND OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$24.30	\$7.63	\$3.00	\$0.00	\$34.93

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.



MAURA HEALEY Governor

KIM DRISCOLL Lt. Governor

Merrimack River

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

Prevailing Wage Rates

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

LAUREN JONES Secretary

MICHAEL FLANAGAN Director

Awarding Authority:	Merrimack Valley Planning Commission
Contract Number:	City/Town: METHUEN
Description of Work:	Install containment booms along river. Monitor booms monthly and remove debris. Booms must be removed from the river by November 1st annually.

Job Location:

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 sheet 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 within90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.

• The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.

• Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**

• Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to http://www.mass.gov/dols/pw.

• Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.

• Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

• Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction (2 AXLE) DRIVER - EQUIPMENT	01/01/2025	\$39.95	\$15.57	\$20.17	\$0.00	\$75.69
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$39.93 \$40.95	\$15.57 \$15.57	\$20.17	\$0.00 \$0.00	\$75.69 \$76.69
	12/01/2025	\$40.95 \$40.95	\$15.57	\$20.17	\$0.00 \$0.00	\$78.30
	01/01/2026	\$40.95 \$40.95	\$15.57	\$21.78	\$0.00	\$78.30 \$78.90
	06/01/2026	\$40.95 \$41.95	\$16.17	\$21.78	\$0.00 \$0.00	\$78.90 \$79.90
	12/01/2026	\$41.95 \$41.95	\$16.17	\$23.52	\$0.00 \$0.00	\$79.90 \$81.64
	01/01/2027	\$41.95 \$41.95	\$16.77	\$23.52	\$0.00	\$81.04 \$82.24
3 AXLE) DRIVER - EQUIPMENT	01/01/2025	\$40.02	\$15.57	\$20.17	\$0.00	\$75.76
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$40.02 \$41.02	\$15.57	\$20.17	\$0.00	\$75.76 \$76.76
	12/01/2025	\$41.02 \$41.02	\$15.57	\$21.78	\$0.00	\$78.37
	01/01/2026	\$41.02 \$41.02	\$15.57	\$21.78	\$0.00	\$78.37 \$78.97
	06/01/2026	\$42.02	\$16.17	\$21.78	\$0.00 \$0.00	\$78.97 \$79.97
	12/01/2026	\$42.02 \$42.02	\$16.17	\$23.52	\$0.00	\$79.97 \$81.71
	01/01/2027	\$42.02 \$42.02	\$16.77	\$23.52	\$0.00 \$0.00	\$82.31
4 & 5 AXLE) DRIVER - EQUIPMENT	01/01/2025	\$40.14	\$15.57	\$20.17	\$0.00	\$75.88
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$75.88 \$76.88
	12/01/2025	\$41.14 \$41.14	\$15.57	\$20.17	\$0.00	\$78.49
	01/01/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$78. 4 9 \$79.09
	06/01/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$79.09
	12/01/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$80.07
	01/01/2027	\$42.14 \$42.14	\$16.77	\$23.52	\$0.00	\$81.83 \$82.43
ADS/SUBMERSIBLE PILOT	01/01/2024	\$117.16	\$10.08	\$23.32	\$0.00	\$151.53
PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER"	01/01/2024	\$117.10	\$10.08	ψ24.29	\$0.00	\$151.55
AIR TRACK OPERATOR	12/01/2024	¢20.70	¢0.00	¢10.26	00.02	¢(7.0(
ABORERS - ZONE 2	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00 \$0.00	\$67.96 \$60.25
	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00 \$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
ABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$70.85 \$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12,0172020	\$ 10.00	<i>\$7.70</i>		· · · · · ·	
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. IEAT & 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: 05/08/2025

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$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
JI EKATINO ENOINEEKS 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
BACKHOE/FRONT-END LOADER	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 2	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LADOREKS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
LABORERS - ZONE 2	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
HIGHWAY) Laborers - Zone 2 (heavy & highway)	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$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

Effective I Step pe	Date - 01/01/2024 rcent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{1}{1} \qquad 6$		\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
2 65	5	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
3 70)	\$33.68	\$7.07	\$14.23	\$0.00	\$54.98	
4 7:	5	\$36.09	\$7.07	\$15.24	\$0.00	\$58.40	
5 80)	\$38.50	\$7.07	\$16.25	\$0.00	\$61.82	
6 85	5	\$40.90	\$7.07	\$17.28	\$0.00	\$65.25	
7 90)	\$43.31	\$7.07	\$18.28	\$0.00	\$68.66	
8 9:	5	\$45.71	\$7.07	\$19.32	\$0.00	\$72.10	
Notes:							
İ							
Apprentic	e to Journeyworker Ratio:1:4						
	AL MASONRY (INCL. MASONRY	02/01/2025	\$65.80	\$11.49	\$23.59	\$0.00	\$100.88
ATERPROOFING) AICKLAYERS LOCAL 3 (LYNN)		08/01/2025	\$67.95	\$11.49	\$23.59	\$0.00	\$103.03
		02/01/2026	\$69.30	\$11.49	\$23.59	\$0.00	\$104.38
		08/01/2026	\$71.50	\$11.49	\$23.59	\$0.00	\$106.58

02/01/2027

\$72.90 \$11.49 \$23.59

\$0.00

\$107.98

	Effect	ive Date - 02/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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	
	Effect	ive 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	entice to Journeyworker Ratio:1:5						
ULLDOZER	GRADE	ER/SCRAPER	12/01/2024	4 \$56.40	\$15.55	\$16.50	\$0.00	\$88.45
ERATING ENGINEERS LOCAL 4		06/01/2025		\$15.55	\$16.50	\$0.00	\$89.73	
			12/01/2025		\$15.55	\$16.50	\$0.00	\$91.17
			06/01/2020	5 \$60.40	\$15.55	\$16.50	\$0.00	\$92.45
			12/01/2020	5 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentic	ce rates see	"Apprentice- OPERATING ENGINEERS"						
AISSON & U BORERS - FOU		PINNING BOTTOM MAN	12/01/2024	\$47.35	\$9.90	\$19.05	\$0.00	\$76.30
BORERS - FOC	JNDATION	AND MARINE	06/01/2023	5 \$48.85	\$9.90	\$19.05	\$0.00	\$77.80
			12/01/2025	5 \$50.35	\$9.90	\$19.05	\$0.00	\$79.30
			06/01/2020	5 \$51.90	\$9.90	\$19.05	\$0.00	\$80.85
	e rates see	"Apprentice- LABORER"	12/01/2020	\$53.40	\$9.90	\$19.05	\$0.00	\$82.35
For apprentice rates see "Apprentice- LABORER"								
AISSON & U		PINNING LABORER	12/01/2024	\$46.20	\$9.90	\$19.05	\$0.00	\$75.15
AISSON & U			12/01/2024 06/01/2025		\$9.90 \$9.90	\$19.05 \$19.05	\$0.00 \$0.00	\$75.15 \$76.65
AISSON & U				5 \$47.70				
AISSON & U			06/01/2025	5 \$47.70 5 \$49.20	\$9.90	\$19.05	\$0.00	\$76.65
AISSON & U BORERS - FOU	UNDATION	AND MARINE	06/01/202: 12/01/202:	5\$47.705\$49.205\$50.75	\$9.90 \$9.90	\$19.05 \$19.05	\$0.00 \$0.00	\$76.65 \$78.15
AISSON & U BORERS - FOU For apprentic	UNDATION	" AND MARINE "Apprentice- LABORER"	06/01/2023 12/01/2023 06/01/2026	5\$47.705\$49.205\$50.75	\$9.90 \$9.90 \$9.90	\$19.05 \$19.05 \$19.05	\$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70
AISSON & U BORERS - FOU For apprentic	UNDATION ee rates see UNDERF	"AND MARINE "Apprentice- LABORER" PINNING TOP MAN	06/01/2023 12/01/2023 06/01/2026	5 \$47.70 5 \$49.20 5 \$50.75 5 \$52.25	\$9.90 \$9.90 \$9.90	\$19.05 \$19.05 \$19.05 \$19.05 \$19.05	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20 \$75.48
AISSON & U BORERS - FOU For apprentic AISSON & U	UNDATION ee rates see UNDERF	"AND MARINE "Apprentice- LABORER" PINNING TOP MAN	06/01/202: 12/01/202: 06/01/2020 12/01/2020 12/01/2022 06/01/202:	5 \$47.70 5 \$49.20 5 \$50.75 5 \$52.25 4 \$46.53 5 \$48.03	\$9.90 \$9.90 \$9.90 \$9.90	\$19.05 \$19.05 \$19.05 \$19.05 \$19.05 \$19.05	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20
AISSON & U BORERS - FOU For apprentic AISSON & U	UNDATION ee rates see UNDERF	"AND MARINE "Apprentice- LABORER" PINNING TOP MAN	06/01/202: 12/01/202: 06/01/2020 12/01/2020 12/01/2020	5 \$47.70 5 \$49.20 5 \$50.75 5 \$52.25 4 \$46.53 5 \$48.03	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$19.05 \$19.05 \$19.05 \$19.05 \$19.05	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20 \$75.48
AISSON & U ABORERS - FOU	UNDATION ee rates see UNDERF	"AND MARINE "Apprentice- LABORER" PINNING TOP MAN	06/01/202: 12/01/202: 06/01/2020 12/01/2020 12/01/2022 06/01/202:	5 \$47.70 5 \$49.20 5 \$50.75 6 \$52.25 4 \$46.53 5 \$48.03 5 \$49.53	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$19.05 \$19.05 \$19.05 \$19.05 \$19.05 \$19.05	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20 \$75.48 \$76.98

Apprentice -	BRICK/PLASTER/CEMENT MASON - Local 3 Lynn
Effective Date	02/01/2025

Issue Date: 05/08/2025

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	03/01/2025	\$49.62	\$9.83	\$19.97	\$0.00	\$79.42
CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2025	\$50.87	\$9.83	\$19.97	\$0.00	\$80.67
	03/01/2026	\$52.12	\$9.83	\$19.97	\$0.00	\$81.92
	09/01/2026	\$53.37	\$9.83	\$19.97	\$0.00	\$83.17
	03/01/2027	\$54.62	\$9.83	\$19.97	\$0.00	\$84.42

Apprentice - CARPENTER - Zone 2 Eastern MA

-rr							
Effect	ive Date -	03/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$22.33	\$9.83	\$1.73	\$0.00	\$33.89
2	45		\$22.33	\$9.83	\$1.73	\$0.00	\$33.89
3	55		\$27.29	\$9.83	\$3.40	\$0.00	\$40.52
4	55		\$27.29	\$9.83	\$3.40	\$0.00	\$40.52
5	70		\$34.73	\$9.83	\$16.51	\$0.00	\$61.07
6	70		\$34.73	\$9.83	\$16.51	\$0.00	\$61.07
7	80		\$39.70	\$9.83	\$18.24	\$0.00	\$67.77
8	80		\$39.70	\$9.83	\$18.24	\$0.00	\$67.77

Eff	ective Date - 09/01	1/2025			Supplemental		
Ste	p percent	Apprentice Base Wage	e Health	Pension	Unemployment	Total Rate	
1	45	\$22.89	\$9.83	\$1.73	\$0.00	\$34.45	
2	45	\$22.89	\$9.83	\$1.73	\$0.00	\$34.45	
3	55	\$27.98	\$9.83	\$3.40	\$0.00	\$41.21	
4	55	\$27.98	\$9.83	\$3.40	\$0.00	\$41.21	
5	70	\$35.61	\$9.83	\$16.51	\$0.00	\$61.95	
6	70	\$35.61	\$9.83	\$16.51	\$0.00	\$61.95	
7	80	\$40.70	\$9.83	\$18.24	\$0.00	\$68.77	
8	80	\$40.70	\$9.83	\$18.24	\$0.00	\$68.77	
No							
ĺ							
Ap	prentice to Journeyw	vorker Ratio:1:5					
CARPENTER WOO		10/01/202	24 \$26.65	\$7.02	\$4.80	\$0.00	\$38.47
CARPENTERS-ZONE 3 (Wood Frame)	10/01/202	25 \$27.75	\$7.02	\$4.80	\$0.00	\$39.57
		10/01/202	26 \$28.85	\$7.02	\$4.80	\$0.00	\$40.67

All Aspects of New Wood Frame Work

	ive Date -	10/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rat
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	\$25.3
4	70		\$18.66	\$7.02	\$1.00	\$0.00	\$26.6
5	75		\$19.99	\$7.02	\$4.80	\$0.00	\$31.8
6	80		\$21.32	\$7.02	\$4.80	\$0.00	\$33.1
7	85		\$22.65	\$7.02	\$4.80	\$0.00	\$34.4
8	90		\$23.99	\$7.02	\$4.80	\$0.00	\$35.8
Effect i Step	ive Date -	10/01/2025	Apprentice Base Wage	Haalth	Pension	Supplemental Unemployment	Total Rat
	percent						
1	60		\$16.65	\$7.02	\$0.00	\$0.00	\$23.6
2	60		\$16.65	\$7.02	\$0.00	\$0.00	\$23.6
3	65		\$18.04	\$7.02	\$1.00	\$0.00	\$26.0
4	70		\$19.43	\$7.02	\$1.00	\$0.00	\$27.4
5	75		\$20.81	\$7.02	\$4.80	\$0.00	\$32.6
6	80		\$22.20	\$7.02	\$4.80	\$0.00	\$34.0
7	85		\$23.59	\$7.02	\$4.80	\$0.00	\$35.4
8	90		\$24.98	\$7.02	\$4.80	\$0.00	\$36.8
Notes:							
Appre	ntice to Jou	rneyworker Ratio:1:5					
SONRY/ OCAL 3 (LY	PLASTERI	NG	07/01/2024	4 \$49.1	19 \$13.35	\$24.21	\$1.80

Apprentice -	CARPENTER	(Wood Frame)	- Zone 3
--------------	-----------	--------------	----------

	Enecu Step	ve Date - 07/01/2024 percent	Apprentice Base Wag	e Health		Pension	Supplemental Unemployment	Total Rat	e
_	1	50	\$24.60	\$13.35		\$16.43	\$0.00	\$54.3	
	2	60	\$29.51	\$13.35		\$19.21	\$0.00	\$63.8	
	3	65	\$29.51	\$13.35		\$20.21	\$1.80	\$67.3	
	4	70				\$20.21 \$21.21	\$1.80	\$70.7	
	5	75	\$34.43	\$13.35					
	6	80	\$36.89	\$13.35		\$22.21	\$1.80	\$74.2	
	7	90	\$39.35	\$13.35		\$23.21	\$1.80	\$77.7	
	/	90	\$44.27	\$13.35		\$24.21	\$1.80	\$83.6	3
1	Notes:								
		Steps 3,4 are 500 hrs. All o	ther steps are 1,000 hrs.						
Ĩ	Appre	ntice to Journeyworker Rat	io:1:3						
HAIN SAW OP		OR	12/01/20	24 \$	39.20	\$9.90	\$18.36	\$0.00	\$67.46
BORERS - ZONE 2			06/01/20	25 \$	40.59	\$9.90	\$18.36	\$0.00	\$68.8
			12/01/20	25 \$	41.97	\$9.90	\$18.36	\$0.00	\$70.23
			06/01/20	26 \$	43.41	\$9.90	\$18.36	\$0.00	\$71.6
			12/01/20	26 \$	44.85	\$9.90	\$18.36	\$0.00	\$73.11
			06/01/20	27 \$	46.30	\$9.90	\$18.36	\$0.00	\$74.50
			12/01/20	27 \$	47.75	\$9.90	\$18.36	\$0.00	\$76.0
			06/01/20	28 \$	49.25	\$9.90	\$18.36	\$0.00	\$77.51
			12/01/20	28 \$	50.75	\$9.90	\$18.36	\$0.00	\$79.01
		Apprentice- LABORER"							
AM SHELLS/ erating engine		RY BUCKETS/HEADING 1 DCAL 4	MACHINES 12/01/20	24 \$	58.18	\$15.55	\$16.50	\$0.00	\$90.23
	55110 20		06/01/20	25 \$	59.51	\$15.55	\$16.50	\$0.00	\$91.56
			12/01/20	25 \$	60.98	\$15.55	\$16.50	\$0.00	\$93.03
			06/01/20	26 \$	62.31	\$15.55	\$16.50	\$0.00	\$94.36
E		America ODED ATDIO ENON	12/01/20	26 \$	63.79	\$15.55	\$16.50	\$0.00	\$95.84
MPRESSOR (Apprentice- OPERATING ENGINE		<u> </u>		A	016 50	#0.00	.
ERATING ENGINE			12/01/20		36.67	\$15.55	\$16.50	\$0.00	\$68.72
			06/01/20		37.52	\$15.55	\$16.50	\$0.00	\$69.57
			12/01/20		38.47	\$15.55	\$16.50	\$0.00	\$70.52
			06/01/20		39.33	\$15.55	\$16.50	\$0.00	\$71.38
				or e	40.28	\$15.55	\$16.50	\$0.00	\$72.33
For apprentice ra	ites see "	Apprentice- OPERATING ENGINE	12/01/20 ERS"	20 \$	40.20	\$15.55	\$10.50	\$0.00	\$72.5

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

	Step	ve Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
	1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.1	8
	2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.7	6
	3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.2	
	4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82	2
	5	70	\$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	
	8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.3	
	Notes:							
		Steps are 750 hrs.						
		ntice to Journeyworker Ratio:1:1						
MO: ADZ			12/02/2024		\$9.90	\$18.90	\$0.00	\$75.05
	112 2		06/02/2025	\$47.75	\$9.90	\$18.90	\$0.00	\$76.55
			12/01/2025	\$49.25	\$9.90	\$18.90	\$0.00	\$78.05
			06/01/2026	\$50.80	\$9.90	\$18.90	\$0.00	\$79.60
			12/07/2026	\$52.30	\$9.90	\$18.90	\$0.00	\$81.10
			06/07/2027	\$53.90	\$9.90	\$18.90	\$0.00	\$82.70
			12/06/2027	\$55.50	\$9.90	\$18.90	\$0.00	\$84.30
			06/05/2028	\$57.18	\$9.90	\$18.90	\$0.00	\$85.98
For apprenti-	ce rates see "	Apprentice- LABORER"	12/04/2028	\$58.85	\$9.90	\$18.90	\$0.00	\$87.65
EMO: BAC	KHOE/LO	DADER/HAMMER OPERATOR	12/02/2024	\$47.25	\$9.90	\$18.90	\$0.00	\$76.05
BORERS - ZOI	NE 2		06/02/2025	\$48.75	\$9.90	\$18.90	\$0.00	\$77.55
			12/01/2025	\$50.25	\$9.90	\$18.90	\$0.00	\$79.05
			06/01/2026	\$51.80	\$9.90	\$18.90	\$0.00	\$80.60
			12/07/2026			\$18.90	\$0.00	\$82.10
			06/07/2027			\$18.90	\$0.00	\$83.70
			12/06/2027			\$18.90	\$0.00	\$85.30
			06/05/2028			\$18.90	\$0.00	\$86.98
For annrenti	ce rates see "	Apprentice- LABORER"	12/04/2028		\$9.90	\$18.90	\$0.00	\$88.65
EMO: BUR	NERS		12/02/2024	\$47.00	\$9.90	\$18.90	\$0.00	\$75.80
BORERS - ZOI	NE 2		06/02/2025	\$48.50	\$9.90	\$18.90	\$0.00	\$77.30
			12/01/2025	\$50.00	\$9.90	\$18.90	\$0.00	\$78.80
			06/01/2026	\$51.55	\$9.90	\$18.90	\$0.00	\$80.35
			12/07/2026	\$53.05	\$9.90	\$18.90	\$0.00	\$81.85
			06/07/2027	\$54.65	\$9.90	\$18.90	\$0.00	\$83.45
			12/06/2027		\$9.90	\$18.90	\$0.00	\$85.05
			06/05/2028		\$9.90	\$18.90	\$0.00	\$86.73
			12/04/2028	\$59.60	\$9.90	\$18.90	\$0.00	\$88.40

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>ABORERS - ZONE 2</i>	12/02/2024	\$47.25	\$9.90	\$18.90	\$0.00	\$76.05
	06/02/2025	\$48.75	\$9.90	\$18.90	\$0.00	\$77.55
	12/01/2025	\$50.25	\$9.90	\$18.90	\$0.00	\$79.05
	06/01/2026	\$51.80	\$9.90	\$18.90	\$0.00	\$80.60
	12/07/2026	\$53.30	\$9.90	\$18.90	\$0.00	\$82.10
	06/07/2027	\$54.90	\$9.90	\$18.90	\$0.00	\$83.70
	12/06/2027	\$56.50	\$9.90	\$18.90	\$0.00	\$85.30
	06/05/2028	\$58.18	\$9.90	\$18.90	\$0.00	\$86.98
	12/04/2028	\$59.85	\$9.90	\$18.90	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"				* 10.00	* **	
DEMO: JACKHAMMER OPERATOR Aborers - Zone 2	12/02/2024	\$47.00	\$9.90	\$18.90	\$0.00	\$75.80
	06/02/2025	\$48.50	\$9.90	\$18.90	\$0.00	\$77.30
	12/01/2025	\$50.00	\$9.90	\$18.90	\$0.00	\$78.80
	06/01/2026	\$51.55	\$9.90	\$18.90	\$0.00	\$80.35
	12/07/2026	\$53.05	\$9.90	\$18.90	\$0.00	\$81.85
	06/07/2027	\$54.65	\$9.90	\$18.90	\$0.00	\$83.45
	12/06/2027	\$56.25	\$9.90	\$18.90	\$0.00	\$85.05
	06/05/2028	\$57.93	\$9.90	\$18.90	\$0.00	\$86.73
	12/04/2028	\$59.60	\$9.90	\$18.90	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>ABORERS - ZONE 2</i>	12/02/2024	\$46.25	\$9.90	\$18.90	\$0.00	\$75.05
	06/02/2025	\$47.75	\$9.90	\$18.90	\$0.00	\$76.55
	12/01/2025	\$49.25	\$9.90	\$18.90	\$0.00	\$78.05
	06/01/2026	\$50.80	\$9.90	\$18.90	\$0.00	\$79.60
	12/07/2026	\$52.30	\$9.90	\$18.90	\$0.00	\$81.10
	06/07/2027	\$53.90	\$9.90	\$18.90	\$0.00	\$82.70
	12/06/2027	\$55.50	\$9.90	\$18.90	\$0.00	\$84.30
	06/05/2028	\$57.18	\$9.90	\$18.90	\$0.00	\$85.98
	12/04/2028	\$58.85	\$9.90	\$18.90	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR DPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
I LIMITING LINGINELING LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER DILE 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 ile 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) ile driver local 56 (zone 1)	08/01/2024	\$83.69	\$10.08	\$24.29	\$0.00	\$118.06

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN	03/01/2025	\$64.26	\$13.00	\$23.03	\$0.00	\$100.29
ELECTRICIANS LOCAL 103	09/01/2025	\$66.17	\$13.00	\$23.09	\$0.00	\$102.26
	03/01/2026	\$67.37	\$13.00	\$23.12	\$0.00	\$103.49
	09/01/2026	\$69.28	\$13.00	\$23.18	\$0.00	\$105.46
	03/01/2027	\$70.47	\$13.00	\$23.21	\$0.00	\$106.68
	09/01/2027	\$72.39	\$13.00	\$23.27	\$0.00	\$108.66
	03/01/2028	\$73.59	\$13.00	\$23.31	\$0.00	\$109.90

Apprentice - ELECTRICIAN - Local 103

Effecti	ve Date -	03/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$25.70	\$13.00	\$0.77	\$0.00	\$39.47
2	40		\$25.70	\$13.00	\$0.77	\$0.00	\$39.47
3	45		\$28.92	\$13.00	\$17.17	\$0.00	\$59.09
4	45		\$28.92	\$13.00	\$17.17	\$0.00	\$59.09
5	50		\$32.13	\$13.00	\$17.70	\$0.00	\$62.83
6	55		\$35.34	\$13.00	\$18.24	\$0.00	\$66.58
7	60		\$38.56	\$13.00	\$18.77	\$0.00	\$70.33
8	65		\$41.77	\$13.00	\$19.30	\$0.00	\$74.07
9	70		\$44.98	\$13.00	\$19.83	\$0.00	\$77.81
10	75		\$48.20	\$13.00	\$20.37	\$0.00	\$81.57

Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40	\$26.47	\$13.00	\$0.79	\$0.00	\$40.26
2	40	\$26.47	\$13.00	\$0.79	\$0.00	\$40.26
3	45	\$29.78	\$13.00	\$17.19	\$0.00	\$59.97
4	45	\$29.78	\$13.00	\$17.19	\$0.00	\$59.97
5	50	\$33.09	\$13.00	\$17.73	\$0.00	\$63.82
6	55	\$36.39	\$13.00	\$18.27	\$0.00	\$67.66
7	60	\$39.70	\$13.00	\$18.80	\$0.00	\$71.50
8	65	\$43.01	\$13.00	\$19.34	\$0.00	\$75.35
9	70	\$46.32	\$13.00	\$19.87	\$0.00	\$79.19
10	75	\$49.63	\$13.00	\$20.41	\$0.00	\$83.04
Notes						
Appro	entice to Journeyworker I	Ratio:2:3***				
OR CONSTR		01/01/2022	\$65.	62 \$16.03	\$20.21 \$	\$0.00 \$101.

	Effecti	ive Date - 01/01/2022					Supplemental		
	Step	percent	Apprenti	ce Base Wage	Health	Pension	Unemployment	Total Rat	te
	1	50		\$32.81	\$16.03	\$0.00	\$0.00	\$48.8	34
	2	55		\$36.09	\$16.03	\$20.21	\$0.00	\$72.3	33
	3	65		\$42.65	\$16.03	\$20.21	\$0.00	\$78.8	39
	4	70		\$45.93	\$16.03	\$20.21	\$0.00	\$82.1	17
	5	80		\$52.50	\$16.03	\$20.21	\$0.00	\$88.7	74
	Notes:	Steps 1-2 are 6 mos.; Steps	3-5 are 1 year						-
	Appre	ntice to Journeyworker Rat	io:1:1						
LEVATOR CO		JCTOR HELPER S LOCAL 4		01/01/202	2 \$45.93	\$16.03	\$20.21	\$0.00	\$82.17
For apprentice	rates see	'Apprentice - ELEVATOR CONSTR	UCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) ABORERS - ZONE 2 (HEAVY & HIGHWAY)		IIGHWAY)	12/01/202	4 \$39.20	\$9.90	\$18.46	\$0.00	\$67.56	
ABOREKS - ZONE	2 (HEAV	Y & HIGHWAY)		06/01/202	5 \$40.59	\$9.90	\$18.46	\$0.00	\$68.95
				12/01/202	5 \$41.97	\$9.90	\$18.46	\$0.00	\$70.33
				06/01/202	6 \$43.41	\$9.90	\$18.46	\$0.00	\$71.77
				12/01/202	6 \$44.85	\$9.90	\$18.46	\$0.00	\$73.21
		'Apprentice- LABORER (Heavy and							
IELD ENG.INS PERATING ENGIN		RSON-BLDG,SITE,HVY/HW	VY	05/01/202	5 \$53.22	\$15.30	\$16.40	\$0.00	\$84.92
Elemento Eleon				11/01/202	5 \$54.51	\$15.30	\$16.40	\$0.00	\$86.21
				05/01/202	6 \$55.95	\$15.30	\$16.40	\$0.00	\$87.65
				11/01/202	5 \$57.24	\$15.30	\$16.40	\$0.00	\$88.94
For apprentice 1	rates see '	'Apprentice- OPERATING ENGINE	ERS"	05/01/202	7 \$58.67	\$15.30	\$16.40	\$0.00	\$90.37
		HIEF-BLDG,SITE,HVY/HW	/Υ	05/01/202	5 \$54.82	\$15.30	\$16.40	\$0.00	\$86.52
PERATING ENGIN	VEERS LO	OCAL 4		11/01/202	5 \$56.12	\$15.30	\$16.40	\$0.00	\$87.82
				05/01/202	6 \$57.57	\$15.30	\$16.40	\$0.00	\$89.27
				11/01/2020	5 \$58.87	\$15.30	\$16.40	\$0.00	\$90.57
				05/01/202	7 \$60.32	\$15.30	\$16.40	\$0.00	\$92.02
		'Apprentice- OPERATING ENGINE							
ELD ENG.RC		SON-BLDG,SITE,HVY/HW	/Υ	05/01/202	5 \$26.22	\$15.30	\$16.40	\$0.00	\$57.92
EKATING ENGI	VLEKS LO	JUAL 4		11/01/202	5 \$26.98	\$15.30	\$16.40	\$0.00	\$58.68
				05/01/202	6 \$27.83	\$15.30	\$16.40	\$0.00	\$59.53
				11/01/2020	5 \$28.59	\$15.30	\$16.40	\$0.00	\$60.29
				05/01/202	7 \$29.44	\$15.30	\$16.40	\$0.00	\$61.14
For apprentice a	rates see	Apprentice- OPER ATING ENGINE	FRS"						

Apprentice -	ELEVATOR CONSTRUCTOR - Local 4
	01/01/2022

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

SLECTRICLANS LOCAL 103 BOIL 03 BOIL 03 BOIL 04 BOIL 04<	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
0901/2025 \$66.17 \$13.00 \$23.09 \$0.00 \$102.26 0301/2026 \$67.37 \$13.00 \$23.12 \$0.00 \$105.46 0301/2027 \$70.47 \$13.00 \$23.21 \$0.00 \$106.68 0301/2027 \$70.47 \$13.00 \$23.21 \$0.00 \$108.66 0301/2027 \$70.47 \$13.00 \$23.21 \$0.00 \$108.66 0301/2028 \$73.59 \$13.00 \$23.31 \$0.00 \$108.66 0301/2025 \$51.41 \$13.00 \$20.95 \$0.00 \$85.31 0500L/L103 (COMMIDSIONINGELECTRICIANS) 09/01/2025 \$52.94 \$13.00 \$20.95 \$0.00 \$86.89 03/01/2026 \$53.90 \$13.00 \$21.05 \$0.00 \$89.44 03/01/2027 \$55.41 \$13.00 \$21.10 \$0.00 \$89.43 09/01/2027 \$55.42 \$13.00 \$21.10 \$0.00 \$89.43 09/01/2026 \$54.29 \$13.00 \$21.13 \$0.00 \$8	FIRE ALARM INSTALLER	03/01/2025	\$64.26	\$13.00	\$23.03		\$100.29
09/01/2026 569.28 513.00 523.18 50.00 5105.66 03/01/2027 570.47 813.00 523.21 50.00 5106.68 03/01/2027 570.37 513.00 523.21 50.00 5106.68 03/01/2028 573.59 513.00 523.21 50.00 5108.66 03/01/2028 573.59 513.00 520.90 50.00 585.31 050.01/0205 552.94 513.00 520.90 50.00 586.89 03/01/2026 553.90 51.00 50.00 586.89 03/01/2026 555.42 513.00 521.02 50.00 589.41 09/01/2026 555.42 51.30 521.00 50.00 592.01 09/01/2026 555.42 51.30 50.00 592.01 09/01/2026 555.42 51.55 51.65 50.00 592.01 12/01/2026 557.91 51.30 50.00 579.07 12/01/2026 547.02 51.55 51.650 50.00	ELECTRICIANS LOCAL 103	09/01/2025	\$66.17	\$13.00	\$23.09	\$0.00	\$102.26
93.01/2027 \$70.47 \$13.00 \$23.21 \$0.00 \$106.68 90.01/2027 \$72.39 \$13.00 \$23.21 \$0.00 \$108.66 93.01/2028 \$73.59 \$13.00 \$23.21 \$0.00 \$109.00 FRE ALARM REPAIR / MAINTENANCE \$0.301/2025 \$51.41 \$13.00 \$20.90 \$0.00 \$85.31 \$0.001/2026 \$52.94 \$13.00 \$20.95 \$0.00 \$86.89 \$0.301/2026 \$53.90 \$13.00 \$20.90 \$0.00 \$87.88 \$0.001/2026 \$55.42 \$13.00 \$21.02 \$0.00 \$89.44 \$0.301/2027 \$56.38 \$13.00 \$21.10 \$0.00 \$99.43 \$0.901/2026 \$55.42 \$13.00 \$21.10 \$0.00 \$99.40 \$0.901/2027 \$57.91 \$13.00 \$21.10 \$0.00 \$99.41 \$0.901/2026 \$58.87 \$13.00 \$21.13 \$0.00 \$99.41 \$0.901/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$79.07		03/01/2026	\$67.37	\$13.00	\$23.12	\$0.00	\$103.49
09/01/2027 572.39 513.00 523.27 50.00 5108.66 03/01/2028 573.59 513.00 523.31 50.00 5109.90 TRE ALARM REPAR/ MAINTENANCE (COMMISSIONINGELECTRICIANS (COMMISSIONIN		09/01/2026	\$69.28	\$13.00	\$23.18	\$0.00	\$105.46
Por appendice rates see "Appendice- ELECTRICIAN" 03/01/2025 \$13.00 \$23.31 \$0.00 \$109.90 TRE ALARM REPAIR / MAINTENANCE /COMMISSIONINGELECTRICIANS (03/01/2027	\$70.47	\$13.00	\$23.21	\$0.00	\$106.68
For apprentice rates see "Apprentice- ELECTRICIAN" (COMMISSIONINGELECTRICIANS (COMMISSIONINGELECTRICIANS (COMMISSIONINGELECTRICIANS (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSI		09/01/2027	\$72.39	\$13.00	\$23.27	\$0.00	\$108.66
TIRE ALARM REPAIR / MAINTENANCE / COMMISSIONINGELECTRICLANS 03/01/2025 \$\$1.41 \$13.00 \$20.90 \$0.00 \$\$85.31 LOCAL 103 / COMMISSIONINGELECTRICLANS 09/01/2025 \$\$2.94 \$13.00 \$20.95 \$0.00 \$\$86.89 03/01/2026 \$\$53.90 \$13.00 \$20.98 \$0.00 \$\$87.88 03/01/2026 \$\$55.42 \$13.00 \$21.02 \$0.00 \$\$9.44 03/01/2027 \$\$56.38 \$13.00 \$21.02 \$0.00 \$\$9.43 09/01/2027 \$\$57.91 \$13.00 \$21.10 \$0.00 \$\$92.01 03/01/2027 \$\$57.91 \$13.00 \$21.13 \$0.00 \$\$92.01 03/01/2028 \$\$82.87 \$13.00 \$21.13 \$0.00 \$\$92.01 03/01/2028 \$\$85.87 \$13.00 \$\$21.13 \$0.00 \$\$92.01 03/01/2028 \$\$45.96 \$15.55 \$16.50 \$0.00 \$\$78.01 PERATING ENGINEERS 12/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$80.24 06/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$\$53.77		03/01/2028	\$73.59	\$13.00	\$23.31	\$0.00	\$109.90
/ COMMISSIONINGELECTRICLANS 09/01/2025 \$51.44 \$13.00 \$20.95 \$0.00 \$86.89 1:00.41.103 09/01/2026 \$52.94 \$13.00 \$20.98 \$0.00 \$87.88 1:00.41.103 09/01/2026 \$55.42 \$13.00 \$20.98 \$0.00 \$88.44 09/01/2026 \$55.42 \$13.00 \$21.02 \$0.00 \$89.44 03/01/2027 \$56.38 \$13.00 \$21.05 \$0.00 \$89.44 03/01/2027 \$57.91 \$13.00 \$21.10 \$0.00 \$99.01 Por apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" \$10/1/2028 \$58.87 \$13.00 \$21.11 \$0.00 \$93.00 PERATING ENGINEER) 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 PERATING ENGINEER 12/01/2024 \$47.02 \$15.55 \$16.50 \$0.00 \$80.24 06/01/2025 \$44.92.55 \$16.50 \$0.00 \$82.48 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$55.37 AGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2024 \$27.01	For apprentice rates see "Apprentice- ELECTRICIAN"						
COCAL 103 09/01/2025 \$52.94 \$13.00 \$20.95 \$0.00 \$86.89 03/01/2026 \$53.90 \$13.00 \$20.98 \$0.00 \$87.88 09/01/2026 \$55.42 \$13.00 \$21.02 \$0.00 \$89.44 03/01/2026 \$55.42 \$13.00 \$21.02 \$0.00 \$89.44 03/01/2027 \$56.38 \$13.00 \$21.02 \$0.00 \$99.43 09/01/2027 \$57.91 \$13.00 \$21.05 \$0.00 \$99.43 09/01/2027 \$57.91 \$13.00 \$21.10 \$0.00 \$92.01 03/01/2028 \$58.87 \$11.00 \$21.05 \$0.00 \$93.00 Per apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAM" 12/01/2024 \$47.02 \$15.55 \$16.50 \$0.00 \$80.24 06/01/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$80.24 12/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$82.48 2*/LAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$55.37 .ABO	FIRE ALARM REPAIR / MAINTENANCE	03/01/2025	\$51.41	\$13.00	\$20.90	\$0.00	\$85.31
Op/01/2026 \$55.42 \$13.00 \$21.02 \$0.00 \$89.44 03/01/2027 \$56.38 \$13.00 \$21.05 \$0.00 \$90.43 09/01/2027 \$57.91 \$13.00 \$21.10 \$0.00 \$92.01 03/01/2028 \$58.87 \$13.00 \$21.10 \$0.00 \$93.00 For apprentice- TELECOMMUNICATIONS TECHNICIAN* 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 OP/01/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$79.07 12/01/2026 \$49.25 \$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 ELAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$50.43 \$15.55 \$16.60 \$55.37 C4601/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$55.37 C400RER 5 - ZONE 2 (HEAVY & HIGHWAY) 12/01/2026 \$29.21 <	/ COMMISSIONINGELECTRICIANS	09/01/2025	\$52.94	\$13.00	\$20.95	\$0.00	\$86.89
03/01/2027 \$56.38 \$13.00 \$21.05 \$0.00 \$90.43 Por apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" \$57.91 \$13.00 \$21.10 \$0.00 \$93.00 FIREMAN (ASST. ENGINEER) DPERATING ENGINEERS) DPERATING ENGINEERS LOCAL 4 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 O6/01/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$80.24 O6/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$80.24 O6/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 TLAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$55.37 LAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$55.37 LAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$28.09 \$9.90 \$18.46 \$0.00 \$55.45 LOORCOVER RE 70.01 \$28.24 \$0.00 \$57.57 LOORCOVER RE 70.02 \$29.21 \$		03/01/2026	\$53.90	\$13.00	\$20.98	\$0.00	\$87.88
Openation 09/01/2027 \$57.91 \$13.00 \$21.10 \$0.00 \$92.01 Box apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" 12/01/2028 \$58.87 \$13.00 \$21.13 \$0.00 \$93.00 FIREMAN (ASST. ENGINEER) DPERATING ENGINEERS LOCAL 4 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 OG(01/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$80.24 OG(01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$80.24 OG(01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 TZAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$55.37 CAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 CAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026		09/01/2026	\$55.42	\$13.00	\$21.02	\$0.00	\$89.44
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" 03/01/2028 \$\$8.87 \$13.00 \$21.13 \$0.00 \$93.00 FIREMAN (ASST. ENGINEER) DPERATING ENGINEERS) DPERATING ENGINEERS LOCAL 4 12/01/2024 \$\$45.96 \$15.55 \$16.50 \$0.00 \$78.01 DPERATING ENGINEERS LOCAL 4 06/01/2025 \$\$47.02 \$15.55 \$16.50 \$0.00 \$80.24 06/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 For apprentice rates see "Apprentice- OPERATING ENGINEERS" 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$85.37 EAGORER & SIGNALER (HEAVY & HIGHWAY) 12/01/2024 \$27.01 \$9.90 \$18.46 \$0.00 \$55.37 EABORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$55.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$57.57 EABORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 EABORER - ZONE 2 (HEAVY & HIGHWAY) 12/01/2026		03/01/2027	\$56.38	\$13.00	\$21.05	\$0.00	\$90.43
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 DPERATING ENGINEERS 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 06/01/2025 \$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 \$49.25 \$15.55 \$16.50 \$0.00 \$82.48 Eventice- OPERATING ENGINEERS" 12/01/2026 \$27.01 \$9.90 \$18.46 \$0.00 \$55.37 CAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/00/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57		09/01/2027	\$57.91	\$13.00	\$21.10	\$0.00	\$92.01
THEMAN (ASST. ENGINEER) 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 06/01/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$79.07 12/01/2025 \$48.19 \$15.55 \$16.50 \$0.00 \$80.24 06/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 12/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 I2/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$82.48 For apprentice rates see "Apprentice- OPERATING ENGINEERS" TLAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$55.37 LABORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$57.57 I2/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 I2/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57	For apprentice rates and "Apprentice, TELECOMMUNICATIONS TECHNICIAN"	03/01/2028	\$58.87	\$13.00	\$21.13	\$0.00	\$93.00
DPERATING ENGINEERS LOCAL 4 112011221 510.00			• •	•	* * * * *		
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- OPERATING ENGINEERS" FLAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$55.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/00RCOVERER \$0/01/2025 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 \$0/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$89.83	OPERATING ENGINEERS LOCAL 4						
bit Note Note							
For apprentice rates see "Apprentice- OPERATING ENGINEERS" 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$82.48 FLAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2024 \$27.01 \$9.90 \$18.46 \$0.00 \$55.37 <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> 06/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 06/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 FUOORCOVERER 03/01/2026 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 09/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$89.83 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83			\$48.19	\$15.55			\$80.24
For apprentice OPERATING ENGINEERS" FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2024 \$27.01 \$9.90 \$18.46 \$0.00 \$55.37 06/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$56.45 06/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 FLOORCOVERER 03/01/2026 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83		06/01/2026		\$15.55			
LABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2021 \$21,011 \$0,000 \$50,000 \$56,45 12/01/2025 \$28,09 \$9,900 \$18,46 \$0,000 \$56,45 12/01/2026 \$29,21 \$9,900 \$18,46 \$0,000 \$57,57 12/01/2026 \$29,21 \$9,900 \$18,46 \$0,000 \$57,57 12/01/2026 \$29,21 \$9,900 \$18,46 \$0,000 \$57,57 12/01/2026 \$29,21 \$9,900 \$18,46 \$0,000 \$57,57 For apprentice- LABORER (Heavy and Highway) 03/01/2025 \$57,73 \$8,83 \$20,27 \$0,000 \$86,83 FLOORCOVERER 03/01/2025 \$59,23 \$8,83 \$20,27 \$0,000 \$88,33 03/01/2026 \$60,73 \$8,83 \$20,27 \$0,000 \$89,83 03/01/2026 \$60,73 \$8,83 \$20,27 \$0,000 \$89,83 09/01/2026 \$62,23 \$8,83 \$20,27 \$0,000 \$89,83 09/01/2026 \$62,23 \$8,83 \$20,27 \$0,000 \$91,33	For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$50.43	\$15.55	\$16.50	\$0.00	\$82.48
LABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 06/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 For apprentice- LABORER (Heavy and Highway) 03/01/2026 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 PLOORCOVERER 03/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$88.33 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83	FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/01/2024	\$27.01	\$9.90	\$18.46	\$0.00	\$55.37
12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 06/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 09/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83	LABORERS - ZONE 2 (HEAVY & HIGHWAY)						
06/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 PLOORCOVERER 03/01/2025 \$57.73 \$8.83 \$20.27 \$0.00 \$88.33 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 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.23 \$8.83 \$20.27 \$0.00 \$89.83							
For apprentice- LABORER (Heavy and Highway) 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 FLOORCOVERER 03/01/2025 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 09/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83							
For apprentice- LABORER (Heavy and Highway) FLOORCOVERER 03/01/2025 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 09/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83							
FLOORCOVERERS LOCAL 2168 ZONE I 09/01/2025 \$59.73 \$6.05 \$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 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83	For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12,01,2020	<i>Q</i> 2 /1 2 1	<i>\</i>	•		<i><i><i>qe</i>, <i>ne</i>,</i></i>
FLOORCOVERERS LOCAL 2168 ZONE I09/01/2025\$59.23\$8.83\$20.27\$0.00\$88.3303/01/2026\$60.73\$8.83\$20.27\$0.00\$89.8309/01/2026\$62.23\$8.83\$20.27\$0.00\$91.33	FLOORCOVERER	03/01/2025	\$57.73	\$8.83	\$20.27	\$0.00	\$86.83
03/01/2026\$60.73\$8.83\$20.27\$0.00\$89.8309/01/2026\$62.23\$8.83\$20.27\$0.00\$91.33	FLOORCOVERERS LOCAL 2168 ZONE I				\$20.27	\$0.00	
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

-ppi c	nucc					
Effect	ive Date - 03/01/2025				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45	\$25.98	\$8.83	\$1.76	\$0.00	\$36.57
2	45	\$25.98	\$8.83	\$1.76	\$0.00	\$36.57
3	55	\$31.75	\$8.83	\$3.52	\$0.00	\$44.10
4	55	\$31.75	\$8.83	\$3.52	\$0.00	\$44.10
5	70	\$40.41	\$8.83	\$16.75	\$0.00	\$65.99
6	70	\$40.41	\$8.83	\$16.75	\$0.00	\$65.99
7	80	\$46.18	\$8.83	\$18.51	\$0.00	\$73.52
8	80	\$46.18	\$8.83	\$18.51	\$0.00	\$73.52

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 09/01/2025

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

Apprentice to Journeyworker Ratio:1:1						
FORK LIFT/CHERRY PICKER	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86

GLAZIERS LOCAL 35 (ZONE 2)

	01/01/2025							
	tive Date - 01/01/2025				Supplemental			
Step	percent	Apprentice Base Wage	Health Pension		Unemployment	Total Ra	Total Rate	
1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.9	93	
2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.9	99	
3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.9	99	
4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.9	99	
5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.8	34	
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.8	35	
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.8	35	
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.8	35	
Notes	- — — — — — — — — — — — — — — — — — — —						, 	
	Steps are 750 hrs.							
Appr	entice to Journeyworker Ratio:1:1							
	R/CRANES/GRADALLS	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08	
PERATING ENGINEERS I	OCAL 4	06/01/2025	5 \$58.33	\$15.55	\$16.50	\$0.00	\$90.38	
		12/01/2025	5 \$59.78	\$15.55	\$16.50	\$0.00	\$91.83	
		06/01/2026	5 \$61.08	\$15.55	\$16.50	\$0.00	\$93.13	

12/01/2026

\$62.53

\$15.55

\$16.50

\$0.00

\$94.58

Apprentice - G	LAZIER - Local 35 Zone 2
Effective Date -	01/01/2025

ffective Date - 12/01/202 tep percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
55	\$31.37	\$0.00	\$0.00	\$0.00	\$31.37
60	\$34.22	\$15.55	\$16.50	\$0.00	\$66.27
65	\$37.07	\$15.55	\$16.50	\$0.00	\$69.12
70	\$39.92	\$15.55	\$16.50	\$0.00	\$71.97
75	\$42.77	\$15.55	\$16.50	\$0.00	\$74.82
80	\$45.62	\$15.55	\$16.50	\$0.00	\$77.67
85	\$48.48	\$15.55	\$16.50	\$0.00	\$80.53
90	\$51.33	\$15.55	\$16.50	\$0.00	\$83.38

OPERATING ENGINEERS - Local 4 Annrentice

	20		\$51.55	ψ1 <i>5.55</i>	\$10.50	\$0.00	4	00.00
Effecti	ve Date -	06/01/2025				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Tota	al Rate
1	55		\$32.08	\$0.00	\$0.00	\$0.00	5	\$32.08
2	60		\$35.00	\$15.55	\$16.50	\$0.00	5	\$67.05
3	65		\$37.91	\$15.55	\$16.50	\$0.00	5	\$69.96
4	70		\$40.83	\$15.55	\$16.50	\$0.00	S	\$72.88
5	75		\$43.75	\$15.55	\$16.50	\$0.00	5	\$75.80
6	80		\$46.66	\$15.55	\$16.50	\$0.00	5	\$78.71
7	85		\$49.58	\$15.55	\$16.50	\$0.00	5	\$81.63
8	90		\$52.50	\$15.55	\$16.50	\$0.00	d	\$84.55
Notes:								
Appre	ntice to Jou	ırneyworker Ratio:1:6						
IVAC (DUCTWORK)		02/01/2025	5 \$59.13	\$14.91	\$28.27	\$2.98	\$105.29	
HEETMETAL WORKERS LO	OCAL 17 - A		08/01/2025	5 \$60.98	\$14.91	\$28.27	\$2.98	\$107.14
			02/01/2026	5 \$62.93	\$14.91	\$28.27	\$2.98	\$109.09
		HEET METAL WORKER"						
HVAC (ELECTRICAL ELECTRICIANS LOCAL 103	CONTROL	LS)	03/01/2025	\$64.26	\$13.00	\$23.03	\$0.00	\$100.29
LECTRICIANS ECCAE 105			09/01/2025	\$66.17	\$13.00	\$23.09	\$0.00	\$102.26
			03/01/2026	\$67.37	\$13.00	\$23.12	\$0.00	\$103.49
			09/01/2026	\$69.28	\$13.00	\$23.18	\$0.00	\$105.46
			03/01/2027	\$70.47	\$13.00	\$23.21	\$0.00	\$106.68
			09/01/2027	\$72.39	\$13.00	\$23.27	\$0.00	\$108.66
			03/01/2028	\$73.59	\$13.00	\$23.31	\$0.00	\$109.90
For apprentice rates see '								
IVAC (TESTING ANI Sheetmetal workers lo		ING - AIR)	02/01/2025	\$59.13	\$14.91	\$28.27	\$2.98	\$105.29
IEEIMEIAL WORKERS LOCAL I / - A		08/01/2025	\$60.98	\$14.91	\$28.27	\$2.98	\$107.14	
For apprentice rates see '	'Apprentice- Sl	HEET METAL WORKER"	02/01/2026	\$62.93	\$14.91	\$28.27	\$2.98	\$109.09
IVAC (TESTING ANI PIPEFITTERS LOCAL 537 (L) BALANC		03/01/2025	5 \$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprentice rates see '	Apprentice- P	IPEFITTER" or "PLUMBER/PIP	EFITTER"					
ssue Date: 05/08/20	25	Wage Reau	est Number: 202505	07-072-4				Page 16 of 3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC PIPEFITTERS LOCAL 537 (Local 138)	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
LABORERS - ZONE 2	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS)	09/01/2024	\$56.92	\$14.75	\$19.61	\$0.00	\$91.28
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2025	\$60.34	\$14.75	\$19.61	\$0.00	\$94.70
	09/01/2026	\$63.76	\$14.75	\$19.61	\$0.00	\$98.12

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

Effective Date -		09/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$28.46	\$14.75	\$14.32	\$0.00	\$57.53
2	60		\$34.15	\$14.75	\$15.37	\$0.00	\$64.27
3	70		\$39.84	\$14.75	\$16.43	\$0.00	\$71.02
4	80		\$45.54	\$14.75	\$17.49	\$0.00	\$77.78

	ive Date - 09/01/2025			- ·	Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$30.17	\$14.75	\$14.32	\$0.00	\$59.24	
2	60	\$36.20	\$14.75	\$15.37	\$0.00	\$66.32	
3	70	\$42.24	\$14.75	\$16.43	\$0.00	\$73.42	
4	80	\$48.27	\$14.75	\$17.49	\$0.00	\$80.51	
Notes:							
	Steps are 1 year						
Appre	ntice to Journeyworker Ratio:1:4						
WORKER/WELI	DER	03/16/2024	4 \$49.5	6 \$8.35	\$26.70	\$0.00	\$84.61

	Effecti	ve Date -	03/16/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60		\$29.74	\$8.35	\$26.70	\$0.00	\$64.79	
	2	70		\$34.69	\$8.35	\$26.70	\$0.00	\$69.74	
	3	75		\$37.17	\$8.35	\$26.70	\$0.00	\$72.22	
	4	80		\$39.65	\$8.35	\$26.70	\$0.00	\$74.70	
	5	85		\$42.13	\$8.35	\$26.70	\$0.00	\$77.18	
	6	90		\$44.60	\$8.35	\$26.70	\$0.00	\$79.65	
	Notes:								
	Appre	ntice to Jou	urneyworker Ratio:1:4						
		VING BRE	AKER OPERATOR	12/01/2024	\$39.2	20 \$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE	2			06/01/2025	\$40.5	59 \$9.90	\$18.36	\$0.00	\$68.85
				12/01/2025	\$41.9	97 \$9.90	\$18.36	\$0.00	\$70.23
				06/01/2026	\$43.4	41 \$9.90	\$18.36	\$0.00	\$71.67
				12/01/2026	\$44.8	85 \$9.90	\$18.36	\$0.00	\$73.11
				06/01/2027	\$46.3	30 \$9.90	\$18.36	\$0.00	\$74.56
				12/01/2027	\$47.7	75 \$9.90	\$18.36	\$0.00	\$76.01
				06/01/2028	\$49.2	25 \$9.90	\$18.36	\$0.00	\$77.51
				12/01/2028	\$50.7	75 \$9.90	\$18.36	\$0.00	\$79.01
For apprentice	rates see "	Apprentice- L	ABORER"		**		¢10.26	* 0.00	
LABORERS - ZONE	2			12/01/2024			\$18.36	\$0.00	\$67.21
				06/01/2025			\$18.36	\$0.00	\$68.60
				12/01/2025			\$18.36	\$0.00	\$69.98
				06/01/2026			\$18.36 \$18.26	\$0.00	\$71.42 \$72.86
				12/01/2026			\$18.36 \$18.36	\$0.00 \$0.00	\$72.86
				06/01/2027			\$18.36 \$18.36	\$0.00 \$0.00	\$74.31 \$75.76
				12/01/2027					\$75.76
				06/01/2028			\$18.36	\$0.00	\$77.26
				12/01/2028	\$50.5	50 \$9.90	\$18.36	\$0.00	\$78.76

Apprentice -	IRONWORKER - Local 7 Lawrence

	Step	ive Date - percent	12/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60		\$23.37	\$9.90	\$18.36	\$0.00	\$51.63	
	2	70		\$27.27	\$9.90	\$18.36	\$0.00	\$55.53	
	3	80		\$31.16	\$9.90	\$18.36	\$0.00	\$59.42	
	4	90		\$35.06	\$9.90	\$18.36	\$0.00	\$63.32	
	Effect	ive Date -	06/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60		\$24.20	\$9.90	\$18.36	\$0.00	\$52.46	
	2	70		\$28.24	\$9.90	\$18.36	\$0.00	\$56.50	
	3	80		\$32.27	\$9.90	\$18.36	\$0.00	\$60.53	
	4	90		\$36.31	\$9.90	\$18.36	\$0.00	\$64.57	
	Notes:								
	Appre	ntice to Jo	urneyworker Ratio:1:5						
		HIGHWA	· ·	12/01/2024	\$38.95	\$9.90	\$18.46	\$0.00	\$67.31
JKERS - ZU	NE 2 (HEAV	Y & HIGHWA	1)	06/01/2025	5 \$40.34	\$9.90	\$18.46	\$0.00	\$68.70
				12/01/2023	5 \$41.72	\$9.90	\$18.46	\$0.00	\$70.08
				06/01/2020	5 \$43.16	\$9.90	\$18.46	\$0.00	\$71.52
				12/01/2020	5 \$44.60	\$9.90	\$18.46	\$0.00	\$72.96

Аррі	rent	ice	-	LABORER (Heavy & Highway) - Zone 2
-		-		10/01/0004

Effecti	ive Date -	12/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$23.37	\$9.90	\$18.46	\$0.00	\$51.73	
2	70		\$27.27	\$9.90	\$18.46	\$0.00	\$55.63	
3	80		\$31.16	\$9.90	\$18.46	\$0.00	\$59.52	
4	90		\$35.06	\$9.90	\$18.46	\$0.00	\$63.42	

Effect	ive Date -	06/01/2025				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$24.20	\$9.90	\$18.46	\$0.00	\$52.56	
2	70		\$28.24	\$9.90	\$18.46	\$0.00	\$56.60	
3	80		\$32.27	\$9.90	\$18.46	\$0.00	\$60.63	
4	90		\$36.31	\$9.90	\$18.46	\$0.00	\$64.67	

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
LABORERS - ZONE 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 2	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
ADOREKO - ZONE Z	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/02/2024	\$39.04	\$9.90	\$18.42	\$0.00	\$67.36
LABORERS - ZONE 2	06/02/2025	\$40.43	\$9.90	\$18.42	\$0.00	\$68.75
	12/01/2025	\$41.81	\$9.90	\$18.42	\$0.00	\$70.13
	06/01/2026	\$43.25	\$9.90	\$18.42	\$0.00	\$71.57
	12/07/2026	\$44.69	\$9.90	\$18.42	\$0.00	\$73.01
	06/07/2027	\$46.14	\$9.90	\$18.42	\$0.00	\$74.46
	12/06/2027	\$47.59	\$9.90	\$18.42	\$0.00	\$75.91
	06/05/2028	\$49.09	\$9.90	\$18.42	\$0.00	\$77.41
	12/04/2028	\$50.59	\$9.90	\$18.42	\$0.00	\$78.91
For apprentice rates see "Apprentice- LABORER"						·
LABORER: MASON TENDER	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
LABORERS - ZONE 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
ABORER: TREE REMOVER	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
ABORERS - ZONE 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
This classification applies to the removal of standing trees, and the trimm clearance incidental to construction . For apprentice rates see "Apprentice		bs when related t	to public work	ts construction	or site	
LASER BEAM OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
ABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) ABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
ADORERS - ZONE 2 (HEAVT & HIGHWAT)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2025	\$50.36	\$11.49	\$21.62	\$0.00	\$83.47
	08/01/2025	\$52.08	\$11.49	\$21.62	\$0.00	\$85.19
	02/01/2026	\$53.16	\$11.49	\$21.62	\$0.00	\$86.27
	08/01/2026	\$54.92	\$11.49	\$21.62	\$0.00	\$88.03
	02/01/2027	\$56.04	\$11.49	\$21.62	\$0.00	\$89.15

I	Effecti	ve Date -	02/01/2025				Supplemental		
2	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50		\$25.18	\$11.49	\$21.62	\$0.00	\$58.29	
	2	60		\$30.22	\$11.49	\$21.62	\$0.00	\$63.33	
	3	70		\$35.25	\$11.49	\$21.62	\$0.00	\$68.36	
	4	80		\$40.29	\$11.49	\$21.62	\$0.00	\$73.40	
	5	90		\$45.32	\$11.49	\$21.62	\$0.00	\$78.43	
1	Effectiv	ve Date -	08/01/2025				Supplemental		
S	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
_	1	50		\$26.04	\$11.49	\$21.62	\$0.00	\$59.15	
	2	60		\$31.25	\$11.49	\$21.62	\$0.00	\$64.36	
	3	70		\$36.46	\$11.49	\$21.62	\$0.00	\$69.57	
	4	80		\$41.66	\$11.49	\$21.62	\$0.00	\$74.77	
	5	90		\$46.87	\$11.49	\$21.62	\$0.00	\$79.98	
1	Notes:								
ĺ									
	Apprei	ntice to Jou	ırneyworker Ratio:1:3						
MARBLE MASC			S & TERRAZZO MECH	02/01/2025	5 \$65.8	\$11.49	\$23.56	\$0.00	\$100.87
BRICKLAYERS LOCA	L 3 - MA	ARBLE & IIL.	E	08/01/2025	5 \$67.9	\$11.49	\$23.56	\$0.00	\$103.02
				02/01/2026	5 \$69.3	\$11.49	\$23.56	\$0.00	\$104.37
				08/01/2026	5 \$71.5	52 \$11.49	\$23.56	\$0.00	\$106.57
				02/01/2027	\$72.9	92 \$11.49	\$23.56	\$0.00	\$107.97

Apprentice -MARBLE & TILE FINISHER - Local 3 Marble & TileEffective Date -02/01/2025

	Effecti	ve Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.91	\$11.49	\$23.56	\$0.00	\$67.96	
	2	60		\$39.49	\$11.49	\$23.56	\$0.00	\$74.54	
	3	70		\$46.07	\$11.49	\$23.56	\$0.00	\$81.12	
	4	80		\$52.66	\$11.49	\$23.56	\$0.00	\$87.71	
	5	90		\$59.24	\$11.49	\$23.56	\$0.00	\$94.29	
	Effecti	ve Date -	08/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$33.99	\$11.49	\$23.56	\$0.00	\$69.04	
	2	60		\$40.78	\$11.49	\$23.56	\$0.00	\$75.83	
	3	70		\$47.58	\$11.49	\$23.56	\$0.00	\$82.63	
	4	80		\$54.38	\$11.49	\$23.56	\$0.00	\$89.43	
	5	90		\$61.17	\$11.49	\$23.56	\$0.00	\$96.22	
	Notes:								
	İ								
	Apprei	ntice to Jou	ırneyworker Ratio:1:5						
			ON CONST. SITES)	12/01/2024	4 \$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGI	NEERS LC	ICAL 4		06/01/2025	5 \$57.68	\$15.55	\$16.50	\$0.00	\$89.73
				12/01/2025	5 \$59.12	\$15.55	\$16.50	\$0.00	\$91.17
				06/01/2026	5 \$60.40	\$15.55	\$16.50	\$0.00	\$92.45
For apprentice	rates see "	Apprentice- O	PERATING ENGINEERS"	12/01/2026	5 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89
MECHANICS				12/01/2024	4 \$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENG	NEERS LC	OCAL 4		06/01/2025			\$16.50	\$0.00	\$89.73
				12/01/2025			\$16.50	\$0.00	\$91.17
				06/01/2026			\$16.50	\$0.00	\$92.45
				12/01/2026			\$16.50	\$0.00	\$93.89
			PERATING ENGINEERS"						
MILLWRIGHT MILLWRIGHTS LO				01/06/2025	5 \$45.09	\$10.08	\$21.47	\$0.00	\$76.64
WILLW MOITISLO	CAL 1121	- Lone 2		01/05/2026	5 \$47.42	\$10.08	\$21.47	\$0.00	\$78.97

Apprentice -MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & TileEffective Date -02/01/2025

-		$m_{\rm L} = 01/06/2025$	Lone 2					
EI	fective Dat		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1			\$24.80	\$10.08	\$5.50	\$0.00	\$40.38	
2			\$29.31	\$10.08	\$6.50	\$0.00	\$45.89	
3			\$33.82	\$10.08	\$18.97	\$0.00	\$62.87	
4			\$38.33	\$10.08	\$19.97	\$0.00	\$68.38	
Ef	fective Dat	te - 01/05/2026				Supplemental		
Ste	ep perce	ent	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	
	but d	&2 Appr. indentured after 1/6/. o receive annuity. (Step 1 \$5.72 are 2,000 hours o Journeyworker Ratio:1:4						
IORTAR MIXER	-		12/01/2024	4 \$39.20	\$9.90	\$18.36	\$0.00	\$67.46
ABORERS - ZONE 2			06/01/202			\$18.36	\$0.00	\$68.85
			12/01/202			\$18.36	\$0.00	\$70.23
			06/01/2020			\$18.36	\$0.00	\$71.67
			12/01/2020			\$18.36	\$0.00	\$73.11
			06/01/202			\$18.36	\$0.00	\$74.56
			12/01/202			\$18.36	\$0.00	\$76.01
			06/01/202			\$18.36	\$0.00	\$77.51
			12/01/2028			\$18.36	\$0.00	\$79.01
For apprentice rates	s see "Apprent	ice- LABORER"	12/01/2020	φυσιτυ	<i>ψγ</i> , <i>γ</i> 0			Ψ, Σ.01
		CK CRANES,GRADALLS)	12/01/2024	4 \$25.37	\$15.30	\$16.40	\$0.00	\$57.07
PERATING ENGINEE	RS LOCAL 4		06/01/2023	5 \$25.97	\$15.30	\$16.40	\$0.00	\$57.67
			12/01/2023			\$16.40	\$0.00	\$58.33
			06/01/2020	5 \$27.22	\$15.30	\$16.40	\$0.00	\$58.92
			12/01/2020	5 \$27.89	\$15.30	\$16.40	\$0.00	\$59.59
		ice- OPERATING ENGINEERS"						
ILER (TRUCK C PERATING ENGINEE		RADALLS)	12/01/2024	4 \$31.08	\$15.30	\$16.40	\$0.00	\$62.78
ERGITING ENGINEE	NJ LOCAL 4		06/01/202	5 \$31.80	\$15.30	\$16.40	\$0.00	\$63.50
			12/01/2023	5 \$32.60	\$15.30	\$16.40	\$0.00	\$64.30
			06/01/2020	5 \$33.32	\$15.30	\$16.40	\$0.00	\$65.02
			12/01/2020	5 \$34.12	\$15.30	\$16.40	\$0.00	\$65.82
For apprentice rates	s see "Apprent	ice- OPERATING ENGINEERS"						

Apprentice - MILLWRIGHT - Local 1121 Zone 2

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Step	tive Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30
Notes						
	Steps are 750 hrs.					i
Appr	entice to Journeyworker Ratio:					
	R SANDBLAST, NEW) * urfaces to be painted are new con	01/01/2025	\$49.3	36 \$9.95	\$23.95	\$0.00 \$83.20

Annrentice . PAINTER Local 35 - BRIDGES/TANKS

* If 30% or more e pa NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

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

Effecti	ive Date - 01/01/2025			Supplemental	
Step	percent	Apprentice Base Wage He	ealth Pension	••	Total Rate
1	50	\$24.68 \$	9.95 \$0.00	\$0.00	\$34.63
2	55	\$27.15 \$	9.95 \$6.66	\$0.00	\$43.76
3	60	\$29.62 \$	9.95 \$7.26	\$0.00	\$46.83
4	65	\$32.08 \$	9.95 \$7.87	\$0.00	\$49.90
5	70	\$34.55 \$	9.95 \$20.32	\$0.00	\$64.82
6	75	\$37.02 \$	9.95 \$20.93	\$0.00	\$67.90
7	80	\$39.49 \$	9.95 \$21.53	\$0.00	\$70.97
8	90	\$44.42 \$	9.95 \$22.74	\$0.00	\$77.11
Notes:	- — — — — — — — — —				
	Steps are 750 hrs.				

Apprentice to Journeyworker Ratio:1:1

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

Effecti Step	ve Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.71	\$9.95	\$0.00	\$0.00	\$33.66
2	55	\$26.08	\$9.95	\$6.66	\$0.00	\$42.69
3	60	\$28.45	\$9.95	\$7.26	\$0.00	\$45.66
4	65	\$30.82	\$9.95	\$7.87	\$0.00	\$48.64
5	70	\$33.19	\$9.95	\$20.32	\$0.00	\$63.46
6	75	\$35.57	\$9.95	\$20.93	\$0.00	\$66.45
7	80	\$37.94	\$9.95	\$21.53	\$0.00	\$69.42
8	90	\$42.68	\$9.95	\$22.74	\$0.00	\$75.37
Notes:						
Appre	Steps are 750 hrs.					
	RUSH, NEW) * faces to be painted are new construc	01/01/202: tion,	5 \$47.9	96 \$9.95	\$23.95	\$0.00 \$81.86

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint	
Effortivo Data	01/01/2025	

* If 30% or mo NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Step	ve Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.93
2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.99
3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.99
4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.99
5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.84
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.85
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.85
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.85
Notes:	Steps are 750 hrs.					
Appre	ntice to Journeyworker Ratio:1:1					I
NTER / TAPER (BR TERS LOCAL 35 - ZONE		01/01/2025	\$46.02	\$9.95	\$23.95 \$	\$0.00 \$79.92

	Effecti	ve Date - 01/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
	1	50	\$23.01	\$9.95	\$0.00	\$0.00	\$32.90	6
	2	55	\$25.31	\$9.95	\$6.66	\$0.00	\$41.92	2
	3	60	\$27.61	\$9.95	\$7.26	\$0.00	\$44.82	2
	4	65	\$29.91	\$9.95	\$7.87	\$0.00	\$47.73	3
	5	70	\$32.21	\$9.95	\$20.32	\$0.00	\$62.48	8
	6	75	\$34.52	\$9.95	\$20.93	\$0.00	\$65.40	0
	7	80	\$36.82	\$9.95	\$21.53	\$0.00	\$68.30	0
	8	90	\$41.42	\$9.95	\$22.74	\$0.00	\$74.1	1
·	Notes:							
		Steps are 750 hrs.						
L	Appre	ntice to Journeyworker Ratio:1:1						
		ARKINGS (HEAVY/HIGHWAY)	12/01/2024	4 \$38.95	\$9.90	\$18.46	\$0.00	\$67.31
ABORERS - ZONE 2	2 (HEAV	Y & HIGHWAY)	06/01/2023	5 \$40.34	\$9.90	\$18.46	\$0.00	\$68.70
			12/01/2025	5 \$41.72	\$9.90	\$18.46	\$0.00	\$70.08
			06/01/2020	5 \$43.16	\$9.90	\$18.46	\$0.00	\$71.52
			12/01/2020	5 \$44.60	\$9.90	\$18.46	\$0.00	\$72.96
For apprentice r	ates see '	Apprentice- LABORER (Heavy and Highwa	y)					
ANEL & PICK		UCKS DRIVER	01/01/2025	5 \$39.78	\$15.57	\$20.17	\$0.00	\$75.52
EAMSTERS JOINT	COUNC	IL NO. TO ZONE D	06/01/2023	5 \$40.78	\$15.57	\$20.17	\$0.00	\$76.52
			12/01/2025	5 \$40.78	\$15.57	\$21.78	\$0.00	\$78.13
			01/01/2020	5 \$40.78	\$16.17	\$21.78	\$0.00	\$78.73
			06/01/2020	5 \$41.78	\$16.17	\$21.78	\$0.00	\$79.73
			12/01/2020	5 \$41.78	\$16.17	\$23.52	\$0.00	\$81.47
			01/01/2022	7 \$41.78	\$16.77	\$23.52	\$0.00	\$82.07
DECK) PILE DRIVER LOCA	L 56 (ZC	NSTRUCTOR (UNDERPINNING A DNE 1) 'Apprentice- PILE DRIVER"	AND 08/01/2024	4 \$55.79	\$10.08	\$24.29	\$0.00	\$90.16
PILE DRIVER			00/01/202	Δ Φ <u>ΕΕ</u> 70	¢10.00	\$24.29		
PILE DRIVER LOCA	L 56 (ZC	DNE 1)	08/01/2024	4 \$55.79	\$10.08	J24.29	\$0.00	\$90.16

PILE DRIVER LOCAL 56 (ZONE 1)

	ve Date - 08/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45	\$25.11	\$10.08	\$2.53	\$0.00	\$37.72	
2	55	\$30.68	\$10.08	\$5.07	\$0.00	\$45.83	
3	70	\$39.05	\$10.08	\$19.22	\$0.00	\$68.35	
4	80	\$44.63	\$10.08	\$21.76	\$0.00	\$76.47	
Notes:							
	% Indentured BEFORE	8/1/20; 50/60/70/75/80/80/90/90					
Appre	nfiteertd \$6นิกภัสรรรรร	Ra\$i63 143/ 4 \$76.21/ 5&6 \$79.00/ 7&8	\$84.58			İ	
EFITTER & STEAN SFITTERS LOCAL 537 (L		03/01/2025	5 \$68.88	\$12.70	\$21.80	\$0.00	\$103.38

PILE DRIVER - Local 56 Zone 1 Annrentice

Apprentice - PIPEFITTER Local 537 (Local 138)

Effect	tive Date - 03/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
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 there						
· · · ·		1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1	7;9:20;10:23(1	Max)			
	entice to Journeyworker						
PIPELAYER LABORERS - ZONE 2			\$39.20		\$18.36	\$0.00	\$67.46
		06/01/2023	5 \$40.59	\$9.90	\$18.36	\$0.00	\$68.85
		12/01/2025	5 \$41.97	\$9.90	\$18.36	\$0.00	\$70.23
		06/01/2020	5 \$43.41	\$9.90	\$18.36	\$0.00	\$71.67
		12/01/2020	5 \$44.85	\$9.90	\$18.36	\$0.00	\$73.11
		06/01/2027	546.30	\$9.90	\$18.36	\$0.00	\$74.56
		12/01/2027	7 \$47.75	\$9.90	\$18.36	\$0.00	\$76.01
		06/01/2028	8 \$49.25	\$9.90	\$18.36	\$0.00	\$77.51
		12/01/2028	8 \$50.75	\$9.90	\$18.36	\$0.00	\$79.01
	"Apprentice- LABORER"						
PIPELAYER (HEAVY LABORERS - ZONE 2 (HEA)	· · · · · · · · · · · · · · · · · · ·	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
ENDORERS - ZONE 2 (HEA)		06/01/2025	5 \$40.59	\$9.90	\$18.46	\$0.00	\$68.95
		12/01/2023	5 \$41.97	\$9.90	\$18.46	\$0.00	\$70.33
		06/01/2020	5 \$43.41	\$9.90	\$18.46	\$0.00	\$71.77
		12/01/2020	5 \$44.85	\$9.90	\$18.46	\$0.00	\$73.21

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PLUMBER	03/02/2025	\$69.84	\$14.32	\$20.31	\$0.00	\$104.47
PLUMBERS & GASFITTERS LOCAL 12 (Local 138)			+			+

	Step	ive Date - 03/02/2025 percent	Apprentice Base	e Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
	$\frac{1}{1}$	35	\$24.4		\$14.32	\$7.41	\$0.00	\$46.1	
	2	40	\$27.9		\$14.32	\$8.42	\$0.00	\$50.6	
	3	55	\$38.4		\$14.32	\$11.43	\$0.00	\$64.1	
	4	65	\$45.4		\$14.32	\$13.50	\$0.00	\$73.2	
	5	75	\$52.3		\$14.32	\$15.53	\$0.00	\$82.2	
						<i><i><i>w</i>10.00</i></i>			
	Notes	** 1:2; 2:6; 3:10; 4:14;	5:19/Steps are 1 yr						
		Steps are 1 yr	Star 5 with lige 76 97						
	Annre	Step 4 with lic\$69.00, entice to Journeyworker							
		OLS (TEMP.)				*12 = 0	#21 00	#0 00	.
INEOMATIC O			03/	01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprentice	e rates see	"Apprentice- PIPEFITTER" or	"PLUMBER/PIPEFITTER"						
		TOOL OPERATOR	12/	01/2024	\$39.70	\$9.90	\$17.54	\$0.00	\$67.14
ABORERS - ZONI	E 2		06/	01/2025	\$41.09	\$9.90	\$17.54	\$0.00	\$68.53
			12/	01/2025	\$42.47	\$9.90	\$17.54	\$0.00	\$69.91
			06/	01/2026	\$43.91	\$9.90	\$17.54	\$0.00	\$71.35
			12/	01/2026	\$45.35	\$9.90	\$17.54	\$0.00	\$72.79
			06/	01/2027	\$46.80	\$9.90	\$17.54	\$0.00	\$74.24
			12/	01/2027	\$48.25	\$9.90	\$17.54	\$0.00	\$75.69
			06/	01/2028	\$49.75	\$9.90	\$17.54	\$0.00	\$77.19
			12/	01/2028	\$51.25	\$9.90	\$17.54	\$0.00	\$78.69
		"Apprentice- LABORER"							
	DRILL/	TOOL OPERATOR (HE	AVY & 12/	01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
IGHWAY) 4BORERS - ZONI	E 2 (HEAV	'Y & HIGHWAY)	06/	01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
			12/	01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
			06/	01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
				01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
		"Apprentice- LABORER (Hea							
OWDERMAN ABORERS - ZONI		ASIEK		01/2024			\$18.36	\$0.00	\$68.21
				01/2025		• • • •	\$18.36	\$0.00	\$69.60
				01/2025			\$18.36	\$0.00	\$70.98
				01/2026			\$18.36	\$0.00	\$72.42
				01/2026			\$18.36	\$0.00	\$73.86
				01/2027			\$18.36	\$0.00	\$75.31
				01/2027			\$18.36	\$0.00	\$76.76
						00.00	¢10.20	#0.00	* - * * *
			06/	01/2028	\$50.00 \$51.50		\$18.36 \$18.36	\$0.00 \$0.00	\$78.26 \$79.76

Apprentice - PLUMBER/GASFITTER - Local 12 (Local 138)

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$39.95	\$9.65	\$18.46	\$0.00	\$68.06
LADOKEKS - ZONE 2 (HEAVI & HIGHWAI)	06/01/2025	\$41.34	\$9.65	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.72	\$9.65	\$18.46	\$0.00	\$70.83
	06/01/2026	\$44.16	\$9.65	\$18.46	\$0.00	\$72.27
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$45.60	\$9.65	\$18.46	\$0.00	\$73.71
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$57.03 \$58.33	\$15.55	\$16.50	\$0.00 \$0.00	\$90.38
	12/01/2025	\$58.55 \$59.78	\$15.55	\$16.50	\$0.00 \$0.00	\$91.83
	06/01/2025	\$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"	12/01/2020	\$02.55	\$15.55	\$10.50	\$0.00	\$74.30
PUMP OPERATOR (CONCRETE)	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"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
READY-MIX CONCRETE DRIVER	05/01/2025	\$30.50	\$11.57	\$6.65	\$0.00	\$48.72
TEAMSTERS 170 - J.G. MacLellan (Lowell)	01/01/2025	\$30.50 \$30.50	\$11.97	\$6.65	\$0.00 \$0.00	\$49.12
RECLAIMERS	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$50. 4 0 \$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"	12/01/2020	\$01.01	ψ15.55	<i><i><i></i></i></i>	<i>Q</i> 0100	ψ95.69
RIDE-ON MOTORIZED BUGGY OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE 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
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
Issue Date: 05/08/2025 Wage Request Number:	20250507-	072-4				Page 30 of 38

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"					• -	
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) ROOFERS LOCAL 33	02/01/2025	\$52.03	\$13.28	\$21.70	\$0.00	\$87.01
KOOFEKS LOCAL 35	08/01/2025	\$53.53	\$13.28	\$21.70	\$0.00	\$88.51
	02/01/2026	\$54.78	\$13.28	\$21.70	\$0.00	\$89.76

I	Apprei	ntice - RC	OOFER - Local 33						
	E ffecti Step	ve Date - percent	02/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	1	50		\$26.02	\$13.28	\$15.55	\$0.00	\$54.85	
	2	50 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	
1	Effecti	ve Date -	08/01/2025				Supplemental		
S	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	
- נו	Notes:	** 1:5, 2:6	-10, the 1:10; Reroofing: 1:-	4. then 1:1					
		Step 1 is 2	2000 hrs.; Steps 2-5 are 100	0 hrs.					
	Annre	<u> </u>	n Mechanics' receive \$1.00 h urneyworker Ratio:**						
	••		ST CONCRETE	02/01/2025	5 \$52.28	\$13.28	\$21.70	\$0.00	\$87.26
OFERS LOCAL 33								\$0.00	
				08/01/2025			\$21.70		\$88.76
For apprentice ra	ites see "	Apprentice- R	OOFER"	02/01/2026	\$55.03	\$13.28	\$21.70	\$0.00	\$90.01
IEETMETAL V				02/01/2025	5 \$59.13	\$14.91	\$28.27	\$2.98	\$105.29
EETMETAL WORK	KERS LC	OCAL 17 - A		08/01/2025			\$28.27	\$2.98	\$107.14
				02/01/2026			\$28.27	\$2.98	\$109.09

Effective Date -		02/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	42		\$24.83	\$14.91	\$6.13	\$0.00	\$45.87
2	42		\$24.83	\$14.91	\$6.13	\$0.00	\$45.87
3	47		\$27.79	\$14.91	\$12.26	\$1.62	\$56.58
4	47		\$27.79	\$14.91	\$12.26	\$1.62	\$56.58
5	52		\$30.75	\$14.91	\$13.24	\$1.74	\$60.64
6	52		\$30.75	\$14.91	\$13.49	\$1.75	\$60.90
7	60		\$35.48	\$14.91	\$14.90	\$1.93	\$67.22
8	65		\$38.43	\$14.91	\$15.88	\$2.04	\$71.26
9	75		\$44.35	\$14.91	\$17.84	\$2.28	\$79.38
10	85		\$50.26	\$14.91	\$19.30	\$2.49	\$86.96

Apprentice - SHEET METAL WORKER - Local 17-A

			φ11.55	ψ11.71	ψ17.01	ψ2.20	φτ9.50)
	10	85	\$50.26	\$14.91	\$19.30	\$2.49	\$86.96	5
	Effective Date - 08/01/2025 Step percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
	1	42	\$25.61	\$14.91	\$6.13	\$0.00	\$46.65	;
	2	42	\$25.61	\$14.91	\$6.13	\$0.00	\$46.65	5
	3	47	\$28.66	\$14.91	\$12.26	\$1.62	\$57.45	5
	4	47	\$28.66	\$14.91	\$12.26	\$1.62	\$57.45	5
	5	52	\$31.71	\$14.91	\$13.24	\$1.74	\$61.60)
	6	52	\$31.71	\$14.91	\$13.49	\$1.75	\$61.86	5
	7	60	\$36.59	\$14.91	\$14.90	\$1.93	\$68.33	3
	8	65	\$39.64	\$14.91	\$15.88	\$2.04	\$72.47	7
	9	75	\$45.74	\$14.91	\$17.84	\$2.28	\$80.77	7
	10	85	\$51.83	\$14.91	\$19.30	\$2.49	\$88.53	3
	Notes:							
		Steps are 6 mos.					i	
	Appre	ntice to Journeyworker Ratio:1:4						
		I MOVING EQUIP < 35 TONS	01/01/2025	5 \$40.24	\$15.57	\$20.17	\$0.00	\$75.98
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B		06/01/2025	5 \$41.24	\$15.57	\$20.17	\$0.00	\$76.98	
			12/01/2023	5 \$41.24	\$15.57	\$21.78	\$0.00	\$78.59
			01/01/2020	5 \$41.24	\$16.17	\$21.78	\$0.00	\$79.19
			06/01/2020	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
			12/01/2020	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93

01/01/2027

\$42.24

\$16.77

\$23.52

\$0.00

\$82.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$77.27
	12/01/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$78.88
	01/01/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$79.48
	06/01/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$80.48
	12/01/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$82.22
	01/01/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$82.82
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2	03/01/2025	\$64.93	\$11.51	\$23.80	\$0.00	\$100.24

	ve Date - 03/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	35	\$22.73	\$11.51	\$13.07	\$0.00	\$47.31	
2	40	\$25.97	\$11.51	\$13.90	\$0.00	\$51.38	
3	45	\$29.22	\$11.51	\$14.72	\$0.00	\$55.45	, ,
4	50	\$32.47	\$11.51	\$15.55	\$0.00	\$59.53	i
5	55	\$35.71	\$11.51	\$16.38	\$0.00	\$63.60	1
6	60	\$38.96	\$11.51	\$17.20	\$0.00	\$67.67	1
7	65	\$42.20	\$11.51	\$18.03	\$0.00	\$71.74	ł
8	70	\$45.45	\$11.51	\$18.85	\$0.00	\$75.81	
9	75	\$48.70	\$11.51	\$19.68	\$0.00	\$79.89	1
10	80	\$51.94	\$11.51	\$20.50	\$0.00	\$83.95	i
	40/45/50/55/60/65/70/75/80/85 Steps are 850 hours						
••							
		12/01/2024	4 \$56.4	40 \$15.5	5 \$16.50	\$0.00	\$88.45
LIND LC		06/01/2025	5 \$57.0	58 \$15.5	5 \$16.50	\$0.00	\$89.73
		12/01/2025	5 \$59.	12 \$15.5	5 \$16.50	\$0.00	\$91.17
		06/01/2020	5 \$60.4	40 \$15.5	5 \$16.50	\$0.00	\$92.45
		12/01/2020	5 \$61.5	84 \$15.5	5 \$16.50	\$0.00	\$93.89
		12/01/202					\$88.45
							\$89.73
		12/01/2025	5 \$59.			\$0.00	\$91.17
		06/01/2020 12/01/2020				\$0.00 \$0.00	\$92.45 \$93.89
	2 3 4 5 5 7 8 9 10 Notes: OPEI ers LC es see "	1 35 2 40 3 45 4 50 5 55 6 60 7 65 8 70 9 75 10 80 Notes: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours Apprentice to Journeyworker Ratio:1:3 OPERATOR ERS LOCAL 4	1 35 \$22.73 2 40 \$25.97 3 45 \$29.22 4 50 \$32.47 5 55 \$35.71 5 60 \$38.96 7 65 \$42.20 3 70 \$45.45 9 75 \$48.70 10 80 \$51.94 Notes: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours Apprentice to Journeyworker Ratio:1:3 OPERATOR 200/202 12/01/202 06/01/202 06/01/202 12/01/202 06/01/202 9 75 12/01/202 Apprentice to Journeyworker Ratio:1:3 OPERATOR I2/01/202 06/01/202 12/01/202 06/01/202 06/01/202 0/06/01/202 S LOCAL 4	1 35 \$22.73 \$11.51 2 40 \$25.97 \$11.51 3 45 \$29.22 \$11.51 4 50 \$32.47 \$11.51 5 55 \$35.71 \$11.51 5 55 \$35.71 \$11.51 5 55 \$35.71 \$11.51 5 60 \$38.96 \$11.51 7 65 \$42.20 \$11.51 8 70 \$445.45 \$11.51 9 75 \$445.45 \$11.51 10 80 \$51.94 \$11.51 Notes: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours OPERATOR ERS LOCAL 4 06/01/2024 \$56.4 06/01/2025 \$57.4 12/01/2024 \$56.4 06/01/2025 \$57.4 06/01/2026 \$60.4 12/01/2026 \$61.3 PROPELLED OR TRACTOR DRAWN 12/01/2024 \$56.4 06/01/2025 \$57.4<	1 35 \$22.73 \$11.51 \$13.07 2 40 \$25.97 \$11.51 \$13.90 3 45 \$29.22 \$11.51 \$14.72 4 50 \$32.47 \$11.51 \$15.55 5 55 \$35.71 \$11.51 \$16.38 5 60 \$38.96 \$11.51 \$17.20 7 65 \$42.20 \$11.51 \$18.03 8 70 \$45.45 \$11.51 \$18.85 9 75 \$48.70 \$11.51 \$18.85 90 75 \$48.70 \$11.51 \$19.68 80 \$51.94 \$11.51 \$20.50 Notes: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours OPERATOR 12/01/2024 \$56.40 \$15.5 06/01/2025 \$57.68 \$15.5 06/01/2025 \$59.12 \$15.5 StocAL 4 OPERATOR 12/01/2024 \$56.40 \$15.5 <t< td=""><td>tep percent Apprentice Base Wage Health Pension Unemployment 1 35 \$22.73 \$11.51 \$13.07 \$0.00 2 40 \$25.97 \$11.51 \$13.90 \$0.00 3 45 \$29.22 \$11.51 \$14.72 \$0.00 4 50 \$32.47 \$11.51 \$15.55 \$0.00 5 55 \$35.71 \$11.51 \$16.38 \$0.00 5 60 \$38.96 \$11.51 \$16.38 \$0.00 5 60 \$42.20 \$11.51 \$18.03 \$0.00 65 60 \$44.545 \$11.51 \$18.85 \$0.00 7 65 \$42.20 \$11.51 \$18.85 \$0.00 80 \$51.94 \$11.51 \$18.85 \$0.00 90 75 \$48.70 \$11.51 \$19.68 \$0.00 80 \$51.94 \$11.51 \$20.50 \$10.00 90PERATOR 12/01/2024<!--</td--><td>tep percent Apprentice Base Wage Health Pension Unemployment Total Rate 35 \$22.73 \$11.51 \$13.07 \$0.00 \$47.31 40 \$25.97 \$11.51 \$13.90 \$0.00 \$51.38 45 \$29.22 \$11.51 \$14.72 \$0.00 \$55.45 4 50 \$32.47 \$11.51 \$15.55 \$0.00 \$59.53 5 55 \$55 \$35.71 \$11.51 \$16.38 \$0.00 \$63.60 5 60 \$38.96 \$11.51 \$17.20 \$0.00 \$67.67 65 \$42.20 \$11.51 \$18.03 \$0.00 \$71.74 8 70 \$45.45 \$11.51 \$18.85 \$0.00 \$79.89 10 80 \$51.94 \$11.51 \$20.50 \$0.00 \$83.95 steps are 850 hours \$11.51 \$15.51 \$16.50 \$0.00 \$2000 \$51.94 \$11.51 \$15.55 \$16.50 \$0.0</td></td></t<>	tep percent Apprentice Base Wage Health Pension Unemployment 1 35 \$22.73 \$11.51 \$13.07 \$0.00 2 40 \$25.97 \$11.51 \$13.90 \$0.00 3 45 \$29.22 \$11.51 \$14.72 \$0.00 4 50 \$32.47 \$11.51 \$15.55 \$0.00 5 55 \$35.71 \$11.51 \$16.38 \$0.00 5 60 \$38.96 \$11.51 \$16.38 \$0.00 5 60 \$42.20 \$11.51 \$18.03 \$0.00 65 60 \$44.545 \$11.51 \$18.85 \$0.00 7 65 \$42.20 \$11.51 \$18.85 \$0.00 80 \$51.94 \$11.51 \$18.85 \$0.00 90 75 \$48.70 \$11.51 \$19.68 \$0.00 80 \$51.94 \$11.51 \$20.50 \$10.00 90PERATOR 12/01/2024 </td <td>tep percent Apprentice Base Wage Health Pension Unemployment Total Rate 35 \$22.73 \$11.51 \$13.07 \$0.00 \$47.31 40 \$25.97 \$11.51 \$13.90 \$0.00 \$51.38 45 \$29.22 \$11.51 \$14.72 \$0.00 \$55.45 4 50 \$32.47 \$11.51 \$15.55 \$0.00 \$59.53 5 55 \$55 \$35.71 \$11.51 \$16.38 \$0.00 \$63.60 5 60 \$38.96 \$11.51 \$17.20 \$0.00 \$67.67 65 \$42.20 \$11.51 \$18.03 \$0.00 \$71.74 8 70 \$45.45 \$11.51 \$18.85 \$0.00 \$79.89 10 80 \$51.94 \$11.51 \$20.50 \$0.00 \$83.95 steps are 850 hours \$11.51 \$15.51 \$16.50 \$0.00 \$2000 \$51.94 \$11.51 \$15.55 \$16.50 \$0.0</td>	tep percent Apprentice Base Wage Health Pension Unemployment Total Rate 35 \$22.73 \$11.51 \$13.07 \$0.00 \$47.31 40 \$25.97 \$11.51 \$13.90 \$0.00 \$51.38 45 \$29.22 \$11.51 \$14.72 \$0.00 \$55.45 4 50 \$32.47 \$11.51 \$15.55 \$0.00 \$59.53 5 55 \$55 \$35.71 \$11.51 \$16.38 \$0.00 \$63.60 5 60 \$38.96 \$11.51 \$17.20 \$0.00 \$67.67 65 \$42.20 \$11.51 \$18.03 \$0.00 \$71.74 8 70 \$45.45 \$11.51 \$18.85 \$0.00 \$79.89 10 80 \$51.94 \$11.51 \$20.50 \$0.00 \$83.95 steps are 850 hours \$11.51 \$15.51 \$16.50 \$0.00 \$2000 \$51.94 \$11.51 \$15.55 \$16.50 \$0.0

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN	03/01/2025	\$51.41	\$13.00	\$20.90	\$0.00	\$85.31
ELECTRICIANS LOCAL 103	09/01/2025	\$52.94	\$13.00	\$20.95	\$0.00	\$86.89
	03/01/2026	\$53.90	\$13.00	\$20.98	\$0.00	\$87.88
	09/01/2026	\$55.42	\$13.00	\$21.02	\$0.00	\$89.44
	03/01/2027	\$56.38	\$13.00	\$21.05	\$0.00	\$90.43
	09/01/2027	\$57.91	\$13.00	\$21.10	\$0.00	\$92.01
	03/01/2028	\$58.87	\$13.00	\$21.13	\$0.00	\$93.00

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

- ppro	milee						
Effective Date -		03/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$23.13	\$13.00	\$0.69	\$0.00	\$36.82
2	45		\$23.13	\$13.00	\$0.69	\$0.00	\$36.82
3	50		\$25.71	\$13.00	\$16.64	\$0.00	\$55.35
4	50		\$25.71	\$13.00	\$16.64	\$0.00	\$55.35
5	55		\$28.28	\$13.00	\$17.07	\$0.00	\$58.35
6	60		\$30.85	\$13.00	\$17.50	\$0.00	\$61.35
7	65		\$33.42	\$13.00	\$17.92	\$0.00	\$64.34
8	70		\$35.99	\$13.00	\$18.35	\$0.00	\$67.34
9	75		\$38.56	\$13.00	\$18.78	\$0.00	\$70.34
10	80		\$41.13	\$13.00	\$19.19	\$0.00	\$73.32

Effect	ive Date - 09/	/01/2025				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	45		\$23.82	\$13.00	\$0.71	\$0.00	\$37.53	
2	45		\$23.82	\$13.00	\$0.71	\$0.00	\$37.53	i
3	50		\$26.47	\$13.00	\$16.66	\$0.00	\$56.13	i
4	50		\$26.47	\$13.00	\$16.66	\$0.00	\$56.13	i
5	55		\$29.12	\$13.00	\$17.09	\$0.00	\$59.21	
6	60		\$31.76	\$13.00	\$17.52	\$0.00	\$62.28	3
7	65		\$34.41	\$13.00	\$17.95	\$0.00	\$65.36	ō
8	70		\$37.06	\$13.00	\$18.38	\$0.00	\$68.44	Ļ
9	75		\$39.71	\$13.00	\$18.81	\$0.00	\$71.52	!
10	80		\$42.35	\$13.00	\$19.23	\$0.00	\$74.58	;
Notes:								
i							ĺ	
Appre	ntice to Journe	yworker Ratio:1:1						
TERRAZZO FINISHE			02/01/2025	5 \$64.74	\$11.49	\$23.59	\$0.00	\$99.82
BRICKLAYERS LOCAL 3 - M	ARBLE & TILE		08/01/2025	5 \$66.89	\$11.49	\$23.59	\$0.00	\$101.97
			02/01/2020	5 \$68.24	\$11.49	\$23.59	\$0.00	\$103.32
			08/01/2020	5 \$70.44	\$11.49	\$23.59	\$0.00	\$105.52
			02/01/2027	7 \$71.84	\$11.49	\$23.59	\$0.00	\$106.92

	Effectiv	ve Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.37	\$11.49	\$23.59	\$0.00	\$67.45	
	2	60		\$38.84	\$11.49	\$23.59	\$0.00	\$73.92	
	3	70		\$45.32	\$11.49	\$23.59	\$0.00	\$80.40	
	4	80		\$51.79	\$11.49	\$23.59	\$0.00	\$86.87	
	5	90		\$58.27	\$11.49	\$23.59	\$0.00	\$93.35	
	Effectiv	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:								
	Apprei	ntice to Jou	rneyworker Ratio:1:3						
TEST BORING				12/01/2024	\$50.20) \$9.90	\$19.05	\$0.00	\$79.15
LABORERS - FOUN	DATION 2	AND MARINE		06/01/2025	\$51.70	\$9.90	\$19.05	\$0.00	\$80.65
				12/01/2025	\$53.20	\$9.90	\$19.05	\$0.00	\$82.15
				06/01/2026	\$54.75	5 \$9.90	\$19.05	\$0.00	\$83.70
				12/01/2026	\$56.25	\$9.90	\$19.05	\$0.00	\$85.20
For apprentice r									
TEST BORING				12/01/2024	\$46.32	\$9.90	\$19.05	\$0.00	\$75.27
				06/01/2025	\$47.82	\$9.90	\$19.05	\$0.00	\$76.77
				12/01/2025			\$19.05	\$0.00	\$78.27
				06/01/2026	\$50.87	\$9.90	\$19.05	\$0.00	\$79.82
For apprentice r	ates see ".	Apprentice- L	ABORER"	12/01/2026	\$52.37	\$9.90	\$19.05	\$0.00	\$81.32
TEST BORING				12/01/2024	\$46.20) \$9.90	\$19.05	\$0.00	\$75.15
LABORERS - FOUN	DATION .	AND MARINE	•	06/01/2025	\$47.70) \$9.90	\$19.05	\$0.00	\$76.65
				12/01/2025	\$49.20) \$9.90	\$19.05	\$0.00	\$78.15
				06/01/2026	\$50.75	5 \$9.90	\$19.05	\$0.00	\$79.70
				12/01/2026	\$52.25	5 \$9.90	\$19.05	\$0.00	\$81.20
For apprentice r	ates see ".	Apprentice- L	ABORER"						
TRACTORS/PO			GENERATORS	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OI LIMITING ENGIN		CIL 7		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 r	ates see ".	Apprentice- O	PERATING ENGINEERS"						

Apprentice -	TERRAZZO FINISHER - Local 3 Marble & Tile	
	00/01/0005	

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	\$58.43	\$9.90	\$19.50	\$0.00	\$87.83
LABORERS (COMPRESSED AIR)	06/01/2025	\$59.93	\$9.90	\$19.50	\$0.00	\$89.33
	12/01/2025	\$61.43	\$9.90	\$19.50	\$0.00	\$90.83
	06/01/2026	\$62.98	\$9.90	\$19.50	\$0.00	\$92.38
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$64.48	\$9.90	\$19.50	\$0.00	\$93.88
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/01/2024	\$60.43	\$9.90	\$19.50	\$0.00	\$89.83
LABORERS (COMPRESSED AIR)	06/01/2025	\$61.93	\$9.90	\$19.50	\$0.00	\$91.33
	12/01/2025	\$63.43	\$9.90	\$19.50	\$0.00	\$92.83
	06/01/2026	\$64.98	\$9.90	\$19.50	\$0.00	\$94.38
	12/01/2026	\$66.48	\$9.90	\$19.50	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	12/01/2024	\$50.50	\$9.90	\$19.50	\$0.00	\$79.90
LADOKEKS (FKEE AIK TUNNEL)	06/01/2025	\$52.00	\$9.90	\$19.50	\$0.00	\$81.40
	12/01/2025	\$53.50	\$9.90	\$19.50	\$0.00	\$82.90
	06/01/2026	\$55.05	\$9.90	\$19.50	\$0.00	\$84.45
	12/01/2026	\$56.55	\$9.90	\$19.50	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2024	\$52.50	\$9.90	\$19.50	\$0.00	\$81.90
	06/01/2025	\$54.00	\$9.90	\$19.50	\$0.00	\$83.40
	12/01/2025	\$55.50	\$9.90	\$19.50	\$0.00	\$84.90
	06/01/2026	\$57.05	\$9.90	\$19.50	\$0.00	\$86.45
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$58.55	\$9.90	\$19.50	\$0.00	\$87.95
VAC-HAUL	01/01/2025	\$40.24	¢15 57	\$20.17	\$0.00	\$75.00
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2025	\$40.24 \$41.24	\$15.57	\$20.17 \$20.17	\$0.00 \$0.00	\$75.98 \$76.98
	06/01/2025	\$41.24 \$41.24	\$15.57 \$15.57	\$20.17 \$21.78	\$0.00 \$0.00	\$76.98 \$78.50
	12/01/2025	\$41.24 \$41.24	\$15.57	\$21.78 \$21.78	\$0.00 \$0.00	\$78.59 \$70.10
	01/01/2026	\$41.24 \$42.24	\$16.17	\$21.78 \$21.78	\$0.00 \$0.00	\$79.19
	06/01/2026	\$42.24 \$42.24	\$16.17	\$21.78 \$22.52	\$0.00 \$0.00	\$80.19
	12/01/2026	\$42.24 \$42.24	\$16.17	\$23.52 \$22.52	\$0.00 \$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR	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
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway) WASTE WATER PUMP OPERATOR	12/01/2024	<i>Ф</i>.7 02	ф15.55	\$1(50	¢0.00	#00.00
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 \$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00 \$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	\$69.84	\$14.32	\$20.31	\$0.00	\$104.47
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GA	ASFITTER"					
Marine Drilling						
BLASTER MARINE DRILLING	01/01/2018	\$41.82	\$7.63	\$3.60	\$0.00	\$53.05
BOAT CAPTAIN MARINE DRILLING	01/01/2018	\$33.87	\$7.63	\$3.30	\$0.00	\$44.80
BOAT CAPTAIN / Over 1,000 hp MARINE DRILLING	01/01/2018	\$38.06	\$7.63	\$3.60	\$0.00	\$49.29
CORE DRILLER MARINE DRILLING	01/01/2018	\$31.43	\$7.63	\$2.90	\$0.00	\$41.96
CORE DRILLER HELPER MARINE DRILLING	01/01/2018	\$28.47	\$7.63	\$3.00	\$0.00	\$39.10
DRILLER MARINE DRILLING	01/01/2018	\$39.70	\$7.63	\$3.60	\$0.00	\$50.93
ENGINEER MARINE DRILLING	01/01/2018	\$39.69	\$7.63	\$3.50	\$0.00	\$50.82
HELPER MARINE DRILLING	01/01/2018	\$34.24	\$7.63	\$3.00	\$0.00	\$44.87
MACHINIST MARINE DRILLING	01/01/2018	\$38.88	\$7.63	\$3.30	\$0.00	\$49.81
OILER - MARINE DRILLING MARINE DRILLING	01/01/2018	\$34.24	\$7.63	\$3.00	\$0.00	\$44.87
TUG DECKHAND Marine Drilling	01/01/2018	\$27.61	\$7.63	\$3.00	\$0.00	\$38.24

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WELDER MARINE DRILLING	01/01/2018	\$38.88	\$7.63	\$3.30	\$0.00	\$49.81
Op Eng Marine (Dredging Work)						
BOAT OPERATOR OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$29.26	\$7.63	\$3.30	\$0.00	\$40.19
CERTIFIED WELDER OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$31.09	\$7.63	\$3.60	\$0.00	\$42.32
CHIEF WELDER/ CHIEF MATE OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
DERRICK / SPIDER / SPILLBARGE OPERATOR OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
DRAG BARGE OPERATOR / WELDER / MATE OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$30.24	\$7.63	\$3.30	\$0.00	\$41.17
ENGINEER / ELECTRICIAN OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
LICENSED BOAT OPERATOR OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
LICENSED TUG OPERATOR OVER 1000HP OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$38.18	\$7.63	\$3.60	\$0.00	\$49.41
MAINTENANCE ENGINEER OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.03	\$7.63	\$3.60	\$0.00	\$44.26
OILER - MARINE DIVISION OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$24.30	\$7.63	\$3.00	\$0.00	\$34.93
OPERATOR / LEVERMAN OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$38.18	\$7.63	\$3.60	\$0.00	\$49.41
RODMAN / SCOWMAN OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$24.30	\$7.63	\$3.00	\$0.00	\$34.93
SHOREMAN / DECKHAND OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$24.30	\$7.63	\$3.00	\$0.00	\$34.93

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.



MAURA HEALEY Governor

KIM DRISCOLL Lt. Governor

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

Prevailing Wage Rates

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

LAUREN JONES Secretary

MICHAEL FLANAGAN Director

Awarding Authority:	Merrimack Valley Planning Commission
Contract Number:	City/Town: HAVERHILL
Description of Work:	Install containment booms along river. Monitor booms monthly and remove debris. Booms must be removed from the river by November 1st annually.

Job Location:

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

Merrimack River

• 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 sheet 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 within90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.

• The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.

• Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**

• Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to http://www.mass.gov/dols/pw.

• Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.

• Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

• Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction (2 AXLE) DRIVER - EQUIPMENT	01/01/2025	\$39.95	\$15.57	\$20.17	\$0.00	\$75.69
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$39.93 \$40.95	\$15.57 \$15.57	\$20.17	\$0.00 \$0.00	\$75.69 \$76.69
	12/01/2025	\$40.95 \$40.95	\$15.57	\$20.17	\$0.00	\$70.09 \$78.30
	01/01/2026	\$40.95 \$40.95	\$15.57	\$21.78	\$0.00	\$78.30 \$78.90
	06/01/2026	\$40.95 \$41.95	\$16.17	\$21.78	\$0.00	\$78.90 \$79.90
	12/01/2026	\$41.95 \$41.95	\$16.17	\$23.52	\$0.00	\$79.90 \$81.64
	01/01/2027	\$41.95 \$41.95	\$16.77	\$23.52	\$0.00	\$81.04 \$82.24
3 AXLE) DRIVER - EQUIPMENT	01/01/2025	\$40.02	\$15.57	\$20.17	\$0.00	\$75.76
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$40.02 \$41.02	\$15.57	\$20.17	\$0.00	\$75.76 \$76.76
	12/01/2025	\$41.02 \$41.02	\$15.57	\$21.78	\$0.00	\$78.37
	01/01/2026	\$41.02 \$41.02	\$15.57	\$21.78	\$0.00	\$78.37 \$78.97
	06/01/2026	\$42.02	\$16.17	\$21.78	\$0.00 \$0.00	\$78.97 \$79.97
	12/01/2026	\$42.02 \$42.02	\$16.17	\$23.52	\$0.00	\$79.97 \$81.71
	01/01/2027	\$42.02 \$42.02	\$16.77	\$23.52	\$0.00 \$0.00	\$82.31
4 & 5 AXLE) DRIVER - EQUIPMENT	01/01/2025	\$40.14	\$15.57	\$20.17	\$0.00	\$75.88
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$75.88 \$76.88
	12/01/2025	\$41.14 \$41.14	\$15.57	\$20.17	\$0.00	\$78.49
	01/01/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$78. 4 9 \$79.09
	06/01/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$79.09
	12/01/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$80.07
	01/01/2027	\$42.14 \$42.14	\$16.77	\$23.52	\$0.00	\$81.83 \$82.43
ADS/SUBMERSIBLE PILOT	01/01/2024	\$117.16	\$10.08	\$23.32	\$0.00	\$151.53
PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER"	01/01/2024	\$117.10	\$10.08	ψ24.29	\$0.00	\$151.55
AIR TRACK OPERATOR	12/01/2024	¢20.70	¢0.00	¢10.26	00.02	¢(7.0(
ABORERS - ZONE 2	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00 \$0.00	\$67.96 \$60.25
	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00 \$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
ABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$70.85 \$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12,0172020	\$ 10.00	<i>\$7.70</i>		· · · · · ·	
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. IEAT & 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: 05/08/2025

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$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
	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
BACKHOE/FRONT-END LOADER	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 2	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LADOREKS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
LABORERS - ZONE 2	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
HIGHWAY) Laborers - Zone 2 (heavy & highway)	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$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

Effective Step p	Date - 01/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
_	65	\$31.28	\$7.07 \$7.07	\$13.22	\$0.00	\$51.57	
	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:							
Apprent	ice to Journeyworker Ratio:1:4						
	IAL MASONRY (INCL. MASONR	Y 02/01/2025	\$65.80	\$11.49	\$23.59	\$0.00	\$100.88
ATERPROOFING) Nicklayers local 3 (Lynn)	08/01/2025	\$67.95	\$11.49	\$23.59	\$0.00	\$103.03
	, ,	02/01/2026	\$69.30	\$11.49	\$23.59	\$0.00	\$104.38
		08/01/2026	\$71.50	\$11.49	\$23.59	\$0.00	\$106.58

02/01/2027

\$72.90 \$11.49 \$23.59

\$0.00

\$107.98

	Effect	ive Date - 02/01/2025	1 MASON - Local 5 Lynn			Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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	
	Effect	ive 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							
		entice to Journeyworker Ratio:1:5						
JLLDOZER ERATING ENG		ER/SCRAPER OCAL 4	12/01/2024		\$15.55	\$16.50	\$0.00	\$88.45
			06/01/2025			\$16.50	\$0.00	\$89.73
			12/01/2025			\$16.50	\$0.00	\$91.17
			06/01/2020	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
For apprentic	ce rates see	"Apprentice- OPERATING ENGINEERS"	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
		PINNING BOTTOM MAN	12/01/2024	\$47.35	\$9.90	\$19.05	\$0.00	\$76.30
BORERS - FOU	UNDATION	AND MARINE	06/01/2025	\$48.85	\$9.90	\$19.05	\$0.00	\$77.80
			12/01/2025	\$50.35	\$9.90	\$19.05	\$0.00	\$79.30
			06/01/2020	5 \$51.90	\$9.90	\$19.05	\$0.00	\$80.85
For apprentic	e rates see	"Apprentice- LABORER"	12/01/2020	\$53.40	\$9.90	\$19.05	\$0.00	\$82.35
AISSON & U	UNDERF	PINNING LABORER	12/01/2024	\$46.20	\$9.90	\$19.05	\$0.00	\$75.15
BORERS - FOU	JNDATION	AND MARINE	06/01/2025	5 \$47.70	\$9.90	\$19.05	\$0.00	\$76.65
			12/01/2025	\$49.20	\$9.90	\$19.05	\$0.00	\$78.15
			06/01/2020	5 \$50.75	\$9.90	\$19.05	\$0.00	\$79.70
			12/01/2020	5 \$52.25	\$9.90	\$19.05	\$0.00	\$81.20
	ce rates see	"Apprentice- LABORER"						
			12/01/2024	\$46.53	\$9.90	\$19.05	\$0.00	\$75.48
AISSON & U		PINNING TOP MAN	12/01/202					
AISSON & U		INNING TOP MAN AND MARINE	06/01/2025	\$48.03	\$9.90	\$19.05	\$0.00	\$76.98
AISSON & U						\$19.05 \$19.05	\$0.00 \$0.00	
AISSON & U			06/01/2023	\$49.53	\$9.90			\$76.98 \$78.48 \$80.03

Apprentice -	BRICK/PLASTER/CEMENT MASON - Local 3 Lynn
Effective Date	02/01/2025

Issue Date: 05/08/2025

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	03/01/2025	\$49.62	\$9.83	\$19.97	\$0.00	\$79.42
CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2025	\$50.87	\$9.83	\$19.97	\$0.00	\$80.67
	03/01/2026	\$52.12	\$9.83	\$19.97	\$0.00	\$81.92
	09/01/2026	\$53.37	\$9.83	\$19.97	\$0.00	\$83.17
	03/01/2027	\$54.62	\$9.83	\$19.97	\$0.00	\$84.42

Apprentice - CARPENTER - Zone 2 Eastern MA

-rr									
Effect	ive Date -	03/01/2025				Supplemental	plemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate		
1	45		\$22.33	\$9.83	\$1.73	\$0.00	\$33.89		
2	45		\$22.33	\$9.83	\$1.73	\$0.00	\$33.89		
3	55		\$27.29	\$9.83	\$3.40	\$0.00	\$40.52		
4	55		\$27.29	\$9.83	\$3.40	\$0.00	\$40.52		
5	70		\$34.73	\$9.83	\$16.51	\$0.00	\$61.07		
6	70		\$34.73	\$9.83	\$16.51	\$0.00	\$61.07		
7	80		\$39.70	\$9.83	\$18.24	\$0.00	\$67.77		
8	80		\$39.70	\$9.83	\$18.24	\$0.00	\$67.77		

Effecti	ve Date - 09/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
1	45	\$22.89	\$9.83	\$1.73	\$0.00	\$34.45	5
2	45	\$22.89	\$9.83	\$1.73	\$0.00	\$34.45	5
3	55	\$27.98	\$9.83	\$3.40	\$0.00	\$41.21	
4	55	\$27.98	\$9.83	\$3.40	\$0.00	\$41.21	
5	70	\$35.61	\$9.83	\$16.51	\$0.00	\$61.95	5
6	70	\$35.61	\$9.83	\$16.51	\$0.00	\$61.95	5
7	80	\$40.70	\$9.83	\$18.24	\$0.00	\$68.77	7
8	80	\$40.70	\$9.83	\$18.24	\$0.00	\$68.77	7
Notes:							
ĺ						i	
Appre	ntice to Journeyworker Ratio:1:5						
CARPENTER WOOD		10/01/2024	\$26.65	\$7.02	\$4.80	\$0.00	\$38.47
CARPENTERS-ZONE 3 (Wood	t Frame)	10/01/2025	5 \$27.75	\$7.02	\$4.80	\$0.00	\$39.57
		10/01/2020	5 \$28.85	\$7.02	\$4.80	\$0.00	\$40.67

Issue Date: 05/08/2025

All Aspects of New Wood Frame Work

	ive Date -	10/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rat
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	\$25.3
4	70		\$18.66	\$7.02	\$1.00	\$0.00	\$26.6
5	75		\$19.99	\$7.02	\$4.80	\$0.00	\$31.8
6	80		\$21.32	\$7.02	\$4.80	\$0.00	\$33.1
7	85		\$22.65	\$7.02	\$4.80	\$0.00	\$34.4
8	90		\$23.99	\$7.02	\$4.80	\$0.00	\$35.8
Effect i Step	ive Date -	10/01/2025	Apprentice Base Wage	Haalth	Pension	Supplemental Unemployment	Total Rat
	percent						
1	60		\$16.65	\$7.02	\$0.00	\$0.00	\$23.6
2	60		\$16.65	\$7.02	\$0.00	\$0.00	\$23.6
3	65		\$18.04	\$7.02	\$1.00	\$0.00	\$26.0
4	70		\$19.43	\$7.02	\$1.00	\$0.00	\$27.4
5	75		\$20.81	\$7.02	\$4.80	\$0.00	\$32.6
6	80		\$22.20	\$7.02	\$4.80	\$0.00	\$34.0
7	85		\$23.59	\$7.02	\$4.80	\$0.00	\$35.4
8	90		\$24.98	\$7.02	\$4.80	\$0.00	\$36.8
Notes:							
Appre	ntice to Jou	rneyworker Ratio:1:5					
SONRY/ OCAL 3 (LY	PLASTERI	NG	07/01/2024	4 \$49.1	19 \$13.35	\$24.21	\$1.80

Apprentice -	CARPENTER	(Wood Frame)	- Zone 3
--------------	-----------	--------------	----------

	Step	percent 07/01/2024	Appre	entice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$24.60	\$13.35	\$16.43	\$0.00	\$54.38	
	2	60		\$29.51	\$13.35	\$19.21	\$1.80	\$63.87	
	3	65		\$31.97	\$13.35	\$20.21	\$1.80	\$67.33	
	4	70		\$34.43	\$13.35	\$21.21	\$1.80	\$70.79	
	5	75		\$36.89	\$13.35	\$22.21	\$1.80	\$74.25	
	6	80		\$39.35	\$13.35	\$23.21	\$1.80	\$77.71	
	7	90		\$44.27	\$13.35	\$24.21	\$1.80	\$83.63	
	Notes:								
	i i	Steps 3,4 are 500 hrs. A	ll other steps are 1,00	00 hrs.					
	Appre	ntice to Journeyworker	Ratio:1:3						
HAIN SAW		OR		12/01/2024	\$39.2	0 \$9.90	\$18.36	\$0.00	\$67.46
BORERS - ZON	/E 2			06/01/2025	5 \$40.5	9 \$9.90	\$18.36	\$0.00	\$68.85
				12/01/2025	5 \$41.9	7 \$9.90	\$18.36	\$0.00	\$70.23
				06/01/2020	5 \$43.4	1 \$9.90	\$18.36	\$0.00	\$71.67
				12/01/2020	5 \$44.8	5 \$9.90	\$18.36	\$0.00	\$73.11
				06/01/2027	\$46.3	0 \$9.90	\$18.36	\$0.00	\$74.50
				12/01/2027	\$47.7	5 \$9.90	\$18.36	\$0.00	\$76.01
				06/01/2028	\$49.2	5 \$9.90	\$18.36	\$0.00	\$77.51
For apprentic	e rates see	'Apprentice- LABORER"		12/01/2028	\$50.7	5 \$9.90	\$18.36	\$0.00	\$79.01
LAM SHELI	LS/SLUR	RY BUCKETS/HEADIN	G MACHINES	12/01/2024	\$58.1	8 \$15.55	\$16.50	\$0.00	\$90.23
PERATING ENC	GINEERS L	OCAL 4		06/01/2025	5 \$59.5	1 \$15.55	\$16.50	\$0.00	\$91.56
				12/01/2025	5 \$60.9	8 \$15.55	\$16.50	\$0.00	\$93.03
				06/01/2020	5 \$62.3	1 \$15.55	\$16.50	\$0.00	\$94.36
				12/01/2020	5 \$63.7	9 \$15.55	\$16.50	\$0.00	\$95.84
		ATOP	INEERS"						
OMPRESSO ERATING ENC				12/01/2024			\$16.50	\$0.00	\$68.72
				06/01/2025			\$16.50	\$0.00	\$69.57
				12/01/2025			\$16.50	\$0.00	\$70.52
				06/01/2020			\$16.50	\$0.00	\$71.38
	e rates see	'Apprentice- OPERATING ENG	INEERS"	12/01/2020	5 \$40.2	8 \$15.55	\$16.50	\$0.00	\$72.33
For apprentic									

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

sue Date: 0	5/08/202	25 Wage H	Request Number:	2025050	7-072-2				Page 9 of 38
				12/04/2028	\$59.60	\$9.90	\$18.90	\$0.00	\$88.40
				06/05/2028	\$57.93	\$9.90	\$18.90	\$0.00	\$86.73
				12/06/2027	\$56.25	\$9.90	\$18.90	\$0.00	\$85.05
				06/07/2027	\$54.65	\$9.90	\$18.90	\$0.00	\$83.45
				12/07/2026	\$53.05	\$9.90	\$18.90	\$0.00	\$81.85
				06/01/2026	\$51.55	\$9.90	\$18.90	\$0.00	\$80.35
				12/01/2025	\$50.00	\$9.90	\$18.90	\$0.00	\$78.80
LOIVE	-			06/02/2025	\$48.50	\$9.90	\$18.90	\$0.00	\$77.30
DEMO: BURNI Aborers - zone				12/02/2024	\$47.00	\$9.90	\$18.90	\$0.00	\$75.80
••		Apprentice- LABORER"							
				12/04/2028	\$59.85	\$9.90	\$18.90	\$0.00	\$88.65
				06/05/2028	\$58.18	\$9.90	\$18.90	\$0.00	\$86.98
				12/06/2027	\$56.50	\$9.90	\$18.90	\$0.00	\$85.30
				06/07/2027	\$54.90	\$9.90	\$18.90	\$0.00	\$83.70
				12/07/2026	\$53.30	\$9.90	\$18.90	\$0.00	\$82.10
				06/01/2026	\$51.80	\$9.90	\$18.90	\$0.00	\$80.60
				12/01/2025	\$50.25	\$9.90	\$18.90	\$0.00	\$79.05
ABORERS - ZONE	5.2			06/02/2025	\$48.75	\$9.90	\$18.90	\$0.00	\$77.55
		ADER/HAMMER OPERATOR		12/02/2024	\$47.25	\$9.90	\$18.90	\$0.00	\$76.05
For apprentice	rates see "	Apprentice- LABORER"			450.05	Ψ2.20		· · · · ·	<i>\$61100</i>
				12/04/2028			\$18.90	\$0.00	\$87.65
				06/05/2028			\$18.90	\$0.00	\$85.98
				12/06/2027			\$18.90	\$0.00	\$84.30
				06/07/2027			\$18.90	\$0.00	\$82.70
				12/07/2026			\$18.90	\$0.00	\$81.10
				06/01/2026			\$18.90	\$0.00	\$78.05 \$79.60
				12/01/2025			\$18.90	\$0.00	\$78.05
ABORERS - ZONE				12/02/2024 06/02/2025			\$18.90	\$0.00	\$75.05 \$76.55
DEMO: ADZEN				12/02/2024	\$16.25	\$9.90	\$18.90	\$0.00	\$75.05
	Annre	ntice to Journeyworker Ratio:1:							
		Steps are 750 hrs.							
	Notes:								
	8	90	\$5	52.61	\$9.95	\$22.74	\$0.00	\$85.3	0
	7	80		46.77	\$9.95	\$21.53	\$0.00	\$78.2	
	6	75	\$4	13.85	\$9.95	\$20.93	\$0.00	\$74.7	
	5	70	\$4	40.92	\$9.95	\$20.32	\$0.00	\$71.1	9
	4	65	\$3	38.00	\$9.95	\$7.87	\$0.00	\$55.82	2
	3	60	\$3	35.08	\$9.95	\$7.26	\$0.00	\$52.2	9
	2	55	\$3	32.15	\$9.95	\$6.66	\$0.00	\$48.7	5
	1	50	\$2	29.23	\$9.95	\$0.00	\$0.00	\$39.1	8
					Health	Pension		Total Rat	

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>ABORERS - ZONE 2</i>	12/02/2024	\$47.25	\$9.90	\$18.90	\$0.00	\$76.05
	06/02/2025	\$48.75	\$9.90	\$18.90	\$0.00	\$77.55
	12/01/2025	\$50.25	\$9.90	\$18.90	\$0.00	\$79.05
	06/01/2026	\$51.80	\$9.90	\$18.90	\$0.00	\$80.60
	12/07/2026	\$53.30	\$9.90	\$18.90	\$0.00	\$82.10
	06/07/2027	\$54.90	\$9.90	\$18.90	\$0.00	\$83.70
	12/06/2027	\$56.50	\$9.90	\$18.90	\$0.00	\$85.30
	06/05/2028	\$58.18	\$9.90	\$18.90	\$0.00	\$86.98
	12/04/2028	\$59.85	\$9.90	\$18.90	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"				* 10.00	* **	
DEMO: JACKHAMMER OPERATOR Aborers - Zone 2	12/02/2024	\$47.00	\$9.90	\$18.90	\$0.00	\$75.80
	06/02/2025	\$48.50	\$9.90	\$18.90	\$0.00	\$77.30
	12/01/2025	\$50.00	\$9.90	\$18.90	\$0.00	\$78.80
	06/01/2026	\$51.55	\$9.90	\$18.90	\$0.00	\$80.35
	12/07/2026	\$53.05	\$9.90	\$18.90	\$0.00	\$81.85
	06/07/2027	\$54.65	\$9.90	\$18.90	\$0.00	\$83.45
	12/06/2027	\$56.25	\$9.90	\$18.90	\$0.00	\$85.05
	06/05/2028	\$57.93	\$9.90	\$18.90	\$0.00	\$86.73
	12/04/2028	\$59.60	\$9.90	\$18.90	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>ABORERS - ZONE 2</i>	12/02/2024	\$46.25	\$9.90	\$18.90	\$0.00	\$75.05
	06/02/2025	\$47.75	\$9.90	\$18.90	\$0.00	\$76.55
	12/01/2025	\$49.25	\$9.90	\$18.90	\$0.00	\$78.05
	06/01/2026	\$50.80	\$9.90	\$18.90	\$0.00	\$79.60
	12/07/2026	\$52.30	\$9.90	\$18.90	\$0.00	\$81.10
	06/07/2027	\$53.90	\$9.90	\$18.90	\$0.00	\$82.70
	12/06/2027	\$55.50	\$9.90	\$18.90	\$0.00	\$84.30
	06/05/2028	\$57.18	\$9.90	\$18.90	\$0.00	\$85.98
	12/04/2028	\$58.85	\$9.90	\$18.90	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR DPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
I LIMITING LINGINELING LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER DILE 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 ile 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) ile driver local 56 (zone 1)	08/01/2024	\$83.69	\$10.08	\$24.29	\$0.00	\$118.06

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN	03/01/2025	\$64.26	\$13.00	\$23.03	\$0.00	\$100.29
ELECTRICIANS LOCAL 103	09/01/2025	\$66.17	\$13.00	\$23.09	\$0.00	\$102.26
	03/01/2026	\$67.37	\$13.00	\$23.12	\$0.00	\$103.49
	09/01/2026	\$69.28	\$13.00	\$23.18	\$0.00	\$105.46
	03/01/2027	\$70.47	\$13.00	\$23.21	\$0.00	\$106.68
	09/01/2027	\$72.39	\$13.00	\$23.27	\$0.00	\$108.66
	03/01/2028	\$73.59	\$13.00	\$23.31	\$0.00	\$109.90

Apprentice - ELECTRICIAN - Local 103

Effecti	ve Date -	03/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$25.70	\$13.00	\$0.77	\$0.00	\$39.47
2	40		\$25.70	\$13.00	\$0.77	\$0.00	\$39.47
3	45		\$28.92	\$13.00	\$17.17	\$0.00	\$59.09
4	45		\$28.92	\$13.00	\$17.17	\$0.00	\$59.09
5	50		\$32.13	\$13.00	\$17.70	\$0.00	\$62.83
6	55		\$35.34	\$13.00	\$18.24	\$0.00	\$66.58
7	60		\$38.56	\$13.00	\$18.77	\$0.00	\$70.33
8	65		\$41.77	\$13.00	\$19.30	\$0.00	\$74.07
9	70		\$44.98	\$13.00	\$19.83	\$0.00	\$77.81
10	75		\$48.20	\$13.00	\$20.37	\$0.00	\$81.57

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$26.47	\$13.00	\$0.79	\$0.00	\$40.26
2	40	\$26.47	\$13.00	\$0.79	\$0.00	\$40.26
3	45	\$29.78	\$13.00	\$17.19	\$0.00	\$59.97
4	45	\$29.78	\$13.00	\$17.19	\$0.00	\$59.97
5	50	\$33.09	\$13.00	\$17.73	\$0.00	\$63.82
6	55	\$36.39	\$13.00	\$18.27	\$0.00	\$67.66
7	60	\$39.70	\$13.00	\$18.80	\$0.00	\$71.50
8	65	\$43.01	\$13.00	\$19.34	\$0.00	\$75.35
9	70	\$46.32	\$13.00	\$19.87	\$0.00	\$79.19
10	75	\$49.63	\$13.00	\$20.41	\$0.00	\$83.04
Notes						
Appr	entice to Journeyworker	Ratio:2:3***				
ATOR CONSTR		01/01/2022	\$65.	52 \$16.03	\$20.21 \$	0.00 \$101.

Ef	ffecti	ve Date - 01/01/2022				Supplemental		
	tep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total	Rate
1		50	\$32.81	\$16.03	\$0.00	\$0.00	\$4	48.84
2		55	\$36.09	\$16.03	\$20.21	\$0.00	\$7	72.33
3		65	\$42.65	\$16.03	\$20.21	\$0.00	\$7	78.89
4		70	\$45.93	\$16.03	\$20.21	\$0.00	\$8	32.17
5		80	\$52.50	\$16.03	\$20.21	\$0.00	\$8	38.74
	otes:	Steps 1-2 are 6 mos.; Steps 3-5 are 1	year					
A	ppre	ntice to Journeyworker Ratio:1:1						
ELEVATOR CONS			01/01/2022	2 \$45.93	\$16.03	\$20.21	\$0.00	\$82.17
		Apprentice - ELEVATOR CONSTRUCTOR"						
ENCE & GUARE Aborers - Zone 2 (1		IL ERECTOR (HEAVY & HIGHWA'	Y) 12/01/2024	4 \$39.20	\$9.90	\$18.46	\$0.00	\$67.56
ABORERS - ZONE 2 (I	IILAV		06/01/202	5 \$40.59	\$9.90	\$18.46	\$0.00	\$68.95
			12/01/202	5 \$41.97	\$9.90	\$18.46	\$0.00	\$70.33
			06/01/2020	6 \$43.41	\$9.90	\$18.46	\$0.00	\$71.77
			12/01/2020	6 \$44.85	\$9.90	\$18.46	\$0.00	\$73.21
		Apprentice- LABORER (Heavy and Highway)						
IELD ENG.INST.		SON-BLDG,SITE,HVY/HWY DCAL 4	05/01/202	5 \$53.22	\$15.30	\$16.40	\$0.00	\$84.92
			11/01/2023	5 \$54.51	\$15.30	\$16.40	\$0.00	\$86.21
			05/01/2020	6 \$55.95	\$15.30	\$16.40	\$0.00	\$87.65
			11/01/2020	6 \$57.24	\$15.30	\$16.40	\$0.00	\$88.94
E	"	A succession ODED ATING ENGINEED OF	05/01/202	7 \$58.67	\$15.30	\$16.40	\$0.00	\$90.37
		Apprentice- OPERATING ENGINEERS" HIEF-BLDG,SITE,HVY/HWY	0.5/01/000			¢1.40		****
PERATING ENGINEE			05/01/202			\$16.40	\$0.00	\$86.52
			11/01/202:			\$16.40	\$0.00	\$87.82
			05/01/2020			\$16.40	\$0.00	\$89.27
			11/01/2020			\$16.40	\$0.00	\$90.57
For apprentice rate	s see "	Apprentice- OPERATING ENGINEERS"	05/01/202	7 \$60.32	\$15.30	\$16.40	\$0.00	\$92.02
		SON-BLDG,SITE,HVY/HWY	05/01/202:	5 \$26.22	2 \$15.30	\$16.40	\$0.00	\$57.92
PERATING ENGINEE			11/01/202			\$16.40 \$16.40	\$0.00 \$0.00	\$57.92 \$58.68
						\$16.40 \$16.40	\$0.00 \$0.00	\$58.68 \$59.53
			05/01/2020				\$0.00 \$0.00	
			11/01/2020					\$60.29
			05/01/202	7 \$29.44	\$15.30	\$16.40	\$0.00	\$61.14

Apprentice -	ELEVATOR CONSTRUCTOR - Local 4
	01/01/0000

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

SLECTRICLANS LOCAL 103 BOIL 03 BOIL 03 BOIL 04 BOIL 04<	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
0901/2025 \$66.17 \$13.00 \$23.09 \$0.00 \$102.26 0301/2026 \$67.37 \$13.00 \$23.12 \$0.00 \$105.46 0301/2027 \$70.47 \$13.00 \$23.21 \$0.00 \$106.68 0301/2027 \$70.47 \$13.00 \$23.21 \$0.00 \$108.66 0301/2027 \$70.47 \$13.00 \$23.21 \$0.00 \$108.66 0301/2028 \$73.59 \$13.00 \$23.31 \$0.00 \$108.66 0301/2025 \$51.41 \$13.00 \$20.95 \$0.00 \$85.31 0500L/L103 (COMMIDSIONINGELECTRICIANS) 09/01/2025 \$52.94 \$13.00 \$20.95 \$0.00 \$86.89 03/01/2026 \$53.90 \$13.00 \$21.05 \$0.00 \$89.44 03/01/2027 \$55.41 \$13.00 \$21.10 \$0.00 \$89.43 09/01/2027 \$55.42 \$13.00 \$21.10 \$0.00 \$89.43 09/01/2026 \$54.29 \$13.00 \$21.13 \$0.00 \$8	FIRE ALARM INSTALLER	03/01/2025	\$64.26	\$13.00	\$23.03		\$100.29
09/01/2026 569.28 513.00 523.18 50.00 5105.66 03/01/2027 570.47 813.00 523.21 50.00 5106.68 03/01/2027 570.37 513.00 523.21 50.00 5106.68 03/01/2028 573.59 513.00 523.21 50.00 5108.66 03/01/2028 573.59 513.00 520.90 50.00 585.31 050.01/0205 552.94 513.00 520.90 50.00 586.89 03/01/2026 553.90 51.00 50.00 586.89 03/01/2026 555.42 513.00 521.02 50.00 589.41 09/01/2026 555.42 51.30 521.00 50.00 592.01 09/01/2026 555.42 51.30 50.00 592.01 09/01/2026 555.42 51.55 51.65 50.00 592.01 12/01/2026 557.91 51.30 50.00 579.07 12/01/2026 547.02 51.55 51.650 50.00	ELECTRICIANS LOCAL 103	09/01/2025	\$66.17	\$13.00	\$23.09	\$0.00	\$102.26
93.01/2027 \$70.47 \$13.00 \$23.21 \$0.00 \$106.68 90.01/2027 \$72.39 \$13.00 \$23.21 \$0.00 \$108.66 93.01/2028 \$73.59 \$13.00 \$23.21 \$0.00 \$109.00 FRE ALARM REPAIR / MAINTENANCE \$0.301/2025 \$51.41 \$13.00 \$20.90 \$0.00 \$85.31 \$0.001/2026 \$52.94 \$13.00 \$20.95 \$0.00 \$86.89 \$0.301/2026 \$53.90 \$13.00 \$20.90 \$0.00 \$87.88 \$0.001/2026 \$55.42 \$13.00 \$21.02 \$0.00 \$89.44 \$0.301/2027 \$56.38 \$13.00 \$21.10 \$0.00 \$99.43 \$0.901/2026 \$55.42 \$13.00 \$21.10 \$0.00 \$99.40 \$0.901/2027 \$57.91 \$13.00 \$21.10 \$0.00 \$99.41 \$0.901/2026 \$58.87 \$13.00 \$21.13 \$0.00 \$99.41 \$0.901/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$79.07		03/01/2026	\$67.37	\$13.00	\$23.12	\$0.00	\$103.49
09/01/2027 572.39 513.00 523.27 50.00 5108.66 03/01/2028 573.59 513.00 523.31 50.00 5109.90 TRE ALARM REPAR/ MAINTENANCE (COMMISSIONINGELECTRICIANS (COMMISSIONIN		09/01/2026	\$69.28	\$13.00	\$23.18	\$0.00	\$105.46
Por appendice rates see "Appendice- ELECTRICIAN" 03/01/2025 \$13.00 \$23.31 \$0.00 \$109.90 TRE ALARM REPAIR / MAINTENANCE /COMMISSIONINGELECTRICIANS (03/01/2027	\$70.47	\$13.00	\$23.21	\$0.00	\$106.68
For apprentice rates see "Apprentice- ELECTRICIAN" (COMMISSIONINGELECTRICIANS (COMMISSIONINGELECTRICIANS (COMMISSIONINGELECTRICIANS (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSI		09/01/2027	\$72.39	\$13.00	\$23.27	\$0.00	\$108.66
TIRE ALARM REPAIR / MAINTENANCE / COMMISSIONINGELECTRICLANS 03/01/2025 \$\$1.41 \$13.00 \$20.90 \$0.00 \$\$85.31 LOCAL 103 / COMMISSIONINGELECTRICLANS 09/01/2025 \$\$2.94 \$13.00 \$20.95 \$0.00 \$\$86.89 03/01/2026 \$\$53.90 \$13.00 \$20.98 \$0.00 \$\$87.88 03/01/2026 \$\$55.42 \$13.00 \$21.02 \$0.00 \$\$9.44 03/01/2027 \$\$56.38 \$13.00 \$21.02 \$0.00 \$\$9.43 09/01/2027 \$\$57.91 \$13.00 \$21.10 \$0.00 \$\$92.01 03/01/2027 \$\$57.91 \$13.00 \$21.13 \$0.00 \$\$92.01 03/01/2028 \$\$82.87 \$13.00 \$21.13 \$0.00 \$\$92.01 03/01/2028 \$\$85.87 \$13.00 \$\$21.13 \$0.00 \$\$93.00 FIREMAN (ASST. ENGINEER) 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$\$78.01 PFERATING ENGINEERS 12/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$\$80.24 06/01/2026 \$49.25 \$15.55 \$16.50		03/01/2028	\$73.59	\$13.00	\$23.31	\$0.00	\$109.90
/ COMMISSIONINGELECTRICLANS 09/01/2025 \$51.44 \$13.00 \$20.95 \$0.00 \$86.89 1:00.41.103 09/01/2026 \$52.94 \$13.00 \$20.98 \$0.00 \$87.88 1:00.41.103 09/01/2026 \$55.42 \$13.00 \$20.98 \$0.00 \$88.44 09/01/2026 \$55.42 \$13.00 \$21.02 \$0.00 \$89.44 03/01/2027 \$56.38 \$13.00 \$21.05 \$0.00 \$89.44 03/01/2027 \$57.91 \$13.00 \$21.10 \$0.00 \$99.01 Por apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" \$10/1/2028 \$58.87 \$13.00 \$21.11 \$0.00 \$93.00 PERATING ENGINEER) 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 PERATING ENGINEER 12/01/2024 \$47.02 \$15.55 \$16.50 \$0.00 \$82.48 Por apprentice rates see "Apprentice- OPERATING ENGINEERS" 12/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$82.48 PERATING ENGINEERS LOCAL 4 \$0.00 \$20.49 \$12/01/2026 \$28.99 \$9.90 <t< td=""><td>For apprentice rates see "Apprentice- ELECTRICIAN"</td><td></td><td></td><td></td><td></td><td></td><td></td></t<>	For apprentice rates see "Apprentice- ELECTRICIAN"						
COCAL 103 09/01/2025 \$52.94 \$13.00 \$20.95 \$0.00 \$86.89 03/01/2026 \$53.90 \$13.00 \$20.98 \$0.00 \$87.88 09/01/2026 \$55.42 \$13.00 \$21.02 \$0.00 \$89.44 03/01/2026 \$55.42 \$13.00 \$21.02 \$0.00 \$89.44 03/01/2027 \$56.38 \$13.00 \$21.02 \$0.00 \$99.43 09/01/2027 \$57.91 \$13.00 \$21.05 \$0.00 \$99.43 09/01/2027 \$57.91 \$13.00 \$21.10 \$0.00 \$92.01 03/01/2028 \$58.87 \$11.00 \$21.05 \$0.00 \$93.00 Per apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAM" 12/01/2024 \$47.02 \$15.55 \$16.50 \$0.00 \$80.24 06/01/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$80.24 12/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$82.48 2*/LAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$55.37 .ABO	FIRE ALARM REPAIR / MAINTENANCE	03/01/2025	\$51.41	\$13.00	\$20.90	\$0.00	\$85.31
Op/01/2026 \$55.42 \$13.00 \$21.02 \$0.00 \$89.44 03/01/2027 \$56.38 \$13.00 \$21.05 \$0.00 \$90.43 09/01/2027 \$57.91 \$13.00 \$21.10 \$0.00 \$92.01 03/01/2028 \$58.87 \$13.00 \$21.10 \$0.00 \$93.00 For apprentice- TELECOMMUNICATIONS TECHNICIAN* 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 OP/01/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$79.07 12/01/2026 \$49.25 \$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 ELAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$50.43 \$15.55 \$16.60 \$55.37 C4601/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$55.37 C400RER 5 - ZONE 2 (HEAVY & HIGHWAY) 12/01/2026 \$29.21 <	/ COMMISSIONINGELECTRICIANS	09/01/2025	\$52.94	\$13.00	\$20.95	\$0.00	\$86.89
03/01/2027 \$56.38 \$13.00 \$21.05 \$0.00 \$90.43 Por apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" \$57.91 \$13.00 \$21.10 \$0.00 \$93.00 FIREMAN (ASST. ENGINEER) DPERATING ENGINEERS) DPERATING ENGINEERS LOCAL 4 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 O6/01/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$80.24 O6/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$80.24 O6/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 TLAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$55.37 LAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$55.37 LAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$28.09 \$9.90 \$18.46 \$0.00 \$55.45 LOORCOVER RE 70.01 \$28.24 \$0.00 \$57.57 LOORCOVER RE 70.02 \$29.21 \$		03/01/2026	\$53.90	\$13.00	\$20.98	\$0.00	\$87.88
Openation 09/01/2027 \$57.91 \$13.00 \$21.10 \$0.00 \$92.01 Box apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" 12/01/2028 \$58.87 \$13.00 \$21.13 \$0.00 \$93.00 FIREMAN (ASST. ENGINEER) DPERATING ENGINEERS LOCAL 4 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 OG(01/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$80.24 OG(01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$80.24 OG(01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 TZAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$55.37 CAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 CAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026		09/01/2026	\$55.42	\$13.00	\$21.02	\$0.00	\$89.44
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" 03/01/2028 \$\$8.87 \$13.00 \$21.13 \$0.00 \$93.00 FIREMAN (ASST. ENGINEER) DPERATING ENGINEERS) DPERATING ENGINEERS LOCAL 4 12/01/2024 \$\$45.96 \$15.55 \$16.50 \$0.00 \$78.01 DPERATING ENGINEERS LOCAL 4 06/01/2025 \$\$47.02 \$15.55 \$16.50 \$0.00 \$80.24 06/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 For apprentice rates see "Apprentice- OPERATING ENGINEERS" 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$85.37 EAGORER & SIGNALER (HEAVY & HIGHWAY) 12/01/2024 \$27.01 \$9.90 \$18.46 \$0.00 \$55.37 EABORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$55.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$57.57 EABORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 EABORER - ZONE 2 (HEAVY & HIGHWAY) 12/01/2026		03/01/2027	\$56.38	\$13.00	\$21.05	\$0.00	\$90.43
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 DPERATING ENGINEERS 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 06/01/2025 \$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 \$49.25 \$15.55 \$16.50 \$0.00 \$82.48 Eventice- OPERATING ENGINEERS" 12/01/2026 \$27.01 \$9.90 \$18.46 \$0.00 \$55.37 CAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/00/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57		09/01/2027	\$57.91	\$13.00	\$21.10	\$0.00	\$92.01
THEMAN (ASST. ENGINEER) 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 06/01/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$79.07 12/01/2025 \$48.19 \$15.55 \$16.50 \$0.00 \$80.24 06/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 12/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 I2/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$82.48 For apprentice rates see "Apprentice- OPERATING ENGINEERS" TLAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$55.37 LABORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$57.57 I2/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 I2/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57	For apprentice rates and "Apprentice, TELECOMMUNICATIONS TECHNICIAN"	03/01/2028	\$58.87	\$13.00	\$21.13	\$0.00	\$93.00
DPERATING ENGINEERS LOCAL 4 112011221 510.00			• •	•	* * * * *		
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- OPERATING ENGINEERS" FLAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$55.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/00RCOVERER \$0/01/2025 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 \$0/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$89.83	OPERATING ENGINEERS LOCAL 4						
bit Note Note							
For apprentice rates see "Apprentice- OPERATING ENGINEERS" 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$82.48 FLAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2024 \$27.01 \$9.90 \$18.46 \$0.00 \$55.37 <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> 06/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 06/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 FUOORCOVERER 03/01/2026 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 09/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$89.83 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83			\$48.19	\$15.55			\$80.24
For apprentice OPERATING ENGINEERS" FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2024 \$27.01 \$9.90 \$18.46 \$0.00 \$55.37 06/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$56.45 06/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 FLOORCOVERER 03/01/2026 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83		06/01/2026		\$15.55			
LABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2021 \$21,011 \$0,000 \$50,000 \$56,45 12/01/2025 \$28,09 \$9,900 \$18,46 \$0,000 \$56,45 12/01/2026 \$29,21 \$9,900 \$18,46 \$0,000 \$57,57 12/01/2026 \$29,21 \$9,900 \$18,46 \$0,000 \$57,57 12/01/2026 \$29,21 \$9,900 \$18,46 \$0,000 \$57,57 12/01/2026 \$29,21 \$9,900 \$18,46 \$0,000 \$57,57 For apprentice- LABORER (Heavy and Highway) 03/01/2025 \$57,73 \$8,83 \$20,27 \$0,000 \$86,83 FLOORCOVERER 03/01/2025 \$59,23 \$8,83 \$20,27 \$0,000 \$88,33 03/01/2026 \$60,73 \$8,83 \$20,27 \$0,000 \$89,83 03/01/2026 \$60,73 \$8,83 \$20,27 \$0,000 \$89,83 09/01/2026 \$62,23 \$8,83 \$20,27 \$0,000 \$89,83 09/01/2026 \$62,23 \$8,83 \$20,27 \$0,000 \$91,33	For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$50.43	\$15.55	\$16.50	\$0.00	\$82.48
LABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 06/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 For apprentice- LABORER (Heavy and Highway) 03/01/2026 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 PLOORCOVERER 03/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$88.33 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83	FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/01/2024	\$27.01	\$9.90	\$18.46	\$0.00	\$55.37
12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 06/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 09/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83	LABORERS - ZONE 2 (HEAVY & HIGHWAY)						
06/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 PLOORCOVERER 03/01/2025 \$57.73 \$8.83 \$20.27 \$0.00 \$88.33 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 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.23 \$8.83 \$20.27 \$0.00 \$89.83							
For apprentice- LABORER (Heavy and Highway) 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 FLOORCOVERER 03/01/2025 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 09/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83							
For apprentice- LABORER (Heavy and Highway) FLOORCOVERER 03/01/2025 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 09/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83							
FLOORCOVERERS LOCAL 2168 ZONE I 09/01/2025 \$59.73 \$6.05 \$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 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83	For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12,01,2020	<i>Q</i> 2 /1 2 1	<i>\</i>	•		<i>QC (C () <i>C (C () <i>C (C (C (C (C (C () <i>C (C (C (C (C () <i>C (C (C (C () <i>C (C (C () <i>C (C () <i>C (C () <i>C (C () <i>C (C () <i>C (C () <i>C () <i>C (C () <i>C () <i>C () <i>C () <i>C () <i>C (C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C </i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i>
FLOORCOVERERS LOCAL 2168 ZONE I09/01/2025\$59.23\$8.83\$20.27\$0.00\$88.3303/01/2026\$60.73\$8.83\$20.27\$0.00\$89.8309/01/2026\$62.23\$8.83\$20.27\$0.00\$91.33	FLOORCOVERER	03/01/2025	\$57.73	\$8.83	\$20.27	\$0.00	\$86.83
03/01/2026\$60.73\$8.83\$20.27\$0.00\$89.8309/01/2026\$62.23\$8.83\$20.27\$0.00\$91.33	FLOORCOVERERS LOCAL 2168 ZONE I				\$20.27	\$0.00	
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

-ppi c	nnee					
Effect	ive Date - 03/01/2025				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45	\$25.98	\$8.83	\$1.76	\$0.00	\$36.57
2	45	\$25.98	\$8.83	\$1.76	\$0.00	\$36.57
3	55	\$31.75	\$8.83	\$3.52	\$0.00	\$44.10
4	55	\$31.75	\$8.83	\$3.52	\$0.00	\$44.10
5	70	\$40.41	\$8.83	\$16.75	\$0.00	\$65.99
6	70	\$40.41	\$8.83	\$16.75	\$0.00	\$65.99
7	80	\$46.18	\$8.83	\$18.51	\$0.00	\$73.52
8	80	\$46.18	\$8.83	\$18.51	\$0.00	\$73.52

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 09/01/2025

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

_ _ _ _ _ _ _ _ _ _ _ _ _

Apprentice to Journeyworker Ratio:1:1						
FORK LIFT/CHERRY PICKER	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86

GLAZIERS LOCAL 35 (ZONE 2)

	01/01/2025							
	tive Date - 01/01/2025							
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te	
1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.9	93	
2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.9	99	
3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.9	99	
4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.9	99	
5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.8	34	
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.8	35	
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.8	35	
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.8	35	
Notes	- — — — — — — — — — — — — — — — — — — —						, 	
	Steps are 750 hrs.							
Appr	entice to Journeyworker Ratio:1:1							
	R/CRANES/GRADALLS	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08	
PERATING ENGINEERS I	OCAL 4	06/01/2025	5 \$58.33	\$15.55	\$16.50	\$0.00	\$90.38	
		12/01/2025	5 \$59.78	\$15.55	\$16.50	\$0.00	\$91.83	
		06/01/2026	5 \$61.08	\$15.55	\$16.50	\$0.00	\$93.13	

12/01/2026

\$62.53

\$15.55

\$16.50

\$0.00

\$94.58

Apprentice - G	LAZIER - Local 35 Zone 2
Effective Date -	01/01/2025

Effective Date - 12/01/20 Step percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1 55	\$31.37	\$0.00	\$0.00	\$0.00	\$31.37
2 60	\$34.22	\$15.55	\$16.50	\$0.00	\$66.27
3 65	\$37.07	\$15.55	\$16.50	\$0.00	\$69.12
4 70	\$39.92	\$15.55	\$16.50	\$0.00	\$71.97
5 75	\$42.77	\$15.55	\$16.50	\$0.00	\$74.82
6 80	\$45.62	\$15.55	\$16.50	\$0.00	\$77.67
7 85	\$48.48	\$15.55	\$16.50	\$0.00	\$80.53
8 90	\$51.33	\$15.55	\$16.50	\$0.00	\$83.38

Apprentice - OPERATING ENGINEERS - Local 4

Step	ve Date - 06/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	ate
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 Journeyworker R	atio:1:6					_
VAC (DUCTWORK)		02/01/2025	5 \$59.13	\$14.91	\$28.27	\$2.98	\$105.29
EETMETAL WORKERS LC	OCAL 17 - A	08/01/2025	5 \$60.98	\$14.91	\$28.27	\$2.98	\$107.14
		02/01/2026	5 \$62.93	\$14.91	\$28.27	\$2.98	\$109.09
	Apprentice- SHEET METAL WC	RKER"					
VAC (ELECTRICAL ECTRICIANS LOCAL 103	CONTROLS)	03/01/2025	\$64.26	\$13.00	\$23.03	\$0.00	\$100.29
Lethield been 105		09/01/2025	\$66.17	\$13.00	\$23.09	\$0.00	\$102.20
		03/01/2026	\$67.37	\$13.00	\$23.12	\$0.00	\$103.49
		09/01/2026	\$69.28	\$13.00	\$23.18	\$0.00	\$105.46
		03/01/2027	\$70.47	\$13.00	\$23.21	\$0.00	\$106.68
		09/01/2027	\$72.39	\$13.00	\$23.27	\$0.00	\$108.66
For apprentice rates see "	Apprentice- ELECTRICIAN"	03/01/2028	\$73.59	\$13.00	\$23.31	\$0.00	\$109.90
(BALANCING - AIR)	02/01/2025	5 \$59.13	\$14.91	\$28.27	\$2.98	\$105.29
HEETMETAL WORKERS LC	ICAL 1 / - A	08/01/2025	5 \$60.98	\$14.91	\$28.27	\$2.98	\$107.14
For apprentice rates see "	Apprentice- SHEET METAL WC	02/01/2026 RKER"	\$62.93	\$14.91	\$28.27	\$2.98	\$109.09
	BALANCING -WATER)	03/01/2025	5 \$68.88	\$12.70	\$21.80	\$0.00	\$103.38
	<i>ocal 138)</i> Apprentice- PIPEFITTER" or "PI	LUMBER/PIPEFITTER"					

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC PIPEFITTERS LOCAL 537 (Local 138)	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
LABORERS - ZONE 2	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS)	09/01/2024	\$56.92	\$14.75	\$19.61	\$0.00	\$91.28
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2025	\$60.34	\$14.75	\$19.61	\$0.00	\$94.70
	09/01/2026	\$63.76	\$14.75	\$19.61	\$0.00	\$98.12

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

Effective Date - 09/01/2024		09/01/2024				Supplemental			
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate		
1	50		\$28.46	\$14.75	\$14.32	\$0.00	\$57.53		
2	60		\$34.15	\$14.75	\$15.37	\$0.00	\$64.27		
3	70		\$39.84	\$14.75	\$16.43	\$0.00	\$71.02		
4	80		\$45.54	\$14.75	\$17.49	\$0.00	\$77.78		

Effectiv	ve Date - 09/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$30.17	\$14.75	\$14.32	\$0.00	\$59.24	
2	60	\$36.20	\$14.75	\$15.37	\$0.00	\$66.32	
3	70	\$42.24	\$14.75	\$16.43	\$0.00	\$73.42	
4	80	\$48.27	\$14.75	\$17.49	\$0.00	\$80.51	
Notes:							
	Steps are 1 year						
Apprer	ntice to Journeyworker Ratio:1:4						
IRONWORKER/WELD IRONWORKERS LOCAL 7 (LA		03/16/2024	4 \$49.5	6 \$8.35	\$26.70	\$0.00 \$8	84.61

	Effecti	ive Date - 03/16/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$29.74	\$8.35	\$26.70	\$0.00	\$64.79	
	2	70	\$34.69	\$8.35	\$26.70	\$0.00	\$69.74	
	3	75	\$37.17	\$8.35	\$26.70	\$0.00	\$72.22	
	4	80	\$39.65	\$8.35	\$26.70	\$0.00	\$74.70	
	5	85	\$42.13	\$8.35	\$26.70	\$0.00	\$77.18	
	6	90	\$44.60	\$8.35	\$26.70	\$0.00	\$79.65	
	Notes:							
							i i	
	Appre	ntice to Journeyworker Ratio:1:4						
		VING BREAKER OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE	2		06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
			12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
			06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
			12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
			06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
			12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
			06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
			12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
	rates see '	'Apprentice- LABORER"						
LABORER LABORERS - ZONE	2		12/01/2024			\$18.36	\$0.00	\$67.21
			06/01/2025			\$18.36	\$0.00	\$68.60
			12/01/2025			\$18.36	\$0.00	\$69.98
			06/01/2026			\$18.36	\$0.00	\$71.42
			12/01/2026			\$18.36	\$0.00	\$72.86
			06/01/2027			\$18.36	\$0.00	\$74.31
			12/01/2027			\$18.36	\$0.00	\$75.76
			06/01/2028			\$18.36	\$0.00	\$77.26
			12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76

Apprentice - IRONWORKER - Local 7 Lawrence

	Step	ive Date - percent	12/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60		\$23.37	\$9.90	\$18.36	\$0.00	\$51.63	
	2	70		\$27.27	\$9.90	\$18.36	\$0.00	\$55.53	
	3	80		\$31.16	\$9.90	\$18.36	\$0.00	\$59.42	
	4	90		\$35.06	\$9.90	\$18.36	\$0.00	\$63.32	
	Effect	ive Date -	06/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60		\$24.20	\$9.90	\$18.36	\$0.00	\$52.46	
	2	70		\$28.24	\$9.90	\$18.36	\$0.00	\$56.50	
	3	80		\$32.27	\$9.90	\$18.36	\$0.00	\$60.53	
	4	90		\$36.31	\$9.90	\$18.36	\$0.00	\$64.57	
	Notes:								
	Appre	ntice to Jo	urneyworker Ratio:1:5						
		HIGHWA	· ·	12/01/2024	\$38.95	\$9.90	\$18.46	\$0.00	\$67.31
JKERS - ZU	NE 2 (HEAV	Y & HIGHWA	1)	06/01/2025	5 \$40.34	\$9.90	\$18.46	\$0.00	\$68.70
				12/01/2023	5 \$41.72	\$9.90	\$18.46	\$0.00	\$70.08
				06/01/2020	5 \$43.16	\$9.90	\$18.46	\$0.00	\$71.52
				12/01/2020	5 \$44.60	\$9.90	\$18.46	\$0.00	\$72.96

Аррі	rent	ice	-	LABORER (Heavy & Highway) - Zone 2
-		-		10/01/0004

Effecti	ive Date -	12/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$23.37	\$9.90	\$18.46	\$0.00	\$51.73	
2	70		\$27.27	\$9.90	\$18.46	\$0.00	\$55.63	
3	80		\$31.16	\$9.90	\$18.46	\$0.00	\$59.52	
4	90		\$35.06	\$9.90	\$18.46	\$0.00	\$63.42	

Effect	ive Date -	06/01/2025				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$24.20	\$9.90	\$18.46	\$0.00	\$52.56	
2	70		\$28.24	\$9.90	\$18.46	\$0.00	\$56.60	
3	80		\$32.27	\$9.90	\$18.46	\$0.00	\$60.63	
4	90		\$36.31	\$9.90	\$18.46	\$0.00	\$64.67	

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
LABORERS - ZONE 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 2	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
ADOREKO - ZONE Z	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/02/2024	\$39.04	\$9.90	\$18.42	\$0.00	\$67.36
LABORERS - ZONE 2	06/02/2025	\$40.43	\$9.90	\$18.42	\$0.00	\$68.75
	12/01/2025	\$41.81	\$9.90	\$18.42	\$0.00	\$70.13
	06/01/2026	\$43.25	\$9.90	\$18.42	\$0.00	\$71.57
	12/07/2026	\$44.69	\$9.90	\$18.42	\$0.00	\$73.01
	06/07/2027	\$46.14	\$9.90	\$18.42	\$0.00	\$74.46
	12/06/2027	\$47.59	\$9.90	\$18.42	\$0.00	\$75.91
	06/05/2028	\$49.09	\$9.90	\$18.42	\$0.00	\$77.41
	12/04/2028	\$50.59	\$9.90	\$18.42	\$0.00	\$78.91
For apprentice rates see "Apprentice- LABORER"						·
LABORER: MASON TENDER	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
LABORERS - ZONE 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
ABORER: TREE REMOVER	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
ABORERS - ZONE 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
This classification applies to the removal of standing trees, and the trimm clearance incidental to construction . For apprentice rates see "Apprentice		bs when related t	to public work	ts construction	or site	
LASER BEAM OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
ABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) ABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
ADORERS - ZONE 2 (HEAVT & HIGHWAT)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2025	\$50.36	\$11.49	\$21.62	\$0.00	\$83.47
	08/01/2025	\$52.08	\$11.49	\$21.62	\$0.00	\$85.19
	02/01/2026	\$53.16	\$11.49	\$21.62	\$0.00	\$86.27
	08/01/2026	\$54.92	\$11.49	\$21.62	\$0.00	\$88.03
	02/01/2027	\$56.04	\$11.49	\$21.62	\$0.00	\$89.15

I	Effecti	ve Date -	02/01/2025				Supplemental		
2	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50		\$25.18	\$11.49	\$21.62	\$0.00	\$58.29	
	2	60		\$30.22	\$11.49	\$21.62	\$0.00	\$63.33	
	3	70		\$35.25	\$11.49	\$21.62	\$0.00	\$68.36	
	4	80		\$40.29	\$11.49	\$21.62	\$0.00	\$73.40	
	5	90		\$45.32	\$11.49	\$21.62	\$0.00	\$78.43	
1	Effectiv	ve Date -	08/01/2025				Supplemental		
S	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
_	1	50		\$26.04	\$11.49	\$21.62	\$0.00	\$59.15	
	2	60		\$31.25	\$11.49	\$21.62	\$0.00	\$64.36	
	3	70		\$36.46	\$11.49	\$21.62	\$0.00	\$69.57	
	4	80		\$41.66	\$11.49	\$21.62	\$0.00	\$74.77	
	5	90		\$46.87	\$11.49	\$21.62	\$0.00	\$79.98	
1	Notes:								
ĺ									
	Apprei	ntice to Jou	ırneyworker Ratio:1:3						
MARBLE MASC			S & TERRAZZO MECH	02/01/2025	5 \$65.8	\$11.49	\$23.56	\$0.00	\$100.87
BRICKLAYERS LOCA	L 3 - MA	ARBLE & IIL.	E	08/01/2025	5 \$67.9	97 \$11.49	\$23.56	\$0.00	\$103.02
				02/01/2026	5 \$69.3	\$11.49	\$23.56	\$0.00	\$104.37
				08/01/2026	5 \$71.5	52 \$11.49	\$23.56	\$0.00	\$106.57
				02/01/2027	\$72.9	92 \$11.49	\$23.56	\$0.00	\$107.97

Apprentice -MARBLE & TILE FINISHER - Local 3 Marble & TileEffective Date -02/01/2025

	Effecti	ve Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.91	\$11.49	\$23.56	\$0.00	\$67.96	
	2	60		\$39.49	\$11.49	\$23.56	\$0.00	\$74.54	
	3	70		\$46.07	\$11.49	\$23.56	\$0.00	\$81.12	
	4	80		\$52.66	\$11.49	\$23.56	\$0.00	\$87.71	
	5	90		\$59.24	\$11.49	\$23.56	\$0.00	\$94.29	
	Effecti	ve Date -	08/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$33.99	\$11.49	\$23.56	\$0.00	\$69.04	
	2	60		\$40.78	\$11.49	\$23.56	\$0.00	\$75.83	
	3	70		\$47.58	\$11.49	\$23.56	\$0.00	\$82.63	
	4	80		\$54.38	\$11.49	\$23.56	\$0.00	\$89.43	
	5	90		\$61.17	\$11.49	\$23.56	\$0.00	\$96.22	
	Notes:								
	Appre	ntice to Jou	ırneyworker Ratio:1:5						
			ON CONST. SITES)	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGL	NEERS LC	ICAL 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- C	PERATING ENGINEERS"	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
MECHANICS I				12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGL				06/01/2025			\$16.50	\$0.00	\$89.73
				12/01/2025			\$16.50	\$0.00	\$91.17
				06/01/2026			\$16.50	\$0.00	\$92.45
				12/01/2026			\$16.50	\$0.00	\$93.89
For apprentice	rates see "	Apprentice- C	PERATING ENGINEERS"	12,01,2020	φυ1.0τ	<i>\(\mathcal{\(\mathcal{\)}\)</i>	÷- 3.0 V		φ <i>γ</i> σ.0 <i>γ</i>
MILLWRIGHT				01/06/2025	\$45.09	\$10.08	\$21.47	\$0.00	\$76.64
MILLWRIGHTS LO	CAL 1121	- Zone 2		01/05/2026	5 \$47.42	\$10.08	\$21.47	\$0.00	\$78.97

Apprentice -	MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile
Effective Date	- 02/01/2025

-		$m_{\rm L} = 01/06/2025$	Lone 2					
EI	fective Dat		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1			\$24.80	\$10.08	\$5.50	\$0.00	\$40.38	
2			\$29.31	\$10.08	\$6.50	\$0.00	\$45.89	
3			\$33.82	\$10.08	\$18.97	\$0.00	\$62.87	
4			\$38.33	\$10.08	\$19.97	\$0.00	\$68.38	
Ef	fective Dat	te - 01/05/2026				Supplemental		
Ste	ep perce	ent	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	
	but d	&2 Appr. indentured after 1/6/. o receive annuity. (Step 1 \$5.72 are 2,000 hours o Journeyworker Ratio:1:4						
IORTAR MIXER	-		12/01/2024	4 \$39.20	\$9.90	\$18.36	\$0.00	\$67.46
ABORERS - ZONE 2			06/01/202			\$18.36	\$0.00	\$68.85
			12/01/202			\$18.36	\$0.00	\$70.23
			06/01/2020			\$18.36	\$0.00	\$71.67
			12/01/2020			\$18.36	\$0.00	\$73.11
			06/01/202			\$18.36	\$0.00	\$74.56
			12/01/202			\$18.36	\$0.00	\$76.01
			06/01/202			\$18.36	\$0.00	\$77.51
			12/01/2028			\$18.36	\$0.00	\$79.01
For apprentice rates	s see "Apprent	ice- LABORER"	12/01/2020	φυσιτυ	<i>ψγ</i> , <i>γ</i> 0			Ψ, Σ.01
		CK CRANES,GRADALLS)	12/01/2024	4 \$25.37	\$15.30	\$16.40	\$0.00	\$57.07
PERATING ENGINEE	RS LOCAL 4		06/01/2023	5 \$25.97	\$15.30	\$16.40	\$0.00	\$57.67
			12/01/2023			\$16.40	\$0.00	\$58.33
			06/01/2020	5 \$27.22	\$15.30	\$16.40	\$0.00	\$58.92
			12/01/2020	5 \$27.89	\$15.30	\$16.40	\$0.00	\$59.59
		ice- OPERATING ENGINEERS"						
ILER (TRUCK C PERATING ENGINEE		RADALLS)	12/01/2024	4 \$31.08	\$15.30	\$16.40	\$0.00	\$62.78
ERGITING ENGINEE	NJ LOCAL 4		06/01/202	5 \$31.80	\$15.30	\$16.40	\$0.00	\$63.50
			12/01/2023	5 \$32.60	\$15.30	\$16.40	\$0.00	\$64.30
			06/01/2020	5 \$33.32	\$15.30	\$16.40	\$0.00	\$65.02
			12/01/2020	5 \$34.12	\$15.30	\$16.40	\$0.00	\$65.82
For apprentice rates	s see "Apprent	ice- OPERATING ENGINEERS"						

Apprentice - MILLWRIGHT - Local 1121 Zone 2

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Step	tive Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30
Notes	<u> </u>					
	Steps are 750 hrs.					i
Аррг	entice to Journeyworker Ratio:					·
	R SANDBLAST, NEW) * urfaces to be painted are new cons	01/01/2025	\$49.3	36 \$9.95	\$23.95	\$0.00 \$83.26

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

* If 30% or more e pa NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

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

Effecti	ve 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
Notes:						
	Steps are 750 hrs.					

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

Effecti Step	ve Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.71	\$9.95	\$0.00	\$0.00	\$33.66
2	55	\$26.08	\$9.95	\$6.66	\$0.00	\$42.69
3	60	\$28.45	\$9.95	\$7.26	\$0.00	\$45.66
4	65	\$30.82	\$9.95	\$7.87	\$0.00	\$48.64
5	70	\$33.19	\$9.95	\$20.32	\$0.00	\$63.46
6	75	\$35.57	\$9.95	\$20.93	\$0.00	\$66.45
7	80	\$37.94	\$9.95	\$21.53	\$0.00	\$69.42
8	90	\$42.68	\$9.95	\$22.74	\$0.00	\$75.37
Notes:						
Appre	Steps are 750 hrs.					
	RUSH, NEW) * faces to be painted are new construc	01/01/202: tion,	5 \$47.9	96 \$9.95	\$23.95	\$0.00 \$81.86

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint	
Effective Date	01/01/2025	

* If 30% or mo NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Step	ve Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.93
2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.99
3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.99
4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.99
5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.84
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.85
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.85
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.85
Notes:	Steps are 750 hrs.					
Appre	ntice to Journeyworker Ratio:1:1					I
NTER / TAPER (BR TERS LOCAL 35 - ZONE		01/01/2025	\$46.02	\$9.95	\$23.95 \$	\$0.00 \$79.92

	Effecti	ve Date - 01/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
	1	50	\$23.01	\$9.95	\$0.00	\$0.00	\$32.90	6
	2	55	\$25.31	\$9.95	\$6.66	\$0.00	\$41.92	2
	3	60	\$27.61	\$9.95	\$7.26	\$0.00	\$44.82	2
	4	65	\$29.91	\$9.95	\$7.87	\$0.00	\$47.73	3
	5	70	\$32.21	\$9.95	\$20.32	\$0.00	\$62.48	8
	6	75	\$34.52	\$9.95	\$20.93	\$0.00	\$65.40	0
	7	80	\$36.82	\$9.95	\$21.53	\$0.00	\$68.30	0
	8	90	\$41.42	\$9.95	\$22.74	\$0.00	\$74.1	1
·	Notes:							
		Steps are 750 hrs.						
L	Appre	ntice to Journeyworker Ratio:1:1						
AINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)		12/01/2024	4 \$38.95	\$9.90	\$18.46	\$0.00	\$67.31	
ABORERS - ZONE 2	2 (HEAV	Y & HIGHWAY)	06/01/2023	5 \$40.34	\$9.90	\$18.46	\$0.00	\$68.70
			12/01/2025	5 \$41.72	\$9.90	\$18.46	\$0.00	\$70.08
			06/01/2020	5 \$43.16	\$9.90	\$18.46	\$0.00	\$71.52
			12/01/2020	5 \$44.60	\$9.90	\$18.46	\$0.00	\$72.96
For apprentice r	ates see '	Apprentice- LABORER (Heavy and Highwa	y)					
ANEL & PICK		UCKS DRIVER	01/01/2025	5 \$39.78	\$15.57	\$20.17	\$0.00	\$75.52
EAMSTERS JOINT	COUNC	IL NO. TO ZONE D	06/01/2023	5 \$40.78	\$15.57	\$20.17	\$0.00	\$76.52
			12/01/2025	5 \$40.78	\$15.57	\$21.78	\$0.00	\$78.13
			01/01/2020	5 \$40.78	\$16.17	\$21.78	\$0.00	\$78.73
			06/01/2020	5 \$41.78	\$16.17	\$21.78	\$0.00	\$79.73
			12/01/2020	5 \$41.78	\$16.17	\$23.52	\$0.00	\$81.47
			01/01/2022	7 \$41.78	\$16.77	\$23.52	\$0.00	\$82.07
DECK) PILE DRIVER LOCA	L 56 (ZC	NSTRUCTOR (UNDERPINNING A DNE 1) 'Apprentice- PILE DRIVER"	AND 08/01/2024	4 \$55.79	\$10.08	\$24.29	\$0.00	\$90.16
PILE DRIVER			00/01/202	Δ Φ <u>ΕΕ</u> 70	¢10.00	\$24.29		
PILE DRIVER LOCA	L 56 (ZC	DNE 1)	08/01/2024	4 \$55.79	\$10.08	J24.29	\$0.00	\$90.16

PILE DRIVER LOCAL 56 (ZONE 1)

	ve Date - 08/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45	\$25.11	\$10.08	\$2.53	\$0.00	\$37.72	
2	55	\$30.68	\$10.08	\$5.07	\$0.00	\$45.83	
3	70	\$39.05	\$10.08	\$19.22	\$0.00	\$68.35	
4	80	\$44.63	\$10.08	\$21.76	\$0.00	\$76.47	
Notes:							
	% Indentured BEFORE	8/1/20; 50/60/70/75/80/80/90/90					
Appre	nfiteertd \$6นิกภัสรรรรร	Ra\$i63 143/ 4 \$76.21/ 5&6 \$79.00/ 7&8	\$84.58			İ	
EFITTER & STEAN SFITTERS LOCAL 537 (L		03/01/2025	5 \$68.88	\$12.70	\$21.80	\$0.00	\$103.38

PILE DRIVER - Local 56 Zone 1 Annrentice

Apprentice - PIPEFITTER Local 537 (Local 138)

Effect	tive Date - 03/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
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 there						
· · · ·		1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1	7;9:20;10:23(1	Max)			
	entice to Journeyworker						
PIPELAYER LABORERS - ZONE 2		12/01/2024			\$18.36	\$0.00	\$67.46
		06/01/2023	5 \$40.59	\$9.90	\$18.36	\$0.00	\$68.85
		12/01/2025	5 \$41.97	\$9.90	\$18.36	\$0.00	\$70.23
		06/01/2020	5 \$43.41	\$9.90	\$18.36	\$0.00	\$71.67
		12/01/2020	5 \$44.85	\$9.90	\$18.36	\$0.00	\$73.11
		06/01/2027	546.30	\$9.90	\$18.36	\$0.00	\$74.56
		12/01/2027	7 \$47.75	\$9.90	\$18.36	\$0.00	\$76.01
		06/01/2028	8 \$49.25	\$9.90	\$18.36	\$0.00	\$77.51
		12/01/2028	8 \$50.75	\$9.90	\$18.36	\$0.00	\$79.01
	"Apprentice- LABORER"						
PIPELAYER (HEAVY LABORERS - ZONE 2 (HEA)	· · · · · · · · · · · · · · · · · · ·	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
ENDORERS - ZONE 2 (HEA)		06/01/2025	5 \$40.59	\$9.90	\$18.46	\$0.00	\$68.95
		12/01/2023	5 \$41.97	\$9.90	\$18.46	\$0.00	\$70.33
		06/01/2020	5 \$43.41	\$9.90	\$18.46	\$0.00	\$71.77
		12/01/2020	5 \$44.85	\$9.90	\$18.46	\$0.00	\$73.21

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PLUMBER	03/02/2025	\$69.84	\$14.32	\$20.31	\$0.00	\$104.47
PLUMBERS & GASFITTERS LOCAL 12 (Local 138)			+			+

Step percent Apprentice Base Wage Health Pension Unimplet 1 35 \$24,44 \$14,32 \$7,41 \$5 2 40 \$27,94 \$14,32 \$8,42 \$5 3 55 \$38,41 \$14,32 \$11,30 \$5 4 65 \$45,40 \$14,32 \$13,50 \$5 5 75 \$52,38 \$14,32 \$15,53 \$5 Notes: ** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr \$52,38 \$14,32 \$15,50 \$5 Paprentice to Journeyworker Ratio:** \$21,8 \$14,32 \$15,50 \$21,8 PENEUMATIC CONTROLS (TEMP.) 03/01/2025 \$68,88 \$12,70 \$21,8 PREEMATIC DENLL/TOOL OPERATOR 12/01/2024 \$39,70 \$9,90 \$17,5 12/01/2025 \$42,47 \$9,90 \$17,5 12/01/2026 \$43,31 \$9,90 \$17,5 12/01/2026 \$44,25 \$9,90 \$17,5 12/01/2026 \$44,25 \$9,90		tive Da		03/02/20	JASFILIER - Lo 25						Supplemental				
1 1	pe	perc	cent			Apprenti	ce Base Wage	Heal	th	Pension			T	otal Rate	
3 55 S38.41 S14.32 S11.43 S 4 65 S38.41 S14.32 S13.50 S 5 75 S52.38 S14.32 S15.53 S Notes: ** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr Steps are 1 yr Step 4 with lic509.00, Step5 with lic576.87 Apprentice to Journeyworker Ratio:** NEUMATIC CONTROLS (TEMP.) 03:01/2025 \$68.88 \$12.70 \$21.8 WEUMATIC DRILL/TOOL OPERATOR 12:01/2024 \$39.70 \$9.90 \$17.5 12:001/2025 \$42.47 \$9.90 \$17.5 12:001/2025 \$42.47 \$9.90 \$17.5 12:001/2025 \$42.47 \$9.90 \$17.5 12:001/2026 \$45.35 \$9.90 \$17.5 12:001/2026 \$45.35 \$9.90 \$17.5 12:001/2026 \$45.35 \$9.90 \$17.5 12:001/2026 \$45.35 \$9.90 \$17.5 12:001/2027 \$46.80 \$9.90 \$17.5 12:001/2028 \$51.25 \$9.90 <	3:	35					\$24.44	\$14.	32	\$7.41		\$0.00		\$46.17	
4 65 \$45.40 \$14.32 \$11.35 \$5 5 75 \$52.38 \$14.32 \$15.53 \$5 Note: ** 1.2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr Steps are 1 yr Steps are 1 yr \$52.38 \$14.32 \$15.53 \$5 Net:#* 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr Steps are 1 yr \$3001/2025 \$68.88 \$12.70 \$21.8 Protectice to Journeyworker Ratio:** NEUMATIC CONTROLS (TEMP.) \$0301/2025 \$68.88 \$12.70 \$21.8 Proteoprentice rates see "Apprentice- PIPEFITTER" or "PLUMBERPIPEFITTER" NEUMATIC DRILL/TOOL OPERATOR 12/01/2024 \$39.70 \$9.90 \$17.5 12/01/2025 \$42.47 \$9.90 \$17.5 12/01/2026 \$45.35 \$9.90 \$17.5 12/01/2027 \$46.80 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$17.5	40	40					\$27.94	\$14.	32	\$8.42		\$0.00		\$50.68	
5 75 \$52.38 \$14.32 \$15.53 \$5 Notes: ** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr Steps are 1 yr Step 4 with lics60:00, Step5 with lic576.87 \$30/01/2025 \$68.88 \$12.70 \$21.8 Permitee to Journeyworker Ratio:** 03/01/2025 \$68.88 \$12.70 \$21.8 Permitee tates see "Apprentice PIPEFITTER" or "PLUMBER/PIPEFITTER" 03/01/2025 \$48.88 \$12.70 \$21.8 Permitee tates see "Apprentice PIPEFITTER" or "PLUMBER/PIPEFITTER" 03/01/2025 \$41.09 \$9.90 \$17.5 ABORERS - ZONE 2 06/01/2025 \$41.09 \$9.90 \$17.5 12/01/2026 \$43.391 \$9.90 \$17.5 06/01/2027 \$48.825 \$9.90 \$17.5 12/01/2026 \$44.35 \$9.90 \$17.5 06/01/2027 \$48.825 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$17.5 12/01/2027 \$48.25 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$18.4 12/01/2028 \$49.75 \$9.90 \$18.4	5	55					\$38.41	\$14.	32	\$11.43		\$0.00		\$64.16	
Notes: ** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr Step 4 with lic650.00, Step5 with lic576.87 Apprentice to Journeyworker Ratio:** 03/01/2025 S68.88 \$12.70 \$21.8 Prestries LOCUL 537 (Local 138) For appendice nales see "Apprentice- PIPEFITTER" or "PLUMBERPIPEFITTER" 03/01/2025 \$48.8 \$12.70 \$21.8 IPERITIES LOCUL 537 (Local 138) For appendice nales see "Apprentice- PIPEFITTER" or "PLUMBERPIPEFITTER" 12/01/2024 \$39.70 \$9.90 \$17.5 ABORERS - ZONE 2 06/01/2025 \$41.09 \$9.90 \$17.5 12/01/2026 \$43.91 \$9.90 \$17.5 12/01/2026 \$43.91 \$9.90 \$17.5 12/01/2027 \$46.80 \$9.90 \$17.5 12/01/2026 \$45.35 \$9.90 \$17.5 12/01/2027 \$48.825 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$17.5 12/01/2027 \$48.825 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$18.4 IGHWAY) 12/01/2024 \$39.20 \$9.90 <td>6</td> <td>65</td> <td></td> <td></td> <td></td> <td></td> <td>\$45.40</td> <td>\$14.</td> <td>32</td> <td>\$13.50</td> <td></td> <td>\$0.00</td> <td></td> <td>\$73.22</td> <td></td>	6	65					\$45.40	\$14.	32	\$13.50		\$0.00		\$73.22	
Steps are 1 yr Step 4 with lic\$69.00, Step5 with lic\$76.87 Apprentice to Journeyworker Ratio:** "NEUMATIC CONTROLS (TEMP.) 03/01/2025 \$68.88 \$12.70 \$21.8 Tor apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" 12/01/2024 \$39.70 \$9.90 \$17.5 06/01/2025 \$41.09 \$9.90 \$17.5 06/01/2025 \$42.47 \$9.90 \$17.5 06/01/2025 \$42.47 \$9.90 \$17.5 06/01/2026 \$43.91 \$9.90 \$17.5 06/01/2027 \$46.80 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 NEUMATIC DRILL/TOOL OPERATOR (HEAVY & 12/01/2024 \$39.20 \$9.90 \$18.4 1GHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 1GHWAY) 12/01/2024 \$39.90 \$18.4 </td <td>7:</td> <td>75</td> <td></td> <td></td> <td></td> <td></td> <td>\$52.38</td> <td>\$14.</td> <td>32</td> <td>\$15.53</td> <td></td> <td>\$0.00</td> <td></td> <td>\$82.23</td> <td></td>	7:	75					\$52.38	\$14.	32	\$15.53		\$0.00		\$82.23	
Step 4 with lie\$69.00, Step5 with lie\$76.87 Apprentice to Journeyworker Ratio:** NEUMATIC CONTROLS (TEMP.) PREFITTERS LOCAL 337 (Local 138) 03/01/2025 \$68.88 \$12.70 \$21.8 For apprentice rates see "Apprentice- PIPEFITTER" 12/01/2024 \$39.70 \$9.90 \$17.5 ABORERS - ZONE 2 06/01/2025 \$41.09 \$9.90 \$17.5 12/01/2026 \$43.91 \$9.90 \$17.5 12/01/2026 \$44.331 \$9.90 \$17.5 06/01/2025 \$42.47 \$9.90 \$17.5 12/01/2026 \$45.35 \$9.90 \$17.5 06/01/2027 \$46.80 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$18.4 106/01/2025 \$40.59 \$9.90 \$18.4 106/01/2025 \$41.97 \$9.90 \$18.4 106/01/2025 \$41.97 \$9.90 \$18.4 106/01/2025 \$41.34 \$9.90 \$18.4 106/01/2026 \$43.41	**	s: ** 1:2	2; 2:6;	3:10; 4:1	4; 5:19/Steps ar	e 1 yr									
Apprentice to Journeyworker Ratio:** NEUMATIC CONTROLS (TEMP.) PERFITERS LOCAL 337 (Local 138) 03/01/2025 \$68.88 \$12.70 \$21.8 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" 03/01/2025 \$\$4.09 \$9.90 \$17.5 NEUMATIC DRILL/TOOL OPERATOR 12/01/2024 \$39.70 \$9.90 \$17.5 180RERS - ZONE 2 06/01/2025 \$41.09 \$9.90 \$17.5 12/01/2025 \$42.47 \$9.90 \$17.5 12/01/2026 \$43.31 \$9.90 \$17.5 12/01/2026 \$44.35 \$9.90 \$17.5 06/01/2027 \$46.80 \$9.90 \$17.5 12/01/2026 \$44.53 \$9.90 \$17.5 06/01/2027 \$48.82 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$18.4 12/01/2028 \$51.25 \$9.90		1		2		*= < •=									
NEUMATIC CONTROLS (TEMP.) (PEFITTERS LOCAL 337 (Local 138)) 03/01/2025 \$68.88 \$12.70 \$21.8 For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER" 12/01/2024 \$39.70 \$9.90 \$17.5 ABORERS - ZONE 2 06/01/2025 \$41.09 \$9.90 \$17.5 12/01/2026 \$42.47 \$9.90 \$17.5 12/01/2026 \$43.91 \$9.90 \$17.5 06/01/2026 \$43.91 \$9.90 \$17.5 06/01/2026 \$43.91 \$9.90 \$17.5 12/01/2026 \$45.35 \$9.90 \$17.5 06/01/2027 \$46.80 \$9.90 \$17.5 12/01/2026 \$45.35 \$9.90 \$17.5 12/01/2027 \$48.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$18.4 12/01/2024 \$39.20 \$9.90 \$18.4 12/01/2024 \$39.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4						\$76.87									
IPEFITTERS LOCAL 537 (Local 138) Standard Standard Standard For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" 12/01/2024 \$39.70 \$9.90 \$17.5 ABORERS - ZONE 2 06/01/2025 \$41.09 \$9.90 \$17.5 12/01/2026 \$42.47 \$9.90 \$17.5 12/01/2026 \$43.91 \$9.90 \$17.5 06/01/2026 \$43.91 \$9.90 \$17.5 06/01/2026 \$43.31 \$9.90 \$17.5 06/01/2026 \$45.35 \$9.90 \$17.5 06/01/2027 \$46.80 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$18.4 IGHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 IGHWAY) 12/01/2026 \$44.85 \$9.90					ker Ratio:""										
NEUMATIC DRILL/TOOL OPERATOR ABORERS - ZONE 2 12/01/2025 S41.09 S9.90 S17.5 12/01/2025 S42.47 S9.90 S17.5 12/01/2026 S43.91 S9.90 S17.5 12/01/2026 S43.31 S9.90 S17.5 12/01/2027 S48.25 S9.90 S17.5 12/01/2027 S48.25 S9.90 S17.5 12/01/2028 S51.25 S9.90 S18.4 12/01/2025 S41.97 S9.90 S18.4 12/01/2025 S41.97 S9.90 S18.4 12/01/2025 S40.59 S9.90 S18.4 12/01/2025 S41.97 S9.90 S18.4 12/01/2025 S41.97 S9.90 S18.4 12/01/2025 S41.97 S9.90 S18.4 12/01/2025 S41.97 S9.90 S18.4 12/01/2025 S41.97 S9.90 S18.4 12/01/2025 S41.97 S9.90 S18.4 12/01/2025 S41.97 S9.90 S18.4 12/01/2025 S41.4 S9.90 S18.4 12/01/2025 S41.4 S9.90 S18.4 12/01/2025 S41.4 S9.90 S18.4 12/01/2025 S41.4 S9.90 S18.3 12/01/2025 S41.34 S9.90 S18.3 12/01/2025 S42.72 S9.90 S18.3 12/01/2025 S42.70 S9.90 S18.3 12/01/2025 S42.70 S9.90 S18.3 12/01/2025 S42.70 S9.90 S18.3 12/01/2025 S42.70 S9.90 S18.3 12/01/2025 S42.70 S9.90 S18.3 12/01/2025 S42.70 S9.90 S18.3 12/01/2025 S42.70 S9.90 S18.3 12/01/2025 S42.70 S9.90 S18.3 12/01/2025 S42.5 S9.9			·	.)			03/01/202	5	\$68.88	\$12.70	\$21	.80	\$0.00		\$103.38
4BORERS - ZONE 2 06/01/2025 \$41.09 \$9.90 \$17.5 12/01/2025 \$42.47 \$9.90 \$17.5 12/01/2026 \$43.91 \$9.90 \$17.5 06/01/2026 \$43.91 \$9.90 \$17.5 12/01/2026 \$44.680 \$9.90 \$17.5 06/01/2027 \$46.80 \$9.90 \$17.5 06/01/2027 \$46.80 \$9.90 \$17.5 06/01/2027 \$46.80 \$9.90 \$17.5 06/01/2027 \$48.25 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$18.4 16/HWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.3 14BORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2024 \$39.95	Аррі	e "Appren	ntice- PIF	'EFITTER"	or "PLUMBER/PIP	EFITTER"									
06/01/2025 \$41.09 \$9.90 \$17.5 12/01/2025 \$42.47 \$9.90 \$17.5 06/01/2026 \$43.91 \$9.90 \$17.5 06/01/2026 \$43.91 \$9.90 \$17.5 12/01/2026 \$45.35 \$9.90 \$17.5 12/01/2026 \$45.35 \$9.90 \$17.5 06/01/2027 \$46.80 \$9.90 \$17.5 06/01/2027 \$48.25 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$18.4 IGHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.3 12/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$41.	00	/TOOL	OPER	ATOR			12/01/202	4	\$39.70	\$9.90	\$17	.54	\$0.00		\$67.14
06/01/2026 \$43.91 \$9.90 \$17.5 12/01/2026 \$45.35 \$9.90 \$17.5 06/01/2027 \$46.80 \$9.90 \$17.5 12/01/2027 \$48.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$18.4 1GHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 1GHWAY) 06/01/2025 \$41.97 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.3 14BORERS - ZONE 2 06/01/2026 \$44.16 \$9.90 \$18.3 12/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$41.34 \$9.90 \$18.3							06/01/202	5	\$41.09	\$9.90	\$17	.54	\$0.00		\$68.53
12/01/2026 \$45.35 \$9.90 \$17.5 06/01/2027 \$46.80 \$9.90 \$17.5 12/01/2027 \$48.25 \$9.90 \$17.5 12/01/2027 \$48.25 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$18.4 IGHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 IBORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2025 \$41.97 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.3 12/01/2026 \$44.85 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3							12/01/202	5	\$42.47	\$9.90	\$17	.54	\$0.00		\$69.91
06/01/2027 \$46.80 \$9.90 \$17.5 12/01/2027 \$48.25 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 06/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 IGHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 06/01/2025 \$41.97 \$9.90 \$18.4 06/01/2026 \$43.41 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 06/01/2026 \$44.48 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 06/01/2026 \$44.48 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.3 12/01/2026 \$44.85 \$9.90 \$18.3 12/01/2025 \$41.34 \$9.90 \$18.3 12/01/202							06/01/202	6	\$43.91	\$9.90	\$17	.54	\$0.00		\$71.35
International logic logical logical logical logical logical logical log							12/01/202	6	\$45.35	\$9.90	\$17	.54	\$0.00		\$72.79
O6/01/2028 \$49.75 \$9.90 \$17.5 For apprentice rates see "Apprentice- LABORER" \$12/01/2028 \$51.25 \$9.90 \$18.4 NEUMATIC DRILL/TOOL OPERATOR (HEAVY & IIGHWAY) ABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 06/01/2026 \$43.41 \$9.90 \$18.4 06/01/2026 \$44.85 \$9.90 \$18.4 06/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 06/01/2026 \$44.85 \$9.90 \$18.4 06/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.3 06/01/2027 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$45.60 \$9.90 \$18.3 12/01/2026 \$45.60 \$9.90 \$18.3							06/01/202	7	\$46.80	\$9.90	\$17	.54	\$0.00		\$74.24
Image: For apprentice rates see "Apprentice- LABORER" 12/01/2028 \$51.25 \$9.90 \$17.5 NEUMATIC DRILL/TOOL OPERATOR (HEAVY & IIGHWAY) ABORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2025 \$40.59 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 06/01/2026 \$43.41 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 06/01/2026 \$44.85 \$9.90 \$18.4 06/01/2025 \$41.34 \$9.90 \$18.3 4BORERS - ZONE 2 12/01/2024 \$39.95 \$9.90 \$18.3 06/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.50 \$9.90							12/01/202	7	\$48.25	\$9.90	\$17	.54	\$0.00		\$75.69
For apprentice rates see "Apprentice- LABORER" 12/01/2024 \$39.20 \$9.90 \$18.4 IGHWAY) ABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 06/01/2026 \$43.41 \$9.90 \$18.4 06/01/2026 \$43.41 \$9.90 \$18.4 06/01/2026 \$43.41 \$9.90 \$18.4 06/01/2026 \$43.41 \$9.90 \$18.4 07 apprentice rates see "Apprentice- LABORER (Heavy and Highway) \$18.4 \$12/01/2026 \$44.85 \$9.90 \$18.3 0WDERMAN & BLASTER \$12/01/2024 \$39.95 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 1							06/01/202	8	\$49.75	\$9.90	\$17	.54	\$0.00		\$77.19
NEUMATIC DRILL/TOOL OPERATOR (HEAVY & 12/01/2024 \$39.20 \$9.90 \$18.4 IIGHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 06/01/2026 \$43.41 \$9.90 \$18.4 06/01/2026 \$44.85 \$9.90 \$18.4 06/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 06/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 06/01/2026 \$44.85 \$9.90 \$18.3 06/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$45.60 \$9.90 \$18.3 06/01/2027 \$47.05 \$9.90 \$18.3 06/01/2027 \$48.50 \$9.90 \$18.3 <							12/01/202	8	\$51.25	\$9.90	\$17	.54	\$0.00		\$78.69
HIGHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 ABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2025 \$41.97 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 06/01/2026 \$43.41 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 06/01/2026 \$44.85 \$9.90 \$18.3 06/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 06/01/2025 \$42.72 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$45.60 \$9.90 \$18.3 06/01/2027 \$47.05 \$9.90 \$18.3 06/01/2027 \$48.50 \$9.90 \$18.3 06/01/2027 \$48.50 \$9.90 \$18.3 06/01/2028 \$50.00 \$9.90 \$18.3 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>															
ABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 06/01/2026 \$43.41 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.3 0WDERMAN & BLASTER 12/01/2024 \$39.95 \$9.90 \$18.3 ABORERS - ZONE 2 12/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2027 \$44.50 \$9.90 \$18.3 12/01/2027 \$44.50 \$9.90 \$18.3 12/01/2027 \$48.50 \$9.90 \$18.3 12/01/2028 \$50.00 <t< td=""><td>00</td><td>/TOOL</td><td>OPER</td><td>ATOR (H</td><td>IEAVY &</td><td></td><td>12/01/202</td><td>4</td><td>\$39.20</td><td>\$9.90</td><td>\$18</td><td>8.46</td><td>\$0.00</td><td></td><td>\$67.56</td></t<>	00	/TOOL	OPER	ATOR (H	IEAVY &		12/01/202	4	\$39.20	\$9.90	\$18	8.46	\$0.00		\$67.56
O6/01/2026 \$43.41 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 OWDERMAN & BLASTER ABORERS - ZONE 2 12/01/2024 \$39.95 \$9.90 \$18.3 06/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 06/01/2025 \$44.16 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2027 \$47.05 \$9.90 \$18.3 12/01/2027 \$48.50 \$9.90 \$18.3 12/01/2028 \$50.00 \$9.90 \$18.3	′ & I	VY & HIC	GHWAY)				06/01/202	5	\$40.59	\$9.90	\$18	8.46	\$0.00		\$68.95
For apprentice rates see "Apprentice- LABORER (Heavy and Highway) 12/01/2026 \$44.85 \$9.90 \$18.4 OWDERMAN & BLASTER 12/01/2024 \$39.95 \$9.90 \$18.3 ABORERS - ZONE 2 06/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 06/01/2027 \$47.05 \$9.90 \$18.3 12/01/2027 \$48.50 \$9.90 \$18.3 06/01/2027 \$47.05 \$9.90 \$18.3 06/01/2027 \$48.50 \$9.90 \$18.3 06/01/2028 \$50.00 \$9.90 \$18.3							12/01/202	5	\$41.97	\$9.90	\$18	8.46	\$0.00		\$70.33
For apprentice rates see "Apprentice- LABORER (Heavy and Highway) OWDERMAN & BLASTER ABORERS - ZONE 2 12/01/2024 \$39.95 \$9.90 \$18.3 06/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$45.60 \$9.90 \$18.3 06/01/2027 \$47.05 \$9.90 \$18.3 12/01/2027 \$48.50 \$9.90 \$18.3 06/01/2027 \$45.60 \$9.90 \$18.3 06/01/2027 \$45.60 \$9.90 \$18.3 06/01/2027 \$45.60 \$9.90 \$18.3 06/01/2027 \$45.00 \$9.90 \$18.3 06/01/2028 \$50.00 \$9.90 \$18.3							06/01/202	6	\$43.41	\$9.90	\$18	8.46	\$0.00		\$71.77
POWDERMAN & BLASTER 12/01/2024 \$39.95 \$9.90 \$18.3 ABORERS - ZONE 2 06/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 06/01/2025 \$44.16 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$45.60 \$9.90 \$18.3 06/01/2027 \$47.05 \$9.90 \$18.3 06/01/2027 \$48.50 \$9.90 \$18.3 06/01/2028 \$50.00 \$9.90 \$18.3							12/01/202	6	\$44.85	\$9.90	\$18	8.46	\$0.00		\$73.21
ABORERS - ZONE 2 12/01/2021 \$05/150 \$01/160 06/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.60 \$9.90 \$18.3 12/01/2026 \$45.60 \$9.90 \$18.3 06/01/2027 \$47.05 \$9.90 \$18.3 12/01/2027 \$48.50 \$9.90 \$18.3 06/01/2028 \$50.00 \$9.90 \$18.3				BORER (H	leavy and Highway)										
06/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$45.60 \$9.90 \$18.3 06/01/2027 \$47.05 \$9.90 \$18.3 12/01/2027 \$445.00 \$9.90 \$18.3 06/01/2027 \$48.50 \$9.90 \$18.3 06/01/2028 \$50.00 \$9.90 \$18.3	51	ASIER	к										\$0.00		\$68.21
06/01/2026\$44.16\$9.90\$18.312/01/2026\$45.60\$9.90\$18.306/01/2027\$47.05\$9.90\$18.312/01/2027\$48.50\$9.90\$18.306/01/2028\$50.00\$9.90\$18.3													\$0.00		\$69.60
12/01/2026\$45.60\$9.90\$18.306/01/2027\$47.05\$9.90\$18.312/01/2027\$48.50\$9.90\$18.306/01/2028\$50.00\$9.90\$18.3													\$0.00		\$70.98
06/01/2027\$47.05\$9.90\$18.312/01/2027\$48.50\$9.90\$18.306/01/2028\$50.00\$9.90\$18.3									\$44.16	\$9.90			\$0.00		\$72.42
12/01/2027\$48.50\$9.90\$18.306/01/2028\$50.00\$9.90\$18.3							12/01/202	6	\$45.60	\$9.90			\$0.00		\$73.86
06/01/2028 \$50.00 \$9.90 \$18.3							06/01/202	7	\$47.05	\$9.90			\$0.00		\$75.31
							12/01/202	7	\$48.50	\$9.90	\$18	8.36	\$0.00		\$76.76
							06/01/202	8	\$50.00	\$9.90	\$18	8.36	\$0.00		\$78.26
For apprentice rates see "Apprentice- LABORER"							12/01/202	8	\$51.50	\$9.90	\$18	8.36	\$0.00		\$79.76

Apprentice - PLUMBER/GASFITTER - Local 12 (Local 138)

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$39.95	\$9.65	\$18.46	\$0.00	\$68.06
LADOKEKS - ZONE 2 (HEAVI & HIGHWAI)	06/01/2025	\$41.34	\$9.65	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.72	\$9.65	\$18.46	\$0.00	\$70.83
	06/01/2026	\$44.16	\$9.65	\$18.46	\$0.00	\$72.27
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$45.60	\$9.65	\$18.46	\$0.00	\$73.71
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$57.03 \$58.33	\$15.55	\$16.50	\$0.00 \$0.00	\$90.38
	12/01/2025	\$58.55 \$59.78	\$15.55	\$16.50	\$0.00 \$0.00	\$90.38 \$91.83
	06/01/2025	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00 \$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2020	\$02.55	\$15.55	\$10.50	\$0.00	\$74.30
PUMP OPERATOR (CONCRETE)	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"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
READY-MIX CONCRETE DRIVER	05/01/2025	\$30.50	\$11.57	\$6.65	\$0.00	\$48.72
TEAMSTERS 170 - J.G. MacLellan (Lowell)	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"	12/01/2020	<i>Q</i> 0 1 0 1	\$10,000			\$20102
RIDE-ON MOTORIZED BUGGY OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE 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
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
Issue Date: 05/08/2025 Wage Request Number:	20250507-	072_2				Page 30 of 38

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"					• -	
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) ROOFERS LOCAL 33	02/01/2025	\$52.03	\$13.28	\$21.70	\$0.00	\$87.01
KOOFEKS LOCAL 35	08/01/2025	\$53.53	\$13.28	\$21.70	\$0.00	\$88.51
	02/01/2026	\$54.78	\$13.28	\$21.70	\$0.00	\$89.76

I	Apprei	ntice - RC	OOFER - Local 33						
	E ffecti Step	ve Date - percent	02/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	1	50		\$26.02	\$13.28	\$15.55	\$0.00	\$54.85	
	2	50 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	
1	Effecti	ve Date -	08/01/2025				Supplemental		
S	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	
- נו	Notes:	** 1:5, 2:6	-10, the 1:10; Reroofing: 1:-	4. then 1:1					
		Step 1 is 2	2000 hrs.; Steps 2-5 are 100	0 hrs.					
	Annre	<u> </u>	n Mechanics' receive \$1.00 h urneyworker Ratio:**						
	••		ST CONCRETE	02/01/2025	5 \$52.28	\$13.28	\$21.70	\$0.00	\$87.26
OFERS LOCAL 33								\$0.00	
				08/01/2025			\$21.70		\$88.76
For apprentice ra	ites see "	Apprentice- R	OOFER"	02/01/2026	5 \$55.03	\$13.28	\$21.70	\$0.00	\$90.01
IEETMETAL V				02/01/2025	5 \$59.13	\$14.91	\$28.27	\$2.98	\$105.29
EETMETAL WORK	KERS LC	OCAL 17 - A		08/01/2025			\$28.27	\$2.98	\$107.14
				02/01/2026			\$28.27	\$2.98	\$109.09

Effect	ive Date -	02/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	42		\$24.83	\$14.91	\$6.13	\$0.00	\$45.87
2	42		\$24.83	\$14.91	\$6.13	\$0.00	\$45.87
3	47		\$27.79	\$14.91	\$12.26	\$1.62	\$56.58
4	47		\$27.79	\$14.91	\$12.26	\$1.62	\$56.58
5	52		\$30.75	\$14.91	\$13.24	\$1.74	\$60.64
6	52		\$30.75	\$14.91	\$13.49	\$1.75	\$60.90
7	60		\$35.48	\$14.91	\$14.90	\$1.93	\$67.22
8	65		\$38.43	\$14.91	\$15.88	\$2.04	\$71.26
9	75		\$44.35	\$14.91	\$17.84	\$2.28	\$79.38
10	85		\$50.26	\$14.91	\$19.30	\$2.49	\$86.96

Apprentice - SHEET METAL WORKER - Local 17-A

		10	ψ-+.55	ψ17.71	ψ17.04	ψ2.20	\$77.50	
	10	85	\$50.26	\$14.91	\$19.30	\$2.49	\$86.96	
	Effective Date - 08/01/2025 Step percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	42	\$25.61	\$14.91	\$6.13	\$0.00	\$46.65	
	2	42	\$25.61	\$14.91	\$6.13	\$0.00	\$46.65	
	3	47	\$28.66	\$14.91	\$12.26	\$1.62	\$57.45	
	4	47	\$28.66	\$14.91	\$12.26	\$1.62	\$57.45	
	5	52	\$31.71	\$14.91	\$13.24	\$1.74	\$61.60	
	6	52	\$31.71	\$14.91	\$13.49	\$1.75	\$61.86	
	7	60	\$36.59	\$14.91	\$14.90	\$1.93	\$68.33	
	8	65	\$39.64	\$14.91	\$15.88	\$2.04	\$72.47	
	9	75	\$45.74	\$14.91	\$17.84	\$2.28	\$80.77	
	10	85	\$51.83	\$14.91	\$19.30	\$2.49	\$88.53	
	Notes:							
	Ì	Steps are 6 mos.						
	Appre	ntice to Journeyworker Ratio:1:4						
SPECIALIZED TEAMSTERS JOINT		I MOVING EQUIP < 35 TONS	01/01/2025	5 \$40.24	\$15.57	\$20.17	\$0.00	\$75.98
IEAMSIERS JOINI	COUNCI	L NO. 10 ZONE B	06/01/2025	5 \$41.24	\$15.57	\$20.17	\$0.00	\$76.98
			12/01/2023	5 \$41.24	\$15.57	\$21.78	\$0.00	\$78.59
			01/01/2020	5 \$41.24	\$16.17	\$21.78	\$0.00	\$79.19
			06/01/2020	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
			12/01/2020	5 \$42.24	\$16.17	\$23.52	\$0.00	\$81.93

01/01/2027

\$42.24

\$16.77

\$23.52

\$0.00

\$82.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$77.27
	12/01/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$78.88
	01/01/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$79.48
	06/01/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$80.48
	12/01/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$82.22
	01/01/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$82.82
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2	03/01/2025	\$64.93	\$11.51	\$23.80	\$0.00	\$100.24

ective Date - 03/01/2025					Supplemental		
p percent	Apprentice Base	Wage Hea	lth	Pension	Unemployment	Total Rate	
35	\$22.73	\$11	.51	\$13.07	\$0.00	\$47.31	
40	\$25.97	\$11	.51	\$13.90	\$0.00	\$51.38	
45	\$29.22	2 \$11	.51	\$14.72	\$0.00	\$55.45	
50	\$32.47	\$11	.51	\$15.55	\$0.00	\$59.53	
55	\$35.71	\$11	.51	\$16.38	\$0.00	\$63.60	
60	\$38.96	5 \$11	.51	\$17.20	\$0.00	\$67.67	
65	\$42.20	\$11	.51	\$18.03	\$0.00	\$71.74	
70	\$45.45	5 \$11	.51	\$18.85	\$0.00	\$75.81	
75	\$48.70	\$11	.51	\$19.68	\$0.00	\$79.89	
80	\$51.94	\$11	.51	\$20.50	\$0.00	\$83.95	
40/45/50/55/60/65/70/7 Steps are 850 hours	5/80/85						
	Ratio:1:3						
	12/0	01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/0	01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/0	01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/0	01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
		01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
	DD (UD)						
	120						\$88.45
							\$89.73
							\$91.17
	0.010	1/2026	\$60.40	¢15 55	\$16.50	\$0.00	CO2 45
)1/2026)1/2026	\$60.40 \$61.84	\$15.55 \$15.55	\$16.50	\$0.00 \$0.00	\$92.45 \$93.89
	35 40 45 50 55 60 65 70 75 80 res: Apprentice entered prior 40/45/50/55/60/65/70/7 Steps are 850 hours prentice to Journeyworker PERATOR <i>SLOCAL 4</i>	35 \$22.73 40 \$25.97 45 \$29.22 50 \$32.47 55 \$35.71 60 \$38.96 65 \$42.20 70 \$45.45 75 \$48.70 80 \$51.94 Prentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 \$51.94 res: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours 12/0 prentice to Journeyworker Ratio:1:3 12/0 per "Apprentice- OPERATING ENGINEERS" 12/0 ROPELLED OR TRACTOR DRAWN \$LOCAL 4 06/0	35 \$22.73 \$11 40 \$25.97 \$11 45 \$29.22 \$11 50 \$32.47 \$11 55 \$35.71 \$11 60 \$38.96 \$11 65 \$42.20 \$11 70 \$45.45 \$11 80 \$51.94 \$11 80 \$51.94 \$11 es: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 \$12/01/2024 prentice to Journeyworker Ratio:1:3 12/01/2024 06/01/2025 12/01/2025 06/01/2025 12/01/2026 see "Apprentice- OPERATING ENGINEERS" 12/01/2024	35 \$22.73 \$11.51 40 \$25.97 \$11.51 45 \$29.22 \$11.51 50 \$32.47 \$11.51 50 \$35.71 \$11.51 55 \$35.71 \$11.51 60 \$38.96 \$11.51 65 \$42.20 \$11.51 70 \$45.45 \$11.51 70 \$445.45 \$11.51 75 \$48.70 \$11.51 80 \$51.94 \$11.51 orentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours orentice to Journeyworker Ratio:1:3 PERATOR \$LOCAL 4 80 \$51.94 \$11.51 prentice oPERATING ENGINEERS" PERATOR \$12/01/2024 \$56.40 \$12/01/2025 \$59.12 \$6/0/12025 \$59.12 \$12/01/2026 \$61.84 \$12/01/2026 \$61.84 \$40/01/2026 \$61.84 \$57.68	35 \$22.73 \$11.51 \$13.07 40 \$25.97 \$11.51 \$13.90 45 \$29.22 \$11.51 \$14.72 50 \$32.47 \$11.51 \$15.55 55 \$35.71 \$11.51 \$16.38 60 \$38.96 \$11.51 \$17.20 65 \$42.20 \$11.51 \$18.03 70 \$45.45 \$11.51 \$18.03 70 \$45.45 \$11.51 \$18.85 75 \$48.70 \$11.51 \$18.85 80 \$51.94 \$11.51 \$20.50 es: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 steps are 850 hours \$11.51 \$19.68 prentice to Journeyworker Ratio:1:3 PERATOR \$LOCAL 4 \$10.70/75/80/85 \$LOCAL 4 \$15.55 06/01/2025 \$57.68 \$15.55 12/01/2026 \$60.40 \$15.55 12/01/2026 \$61.84 \$15.55 SLOCAL 4 \$12/01/2026 \$61.84 \$15.55 SLOCAL 4	percent Apprentice Base Wage Health Pension Unemployment 35 \$22.73 \$11.51 \$13.07 \$0.00 40 \$25.97 \$11.51 \$13.90 \$0.00 45 \$29.22 \$11.51 \$14.72 \$0.00 50 \$32.47 \$11.51 \$15.55 \$0.00 55 \$35.71 \$11.51 \$16.38 \$0.00 60 \$38.96 \$11.51 \$16.38 \$0.00 65 \$42.20 \$11.51 \$18.03 \$0.00 70 \$45.45 \$11.51 \$18.85 \$0.00 75 \$48.70 \$11.51 \$18.85 \$0.00 80 \$51.94 \$11.51 \$19.68 \$0.00 80 \$51.94 \$11.51 \$15.55 \$16.50 \$20.60(5/70/75/80/85) \$16.50 \$66/01/2025 \$57.68 \$15.55 \$16.50 \$20.021 \$59.12 \$15.55 \$16.50 \$16.50 \$16.50 \$16.50 \$20.61/2025	p percent Apprentice Base Wage Health Pension Unemployment Total Rate 35 \$22.73 \$11.51 \$13.07 \$0.00 \$47.31 40 \$25.97 \$11.51 \$13.90 \$0.00 \$51.38 45 \$29.22 \$11.51 \$14.72 \$0.00 \$55.45 50 \$32.47 \$11.51 \$15.55 \$0.00 \$59.53 55 \$35.71 \$11.51 \$16.38 \$0.00 \$63.60 60 \$38.96 \$11.51 \$18.03 \$0.00 \$67.67 65 \$42.20 \$11.51 \$18.03 \$0.00 \$79.89 80 \$51.94 \$11.51 \$19.68 \$0.00 \$83.95 certect entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 \$LOCAL 4 \$60.003 \$15.55 \$16.50 \$0.00 \$LOCAL 4 \$66/1/2025 \$57.68 \$15.55 \$16.50 \$0.00 \$LOCAL 4 \$60/1/2026 \$60.40 \$15.55 \$16.50 \$0.00

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN	03/01/2025	\$51.41	\$13.00	\$20.90	\$0.00	\$85.31
ELECTRICIANS LOCAL 103	09/01/2025	\$52.94	\$13.00	\$20.95	\$0.00	\$86.89
	03/01/2026	\$53.90	\$13.00	\$20.98	\$0.00	\$87.88
	09/01/2026	\$55.42	\$13.00	\$21.02	\$0.00	\$89.44
	03/01/2027	\$56.38	\$13.00	\$21.05	\$0.00	\$90.43
	09/01/2027	\$57.91	\$13.00	\$21.10	\$0.00	\$92.01
	03/01/2028	\$58.87	\$13.00	\$21.13	\$0.00	\$93.00

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

- ppi c	milee						
Effect	ive Date -	03/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$23.13	\$13.00	\$0.69	\$0.00	\$36.82
2	45		\$23.13	\$13.00	\$0.69	\$0.00	\$36.82
3	50		\$25.71	\$13.00	\$16.64	\$0.00	\$55.35
4	50		\$25.71	\$13.00	\$16.64	\$0.00	\$55.35
5	55		\$28.28	\$13.00	\$17.07	\$0.00	\$58.35
6	60		\$30.85	\$13.00	\$17.50	\$0.00	\$61.35
7	65		\$33.42	\$13.00	\$17.92	\$0.00	\$64.34
8	70		\$35.99	\$13.00	\$18.35	\$0.00	\$67.34
9	75		\$38.56	\$13.00	\$18.78	\$0.00	\$70.34
10	80		\$41.13	\$13.00	\$19.19	\$0.00	\$73.32

Effectiv	ve Date - 09/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45	\$23.82	\$13.00	\$0.71	\$0.00	\$37.53	
2	45	\$23.82	\$13.00	\$0.71	\$0.00	\$37.53	
3	50	\$26.47	\$13.00	\$16.66	\$0.00	\$56.13	
4	50	\$26.47	\$13.00	\$16.66	\$0.00	\$56.13	
5	55	\$29.12	\$13.00	\$17.09	\$0.00	\$59.21	
6	60	\$31.76	\$13.00	\$17.52	\$0.00	\$62.28	
7	65	\$34.41	\$13.00	\$17.95	\$0.00	\$65.36	
8	70	\$37.06	\$13.00	\$18.38	\$0.00	\$68.44	
9	75	\$39.71	\$13.00	\$18.81	\$0.00	\$71.52	
10	80	\$42.35	\$13.00	\$19.23	\$0.00	\$74.58	
Notes:							
Apprei	ntice to Journeyworker Ratio:1:1						
TERRAZZO FINISHER		02/01/2025	\$64.74	\$11.49	\$23.59	\$0.00	\$99.82
BRICKLAYERS LOCAL 3 - MA	ARBLE & TILE	08/01/2025	\$66.89	\$11.49	\$23.59	\$0.00	\$101.97
		02/01/2026	\$68.24	\$11.49	\$23.59	\$0.00	\$103.32
		08/01/2026	\$70.44	\$11.49	\$23.59	\$0.00	\$105.52
		02/01/2027	\$71.84	\$11.49	\$23.59	\$0.00	\$106.92

	Effectiv	ve Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.37	\$11.49	\$23.59	\$0.00	\$67.45	
	2	60		\$38.84	\$11.49	\$23.59	\$0.00	\$73.92	
	3	70		\$45.32	\$11.49	\$23.59	\$0.00	\$80.40	
	4	80		\$51.79	\$11.49	\$23.59	\$0.00	\$86.87	
	5	90		\$58.27	\$11.49	\$23.59	\$0.00	\$93.35	
	Effectiv	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:								
	Apprei	ntice to Jou	rneyworker Ratio:1:3						
TEST BORING				12/01/2024	\$50.20) \$9.90	\$19.05	\$0.00	\$79.15
LABORERS - FOUN	DATION 2	AND MARINE		06/01/2025	\$51.70	\$9.90	\$19.05	\$0.00	\$80.65
				12/01/2025	\$53.20	\$9.90	\$19.05	\$0.00	\$82.15
				06/01/2026	\$54.75	5 \$9.90	\$19.05	\$0.00	\$83.70
				12/01/2026	\$56.25	\$9.90	\$19.05	\$0.00	\$85.20
For apprentice r									
TEST BORING				12/01/2024	\$46.32	\$9.90	\$19.05	\$0.00	\$75.27
				06/01/2025	\$47.82	\$9.90	\$19.05	\$0.00	\$76.77
				12/01/2025			\$19.05	\$0.00	\$78.27
				06/01/2026	\$50.87	\$9.90	\$19.05	\$0.00	\$79.82
For apprentice r	ates see ".	Apprentice- L	ABORER"	12/01/2026	\$52.37	\$9.90	\$19.05	\$0.00	\$81.32
TEST BORING				12/01/2024	\$46.20) \$9.90	\$19.05	\$0.00	\$75.15
LABORERS - FOUN	DATION .	AND MARINE	•	06/01/2025	\$47.70) \$9.90	\$19.05	\$0.00	\$76.65
				12/01/2025	\$49.20) \$9.90	\$19.05	\$0.00	\$78.15
				06/01/2026	\$50.75	5 \$9.90	\$19.05	\$0.00	\$79.70
				12/01/2026	\$52.25	5 \$9.90	\$19.05	\$0.00	\$81.20
For apprentice r	ates see ".	Apprentice- L	ABORER"						
TRACTORS/PO			GENERATORS	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OI LIMITING ENGIN		CIL 7		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 r	ates see ".	Apprentice- O	PERATING ENGINEERS"						

Apprentice -	TERRAZZO FINISHER - Local 3 Marble & Tile
	02/01/2025

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	\$58.43	\$9.90	\$19.50	\$0.00	\$87.83
LABORERS (COMPRESSED AIR)	06/01/2025	\$59.93	\$9.90	\$19.50	\$0.00	\$89.33
	12/01/2025	\$61.43	\$9.90	\$19.50	\$0.00	\$90.83
	06/01/2026	\$62.98	\$9.90	\$19.50	\$0.00	\$92.38
	12/01/2026	\$64.48	\$9.90	\$19.50	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	12/01/2024	\$60.43	\$9.90	\$19.50	\$0.00	\$89.83
	06/01/2025	\$61.93	\$9.90	\$19.50	\$0.00	\$91.33
	12/01/2025	\$63.43	\$9.90	\$19.50	\$0.00	\$92.83
	06/01/2026	\$64.98	\$9.90	\$19.50	\$0.00	\$94.38
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$66.48	\$9.90	\$19.50	\$0.00	\$95.88
TUNNEL WORK - FREE AIR	12/01/2024	\$50.50	\$9.90	\$19.50	\$0.00	\$79.90
LABORERS (FREE AIR TUNNEL)	06/01/2025	\$52.00	\$9.90	\$19.50	\$0.00	\$81.40
	12/01/2025	\$53.50	\$9.90	\$19.50	\$0.00	\$82.90
	06/01/2026	\$55.05	\$9.90	\$19.50	\$0.00	\$84.45
	12/01/2026	\$56.55	\$9.90	\$19.50	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"					* **	
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2024	\$52.50	\$9.90	\$19.50	\$0.00	\$81.90
	06/01/2025	\$54.00	\$9.90	\$19.50	\$0.00	\$83.40
	12/01/2025	\$55.50	\$9.90	\$19.50	\$0.00	\$84.90
	06/01/2026	\$57.05	\$9.90	\$19.50	\$0.00	\$86.45
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$58.55	\$9.90	\$19.50	\$0.00	\$87.95
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
	01/01/2027	φ . Δ. Δ Ι	<i>Q10.11</i>		÷ • • • • •	40 2.00

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	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
WASTE WATER PUMP OPERATOR	12/01/2024	\$57.02	¢15.55	\$16.50	\$0.00	¢00.00
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.03	\$15.55			\$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 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	\$69.84	\$14.32	\$20.31	\$0.00	\$104.47
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/O	GASFITTER"					
Marine Drilling						
BLASTER MARINE DRILLING	01/01/2018	\$41.82	\$7.63	\$3.60	\$0.00	\$53.05
BOAT CAPTAIN MARINE DRILLING	01/01/2018	\$33.87	\$7.63	\$3.30	\$0.00	\$44.80
BOAT CAPTAIN / Over 1,000 hp MARINE DRILLING	01/01/2018	\$38.06	\$7.63	\$3.60	\$0.00	\$49.29
CORE DRILLER MARINE DRILLING	01/01/2018	\$31.43	\$7.63	\$2.90	\$0.00	\$41.96
CORE DRILLER HELPER MARINE DRILLING	01/01/2018	\$28.47	\$7.63	\$3.00	\$0.00	\$39.10
DRILLER MARINE DRILLING	01/01/2018	\$39.70	\$7.63	\$3.60	\$0.00	\$50.93
ENGINEER MARINE DRILLING	01/01/2018	\$39.69	\$7.63	\$3.50	\$0.00	\$50.82
HELPER MARINE DRILLING	01/01/2018	\$34.24	\$7.63	\$3.00	\$0.00	\$44.87
MACHINIST MARINE DRILLING	01/01/2018	\$38.88	\$7.63	\$3.30	\$0.00	\$49.81
OILER - MARINE DRILLING MARINE DRILLING	01/01/2018	\$34.24	\$7.63	\$3.00	\$0.00	\$44.87
TUG DECKHAND MARINE DRILLING	01/01/2018	\$27.61	\$7.63	\$3.00	\$0.00	\$38.24

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WELDER MARINE DRILLING	01/01/2018	\$38.88	\$7.63	\$3.30	\$0.00	\$49.81
Op Eng Marine (Dredging Work)						
BOAT OPERATOR OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$29.26	\$7.63	\$3.30	\$0.00	\$40.19
CERTIFIED WELDER OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$31.09	\$7.63	\$3.60	\$0.00	\$42.32
CHIEF WELDER/ CHIEF MATE OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
DERRICK / SPIDER / SPILLBARGE OPERATOR OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
DRAG BARGE OPERATOR / WELDER / MATE OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$30.24	\$7.63	\$3.30	\$0.00	\$41.17
ENGINEER / ELECTRICIAN OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
LICENSED BOAT OPERATOR OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
LICENSED TUG OPERATOR OVER 1000HP OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$38.18	\$7.63	\$3.60	\$0.00	\$49.41
MAINTENANCE ENGINEER OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.03	\$7.63	\$3.60	\$0.00	\$44.26
OILER - MARINE DIVISION OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$24.30	\$7.63	\$3.00	\$0.00	\$34.93
OPERATOR / LEVERMAN OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$38.18	\$7.63	\$3.60	\$0.00	\$49.41
RODMAN / SCOWMAN OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$24.30	\$7.63	\$3.00	\$0.00	\$34.93
SHOREMAN / DECKHAND OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$24.30	\$7.63	\$3.00	\$0.00	\$34.93

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.



MAURA HEALEY Governor

KIM DRISCOLL Lt. Governor

Merrimack River

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

Prevailing Wage Rates

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

LAUREN JONES Secretary

MICHAEL FLANAGAN Director

Awarding Authority:	Merrimack Valley Planning Commission
Contract Number:	City/Town: LAWRENCE
Description of Work:	Install containment booms along river. Monitor booms monthly and remove debris. Booms must be removed from the river by November 1st annually.

Job Location:

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 sheet 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 within90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.

• The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.

• Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**

• Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to http://www.mass.gov/dols/pw.

• Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.

• Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

• Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction (2 AXLE) DRIVER - EQUIPMENT	01/01/2025	\$39.95	\$15.57	\$20.17	\$0.00	\$75.69
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$39.93 \$40.95	\$15.57 \$15.57	\$20.17	\$0.00 \$0.00	\$75.69 \$76.69
	12/01/2025	\$40.95 \$40.95	\$15.57	\$20.17	\$0.00 \$0.00	\$78.30
	01/01/2026	\$40.95 \$40.95	\$15.57	\$21.78	\$0.00	\$78.30 \$78.90
	06/01/2026	\$40.95 \$41.95	\$16.17	\$21.78	\$0.00 \$0.00	\$78.90 \$79.90
	12/01/2026	\$41.95 \$41.95	\$16.17	\$23.52	\$0.00 \$0.00	\$79.90 \$81.64
	01/01/2027	\$41.95 \$41.95	\$16.77	\$23.52	\$0.00	\$81.04 \$82.24
3 AXLE) DRIVER - EQUIPMENT	01/01/2025	\$40.02	\$15.57	\$20.17	\$0.00	\$75.76
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$40.02 \$41.02	\$15.57	\$20.17	\$0.00	\$75.76 \$76.76
	12/01/2025	\$41.02 \$41.02	\$15.57	\$21.78	\$0.00	\$78.37
	01/01/2026	\$41.02 \$41.02	\$15.57	\$21.78	\$0.00	\$78.37 \$78.97
	06/01/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$78.97 \$79.97
	12/01/2026	\$42.02 \$42.02	\$16.17	\$23.52	\$0.00	\$79.97 \$81.71
	01/01/2027	\$42.02 \$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
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$75.88 \$76.88
	12/01/2025	\$41.14 \$41.14	\$15.57	\$20.17	\$0.00	\$78.49
	01/01/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$78. 4 9 \$79.09
	06/01/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$79.09
	12/01/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$80.07
	01/01/2027	\$42.14 \$42.14	\$16.77	\$23.52	\$0.00	\$81.83 \$82.43
ADS/SUBMERSIBLE PILOT	01/01/2024	\$117.16	\$10.08	\$23.32	\$0.00	\$151.53
PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER"	01/01/2024	\$117.10	\$10.08	ψ24.29	\$0.00	\$151.55
AIR TRACK OPERATOR	12/01/2024	¢20.70	¢0.00	¢10.26	00.02	¢(7.0(
ABORERS - ZONE 2	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00 \$0.00	\$67.96 \$60.25
	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00 \$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
ABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$70.85 \$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12,0172020	\$ 10.00	<i>\$7.70</i>		· · · · · ·	
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. IEAT & 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: 05/08/2025

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$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
	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
BACKHOE/FRONT-END LOADER	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 2	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LADOREKS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
LABORERS - ZONE 2	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
HIGHWAY) Laborers - Zone 2 (Heavy & Highway)	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$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

Effective Step p	Date - 01/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
_	65	\$31.28	\$7.07 \$7.07	\$13.22	\$0.00	\$51.57	
	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:							
Apprent	ice to Journeyworker Ratio:1:4						
	IAL MASONRY (INCL. MASONR	Y 02/01/2025	\$65.80	\$11.49	\$23.59	\$0.00	\$100.88
'ATERPROOFING) RICKLAYERS LOCAL 3 (LYNN)	08/01/2025	\$67.95	\$11.49	\$23.59	\$0.00	\$103.03
	, ,	02/01/2026	\$69.30	\$11.49	\$23.59	\$0.00	\$104.38
		08/01/2026	\$71.50	\$11.49	\$23.59	\$0.00	\$106.58

02/01/2027

\$72.90 \$11.49 \$23.59

\$0.00

\$107.98

	Effecti	ive Date - 02/01/2025						
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$32.90	\$11.49	\$23.59	\$0.00	\$67.98	
	2	60	\$39.48	\$11.49	\$23.59	\$0.00	\$74.56	
	3	70	\$46.06	\$11.49	\$23.59	\$0.00	\$81.14	
	4	80	\$52.64	\$11.49	\$23.59	\$0.00	\$87.72	
	5	90	\$59.22	\$11.49	\$23.59	\$0.00	\$94.30	
	Effect	ive 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:							
		ntice to Journeyworker Ratio:1:5						
JLLDOZER/GRADER/SCRAPER ERATING ENGINEERS LOCAL 4		12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45	
	JIVEERS E		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"				• · · · · ·		
AISSON & U 4BORERS - FOU		INNING BOTTOM MAN <i>AND MARINE</i>	12/01/2024		\$9.90	\$19.05	\$0.00	\$76.30
			06/01/2025		\$9.90	\$19.05	\$0.00	\$77.80
			12/01/2025		\$9.90	\$19.05	\$0.00	\$79.30
			06/01/2026	\$51.90	\$9.90	\$19.05	\$0.00	\$80.85
For apprentice	e rates see	'Apprentice- LABORER"	12/01/2026	\$53.40	\$9.90	\$19.05	\$0.00	\$82.35
AISSON & U	UNDERP	INNING LABORER	12/01/2026		\$9.90 \$9.90	\$19.05 \$19.05	\$0.00 \$0.00	\$82.35 \$75.15
AISSON & U	UNDERP	INNING LABORER		\$46.20				
AISSON & U	UNDERP	INNING LABORER	12/01/2024	4 \$46.20 5 \$47.70	\$9.90	\$19.05	\$0.00	\$75.15
AISSON & U	UNDERP	INNING LABORER	12/01/2022 06/01/2023	4 \$46.20 5 \$47.70 5 \$49.20	\$9.90 \$9.90	\$19.05 \$19.05	\$0.00 \$0.00	\$75.15 \$76.65
AISSON & U IBORERS - FOU	UNDERP UNDATION	INNING LABORER AND MARINE	12/01/2024 06/01/2025 12/01/2025	4 \$46.20 5 \$47.70 5 \$49.20 5 \$50.75	\$9.90 \$9.90 \$9.90	\$19.05 \$19.05 \$19.05	\$0.00 \$0.00 \$0.00	\$75.15 \$76.65 \$78.15
AISSON & U BORERS - FOU	UNDERP UNDATION	INNING LABORER AND MARINE 'Apprentice- LABORER"	12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026	4 \$46.20 5 \$47.70 5 \$49.20 5 \$50.75 5 \$52.25	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$19.05 \$19.05 \$19.05 \$19.05 \$19.05	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$75.15 \$76.65 \$78.15 \$79.70 \$81.20
AISSON & U ABORERS - FOU For apprentice	UNDERP UNDATION ce rates see ' UNDERP	INNING LABORER AND MARINE 'Apprentice- LABORER" INNING TOP MAN	12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026	4 \$46.20 5 \$47.70 5 \$49.20 5 \$50.75 5 \$52.25 4 \$46.53	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$19.05 \$19.05 \$19.05 \$19.05 \$19.05 \$19.05	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$75.15 \$76.65 \$78.15 \$79.70 \$81.20 \$75.48
AISSON & U ABORERS - FOU For apprentice	UNDERP UNDATION ce rates see ' UNDERP	INNING LABORER AND MARINE 'Apprentice- LABORER" INNING TOP MAN	12/01/2024 06/01/2025 12/01/2026 06/01/2026 12/01/2026 12/01/2024 06/01/2025	4 \$46.20 5 \$47.70 5 \$49.20 5 \$50.75 5 \$52.25 4 \$46.53 5 \$48.03	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$19.05 \$19.05 \$19.05 \$19.05 \$19.05 \$19.05 \$19.05	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$75.15 \$76.65 \$78.15 \$79.70 \$81.20 \$75.48 \$76.98
AISSON & U ABORERS - FOU For apprentice	UNDERP UNDATION ce rates see ' UNDERP	INNING LABORER AND MARINE 'Apprentice- LABORER" INNING TOP MAN	12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026 12/01/2025 12/01/2025	4 \$46.20 5 \$47.70 5 \$49.20 5 \$50.75 5 \$52.25 4 \$46.53 5 \$48.03 5 \$49.53	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$19.05 \$19.05 \$19.05 \$19.05 \$19.05 \$19.05 \$19.05 \$19.05	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$75.15 \$76.65 \$78.15 \$79.70 \$81.20 \$75.48 \$76.98 \$78.48
CAISSON & U ABORERS - FOU For apprentice	UNDERP UNDATION ce rates see ' UNDERP	INNING LABORER AND MARINE 'Apprentice- LABORER" INNING TOP MAN	12/01/2024 06/01/2025 12/01/2026 06/01/2026 12/01/2026 12/01/2024 06/01/2025	4 \$46.20 5 \$47.70 5 \$49.20 5 \$50.75 5 \$52.25 4 \$46.53 5 \$48.03 5 \$49.53 5 \$51.08	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$19.05 \$19.05 \$19.05 \$19.05 \$19.05 \$19.05 \$19.05	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$75.15 \$76.65 \$78.15 \$79.70 \$81.20 \$75.48 \$76.98

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Lynn Effective Date - 02/01/2025

Issue Date: 05/08/2025

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	03/01/2025	\$49.62	\$9.83	\$19.97	\$0.00	\$79.42
CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2025	\$50.87	\$9.83	\$19.97	\$0.00	\$80.67
	03/01/2026	\$52.12	\$9.83	\$19.97	\$0.00	\$81.92
	09/01/2026	\$53.37	\$9.83	\$19.97	\$0.00	\$83.17
	03/01/2027	\$54.62	\$9.83	\$19.97	\$0.00	\$84.42

Apprentice - CARPENTER - Zone 2 Eastern MA

-rr							
Effect	ive Date -	03/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$22.33	\$9.83	\$1.73	\$0.00	\$33.89
2	45		\$22.33	\$9.83	\$1.73	\$0.00	\$33.89
3	55		\$27.29	\$9.83	\$3.40	\$0.00	\$40.52
4	55		\$27.29	\$9.83	\$3.40	\$0.00	\$40.52
5	70		\$34.73	\$9.83	\$16.51	\$0.00	\$61.07
6	70		\$34.73	\$9.83	\$16.51	\$0.00	\$61.07
7	80		\$39.70	\$9.83	\$18.24	\$0.00	\$67.77
8	80		\$39.70	\$9.83	\$18.24	\$0.00	\$67.77

Effecti	ve Date - 09/01/2025			Supplemental			
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	2
1	45	\$22.89	\$9.83	\$1.73	\$0.00	\$34.45	5
2	45	\$22.89	\$9.83	\$1.73	\$0.00	\$34.45	5
3	55	\$27.98	\$9.83	\$3.40	\$0.00	\$41.21	
4	55	\$27.98	\$9.83	\$3.40	\$0.00	\$41.21	
5	70	\$35.61	\$9.83	\$16.51	\$0.00	\$61.95	5
6	70	\$35.61	\$9.83	\$16.51	\$0.00	\$61.95	5
7	80	\$40.70	\$9.83	\$18.24	\$0.00	\$68.77	7
8	80	\$40.70	\$9.83	\$18.24	\$0.00	\$68.77	7
Notes:							
ĺ						i	
Appre	ntice to Journeyworker Ratio:1:5						
CARPENTER WOOD	55 \$27.98 55 \$27.98 70 \$35.61 70 \$35.61 80 \$40.70 80 \$40.70 mtice to Journeyworker Ratio:1:5 10/01/202	\$26.65	\$7.02	\$4.80	\$0.00	\$38.47	
CARPENTERS-ZONE 3 (Wood	t Frame)	10/01/2025	5 \$27.75	\$7.02	\$4.80	\$0.00	\$39.57
		10/01/2020	5 \$28.85	\$7.02	\$4.80	\$0.00	\$40.67

Issue Date: 05/08/2025

All Aspects of New Wood Frame Work

	ive Date -	10/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rat
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	\$25.3
4	70		\$18.66	\$7.02	\$1.00	\$0.00	\$26.6
5	75		\$19.99	\$7.02	\$4.80	\$0.00	\$31.8
6	80		\$21.32	\$7.02	\$4.80	\$0.00	\$33.1
7	85		\$22.65	\$7.02	\$4.80	\$0.00	\$34.4
8	90		\$23.99	\$7.02	\$4.80	\$0.00	\$35.8
Effect i Step	ive Date -	10/01/2025	Apprentice Base Wage	Haalth	Pension	Supplemental Unemployment	Total Rat
	percent						
1	60		\$16.65	\$7.02	\$0.00	\$0.00	\$23.6
2	60		\$16.65	\$7.02	\$0.00	\$0.00	\$23.6
3	65		\$18.04	\$7.02	\$1.00	\$0.00	\$26.0
4	70		\$19.43	\$7.02	\$1.00	\$0.00	\$27.4
5	75		\$20.81	\$7.02	\$4.80	\$0.00	\$32.6
6	80		\$22.20	\$7.02	\$4.80	\$0.00	\$34.0
7	85		\$23.59	\$7.02	\$4.80	\$0.00	\$35.4
8	90		\$24.98	\$7.02	\$4.80	\$0.00	\$36.8
Notes:							
Appre	ntice to Jou	rneyworker Ratio:1:5					
SONRY/ OCAL 3 (LY	PLASTERI	NG	07/01/2024	4 \$49.1	19 \$13.35	\$24.21	\$1.80

Apprentice -	CARPENTER	(Wood Frame)	- Zone 3
--------------	-----------	--------------	----------

	Step	percent 07/01/2024	Appre	entice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$24.60	\$13.35	\$16.43	\$0.00	\$54.38	
	2	60		\$29.51	\$13.35	\$19.21	\$1.80	\$63.87	
	3	65		\$31.97	\$13.35	\$20.21	\$1.80	\$67.33	
	4	70		\$34.43	\$13.35	\$21.21	\$1.80	\$70.79	
	5	75		\$36.89	\$13.35	\$22.21	\$1.80	\$74.25	
	6	80		\$39.35	\$13.35	\$23.21	\$1.80	\$77.71	
	7	90		\$44.27	\$13.35	\$24.21	\$1.80	\$83.63	
	Notes:								
	i i	Steps 3,4 are 500 hrs. A	ll other steps are 1,00	00 hrs.					
	Appre	ntice to Journeyworker	Ratio:1:3						
HAIN SAW		OR		12/01/2024	\$39.2	0 \$9.90	\$18.36	\$0.00	\$67.46
BORERS - ZON	/E 2			06/01/2025	5 \$40.5	9 \$9.90	\$18.36	\$0.00	\$68.85
				12/01/2025	5 \$41.9	7 \$9.90	\$18.36	\$0.00	\$70.23
				06/01/2020	5 \$43.4	1 \$9.90	\$18.36	\$0.00	\$71.67
				12/01/2020	5 \$44.8	5 \$9.90	\$18.36	\$0.00	\$73.11
				06/01/2027	\$46.3	0 \$9.90	\$18.36	\$0.00	\$74.50
				12/01/2027	\$47.7	5 \$9.90	\$18.36	\$0.00	\$76.01
				06/01/2028	\$49.2	5 \$9.90	\$18.36	\$0.00	\$77.51
For apprentic	e rates see	'Apprentice- LABORER"		12/01/2028	\$50.7	5 \$9.90	\$18.36	\$0.00	\$79.01
LAM SHELI	LS/SLUR	RY BUCKETS/HEADIN	G MACHINES	12/01/2024	\$58.1	8 \$15.55	\$16.50	\$0.00	\$90.23
PERATING ENC	GINEERS L	OCAL 4		06/01/2025	5 \$59.5	1 \$15.55	\$16.50	\$0.00	\$91.56
				12/01/2025	5 \$60.9	8 \$15.55	\$16.50	\$0.00	\$93.03
				06/01/2020	5 \$62.3	1 \$15.55	\$16.50	\$0.00	\$94.36
				12/01/2020	5 \$63.7	9 \$15.55	\$16.50	\$0.00	\$95.84
		ATOR	INEERS"						
OMPRESSO ERATING ENC				12/01/2024			\$16.50	\$0.00	\$68.72
				06/01/2025			\$16.50	\$0.00	\$69.57
				12/01/2025			\$16.50	\$0.00	\$70.52
				06/01/2020			\$16.50	\$0.00	\$71.38
	e rates see	'Apprentice- OPERATING ENG	INEERS"	12/01/2020	5 \$40.2	8 \$15.55	\$16.50	\$0.00	\$72.33
For apprentic									

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

	Step	ve Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
	1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18	3
	2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76	5
	3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29	
	4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82	2
	5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19)
	6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73	3
	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.					l l	
		ntice to Journeyworker Ratio:1:1						
EMO: ADZ Borers - Zoi			12/02/2024		\$9.90	\$18.90	\$0.00	\$75.05
_ 0.1210 - 201			06/02/2025	\$47.75	\$9.90	\$18.90	\$0.00	\$76.55
			12/01/2025		\$9.90	\$18.90	\$0.00	\$78.05
			06/01/2026	\$50.80	\$9.90	\$18.90	\$0.00	\$79.60
			12/07/2026	\$52.30	\$9.90	\$18.90	\$0.00	\$81.10
			06/07/2027	\$53.90	\$9.90	\$18.90	\$0.00	\$82.70
			12/06/2027	\$55.50	\$9.90	\$18.90	\$0.00	\$84.30
			06/05/2028	\$57.18	\$9.90	\$18.90	\$0.00	\$85.98
For apprentic	ce rates see "	Apprentice- LABORER"	12/04/2028	\$58.85	\$9.90	\$18.90	\$0.00	\$87.65
		DADER/HAMMER OPERATOR	12/02/2024	\$47.25	\$9.90	\$18.90	\$0.00	\$76.05
BORERS - ZOI	NE 2		06/02/2025	\$48.75	\$9.90	\$18.90	\$0.00	\$77.55
			12/01/2025	\$50.25	\$9.90	\$18.90	\$0.00	\$79.05
			06/01/2026	\$51.80	\$9.90	\$18.90	\$0.00	\$80.60
			12/07/2026			\$18.90	\$0.00	\$82.10
			06/07/2027			\$18.90	\$0.00	\$83.70
			12/06/2027			\$18.90	\$0.00	\$85.30
			06/05/2028			\$18.90	\$0.00	\$86.98
For apprenti	ce rates see "	Apprentice- LABORER"	12/04/2028	\$59.85	\$9.90	\$18.90	\$0.00	\$88.65
EMO: BUR	NERS		12/02/2024	\$47.00	\$9.90	\$18.90	\$0.00	\$75.80
BORERS - ZOI	NE 2		06/02/2025			\$18.90	\$0.00	\$77.30
			12/01/2025	\$50.00	\$9.90	\$18.90	\$0.00	\$78.80
			06/01/2026	\$51.55	\$9.90	\$18.90	\$0.00	\$80.35
			12/07/2026	\$53.05	\$9.90	\$18.90	\$0.00	\$81.85
			06/07/2027	\$54.65	\$9.90	\$18.90	\$0.00	\$83.45
			12/06/2027		\$9.90	\$18.90	\$0.00	\$85.05
			06/05/2028		\$9.90	\$18.90	\$0.00	\$86.73
			12/04/2028	\$59.60	\$9.90	\$18.90	\$0.00	\$88.40

Classification For apprentice rates see "Apprentice- LABORER"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER	12/02/2024	\$47.25	\$9.90	\$18.90	\$0.00	\$76.05
ABORERS - ZONE 2	06/02/2025	\$48.75	\$9.90	\$18.90	\$0.00	\$77.55
	12/01/2025	\$50.25	\$9.90	\$18.90	\$0.00	\$79.05
	06/01/2026	\$50.25 \$51.80	\$9.90	\$18.90	\$0.00	\$80.60
	12/07/2026	\$53.30	\$9.90	\$18.90	\$0.00	\$82.10
	06/07/2027	\$53.90 \$54.90	\$9.90	\$18.90	\$0.00	\$83.70
	12/06/2027	\$56.50	\$9.90	\$18.90	\$0.00	\$85.30
	06/05/2028	\$58.18	\$9.90	\$18.90	\$0.00	\$86.98
	12/04/2028	\$59.85	\$9.90	\$18.90	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"	12/01/2020	ψυν.0υ	ψ9.90	<i>Q</i> 10000	\$0.00	ψ00.0 <i>5</i>
DEMO: JACKHAMMER OPERATOR	12/02/2024	\$47.00	\$9.90	\$18.90	\$0.00	\$75.80
ABORERS - ZONE 2	06/02/2025	\$48.50	\$9.90	\$18.90	\$0.00	\$77.30
	12/01/2025	\$50.00	\$9.90	\$18.90	\$0.00	\$78.80
	06/01/2026	\$51.55	\$9.90	\$18.90	\$0.00	\$80.35
	12/07/2026	\$53.05	\$9.90	\$18.90	\$0.00	\$81.85
	06/07/2027	\$54.65	\$9.90	\$18.90	\$0.00	\$83.45
	12/06/2027	\$56.25	\$9.90	\$18.90	\$0.00	\$85.05
	06/05/2028	\$57.93	\$9.90	\$18.90	\$0.00	\$86.73
	12/04/2028	\$59.60	\$9.90	\$18.90	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER	12/02/2024	\$46.25	\$9.90	\$18.90	\$0.00	\$75.05
ABORERS - ZONE 2	06/02/2025	\$47.75	\$9.90	\$18.90	\$0.00	\$76.55
	12/01/2025	\$49.25	\$9.90	\$18.90	\$0.00	\$78.05
	06/01/2026	\$50.80	\$9.90	\$18.90	\$0.00	\$79.60
	12/07/2026	\$52.30	\$9.90	\$18.90	\$0.00	\$81.10
	06/07/2027	\$53.90	\$9.90	\$18.90	\$0.00	\$82.70
	12/06/2027	\$55.50	\$9.90	\$18.90	\$0.00	\$84.30
	06/05/2028	\$57.18	\$9.90	\$18.90	\$0.00	\$85.98
	12/04/2028	\$58.85	\$9.90	\$18.90	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
PPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
DIVER DILE 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 VILE 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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN	03/01/2025	\$64.26	\$13.00	\$23.03	\$0.00	\$100.29
ELECTRICIANS LOCAL 103	09/01/2025	\$66.17	\$13.00	\$23.09	\$0.00	\$102.26
	03/01/2026	\$67.37	\$13.00	\$23.12	\$0.00	\$103.49
	09/01/2026	\$69.28	\$13.00	\$23.18	\$0.00	\$105.46
	03/01/2027	\$70.47	\$13.00	\$23.21	\$0.00	\$106.68
	09/01/2027	\$72.39	\$13.00	\$23.27	\$0.00	\$108.66
	03/01/2028	\$73.59	\$13.00	\$23.31	\$0.00	\$109.90

Apprentice - ELECTRICIAN - Local 103

Effecti	ve Date -	03/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$25.70	\$13.00	\$0.77	\$0.00	\$39.47
2	40		\$25.70	\$13.00	\$0.77	\$0.00	\$39.47
3	45		\$28.92	\$13.00	\$17.17	\$0.00	\$59.09
4	45		\$28.92	\$13.00	\$17.17	\$0.00	\$59.09
5	50		\$32.13	\$13.00	\$17.70	\$0.00	\$62.83
6	55		\$35.34	\$13.00	\$18.24	\$0.00	\$66.58
7	60		\$38.56	\$13.00	\$18.77	\$0.00	\$70.33
8	65		\$41.77	\$13.00	\$19.30	\$0.00	\$74.07
9	70		\$44.98	\$13.00	\$19.83	\$0.00	\$77.81
10	75		\$48.20	\$13.00	\$20.37	\$0.00	\$81.57

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$26.47	\$13.00	\$0.79	\$0.00	\$40.26
2	40	\$26.47	\$13.00	\$0.79	\$0.00	\$40.26
3	45	\$29.78	\$13.00	\$17.19	\$0.00	\$59.97
4	45	\$29.78	\$13.00	\$17.19	\$0.00	\$59.97
5	50	\$33.09	\$13.00	\$17.73	\$0.00	\$63.82
6	55	\$36.39	\$13.00	\$18.27	\$0.00	\$67.66
7	60	\$39.70	\$13.00	\$18.80	\$0.00	\$71.50
8	65	\$43.01	\$13.00	\$19.34	\$0.00	\$75.35
9	70	\$46.32	\$13.00	\$19.87	\$0.00	\$79.19
10	75	\$49.63	\$13.00	\$20.41	\$0.00	\$83.04
Notes						
Appr	entice to Journeyworker	Ratio:2:3***				
ATOR CONSTR		01/01/2022	\$65.	62 \$16.03	\$20.21 \$	\$0.00 \$101.

Ef	ffecti	ve Date - 01/01/2022				Supplemental		
	tep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total	Rate
1		50	\$32.81	\$16.03	\$0.00	\$0.00	\$4	48.84
2		55	\$36.09	\$16.03	\$20.21	\$0.00	\$7	72.33
3		65	\$42.65	\$16.03	\$20.21	\$0.00	\$7	78.89
4		70	\$45.93	\$16.03	\$20.21	\$0.00	\$8	32.17
5		80	\$52.50	\$16.03	\$20.21	\$0.00	\$8	38.74
	otes:	Steps 1-2 are 6 mos.; Steps 3-5 are 1	year					
A	ppre	ntice to Journeyworker Ratio:1:1						
ELEVATOR CONS			01/01/2022	2 \$45.93	\$16.03	\$20.21	\$0.00	\$82.17
		Apprentice - ELEVATOR CONSTRUCTOR"						
ENCE & GUARE Aborers - Zone 2 (1		IL ERECTOR (HEAVY & HIGHWA'	Y) 12/01/2024	4 \$39.20	\$9.90	\$18.46	\$0.00	\$67.56
ABORERS - ZONE 2 (I	IILAV		06/01/202	5 \$40.59	\$9.90	\$18.46	\$0.00	\$68.95
			12/01/202	5 \$41.97	\$9.90	\$18.46	\$0.00	\$70.33
			06/01/2020	6 \$43.41	\$9.90	\$18.46	\$0.00	\$71.77
			12/01/2020	6 \$44.85	\$9.90	\$18.46	\$0.00	\$73.21
		Apprentice- LABORER (Heavy and Highway)						
IELD ENG.INST.		SON-BLDG,SITE,HVY/HWY DCAL 4	05/01/202	5 \$53.22	\$15.30	\$16.40	\$0.00	\$84.92
			11/01/2023	5 \$54.51	\$15.30	\$16.40	\$0.00	\$86.21
			05/01/2020	6 \$55.95	\$15.30	\$16.40	\$0.00	\$87.65
			11/01/2020	6 \$57.24	\$15.30	\$16.40	\$0.00	\$88.94
E	"	A succession ODED ATING ENGINEED OF	05/01/202	7 \$58.67	\$15.30	\$16.40	\$0.00	\$90.37
		Apprentice- OPERATING ENGINEERS" HIEF-BLDG,SITE,HVY/HWY	0.5/01/000			¢1.40		****
PERATING ENGINEE			05/01/202			\$16.40	\$0.00	\$86.52
			11/01/202:			\$16.40	\$0.00	\$87.82
			05/01/2020			\$16.40	\$0.00	\$89.27
			11/01/2020			\$16.40	\$0.00	\$90.57
For apprentice rate	s see "	Apprentice- OPERATING ENGINEERS"	05/01/202	7 \$60.32	\$15.30	\$16.40	\$0.00	\$92.02
		SON-BLDG,SITE,HVY/HWY	05/01/202:	5 \$26.22	2 \$15.30	\$16.40	\$0.00	\$57.92
PERATING ENGINEE			11/01/202			\$16.40 \$16.40	\$0.00 \$0.00	\$57.92 \$58.68
						\$16.40 \$16.40	\$0.00 \$0.00	\$58.68 \$59.53
			05/01/2020				\$0.00 \$0.00	
			11/01/2020					\$60.29
			05/01/202	7 \$29.44	\$15.30	\$16.40	\$0.00	\$61.14

Apprentice -	ELEVATOR CONSTRUCTOR - Local 4
	01/01/0000

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

SLECTRICLANS LOCAL 103 BOIL 03 BOIL 03 BOIL 04 BOIL 04<	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
0901/2025 \$66.17 \$13.00 \$23.09 \$0.00 \$102.26 0301/2026 \$67.37 \$13.00 \$23.12 \$0.00 \$105.46 0301/2027 \$70.47 \$13.00 \$23.21 \$0.00 \$106.68 0301/2027 \$70.47 \$13.00 \$23.21 \$0.00 \$108.66 0301/2027 \$70.47 \$13.00 \$23.21 \$0.00 \$108.66 0301/2028 \$73.59 \$13.00 \$23.31 \$0.00 \$108.66 0301/2025 \$51.41 \$13.00 \$20.95 \$0.00 \$85.31 0500L/L103 (COMMIDSIONINGELECTRICIANS) 09/01/2025 \$52.94 \$13.00 \$20.95 \$0.00 \$86.89 03/01/2026 \$53.90 \$13.00 \$21.05 \$0.00 \$89.44 03/01/2027 \$55.41 \$13.00 \$21.10 \$0.00 \$89.43 09/01/2027 \$55.42 \$13.00 \$21.10 \$0.00 \$89.43 09/01/2026 \$54.29 \$13.00 \$21.13 \$0.00 \$8	FIRE ALARM INSTALLER	03/01/2025	\$64.26	\$13.00	\$23.03		\$100.29
09/01/2026 569.28 513.00 523.18 50.00 5105.66 03/01/2027 570.47 813.00 523.21 50.00 5106.68 03/01/2027 570.37 513.00 523.21 50.00 5106.68 03/01/2028 573.59 513.00 523.21 50.00 5108.66 03/01/2028 573.59 513.00 520.90 50.00 585.31 050.01/0205 552.94 513.00 520.90 50.00 586.89 03/01/2026 553.90 51.00 50.00 586.89 03/01/2026 555.42 513.00 521.02 50.00 589.41 09/01/2026 555.42 51.30 521.00 50.00 592.01 09/01/2026 555.42 51.30 50.00 592.01 09/01/2026 555.42 51.55 51.65 50.00 592.01 12/01/2026 557.91 51.30 50.00 579.07 12/01/2026 547.02 51.55 51.650 50.00	ELECTRICIANS LOCAL 103	09/01/2025	\$66.17	\$13.00	\$23.09	\$0.00	\$102.26
93.01/2027 \$70.47 \$13.00 \$23.21 \$0.00 \$106.68 90.01/2027 \$72.39 \$13.00 \$23.21 \$0.00 \$108.66 93.01/2028 \$73.59 \$13.00 \$23.21 \$0.00 \$109.00 FRE ALARM REPAIR / MAINTENANCE \$0.301/2025 \$51.41 \$13.00 \$20.90 \$0.00 \$85.31 \$0.001/2026 \$52.94 \$13.00 \$20.95 \$0.00 \$86.89 \$0.301/2026 \$53.90 \$13.00 \$20.90 \$0.00 \$87.88 \$0.001/2026 \$55.42 \$13.00 \$21.02 \$0.00 \$89.44 \$0.301/2027 \$56.38 \$13.00 \$21.10 \$0.00 \$99.43 \$0.901/2026 \$55.42 \$13.00 \$21.10 \$0.00 \$99.40 \$0.901/2027 \$57.91 \$13.00 \$21.10 \$0.00 \$99.41 \$0.901/2026 \$58.87 \$13.00 \$21.13 \$0.00 \$99.41 \$0.901/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$79.07		03/01/2026	\$67.37	\$13.00	\$23.12	\$0.00	\$103.49
09/01/2027 572.39 513.00 523.27 50.00 5108.66 03/01/2028 573.59 513.00 523.31 50.00 5109.90 TRE ALARM REPAR/ MAINTENANCE (COMMISSIONINGELECTRICIANS (COMMISSIONIN		09/01/2026	\$69.28	\$13.00	\$23.18	\$0.00	\$105.46
Por appendice rates see "Appendice- ELECTRICIAN" 03/01/2025 \$13.00 \$23.31 \$0.00 \$109.90 TRE ALARM REPAIR / MAINTENANCE /COMMISSIONINGELECTRICIANS (03/01/2027	\$70.47	\$13.00	\$23.21	\$0.00	\$106.68
For apprentice rates see "Apprentice- ELECTRICIAN" (COMMISSIONINGELECTRICIANS (COMMISSIONINGELECTRICIANS (COMMISSIONINGELECTRICIANS (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSI		09/01/2027	\$72.39	\$13.00	\$23.27	\$0.00	\$108.66
TIRE ALARM REPAIR / MAINTENANCE / COMMISSIONINGELECTRICLANS 03/01/2025 \$\$1.41 \$13.00 \$20.90 \$0.00 \$\$85.31 LOCAL 103 / COMMISSIONINGELECTRICLANS 09/01/2025 \$\$2.94 \$13.00 \$20.95 \$0.00 \$\$86.89 03/01/2026 \$\$53.90 \$13.00 \$20.98 \$0.00 \$\$87.88 03/01/2026 \$\$55.42 \$13.00 \$21.02 \$0.00 \$\$9.44 03/01/2027 \$\$56.38 \$13.00 \$21.02 \$0.00 \$\$9.43 09/01/2027 \$\$57.91 \$13.00 \$21.10 \$0.00 \$\$92.01 03/01/2027 \$\$57.91 \$13.00 \$21.13 \$0.00 \$\$92.01 03/01/2028 \$\$82.87 \$13.00 \$21.13 \$0.00 \$\$92.01 03/01/2028 \$\$85.87 \$13.00 \$\$21.13 \$0.00 \$\$93.00 FIREMAN (ASST. ENGINEER) 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$\$78.01 PFERATING ENGINEERS 12/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$\$80.24 06/01/2026 \$49.25 \$15.55 \$16.50		03/01/2028	\$73.59	\$13.00	\$23.31	\$0.00	\$109.90
/ COMMISSIONINGELECTRICLANS 09/01/2025 \$51.44 \$13.00 \$20.95 \$0.00 \$86.89 1:00.41.103 09/01/2026 \$52.94 \$13.00 \$20.98 \$0.00 \$87.88 1:00.41.103 09/01/2026 \$55.42 \$13.00 \$20.98 \$0.00 \$88.44 09/01/2026 \$55.42 \$13.00 \$21.02 \$0.00 \$89.44 03/01/2027 \$56.38 \$13.00 \$21.05 \$0.00 \$89.44 03/01/2027 \$57.91 \$13.00 \$21.10 \$0.00 \$99.01 Por apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" \$10/1/2028 \$58.87 \$13.00 \$21.11 \$0.00 \$93.00 PERATING ENGINEER) 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 PERATING ENGINEER 12/01/2024 \$47.02 \$15.55 \$16.50 \$0.00 \$82.48 Por apprentice rates see "Apprentice- OPERATING ENGINEERS" 12/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$82.48 PERATING ENGINEERS LOCAL 4 \$0.00 \$20.49 \$12/01/2026 \$28.99 \$9.90 <t< td=""><td>For apprentice rates see "Apprentice- ELECTRICIAN"</td><td></td><td></td><td></td><td></td><td></td><td></td></t<>	For apprentice rates see "Apprentice- ELECTRICIAN"						
COCAL 103 09/01/2025 \$52.94 \$13.00 \$20.95 \$0.00 \$86.89 03/01/2026 \$53.90 \$13.00 \$20.98 \$0.00 \$87.88 09/01/2026 \$55.42 \$13.00 \$21.02 \$0.00 \$89.44 03/01/2026 \$55.42 \$13.00 \$21.02 \$0.00 \$89.44 03/01/2027 \$56.38 \$13.00 \$21.02 \$0.00 \$99.43 09/01/2027 \$57.91 \$13.00 \$21.05 \$0.00 \$99.43 09/01/2027 \$57.91 \$13.00 \$21.10 \$0.00 \$92.01 03/01/2028 \$58.87 \$11.00 \$21.05 \$0.00 \$93.00 Per apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAM" 12/01/2024 \$47.02 \$15.55 \$16.50 \$0.00 \$80.24 06/01/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$80.24 12/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$82.48 PER apprentice rates see "Apprentice- OPERATING ENGINEERS" 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$55.37	FIRE ALARM REPAIR / MAINTENANCE	03/01/2025	\$51.41	\$13.00	\$20.90	\$0.00	\$85.31
Op/01/2026 \$55.42 \$13.00 \$21.02 \$0.00 \$89.44 03/01/2027 \$56.38 \$13.00 \$21.05 \$0.00 \$90.43 09/01/2027 \$57.91 \$13.00 \$21.10 \$0.00 \$92.01 03/01/2028 \$58.87 \$13.00 \$21.10 \$0.00 \$93.00 For apprentice- TELECOMMUNICATIONS TECHNICIAN* 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 OP/01/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$79.07 12/01/2026 \$49.25 \$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 ELAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$50.43 \$15.55 \$16.60 \$55.37 C4601/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$55.37 C400RER 5 - ZONE 2 (HEAVY & HIGHWAY) 12/01/2026 \$29.21 <	/ COMMISSIONINGELECTRICIANS	09/01/2025	\$52.94	\$13.00	\$20.95	\$0.00	\$86.89
03/01/2027 \$56.38 \$13.00 \$21.05 \$0.00 \$90.43 Por apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" \$57.91 \$13.00 \$21.10 \$0.00 \$93.00 FIREMAN (ASST. ENGINEER) DPERATING ENGINEERS) DPERATING ENGINEERS LOCAL 4 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 O6/01/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$80.24 O6/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$80.24 O6/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 TLAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$55.37 LAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$55.37 LAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$28.09 \$9.90 \$18.46 \$0.00 \$55.45 LOORCOVER RE 70.01 \$28.24 \$0.00 \$57.57 LOORCOVER RE 70.02 \$29.21 \$		03/01/2026	\$53.90	\$13.00	\$20.98	\$0.00	\$87.88
Openation 09/01/2027 \$57.91 \$13.00 \$21.10 \$0.00 \$92.01 Box apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" 12/01/2028 \$58.87 \$13.00 \$21.13 \$0.00 \$93.00 FIREMAN (ASST. ENGINEER) DPERATING ENGINEERS LOCAL 4 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 OG(01/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$80.24 OG(01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$80.24 OG(01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 TZAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$55.37 CAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 CAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026		09/01/2026	\$55.42	\$13.00	\$21.02	\$0.00	\$89.44
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" 03/01/2028 \$\$8.87 \$13.00 \$21.13 \$0.00 \$93.00 FIREMAN (ASST. ENGINEER) DPERATING ENGINEERS) DPERATING ENGINEERS LOCAL 4 12/01/2024 \$\$45.96 \$15.55 \$16.50 \$0.00 \$78.01 DPERATING ENGINEERS LOCAL 4 06/01/2025 \$\$47.02 \$15.55 \$16.50 \$0.00 \$80.24 06/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 For apprentice rates see "Apprentice- OPERATING ENGINEERS" 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$85.37 EAGORER & SIGNALER (HEAVY & HIGHWAY) 12/01/2024 \$27.01 \$9.90 \$18.46 \$0.00 \$55.37 EABORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$55.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$57.57 EABORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 EABORER - ZONE 2 (HEAVY & HIGHWAY) 12/01/2026		03/01/2027	\$56.38	\$13.00	\$21.05	\$0.00	\$90.43
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 DPERATING ENGINEERS 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 06/01/2025 \$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 \$49.25 \$15.55 \$16.50 \$0.00 \$82.48 Eventice- OPERATING ENGINEERS" 12/01/2026 \$27.01 \$9.90 \$18.46 \$0.00 \$55.37 CAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/00/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57		09/01/2027	\$57.91	\$13.00	\$21.10	\$0.00	\$92.01
THEMAN (ASST. ENGINEER) 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 06/01/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$79.07 12/01/2025 \$48.19 \$15.55 \$16.50 \$0.00 \$80.24 06/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 12/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 I2/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$82.48 For apprentice rates see "Apprentice- OPERATING ENGINEERS" TLAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$55.37 LABORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$57.57 I2/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 I2/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57	For apprentice rates and "Apprentice, TELECOMMUNICATIONS TECHNICIAN"	03/01/2028	\$58.87	\$13.00	\$21.13	\$0.00	\$93.00
DPERATING ENGINEERS LOCAL 4 112011221 510.00			• •	•	* * * * *		
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- OPERATING ENGINEERS" FLAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$55.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/00RCOVERER \$0/01/2025 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 \$0/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$89.83	OPERATING ENGINEERS LOCAL 4						
bit Note Note							
For apprentice rates see "Apprentice- OPERATING ENGINEERS" 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$82.48 FLAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2024 \$27.01 \$9.90 \$18.46 \$0.00 \$55.37 <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> 06/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 06/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 FUOORCOVERER 03/01/2026 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 09/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$89.83 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83			\$48.19	\$15.55			\$80.24
For apprentice OPERATING ENGINEERS" FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2024 \$27.01 \$9.90 \$18.46 \$0.00 \$55.37 06/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$56.45 06/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 FLOORCOVERER 03/01/2026 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83		06/01/2026		\$15.55			
LABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2021 \$21,011 \$0,000 \$50,000 \$56,45 12/01/2025 \$28,09 \$9,900 \$18,46 \$0,000 \$56,45 12/01/2026 \$29,21 \$9,900 \$18,46 \$0,000 \$57,57 12/01/2026 \$29,21 \$9,900 \$18,46 \$0,000 \$57,57 12/01/2026 \$29,21 \$9,900 \$18,46 \$0,000 \$57,57 12/01/2026 \$29,21 \$9,900 \$18,46 \$0,000 \$57,57 For apprentice- LABORER (Heavy and Highway) 03/01/2025 \$57,73 \$8,83 \$20,27 \$0,000 \$86,83 FLOORCOVERER 03/01/2025 \$59,23 \$8,83 \$20,27 \$0,000 \$88,33 03/01/2026 \$60,73 \$8,83 \$20,27 \$0,000 \$89,83 03/01/2026 \$60,73 \$8,83 \$20,27 \$0,000 \$89,83 09/01/2026 \$62,23 \$8,83 \$20,27 \$0,000 \$89,83 09/01/2026 \$62,23 \$8,83 \$20,27 \$0,000 \$91,33	For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$50.43	\$15.55	\$16.50	\$0.00	\$82.48
LABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 06/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 For apprentice- LABORER (Heavy and Highway) 03/01/2026 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 PLOORCOVERER 03/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$88.33 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83	FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/01/2024	\$27.01	\$9.90	\$18.46	\$0.00	\$55.37
12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 06/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 09/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83	LABORERS - ZONE 2 (HEAVY & HIGHWAY)						
06/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 PLOORCOVERER 03/01/2025 \$57.73 \$8.83 \$20.27 \$0.00 \$88.33 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 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.23 \$8.83 \$20.27 \$0.00 \$89.83							
For apprentice- LABORER (Heavy and Highway) 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 FLOORCOVERER 03/01/2025 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 09/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83							
For apprentice- LABORER (Heavy and Highway) FLOORCOVERER 03/01/2025 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 09/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83							
FLOORCOVERERS LOCAL 2168 ZONE I 09/01/2025 \$59.73 \$6.05 \$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 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83	For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12,01,2020	<i>Q</i> 2 /1 2 1	<i>\</i>	•		<i>QC (C () <i>C (C () <i>C (C (C (C (C (C () <i>C (C (C (C (C () <i>C (C (C (C () <i>C (C () <i>C (C () <i>C (C () <i>C (C () <i>C (C () <i>C () <i>C (C () <i>C () <i>C () <i>C () <i>C () <i>C (C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C () <i>C </i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i>
FLOORCOVERERS LOCAL 2168 ZONE I09/01/2025\$59.23\$8.83\$20.27\$0.00\$88.3303/01/2026\$60.73\$8.83\$20.27\$0.00\$89.8309/01/2026\$62.23\$8.83\$20.27\$0.00\$91.33	FLOORCOVERER	03/01/2025	\$57.73	\$8.83	\$20.27	\$0.00	\$86.83
03/01/2026\$60.73\$8.83\$20.27\$0.00\$89.8309/01/2026\$62.23\$8.83\$20.27\$0.00\$91.33	FLOORCOVERERS LOCAL 2168 ZONE I				\$20.27	\$0.00	
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

- ppro	nucc					
Effect	ive Date - 03/01/2025				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45	\$25.98	\$8.83	\$1.76	\$0.00	\$36.57
2	45	\$25.98	\$8.83	\$1.76	\$0.00	\$36.57
3	55	\$31.75	\$8.83	\$3.52	\$0.00	\$44.10
4	55	\$31.75	\$8.83	\$3.52	\$0.00	\$44.10
5	70	\$40.41	\$8.83	\$16.75	\$0.00	\$65.99
6	70	\$40.41	\$8.83	\$16.75	\$0.00	\$65.99
7	80	\$46.18	\$8.83	\$18.51	\$0.00	\$73.52
8	80	\$46.18	\$8.83	\$18.51	\$0.00	\$73.52

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 09/01/2025

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

Apprentice to Journeyworker Ratio:1:1						
FORK LIFT/CHERRY PICKER	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86

GLAZIERS LOCAL 35 (ZONE 2)

Apprentice - GLAZIER - Local 35 Zone 2

\$16.50

\$15.55

\$0.00

\$94.58

F	Effecti	ve Date - 01/01/2025				Supplemental		
S	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total F	Rate
	1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$33	.93
	2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$42	2.99
2	3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$45	5.99
2	4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48	3.99
:	5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63	.84
(6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66	5.85
,	7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69	0.85
\$	8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75	5.85
ľ	Notes:							
		Steps are 750 hrs.						
A	Appre	ntice to Journeyworker Ratio:1:1						
		R/CRANES/GRADALLS	12/01/2024	4 \$57.03	\$15.55	\$16.50	\$0.00	\$89.08
PERATING ENGINE	ERS LO	JCAL 4	06/01/2025	5 \$58.33	\$15.55	\$16.50	\$0.00	\$90.38
			12/01/2025	5 \$59.78	\$15.55	\$16.50	\$0.00	\$91.83
			06/01/2020	5 \$61.08	\$15.55	\$16.50	\$0.00	\$93.13

12/01/2026

\$62.53

ffective Date - 12/01/202 tep percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
55	\$31.37	\$0.00	\$0.00	\$0.00	\$31.37
60	\$34.22	\$15.55	\$16.50	\$0.00	\$66.27
65	\$37.07	\$15.55	\$16.50	\$0.00	\$69.12
70	\$39.92	\$15.55	\$16.50	\$0.00	\$71.97
75	\$42.77	\$15.55	\$16.50	\$0.00	\$74.82
80	\$45.62	\$15.55	\$16.50	\$0.00	\$77.67
85	\$48.48	\$15.55	\$16.50	\$0.00	\$80.53
90	\$51.33	\$15.55	\$16.50	\$0.00	\$83.38

OPERATING ENGINEERS - Local 4 Annrentice

Step	ctive Date - 06/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Tota	l Rate
1	55	\$32.08	\$0.00	\$0.00	\$0.00	\$	32.08
2	60	\$35.00	\$15.55	\$16.50	\$0.00	\$	667.05
3	65	\$37.91	\$15.55	\$16.50	\$0.00	\$	69.96
4	70	\$40.83	\$15.55	\$16.50	\$0.00	\$	572.88
5	75	\$43.75	\$15.55	\$16.50	\$0.00	\$	675.80
6	80	\$46.66	\$15.55	\$16.50	\$0.00	\$	578.71
7	85	\$49.58	\$15.55	\$16.50	\$0.00	\$	81.63
8	90	\$52.50	\$15.55	\$16.50	\$0.00	\$	584.55
Note							
Арр	rentice to Journeyworker	Ratio:1:6					
	/AC (DUCTWORK)		5 \$59.13	\$14.91	\$28.27	\$2.98	\$105.29
HEETMETAL WORKERS	LOCAL 17 - A	08/01/202	5 \$60.98	\$14.91	\$28.27	\$2.98	\$107.14
		02/01/202	6 \$62.93	\$14.91	\$28.27	\$2.98	\$109.09
**	ee "Apprentice- SHEET METAL	WORKER"					
IVAC (ELECTRICA	,	03/01/202	5 \$64.26	\$13.00	\$23.03	\$0.00	\$100.29
	-	09/01/202	5 \$66.17	\$13.00	\$23.09	\$0.00	\$102.26
		03/01/202	6 \$67.37	\$13.00	\$23.12	\$0.00	\$103.49
		09/01/202	6 \$69.28	\$13.00	\$23.18	\$0.00	\$105.46
		03/01/202	7 \$70.47	\$13.00	\$23.21	\$0.00	\$106.68
		09/01/202	7 \$72.39	\$13.00	\$23.27	\$0.00	\$108.66
For apprentice rates se	ee "Apprentice- ELECTRICIAN"	03/01/202	8 \$73.59	\$13.00	\$23.31	\$0.00	\$109.90
VAC (TESTING A)	ND BALANCING - AIR)	02/01/202	5 \$59.13	\$14.91	\$28.27	\$2.98	\$105.29
HEETMETAL WORKERS	LOCAL I / - A	08/01/202	5 \$60.98	\$14.91	\$28.27	\$2.98	\$107.14
For apprentice rates se	ee "Apprentice- SHEET METAL	02/01/202 Worker"	6 \$62.93	\$14.91	\$28.27	\$2.98	\$109.09
	ND BALANCING -WATE		5 \$68.88	\$12.70	\$21.80	\$0.00	\$103.38
		"PLUMBER/PIPEFITTER"					

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC PIPEFITTERS LOCAL 537 (Local 138)	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
LABORERS - ZONE 2	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS)	09/01/2024	\$56.92	\$14.75	\$19.61	\$0.00	\$91.28
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2025	\$60.34	\$14.75	\$19.61	\$0.00	\$94.70
	09/01/2026	\$63.76	\$14.75	\$19.61	\$0.00	\$98.12

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

Effect	ive Date -	09/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$28.46	\$14.75	\$14.32	\$0.00	\$57.53
2	60		\$34.15	\$14.75	\$15.37	\$0.00	\$64.27
3	70		\$39.84	\$14.75	\$16.43	\$0.00	\$71.02
4	80		\$45.54	\$14.75	\$17.49	\$0.00	\$77.78

Effectiv	ve Date - 09/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$30.17	\$14.75	\$14.32	\$0.00	\$59.24	
2	60	\$36.20	\$14.75	\$15.37	\$0.00	\$66.32	
3	70	\$42.24	\$14.75	\$16.43	\$0.00	\$73.42	
4	80	\$48.27	\$14.75	\$17.49	\$0.00	\$80.51	
Notes:							
	Steps are 1 year						
Apprer	ntice to Journeyworker Ratio:1:4						
IRONWORKER/WELD IRONWORKERS LOCAL 7 (LA		03/16/2024	4 \$49.5	6 \$8.35	\$26.70	\$0.00 \$8	84.61

Effe	ctive Date -	03/16/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$29.74	\$8.35	\$26.70	\$0.00	\$64.79	
2	70		\$34.69	\$8.35	\$26.70	\$0.00	\$69.74	
3	75		\$37.17	\$8.35	\$26.70	\$0.00	\$72.22	
4	80		\$39.65	\$8.35	\$26.70	\$0.00	\$74.70	
5	85		\$42.13	\$8.35	\$26.70	\$0.00	\$77.18	
6	90		\$44.60	\$8.35	\$26.70	\$0.00	\$79.65	
Not	es:							
Арр	rentice to Jou	rneyworker Ratio:1:4						
	PAVING BRE	AKER OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
ABORERS - ZONE 2			06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
			12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
			06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
			12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
			06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
			12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
			06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
For apprentice rates s	e "Annrentice-I	ABORER"	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
ABORER		ADOREK	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
BORERS - ZONE 2			06/01/2025			\$18.36	\$0.00	\$68.60
			12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
			06/01/2026			\$18.36	\$0.00	\$71.42
			12/01/2026			\$18.36	\$0.00	\$72.86
			06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
			12/01/2027			\$18.36	\$0.00	\$75.76
			06/01/2028			\$18.36	\$0.00	\$77.26
			12/01/2028			\$18.36	\$0.00	\$78.76

Apprentice - IRONWORKER - Local 7 Lawrence

	Step	ive Date - percent	12/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60		\$23.37	\$9.90	\$18.36	\$0.00	\$51.63	
	2	70		\$27.27	\$9.90	\$18.36	\$0.00	\$55.53	
	3	80		\$31.16	\$9.90	\$18.36	\$0.00	\$59.42	
	4	90		\$35.06	\$9.90	\$18.36	\$0.00	\$63.32	
	Effect	ive Date -	06/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60		\$24.20	\$9.90	\$18.36	\$0.00	\$52.46	
	2	70		\$28.24	\$9.90	\$18.36	\$0.00	\$56.50	
	3	80		\$32.27	\$9.90	\$18.36	\$0.00	\$60.53	
	4	90		\$36.31	\$9.90	\$18.36	\$0.00	\$64.57	
	Notes:								
	Appre	ntice to Jo	urneyworker Ratio:1:5						
		HIGHWA	· ·	12/01/2024	\$38.95	\$9.90	\$18.46	\$0.00	\$67.31
JKERS - ZU	NE 2 (HEAV	Y & HIGHWA	1)	06/01/2025	5 \$40.34	\$9.90	\$18.46	\$0.00	\$68.70
				12/01/2023	5 \$41.72	\$9.90	\$18.46	\$0.00	\$70.08
				06/01/2020	5 \$43.16	\$9.90	\$18.46	\$0.00	\$71.52
				12/01/2020	5 \$44.60	\$9.90	\$18.46	\$0.00	\$72.96

Аррі	rent	ice	-	LABORER (Heavy & Highway) - Zone 2
-		-		10/01/0004

Effecti	ive Date -	12/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$23.37	\$9.90	\$18.46	\$0.00	\$51.73	
2	70		\$27.27	\$9.90	\$18.46	\$0.00	\$55.63	
3	80		\$31.16	\$9.90	\$18.46	\$0.00	\$59.52	
4	90		\$35.06	\$9.90	\$18.46	\$0.00	\$63.42	

Effect	ive Date -	06/01/2025				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$24.20	\$9.90	\$18.46	\$0.00	\$52.56	
2	70		\$28.24	\$9.90	\$18.46	\$0.00	\$56.60	
3	80		\$32.27	\$9.90	\$18.46	\$0.00	\$60.63	
4	90		\$36.31	\$9.90	\$18.46	\$0.00	\$64.67	

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
LABORERS - ZONE 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER Laborers - zone 2	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
ABORERS - ZONE 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/02/2024	\$39.04	\$9.90	\$18.42	\$0.00	\$67.36
LABORERS - ZONE 2	06/02/2025	\$40.43	\$9.90	\$18.42	\$0.00	\$68.75
	12/01/2025	\$41.81	\$9.90	\$18.42	\$0.00	\$70.13
	06/01/2026	\$43.25	\$9.90	\$18.42	\$0.00	\$71.57
	12/07/2026	\$44.69	\$9.90	\$18.42	\$0.00	\$73.01
	06/07/2027	\$46.14	\$9.90	\$18.42	\$0.00	\$74.46
	12/06/2027	\$47.59	\$9.90	\$18.42	\$0.00	\$75.91
	06/05/2028	\$49.09	\$9.90	\$18.42	\$0.00	\$77.41
	12/04/2028	\$50.59	\$9.90	\$18.42	\$0.00	\$78.91
For apprentice rates see "Apprentice- LABORER"	12,01,2020	<i>\$20.27</i>	ψ	+		φ <i>τ</i> 0.91
LABORER: MASON TENDER	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
LABORERS - ZONE 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
ABORER: TREE REMOVER	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
ABORERS - ZONE 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
This classification applies to the removal of standing trees, and the trimm clearance incidental to construction . For apprentice rates see "Apprentice		bs when related t	to public work	ts construction	or site	
LASER BEAM OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
ABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) ABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
ADORERS - ZONE 2 (HEAVT & HIGHWAT)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2025	\$50.36	\$11.49	\$21.62	\$0.00	\$83.47
	08/01/2025	\$52.08	\$11.49	\$21.62	\$0.00	\$85.19
	02/01/2026	\$53.16	\$11.49	\$21.62	\$0.00	\$86.27
	08/01/2026	\$54.92	\$11.49	\$21.62	\$0.00	\$88.03
	02/01/2027	\$56.04	\$11.49	\$21.62	\$0.00	\$89.15

I	Effective Date -		02/01/2025				Supplemental		
5	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$25.18	\$11.49	\$21.62	\$0.00	\$58.29	
:	2	60		\$30.22	\$11.49	\$21.62	\$0.00	\$63.33	
:	3	70		\$35.25	\$11.49	\$21.62	\$0.00	\$68.36	
	4	80		\$40.29	\$11.49	\$21.62	\$0.00	\$73.40	
:	5	90		\$45.32	\$11.49	\$21.62	\$0.00	\$78.43	
I	Effectiv	ve Date -	08/01/2025				Supplemental		
S	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
_	1	50		\$26.04	\$11.49	\$21.62	\$0.00	\$59.15	
:	2	60		\$31.25	\$11.49	\$21.62	\$0.00	\$64.36	
:	3	70		\$36.46	\$11.49	\$21.62	\$0.00	\$69.57	
	4	80		\$41.66	\$11.49	\$21.62	\$0.00	\$74.77	
:	5	90		\$46.87	\$11.49	\$21.62	\$0.00	\$79.98	
	Notes:								
								ĺ	
Ē	Apprei	ntice to Jou	urneyworker Ratio:1:3						
			S & TERRAZZO MECH	02/01/2025	5 \$65.82	2 \$11.49	\$23.56	\$0.00	\$100.87
BRICKLAYERS LOCA	L 3 - MA	IKBLE & IIL.	E	08/01/2025	5 \$67.9	7 \$11.49	\$23.56	\$0.00	\$103.02
				02/01/2026	\$69.32	2 \$11.49	\$23.56	\$0.00	\$104.37
				08/01/2026	5 \$71.52	2 \$11.49	\$23.56	\$0.00	\$106.57
				02/01/2027	\$72.92	2 \$11.49	\$23.56	\$0.00	\$107.97

Apprentice -MARBLE & TILE FINISHER - Local 3 Marble & TileEffective Date -02/01/2025

	Effecti	ve Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.91	\$11.49	\$23.56	\$0.00	\$67.96	
	2	60		\$39.49	\$11.49	\$23.56	\$0.00	\$74.54	
	3	70		\$46.07	\$11.49	\$23.56	\$0.00	\$81.12	
	4	80		\$52.66	\$11.49	\$23.56	\$0.00	\$87.71	
	5	90		\$59.24	\$11.49	\$23.56	\$0.00	\$94.29	
	Effecti	ve Date -	08/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$33.99	\$11.49	\$23.56	\$0.00	\$69.04	
	2	60		\$40.78	\$11.49	\$23.56	\$0.00	\$75.83	
	3	70		\$47.58	\$11.49	\$23.56	\$0.00	\$82.63	
	4	80		\$54.38	\$11.49	\$23.56	\$0.00	\$89.43	
	5	90		\$61.17	\$11.49	\$23.56	\$0.00	\$96.22	
	Notes:								
	Appre	ntice to Jou	ırneyworker Ratio:1:5						
			ON CONST. SITES)	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGL	NEERS LC	ICAL 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- C	PERATING ENGINEERS"	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
MECHANICS I				12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGL				06/01/2025			\$16.50	\$0.00	\$89.73
				12/01/2025			\$16.50	\$0.00	\$91.17
				06/01/2026			\$16.50	\$0.00	\$92.45
				12/01/2026			\$16.50	\$0.00	\$93.89
For apprentice	rates see "	Apprentice- C	PERATING ENGINEERS"	12,01,2020	φυ1.0τ	<i>\(\mathcal{\(\mathcal{\)}\)</i>	÷- 3.0 V		φ <i>γ</i> σ.0 <i>γ</i>
MILLWRIGHT				01/06/2025	\$45.09	\$10.08	\$21.47	\$0.00	\$76.64
MILLWRIGHTS LO	CAL 1121	- Zone 2		01/05/2026	5 \$47.42	\$10.08	\$21.47	\$0.00	\$78.97

Apprentice -	MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile
Effective Date	- 02/01/2025

-		MILLWRIGHT - Local 1121	Lone 2					
			Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1					\$5.50	\$0.00	\$40.38	
2					\$6.50	\$0.00	\$45.89	
3					\$18.97	\$0.00	\$62.87	
4			\$38.33	\$10.08	\$19.97	\$0.00	\$68.38	
Ef	fective Dat	te - 01/05/2026				Supplemental		
Ste	ep perce	ent	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	
	but d	o receive annuity. (Step 1 \$5.72 are 2,000 hours						
2 65 \$29.31 \$10.00 3 75 \$33.82 \$10.08 4 85 \$38.33 \$10.08 4 85 \$38.33 \$10.08 2 65 \$38.33 \$10.08 2 65 \$26.08 \$10.08 2 65 \$30.82 \$10.08 3 75 \$35.57 \$10.08 4 85 \$40.31 \$10.08 4 85 \$40.31 \$10.08 4 85 \$40.31 \$10.08 4 85 \$40.31 \$10.08 3 75 \$35.57 \$10.08 4 85 \$60.01 \$10.02 Steps are 2,000 hours \$12.01/2024 \$3 Apprentice to Journeyworker Ratio:1:4 \$12.01/2024 \$3 12.01/2025 \$4 \$06.01/2025 \$4 12.01/2024 \$3 \$2 \$06.01/2025 \$4 12.01/2024 \$3 \$2	4 \$39.20	\$9.90	\$18.36	\$0.00	\$67.46			
						\$18.36	\$0.00	\$68.85
						\$18.36	\$0.00	\$70.23
						\$18.36	\$0.00	\$71.67
						\$18.36	\$0.00	\$73.11
						\$18.36	\$0.00	\$74.56
						\$18.36	\$0.00	\$76.01
						\$18.36	\$0.00	\$77.51
						\$18.36	\$0.00	\$79.01
For apprentice rates	s see "Apprent	ice- LABORER"	12/01/2020	φυσιτυ	<i>ψγ</i> , <i>γ</i> 0	÷-0.00		Ψ, Σ.01
	Apprentice to Journeywor FAR MIXER ERS - ZONE 2 r apprentice rates see "Apprentice- LABORER" R (OTHER THAN TRUCK CRANES,	CK CRANES,GRADALLS)	12/01/2024	4 \$25.37	\$15.30	\$16.40	\$0.00	\$57.07
PERATING ENGINEE	RS LOCAL 4		06/01/2023	5 \$25.97	\$15.30	\$16.40	\$0.00	\$57.67
			12/01/2023			\$16.40	\$0.00	\$58.33
			06/01/2020	5 \$27.22	\$15.30	\$16.40	\$0.00	\$58.92
			12/01/2020	5 \$27.89	\$15.30	\$16.40	\$0.00	\$59.59
		RADALLS)	12/01/2024	4 \$31.08	\$15.30	\$16.40	\$0.00	\$62.78
ERGITING ENGINEE	NJ LOCAL 4		06/01/202	5 \$31.80	\$15.30	\$16.40	\$0.00	\$63.50
			12/01/2023	5 \$32.60	\$15.30	\$16.40	\$0.00	\$64.30
			06/01/2020	5 \$33.32	\$15.30	\$16.40	\$0.00	\$65.02
			12/01/2020	5 \$34.12	\$15.30	\$16.40	\$0.00	\$65.82
For apprentice rates	s see "Apprent	ice- OPERATING ENGINEERS"						

Apprentice - MILLWRIGHT - Local 1121 Zone 2

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Step	tive Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30
Notes						
	Steps are 750 hrs.					
Appr	entice to Journeyworker Ratio:1					
	R SANDBLAST, NEW) * Irfaces to be painted are new const	01/01/2025	\$49.36	5 \$9.95	\$23.95	\$0.00 \$83.26

Annrentice . PAINTER Local 35 - BRIDGES/TANKS

* If 30% or more e pa NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

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

Effecti	ive Date - 01/01/2025				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$24.68	\$9.95	\$0.00	\$0.00	\$34.63
2	55	\$27.15	\$9.95	\$6.66	\$0.00	\$43.76
3	60	\$29.62	\$9.95	\$7.26	\$0.00	\$46.83
4	65	\$32.08	\$9.95	\$7.87	\$0.00	\$49.90
5	70	\$34.55	\$9.95	\$20.32	\$0.00	\$64.82
6	75	\$37.02	\$9.95	\$20.93	\$0.00	\$67.90
7	80	\$39.49	\$9.95	\$21.53	\$0.00	\$70.97
8	90	\$44.42	\$9.95	\$22.74	\$0.00	\$77.11
Notes:						
	Steps are 750 hrs.					

Apprentice to Journeyworker Ratio:1:1

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

Effecti Step	ve Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.71	\$9.95	\$0.00	\$0.00	\$33.66
2	55	\$26.08	\$9.95	\$6.66	\$0.00	\$42.69
3	60	\$28.45	\$9.95	\$7.26	\$0.00	\$45.66
4	65	\$30.82	\$9.95	\$7.87	\$0.00	\$48.64
5	70	\$33.19	\$9.95	\$20.32	\$0.00	\$63.46
6	75	\$35.57	\$9.95	\$20.93	\$0.00	\$66.45
7	80	\$37.94	\$9.95	\$21.53	\$0.00	\$69.42
8	90	\$42.68	\$9.95	\$22.74	\$0.00	\$75.37
Notes:						
	Steps are 750 hrs.					
Appre	ntice to Journeyworker Ratio:1:1					
	RUSH, NEW) * faces to be painted are new constructions of the painted are new construction and the painted are new construction and the painted are new construction and the painted are new construction and the painted are new construction and the painted are new construction and the painted are new construction and the painted are new construction and the painted are new construction are new construction and the painted are new construction are new construction and the painted are new construction are new co	01/01/2025 on,	5 \$47.96	5 \$9.95	\$23.95	\$0.00 \$81.86

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Eff	01/01/2025

* If 30% or mo NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW 01/01/2025

Effecti	ve Date - 01/01/2025				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.93
2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.99
3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.99
4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.99
5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.84
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.85
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.85
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.85
Notes:						·
	Steps are 750 hrs.					
Appre	ntice to Journeyworker Ratio:1:1					
INTER / TAPER (BE NTERS LOCAL 35 - ZONE		01/01/2025	5 \$46.02	2 \$9.95	\$23.95	\$0.00 \$79.92

	Effect	ive Date - 01/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	50	\$23.01	\$9.95	\$0.00	\$0.00	\$32.9	6
	2	55	\$25.31	\$9.95	\$6.66	\$0.00	\$41.9	2
	3	60	\$27.61	\$9.95	\$7.26	\$0.00	\$44.8	2
	4	65	\$29.91	\$9.95	\$7.87	\$0.00	\$47.7	3
	5	70	\$32.21	\$9.95	\$20.32	\$0.00	\$62.4	8
	6	75	\$34.52	\$9.95	\$20.93	\$0.00	\$65.4	0
	7	80	\$36.82	\$9.95	\$21.53	\$0.00	\$68.3	0
	8	90	\$41.42	\$9.95	\$22.74	\$0.00	\$74.1	1
	Notes							
		Steps are 750 hrs.						
	Appre	entice to Journeyworker Ratio:1:	1					
PAINTER TRA	AFFIC M	IARKINGS (HEAVY/HIGHWAY	() 12/01/2024	\$38.95	\$9.90	\$18.46	\$0.00	\$67.31
LABORERS - ZON	E 2 (HEAV	Y & HIGHWAY)	06/01/2025	\$40.34	\$9.90	\$18.46	\$0.00	\$68.70
			12/01/2025	\$41.72	\$9.90	\$18.46	\$0.00	\$70.08
			06/01/2026	\$43.16	\$9.90	\$18.46	\$0.00	\$71.52
			12/01/2026	5 \$44.60	\$9.90	\$18.46	\$0.00	\$72.96
For apprentice	e rates see	"Apprentice- LABORER (Heavy and High	way)					
			01/01/2025	\$39.78	\$15.57	\$20.17	\$0.00	\$75.52
IEAMSIEKS JOIN	I COUNC	IL NO. 10 ZONE B	06/01/2025	\$40.78	\$15.57	\$20.17	\$0.00	\$76.52
			12/01/2025	\$40.78	\$15.57	\$21.78	\$0.00	\$78.13
			01/01/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$78.73
	2 55 3 60 4 65 5 70 6 75 7 80 8 90 Notes: Steps are 750 h Apprentice to Journey TER TRAFFIC MARKINGS (HEARERS - ZONE 2 (HEAVY & HIGHWAY) Or apprentice rates see "Apprentice- LABORI EL & PICKUP TRUCKS DRIVER STERS JOINT COUNCIL NO. 10 ZONE B AND DOCK CONSTRUCTOR (UK) ORIVER LOCAL 56 (ZONE 1) Or apprentice rates see "Apprentice- PILE DR		06/01/2026	5 \$41.78	\$16.17	\$21.78	\$0.00	\$79.73
			12/01/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$81.47
			01/01/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$82.07
DECK) pile driver loo	CAL 56 (ZC	ONE 1)	GAND 08/01/2024	\$55.79	\$10.08	\$24.29	\$0.00	\$90.16
PILE DRIVER			00/01/202	φ <u>εε 70</u>	¢10.00	\$24.29	 \$0.00	£00.17
		ONE 1)	08/01/2024	\$55.79	\$10.08	\$ 24.2 7	\$0.00	\$90.16

PILE DRIVER LOCAL 56 (ZONE 1)

	ve Date - 08/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45	\$25.11	\$10.08	\$2.53	\$0.00	\$37.72	
2	55	\$30.68	\$10.08	\$5.07	\$0.00	\$45.83	
3	70	\$39.05	\$10.08	\$19.22	\$0.00	\$68.35	
4	80	\$44.63	\$10.08	\$21.76	\$0.00	\$76.47	
Notes:							
	% Indentured BEFORE	8/1/20; 50/60/70/75/80/80/90/90					
Appre	nfiteertd Sourneywooker4	Ra\$163143/4\$76.21/5&6\$79.00/7&8	\$84.58			İ	
EFITTER & STEAN FITTERS LOCAL 537 (L		03/01/2025	5 \$68.88	\$12.70	\$21.80	\$0.00	\$103.38

PILE DRIVER - Local 56 Zone 1 Annrentice

Apprentice - PIPEFITTER Local 537 (Local 138)

Effect	tive Date - 03/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
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 there						
· · · ·		1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1	7;9:20;10:23(1	Max)			
	entice to Journeyworker						
PIPELAYER LABORERS - ZONE 2		12/01/2024			\$18.36	\$0.00	\$67.46
		06/01/2023	5 \$40.59	\$9.90	\$18.36	\$0.00	\$68.85
		12/01/2025	5 \$41.97	\$9.90	\$18.36	\$0.00	\$70.23
		06/01/2020	5 \$43.41	\$9.90	\$18.36	\$0.00	\$71.67
		12/01/2020	5 \$44.85	\$9.90	\$18.36	\$0.00	\$73.11
		06/01/2027	546.30	\$9.90	\$18.36	\$0.00	\$74.56
		12/01/2027	7 \$47.75	\$9.90	\$18.36	\$0.00	\$76.01
		06/01/2028	8 \$49.25	\$9.90	\$18.36	\$0.00	\$77.51
		12/01/2028	8 \$50.75	\$9.90	\$18.36	\$0.00	\$79.01
	"Apprentice- LABORER"						
PIPELAYER (HEAVY LABORERS - ZONE 2 (HEA)	· · · · · · · · · · · · · · · · · · ·	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
ENDORERS - ZONE 2 (HEA)		06/01/2025	5 \$40.59	\$9.90	\$18.46	\$0.00	\$68.95
		12/01/2023	5 \$41.97	\$9.90	\$18.46	\$0.00	\$70.33
		06/01/2020	5 \$43.41	\$9.90	\$18.46	\$0.00	\$71.77
		12/01/2020	5 \$44.85	\$9.90	\$18.46	\$0.00	\$73.21

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PLUMBER	03/02/2025	\$69.84	\$14.32	\$20.31	\$0.00	\$104.47
PLUMBERS & GASFITTERS LOCAL 12 (Local 138)			+			+

Step percent Apprentice Base Wage Health Pension Unimplet 1 35 \$24,44 \$14,32 \$7,41 \$5 2 40 \$27,94 \$14,32 \$8,42 \$5 3 55 \$38,41 \$14,32 \$11,30 \$5 4 65 \$45,40 \$14,32 \$13,50 \$5 5 75 \$52,38 \$14,32 \$15,53 \$5 Notes: ** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr \$52,38 \$14,32 \$15,50 \$5 Paprentice to Journeyworker Ratio:** \$21,8 \$14,32 \$15,50 \$21,8 PENEUMATIC CONTROLS (TEMP.) 03/01/2025 \$68,88 \$12,70 \$21,8 PREEMATIC DENLL/TOOL OPERATOR 12/01/2024 \$39,70 \$9,90 \$17,5 12/01/2025 \$42,47 \$9,90 \$17,5 12/01/2026 \$43,31 \$9,90 \$17,5 12/01/2026 \$44,25 \$9,90 \$17,5 12/01/2026 \$44,25 \$9,90		tive Da		03/02/20	JASFILIER - Lo 25						Supp	lemental			
1 1	pe	perc	cent			Apprenti	ce Base Wage	Heal	th	Pension			T	otal Rate	
3 55 S38.41 S14.32 S11.43 S 4 65 S38.41 S14.32 S13.50 S 5 75 S52.38 S14.32 S15.53 S Notes: ** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr Steps are 1 yr Step 4 with lic509.00, Step5 with lic576.87 Apprentice to Journeyworker Ratio:** NEUMATIC CONTROLS (TEMP.) 03:01/2025 \$68.88 \$12.70 \$21.8 WEUMATIC DRILL/TOOL OPERATOR 12:01/2024 \$39.70 \$9.90 \$17.5 12:001/2025 \$42.47 \$9.90 \$17.5 12:001/2025 \$42.47 \$9.90 \$17.5 12:001/2025 \$42.47 \$9.90 \$17.5 12:001/2026 \$45.35 \$9.90 \$17.5 12:001/2026 \$45.35 \$9.90 \$17.5 12:001/2026 \$45.35 \$9.90 \$17.5 12:001/2026 \$45.35 \$9.90 \$17.5 12:001/2027 \$46.80 \$9.90 \$17.5 12:001/2028 \$51.25 \$9.90 <	3:	35					\$24.44	\$14.	32	\$7.41		\$0.00		\$46.17	
4 65 \$45.40 \$14.32 \$11.35 \$5 5 75 \$52.38 \$14.32 \$15.53 \$5 Note: ** 1.2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr Steps are 1 yr Steps are 1 yr \$52.38 \$14.32 \$15.53 \$5 Net:#* 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr Steps are 1 yr \$3001/2025 \$68.88 \$12.70 \$21.8 Protectice to Journeyworker Ratio:** NEUMATIC CONTROLS (TEMP.) \$0301/2025 \$68.88 \$12.70 \$21.8 Proteoprentice rates see "Apprentice- PIPEFITTER" or "PLUMBERPIPEFITTER" NEUMATIC DRILL/TOOL OPERATOR 12/01/2024 \$39.70 \$9.90 \$17.5 12/01/2025 \$42.47 \$9.90 \$17.5 12/01/2026 \$45.35 \$9.90 \$17.5 12/01/2027 \$46.80 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$17.5	40	40					\$27.94	\$14.	32	\$8.42		\$0.00		\$50.68	
5 75 \$52.38 \$14.32 \$15.53 \$5 Notes: ** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr Steps are 1 yr Step 4 with lics60:00, Step5 with lic576.87 \$30/01/2025 \$68.88 \$12.70 \$21.8 Permitee to Journeyworker Ratio:** 03/01/2025 \$68.88 \$12.70 \$21.8 Permitee tates see "Apprentice PIPEFITTER" or "PLUMBER/PIPEFITTER" 03/01/2025 \$48.88 \$12.70 \$21.8 Permitee tates see "Apprentice PIPEFITTER" or "PLUMBER/PIPEFITTER" 03/01/2025 \$41.09 \$9.90 \$17.5 ABORERS - ZONE 2 06/01/2025 \$41.09 \$9.90 \$17.5 12/01/2026 \$43.391 \$9.90 \$17.5 06/01/2027 \$48.825 \$9.90 \$17.5 12/01/2026 \$44.35 \$9.90 \$17.5 06/01/2027 \$48.825 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$17.5 12/01/2027 \$48.25 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$18.4 12/01/2028 \$41.97 \$9.90 \$18.4	5	55					\$38.41	\$14.	32	\$11.43		\$0.00		\$64.16	
Notes: ** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr Step 4 with lic650.00, Step5 with lic576.87 Apprentice to Journeyworker Ratio:** 03/01/2025 S68.88 \$12.70 \$21.8 Prestries LOCUL 537 (Local 138) For appendice nales see "Apprentice- PIPEFITTER" or "PLUMBERPIPEFITTER" 03/01/2025 \$48.8 \$12.70 \$21.8 IPERITIES LOCUL 537 (Local 138) For appendice nales see "Apprentice- PIPEFITTER" or "PLUMBERPIPEFITTER" 12/01/2024 \$39.70 \$9.90 \$17.5 ABORERS - ZONE 2 06/01/2025 \$41.09 \$9.90 \$17.5 12/01/2026 \$43.91 \$9.90 \$17.5 12/01/2026 \$43.91 \$9.90 \$17.5 12/01/2027 \$46.80 \$9.90 \$17.5 12/01/2026 \$45.35 \$9.90 \$17.5 12/01/2027 \$48.825 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$17.5 12/01/2027 \$48.825 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$18.4 IGHWAY) 12/01/2024 \$39.20 \$9.90 <td>6</td> <td>65</td> <td></td> <td></td> <td></td> <td></td> <td>\$45.40</td> <td>\$14.</td> <td>32</td> <td>\$13.50</td> <td></td> <td>\$0.00</td> <td></td> <td>\$73.22</td> <td></td>	6	65					\$45.40	\$14.	32	\$13.50		\$0.00		\$73.22	
Steps are 1 yr Step 4 with lic\$69.00, Step5 with lic\$76.87 Apprentice to Journeyworker Ratio:** "NEUMATIC CONTROLS (TEMP.) 03/01/2025 \$68.88 \$12.70 \$21.8 Tor apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" 12/01/2024 \$39.70 \$9.90 \$17.5 06/01/2025 \$41.09 \$9.90 \$17.5 06/01/2025 \$42.47 \$9.90 \$17.5 06/01/2025 \$42.47 \$9.90 \$17.5 06/01/2026 \$43.91 \$9.90 \$17.5 06/01/2027 \$46.80 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 NEUMATIC DRILL/TOOL OPERATOR (HEAVY & 12/01/2024 \$39.20 \$9.90 \$18.4 1GHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 1GHWAY) 12/01/2024 \$39.90 \$18.4 </td <td>7:</td> <td>75</td> <td></td> <td></td> <td></td> <td></td> <td>\$52.38</td> <td>\$14.</td> <td>32</td> <td>\$15.53</td> <td></td> <td>\$0.00</td> <td></td> <td>\$82.23</td> <td></td>	7:	75					\$52.38	\$14.	32	\$15.53		\$0.00		\$82.23	
Step 4 with lie\$69.00, Step5 with lie\$76.87 Apprentice to Journeyworker Ratio:** NEUMATIC CONTROLS (TEMP.) PREFITTERS LOCAL 337 (Local 138) 03/01/2025 \$68.88 \$12.70 \$21.8 For apprentice rates see "Apprentice- PIPEFITTER" 12/01/2024 \$39.70 \$9.90 \$17.5 ABORERS - ZONE 2 06/01/2025 \$41.09 \$9.90 \$17.5 12/01/2026 \$43.91 \$9.90 \$17.5 12/01/2026 \$44.331 \$9.90 \$17.5 06/01/2025 \$42.47 \$9.90 \$17.5 12/01/2026 \$45.35 \$9.90 \$17.5 06/01/2027 \$46.80 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$18.4 106/01/2025 \$40.59 \$9.90 \$18.4 106/01/2025 \$41.97 \$9.90 \$18.4 106/01/2025 \$41.97 \$9.90 \$18.4 106/01/2025 \$41.34 \$9.90 \$18.4 106/01/2026 \$43.41	**	s: ** 1:2	2; 2:6;	3:10; 4:1	4; 5:19/Steps ar	e 1 yr									
Apprentice to Journeyworker Ratio:** NEUMATIC CONTROLS (TEMP.) PERFITERS LOCAL 337 (Local 138) 03/01/2025 \$68.88 \$12.70 \$21.8 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" 03/01/2025 \$\$4.09 \$9.90 \$17.5 NEUMATIC DRILL/TOOL OPERATOR 12/01/2024 \$39.70 \$9.90 \$17.5 180RERS - ZONE 2 06/01/2025 \$41.09 \$9.90 \$17.5 12/01/2025 \$42.47 \$9.90 \$17.5 12/01/2026 \$43.31 \$9.90 \$17.5 12/01/2026 \$44.35 \$9.90 \$17.5 06/01/2027 \$46.80 \$9.90 \$17.5 12/01/2026 \$44.53 \$9.90 \$17.5 06/01/2027 \$48.82 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$18.4 12/01/2028 \$51.25 \$9.90		1		2		*= < •=									
NEUMATIC CONTROLS (TEMP.) (PEFITTERS LOCAL 337 (Local 138)) 03/01/2025 \$68.88 \$12.70 \$21.8 For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER" 12/01/2024 \$39.70 \$9.90 \$17.5 ABORERS - ZONE 2 06/01/2025 \$41.09 \$9.90 \$17.5 12/01/2026 \$42.47 \$9.90 \$17.5 12/01/2026 \$43.91 \$9.90 \$17.5 06/01/2026 \$43.91 \$9.90 \$17.5 06/01/2026 \$43.91 \$9.90 \$17.5 12/01/2026 \$45.35 \$9.90 \$17.5 06/01/2027 \$46.80 \$9.90 \$17.5 12/01/2026 \$45.35 \$9.90 \$17.5 12/01/2027 \$48.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$18.4 12/01/2024 \$39.20 \$9.90 \$18.4 12/01/2024 \$39.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4						\$76.87									
IPEFITTERS LOCAL 537 (Local 138) Standard Standard Standard For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" 12/01/2024 \$39.70 \$9.90 \$17.5 ABORERS - ZONE 2 06/01/2025 \$41.09 \$9.90 \$17.5 12/01/2026 \$42.47 \$9.90 \$17.5 12/01/2026 \$43.91 \$9.90 \$17.5 06/01/2026 \$43.91 \$9.90 \$17.5 06/01/2026 \$43.31 \$9.90 \$17.5 06/01/2026 \$45.35 \$9.90 \$17.5 06/01/2027 \$46.80 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$49.75 \$9.90 \$18.4 IGHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4					ker Ratio:""										
NEUMATIC DRILL/TOOL OPERATOR ABORERS - ZONE 2 12/01/2025 S41.09 S9.90 S17.5 12/01/2025 S42.47 S9.90 S17.5 12/01/2026 S43.91 S9.90 S17.5 12/01/2026 S43.31 S9.90 S17.5 12/01/2027 S48.25 S9.90 S17.5 12/01/2027 S48.25 S9.90 S17.5 12/01/2028 S51.25 S9.90 S18.4 12/01/2025 S41.97 S9.90 S18.4 12/01/2025 S41.97 S9.90 S18.4 12/01/2025 S40.59 S9.90 S18.4 12/01/2025 S41.97 S9.90 S18.4 12/01/2025 S41.97 S9.90 S18.4 12/01/2025 S41.97 S9.90 S18.4 12/01/2025 S41.97 S9.90 S18.4 12/01/2025 S41.97 S9.90 S18.4 12/01/2025 S41.97 S9.90 S18.4 12/01/2025 S41.97 S9.90 S18.4 12/01/2025 S41.4 S9.90 S18.4 12/01/2025 S41.4 S9.90 S18.4 12/01/2025 S41.4 S9.90 S18.4 12/01/2025 S41.4 S9.90 S18.3 12/01/2025 S41.34 S9.90 S18.3 12/01/2025 S42.72 S9.90 S18.3 12/01/2025 S42.70 S9.90 S18.3 12/01/2025 S42.70 S9.90 S18.3 12/01/2025 S42.70 S9.90 S18.3 12/01/2025 S42.70 S9.90 S18.3 12/01/2025 S42.70 S9.90 S18.3 12/01/2025 S42.70 S9.90 S18.3 12/01/2025 S42.70 S9.90 S18.3 12/01/2025 S42.70 S9.90 S18.3 12/01/2025 S42.5 S9.9			·	.)			03/01/202	5	\$68.88	\$12.70	\$21	.80	\$0.00		\$103.38
4BORERS - ZONE 2 06/01/2025 \$41.09 \$9.90 \$17.5 12/01/2025 \$42.47 \$9.90 \$17.5 12/01/2026 \$43.91 \$9.90 \$17.5 06/01/2026 \$43.91 \$9.90 \$17.5 12/01/2026 \$45.35 \$9.90 \$17.5 06/01/2027 \$46.80 \$9.90 \$17.5 06/01/2027 \$48.25 \$9.90 \$17.5 06/01/2027 \$48.25 \$9.90 \$17.5 06/01/2027 \$48.25 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$18.4 16/HWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.3 14BORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2024 \$39.95	Аррі	e "Appren	ntice- PIP	'EFITTER"	or "PLUMBER/PIP	EFITTER"									
06/01/2025 \$41.09 \$9.90 \$17.5 12/01/2025 \$42.47 \$9.90 \$17.5 06/01/2026 \$43.91 \$9.90 \$17.5 06/01/2026 \$43.91 \$9.90 \$17.5 12/01/2026 \$45.35 \$9.90 \$17.5 12/01/2026 \$45.35 \$9.90 \$17.5 06/01/2027 \$46.80 \$9.90 \$17.5 06/01/2027 \$48.25 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$18.4 IGHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.3 12/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$41.	00	TOOL	OPER	ATOR			12/01/202	4	\$39.70	\$9.90	\$17	.54	\$0.00		\$67.14
06/01/2026 \$43.91 \$9.90 \$17.5 12/01/2026 \$45.35 \$9.90 \$17.5 06/01/2027 \$46.80 \$9.90 \$17.5 12/01/2027 \$48.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$18.4 1GHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 1GHWAY) 06/01/2025 \$41.97 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.3 14BORERS - ZONE 2 06/01/2026 \$44.16 \$9.90 \$18.3 12/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$41.34 \$9.90 \$18.3							06/01/202	5	\$41.09	\$9.90	\$17	.54	\$0.00		\$68.53
12/01/2026 \$45.35 \$9.90 \$17.5 06/01/2027 \$46.80 \$9.90 \$17.5 12/01/2027 \$48.25 \$9.90 \$17.5 12/01/2027 \$48.25 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$18.4 IGHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 IBORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2025 \$41.97 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.3 12/01/2026 \$44.85 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3							12/01/202	5	\$42.47	\$9.90	\$17	.54	\$0.00		\$69.91
06/01/2027 \$46.80 \$9.90 \$17.5 12/01/2027 \$48.25 \$9.90 \$17.5 06/01/2028 \$49.75 \$9.90 \$17.5 06/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 12/01/2028 \$51.25 \$9.90 \$17.5 IGHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 06/01/2025 \$41.97 \$9.90 \$18.4 06/01/2026 \$43.41 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 06/01/2026 \$44.48 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 06/01/2026 \$44.48 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.3 12/01/2026 \$44.85 \$9.90 \$18.3 12/01/2025 \$41.34 \$9.90 \$18.3 12/01/202							06/01/202	6	\$43.91	\$9.90	\$17	.54	\$0.00		\$71.35
International logic logical logical logical logical logical logical log							12/01/202	6	\$45.35	\$9.90	\$17	.54	\$0.00		\$72.79
O6/01/2028 \$49.75 \$9.90 \$17.5 For apprentice rates see "Apprentice- LABORER" \$12/01/2028 \$51.25 \$9.90 \$18.4 NEUMATIC DRILL/TOOL OPERATOR (HEAVY & IIGHWAY) ABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 06/01/2026 \$43.41 \$9.90 \$18.4 06/01/2026 \$44.85 \$9.90 \$18.4 06/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 06/01/2026 \$44.85 \$9.90 \$18.4 06/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.3 06/01/2027 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$45.60 \$9.90 \$18.3 12/01/2026 \$45.60 \$9.90 \$18.3							06/01/202	7	\$46.80	\$9.90	\$17	.54	\$0.00		\$74.24
Image: For apprentice rates see "Apprentice- LABORER" 12/01/2028 \$51.25 \$9.90 \$17.5 NEUMATIC DRILL/TOOL OPERATOR (HEAVY & IIGHWAY) ABORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2025 \$40.59 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 06/01/2026 \$43.41 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 06/01/2026 \$44.85 \$9.90 \$18.4 06/01/2025 \$41.34 \$9.90 \$18.3 4BORERS - ZONE 2 12/01/2024 \$39.95 \$9.90 \$18.3 06/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.50 \$9.90							12/01/202	7	\$48.25	\$9.90	\$17	.54	\$0.00		\$75.69
For apprentice rates see "Apprentice- LABORER" 12/01/2024 \$39.20 \$9.90 \$18.4 IGHWAY) ABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 06/01/2026 \$43.41 \$9.90 \$18.4 06/01/2026 \$43.41 \$9.90 \$18.4 06/01/2026 \$43.41 \$9.90 \$18.4 06/01/2026 \$43.41 \$9.90 \$18.4 07 apprentice rates see "Apprentice- LABORER (Heavy and Highway) \$18.4 \$12/01/2026 \$44.85 \$9.90 \$18.3 0WDERMAN & BLASTER \$12/01/2024 \$39.95 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 1							06/01/202	8	\$49.75	\$9.90	\$17	.54	\$0.00		\$77.19
NEUMATIC DRILL/TOOL OPERATOR (HEAVY & 12/01/2024 \$39.20 \$9.90 \$18.4 IIGHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 06/01/2026 \$43.41 \$9.90 \$18.4 06/01/2026 \$44.85 \$9.90 \$18.4 06/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 06/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 06/01/2026 \$44.85 \$9.90 \$18.3 06/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$45.60 \$9.90 \$18.3 06/01/2027 \$47.05 \$9.90 \$18.3 06/01/2027 \$48.50 \$9.90 \$18.3 <							12/01/202	8	\$51.25	\$9.90	\$17	.54	\$0.00		\$78.69
HIGHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 ABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2025 \$41.97 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 06/01/2026 \$43.41 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 06/01/2026 \$44.85 \$9.90 \$18.3 06/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 06/01/2025 \$42.72 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$45.60 \$9.90 \$18.3 06/01/2027 \$47.05 \$9.90 \$18.3 06/01/2027 \$48.50 \$9.90 \$18.3 06/01/2027 \$48.50 \$9.90 \$18.3 06/01/2028 \$50.00 \$9.90 \$18.3 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>															
ABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2025 \$40.59 \$9.90 \$18.4 12/01/2025 \$41.97 \$9.90 \$18.4 06/01/2026 \$43.41 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.3 0WDERMAN & BLASTER 12/01/2024 \$39.95 \$9.90 \$18.3 ABORERS - ZONE 2 12/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2027 \$44.50 \$9.90 \$18.3 12/01/2027 \$44.50 \$9.90 \$18.3 12/01/2027 \$48.50 \$9.90 \$18.3 12/01/2028 \$50.00 <t< td=""><td>00</td><td>/TOOL</td><td>OPER</td><td>ATOR (H</td><td>IEAVY &</td><td></td><td>12/01/202</td><td>4</td><td>\$39.20</td><td>\$9.90</td><td>\$18</td><td>8.46</td><td>\$0.00</td><td></td><td>\$67.56</td></t<>	00	/TOOL	OPER	ATOR (H	IEAVY &		12/01/202	4	\$39.20	\$9.90	\$18	8.46	\$0.00		\$67.56
O6/01/2026 \$43.41 \$9.90 \$18.4 12/01/2026 \$44.85 \$9.90 \$18.4 OWDERMAN & BLASTER ABORERS - ZONE 2 12/01/2024 \$39.95 \$9.90 \$18.3 06/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 06/01/2025 \$44.16 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2027 \$47.05 \$9.90 \$18.3 12/01/2027 \$48.50 \$9.90 \$18.3 12/01/2028 \$50.00 \$9.90 \$18.3	′ & I	VY & HIC	GHWAY)				06/01/202	5	\$40.59	\$9.90	\$18	8.46	\$0.00		\$68.95
For apprentice rates see "Apprentice- LABORER (Heavy and Highway) 12/01/2026 \$44.85 \$9.90 \$18.4 OWDERMAN & BLASTER 12/01/2024 \$39.95 \$9.90 \$18.3 ABORERS - ZONE 2 06/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 06/01/2027 \$47.05 \$9.90 \$18.3 12/01/2027 \$48.50 \$9.90 \$18.3 06/01/2027 \$47.05 \$9.90 \$18.3 06/01/2027 \$48.50 \$9.90 \$18.3 06/01/2028 \$50.00 \$9.90 \$18.3							12/01/202	5	\$41.97	\$9.90	\$18	8.46	\$0.00		\$70.33
For apprentice rates see "Apprentice- LABORER (Heavy and Highway) OWDERMAN & BLASTER ABORERS - ZONE 2 12/01/2024 \$39.95 \$9.90 \$18.3 06/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$45.60 \$9.90 \$18.3 06/01/2027 \$47.05 \$9.90 \$18.3 12/01/2027 \$48.50 \$9.90 \$18.3 06/01/2027 \$45.60 \$9.90 \$18.3 06/01/2027 \$45.60 \$9.90 \$18.3 06/01/2027 \$45.60 \$9.90 \$18.3 06/01/2027 \$45.00 \$9.90 \$18.3 06/01/2028 \$50.00 \$9.90 \$18.3							06/01/202	6	\$43.41	\$9.90	\$18	8.46	\$0.00		\$71.77
POWDERMAN & BLASTER 12/01/2024 \$39.95 \$9.90 \$18.3 ABORERS - ZONE 2 06/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 06/01/2025 \$44.16 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$45.60 \$9.90 \$18.3 06/01/2027 \$47.05 \$9.90 \$18.3 06/01/2027 \$48.50 \$9.90 \$18.3 06/01/2028 \$50.00 \$9.90 \$18.3							12/01/202	6	\$44.85	\$9.90	\$18	8.46	\$0.00		\$73.21
ABORERS - ZONE 2 12/01/2021 \$05/150 \$01/160 06/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.60 \$9.90 \$18.3 12/01/2026 \$45.60 \$9.90 \$18.3 06/01/2027 \$47.05 \$9.90 \$18.3 12/01/2027 \$48.50 \$9.90 \$18.3 06/01/2028 \$50.00 \$9.90 \$18.3				BORER (H	leavy and Highway)										
06/01/2025 \$41.34 \$9.90 \$18.3 12/01/2025 \$42.72 \$9.90 \$18.3 06/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$44.16 \$9.90 \$18.3 12/01/2026 \$45.60 \$9.90 \$18.3 06/01/2027 \$47.05 \$9.90 \$18.3 12/01/2027 \$44.50 \$9.90 \$18.3 06/01/2027 \$48.50 \$9.90 \$18.3 06/01/2028 \$50.00 \$9.90 \$18.3	51	ASIER	к										\$0.00		\$68.21
06/01/2026\$44.16\$9.90\$18.312/01/2026\$45.60\$9.90\$18.306/01/2027\$47.05\$9.90\$18.312/01/2027\$48.50\$9.90\$18.306/01/2028\$50.00\$9.90\$18.3													\$0.00		\$69.60
12/01/2026\$45.60\$9.90\$18.306/01/2027\$47.05\$9.90\$18.312/01/2027\$48.50\$9.90\$18.306/01/2028\$50.00\$9.90\$18.3													\$0.00		\$70.98
06/01/2027\$47.05\$9.90\$18.312/01/2027\$48.50\$9.90\$18.306/01/2028\$50.00\$9.90\$18.3									\$44.16	\$9.90			\$0.00		\$72.42
12/01/2027\$48.50\$9.90\$18.306/01/2028\$50.00\$9.90\$18.3							12/01/202	6	\$45.60	\$9.90			\$0.00		\$73.86
06/01/2028 \$50.00 \$9.90 \$18.3							06/01/202	7	\$47.05	\$9.90			\$0.00		\$75.31
							12/01/202	7	\$48.50	\$9.90	\$18	8.36	\$0.00		\$76.76
							06/01/202	8	\$50.00	\$9.90	\$18	8.36	\$0.00		\$78.26
For apprentice rates see "Apprentice- LABORER"							12/01/202	8	\$51.50	\$9.90	\$18	8.36	\$0.00		\$79.76

Apprentice - PLUMBER/GASFITTER - Local 12 (Local 138)

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$39.95	\$9.65	\$18.46	\$0.00	\$68.06
LADOKEKS - ZONE 2 (HEAVI & HIGHWAI)	06/01/2025	\$41.34	\$9.65	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.72	\$9.65	\$18.46	\$0.00	\$70.83
	06/01/2026	\$44.16	\$9.65	\$18.46	\$0.00	\$72.27
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$45.60	\$9.65	\$18.46	\$0.00	\$73.71
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$57.03 \$58.33	\$15.55	\$16.50	\$0.00 \$0.00	\$90.38
	12/01/2025	\$58.55 \$59.78	\$15.55	\$16.50	\$0.00 \$0.00	\$90.38 \$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"	12/01/2020	\$02.55	\$15.55	\$10.50	\$0.00	\$74.30
PUMP OPERATOR (CONCRETE)	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"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
READY-MIX CONCRETE DRIVER	05/01/2025	\$30.50	\$11.57	\$6.65	\$0.00	\$48.72
TEAMSTERS 170 - J.G. MacLellan (Lowell)	01/01/2026	\$30.50 \$30.50	\$11.97	\$6.65	\$0.00 \$0.00	\$49.12
RECLAIMERS	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$50.40 \$57.68	\$15.55	\$16.50	\$0.00 \$0.00	\$88. 4 5 \$89.73
	12/01/2025	\$57.08	\$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"	12/01/2020	\$01.04	\$15.55	\$10.50	<i>40.00</i>	\$75.67
RIDE-ON MOTORIZED BUGGY OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE 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
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
Issue Date: 05/08/2025 Wage Request Number:	20250507-	072-3				Page 30 of 38

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"					• -	
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) ROOFERS LOCAL 33	02/01/2025	\$52.03	\$13.28	\$21.70	\$0.00	\$87.01
KOOFEKS LOCAL 35	08/01/2025	\$53.53	\$13.28	\$21.70	\$0.00	\$88.51
	02/01/2026	\$54.78	\$13.28	\$21.70	\$0.00	\$89.76

I	Apprei	ntice - RC	OOFER - Local 33						
	E <mark>ffecti</mark> Step	ve Date - percent	02/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	1	50		\$26.02	\$13.28	\$15.55	\$0.00	\$54.85	
	2	50 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	
1	Effecti	ve Date -	08/01/2025				Supplemental		
S	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	
- נו	Notes:	** 1:5, 2:6	-10, the 1:10; Reroofing: 1:-	4. then 1:1					
		Step 1 is 2	2000 hrs.; Steps 2-5 are 100	0 hrs.					
	Annre	<u> </u>	n Mechanics' receive \$1.00 h urneyworker Ratio:**						
	••		ST CONCRETE	02/01/2025	5 \$52.28	\$13.28	\$21.70	\$0.00	\$87.26
OFERS LOCAL 33								\$0.00	
				08/01/2025			\$21.70		\$88.76
For apprentice ra	ites see "	Apprentice- R	OOFER"	02/01/2026	\$55.03	\$13.28	\$21.70	\$0.00	\$90.01
IEETMETAL V				02/01/2025	5 \$59.13	\$14.91	\$28.27	\$2.98	\$105.29
EETMETAL WORK	KERS LC	OCAL 17 - A		08/01/2025			\$28.27	\$2.98	\$107.14
				02/01/2026			\$28.27	\$2.98	\$109.09

Effect	ive Date -	02/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	42		\$24.83	\$14.91	\$6.13	\$0.00	\$45.87
2	42		\$24.83	\$14.91	\$6.13	\$0.00	\$45.87
3	47		\$27.79	\$14.91	\$12.26	\$1.62	\$56.58
4	47		\$27.79	\$14.91	\$12.26	\$1.62	\$56.58
5	52		\$30.75	\$14.91	\$13.24	\$1.74	\$60.64
6	52		\$30.75	\$14.91	\$13.49	\$1.75	\$60.90
7	60		\$35.48	\$14.91	\$14.90	\$1.93	\$67.22
8	65		\$38.43	\$14.91	\$15.88	\$2.04	\$71.26
9	75		\$44.35	\$14.91	\$17.84	\$2.28	\$79.38
10	85		\$50.26	\$14.91	\$19.30	\$2.49	\$86.96

Apprentice - SHEET METAL WORKER - Local 17-A

			ψ11.55	ψ11.71	ψ17.01	ψ2.20	φτ9.50)
	10	85	\$50.26	\$14.91	\$19.30	\$2.49	\$86.96	5
	Effecti Step	ve Date - 08/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	2
	1	42	\$25.61	\$14.91	\$6.13	\$0.00	\$46.65	;
	2	42	\$25.61	\$14.91	\$6.13	\$0.00	\$46.65	5
	3	47	\$28.66	\$14.91	\$12.26	\$1.62	\$57.45	5
	4	47	\$28.66	\$14.91	\$12.26	\$1.62	\$57.45	5
	5	52	\$31.71	\$14.91	\$13.24	\$1.74	\$61.60)
	6	52	\$31.71	\$14.91	\$13.49	\$1.75	\$61.86	5
	7	60	\$36.59	\$14.91	\$14.90	\$1.93	\$68.33	3
	8	65	\$39.64	\$14.91	\$15.88	\$2.04	\$72.47	7
	9	75	\$45.74	\$14.91	\$17.84	\$2.28	\$80.77	7
	10	85	\$51.83	\$14.91	\$19.30	\$2.49	\$88.53	3
	Notes:							
	Ì	Steps are 6 mos.					i	
	Appre	ntice to Journeyworker Ratio:1:4						
SPECIALIZED TEAMSTERS JOINT		I MOVING EQUIP < 35 TONS	01/01/2025	5 \$40.24	\$15.57	\$20.17	\$0.00	\$75.98
IEAMSIERS JOINI	COUNCI	IL NO. 10 ZONE B	06/01/2025	5 \$41.24	\$15.57	\$20.17	\$0.00	\$76.98
			12/01/2023	5 \$41.24	\$15.57	\$21.78	\$0.00	\$78.59
			01/01/2020	5 \$41.24	\$16.17	\$21.78	\$0.00	\$79.19
			06/01/2020	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
			12/01/2020	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93

01/01/2027

\$42.24

\$16.77

\$23.52

\$0.00

\$82.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$77.27
	12/01/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$78.88
	01/01/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$79.48
	06/01/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$80.48
	12/01/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$82.22
	01/01/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$82.82
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2	03/01/2025	\$64.93	\$11.51	\$23.80	\$0.00	\$100.24

ective Date - 03/01/2025					Supplemental		
p percent	Apprentice Base	Wage Hea	lth	Pension	Unemployment	Total Rate	
35	\$22.73	\$11	.51	\$13.07	\$0.00	\$47.31	
40	\$25.97	\$11	.51	\$13.90	\$0.00	\$51.38	
45	\$29.22	2 \$11	.51	\$14.72	\$0.00	\$55.45	
50	\$32.47	\$11	.51	\$15.55	\$0.00	\$59.53	
55	\$35.71	\$11	.51	\$16.38	\$0.00	\$63.60	
60	\$38.96	5 \$11	.51	\$17.20	\$0.00	\$67.67	
65	\$42.20	\$11	.51	\$18.03	\$0.00	\$71.74	
70	\$45.45	5 \$11	.51	\$18.85	\$0.00	\$75.81	
75	\$48.70	\$11	.51	\$19.68	\$0.00	\$79.89	
80	\$51.94	\$11	.51	\$20.50	\$0.00	\$83.95	
40/45/50/55/60/65/70/7 Steps are 850 hours	5/80/85						
	Ratio:1:3						
	12/0	01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/0	01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/0	01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/0	01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
		01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
	DD (HD)						
	120						\$88.45
							\$89.73
							\$91.17
	0.010	1/2026	\$60.40	¢15 55	\$16.50	\$0.00	CO2 45
)1/2026)1/2026	\$60.40 \$61.84	\$15.55 \$15.55	\$16.50	\$0.00 \$0.00	\$92.45 \$93.89
	35 40 45 50 55 60 65 70 75 80 res: Apprentice entered prior 40/45/50/55/60/65/70/7 Steps are 850 hours prentice to Journeyworker PERATOR <i>SLOCAL 4</i>	35 \$22.73 40 \$25.97 45 \$29.22 50 \$32.47 55 \$35.71 60 \$38.96 65 \$42.20 70 \$45.45 75 \$48.70 80 \$51.94 PERATOR prentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 \$1.94 prentice to Journeyworker Ratio:1:3 PERATOR prentice - OPERATING ENGINEERS" ROPELLED OR TRACTOR DRAWN \$LOCAL 4 06/0	35 \$22.73 \$11 40 \$25.97 \$11 45 \$29.22 \$11 50 \$32.47 \$11 55 \$35.71 \$11 60 \$38.96 \$11 65 \$42.20 \$11 70 \$45.45 \$11 80 \$51.94 \$11 80 \$51.94 \$11 es: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 \$12/01/2024 prentice to Journeyworker Ratio:1:3 12/01/2024 06/01/2025 12/01/2025 06/01/2025 12/01/2026 see "Apprentice- OPERATING ENGINEERS" 12/01/2024	35 \$22.73 \$11.51 40 \$25.97 \$11.51 45 \$29.22 \$11.51 50 \$32.47 \$11.51 50 \$35.71 \$11.51 55 \$35.71 \$11.51 60 \$38.96 \$11.51 65 \$42.20 \$11.51 70 \$45.45 \$11.51 70 \$445.45 \$11.51 75 \$48.70 \$11.51 80 \$51.94 \$11.51 orentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours orentice to Journeyworker Ratio:1:3 PERATOR \$LOCAL 4 80 \$51.94 \$11.51 prentice oPERATING ENGINEERS" PERATOR \$12/01/2024 \$56.40 \$12/01/2025 \$59.12 \$6/0/12025 \$59.12 \$12/01/2026 \$61.84 \$12/01/2026 \$61.84 \$40/01/2026 \$61.84 \$57.68	35 \$22.73 \$11.51 \$13.07 40 \$25.97 \$11.51 \$13.90 45 \$29.22 \$11.51 \$14.72 50 \$32.47 \$11.51 \$15.55 55 \$35.71 \$11.51 \$16.38 60 \$38.96 \$11.51 \$17.20 65 \$42.20 \$11.51 \$18.03 70 \$45.45 \$11.51 \$18.03 70 \$45.45 \$11.51 \$18.85 75 \$48.70 \$11.51 \$18.85 80 \$51.94 \$11.51 \$20.50 es: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 \$LOCAL 4 \$10.70/75/80/85 \$51.94 \$11.51 \$19.68 80 \$51.94 \$11.51 \$15.55 \$20.50 prentice to Journeyworker Ratio:1:3 PERATOR \$LOCAL 4 \$10.70/75/80/85 \$15.55 96/01/2025 \$57.68 \$15.55 91/201/2026 \$60.40 \$15.55 91/201/2026 \$61.84 \$15.55 91	percent Apprentice Base Wage Health Pension Unemployment 35 \$22.73 \$11.51 \$13.07 \$0.00 40 \$25.97 \$11.51 \$13.90 \$0.00 45 \$29.22 \$11.51 \$14.72 \$0.00 50 \$32.47 \$11.51 \$15.55 \$0.00 55 \$35.71 \$11.51 \$16.38 \$0.00 60 \$38.96 \$11.51 \$16.38 \$0.00 65 \$42.20 \$11.51 \$18.03 \$0.00 70 \$45.45 \$11.51 \$18.85 \$0.00 75 \$48.70 \$11.51 \$18.85 \$0.00 80 \$51.94 \$11.51 \$19.68 \$0.00 80 \$51.94 \$11.51 \$15.55 \$16.50 \$20.60(5/70/75/80/85) \$16.50 \$66/01/2025 \$57.68 \$15.55 \$16.50 \$20.021 \$59.12 \$15.55 \$16.50 \$16.50 \$16.50 \$16.50 \$20.021	p percent Apprentice Base Wage Health Pension Unemployment Total Rate 35 \$22.73 \$11.51 \$13.07 \$0.00 \$47.31 40 \$25.97 \$11.51 \$13.90 \$0.00 \$51.38 45 \$29.22 \$11.51 \$14.72 \$0.00 \$55.45 50 \$32.47 \$11.51 \$15.55 \$0.00 \$59.53 55 \$35.71 \$11.51 \$16.38 \$0.00 \$63.60 60 \$38.96 \$11.51 \$18.03 \$0.00 \$67.67 65 \$42.20 \$11.51 \$18.03 \$0.00 \$79.89 80 \$51.94 \$11.51 \$19.68 \$0.00 \$83.95 certect entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 \$LOCAL 4 \$60.00 \$15.55 \$16.50 \$0.00 \$LOCAL 4 \$66/1/2025 \$57.68 \$15.55 \$16.50 \$0.00 \$LOCAL 4 \$60/1/2026 \$60.40 \$15.55 \$16.50 \$0.00

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN	03/01/2025	\$51.41	\$13.00	\$20.90	\$0.00	\$85.31
ELECTRICIANS LOCAL 103	09/01/2025	\$52.94	\$13.00	\$20.95	\$0.00	\$86.89
	03/01/2026	\$53.90	\$13.00	\$20.98	\$0.00	\$87.88
	09/01/2026	\$55.42	\$13.00	\$21.02	\$0.00	\$89.44
	03/01/2027	\$56.38	\$13.00	\$21.05	\$0.00	\$90.43
	09/01/2027	\$57.91	\$13.00	\$21.10	\$0.00	\$92.01
	03/01/2028	\$58.87	\$13.00	\$21.13	\$0.00	\$93.00

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

- PPIC	milee						
Effecti	ive Date -	03/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$23.13	\$13.00	\$0.69	\$0.00	\$36.82
2	45		\$23.13	\$13.00	\$0.69	\$0.00	\$36.82
3	50		\$25.71	\$13.00	\$16.64	\$0.00	\$55.35
4	50		\$25.71	\$13.00	\$16.64	\$0.00	\$55.35
5	55		\$28.28	\$13.00	\$17.07	\$0.00	\$58.35
6	60		\$30.85	\$13.00	\$17.50	\$0.00	\$61.35
7	65		\$33.42	\$13.00	\$17.92	\$0.00	\$64.34
8	70		\$35.99	\$13.00	\$18.35	\$0.00	\$67.34
9	75		\$38.56	\$13.00	\$18.78	\$0.00	\$70.34
10	80		\$41.13	\$13.00	\$19.19	\$0.00	\$73.32

Effect	ve Date - 09/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45	\$23.82	\$13.00	\$0.71	\$0.00	\$37.53	
2	45	\$23.82	\$13.00	\$0.71	\$0.00	\$37.53	
3	50	\$26.47	\$13.00	\$16.66	\$0.00	\$56.13	
4	50	\$26.47	\$13.00	\$16.66	\$0.00	\$56.13	
5	55	\$29.12	\$13.00	\$17.09	\$0.00	\$59.21	
6	60	\$31.76	\$13.00	\$17.52	\$0.00	\$62.28	
7	65	\$34.41	\$13.00	\$17.95	\$0.00	\$65.36	
8	70	\$37.06	\$13.00	\$18.38	\$0.00	\$68.44	
9	75	\$39.71	\$13.00	\$18.81	\$0.00	\$71.52	
10	80	\$42.35	\$13.00	\$19.23	\$0.00	\$74.58	
Notes:							
i							
Appre	ntice to Journeyworker Ratio:	1:1					
TERRAZZO FINISHE		02/01/2025	5 \$64.74	\$11.49	\$23.59	\$0.00	\$99.82
BRICKLAYERS LOCAL 3 - M	ARBLE & TILE	08/01/2025	\$66.89	\$11.49	\$23.59	\$0.00	\$101.97
		02/01/2026	5 \$68.24	\$11.49	\$23.59	\$0.00	\$103.32
		08/01/2026	5 \$70.44	\$11.49	\$23.59	\$0.00	\$105.52
		02/01/2027	7 \$71.84	\$11.49	\$23.59	\$0.00	\$106.92

	Effectiv	ve Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.37	\$11.49	\$23.59	\$0.00	\$67.45	
	2	60		\$38.84	\$11.49	\$23.59	\$0.00	\$73.92	
	3	70		\$45.32	\$11.49	\$23.59	\$0.00	\$80.40	
	4	80		\$51.79	\$11.49	\$23.59	\$0.00	\$86.87	
	5	90		\$58.27	\$11.49	\$23.59	\$0.00	\$93.35	
	Effectiv	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:								
	Apprei	ntice to Jou	urneyworker Ratio:1:3						
TEST BORING			-	12/01/2024	\$50.2	0 \$9.90	\$19.05	\$0.00	\$79.15
LABORERS - FOUN	DATION 2	AND MARINE	1	06/01/2025	5 \$51.7	0 \$9.90	\$19.05	\$0.00	\$80.65
				12/01/2025	5 \$53.2	.0 \$9.90	\$19.05	\$0.00	\$82.15
				06/01/2026	5 \$54.7	5 \$9.90	\$19.05	\$0.00	\$83.70
				12/01/2026	5 \$56.2	5 \$9.90	\$19.05	\$0.00	\$85.20
For apprentice r									
TEST BORING				12/01/2024		2 \$9.90	\$19.05	\$0.00	\$75.27
				06/01/2025		2 \$9.90	\$19.05	\$0.00	\$76.77
				12/01/2025			\$19.05	\$0.00	\$78.27
				06/01/2026			\$19.05	\$0.00	\$79.82
For apprentice r	ates see ".	Apprentice- L	ABORER"	12/01/2026	5 \$52.3	57 \$9.90	\$19.05	\$0.00	\$81.32
TEST BORING				12/01/2024	\$46.2	0 \$9.90	\$19.05	\$0.00	\$75.15
LABORERS - FOUN	DATION .	AND MARINE	5	06/01/2025	5 \$47.7	0 \$9.90	\$19.05	\$0.00	\$76.65
				12/01/2025	5 \$49.2	0 \$9.90	\$19.05	\$0.00	\$78.15
				06/01/2026	5 \$50.7	5 \$9.90	\$19.05	\$0.00	\$79.70
				12/01/2026	5 \$52.2	5 \$9.90	\$19.05	\$0.00	\$81.20
For apprentice r									
TRACTORS/PO OPERATING ENGIN			GENERATORS	12/01/2024	\$\$56.4	0 \$15.55		\$0.00	\$88.45
				06/01/2025	5 \$57.6	\$15.55		\$0.00	\$89.73
				12/01/2025	5 \$59.1	2 \$15.55		\$0.00	\$91.17
				06/01/2026	5 \$60.4	0 \$15.55		\$0.00	\$92.45
For comment.	atas "	Ammontine	DED ATINIC ENCORPEDS#	12/01/2026	5 \$61.8	4 \$15.55	\$16.50	\$0.00	\$93.89
For apprentice i	ates see ".	Apprentice- O	PERATING ENGINEERS"						

Apprentice -	TERRAZZO FINISHER - Local 3 Marble & Tile
Effective Date	- 02/01/2025

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	\$58.43	\$9.90	\$19.50	\$0.00	\$87.83
LABORERS (COMPRESSED AIR)	06/01/2025	\$59.93	\$9.90	\$19.50	\$0.00	\$89.33
	12/01/2025	\$61.43	\$9.90	\$19.50	\$0.00	\$90.83
	06/01/2026	\$62.98	\$9.90	\$19.50	\$0.00	\$92.38
	12/01/2026	\$64.48	\$9.90	\$19.50	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	12/01/2024	\$60.43	\$9.90	\$19.50	\$0.00	\$89.83
	06/01/2025	\$61.93	\$9.90	\$19.50	\$0.00	\$91.33
	12/01/2025	\$63.43	\$9.90	\$19.50	\$0.00	\$92.83
	06/01/2026	\$64.98	\$9.90	\$19.50	\$0.00	\$94.38
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$66.48	\$9.90	\$19.50	\$0.00	\$95.88
TUNNEL WORK - FREE AIR	12/01/2024	\$50.50	\$9.90	\$19.50	\$0.00	\$79.90
LABORERS (FREE AIR TUNNEL)	06/01/2025	\$52.00	\$9.90	\$19.50	\$0.00	\$81.40
	12/01/2025	\$53.50	\$9.90	\$19.50	\$0.00	\$82.90
	06/01/2026	\$55.05	\$9.90	\$19.50	\$0.00	\$84.45
	12/01/2026	\$56.55	\$9.90	\$19.50	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"					* **	
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2024	\$52.50	\$9.90	\$19.50	\$0.00	\$81.90
	06/01/2025	\$54.00	\$9.90	\$19.50	\$0.00	\$83.40
	12/01/2025	\$55.50	\$9.90	\$19.50	\$0.00	\$84.90
	06/01/2026	\$57.05	\$9.90	\$19.50	\$0.00	\$86.45
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$58.55	\$9.90	\$19.50	\$0.00	\$87.95
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
	01/01/2027	φ . Δ. Δ Ι	<i>Q10.11</i>		÷ • • • • •	40 2.00

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
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$52.16	\$9.65	\$17.70	\$0.00	\$79.51
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway) WASTE WATER PUMP OPERATOR	12/01/2024	<i>Ф</i>.7 02	ф15.55	\$1(50	¢0.00	#00.00
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 \$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00 \$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	\$69.84	\$14.32	\$20.31	\$0.00	\$104.47
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GA	ASFITTER"					
Marine Drilling						
BLASTER MARINE DRILLING	01/01/2018	\$41.82	\$7.63	\$3.60	\$0.00	\$53.05
BOAT CAPTAIN MARINE DRILLING	01/01/2018	\$33.87	\$7.63	\$3.30	\$0.00	\$44.80
BOAT CAPTAIN / Over 1,000 hp MARINE DRILLING	01/01/2018	\$38.06	\$7.63	\$3.60	\$0.00	\$49.29
CORE DRILLER MARINE DRILLING	01/01/2018	\$31.43	\$7.63	\$2.90	\$0.00	\$41.96
CORE DRILLER HELPER MARINE DRILLING	01/01/2018	\$28.47	\$7.63	\$3.00	\$0.00	\$39.10
DRILLER MARINE DRILLING	01/01/2018	\$39.70	\$7.63	\$3.60	\$0.00	\$50.93
ENGINEER MARINE DRILLING	01/01/2018	\$39.69	\$7.63	\$3.50	\$0.00	\$50.82
HELPER MARINE DRILLING	01/01/2018	\$34.24	\$7.63	\$3.00	\$0.00	\$44.87
MACHINIST MARINE DRILLING	01/01/2018	\$38.88	\$7.63	\$3.30	\$0.00	\$49.81
OILER - MARINE DRILLING MARINE DRILLING	01/01/2018	\$34.24	\$7.63	\$3.00	\$0.00	\$44.87
TUG DECKHAND Marine Drilling	01/01/2018	\$27.61	\$7.63	\$3.00	\$0.00	\$38.24

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WELDER MARINE DRILLING	01/01/2018	\$38.88	\$7.63	\$3.30	\$0.00	\$49.81
Op Eng Marine (Dredging Work)						
BOAT OPERATOR OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$29.26	\$7.63	\$3.30	\$0.00	\$40.19
CERTIFIED WELDER OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$31.09	\$7.63	\$3.60	\$0.00	\$42.32
CHIEF WELDER/ CHIEF MATE OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
DERRICK / SPIDER / SPILLBARGE OPERATOR OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
DRAG BARGE OPERATOR / WELDER / MATE OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$30.24	\$7.63	\$3.30	\$0.00	\$41.17
ENGINEER / ELECTRICIAN OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
LICENSED BOAT OPERATOR OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
LICENSED TUG OPERATOR OVER 1000HP OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$38.18	\$7.63	\$3.60	\$0.00	\$49.41
MAINTENANCE ENGINEER OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.03	\$7.63	\$3.60	\$0.00	\$44.26
OILER - MARINE DIVISION OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$24.30	\$7.63	\$3.00	\$0.00	\$34.93
OPERATOR / LEVERMAN OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$38.18	\$7.63	\$3.60	\$0.00	\$49.41
RODMAN / SCOWMAN OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$24.30	\$7.63	\$3.00	\$0.00	\$34.93
SHOREMAN / DECKHAND OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$24.30	\$7.63	\$3.00	\$0.00	\$34.93

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.



MAURA HEALEY Governor

KIM DRISCOLL Lt. Governor

Merrimack River

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

Prevailing Wage Rates

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

LAUREN JONES Secretary

MICHAEL FLANAGAN Director

Awarding Authority:	Merrimack Valley Planning Commission
Contract Number:	City/Town: ANDOVER
Description of Work:	Install containment booms along river. Monitor booms monthly and remove debris. Booms must be removed from the river by November 1st annually.

Job Location:

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 sheet 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 within90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.

• The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.

• Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**

• Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to http://www.mass.gov/dols/pw.

• Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.

• Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

• Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction (2 AXLE) DRIVER - EQUIPMENT	01/01/2025	\$39.95	\$15.57	\$20.17	\$0.00	\$75.69
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$39.93 \$40.95	\$15.57 \$15.57	\$20.17	\$0.00 \$0.00	\$75.69 \$76.69
	12/01/2025	\$40.95 \$40.95	\$15.57	\$20.17	\$0.00 \$0.00	\$70.09 \$78.30
	01/01/2026	\$40.95 \$40.95	\$15.57	\$21.78	\$0.00	\$78.30 \$78.90
	06/01/2026	\$40.95 \$41.95	\$16.17	\$21.78	\$0.00	\$78.90 \$79.90
	12/01/2026	\$41.95 \$41.95	\$16.17	\$23.52	\$0.00	\$79.90 \$81.64
	01/01/2027	\$41.95 \$41.95	\$16.77	\$23.52	\$0.00	\$81.04 \$82.24
3 AXLE) DRIVER - EQUIPMENT	01/01/2025	\$40.02	\$15.57	\$20.17	\$0.00	\$75.76
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$40.02 \$41.02	\$15.57	\$20.17	\$0.00	\$75.76 \$76.76
	12/01/2025	\$41.02 \$41.02	\$15.57	\$21.78	\$0.00	\$78.37
	01/01/2026	\$41.02 \$41.02	\$15.57	\$21.78	\$0.00	\$78.37 \$78.97
	06/01/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$78.97 \$79.97
	12/01/2026	\$42.02 \$42.02	\$16.17	\$23.52	\$0.00	\$79.97 \$81.71
	01/01/2027	\$42.02 \$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
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$75.88 \$76.88
	12/01/2025	\$41.14 \$41.14	\$15.57	\$20.17	\$0.00	\$78.49
	01/01/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$78. 4 9 \$79.09
	06/01/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$79.09
	12/01/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$80.07
	01/01/2027	\$42.14 \$42.14	\$16.77	\$23.52	\$0.00	\$81.83 \$82.43
ADS/SUBMERSIBLE PILOT	01/01/2024	\$117.16	\$10.08	\$23.32	\$0.00	\$151.53
PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER"	01/01/2024	\$117.10	\$10.08	ψ24.29	\$0.00	\$151.55
AIR TRACK OPERATOR	12/01/2024	¢20.70	¢0.00	¢10.26	00.02	¢(7.0(
ABORERS - ZONE 2	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00 \$0.00	\$67.96 \$60.25
	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00 \$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
ABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$70.85 \$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12,0172020	\$ 10.00	<i>\$7.70</i>		· · · · · ·	
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. IEAT & 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: 05/08/2025

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$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
	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
BACKHOE/FRONT-END LOADER	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 2	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LADOREKS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
LABORERS - ZONE 2	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
HIGHWAY) Laborers - Zone 2 (heavy & highway)	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$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

Effective Step p	Date - 01/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
_	65	\$31.28	\$7.07 \$7.07	\$13.22	\$0.00	\$51.57	
	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:							
Apprent	ice to Journeyworker Ratio:1:4						
	IAL MASONRY (INCL. MASONR	Y 02/01/2025	\$65.80	\$11.49	\$23.59	\$0.00	\$100.88
ATERPROOFING) Nicklayers local 3 (Lynn			\$67.95	\$11.49	\$23.59	\$0.00	\$103.03
	, ,	02/01/2026	\$69.30	\$11.49	\$23.59	\$0.00	\$104.38
		08/01/2026	\$71.50	\$11.49	\$23.59	\$0.00	\$106.58

02/01/2027

\$72.90 \$11.49 \$23.59

\$0.00

\$107.98

		ive Date - 02/01/2025	, , , , , , , , , , , , , , , , , , ,			Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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	
	Effect	ive 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							
		entice to Journeyworker Ratio:1:5						
JLLDOZEF PERATING ENG		ER/SCRAPER OCAL 4	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
			06/01/2023	5 \$57.68	\$15.55	\$16.50	\$0.00	\$89.73
			12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
			06/01/2020	5 \$60.40	\$15.55	\$16.50	\$0.00	\$92.45
			12/01/2020	5 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89
		"Apprentice- OPERATING ENGINEERS"				\$10.0 7	* **	
		PINNING BOTTOM MAN YAND MARINE	12/01/2024			\$19.05	\$0.00	\$76.30
			06/01/2025			\$19.05	\$0.00	\$77.80
			12/01/2025			\$19.05	\$0.00	\$79.30
			06/01/2020			\$19.05	\$0.00	\$80.85
For apprenti-	ce rates see	"Apprentice- LABORER"	12/01/2020	5 \$53.40	\$9.90	\$19.05	\$0.00	\$82.35
		PINNING LABORER	12/01/2024	4 \$46.20	\$9.90	\$19.05	\$0.00	\$75.15
BORERS - FO	UNDATION	AND MARINE	06/01/2025	5 \$47.70	\$9.90	\$19.05	\$0.00	\$76.65
			12/01/2025	5 \$49.20	\$9.90	\$19.05	\$0.00	\$78.15
			06/01/2020	5 \$50.75	\$9.90	\$19.05	\$0.00	\$79.70
			12/01/2020	5 \$52.25	\$9.90	\$19.05	\$0.00	\$81.20
E		"Apprentice- LABORER"						
		PINNING TOP MAN	12/01/2024	\$46.53	\$9.90	\$19.05	\$0.00	\$75.48
AISSON &	INDATION	AND MANINE	06/01/2025	5 \$48.03	\$9.90	\$19.05	\$0.00	\$76.98
AISSON &	UNDATION		00/01/2023					
AISSON &	UNDATION		12/01/2025	5 \$49.53	\$9.90	\$19.05	\$0.00	\$78.48
	UNDATION					\$19.05 \$19.05	\$0.00 \$0.00	\$78.48 \$80.03

Apprentice -	BRICK/PLASTER/CEMENT MASON - Local 3 Lynn
Effective Date	02/01/2025

Issue Date: 05/08/2025

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	03/01/2025	\$49.62	\$9.83	\$19.97	\$0.00	\$79.42
CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2025	\$50.87	\$9.83	\$19.97	\$0.00	\$80.67
	03/01/2026	\$52.12	\$9.83	\$19.97	\$0.00	\$81.92
	09/01/2026	\$53.37	\$9.83	\$19.97	\$0.00	\$83.17
	03/01/2027	\$54.62	\$9.83	\$19.97	\$0.00	\$84.42

Apprentice - CARPENTER - Zone 2 Eastern MA

-rr							
Effect	ive Date -	03/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$22.33	\$9.83	\$1.73	\$0.00	\$33.89
2	45		\$22.33	\$9.83	\$1.73	\$0.00	\$33.89
3	55		\$27.29	\$9.83	\$3.40	\$0.00	\$40.52
4	55		\$27.29	\$9.83	\$3.40	\$0.00	\$40.52
5	70		\$34.73	\$9.83	\$16.51	\$0.00	\$61.07
6	70		\$34.73	\$9.83	\$16.51	\$0.00	\$61.07
7	80		\$39.70	\$9.83	\$18.24	\$0.00	\$67.77
8	80		\$39.70	\$9.83	\$18.24	\$0.00	\$67.77

Effecti	ve Date - 09/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	2
1	45	\$22.89	\$9.83	\$1.73	\$0.00	\$34.45	5
2	45	\$22.89	\$9.83	\$1.73	\$0.00	\$34.45	5
3	55	\$27.98	\$9.83	\$3.40	\$0.00	\$41.21	
4	55	\$27.98	\$9.83	\$3.40	\$0.00	\$41.21	
5	70	\$35.61	\$9.83	\$16.51	\$0.00	\$61.95	5
6	70	\$35.61	\$9.83	\$16.51	\$0.00	\$61.95	5
7	80	\$40.70	\$9.83	\$18.24	\$0.00	\$68.77	7
8	80	\$40.70	\$9.83	\$18.24	\$0.00	\$68.77	7
Notes:							
ĺ						i	
Appre	ntice to Journeyworker Ratio:1:5						
CARPENTER WOOD		10/01/2024	\$26.65	\$7.02	\$4.80	\$0.00	\$38.47
CARPENTERS-ZONE 3 (Wood	t Frame)	10/01/2025	5 \$27.75	\$7.02	\$4.80	\$0.00	\$39.57
		10/01/2020	5 \$28.85	\$7.02	\$4.80	\$0.00	\$40.67

Issue Date: 05/08/2025

All Aspects of New Wood Frame Work

	ive Date -	10/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rat
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	\$25.34
4	70		\$18.66	\$7.02	\$1.00	\$0.00	\$26.6
5	75		\$19.99	\$7.02	\$4.80	\$0.00	\$31.8
6	80		\$21.32	\$7.02	\$4.80	\$0.00	\$33.14
7	85		\$22.65	\$7.02	\$4.80	\$0.00	\$34.4
8	90		\$23.99	\$7.02	\$4.80	\$0.00	\$35.8
Effecti Step	ive Date - percent	10/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat
1	60		\$16.65	\$7.02	\$0.00	\$0.00	\$23.6
2	60		\$16.65	\$7.02	\$0.00	\$0.00	\$23.6
3	65		\$18.04	\$7.02	\$1.00	\$0.00	\$26.0
4	70		\$19.43	\$7.02	\$1.00	\$0.00	\$27.4
5	75		\$20.81	\$7.02	\$4.80	\$0.00	\$32.6
6	80		\$22.20	\$7.02	\$4.80	\$0.00	\$34.0
7	85		\$23.59	\$7.02	\$4.80	\$0.00	\$35.4
8	90		\$24.98	\$7.02	\$4.80	\$0.00	\$36.8
Notes:							- — — —
Appre	ntice to Jou	rneyworker Ratio:1:5					
ASONRY/	PLASTERI NN)	NG	07/01/2024	4 \$49.19	\$13.35	\$24.21	\$1.80

Apprentice -	CARPENTER	(Wood Frame)	- Zone 3
--------------	-----------	--------------	----------

	Step	percent 07/01/2024	Appre	entice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$24.60	\$13.35	\$16.43	\$0.00	\$54.38	
	2	60		\$29.51	\$13.35	\$19.21	\$1.80	\$63.87	
	3	65		\$31.97	\$13.35	\$20.21	\$1.80	\$67.33	
	4	70		\$34.43	\$13.35	\$21.21	\$1.80	\$70.79	
	5	75		\$36.89	\$13.35	\$22.21	\$1.80	\$74.25	
	6	80		\$39.35	\$13.35	\$23.21	\$1.80	\$77.71	
	7	90		\$44.27	\$13.35	\$24.21	\$1.80	\$83.63	
	Notes:								
	i i	Steps 3,4 are 500 hrs. A	ll other steps are 1,00	00 hrs.					
	Appre	ntice to Journeyworker	Ratio:1:3						
HAIN SAW		OR		12/01/2024	\$39.2	0 \$9.90	\$18.36	\$0.00	\$67.46
BORERS - ZON	/E 2			06/01/2025	5 \$40.5	9 \$9.90	\$18.36	\$0.00	\$68.85
				12/01/2025	5 \$41.9	7 \$9.90	\$18.36	\$0.00	\$70.23
				06/01/2020	5 \$43.4	1 \$9.90	\$18.36	\$0.00	\$71.67
				12/01/2020	5 \$44.8	5 \$9.90	\$18.36	\$0.00	\$73.11
				06/01/2027	\$46.3	0 \$9.90	\$18.36	\$0.00	\$74.50
				12/01/2027	\$47.7	5 \$9.90	\$18.36	\$0.00	\$76.01
				06/01/2028	\$49.2	5 \$9.90	\$18.36	\$0.00	\$77.51
For apprentic	e rates see	'Apprentice- LABORER"		12/01/2028	\$50.7	5 \$9.90	\$18.36	\$0.00	\$79.01
LAM SHELI	LS/SLUR	RY BUCKETS/HEADIN	G MACHINES	12/01/2024	\$58.1	8 \$15.55	\$16.50	\$0.00	\$90.23
PERATING ENC	GINEERS L	OCAL 4		06/01/2025	5 \$59.5	1 \$15.55	\$16.50	\$0.00	\$91.56
				12/01/2025	5 \$60.9	8 \$15.55	\$16.50	\$0.00	\$93.03
				06/01/2020	5 \$62.3	1 \$15.55	\$16.50	\$0.00	\$94.36
				12/01/2020	5 \$63.7	9 \$15.55	\$16.50	\$0.00	\$95.84
		ATOR	INEERS"						
OMPRESSO ERATING ENC				12/01/2024			\$16.50	\$0.00	\$68.72
				06/01/2025			\$16.50	\$0.00	\$69.57
				12/01/2025			\$16.50	\$0.00	\$70.52
				06/01/2020			\$16.50	\$0.00	\$71.38
	e rates see	'Apprentice- OPERATING ENG	INEERS"	12/01/2020	5 \$40.2	8 \$15.55	\$16.50	\$0.00	\$72.33
For apprentic									

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

	Step	ve Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	•
	1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18	3
	2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76	5
	3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29)
	4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82	2
	5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19)
	6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73	3
	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.					i	
		ntice to Journeyworker Ratio:1:1						
EMO: ADZ			12/02/2024		\$9.90	\$18.90	\$0.00	\$75.05
_ 01010 - 201			06/02/2025	\$47.75	\$9.90	\$18.90	\$0.00	\$76.55
			12/01/2025		\$9.90	\$18.90	\$0.00	\$78.05
			06/01/2026	\$50.80	\$9.90	\$18.90	\$0.00	\$79.60
			12/07/2026	\$52.30	\$9.90	\$18.90	\$0.00	\$81.10
			06/07/2027	\$53.90	\$9.90	\$18.90	\$0.00	\$82.70
			12/06/2027	\$55.50	\$9.90	\$18.90	\$0.00	\$84.30
			06/05/2028	\$57.18	\$9.90	\$18.90	\$0.00	\$85.98
For apprenti	ce rates see "	Apprentice- LABORER"	12/04/2028	\$58.85	\$9.90	\$18.90	\$0.00	\$87.65
		DADER/HAMMER OPERATOR	12/02/2024	\$47.25	\$9.90	\$18.90	\$0.00	\$76.05
BORERS - ZO	NE 2		06/02/2025	\$48.75	\$9.90	\$18.90	\$0.00	\$77.55
			12/01/2025	\$50.25	\$9.90	\$18.90	\$0.00	\$79.05
			06/01/2026	\$51.80	\$9.90	\$18.90	\$0.00	\$80.60
			12/07/2026	\$53.30	\$9.90	\$18.90	\$0.00	\$82.10
			06/07/2027	\$54.90	\$9.90	\$18.90	\$0.00	\$83.70
			12/06/2027			\$18.90	\$0.00	\$85.30
			06/05/2028	\$58.18	\$9.90	\$18.90	\$0.00	\$86.98
For annrenti	ce rates see "	Apprentice- LABORER"	12/04/2028	\$59.85	\$9.90	\$18.90	\$0.00	\$88.65
EMO: BUR	NERS		12/02/2024	\$47.00	\$9.90	\$18.90	\$0.00	\$75.80
BORERS - ZO	NE 2		06/02/2025	\$48.50	\$9.90	\$18.90	\$0.00	\$77.30
			12/01/2025	\$50.00	\$9.90	\$18.90	\$0.00	\$78.80
			06/01/2026	\$51.55	\$9.90	\$18.90	\$0.00	\$80.35
			12/07/2026	\$53.05	\$9.90	\$18.90	\$0.00	\$81.85
			06/07/2027	\$54.65	\$9.90	\$18.90	\$0.00	\$83.45
			12/06/2027	\$56.25	\$9.90	\$18.90	\$0.00	\$85.05
			06/05/2028	\$ \$57.93	\$9.90	\$18.90	\$0.00	\$86.73
			12/04/2028	\$59.60	\$9.90	\$18.90	\$0.00	\$88.40

Classification For apprentice rates see "Apprentice- LABORER"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER	12/02/2024	\$47.25	\$9.90	\$18.90	\$0.00	\$76.05
ABORERS - ZONE 2	06/02/2025	\$48.75	\$9.90	\$18.90	\$0.00	\$77.55
	12/01/2025	\$50.25	\$9.90	\$18.90	\$0.00	\$79.05
	06/01/2026	\$50.25 \$51.80	\$9.90	\$18.90	\$0.00	\$80.60
	12/07/2026	\$53.30	\$9.90	\$18.90	\$0.00	\$82.10
	06/07/2027	\$53.90 \$54.90	\$9.90	\$18.90	\$0.00	\$83.70
	12/06/2027	\$56.50	\$9.90	\$18.90	\$0.00	\$85.30
	06/05/2028	\$58.18	\$9.90	\$18.90	\$0.00	\$86.98
	12/04/2028	\$59.85	\$9.90	\$18.90	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"	12/01/2020	φυν.0υ	ψ9.90	<i>Q</i> 10000	\$0.00	ψ00.0 <i>5</i>
DEMO: JACKHAMMER OPERATOR	12/02/2024	\$47.00	\$9.90	\$18.90	\$0.00	\$75.80
ABORERS - ZONE 2	06/02/2025	\$48.50	\$9.90	\$18.90	\$0.00	\$77.30
	12/01/2025	\$50.00	\$9.90	\$18.90	\$0.00	\$78.80
	06/01/2026	\$51.55	\$9.90	\$18.90	\$0.00	\$80.35
	12/07/2026	\$53.05	\$9.90	\$18.90	\$0.00	\$81.85
	06/07/2027	\$54.65	\$9.90	\$18.90	\$0.00	\$83.45
	12/06/2027	\$56.25	\$9.90	\$18.90	\$0.00	\$85.05
	06/05/2028	\$57.93	\$9.90	\$18.90	\$0.00	\$86.73
	12/04/2028	\$59.60	\$9.90	\$18.90	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER	12/02/2024	\$46.25	\$9.90	\$18.90	\$0.00	\$75.05
ABORERS - ZONE 2	06/02/2025	\$47.75	\$9.90	\$18.90	\$0.00	\$76.55
	12/01/2025	\$49.25	\$9.90	\$18.90	\$0.00	\$78.05
	06/01/2026	\$50.80	\$9.90	\$18.90	\$0.00	\$79.60
	12/07/2026	\$52.30	\$9.90	\$18.90	\$0.00	\$81.10
	06/07/2027	\$53.90	\$9.90	\$18.90	\$0.00	\$82.70
	12/06/2027	\$55.50	\$9.90	\$18.90	\$0.00	\$84.30
	06/05/2028	\$57.18	\$9.90	\$18.90	\$0.00	\$85.98
	12/04/2028	\$58.85	\$9.90	\$18.90	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
PPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
DIVER DILE 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 VILE 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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN	03/01/2025	\$64.26	\$13.00	\$23.03	\$0.00	\$100.29
ELECTRICIANS LOCAL 103	09/01/2025	\$66.17	\$13.00	\$23.09	\$0.00	\$102.26
	03/01/2026	\$67.37	\$13.00	\$23.12	\$0.00	\$103.49
	09/01/2026	\$69.28	\$13.00	\$23.18	\$0.00	\$105.46
	03/01/2027	\$70.47	\$13.00	\$23.21	\$0.00	\$106.68
	09/01/2027	\$72.39	\$13.00	\$23.27	\$0.00	\$108.66
	03/01/2028	\$73.59	\$13.00	\$23.31	\$0.00	\$109.90

Apprentice - ELECTRICIAN - Local 103

Effecti	ve Date -	03/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$25.70	\$13.00	\$0.77	\$0.00	\$39.47
2	40		\$25.70	\$13.00	\$0.77	\$0.00	\$39.47
3	45		\$28.92	\$13.00	\$17.17	\$0.00	\$59.09
4	45		\$28.92	\$13.00	\$17.17	\$0.00	\$59.09
5	50		\$32.13	\$13.00	\$17.70	\$0.00	\$62.83
6	55		\$35.34	\$13.00	\$18.24	\$0.00	\$66.58
7	60		\$38.56	\$13.00	\$18.77	\$0.00	\$70.33
8	65		\$41.77	\$13.00	\$19.30	\$0.00	\$74.07
9	70		\$44.98	\$13.00	\$19.83	\$0.00	\$77.81
10	75		\$48.20	\$13.00	\$20.37	\$0.00	\$81.57

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$26.47	\$13.00	\$0.79	\$0.00	\$40.26
2	40	\$26.47	\$13.00	\$0.79	\$0.00	\$40.26
3	45	\$29.78	\$13.00	\$17.19	\$0.00	\$59.97
4	45	\$29.78	\$13.00	\$17.19	\$0.00	\$59.97
5	50	\$33.09	\$13.00	\$17.73	\$0.00	\$63.82
6	55	\$36.39	\$13.00	\$18.27	\$0.00	\$67.66
7	60	\$39.70	\$13.00	\$18.80	\$0.00	\$71.50
8	65	\$43.01	\$13.00	\$19.34	\$0.00	\$75.35
9	70	\$46.32	\$13.00	\$19.87	\$0.00	\$79.19
10	75	\$49.63	\$13.00	\$20.41	\$0.00	\$83.04
Notes						
Appre	entice to Journeyworker l	Ratio:2:3***				
ATOR CONSTR		01/01/2022	\$65.	62 \$16.03	\$20.21 \$	\$0.00 \$101

	Effecti	ive Date - 01/01/2022					Supplemental		
	Step	percent	Apprenti	ce Base Wage	Health	Pension	Unemployment	Total Rat	te
	1	50		\$32.81	\$16.03	\$0.00	\$0.00	\$48.8	34
	2	55		\$36.09	\$16.03	\$20.21	\$0.00	\$72.3	33
	3	65		\$42.65	\$16.03	\$20.21	\$0.00	\$78.8	39
	4	70		\$45.93	\$16.03	\$20.21	\$0.00	\$82.1	17
	5	80		\$52.50	\$16.03	\$20.21	\$0.00	\$88.7	74
	Notes:	Steps 1-2 are 6 mos.; Steps	3-5 are 1 year						-
	Appre	ntice to Journeyworker Rat	io:1:1						
LEVATOR CO		JCTOR HELPER S LOCAL 4		01/01/202	2 \$45.93	\$16.03	\$20.21	\$0.00	\$82.17
For apprentice	rates see	'Apprentice - ELEVATOR CONSTR	UCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)		IIGHWAY)	12/01/202	4 \$39.20	\$9.90	\$18.46	\$0.00	\$67.56	
ABOREKS - ZONE	2 (HEAV	Y & HIGHWAY)		06/01/202	5 \$40.59	\$9.90	\$18.46	\$0.00	\$68.95
				12/01/202	5 \$41.97	\$9.90	\$18.46	\$0.00	\$70.33
				06/01/202	6 \$43.41	\$9.90	\$18.46	\$0.00	\$71.77
				12/01/202	6 \$44.85	\$9.90	\$18.46	\$0.00	\$73.21
		'Apprentice- LABORER (Heavy and							
IELD ENG.INS PERATING ENGIN		RSON-BLDG,SITE,HVY/HW	VY	05/01/202	5 \$53.22	\$15.30	\$16.40	\$0.00	\$84.92
Elemento Eleon				11/01/202	5 \$54.51	\$15.30	\$16.40	\$0.00	\$86.21
				05/01/202	6 \$55.95	\$15.30	\$16.40	\$0.00	\$87.65
				11/01/202	5 \$57.24	\$15.30	\$16.40	\$0.00	\$88.94
For apprentice 1	rates see '	'Apprentice- OPERATING ENGINE	ERS"	05/01/202	7 \$58.67	\$15.30	\$16.40	\$0.00	\$90.37
		HIEF-BLDG,SITE,HVY/HW	/Υ	05/01/202	5 \$54.82	\$15.30	\$16.40	\$0.00	\$86.52
PERATING ENGIN	VEERS LO	OCAL 4		11/01/202	5 \$56.12	\$15.30	\$16.40	\$0.00	\$87.82
				05/01/202	6 \$57.57	\$15.30	\$16.40	\$0.00	\$89.27
				11/01/2020	5 \$58.87	\$15.30	\$16.40	\$0.00	\$90.57
				05/01/202	7 \$60.32	\$15.30	\$16.40	\$0.00	\$92.02
		'Apprentice- OPERATING ENGINE							
ELD ENG.RC		SON-BLDG,SITE,HVY/HW	/Υ	05/01/202	5 \$26.22	\$15.30	\$16.40	\$0.00	\$57.92
EKATING ENGI	VLEKS LO	JUAL 4		11/01/202	5 \$26.98	\$15.30	\$16.40	\$0.00	\$58.68
				05/01/202	6 \$27.83	\$15.30	\$16.40	\$0.00	\$59.53
				11/01/2020	5 \$28.59	\$15.30	\$16.40	\$0.00	\$60.29
				05/01/202	7 \$29.44	\$15.30	\$16.40	\$0.00	\$61.14
For apprentice a	rates see	Apprentice- OPER ATING ENGINE	FRS"						

Apprentice -	ELEVATOR CONSTRUCTOR - Local 4
	01/01/2022

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER	03/01/2025	\$64.26	\$13.00	\$23.03	\$0.00	\$100.29
ELECTRICIANS LOCAL 103	09/01/2025	\$66.17	\$13.00	\$23.09	\$0.00	\$102.26
	03/01/2026	\$67.37	\$13.00	\$23.12	\$0.00	\$103.49
	09/01/2026	\$69.28	\$13.00	\$23.18	\$0.00	\$105.46
	03/01/2027	\$70.47	\$13.00	\$23.21	\$0.00	\$106.68
	09/01/2027	\$72.39	\$13.00	\$23.27	\$0.00	\$108.66
	03/01/2028	\$73.59	\$13.00	\$23.31	\$0.00	\$109.90
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE	03/01/2025	\$51.41	\$13.00	\$20.90	\$0.00	\$85.31
/ COMMISSIONING ELECTRICIANS	09/01/2025	\$52.94	\$13.00	\$20.95	\$0.00	\$86.89
	03/01/2026	\$53.90	\$13.00	\$20.98	\$0.00	\$87.88
	09/01/2026	\$55.42	\$13.00	\$21.02	\$0.00	\$89.44
	03/01/2027	\$56.38	\$13.00	\$21.05	\$0.00	\$90.43
	09/01/2027	\$57.91	\$13.00	\$21.10	\$0.00	\$92.01
	03/01/2028	\$58.87	\$13.00	\$21.13	\$0.00	\$93.00
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4	12/01/2024	\$45.96	\$15.55	\$16.50	\$0.00	\$78.01
JFEKATING ENGINEEKS 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) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$27.01	\$9.90	\$18.46	\$0.00	\$55.37
	06/01/2025	\$28.09	\$9.90	\$18.46	\$0.00	\$56.45
	12/01/2025	\$28.09	\$9.90	\$18.46	\$0.00	\$56.45
	06/01/2026	\$29.21	\$9.90	\$18.46	\$0.00	\$57.57
	12/01/2026	\$29.21	\$9.90	\$18.46	\$0.00	\$57.57
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
	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

- ppro	nucc					
Effect	ive Date - 03/01/2025				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45	\$25.98	\$8.83	\$1.76	\$0.00	\$36.57
2	45	\$25.98	\$8.83	\$1.76	\$0.00	\$36.57
3	55	\$31.75	\$8.83	\$3.52	\$0.00	\$44.10
4	55	\$31.75	\$8.83	\$3.52	\$0.00	\$44.10
5	70	\$40.41	\$8.83	\$16.75	\$0.00	\$65.99
6	70	\$40.41	\$8.83	\$16.75	\$0.00	\$65.99
7	80	\$46.18	\$8.83	\$18.51	\$0.00	\$73.52
8	80	\$46.18	\$8.83	\$18.51	\$0.00	\$73.52

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 09/01/2025

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

Apprentice to Journeyworker Ratio:1:1						
FORK LIFT/CHERRY PICKER	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86

GLAZIERS LOCAL 35 (ZONE 2)

Apprentice - GLAZIER - Local 35 Zone 2

\$16.50

\$15.55

\$0.00

\$94.58

Effective Date - 01/01/2025				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	te
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:						
IOISTING ENGINEER/CRANES/GRADALLS	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
PERATING 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

Issue Date: 05/08/2025

ffective Date - 12/01/202 ep percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
55	\$31.37	\$0.00	\$0.00	\$0.00	\$31.37
60	\$34.22	\$15.55	\$16.50	\$0.00	\$66.27
65	\$37.07	\$15.55	\$16.50	\$0.00	\$69.12
70	\$39.92	\$15.55	\$16.50	\$0.00	\$71.97
75	\$42.77	\$15.55	\$16.50	\$0.00	\$74.82
80	\$45.62	\$15.55	\$16.50	\$0.00	\$77.67
85	\$48.48	\$15.55	\$16.50	\$0.00	\$80.53
90	\$51.33	\$15.55	\$16.50	\$0.00	\$83.38

OPERATING ENGINEERS - Local 4 Annrentice

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total	Rate	
1	55	\$32.08	\$0.00	\$0.00	\$0.00	\$3	32.08	
2	60	\$35.00	\$15.55	\$16.50	\$0.00	\$6	67.05	
3	65	\$37.91	\$15.55	\$16.50	\$0.00	\$6	59.96	
4	70	\$40.83	\$15.55	\$16.50	\$0.00	\$7	72.88	
5	75	\$43.75	\$15.55	\$16.50	\$0.00	\$7	75.80	
6	80	\$46.66	\$15.55	\$16.50	\$0.00	\$7	78.71	
7	85	\$49.58	\$15.55	\$16.50	\$0.00		\$81.63	
8	90	\$52.50	\$52.50 \$15.55 \$16.50		\$0.00	\$8	\$84.55	
Notes								
Appro	entice to Journeyworker	Ratio:1:6						
HVAC (DUCTWORK)	VAC (DUCTWORK)		5 \$59.13	\$14.91	\$28.27	\$2.98	\$105.29	
HEETMETAL WORKERS L	OCAL 17 - A	08/01/202	5 \$60.98	\$14.91	\$28.27	\$2.98	\$107.14	
For apprentice rates see	"Apprentice- SHEET METAL	02/01/202 Worker"	6 \$62.93	\$14.91	\$28.27	\$2.98	\$109.09	
IVAC (ELECTRICAL	CONTROLS)	03/01/202	5 \$64.26	\$13.00	\$23.03	\$0.00	\$100.29	
ELECTRICIANS LOCAL 103		09/01/202			\$23.09	\$0.00	\$102.26	
		03/01/202			\$23.12	\$0.00	\$103.49	
		09/01/202			\$23.18	\$0.00	\$105.46	
		03/01/202			\$23.21	\$0.00	\$106.68	
		09/01/202			\$23.27	\$0.00	\$108.66	
		03/01/202	8 \$73.59	\$13.00	\$23.31	\$0.00	\$109.90	
For apprentice rates see	"Apprentice- ELECTRICIAN"							
· · · · · · · · · · · · · · · · · · ·	D BALANCING - AIR)	02/01/202	5 \$59.13	\$14.91	\$28.27	\$2.98	\$105.29	
SHEETMETAL WORKERS L	JCAL 1 / - A	08/01/202	5 \$60.98	\$14.91	\$28.27	\$2.98	\$107.14	
For apprentice rates see	"Apprentice- SHEET METAL	02/01/202 Worker"	6 \$62.93	\$14.91	\$28.27	\$2.98	\$109.09	
	D BALANCING -WATE		5 \$68.88	\$12.70	\$21.80	\$0.00	\$103.38	
II LITTIERS LOCAL J3/ (I	100ai 130j							

Wage Request Number:

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC PIPEFITTERS LOCAL 537 (Local 138)	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
LABORERS - ZONE 2	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS)	09/01/2024	\$56.92	\$14.75	\$19.61	\$0.00	\$91.28
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2025	\$60.34	\$14.75	\$19.61	\$0.00	\$94.70
	09/01/2026	\$63.76	\$14.75	\$19.61	\$0.00	\$98.12

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

Effect	ive Date -	09/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Base Wage Health Per		Unemployment	Total Rate	
1	50		\$28.46	\$14.75	\$14.32	\$0.00	\$57.53	
2	60		\$34.15	\$14.75	\$15.37	\$0.00	\$64.27	
3	70		\$39.84	\$14.75	\$16.43	\$0.00	\$71.02	
4	80		\$45.54	\$14.75	\$17.49	\$0.00	\$77.78	

	ive Date - 09/01/2025			- ·	Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$30.17	\$14.75	\$14.32	\$0.00	\$59.24	
2	60	\$36.20	\$14.75	\$15.37	\$0.00	\$66.32	
3	70	\$42.24	\$14.75	\$16.43	\$0.00	\$73.42	
4	80	\$48.27	\$14.75	\$17.49	\$0.00	\$80.51	
Notes:							
	Steps are 1 year						
Appre	ntice to Journeyworker Ratio:1:4						
WORKER/WELI	DER	03/16/2024	4 \$49.5	6 \$8.35	\$26.70	\$0.00	\$84.61

Effe	ctive Date -	03/16/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$29.74	\$8.35	\$26.70	\$0.00	\$64.79	
2	70		\$34.69	\$8.35	\$26.70	\$0.00	\$69.74	
3	75		\$37.17	\$8.35	\$26.70	\$0.00	\$72.22	
4	80		\$39.65	\$8.35	\$26.70	\$0.00	\$74.70	
5	85		\$42.13	\$8.35	\$26.70	\$0.00	\$77.18	
6	90		\$44.60	\$8.35	\$26.70	\$0.00	\$79.65	
Not	es:							
Арр	rentice to Jou	rneyworker Ratio:1:4						
ACKHAMMER & PAVING BREAKER OPERATOR		12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46	
ABORERS - ZONE 2	30RERS - ZONE 2		06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
			12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
			06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
			12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
			06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
			12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
			06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
For apprentice rates s	e "Annrentice-I	ABORER"	12/01/2028	\$\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
ABORER		ADOREK	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
BORERS - ZONE 2			06/01/2025			\$18.36	\$0.00	\$68.60
			12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
			06/01/2026			\$18.36	\$0.00	\$71.42
			12/01/2026			\$18.36	\$0.00	\$72.86
			06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
			12/01/2027			\$18.36	\$0.00	\$75.76
			06/01/2028			\$18.36	\$0.00	\$77.26
			12/01/2028			\$18.36	\$0.00	\$78.76

Apprentice - IRONWORKER - Local 7 Lawrence

	Step	ive Date - percent	12/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60		\$23.37	\$9.90	\$18.36	\$0.00	\$51.63	
	2	70		\$27.27	\$9.90	\$18.36	\$0.00	\$55.53	
	3	80		\$31.16	\$9.90	\$18.36	\$18.36 \$0.00	\$59.42	
	4	90		\$35.06	\$9.90	\$18.36	\$0.00	\$63.32	
	Effect	ive Date -	06/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60		\$24.20	\$9.90	\$18.36	\$0.00	\$52.46	
	2	70		\$28.24	\$9.90	\$18.36	\$0.00	\$56.50	
	3 80			\$32.27	\$9.90 \$18.36	\$18.36	\$0.00	\$60.53	
	4	90		\$36.31	\$9.90	\$18.36	\$0.00	\$64.57	
	Notes:								
	Appre	ntice to Jo	urneyworker Ratio:1:5						
		HIGHWA	· ·	12/01/2024	\$38.95	\$9.90	\$18.46	\$0.00	\$67.31
JKERS - ZU	ERS - ZONE 2 (HEAVY & HIGHWAY)		1)	06/01/2025	5 \$40.34	\$9.90	\$18.46	\$0.00	\$68.70
				12/01/2023	5 \$41.72	\$9.90	\$18.46	\$0.00	\$70.08
				06/01/2020	5 \$43.16	\$9.90	\$18.46	\$0.00	\$71.52
				12/01/2020	5 \$44.60	\$9.90	\$18.46	\$0.00	\$72.96

Apprentice -			-	LABORER (Heavy & Highway) - Zone 2
-		-		10/01/0004

Effecti	ive Date -	12/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$23.37	\$9.90	\$18.46	\$0.00	\$51.73	
2	70		\$27.27	\$9.90	\$18.46	\$0.00	\$55.63	
3	80		\$31.16	\$9.90	\$18.46	\$0.00	\$59.52	
4	90		\$35.06	\$9.90	\$18.46	\$0.00	\$63.42	

Effect	ive Date -	06/01/2025				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$24.20	\$9.90	\$18.46	\$0.00	\$52.56	
2	70		\$28.24	\$9.90	\$18.46	\$0.00	\$56.60	
3	80		\$32.27	\$9.90	\$18.46	\$0.00	\$60.63	
4	90		\$36.31	\$9.90	\$18.46	\$0.00	\$64.67	

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER LABORERS - ZONE 2	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
ADOKEKS - ZONE 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"						
ABORER: CEMENT FINISHER TENDER ABORERS - ZONE 2	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
ADOALAS - 20142 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
ABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/02/2024	\$39.04	\$9.90	\$18.42	\$0.00	\$67.36
ABORERS - ZONE 2	06/02/2025	\$40.43	\$9.90	\$18.42	\$0.00	\$68.75
	12/01/2025	\$41.81	\$9.90	\$18.42	\$0.00	\$70.13
	06/01/2026	\$43.25	\$9.90	\$18.42	\$0.00	\$71.57
	12/07/2026	\$44.69	\$9.90	\$18.42	\$0.00	\$73.01
	06/07/2027	\$46.14	\$9.90	\$18.42	\$0.00	\$74.46
	12/06/2027	\$47.59	\$9.90	\$18.42	\$0.00	\$75.91
	06/05/2028	\$49.09	\$9.90 \$9.90	\$18.42	\$0.00	\$77.41
	12/04/2028		\$9.90 \$9.90	\$18.42	\$0.00 \$0.00	
For apprentice rates see "Apprentice- LABORER"	12/04/2028	\$50.59	\$9.90	\$10.42	\$0.00	\$78.91
ABORER: MASON TENDER	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
ABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$40.30 \$47.75	\$9.90 \$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$47.75 \$49.25	\$9.90 \$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$49.23 \$50.75	\$9.90 \$9.90	\$18.36	\$0.00	\$77.51 \$79.01
For apprentice rates see "Apprentice- LABORER"	12/01/2028	ф 30. 73	\$ 7.7 0	ψ10.50	ψυισυ	\$1 9. 01
ABORER: MASON TENDER (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
ABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2025	\$43.41	\$9.90 \$9.90	\$18.46	\$0.00	\$70.33 \$71.77
	12/01/2026	\$43.41 \$44.85	\$9.90 \$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2020	ψ ττ .0 <i>3</i>	\$ 7.7 0	φ10 . τ0	ψ0.00	φ/3.21

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
LABORERS - ZONE 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
ABORER: TREE REMOVER	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
ABORERS - ZONE 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
This classification applies to the removal of standing trees, and the trimm clearance incidental to construction . For apprentice rates see "Apprentice		bs when related t	to public work	ts construction	or site	
LASER BEAM OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
ABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) ABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
ADORERS - ZONE 2 (HEAVT & HIGHWAT)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2025	\$50.36	\$11.49	\$21.62	\$0.00	\$83.47
	08/01/2025	\$52.08	\$11.49	\$21.62	\$0.00	\$85.19
	02/01/2026	\$53.16	\$11.49	\$21.62	\$0.00	\$86.27
	08/01/2026	\$54.92	\$11.49	\$21.62	\$0.00	\$88.03
	02/01/2027	\$56.04	\$11.49	\$21.62	\$0.00	\$89.15

Effect	ive Date -	02/01/2025				Supplemental	ental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate		
1	50		\$25.18	\$11.49	\$21.62	\$0.00	\$58.29		
2	60		\$30.22	\$11.49	\$21.62	\$0.00	\$63.33		
3	70		\$35.25	\$11.49	\$21.62	\$0.00	\$68.36		
4	80		\$40.29	\$11.49	\$21.62	\$0.00	\$73.40		
5	90		\$45.32	\$11.49	\$21.62	\$0.00	\$78.43		
Effect	ive Date -	08/01/2025				Supplemental			
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate		
1	50		\$26.04	\$11.49	\$21.62	\$0.00	\$59.15		
2	60		\$31.25	\$11.49	\$21.62	\$0.00	\$64.36		
3	70		\$36.46	\$11.49	\$21.62	\$0.00	\$69.57		
4	80		\$41.66	\$11.49	\$21.62	\$0.00	\$74.77		
5	90		\$46.87	\$11.49	\$21.62	\$0.00	\$79.98		
Notes	·								
Appro	entice to Jo	urneyworker Ratio:1:3							
,		RS & TERRAZZO MECH	02/01/2025	5 \$65.82	\$11.49	\$23.56	\$0.00	\$100.87	
BRICKLAYERS LOCAL 3 - M	BRICKLAYERS LOCAL 3 - MARBLE & TILE		08/01/2025	\$67.97	\$11.49	\$23.56	\$0.00	\$103.02	
			02/01/2026	5 \$69.32	\$11.49	\$23.56	\$0.00	\$104.37	
			08/01/2026	5 \$71.52	\$11.49	\$23.56	\$0.00	\$106.57	
			02/01/2027	\$72.92	\$11.49	\$23.56	\$0.00	\$107.97	

Apprentice -MARBLE & TILE FINISHER - Local 3 Marble & TileEffective Date -02/01/2025

	Effecti	ve Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.91	\$11.49	\$23.56	\$0.00	\$67.96	
	2	60		\$39.49	\$11.49	\$23.56	\$0.00	\$74.54	
	3	70		\$46.07	\$11.49	\$23.56	\$0.00	\$81.12	
	4	80		\$52.66	\$11.49	\$23.56	\$0.00	\$87.71	
	5	90		\$59.24	\$11.49	\$23.56	\$0.00	\$94.29	
	Effecti	ve Date -	08/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$33.99	\$11.49	\$23.56	\$0.00	\$69.04	
	2	60		\$40.78	\$11.49	\$23.56	\$0.00	\$75.83	
	3	70		\$47.58	\$11.49	\$23.56	\$0.00	\$82.63	
	4	80		\$54.38	\$11.49	\$23.56	\$0.00	\$89.43	
	5	90		\$61.17	\$11.49	\$23.56	\$0.00	\$96.22	
	Notes:								
	Appre	ntice to Jou	ırneyworker Ratio:1:5						
			ON CONST. SITES)	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGL	NEERS LC	ICAL 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- C	PERATING ENGINEERS"	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
MECHANICS I				12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGL				06/01/2025			\$16.50	\$0.00	\$89.73
				12/01/2025			\$16.50	\$0.00	\$91.17
				06/01/2026			\$16.50	\$0.00	\$92.45
				12/01/2026			\$16.50	\$0.00	\$93.89
For apprentice	rates see "	Apprentice- C	PERATING ENGINEERS"	12,01,2020	φυ1.0τ	<i>\(\mathcal{\(\mathcal{\)}\)</i>	÷- 3.0 V		φ <i>γ</i> σ.0 <i>γ</i>
MILLWRIGHT				01/06/2025	\$45.09	\$10.08	\$21.47	\$0.00	\$76.64
MILLWRIGHTS LO	CAL 1121	- Zone 2		01/05/2026	5 \$47.42	\$10.08	\$21.47	\$0.00	\$78.97

Apprentice -	MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile
Effective Date	- 02/01/2025

-		$m_{\rm L} = 01/06/2025$	Lone 2					
EI	fective Dat		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1			\$24.80	\$10.08	\$5.50	\$0.00	\$40.38	
2			\$29.31	\$10.08	\$6.50	\$0.00	\$45.89	
3			\$33.82	\$10.08	\$18.97	\$0.00	\$62.87	
4			\$38.33	\$10.08	\$19.97	\$0.00	\$68.38	
Ef	fective Dat	te - 01/05/2026				Supplemental		
Ste	ep perce	ent	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		\$64.62	
4	85		\$40.31	\$10.08	\$19.97	\$0.00	\$70.36	
	but d	&2 Appr. indentured after 1/6/. o receive annuity. (Step 1 \$5.72 are 2,000 hours o Journeyworker Ratio:1:4						
IORTAR MIXER	-		12/01/2024	4 \$39.20	\$9.90	\$18.36	\$0.00	\$67.46
ABORERS - ZONE 2			06/01/202			\$18.36	\$0.00	\$68.85
			12/01/202			\$18.36	\$0.00	\$70.23
			06/01/2020			\$18.36	\$0.00	\$71.67
			12/01/2020			\$18.36	\$0.00	\$73.11
			06/01/202			\$18.36	\$0.00	\$74.56
			12/01/202			\$18.36	\$0.00	\$76.01
			06/01/202			\$18.36	\$0.00	\$77.51
			12/01/2028			\$18.36	\$0.00	\$79.01
For apprentice rates	s see "Apprent	ice- LABORER"	12/01/2020	φυσιτυ	<i>ψγ</i> , <i>γ</i> , <i>θ</i>			Ψ, Σ.01
		CK CRANES,GRADALLS)	12/01/2024	4 \$25.37	\$15.30	\$16.40	\$0.00	\$57.07
PERATING ENGINEE	RS LOCAL 4		06/01/2023	5 \$25.97	\$15.30	\$16.40	\$0.00	\$57.67
			12/01/2023			\$16.40	\$0.00	\$58.33
			06/01/2020	5 \$27.22	\$15.30	\$16.40	\$0.00	\$58.92
			12/01/2020	5 \$27.89	\$15.30	\$16.40	\$0.00	\$59.59
		ice- OPERATING ENGINEERS"						
ILER (TRUCK C PERATING ENGINEE		RADALLS)	12/01/2024	4 \$31.08	\$15.30	\$16.40	\$0.00	\$62.78
ERGITING ENGINEE	NJ LOCAL 4		06/01/202	5 \$31.80	\$15.30	\$16.40	\$0.00	\$63.50
			12/01/2023	5 \$32.60	\$15.30	\$16.40	\$0.00	\$64.30
			06/01/2020	5 \$33.32	\$15.30	\$16.40	\$0.00	\$65.02
			12/01/2020	5 \$34.12	\$15.30	\$16.40	\$0.00	\$65.82
For apprentice rates	s see "Apprent	ice- OPERATING ENGINEERS"						

Apprentice - MILLWRIGHT - Local 1121 Zone 2

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Step	tive Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30
Notes						
	Steps are 750 hrs.					
Appr	rentice to Journeyworker Ratio:1					`
	R SANDBLAST, NEW) * urfaces to be painted are new const	01/01/2025	5 \$49.36	\$9.95	\$23.95	\$0.00 \$83.26

Annrentice . PAINTER Local 35 - BRIDGES/TANKS

* If 30% or more e pa NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

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

Effecti	ve Date - 01/01/2	025			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
Notes:						
	Steps are 750 hrs.					

Apprentice to Journeyworker Ratio:1:1

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

Effect	five Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.71	\$9.95	\$0.00	\$0.00	\$33.66
2	55	\$26.08	\$9.95	\$6.66	\$0.00	\$42.69
3	60	\$28.45	\$9.95	\$7.26	\$0.00	\$45.66
4	65	\$30.82	\$9.95	\$7.87	\$0.00	\$48.64
5	70	\$33.19	\$9.95	\$20.32	\$0.00	\$63.46
6	75	\$35.57	\$9.95	\$20.93	\$0.00	\$66.45
7	80	\$37.94	\$9.95	\$21.53	\$0.00	\$69.42
8	90	\$42.68	\$9.95	\$22.74	\$0.00	\$75.37
Notes						
	Steps are 750 hrs.					
Appr	entice to Journeyworker Ratio:1:1					
	RUSH, NEW) * rfaces to be painted are new constru e used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/202: ction,	5 \$47.9	96 \$9.95	\$23.95	\$0.00 \$81.86

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Eff	01/01/2025

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2025				Supplemental	
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1 50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.93
2 55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.99
3 60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.99
4 65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.99
5 70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.84
6 75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.85
7 80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.85
8 90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.85
Notes:					
Steps are 750 hrs.					
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 \$66.85 6 75 \$33.57 \$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					
	01/01/202	5 \$46.0	2 \$9.95	\$23.95	\$0.00 \$79.92

	Effecti	ve Date - 01/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
	1	50	\$23.01	\$9.95	\$0.00	\$0.00	\$32.90	6
	2	55	\$25.31	\$9.95	\$6.66	\$0.00	\$41.92	2
	3	60	\$27.61	\$9.95	\$7.26	\$0.00	\$44.82	2
	4	65	\$29.91	\$9.95	\$7.87	\$0.00	\$47.73	3
	5	70	\$32.21	\$9.95	\$20.32	\$0.00	\$62.48	8
	6	75	\$34.52	\$9.95	\$20.93	\$0.00	\$65.40	0
	7	80	\$36.82	\$9.95	\$21.53	\$0.00	\$68.30	0
	8	90	\$41.42	\$9.95	\$22.74	\$0.00	\$74.1	1
·	Notes:							
		Steps are 750 hrs.						
L	Appre	ntice to Journeyworker Ratio:1:1						
AINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)		12/01/2024	4 \$38.95	\$9.90	\$18.46	\$0.00	\$67.31	
ABORERS - ZONE 2	2 (HEAV	Y & HIGHWAY)	06/01/2023	5 \$40.34	\$9.90	\$18.46	\$0.00	\$68.70
			12/01/2025	5 \$41.72	\$9.90	\$18.46	\$0.00	\$70.08
			06/01/2020	5 \$43.16	\$9.90	\$18.46	\$0.00	\$71.52
			12/01/2020	5 \$44.60	\$9.90	\$18.46	\$0.00	\$72.96
For apprentice r	ates see '	Apprentice- LABORER (Heavy and Highwa	y)					
ANEL & PICK		UCKS DRIVER	01/01/2025	5 \$39.78	\$15.57	\$20.17	\$0.00	\$75.52
EAMSTERS JOINT	COUNC	IL NO. TO ZONE D	06/01/2023	5 \$40.78	\$15.57	\$20.17	\$0.00	\$76.52
			12/01/2025	5 \$40.78	\$15.57	\$21.78	\$0.00	\$78.13
			01/01/2020	5 \$40.78	\$16.17	\$21.78	\$0.00	\$78.73
			06/01/2020	5 \$41.78	\$16.17	\$21.78	\$0.00	\$79.73
			12/01/2020	5 \$41.78	\$16.17	\$23.52	\$0.00	\$81.47
			01/01/2022	7 \$41.78	\$16.77	\$23.52	\$0.00	\$82.07
DECK) PILE DRIVER LOCA	L 56 (ZC	NSTRUCTOR (UNDERPINNING A DNE 1) 'Apprentice- PILE DRIVER"	AND 08/01/2024	4 \$55.79	\$10.08	\$24.29	\$0.00	\$90.16
PILE DRIVER			00/01/202	Δ Φ <u>ΕΕ</u> 70	¢10.00	\$24.29		
PILE DRIVER LOCA	L 56 (ZC	DNE 1)	08/01/2024	4 \$55.79	\$10.08	J24.29	\$0.00	\$90.16

PILE DRIVER LOCAL 56 (ZONE 1)

	ve Date - 08/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45	\$25.11	\$10.08	\$2.53	\$0.00	\$37.72	
2	55	\$30.68	\$10.08	\$5.07	\$0.00	\$45.83	
3	70	\$39.05	\$10.08	\$19.22	\$0.00	\$68.35	
4	80	\$44.63	\$10.08	\$21.76	\$0.00	\$76.47	
Notes:							
	% Indentured BEFORE	8/1/20; 50/60/70/75/80/80/90/90					
Appre	nfiteertd \$6นิกภัสรรรรร	Ra\$i63 143/ 4 \$76.21/ 5&6 \$79.00/ 7&8	\$84.58			İ	
EFITTER & STEAN SFITTERS LOCAL 537 (L		03/01/2025	5 \$68.88	\$12.70	\$21.80	\$0.00	\$103.38

PILE DRIVER - Local 56 Zone 1 Annrentice

Apprentice - PIPEFITTER Local 537 (Local 138)

Effect	tive Date - 03/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
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 there						
Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 40 \$27.55 \$12.70 \$9.05 \$0.00 \$49.30 2 45 \$31.00 \$12.70 \$21.80 \$0.00 \$65.50 3 60 \$41.33 \$12.70 \$21.80 \$0.00 \$75.83 4 70 \$48.22 \$12.70 \$21.80 \$0.00 \$82.72 5 80 \$55.10 \$12.70 \$21.80 \$0.00 \$89.60 Notes: *** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr. Refrig/AC Mechanic **11:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max) Apprentice to Journeyworker Ratio:*** PIPELAYER 12/01/2024 \$39.20 \$9.90 \$18.36 \$0.00 \$67.46							
	entice to Journeyworker						
PIPELAYER LABORERS - ZONE 2							
		06/01/2023	5 \$40.59	\$9.90			\$68.85
		12/01/2025	5 \$41.97	\$9.90	\$18.36	\$0.00	\$70.23
		06/01/2020	5 \$43.41	\$9.90	\$18.36	\$0.00	\$71.67
		12/01/2020	5 \$44.85	\$9.90	\$18.36	\$0.00	\$73.11
		06/01/2027	546.30	\$9.90	\$18.36	\$0.00	\$74.56
		12/01/2027	7 \$47.75	\$9.90	\$18.36	\$0.00	\$76.01
		06/01/2028	8 \$49.25	\$9.90	\$18.36	\$0.00	\$77.51
		12/01/2028	8 \$50.75	\$9.90	\$18.36	\$0.00	\$79.01
· ·	· · · · · · · · · · · · · · · · · · ·	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
ENDORERS - ZONE 2 (HEA)		06/01/2025	5 \$40.59	\$9.90	\$18.46	\$0.00	\$68.95
		12/01/2023	5 \$41.97	\$9.90	\$18.46	\$0.00	\$70.33
		06/01/2020	5 \$43.41	\$9.90	\$18.46	\$0.00	\$71.77
		12/01/2020	5 \$44.85	\$9.90	\$18.46	\$0.00	\$73.21

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PLUMBER	03/02/2025	\$69.84	\$14.32	\$20.31	\$0.00	\$104.47
PLUMBERS & GASFITTERS LOCAL 12 (Local 138)			+			+

		ive Date - 03/02/20	145F111ER - Local 12 (Lo 25	/			Supplemental		
-	Step	percent	Apprent	tice Base Wage	Health	Pension	Unemployment	Total Ra	te
	1	35		\$24.44	\$14.32	\$7.41	\$0.00	\$46.	17
	2	40		\$27.94	\$14.32	\$8.42	\$0.00	\$50.0	58
	3	55		\$38.41	\$14.32	\$11.43	\$0.00	\$64.	16
	4	65		\$45.40	\$14.32	\$13.50	\$0.00	\$73.2	22
	5	75		\$52.38	\$14.32	\$15.53	\$0.00	\$82.2	23
	Notes:	** 1:2; 2:6; 3:10; 4:1	4; 5:19/Steps are 1 yr						-
		Steps are 1 yr							1
L	A n n n	·	0, Step5 with lic\$76.87						
		entice to Journeywork	ter Katio:""						
NEUMATIC CO		· · · ·		03/01/202	5 \$68.	.88 \$12.70	\$21.80	\$0.00	\$103.38
			or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR Aborers - zone 2			12/01/2024	4 \$39.	.70 \$9.90	\$17.54	\$0.00	\$67.14	
- Shand Bond 2	-			06/01/202	5 \$41.	.09 \$9.90	\$17.54	\$0.00	\$68.53
				12/01/202	5 \$42.	.47 \$9.90	\$17.54	\$0.00	\$69.91
				06/01/202	6 \$43.	.91 \$9.90	\$17.54	\$0.00	\$71.35
				12/01/202	6 \$45.	.35 \$9.90	\$17.54	\$0.00	\$72.79
				06/01/202	7 \$46.	.80 \$9.90	\$17.54	\$0.00	\$74.24
				12/01/202	7 \$48.	.25 \$9.90	\$17.54	\$0.00	\$75.69
				06/01/202	8 \$49.	.75 \$9.90	\$17.54	\$0.00	\$77.19
				12/01/202	8 \$51.	.25 \$9.90	\$17.54	\$0.00	\$78.69
		"Apprentice- LABORER"							
NEUMATIC DI IGHWAY)	RILL/	TOOL OPERATOR (H	IEAVY &	12/01/202	4 \$39.	.20 \$9.90	\$18.46	\$0.00	\$67.56
ABORERS - ZONE 2	2 (HEAV	Y & HIGHWAY)		06/01/202	5 \$40.	.59 \$9.90	\$18.46	\$0.00	\$68.95
				12/01/202	5 \$41.	.97 \$9.90	\$18.46	\$0.00	\$70.33
				06/01/202	6 \$43.	.41 \$9.90	\$18.46	\$0.00	\$71.77
The state				12/01/202	6 \$44.	.85 \$9.90	\$18.46	\$0.00	\$73.21
		"Apprentice- LABORER (H	eavy and Highway)					** **	
OWDERMAN (ABORERS - ZONE 2		ASIEK		12/01/2024			\$18.36	\$0.00	\$68.21
				06/01/202			\$18.36	\$0.00	\$69.60
				12/01/202			\$18.36	\$0.00	\$70.98
				06/01/202	6 \$44.	.16 \$9.90	\$18.36	\$0.00	\$72.42
				12/01/202	6 \$45.	.60 \$9.90	\$18.36	\$0.00	\$73.86
				06/01/202	7 \$47.	.05 \$9.90	\$18.36	\$0.00	\$75.31
				12/01/202	7 \$48.	.50 \$9.90	\$18.36	\$0.00	\$76.76
				06/01/202	8 \$50.	.00 \$9.90	\$18.36	\$0.00	\$78.26
For operation	atao asa	"Appropriate LADODED"		12/01/202	8 \$51.	.50 \$9.90	\$18.36	\$0.00	\$79.76
For apprentice ra	ates see	"Apprentice- LABORER"							

Apprentice - PLUMBER/GASFITTER - Local 12 (Local 138)

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$39.95	\$9.65	\$18.46	\$0.00	\$68.06
LADOKEKS - ZONE 2 (HEAVI & HIGHWAI)	06/01/2025	\$41.34	\$9.65	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.72	\$9.65	\$18.46	Unemployment \$0.00 >\$0.00 >\$0.00	\$70.83
	06/01/2026	\$44.16	\$9.65	\$18.46	\$0.00	\$72.27
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$45.60	\$9.65	\$18.46	\$0.00	\$73.71
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$57.03 \$58.33	\$15.55	\$16.50		\$90.38
	12/01/2025	\$58.55 \$59.78	\$15.55	\$16.50		\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50		\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50		\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2020	\$02.55	\$15.55	\$10.50	\$0.00	\$74.30
PUMP OPERATOR (CONCRETE)	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"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
READY-MIX CONCRETE DRIVER	05/01/2025	\$30.50	\$11.57	\$6.65	\$0.00	\$48.72
TEAMSTERS 170 - J.G. MacLellan (Lowell)	01/01/2026	\$30.50 \$30.50	\$11.97	\$6.65		\$49.12
RECLAIMERS	12/01/2024	\$56.40	\$15.55	\$16.50		\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$50. 4 0 \$57.68	\$15.55	\$16.50		\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50		\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50		\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50		\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2020	\$01.01	φ15.55	<i><i><i></i></i></i>	<i>Q</i> 0100	φ95.69
RIDE-ON MOTORIZED BUGGY OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE 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		\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50		\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50		\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
Issue Date: 05/08/2025 Wage Request Number:	20250507-	072-1				Page 30 of 38

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"					• -	
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) ROOFERS LOCAL 33	02/01/2025	\$52.03	\$13.28	\$21.70	\$0.00	\$87.01
KOOFEKS LOCAL 35	08/01/2025	\$53.53	\$13.28	\$21.70	\$0.00	\$88.51
	02/01/2026	\$54.78	\$13.28	\$21.70	\$0.00	\$89.76

I	Apprei	ntice - RC	OOFER - Local 33						
	E <mark>ffecti</mark> Step	ve Date - percent	02/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	1	50		\$26.02	\$13.28	\$15.55	\$0.00	\$54.85	
	2	50 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	
1	Effecti	ve Date -	08/01/2025				Supplemental		
S	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	
- נו	Notes:	** 1:5, 2:6	-10, the 1:10; Reroofing: 1:-	4. then 1:1					
		Step 1 is 2	2000 hrs.; Steps 2-5 are 100	0 hrs.					
	Annre	<u> </u>	n Mechanics' receive \$1.00 h urneyworker Ratio:**						
	••		ST CONCRETE	02/01/2025	5 \$52.28	\$13.28	\$21.70	\$0.00	\$87.26
OFERS LOCAL 33								\$0.00	
				08/01/2025			\$21.70		\$88.76
For apprentice ra	ites see "	Apprentice- R	OOFER"	02/01/2026	\$55.03	\$13.28	\$21.70	\$0.00	\$90.01
IEETMETAL V				02/01/2025	5 \$59.13	\$14.91	\$28.27	\$2.98	\$105.29
EETMETAL WORK	KERS LC	OCAL 17 - A		08/01/2025			\$28.27	\$2.98	\$107.14
				02/01/2026			\$28.27	\$2.98	\$109.09

Effect	ive Date -	02/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	42		\$24.83	\$14.91	\$6.13	\$0.00	\$45.87
2	42		\$24.83	\$14.91	\$6.13	\$0.00	\$45.87
3	47		\$27.79	\$14.91	\$12.26	\$1.62	\$56.58
4	47		\$27.79	\$14.91	\$12.26	\$1.62	\$56.58
5	52		\$30.75	\$14.91	\$13.24	\$1.74	\$60.64
6	52		\$30.75	\$14.91	\$13.49	\$1.75	\$60.90
7	60		\$35.48	\$14.91	\$14.90	\$1.93	\$67.22
8	65		\$38.43	\$14.91	\$15.88	\$2.04	\$71.26
9	75		\$44.35	\$14.91	\$17.84	\$2.28	\$79.38
10	85		\$50.26	\$14.91	\$19.30	\$2.49	\$86.96

Apprentice - SHEET METAL WORKER - Local 17-A

)	73	\$44.35	\$14.91	\$17.84	\$2.28	\$/9.38	
	10	85	\$50.26	\$14.91	\$19.30	\$2.49	\$86.96	
	Effect i Step	ive Date - 08/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	<u></u>	42	\$25.61	\$14.91	\$6.13	\$0.00	\$46.65	
	2	42	\$25.61	\$14.91	\$6.13	\$0.00	\$46.65	
	3	47	\$28.66	\$14.91	\$12.26	\$1.62	\$57.45	
	4	47	\$28.66	\$14.91	\$12.26	\$1.62	\$57.45	
	5	52	\$31.71	\$14.91	\$13.24	\$1.74	\$61.60	
	6	52	\$31.71	\$14.91	\$13.49	\$1.75	\$61.86	
	7	60	\$36.59	\$14.91	\$14.90	\$1.93	\$68.33	
	8	65	\$39.64	\$14.91	\$15.88	\$2.04	\$72.47	
	9	75	\$45.74	\$14.91	\$17.84	\$2.28	\$80.77	
	10	85	\$51.83	\$14.91	\$19.30	\$2.49	\$88.53	
	Notes:							
		Steps are 6 mos.						
	Appre	ntice to Journeyworker Ratio:1:4						
Apprentice to Journeyworker Ratio:1:4 SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B		01/01/202:	5 \$40.24	\$15.57	\$20.17	\$0.00	\$75.98	
		06/01/2023	5 \$41.24	\$15.57	\$20.17	\$0.00	\$76.98	
			12/01/2023	5 \$41.24	\$15.57	\$21.78	\$0.00	\$78.59
			01/01/2020	5 \$41.24	\$16.17	\$21.78	\$0.00	\$79.19
			06/01/2020	5 \$42.24	\$16.17	\$21.78	\$0.00	\$80.19
			12/01/2020	5 \$42.24	\$16.17	\$23.52	\$0.00	\$81.93

01/01/2027

\$42.24

\$16.77

\$23.52

\$82.53

\$0.00

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$77.27
	12/01/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$78.88
	01/01/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$79.48
	06/01/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$80.48
	12/01/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$82.22
	01/01/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$82.82
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2	03/01/2025	\$64.93	\$11.51	\$23.80	\$0.00	\$100.24

ective Date - 03/01/2025					Supplemental		
p percent	Apprentice Base	Wage Hea	lth	Pension	Unemployment	Total Rate	
35	\$22.73	\$11	.51	\$13.07	\$0.00	\$47.31	
40	\$25.97	\$11	.51	\$13.90	\$0.00	\$51.38	
45	\$29.22	2 \$11	.51	\$14.72	\$0.00	\$55.45	
50	\$32.47	\$11	.51	\$15.55	\$0.00	\$59.53	
55	\$35.71	\$11	.51	\$16.38	\$0.00	\$63.60	
60	\$38.96	5 \$11	.51	\$17.20	\$0.00	\$67.67	
65	\$42.20	\$11	.51	\$18.03	\$0.00	\$71.74	
70	\$45.45	5 \$11	.51	\$18.85	\$0.00	\$75.81	
75	\$48.70	\$11	.51	\$19.68	\$0.00	\$79.89	
80	\$51.94	\$11	.51	\$20.50	\$0.00	\$83.95	
40/45/50/55/60/65/70/7 Steps are 850 hours	5/80/85						
	Ratio:1:3						
	12/0	01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/0	01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/0	01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/0	01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
		01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
	DD (HD)						
	120						\$88.45
							\$89.73
							\$91.17
	0.010	1/2026	\$60.40	¢15 55	\$16.50	\$0.00	CO2 45
)1/2026)1/2026	\$60.40 \$61.84	\$15.55 \$15.55	\$16.50	\$0.00 \$0.00	\$92.45 \$93.89
	35 40 45 50 55 60 65 70 75 80 res: Apprentice entered prior 40/45/50/55/60/65/70/7 Steps are 850 hours prentice to Journeyworker PERATOR <i>SLOCAL 4</i>	35 \$22.73 40 \$25.97 45 \$29.22 50 \$32.47 55 \$35.71 60 \$38.96 65 \$42.20 70 \$45.45 75 \$48.70 80 \$51.94 PERATOR prentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 \$1.94 prentice to Journeyworker Ratio:1:3 PERATOR prentice - OPERATING ENGINEERS" ROPELLED OR TRACTOR DRAWN \$LOCAL 4 06/0	35 \$22.73 \$11 40 \$25.97 \$11 45 \$29.22 \$11 50 \$32.47 \$11 55 \$35.71 \$11 60 \$38.96 \$11 65 \$42.20 \$11 70 \$45.45 \$11 80 \$51.94 \$11 80 \$51.94 \$11 es: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 \$12/01/2024 prentice to Journeyworker Ratio:1:3 12/01/2024 06/01/2025 12/01/2025 06/01/2025 12/01/2026 see "Apprentice- OPERATING ENGINEERS" 12/01/2024	35 \$22.73 \$11.51 40 \$25.97 \$11.51 45 \$29.22 \$11.51 50 \$32.47 \$11.51 50 \$35.71 \$11.51 55 \$35.71 \$11.51 60 \$38.96 \$11.51 65 \$42.20 \$11.51 70 \$45.45 \$11.51 70 \$445.45 \$11.51 75 \$48.70 \$11.51 80 \$51.94 \$11.51 orentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours orentice to Journeyworker Ratio:1:3 PERATOR \$LOCAL 4 80 \$51.94 \$11.51 prentice oPERATING ENGINEERS" PERATOR \$12/01/2024 \$56.40 \$12/01/2025 \$59.12 \$6/0/12025 \$59.12 \$12/01/2026 \$61.84 \$12/01/2026 \$61.84 \$40/01/2026 \$61.84 \$57.68	35 \$22.73 \$11.51 \$13.07 40 \$25.97 \$11.51 \$13.90 45 \$29.22 \$11.51 \$14.72 50 \$32.47 \$11.51 \$15.55 55 \$35.71 \$11.51 \$16.38 60 \$38.96 \$11.51 \$17.20 65 \$42.20 \$11.51 \$18.03 70 \$45.45 \$11.51 \$18.03 70 \$45.45 \$11.51 \$18.85 75 \$48.70 \$11.51 \$18.85 80 \$51.94 \$11.51 \$20.50 es: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 \$LOCAL 4 \$10.70/75/80/85 \$51.94 \$11.51 \$19.68 80 \$51.94 \$11.51 \$15.55 \$20.50 prentice to Journeyworker Ratio:1:3 PERATOR \$LOCAL 4 \$10.70/75/80/85 \$15.55 96/01/2025 \$57.68 \$15.55 91/201/2026 \$60.40 \$15.55 91/201/2026 \$61.84 \$15.55 91	percent Apprentice Base Wage Health Pension Unemployment 35 \$22.73 \$11.51 \$13.07 \$0.00 40 \$25.97 \$11.51 \$13.90 \$0.00 45 \$29.22 \$11.51 \$14.72 \$0.00 50 \$32.47 \$11.51 \$15.55 \$0.00 55 \$35.71 \$11.51 \$16.38 \$0.00 60 \$38.96 \$11.51 \$16.38 \$0.00 65 \$42.20 \$11.51 \$18.03 \$0.00 70 \$45.45 \$11.51 \$18.85 \$0.00 75 \$48.70 \$11.51 \$18.85 \$0.00 80 \$51.94 \$11.51 \$19.68 \$0.00 80 \$51.94 \$11.51 \$15.55 \$16.50 \$20.60(5/70/75/80/85) \$16.50 \$66/01/2025 \$57.68 \$15.55 \$16.50 \$20.021 \$59.12 \$15.55 \$16.50 \$16.50 \$16.50 \$16.50 \$20.021	p percent Apprentice Base Wage Health Pension Unemployment Total Rate 35 \$22.73 \$11.51 \$13.07 \$0.00 \$47.31 40 \$25.97 \$11.51 \$13.90 \$0.00 \$51.38 45 \$29.22 \$11.51 \$14.72 \$0.00 \$55.45 50 \$32.47 \$11.51 \$15.55 \$0.00 \$59.53 55 \$35.71 \$11.51 \$16.38 \$0.00 \$63.60 60 \$38.96 \$11.51 \$18.03 \$0.00 \$67.67 65 \$42.20 \$11.51 \$18.03 \$0.00 \$79.89 80 \$51.94 \$11.51 \$19.68 \$0.00 \$83.95 certect entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 \$LOCAL 4 \$60.00 \$15.55 \$16.50 \$0.00 \$LOCAL 4 \$66/1/2025 \$57.68 \$15.55 \$16.50 \$0.00 \$LOCAL 4 \$60/1/2026 \$60.40 \$15.55 \$16.50 \$0.00

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN	03/01/2025	\$51.41	\$13.00	\$20.90	\$0.00	\$85.31
ELECTRICIANS LOCAL 103	09/01/2025	\$52.94	\$13.00	\$20.95	\$0.00	\$86.89
	03/01/2026	\$53.90	\$13.00	\$20.98	\$0.00	\$87.88
	09/01/2026	\$55.42	\$13.00	\$21.02	\$0.00	\$89.44
	03/01/2027	\$56.38	\$13.00	\$21.05	\$0.00	\$90.43
	09/01/2027	\$57.91	\$13.00	\$21.10	\$0.00	\$92.01
	03/01/2028	\$58.87	\$13.00	\$21.13	\$0.00	\$93.00

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

- ppro	nuice						
Effecti	ive Date -	03/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$23.13	\$13.00	\$0.69	\$0.00	\$36.82
2	45		\$23.13	\$13.00	\$0.69	\$0.00	\$36.82
3	50		\$25.71	\$13.00	\$16.64	\$0.00	\$55.35
4	50		\$25.71	\$13.00	\$16.64	\$0.00	\$55.35
5	55		\$28.28	\$13.00	\$17.07	\$0.00	\$58.35
6	60		\$30.85	\$13.00	\$17.50	\$0.00	\$61.35
7	65		\$33.42	\$13.00	\$17.92	\$0.00	\$64.34
8	70		\$35.99	\$13.00	\$18.35	\$0.00	\$67.34
9	75		\$38.56	\$13.00	\$18.78	\$0.00	\$70.34
10	80		\$41.13	\$13.00	\$19.19	\$0.00	\$73.32

Effect	ve Date - 09/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45	\$23.82	\$13.00	\$0.71	\$0.00	\$37.53	
2	45	\$23.82	\$13.00	\$0.71	\$0.00	\$37.53	
3	50	\$26.47	\$13.00	\$16.66	\$0.00	\$56.13	
4	50	\$26.47	\$13.00	\$16.66	\$0.00	\$56.13	
5	55	\$29.12	\$13.00	\$17.09	\$0.00	\$59.21	
6	60	\$31.76	\$13.00	\$17.52	\$0.00	\$62.28	
7	65	\$34.41	\$13.00	\$17.95	\$0.00	\$65.36	
8	70	\$37.06	\$13.00	\$18.38	\$0.00	\$68.44	
9	75	\$39.71	\$13.00	\$18.81	\$0.00	\$71.52	
10	80	\$42.35	\$13.00	\$19.23	\$0.00	\$74.58	
Notes:							
i							
Appre	ntice to Journeyworker Ratio:	1:1					
TERRAZZO FINISHE		02/01/2025	5 \$64.74	\$11.49	\$23.59	\$0.00	\$99.82
BRICKLAYERS LOCAL 3 - M	ARBLE & TILE	08/01/2025	\$66.89	\$11.49	\$23.59	\$0.00	\$101.97
		02/01/2026	5 \$68.24	\$11.49	\$23.59	\$0.00	\$103.32
		08/01/2026	5 \$70.44	\$11.49	\$23.59	\$0.00	\$105.52
		02/01/2027	7 \$71.84	\$11.49	\$23.59	\$0.00	\$106.92

	Effectiv	ve Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.37	\$11.49	\$23.59	\$0.00	\$67.45	
	2	60		\$38.84	\$11.49	\$23.59	\$0.00	\$73.92	
	3	70		\$45.32	\$11.49	\$23.59	\$0.00	\$80.40	
	4	80		\$51.79	\$11.49	\$23.59	\$0.00	\$86.87	
	5	90		\$58.27	\$11.49	\$23.59	\$0.00	\$93.35	
	Effectiv	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:								
	Apprei	ntice to Jou	urneyworker Ratio:1:3						
	TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE		2	12/01/2024	\$50.20	\$9.90	\$19.05	\$0.00	\$79.15
LABORERS - FOON	DATION		2	06/01/2025	5 \$51.70	\$9.90	\$19.05	\$0.00	\$80.65
				12/01/2025	5 \$53.20	\$9.90	\$19.05	\$0.00	\$82.15
				06/01/2020	\$54.75	\$9.90	\$19.05	\$0.00	\$83.70
				12/01/2020	5 \$56.25	\$9.90	\$19.05	\$0.00	\$85.20
For apprentice r									
TEST BORING				12/01/2024			\$19.05	\$0.00	\$75.27
				06/01/2025			\$19.05	\$0.00	\$76.77
				12/01/2025			\$19.05	\$0.00	\$78.27
				06/01/2020			\$19.05	\$0.00	\$79.82
For apprentice r	ates see ".	Apprentice- L	ABORER"	12/01/2020	5 \$52.37	\$9.90	\$19.05	\$0.00	\$81.32
TEST BORING				12/01/2024	4 \$46.20	\$9.90	\$19.05	\$0.00	\$75.15
LABORERS - FOUN	DATION .	AND MARINE	5	06/01/2025	5 \$47.70	\$9.90	\$19.05	\$0.00	\$76.65
				12/01/2025	5 \$49.20	\$9.90	\$19.05	\$0.00	\$78.15
				06/01/2020	5 \$50.75	\$9.90	\$19.05	\$0.00	\$79.70
				12/01/2020	5 \$52.25	\$9.90	\$19.05	\$0.00	\$81.20
For apprentice r									
TRACTORS/PO OPERATING ENGIN			GENERATORS	12/01/2024	\$\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
21 Elannio Elon				06/01/2025	5 \$57.68	\$15.55	\$16.50	\$0.00	\$89.73
				12/01/2025	5 \$59.12	\$15.55	\$16.50	\$0.00	\$91.17
				06/01/2020	5 \$60.40	\$15.55	\$16.50	\$0.00	\$92.45
E ···		A		12/01/2020	5 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice i	ates see ".	Apprentice- C	PERATING ENGINEERS"						

Apprentice -	TERRAZZO FINISHER - Local 3 Marble & Tile
	02/01/2025

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	\$58.43	\$9.90	\$19.50	\$0.00	\$87.83
LABORERS (COMPRESSED AIR)	06/01/2025	\$59.93	\$9.90	\$19.50	\$0.00	\$89.33
	12/01/2025	\$61.43	\$9.90	\$19.50	\$0.00	\$90.83
	06/01/2026	\$62.98	\$9.90	\$19.50	\$0.00	\$92.38
	12/01/2026	\$64.48	\$9.90	\$19.50	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	12/01/2024	\$60.43	\$9.90	\$19.50	\$0.00	\$89.83
	06/01/2025	\$61.93	\$9.90	\$19.50	\$0.00	\$91.33
	12/01/2025 \$63.43 \$9.90 \$19.50 \$0.00	\$0.00	\$92.83			
	06/01/2026	\$64.98	\$9.90	\$19.50	\$0.00	\$94.38
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$66.48	\$9.90	\$19.50	\$0.00	\$95.88
TUNNEL WORK - FREE AIR	12/01/2024	\$50.50	\$9.90	\$19.50	\$0.00	\$79.90
LABORERS (FREE AIR TUNNEL)	06/01/2025	\$52.00	\$9.90	\$19.50	\$0.00	\$81.40
	12/01/2025	\$53.50	\$9.90	\$19.50	\$0.00	\$82.90
	06/01/2026	\$55.05	\$9.90	\$19.50	\$0.00	\$84.45
	12/01/2026	\$56.55	\$9.90	\$19.50	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"					* **	
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2024	\$52.50	\$9.90	\$19.50	\$0.00	\$81.90
	06/01/2025	\$54.00	\$9.90	\$19.50	\$0.00	\$83.40
	12/01/2025	\$55.50	\$9.90	\$19.50	\$0.00	\$84.90
	06/01/2026	\$57.05	\$9.90	\$19.50	\$0.00	\$86.45
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$58.55	\$9.90	\$19.50	\$0.00	\$87.95
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
	01/01/2027	φ . Δ. Δ Ι	<i>Q10.11</i>		÷ • • • • •	40 2.00

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
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$52.16	\$9.65	\$17.70	\$0.00	\$79.51
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway) WASTE WATER PUMP OPERATOR	12/01/2024	<i>Ф</i>.7 02	ф15.55	\$1(50	¢0.00	#00.00
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	
		\$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	\$69.84	\$14.32	\$20.31	\$0.00	\$104.47
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GA	ASFITTER"					
Marine Drilling						
BLASTER MARINE DRILLING	01/01/2018	\$41.82	\$7.63	\$3.60	\$0.00	\$53.05
BOAT CAPTAIN MARINE DRILLING	01/01/2018	\$33.87	\$7.63	\$3.30	\$0.00	\$44.80
BOAT CAPTAIN / Over 1,000 hp MARINE DRILLING	01/01/2018	\$38.06	\$7.63	\$3.60	\$0.00	\$49.29
CORE DRILLER MARINE DRILLING	01/01/2018	\$31.43	\$7.63	\$2.90	\$0.00	\$41.96
CORE DRILLER HELPER MARINE DRILLING	01/01/2018	\$28.47	\$7.63	\$3.00	\$0.00	\$39.10
DRILLER MARINE DRILLING	01/01/2018	\$39.70	\$7.63	\$3.60	\$0.00	\$50.93
ENGINEER MARINE DRILLING	01/01/2018	\$39.69	\$7.63	\$3.50	\$0.00	\$50.82
HELPER MARINE DRILLING	01/01/2018	\$34.24	\$7.63	\$3.00	\$0.00	\$44.87
MACHINIST MARINE DRILLING	01/01/2018	\$38.88	\$7.63	\$3.30	\$0.00	\$49.81
OILER - MARINE DRILLING MARINE DRILLING	01/01/2018	\$34.24	\$7.63	\$3.00	\$0.00	\$44.87
TUG DECKHAND Marine Drilling	01/01/2018	\$27.61	\$7.63	\$3.00	\$0.00	\$38.24

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WELDER MARINE DRILLING	01/01/2018	\$38.88	\$7.63	\$3.30	\$0.00	\$49.81
Op Eng Marine (Dredging Work)						
BOAT OPERATOR OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$29.26	\$7.63	\$3.30	\$0.00	\$40.19
CERTIFIED WELDER OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$31.09	\$7.63	\$3.60	\$0.00	\$42.32
CHIEF WELDER/ CHIEF MATE OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
DERRICK / SPIDER / SPILLBARGE OPERATOR OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
DRAG BARGE OPERATOR / WELDER / MATE OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$30.24	\$7.63	\$3.30	\$0.00	\$41.17
ENGINEER / ELECTRICIAN OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
LICENSED BOAT OPERATOR OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
LICENSED TUG OPERATOR OVER 1000HP OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$38.18	\$7.63	\$3.60	\$0.00	\$49.41
MAINTENANCE ENGINEER OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.03	\$7.63	\$3.60	\$0.00	\$44.26
OILER - MARINE DIVISION OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$24.30	\$7.63	\$3.00	\$0.00	\$34.93
OPERATOR / LEVERMAN OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$38.18	\$7.63	\$3.60	\$0.00	\$49.41
RODMAN / SCOWMAN OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$24.30	\$7.63	\$3.00	\$0.00	\$34.93
SHOREMAN / DECKHAND OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$24.30	\$7.63	\$3.00	\$0.00	\$34.93

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.