

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

Prevailing Wage Rates

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

LAUREN JONES Secretary

MICHAEL FLANAGAN
Director

KIM DRISCOLL Lt. Governor

Awarding Authority:

Contract Number: 25-01 City/Town: EVERETT

Description of Work: Refinishing of a gym Floor at the Whittier School

City of Everett

Job Location: 337 Broadway

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 annual update requirement is not applicable to 27F "rental of equipment" contracts. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS).
 Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to http://www.mass.gov/dols/pw.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Issue Date: 07/03/2024 **Wage Request Number:** 20240703-024

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2024	\$41.05	\$14.41	\$18.67	\$0.00	\$74.13
TEAMSTERS JOINT COUNCIL NO. TO ZONE A	08/01/2024	\$41.05	\$14.91	\$18.67	\$0.00	\$74.63
	12/01/2024	\$41.05	\$14.91	\$20.17	\$0.00	\$76.13
	06/01/2025	\$42.05	\$14.91	\$20.17	\$0.00	\$77.13
	08/01/2025	\$42.05	\$15.41	\$20.17	\$0.00	\$77.63
	12/01/2025	\$42.05	\$15.41	\$21.78	\$0.00	\$79.24
	06/01/2026	\$43.05	\$15.41	\$21.78	\$0.00	\$80.24
	08/01/2026	\$43.05	\$15.91	\$21.78	\$0.00	\$80.74
	12/01/2026	\$43.05	\$15.91	\$23.52	\$0.00	\$82.48
(3 AXLE) DRIVER - EQUIPMENT	06/01/2024	\$40.88	\$14.41	\$18.67	\$0.00	\$73.96
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2024	\$40.88	\$14.91	\$18.67	\$0.00	\$74.46
	12/01/2024	\$40.88	\$14.91	\$20.17	\$0.00	\$75.96
	06/01/2025	\$41.12	\$14.91	\$20.17	\$0.00	\$76.20
	08/01/2025	\$41.12	\$15.41	\$20.17	\$0.00	\$76.70
	12/01/2025	\$41.12	\$15.41	\$21.78	\$0.00	\$78.31
	06/01/2026	\$43.12	\$15.41	\$21.78	\$0.00	\$80.31
	08/01/2026	\$43.12	\$15.91	\$21.78	\$0.00	\$80.81
	12/01/2026	\$43.12	\$15.91	\$23.52	\$0.00	\$82.55
(4 & 5 AXLE) DRIVER - EQUIPMENT	06/01/2024	\$41.24	\$14.41	\$18.67	\$0.00	\$74.32
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2024	\$41.24	\$14.91	\$18.67	\$0.00	\$74.82
	12/01/2024	\$41.24	\$14.91	\$20.17	\$0.00	\$76.32
	06/01/2025	\$42.24	\$14.91	\$20.17	\$0.00	\$77.32
	08/01/2025	\$42.24	\$15.41	\$20.17	\$0.00	\$77.82
	12/01/2025	\$42.24	\$15.41	\$21.78	\$0.00	\$79.43
	06/01/2026	\$43.24	\$15.41	\$21.78	\$0.00	\$80.43
	08/01/2026	\$43.24	\$15.91	\$21.78	\$0.00	\$80.93
	12/01/2026	\$43.24	\$15.91	\$23.52	\$0.00	\$82.67
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR LABORERS - ZONE 1	12/01/2023	\$45.08	\$9.65	\$18.07	\$0.00	\$72.80
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	06/01/2024	\$46.23	\$9.65	\$18.40	\$0.00	\$74.28
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.70	\$9.65	\$18.40	\$0.00	\$75.75
	06/01/2025	\$49.20	\$9.65	\$18.40	\$0.00	\$77.25
	12/01/2025	\$50.70	\$9.65	\$18.40	\$0.00	\$78.75
	06/01/2026	\$52.25	\$9.65	\$18.40	\$0.00	\$80.30
	12/01/2026	\$53.75	\$9.65	\$18.40	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	06/01/2024	\$41.80	\$14.50	\$11.05	\$0.00	\$67.35
Q. ROSI INSCENTIONS EXCELS (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:
 07/03/2024
 Wage Request Number:
 20240703-024
 Page 2 of 40

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER LABORERS - ZONE 1	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY)	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2020	Ψ55.25	Ψ2.03	Ψ10.10	ψο.σο	ψ01.50
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2020	ψ02.70	Ψ13.30	Ψ100	φοίου	ψ21.00
BACKHOE/FRONT-END LOADER	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2020	ψ02.70	Ψ13.30	Ψ100	φοίου	ψ21.00
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 1	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 1	12/01/2023	\$45.08	\$9.65	\$18.07	\$0.00	\$72.80
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	06/01/2024	\$46.23	\$9.65	\$18.40	\$0.00	\$74.28
HIGHWAY)	12/01/2024	\$47.70	\$9.65	\$18.40	\$0.00	\$75.75
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025			\$18.40	\$0.00	
		\$49.20	\$9.65	\$18.40		\$77.25 \$78.75
	12/01/2025	\$50.70	\$9.65		\$0.00	\$78.75
	06/01/2026	\$52.25	\$9.65	\$18.40	\$0.00	\$80.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$53.75	\$9.65	\$18.40	\$0.00	\$81.80
BOILER MAKER	01/01/2024	¢40.10	ф 7 0 7	\$20.60	\$0.00	Φ75.70
BOILER MAKERS LOCAL 29	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

 Issue Date:
 07/03/2024
 Wage Request Number:
 20240703-024
 Page 3 of 40

	Step	percent 01/01/2		pprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
	1	65		\$31.28	\$7.07	\$13.22	\$0.00	\$51.5	57
	2	65		\$31.28	\$7.07	\$13.22	\$0.00	\$51.5	57
	3	70		\$33.68	\$7.07	\$14.23	\$0.00	\$54.9	98
	4	75		\$36.09	\$7.07	\$15.24	\$0.00	\$58.4	10
	5	80		\$38.50	\$7.07	\$16.25	\$0.00	\$61.8	32
	6	85		\$40.90	\$7.07	\$17.28	\$0.00	\$65.2	25
	7	90		\$43.31	\$7.07	\$18.28	\$0.00	\$68.6	66
	8	95		\$45.71	\$7.07	\$19.32	\$0.00	\$72.1	10
	Notes:								
	Appre	ntice to Journeywo	orker Ratio:1:4						
		TICIAL MASONRY	(INCL. MASONRY	02/01/2024	\$62.4	0 \$11.49	\$23.59	\$0.00	\$97.48
WATERPROOF. BRICKLAYERS LOC	,	OSTON)		08/01/2024	\$64.5	0 \$11.49	\$23.59	\$0.00	\$99.58
				02/01/2025	\$65.8	0 \$11.49	\$23.59	\$0.00	\$100.88
				08/01/2025	\$67.9	5 \$11.49	\$23.59	\$0.00	\$103.03
				02/01/2026	\$69.3	0 \$11.49	\$23.59	\$0.00	\$104.38
				08/01/2026	\$71.5	0 \$11.49	\$23.59	\$0.00	\$106.58
				02/01/2027	\$72.9	0 \$11.49	\$23.59	\$0.00	\$107.98

Issue Date: 07/03/2024 Wage Request Number: 20240703-024 Page 4 of 40

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

	Effecti	ive Date - 02/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$31.20	\$11.49	\$23.59	\$0.00	\$66.28	
	2	60	\$37.44	\$11.49	\$23.59	\$0.00	\$72.52	
	3	70	\$43.68	\$11.49	\$23.59	\$0.00	\$78.76	
	4	80	\$49.92	\$11.49	\$23.59	\$0.00	\$85.00	
	5	90	\$56.16	\$11.49	\$23.59	\$0.00	\$91.24	
	Effecti	ive Date - 08/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$32.25	\$11.49	\$23.59	\$0.00	\$67.33	
	2	60	\$38.70	\$11.49	\$23.59	\$0.00	\$73.78	
	3	70	\$45.15	\$11.49	\$23.59	\$0.00	\$80.23	
	4	80	\$51.60	\$11.49	\$23.59	\$0.00	\$86.68	
	5	90	\$58.05	\$11.49	\$23.59	\$0.00	\$93.13	
	Notes:							
	İ						i	
	Appre	ntice to Journeyworker Ratio:1	:5					
BULLDOZER			06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENG	INEEKS L	JCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
			06/01/2023	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
			12/01/2025	\$59.57	7 \$15.30	\$16.40	\$0.00	\$91.27
			06/01/2020	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
For appropria	a matas saa l	'Apprentice- OPERATING ENGINEERS"	12/01/2020	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
		INNING BOTTOM MAN	06/01/2024	\$46.63	3 \$9.65	\$18.22	\$0.00	\$74.50
LABORERS - FOU	<i>INDATION</i>	AND MARINE	12/01/2024			\$18.22	\$0.00	\$75.97
			06/01/2025			\$18.22	\$0.00	\$77.47
			12/01/2023			\$18.22	\$0.00	\$78.97
			06/01/2020			\$18.22	\$0.00	\$80.52
			12/01/2020			\$18.22	\$0.00	\$82.02
For apprentic	e rates see '	'Apprentice- LABORER"		, ,	**			
		INNING LABORER	06/01/2024	\$45.48	8 \$9.65	\$18.22	\$0.00	\$73.35
LABORERS - FOU	INDATION	AND MARINE	12/01/2024	\$46.95	\$9.65	\$18.22	\$0.00	\$74.82
			06/01/2023	\$48.45	\$9.65	\$18.22	\$0.00	\$76.32
			12/01/2025	\$49.95	\$9.65	\$18.22	\$0.00	\$77.82
			06/01/2020	5 \$51.50	\$9.65	\$18.22	\$0.00	\$79.37
			12/01/2020	\$53.00	\$9.65	\$18.22	\$0.00	\$80.87
For apprentice	e rates see '	'Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN	06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
LABORERS - FOUNDATION AND MARINE	12/01/2024	\$47.28	\$9.65	\$18.22	\$0.00	\$75.15
	06/01/2025	\$48.78	\$9.65	\$18.22	\$0.00	\$76.65
	12/01/2025	\$50.28	\$9.65	\$18.22	\$0.00	\$78.15
	06/01/2026	\$51.83	\$9.65	\$18.22	\$0.00	\$79.70
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$53.33	\$9.65	\$18.22	\$0.00	\$81.20
CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 1	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	03/01/2024	\$57.46	\$9.83	\$19.97	\$0.00	\$87.26
CARPENTERS -ZONE 1 (Metro Boston)	09/01/2024	\$58.96	\$9.83	\$19.97	\$0.00	\$88.76
	03/01/2025	\$60.46	\$9.83	\$19.97	\$0.00	\$90.26
	09/01/2025	\$61.96	\$9.83	\$19.97	\$0.00	\$91.76
	03/01/2026	\$63.46	\$9.83	\$19.97	\$0.00	\$93.26
	09/01/2026	\$64.96	\$9.83	\$19.97	\$0.00	\$94.76
	03/01/2027	\$66.46	\$9.83	\$19.97	\$0.00	\$96.26

Apprentice - CARPENTER - Zone 1 Metro Boston

1 2			Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
2	45		\$25.86	\$9.83	\$1.73	\$0.00	\$37.42
_	45		\$25.86	\$9.83	\$1.73	\$0.00	\$37.42
3	55		\$31.60	\$9.83	\$3.40	\$0.00	\$44.83
4	55		\$31.60	\$9.83	\$3.40	\$0.00	\$44.83
5	70		\$40.22	\$9.83	\$16.51	\$0.00	\$66.56
6	70		\$40.22	\$9.83	\$16.51	\$0.00	\$66.56
7	80		\$45.97	\$9.83	\$18.24	\$0.00	\$74.04
8	80		\$45.97	\$9.83	\$18.24	\$0.00	\$74.04
Effecti	ve Date -	09/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$26.53	\$9.83	\$1.73	\$0.00	\$38.09
2	45		\$26.53	\$9.83	\$1.73	\$0.00	\$38.09
3	55		\$32.43	\$9.83	\$3.40	\$0.00	\$45.66
4	55		\$32.43	\$9.83	\$3.40	\$0.00	\$45.66
5	70		\$41.27	\$9.83	\$16.51	\$0.00	\$67.61
6	70		\$41.27	\$9.83	\$16.51	\$0.00	\$67.61
7	80		\$47.17	\$9.83	\$18.24	\$0.00	\$75.24
8	80		\$47.17	\$9.83	\$18.24	\$0.00	\$75.24
4 5 6 7	55 70 70 80 80		\$32.43 \$41.27 \$41.27 \$47.17	\$9.83 \$9.83 \$9.83 \$9.83	\$3.40 \$16.51 \$16.51 \$18.24	\$0.00 \$0.00 \$0.00 \$0.00	\$4 \$6 \$6 \$7

Apprentice to Journeyworker Ratio:1:5

 Issue Date:
 07/03/2024
 Wage Request Number:
 20240703-024
 Page 6 of 40

Annre	ntice - CARPENTER (Wood Fi	rame) - Zone 2					
	ive Date - 10/01/2023	,			Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$15.31	\$7.02	\$0.00	\$0.00	\$22.33	
2	50	\$15.31	\$7.02	\$0.00	\$0.00	\$22.33	
3	55	\$16.84	\$7.02	\$2.00	\$0.00	\$25.86	
4	55	\$16.84	\$7.02	\$2.00	\$0.00	\$25.86	
5	70	\$21.43	\$7.02	\$6.47	\$0.00	\$34.92	
6	70	\$21.43	\$7.02	\$6.47	\$0.00	\$34.92	
7	80	\$24.49	\$7.02	\$6.47	\$0.00	\$37.98	
8	80	\$24.49	\$7.02	\$6.47	\$0.00	\$37.98	
Effect	ive Date - 10/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$15.96	\$7.02	\$0.00	\$0.00	\$22.98	
2	50	\$15.96	\$7.02	\$0.00	\$0.00	\$22.98	
3	55	\$17.55	\$7.02	\$2.00	\$0.00	\$26.57	
4	55	\$17.55	\$7.02	\$2.00	\$0.00	\$26.57	
5	70	\$22.34	\$7.02	\$6.47	\$0.00	\$35.83	
6	70	\$22.34	\$7.02	\$6.47	\$0.00	\$35.83	
7	80	\$25.53	\$7.02	\$6.47	\$0.00	\$39.02	
8	80	\$25.53	\$7.02	\$6.47	\$0.00	\$39.02	

Effective Date

10/01/2023

10/01/2024

Base Wage

\$30.61

\$31.91

Health

\$7.02

\$7.02

Classification

CARPENTER WOOD FRAME

CARPENTERS -ZONE 2 (Wood Frame)

CEMENT MASONRY/PLASTERING

BRICKLAYERS LOCAL 3 (BOSTON)

Supplemental

\$0.00

\$0.00

Unemployment

Pension

\$6.47

\$6.47

\$23.57

\$13.00

\$1.30

\$87.20

Total Rate

\$44.10

\$45.40

Issue Date: 07/03/2024 **Wage Request Number:** 20240703-024 **Page 7 of 40**

01/01/2024

\$49.33

Pension

	Step	ve Date - percent	01/01/2024 App	rentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$24.67	\$13.00	\$15.93	\$0.00	\$53.60	
	2	60		\$29.60	\$13.00	\$18.57	\$1.30	\$62.47	
	3	65		\$32.06	\$13.00	\$19.57	\$1.30	\$65.93	
	4	70		\$34.53	\$13.00	\$20.57	\$1.30	\$69.40	
	5	75		\$37.00	\$13.00	\$21.57	\$1.30	\$72.87	
	6	80		\$39.46	\$13.00	\$22.57	\$1.30	\$76.33	
	7	90		\$44.40	\$13.00	\$23.57	\$1.30	\$82.27	
	Notes:								
		Steps 3,4	are 500 hrs. All other steps are 1,	000 hrs.				i	
	Appre	ntice to Jou	irneyworker Ratio:1:3						
HAIN SAW (BORERS - ZON		OR		12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
For apprentic	e rates see '	Apprentice- L	ABORER"						
			ETS/HEADING MACHINES	06/01/2024	\$57.15	\$15.30	\$16.40	\$0.00	\$88.85
ERATING ENG	GINEERS LO	OCAL 4		12/01/2024	\$58.63	\$15.30	\$16.40	\$0.00	\$90.33
				06/01/202:	5 \$59.96	\$15.30	\$16.40	\$0.00	\$91.66
				12/01/202:	5 \$61.43	\$15.30	\$16.40	\$0.00	\$93.13
				06/01/2020	\$62.76	\$15.30	\$16.40	\$0.00	\$94.46
				12/01/2020	5 \$64.24	\$15.30	\$16.40	\$0.00	\$95.94
			PERATING ENGINEERS"						
OMPRESSO ERATING ENG				06/01/2024	\$36.17	\$15.30	\$16.40	\$0.00	\$67.87
				12/01/2024	\$37.12	\$15.30	\$16.40	\$0.00	\$68.82
				06/01/2025	\$37.97	\$15.30	\$16.40	\$0.00	\$69.67
				12/01/202:	\$38.92	\$15.30	\$16.40	\$0.00	\$70.62
				06/01/2020	\$39.78	\$15.30	\$16.40	\$0.00	\$71.48
				12/01/2020	\$40.73	\$15.30	\$16.40	\$0.00	\$72.43
			PERATING ENGINEERS"						
ELEADER (1 Inters local				07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
Dito Do Cit	20112			01/01/2023	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Issue Date: 07/03/2024 Wage Request Number: 20240703-024 Page 8 of 40

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Pension

		ive Date - 07/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	<u>.</u>
	$\frac{\operatorname{step}}{1}$	50						
	2	55	\$28.63	\$9.95	\$0.00	\$0.00	\$38.58	
	3	60	\$31.49	\$9.95	\$6.66	\$0.00	\$48.10	
	4	65	\$34.36	\$9.95	\$7.26	\$0.00	\$51.57	
	5	70	\$37.22	\$9.95	\$7.87	\$0.00	\$55.04	
	6	75	\$40.08	\$9.95	\$20.32	\$0.00	\$70.35	
	7	80	\$42.95	\$9.95	\$20.93	\$0.00	\$73.83	
	8		\$45.81	\$9.95	\$21.53	\$0.00	\$77.29	
	o	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.22	2
	Effecti Step	ive 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	
	2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76	
	3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29	
	4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82	
	5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19	
	6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73	
	7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25	
	8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30	
	Notes:	Steps are 750 hrs.					 	
	Appre	entice to Journeyworker Ratio:1:1						
DEMO: ADZE			12/01/2023	3 \$44.48	\$9.65	\$18.07	\$0.00	\$72.20
For apprentice	e rates see	"Apprentice- LABORER"						
DEMO: BACK LABORERS - ZONA		OADER/HAMMER OPERATOR	12/01/2023	3 \$45.48	\$9.65	\$18.07	\$0.00	\$73.20
		"Apprentice- LABORER"						
DEMO: BURN LABORERS - ZONA			12/01/2023	3 \$45.23	\$9.65	\$18.07	\$0.00	\$72.95
For apprentice	e rates see '	"Apprentice- LABORER"						
DEMO: CONC LABORERS - ZONA		CUTTER/SAWYER	12/01/2023	3 \$45.48	\$9.65	\$18.07	\$0.00	\$73.20
For apprentice	e rates see '	"Apprentice- LABORER"						
DEMO: JACKI LABORERS - ZONI		ER OPERATOR	12/01/2023	3 \$45.23	\$9.65	\$18.07	\$0.00	\$72.95
For apprentice	e rates see '	"Apprentice- LABORER"						
DEMO: WREC LABORERS - ZONA		LABORER	12/01/2023	3 \$44.48	\$9.65	\$18.07	\$0.00	\$72.20
For apprentice	e rates see '	"Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIRECTIONAL DRILL MACHINE OPERATOR	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice-PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice-PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
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	03/01/2024	\$61.86	\$13.00	\$22.21	\$0.00	\$97.07
ELECTRICIANS LOCAL 103	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
	09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.25
	03/01/2026	\$68.09	\$13.00	\$22.39	\$0.00	\$103.48
	09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
	03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
	09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
	03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89

 Issue Date:
 07/03/2024
 Wage Request Number:
 20240703-024
 Page 10 of 40

ELEVATOR CONSTRUCTOR

ELEVATOR CONSTRUCTORS LOCAL 4

\$20.21

\$16.03

\$0.00

\$101.86

	itice - EL ve Date -	ECTRICIAN - Local 103 03/01/2024					
Step	percent	05/01/2021	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40		\$24.74	\$13.00	\$0.74	\$0.00	\$38.48
2	40		\$24.74	\$13.00	\$0.74	\$0.00	\$38.48
3	45		\$27.84	\$13.00	\$16.67	\$0.00	\$57.51
4	45		\$27.84	\$13.00	\$16.67	\$0.00	\$57.51
5	50		\$30.93	\$13.00	\$17.17	\$0.00	\$61.10
6	55		\$34.02	\$13.00	\$17.67	\$0.00	\$64.69
7	60		\$37.12	\$13.00	\$18.17	\$0.00	\$68.29
8	65		\$40.21	\$13.00	\$18.68	\$0.00	\$71.89
9	70		\$43.30	\$13.00	\$19.18	\$0.00	\$75.48
10	75		\$46.40	\$13.00	\$19.69	\$0.00	\$79.09
Effecti	ve Date -	09/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$25.51	\$13.00	\$0.77	\$0.00	\$39.28
2	40		\$25.51	\$13.00	\$0.77	\$0.00	\$39.28
3	45		\$28.70	\$13.00	\$16.69	\$0.00	\$58.39
4	45		\$28.70	\$13.00	\$16.69	\$0.00	\$58.39
5	50		\$31.89	\$13.00	\$17.20	\$0.00	\$62.09
6	55		\$35.08	\$13.00	\$17.70	\$0.00	\$65.78
7	60		\$38.27	\$13.00	\$18.21	\$0.00	\$69.48
8	65		\$41.46	\$13.00	\$18.71	\$0.00	\$73.17
9	70		\$44.65	\$13.00	\$19.22	\$0.00	\$76.87
10	75		\$47.84	\$13.00	\$19.74	\$0.00	\$80.58
Notes:		1/1/03; 30/35/40/45/50/55/	65/70/75/80				
— — Apprei	ntice to Joi	ırneyworker Ratio:2:3***					

Issue Date: 07/03/2024 **Wage Request Number:** 20240703-024 Page 11 of 40

01/01/2022

\$65.62

Step	percent	Apprer	ntice Base Wage	Health	Pension	Supplemental Unemployment	Total	Rate
1	50		\$32.81	\$16.03	\$0.00	\$0.00	\$4	8.84
2	55		\$36.09	\$16.03	\$20.21	\$0.00	\$7	2.33
3	65		\$42.65	\$16.03	\$20.21	\$0.00	\$7	8.89
4	70		\$45.93	\$16.03	\$20.21	\$0.00	\$8	2.17
5	80		\$52.50	\$16.03	\$20.21	\$0.00	\$8	8.74
Notes:								
į	Steps 1-2 are 6 mos.; Ste	eps 3-5 are 1 year						
Appre	ntice to Journeyworker	Ratio:1:1						
EVATOR CONSTRUEVATOR CONSTRUCTOR			01/01/2022	2 \$45.9	3 \$16.03	\$20.21	\$0.00	\$82.17
	'Apprentice - ELEVATOR CON							
NCE & GUARD RA Borers - zone 1 (heav	IIL ERECTOR (HEAVY & Y & <i>HIGHWAY</i>)	& HIGHWAY)	06/01/2024	4 \$45.7	3 \$9.65	\$18.40	\$0.00	\$73.78
	- 4		12/01/2024	4 \$47.2	0 \$9.65	\$18.40	\$0.00	\$75.25
			06/01/202	5 \$48.7	0 \$9.65	\$18.40	\$0.00	\$76.75
			12/01/202	5 \$50.2	0 \$9.65	\$18.40	\$0.00	\$78.25
			06/01/2020			\$18.40	\$0.00	\$79.80
For apprentice rates see	'Apprentice- LABORER (Heavy	and Highway)	12/01/2020	5 \$53.2	5 \$9.65	\$18.40	\$0.00	\$81.30
	SON-BLDG,SITE,HVY		05/01/202	4 050.7	0 015.00	¢16.40	\$0.00	¢02.10
ERATING ENGINEERS LO		11 ** 1	05/01/2024			\$16.40	\$0.00	\$82.19
			11/01/2024			\$16.40	\$0.00	\$83.48
			05/01/2023			\$16.40	\$0.00	\$84.92
			11/01/2025			\$16.40	\$0.00	\$86.21
			05/01/2020	***		\$16.40 \$16.40	\$0.00	\$87.65
			11/01/2020 05/01/202			\$16.40	\$0.00 \$0.00	\$88.94
For apprentice rates see '	'Apprentice- OPERATING ENG	INEERS"	03/01/202	7 \$58.9	7 \$15.00	\$10.40	\$0.00	\$90.37
	HIEF-BLDG,SITE,HVY/	HWY	05/01/2024	4 \$52.3	7 \$15.00	\$16.40	\$0.00	\$83.77
ERATING ENGINEERS LO	OCAL 4		11/01/2024			\$16.40	\$0.00	\$85.07
			05/01/202			\$16.40	\$0.00	\$86.52
			11/01/202:		2 \$15.00	\$16.40	\$0.00	\$87.82
			05/01/2020			\$16.40	\$0.00	\$89.27
			11/01/2020		7 \$15.00	\$16.40	\$0.00	\$90.57
			05/01/202	7 \$60.6	2 \$15.00	\$16.40	\$0.00	\$92.02

Issue Date: 07/03/2024 Wage Request Number: 20240703-024 Page 12 of 40

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	05/01/2024	\$24.91	\$15.00	\$16.40	\$0.00	\$56.31
OPERATING ENGINEERS LOCAL 4	11/01/2024	\$25.67	\$15.00	\$16.40	\$0.00	\$57.07
	05/01/2025	\$26.52	\$15.00	\$16.40	\$0.00	\$57.92
	11/01/2025	\$27.28	\$15.00	\$16.40	\$0.00	\$58.68
	05/01/2026	\$28.13	\$15.00	\$16.40	\$0.00	\$59.53
	11/01/2026	\$28.89	\$15.00	\$16.40	\$0.00	\$60.29
	05/01/2027	\$29.74	\$15.00	\$16.40	\$0.00	\$61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 103	03/01/2024	\$61.86	\$13.00	\$22.21	\$0.00	\$97.07
ELECTRICATES LOCAL 103	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
	09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.25
	03/01/2026	\$68.09	\$13.00	\$22.39	\$0.00	\$103.48
	09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
	03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
	09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
	03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE	03/01/2024	\$49.49	\$13.00	\$20.19	\$0.00	\$82.68
/ COMMISSIONING <i>electricians</i> OCAL 103	09/01/2024	\$51.02	\$13.00	\$20.24	\$0.00	\$84.26
	03/01/2025	\$51.98	\$13.00	\$20.27	\$0.00	\$85.25
	09/01/2025	\$53.51	\$13.00	\$20.32	\$0.00	\$86.83
	03/01/2026	\$54.47	\$13.00	\$20.34	\$0.00	\$87.81
	09/01/2026	\$56.00	\$13.00	\$20.39	\$0.00	\$89.39
	03/01/2027	\$56.95	\$13.00	\$20.42	\$0.00	\$90.37
	09/01/2027	\$58.49	\$13.00	\$20.46	\$0.00	\$91.95
	03/01/2028	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4	06/01/2024	\$45.23	\$15.30	\$16.40	\$0.00	\$76.93
A EIGHING ENGINEERS EGGAL 4	12/01/2024	\$46.41	\$15.30	\$16.40	\$0.00	\$78.11
	06/01/2025	\$47.47	\$15.30	\$16.40	\$0.00	\$79.17
	12/01/2025	\$48.64	\$15.30	\$16.40	\$0.00	\$80.34
	06/01/2026	\$49.70	\$15.30	\$16.40	\$0.00	\$81.40
	12/01/2026	\$50.88	\$15.30	\$16.40	\$0.00	\$82.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY) ABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2024	\$27.01	\$9.65	\$18.40	\$0.00	\$55.06
	12/01/2024	\$27.01	\$9.65	\$18.40	\$0.00	\$55.06
	06/01/2025	\$28.09	\$9.65	\$18.40	\$0.00	\$56.14
	12/01/2025	\$28.09	\$9.65	\$18.40	\$0.00	\$56.14
	06/01/2026	\$29.21	\$9.65	\$18.40	\$0.00	\$57.26
	12/01/2026	\$29.21	\$9.65	\$18.40	\$0.00	\$57.26
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						

Issue Date: 07/03/2024 **Wage Request Number:** 20240703-024 **Page 13 of 40**

								nemployment	
LOORCOVI Loorcovere) 168 70NE 1		03/01/2024	\$54.73	\$8.83	\$20.27	\$0.00	\$83.83
LOOKCOVEKE.	AND LOCAL 2	. 100 ZUNE I		09/01/2024	\$56.23	\$8.83	\$20.27	\$0.00	\$85.33
				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
		ntice - Fi	LOORCOVERER - Local 21 03/01/2024	68 Zone I			Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	45		\$24.63	\$8.83	\$1.76	\$0.00	\$35.22	
	2	45		\$24.63	\$8.83	\$1.76	\$0.00	\$35.22	
	3	55		\$30.10	\$8.83	\$3.52	\$0.00	\$42.45	
	4	55		\$30.10	\$8.83	\$3.52	\$0.00	\$42.45	
	5	70		\$38.31	\$8.83	\$16.75	\$0.00	\$63.89	
	6	70		\$38.31	\$8.83	\$16.75	\$0.00	\$63.89	
	7	80		\$43.78	\$8.83	\$18.51	\$0.00	\$71.12	
	8	80		\$43.78	\$8.83	\$18.51	\$0.00	\$71.12	
		ive Date -	09/01/2024		TT 1.1	ъ.	Supplemental	T . 1 D .	
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	45		\$25.30	\$8.83	\$1.76	\$0.00	\$35.89	
	2	45		\$25.30	\$8.83	\$1.76	\$0.00	\$35.89	
	3	55		\$30.93	\$8.83	\$3.52	\$0.00	\$43.28	
	4	55		\$30.93	\$8.83	\$3.52	\$0.00	\$43.28	
	5	70		\$39.36	\$8.83	\$16.75	\$0.00	\$64.94	
	6	70		\$39.36	\$8.83	\$16.75	\$0.00	\$64.94	
	7	80		\$44.98	\$8.83	\$18.51	\$0.00	\$72.32	
	8	80		\$44.98	\$8.83	\$18.51	\$0.00	\$72.32	
	Notes:	Steps are	750 hrs.						
	Appre	ntice to Jo	urneyworker Ratio:1:1						
ORK LIFT/C				06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
PERATING EN	GINEEKS LO	JCAL 4		12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
				06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
				12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
				06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
				12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
			OPERATING ENGINEERS"		Ψ02.70	*			

Effective Date Base Wage

Health

Pension

Classification

Supplemental

Unemployment

Total Rate

Issue Date: 07/03/2024 **Wage Request Number:** 20240703-024 **Page 14 of 40**

							Onempioyment	
		ING PLANT/HEATERS	06/01/2024	\$36.17	\$15.30	\$16.40	\$0.00	\$67.87
PERATING EN	GINEERS L	OCAL 4	12/01/2024	\$37.12	\$15.30	\$16.40	\$0.00	\$68.82
			06/01/2025	\$37.97	\$15.30	\$16.40	\$0.00	\$69.67
			12/01/2025	\$38.92	\$15.30	\$16.40	\$0.00	\$70.62
			06/01/2026	\$39.78	\$15.30	\$16.40	\$0.00	\$71.48
			12/01/2026	\$40.73	\$15.30	\$16.40	\$0.00	\$72.43
		"Apprentice- OPERATING ENGINEERS"						
GLAZIER (G SYSTEMS)	LASS PL	ANK/AIR BARRIER/INTERIOR	07/01/2024	\$52.55	\$9.95	\$23.95	\$0.00	\$86.45
GLAZIERS LOCA	1L 35 (ZON	E 1)	01/01/2025	\$53.75	\$9.95	\$23.95	\$0.00	\$87.65
		entice - GLAZIER - Local 35 Zone 1 ive Date - 07/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$26.28	\$9.95	\$0.00	\$0.00	\$36.23	
	2	55	\$28.90	\$9.95	\$6.66	\$0.00	\$45.51	
	3	60	\$31.53	\$9.95	\$7.26	\$0.00	\$48.74	
	4	65	\$34.16	\$9.95	\$7.87	\$0.00	\$51.98	
	5	70	\$36.79	\$9.95	\$20.32	\$0.00	\$67.06	
	6	75	\$39.41	\$9.95	\$20.93	\$0.00	\$70.29	
	7	80	\$42.04	\$9.95	\$21.53	\$0.00	\$73.52	
	8	90	\$47.30	\$9.95	\$22.74	\$0.00	\$79.99	
	Effect	ive Date - 01/01/2025				G 1 (1		
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$26.88	\$9.95	\$0.00	\$0.00	\$36.83	
	2	55	\$29.56	\$9.95	\$6.66	\$0.00		
	3	60	\$32.25	\$9.95	\$7.26	\$0.00	\$49.46	
	4	65	\$34.94	\$9.95	\$7.87	\$0.00	\$52.76	
	5	70	\$37.63	\$9.95	\$20.32	\$0.00	\$67.90	
	6	75	\$40.31	\$9.95	\$20.93	\$0.00		
	7	80	\$43.00	\$9.95	\$21.53	\$0.00		
	8	90	\$48.38	\$9.95	\$22.74	\$0.00	\$81.07	
	Notes	:						
	i	Steps are 750 hrs.						
		entice to Journeyworker Ratio:1:1						
IOISTING E		R/CRANES/GRADALLS	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
. Zidifino EN	CII,LLIND L		12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
			06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
			12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
			12/01/2023	\$00.23	Ψ13.30	4-0	40.00	4
			06/01/2026		\$15.30	\$16.40	\$0.00	\$93.23

Effective Date

Base Wage

Health

Pension

Classification

Supplemental

Unemployment

Total Rate

Issue Date: 07/03/2024 **Wage Request Number:** 20240703-024 Page 15 of 40

Apprentice - OPERATING ENGINEERS - Local 4 06/01/2024 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 55 \$30.82 \$0.00 \$46.12 \$15.30 \$0.00 2 60 \$33.62 \$0.00 \$65.32 \$15.30 \$16.40 3 65 \$36.42 \$16.40 \$0.00 \$68.12 \$15.30 4 70 \$39.22 \$15.30 \$16.40 \$0.00 \$70.92 5 75 \$42.02 \$15.30 \$16.40 \$0.00 \$73.72 6 80 \$44.82 \$15.30 \$16.40 \$0.00 \$76.52 7 85 \$47.63 \$15.30 \$16.40 \$0.00 \$79.33 8 90 \$50.43 \$15.30 \$16.40 \$0.00 \$82.13 12/01/2024 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 55 \$31.61 \$0.00 \$0.00 \$0.00 \$31.61 2 60 \$34.49 \$0.00 \$15.30 \$16.40 \$66.19 3 65 \$37.36 \$16.40 \$0.00 \$69.06 \$15.30 4 70 \$40.24 \$15.30 \$16.40 \$0.00 \$71.94 5 75 \$43.11 \$15.30 \$16.40 \$0.00 \$74.81 6 80 \$45.98 \$15.30 \$16.40 \$0.00 \$77.68 7 85 \$48.86 \$15.30 \$16.40 \$0.00 \$80.56 8 90 \$0.00 \$51.73 \$15.30 \$16.40 \$83.43 Notes: Apprentice to Journeyworker Ratio:1:6 HVAC (DUCTWORK) \$27.50 \$2.98 02/01/2024 \$57.22 \$14.59 \$102.29 SHEETMETAL WORKERS LOCAL 17 - A \$27.50 08/01/2024 \$58.97 \$14.59 \$2.98 \$104.04 02/01/2025 \$27.50 \$2.98 \$60.72 \$14.59 \$105.79 08/01/2025 \$62.57 \$14.59 \$27.50 \$2.98 \$107.64 02/01/2026 \$27.50 \$2.98 \$64.52 \$14.59 \$109.59 For apprentice rates see "Apprentice- SHEET METAL WORKER" HVAC (ELECTRICAL CONTROLS) \$0.00 03/01/2024 \$61.86 \$13.00 \$22.21 \$97.07 ELECTRICIANS LOCAL 103 09/01/2024 \$22.26 \$0.00 \$63.78 \$13.00 \$99.04 \$22.30 \$0.00 03/01/2025 \$64.98 \$13.00 \$100.28 \$22.36 09/01/2025 \$66.89 \$13.00 \$0.00 \$102.25 03/01/2026 \$22.39 \$0.00 \$68.09 \$13.00 \$103.48 \$22.45 09/01/2026 \$70.00 \$13.00 \$0.00 \$105.45 \$22.49 \$0.00 03/01/2027 \$71.19 \$13.00 \$106.68 09/01/2027 \$22.54 \$0.00 \$73.11 \$13.00 \$108.65 \$13.00 03/01/2028 \$74.31 \$22.58 \$0.00 \$109.89 For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) 02/01/2024 \$57.22 \$14.59 \$27.50 \$2.98 \$102.29 808/01/2024 \$58.97 \$14.59 \$27.50 \$2.98 \$104.04 02/01/2025 \$60.72 \$14.59 \$27.50 \$2.98 \$105.79 08/01/2026 \$62.57 \$14.59 \$27.50 \$2.98 \$105.79 08/01/2026 \$64.52 \$14.59 \$27.50 \$2.98 \$107.64 02/01/2026 \$64.52 \$14.59 \$27.50 \$2.98 \$107.64 02/01/2026 \$64.52 \$14.59 \$27.50 \$2.98 \$109.59 For apprentice rates see "Apprentice-SHEET METAL WORKER" HVAC (TESTING AND BALANCING - WATER) 03/01/2024 \$65.28 \$12.70 \$21.80 \$0.00 \$99.78 PIPEFITTERS LOCAL 337 09/01/2024 \$67.08 \$12.70 \$21.80 \$0.00 \$101.58 03/01/2025 \$68.88 \$12.70 \$21.80 \$0.00 \$103.38 For apprentice rates see "Apprentice-PIPEFITER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC 03/01/2024 \$65.28 \$12.70 \$21.80 \$0.00 \$103.38 For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER" HYDRAULIC DRILLS ABORERS - ZONE 1 For apprentice rates see "Apprentice-LABORER" HYDRAULIC DRILLS (HEAVY & HIGHWAY) ABORERS - ZONE 1 For apprentice rates see "Apprentice-LABORER" HYDRAULIC (HEAVY & HIGHWAY) 12/01/2024 \$47.70 \$9.65 \$18.40 \$0.00 \$72.80 879.75 \$12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$77.55 12/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$77.75 12/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$77.75 12/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$77.75 12/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$77.75 12/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$77.75 12/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$77.75 12/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$77.75 12/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$78.75 12/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$78.75 12/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$78.75 12/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$78.75	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
\$6801/2024 \$58.97 \$14.59 \$27.50 \$2.98 \$104.04 \$02/01/2025 \$60.72 \$14.59 \$27.50 \$2.98 \$105.79 \$08/01/2025 \$62.57 \$14.59 \$27.50 \$2.98 \$105.79 \$08/01/2026 \$64.52 \$14.59 \$27.50 \$2.98 \$107.64 \$02/01/2026 \$64.52 \$14.59 \$27.50 \$2.98 \$107.64 \$02/01/2026 \$64.52 \$14.59 \$27.50 \$2.98 \$109.59 \$109.59 \$109.59 \$109.59 \$109.59 \$109.50	HVAC (TESTING AND BALANCING - AIR)	02/01/2024	\$57.22	\$14.59	\$27.50	\$2.98	\$102.29
No.	SHEETMETAL WORKERS LOCAL 17 - A	08/01/2024	\$58.97	\$14.59	\$27.50	\$2.98	\$104.04
Por apprentice rates see "Apprentice- SHEET METAL WORKER"		02/01/2025	\$60.72	\$14.59	\$27.50	\$2.98	\$105.79
Post apprentice rates see "Apprentice- SHEET METAL WORKER"		08/01/2025	\$62.57	\$14.59	\$27.50	\$2.98	\$107.64
HVAC (TESTING AND BALANCING -WATER) ### Op/01/2024 \$65.28 \$12.70 \$21.80 \$0.00 \$99.78 ### Op/01/2024 \$67.08 \$12.70 \$21.80 \$0.00 \$101.58 ### Op/01/2024 \$67.08 \$12.70 \$21.80 \$0.00 \$101.58 ### Op/01/2025 \$68.88 \$12.70 \$21.80 \$0.00 \$103.38 ### For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" ### HVAC MECHANIC 03/01/2024 \$65.28 \$12.70 \$21.80 \$0.00 \$99.78 ### Op/01/2024 \$67.08 \$12.70 \$21.80 \$0.00 \$99.78 ### Op/01/2024 \$67.08 \$12.70 \$21.80 \$0.00 \$99.78 ### Op/01/2024 \$67.08 \$12.70 \$21.80 \$0.00 \$101.58 ### Op/01/2024 \$67.08 \$12.70 \$21.80 \$0.00 \$101.58 ### Op/01/2025 \$68.88 \$12.70 \$21.80 \$0.00 \$72.80 ### Op/01/2025 \$68.88 \$12.70 \$21.80 \$0.00 \$72.80 ### Op/01/2026 \$69.50 \$18.40 \$0.00 \$74.28 ### Op/01/2026 \$59.70 \$9.65 \$18.40 \$0.00 \$77.25 ### Op/01/2026 \$59.75 \$9.65 \$18.40 \$0.00 \$78.75 ### Op/01/2026 \$59.75 \$9.6		02/01/2026	\$64.52	\$14.59	\$27.50	\$2.98	\$109.59
### PREFITTERS LOCAL 537 09/01/2024 \$67.08 \$12.70 \$21.80 \$0.00 \$101.58 03/01/2025 \$68.88 \$12.70 \$21.80 \$0.00 \$103.38 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC	For apprentice rates see "Apprentice- SHEET METAL WORKER"						
O9/01/2024 S67.08 S12.70 S21.80 S0.00 S101.58 O3/01/2025 S68.88 S12.70 S21.80 S0.00 S103.38 For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER" O3/01/2024 S65.28 S12.70 S21.80 S0.00 S99.78 O9/01/2024 S67.08 S12.70 S21.80 S0.00 S101.58 O9/01/2024 S67.08 S12.70 S21.80 S0.00 S101.58 O3/01/2025 S68.88 S12.70 S21.80 S0.00 S103.38 For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER" HYDRAULIC DRILLS LABORERS - ZONE 1 For apprentice rates see "Apprentice-LABORER" HYDRAULIC DRILLS (HEAVY & HIGHWAY) O6/01/2024 S46.23 S9.65 S18.40 S0.00 S72.80 LABORERS - ZONE 1 (HEAVY & HIGHWAY) HIGHWAY) O6/01/2024 S47.70 S9.65 S18.40 S0.00 S75.75 O6/01/2025 S49.20 S9.65 S18.40 S0.00 S77.25 O6/01/2026 S52.25 S9.65 S18.40 S0.00 S77.25 O6/01/2026 S52.25 S9.65 S18.40 S0.00 S78.75 O6/01/2026 S53.75 S9.65 S18.40 S0.00 S80.30 O9/01/2026 S53.75 S9.65 S18.40 S0.00 S80.30 O9/01/2026 S53.75 S9.65 S18.40 S0.00 S80.30 O9/01/2026 S53.75 S9.65 S18.40 S0.00 S81.80 O9/01/2026 S53.75 S9.65 S18.40 S0.00 S81.80 O9/01/2026 S53.75 S9.65 S18.40 S0.00 S81.80 O9/01/2024 S56.92 S14.75 S19.61 S0.00 S91.28 O9/01/2024 S56.92 S14.75 S19.61 S0.00 S91.28 O9/01/2024 S56.92 S14.75 S19.61 S0.00 S91.28 O9/01/2025 S60.34 S14.75 S19.61 S0.00 S94.70 O9/0	HVAC (TESTING AND BALANCING -WATER)	03/01/2024	\$65.28	\$12.70	\$21.80	\$0.00	\$99.78
For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC 03/01/2024 \$65.28 \$12.70 \$21.80 \$0.00 \$99.78 09/01/2024 \$67.08 \$12.70 \$21.80 \$0.00 \$101.58 03/01/2025 \$68.88 \$12.70 \$21.80 \$0.00 \$101.58 803/01/2025 \$68.88 \$12.70 \$21.80 \$0.00 \$103.38 For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER" HYDRAULIC DRILLS 12/01/2023 \$45.08 \$9.65 \$18.07 \$0.00 \$72.80 For apprentice rates see "Apprentice-LABORER" HYDRAULIC DRILLS (HEAVY & HIGHWAY) 06/01/2024 \$46.23 \$9.65 \$18.40 \$0.00 \$74.28 LABORERS - ZONE 1 (HEAVY & HIGHWAY) 12/01/2024 \$47.70 \$9.65 \$18.40 \$0.00 \$75.75 06/01/2025 \$49.20 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$78.75 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$80.30 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$88.30 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$88.30 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 NSULATOR (PIPES & TANKS) 09/01/2023 \$53.50 \$14.75 \$19.61 \$0.00 \$87.86 18.80 \$87.86 18.80 \$87.86 18.90 \$9.01/2024 \$6.92 \$14.75 \$19.61 \$0.00 \$91.28 18.90 \$90.1/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$91.28 18.90 \$90.1/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$91.28	PIPEFITIERS LOCAL 55/	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
HVAC MECHANIC PIPEFITTERS LOCAL 537 03/01/2024 \$65.28 \$12.70 \$21.80 \$0.00 \$99.78 09/01/2024 \$67.08 \$12.70 \$21.80 \$0.00 \$101.58 03/01/2025 \$68.88 \$12.70 \$21.80 \$0.00 \$101.58 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" 12/01/2023 \$45.08 \$9.65 \$18.07 \$0.00 \$72.80 HYDRAULIC DRILLS LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" HYDRAULIC DRILLS (HEAVY & HIGHWAY) 12/01/2024 \$46.23 \$9.65 \$18.40 \$0.00 \$74.28 LABORERS - ZONE 1 (HEAVY & HIGHWAY) 12/01/2024 \$47.70 \$9.65 \$18.40 \$0.00 \$75.75 06/01/2025 \$49.20 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$78.75 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 09/01/2024 \$56.92 \$14.75 \$19.61 \$0.00 \$91.28 09/01/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$91.28		03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
### PIPEFITTERS LOCAL 537 09/01/2024 \$67.08 \$12.70 \$21.80 \$0.00 \$101.58 03/01/2025 \$68.88 \$12.70 \$21.80 \$0.00 \$103.38 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" HYDRAULIC DRILLS 12/01/2023 \$45.08 \$9.65 \$18.07 \$0.00 \$72.80 HYDRAULIC DRILLS (HEAVY & HIGHWAY) 06/01/2024 \$46.23 \$9.65 \$18.40 \$0.00 \$74.28 HYDRAULIC DRILLS (HEAVY & HIGHWAY) 12/01/2024 \$47.70 \$9.65 \$18.40 \$0.00 \$75.75 06/01/2025 \$49.20 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$78.75 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$78.75 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$80.30 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) INSULATOR (PIPES & TANKS) 09/01/2023 \$53.50 \$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 10.50 10.50 10.50 10.50 \$94.70 10.50 10.50 10.50 \$94.70 10.50 10.50 10.50 \$94.70 10.50 10.50 \$94.70	For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
Programmer 19/01/2024 19/01/2025 18/08 11/08	HVAC MECHANIC	03/01/2024	\$65.28	\$12.70	\$21.80	\$0.00	\$99.78
For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PIPEFITTER" HYDRAULIC DRILLS LABORERS - ZONE 1 For apprentice rates see "Apprentice-LABORER" HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY) ABORERS - ZONE 1 (HEAVY & HIGHWAY) 12/01/2024 \$46.23 \$9.65 \$18.40 \$0.00 \$74.28 12/01/2024 \$47.70 \$9.65 \$18.40 \$0.00 \$75.75 06/01/2025 \$49.20 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$80.30 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 For apprentice rates see "Apprentice-LABORER (Heavy and Highway) INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON) 09/01/2024 \$56.92 \$14.75 \$19.61 \$0.00 \$91.28 09/01/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$94.70	PIPEFIITERS LOCAL 33/	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
HYDRAULIC DRILLS ABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" HYDRAULIC DRILLS (HEAVY & HIGHWAY) ABORERS - ZONE 1 (HEAVY & HIGHWAY) 12/01/2024 \$46.23 \$9.65 \$18.40 \$0.00 \$74.28 12/01/2024 \$47.70 \$9.65 \$18.40 \$0.00 \$75.75 06/01/2025 \$49.20 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$78.75 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$88.30 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) INSULATOR (PIPES & TANKS) 09/01/2024 \$56.92 \$14.75 \$19.61 \$0.00 \$87.86 09/01/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$91.28 09/01/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$94.70		03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
ABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" HYDRAULIC DRILLS (HEAVY & HIGHWAY) 12/01/2024 \$46.23 \$9.65 \$18.40 \$0.00 \$74.28 ABORERS - ZONE 1 (HEAVY & HIGHWAY) 12/01/2024 \$47.70 \$9.65 \$18.40 \$0.00 \$75.75 06/01/2025 \$49.20 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$78.75 12/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$80.30 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) INSULATOR (PIPES & TANKS) 09/01/2024 \$56.92 \$14.75 \$19.61 \$0.00 \$87.86 HEAT & FROST INSULATORS LOCAL 6 (BOSTON) 09/01/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$91.28 09/01/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$94.70	For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) 12/01/2024 \$46.23 \$9.65 \$18.40 \$0.00 \$74.28 12/01/2024 \$47.70 \$9.65 \$18.40 \$0.00 \$75.75 06/01/2025 \$49.20 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$80.30 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) INSULATOR (PIPES & TANKS) 09/01/2023 \$53.50 \$14.75 \$19.61 \$0.00 \$87.86 HEAT & FROST INSULATORS LOCAL 6 (BOSTON) 09/01/2024 \$56.92 \$14.75 \$19.61 \$0.00 \$91.28 09/01/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$94.70	HYDRAULIC DRILLS LABORERS - ZONE I	12/01/2023	\$45.08	\$9.65	\$18.07	\$0.00	\$72.80
12/01/2024 \$47.70 \$9.65 \$18.40 \$0.00 \$75.75 \$06/01/2025 \$49.20 \$9.65 \$18.40 \$0.00 \$77.25 \$12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$78.75 \$06/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$80.30 \$12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 \$12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 \$12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 \$12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 \$12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 \$12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 \$12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 \$12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 \$12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 \$12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 \$12/01/2026 \$14.75 \$19.61 \$0.00 \$87.86 \$18.40 \$0.00 \$91.28 \$18.40 \$0.00 \$91.28 \$18.40 \$0.00 \$91.28 \$18.40 \$0.00 \$91.28 \$18.40 \$0.00 \$91.28 \$18.40 \$0.00 \$91.28 \$18.40 \$0.00 \$91.28 \$18.40 \$0.00 \$91.28 \$19.61 \$10.00 \$91.28 \$19.61 \$10.00 \$91.28 \$1	For apprentice rates see "Apprentice- LABORER"						
12/01/2024 \$47.70 \$9.65 \$18.40 \$0.00 \$75.75 06/01/2025 \$49.20 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$80.30 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON) 09/01/2023 \$53.50 \$14.75 \$19.61 \$0.00 \$87.86 09/01/2024 \$56.92 \$14.75 \$19.61 \$0.00 \$91.28 09/01/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$94.70	HYDRAULIC DRILLS (HEAVY & HIGHWAY)	06/01/2024	\$46.23	\$9.65	\$18.40	\$0.00	\$74.28
12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$80.30 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON) 09/01/2024 \$56.92 \$14.75 \$19.61 \$0.00 \$91.28 09/01/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$94.70	LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.70	\$9.65	\$18.40	\$0.00	\$75.75
06/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$80.30 \$12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 \$12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 \$18.40 \$1		06/01/2025	\$49.20	\$9.65	\$18.40	\$0.00	\$77.25
12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80		12/01/2025	\$50.70	\$9.65	\$18.40	\$0.00	\$78.75
For apprentice rates see "Apprentice- LABORER (Heavy and Highway) INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON) 09/01/2024 \$55.50 \$14.75 \$19.61 \$0.00 \$87.86 09/01/2024 \$56.92 \$14.75 \$19.61 \$0.00 \$91.28 09/01/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$94.70		06/01/2026	\$52.25	\$9.65	\$18.40	\$0.00	\$80.30
NSULATOR (PIPES & TANKS) 09/01/2023 \$53.50 \$14.75 \$19.61 \$0.00 \$87.86 09/01/2024 \$56.92 \$14.75 \$19.61 \$0.00 \$91.28 09/01/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$94.70		12/01/2026	\$53.75	\$9.65	\$18.40	\$0.00	\$81.80
99/01/2024 \$56.92 \$14.75 \$19.61 \$0.00 \$91.28 \$0.00 \$94.70	For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
09/01/2024 \$56.92 \$14.75 \$19.61 \$0.00 \$91.28 09/01/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$94.70	INSULATOR (PIPES & TANKS)	09/01/2023	\$53.50	\$14.75	\$19.61	\$0.00	\$87.86
	HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2024	\$56.92	\$14.75	\$19.61	\$0.00	\$91.28
09/01/2026 \$63.76 \$14.75 \$19.61 \$0.00 \$98.12		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

 Issue Date:
 07/03/2024
 Wage Request Number:
 20240703-024
 Page 17 of 40

IRONWORKER/WELDER

IRONWORKERS LOCAL 7 (BOSTON AREA)

Pension

\$26.70

\$0.00

\$89.02

\$8.35

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra
1	50	\$26.75	\$14.75	\$14.32	\$0.00	\$55.8
2	60	\$32.10	\$14.75	\$15.37	\$0.00	\$62.2
3	70	\$37.45	\$14.75	\$16.43	\$0.00	\$68.6
4	80	\$42.80	\$14.75	\$17.49	\$0.00	\$75.0
	ive Date - 09/01/2024				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra
1	50	\$28.46	\$14.75	\$14.32	\$0.00	\$57.5
2	60	\$34.15	\$14.75	\$15.37	\$0.00	\$64.2
3	70	\$39.84	\$14.75	\$16.43	\$0.00	\$71.0
4	80	\$45.54	\$14.75	\$17.49	\$0.00	\$77.7
Notes:						
	Steps are 1 year					

03/16/2024

\$53.97

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
1	60	\$32.38	\$8.35	\$26.70	\$0.00	\$67.4	3
2	70	\$37.78	\$8.35	\$26.70	\$0.00	\$72.83	3
3	75	\$40.48	\$8.35	\$26.70	\$0.00	\$75.5	3
4	80	\$43.18	\$8.35	\$26.70	\$0.00	\$78.2	3
5	85	\$45.87	\$8.35	\$26.70	\$0.00	\$80.93	2
6	90	\$48.57	\$8.35	\$26.70	\$0.00	\$83.62	2
Notes	- — — — — — — —	- — — — — —					
Appre	entice to Journeyworker Ratio:1:4						
CKHAMMER & PA BORERS - ZONE 1	VING BREAKER OPERATOR	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
For apprentice rates see	"Apprentice- LABORER"						
ABORER BORERS - ZONE 1		12/01/2023	\$44.33	\$9.65	\$18.07	\$0.00	\$72.05

Issue Date: 07/03/2024 **Wage Request Number:** 20240703-024 Page 18 of 40

Issue Date: 07/03/2024

Page 19 of 40

		ntice - <i>LABORER - Zone 1</i> ive Date - 12/01/2023				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$26.60	\$9.65	\$18.07	\$0.00	\$54.32	
	2	70	\$31.03	\$9.65	\$18.07	\$0.00	\$58.75	
	3	80	\$35.46	\$9.65	\$18.07	\$0.00	\$63.18	
	4	90	\$39.90	\$9.65	\$18.07	\$0.00	\$67.62	
	Notes:							
	Appre	ntice to Journeyworker Ratio:1:						
ABORER (HE		·	06/01/2024	\$45.48	\$9.65	\$18.40	\$0.00	\$73.53
ABORERS - ZONE	E 1 (HEAV	Y & HIGHWAY)	12/01/2024		\$9.65	\$18.40	\$0.00	\$75.00
			06/01/2025		\$9.65	\$18.40	\$0.00	\$76.50
			12/01/2025		\$9.65	\$18.40	\$0.00	\$78.00
			06/01/2026		\$9.65	\$18.40	\$0.00	\$79.55
			12/01/2026		\$9.65	\$18.40	\$0.00	\$81.05
		ntice - LABORER (Heavy & Hig ive Date - 06/01/2024	ghway) - Zone 1					
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$27.29	\$9.65	\$18.40	\$0.00	\$55.34	
	2	70	\$31.84	\$9.65	\$18.40	\$0.00	\$59.89	
	3	80	\$36.38	\$9.65	\$18.40	\$0.00	\$64.43	
	4	90	\$40.93	\$9.65	\$18.40	\$0.00	\$68.98	
	Effect	ive Date - 12/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$28.17	\$9.65	\$18.40	\$0.00	\$56.22	
	2	70	\$32.87	\$9.65	\$18.40	\$0.00	\$60.92	
	3	80	\$37.56	\$9.65	\$18.40	\$0.00	\$65.61	
	4	90	\$42.26	\$9.65	\$18.40	\$0.00	\$70.31	
	Notes:							
	ADDITE	ntice to Journeyworker Ratio:1:				010.0=	****	
A DODED. CA		EK TENDEK	12/01/2023	\$44.33	\$9.65	\$18.07	\$0.00	\$72.05
ABORERS - ZONE	RPENT							
ABORERS - ZONE For apprentice	ARPENT	'Apprentice- LABORER"						
	ARPENT Tates see		12/01/2023	\$44.33	\$9.65	\$18.07	\$0.00	\$72.05
ABORERS - ZONE For apprentice ABORER: CE ABORERS - ZONE	ARPENT rates see	'Apprentice- LABORER"	12/01/2023	\$44.33	\$9.65	\$18.07	\$0.00	\$72.05

Wage Request Number:

20240703-024

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"					Unemployment	
LABORER: MASON TENDER LABORERS - ZONE I	06/01/2024	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY)	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
ABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
LABORER: MULTI-TRADE TENDER LABORERS - ZONE 1	12/01/2023	\$44.33	\$9.65	\$18.07	\$0.00	\$72.05
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER LABORERS - ZONE I	12/01/2023	\$44.33	\$9.65	\$18.07	\$0.00	\$72.05
ABOKERS - ZONE 1						
This classification applies to the removal of standing trees, and the trimming and clearance incidental to construction. For apprentice rates see "Apprentice-LABC		bs when related	to public work	s construction	or site	
This classification applies to the removal of standing trees, and the trimming and		bs when related the state of th	\$9.65	\$18.07	\$0.00	\$72.30
This classification applies to the removal of standing trees, and the trimming and clearance incidental to construction. For apprentice rates see "Apprentice- LABC LASER BEAM OPERATOR	DRER"					\$72.30
This classification applies to the removal of standing trees, and the trimming and clearance incidental to construction . For apprentice rates see "Apprentice- LABOLASER BEAM OPERATOR LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY)	DRER"					\$72.30 \$73.78
This classification applies to the removal of standing trees, and the trimming and clearance incidental to construction . For apprentice rates see "Apprentice- LABOLASER BEAM OPERATOR	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	
This classification applies to the removal of standing trees, and the trimming and clearance incidental to construction. For apprentice rates see "Apprentice- LABOLASER BEAM OPERATOR LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/01/2023 06/01/2024	\$44.58 \$45.73	\$9.65 \$9.65	\$18.07 \$18.40	\$0.00 \$0.00	\$73.78
This classification applies to the removal of standing trees, and the trimming and clearance incidental to construction. For apprentice rates see "Apprentice- LABOLASER BEAM OPERATOR LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY)	06/01/2024 12/01/2024	\$44.58 \$45.73 \$47.20	\$9.65 \$9.65 \$9.65	\$18.07 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00	\$73.78 \$75.25
This classification applies to the removal of standing trees, and the trimming and clearance incidental to construction. For apprentice rates see "Apprentice- LABOLASER BEAM OPERATOR LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER"	06/01/2024 12/01/2024 06/01/2024 06/01/2025	\$44.58 \$45.73 \$47.20 \$48.70	\$9.65 \$9.65 \$9.65 \$9.65	\$18.07 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00	\$73.78 \$75.25 \$76.75
This classification applies to the removal of standing trees, and the trimming and clearance incidental to construction . For apprentice rates see "Apprentice- LABOLASER BEAM OPERATOR LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY)	06/01/2024 12/01/2024 12/01/2024 06/01/2025 12/01/2025	\$44.58 \$45.73 \$47.20 \$48.70 \$50.20	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.07 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$73.78 \$75.25 \$76.75 \$78.25
This classification applies to the removal of standing trees, and the trimming and clearance incidental to construction . For apprentice rates see "Apprentice- LABOLASER BEAM OPERATOR	06/01/2024 12/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026	\$44.58 \$45.73 \$47.20 \$48.70 \$50.20 \$51.75	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$73.78 \$75.25 \$76.75 \$78.25 \$79.80
This classification applies to the removal of standing trees, and the trimming and clearance incidental to construction. For apprentice rates see "Apprentice- LABOLASER BEAM OPERATOR. ABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY) ABORERS - ZONE 1 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS	06/01/2024 12/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026	\$44.58 \$45.73 \$47.20 \$48.70 \$50.20 \$51.75	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$73.78 \$75.25 \$76.75 \$78.25 \$79.80
This classification applies to the removal of standing trees, and the trimming and clearance incidental to construction. For apprentice rates see "Apprentice- LABOLASER BEAM OPERATOR LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS	06/01/2024 12/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026	\$44.58 \$45.73 \$47.20 \$48.70 \$50.20 \$51.75 \$53.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.07 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$73.78 \$75.25 \$76.75 \$78.25 \$79.80 \$81.30
This classification applies to the removal of standing trees, and the trimming and clearance incidental to construction. For apprentice rates see "Apprentice- LABOLASER BEAM OPERATOR ABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY) ABORERS - ZONE 1 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS	06/01/2024 12/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026	\$44.58 \$45.73 \$47.20 \$48.70 \$50.20 \$51.75 \$53.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$11.49	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$73.78 \$75.25 \$76.75 \$78.25 \$79.80 \$81.30
This classification applies to the removal of standing trees, and the trimming and clearance incidental to construction. For apprentice rates see "Apprentice- LABOLASER BEAM OPERATOR ABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY) ABORERS - ZONE 1 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS	06/01/2024 12/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026	\$44.58 \$45.73 \$47.20 \$48.70 \$50.20 \$51.75 \$53.25 \$47.89 \$49.57	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$11.49	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$21.37	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$73.78 \$75.25 \$76.75 \$78.25 \$79.80 \$81.30 \$80.75 \$82.43
This classification applies to the removal of standing trees, and the trimming and clearance incidental to construction. For apprentice rates see "Apprentice- LABOLASER BEAM OPERATOR LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2024 12/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026 02/01/2024 08/01/2024 02/01/2025	\$44.58 \$45.73 \$47.20 \$48.70 \$50.20 \$51.75 \$53.25 \$47.89 \$49.57 \$50.61	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$11.49 \$11.49	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$21.37 \$21.37	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$73.78 \$75.25 \$76.75 \$78.25 \$79.80 \$81.30 \$80.75 \$82.43 \$83.47
This classification applies to the removal of standing trees, and the trimming and clearance incidental to construction. For apprentice rates see "Apprentice- LABOLASER BEAM OPERATOR LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS	06/01/2024 12/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026 02/01/2024 08/01/2024 02/01/2025 08/01/2025	\$44.58 \$45.73 \$47.20 \$48.70 \$50.20 \$51.75 \$53.25 \$47.89 \$49.57 \$50.61 \$52.33	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$11.49 \$11.49 \$11.49	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$21.37 \$21.37 \$21.37	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$73.78 \$75.25 \$76.75 \$78.25 \$79.80 \$81.30 \$80.75 \$82.43 \$83.47 \$85.19

Issue Date: 07/03/2024 **Wage Request Number:** 20240703-024 **Page 20 of 40**

Apprentice to Journeyworker Ratio:1:3

Notes:

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/01/2024	\$62.42	\$11.49	\$23.56	\$0.00	\$97.47
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2024	\$64.52	\$11.49	\$23.56	\$0.00	\$99.57
	02/01/2025	\$65.82	\$11.49	\$23.56	\$0.00	\$100.87
	08/01/2025	\$67.97	\$11.49	\$23.56	\$0.00	\$103.02
	02/01/2026	\$69.32	\$11.49	\$23.56	\$0.00	\$104.37
	08/01/2026	\$71.52	\$11.49	\$23.56	\$0.00	\$106.57
	02/01/2027	\$72.92	\$11.49	\$23.56	\$0.00	\$107.97

Issue Date: 07/03/2024 Wage Request Number: 20240703-024 Page 21 of 40

	Step	ive Date - percent	02/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$31.21	\$11.49	\$23.56	\$0.00	\$66.26	
	2	60		\$37.45	\$11.49	\$23.56	\$0.00	\$72.50	
	3	70		\$43.69	\$11.49	\$23.56	\$0.00	\$78.74	
	4	80		\$49.94	\$11.49	\$23.56	\$0.00	\$84.99	
	5	90		\$56.18	\$11.49	\$23.56	\$0.00	\$91.23	
	Effect	ive Date -	08/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.26	\$11.49	\$23.56	\$0.00	\$67.31	
	2	60		\$38.71	\$11.49	\$23.56	\$0.00	\$73.76	
	3	70		\$45.16	\$11.49	\$23.56	\$0.00	\$80.21	
	4	80		\$51.62	\$11.49	\$23.56	\$0.00	\$86.67	
	5	90		\$58.07	\$11.49	\$23.56	\$0.00	\$93.12	
	Notes:								
	Appre	ntice to Joi	urneyworker Ratio:1:5						
CH. SWE			ON CONST. SITES)	06/01/2024	4 \$55.41	\$15.30	\$16.40	\$0.00	\$87.11
KATING EN	JINEEKS E	JCAL 4		12/01/2024	4 \$56.85	\$15.30	\$16.40	\$0.00	\$88.55
				06/01/2023	5 \$58.13	\$15.30	\$16.40	\$0.00	\$89.83
				12/01/2025	5 \$59.57	\$15.30	\$16.40	\$0.00	\$91.27
				06/01/2020	6 \$60.85	\$15.30	\$16.40	\$0.00	\$92.55
For apprentic	ce rates see	'Apprentice- C	PPERATING ENGINEERS"	12/01/2020	6 \$62.29	\$15.30	\$16.40	\$0.00	\$93.99
CHANICS	MAINT	ENANCE		06/01/2024	4 \$55.41	\$15.30	\$16.40	\$0.00	\$87.11
RATING EN	JINEERS L	OCAL 4		12/01/2024	4 \$56.85	\$15.30	\$16.40	\$0.00	\$88.55
				06/01/2023	5 \$58.13	\$15.30	\$16.40	\$0.00	\$89.83
				12/01/202:	5 \$59.57	\$15.30	\$16.40	\$0.00	\$91.27
				06/01/2020	6 \$60.85	\$15.30	\$16.40	\$0.00	\$92.55
				12/01/2020	6 \$62.29	\$15.30	\$16.40	\$0.00	\$93.99
			PERATING ENGINEERS"						
LWRIGH LWRIGHTS I				01/01/2024	4 \$48.03	\$10.08	\$21.72	\$0.00	\$79.83
Z., MOIIIS L	.CCIL 1121	Zone 1		01/06/2023	5 \$50.53	\$10.08	\$21.72	\$0.00	\$82.33
				01/05/2020	6 \$53.03	\$10.08	\$21.72	\$0.00	\$84.83

	Step	ve Date - 01/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55	\$26.42	\$10.08	\$5.64	\$0.00	\$42.14	
	2	65	\$31.22	\$10.08	\$6.66	\$0.00	\$47.96	
	3	75	\$36.02	\$10.08	\$19.16	\$0.00	\$65.26	
	4	85	\$40.83	\$10.08	\$20.18	\$0.00	\$71.09	
	Effecti	ve Date - 01/06/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55	\$27.79	\$10.08	\$5.64	\$0.00	\$43.51	
	2	65	\$32.84	\$10.08	\$6.66	\$0.00	\$49.58	
	3	75	\$37.90	\$10.08	\$19.16	\$0.00	\$67.14	
	4	85	\$42.95	\$10.08	\$20.18	\$0.00	\$73.21	
	Notes:	Step 1&2 Appr. indentured a but do receive annuity. (Step Steps are 2,000 hours	fter 1/6/2020 receive no pension, o 1 \$5.72, Step 2 \$6.66)					
	Appre	ntice to Journeyworker Rati	0:1:4					
ORTAR MIX BORERS - ZONE			12/01/2023	3 \$44.58	\$9.65	\$18.07	\$0.00	\$72.30
For apprentice	rates see "	Apprentice- LABORER"						
		TRUCK CRANES,GRADA	LLS) 06/01/2024	4 \$24.71	\$15.30	\$16.40	\$0.00	\$56.41
ERATING ENGI	NEERS LO	OCAL 4	12/01/2024	4 \$25.37	\$15.30	\$16.40	\$0.00	\$57.07
			06/01/2023	5 \$25.97	\$15.30	\$16.40	\$0.00	\$57.67
			12/01/202	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
•••		Apprentice- OPERATING ENGINEE	ERS"					
LER (TRUC) Erating engl		NES, GRADALLS)	06/01/2024	*		\$16.40	\$0.00	\$61.98
211111110	. , EBIG E	, (.12 ,	12/01/2024	4 \$31.08	\$15.30	\$16.40	\$0.00	\$62.78
			06/01/2023	5 \$31.80	\$15.30	\$16.40	\$0.00	\$63.50
			12/01/202	5 \$32.60	\$15.30	\$16.40	\$0.00	\$64.30
			06/01/2020	6 \$33.32	\$15.30	\$16.40	\$0.00	\$65.02
For apprentice	rates see "	Apprentice- OPERATING ENGINER	12/01/2020	6 \$34.12	\$15.30	\$16.40	\$0.00	\$65.82
		YEN EQUIPMENT - CLASS		4 \$55.41	\$15.30	\$16.40	\$0.00	\$87.11
PERATING ENGI			12/01/2024				\$0.00	\$88.55
			06/01/2025				\$0.00	\$89.83
			12/01/2025				\$0.00	\$91.27
			06/01/2020				\$0.00	\$92.55
			12/01/2020				\$0.00	\$93.99
		Ammentice ODED ATING ENGINEE		0 \$02.25	, \$15.30	φ10.70	φυ.υυ	φ 73. 7
For apprentice	rates see "	Apprentice- OPERATING ENGINER						
For apprentice			07/01/2024	4 \$57.26	5 \$9.95	\$23.95	\$0.00	\$91.16

Step	ive Date - percent	07/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
1	50		\$28.63	\$9.95	\$0.00	\$0.00	\$38.58	3
2	55		\$31.49	\$9.95	\$6.66	\$0.00	\$48.10)
3	60		\$34.36	\$9.95	\$7.26	\$0.00	\$51.5	7
4	65		\$37.22	\$9.95	\$7.87	\$0.00	\$55.04	4
5	70		\$40.08	\$9.95	\$20.32	\$0.00	\$70.3	5
6	75		\$42.95	\$9.95	\$20.93	\$0.00	\$73.83	3
7	80		\$45.81	\$9.95	\$21.53	\$0.00	\$77.29)
8	90		\$51.53	\$9.95	\$22.74	\$0.00	\$84.22	2
Effecti Step	ive Date -	01/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
1	50		\$29.23	\$9.95	\$0.00	\$0.00	\$39.13	3
2	55		\$32.15	\$9.95	\$6.66	\$0.00	\$48.70	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	\$78.2	5
8	90		\$52.61	\$9.95	\$22.74	\$0.00	\$85.30)
Notes:								
	Steps are	750 hrs.						
Appre	ntice to Jo	urneyworker Ratio:1:1						
		AST, NEW) *	07/01/2024	\$53.95	\$9.95	\$23.95	\$0.00	\$87.
		painted are new construction TERS LOCAL 35 - ZONE 1	01/01/2025	\$55.15	\$9.95	\$23.95	\$0.00	\$89.

Issue Date: 07/03/2024 **Wage Request Number:** 20240703-024 **Page 24 of 40**

Apprentice -	PAINTER Local 35 Zone 1 - Spray/Sandblast - Nev	v
Effective Date	07/01/2024	

1.			• •					
	fective Date -	07/01/2024				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	50		\$26.98	\$9.95	\$0.00	\$0.00	\$36.93	
2	55		\$29.67	\$9.95	\$6.66	\$0.00	\$46.28	
3	60		\$32.37	\$9.95	\$7.26	\$0.00	\$49.58	
4	65		\$35.07	\$9.95	\$7.87	\$0.00	\$52.89)
5	70		\$37.77	\$9.95	\$20.32	\$0.00	\$68.04	
6	75		\$40.46	\$9.95	\$20.93	\$0.00	\$71.34	
7	80		\$43.16	\$9.95	\$21.53	\$0.00	\$74.64	
8	90		\$48.56	\$9.95	\$22.74	\$0.00	\$81.25	
Eff	fective Date -	01/01/2025				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	50		\$27.58	\$9.95	\$0.00	\$0.00	\$37.53	
2	55		\$30.33	\$9.95	\$6.66	\$0.00	\$46.94	
3	60		\$33.09	\$9.95	\$7.26	\$0.00	\$50.30)
4	65		\$35.85	\$9.95	\$7.87	\$0.00	\$53.67	
5	70		\$38.61	\$9.95	\$20.32	\$0.00	\$68.88	
6	75		\$41.36	\$9.95	\$20.93	\$0.00	\$72.24	
7	80		\$44.12	\$9.95	\$21.53	\$0.00	\$75.60)
8	90		\$49.64	\$9.95	\$22.74	\$0.00	\$82.33	
No								
İ	Steps are	750 hrs.						
Ap	prentice to Jou	urneyworker Ratio:1:1						
ER (SPRAY		AST, REPAINT)	07/01/2024	\$52.01	\$9.95	\$23.95	\$0.00	\$85.91
S LOCAL 33 - Z	ONE I		01/01/2025	\$53.21	\$9.95	\$23.95	\$0.00	\$87.11

Issue Date: 07/03/2024 Wage Request Number: 20240703-024 Page 25 of 40

Unemployment

Pension

Total Rate

Step	tive Date - 07/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$26.01	\$9.95	\$0.00	\$0.00	\$35.96	
2	55	\$28.61	\$9.95	\$6.66	\$0.00	\$45.22	
3	60	\$31.21	\$9.95	\$7.26	\$0.00	\$48.42	
4	65	\$33.81	\$9.95	\$7.87	\$0.00	\$51.63	
5	70	\$36.41	\$9.95	\$20.32	\$0.00	\$66.68	
6	75	\$39.01	\$9.95	\$20.93	\$0.00	\$69.89	
7	80	\$41.61	\$9.95	\$21.53	\$0.00	\$73.09	
8	90	\$46.81	\$9.95	\$22.74	\$0.00	\$79.50	
Effec Step	tive Date - 01/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$26.61	\$9.95	\$0.00	\$0.00	\$36.56	
2	55	\$29.27	\$9.95	\$6.66	\$0.00	\$45.88	
3	60	\$31.93	\$9.95	\$7.26	\$0.00	\$49.14	
4	65	\$34.59	\$9.95	\$7.87	\$0.00	\$52.41	
5	70	\$37.25	\$9.95	\$20.32	\$0.00	\$67.52	
6	75	\$39.91	\$9.95	\$20.93	\$0.00	\$70.79	
7	80	\$42.57	\$9.95	\$21.53	\$0.00	\$74.05	
8	90	\$47.89	\$9.95	\$22.74	\$0.00	\$80.58	
Notes							
İ	Steps are 750 hrs.						
Appr	entice to Journeyworker R	atio:1:1					
,	BRUSH, NEW) *	07/01/2024	\$52.55	\$9.95	\$23.95	\$0.00	\$86.
	rfaces to be painted are new used. PAINTERS LOCAL 35 - ZO	01/01/2025	\$53.75	\$9.95	\$23.95	\$0.00	\$87.0

Issue Date: 07/03/2024 Wage Request Number: 20240703-024 Page 26 of 40 8

Notes:

90

Steps are 750 hrs.

\$0.00

\$81.07

Effecti Step	ive Date -	07/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50		\$26.28	\$9.95	\$0.00	\$0.00	\$36.23
2	55		\$28.90	\$9.95	\$6.66	\$0.00	\$45.51
3	60		\$31.53	\$9.95	\$7.26	\$0.00	\$48.74
4	65		\$34.16	\$9.95	\$7.87	\$0.00	\$51.98
5	70		\$36.79	\$9.95	\$20.32	\$0.00	\$67.06
6	75		\$39.41	\$9.95	\$20.93	\$0.00	\$70.29
7	80		\$42.04	\$9.95	\$21.53	\$0.00	\$73.52
8	90		\$47.20	\$9.95	\$22.74	¢0.00	Φ 7 0.00
~	70		\$47.30	\$9.93	\$22.74	\$0.00	\$79.99
	ive Date -	01/01/2025	\$47.30	\$9.93	\$22.74		\$/9.99
		01/01/2025	Apprentice Base Wage		Pension	\$0.00 Supplemental Unemployment	\$/9.99 Total Rate
Effect	ive Date -	01/01/2025				Supplemental	
Effecti Step	ive Date -	01/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Effecti Step	percent 50	01/01/2025	Apprentice Base Wage \$26.88	Health \$9.95	Pension \$0.00	Supplemental Unemployment \$0.00	Total Rate \$36.83
Effection Step 1 2	percent 50 55	01/01/2025	Apprentice Base Wage \$26.88 \$29.56	Health \$9.95 \$9.95	Pension \$0.00 \$6.66	Supplemental Unemployment \$0.00 \$0.00	Total Rate \$36.83 \$46.17
Step 1 2 3	50 55 60	01/01/2025	Apprentice Base Wage \$26.88 \$29.56 \$32.25	Health \$9.95 \$9.95 \$9.95	Pension \$0.00 \$6.66 \$7.26	Supplemental Unemployment \$0.00 \$0.00 \$0.00	Total Rate \$36.83 \$46.17 \$49.46
Step 1 2 3 4	50 55 60 65	01/01/2025	\$26.88 \$29.56 \$32.25 \$34.94	Health \$9.95 \$9.95 \$9.95 \$9.95	Pension \$0.00 \$6.66 \$7.26 \$7.87	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$36.83 \$46.17 \$49.46 \$52.76

Apprentice to Journeyworker Ratio:1:1						
PAINTER / TAPER (BRUSH, REPAINT)	07/01/2024	\$50.61	\$9.95	\$23.95	\$0.00	\$84.51
PAINTERS LOCAL 35 - ZONE 1	01/01/2025	\$51.81	\$9.95	\$23.95	\$0.00	\$85.71

\$48.38

\$9.95

\$22.74

Issue Date: 07/03/2024 Page 27 of 40

Apprentice - PAINTER Local 35 Zone 1 - BRUSH REPAINT

Pension

Unemployment

		ive Date - 07/01/2024	BRUSH REPAINT			Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$25.31	\$9.95	\$0.00	\$0.00	\$35.26	
	2	55	\$27.84	\$9.95	\$6.66	\$0.00	\$44.45	
	3	60	\$30.37	\$9.95	\$7.26	\$0.00	\$47.58	
	4	65	\$32.90	\$9.95	\$7.87	\$0.00	\$50.72	
	5	70	\$35.43	\$9.95	\$20.32	\$0.00	\$65.70	
	6	75	\$37.96	\$9.95	\$20.93	\$0.00	\$68.84	
	7	80	\$40.49	\$9.95	\$21.53	\$0.00	\$71.97	
	8	90	\$45.55	\$9.95	\$22.74	\$0.00	\$78.24	
	Effect	ive Date - 01/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$25.91	\$9.95	\$0.00	\$0.00	\$35.86	
	2	55	\$28.50	\$9.95	\$6.66	\$0.00	\$45.11	
	3	60	\$31.09	\$9.95	\$7.26	\$0.00	\$48.30	
	4	65	\$33.68	\$9.95	\$7.87	\$0.00	\$51.50	
	5	70	\$36.27	\$9.95	\$20.32	\$0.00	\$66.54	
	6	75	\$38.86	\$9.95	\$20.93	\$0.00	\$69.74	
	7	80	\$41.45	\$9.95	\$21.53	\$0.00	\$72.93	
	8	90	\$46.63	\$9.95	\$22.74	\$0.00	\$79.32	
	Notes:							
		Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1						
		ARKINGS (HEAVY/HIGHWAY)	06/01/2024	\$45.48	\$9.65	\$18.40	\$0.00	\$73.53
LABORERS - ZO	ONE 1 (HEAV	Y & HIGHWAY)	12/01/2024	\$46.95	\$9.65	\$18.40	\$0.00	\$75.00
			06/01/2025	\$48.45	\$9.65	\$18.40	\$0.00	\$76.50
			12/01/2025	\$49.95	\$9.65	\$18.40	\$0.00	\$78.00
			06/01/2026	\$51.50	\$9.65	\$18.40	\$0.00	\$79.55
			12/01/2026	\$53.00	\$9.65	\$18.40	\$0.00	\$81.05
		'Apprentice- LABORER (Heavy and Highway)						
PANEL & PI		UCKS DRIVER UL NO. 10 ZONE A	06/01/2024	\$40.88	\$14.41	\$18.67	\$0.00	\$73.96
			00/01/2024	\$40.88	\$14.91	\$18.67	\$0.00	\$74.46
	MVI COONC		08/01/2024	4.0.00				
	nivi cooive		12/01/2024	\$40.88	\$14.91	\$20.17	\$0.00	\$75.96
	INT COOK		12/01/2024 06/01/2025	\$40.88 \$41.88	\$14.91 \$14.91	\$20.17	\$0.00	\$75.96 \$76.96
	in coone		12/01/2024	\$40.88 \$41.88		\$20.17 \$20.17	\$0.00 \$0.00	\$76.96 \$77.46
	in coone		12/01/2024 06/01/2025 08/01/2025 12/01/2025	\$40.88 \$41.88 \$41.88 \$41.88	\$14.91 \$15.41 \$15.41	\$20.17 \$20.17 \$21.78	\$0.00 \$0.00 \$0.00	\$76.96 \$77.46 \$79.07
	mir Courc		12/01/2024 06/01/2025 08/01/2025	\$40.88 \$41.88 \$41.88 \$41.88	\$14.91 \$15.41	\$20.17 \$20.17 \$21.78 \$21.78	\$0.00 \$0.00 \$0.00 \$0.00	\$76.96 \$77.46
TEAMSTERS JC	an come		12/01/2024 06/01/2025 08/01/2025 12/01/2025	\$40.88 \$41.88 \$41.88 \$41.88 \$42.88	\$14.91 \$15.41 \$15.41 \$15.41	\$20.17 \$20.17 \$21.78	\$0.00 \$0.00 \$0.00	\$76.96 \$77.46 \$79.07

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59	
DECK)							
PILE DRIVER LOCAL 56 (ZONE 1)							
For apprentice rates see "Apprentice- PILE DRIVER"							
PILE DRIVER	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59	_
PILE DRIVER LOCAL 56 (ZONE 1)	00/01/2020	Ψ.,,,,,,	Ψ,	* -	*	Ψ01.09	

Effe Ster	ective Date - 08/01/2020 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	÷
1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06	
2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.96	
3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.87	,
4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32	<u>)</u>
5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78	}
6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78	}
7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68	3
8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68	,
 Not	es:						
		1/17; 45/45/55/55/70/70/80/80 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25					
Арр	orentice to Journeyworker	Ratio:1:5					
FITTER & STE		03/01/2024	\$65.28	\$12.70	\$21.80	\$0.00	\$99.78
TITTERS LOCAL 53	7	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.5
		03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.3

Issue Date: 07/03/2024 **Wage Request Number:** 20240703-024 **Page 29 of 40**

Pension

		ive Date - 03/01		' D W	TT 1/1	ъ .	Supplemental	T (1 D (
	Step	percent	App	rentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40		\$26.11	\$12.70	\$9.05	\$0.00	\$47.86	
	2	45		\$29.38	\$12.70	\$21.80	\$0.00	\$63.88	
	3	60		\$39.17	\$12.70	\$21.80	\$0.00	\$73.67	
	4	70		\$45.70	\$12.70	\$21.80	\$0.00	\$80.20	
	5	80		\$52.22	\$12.70	\$21.80	\$0.00	\$86.72	
	Effecti	ive Date - 09/01	/2024				Supplemental		
	Step	percent	App	rentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40		\$26.83	\$12.70	\$9.05	\$0.00	\$48.58	
	2	45		\$30.19	\$12.70	\$21.80	\$0.00	\$64.69	
	3	60		\$40.25	\$12.70	\$21.80	\$0.00	\$74.75	
	4	70		\$46.96	\$12.70	\$21.80	\$0.00	\$81.46	
	5	80		\$53.66	\$12.70	\$21.80	\$0.00	\$88.16	
	Notes:	** 1:3; 3:15; 1:10 Refrig/AC Mech	0 thereafter / Steps are 1 yr anic **1:1;1:2;2:4;3:6;4:8;		7;9:20;10:23(1	Max)			
ELAYER		** 1:3; 3:15; 1:10	anic **1:1;1:2;2:4;3:6;4:8;	5:10;6:12;7:14;8:17			\$18.07	\$0.00	\$72.30
	Appre	** 1:3; 3:15; 1:10 Refrig/AC Mech	anic **1:1;1:2;2:4;3:6;4:8;			Max) \$9.65	\$18.07	\$0.00	\$72.30
ORERS - ZONE	Appre	** 1:3; 3:15; 1:10 Refrig/AC Mech	anic **1:1;1:2;2:4;3:6;4:8; orker Ratio:**	5:10;6:12;7:14;8:17			\$18.07	\$0.00	\$72.30
ORERS - ZONE For apprentice ELAYER (F	Appre	** 1:3; 3:15; 1:10 Refrig/AC Mechantice to Journeyw 'Apprentice- LABOREI & HIGHWAY)	anic **1:1;1:2;2:4;3:6;4:8; orker Ratio:**	5:10;6:12;7:14;8:17	\$44.58		\$18.07	\$0.00	\$72.30 \$73.78
ORERS - ZONE For apprentice ELAYER (F	Appre	** 1:3; 3:15; 1:10 Refrig/AC Mechantice to Journeyw	anic **1:1;1:2;2:4;3:6;4:8; orker Ratio:**	5:10;6:12;7:14;8:1	\$ \$44.58 4 \$45.73	\$9.65			
ORERS - ZONE For apprentice ELAYER (F	Appre	** 1:3; 3:15; 1:10 Refrig/AC Mechantice to Journeyw 'Apprentice- LABOREI & HIGHWAY)	anic **1:1;1:2;2:4;3:6;4:8; orker Ratio:**	5:10;6:12;7:14;8:1 12/01/2023 06/01/2024	\$44.58 \$45.73 \$47.20	\$9.65	\$18.40	\$0.00	\$73.78
ORERS - ZONE For apprentice ELAYER (H	Appre	** 1:3; 3:15; 1:10 Refrig/AC Mechantice to Journeyw 'Apprentice- LABOREI & HIGHWAY)	anic **1:1;1:2;2:4;3:6;4:8; orker Ratio:**	5:10;6:12;7:14;8:1 12/01/2023 06/01/2024 12/01/2024	\$44.58 \$45.73 \$47.20 \$48.70	\$9.65 \$9.65 \$9.65	\$18.40 \$18.40	\$0.00 \$0.00	\$73.78 \$75.25
ORERS - ZONE For apprentice ELAYER (H	Appre	** 1:3; 3:15; 1:10 Refrig/AC Mechantice to Journeyw 'Apprentice- LABOREI & HIGHWAY)	anic **1:1;1:2;2:4;3:6;4:8; orker Ratio:**	5:10;6:12;7:14;8:1 12/01/2023 06/01/2024 12/01/2024 06/01/2025	\$44.58 \$45.73 \$47.20 \$5 \$48.70 \$5 \$50.20	\$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00	\$73.78 \$75.25 \$76.75
ORERS - ZONE For apprentice ELAYER (F	Appre E 1 Prates see 'HEAVY E 1 (HEAV	** 1:3; 3:15; 1:10 Refrig/AC Mechantice to Journeyw 'Apprentice- LABOREI & HIGHWAY) Y & HIGHWAY)	anic **1:1;1:2;2:4;3:6;4:8; orker Ratio:** R"	5:10;6:12;7:14;8:1 12/01/2023 06/01/2024 12/01/2025 12/01/2025	\$44.58 \$45.73 \$45.73 \$47.20 \$550.20 \$51.75	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00	\$73.78 \$75.25 \$76.75 \$78.25
ORERS - ZONE For apprentice ELAYER (F ORERS - ZONE	Appre E 1 rates see ' HEAVY E 1 (HEAV	** 1:3; 3:15; 1:10 Refrig/AC Mechantice to Journeyw 'Apprentice- LABOREI & HIGHWAY) Y & HIGHWAY)	anic **1:1;1:2;2:4;3:6;4:8; orker Ratio:**	5:10;6:12;7:14;8:1 12/01/2023 06/01/2024 12/01/2025 06/01/2025 06/01/2026 12/01/2026	\$44.58 \$45.73 \$47.20 \$48.70 \$50.20 \$51.75 \$53.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$73.78 \$75.25 \$76.75 \$78.25 \$79.80 \$81.30
ORERS - ZONE For apprentice ELAYER (FORERS - ZONE	Appre E 1 Prates see ' HEAVY E 1 (HEAV)	** 1:3; 3:15; 1:10 Refrig/AC Mechantice to Journeyw 'Apprentice- LABOREI & HIGHWAY) Y & HIGHWAY) 'Apprentice- LABOREI TTERS	anic **1:1;1:2;2:4;3:6;4:8; orker Ratio:** R"	5:10;6:12;7:14;8:1 12/01/2023 06/01/2024 12/01/2025 06/01/2025 06/01/2026	\$44.58 \$45.73 \$47.20 \$48.70 \$5 \$50.20 \$51.75 \$53.25 \$67.74	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$73.78 \$75.25 \$76.75 \$78.25 \$79.80

Issue Date: 07/03/2024 Wage Request Number: 20240703-024 Page 30 of 40

		ve Date - 03/03/2024	. .	' D 337	TT 1/1	ъ.	Supplemental	T. 1D.	
	Step	percent	Apprent	ice Base Wage		Pension	Unemployment	Total Rate	
	1	35		\$23.71	\$14.32	\$6.88	\$0.00	\$44.91	
	2	40		\$27.10	\$14.32	\$7.82	\$0.00	\$49.24	
	3	55		\$37.26	\$14.32	\$10.65	\$0.00	\$62.23	
	4	65		\$44.03	\$14.32	\$12.53	\$0.00	\$70.88	
	5	75		\$50.81	\$14.32	\$14.41	\$0.00	\$79.54	
		ve Date - 09/01/2024					Supplemental		
	Step	percent	Apprent	ice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	35		\$24.34	\$14.32	\$6.88	\$0.00	\$45.54	
	2	40		\$27.82	\$14.32	\$7.82	\$0.00	\$49.96	
	3	55		\$38.25	\$14.32	\$10.65	\$0.00	\$63.22	
	4	65		\$45.20	\$14.32	\$12.53	\$0.00	\$72.05	
	5	75		\$52.16	\$14.32	\$14.41	\$0.00	\$80.89	
	Notes:								
		** 1:2; 2:6; 3:10; 4:14; Step4 with lic\$69.00, S						i	
	Apprei	ntice to Journeyworker						'	
PNEUMATIC				03/01/2024	4 \$65.28	\$12.70	\$21.80	\$0.00	\$99.78
PIPEFITTERS LO		,		09/01/2024			\$21.80	\$0.00	\$101.58
				03/01/2025	*		\$21.80	\$0.00	\$103.38
For apprentic	e rates see "	Apprentice- PIPEFITTER" or "	PLUMBER/PIPEFITTER"	03/01/2023	J \$00.00	\$12.70	Ψ21.00	φ0.00	\$103.36
NEUMATIC ABORERS - ZON		OOL OPERATOR		12/01/2023	3 \$44.58	\$9.65	\$18.07	\$0.00	\$72.30
For apprentic	e rates see "	Apprentice- LABORER"							
	DRILL/T	OOL OPERATOR (HEA	VY &	06/01/2024	4 \$45.73	\$9.65	\$18.40	\$0.00	\$73.78
HIGHWAY) .aborers - zon	IF 1 (HF4V)	V & HIGHW4Y)		12/01/2024	4 \$47.20	\$9.65	\$18.40	\$0.00	\$75.25
AIDORERS - ZOIV	L I (IILII)	a a monimin		06/01/2025	5 \$48.70	\$9.65	\$18.40	\$0.00	\$76.75
				12/01/2025	5 \$50.20	\$9.65	\$18.40	\$0.00	\$78.25
				06/01/2026	6 \$51.75	\$9.65	\$18.40	\$0.00	\$79.80
				12/01/2026	6 \$53.25	\$9.65	\$18.40	\$0.00	\$81.30
POWDERMA		Apprentice- LABORER (Heav	y and Highway)	12/01/2023	3 \$45.33	\$9.65	\$18.07	\$0.00	\$73.05
LABORERS - ZON	E I			12/01/2020	\$.0.00	ψ,.σε	•	• • • • • • • • • • • • • • • • • • • •	Ψ,5.05
		Apprentice- LABORER"							
POWDERMA LABORERS - ZON		STER (HEAVY & HIGI y & <i>Highway</i>)	HWAY)	06/01/2024	4 \$46.48	\$9.65	\$18.40	\$0.00	\$74.53
2011	(/		12/01/2024	4 \$47.95	\$9.65	\$18.40	\$0.00	\$76.00
				06/01/2025	5 \$49.45	\$9.65	\$18.40	\$0.00	\$77.50
				12/01/2025	5 \$50.95	\$9.65	\$18.40	\$0.00	\$79.00
				06/01/2026	6 \$52.50	\$9.65	\$18.40	\$0.00	\$80.55
				12/01/2026	6 \$54.00	\$9.65	\$18.40	\$0.00	\$82.05

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OF EIGHTNO ENGINEERG EOCHE 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	06/01/2024	\$36.17	\$15.30	\$16.40	\$0.00	\$67.87
of Element Engineering Foundation	12/01/2024	\$37.12	\$15.30	\$16.40	\$0.00	\$68.82
	06/01/2025	\$37.97	\$15.30	\$16.40	\$0.00	\$69.67
	12/01/2025	\$38.92	\$15.30	\$16.40	\$0.00	\$70.62
	06/01/2026	\$39.78	\$15.30	\$16.40	\$0.00	\$71.48
	12/01/2026	\$40.73	\$15.30	\$16.40	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/12 (Drivers Hired After 4/30/2012) TEAMSTERS 25 (Metro) - Aggregate	08/01/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$57.56
READY-MIX CONCRETE DRIVER TEAMSTERS 25 (Metro) - Aggregate	08/01/2022	\$34.41	\$11.91	\$15.25	\$0.00	\$61.57
RECLAIMERS	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"		• • •	,			****
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS - ZONE 1	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)	02/01/2024	\$50.03	\$12.78	\$21.45	\$0.00	\$84.26
ROOFERS LOCAL 33	08/01/2024	\$51.53	\$12.78	\$21.45	\$0.00	\$85.76
	02/01/2025	\$52.78	\$12.78	\$21.45	\$0.00	\$87.01
	08/01/2025	\$54.28	\$12.78	\$21.45	\$0.00	\$88.51
	00.01/2023	ψ2 1.20	Ψ1 2. /0			400.01

Issue Date: 07/03/2024 **Wage Request Number:** 20240703-024 **Page 32 of 40**

Apprentice - ROOFER - Local 33

Pension

Elice	tive Date -	02/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$25.02	\$12.78	\$6.21	\$0.00	\$44.01	
2	60		\$30.02	\$12.78	\$21.45	\$0.00	\$64.25	
3	65		\$32.52	\$12.78	\$21.45	\$0.00	\$66.75	
4	75		\$37.52	\$12.78	\$21.45	\$0.00	\$71.75	
5	85		\$42.53	\$12.78	\$21.45	\$0.00	\$76.76	
	ctive Date -	08/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$25.77	\$12.78	\$6.21	\$0.00	\$44.76	
2	60		\$30.92	\$12.78	\$21.45	\$0.00	\$65.15	
3	65		\$33.49	\$12.78	\$21.45	\$0.00	\$67.72	
4	75		\$38.65	\$12.78	\$21.45	\$0.00	\$72.88	
5	85		\$43.80	\$12.78	\$21.45	\$0.00	\$78.03	
Notes	Step 1 is 2	5-10, the 1:10; Reroofing: 1 2000 hrs.; Steps 2-5 are 100 a Mechanics' receive \$1.00	0 hrs.					
Аррг	rentice to Jo	urneyworker Ratio:**						
OOFER SLATE / TI	LE / PRECA	AST CONCRETE	02/01/2024	\$50.28	\$12.78	\$21.45	\$0.00	\$84.51
OOFERS LOCAL 33								
OOI LIG LOCAL 33			08/01/2024	\$51.78	\$12.78	\$21.45	\$0.00	\$86.01
OOI ERG LOCAL 33			08/01/2024 02/01/2025		\$12.78 \$12.78	\$21.45 \$21.45	\$0.00 \$0.00	\$86.01 \$87.26
OO. ERU EOCHE 33				\$53.03				
OO. EKO EOCHE 33			02/01/2025	\$53.03 \$54.53	\$12.78 \$12.78	\$21.45	\$0.00	\$87.26
For apprentice rates see		ROOFER"	02/01/2025 08/01/2025	\$53.03 \$54.53	\$12.78 \$12.78	\$21.45 \$21.45	\$0.00 \$0.00	\$87.26 \$88.76
For apprentice rates sec HEETMETAL WOR	KER	ROOFER"	02/01/2025 08/01/2025	\$53.03 \$54.53 \$55.78	\$12.78 \$12.78	\$21.45 \$21.45	\$0.00 \$0.00	\$87.26 \$88.76
For apprentice rates sec HEETMETAL WOR	KER	ROOFER"	02/01/2025 08/01/2025 02/01/2026	\$53.03 \$54.53 \$55.78 \$57.22	\$12.78 \$12.78 \$12.78	\$21.45 \$21.45 \$21.45	\$0.00 \$0.00 \$0.00	\$87.26 \$88.76 \$90.01
	KER	ROOFER"	02/01/2025 08/01/2025 02/01/2026	\$53.03 \$54.53 \$55.78 \$57.22 \$58.97	\$12.78 \$12.78 \$12.78 \$14.59 \$14.59	\$21.45 \$21.45 \$21.45 \$27.50	\$0.00 \$0.00 \$0.00	\$87.26 \$88.76 \$90.01 \$102.29
For apprentice rates sec HEETMETAL WOR	KER	ROOFER"	02/01/2025 08/01/2025 02/01/2026 02/01/2026	\$53.03 \$54.53 \$55.78 \$57.22 \$58.97 \$60.72	\$12.78 \$12.78 \$12.78 \$14.59 \$14.59	\$21.45 \$21.45 \$21.45 \$27.50 \$27.50	\$0.00 \$0.00 \$0.00 \$2.98 \$2.98	\$87.26 \$88.76 \$90.01 \$102.29 \$104.04

Issue Date: 07/03/2024 Wage Request Number: 20240703-024 Page 33 of 40

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$77.42

\$77.92

\$79.53

\$80.53

\$81.03

\$82.77

Page 34 of 40

Total Rate

Issue Date: 07/03/2024

Pension

Apprentice - SHEET METAL WORKER - Local 17-A 02/01/2024 **Effective Date -**Supplemental percent Apprentice Base Wage Health Pension Unemployment Total Rate Step 1 42 \$24.03 \$14.59 \$44.75 \$6.13 \$0.00 2 42 \$24.03 \$6.13 \$0.00 \$14.59 \$44.75 3 47 \$26.89 \$14.59 \$12.11 \$1.61 \$55.20 4 47 \$26.89 \$14.59 \$12.11 \$1.61 \$55.20 5 52 \$29.75 \$14.59 \$13.09 \$1.72 \$59.15 6 52 \$29.75 \$14.59 \$13.34 \$1.73 \$59.41 7 60 \$34.33 \$14.59 \$14.75 \$1.91 \$65.58 8 65 \$37.19 \$14.59 \$15.73 \$2.03 \$69.54 9 75 \$42.92 \$14.59 \$17.69 \$2.26 \$77.46 10 85 \$48.64 \$14.59 \$19.15 \$2.47 \$84.85 08/01/2024 **Effective Date -**Supplemental Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 42 \$24.77 \$14.59 \$6.13 \$0.00 \$45.49 2 42 \$24.77 \$14.59 \$6.13 \$0.00 \$45.49 3 47 \$27.72 \$14.59 \$12.11 \$1.63 \$56.05 4 47 \$27.72 \$14.59 \$12.11 \$1.63 \$56.05 5 52 \$30.66 \$14.59 \$13.09 \$1.75 \$60.09 6 52 \$30.66 \$14.59 \$13.34 \$1.76 \$60.35 7 60 \$35.38 \$14.59 \$14.75 \$1.94 \$66.66 8 65 \$38.33 \$14.59 \$15.73 \$2.06 \$70.71 9 75 \$44.23 \$14.59 \$17.69 \$2.30 \$78.81 10 85 \$50.12 \$14.59 \$19.15 \$2.52 \$86.38 Notes: Steps are 6 mos. Apprentice to Journeyworker Ratio:1:4 SPECIALIZED EARTH MOVING EQUIP < 35 TONS 06/01/2024 \$41.34 \$14.41 \$18.67 \$0.00 \$74.42 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A 08/01/2024 \$18.67 \$0.00 \$74.92 \$41.34 \$14.91 \$20.17 \$0.00 12/01/2024 \$41.34 \$14.91 \$76.42

20240703-024

Wage Request Number:

06/01/2025

08/01/2025

12/01/2025

06/01/2026

08/01/2026

12/01/2026

\$42.34

\$42.34

\$42.34

\$43.34

\$43.34

\$43.34

\$14.91

\$15.41

\$15.41

\$15.41

\$15.91

\$15.91

\$20.17

\$20.17

\$21.78

\$21.78

\$21.78

\$23.52

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2024	\$41.63	\$14.41	\$18.67	\$0.00	\$74.71
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2024	\$41.63	\$14.91	\$18.67	\$0.00	\$75.21
	12/01/2024	\$41.63	\$14.91	\$20.17	\$0.00	\$76.71
	06/01/2025	\$42.63	\$14.91	\$20.17	\$0.00	\$77.71
	08/01/2025	\$42.63	\$15.41	\$20.17	\$0.00	\$78.21
	12/01/2025	\$42.63	\$15.41	\$21.78	\$0.00	\$79.82
	06/01/2026	\$43.63	\$15.41	\$21.78	\$0.00	\$80.82
	08/01/2026	\$43.63	\$15.91	\$21.78	\$0.00	\$81.32
	12/01/2026	\$43.63	\$15.91	\$23.52	\$0.00	\$83.06
SPRINKLER FITTER	03/01/2024	\$69.04	\$11.51	\$23.30	\$0.00	\$103.85
SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	10/01/2024	\$70.84	\$11.51	\$23.30	\$0.00	\$105.65
	03/01/2025	\$72.64	\$11.51	\$23.30	\$0.00	\$107.45

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

Effecti	ive Date -	03/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	35		\$24.16	\$11.51	\$12.90	\$0.00	\$48.57
2	40		\$27.62	\$11.51	\$13.70	\$0.00	\$52.83
3	45		\$31.07	\$11.51	\$14.50	\$0.00	\$57.08
4	50		\$34.52	\$11.51	\$15.30	\$0.00	\$61.33
5	55		\$37.97	\$11.51	\$16.10	\$0.00	\$65.58
6	60		\$41.42	\$11.51	\$16.90	\$0.00	\$69.83
7	65		\$44.88	\$11.51	\$17.70	\$0.00	\$74.09
8	70		\$48.33	\$11.51	\$18.50	\$0.00	\$78.34
9	75		\$51.78	\$11.51	\$19.30	\$0.00	\$82.59
10	80		\$55.23	\$11.51	\$20.10	\$0.00	\$86.84
Effecti	ive Date -	10/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	35		\$24.79	\$11.51	\$12.90	\$0.00	\$49.20
2	40		\$28.34	\$11.51	\$13.70	\$0.00	\$53.55
3	45		\$31.88	\$11.51	\$14.50	\$0.00	\$57.89
4	50		\$35.42	\$11.51	\$15.30	\$0.00	\$62.23
5	55		\$38.96	\$11.51	\$16.10	\$0.00	\$66.57
6	60		\$42.50	\$11.51	\$16.90	\$0.00	\$70.91
7	65		\$46.05	\$11.51	\$17.70	\$0.00	\$75.26
8	70		\$49.59	\$11.51	\$18.50	\$0.00	\$79.60
9	75		\$53.13	\$11.51	\$19.30	\$0.00	\$83.94
10	80		\$56.67	\$11.51	\$20.10	\$0.00	\$88.28
 Notes:	40/45/50/	e entered prior 9/30/10: /55/60/65/70/75/80/85 850 hours					

Apprentice to Journeyworker Ratio:1:3

Issue Date: 07/03/2024 **Wage Request Number:** 20240703-024 **Page 35 of 40**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
TELECOMMUNICATION TECHNICIAN	03/01/2024	\$49.49	\$13.00	\$20.19	\$0.00	\$82.68
ELECTRICIANS LOCAL 103	09/01/2024	\$51.02	\$13.00	\$20.24	\$0.00	\$84.26
	03/01/2025	\$51.98	\$13.00	\$20.27	\$0.00	\$85.25
	09/01/2025	\$53.51	\$13.00	\$20.32	\$0.00	\$86.83
	03/01/2026	\$54.47	\$13.00	\$20.34	\$0.00	\$87.81
	09/01/2026	\$56.00	\$13.00	\$20.39	\$0.00	\$89.39
	03/01/2027	\$56.95	\$13.00	\$20.42	\$0.00	\$90.37
	09/01/2027	\$58.49	\$13.00	\$20.46	\$0.00	\$91.95
	03/01/2028	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94

Issue Date: 07/03/2024 **Wage Request Number:** 20240703-024 **Page 36 of 40**

Pension

\$23.59

\$11.49

\$0.00

\$106.92

Apprentice -	TELECOMMUNICATION TECHNICIAN - Local 103
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	tppren Effoctiv	e Date -	03/01/2024	Jenniemi Locai 105					
		percent	03/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
_	1	45		\$22.27	\$13.00	\$0.67	\$0.00	\$35.94	
,	2	45		\$22.27	\$13.00	\$0.67	\$0.00	\$35.94	
	3	50		\$24.75	\$13.00	\$16.16	\$0.00	\$53.91	
4	4	50		\$24.75	\$13.00	\$16.16	\$0.00	\$53.91	
;	5	55		\$27.22	\$13.00	\$16.57	\$0.00	\$56.79	
	6	60		\$29.69	\$13.00	\$16.97	\$0.00	\$59.66	
,	7	65		\$32.17	\$13.00	\$17.38	\$0.00	\$62.55	
:	8	70		\$34.64	\$13.00	\$17.78	\$0.00	\$65.42	
9	9	75		\$37.12	\$13.00	\$18.18	\$0.00	\$68.30	
	10	80		\$39.59	\$13.00	\$18.58	\$0.00	\$71.17	
F	Effectiv	e Date -	09/01/2024				Supplemental		
S	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	45		\$22.96	\$13.00	\$0.69	\$0.00	\$36.65	;
2	2	45		\$22.96	\$13.00	\$0.69	\$0.00	\$36.65	j
:	3	50		\$25.51	\$13.00	\$16.16	\$0.00	\$54.67	,
4	4	50		\$25.51	\$13.00	\$16.16	\$0.00	\$54.67	,
:	5	55		\$28.06	\$13.00	\$16.57	\$0.00	\$57.63	;
(6	60		\$30.61	\$13.00	\$16.97	\$0.00	\$60.58	}
,	7	65		\$33.16	\$13.00	\$17.38	\$0.00	\$63.54	ļ
;	8	70		\$35.71	\$13.00	\$17.78	\$0.00	\$66.49)
9	9	75		\$38.27	\$13.00	\$18.18	\$0.00	\$69.45	;
	10	80		\$40.82	\$13.00	\$18.58	\$0.00	\$72.40)
	Notes:								
								i	
Ā	Appren	tice to Jo	urneyworker Ratio:1:1						
RAZZO FIN				02/01/2024	4 \$61.3	4 \$11.49	\$23.59	\$0.00	\$96.42
LAYERS LOCA	L 3 - MA	RBLE & TIL	E	08/01/2024				\$0.00	\$98.52
				02/01/2025				\$0.00	\$99.82
				08/01/2025	5 \$66.8	9 \$11.49	\$23.59	\$0.00	\$101.9
				02/01/2020	6 \$68.2	4 \$11.49	\$23.59	\$0.00	\$103.3
				08/01/2020	6 \$70.4	4 \$11.49	\$23.59	\$0.00	\$105.5

Wage Request Number: **Issue Date:** 07/03/2024 20240703-024 Page 37 of 40

02/01/2027

\$71.84

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

	Effecti	ive Date - 02/01/2024	cui 3 marote & The		Supplemental			
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	,
	1	50	\$30.67	\$11.49	\$23.59	\$0.00	\$65.75	
	2	60	\$36.80	\$11.49	\$23.59	\$0.00	\$71.88	;
	3	70	\$42.94	\$11.49	\$23.59	\$0.00	\$78.02	
	4	80	\$49.07	\$11.49	\$23.59	\$0.00	\$84.15	I
	5	90	\$55.21	\$11.49	\$23.59	\$0.00	\$90.29	ı
	Effecti	ive Date - 08/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50	\$31.72	\$11.49	\$23.59	\$0.00	\$66.80	ı
	2	60	\$38.06	\$11.49	\$23.59	\$0.00	\$73.14	•
	3	70	\$44.41	\$11.49	\$23.59	\$0.00	\$79.49	i
	4	80	\$50.75	\$11.49	\$23.59	\$0.00	\$85.83	ı
	5	90	\$57.10	\$11.49	\$23.59	\$0.00	\$92.18	
	Notes:							
							i	
	Appre	entice to Journeyworker Ratio:1:3						
TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE		06/01/2024	4 \$49.81	\$9.65	\$18.22	\$0.00	\$77.68	
LABOKEKS - FOUN	DATION	AND MARINE	12/01/2024	4 \$51.28	\$9.65	\$18.22	\$0.00	\$79.15
			06/01/2025	5 \$52.78	\$9.65	\$18.22	\$0.00	\$80.65
			12/01/2025	5 \$54.28	\$9.65	\$18.22	\$0.00	\$82.15
			06/01/2020	5 \$55.83	\$9.65	\$18.22	\$0.00	\$83.70
For apprentice:	rates see '	"Apprentice- LABORER"	12/01/2020	5 \$57.33	\$9.65	\$18.22	\$0.00	\$85.20
TEST BORING			06/01/2024	4 \$45.60	\$9.65	\$18.22	\$0.00	\$73.47
LABORERS - FOUN	DATION	AND MARINE	12/01/2024	4 \$47.07	\$9.65	\$18.22	\$0.00	\$74.94
			06/01/2025	5 \$48.57	\$9.65	\$18.22	\$0.00	\$76.44
			12/01/2025	5 \$50.07	\$9.65	\$18.22	\$0.00	\$77.94
			06/01/2020	5 \$51.62	\$9.65	\$18.22	\$0.00	\$79.49
For apprentice	rates see '	"Apprentice- LABORER"	12/01/2020	5 \$53.12	\$9.65	\$18.22	\$0.00	\$80.99
TEST BORING		**	06/01/2024	4 \$45.48	8 \$9.65	\$18.22	\$0.00	\$73.35
LABORERS - FOUN			12/01/2024			\$18.22	\$0.00	\$74.82
			06/01/2025			\$18.22	\$0.00	\$74.32
			12/01/2025			\$18.22	\$0.00	\$77.82
			06/01/2020			\$18.22	\$0.00	\$79.37
			12/01/2020			\$18.22	\$0.00	\$80.87
For apprentice	rates see '	"Apprentice- LABORER"						-

1201/2002 \$56.85 \$15.30 \$16.40 \$0.00 \$88.55 6001/2002 \$56.85 \$15.30 \$16.40 \$0.00 \$89.83 1201/20025 \$58.13 \$15.30 \$16.40 \$0.00 \$89.83 1201/20026 \$56.85 \$15.30 \$16.40 \$0.00 \$89.83 1201/20026 \$56.85 \$15.30 \$16.40 \$0.00 \$92.55 1201/20026 \$56.85 \$15.30 \$16.40 \$0.00 \$92.55 1201/20026 \$56.85 \$15.30 \$16.40 \$0.00 \$93.99 1201/20026 \$56.85 \$15.30 \$16.40 \$0.00 \$93.99 1201/20024 \$41.92 \$14.91 \$18.67 \$0.00 \$75.00 1201/20024 \$41.92 \$14.91 \$18.67 \$0.00 \$75.50 1201/20024 \$41.92 \$14.91 \$18.67 \$0.00 \$75.50 1201/20024 \$41.92 \$14.91 \$20.17 \$0.00 \$75.50 1201/20025 \$42.92 \$15.41 \$20.17 \$0.00 \$75.50 1201/20026 \$43.92 \$15.41 \$20.17 \$0.00 \$75.80 1201/20026 \$43.92 \$15.41 \$21.78 \$0.00 \$75.80 1201/20026 \$43.92 \$15.91 \$21.78 \$0.00 \$88.11 1201/20026 \$43.92 \$15.91 \$21.78 \$0.00 \$88.11 1201/20026 \$43.92 \$15.91 \$21.78 \$0.00 \$88.16 1201/20026 \$43.92 \$15.91 \$21.78 \$0.00 \$88.16 1201/20026 \$43.92 \$15.91 \$21.78 \$0.00 \$88.16 1201/20026 \$43.92 \$15.91 \$22.52 \$0.00 \$88.16 1201/20026 \$43.92 \$15.91 \$23.52 \$0.00 \$88.16 1201/20026 \$43.92 \$15.91 \$23.52 \$0.00 \$88.85 1201/20026 \$66.83 \$9.65 \$19.00 \$0.00 \$88.85 1201/20026 \$66.83 \$9.65 \$19.00 \$0.00 \$88.85 1201/20026 \$66.83 \$9.65 \$19.00 \$0.00 \$88.85 1201/20026 \$66.83 \$9.65 \$19.00 \$0.00 \$88.85 1201/20026 \$66.83 \$9.65 \$19.00 \$0.00 \$88.85 1201/20026 \$66.83 \$9.65 \$19.00 \$0.00 \$88.85 1201/20026 \$66.83 \$9.65 \$19.00 \$0.00 \$88.85 1201/20026 \$66.83 \$9.65 \$19.00 \$0.00 \$88.85 1201/20026 \$66.83 \$9.65 \$19.00 \$0.00 \$88.85 1201/20026 \$66.83 \$9.65 \$19.00 \$0.00 \$88.85 1201/20026 \$66.83 \$9.65 \$19.00 \$0.00 \$88.85 1201/20026 \$66.83 \$9.65 \$19.00 \$0.00 \$88.	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
120112024 \$56.85 \$15.30 \$16.40 \$0.00 \$898.85	TRACTORS/PORTABLE STEAM GENERATORS	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
1201/2025 \$59.57 \$15.30 \$16.40 \$0.00 \$92.55 For appromise rates see "Appromise. COPERATING ENGINEERS" 1201/2026 \$60.85 \$15.30 \$16.40 \$0.00 \$92.55 For appromise rates see "Appromise. COPERATING ENGINEERS" 1201/2026 \$62.29 \$15.30 \$16.40 \$0.00 \$93.99 Fall All RES FOR LARTH MOVING EQUIPMENT \$0601/2024 \$41.92 \$14.91 \$18.67 \$0.00 \$75.50 Fall All RES FOR LARTH MOVING EQUIPMENT \$0601/2024 \$41.92 \$14.91 \$18.67 \$0.00 \$75.50 Fall All RES FOR LARTH MOVING EQUIPMENT \$0601/2025 \$41.92 \$14.91 \$18.67 \$0.00 \$75.50 Fall All RES FOR LARTH MOVING EQUIPMENT \$0601/2025 \$42.92 \$14.91 \$20.17 \$0.00 \$77.00 Fall All RES FOR LARTH MOVING EQUIPMENT \$0601/2025 \$42.92 \$14.91 \$20.17 \$0.00 \$77.00 Fall All RES FOR LARTH MOVING EQUIPMENT \$0601/2025 \$42.92 \$14.91 \$20.17 \$0.00 \$78.50 Fall All RES FOR LARTH MOVING EQUIPMENT \$0601/2025 \$42.92 \$14.91 \$20.17 \$0.00 \$78.00 Fall All RES FOR LARTH MOVING EQUIPMENT \$0.00 \$78.00 \$79.00 Fall All RES FOR LARTH MOVING EQUIPMENT \$0.00 \$79.00 \$79.00 Fall All RES FOR LARTH MOVING EQUIPMENT \$0.00 \$79.00	OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
Part Part		06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
Per approation rates see "Approation OPERATING ENGINEERS" TRAILERS FOR EARTH MOVING EQUIPMENT 06001/2024 \$41.92 \$14.91 \$18.67 \$0.00 \$75.00		12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
Prosperation tases as "Apprentises DERATING DERISTERS" TRAILERS FOR EARTH MOVING EQUIPMENT 0601/2024 \$41.92 \$14.41 \$18.67 \$0.00 \$75.00 1201/2024 \$41.92 \$14.91 \$20.17 \$0.00 \$77.00 1201/2025 \$42.92 \$14.91 \$20.17 \$0.00 \$77.00 1201/2025 \$42.92 \$15.41 \$20.17 \$0.00 \$78.50 1201/2025 \$42.92 \$15.41 \$20.17 \$0.00 \$78.50 1201/2026 \$43.92 \$15.41 \$20.17 \$0.00 \$78.50 1201/2026 \$43.92 \$15.41 \$20.17 \$0.00 \$78.50 1201/2026 \$43.92 \$15.41 \$20.17 \$0.00 \$80.11 1201/2026 \$43.92 \$15.41 \$21.78 \$0.00 \$81.11 1201/2026 \$43.92 \$15.91 \$21.78 \$0.00 \$81.11 1201/2026 \$43.92 \$15.91 \$21.78 \$0.00 \$81.61 1201/2026 \$43.92 \$15.91 \$21.78 \$0.00 \$81.61 1201/2026 \$43.92 \$15.91 \$21.78 \$0.00 \$86.36 1201/2026 \$43.92 \$15.91 \$21.78 \$0.00 \$86.36 1201/2024 \$59.18 \$9.65 \$19.00 \$0.00 \$86.36 1201/2024 \$59.18 \$9.65 \$19.00 \$0.00 \$88.35 1201/2024 \$59.18 \$9.65 \$19.00 \$0.00 \$88.35 1201/2026 \$62.18 \$9.65 \$19.00 \$0.00 \$89.33 1201/2026 \$62.18 \$9.65 \$19.00 \$0.00 \$92.38 1201/2026 \$62.18 \$9.65 \$19.00 \$0.00 \$92.38 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$67.33 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$67.33 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$67.33 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$67.35 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$67.35 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$67.35 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$67.35 \$9.65 \$19.00 \$0.00 \$89.38		06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
TRAILERS FOR EARTH MOVING EQUIPMENT 06/01/2024 S41.92 S14.41 S18.67 S0.00 S75.00 TRAINSTENS JOINT COUNCIL NO. 10 ZONE A 08/01/2024 S41.92 S14.91 S20.17 S0.00 S75.50 (60/01/2025 S42.92 S15.41 S20.17 S0.00 S78.60 (60/01/2025 S42.92 S15.41 S20.17 S0.00 S78.60 S76.00		12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
Teamsters John Council No. 10 200E							
\$801/2024 \$41.92 \$14.91 \$18.67 \$0.00 \$77.50 \$77.00 \$77.00 \$77.00 \$77.00 \$77.00 \$77.00 \$77.00 \$78.00 \$77.00 \$78.00 \$79.00		06/01/2024	\$41.92	\$14.41		\$0.00	\$75.00
		08/01/2024	\$41.92	\$14.91		\$0.00	\$75.50
1201/2025 \$42.92 \$15.41 \$20.17 \$0.00 \$878.50 1201/2025 \$42.92 \$15.41 \$21.78 \$0.00 \$80.11 1201/2026 \$43.92 \$15.41 \$21.78 \$0.00 \$81.11 1201/2026 \$43.92 \$15.91 \$21.78 \$0.00 \$81.11 1201/2026 \$43.92 \$15.91 \$21.78 \$0.00 \$81.61 1201/2026 \$43.92 \$15.91 \$21.78 \$0.00 \$81.61 1201/2026 \$43.92 \$15.91 \$21.78 \$0.00 \$83.35 1201/2026 \$43.92 \$15.91 \$21.78 \$0.00 \$83.35 1201/2024 \$57.71 \$9.65 \$19.00 \$0.00 \$86.36 1201/2024 \$59.18 \$9.65 \$19.00 \$0.00 \$87.83 1201/2025 \$60.68 \$9.65 \$19.00 \$0.00 \$89.33 1201/2025 \$60.68 \$9.65 \$19.00 \$0.00 \$89.33 1201/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$92.38 For apprentice rates see "Apprentice-LABORER" \$1201/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$89.88 1201/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$89.88 1201/2026 \$66.88 \$9.65 \$19.00 \$0.00 \$89.88 1201/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$89.88 1201/2026 \$66.18 \$9.65 \$19.00 \$0.00 \$89.88 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.88 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.88 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.88 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.88 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$92.88 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$92.88 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$92.88 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.88 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.88 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.88 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.88 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$88.48 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$88.48 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$88.48 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$88.48 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$88.48 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$8		12/01/2024	\$41.92	\$14.91	\$20.17	\$0.00	\$77.00
12/01/2025 S42.92 S15.41 S21.78 S0.00 S80.11		06/01/2025	\$42.92	\$14.91	\$20.17	\$0.00	\$78.00
		08/01/2025	\$42.92	\$15.41	\$20.17	\$0.00	\$78.50
1201/2026 \$43.92 \$15.91 \$21.78 \$0.00 \$81.61 1201/2026 \$43.92 \$15.91 \$23.52 \$0.00 \$83.35 1201/2024 \$57.71 \$9.65 \$19.00 \$0.00 \$86.36 1201/2024 \$59.18 \$9.65 \$19.00 \$0.00 \$87.83 1201/2024 \$59.18 \$9.65 \$19.00 \$0.00 \$89.38 1201/2025 \$60.68 \$9.65 \$19.00 \$0.00 \$89.38 1201/2025 \$60.21 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$63.73 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$90.88 1201/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$93.88 1201/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$88.36 1201/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$88.36 1201/2024 \$59.71 \$9.65 \$19.00 \$0.00 \$88.36 1201/2024 \$61.18 \$9.65 \$19.00 \$0.00 \$89.38 1201/2024 \$61.18 \$9.65 \$19.00 \$0.00 \$89.38 1201/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$91.33 1201/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$91.33 1201/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$95.88 For apprentice rates see "Apprentice-LABORER" \$9.65 \$19.00 \$0.00 \$95.88 For apprentice rates see "Apprentice-LABORER" \$9.65 \$19.00 \$0.00 \$95.88 For apprentice rates see "Apprentice-LABORER" \$9.65 \$19.00 \$0.00 \$84.45 1201/2025 \$52.75 \$9.65 \$19.00 \$0.00 \$84.45 1201/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 1201/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 1201/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 1201/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 1201/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 1201/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 1201/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 1201/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 1201/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$86.95 1201/2026 \$55.80 \$9		12/01/2025	\$42.92	\$15.41	\$21.78	\$0.00	\$80.11
12/01/2026 \$43.92 \$15.91 \$23.52 \$0.00 \$83.35 TUNNEL WORK - COMPRESSED AIR 06/01/2024 \$57.71 \$9.65 \$19.00 \$0.00 \$86.36 12/01/2024 \$59.18 \$9.65 \$19.00 \$0.00 \$87.83 12/01/2025 \$60.68 \$9.65 \$19.00 \$0.00 \$87.83 12/01/2025 \$62.18 \$9.65 \$19.00 \$0.00 \$89.33 12/01/2025 \$62.18 \$9.65 \$19.00 \$0.00 \$90.83 12/01/2026 \$63.73 \$9.65 \$19.00 \$0.00 \$92.38 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$92.38 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$93.88 For apprentice rates see "Apprentice- LABORER" 12/01/2024 \$59.71 \$9.65 \$19.00 \$0.00 \$88.36 12/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$88.36 12/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$89.33 12/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$89.33 12/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$91.33 12/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$91.33 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$91.33 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$91.33 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2026 \$67.25 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2026 \$67.25 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2026 \$67.25 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2026 \$67.25 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2026 \$67.25 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2026 \$67.25 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2026 \$67.25 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2026 \$67.25 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2026 \$67.25 \$9.65 \$19.00 \$0.00 \$8		06/01/2026	\$43.92	\$15.41	\$21.78	\$0.00	\$81.11
TUNNEL WORK - COMPRESSED AIR 12/01/2024		08/01/2026	\$43.92	\$15.91	\$21.78	\$0.00	\$81.61
12/01/2024 S9.18 S9.65 S19.00 S0.00 S87.83		12/01/2026	\$43.92	\$15.91	\$23.52	\$0.00	\$83.35
12/01/2024 \$59.18 \$9.65 \$19.00 \$0.00 \$87.83 06/01/2025 \$60.68 \$9.65 \$19.00 \$0.00 \$89.33 12/01/2026 \$63.73 \$9.65 \$19.00 \$0.00 \$92.38 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$92.38 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2024 \$61.18 \$9.65 \$19.00 \$0.00 \$88.36 12/01/2024 \$61.18 \$9.65 \$19.00 \$0.00 \$89.83 12/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$89.83 12/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$89.83 12/01/2025 \$64.18 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2025 \$64.18 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2025 \$53.25 \$9.65 \$19.00 \$0.00 \$78.43 12/01/2025 \$52.57 \$9.65 \$19.00 \$0.00 \$79.90 12/01/2025 \$53.25 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2025 \$53.25 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$86.45 12/01/2025 \$56.25 \$9.65 \$19.00 \$0.00 \$86.45 12/01/2026 \$		06/01/2024	\$57.71	\$9.65	\$19.00	\$0.00	\$86.36
12/01/2025 \$62.18 \$9.65 \$19.00 \$0.00 \$90.83 16/01/2026 \$63.73 \$9.65 \$19.00 \$0.00 \$92.38 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2024 \$61.18 \$9.65 \$19.00 \$0.00 \$88.36 12/01/2024 \$61.18 \$9.65 \$19.00 \$0.00 \$89.83 12/01/2025 \$62.48 \$9.65 \$19.00 \$0.00 \$91.33 12/01/2025 \$64.18 \$9.65 \$19.00 \$0.00 \$92.83 12/01/2025 \$64.18 \$9.65 \$19.00 \$0.00 \$92.83 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$93.83 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$93.83 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$93.83 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$93.83 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$93.83 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$78.43 12/01/2026 \$57.25 \$9.65 \$19.00 \$0.00 \$78.43 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$82.90 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$82.90 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$	LABORERS (COMPRESSED AIR)	12/01/2024	\$59.18	\$9.65	\$19.00	\$0.00	\$87.83
		06/01/2025	\$60.68	\$9.65	\$19.00	\$0.00	\$89.33
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) 06/01/2024 \$59.71 \$9.65 \$19.00 \$0.00 \$88.36 \$12/01/2024 \$61.18 \$9.65 \$19.00 \$0.00 \$89.83 \$12/01/2024 \$61.18 \$9.65 \$19.00 \$0.00 \$89.83 \$12/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$89.83 \$12/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$91.33 \$12/01/2025 \$64.18 \$9.65 \$19.00 \$0.00 \$91.33 \$12/01/2025 \$64.18 \$9.65 \$19.00 \$0.00 \$92.83 \$12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$92.83 \$12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$94.38 \$12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$95.88 \$10.00		12/01/2025	\$62.18	\$9.65	\$19.00	\$0.00	\$90.83
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)		06/01/2026	\$63.73	\$9.65	\$19.00	\$0.00	\$92.38
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) 12/01/2024 \$59.71 \$9.65 \$19.00 \$0.00 \$88.36 12/01/2024 \$61.18 \$9.65 \$19.00 \$0.00 \$89.83 12/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$91.33 12/01/2025 \$64.18 \$9.65 \$19.00 \$0.00 \$91.33 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$92.83 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$94.38 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$95.88 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$95.88 TUNNEL WORK - FREE AIR 06/01/2024 \$49.78 \$9.65 \$19.00 \$0.00 \$78.43 12/01/2024 \$51.25 \$9.65 \$19.00 \$0.00 \$79.90 12/01/2025 \$52.75 \$9.65 \$19.00 \$0.00 \$81.40 12/01/2025 \$55.80 \$9.65 \$19.00 \$0.00 \$82.90 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$82.90 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$80.43 12/01/2025 \$54.75 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2025 \$55.25 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$86.45 12/01/2026 \$59.30 \$9.65 \$19.00 \$0.00 \$87.95 12/01/2026 \$59.30 \$9.65 \$19.00 \$0.00 \$87.95 12/01		12/01/2026	\$65.23	\$9.65	\$19.00	\$0.00	\$93.88
12/01/2024 S61.18 S9.65 S19.00 S0.00 S89.83 12/01/2025 S62.68 S9.65 S19.00 S0.00 S91.33 12/01/2025 S64.18 S9.65 S19.00 S0.00 S92.83 12/01/2026 S65.73 S9.65 S19.00 S0.00 S92.83 12/01/2026 S65.73 S9.65 S19.00 S0.00 S94.38 12/01/2026 S67.23 S9.65 S19.00 S0.00 S95.88 12/01/2026 S67.23 S9.65 S19.00 S0.00 S95.88 12/01/2024 S49.78 S9.65 S19.00 S0.00 S78.43 12/01/2024 S51.25 S9.65 S19.00 S0.00 S79.90 12/01/2025 S52.75 S9.65 S19.00 S0.00 S79.90 12/01/2025 S54.25 S9.65 S19.00 S0.00 S81.40 12/01/2026 S55.80 S9.65 S19.00 S0.00 S82.90 12/01/2026 S55.80 S9.65 S19.00 S0.00 S84.45 12/01/2026 S55.80 S9.65 S19.00 S0.00 S84.45 12/01/2026 S55.80 S9.65 S19.00 S0.00 S85.95 TUNNEL WORK - FREE AIR (HAZ. WASTE) 12/01/2024 S51.78 S9.65 S19.00 S0.00 S81.40 12/01/2025 S54.75 S9.65 S19.00 S0.00 S81.90 12/01/2026 S55.80 S9.65 S19.00 S0.00 S83.40 12/01/2026 S55.80 S9.65 S19.00 S0.00 S84.49 12/01/2026 S55.80 S9.65 S19.	For apprentice rates see "Apprentice- LABORER"						
12/01/2024 \$61.18 \$9.65 \$19.00 \$0.00 \$89.83	· · · · · · · · · · · · · · · · · · ·	06/01/2024	\$59.71	\$9.65	\$19.00	\$0.00	\$88.36
12/01/2025 \$64.18 \$9.65 \$19.00 \$0.00 \$92.83 16/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$94.38 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$94.38 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$95.88 12/01/2024 \$49.78 \$9.65 \$19.00 \$0.00 \$78.43 12/01/2024 \$51.25 \$9.65 \$19.00 \$0.00 \$79.90 12/01/2024 \$51.25 \$9.65 \$19.00 \$0.00 \$79.90 12/01/2025 \$52.75 \$9.65 \$19.00 \$0.00 \$81.40 12/01/2025 \$54.25 \$9.65 \$19.00 \$0.00 \$82.90 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$85.95 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$85.95 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$85.95 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$85.95 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$81.90 12/01/2026 \$54.75 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$59.30 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$59.30 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$	LABORERS (COMFRESSED AIR)	12/01/2024	\$61.18	\$9.65	\$19.00	\$0.00	\$89.83
12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$94.38 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$95.88 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$95.88 12/01/2024 \$49.78 \$9.65 \$19.00 \$0.00 \$78.43 12/01/2024 \$51.25 \$9.65 \$19.00 \$0.00 \$79.90 12/01/2025 \$52.75 \$9.65 \$19.00 \$0.00 \$81.40 12/01/2025 \$55.80 \$9.65 \$19.00 \$0.00 \$82.90 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$85.95 For apprentice rates see "Apprentice- LABORER" TUNNEL WORK - FREE AIR (HAZ. WASTE)		06/01/2025	\$62.68	\$9.65	\$19.00	\$0.00	\$91.33
12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$95.88		12/01/2025	\$64.18	\$9.65	\$19.00	\$0.00	\$92.83
TUNNEL WORK - FREE AIR 12/01/2024 \$49.78 \$9.65 \$19.00 \$0.00 \$78.43 \$12/01/2024 \$51.25 \$9.65 \$19.00 \$0.00 \$79.90 \$12/01/2024 \$51.25 \$9.65 \$19.00 \$0.00 \$79.90 \$1.40 \$1.20 \$		06/01/2026	\$65.73	\$9.65	\$19.00	\$0.00	\$94.38
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL) 12/01/2024 \$49.78 \$9.65 \$19.00 \$0.00 \$78.43 12/01/2024 \$51.25 \$9.65 \$19.00 \$0.00 \$79.90 06/01/2025 \$52.75 \$9.65 \$19.00 \$0.00 \$81.40 12/01/2025 \$54.25 \$9.65 \$19.00 \$0.00 \$82.90 06/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$82.90 06/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$82.90 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$85.95 For apprentice rates see "Apprentice- LABORER" TUNNEL WORK - FREE AIR (HAZ. WASTE) 12/01/2024 \$51.78 \$9.65 \$19.00 \$0.00 \$80.43 12/01/2024 \$53.25 \$9.65 \$19.00 \$0.00 \$81.90 06/01/2024 \$53.25 \$9.65 \$19.00 \$0.00 \$81.90 06/01/2025 \$54.75 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2025 \$56.25 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$88.45 12/01/2026 \$59.30 \$9.65 \$19.00 \$0.00 \$88.45		12/01/2026	\$67.23	\$9.65	\$19.00	\$0.00	\$95.88
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12/01/2026 \$59.30 \$9.65 \$19.00 \$0.00 \$87.95		12/01/2025	\$56.25	\$9.65	\$19.00	\$0.00	\$84.90
		06/01/2026	\$57.80	\$9.65	\$19.00	\$0.00	\$86.45
For apprentice rates see "Apprentice- LABORER"		12/01/2026	\$59.30	\$9.65	\$19.00	\$0.00	\$87.95

ue Date: 07/03/2024 Wage Request Number: 20240703-024 Page 39 of 4 **Issue Date:** 07/03/2024

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL	06/01/2024	\$41.34	\$14.41	\$18.67	\$0.00	\$74.42
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2024	\$41.34	\$14.91	\$18.67	\$0.00	\$74.92
	12/01/2024	\$41.34	\$14.91	\$20.17	\$0.00	\$76.42
	06/01/2025	\$42.34	\$14.91	\$20.17	\$0.00	\$77.42
	08/01/2025	\$42.34	\$15.41	\$20.17	\$0.00	\$77.92
	12/01/2025	\$42.34	\$15.41	\$21.78	\$0.00	\$79.53
	06/01/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$80.53
	08/01/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$81.03
	12/01/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$82.77
WAGON DRILL OPERATOR LABORERS - ZONE I	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
WASTE WATER PUMP OPERATOR	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER PLUMBERS & GASFITTERS LOCAL 12	03/03/2024	\$67.74	\$14.32	\$19.11	\$0.00	\$101.17
I LOMBERG & ORDITITERS LOCAL 12	09/01/2024	\$69.54	\$14.32	\$19.11	\$0.00	\$102.97
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/G	03/02/2025 ASFITTER"	\$71.34	\$14.32	\$19.11	\$0.00	\$104.77

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

Issue Date: 07/03/2024 Wage Request Number: 20240703-024 Page 40 of 40

^{**} Multiple ratios are listed in the comment field.

^{***} APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

^{****} APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.