

# 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:

City of Everett

Contract Number: 25-19 City/Town: EVERETT

**Description of Work:** The project consists of borings, soil amendments and plantings

**Job Location:** 66 Main Street

#### Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- This annual update requirement is generally not applicable to 27F "rental of equipment" contracts. For such contracts, the prevailing wage rates issued by DLS shall remain in effect for the duration of the contract term. However, if the prevailing wage rate sheet issued does not contain wage rates for each year covered by the contract term, the Awarding Authority must request updated rate sheets from DLS and provide them to the contractor to ensure the correct rates are being paid throughout the duration of the contract. Additionally, if an Awarding Authority exercises an option to renew or extend the contract term, they must request updated rate sheets form DLS and provide them to the contractor.
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to http://www.mass.gov/dols/pw.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 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:** 10/23/2024 **Wage Request Number:** 20241022-047

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction					onemproyment	
(2 AXLE) DRIVER - EQUIPMENT	08/01/2024	\$41.05	\$14.91	\$18.67	\$0.00	\$74.63
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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	08/01/2024	\$40.88	\$14.91	\$18.67	\$0.00	\$74.46
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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	08/01/2024	\$41.24	\$14.91	\$18.67	\$0.00	\$74.82
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
PILE DRIVER LOCAL 56 (ZONE 1)	00,01,2020	Ψ100.00	Ψ>		****	Ψ155167
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR  LABORERS - ZONE 1	06/01/2024	\$46.13	\$9.65	\$18.40	\$0.00	\$74.18
EABORERS - ZONE I	12/01/2024	\$47.60	\$9.65	\$18.40	\$0.00	\$75.65
	06/01/2025	\$49.10	\$9.65	\$18.40	\$0.00	\$77.15
	12/01/2025	\$50.60	\$9.65	\$18.40	\$0.00	\$78.65
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$53.65	\$9.65	\$18.40	\$0.00	\$81.70
	06/01/2027	\$55.25	\$9.65	\$18.40	\$0.00	\$83.30
	12/01/2027	\$56.85	\$9.65	\$18.40	\$0.00	\$84.90
	06/01/2028	\$58.53	\$9.65	\$18.40	\$0.00	\$86.58
	12/01/2028	\$60.20	\$9.65	\$18.40	\$0.00	\$88.25
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY)  LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2024	\$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	\$78.75
	06/01/2026	\$52.25	\$9.65	\$18.40	\$0.00	\$80.30
For appropriate rates and WARTHARD I ADODED (II)	12/01/2026	\$53.75	\$9.65	\$18.40	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	06/01/2024	\$41.80	\$14.50	\$11.05	\$0.00	\$67.35
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2024	\$42.80	\$14.50	\$11.05	\$0.00	\$68.35
	06/01/2025	\$43.80	\$14.50	\$11.05	\$0.00	\$69.35
	12/01/2025	\$44.80	\$14.50	\$11.05	\$0.00	\$70.35
ASPHALT RAKER	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
LABORERS - ZONE I	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
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)						
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"						
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
JI ERATINO 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"						
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE I	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
ABORERS - ZONE I	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
	12/01/2020	ψ57.10	Ψ2.03	Ψ10.10	<b>40.00</b>	ψ07.73

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	<b>Total Rate</b>
For apprentice rates see "Apprentice- LABORER"					Onemployment	
BLOCK PAVER, RAMMER / CURB SETTER	06/01/2024	\$46.13	\$9.65	\$18.40	\$0.00	\$74.18
LABORERS - ZONE I	12/01/2024	\$47.60	\$9.65	\$18.40	\$0.00	\$75.65
	06/01/2025	\$49.10	\$9.65	\$18.40	\$0.00	\$77.15
	12/01/2025	\$50.60	\$9.65	\$18.40	\$0.00	\$78.65
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$53.65	\$9.65	\$18.40	\$0.00	\$81.70
	06/01/2027	\$55.25	\$9.65	\$18.40	\$0.00	\$83.30
	12/01/2027	\$56.85	\$9.65	\$18.40	\$0.00	\$84.90
	06/01/2028	\$58.53	\$9.65	\$18.40	\$0.00	\$86.58
	12/01/2028	\$60.20	\$9.65	\$18.40	\$0.00	\$88.25
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) 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)						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

	Appre	ntice - BO	OILERMAKER - Local 29						
	Effecti Step	ve Date - percent	01/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total R	ate
	1	65		\$31.28	\$7.07	\$13.22	\$0.00	\$51.	.57
	2	65		\$31.28	\$7.07	\$13.22	\$0.00	\$51.	.57
	3	70		\$33.68	\$7.07	\$14.23	\$0.00	\$54.	.98
	4	75		\$36.09	\$7.07	\$15.24	\$0.00	\$58.	.40
	5	80		\$38.50	\$7.07	\$16.25	\$0.00	\$61.	.82
	6	85		\$40.90	\$7.07	\$17.28	\$0.00	\$65	.25
	7	90		\$43.31	\$7.07	\$18.28	\$0.00	\$68	.66
	8	95		\$45.71	\$7.07	\$19.32	\$0.00	\$72.	.10
	Notes:								_
									i
	Appre	ntice to Jo	urneyworker Ratio:1:4						
		ICIAL MA	SONRY (INCL. MASONR	Y 08/01/2024	\$64.50	\$11.49	\$23.59	\$0.00	\$99.58
WATERPROOF BRICKLAYERS LOC	,	STON)		02/01/202:	\$65.80	\$11.49	\$23.59	\$0.00	\$100.88
	.120 (20	5101.0		08/01/202:	\$67.95	\$11.49	\$23.59	\$0.00	\$103.03
				02/01/2020	\$69.30	\$11.49	\$23.59	\$0.00	\$104.38
				08/01/2020	\$71.50	\$11.49	\$23.59	\$0.00	\$106.58
				02/01/2027	7 \$72.90	\$11.49	\$23.59	\$0.00	\$107.98

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Pension

**Total Rate** 

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Boston 08/01/2024 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 50 \$32.25 \$11.49 \$23.59 \$67.33 \$0.00 2 60 \$38.70 \$11.49 \$23.59 \$0.00 \$73.78 3 70 \$80.23 \$45.15 \$23.59 \$11.49 \$0.00 4 80 \$51.60 \$11.49 \$23.59 \$0.00 \$86.68 5 90 \$58.05 \$11.49 \$23.59 \$0.00 \$93.13 **Effective Date -**02/01/2025 Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 50 \$32.90 \$11.49 \$23.59 \$0.00 \$67.98 2 60 \$39.48 \$11.49 \$23.59 \$0.00 \$74.56 3 70 \$46.06 \$11.49 \$23.59 \$0.00 \$81.14 4 80 \$52.64 \$11.49 \$23.59 \$0.00 \$87.72 5 90 \$59.22 \$0.00 \$11.49 \$23.59 \$94.30 Notes: Apprentice to Journeyworker Ratio:1:5 BULLDOZER/GRADER/SCRAPER 06/01/2024 \$55.41 \$15.30 \$16.40 \$0.00 \$87.11 OPERATING ENGINEERS LOCAL 4 \$0.00 12/01/2024 \$56.85 \$15.30 \$16.40 \$88.55 \$16.40 \$0.00 06/01/2025 \$58.13 \$15.30 \$89.83 \$0.00 12/01/2025 \$59.57 \$16.40 \$91.27 \$15.30 \$16.40 \$0.00 06/01/2026 \$60.85 \$15.30 \$92.55 12/01/2026 \$16.40 \$0.00 \$93.99 \$62.29 \$15.30 For apprentice rates see "Apprentice- OPERATING ENGINEERS" CAISSON & UNDERPINNING BOTTOM MAN \$18.22 06/01/2024 \$9.65 \$0.00 \$74.50 \$46.63 LABORERS - FOUNDATION AND MARINE \$18.22 \$0.00 12/01/2024 \$48.10 \$9.65 \$75.97 06/01/2025 \$49.60 \$9.65 \$18.22 \$0.00 \$77.47 12/01/2025 \$18.22 \$0.00 \$78.97 \$51.10 \$9.65 \$18.22 \$0.00 06/01/2026 \$52.65 \$9.65 \$80.52 12/01/2026 \$54.15 \$9.65 \$18.22 \$0.00 \$82.02 For apprentice rates see "Apprentice- LABORER" CAISSON & UNDERPINNING LABORER \$18.22 \$0.00 06/01/2024 \$45.48 \$9.65 \$73.35 LABORERS - FOUNDATION AND MARINE \$9.65 \$18.22 \$0.00 12/01/2024 \$46.95 \$74.82 \$18.22 \$0.00 06/01/2025 \$9.65 \$48.45 \$76.32 \$18.22 12/01/2025 \$49.95 \$9.65 \$0.00 \$77.82 06/01/2026 \$51.50 \$9.65 \$18.22 \$0.00 \$79.37 \$9.65 \$18.22 \$0.00 \$80.87 12/01/2026 \$53.00 For apprentice 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
	12/01/2026	\$53.33	\$9.65	\$18.22	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
LABORERS - ZONE I	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	09/01/2024	\$58.96	\$9.83	\$19.97	\$0.00	\$88.76
CARPENTERS -ZONE 1 (Metro Boston)	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

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All Aspects of New Wood Frame Work

Pension

Step	percent 09/	01/2024	Apprentice Base Wage	Health	Pension	Supplemental 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	
Effect Step	etive Date - 03/	01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	45		\$27.21	\$9.83	\$1.73	\$0.00	\$38.77	
2	45		\$27.21	\$9.83	\$1.73	\$0.00	\$38.77	
3	55		\$33.25	\$9.83	\$3.40	\$0.00	\$46.48	
4	55		\$33.25	\$9.83	\$3.40	\$0.00	\$46.48	
5	70		\$42.32	\$9.83	\$16.51	\$0.00	\$68.66	
6	70		\$42.32	\$9.83	\$16.51	\$0.00	\$68.66	
7	80		\$48.37	\$9.83	\$18.24	\$0.00	\$76.44	
8	80		\$48.37	\$9.83	\$18.24	\$0.00	\$76.44	
Note								
i								
Appı	rentice to Journey	worker Ratio:1:5						
NTER WOOL			10/01/2024	\$31.91	\$7.02	\$6.47	\$0.00	\$45.40
ERS -ZONE 2 (W	ood Frame)		10/01/2025	\$33.21	\$7.02	\$6.47	\$0.00	\$46.70
			10/01/2026	\$34.51	\$7.02	\$6.47	\$0.00	\$48.00

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Pension Supplemental Unemployment

\$1.30

\$87.20

\$23.57

\$13.00

**Total Rate** 

BRICKLAYERS LOCAL 3 (BOSTON)

01/01/2024

\$49.33

Step	percent	Apprentice 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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
LABORERS - ZONE 1	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	06/01/2024	\$57.15	\$15.30	\$16.40	\$0.00	\$88.85
ERATING ENGINEERS LOCAL 4	12/01/2024	\$58.63	\$15.30	\$16.40	\$0.00	\$90.33
	06/01/2025	\$59.96	\$15.30	\$16.40	\$0.00	\$91.66
	12/01/2025	\$61.43	\$15.30	\$16.40	\$0.00	\$93.13
	06/01/2026	\$62.76	\$15.30	\$16.40	\$0.00	\$94.46
	12/01/2026	\$64.24	\$15.30	\$16.40	\$0.00	\$95.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR	06/01/2024	\$36.17	\$15.30	\$16.40	\$0.00	\$67.87
OPERATING ENGINEERS LOCAL 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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 1	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
TAINTERS EOCAL 33 - ZONE I	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

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**Total Rate** 

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Pension

E	Effecti	ve Date - 07/01/2024	RIDGES/IANKS			Supplemental		
S	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
-	1	50	\$28.63	\$9.95	\$0.00	\$0.00	\$38.58	
2	2	55	\$31.49	\$9.95	\$6.66	\$0.00	\$48.10	
3	3	60	\$34.36	\$9.95	\$7.26	\$0.00	\$51.57	
4	4	65	\$37.22	\$9.95	\$7.87	\$0.00	\$55.04	
:	5	70	\$40.08	\$9.95	\$20.32	\$0.00	\$70.35	
(	6	75	\$42.95	\$9.95	\$20.93	\$0.00	\$73.83	
,	7	80	\$45.81	\$9.95	\$21.53	\$0.00	\$77.29	
8	8	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.22	
E	Effecti	ve Date - 01/01/2025				Supplemental		
S -	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
	1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18	
2	2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76	
3	3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29	
2	4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82	
:	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	8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30	
N	Notes:							
		Steps are 750 hrs.					i	
A	Apprei	ntice to Journeyworker Ratio:1	:1					
MO: ADZEMA DRERS - ZONE I	AN		06/10/2024	\$45.53	\$9.65	\$18.40	\$0.00	\$73.58
ALIG - ZONE I			12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
			06/02/2025	\$48.50	\$9.65	\$18.40	\$0.00	\$76.55
			12/01/2025	\$50.00	\$9.65	\$18.40	\$0.00	\$78.05
			06/01/2026	\$51.55	\$9.65	\$18.40	\$0.00	\$79.60
			12/07/2026	\$53.05	\$9.65	\$18.40	\$0.00	\$81.10
			06/07/2027	\$54.65	\$9.65	\$18.40	\$0.00	\$82.70
			12/06/2027	\$56.25	\$9.65	\$18.40	\$0.00	\$84.30
			06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.98
							\$0.00	\$87.65

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	06/10/2024	\$46.53	\$9.65	\$18.40	\$0.00	\$74.58
LABORERS - ZONE I	12/02/2024	\$48.00	\$9.65	\$18.40	\$0.00	\$76.05
	06/02/2025	\$49.50	\$9.65	\$18.40	\$0.00	\$77.55
	12/01/2025	\$51.00	\$9.65	\$18.40	\$0.00	\$79.05
	06/01/2026	\$52.55	\$9.65	\$18.40	\$0.00	\$80.60
	12/07/2026	\$54.05	\$9.65	\$18.40	\$0.00	\$82.10
	06/07/2027	\$55.65	\$9.65	\$18.40	\$0.00	\$83.70
	12/06/2027	\$57.25	\$9.65	\$18.40	\$0.00	\$85.30
	06/05/2028	\$58.93	\$9.65	\$18.40	\$0.00	\$86.98
	12/04/2028	\$60.60	\$9.65	\$18.40	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS ABORERS - ZONE 1	06/10/2024	\$46.28	\$9.65	\$18.40	\$0.00	\$74.33
ABURERS - ZUNE 1	12/02/2024	\$47.75	\$9.65	\$18.40	\$0.00	\$75.80
	06/02/2025	\$49.25	\$9.65	\$18.40	\$0.00	\$77.30
	12/01/2025	\$50.75	\$9.65	\$18.40	\$0.00	\$78.80
	06/01/2026	\$52.30	\$9.65	\$18.40	\$0.00	\$80.35
	12/07/2026	\$53.80	\$9.65	\$18.40	\$0.00	\$81.85
	06/07/2027	\$55.40	\$9.65	\$18.40	\$0.00	\$83.45
	12/06/2027	\$57.00	\$9.65	\$18.40	\$0.00	\$85.05
	06/05/2028	\$58.68	\$9.65	\$18.40	\$0.00	\$86.73
For apprentice rates see "Apprentice- LABORER"	12/04/2028	\$60.35	\$9.65	\$18.40	\$0.00	\$88.40
DEMO: CONCRETE CUTTER/SAWYER	06/10/2024	\$46.53	\$9.65	\$18.40	\$0.00	\$74.58
ABORERS - ZONE 1	12/02/2024	\$48.00	\$9.65	\$18.40	\$0.00	\$76.05
	06/02/2025	\$49.50	\$9.65	\$18.40	\$0.00	\$77.55
	12/01/2025	\$51.00	\$9.65	\$18.40	\$0.00	\$79.05
	06/01/2026	\$52.55	\$9.65	\$18.40	\$0.00	\$80.60
	12/07/2026	\$54.05	\$9.65	\$18.40	\$0.00	\$82.10
	06/07/2027	\$55.65	\$9.65	\$18.40	\$0.00	\$83.70
	12/06/2027	\$57.25	\$9.65	\$18.40	\$0.00	\$85.30
	06/05/2028	\$58.93	\$9.65	\$18.40	\$0.00	\$86.98
	12/04/2028	\$60.60	\$9.65	\$18.40	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR	06/10/2024	\$46.28	\$9.65	\$18.40	\$0.00	\$74.33
ABORERS - ZONE 1	12/02/2024	\$47.75	\$9.65	\$18.40	\$0.00	\$75.80
	06/02/2025	\$49.25	\$9.65	\$18.40	\$0.00	\$77.30
	12/01/2025	\$50.75	\$9.65	\$18.40	\$0.00	\$78.80
	06/01/2026	\$52.30	\$9.65	\$18.40	\$0.00	\$80.35
	12/07/2026	\$53.80	\$9.65	\$18.40	\$0.00	\$81.85
	06/07/2027	\$55.40	\$9.65	\$18.40	\$0.00	\$83.45
	12/06/2027	\$57.00	\$9.65	\$18.40	\$0.00	\$85.05
	06/05/2028	\$58.68	\$9.65	\$18.40	\$0.00	\$86.73
	12/04/2028	\$60.35	\$9.65	\$18.40	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: WRECKING LABORER  LABORERS - ZONE 1	06/10/2024	\$45.53	\$9.65	\$18.40	\$0.00	\$73.58
LABURERS - ZONE I	12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
	06/02/2025	\$48.50	\$9.65	\$18.40	\$0.00	\$76.55
	12/01/2025	\$50.00	\$9.65	\$18.40	\$0.00	\$78.05
	06/01/2026	\$51.55	\$9.65	\$18.40	\$0.00	\$79.60
	12/07/2026	\$53.05	\$9.65	\$18.40	\$0.00	\$81.10
	06/07/2027	\$54.65	\$9.65	\$18.40	\$0.00	\$82.70
	12/06/2027	\$56.25	\$9.65	\$18.40	\$0.00	\$84.30
	06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.98
	12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR  OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
	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 appropriate votes and "Appropriate ODED ATING ENGINEEDS"	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"  DIVER	00/01/2020	A.CO. 70	#O 40	#22.12	ФО ОО	Ф101 22
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	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
ELECTRICIANS LOCAL 103	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

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\$20.21

\$16.03

\$0.00

tep	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
		03/01/2025					
	ive Date -	03/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Effect Step	ive Date -	03/01/2025		Health \$13.00	Pension \$0.78		
Effect	ive Date -	03/01/2025	Apprentice Base Wage			Unemployment	\$39.77
Effect Step	percent 40	03/01/2025	Apprentice Base Wage \$25.99	\$13.00	\$0.78	Unemployment \$0.00	\$39.77 \$39.77
Effect Step 1 2	percent 40 40	03/01/2025	Apprentice Base Wage \$25.99 \$25.99	\$13.00 \$13.00	\$0.78 \$0.78	\$0.00 \$0.00	\$39.77 \$39.77 \$58.95
Effect Step 1 2 3	percent  40 40 45	03/01/2025	Apprentice Base Wage \$25.99 \$25.99 \$29.24	\$13.00 \$13.00 \$13.00	\$0.78 \$0.78 \$16.71	\$0.00 \$0.00 \$0.00	\$39.77 \$39.77 \$58.95 \$58.95
Effect Step 1 2 3 4	percent  40 40 45 45	03/01/2025	\$25.99 \$25.99 \$25.99 \$29.24 \$29.24	\$13.00 \$13.00 \$13.00 \$13.00	\$0.78 \$0.78 \$16.71 \$16.71	\$0.00 \$0.00 \$0.00 \$0.00	\$39.77 \$39.77 \$58.95 \$58.95 \$62.70
Effect Step 1 2 3 4 5	40 40 45 45 50	03/01/2025	\$25.99 \$25.99 \$25.99 \$29.24 \$29.24 \$32.49	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.78 \$0.78 \$16.71 \$16.71 \$17.21	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$39.77 \$39.77 \$58.95 \$58.95 \$62.70 \$66.46
Effect Step 1 2 3 4 5 6	40 40 45 45 50	03/01/2025	\$25.99 \$25.99 \$25.99 \$29.24 \$29.24 \$32.49 \$35.74	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.78 \$0.78 \$16.71 \$16.71 \$17.21 \$17.72	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$39.77 \$39.77 \$58.95 \$58.95 \$62.70 \$66.46 \$70.22 \$73.98
Effect Step 1 2 3 4 5 6	40 40 45 45 50 55 60	03/01/2025	\$25.99 \$25.99 \$25.99 \$29.24 \$29.24 \$32.49 \$35.74 \$38.99	\$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00 \$13.00	\$0.78 \$0.78 \$16.71 \$16.71 \$17.21 \$17.72 \$18.23	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$39.77 \$39.77 \$58.95 \$58.95 \$62.70 \$66.46 \$70.22

01/01/2022

\$65.62

**Issue Date:** 10/23/2024

ELEVATOR CONSTRUCTOR

ELEVATOR CONSTRUCTORS LOCAL 4

Apprentice to Journeyworker Ratio:2:3\*\*\*

\$101.86

EVATOR CONSTRUEVATOR CONSTRUCTORS	50 55 65 70	\$32.81 \$36.09 \$42.65	\$16.03 \$16.03	\$0.00 \$20.21	\$0.00 \$0.00	\$48.8	4
3 4 5 Notes: Apprendict Apprendict Constructors  EVATOR CONSTRUCTORS  For apprentice rates see "A CENCE & GUARD RAI	65	*	\$16.03	\$20.21	00.00		
4 5  Notes:		\$42.65			\$0.00	\$72.3	3
Notes:  Apprendict App	70	Ψ.2.03	\$16.03	\$20.21	\$0.00	\$78.8	9
Notes: Apprendict Apprendict Constructors For apprentice rates see "ABONCE & GUARD RAI		\$45.93	\$16.03	\$20.21	\$0.00	\$82.1	7
Apprender Apprender Apprender Apprender CONSTRUCTORS  For apprentice rates see "ABONCE & GUARD RAI	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.7	4
LEVATOR CONSTRU EVATOR CONSTRUCTORS For apprentice rates see "A ENCE & GUARD RAI							
LEVATOR CONSTRU EVATOR CONSTRUCTORS For apprentice rates see "A ENCE & GUARD RAI	Steps 1-2 are 6 mos.; Steps 3-5 are	1 year					
EVATOR CONSTRUCTORS  For apprentice rates see "AENCE & GUARD RAI	tice to Journeyworker Ratio:1:1						
ENCE & GUARD RAI	LOCAL 4	01/01/2022	2 \$45.93	\$16.03	\$20.21	\$0.00	\$82.17
	Apprentice - ELEVATOR CONSTRUCTOR"  I ERECTOR (HEAVY & HIGHWA	(V) 06/01/202					
		12/01/2024 12/01/2024		\$9.65	\$18.40	\$0.00	\$73.78
				\$9.65	\$18.40	\$0.00	\$75.25
		06/01/2025		\$9.65	\$18.40 \$18.40	\$0.00	\$76.75
		12/01/2025 06/01/2026		\$9.65 \$9.65	\$18.40	\$0.00 \$0.00	\$78.25
		12/01/2026		\$9.65	\$18.40	\$0.00	\$79.80 \$81.30
For apprentice rates see "A	Apprentice- LABORER (Heavy and Highway		, \$33.23	\$9.03	\$10.40	\$0.00	\$61.50
	SON-BLDG,SITE,HVY/HWY	05/01/2024	\$50.79	\$15.00	\$16.40	\$0.00	\$82.19
PERATING ENGINEERS LO	CAL 4	11/01/2024	\$52.08	\$15.00	\$16.40	\$0.00	\$83.48
		05/01/2025	5 \$53.52	\$15.00	\$16.40	\$0.00	\$84.92
		11/01/2025	\$54.81	\$15.00	\$16.40	\$0.00	\$86.21
		05/01/2026	5 \$56.25	\$15.00	\$16.40	\$0.00	\$87.65
		11/01/2026	\$57.54	\$15.00	\$16.40	\$0.00	\$88.94
For apprentice rates see "A	Apprentice- OPERATING ENGINEERS"	05/01/2027	7 \$58.97	\$15.00	\$16.40	\$0.00	\$90.37
	IIEF-BLDG,SITE,HVY/HWY	05/01/2024	4 \$52.37	\$15.00	\$16.40	\$0.00	\$83.77
PERATING ENGINEERS LO	CAL 4	11/01/2024	\$53.67	\$15.00	\$16.40	\$0.00	\$85.07
		05/01/2025	5 \$55.12	\$15.00	\$16.40	\$0.00	\$86.52
		11/01/2025	\$56.42	\$15.00	\$16.40	\$0.00	\$87.82
		11/01/2022					
		05/01/2026		\$15.00	\$16.40	\$0.00	\$89.27
			\$57.87	\$15.00 \$15.00	\$16.40 \$16.40	\$0.00 \$0.00	\$89.27 \$90.57

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY  OPERATING ENGINEERS LOCAL 4	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	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
ELECTRICIANS LOCAL 103	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	09/01/2024	\$51.02	\$13.00	\$20.24	\$0.00	\$84.26
/ COMMISSIONING ELECTRICIANS LOCAL 103	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)	06/01/2024	\$45.23	\$15.30	\$16.40	\$0.00	\$76.93
OPERATING ENGINEERS LOCAL 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)	06/01/2024	\$27.01	\$9.65	\$18.40	\$0.00	\$55.06
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	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)						
FLOORCOVERER	09/01/2024	\$56.23	\$8.83	\$20.27	\$0.00	\$85.33
FLOORCOVERERS LOCAL 2168 ZONE I	03/01/2025	\$57.73	\$8.83	\$20.27	\$0.00	\$86.83
	09/01/2025	\$59.23	\$8.83	\$20.27	\$0.00	\$88.33
	03/01/2026	\$60.73	\$8.83	\$20.27	\$0.00	\$89.83
	09/01/2026	\$62.23	\$8.83	\$20.27	\$0.00	\$91.33
	03/01/2027	\$63.73	\$8.83	\$20.27	\$0.00	\$92.83
		Ţ00.10	+0.00	,		Ţ. <b>2.</b> 00

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**Total Rate** 

GLAZIERS LOCAL 35 (ZONE 1)

Apprentice - FLOORCOVERER - Local 2168 Zone I 09/01/2024 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 45 \$25.30 \$35.89 \$8.83 \$1.76 \$0.00 2 45 \$25.30 \$8.83 \$1.76 \$0.00 \$35.89 3 55 \$30.93 \$0.00 \$8.83 \$3.52 \$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 03/01/2025 **Effective Date -**Supplemental Unemployment Total Rate Step percent Apprentice Base Wage Health Pension 1 45 \$25.98 \$8.83 \$1.76 \$0.00 \$36.57 2 45 \$25.98 \$0.00 \$8.83 \$1.76 \$36.57 3 55 \$31.75 \$0.00 \$8.83 \$3.52 \$44.10 4 55 \$31.75 \$8.83 \$3.52 \$0.00 \$44.10 5 70 \$40.41 \$8.83 \$16.75 \$0.00 \$65.99 6 70 \$40.41 \$8.83 \$16.75 \$0.00 \$65.99 7 80 \$46.18 \$8.83 \$18.51 \$0.00 \$73.52 8 80 \$46.18 \$8.83 \$18.51 \$0.00 \$73.52 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 FORK LIFT/CHERRY PICKER \$16.40 \$0.00 06/01/2024 \$56.03 \$15.30 \$87.73 OPERATING ENGINEERS LOCAL 4 \$16.40 12/01/2024 \$57.48 \$0.00 \$89.18 \$15.30 06/01/2025 \$16.40 \$0.00 \$58.78 \$15.30 \$90.48 12/01/2025 \$60.23 \$15.30 \$16.40 \$0.00 \$91.93 06/01/2026 \$16.40 \$0.00 \$61.53 \$15.30 \$93.23 \$16.40 \$0.00 12/01/2026 \$62.98 \$15.30 \$94.68 For apprentice rates see "Apprentice- OPERATING ENGINEERS" GENERATOR/LIGHTING PLANT/HEATERS \$0.00 06/01/2024 \$36.17 \$15.30 \$16.40 \$67.87 OPERATING ENGINEERS LOCAL 4 \$0.00 12/01/2024 \$37.12 \$15.30 \$16.40 \$68.82 06/01/2025 \$37.97 \$15.30 \$16.40 \$0.00 \$69.67 12/01/2025 \$38.92 \$16.40 \$0.00 \$70.62 \$15.30 06/01/2026 \$39.78 \$15.30 \$16.40 \$0.00 \$71.48 \$15.30 \$0.00 12/01/2026 \$40.73 \$16.40 \$72.43 For apprentice rates see "Apprentice- OPERATING ENGINEERS" GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR 07/01/2024 \$52.55 \$9.95 \$23.95 \$0.00 \$86.45 SYSTEMS)

01/01/2025

\$9.95

\$53.75

\$23.95

\$0.00

\$87.65

Pension Suppl

	ive Date - 07/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
1	50	\$26.28	\$9.95	\$0.00	\$0.00	\$36.2	13
2	55	\$28.90	\$9.95	\$6.66	\$0.00	\$45.5	1
3	60	\$31.53	\$9.95	\$7.26	\$0.00	\$48.7	'4
4	65	\$34.16	\$9.95	\$7.87	\$0.00	\$51.9	8
5	70	\$36.79	\$9.95	\$20.32	\$0.00	\$67.0	16
6	75	\$39.41	\$9.95	\$20.93	\$0.00	\$70.2	:9
7	80	\$42.04	\$9.95	\$21.53	\$0.00	\$73.5	2
8	90	\$47.30	\$9.95	\$22.74	\$0.00	\$79.9	19
Effect	ive Date - 01/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
1	50	\$26.88	\$9.95	\$0.00	\$0.00	\$36.8	3
2	55	\$29.56	\$9.95	\$6.66	\$0.00	\$46.1	7
3	60	\$32.25	\$9.95	\$7.26	\$0.00	\$49.4	6
4	65	\$34.94	\$9.95	\$7.87	\$0.00	\$52.7	<b>'</b> 6
5	70	\$37.63	\$9.95	\$20.32	\$0.00	\$67.9	0
6	75	\$40.31	\$9.95	\$20.93	\$0.00	\$71.1	9
7	80	\$43.00	\$9.95	\$21.53	\$0.00	\$74.4	8
8	90	\$48.38	\$9.95	\$22.74	\$0.00	\$81.0	17
Notes							
	Steps are 750 hrs.					1	
Appro	entice to Journeyworker Ratio:1	:1					
	R/CRANES/GRADALLS	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.7
TING ENGINEERS L	OCAL 4	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.
		06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.4
		12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.9
		06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.2

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**Total Rate** 

**Apprentice -** OPERATING ENGINEERS - Local 4

	Appren Effectiv	tice - OPERATING EI ve Date - 06/01/2024	NGINEERS - Local 4				Supplemental		
	Step	percent	Apprentice	Base Wage	Health	Pension	Unemployment	Total Rate	•
=	1	55	\$:	30.82	\$15.30	\$0.00	\$0.00	\$46.12	2
2	2	60	\$	33.62	\$15.30	\$16.40	\$0.00	\$65.32	2
3	3	65	\$	36.42	\$15.30	\$16.40	\$0.00	\$68.12	2
4	4	70	\$:	39.22	\$15.30	\$16.40	\$0.00	\$70.92	2
:	5	75	\$-	42.02	\$15.30	\$16.40	\$0.00	\$73.72	2
(	6	80	\$-	44.82	\$15.30	\$16.40	\$0.00	\$76.52	2
,	7	85	\$-	47.63	\$15.30	\$16.40	\$0.00	\$79.33	}
8	8	90	\$.	50.43	\$15.30	\$16.40	\$0.00	\$82.13	}
E	Effectiv	ve Date - 12/01/2024					Supplemental		
S	Step	percent	Apprentice	Base Wage	Health	Pension	Unemployment	Total Rate	•
	1	55	\$	31.61	\$0.00	\$0.00	\$0.00	\$31.61	Ĺ
2	2	60	\$	34.49	\$15.30	\$16.40	\$0.00	\$66.19	)
3	3	65	\$	37.36	\$15.30	\$16.40	\$0.00	\$69.06	j.
2	4	70	\$	40.24	\$15.30	\$16.40	\$0.00	\$71.94	Į.
:	5	75	\$	43.11	\$15.30	\$16.40	\$0.00	\$74.81	Ĺ
(	6	80	\$	45.98	\$15.30	\$16.40	\$0.00	\$77.68	}
Ź	7	85	\$	48.86	\$15.30	\$16.40	\$0.00	\$80.56	Ď
8	8	90	\$	51.73	\$15.30	\$16.40	\$0.00	\$83.43	3
	Notes:								
								i	
Ā	Appren	tice to Journeyworker	Ratio:1:6						
HVAC (DUCTWO				08/01/2024	4 \$57.9	4 \$14.75	\$28.12	\$2.98	\$103.79
SHEETMETAL WORK	ERS LO	CAL 17 - A		02/01/2025	\$59.6	9 \$14.75	\$28.12	\$2.98	\$105.54
				08/01/2025	5 \$61.5	4 \$14.75	\$28.12	\$2.98	\$107.39
For apprentice rat	tes see "A	Apprentice- SHEET METAL W	/ORKER"	02/01/2026	5 \$63.4	9 \$14.75	\$28.12	\$2.98	\$109.34
HVAC (ELECTRI	ICAL (			09/01/2024	4 \$63.7	8 \$13.00	\$22.26	\$0.00	\$99.04
ELECTRICIANS LOCA	4L 103			03/01/2025	5 \$64.9	8 \$13.00	\$22.30	\$0.00	\$100.28
				09/01/2025	5 \$66.8	9 \$13.00	\$22.36	\$0.00	\$102.25
				03/01/2026	\$68.0	9 \$13.00	\$22.39	\$0.00	\$103.48
				09/01/2026	\$70.0	0 \$13.00	\$22.45	\$0.00	\$105.45
				03/01/2027	7 \$71.1	9 \$13.00	\$22.49	\$0.00	\$106.68
				09/01/2027	7 \$73.1	1 \$13.00	\$22.54	\$0.00	\$108.65
				03/01/2028	3 \$74.3	1 \$13.00	\$22.58	\$0.00	\$109.89
		Apprentice- ELECTRICIAN"							
HVAC (TESTING SHEETMETAL WORK		BALANCING - AIR)		08/01/2024	\$57.9	4 \$14.75	\$28.12	\$2.98	\$103.79
	201			02/01/2025	\$59.6	9 \$14.75	\$28.12	\$2.98	\$105.54
				08/01/2025	\$61.5	\$14.75	\$28.12	\$2.98	\$107.39
				02/01/2026	\$63.4	9 \$14.75	\$28.12	\$2.98	\$109.34
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- SHEET METAL WORKER"					Chempioyment	
HVAC (TESTING AND BALANCING -WATER)	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
PIPEFITTERS LOCAL 537	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
PIPEFITTERS LOCAL 537	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS	06/01/2024	\$46.13	\$9.65	\$18.40	\$0.00	\$74.18
LABORERS - ZONE 1	12/01/2024	\$47.60	\$9.65	\$18.40	\$0.00	\$75.65
	06/01/2025	\$49.10	\$9.65	\$18.40	\$0.00	\$77.15
	12/01/2025	\$50.60	\$9.65	\$18.40	\$0.00	\$78.65
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$53.65	\$9.65	\$18.40	\$0.00	\$81.70
	06/01/2027	\$55.25	\$9.65	\$18.40	\$0.00	\$83.30
	12/01/2027	\$56.85	\$9.65	\$18.40	\$0.00	\$84.90
	06/01/2028	\$58.53	\$9.65	\$18.40	\$0.00	\$86.58
	12/01/2028	\$60.20	\$9.65	\$18.40	\$0.00	\$88.25
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	\$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	\$91.28
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2025	\$60.34	\$14.75	\$19.61	\$0.00	\$94.70
	09/01/2026	\$63.76	\$14.75	\$19.61	\$0.00	\$98.12

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Apprentice -	ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston
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Effecti	ve Date - 09/01/2024				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$28.46	\$14.75	\$14.32	\$0.00	\$57.53
2	60	\$34.15	\$14.75	\$15.37	\$0.00	\$64.27
3	70	\$39.84	\$14.75	\$16.43	\$0.00	\$71.02
4	80	\$45.54	\$14.75	\$17.49	\$0.00	\$77.78
Effecti	ve Date - 09/01/2025				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$30.17	\$14.75	\$14.32	\$0.00	\$59.24
2	60	\$36.20	\$14.75	\$15.37	\$0.00	\$66.32
3	70	\$42.24	\$14.75	\$16.43	\$0.00	\$73.42
4	80	\$48.27	\$14.75	\$17.49	\$0.00	\$80.51
Notes:						
İ	Steps are 1 year					
Appre	ntice to Journeyworker Ratio:1:4					
WORKER/WELI WORKERS LOCAL 7 (B		03/16/2024	1 \$53	.97 \$8.35	\$26.70	\$0.00 \$89.02

# **Apprentice -** IRONWORKER - Local 7 Boston

Effective Date -		03/16/2024				Supplemental	
Step	percent		Apprentice Base Wag	e Health	Pension	Unemployment	Total Rate
1	60		\$32.38	\$8.35	\$26.70	\$0.00	\$67.43
2	70		\$37.78	\$8.35	\$26.70	\$0.00	\$72.83
3	75		\$40.48	\$8.35	\$26.70	\$0.00	\$75.53
4	80		\$43.18	\$8.35	\$26.70	\$0.00	\$78.23
5	85		\$45.87	\$8.35	\$26.70	\$0.00	\$80.92
6	90		\$48.57	\$8.35	\$26.70	\$0.00	\$83.62

Apprentice to Journeyworker Ratio:1:4

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	<b>Total Rate</b>
JACKHAMMER & PAVING BREAKER OPERATOR	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
LABORERS - ZONE I	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
LABORER	06/01/2024	\$45.38	\$9.65	\$18.40	\$0.00	\$73.43
LABORERS - ZONE 1	12/01/2024	\$46.85	\$9.65	\$18.40	\$0.00	\$74.90
	06/01/2025	\$48.35	\$9.65	\$18.40	\$0.00	\$76.40
	12/01/2025	\$49.85	\$9.65	\$18.40	\$0.00	\$77.90
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$52.90	\$9.65	\$18.40	\$0.00	\$80.95
	06/01/2027	\$54.50	\$9.65	\$18.40	\$0.00	\$82.55
	12/01/2027	\$56.10	\$9.65	\$18.40	\$0.00	\$84.15
	06/01/2028	\$57.78	\$9.65	\$18.40	\$0.00	\$85.83
	12/01/2028	\$59.45	\$9.65	\$18.40	\$0.00	\$87.50

percent 60 70	Apprentice Base Wag \$27.23	e Health \$9.65	Pension \$18.40	Supplemental Unemployment	Total Rate
	\$27.23	\$9.65	¢19.40	<b>#0.00</b>	
70			\$10.40	\$0.00	\$55.28
	\$31.77	\$9.65	\$18.40	\$0.00	\$59.82
80	\$36.30	\$9.65	\$18.40	\$0.00	\$64.35
90	\$40.84	\$9.65	\$18.40	\$0.00	\$68.89
e Date - 12/01/2024				Supplemental	
percent	Apprentice Base Wag	e Health	Pension	Unemployment	Total Rate
60	\$28.11	\$9.65	\$18.40	\$0.00	\$56.16
70	\$32.80	\$9.65	\$18.40	\$0.00	\$60.85
80	\$37.48	\$9.65	\$18.40	\$0.00	\$65.53
90	\$42.17	\$9.65	\$18.40	\$0.00	\$70.22
e F	Pate - 12/01/2024 percent 60 70 880	Pate - 12/01/2024 Pate - 12/01	90 \$40.84 \$9.65  Pate - 12/01/2024 Percent Apprentice Base Wage Health 60 \$28.11 \$9.65 70 \$32.80 \$9.65 80 \$37.48 \$9.65	\$40.84 \$9.65 \$18.40  Pate - 12/01/2024 Percent Apprentice Base Wage Health Pension  \$28.11 \$9.65 \$18.40  \$32.80 \$9.65 \$18.40  \$37.48 \$9.65 \$18.40	\$40.84 \$9.65 \$18.40 \$0.00    Pate - 12/01/2024

Apprentice to Journeyworker Ratio:1:5

Apprentice - LABORER - Zone 1

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							ι	nemployment	
		HIGHWAY)		06/01/2024	\$45.48	\$9.65	\$18.40	\$0.00	\$73.53
ABOKERS - ZON	IE I (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
			RER (Heavy & Highwa 5/01/2024	y) - Zone 1  Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	$\frac{3R_{\rm P}}{1}$	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	
		, ,		ψ <del>τ</del> υ. <i>33</i>	φ2.03	φ10. <del>4</del> 0	φυ.υυ	φυο.90	
	Effect Step	ive Date - 12 percent	2/01/2024	Apprentice Base Wage	Health	Pension	Supplemental 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	:							
	Appre	entice to Journ	eyworker Ratio:1:5						
		TER TENDER		06/01/2024	\$45.38	\$9.65	\$18.40	\$0.00	\$73.43
BORERS - ZON	E I			12/01/2024	\$46.85	\$9.65	\$18.40	\$0.00	\$74.90
				06/01/2025	\$48.35	\$9.65	\$18.40	\$0.00	\$76.40
				12/01/2025	\$49.85	\$9.65	\$18.40	\$0.00	\$77.90
				06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
				12/01/2026	\$52.90	\$9.65	\$18.40	\$0.00	\$80.95
				06/01/2027	\$54.50	\$9.65	\$18.40	\$0.00	\$82.55
				12/01/2027	\$56.10	\$9.65	\$18.40	\$0.00	\$84.15
				06/01/2028	\$57.78	\$9.65	\$18.40	\$0.00	\$85.83
				12/01/2028	\$59.45	\$9.65	\$18.40	\$0.00	\$87.50
For apprentic	e rates see	"Apprentice- LABO	ORER"						

Effective Date Base Wage Health

Classification

Supplemental

Unemployment

Pension

**Total Rate** 

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CEMENT FINISHER TENDER	06/01/2024	\$45.38	\$9.65	\$18.40	\$0.00	\$73.43
LABORERS - ZONE I	12/01/2024	\$46.85	\$9.65	\$18.40	\$0.00	\$74.90
	06/01/2025	\$48.35	\$9.65	\$18.40	\$0.00	\$76.40
	12/01/2025	\$49.85	\$9.65	\$18.40	\$0.00	\$77.90
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$52.90	\$9.65	\$18.40	\$0.00	\$80.95
	06/01/2027	\$54.50	\$9.65	\$18.40	\$0.00	\$82.55
	12/01/2027	\$56.10	\$9.65	\$18.40	\$0.00	\$84.15
	06/01/2028	\$57.78	\$9.65	\$18.40	\$0.00	\$85.83
	12/01/2028	\$59.45	\$9.65	\$18.40	\$0.00	\$87.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	06/03/2024	\$45.53	\$9.65	\$18.40	\$0.00	\$73.58
ABORERS - ZONE 1	12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
	06/02/2025	\$48.50	\$9.65	\$18.40	\$0.00	\$76.55
	12/01/2025	\$50.00	\$9.65	\$18.40	\$0.00	\$78.05
	06/01/2026	\$51.55	\$9.65	\$18.40	\$0.00	\$79.60
	12/07/2026	\$53.05	\$9.65	\$18.40	\$0.00	\$81.10
	06/07/2027	\$54.65	\$9.65	\$18.40	\$0.00	\$82.70
	12/06/2027	\$56.25	\$9.65	\$18.40	\$0.00	\$84.30
	06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.98
	12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
ABORER: MASON TENDER	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
ABORERS - ZONE 1	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
ABORER: 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)						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER	06/01/2024	\$45.38	\$9.65	\$18.40	\$0.00	\$73.43
LABORERS - ZONE I	12/01/2024	\$46.85	\$9.65	\$18.40	\$0.00	\$74.90
	06/01/2025	\$48.35	\$9.65	\$18.40	\$0.00	\$76.40
	12/01/2025	\$49.85	\$9.65	\$18.40	\$0.00	\$77.90
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$52.90	\$9.65	\$18.40	\$0.00	\$80.95
	06/01/2027	\$54.50	\$9.65	\$18.40	\$0.00	\$82.55
	12/01/2027	\$56.10	\$9.65	\$18.40	\$0.00	\$84.15
	06/01/2028	\$57.78	\$9.65	\$18.40	\$0.00	\$85.83
	12/01/2028	\$59.45	\$9.65	\$18.40	\$0.00	\$87.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER  LABORERS - ZONE 1	06/01/2024	\$45.38	\$9.65	\$18.40	\$0.00	\$73.43
	12/01/2024	\$46.85	\$9.65	\$18.40	\$0.00	\$74.90
	06/01/2025	\$48.35	\$9.65	\$18.40	\$0.00	\$76.40
	12/01/2025	\$49.85	\$9.65	\$18.40	\$0.00	\$77.90
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$52.90	\$9.65	\$18.40	\$0.00	\$80.95
	06/01/2027	\$54.50	\$9.65	\$18.40	\$0.00	\$82.55
	12/01/2027	\$56.10	\$9.65	\$18.40	\$0.00	\$84.15
	06/01/2028	\$57.78	\$9.65	\$18.40	\$0.00	\$85.83
This short of the second of th	12/01/2028	\$59.45	\$9.65	\$18.40	\$0.00	\$87.50
This classification applies to the removal of standing trees, and the trimming and removal clearance incidental to construction . For apprentice rates see "Apprentice-LABORER"	i of branches and fim	bs when related	to public work	s construction	or site	
LASER BEAM OPERATOR	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
LABORERS - ZONE 1	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY)  LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
	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
For appropriate section and "Assumption LADODED (Heavy, and Highway)	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)  MARBLE & TILE FINISHERS	00/01/2024	Φ40.22	<b>011 40</b>	¢21.72	¢0.00	¢02.42
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2024	\$49.32	\$11.49	\$21.62	\$0.00	\$82.43
	02/01/2025	\$50.36	\$11.49	\$21.62	\$0.00	\$83.47
	08/01/2025	\$52.08	\$11.49	\$21.62	\$0.00	\$85.19
	02/01/2026	\$53.16	\$11.49	\$21.62	\$0.00	\$86.27
	08/01/2026	\$54.92	\$11.49	\$21.62 \$21.62	\$0.00 \$0.00	\$88.03
	02/01/2027	\$56.04	\$11.49	φ∠1.0∠	\$0.00	\$89.15

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\$23.56

\$11.49

\$0.00

\$107.97

Apprentice -	MARBLE & TILE FINISHER - Local 3 Marble & Tile
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	Effecti	ve Date -	08/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$24.66	\$11.49	\$21.62	\$0.00	\$57.77	
	2	60		\$29.59	\$11.49	\$21.62	\$0.00	\$62.70	
	3	70		\$34.52	\$11.49	\$21.62	\$0.00	\$67.63	
	4	80		\$39.46	\$11.49	\$21.62	\$0.00	\$72.57	
	5	90		\$44.39	\$11.49	\$21.62	\$0.00	\$77.50	
	Effecti	ve Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$25.18	\$11.49	\$21.62	\$0.00	\$58.29	
	2	60		\$30.22	\$11.49	\$21.62	\$0.00	\$63.33	
	3	70		\$35.25	\$11.49	\$21.62	\$0.00	\$68.36	
	4	80		\$40.29	\$11.49	\$21.62	\$0.00	\$73.40	
	5	90		\$45.32	\$11.49	\$21.62	\$0.00	\$78.43	
	Notes:								
								İ	
	Appre	ntice to Jo	urneyworker Ratio:1:3						
RBLE MAS			RS & TERRAZZO MECH	08/01/2024	\$64.52	\$11.49	\$23.56	\$0.00	\$99.57
ALAIERO LOC	L J - IVI.	INDLE & IIL	L	02/01/2025	\$65.82	\$11.49	\$23.56	\$0.00	\$100.87

02/01/2025 \$11.49 \$100.87 \$65.82 \$23.56 \$0.00 08/01/2025 \$67.97 \$11.49 \$103.02 02/01/2026 \$23.56 \$0.00 \$69.32 \$11.49 \$104.37 \$23.56 08/01/2026 \$71.52 \$11.49 \$0.00 \$106.57

02/01/2027

\$72.92

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Pension

	Step	ive Date - percent	08/01/2024	Apprentice Base Wage	Health	Pension	Supplemental 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	
	Effect	ive Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.91	\$11.49	\$23.56	\$0.00	\$67.96	
	2	60		\$39.49	\$11.49	\$23.56	\$0.00	\$74.54	
	3	70		\$46.07	\$11.49	\$23.56	\$0.00	\$81.12	
	4	80		\$52.66	\$11.49	\$23.56	\$0.00	\$87.71	
	5	90		\$59.24	\$11.49	\$23.56	\$0.00	\$94.29	
	Notes:								
	İ								
			urneyworker Ratio:1:5						
ECH. SWEI E <i>rating en</i> c			(ON CONST. SITES)	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
KATINO ENC	IINEEKS E	JCAL 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 apprentic	e rates see '	'Apprentice- (	OPERATING ENGINEERS"	12/01/2026	\$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
ERATING ENC	iINEERS LO	OCAL 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 apprentic	e rates see	'Annrentice- (	OPERATING ENGINEERS"	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
LLWRIGH				01/01/202	1 040.00	¢10.00	\$21.72	00.02	¢70.03
LWRIGHTS L		,		01/01/2024			\$21.72 \$21.72	\$0.00	\$79.83
				01/06/2025 01/05/2026			\$21.72 \$21.72	\$0.00 \$0.00	\$82.33 \$84.83

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	Effect	ive Date - 01/01/202					Supplemental		
	Step	percent	Α	pprentice Base Wage	Health	Pension	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	
		ive Date - 01/06/202			11		Supplemental		
	Step	percent	A	apprentice Base Wage		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. inden							
		Steps are 2,000 hours		,					
	Appre	ntice to Journeywork	er Ratio:1:4						
ORTAR MIX				06/01/2024	4 \$45.63	\$9.65	\$18.40	\$0.00	\$73.68
ABORERS - ZONE	E 1			12/01/2024	4 \$47.10	\$9.65	\$18.40	\$0.00	\$75.15
				06/01/2025	5 \$48.60	\$9.65	\$18.40	\$0.00	\$76.65
				12/01/2025	5 \$50.10	\$9.65	\$18.40	\$0.00	\$78.15
				06/01/2020	5 \$51.65	\$9.65	\$18.40	\$0.00	\$79.70
				12/01/2020	5 \$53.15	\$9.65	\$18.40	\$0.00	\$81.20
				06/01/2027	7 \$54.75	\$9.65	\$18.40	\$0.00	\$82.80
				12/01/2027	7 \$56.35	\$9.65	\$18.40	\$0.00	\$84.40
				06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
				12/01/2028	3 \$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice	rates see	'Apprentice- LABORER"							
OILER (OTHE)  OPERATING ENGI		N TRUCK CRANES,G	RADALLS)	06/01/2024	\$24.71	\$15.30	\$16.40	\$0.00	\$56.41
I EKATING ENGI	NEEKS L	JCAL 4		12/01/2024	\$25.37	\$15.30	\$16.40	\$0.00	\$57.07
				06/01/2025	\$25.97	\$15.30	\$16.40	\$0.00	\$57.67
				12/01/2025	\$26.63	\$15.30	\$16.40	\$0.00	\$58.33
				06/01/2020	\$27.22	\$15.30	\$16.40	\$0.00	\$58.92
				12/01/2020	5 \$27.89	\$15.30	\$16.40	\$0.00	\$59.59
		'Apprentice- OPERATING E	NGINEERS"						
ILER (TRUC) PERATING ENGL		NES, GRADALLS) OCAL 4		06/01/2024		\$15.30	\$16.40	\$0.00	\$61.98
		•		12/01/2024	\$31.08	\$15.30		\$0.00	\$62.78
				06/01/2023	\$31.80	\$15.30	\$16.40	\$0.00	\$63.50
				12/01/202:	\$32.60	\$15.30	\$16.40	\$0.00	\$64.30
				06/01/2020	\$33.32	\$15.30	\$16.40	\$0.00	\$65.02
				12/01/2020	\$34.12	\$15.30	\$16.40	\$0.00	\$65.82

Classification	1			Effective Da	te Base Wag	e Health	Pension	Supplemental Unemployment	Total Rate
			PMENT - CLASS II	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING EN	GINEERS L	OCAL 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
	POWER DRIVEN EQUIPMENT - CLASS II  G ENGINEERS LOCAL 4  prentice rates see "Apprentice- OPERATING ENGINEERS"  R (BRIDGES/TANKS)  LOCAL 35 - ZONE 1  Apprentice - PAINTER Local 35 - BRIDGES/TAE  Effective Date - 07/01/2024	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
			DPERATING ENGINEERS"						
,				07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
AINTERS LOCA	L 33 - ZON	E I		01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36
				Apprentice Base Wage \$28.63	Health \$9.95	Pension \$0.00	Unemploymen \$0.00		
							Supplementa	1	
						*			
				\$31.49	\$9.95	\$6.66	\$0.00		
				\$34.36	\$9.95	\$7.26	\$0.00		
				\$37.22	\$9.95	\$7.87	\$0.00	\$55.04	
		70		\$40.08	\$9.95	\$20.32	\$0.00	\$70.35	
	6	75		\$42.95	\$9.95	\$20.93	\$0.00	\$73.83	
	7	80		\$45.81	\$9.95	\$21.53	\$0.00	\$77.29	
	8	60 65 70 75 80 90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.22		
		ive Date -	01/01/2025				Supplementa		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemploymen	t Total Rate	
					00.05	ድር ርር	ድል ለረ	0.000	
	1	50		\$29.23	\$9.95	\$0.00	\$0.00	\$39.18	
	1 2	50 55		\$29.23 \$32.15	\$9.95 \$9.95	\$0.00 \$6.66	\$0.00		

4

5

6

65

70

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	s: Steps are 750 hrs.					
Appr	entice to Journeyworker Ratio:1:					'

\$38.00

\$40.92

\$9.95

\$9.95

\$7.87

\$20.32

\$0.00

\$0.00

\$55.82

\$71.19

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2024	\$53.95	\$9.95	\$23.95	\$0.00	\$87.85
* If 30% or more of surfaces to be painted are new construction,	01/01/2025	\$55.15	\$9.95	\$23.95	\$0.00	¢00.05
NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 1	01/01/2025	\$33.13	\$9.93	\$43.93	\$0.00	\$89.05

Wage Request Number: **Issue Date:** 10/23/2024 20241022-047 Page 28 of 44

Pension

**Apprentice -** PAINTER Local 35 Zone 1 - Spray/Sandblast - New

]	Effecti	ve Date - 07/01/2024				Supplemental		
:	Step	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	
1	Effecti	ve Date - 01/01/2025				Supplemental		
;	Step	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	
_  1	Notes:							
		Steps are 750 hrs.					į	
	Apprei	ntice to Journeyworker Ratio:1:1						
		SANDBLAST, REPAINT)	07/01/2024	\$52.01	\$9.95	\$23.95	\$0.00	\$85.91
NTERS LOCAL 35	- ZONE	I	01/01/2025	\$53.21	\$9.95	\$23.95	\$0.00	\$87.11

Wage Request Number: **Issue Date:** 10/23/2024 20241022-047 Page 29 of 44

Pension

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

Step	ive 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	
Effect	ive Date - 01/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	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							
	Steps are 750 hrs.						
Appro	entice to Journeyworker Ratio:1:1						
	RUSH, NEW) *	07/01/2024	4 \$52.55	\$9.95	\$23.95	\$0.00	\$86.4
	rfaces to be painted are new construe used. PAINTERS LOCAL 35 - ZONE 1	ction, 01/01/2025	5 \$53.75	\$9.95	\$23.95	\$0.00	\$87.6

**Issue Date:** 10/23/2024

**Total Rate** 

Pension

**Apprentice -** PAINTER - Local 35 Zone 1 - BRUSH NEW 07/01/2024 **Effective Date -**Supplemental Unemployment Total Rate Step percent Apprentice Base Wage Health Pension 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 \$70.29 \$0.00 7 80 \$42.04 \$9.95 \$0.00 \$21.53 \$73.52 8 \$47.30 90 \$9.95 \$22.74 \$0.00 \$79.99 **Effective Date -**01/01/2025 Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 50 \$26.88 \$9.95 \$0.00 \$0.00 \$36.83 2 55 \$29.56 \$9.95 \$6.66 \$0.00 \$46.17 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 \$71.19 7 80 \$43.00 \$9.95 \$0.00 \$21.53 \$74.48 8 90 \$48.38 \$9.95 \$22.74 \$0.00 \$81.07 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio 1.1

Apprentice to Journeyworker Natio: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

**Issue Date:** 10/23/2024 Wage Request Number: 20241022-047 Page 31 of 44

Supplemental **Total Rate** Unemployment

	Step	ve <b>Date</b> - 07/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental 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	
	Effecti	ve 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.						
		ntice to Journeyworker Ratio:1:1						
INTER TRA		ARKINGS (HEAVY/HIGHWAY)	0.6/01/202	1 045.40	<b>#0.65</b>	¢10.40	¢0.00	Ф <b>Т</b> 2 52
		Y & HIGHWAY)	06/01/2024			\$18.40	\$0.00	\$73.53
			12/01/2024			\$18.40	\$0.00 \$0.00	\$75.00
			06/01/2025			\$18.40 \$18.40	\$0.00	\$76.50
			12/01/2025 06/01/2026			\$18.40 \$18.40	\$0.00	\$78.00
						\$18.40 \$18.40	\$0.00	\$79.55 \$81.05
For apprentice	e rates see '	'Apprentice- LABORER (Heavy and Highway)	12/01/2026	5 \$53.00	\$9.65	φ10. <del>1</del> U	φυ.υυ	\$01.US
		UCKS DRIVER	08/01/2024	\$40.88	\$14.91	\$18.67	\$0.00	\$74.46
AMSTERS JOIN	IT COUNC	IL NO. 10 ZONE A	12/01/2024	\$40.88	\$14.91	\$20.17	\$0.00	\$75.96
			06/01/2025	\$41.88	\$14.91	\$20.17	\$0.00	\$76.96
			08/01/2025	\$41.88	\$15.41	\$20.17	\$0.00	\$77.46
			12/01/2025	\$41.88	\$15.41	\$21.78	\$0.00	\$79.07
			06/01/2026	\$42.88	\$15.41	\$21.78	\$0.00	\$80.07
			08/01/2026	\$42.88	\$15.91	\$21.78	\$0.00	\$80.57
			12/01/2026	\$42.88	\$15.91	\$23.52	\$0.00	\$82.31
ER AND DO	OCK CO	NSTRUCTOR (UNDERPINNING AN	ND 08/01/2020			\$23.12	\$0.00	\$81.59
ECK) E DRIVER LOC	CAL 56 (ZC	ONE 1)						

LE DRIVER LOC	4L 56 (ZO	NE 1)	08/01/2020	0 \$49.07	\$9.40	\$23.12	\$0.00	\$81.59
	Apprer	ntice - PILE DRIVER - Local 56 Zon	ne I					
	Effecti	ve Date - 08/01/2020				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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	
	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	
	8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68	
	Notes:	% Indentured After 10/1/17; 45/45/5 Step 1&2 \$34.01/ 3&4 \$41.46/ 5&6						
		ntice to Journeyworker Ratio:1:5						
PEFITTER & PEFITTERS LOC		<b>IFITTER</b>	09/01/2024	4 \$67.08	\$12.70	\$21.80	\$0.00	\$101.58
	,		03/01/202	5 \$68.88	\$12.70	\$21.80	\$0.00	\$103.38
		ntice - <i>PIPEFITTER - Local 537</i> ve <b>Date</b> - 09/01/2024				Supplemental		
	Step	percent	Apprentice 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	
	Effection Step	ve Date - 03/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	40	\$27.55	\$12.70	\$9.05	\$0.00	\$49.30	
	2	45	\$31.00	\$12.70	\$21.80	\$0.00	\$65.50	

**Effective Date** 

08/01/2020

Base Wage

\$49.07

Health

\$9.40

Supplemental

Unemployment

\$0.00

Pension

\$23.12

**Total Rate** 

\$81.59

Apprentice to Journeyworker Ratio:\*\*

\*\* 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.

3

4

5

Notes:

60

70

80

Classification

PILE DRIVER

**Issue Date:** 10/23/2024 **Wage Request Number:** 20241022-047 **Page 33 of 44** 

\$41.33

\$48.22

\$55.10

Refrig/AC Mechanic \*\*1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

\$12.70

\$12.70

\$12.70

\$21.80

\$21.80

\$21.80

\$0.00

\$0.00

\$0.00

\$75.83

\$82.72

\$89.60

EUMATIC SEFITTERS LO	Step  1 2 3 4 5  Notes:  Appre	55 65 75  ve Date - 03/02/2025  percent  35 40 55 65 75  ** 1:2; 2:6; 3:10; 4:14; 5:19  Step4 with lic\$69.00, Step5  ntice to Journeyworker Rate  DLS (TEMP.)	/Steps are 1 yr with lic\$76.87	\$37.97 \$44.88 \$51.78 ice Base Wage \$24.79 \$28.34 \$38.96 \$46.05 \$53.13	\$14.32 \$14.32 \$14.32 \$14.32 \$14.32	\$8.02 \$10.93 \$12.86 \$14.79 Pension \$7.06 \$8.02 \$10.93 \$12.86 \$14.79	\$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$1.80 \$21.80	\$49.96 \$63.22 \$72.06 \$80.89 Total Rate  \$46.17 \$50.68 \$64.21 \$73.23 \$82.24	\$101.58 \$103.38
EHMATIC	4 5  Effecti Step 1 2 3 4 5  Notes:	65 75  ve Date - 03/02/2025  percent  35 40 55 65 75  ** 1:2; 2:6; 3:10; 4:14; 5:19  Step4 with lic\$69.00, Step5  ntice to Journeyworker Rat	/Steps are 1 yr with lic\$76.87	\$37.97 \$44.88 \$51.78 sice Base Wage \$24.79 \$28.34 \$38.96 \$46.05 \$53.13	\$14.32 \$14.32 \$14.32 Health \$14.32 \$14.32 \$14.32 \$14.32	\$10.93 \$12.86 \$14.79 Pension \$7.06 \$8.02 \$10.93 \$12.86 \$14.79	\$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$63.22 \$72.06 \$80.89 Total Rate \$46.17 \$50.68 \$64.21 \$73.23 \$82.24	
	4 5 Effecti Step 1 2 3 4 5 Notes:	65 75  ve Date - 03/02/2025  percent  35 40 55 65 75  ** 1:2; 2:6; 3:10; 4:14; 5:19  Step4 with lic\$69.00, Step5	/Steps are 1 yr with lic\$76.87	\$37.97 \$44.88 \$51.78 ice Base Wage \$24.79 \$28.34 \$38.96 \$46.05	\$14.32 \$14.32 \$14.32 Health \$14.32 \$14.32 \$14.32	\$10.93 \$12.86 \$14.79 Pension \$7.06 \$8.02 \$10.93 \$12.86	\$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$63.22 \$72.06 \$80.89 Total Rate \$46.17 \$50.68 \$64.21 \$73.23	
	4 5 Effecti Step 1 2 3 4 5	65 75 <b>ve Date -</b> 03/02/2025 percent  35 40 55 65 75	Apprenti	\$37.97 \$44.88 \$51.78 ice Base Wage \$24.79 \$28.34 \$38.96 \$46.05	\$14.32 \$14.32 \$14.32 Health \$14.32 \$14.32 \$14.32	\$10.93 \$12.86 \$14.79 Pension \$7.06 \$8.02 \$10.93 \$12.86	\$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$63.22 \$72.06 \$80.89 Total Rate \$46.17 \$50.68 \$64.21 \$73.23	
	4 5 Effecti Step 1 2 3 4	65 75 <b>ve Date -</b> 03/02/2025 percent  35 40 55 65	Apprenti	\$37.97 \$44.88 \$51.78 ice Base Wage \$24.79 \$28.34 \$38.96 \$46.05	\$14.32 \$14.32 \$14.32 Health \$14.32 \$14.32 \$14.32	\$10.93 \$12.86 \$14.79 Pension \$7.06 \$8.02 \$10.93 \$12.86	\$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$63.22 \$72.06 \$80.89 Total Rate \$46.17 \$50.68 \$64.21 \$73.23	
	4 5 Effecti Step 1 2 3	65 75 ve Date - 03/02/2025 percent  35 40 55	Apprenti	\$37.97 \$44.88 \$51.78 ice Base Wage \$24.79 \$28.34 \$38.96	\$14.32 \$14.32 \$14.32 Health \$14.32 \$14.32 \$14.32	\$10.93 \$12.86 \$14.79 Pension \$7.06 \$8.02 \$10.93	\$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$63.22 \$72.06 \$80.89 Total Rate \$46.17 \$50.68 \$64.21	
	4 5 Effecti Step 1 2	65 75 <b>ve Date -</b> 03/02/2025 percent  35 40	Apprenti	\$37.97 \$44.88 \$51.78 ice Base Wage \$24.79 \$28.34	\$14.32 \$14.32 \$14.32 Health \$14.32 \$14.32	\$10.93 \$12.86 \$14.79 Pension \$7.06 \$8.02	\$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$63.22 \$72.06 \$80.89 Total Rate \$46.17 \$50.68	
	4 5 Effecti Step 1	65 75 <b>ve Date -</b> 03/02/2025 percent  35	Apprenti	\$37.97 \$44.88 \$51.78 ice Base Wage \$24.79	\$14.32 \$14.32 \$14.32 Health \$14.32	\$10.93 \$12.86 \$14.79 Pension \$7.06	\$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$63.22 \$72.06 \$80.89 Total Rate \$46.17	
	4 5 Effection	65 75 <b>ve Date -</b> 03/02/2025 percent	Apprenti	\$37.97 \$44.88 \$51.78 ice Base Wage	\$14.32 \$14.32 \$14.32 Health	\$10.93 \$12.86 \$14.79 Pension	\$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$63.22 \$72.06 \$80.89	
	4 5 Effecti	65 75 ve Date - 03/02/2025	Apprenti	\$37.97 \$44.88 \$51.78	\$14.32 \$14.32 \$14.32	\$10.93 \$12.86 \$14.79	\$0.00 \$0.00 \$0.00 Supplemental	\$63.22 \$72.06 \$80.89	
	4	65		\$37.97 \$44.88	\$14.32 \$14.32	\$10.93 \$12.86	\$0.00 \$0.00	\$63.22 \$72.06	
	4	65		\$37.97 \$44.88	\$14.32 \$14.32	\$10.93 \$12.86	\$0.00 \$0.00	\$63.22 \$72.06	
				\$37.97	\$14.32	\$10.93	\$0.00	\$63.22	
	2	40		\$27.62					
	1	35		\$24.16	\$14.32	\$7.06	\$0.00	\$45.54	
	Step	percent	Apprenti	ice Base Wage		Pension	Unemployment	Total Rate	
		ntice - <i>PLUMBER/GASFIT</i> ve Date - 09/01/2024	TER - Local 12				Supplemental		
MBERS & GA				09/01/2024 03/02/2025			\$19.61 \$19.61	\$0.00 \$0.00	\$102.97 \$104.77
For apprentice		Apprentice- LABORER (Heavy and	Highway)	00/01/2024			\$10.61	00.00	
				12/01/2026		\$9.65	\$18.40	\$0.00	\$81.30
				06/01/2026		\$9.65	\$18.40	\$0.00	\$79.80
				12/01/2025			\$18.40	\$0.00	\$78.25
				06/01/2025		\$9.65	\$18.40	\$0.00	\$76.75
,		Y & HIGHWAY)		06/01/2024 12/01/2024		\$9.65 \$9.65	\$18.40	\$0.00	\$73.78 \$75.25
		Apprentice- LABORER" & HIGHWAY)		06/01/2024	\$45.72	\$0.65	\$18.40	\$0.00	¢72.70
_	_			12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
				06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
				12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
				06/01/2027		\$9.65	\$18.40	\$0.00	\$82.80
				12/01/2026		\$9.65	\$18.40	\$0.00	\$81.20
				06/01/2026		\$9.65	\$18.40	\$0.00	\$79.70
				12/01/2025		\$9.65	\$18.40	\$0.00	\$78.15
				06/01/2025		\$9.65 \$9.65	\$18.40	\$0.00	\$75.15 \$76.65
				06/01/2024 12/01/2024		\$9.65 \$9.65	\$18.40 \$18.40	\$0.00 \$0.00	\$75.15

Effective Date Base Wage Health

Classification

Supplemental

Unemployment

Pension

**Total Rate** 

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
LABORERS - ZONE 1	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY &	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
HIGHWAY) LABORERS - ZONE I (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)						
POWDERMAN & BLASTER LABORERS - ZONE I	06/01/2024	\$46.38	\$9.65	\$18.40	\$0.00	\$74.43
ABOIGERO - ZONE I	12/01/2024	\$47.85	\$9.65	\$18.40	\$0.00	\$75.90
	06/01/2025	\$49.35	\$9.65	\$18.40	\$0.00	\$77.40
	12/01/2025	\$50.85	\$9.65	\$18.40	\$0.00	\$78.90
	06/01/2026	\$52.40	\$9.65	\$18.40	\$0.00	\$80.45
	12/01/2026	\$53.90	\$9.65	\$18.40	\$0.00	\$81.95
	06/01/2027	\$55.50	\$9.65	\$18.40	\$0.00	\$83.55
	12/01/2027	\$57.10	\$9.65	\$18.40	\$0.00	\$85.15
	06/01/2028	\$58.78	\$9.65	\$18.40	\$0.00	\$86.83
	12/01/2028	\$60.45	\$9.65	\$18.40	\$0.00	\$88.50
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2024	\$46.48	\$9.65	\$18.40	\$0.00	\$74.53
ABORERS - 2012 I (IEAFI & IIIOIIWAI)	12/01/2024	\$47.95	\$9.65	\$18.40	\$0.00	\$76.00
	06/01/2025	\$49.45	\$9.65	\$18.40	\$0.00	\$77.50
	12/01/2025	\$50.95	\$9.65	\$18.40	\$0.00	\$79.00
	06/01/2026	\$52.50	\$9.65	\$18.40	\$0.00	\$80.55
	12/01/2026	\$54.00	\$9.65	\$18.40	\$0.00	\$82.05
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
	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"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE)  OPERATING ENGINEERS LOCAL 4	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
PUMP OPERATOR (DEWATERING, OTHER)	06/01/2024	\$36.17	\$15.30	\$16.40	\$0.00	\$67.87
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$30.17	\$15.30	\$16.40	\$0.00	\$68.82
	06/01/2025	\$37.12	\$15.30	\$16.40	\$0.00	\$69.67
	12/01/2025	\$37.97	\$15.30	\$16.40	\$0.00	\$70.62
	06/01/2026		\$15.30	\$16.40	\$0.00	\$70.02 \$71.48
		\$39.78			\$0.00	
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$40.73	\$15.30	\$16.40	\$0.00	\$72.43
READY MIX CONCRETE DRIVERS after 4/30/12	08/01/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$57.56
(Drivers Hired After 4/30/2012) TEAMSTERS 25 (Metro) - Aggregate						
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	06/01/2024	Φ45.C2	¢0.65	¢10.40	\$0.00	Φ <b>72</b> (Ω
LABORERS - ZONE I	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
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"	12/01/2020	ψυΔ.Δ.Σ	ψ15.50	Ψ10.40	ψο.οο	ψ/3./7
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg)	08/01/2024	\$51.03	\$13.03	\$21.70	\$0.00	\$85.76
ROOFERS LOCAL 33	02/01/2025	\$52.28	\$13.03	\$21.70	\$0.00	\$87.01
	08/01/2025	\$53.78	\$13.03	\$21.70	\$0.00	\$88.51
	02/01/2026	\$55.03	\$13.03	\$21.70	\$0.00	\$89.76

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**Total Rate** 

		ntice - RC ve Date -	OOFER - Local 33 08/01/2024				0 1		
	Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$25.52	\$13.03	\$6.52	\$0.00	\$45.07	
	2	60		\$30.62	\$13.03	\$21.70	\$0.00	\$65.35	
	3	65		\$33.17	\$13.03	\$21.70	\$0.00	\$67.90	
	4	75		\$38.27	\$13.03	\$21.70	\$0.00	\$73.00	
	5	85		\$43.38	\$13.03	\$21.70	\$0.00	\$78.11	
	Effecti Step	ve Date -	02/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$26.14	\$13.03	\$6.52	\$0.00	\$45.69	
	2	60		\$31.37	\$13.03	\$21.70	\$0.00	\$66.10	
	3	65		\$33.98	\$13.03	\$21.70	\$0.00	\$68.71	
	4	75		\$39.21	\$13.03	\$21.70	\$0.00	\$73.94	
	5	85		\$44.44	\$13.03	\$21.70	\$0.00	\$79.17	
		Step 1 is 2 (Hot Pitch	2000 hrs.; Steps 2-5 are 1000 hrs.; Steps 2-5	hrs.					
OFER SLAT			ST CONCRETE	08/01/2024	\$51.28	3 \$13.03	\$21.70	\$0.00	\$86.01
OFERS LOCAL 3	33			02/01/2025			\$21.70	\$0.00	\$87.26
				08/01/2025	\$54.03	\$13.03	\$21.70	\$0.00	\$88.76
F			ACCEPT	02/01/2026	\$55.28	\$13.03	\$21.70	\$0.00	\$90.01
For apprentice a			:OOFER"				Ф20.12	44.00	****
EETMETAL WOR				08/01/2024				\$2.98	\$103.79
				02/01/2025 08/01/2025				\$2.98 \$2.98	\$105.54
					\$61.54	\$14.75			\$107.39

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**Total Rate** 

Pension

Apprentice - SHEET METAL WORKER - Local 17-A 08/01/2024 **Effective Date -**Supplemental Unemployment Total Rate Step percent Apprentice Base Wage Health Pension 1 42 \$24.33 \$14.75 \$6.13 \$45.21 \$0.00 2 42 \$24.33 \$14.75 \$6.13 \$0.00 \$45.21 3 47 \$27.23 \$14.75 \$12.11 \$1.63 \$55.72 4 47 \$27.23 \$14.75 \$12.11 \$1.63 \$55.72 5 52 \$30.13 \$14.75 \$13.09 \$1.75 \$59.72 6 52 \$30.13 \$14.75 \$13.34 \$1.76 \$59.98 7 60 \$34.76 \$14.75 \$14.75 \$1.94 \$66.20 8 65 \$37.66 \$14.75 \$15.73 \$2.06 \$70.20 9 75 \$43.46 \$14.75 \$17.69 \$2.30 \$78.20 10 85 \$49.25 \$14.75 \$19.15 \$2.52 \$85.67 02/01/2025 **Effective Date -**Supplemental Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 42 \$25.07 \$14.75 \$6.13 \$0.00 \$45.95 2 42 \$25.07 \$0.00 \$14.75 \$6.13 \$45.95 3 47 \$28.05 \$14.75 \$12.11 \$1.66 \$56.57 4 47 \$28.05 \$14.75 \$12.11 \$1.66 \$56.57 5 52 \$31.04 \$14.75 \$13.09 \$1.78 \$60.66 6 52 \$31.04 \$14.75 \$13.34 \$1.79 \$60.92 7 60 \$35.81 \$14.75 \$14.75 \$1.97 \$67.28 8 65 \$38.80 \$14.75 \$15.73 \$2.09 \$71.37 9 75 \$44.77 \$14.75 \$17.69 \$2.33 \$79.54 10 85 \$50.74 \$14.75 \$19.15 \$2.56 \$87.20 Notes: Steps are 6 mos. Apprentice to Journeyworker Ratio:1:4 SPECIALIZED EARTH MOVING EQUIP < 35 TONS 08/01/2024 \$41.34 \$14.91 \$18.67 \$0.00 \$74.92 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A 12/01/2024 \$20.17 \$0.00 \$41.34 \$14.91 \$76.42 06/01/2025 \$42.34 \$14.91 \$20.17 \$0.00 \$77.42

00/01/2023	ФТ2.ЭТ	Φ17./1	Ψ20.17	\$0.00	Φ//.¬∠
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

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Classification	<b>Effective Date</b>	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	08/01/2024	\$41.63	\$14.91	\$18.67	\$0.00	\$75.21
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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	10/01/2024	\$70.84	\$11.51	\$23.30	\$0.00	\$105.65
SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	03/01/2025	\$72.64	\$11.51	\$23.30	\$0.00	\$107.45

Apprentice -	SPRINKLER FITTE	R - Local 550	(Section A) Zone 1
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	ve 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
	D 4	03/01/2025					
lffecti	ve Date -	03/01/2023				Supplemental	
	percent	03/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step		03/01/2023	Apprentice Base Wage \$25.42	Health \$11.51	Pension \$12.90		
Step 1	percent	03/01/2023				Unemployment	\$49.83
Step 1	percent 35	03/01/2023	\$25.42	\$11.51	\$12.90	Unemployment \$0.00	\$49.83 \$54.27
Effecti Step 1 2 3	35 40	03/01/2023	\$25.42 \$29.06	\$11.51 \$11.51	\$12.90 \$13.70	\$0.00 \$0.00	\$49.83 \$54.27 \$58.70
Step 1 2 3 4	35 40 45	03/01/2023	\$25.42 \$29.06 \$32.69	\$11.51 \$11.51 \$11.51	\$12.90 \$13.70 \$14.50	\$0.00 \$0.00 \$0.00	\$49.83 \$54.27 \$58.70 \$63.13
Step 1 2 3 4 5 5	35 40 45 50	03/01/2023	\$25.42 \$29.06 \$32.69 \$36.32	\$11.51 \$11.51 \$11.51 \$11.51	\$12.90 \$13.70 \$14.50 \$15.30	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$49.83 \$54.27 \$58.70 \$63.13 \$67.56 \$71.99
Step 1 2 3	9 percent  35 40 45 50 55	03/01/2023	\$25.42 \$29.06 \$32.69 \$36.32 \$39.95	\$11.51 \$11.51 \$11.51 \$11.51 \$11.51	\$12.90 \$13.70 \$14.50 \$15.30 \$16.10	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$49.83 \$54.27 \$58.70 \$63.13
Step 1 2 3 4 5 6 6 7	9 percent  35 40 45 50 55 60	03/01/2023	\$25.42 \$29.06 \$32.69 \$36.32 \$39.95 \$43.58	\$11.51 \$11.51 \$11.51 \$11.51 \$11.51 \$11.51	\$12.90 \$13.70 \$14.50 \$15.30 \$16.10 \$16.90	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$49.83 \$54.27 \$58.70 \$63.13 \$67.56 \$71.99
Step 1 2 3 4 5 5 6	percent  35 40 45 50 55 60 65	03/01/2023	\$25.42 \$29.06 \$32.69 \$36.32 \$39.95 \$43.58	\$11.51 \$11.51 \$11.51 \$11.51 \$11.51 \$11.51 \$11.51	\$12.90 \$13.70 \$14.50 \$15.30 \$16.10 \$16.90 \$17.70	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$49.83 \$54.27 \$58.70 \$63.13 \$67.56 \$71.99

Apprentice to Journeyworker Ratio:1:3

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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
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN	09/01/2024	\$51.02	\$13.00	\$20.24	\$0.00	\$84.26
ELECTRICIANS LOCAL 103	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

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Pension

**Total Rate** 

1 2 3 4 5 6 7	45 50 50		\$22.96 \$22.96 \$25.51	\$13.00	¢0.70			
3 4 5 6 7	50 50				\$0.69	\$0.00	\$36.65	
4 5 6 7	50		\$25.51	\$13.00	\$0.69	\$0.00	\$36.65	
5 6 7			ΨΔ.J.J.	\$13.00	\$16.16	\$0.00	\$54.67	
6 7	55		\$25.51	\$13.00	\$16.16	\$0.00	\$54.67	
7			\$28.06	\$13.00	\$16.57	\$0.00	\$57.63	
	60		\$30.61	\$13.00	\$16.97	\$0.00	\$60.58	
	65		\$33.16	\$13.00	\$17.38	\$0.00	\$63.54	
8	70		\$35.71	\$13.00	\$17.78	\$0.00	\$66.49	
9	75		\$38.27	\$13.00	\$18.18	\$0.00	\$69.45	
10	0 80		\$40.82	\$13.00	\$18.58	\$0.00	\$72.40	
Ef	ffective Date -	03/01/2025				Supplemental		
Ste	ep percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45		\$23.39	\$13.00	\$0.70	\$0.00	\$37.09	
2	45		\$23.39	\$13.00	\$0.70	\$0.00	\$37.09	
3	50		\$25.99	\$13.00	\$16.16	\$0.00	\$55.15	
4	50		\$25.99	\$13.00	\$16.16	\$0.00	\$55.15	
5	55		\$28.59	\$13.00	\$16.57	\$0.00	\$58.16	
6	60		\$31.19	\$13.00	\$16.97	\$0.00	\$61.16	
7	65		\$33.79	\$13.00	\$17.38	\$0.00	\$64.17	
8	70		\$36.39	\$13.00	\$17.78	\$0.00	\$67.17	
9	75		\$38.99	\$13.00	\$18.18	\$0.00	\$70.17	
10	0 80		\$41.58	\$13.00	\$18.58	\$0.00	\$73.16	
No	otes:							
i							i	
A	pprentice to J	ourneyworker Ratio:1:1						
	ZZO FINISHERS		08/01/2024	4 \$63.44	\$11.49	\$23.59	\$0.00	\$98.52
AYERS LOCAL .	3 - MARBLE & T	ILE	02/01/202	5 \$64.74	\$11.49	\$23.59	\$0.00	\$99.82
			08/01/202	5 \$66.89	\$11.49	\$23.59	\$0.00	\$101.9

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08/01/2026

02/01/2027

\$70.44

\$71.84

\$23.59

\$23.59

\$11.49

\$11.49

\$0.00

\$0.00

\$105.52

\$106.92

Pension

	Step	ve <b>Date</b> - 08/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$31.72	\$11.49	\$23.59	\$0.00	\$66.80	
	2	60	\$38.06	\$11.49	\$23.59	\$0.00	\$73.14	
	3	70	\$44.41	\$11.49	\$23.59	\$0.00	\$79.49	
	4	80	\$50.75	\$11.49	\$23.59	\$0.00	\$85.83	
	5	90	\$57.10	\$11.49	\$23.59	\$0.00	\$92.18	
	<b>Effective Date -</b> 02/01/2025					Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$32.37	\$11.49	\$23.59	\$0.00	\$67.45	
	2	60	\$38.84	\$11.49	\$23.59	\$0.00	\$73.92	
	3	70	\$45.32	\$11.49	\$23.59	\$0.00	\$80.40	
	4	80	\$51.79	\$11.49	\$23.59	\$0.00	\$86.87	
	5	90	\$58.27	\$11.49	\$23.59	\$0.00	\$93.35	
	Notes:							
	Appre	ntice to Journeyworker Ratio:	1:3				'	
ST BORING			06/01/2024	4 \$49.81	\$9.65	\$18.22	\$0.00	\$77.68
BORERS - FOU	<i>INDATION</i>	AND MARINE	12/01/2024	4 \$51.28	\$9.65	\$18.22	\$0.00	\$79.15
			06/01/2023	5 \$52.78	\$9.65	\$18.22	\$0.00	\$80.65
			12/01/2023	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
			12/01/2020	5 \$57.33	\$9.65	\$18.22	\$0.00	\$85.20
		'Apprentice- LABORER"						
ST BORING DRILLER HELPER SORERS - FOUNDATION AND MARINE		06/01/2024			\$18.22	\$0.00	\$73.47	
			12/01/2024			\$18.22	\$0.00	\$74.94
			06/01/2025			\$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 opposite :-	a ratas sa - 1	Appropriate LABORED!	12/01/2020	5 \$53.12	\$9.65	\$18.22	\$0.00	\$80.99
ST BORING		'Apprentice- LABORER"	0.4/0.4/2.2		po <=	¢10.22	<u> </u>	Φ.7.2.2.3
		KEK AND MARINE	06/01/2024			\$18.22	\$0.00	\$73.35
			12/01/2024			\$18.22	\$0.00	\$74.82
			06/01/2023			\$18.22	\$0.00	\$76.32
			12/01/2023			\$18.22	\$0.00	\$77.82
			06/01/2020	5 \$51.50	\$9.65	\$18.22	\$0.00	\$79.37
			12/01/2020	5 \$53.00	\$9.65	\$18.22	\$0.00	\$80.87

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS/PORTABLE STEAM GENERATORS	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"						
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2024	\$41.92	\$14.91	\$18.67	\$0.00	\$75.50
	12/01/2024	\$41.92	\$14.91	\$20.17	\$0.00	\$77.00
	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
	12/01/2025	\$42.92	\$15.41	\$21.78	\$0.00	\$80.11
	06/01/2026	\$43.92	\$15.41	\$21.78	\$0.00	\$81.11
	08/01/2026	\$43.92	\$15.91	\$21.78	\$0.00	\$81.61
	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
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
	12/01/2025	\$62.18	\$9.65	\$19.00	\$0.00	\$90.83
	06/01/2026	\$63.73	\$9.65	\$19.00	\$0.00	\$92.38
	12/01/2026	\$65.23	\$9.65	\$19.00	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)  LABORERS (COMPRESSED AIR)	06/01/2024	\$59.71	\$9.65	\$19.00	\$0.00	\$88.36
ABOKEKS (COM KESSED AIK)	12/01/2024	\$61.18	\$9.65	\$19.00	\$0.00	\$89.83
	06/01/2025	\$62.68	\$9.65	\$19.00	\$0.00	\$91.33
	12/01/2025	\$64.18	\$9.65	\$19.00	\$0.00	\$92.83
	06/01/2026	\$65.73	\$9.65	\$19.00	\$0.00	\$94.38
	12/01/2026	\$67.23	\$9.65	\$19.00	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	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
	06/01/2025	\$52.75	\$9.65	\$19.00	\$0.00	\$81.40
	12/01/2025	\$54.25	\$9.65	\$19.00	\$0.00	\$82.90
	06/01/2026	\$55.80	\$9.65	\$19.00	\$0.00	\$84.45
	12/01/2026	\$57.30	\$9.65	\$19.00	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	06/01/2024	\$51.78	\$9.65	\$19.00	\$0.00	\$80.43
	12/01/2024	\$53.25	\$9.65	\$19.00	\$0.00	\$81.90
	06/01/2025	\$54.75	\$9.65	\$19.00	\$0.00	\$83.40
		A	¢0.75	\$10.00	ድር ርር	¢04.00
	12/01/2025	\$56.25	\$9.65	\$19.00	\$0.00	\$84.90
	12/01/2025 06/01/2026	\$56.25 \$57.80	\$9.65	\$19.00	\$0.00	\$84.90 \$86.45

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1201/2024   \$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   \$20.17   \$0.00   \$77.92     12/01/2025   \$42.34   \$15.41   \$21.78   \$0.00   \$77.92     12/01/2026   \$43.34   \$15.41   \$21.78   \$0.00   \$80.53     06/01/2026   \$43.34   \$15.91   \$21.78   \$0.00   \$81.03     12/01/2026   \$43.34   \$15.91   \$21.78   \$0.00   \$82.77     AGGN DRILL OPERATOR   06/01/2024   \$43.74   \$15.91   \$23.52   \$0.00   \$82.77     AGGN DRILL OPERATOR   06/01/2025   \$48.60   \$9.65   \$18.40   \$0.00   \$75.65     12/01/2025   \$50.10   \$9.65   \$18.40   \$0.00   \$75.15     06/01/2025   \$48.60   \$9.65   \$18.40   \$0.00   \$79.65     12/01/2026   \$53.15   \$9.65   \$18.40   \$0.00   \$79.00     12/01/2026   \$53.15   \$9.65   \$18.40   \$0.00   \$79.70     12/01/2027   \$56.35   \$9.65   \$18.40   \$0.00   \$82.20     12/01/2028   \$89.70   \$9.65   \$18.40   \$0.00   \$82.20     12/01/2027   \$56.35   \$9.65   \$18.40   \$0.00   \$82.20     12/01/2028   \$89.70   \$9.65   \$18.40   \$0.00   \$82.20     12/01/2028   \$89.70   \$9.65   \$18.40   \$0.00   \$82.20     12/01/2028   \$89.70   \$9.65   \$18.40   \$0.00   \$82.20     12/01/2028   \$89.70   \$9.65   \$18.40   \$0.00   \$82.20     12/01/2028   \$89.70   \$9.65   \$18.40   \$0.00   \$82.20     12/01/2028   \$89.70   \$9.65   \$18.40   \$0.00   \$82.20     12/01/2028   \$89.70   \$9.65   \$18.40   \$0.00   \$87.75     For apprentitice rates see "Apprentitice- LABORER"   \$1.201/2024   \$47.20   \$9.65   \$18.40   \$0.00   \$73.78     12/01/2025   \$48.70   \$9.65   \$18.40   \$0.00   \$73.78     12/01/2025   \$48.70   \$9.65   \$18.40   \$0.00   \$73.78     12/01/2025   \$48.70   \$9.65   \$18.40   \$0.00   \$73.78     12/01/2025   \$48.70   \$9.65   \$18.40   \$0.00   \$79.80     12/01/2025   \$48.70   \$9.65   \$18.40   \$0.00   \$79.80     12/01/2026   \$83.25   \$9.65   \$18.40   \$0.00   \$79.80     12/01/2026   \$83.25   \$9.65   \$18.40   \$0.00   \$79.80     12/01/2026   \$83.25   \$9.65   \$18.40   \$0.00   \$79.80     12/01/2026   \$83.25   \$9	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1201/2024   S41.34   S14.91   S20.17   S0.00   S76.42     0601/2025   S42.34   S15.41   S20.17   S0.00   S77.42     0801/2025   S42.34   S15.41   S20.17   S0.00   S77.92     1201/2025   S42.34   S15.41   S20.17   S0.00   S77.92     1201/2026   S43.34   S15.91   S20.17   S0.00   S80.53     0601/2026   S43.34   S15.91   S21.78   S0.00   S80.53     1201/2026   S43.34   S15.91   S21.78   S0.00   S82.77     AGON DRILL OPERATOR   0601/2024   S45.63   S9.65   S18.40   S0.00   S77.51     1201/2024   S47.10   S9.65   S18.40   S0.00   S77.65     1201/2025   S50.10   S9.65   S18.40   S0.00   S77.65     1201/2026   S53.15   S9.65   S18.40   S0.00   S77.65     1201/2026   S53.15   S9.65   S18.40   S0.00   S78.15     0601/2026   S53.15   S9.65   S18.40   S0.00   S78.15     0601/2027   S56.35   S9.65   S18.40   S0.00   S81.20     1201/2027   S56.35   S9.65   S18.40   S0.00   S82.80     1201/2028   S59.70   S9.65   S18.40   S0.00   S82.80     1201/2028   S59.70   S9.65   S18.40   S0.00   S87.75     1001/2028   S59.70   S9.65   S18.40   S0.00   S79.70     1201/2028   S59.70	VAC-HAUL	08/01/2024	\$41.34	\$14.91	\$18.67	\$0.00	\$74.92
1201/2025   542.34   515.41   520.17   50.00   577.92     1201/2026   543.34   515.41   521.78   50.00   580.53     1201/2026   543.34   515.41   521.78   50.00   580.53     1201/2026   543.34   515.91   521.78   50.00   580.53     1201/2026   543.34   515.91   521.78   50.00   581.03     1201/2026   543.34   515.91   521.78   50.00   582.77     1201/2026   543.34   515.91   521.78   50.00   582.77     1201/2026   543.34   515.91   521.78   50.00   573.68     1201/2024   547.10   59.65   518.40   50.00   573.68     1201/2025   548.60   59.65   518.40   50.00   576.65     1201/2025   548.60   59.65   518.40   50.00   576.65     1201/2026   551.65   59.65   518.40   50.00   579.70     1201/2026   551.65   59.65   518.40   50.00   579.70     1201/2026   553.15   59.65   518.40   50.00   582.80     1201/2027   556.35   59.65   518.40   50.00   582.80     1201/2028   559.70   59.65   518.40   50.00   586.80     1201/2028   559.70   59.65   518.40   50.00   586.80     1201/2028   559.70   59.65   518.40   50.00   587.75     For apprentitice rates see* Apprentitice- LABORER*    AGON DRILL OPERATOR (HEAVY & HIGHWAY)   6001/2024   545.73   59.65   518.40   50.00   575.75     1201/2026   553.25   59.65   518.40   50.00   575.75     1201/2026   553.25   59.65   518.40   50.00   575.75     1201/2026   553.25   59.65   518.40   50.00   575.75     1201/2026   553.25   59.65   518.40   50.00   575.75     1201/2026   553.25   59.65   518.40   50.00   579.80     For apprentitice rates see* Apprentitice- LABORER (Henvy and Highway)   6001/2024   547.80   515.30   516.40   50.00   593.23     For apprentitice rates see* Apprentitice- LABORER (Henvy and Highway)   6001/2026   561.33   513.00   516.40   50.00   593.23     For apprentitice rates see* Apprentitice- OPERATOR   6001/2026   561.33   513.00   516.40   50.00   593.23     1201/2026   562.98   515.30   516.40   50.00   593.23     1201/2026   562.98   515.30   516.40   50.00   593.23     1201/2026   562.98   515.30   516.40   50.00   593.23     1201/2026   562.98   515.30	EAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2024	\$41.34	\$14.91	\$20.17	\$0.00	\$76.42
12/01/2025   \$42.34   \$15.41   \$21.78   \$0.00   \$879.53		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
12/01/2026   \$43.34   \$15.91   \$21.78   \$0.00   \$82.77		12/01/2025	\$42.34	\$15.41	\$21.78	\$0.00	\$79.53
12/01/2026   \$43.34   \$15.91   \$23.52   \$0.00   \$82.77     AGON DRILL OPERATOR   06/01/2024   \$45.63   \$9.65   \$18.40   \$0.00   \$73.68     12/01/2024   \$47.10   \$9.65   \$18.40   \$0.00   \$75.15     12/01/2025   \$48.60   \$9.65   \$18.40   \$0.00   \$75.65     12/01/2025   \$50.10   \$9.65   \$18.40   \$0.00   \$76.65     12/01/2026   \$51.65   \$9.65   \$18.40   \$0.00   \$79.70     12/01/2026   \$53.15   \$9.65   \$18.40   \$0.00   \$79.70     12/01/2026   \$53.15   \$9.65   \$18.40   \$0.00   \$81.20     12/01/2026   \$53.15   \$9.65   \$18.40   \$0.00   \$81.20     12/01/2027   \$56.35   \$9.65   \$18.40   \$0.00   \$82.80     12/01/2027   \$56.35   \$9.65   \$18.40   \$0.00   \$84.40     66/01/2028   \$58.03   \$9.65   \$18.40   \$0.00   \$84.40     66/01/2028   \$58.03   \$9.65   \$18.40   \$0.00   \$87.75     For apprentice rates see "Apprentice-LABORER"     AGON DRILL OPERATOR (HEAVY & HIGHWAY)   \$0.601/2024   \$45.73   \$9.65   \$18.40   \$0.00   \$73.78     80.601/2024   \$47.20   \$9.65   \$18.40   \$0.00   \$75.25     60.601/2025   \$48.70   \$9.65   \$18.40   \$0.00   \$75.25     60.601/2026   \$51.75   \$9.65   \$18.40   \$0.00   \$75.25     60.601/2026   \$51.75   \$9.65   \$18.40   \$0.00   \$75.25     60.601/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$79.80     60.601/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$79.80     60.601/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$79.80     60.601/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$79.80     60.601/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$79.80     60.601/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$79.80     60.601/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$79.80     60.601/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$79.80     60.601/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$79.80     60.601/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$79.80     60.601/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$79.80     60.601/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$79.80     60.601/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$79.80     60.601/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$79.80     60.601/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$79.80		06/01/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$80.53
AGON DRILL OPERATOR   106/01/2024   \$45,63   \$9,65   \$18.40   \$0.00   \$73.68     12/01/2024   \$47.10   \$9.65   \$18.40   \$0.00   \$75.15     12/01/2025   \$48.60   \$9.65   \$18.40   \$0.00   \$76.65     12/01/2026   \$51.65   \$9.65   \$18.40   \$0.00   \$78.15     12/01/2026   \$51.65   \$9.65   \$18.40   \$0.00   \$78.15     12/01/2026   \$51.65   \$9.65   \$18.40   \$0.00   \$79.70     12/01/2026   \$53.15   \$9.65   \$18.40   \$0.00   \$81.20     12/01/2027   \$56.35   \$9.65   \$18.40   \$0.00   \$82.80     12/01/2027   \$56.35   \$9.65   \$18.40   \$0.00   \$82.80     12/01/2027   \$56.35   \$9.65   \$18.40   \$0.00   \$84.40     12/01/2028   \$59.70   \$9.65   \$18.40   \$0.00   \$84.40     12/01/2028   \$59.70   \$9.65   \$18.40   \$0.00   \$86.08     12/01/2028   \$59.70   \$9.65   \$18.40   \$0.00   \$86.08     12/01/2028   \$59.70   \$9.65   \$18.40   \$0.00   \$87.37     12/01/2028   \$45.73   \$9.65   \$18.40   \$0.00   \$73.78     12/01/2024   \$47.20   \$9.65   \$18.40   \$0.00   \$75.25     12/01/2024   \$47.20   \$9.65   \$18.40   \$0.00   \$75.25     12/01/2025   \$48.70   \$9.65   \$18.40   \$0.00   \$75.25     12/01/2025   \$48.70   \$9.65   \$18.40   \$0.00   \$75.25     12/01/2025   \$48.70   \$9.65   \$18.40   \$0.00   \$76.75     12/01/2025   \$50.20   \$9.65   \$18.40   \$0.00   \$76.75     12/01/2025   \$50.20   \$9.65   \$18.40   \$0.00   \$76.75     12/01/2025   \$50.20   \$9.65   \$18.40   \$0.00   \$76.75     12/01/2025   \$50.20   \$9.65   \$18.40   \$0.00   \$76.75     12/01/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$76.75     12/01/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$76.75     12/01/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$89.18     12/01/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$89.18     12/01/2026   \$56.03   \$15.30   \$16.40   \$0.00   \$89.18     12/01/2026   \$56.03   \$15.30   \$16.40   \$0.00   \$89.18     12/01/2026   \$60.23   \$15.30   \$16.40   \$0.00   \$89.18     12/01/2026   \$60.23   \$15.30   \$16.40   \$0.00   \$90.48     12/01/2026   \$60.23   \$15.30   \$16.40   \$0.00   \$90.48     12/01/2026   \$60.23   \$15.30   \$16.40   \$0.00   \$90.48     12/01/2026   \$60.23   \$15.30   \$16.40   \$0.		08/01/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$81.03
12/01/2024		12/01/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$82.77
12/01/2024    \$47.10    \$9.65    \$18.40    \$0.00    \$75.15	VAGON DRILL OPERATOR	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
12/01/2025   \$50.10   \$9.65   \$18.40   \$0.00   \$78.15     06/01/2026   \$51.65   \$9.65   \$18.40   \$0.00   \$79.70     12/01/2026   \$53.15   \$9.65   \$18.40   \$0.00   \$81.20     06/01/2027   \$54.75   \$9.65   \$18.40   \$0.00   \$82.80     12/01/2027   \$56.35   \$9.65   \$18.40   \$0.00   \$82.80     12/01/2027   \$56.35   \$9.65   \$18.40   \$0.00   \$84.40     06/01/2028   \$58.03   \$9.65   \$18.40   \$0.00   \$86.08     12/01/2028   \$58.03   \$9.65   \$18.40   \$0.00   \$86.08     12/01/2028   \$58.03   \$9.65   \$18.40   \$0.00   \$87.75     For apprentice rates see "Apprentice- LABORER"     VAGON DRILL OPERATOR (HEAVY & HIGHWAY)   06/01/2024   \$45.73   \$9.65   \$18.40   \$0.00   \$73.78     12/01/2024   \$47.20   \$9.65   \$18.40   \$0.00   \$75.25     06/01/2024   \$47.20   \$9.65   \$18.40   \$0.00   \$75.25     06/01/2025   \$48.70   \$9.65   \$18.40   \$0.00   \$75.25     06/01/2026   \$51.75   \$9.65   \$18.40   \$0.00   \$78.25     06/01/2026   \$51.75   \$9.65   \$18.40   \$0.00   \$78.25     06/01/2026   \$51.75   \$9.65   \$18.40   \$0.00   \$79.80     12/01/2026   \$55.03   \$15.30   \$16.40   \$0.00   \$87.37     For apprentice rates see "Apprentice- LABORER (Heavy and Highway)    VASTE WATER PUMP OPERATOR   06/01/2024   \$56.03   \$15.30   \$16.40   \$0.00   \$89.18     12/01/2025   \$58.78   \$15.30   \$16.40   \$0.00   \$89.18     12/01/2025   \$58.78   \$15.30   \$16.40   \$0.00   \$99.48     12/01/2025   \$60.23   \$15.30   \$16.40   \$0.00   \$99.48     12/01/2025   \$60.23   \$15.30   \$16.40   \$0.00   \$99.48     12/01/2026   \$61.53   \$15.30   \$16.40   \$0.00   \$99.48     12/01/2026   \$60.23   \$15.30   \$16.40   \$0.00   \$99.48     12/01/2026   \$60.23   \$15.30   \$16.40   \$0.00   \$99.48     12/01/2026   \$60.23   \$15.30   \$16.40   \$0.00   \$99.48     12/01/2026   \$60.23   \$15.30   \$16.40   \$0.00   \$99.48     12/01/2026   \$60.23   \$15.30   \$16.40   \$0.00   \$99.48     12/01/2026   \$60.23   \$15.30   \$16.40   \$0.00   \$99.48     12/01/2026   \$60.23   \$15.30   \$16.40   \$0.00   \$99.48     12/01/2026   \$60.23   \$15.30   \$16.40   \$0.00   \$99.48     12/01/2026   \$60.23   \$15.30   \$16.40   \$0	ABORERS - ZONE I	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
		06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
12/01/2026   \$33.15   \$9.65   \$18.40   \$0.00   \$81.20     06/01/2027   \$54.75   \$9.65   \$18.40   \$0.00   \$82.80     12/01/2027   \$56.35   \$9.65   \$18.40   \$0.00   \$84.40     06/01/2028   \$58.03   \$9.65   \$18.40   \$0.00   \$84.40     06/01/2028   \$59.70   \$9.65   \$18.40   \$0.00   \$86.08     12/01/2028   \$59.70   \$9.65   \$18.40   \$0.00   \$87.75     For apprentice rates see "Apprentice-LABORER"    AGON DRILL OPERATOR (HEAVY & HIGHWAY)   12/01/2024   \$45.73   \$9.65   \$18.40   \$0.00   \$73.78     12/01/2024   \$47.20   \$9.65   \$18.40   \$0.00   \$75.25     12/01/2025   \$48.70   \$9.65   \$18.40   \$0.00   \$75.25     12/01/2025   \$48.70   \$9.65   \$18.40   \$0.00   \$76.75     12/01/2025   \$48.70   \$9.65   \$18.40   \$0.00   \$76.75     12/01/2025   \$48.70   \$9.65   \$18.40   \$0.00   \$78.25     12/01/2026   \$51.75   \$9.65   \$18.40   \$0.00   \$78.25     12/01/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$78.25     12/01/2026   \$53.25   \$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)   12/01/2024   \$56.03   \$15.30   \$16.40   \$0.00   \$89.18     12/01/2024   \$57.48   \$15.30   \$16.40   \$0.00   \$89.18     12/01/2025   \$60.23   \$15.30   \$16.40   \$0.00   \$99.48     12/01/2025   \$60.23   \$15.30   \$16.40   \$0.00   \$99.48     12/01/2026   \$61.53   \$15.30   \$16.40   \$0.00   \$99.48     12/01/2026   \$62.98   \$15.30   \$16.40   \$0.00   \$99.23     For apprentice rates see "Apprentice-OPERATING ENGINEERS"    VATER METER INSTALLER		12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
		06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
12/01/2027   \$56.35   \$9.65   \$18.40   \$0.00   \$84.40     16/01/2028   \$58.03   \$9.65   \$18.40   \$0.00   \$86.08     12/01/2028   \$59.70   \$9.65   \$18.40   \$0.00   \$87.75     For apprentice rates see "Apprentice-LABORER"    AGON DRILL OPERATOR (HEAVY & HIGHWAY)   \$0.601/2024   \$45.73   \$9.65   \$18.40   \$0.00   \$73.78     ABOREES - ZONE 1 (HEAVY & HIGHWAY)   \$12/01/2024   \$47.20   \$9.65   \$18.40   \$0.00   \$75.25     12/01/2025   \$48.70   \$9.65   \$18.40   \$0.00   \$75.25     12/01/2025   \$48.70   \$9.65   \$18.40   \$0.00   \$76.75     12/01/2026   \$51.75   \$9.65   \$18.40   \$0.00   \$78.25     12/01/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$79.80     12/01/2026   \$53.25   \$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)    ASTE WATER PUMP OPERATOR   \$0.601/2024   \$56.03   \$15.30   \$16.40   \$0.00   \$89.18     12/01/2025   \$58.78   \$15.30   \$16.40   \$0.00   \$90.48     12/01/2026   \$61.53   \$15.30   \$16.40   \$0.00   \$90.48     12/01/2026   \$62.98   \$15.30   \$16.40   \$0.00   \$91.93     12/01/2026   \$62.98   \$15.30   \$16.40   \$0.00   \$93.23     12/01/2026   \$62.98   \$15.30   \$16.40   \$0.00   \$93.23     12/01/2026   \$62.98   \$15.30   \$16.40   \$0.00   \$93.23     12/01/2026   \$62.98   \$15.30   \$16.40   \$0.00   \$93.23     12/01/2026   \$62.98   \$15.30   \$16.40   \$0.00   \$93.23     12/01/2026   \$62.98   \$15.30   \$16.40   \$0.00   \$93.23     12/01/2026   \$62.98   \$15.30   \$16.40   \$0.00   \$93.23     12/01/2026   \$62.98   \$15.30   \$16.40   \$0.00   \$93.23     12/01/2026   \$62.98   \$15.30   \$16.40   \$0.00   \$93.23     12/01/2026   \$62.98   \$15.30   \$16.40   \$0.00   \$93.23     12/01/2026   \$62.98   \$15.30   \$16.40   \$0.00   \$93.23     12/01/2026   \$62.98   \$15.30   \$16.40   \$0.00   \$93.23     12/01/2026   \$62.98   \$15.30   \$16.40   \$0.00   \$93.23     12/01/2026   \$62.98   \$15.30   \$16.40   \$0.00   \$93.23     12/01/2026   \$62.98   \$15.30   \$16.40   \$0.00   \$10.27     12/01/2026   \$62.98   \$15.30   \$10.40   \$10.20     12/01/2026		12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
12/01/2028   558.03   59.65   518.40   50.00   \$86.08     12/01/2028   559.70   59.65   518.40   50.00   \$87.75     12/01/2028   559.70   59.65   518.40   50.00   \$87.75     12/01/2028   559.70   59.65   518.40   50.00   \$87.75     12/01/2024   547.20   59.65   518.40   50.00   \$73.78     12/01/2024   547.20   59.65   518.40   50.00   575.25     12/01/2025   580.20   59.65   518.40   50.00   576.75     12/01/2025   550.20   59.65   518.40   50.00   576.75     12/01/2026   551.75   59.65   518.40   50.00   579.80     12/01/2026   553.25   59.65   518.40   50.00   579.80     12/01/2026   553.25   59.65   518.40   50.00   587.30     12/01/2026   553.25   59.65   518.40   50.00   587.30     12/01/2026   553.25   59.65   518.40   50.00   587.30     12/01/2026   553.25   59.65   518.40   50.00   587.30     12/01/2026   556.03   515.30   516.40   50.00   589.18     12/01/2026   557.48   515.30   516.40   50.00   590.48     12/01/2026   560.23   515.30   516.40   50.00   590.48     12/01/2026   560.23   515.30   516.40   50.00   590.48     12/01/2026   560.23   515.30   516.40   50.00   590.48     12/01/2026   560.23   515.30   516.40   50.00   590.48     12/01/2026   560.23   515.30   516.40   50.00   590.48     12/01/2026   560.23   515.30   516.40   50.00   590.48     12/01/2026   560.23   515.30   516.40   50.00   590.48     12/01/2026   560.23   515.30   516.40   50.00   590.48     12/01/2026   560.23   515.30   516.40   50.00   590.48     12/01/2026   560.23   515.30   516.40   50.00   590.48     12/01/2026   560.23   515.30   516.40   50.00   590.48     12/01/2026   560.23   515.30   516.40   50.00   590.48     12/01/2026   560.23   515.30   516.40   50.00   590.48     12/01/2026   560.23   515.30   516.40   50.00   590.48     12/01/2026   560.23   515.30   516.40   50.00   590.48     12/01/2026   560.23   515.30   516.40   50.00   590.48     12/01/2026   560.23   515.30   516.40   50.00   590.48     12/01/2026   560.23   515.30   516.40   50.00   590.48     12/01/2026   560.23   515.30   516.40   50.00   590.		06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
12/01/2028   \$59.70   \$9.65   \$18.40   \$0.00   \$87.75		12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
For apprentice rates see "Apprentice- LABORER"  VAGON DRILL OPERATOR (HEAVY & HIGHWAY)  ABORERS - ZONE 1 (HEAVY & HIGHWAY)  12/01/2024		06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
VAGON DRILL OPERATOR (HEAVY & HIGHWAY)  12/01/2024 \$47.20 \$9.65 \$18.40 \$0.00 \$73.78  12/01/2024 \$47.20 \$9.65 \$18.40 \$0.00 \$75.25  06/01/2025 \$48.70 \$9.65 \$18.40 \$0.00 \$75.25  12/01/2025 \$50.20 \$9.65 \$18.40 \$0.00 \$76.75  12/01/2026 \$51.75 \$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 \$79.80  12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$81.30  For apprentice rates see "Apprentice- LABORER (Heavy and Highway)  VASTE WATER PUMP OPERATOR  PERATING 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 \$89.18  12/01/2025 \$60.23 \$15.30 \$16.40 \$0.00 \$90.48  12/01/2026 \$62.98 \$15.30 \$16.40 \$0.00 \$91.93  06/01/2026 \$62.98 \$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"  VATER METER INSTALLER  09/01/2024 \$69.04 \$14.32 \$19.61 \$0.00 \$102.97  LUMBERS & GASFITTERS LOCAL 12  03/02/2025 \$70.84 \$14.32 \$19.61 \$0.00 \$104.77		12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
12/01/2024 \$47.20 \$9.65 \$18.40 \$0.00 \$75.25 \$0601/2025 \$48.70 \$9.65 \$18.40 \$0.00 \$76.75 \$12/01/2025 \$50.20 \$9.65 \$18.40 \$0.00 \$78.25 \$0601/2026 \$51.75 \$9.65 \$18.40 \$0.00 \$79.80 \$12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$79.80 \$12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$81.30 \$12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$81.30 \$12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$81.30 \$12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$81.30 \$12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$81.30 \$12/01/2024 \$56.03 \$15.30 \$16.40 \$0.00 \$87.73 \$12/01/2024 \$57.48 \$15.30 \$16.40 \$0.00 \$89.18 \$12/01/2024 \$57.48 \$15.30 \$16.40 \$0.00 \$90.48 \$12/01/2025 \$58.78 \$15.30 \$16.40 \$0.00 \$91.93 \$12/01/2025 \$60.23 \$15.30 \$16.40 \$0.00 \$91.93 \$12/01/2026 \$62.98 \$15.30 \$16.40 \$0.00 \$93.23 \$12/01/2026 \$62.98 \$15.30 \$16.40 \$0.00 \$94.68 \$12/01/2026 \$62.98 \$15.30 \$16.40 \$0.00 \$94.68 \$12/01/2026 \$62.98 \$15.30 \$16.40 \$0.00 \$94.68 \$12/01/2026 \$62.98 \$15.30 \$16.40 \$0.00 \$94.68 \$12/01/2026 \$62.98 \$15.30 \$16.40 \$0.00 \$94.68 \$12/01/2026 \$62.98 \$15.30 \$16.40 \$0.00 \$94.68 \$12/01/2026 \$62.98 \$15.30 \$16.40 \$0.00 \$94.68 \$12/01/2026 \$62.98 \$15.30 \$16.40 \$0.00 \$94.68 \$12/01/2026 \$62.98 \$15.30 \$16.40 \$0.00 \$94.68 \$14.32 \$19.61 \$0.00 \$102.97 \$104.77 \$104.00 \$104.00 \$104.77 \$104.00 \$104.77 \$104.00 \$104.77 \$104.00 \$104.77 \$104.00 \$104.77 \$104.00 \$104.77 \$104.00 \$104.77 \$104.00 \$104.77 \$104.00 \$104.00 \$104.77 \$104.00 \$104.77 \$104.00 \$104.77 \$104.00 \$104.00 \$104.77 \$104.00 \$104.77 \$104.00 \$104.77 \$104.00 \$104.00 \$104.00 \$104.77 \$	For apprentice rates see "Apprentice- LABORER"						
12/01/2024   \$47.20   \$9.65   \$18.40   \$0.00   \$75.25	VAGON DRILL OPERATOR (HEAVY & HIGHWAY)	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
12/01/2025   \$50.20   \$9.65   \$18.40   \$0.00   \$78.25	ABOKERS - ZONE I (HEAVI & HIGHWAI)	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
MASTE WATER PUMP OPERATOR   12/01/2024   \$56.03   \$15.30   \$16.40   \$0.00   \$87.73		06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
12/01/2026   \$53.25   \$9.65   \$18.40   \$0.00   \$81.30		12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
For apprentice- LABORER (Heavy and Highway)  VASTE WATER PUMP OPERATOR  PERATING ENGINEERS LOCAL 4  12/01/2024 \$56.03 \$15.30 \$16.40 \$0.00 \$87.73  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  12/01/2026 \$61.53 \$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"  VATER METER INSTALLER  UMBERS & GASFITTERS LOCAL 12  03/02/2025 \$70.84 \$14.32 \$19.61 \$0.00 \$102.97		06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
VASTE WATER PUMP OPERATOR PERATING ENGINEERS LOCAL 4  12/01/2024 \$56.03 \$15.30 \$16.40 \$0.00 \$87.73  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 \$93.23  12/01/2026 \$62.98 \$15.30 \$16.40 \$0.00 \$94.68  For apprentice rates see "Apprentice- OPERATING ENGINEERS"  VATER METER INSTALLER LUMBERS & GASFITTERS LOCAL 12  03/02/2025 \$70.84 \$14.32 \$19.61 \$0.00 \$104.77		12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
PERATING 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 \$93.23  12/01/2026 \$62.98 \$15.30 \$16.40 \$0.00 \$94.68  For apprentice rates see "Apprentice- OPERATING ENGINEERS"  VATER METER INSTALLER  LUMBERS & GASFITTERS LOCAL 12  03/02/2025 \$70.84 \$14.32 \$19.61 \$0.00 \$102.97							
12/01/2024   \$57.48   \$15.30   \$16.40   \$0.00   \$89.18		06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
12/01/2025   \$60.23   \$15.30   \$16.40   \$0.00   \$91.93	. 5.01.11.0 5.01.155.0 50 0.15 /	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
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   \$15.30   \$16.40   \$0.00   \$94.68   \$15.30   \$16.40   \$16.		06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
12/01/2026 \$62.98 \$15.30 \$16.40 \$0.00 \$94.68  For apprentice rates see "Apprentice- OPERATING ENGINEERS"  VATER METER INSTALLER  LUMBERS & GASFITTERS LOCAL 12  03/02/2025 \$70.84 \$14.32 \$19.61 \$0.00 \$102.97		12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
For apprentice rates see "Apprentice- OPERATING ENGINEERS"  WATER METER INSTALLER  \$09/01/2024 \$69.04 \$14.32 \$19.61 \$0.00 \$102.97  \$100.00 \$104.77  \$100.00 \$104.77		06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
VATER METER INSTALLER 09/01/2024 \$69.04 \$14.32 \$19.61 \$0.00 \$102.97  LUMBERS & GASFITTERS LOCAL 12 03/02/2025 \$70.84 \$14.32 \$19.61 \$0.00 \$104.77		12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
LUMBERS & GASFITTERS LOCAL 12 03/02/2025 \$70.84 \$14.32 \$19.61 \$0.00 \$104.77							
03/02/2025 \$70.84 \$14.32 \$19.61 \$0.00 \$104.77	NATER METER INSTALLER PLUMBERS & GASFITTERS LOCAL 12						
			\$70.84	\$14.32	\$19.61	\$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.

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<sup>\*\*</sup> Multiple ratios are listed in the comment field.

<sup>\*\*\*</sup> 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.

<sup>\*\*\*\*</sup> 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.