

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 IONES Secretary

MICHAEL FLANAGAN Director

Lt. Governor

Awarding Authority:

City of Everett

Contract Number: 25-20 City/Town: EVERETT

tree care servicer to maintain, prune and remove trees and tree stumps at multiple locations in the City. **Description of Work:**

Job Location: Various

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
- · 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: 10/30/2024 Wage Request Number: 20241030-025

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction					Chemployment	
(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)		4-00-00	4,,,,,			4
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR LABORERS - ZONE I	06/01/2024	\$46.13	\$9.65	\$18.40	\$0.00	\$74.18
Eliboratio - 20112 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
E de la la la Laborro de la lacia	12/01/2026	\$53.75	\$9.65	\$18.40	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						

 Issue Date:
 10/30/2024
 Wage Request Number:
 20241030-025
 Page 2 of 44

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	40.00	ψ07.73

Issue Date: 10/30/2024 **Wage Request Number:** 20241030-025 **Page 3 of 44**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
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

	Apprei	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

 Issue Date:
 10/30/2024
 Wage Request Number:
 20241030-025
 Page 4 of 44

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

Pension

	Effecti	ive Date - 08/01/2024	., CEMENT WI	ABON - Local 5 Boston				Supplemental		
	Step	percent		Apprentice Base Wage	Health		Pension	Unemployment	Total Rate	e
	1	50		\$32.25	\$11.49		\$23.59	\$0.00	\$67.33	3
	2	60		\$38.70	\$11.49		\$23.59	\$0.00	\$73.78	3
	3	70		\$45.15	\$11.49		\$23.59	\$0.00	\$80.23	3
	4	80		\$51.60	\$11.49		\$23.59	\$0.00	\$86.68	3
	5	90		\$58.05	\$11.49		\$23.59	\$0.00	\$93.13	3
	Effecti	ive Date - 02/01/2025						Supplemental		
	Step	percent		Apprentice Base Wage	Health		Pension	Unemployment	Total Rate	e
	1	50		\$32.90	\$11.49		\$23.59	\$0.00	\$67.98	3
	2	60		\$39.48	\$11.49		\$23.59	\$0.00	\$74.56	5
	3	70		\$46.06	\$11.49		\$23.59	\$0.00	\$81.14	4
	4	80		\$52.64	\$11.49		\$23.59	\$0.00	\$87.72	2
	5	90		\$59.22	\$11.49		\$23.59	\$0.00	\$94.30)
	Notes:									
									į	
	Appre	ntice to Journeyworker F	Ratio:1:5							
BULLDOZER/G				06/01/2024	4 \$55	5.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGI	NEERS LO	OCAL 4		12/01/2024	4 \$56	5.85	\$15.30	\$16.40	\$0.00	\$88.55
				06/01/202:	5 \$58	3.13	\$15.30	\$16.40	\$0.00	\$89.83
				12/01/202:	5 \$59	9.57	\$15.30	\$16.40	\$0.00	\$91.27
				06/01/2020	6 \$60).85	\$15.30	\$16.40	\$0.00	\$92.55
				12/01/2020	6 \$62	2.29	\$15.30	\$16.40	\$0.00	\$93.99
		'Apprentice- OPERATING ENGI								
CAISSON & U. LABORERS - FOUN		INNING BOTTOM MAN AND MARINE		06/01/2024		5.63	\$9.65	\$18.22	\$0.00	\$74.50
				12/01/2024		3.10	\$9.65	\$18.22	\$0.00	\$75.97
				06/01/2025	5 \$49	9.60	\$9.65	\$18.22	\$0.00	\$77.47
				12/01/2025	5 \$51	1.10	\$9.65	\$18.22	\$0.00	\$78.97
				06/01/2020	6 \$52	2.65	\$9.65	\$18.22	\$0.00	\$80.52
Ean annuantiae	mataa aaa l	'Apprentice- LABORER"		12/01/2020	6 \$54	1.15	\$9.65	\$18.22	\$0.00	\$82.02
		INNING LABORER		0.6/01/202	4 045	- 40	#0.6 5	¢10.22	<u> </u>	ф 7 2.25
LABORERS - FOUN				06/01/2024		5.48	\$9.65	\$18.22	\$0.00	\$73.35
				12/01/2024		5.95	\$9.65	\$18.22	\$0.00	\$74.82
				06/01/202:		3.45	\$9.65	\$18.22	\$0.00	\$76.32
				12/01/202:		9.95	\$9.65	\$18.22	\$0.00	\$77.82
				06/01/2020		1.50	\$9.65	\$18.22	\$0.00	\$79.37
For apprentice	rates see '	'Apprentice- LABORER"		12/01/2020	5 \$53	3.00	\$9.65	\$18.22	\$0.00	\$80.87

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

Issue Date: 10/30/2024 **Wage Request Number:** 20241030-025 **Page 6 of 44**

Pension

Total Rate

	Step	ve Date - 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	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	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	
		ve Date -	03/01/2025				Supplemental		
_	Step	percent		Apprentice Base Wage	Health	Pension	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	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	
1	Notes:								
ĺ									
	Appre	ntice to Jo	urneyworker Ratio:1:5						
TER WO				10/01/2024	\$31.	91 \$7.02	\$6.47	\$0.00	\$45.
NO -ZUNE	2 (WOO	u r rume)		10/01/2025	\$33.	21 \$7.02	\$6.47	\$0.00	\$46.
				10/01/2026	\$34.	51 \$7.02	\$6.47	\$0.00	\$48.

Page 7 of 44 **Issue Date:** 10/30/2024 Wage Request Number: 20241030-025

Supplemental Unemployment

Apprentice -	CARPENTER	(Wood	! Frame,) - Zone .	2
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Effecti	ive Date -	10/01/2024					
Step	percent	10/01/2021	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50		\$15.96	\$7.02	\$0.00	\$0.00	\$22.98
2	50		\$15.96	\$7.02	\$0.00	\$0.00	\$22.98
3	55		\$17.55	\$7.02	\$2.00	\$0.00	\$26.57
4	55		\$17.55	\$7.02	\$2.00	\$0.00	\$26.57
5	70		\$22.34	\$7.02	\$6.47	\$0.00	\$35.83
6	70		\$22.34	\$7.02	\$6.47	\$0.00	\$35.83
7	80		\$25.53	\$7.02	\$6.47	\$0.00	\$39.02
8	80		\$25.53	\$7.02	\$6.47	\$0.00	\$39.02
Effecti	ive Date -	10/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$16.61	\$7.02	\$0.00	\$0.00	\$23.63
2	50		\$16.61	\$7.02	\$0.00	\$0.00	\$23.63
3	55		\$18.27	\$7.02	\$2.00	\$0.00	\$27.29
4	55		\$18.27	\$7.02	\$2.00	\$0.00	\$27.29
5	70		\$23.25	\$7.02	\$6.47	\$0.00	\$36.74
6	70		\$23.25	\$7.02	\$6.47	\$0.00	\$36.74
7	80		\$26.57	\$7.02	\$6.47	\$0.00	\$40.06
8	80		\$26.57	\$7.02	\$6.47	\$0.00	\$40.06
— — Notes:							
							İ
Appre	ntice to Jo	urneyworker Ratio:1:5					
)NRY/	PLASTER	ING	01/01/202	4 \$49.33	\$13.00	\$23.57	\$1.30 \$87.20

CEMENT MAS BRICKLAYERS LOCAL 3 (BOSTON)

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

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

Apprentice to Journeyworker Ratio:1:3

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
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"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	06/01/2024	\$57.15	\$15.30	\$16.40	\$0.00	\$88.85
PPERATING 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
PERATING 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)	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
AINTERS LOCAL 35 - ZONE 1	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

 Issue Date:
 10/30/2024
 Wage Request Number:
 20241030-025
 Page 9 of 44

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Pension

	Effect	ve Date -	07/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$28.63	\$9.95	\$0.00	\$0.00	\$38.58	
	2	55		\$31.49	\$9.95	\$6.66	\$0.00	\$48.10	
	3	60		\$34.36	\$9.95	\$7.26	\$0.00	\$51.57	
	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	90		\$51.53	\$9.95	\$22.74	\$0.00	\$84.22	
		ve Date -	01/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$29.23	\$9.95	\$0.00	\$0.00	\$39.18	
	2	55		\$32.15	\$9.95	\$6.66	\$0.00	\$48.76	
	3	60		\$35.08	\$9.95	\$7.26	\$0.00	\$52.29	
	4	65		\$38.00	\$9.95	\$7.87	\$0.00	\$55.82	
	5	70		\$40.92	\$9.95	\$20.32	\$0.00	\$71.19	
	6	75		\$43.85	\$9.95	\$20.93	\$0.00	\$74.73	
	7	80		\$46.77	\$9.95	\$21.53	\$0.00	\$78.25	
	8	90		\$52.61	\$9.95	\$22.74	\$0.00	\$85.30	
	Notes:								
		Steps are	750 hrs.						
		ntice to Jo	urneyworker Ratio:1:1						
DEMO: ADZE				06/10/2024	\$45.5	\$9.65	\$18.40	\$0.00	\$73.58
LIBORERS - ZOIV	LI			12/02/2024	\$47.0	9.65	\$18.40	\$0.00	\$75.05
				06/02/2025	\$48.5	9.65	\$18.40	\$0.00	\$76.55
				12/01/2025	\$50.0	9.65	\$18.40	\$0.00	\$78.05
				06/01/2026	\$51.5	\$9.65	\$18.40	\$0.00	\$79.60
				12/07/2026	\$53.0	\$9.65	\$18.40	\$0.00	\$81.10
				06/07/2027	\$54.6	\$9.65	\$18.40	\$0.00	\$82.70
				12/06/2027	\$56.2	5 \$9.65	\$18.40	\$0.00	\$84.30
				06/05/2028	\$57.9	3 \$9.65	\$18.40	\$0.00	\$85.98
				12/04/2028	\$59.6	\$9.65	\$18.40	\$0.00	\$87.65
For apprentic	e rates see '	'Apprentice- I	LABORER"						

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"						

Issue Date: 10/30/2024 Wage Request Number: 20241030-025 Page 11 of 4

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

Issue Date: 10/30/2024 **Wage Request Number:** 20241030-025 **Page 12 of 44**

\$20.21

\$16.03

\$0.00

\$101.86

Page 13 of 44

Step	ive Date - percent	09/01/2024	Apprentice Base Wage	Health	Pension	Supplemental 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
Effect Step	ive Date -	03/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
		03/01/2025	Apprentice Base Wage \$25.99	Health \$13.00	Pension \$0.78		Total Rate \$39.77
Step	percent	03/01/2025				Unemployment	
Step 1	percent 40	03/01/2025	\$25.99	\$13.00	\$0.78	Unemployment \$0.00	\$39.77
Step 1 2	percent 40 40	03/01/2025	\$25.99 \$25.99	\$13.00 \$13.00	\$0.78 \$0.78	\$0.00 \$0.00	\$39.77 \$39.77
Step 1 2 3	40 40 45	03/01/2025	\$25.99 \$25.99 \$29.24	\$13.00 \$13.00 \$13.00	\$0.78 \$0.78 \$16.71	\$0.00 \$0.00 \$0.00 \$0.00	\$39.77 \$39.77 \$58.95
Step 1 2 3 4	40 40 45 45	03/01/2025	\$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 \$0.00	\$39.77 \$39.77 \$58.95 \$58.95
Step 1 2 3 4 5 5	percent 40 40 45 45 50	03/01/2025	\$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
Step 1 2 3 4 5 6	percent 40 40 45 45 50 55	03/01/2025	\$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 \$0.00	\$39.77 \$39.77 \$58.95 \$58.95 \$62.70 \$66.46
Step 1 2 3 4 5 6 7	percent 40 40 45 45 50 55 60	03/01/2025	\$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

20241030-025

Wage Request Number:

01/01/2022

\$65.62

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR

ELEVATOR CONSTRUCTORS LOCAL 4

Issue Date:

10/30/2024

Pension

Total Rate

	Step	ve Date - 01/0 percent	1/2022 Appr	rentice Base Wage	Health	Pension	Supplemental Unemployment	Tota	l Rate
	1	50		\$32.81	\$16.03	\$0.00	\$0.00	\$	548.84
	2	55		\$36.09	\$16.03	\$20.21	\$0.00	\$	372.33
	3	65		\$42.65	\$16.03	\$20.21	\$0.00	\$	578.89
	4	70		\$45.93	\$16.03	\$20.21	\$0.00	\$	882.17
	5	80		\$52.50	\$16.03	\$20.21	\$0.00	\$	588.74
- 1 	Notes:		mos.; Steps 3-5 are 1 year						
	Appre	ntice to Journeyv	worker Ratio:1:1						
LEVATOR CONSTR	UCTOR			01/01/2022	2 \$45.93	\$16.03	\$20.21	\$0.00	\$82.17
	For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR" CE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)			0.6/01/202	4 045.72	¢0.65	¢19.40	<u> </u>	фд2 д 0
ABORERS - ZONE 1			izzivi w monwin)	06/01/2024 12/01/2024			\$18.40 \$18.40	\$0.00 \$0.00	\$73.78
			06/01/202			\$18.40	\$0.00	\$75.25 \$76.75	
				12/01/202			\$18.40	\$0.00	\$78.25
				06/01/2020			\$18.40	\$0.00	\$79.80
				12/01/2020			\$18.40	\$0.00	\$81.30
For apprentice ra	ites see '	Apprentice- LABORE	ER (Heavy and Highway)	12/01/2020	φ33.23	Ψ2.03	Ψ100	ψ0.00	ψ01.50
		SON-BLDG,SIT	E,HVY/HWY	05/01/2024	\$50.79	\$15.00	\$16.40	\$0.00	\$82.19
PERATING ENGIN	EERS LO	OCAL 4		11/01/2024	\$52.08	\$15.00	\$16.40	\$0.00	\$83.48
				05/01/202:	5 \$53.52	\$15.00	\$16.40	\$0.00	\$84.92
				11/01/2025	\$54.81	\$15.00	\$16.40	\$0.00	\$86.21
				05/01/2020	5 \$56.25	\$15.00	\$16.40	\$0.00	\$87.65
				11/01/2026	5 \$57.54	\$15.00	\$16.40	\$0.00	\$88.94
For apprentice ra	ites see '	Apprentice- OPERAT	'ING ENGINEERS"	05/01/2027	7 \$58.97	\$15.00	\$16.40	\$0.00	\$90.37
TELD ENG.PAF	RTY C	HIEF-BLDG,SIT		05/01/2024	1 \$52.37	\$15.00	\$16.40	\$0.00	\$83.77
PERATING ENGIN	EERS L	OCAL 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
				05/01/2020	5 \$57.87	\$15.00	\$16.40	\$0.00	\$89.27
				11/01/2026	\$59.17	\$15.00	\$16.40	\$0.00	\$90.57
				05/01/2027	7 \$60.62	\$15.00	\$16.40	\$0.00	\$92.02

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. 2. 00

Issue Date: 10/30/2024 **Wage Request Number:** 20241030-025 **Page 15 of 44**

Apprentice - FLOORCOVERER - Local 2168 Zone I

09/01/2024 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 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) \$9.95 \$23.95 \$0.00 01/01/2025 \$53.75 \$87.65 GLAZIERS LOCAL 35 (ZONE 1)

Apprentice - GLAZIER - Local 35 Zone 1 07/01/2024 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent 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 90 \$47.30 \$9.95 \$22.74 \$0.00 \$79.99 01/01/2025 **Effective Date -**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 obtained worker reactions						
HOISTING ENGINEER/CRANES/GRADALLS OPERATING ENGINEERS LOCAL 4	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

Issue Date: 10/30/2024 **Wage Request Number:** 20241030-025 **Page 17 of 44**

Apprentice - OPERATING ENGINEERS - Local 4

		ve Date -	06/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55		\$30.82	\$15.30	\$0.00	\$0.00	\$46.12	
	2	60		\$33.62	\$15.30	\$16.40	\$0.00	\$65.32	
	3	65		\$36.42	\$15.30	\$16.40	\$0.00	\$68.12	
	4	70		\$39.22	\$15.30	\$16.40	\$0.00	\$70.92	
	5	75		\$42.02	\$15.30	\$16.40	\$0.00	\$73.72	
	6	80		\$44.82	\$15.30	\$16.40	\$0.00	\$76.52	
	7	85		\$47.63	\$15.30	\$16.40	\$0.00	\$79.33	
	8	90		\$50.43	\$15.30	\$16.40	\$0.00	\$82.13	
	Effecti	ve Date -	12/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55		\$31.61	\$0.00	\$0.00	\$0.00	\$31.61	
	2	60		\$34.49	\$15.30	\$16.40	\$0.00	\$66.19	
	3	65		\$37.36	\$15.30	\$16.40	\$0.00	\$69.06	
	4	70		\$40.24	\$15.30	\$16.40	\$0.00	\$71.94	
	5	75		\$43.11	\$15.30	\$16.40	\$0.00	\$74.81	
	6	80		\$45.98	\$15.30	\$16.40	\$0.00	\$77.68	
	7	85		\$48.86	\$15.30	\$16.40	\$0.00	\$80.56	
	8	90		\$51.73	\$15.30	\$16.40	\$0.00	\$83.43	
	Notes:								
								į	
		ntice to Jo	ourneyworker Ratio:1:6						
VAC (DUCT IEETMETAL W		OC41 17 - 4		08/01/2024	4 \$57.9	4 \$14.75	\$28.12	\$2.98	\$103.79
EETMEME //	OMILEND LO	CHE I'		02/01/202	5 \$59.6	9 \$14.75	\$28.12	\$2.98	\$105.54
				08/01/202	5 \$61.5	4 \$14.75	\$28.12	\$2.98	\$107.39
For apprentic	ce rates see '	'Apprentice-	SHEET METAL WORKER"	02/01/2020	6 \$63.4	9 \$14.75	\$28.12	\$2.98	\$109.34
VAC (ELEC		CONTRO	LS)	09/01/2024	4 \$63.7	8 \$13.00	\$22.26	\$0.00	\$99.04
ECTRICIANS I	LOCAL 103			03/01/202	5 \$64.9	8 \$13.00	\$22.30	\$0.00	\$100.28
				09/01/202	5 \$66.8	9 \$13.00	\$22.36	\$0.00	\$102.25
				03/01/2020	6 \$68.0	9 \$13.00	\$22.39	\$0.00	\$103.48
				09/01/2020	6 \$70.0	0 \$13.00	\$22.45	\$0.00	\$105.45
				03/01/202	7 \$71.1	9 \$13.00	\$22.49	\$0.00	\$106.68
				09/01/202	7 \$73.1	1 \$13.00	\$22.54	\$0.00	\$108.65
						1 \$13.00	\$22.58	\$0.00	\$109.89
For any	20 mates !	! A nneant! 1	EL ECTRICIANII	03/01/2028	8 \$74.3	1 \$15.00			
			ELECTRICIAN" CING - AIR)					\$2.98	\$103.70
VAC (TEST	ING AND) BALAN	ELECTRICIAN" CING - AIR)	08/01/2024	4 \$57.9	4 \$14.75	\$28.12	\$2.98 \$2.98	
	ING AND) BALAN			4 \$57.9 5 \$59.6	4 \$14.75 9 \$14.75	\$28.12 \$28.12	\$2.98 \$2.98 \$2.98	\$103.79 \$105.54 \$107.39

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- SHEET METAL WORKER"					опетрюущен	
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

Issue Date: 10/30/2024 **Wage Request Number:** 20241030-025 **Page 19 of 44**

Apprentice -	ASBESTOS INSULATOR	(Pipes & Tan	ks) - 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					i
Appre	ntice to Journeyworker Ratio:1	.4				
NWORKER/WELI WORKERS LOCAL 7 (B		03/16/2024	\$53	\$8.35	\$26.70	\$0.00 \$89.02

Apprentice - IRONWORKER - Local 7 Boston

Effecti	ive Date -	03/16/2024	Supple			Supplemental	
Step	percent		Apprentice Base Wage	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
— — Notes:							

Apprentice to Journeyworker Ratio:1:4

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
LABORER LABORERS - ZONE 1	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

Apprentice -	LABORER - Zone 1
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Effect	ive Date -	06/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$27.23	\$9.65	\$18.40	\$0.00	\$55.28
2	70		\$31.77	\$9.65	\$18.40	\$0.00	\$59.82
3	80		\$36.30	\$9.65	\$18.40	\$0.00	\$64.35
4	90		\$40.84	\$9.65	\$18.40	\$0.00	\$68.89
Effect	ive Date -	12/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
	percent 60		Apprentice Base Wage \$28.11	Health \$9.65	Pension \$18.40		Total Rate \$56.16
Step 1 2	•					Unemployment	
1	60		\$28.11	\$9.65	\$18.40	Unemployment \$0.00	\$56.16

Apprentice to Journeyworker Ratio:1:5

Issue Date: 10/30/2024 **Wage Request Number:** 20241030-025 **Page 21 of 44**

						U	Jnemployment	
ABORER (HEAVY & HIGHWAY) BORERS - ZONE 1 (HEAVY & HIGHWAY)		06/01/2024	\$45.48	\$9.65	\$18.40	\$0.00	\$73.53	
BUKEKS - ZUNE I ((HEAVY & HIC	JHWAY)	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
E	Effective Da					Supplemental	T. 10.	
_	tep perc	ent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
1			\$27.29	\$9.65	\$18.40	\$0.00	\$55.34	
2	, -		\$31.84	\$9.65	\$18.40	\$0.00	\$59.89	
3			\$36.38	\$9.65	\$18.40	\$0.00	\$64.43	
4	4 90		\$40.93	\$9.65	\$18.40	\$0.00	\$68.98	
	Effective Da		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60		\$28.17	\$9.65	\$18.40	\$0.00	\$56.22	
2	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	4 90		\$42.26	\$9.65	\$18.40	\$0.00	\$70.31	
N	Notes:							
A	Apprentice t	o Journeyworker Ratio:1:5						
BORER: CARI	PENTER T	ENDER	06/01/2024	\$45.38	\$9.65	\$18.40	\$0.00	\$73.43
ORERS - 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
For apprentice rate	es see "Appren	tice- LABORER"						

Effective Date Base Wage Health

Classification

Supplemental

Unemployment

Pension

Total Rate

Issue Date: 10/30/2024 **Wage Request Number:** 20241030-025 **Page 22 of 44**

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)						

 Issue Date:
 10/30/2024
 Wage Request Number:
 20241030-025
 Page 23 of 44

	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 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
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER LABORERS - ZONE I	06/01/2024	\$45.38	\$9.65	\$18.40	\$0.00	\$73.43
ADOREKS - 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
This classification applies to the removal of standing trees, and the trimming and remo clearance incidental to construction. For apprentice rates see "Apprentice-LABOREF		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				*	40.00	Ψ72.00
	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	12/01/2024 06/01/2025	\$47.10 \$48.60	\$9.65 \$9.65	\$18.40 \$18.40	\$0.00 \$0.00	\$75.15 \$76.65
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	06/01/2025 12/01/2025	\$48.60 \$50.10	\$9.65 \$9.65	\$18.40 \$18.40	\$0.00 \$0.00	\$76.65 \$78.15
	06/01/2025 12/01/2025 06/01/2026	\$48.60 \$50.10 \$51.65	\$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70
	06/01/2025 12/01/2025 06/01/2026 12/01/2026	\$48.60 \$50.10 \$51.65 \$53.15	\$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20
	06/01/2025 12/01/2025 06/01/2026 12/01/2026 06/01/2027	\$48.60 \$50.10 \$51.65 \$53.15 \$54.75	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20 \$82.80
	06/01/2025 12/01/2025 06/01/2026 12/01/2026 06/01/2027 12/01/2027	\$48.60 \$50.10 \$51.65 \$53.15 \$54.75 \$56.35	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20 \$82.80 \$84.40
	06/01/2025 12/01/2025 06/01/2026 12/01/2026 06/01/2027 12/01/2027 06/01/2028	\$48.60 \$50.10 \$51.65 \$53.15 \$54.75 \$56.35 \$58.03	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20 \$82.80 \$84.40 \$86.08
For apprentice rates see "Apprentice- LABORER"	06/01/2025 12/01/2025 06/01/2026 12/01/2026 06/01/2027 12/01/2027	\$48.60 \$50.10 \$51.65 \$53.15 \$54.75 \$56.35	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20 \$82.80 \$84.40
	06/01/2025 12/01/2025 06/01/2026 12/01/2026 06/01/2027 12/01/2027 06/01/2028 12/01/2028	\$48.60 \$50.10 \$51.65 \$53.15 \$54.75 \$56.35 \$58.03 \$59.70	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20 \$82.80 \$84.40 \$86.08 \$87.75
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	06/01/2025 12/01/2025 06/01/2026 12/01/2026 06/01/2027 12/01/2027 06/01/2028 12/01/2028	\$48.60 \$50.10 \$51.65 \$53.15 \$54.75 \$56.35 \$58.03 \$59.70	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20 \$82.80 \$84.40 \$86.08 \$87.75
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	06/01/2025 12/01/2025 06/01/2026 12/01/2026 06/01/2027 12/01/2027 06/01/2028 12/01/2028	\$48.60 \$50.10 \$51.65 \$53.15 \$54.75 \$56.35 \$58.03 \$59.70 \$45.73 \$47.20	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20 \$82.80 \$84.40 \$86.08 \$87.75
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	06/01/2025 12/01/2025 06/01/2026 12/01/2026 06/01/2027 12/01/2027 06/01/2028 12/01/2028 06/01/2024 12/01/2024 06/01/2025	\$48.60 \$50.10 \$51.65 \$53.15 \$54.75 \$56.35 \$58.03 \$59.70 \$45.73 \$47.20 \$48.70	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20 \$82.80 \$84.40 \$86.08 \$87.75 \$73.78 \$75.25 \$76.75
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	06/01/2025 12/01/2025 06/01/2026 12/01/2026 06/01/2027 12/01/2027 06/01/2028 12/01/2028 06/01/2024 12/01/2024 06/01/2025 12/01/2025	\$48.60 \$50.10 \$51.65 \$53.15 \$54.75 \$56.35 \$58.03 \$59.70 \$45.73 \$47.20 \$48.70 \$50.20	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20 \$82.80 \$84.40 \$86.08 \$87.75 \$73.78 \$75.25 \$76.75 \$78.25
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	06/01/2025 12/01/2025 06/01/2026 12/01/2026 06/01/2027 12/01/2027 06/01/2028 12/01/2028 06/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026	\$48.60 \$50.10 \$51.65 \$53.15 \$54.75 \$56.35 \$58.03 \$59.70 \$45.73 \$47.20 \$48.70 \$50.20 \$51.75	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20 \$82.80 \$84.40 \$86.08 \$87.75 \$73.78 \$75.25 \$76.75 \$78.25 \$79.80
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	06/01/2025 12/01/2025 06/01/2026 12/01/2026 06/01/2027 12/01/2027 06/01/2028 12/01/2028 06/01/2024 12/01/2024 06/01/2025 12/01/2025	\$48.60 \$50.10 \$51.65 \$53.15 \$54.75 \$56.35 \$58.03 \$59.70 \$45.73 \$47.20 \$48.70 \$50.20	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20 \$82.80 \$84.40 \$86.08 \$87.75 \$73.78 \$75.25 \$76.75 \$78.25
LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	06/01/2025 12/01/2025 06/01/2026 12/01/2026 06/01/2027 12/01/2027 06/01/2028 12/01/2028 12/01/2024 12/01/2024 06/01/2025 12/01/2025 12/01/2026 12/01/2026	\$48.60 \$50.10 \$51.65 \$53.15 \$54.75 \$56.35 \$58.03 \$59.70 \$45.73 \$47.20 \$48.70 \$50.20 \$51.75 \$53.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20 \$82.80 \$84.40 \$86.08 \$87.75 \$73.78 \$75.25 \$76.75 \$78.25 \$79.80 \$81.30
LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS	06/01/2025 12/01/2025 06/01/2026 12/01/2026 06/01/2027 12/01/2027 06/01/2028 12/01/2028 12/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2025 06/01/2026 12/01/2026	\$48.60 \$50.10 \$51.65 \$53.15 \$54.75 \$56.35 \$58.03 \$59.70 \$45.73 \$47.20 \$48.70 \$50.20 \$51.75 \$53.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20 \$82.80 \$84.40 \$86.08 \$87.75 \$73.78 \$75.25 \$76.75 \$78.25 \$79.80 \$81.30
LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS	06/01/2025 12/01/2025 06/01/2026 12/01/2026 06/01/2027 12/01/2027 06/01/2028 12/01/2028 12/01/2024 12/01/2024 06/01/2025 12/01/2025 12/01/2026 12/01/2026	\$48.60 \$50.10 \$51.65 \$53.15 \$54.75 \$56.35 \$58.03 \$59.70 \$45.73 \$47.20 \$48.70 \$50.20 \$51.75 \$53.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20 \$82.80 \$84.40 \$86.08 \$87.75 \$73.78 \$75.25 \$76.75 \$78.25 \$79.80 \$81.30 \$82.43 \$83.47
LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS	06/01/2025 12/01/2025 06/01/2026 12/01/2026 06/01/2027 12/01/2027 06/01/2028 12/01/2028 12/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026 08/01/2024 02/01/2025 08/01/2025	\$48.60 \$50.10 \$51.65 \$53.15 \$54.75 \$56.35 \$58.03 \$59.70 \$45.73 \$47.20 \$48.70 \$50.20 \$51.75 \$53.25 \$49.32 \$50.36 \$52.08	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20 \$82.80 \$84.40 \$86.08 \$87.75 \$73.78 \$75.25 \$76.75 \$78.25 \$79.80 \$81.30 \$82.43 \$83.47 \$85.19
LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025 12/01/2025 06/01/2026 12/01/2026 06/01/2027 12/01/2027 06/01/2028 12/01/2028 12/01/2024 12/01/2024 06/01/2025 12/01/2025 12/01/2026 12/01/2026	\$48.60 \$50.10 \$51.65 \$53.15 \$54.75 \$56.35 \$58.03 \$59.70 \$45.73 \$47.20 \$48.70 \$50.20 \$51.75 \$53.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.65 \$78.15 \$79.70 \$81.20 \$82.80 \$84.40 \$86.08 \$87.75 \$73.78 \$75.25 \$76.75 \$78.25 \$79.80 \$81.30 \$82.43 \$83.47

Issue Date: 10/30/2024 **Wage Request Number:** 20241030-025 **Page 24 of 44**

\$23.56

\$23.56

\$11.49

\$11.49

\$0.00

\$0.00

\$106.57

\$107.97

		1/2024				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	
Effect	ive Date - 02/0	1/2025				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	:							
ĺ							i	
Appr	entice to Journey	worker Ratio:1:3	. — — — — .					
E MASONS,T		ERRAZZO MECH	08/01/2024	\$64.52	\$11.49	\$23.56	\$0.00	\$99.5
LIG LOCAL 3 - N	IMDLE & TILE		02/01/2025	\$65.82	\$11.49	\$23.56	\$0.00	\$100
			08/01/2025	\$67.97	\$11.49	\$23.56	\$0.00	\$103

08/01/2026

02/01/2027

\$71.52

\$72.92

Wage Request Number: **Issue Date:** 10/30/2024 20241030-025 Page 25 of 44

Pension

\$16.40

\$16.40

\$16.40

\$21.72

\$21.72

\$21.72

\$15.30

\$15.30

\$15.30

\$10.08

\$10.08

\$10.08

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$91.27

\$92.55

\$93.99

\$79.83

\$82.33

\$84.83

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile 08/01/2024 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 50 \$32.26 \$11.49 \$23.56 \$67.31 \$0.00 2 60 \$38.71 \$23.56 \$73.76 \$11.49 \$0.00 3 70 \$45.16 \$23.56 \$0.00 \$11.49 \$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 **Effective Date -**02/01/2025 Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 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 \$0.00 \$94.29 \$59.24 \$11.49 \$23.56 Notes: Apprentice to Journeyworker Ratio:1:5 MECH. SWEEPER OPERATOR (ON CONST. SITES) 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" MECHANICS MAINTENANCE \$16.40 06/01/2024 \$55.41 \$15.30 \$0.00 \$87.11 OPERATING ENGINEERS LOCAL 4 \$0.00 12/01/2024 \$16.40 \$56.85 \$15.30 \$88.55 06/01/2025 \$58.13 \$15.30 \$16.40 \$0.00 \$89.83

20241030-025 Page 26 of 44

12/01/2025

06/01/2026

12/01/2026

01/01/2024

01/06/2025

01/05/2026

\$59.57

\$60.85

\$62.29

\$48.03

\$50.53

\$53.03

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 1)

MILLWRIGHTS LOCAL 1121 - Zone 1

Apprentice - MILLWRIGHT - Local 1121 Zone 1

		ive Date - 01/01/	2024	ne i			Supplemental		
	Step	percent		Apprentice 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/					Supplemental		
	Step	percent		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	
		but do receive and Steps are 2,000 ho	nuity. (Step 1 \$5.72, sours	20 receive no pension, Step 2 \$6.66)					
	Appre	ntice to Journeywo	orker Ratio:1:4						
MORTAR MIX LABORERS - ZONE				06/01/2024	4 \$45.63	\$9.65	\$18.40	\$0.00	\$73.68
LABOKEKS - ZONE	. 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	8 \$58.03	\$9.65	\$18.40	\$0.00	\$86.08
For apprentice	rates see	"Apprentice- LABORER	"	12/01/2028	8 \$59.70	\$9.65	\$18.40	\$0.00	\$87.75
		N TRUCK CRANE		06/01/2024	4 \$24.71	\$15.30	\$16.40	\$0.00	\$56.41
OPERATING ENGL	NEERS L	OCAL 4		12/01/2024			\$16.40	\$0.00	\$57.07
				06/01/202			\$16.40	\$0.00	\$57.67
				12/01/2025			\$16.40	\$0.00	\$58.33
				06/01/2020			\$16.40	\$0.00	\$58.92
				12/01/2020			\$16.40	\$0.00	\$58.52 \$59.59
For apprentice	rates see '	"Apprentice- OPERATIN	NG ENGINEERS"	12/01/2020	5 \$21.09	\$13.30	φ10. 1 0	\$0.00	\$39.39
,		NES, GRADALLS)	<u> </u>	06/01/2024	4 \$30.28	\$15.30	\$16.40	\$0.00	\$61.98
OPERATING ENGL	NEERS L	OCAL 4		12/01/2024			\$16.40	\$0.00	\$62.78
				06/01/202:			\$16.40	\$0.00	\$63.50
				12/01/202:			\$16.40	\$0.00	\$64.30
				06/01/2020			\$16.40	\$0.00	\$65.02
				12/01/2020			\$16.40	\$0.00	\$65.82
For apprentice	rates see '	"Apprentice- OPERATIN	NG ENGINEERS"						

							·	пешрюушені	
			PMENT - CLASS II	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
PERATING ENGI	INEERS LO	OCAL 4		12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
				06/01/202	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
				12/01/202	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
				06/01/2020	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
			12/01/2020	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99	
			OPERATING ENGINEERS"						
PAINTER (BRI PAINTERS LOCAL				07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
	20112			01/01/202	5 \$58.46	\$9.95	\$23.95	\$0.00	\$92.36
			INTER Local 35 - BRIDG	ES/TANKS					
		ive Date -	07/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	50		\$28.63	\$9.95	\$0.00	\$0.00	\$38.58	
	2	55		\$31.49	\$9.95	\$6.66	\$0.00	\$48.10	
	3	60		\$34.36	\$9.95	\$7.26	\$0.00	\$51.57	
	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	90		\$51.53	\$9.95	\$22.74	\$0.00	\$84.22	
	Effecti	ive Date -	01/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$29.23	\$9.95	\$0.00	\$0.00	\$39.18	
	2	55		\$32.15	\$9.95	\$6.66	\$0.00	\$48.76	
	3	60		\$35.08	\$9.95	\$7.26	\$0.00	\$52.29	
	4	65		\$38.00	\$9.95	\$7.87	\$0.00	\$55.82	

Effective Date Base Wage

Health

Pension

Classification

6

7

8

Notes:

75

80

90

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Supplemental

Unemployment

Total Rate

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

\$43.85

\$46.77

\$52.61

\$9.95

\$9.95

\$9.95

\$20.93

\$21.53

\$22.74

\$0.00

\$0.00

\$0.00

\$74.73

\$78.25

\$85.30

Issue Date: 10/30/2024 **Wage Request Number:** 20241030-025 **Page 28 of 44**

Annrentice -	PAINTER Local 35 Zone 1 - Spray/Sandblast - New

Step	ive Date - 07/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental 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	
Effect Step	ive Date - 01/01/2025	Apprentice Base Wage	Health	Pension	Supplemental 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	
Notes							
İ	Steps are 750 hrs.						
Appre	entice to Journeyworker Ratio:1:1						
	SANDBLAST, REPAINT)	07/01/2024	\$52.01	\$9.95	\$23.95	\$0.00	\$85.9
L 35 - ZON	E I	01/01/2025	5 \$53.21	\$9.95	\$23.95	\$0.00	\$87.

Issue Date: 10/30/2024

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

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 1

Pension

Step	ive Date - 07/01/2024 percent	Apprentice Base Wag	ge Health	Pension	Supplemental Unemployment	Total Ra
1	50	\$26.01	\$9.95	\$0.00	\$0.00	\$35.9
2	55	\$28.61	\$9.95	\$6.66	\$0.00	\$45.2
3	60	\$31.21	\$9.95	\$7.26	\$0.00	\$48.4
4	65	\$33.81	\$9.95	\$7.87	\$0.00	\$51.6
5	70	\$36.41	\$9.95	\$20.32	\$0.00	\$66.6
6	75	\$39.01	\$9.95	\$20.93	\$0.00	\$69.8
7	80	\$41.61	\$9.95	\$21.53	\$0.00	\$73.0
8	90	\$46.81	\$9.95	\$22.74	\$0.00	\$79.5
Effect	ive Date - 01/01/2025				Supplemental	
Step	percent	Apprentice Base Wag	ge Health	Pension	Unemployment	Total Ra
1	50	\$26.61	\$9.95	\$0.00	\$0.00	\$36.5
2	55	\$29.27	\$9.95	\$6.66	\$0.00	\$45.8
3	60	\$31.93	\$9.95	\$7.26	\$0.00	\$49.1
4	65	\$34.59	\$9.95	\$7.87	\$0.00	\$52.4
5	70	\$37.25	\$9.95	\$20.32	\$0.00	\$67.5
6	75	\$39.91	\$9.95	\$20.93	\$0.00	\$70.7
7	80	\$42.57	\$9.95	\$21.53	\$0.00	\$74.0
8	90	\$47.89	\$9.95	\$22.74	\$0.00	\$80.5
Notes:	:					
	Steps are 750 hrs.					
	entice to Journeyworker Rati					

01/01/2025

\$53.75

\$9.95

\$23.95

\$0.00

\$87.65

Issue Date: 10/30/2024 **Wage Request Number:** 20241030-025 Page 30 of 44

Apprentice -	PAINTER - Local 35 Zone 1 - BRUSH NEW
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Step	ive Date - 07/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
1	50	\$26.28	\$9.95	\$0.00	\$0.00	\$36.23	
2	55	\$28.90	\$9.95	\$6.66	\$0.00	\$45.51	
3	60	\$31.53	\$9.95	\$7.26	\$0.00	\$48.74	_
4	65	\$34.16	\$9.95	\$7.87	\$0.00	\$51.98	
5	70	\$36.79	\$9.95	\$20.32	\$0.00	\$67.06	;
6	75	\$39.41	\$9.95	\$20.93	\$0.00	\$70.29)
7	80	\$42.04	\$9.95	\$21.53	\$0.00	\$73.52	
8	90	\$47.30	\$9.95	\$22.74	\$0.00	\$79.99)
Effect Step	ive Date - 01/01/2025	Apprentice Base Wage	Haalth	Pension	Supplemental Unemployment	Total Rate	
1 step							
2	50	\$26.88	\$9.95	\$0.00	\$0.00	\$36.83	
3	55	\$29.56	\$9.95	\$6.66	\$0.00	\$46.17	
4	60	\$32.25	\$9.95	\$7.26	\$0.00	\$49.46	
5	65	\$34.94	\$9.95	\$7.87	\$0.00	\$52.76	
	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	\$21.53	\$0.00	\$74.48	
8	90	\$48.38	\$9.95	\$22.74	\$0.00	\$81.07	
Notes:	Steps are 750 hrs.						
Appre	entice to Journeyworker Ratio:1:1						
	RUSH, REPAINT)	07/01/2024	4 \$50.61	\$9.95	\$23.95	\$0.00	\$84.5
L 35 - ZONI	E 1	01/01/202:	5 \$51.81	\$9.95	\$23.95	\$0.00	\$85.7

Issue Date: 10/30/2024 Wage Request Number: 20241030-025 Page 31 of 44

Supplemental **Total Rate** Pension Unemployment Supplemental

Effective Date - 07/01/2024

Step	percent	07/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{\text{step}}{1}$	50							
2			\$25.31	\$9.95	\$0.00	\$0.00	\$35.26	
	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	
	tive 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	s: Steps are	750 hrs.						
Appr	entice to Jo	urneyworker Ratio:1:1						
NTER TRAFFIC MORERS - ZONE 1 (HEA		(HEAVY/HIGHWAY)	06/01/2024	4 \$45.48	\$9.65	\$18.40	\$0.00	\$73.53
SKERS - ZONE I (IIEA	v i & inonwa	1)	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
			06/01/2020	\$51.50	\$9.65	\$18.40	\$0.00	\$79.55
_		and the second s	12/01/2026	\$53.00	\$9.65	\$18.40	\$0.00	\$81.05
		ABORER (Heavy and Highway)						
IEL & PICKUP TI INSTERS JOINT COUN			08/01/2024			\$18.67	\$0.00	\$74.46
			12/01/2024			\$20.17	\$0.00	\$75.96
			06/01/2025			\$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	5 \$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	5 \$42.88	\$15.91	\$23.52	\$0.00	\$82.31
R AND DOCK CC CK)	ONSTRUCTO	OR (UNDERPINNING AND	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
E DRIVER LOCAL 56 (Z	,	PILE DRIVER"						

Issue Date: 10/30/2024 Wage Request Number: 20241030-025 Page 32 of 44

	entice - PILE DRIVER - L	ocal 56 Zone 1					
Effect Step	tive Date - 08/01/2020 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{\operatorname{step}}{1}$	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	<u>. </u>						
	% Indentured After 10/1/	17; 45/45/55/55/70/70/80/80 41.46/ 5&6 \$62.80/ 7&8 \$69.25					
Appr	entice to Journeyworker R	atio:1:5					
TER & STEA	MFITTER	09/01/202	4 \$67.08	\$12.70	\$21.80	\$0.00	\$101.58
TER & STEA ERS LOCAL 537	MFITTER	09/01/202- 03/01/202		\$12.70 \$12.70	\$21.80 \$21.80	\$0.00 \$0.00	
Appro	entice - PIPEFITTER - Lo	03/01/202					
Appro Effect	entice - PIPEFITTER - Lo tive Date - 09/01/2024	03/01/202 ocal 537	5 \$68.88	\$12.70	\$21.80 Supplemental	\$0.00	
Appro Effect Step	e ntice - PIPEFITTER - Lo t ive Date - 09/01/2024 percent	03/01/202. ocal 537 Apprentice Base Wage	5 \$68.88 Health	\$12.70 Pension	\$21.80 Supplemental Unemployment	\$0.00 Total Rate	
Appre Effect Step 1	entice - PIPEFITTER - Lotive Date - 09/01/2024 percent 40	03/01/202. ocal 537 Apprentice Base Wage \$26.83	Health \$12.70	\$12.70 Pension \$9.05	\$21.80 Supplemental Unemployment \$0.00	\$0.00 Total Rate \$48.58	
Appro Effect Step 1 2	entice - PIPEFITTER - Lottive Date - 09/01/2024 percent 40 45	03/01/202 ocal 537 Apprentice Base Wage \$26.83 \$30.19	Health \$12.70 \$12.70	\$12.70 Pension \$9.05 \$21.80	\$21.80 Supplemental Unemployment \$0.00 \$0.00	\$0.00 Total Rate \$48.58 \$64.69	
Appro Effect Step 1 2 3	entice - PIPEFITTER - Lo tive Date - 09/01/2024 percent 40 45 60	03/01/202. ocal 537 Apprentice Base Wage \$26.83 \$30.19 \$40.25	Health \$12.70 \$12.70 \$12.70	\$12.70 Pension \$9.05	\$21.80 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$48.58 \$64.69 \$74.75	
Appro Effect Step 1 2 3 4	entice - PIPEFITTER - Lo tive Date - 09/01/2024 percent 40 45 60 70	\$26.83 \$30.19 \$40.25 \$46.96	Health \$12.70 \$12.70 \$12.70 \$12.70	\$12.70 Pension \$9.05 \$21.80 \$21.80 \$21.80	\$21.80 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$48.58 \$64.69 \$74.75 \$81.46	
Appro Effect Step 1 2 3	entice - PIPEFITTER - Lo tive Date - 09/01/2024 percent 40 45 60	03/01/202. ocal 537 Apprentice Base Wage \$26.83 \$30.19 \$40.25	Health \$12.70 \$12.70 \$12.70	\$12.70 Pension \$9.05 \$21.80 \$21.80	\$21.80 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$48.58 \$64.69 \$74.75	\$101.58 \$103.38
Appro Effect Step 1 2 3 4 5	entice - PIPEFITTER - Lottive Date - 09/01/2024 percent 40 45 60 70 80 tive Date - 03/01/2025	\$26.83 \$30.19 \$40.25 \$46.96 \$53.66	Health \$12.70 \$12.70 \$12.70 \$12.70 \$12.70	\$12.70 Pension \$9.05 \$21.80 \$21.80 \$21.80 \$21.80	\$21.80 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental	\$0.00 Total Rate \$48.58 \$64.69 \$74.75 \$81.46 \$88.16	
Appre Effect Step 1 2 3 4 5 Effect Step	entice - PIPEFITTER - Lo tive Date - 09/01/2024 percent 40 45 60 70 80 tive Date - 03/01/2025 percent	03/01/202. ocal 537 Apprentice Base Wage \$26.83 \$30.19 \$40.25 \$46.96 \$53.66 Apprentice Base Wage	Health \$12.70 \$12.70 \$12.70 \$12.70 \$12.70	\$12.70 Pension \$9.05 \$21.80 \$21.80 \$21.80 Pension	\$21.80 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$0.00 Total Rate \$48.58 \$64.69 \$74.75 \$81.46 \$88.16 Total Rate	
Appre Effect Step 1 2 3 4 5 Effect Step 1	entice - PIPEFITTER - Lottive Date - 09/01/2024 percent 40 45 60 70 80 tive Date - 03/01/2025 percent 40	\$26.83 \$30.19 \$40.25 \$46.96 \$53.66 Apprentice Base Wage	Health \$12.70 \$12.70 \$12.70 \$12.70 \$12.70	\$12.70 Pension \$9.05 \$21.80 \$21.80 \$21.80 Pension \$9.05	\$21.80 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00	\$0.00 Total Rate \$48.58 \$64.69 \$74.75 \$81.46 \$88.16 Total Rate \$49.30	
Appre Effect Step 1 2 3 4 5 Effect Step 1 2 3 4 5	entice - PIPEFITTER - Lo tive Date - 09/01/2024 percent 40 45 60 70 80 tive Date - 03/01/2025 percent 40 45	03/01/202. ocal 537 Apprentice Base Wage \$26.83 \$30.19 \$40.25 \$46.96 \$53.66 Apprentice Base Wage	Health \$12.70 \$12.70 \$12.70 \$12.70 \$12.70	\$12.70 Pension \$9.05 \$21.80 \$21.80 \$21.80 Pension	\$21.80 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$0.00 Total Rate \$48.58 \$64.69 \$74.75 \$81.46 \$88.16 Total Rate	
Appre Effect Step 1 2 3 4 5 Effect Step 1	entice - PIPEFITTER - Lottive Date - 09/01/2024 percent 40 45 60 70 80 tive Date - 03/01/2025 percent 40	\$26.83 \$30.19 \$40.25 \$46.96 \$53.66 Apprentice Base Wage	Health \$12.70 \$12.70 \$12.70 \$12.70 \$12.70	\$12.70 Pension \$9.05 \$21.80 \$21.80 \$21.80 Pension \$9.05	\$21.80 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00	\$0.00 Total Rate \$48.58 \$64.69 \$74.75 \$81.46 \$88.16 Total Rate \$49.30	

Effective Date

08/01/2020

Base Wage

\$49.07

Health

\$9.40

Classification

PILE DRIVER

PILE DRIVER LOCAL 56 (ZONE 1)

5

Notes:

80

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

Apprentice to Journeyworker Ratio:**

Supplemental

Unemployment

\$0.00

Pension

\$23.12

Total Rate

\$81.59

Issue Date: 10/30/2024 **Wage Request Number:** 20241030-025 Page 33 of 44

\$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

\$21.80

\$0.00

\$89.60

EUMATIC SEFITTERS LO	Step 1 2 3 4 5 Notes:	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 ve Date - 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 ve Date - 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 ve Date - 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 ve Date - 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 ve Date - 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

Issue Date: 10/30/2024 **Wage Request Number:** 20241030-025 **Page 34 of 44**

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"						

Issue Date: 10/30/2024 **Wage Request Number:** 20241030-025 **Page 35 of 44**

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
For apprentice rates see "Apprentice- OPERATING ENGINEERS" ADY MIX CONCRETE DRIVERS after 4/30/12 rivers Hired After 4/30/2012) TEAMSTERS 25 (Metro) - Aggregate ADY-MIX CONCRETE DRIVER	08/01/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$57.56
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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
RIDE-ON MOTORIZED BUGGY 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	\$50.10	\$9.65	\$18.40	\$0.00	\$78.13
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$53.15 \$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027			\$18.40	\$0.00	\$84.40
	06/01/2028	\$56.35	\$9.65 \$9.65	\$18.40	\$0.00	\$86.08
		\$58.03		\$18.40	\$0.00	
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$59.70	\$9.65	\$10.40	\$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"						
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

 Issue Date:
 10/30/2024
 Wage Request Number:
 20241030-025
 Page 36 of 44

### DFERS LOCAL 33 ### O2/01/2025 \$52.53 \$13.03 \$21.70 \$0.00 \$87.2 ### 08/01/2025 \$54.03 \$13.03 \$21.70 \$0.00 \$88.7 ### 02/01/2026 \$55.28 \$13.03 \$21.70 \$0.00 \$90.0 ### For apprentice rates see "Apprentice- ROOFER" ### EETMETAL WORKER ### 08/01/2024 \$57.94 \$14.75 \$28.12 \$2.98 \$103 ### 02/01/2025 \$59.69 \$14.75 \$28.12 \$2.98 \$105	Step	ive Date - 08/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Step Percent Apprentice Base Wage Health Pension Supplemental Unemployment Total Rate	1	50	\$25.52	\$13.03	\$6.52	\$0.00	\$45.07	
## A 75	2	60	\$30.62	\$13.03	\$21.70	\$0.00	\$65.35	
Step percent Apprentice Base Wage Health Pension Unemployment Total Rate	3	65	\$33.17	\$13.03	\$21.70	\$0.00	\$67.90	
Effective Date - 02/01/2025 Step percent Apprentice Base Wage Health Pension Unemployment Total Rate	4	75	\$38.27	\$13.03	\$21.70	\$0.00	\$73.00	
Step percent Apprentice Base Wage Health Pension Unemployment Total Rate	5	85	\$43.38	\$13.03	\$21.70	\$0.00	\$78.11	
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 Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.			Annuation Decay Wass	11 141-	Danaian		T-4-1 D-4-	
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 Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs. (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER) Apprentice to Journeyworker Ratio: ** FER SLATE / TILE / PRECAST CONCRETE 08/01/2024 \$51.28 \$13.03 \$21.70 \$0.00 \$86.00 \$87.20 \$0.00 \$87.20 \$0.00 \$87.20 \$0.00 \$88.70 \$0.00 \$								
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 Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs. (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER) Apprentice to Journeyworker Ratio: ** EER SLATE / TILE / PRECAST CONCRETE 08/01/2024 \$51.28 \$13.03 \$21.70 \$0.00 \$86.0 \$			* *				*	
### A 75								
5 85 \$44.44 \$13.03 \$21.70 \$0.00 \$79.17 Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs. (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER) Apprentice to Journeyworker Ratio: ** ER SLATE / TILE / PRECAST CONCRETE 08/01/2024 \$51.28 \$13.03 \$21.70 \$0.00 \$86.0 \$87.2 \$8.100 \$1.00 \$88.7.2 \$8.100 \$1.0								
Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs. (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER) Apprentice to Journeyworker Ratio:**					\$21.70		\$73.94	
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs. (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER) Apprentice to Journeyworker Ratio:** ER SLATE / TILE / PRECAST CONCRETE 08/01/2024 \$51.28 \$13.03 \$21.70 \$0.00 \$86.0 02/01/2025 \$52.53 \$13.03 \$21.70 \$0.00 \$87.2 08/01/2025 \$54.03 \$13.03 \$21.70 \$0.00 \$88.7 08/01/2025 \$54.03 \$13.03 \$21.70 \$0.00 \$88.7 02/01/2026 \$55.28 \$13.03 \$21.70 \$0.00 \$88.7 apprentice rates see "Apprentice- ROOFER" IMETAL WORKER 08/01/2024 \$57.94 \$14.75 \$28.12 \$2.98 \$103 METAL WORKERS LOCAL 17 - A 02/01/2025 \$59.69 \$14.75 \$28.12 \$2.98 \$105	5	85	\$44.44	\$13.03	\$21.70	\$0.00	\$79.17	
(Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER) Apprentice to Journeyworker Ratio:** ER SLATE / TILE / PRECAST CONCRETE 08/01/2024 \$51.28 \$13.03 \$21.70 \$0.00 \$86.00 \$87.20 \$13.00 \$13	Notes	** 1:5, 2:6-10, the 1:10; R	eroofing: 1:4, then 1:1					
ER SLATE / TILE / PRECAST CONCRETE 08/01/2024 \$51.28 \$13.03 \$21.70 \$0.00 \$86.0 02/01/2025 \$52.53 \$13.03 \$21.70 \$0.00 \$87.2 08/01/2025 \$54.03 \$13.03 \$21.70 \$0.00 \$88.7 02/01/2026 \$55.28 \$13.03 \$21.70 \$0.00 \$88.7 02/01/2026 \$55.28 \$13.03 \$21.70 \$0.00 \$90.0 r apprentice rates see "Apprentice- ROOFER" TMETAL WORKER 08/01/2024 \$57.94 \$14.75 \$28.12 \$2.98 \$103 02/01/2025 \$59.69 \$14.75 \$28.12 \$2.98 \$105	į						İ	
02/01/2025 \$52.53 \$13.03 \$21.70 \$0.00 \$87.2 08/01/2025 \$54.03 \$13.03 \$21.70 \$0.00 \$88.7 02/01/2026 \$55.28 \$13.03 \$21.70 \$0.00 \$90.00 r apprentice rates see "Apprentice- ROOFER" TMETAL WORKER 08/01/2024 \$57.94 \$14.75 \$28.12 \$2.98 \$103 METAL WORKERS LOCAL 17 - A 02/01/2025 \$59.69 \$14.75 \$28.12 \$2.98 \$105	Appre	ntice to Journeyworker R	atio:**					
02/01/2025 \$52.53 \$13.03 \$21.70 \$0.00 \$87.2 08/01/2025 \$54.03 \$13.03 \$21.70 \$0.00 \$88.7 02/01/2026 \$55.28 \$13.03 \$21.70 \$0.00 \$90.00 r apprentice rates see "Apprentice- ROOFER" TMETAL WORKER METAL WORKERS LOCAL 17 - A 02/01/2025 \$59.69 \$14.75 \$28.12 \$2.98 \$105		E / PRECAST CONCRET	E 08/01/2024	\$51.28	\$13.03	\$21.70	\$0.00	\$86.01
02/01/2026 \$55.28 \$13.03 \$21.70 \$0.00 \$90.00 r apprentice rates see "Apprentice-ROOFER" TMETAL WORKER 08/01/2024 \$57.94 \$14.75 \$28.12 \$2.98 \$103	AS LOCAL 33		02/01/2025	\$52.53	\$13.03	\$21.70	\$0.00	\$87.26
TMETAL WORKER 08/01/2024 \$57.94 \$14.75 \$28.12 \$2.98 \$103 \$4.75 \$4.75 \$28.12 \$2.98 \$105			08/01/2025	\$54.03	\$13.03	\$21.70	\$0.00	\$88.76
METAL WORKERS LOCAL 17 - A 02/01/2025 \$59.69 \$14.75 \$28.12 \$2.98 \$105	apprentice rates see	"Apprentice- ROOFER"	02/01/2026	\$55.28	\$13.03	\$21.70	\$0.00	\$90.01
02/01/2025 \$59.69 \$14.75 \$28.12 \$2.98 \$105			08/01/2024	\$57.94	\$14.75	\$28.12	\$2.98	\$103.79
08/01/2025 \$61.54 \$14.75 \$28.12 \$2.98 \$107	IEIAL WUKKEKS LO	JCAL 1 / - A	02/01/2025	\$59.69	\$14.75	\$28.12	\$2.98	\$105.54
			08/01/2025	\$61.54	\$14.75	\$28.12	\$2.98	\$107.39

Issue Date: 10/30/2024 **Wage Request Number:** 20241030-025 **Page 37 of 44**

Step

42

42

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Step

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Notes:

Pension

Apprentice - SHEET METAL WORKER - Local 17-A 08/01/2024 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate percent Pension \$24.33 \$14.75 \$6.13 \$0.00 \$45.21 \$24.33 \$14.75 \$6.13 \$0.00 \$45.21 \$27.23 \$14.75 \$12.11 \$1.63 \$55.72 \$27.23 \$14.75 \$12.11 \$1.63 \$55.72 \$30.13 \$13.09 \$1.75 \$59.72 \$14.75 \$30.13 \$14.75 \$13.34 \$1.76 \$59.98 \$34.76 \$14.75 \$14.75 \$1.94 \$66.20 \$70.20 \$37.66 \$14.75 \$15.73 \$2.06 \$43.46 \$14.75 \$17.69 \$2.30 \$78.20 \$49.25 \$14.75 \$19.15 \$2.52 \$85.67 02/01/2025 **Effective Date -**Supplemental percent Apprentice Base Wage Health Pension Unemployment Total Rate \$25.07 \$14.75 \$6.13 \$0.00 \$45.95 \$25.07 \$0.00 \$14.75 \$6.13 \$45.95 \$28.05 \$14.75 \$12.11 \$1.66 \$56.57 \$28.05 \$12.11 \$14.75 \$1.66 \$56.57 \$31.04 \$14.75 \$13.09 \$1.78 \$60.66 \$31.04 \$14.75 \$13.34 \$1.79 \$60.92 \$35.81 \$14.75 \$14.75 \$1.97 \$67.28 \$38.80 \$14.75 \$15.73 \$2.09 \$71.37 \$44.77 \$14.75 \$17.69 \$2.33 \$79.54 \$50.74 \$14.75 \$19.15 \$2.56 \$87.20 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	\$41.34	\$14.91	\$20.17	\$0.00	\$76.42
	06/01/2025	\$42.34	\$14.91	\$20.17	\$0.00	\$77.42
	08/01/2025	\$42.34	\$15.41	\$20.17	\$0.00	\$77.92
	12/01/2025	\$42.34	\$15.41	\$21.78	\$0.00	\$79.53
	06/01/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$80.53
	08/01/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$81.03
	12/01/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$82.77

Classification	Effective Date	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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311000	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
Effecti	ve Date -	03/01/2025				Supplemental	
Effecti Step	ve Date -	03/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step		03/01/2025	Apprentice Base Wage \$25.42	Health \$11.51	Pension \$12.90		Total Rate \$49.83
Step 1	percent	03/01/2025				Unemployment	
Step 1	percent 35	03/01/2025	\$25.42	\$11.51	\$12.90	Unemployment \$0.00	\$49.83
Step 1 2	35 40	03/01/2025	\$25.42 \$29.06	\$11.51 \$11.51	\$12.90 \$13.70	\$0.00 \$0.00	\$49.83 \$54.27
Step 1 2 3	35 40 45	03/01/2025	\$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
Step 1 2 3 4	35 40 45 50	03/01/2025	\$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
Step 1 2 3 4 5 5	9 percent 35 40 45 50 55	03/01/2025	\$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 \$67.56
Step 1 2 3 4 5 6 7	9 percent 35 40 45 50 55 60	03/01/2025	\$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	\$49.83 \$54.27 \$58.70 \$63.13 \$67.56 \$71.99
Step 1 2 3 4 5 6	percent 35 40 45 50 55 60 65	03/01/2025	\$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 \$76.43

Apprentice to Journeyworker Ratio:1:3

Issue Date: 10/30/2024 **Wage Request Number:** 20241030-025 **Page 39 of 44**

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
For apprentice rates see "Apprentice- OPERATING ENGINEERS" AMPERS, 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

Issue Date: 10/30/2024 **Wage Request Number:** 20241030-025 **Page 40 of 44**

Pension

	Effective Date -		09/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
	1	45		\$22.96	\$13.00	\$0.69	\$0.00	\$36.65	
	2	45		\$22.96	\$13.00	\$0.69	\$0.00	\$36.65	
	3	50		\$25.51	\$13.00	\$16.16	\$0.00	\$54.67	
	4	50		\$25.51	\$13.00	\$16.16	\$0.00	\$54.67	
	5	55		\$28.06	\$13.00	\$16.57	\$0.00	\$57.63	
	6	60		\$30.61	\$13.00	\$16.97	\$0.00	\$60.58	
	7	65		\$33.16	\$13.00	\$17.38	\$0.00	\$63.54	
	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	80		\$40.82	\$13.00	\$18.58	\$0.00	\$72.40	
	Effecti	ive Date -	03/01/2025				Supplemental		
	Step	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	80		\$41.58	\$13.00	\$18.58	\$0.00	\$73.16	
	Notes:								
								ĺ	
	Appre	ntice to Jo	urneyworker Ratio:1:1						
	RAZZO FINISHERS KLAYERS LOCAL 3 - MARBLE & TILE		08/01/2024	\$63.	44 \$11.49	\$23.59	\$0.00	\$98.52	
ICKLAIEKS LO	.сл. 3 - М.	ANDLE & III	L.	02/01/2025	\$64.	74 \$11.49	\$23.59	\$0.00	\$99.82
				08/01/2025	\$66.	89 \$11.49	\$23.59	\$0.00	\$101.97
				02/01/2020	\$68.	24 \$11.49	\$23.59	\$0.00	\$103.32
				08/01/2020	\$70.	44 \$11.49	\$23.59	\$0.00	\$105.52
				02/01/2027	7 \$71.	84 \$11.49	\$23.59	\$0.00	\$106.92

Issue Date: 10/30/2024 Wage Request Number: 20241030-025 Page 41 of 44

Pension

	Step	ive Date - 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	
	Effective Date - 02/01/2025					Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$32.37	\$11.49	\$23.59	\$0.00	\$67.45	
	2	60	\$38.84	\$11.49	\$23.59	\$0.00	\$73.92	
	3	70	\$45.32	\$11.49	\$23.59	\$0.00	\$80.40	
	4	80	\$51.79	\$11.49	\$23.59	\$0.00	\$86.87	
	5	90	\$58.27	\$11.49	\$23.59	\$0.00	\$93.35	
	Notes:							
		ntice to Journeyworker Ratio:1:3						
	ST BORING DRILLER BORERS - FOUNDATION AND MARINE		06/01/2024	4 \$49.81	\$9.65	\$18.22	\$0.00	\$77.68
			12/01/2024	4 \$51.28	\$9.65	\$18.22	\$0.00	\$79.15
			06/01/202		\$9.65	\$18.22	\$0.00	\$80.65
			12/01/202		\$9.65	\$18.22	\$0.00	\$82.15
			06/01/2020		\$9.65	\$18.22	\$0.00	\$83.70
For apprentice	e rates see '	'Apprentice- LABORER"	12/01/2020	5 \$57.33	\$9.65	\$18.22	\$0.00	\$85.20
EST BORING DRILLER HELPER BORERS - FOUNDATION AND MARINE			06/01/2024	4 \$45.60	\$9.65	\$18.22	\$0.00	\$73.47
BOKEKS - FOU.	NDAIION	AND MARINE	12/01/2024	4 \$47.07	\$9.65	\$18.22	\$0.00	\$74.94
			06/01/202	\$48.57	\$9.65	\$18.22	\$0.00	\$76.44
			12/01/202	\$50.07	\$9.65	\$18.22	\$0.00	\$77.94
			06/01/2020	5 \$51.62	\$9.65	\$18.22	\$0.00	\$79.49
For apprentice	e rates see '	'Apprentice- LABORER"	12/01/2020	5 \$53.12	\$9.65	\$18.22	\$0.00	\$80.99
For apprentice rates see "Apprentice- LABORER" EST BORING LABORER		06/01/2024	4 \$45.48	\$9.65	\$18.22	\$0.00	\$73.35	
BORERS - FOU	NDATION	AND MARINE	12/01/2024			\$18.22	\$0.00	\$74.82
			06/01/202			\$18.22	\$0.00	\$76.32
			12/01/202			\$18.22	\$0.00	\$77.82
			06/01/2020			\$18.22	\$0.00	\$79.37

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 RESIDE 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 = < 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

 Issue Date:
 10/30/2024
 Wage Request Number:
 20241030-025
 Page 43 of 44

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2024	\$41.34	\$14.91	\$18.67	\$0.00	\$74.92
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2024	\$41.34	\$14.91	\$20.17	\$0.00	\$76.42
	06/01/2025	\$42.34	\$14.91	\$20.17	\$0.00	\$77.42
	08/01/2025	\$42.34	\$15.41	\$20.17	\$0.00	\$77.92
	12/01/2025	\$42.34	\$15.41	\$21.78	\$0.00	\$79.53
	06/01/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$80.53
	08/01/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$81.03
	12/01/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$82.77
WAGON DRILL OPERATOR	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
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.76 \$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	\$78.25
	06/01/2026	\$50.20	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$51.75 \$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2020	Ψ55.25	Ψ2.03	Ψ10.10	ψ0.00	ψ01.50
WASTE WATER PUMP OPERATOR	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER	09/01/2024	\$69.04	\$14.32	\$19.61	\$0.00	\$102.97
PLUMBERS & GASFITTERS LOCAL 12	03/02/2025	\$70.84	\$14.32	\$19.61	\$0.00	\$104.77
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/	GASFITTER"					

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

Issue Date: 10/30/2024 **Wage Request Number:** 20241030-025 **Page 44 of 44**

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

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

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