

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

Prevailing Wage Rates

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

LAUREN JONES Secretary

MICHAEL FLANAGAN
Director

KIM DRISCOLL Lt. Governor

Awarding Authority:

City of Everett

Contract Number: 25-28 City/Town: EVERETT

Description of Work: Replace lead service water lines throughout the city

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 (617) 626-6953
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Issue Date: 04/11/2025 **Wage Request Number:** 20250410-080

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2024	\$41.05	\$14.91	\$20.17	\$0.00	\$76.13
TEAMSTERS JOHN COUNCIL NO. 10 ZONE A	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	12/01/2024	\$40.88	\$14.91	\$20.17	\$0.00	\$75.96
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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	12/01/2024	\$41.24	\$14.91	\$20.17	\$0.00	\$76.32
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2025	\$42.24	\$14.91	\$20.17	\$0.00	\$77.32
	08/01/2025	\$42.24	\$15.41	\$20.17	\$0.00	\$77.82
	12/01/2025	\$42.24	\$15.41	\$21.78	\$0.00	\$79.43
	06/01/2026	\$43.24	\$15.41	\$21.78	\$0.00	\$80.43
	08/01/2026	\$43.24	\$15.91	\$21.78	\$0.00	\$80.93
	12/01/2026	\$43.24	\$15.91	\$23.52	\$0.00	\$82.67
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	01/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR	12/01/2024	\$46.85	\$9.90	\$18.90	\$0.00	\$75.65
LABORERS - ZONE 1	06/01/2025	\$48.35	\$9.90	\$18.90	\$0.00	\$77.15
	12/01/2025	\$49.85	\$9.90	\$18.90	\$0.00	\$78.65
	06/01/2026	\$50.65	\$9.90	\$18.90	\$0.00	\$79.45
	12/01/2026	\$52.90	\$9.90	\$18.90	\$0.00	\$81.70
	06/01/2027	\$54.50	\$9.90	\$18.90	\$0.00	\$83.30
	12/01/2027	\$56.10	\$9.90	\$18.90	\$0.00	\$84.90
	06/01/2028	\$57.78	\$9.90	\$18.90	\$0.00	\$86.58
	12/01/2028	\$59.45	\$9.90	\$18.90	\$0.00	\$88.25
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$46.95	\$9.90	\$18.90	\$0.00	\$75.75
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	\$48.45	\$9.90	\$18.90	\$0.00	\$77.25
	12/01/2025	\$49.95	\$9.90	\$18.90	\$0.00	\$78.75
	06/01/2026	\$51.50	\$9.90	\$18.90	\$0.00	\$80.30
		0.52.00	¢0.00	\$18.90	\$0.00	\$81.80
	12/01/2026	\$53.00	\$9.90	Ψ10.70	ψ0:00	Φ01.00
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$53.00	\$9.90	\$10.70		J 01.00
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	12/01/2026	\$42.80	\$14.50	\$11.05	\$0.00	\$68.35

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER	12/01/2024	\$46.35	\$9.90	\$18.90	\$0.00	\$75.15
LABORERS - ZONE 1	06/01/2025	\$47.85	\$9.90	\$18.90	\$0.00	\$76.65
	12/01/2025	\$49.35	\$9.90	\$18.90	\$0.00	\$78.15
	06/01/2026	\$50.90	\$9.90	\$18.90	\$0.00	\$79.70
	12/01/2026	\$52.40	\$9.90	\$18.90	\$0.00	\$81.20
	06/01/2027	\$54.00	\$9.90	\$18.90	\$0.00	\$82.80
	12/01/2027	\$55.60	\$9.90	\$18.90	\$0.00	\$84.40
	06/01/2028	\$57.28	\$9.90	\$18.90	\$0.00	\$86.08
	12/01/2028	\$58.95	\$9.90	\$18.90	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$46.45	\$9.90	\$18.90	\$0.00	\$75.25
EIBOREIG - 2012 I (IIEH I & IIIGIIIII)	06/01/2025	\$47.95	\$9.90	\$18.90	\$0.00	\$76.75
	12/01/2025	\$49.45	\$9.90	\$18.90	\$0.00	\$78.25
	06/01/2026	\$51.00	\$9.90	\$18.90	\$0.00	\$79.80
	12/01/2026	\$52.50	\$9.90	\$18.90	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
BACKHOE/FRONT-END LOADER	12/21/221		*	#16.50		
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
BARCO-TYPE JUMPING TAMPER	12/01/2024	\$46.25	\$0.00	\$18.90	\$0.00	Φ75 15
LABORERS - ZONE 1	12/01/2024	\$46.35	\$9.90	\$18.90		\$75.15
	06/01/2025	\$47.85	\$9.90		\$0.00	\$76.65
	12/01/2025	\$49.35	\$9.90	\$18.90	\$0.00	\$78.15
	06/01/2026	\$50.90	\$9.90	\$18.90	\$0.00	\$79.70
	12/01/2026	\$52.40	\$9.90	\$18.90	\$0.00	\$81.20
	06/01/2027	\$54.00	\$9.90	\$18.90	\$0.00	\$82.80
	12/01/2027	\$55.60	\$9.90	\$18.90	\$0.00	\$84.40
	06/01/2028	\$57.28	\$9.90	\$18.90	\$0.00	\$86.08
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$58.95	\$9.90	\$18.90	\$0.00	\$87.75

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2024	\$46.85	\$9.90	\$18.90	\$0.00	\$75.65
LABORERS - ZONE 1	06/01/2025	\$48.35	\$9.90	\$18.90	\$0.00	\$77.15
	12/01/2025	\$49.85	\$9.90	\$18.90	\$0.00	\$78.65
	06/01/2026	\$50.65	\$9.90	\$18.90	\$0.00	\$79.45
	12/01/2026	\$52.90	\$9.90	\$18.90	\$0.00	\$81.70
	06/01/2027	\$54.50	\$9.90	\$18.90	\$0.00	\$83.30
	12/01/2027	\$56.10	\$9.90	\$18.90	\$0.00	\$84.90
	06/01/2028	\$57.78	\$9.90	\$18.90	\$0.00	\$86.58
	12/01/2028	\$59.45	\$9.90	\$18.90	\$0.00	\$88.25
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	12/01/2024	\$46.95	\$9.90	\$18.90	\$0.00	\$75.75
HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	\$48.45	\$9.90	\$18.90	\$0.00	\$77.25
2.20.21(12.11.10.11.11)	12/01/2025	\$49.95	\$9.90	\$18.90	\$0.00	\$78.75
	06/01/2026	\$51.50	\$9.90	\$18.90	\$0.00	\$80.30
	12/01/2026	\$53.00	\$9.90	\$18.90	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

Appre	entice - BOILERMAKER - Local 29						
	ive Date - 01/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
2	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
3	70	\$33.68	\$7.07	\$14.23	\$0.00	\$54.98	
4	75	\$36.09	\$7.07	\$15.24	\$0.00	\$58.40	
5	80	\$38.50	\$7.07	\$16.25	\$0.00	\$61.82	
6	85	\$40.90	\$7.07	\$17.28	\$0.00	\$65.25	
7	90	\$43.31	\$7.07	\$18.28	\$0.00	\$68.66	
8	95	\$45.71	\$7.07	\$19.32	\$0.00	\$72.10	
Notes	:						
İ						i	
Appre	entice to Journeyworker Ratio:1:4						
	FICIAL MASONRY (INCL. MASON	RY 02/01/202:	\$65.80	\$11.49	\$23.59	\$0.00	\$100.88
WATERPROOFING) BRICKLAYERS LOCAL 3 (BO	OSTON)	08/01/2023	\$67.95	\$11.49	\$23.59	\$0.00	\$103.03
5.11.0.12.11.2.10.20 0.11.27 (3.0.0	5510.19	02/01/2020	\$69.30	\$11.49	\$23.59	\$0.00	\$104.38
		08/01/2020	\$71.50	\$11.49	\$23.59	\$0.00	\$106.58
		02/01/2027	7 \$72.90	\$11.49	\$23.59	\$0.00	\$107.98

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Pension

	Step	ve Date - 02/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
	1	50	\$32.90	\$11.49	\$23.59	\$0.00	\$67.98	
	2	60	\$39.48	\$11.49	\$23.59	\$0.00	\$74.56	
	3	70	\$46.06	\$11.49	\$23.59	\$0.00	\$81.14	-
	4	80	\$52.64	\$11.49	\$23.59	\$0.00	\$87.72	
	5	90	\$59.22	\$11.49	\$23.59	\$0.00	\$94.30)
	Effecti	ve Date - 08/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50	\$33.98	\$11.49	\$23.59	\$0.00	\$69.06)
	2	60	\$40.77	\$11.49	\$23.59	\$0.00	\$75.85	
	3	70	\$47.57	\$11.49	\$23.59	\$0.00	\$82.65	
	4	80	\$54.36	\$11.49	\$23.59	\$0.00	\$89.44	
	5	90	\$61.16	\$11.49	\$23.59	\$0.00	\$96.24	
	Notes:							
	Appre	ntice to Journeyworker Ratio:1:5						
JLLDOZER	/GRADE	R/SCRAPER	12/01/2024	4 \$56.40	\$15.55	\$16.50	\$0.00	\$88.45
PERATING ENC	GINEERS LC	OCAL 4	06/01/202:	5 \$57.68	3 \$15.55	\$16.50	\$0.00	\$89.73
			12/01/2025	5 \$59.12	2 \$15.55	\$16.50	\$0.00	\$91.17
			06/01/2020	6 \$60.40	\$15.55	\$16.50	\$0.00	\$92.45
			12/01/2020			\$16.50	\$0.00	\$93.89
For apprentic	e rates see "	Apprentice- OPERATING ENGINEERS"						
		INNING BOTTOM MAN	12/01/2024	4 \$47.35	\$9.90	\$19.05	\$0.00	\$76.30
BORERS - FOU	INDATION .	AND MAKINE	06/01/2025	5 \$48.85	\$9.90	\$19.05	\$0.00	\$77.80
			12/01/2025	5 \$50.35	\$9.90	\$19.05	\$0.00	\$79.30
			06/01/2020	6 \$51.90	\$9.90	\$19.05	\$0.00	\$80.85
_			12/01/2020	6 \$53.40	\$9.90	\$19.05	\$0.00	\$82.35
		Apprentice- LABORER"						
AISSON & U <i>Borers - Fou</i>		INNING LABORER AND MARINE	12/01/2024			\$19.05	\$0.00	\$75.15
			06/01/2025			\$19.05	\$0.00	\$76.65
			12/01/2025			\$19.05	\$0.00	\$78.15
			06/01/2020			\$19.05	\$0.00	\$79.70
For apprentic	ce rates see "	Apprentice- LABORER"	12/01/2020	6 \$52.25	\$9.90	\$19.05	\$0.00	\$81.20
AISSON & U	UNDERP	INNING TOP MAN	12/01/2024	4 \$46.53	3 \$9.90	\$19.05	\$0.00	\$75.48
BORERS - FOU	JNDATION .	AND MARINE	06/01/202:			\$19.05	\$0.00	\$76.98
			12/01/202:			\$19.05	\$0.00	\$78.48
			06/01/2020			\$19.05	\$0.00	\$80.03
			12/01/2020			\$19.05	\$0.00	\$81.53
		Apprentice- LABORER"	12,01,2020	Ψυ2.υ(Ψ,,,,,			401.00

Classification			Effective Dat	te Base Wag	e Health		Supplemental Unemployment	Total Rate
CARBIDE COR		LL OPERATOR	12/01/2024	\$46.35	\$9.90	\$18.90	\$0.00	\$75.15
LABORERS - ZONE	1		06/01/2025	\$47.85	\$9.90	\$18.90	\$0.00	\$76.65
			12/01/2025	\$49.35	\$9.90	\$18.90	\$0.00	\$78.15
			06/01/2026	\$50.90	\$9.90	\$18.90	\$0.00	\$79.70
			12/01/2026	\$52.40	\$9.90	\$18.90	\$0.00	\$81.20
			06/01/2027	\$54.00	\$9.90	\$18.90	\$0.00	\$82.80
			12/01/2027	\$55.60	\$9.90	\$18.90	\$0.00	\$84.40
			06/01/2028	\$57.28	\$9.90	\$18.90	\$0.00	\$86.08
_			12/01/2028	\$58.95	\$9.90	\$18.90	\$0.00	\$87.75
CARPENTER	rates see "	'Apprentice- LABORER"				440.07	0000	
CARPENTERS -ZON	VE 1 (Met	ro Boston)	03/01/2025		\$9.83	\$19.97	\$0.00	\$90.26
			09/01/2025		\$9.83	\$19.97	\$0.00	\$91.76
			03/01/2026		\$9.83	\$19.97 \$10.07	\$0.00	\$93.26
			09/01/2026 03/01/2027		\$9.83	\$19.97 \$19.97	\$0.00 \$0.00	\$94.76
			03/01/2027	\$66.46	\$9.83	\$19.97	\$0.00	\$96.26
	Appre	ntice - CARPENTER - Zone 1 Metro ive Date - 03/01/2025	Boston					
	Step	percent 05/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment		
	1	45	\$27.21	\$9.83	\$1.73	\$0.00		
	2	45	\$27.21	\$9.83	\$1.73	\$0.00		
	3	55	\$33.25	\$9.83	\$3.40	\$0.00		
	4	55	\$33.25	\$9.83	\$3.40	\$0.00		
	5	70	\$42.32	\$9.83	\$16.51	\$0.00		
	6	70	\$42.32	\$9.83	\$16.51	\$0.00		
	7	80	\$48.37	\$9.83	\$18.24	\$0.00		
	8	80	\$48.37	\$9.83	\$18.24	\$0.00		
		ive Date - 09/01/2025		TT 1.1	ъ.	Supplemental		
	Step	percent	Apprentice Base Wage		Pension	Unemployment		
	1	45	\$27.88	\$9.83	\$1.73	\$0.00		
	2	45	\$27.88	\$9.83	\$1.73	\$0.00		
	3	55	\$34.08	\$9.83	\$3.40	\$0.00		
	5	55	\$34.08	\$9.83	\$3.40	\$0.00		
	6	70	\$43.37	\$9.83	\$16.51	\$0.00		
	7	70	\$43.37	\$9.83	\$16.51	\$0.00		
	8	80 80	\$49.57 \$49.57	\$9.83 \$9.83	\$18.24 \$18.24	\$0.00 \$0.00		
			— — — — — ·	ψ <i>7.03</i>	ψ10.2 T			
	Notes:							
	 	utio to Iousus						
CADDENITED V		ntice to Journeyworker Ratio:1:5			• –	D = 1=		***
CARPENTER V CARPENTERS -ZON			10/01/2024		\$7.02	\$6.47	\$0.00	\$45.40
			10/01/2025		\$7.02	\$6.47	\$0.00	\$46.70
			10/01/2026	\$34.51	\$7.02	\$6.47	\$0.00	\$48.00

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Pension

Total Rate

Apprentice -	CARPENTER	(Wood Frame) - Zone 2)
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Effecti	ve Date -	10/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$15.96	\$7.02	\$0.00	\$0.00	\$22.98
2	50		\$15.96	\$7.02	\$0.00	\$0.00	\$22.98
3	55		\$17.55	\$7.02	\$2.00	\$0.00	\$26.57
4	55		\$17.55	\$7.02	\$2.00	\$0.00	\$26.57
5	70		\$22.34	\$7.02	\$6.47	\$0.00	\$35.83
6	70		\$22.34	\$7.02	\$6.47	\$0.00	\$35.83
7	80		\$25.53	\$7.02	\$6.47	\$0.00	\$39.02
8	80		\$25.53	\$7.02	\$6.47	\$0.00	\$39.02
Effecti	ve 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:							
Appre	ntice to Jo	urneyworker Ratio:1:	5				

CEMENT MASONRY/PLASTERING 07/01/2024 \$49.19 \$13.35 \$24.21 \$1.80 \$88.55

BRICKLAYERS LOCAL 3 (BOSTON)

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Pension

			NT MASONRY/PLASTER	ING - Eastern Mass (E	Boston)					
	Effect: Step	ve Date - 07.	/01/2024	Apprentice Base Wage	Health		Pension	Supplemental Unemployment	To	otal Rate
	1	50		\$24.60	\$13.35		\$16.43	\$0.00		\$54.38
	2	60		\$29.51	\$13.35		\$19.21	\$1.80		\$63.87
	3	65		\$31.97	\$13.35		\$20.21	\$1.80		\$67.33
	4	70		\$34.43	\$13.35		\$21.21	\$1.80		\$70.79
	5	75		\$36.89	\$13.35		\$22.21	\$1.80		\$74.25
	6	80		\$39.35	\$13.35		\$23.21	\$1.80		\$77.71
	7	90		\$44.27	\$13.35		\$24.21	\$1.80		\$83.63
	Notes:		500 hrs. All other steps ar	e 1,000 hrs.						
			eyworker Ratio:1:3							
CHAIN SAW O ABORERS - ZONE		OR		12/01/2024	4 \$	46.35	\$9.90	\$18.90	\$0.00	\$75.15
ABOREKS - ZONE	. 1			06/01/202	5 \$	47.85	\$9.90	\$18.90	\$0.00	\$76.65
				12/01/202	5 \$	49.35	\$9.90	\$18.90	\$0.00	\$78.15
				06/01/2020	6 \$	50.90	\$9.90	\$18.90	\$0.00	\$79.70
				12/01/2020	6 \$	52.40	\$9.90	\$18.90	\$0.00	\$81.20
				06/01/202	7 \$	54.00	\$9.90	\$18.90	\$0.00	\$82.80
				12/01/202	7 \$	55.60	\$9.90	\$18.90	\$0.00	\$84.40
				06/01/202	8 \$	57.28	\$9.90	\$18.90	\$0.00	\$86.08
			2524	12/01/202	8 \$	58.95	\$9.90	\$18.90	\$0.00	\$87.75
		'Apprentice- LABO								
LAM SHELLS PERATING ENGIN			HEADING MACHINES	12/01/202		58.18	\$15.55	\$16.50	\$0.00	\$90.23
				06/01/202		59.51	\$15.55	\$16.50	\$0.00	\$91.56
				12/01/202		60.98	\$15.55	\$16.50	\$0.00	\$93.03
				06/01/2020		62.31	\$15.55	\$16.50	\$0.00	\$94.36
For apprentice	rates see '	'Apprentice- OPER.	ATING ENGINEERS"	12/01/2020	6 \$	63.79	\$15.55	\$16.50	\$0.00	\$95.84
COMPRESSOR				12/01/2024	4 \$	36.67	\$15.55	\$16.50	\$0.00	\$68.72
PERATING ENGIN	NEERS L	OCAL 4		06/01/202:		37.52	\$15.55	\$16.50	\$0.00	\$69.57
				12/01/202:	5 \$	38.47	\$15.55	\$16.50	\$0.00	\$70.52
				06/01/2020		39.33	\$15.55	\$16.50	\$0.00	\$71.38
For apprentice	rates see '	'Apprentice- OPFR	ATING ENGINEERS"	12/01/2020	6 \$	40.28	\$15.55	\$16.50	\$0.00	\$72.33
DELEADER (B	RIDGE)	ENGINEERO	01/01/202	5 \$	58.46	\$9.95	\$23.95	\$0.00	\$92.36

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	* *	ER Local 35 - BRIDGES/TANKS 01/2025				Supplemental		
S	Step percent	Apprentice	Base Wage	Health	Pension	Unemployment	Total Rat	e
_	1 50	\$	\$29.23	\$9.95	\$0.00	\$0.00	\$39.1	8
	2 55	\$	\$32.15	\$9.95	\$6.66	\$0.00	\$48.7	6
	3 60	\$	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29	9
	4 65	\$	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82	2
	5 70	\$	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19	9
	6 75	\$	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73	3
	7 80	\$	\$46.77	\$9.95	\$21.53	\$0.00	\$78.2	5
	8 90	\$	\$52.61	\$9.95	\$22.74	\$0.00	\$85.3	0
_ [
į	Steps are 750 l	hrs.						
	Apprentice to Journey	yworker Ratio:1:1						
DEMO: ADZEM LABORERS - ZONE 1			12/02/2024		\$9.90	\$18.90	\$0.00	\$75.05
			06/02/2025		\$9.90	\$18.90	\$0.00	\$76.55
			12/01/2025		\$9.90	\$18.90	\$0.00	\$78.05
			06/01/2026		\$9.90	\$18.90	\$0.00	\$79.60
			12/07/2026		\$9.90	\$18.90 \$18.90	\$0.00 \$0.00	\$81.10
			06/07/2027 12/06/2027		\$9.90 \$9.90	\$18.90	\$0.00	\$82.70 \$84.30
			06/05/2028		\$9.90 \$9.90	\$18.90	\$0.00	\$84.30 \$85.98
			12/04/2028		\$9.90	\$18.90	\$0.00	\$83.98
For apprentice ra	tes see "Apprentice- LABOI	RER"	12/04/2020	\$30.03	\$9.90	\$10.70	\$0.00	\$67.05
	OE/LOADER/HAMM	IER OPERATOR	12/02/2024	\$47.25	\$9.90	\$18.90	\$0.00	\$76.05
LABORERS - ZONE 1			06/02/2025	\$48.75	\$9.90	\$18.90	\$0.00	\$77.55
			12/01/2025	\$50.25	\$9.90	\$18.90	\$0.00	\$79.05
			06/01/2026	\$51.80	\$9.90	\$18.90	\$0.00	\$80.60
			12/07/2026	\$53.30	\$9.90	\$18.90	\$0.00	\$82.10
			06/07/2027	\$54.90	\$9.90	\$18.90	\$0.00	\$83.70
			12/06/2027	\$56.50	\$9.90	\$18.90	\$0.00	\$85.30
			06/05/2028	\$58.18	\$9.90	\$18.90	\$0.00	\$86.98
F	. HA C LADOL	DEDU	12/04/2028	\$59.85	\$9.90	\$18.90	\$0.00	\$88.65
	tes see "Apprentice- LABOI	KEK"	12/02/2021		40.00	#10.00	Ф0.00	
DEMO: BURNEI Laborers - zone 1			12/02/2024		\$9.90	\$18.90	\$0.00	\$75.80
			06/02/2025		\$9.90	\$18.90 \$18.90	\$0.00	\$77.30
			12/01/2025		\$9.90	\$18.90 \$18.90	\$0.00 \$0.00	\$78.80
			06/01/2026 12/07/2026		\$9.90 \$9.90	\$18.90 \$18.90	\$0.00	\$80.35 \$81.85
			06/07/2027		\$9.90 \$9.90	\$18.90	\$0.00	\$83.45
			12/06/2027		\$9.90 \$9.90	\$18.90	\$0.00	\$85.05
			06/05/2028		\$9.90	\$18.90	\$0.00	\$85.03
			12/04/2028			\$18.90	\$0.00	\$88.40
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Classification For apprentice rates see "Apprentice- LABORER"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER	12/02/2024	\$47.25	\$9.90	\$18.90	\$0.00	\$76.05
LABORERS - ZONE 1	06/02/2025	\$48.75	\$9.90	\$18.90	\$0.00	\$77.55
	12/01/2025	\$50.25	\$9.90	\$18.90	\$0.00	\$79.05
	06/01/2026	\$51.80	\$9.90	\$18.90	\$0.00	\$80.60
	12/07/2026	\$53.30	\$9.90	\$18.90	\$0.00	\$82.10
	06/07/2027	\$54.90	\$9.90	\$18.90	\$0.00	\$83.70
	12/06/2027	\$56.50	\$9.90	\$18.90	\$0.00	\$85.30
	06/05/2028	\$58.18	\$9.90	\$18.90	\$0.00	\$86.98
For apprentice rates see "Apprentice- LABORER"	12/04/2028	\$59.85	\$9.90	\$18.90	\$0.00	\$88.65
DEMO: JACKHAMMER OPERATOR	12/02/2024	\$47.00	\$9.90	\$18.90	\$0.00	\$75.80
LABORERS - ZONE 1	06/02/2025	\$48.50	\$9.90	\$18.90	\$0.00	\$77.30
	12/01/2025	\$50.00	\$9.90	\$18.90	\$0.00	\$78.80
	06/01/2026	\$51.55	\$9.90	\$18.90	\$0.00	\$80.35
	12/07/2026	\$53.05	\$9.90	\$18.90	\$0.00	\$81.85
	06/07/2027	\$54.65	\$9.90	\$18.90	\$0.00	\$83.45
	12/06/2027	\$56.25	\$9.90	\$18.90	\$0.00	\$85.05
	06/05/2028	\$57.93	\$9.90	\$18.90	\$0.00	\$86.73
For apprentice rates see "Apprentice- LABORER"	12/04/2028	\$59.60	\$9.90	\$18.90	\$0.00	\$88.40
DEMO: WRECKING LABORER	12/02/2024	\$46.25	\$9.90	\$18.90	\$0.00	\$75.05
LABORERS - ZONE 1	06/02/2025	\$47.75	\$9.90	\$18.90	\$0.00	\$76.55
	12/01/2025	\$49.25	\$9.90	\$18.90	\$0.00	\$78.05
	06/01/2026	\$50.80	\$9.90	\$18.90	\$0.00	\$79.60
	12/07/2026	\$52.30	\$9.90	\$18.90	\$0.00	\$81.10
	06/07/2027	\$53.90	\$9.90	\$18.90	\$0.00	\$82.70
	12/06/2027	\$55.50	\$9.90	\$18.90	\$0.00	\$84.30
	06/05/2028	\$57.18	\$9.90	\$18.90	\$0.00	\$85.98
For apprentice rates see "Apprentice- LABORER"	12/04/2028	\$58.85	\$9.90	\$18.90	\$0.00	\$87.65
DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
For any order of the second of ODED ATTING ENGINEEDS!	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS" DIVER	00/01/2024	¢70 11	¢10.00	\$21.66	\$0.00	\$100.95
PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$78.11	\$10.08	\$21.00	\$0.00	\$109.85
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$55.79	\$10.08	\$24.29	\$0.00	\$90.16
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$83.69	\$10.08	\$24.29	\$0.00	\$118.06
For apprentice rates see "Apprentice- PILE DRIVER"						

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Classification	Effective Da	te Base Wage	Health		Supplemental Unemployment	Total Rat
IVER/SLURRY (EFFLUENT) LE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
RAWBRIDGE OPERATOR (Construction) RAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
LECTRICIAN	03/01/2025	\$64.26	\$13.00	\$23.03	\$0.00	\$100.29
LECTRICIANS LOCAL 103	09/01/2025	\$66.17	\$13.00	\$23.09	\$0.00	\$102.26
	03/01/2026	\$67.37	\$13.00	\$23.12	\$0.00	\$103.49
	09/01/2026	\$69.28	\$13.00	\$23.18	\$0.00	\$105.46
	03/01/2027	\$70.47	\$13.00	\$23.21	\$0.00	\$106.68
	09/01/2027	\$72.39	\$13.00	\$23.27	\$0.00	\$108.66
	03/01/2028	\$ \$73.59	\$13.00	\$23.31	\$0.00	\$109.90
Apprentice - ELECTRICIAN - Local 103 Effective Date - 03/01/2025						
Effective Date - 03/01/2025 Step percent	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
1 40	\$25.70	\$13.00	\$0.77	\$0.00	\$39.47	
2 40	\$25.70	\$13.00	\$0.77	\$0.00	\$39.47	
3 45	\$28.92	\$13.00	\$17.17	\$0.00	\$59.09	
4 45	\$28.92	\$13.00	\$17.17	\$0.00	\$59.09	
5 50	\$32.13	\$13.00	\$17.70	\$0.00	\$62.83	
6 55	\$35.34	\$13.00	\$18.24	\$0.00	\$66.58	
7 60	\$38.56	\$13.00	\$18.77	\$0.00	\$70.33	
8 65	\$41.77	\$13.00	\$19.30	\$0.00	\$74.07	
9 70	\$44.98	\$13.00	\$19.83	\$0.00	\$77.81	
10 75	\$48.20	\$13.00	\$20.37	\$0.00	\$81.57	
Effective Date - 09/01/2025 Step percent	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
1 40						
2 40	\$26.47	\$13.00 \$12.00	\$0.79	\$0.00		
3 45	\$26.47 \$29.78	\$13.00 \$13.00	\$0.79 \$17.19	\$0.00 \$0.00		
4 45	\$29.78 \$29.78	\$13.00	\$17.19	\$0.00		
5 50	\$33.09	\$13.00	\$17.73	\$0.00		
6 55	\$36.39	\$13.00	\$18.27	\$0.00		
7 60	\$39.70	\$13.00	\$18.80	\$0.00		
8 65	\$43.01	\$13.00	\$19.34	\$0.00		
9 70	\$46.32	\$13.00	\$19.87	\$0.00		
10 75	\$49.63	\$13.00	\$20.41	\$0.00		
Notes: :						
Apprentice to Journeyworker Ratio:2:3***	*					
apprentice to obtainey worker Matto.2.3						

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	Step	ve Date - 01/01/2022 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
	1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84	-
	2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33	
	3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89)
	4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17	
	5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74	•
	Notes:							
	İ	Steps 1-2 are 6 mos.; Steps 3-5 are	1 year					
	Appre	ntice to Journeyworker Ratio:1:1						
LEVATOR CONST		JCTOR HELPER S LOCAL 4	01/01/2022	2 \$45.93	\$16.03	\$20.21	\$0.00	\$82.17
For apprentice	e rates see '	'Apprentice - ELEVATOR CONSTRUCTOR"						
ENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY ABORERS - ZONE 1 (HEAVY & HIGHWAY)		AY) 12/01/2024	4 \$46.45	\$9.90	\$18.90	\$0.00	\$75.25	
BUKEKS - ZONI	E I (HEAV	I & HIGHWAY)	06/01/2023	\$47.95	\$9.90	\$18.90	\$0.00	\$76.75
			12/01/202:	\$49.45	\$9.90	\$18.90	\$0.00	\$78.25
			06/01/2020	5 \$51.00	\$9.90	\$18.90	\$0.00	\$79.80
For apprentice	e rates see '	'Apprentice- LABORER (Heavy and Highway	12/01/2020	5 \$52.50	\$9.90	\$18.90	\$0.00	\$81.30
		SON-BLDG,SITE,HVY/HWY	11/01/2024	\$51.78	\$15.30	\$16.40	\$0.00	\$83.48
PERATING ENG	INEERS L	OCAL 4	05/01/2023			\$16.40	\$0.00	\$84.92
			11/01/2025			\$16.40	\$0.00	\$86.21
			05/01/2020			\$16.40	\$0.00	\$87.65
			11/01/2026			\$16.40	\$0.00	\$88.94
			05/01/202			\$16.40	\$0.00	\$90.37
For apprentice	e rates see '	'Apprentice- OPERATING ENGINEERS"		****				• • • • • • • • • • • • • • • • • • • •
		HIEF-BLDG,SITE,HVY/HWY	11/01/2024	\$53.37	\$15.30	\$16.40	\$0.00	\$85.07
PERATING ENG	INEEKS L	CAL 4	05/01/2023	5 \$54.82	\$15.30	\$16.40	\$0.00	\$86.52
			11/01/2025	\$56.12	\$15.30	\$16.40	\$0.00	\$87.82
			05/01/2020	5 \$57.57	\$15.30	\$16.40	\$0.00	\$89.27
			11/01/2026	\$58.87	\$15.30	\$16.40	\$0.00	\$90.57
			05/01/2027	7 \$60.32	\$15.30	\$16.40	\$0.00	\$92.02
		'Apprentice- OPERATING ENGINEERS"						
ELD ENG.R PERATING ENGL		SON-BLDG,SITE,HVY/HWY	11/01/2024	\$25.37	\$15.30	\$16.40	\$0.00	\$57.07
			05/01/2025			\$16.40	\$0.00	\$57.92
			11/01/2025			\$16.40	\$0.00	\$58.68
			05/01/2020		\$15.30	\$16.40	\$0.00	\$59.53
			11/01/2026	\$28.59	\$15.30	\$16.40	\$0.00	\$60.29
			05/01/2027	7 \$29.44	\$15.30	\$16.40	\$0.00	\$61.14

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER	03/01/2025	\$64.26	\$13.00	\$23.03	\$0.00	\$100.29
ELECTRICIANS LOCAL 103	09/01/2025	\$66.17	\$13.00	\$23.09	\$0.00	\$102.26
	03/01/2026	\$67.37	\$13.00	\$23.12	\$0.00	\$103.49
	09/01/2026	\$69.28	\$13.00	\$23.18	\$0.00	\$105.46
	03/01/2027	\$70.47	\$13.00	\$23.21	\$0.00	\$106.68
	09/01/2027	\$72.39	\$13.00	\$23.27	\$0.00	\$108.66
	03/01/2028	\$73.59	\$13.00	\$23.31	\$0.00	\$109.90
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE	03/01/2025	\$51.41	\$13.00	\$20.90	\$0.00	\$85.31
/ COMMISSIONING ELECTRICIANS LOCAL 103	09/01/2025	\$52.94	\$13.00	\$20.95	\$0.00	\$86.89
	03/01/2026	01/2026 \$67.37 \$13.00 \$23.12 \$0.00 01/2026 \$69.28 \$13.00 \$23.18 \$0.00 01/2027 \$70.47 \$13.00 \$23.21 \$0.00 01/2027 \$72.39 \$13.00 \$23.27 \$0.00 01/2028 \$73.59 \$13.00 \$23.31 \$0.00 01/2025 \$51.41 \$13.00 \$20.90 \$0.00 01/2025 \$52.94 \$13.00 \$20.95 \$0.00 01/2026 \$53.90 \$13.00 \$20.98 \$0.00 01/2026 \$55.42 \$13.00 \$21.02 \$0.00 01/2027 \$56.38 \$13.00 \$21.02 \$0.00 01/2027 \$56.38 \$13.00 \$21.10 \$0.00 01/2027 \$57.91 \$13.00 \$21.10 \$0.00 01/2028 \$58.87 \$13.00 \$21.13 \$0.00 01/2028 \$45.96 \$15.55 \$16.50 \$0.00 01/2025 \$44.19 \$15.55 \$16.50 \$0.00 01/2026 \$49.25 \$15.55 \$16.50	\$87.88			
	09/01/2026	\$55.42	\$13.00	\$21.02	\$0.00	\$89.44
	03/01/2027	\$56.38	\$13.00	\$21.05	\$0.00	\$90.43
	09/01/2027	\$57.91	\$13.00	\$21.10	\$0.00	\$92.01
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"	03/01/2028	\$58.87	\$13.00	\$21.13	\$0.00	\$93.00
FIREMAN (ASST. ENGINEER)	12/01/2024	\$45.96	\$15.55	\$16.50	\$0.00	\$78.01
OPERATING ENGINEERS LOCAL 4	06/01/2025			\$16.50		\$79.07
	03/01/2026 \$ 09/01/2026 \$ 03/01/2027 \$ 09/01/2027 \$ 09/01/2028 \$ 03/01/2025 \$ 03/01/2026 \$ 03/01/2026 \$ 03/01/2026 \$ 03/01/2027 \$ 03/01/2027 \$ 03/01/2027 \$ 03/01/2027 \$ 03/01/2027 \$ 12/01/2028 \$ 12/01/2025 \$ 12/01/2026 \$ 12/01/2026 \$ 12/01/2026 \$ 12/01/2026 \$ 12/01/2026 \$ 12/01/2026 \$ 12/01/2026 \$ 12/01/2026 \$ 12/01/2026 \$ 12/01/2025 \$ 12/01/2026 \$ 12/01/2025 \$ 12/01/2026 \$ 12/01/2025 \$ 12/0	\$48.19	\$15.55	\$16.50	\$0.00	\$80.24
	06/01/2026	\$49.25	\$15.55	\$16.50	\$0.00	\$81.30
	12/01/2026		\$15.55	\$16.50	\$0.00	\$82.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/01/2024	\$27.01	\$9.90	\$18.90	\$0.00	\$55.81
ABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	\$28.09	\$9.90	\$18.90	\$0.00	\$56.89
	12/01/2025	\$28.09	\$9.90	\$18.90	\$0.00	\$56.89
	06/01/2026	\$29.21	\$9.90	\$18.90	\$0.00	\$58.01
	12/01/2026	\$29.21	\$9.90	\$18.90	\$0.00	\$58.01
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE 1	03/01/2025	\$57.73	\$8.83	\$20.27	\$0.00	\$86.83
LOOKCO I LILEND LOCAL 2100 LOTE I	09/01/2025	\$59.23	\$8.83	\$20.27	\$0.00	\$88.33
	03/01/2026	\$60.73	\$8.83	\$20.27	\$0.00	\$89.83
	09/01/2026	\$62.23	\$8.83	\$20.27	\$0.00	\$91.33
	03/01/2027	\$63.73	\$8.83	\$20.27	\$0.00	\$92.83

Issue Date: 04/11/2025 **Wage Request Number:** 20250410-080 **Page 13 of 38**

Apprentice - FLOORCOVERER - Local 2168 Zone I

Pension

03/01/2025 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 45 \$25.98 \$1.76 \$36.57 \$8.83 \$0.00 2 45 \$25.98 \$8.83 \$0.00 \$1.76 \$36.57 3 55 \$31.75 \$3.52 \$0.00 \$44.10 \$8.83 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 09/01/2025 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 45 \$26.65 \$8.83 \$1.76 \$0.00 \$37.24 2 45 \$0.00 \$26.65 \$8.83 \$1.76 \$37.24 3 55 \$32.58 \$0.00 \$44.93 \$8.83 \$3.52 4 55 \$32.58 \$8.83 \$3.52 \$0.00 \$44.93 5 70 \$41.46 \$8.83 \$16.75 \$0.00 \$67.04 6 70 \$0.00 \$41.46 \$8.83 \$16.75 \$67.04 7 80 \$47.38 \$8.83 \$18.51 \$0.00 \$74.72 8 80 \$47.38 \$0.00 \$8.83 \$18.51 \$74.72 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 FORK LIFT/CHERRY PICKER \$16.50 \$0.00 12/01/2024 \$57.03 \$15.55 \$89.08 OPERATING ENGINEERS LOCAL 4 \$16.50 06/01/2025 \$58.33 \$15.55 \$0.00 \$90.38 12/01/2025 \$16.50 \$0.00 \$59.78 \$15.55 \$91.83 06/01/2026 \$61.08 \$15.55 \$16.50 \$0.00 \$93.13 12/01/2026 \$16.50 \$0.00 \$94.58 \$62.53 \$15.55 For apprentice rates see "Apprentice- OPERATING ENGINEERS" GENERATOR/LIGHTING PLANT/HEATERS \$0.00 12/01/2024 \$36.67 \$15.55 \$16.50 \$68.72 OPERATING ENGINEERS LOCAL 4 \$16.50 06/01/2025 \$0.00 \$37.52 \$15.55 \$69.57 \$0.00 12/01/2025 \$38.47 \$15.55 \$16.50 \$70.52 06/01/2026 \$39.33 \$15.55 \$16.50 \$0.00 \$71.38 \$15.55 \$16.50 \$0.00 \$72.33 12/01/2026 \$40.28 For apprentice rates see "Apprentice- OPERATING ENGINEERS" GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR 01/01/2025 \$53.75 \$9.95 \$23.95 \$0.00 \$87.65 SYSTEMS) GLAZIERS LOCAL 35 (ZONE 1)

0.08
0.38
.83
3.13
1

12/01/2026

\$62.53

\$15.55

\$16.50

\$0.00

\$94.58

Issue Date: 04/11/2025 Wage Request Number: 20250410-080 Page 15 of 38 **Apprentice -** OPERATING ENGINEERS - Local 4

	Effecti	ve Date - 12/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55	\$31.37	\$0.00	\$0.00	\$0.00	\$31.37	
	2	60	\$34.22	\$15.55	\$16.50	\$0.00	\$66.27	
	3	65	\$37.07	\$15.55	\$16.50	\$0.00	\$69.12	
	4	70	\$39.92	\$15.55	\$16.50	\$0.00	\$71.97	
	5	75	\$42.77	\$15.55	\$16.50	\$0.00	\$74.82	
	6	80	\$45.62	\$15.55	\$16.50	\$0.00	\$77.67	
	7	85	\$48.48	\$15.55	\$16.50	\$0.00	\$80.53	
	8	90	\$51.33	\$15.55	\$16.50	\$0.00	\$83.38	
	Effecti	ve Date - 06/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55	\$32.08	\$0.00	\$0.00	\$0.00	\$32.08	
	2	60	\$35.00	\$15.55	\$16.50	\$0.00	\$67.05	
	3	65	\$37.91	\$15.55	\$16.50	\$0.00	\$69.96	
	4	70	\$40.83	\$15.55	\$16.50	\$0.00	\$72.88	
	5	75	\$43.75	\$15.55	\$16.50	\$0.00	\$75.80	
	6	80	\$46.66	\$15.55	\$16.50	\$0.00	\$78.71	
	7	85	\$49.58	\$15.55	\$16.50	\$0.00	\$81.63	
	8	90	\$52.50	\$15.55	\$16.50	\$0.00	\$84.55	
	Notes:							
		ution to Lawrence when Dation 146						
IVAC (DUCTY		ntice to Journeyworker Ratio:1:6					***	
IVAC (DUCTV heetmetal wob		OCAL 17 - A	02/01/2023			\$28.27	\$2.98	\$105.29
			08/01/202:			\$28.27	\$2.98	\$107.14
For apprentice	rates see "	Apprentice- SHEET METAL WORKER"	02/01/2020	5 \$62.93	\$14.91	\$28.27	\$2.98	\$109.09
VAC (ELECT			03/01/2025	5 \$64.26	\$13.00	\$23.03	\$0.00	\$100.29
LECTRICIANS LO		,	09/01/2025			\$23.09	\$0.00	\$100.29
			03/01/2020			\$23.12	\$0.00	\$102.20
			09/01/2020			\$23.18	\$0.00	\$105.49
			03/01/2020			\$23.21	\$0.00	\$105.40
			09/01/202			\$23.27	\$0.00	\$108.66
			03/01/2028			\$23.31	\$0.00	\$109.90
For apprentice	rates see "	Apprentice- ELECTRICIAN"	03/01/2020	3 \$75.55	\$13.00	Ψ23.31	ψ0.00	\$109.90
		BALANCING - AIR)	02/01/2023	5 \$59.13	\$14.91	\$28.27	\$2.98	\$105.29
HEETMETAL WOF	RKERS LC	OCAL 17 - A	08/01/2025			\$28.27	\$2.98	\$107.14
			02/01/2020		\$14.91	\$28.27	\$2.98	\$109.09
For apprentice	rates see "	Apprentice- SHEET METAL WORKER"						
IVAC (TESTIN IPEFITTERS LOC		BALANCING -WATER)	03/01/202	5 \$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprentice:	rates see "	Apprentice- PIPEFITTER" or "PLUMBER/F	PIPEFITTER"					

				Effective Da		е неапп		Unemployment	
IVAC MECHA				03/01/202	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
		Apprentice- PIPE	FITTER" or "PLUMBER/PIF	PEFITTER"					
HYDRAULIC :				12/01/2024	\$46.85	\$9.90	\$18.90	\$0.00	\$75.65
ABORERS - ZONI				06/01/202		\$9.90	\$18.90	\$0.00	\$77.15
				12/01/202		\$9.90	\$18.90	\$0.00	\$78.65
				06/01/2020		\$9.90	\$18.90	\$0.00	\$79.45
				12/01/2020		\$9.90	\$18.90	\$0.00	\$81.70
				06/01/202		\$9.90	\$18.90	\$0.00	\$83.30
				12/01/202		\$9.90	\$18.90	\$0.00	\$84.90
				06/01/202		\$9.90	\$18.90	\$0.00	\$86.58
				12/01/202		\$9.90	\$18.90	\$0.00	\$88.25
For apprentice	e rates see ".	Apprentice- LAB	ORER"						
HYDRAULIC		*	IIGHWAY)	12/01/202	\$46.95	\$9.90	\$18.90	\$0.00	\$75.75
ABORERS - ZONI	E I (HEAV)	a & HIGHWAY)		06/01/202	\$48.45	\$9.90	\$18.90	\$0.00	\$77.25
				12/01/202	\$49.95	\$9.90	\$18.90	\$0.00	\$78.75
				06/01/2020	\$51.50	\$9.90	\$18.90	\$0.00	\$80.30
_				12/01/2020	\$53.00	\$9.90	\$18.90	\$0.00	\$81.80
			ORER (Heavy and Highway)						
NSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)		09/01/2024	\$56.92	\$14.75	\$19.61	\$0.00	\$91.28		
		,		09/01/202:	\$60.34	\$14.75	\$19.61	\$0.00	\$94.70
				09/01/2020		\$14.75	\$19.61	\$0.00	\$98.12
	Apprer Effecti				\$63.76		\$19.61	\$0.00	
			STOS INSULATOR (Pi 9/01/2024	09/01/2020	6 \$63.76 ston			\$0.00	\$98.12
	Effecti	ve Date - 09		09/01/2020 pes & Tanks) - Local 6 Bo Apprentice Base Wage	ston Health	\$14.75 Pension	\$19.61 Supplemental Unemployment	\$0.00 Total Rate	\$98.12
	Effection Step	ve Date - 09		09/01/2020 Spes & Tanks) - Local 6 Box Apprentice Base Wage \$28.46	\$63.76 ston Health \$14.75	\$14.75 Pension \$14.32	\$19.61 Supplemental Unemployment \$0.00	\$0.00 Total Rate \$57.53	\$98.12
	Effective Step	percent 50		09/01/2020 Spes & Tanks) - Local 6 Box Apprentice Base Wage \$28.46 \$34.15	\$63.76 \$ton Health \$14.75 \$14.75	\$14.75 Pension \$14.32 \$15.37	\$19.61 Supplemental Unemployment \$0.00 \$0.00	\$0.00 Total Rate \$57.53 \$64.27	\$98.12
	Effective Step 1	ve Date - 09 percent 50 60		09/01/2020 Spes & Tanks) - Local 6 Box Apprentice Base Wage \$28.46	\$63.76 ston Health \$14.75	\$14.75 Pension \$14.32	\$19.61 Supplemental Unemployment \$0.00	\$0.00 Total Rate \$57.53 \$64.27 \$71.02	\$98.12
	Step 1 2 3 4	9 percent 50 60 70 80		09/01/2020 Spes & Tanks) - Local 6 Box Apprentice Base Wage \$28.46 \$34.15 \$39.84	Ston Health \$14.75 \$14.75 \$14.75	\$14.75 Pension \$14.32 \$15.37 \$16.43	\$19.61 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$57.53 \$64.27 \$71.02 \$77.78	\$98.12
	Step 1 2 3 4	ve Date - 09 percent 50 60 70 80	9/01/2024	09/01/2020 Spes & Tanks) - Local 6 Box Apprentice Base Wage \$28.46 \$34.15 \$39.84	Ston Health \$14.75 \$14.75 \$14.75 \$14.75	\$14.75 Pension \$14.32 \$15.37 \$16.43	\$19.61 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$57.53 \$64.27 \$71.02 \$77.78	\$98.12
	Effective Step 1 2 3 4 Effective	ve Date - 09 percent 50 60 70 80 ve Date - 09	9/01/2024	09/01/2020 Spes & Tanks) - Local 6 Box Apprentice Base Wage \$28.46 \$34.15 \$39.84 \$45.54	Ston Health \$14.75 \$14.75 \$14.75 \$14.75	\$14.75 Pension \$14.32 \$15.37 \$16.43 \$17.49	\$19.61 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$57.53 \$64.27 \$71.02 \$77.78 Total Rate	\$98.12
	Effective Step 1 2 3 4 Effective Step	ve Date - 09 percent 50 60 70 80 ve Date - 09 percent 09	9/01/2024	09/01/2020 Spes & Tanks) - Local 6 Box Apprentice Base Wage \$28.46 \$34.15 \$39.84 \$45.54 Apprentice Base Wage	Ston Health \$14.75 \$14.75 \$14.75 \$14.75	\$14.75 Pension \$14.32 \$15.37 \$16.43 \$17.49 Pension	\$19.61 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$0.00 Total Rate \$57.53 \$64.27 \$71.02 \$77.78 Total Rate \$59.24	\$98.12
	Effective Step 1 2 3 4 Effective Step 1 1	ve Date - 09 percent 50 60 70 80 ve Date - 09 percent 50	9/01/2024	09/01/2020 Spes & Tanks) - Local 6 Box Apprentice Base Wage \$28.46 \$34.15 \$39.84 \$45.54 Apprentice Base Wage \$30.17	Ston Health \$14.75 \$14.75 \$14.75 \$14.75 Health \$14.75	\$14.75 Pension \$14.32 \$15.37 \$16.43 \$17.49 Pension \$14.32	\$19.61 Supplemental Unemployment \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00	\$0.00 Total Rate \$57.53 \$64.27 \$71.02 \$77.78 Total Rate \$59.24 \$66.32	\$98.12
	Effective Step 1 2 3 4 Effective Step 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	ye Date - 09 percent	9/01/2024	09/01/2020 Spes & Tanks) - Local 6 Box Apprentice Base Wage \$28.46 \$34.15 \$39.84 \$45.54 Apprentice Base Wage \$30.17 \$36.20	Ston Health \$14.75 \$14.75 \$14.75 \$14.75 \$14.75 \$14.75	\$14.75 Pension \$14.32 \$15.37 \$16.43 \$17.49 Pension \$14.32 \$15.37	\$19.61 Supplemental Unemployment \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$0.00 Total Rate \$57.53 \$64.27 \$71.02 \$77.78 Total Rate \$59.24 \$66.32 \$73.42	\$98.12
	Effective Step 1 2 3 4 Effective Step 1 2 3 3 4 2 3 3	ve Date - 09 percent 50 60 70 80 ve Date - 09 percent 50 60 70	9/01/2024	09/01/2020 Spes & Tanks) - Local 6 Box Apprentice Base Wage \$28.46 \$34.15 \$39.84 \$45.54 Apprentice Base Wage \$30.17 \$36.20 \$42.24	Ston Health \$14.75 \$14.75 \$14.75 \$14.75 Health \$14.75 \$14.75	\$14.75 Pension \$14.32 \$15.37 \$16.43 \$17.49 Pension \$14.32 \$15.37 \$16.43	\$19.61 Supplemental Unemployment \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$57.53 \$64.27 \$71.02 \$77.78 Total Rate \$59.24 \$66.32 \$73.42	\$98.12
	Effective Step 1 2 3 4 Effective Step 1 2 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	ve Date - 09 percent 50 60 70 80 ve Date - 09 percent 50 60 70 80	9/01/2024	09/01/2020 Spes & Tanks) - Local 6 Box Apprentice Base Wage \$28.46 \$34.15 \$39.84 \$45.54 Apprentice Base Wage \$30.17 \$36.20 \$42.24	Ston Health \$14.75 \$14.75 \$14.75 \$14.75 Health \$14.75 \$14.75	\$14.75 Pension \$14.32 \$15.37 \$16.43 \$17.49 Pension \$14.32 \$15.37 \$16.43	\$19.61 Supplemental Unemployment \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$57.53 \$64.27 \$71.02 \$77.78 Total Rate \$59.24 \$66.32 \$73.42	\$98.12

Effective Date Base Wage Health

Classification

IRONWORKERS LOCAL 7 (BOSTON AREA)

Supplemental

Pension

Total Rate

 Issue Date:
 04/11/2025
 Wage Request Number:
 20250410-080
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Pension

\$18.90

\$18.90

\$18.90

\$18.90

\$18.90

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$80.95

\$82.55

\$84.15

\$85.83

\$87.50

Total Rate

Apprentice - IRONWORKER - Local 7 Boston 03/16/2024 **Effective Date -**Supplemental percent Apprentice Base Wage Health Pension Unemployment Total Rate Step 1 60 \$32.38 \$26.70 \$67.43 \$8.35 \$0.00 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 \$0.00 \$80.92 \$26.70 6 90 \$48.57 \$8.35 \$26.70 \$0.00 \$83.62 Notes: Apprentice to Journeyworker Ratio:1:4 JACKHAMMER & PAVING BREAKER OPERATOR 12/01/2024 \$9.90 \$18.90 \$0.00 \$75.15 \$46.35 LABORERS - ZONE 1 \$0.00 06/01/2025 \$47.85 \$9.90 \$18.90 \$76.65 \$18.90 \$0.00 12/01/2025 \$49.35 \$9.90 \$78.15 06/01/2026 \$18.90 \$0.00 \$79.70 \$50.90 \$9.90 \$18.90 \$0.00 12/01/2026 \$52.40 \$9.90 \$81.20 \$18.90 \$0.00 06/01/2027 \$54.00 \$9.90 \$82.80 12/01/2027 \$55.60 \$9.90 \$18.90 \$0.00 \$84.40 \$18.90 06/01/2028 \$57.28 \$9.90 \$0.00 \$86.08 \$18.90 \$0.00 12/01/2028 \$58.95 \$9.90 \$87.75 For apprentice rates see "Apprentice- LABORER" LABORER 12/01/2024 \$46.10 \$9.90 \$18.90 \$0.00 \$74.90 LABORERS - ZONE 1 06/01/2025 \$47.60 \$9.90 \$18.90 \$0.00 \$76.40 12/01/2025 \$49.10 \$9.90 \$18.90 \$0.00 \$77.90 \$18.90 \$0.00 06/01/2026 \$50.65 \$9.90 \$79.45

12/01/2026

06/01/2027

12/01/2027

06/01/2028

12/01/2028

\$52.15

\$53.75

\$55.35

\$57.03

\$58.70

\$9.90

\$9.90

\$9.90

\$9.90

\$9.90

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Step	tive Date - percent	12/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{\operatorname{step}}{1}$	60		\$27.66	\$9.90	\$18.90	\$0.00	\$56.46	
2	70		\$32.27	\$9.90	\$18.90	\$0.00	\$61.07	
3	80		\$36.88	\$9.90	\$18.90	\$0.00	\$65.68	
4	90		\$41.49	\$9.90	\$18.90	\$0.00	\$70.29	
Effect	tive Date -	06/01/2025				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$28.56	\$9.90	\$18.90	\$0.00	\$57.36	
2	70		\$33.32	\$9.90	\$18.90	\$0.00	\$62.12	
3	80		\$38.08	\$9.90	\$18.90	\$0.00	\$66.88	
4	90		\$42.84	\$9.90	\$18.90	\$0.00	\$71.64	
Notes	<u> </u>							
Appre	entice to Jo	urneyworker Ratio:1:5						
R (HEAVY &			12/01/2024	\$46.20	\$9.90	\$18.90	\$0.00	\$75
- ZONE 1 (HEAV	VY & HIGHWA	(IY)	06/01/2025			\$18.90	\$0.00	\$76
			12/01/2025	\$49.20	\$9.90	\$18.90	\$0.00	\$78
			12/01/2025 06/01/2026		\$9.90 \$9.90	\$18.90 \$18.90	\$0.00 \$0.00	
			12/01/2026 06/01/2026 12/01/2026	\$50.75	\$9.90 \$9.90 \$9.90	\$18.90 \$18.90 \$18.90	\$0.00 \$0.00 \$0.00	\$79
	entice - LA tive Date - percent	4BORER (Heavy & Highwo 12/01/2024	06/01/2026 12/01/2026 ty) - Zone 1 Apprentice Base Wage	5 \$50.75 5 \$52.25 Health	\$9.90 \$9.90 Pension	\$18.90 \$18.90 Supplemental Unemployment	\$0.00 \$0.00 Total Rate	\$79 \$81
Effect Step	percent 60		06/01/2026 12/01/2026 (ay) - Zone 1 Apprentice Base Wage \$27.72	5 \$50.75 5 \$52.25 Health \$9.90	\$9.90 \$9.90 Pension \$18.90	\$18.90 \$18.90 Supplemental Unemployment	\$0.00 \$0.00 Total Rate	\$79 \$81
Effect Step 1 2	percent 60 70		06/01/2026 12/01/2026 ny) - Zone 1 Apprentice Base Wage \$27.72 \$32.34	5 \$50.75 5 \$52.25 Health	\$9.90 \$9.90 Pension \$18.90 \$18.90	\$18.90 \$18.90 Supplemental Unemployment \$0.00 \$0.00	\$0.00 \$0.00 Total Rate \$56.52 \$61.14	\$79 \$81
Step 1 2 3	60 70 80		06/01/2026 12/01/2026 (ay) - Zone 1 Apprentice Base Wage \$27.72	5 \$50.75 5 \$52.25 Health \$9.90	\$9.90 \$9.90 Pension \$18.90	\$18.90 \$18.90 Supplemental Unemployment	\$0.00 \$0.00 Total Rate \$56.52 \$61.14 \$65.76	\$79 \$81
Effect Step 1 2	percent 60 70		06/01/2026 12/01/2026 ny) - Zone 1 Apprentice Base Wage \$27.72 \$32.34	Health \$9.90 \$9.90	\$9.90 \$9.90 Pension \$18.90 \$18.90	\$18.90 \$18.90 Supplemental Unemployment \$0.00 \$0.00	\$0.00 \$0.00 Total Rate \$56.52 \$61.14	\$79 \$81
Effect Step 1 2 3 4 Effect	60 70 80 90 tive Date -		06/01/2026 12/01/2026	Health \$9.90 \$9.90 \$9.90	\$9.90 \$9.90 Pension \$18.90 \$18.90 \$18.90	\$18.90 \$18.90 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 Total Rate \$56.52 \$61.14 \$65.76 \$70.38	\$79 \$81
Effect Step 1 2 3 4 Effect Step	percent 60 70 80 90 tive Date - percent	12/01/2024	06/01/2026 12/01/2026 12/01/2026 12/01/2026 12/01/2026 12/01/2026 12/01/2026 12/01/2026 12/01/2026 12/01/2026 12/01/2026 12/01/2026	Health \$9.90 \$9.90 \$9.90	\$9.90 \$9.90 Pension \$18.90 \$18.90	\$18.90 \$18.90 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 Total Rate \$56.52 \$61.14 \$65.76	\$79 \$81
Effect Step 1 2 3 4 Effect Step 1	60 70 80 90 tive Date -	12/01/2024	06/01/2026 12/01/2026	Health \$9.90 \$9.90 \$9.90	\$9.90 \$9.90 Pension \$18.90 \$18.90 \$18.90	\$18.90 \$18.90 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 Total Rate \$56.52 \$61.14 \$65.76 \$70.38	
Effect Step 1 2 3 4 Effect Step 1 2 2 3 4	percent 60 70 80 90 tive Date - percent	12/01/2024	06/01/2026 12/01/2026 ny) - Zone 1 Apprentice Base Wage \$27.72 \$32.34 \$36.96 \$41.58 Apprentice Base Wage	Health \$9.90 \$9.90 \$9.90 Health	\$9.90 \$9.90 Pension \$18.90 \$18.90 \$18.90 Pension	\$18.90 \$18.90 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$0.00 \$0.00 Total Rate \$56.52 \$61.14 \$65.76 \$70.38	\$79 \$81
Effect Step 1 2 3 4 Effect Step 1	percent 60 70 80 90 tive Date - percent 60	12/01/2024	06/01/2026 12/01/2026	Health \$9.90 \$9.90 \$9.90 Health \$9.65	\$9.90 \$9.90 \$9.90 Pension \$18.90 \$18.90 Pension \$18.90	\$18.90 \$18.90 Supplemental Unemployment \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00	\$0.00 \$0.00 Total Rate \$56.52 \$61.14 \$65.76 \$70.38 Total Rate	\$79 \$81
Effect Step 1 2 3 4 Effect Step 1 2 2 3 4	60 70 80 90 tive Date - percent 60 77 70 80 90 70 70 70	12/01/2024	06/01/2026 12/01/2026 12/01/2026 12/01/2026 12/01/2026 12/01/2026 12/01/2026 \$27.72 \$32.34 \$36.96 \$41.58 Apprentice Base Wage \$28.62 \$33.39	Health \$9.90 \$9.90 \$9.90 Health \$9.65 \$9.65	\$9.90 \$9.90 \$9.90 Pension \$18.90 \$18.90 Pension \$18.90 \$18.90	\$18.90 \$18.90 Supplemental Unemployment \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$0.00 \$0.00 Total Rate \$56.52 \$61.14 \$65.76 \$70.38 Total Rate \$57.17 \$61.94	\$79 \$81
Effect Step 1 2 3 4 Effect Step 1 2 3 4	60 70 80 90 tive Date - percent 60 70 80 90 60 70 80 90 90	12/01/2024	06/01/2026 12/01/2026	Health \$9.90 \$9.90 \$9.90 Health \$9.65 \$9.65	\$9.90 \$9.90 \$9.90 Pension \$18.90 \$18.90 Pension \$18.90 \$18.90 \$18.90	\$18.90 \$18.90 \$18.90 Supplemental Unemployment \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 Total Rate \$56.52 \$61.14 \$65.76 \$70.38 Total Rate \$57.17 \$61.94 \$66.71	9

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER	12/01/2024	\$46.10	\$9.90	\$18.90	\$0.00	\$74.90
LABORERS - ZONE I	06/01/2025	\$47.60	\$9.90	\$18.90	\$0.00	\$76.40
	12/01/2025	\$49.10	\$9.90	\$18.90	\$0.00	\$77.90
	06/01/2026	\$50.65	\$9.90	\$18.90	\$0.00	\$79.45
	12/01/2026	\$52.15	\$9.90	\$18.90	\$0.00	\$80.95
	06/01/2027	\$53.75	\$9.90	\$18.90	\$0.00	\$82.55
	12/01/2027	\$55.35	\$9.90	\$18.90	\$0.00	\$84.15
	06/01/2028	\$57.03	\$9.90	\$18.90	\$0.00	\$85.83
	12/01/2028	\$58.70	\$9.90	\$18.90	\$0.00	\$87.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER	12/01/2024	\$46.10	\$9.90	\$18.90	\$0.00	\$74.90
LABORERS - ZONE 1	06/01/2025	\$47.60	\$9.90	\$18.90	\$0.00	\$76.40
	12/01/2025	\$49.10	\$9.90	\$18.90	\$0.00	\$77.90
	06/01/2026	\$50.65	\$9.90	\$18.90	\$0.00	\$79.45
	12/01/2026	\$52.15	\$9.90	\$18.90	\$0.00	\$80.95
	06/01/2027	\$53.75	\$9.90	\$18.90	\$0.00	\$82.55
	12/01/2027	\$55.35	\$9.90	\$18.90	\$0.00	\$84.15
	06/01/2028	\$57.03	\$9.90	\$18.90	\$0.00	\$85.83
	12/01/2028	\$58.70	\$9.90	\$18.90	\$0.00	\$87.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/02/2024	\$46.25	\$9.90	\$18.90	\$0.00	\$75.05
LABORERS - ZONE 1	06/02/2025	\$47.75	\$9.90	\$18.90	\$0.00	\$76.55
	12/01/2025	\$49.25	\$9.90	\$18.90	\$0.00	\$78.05
	06/01/2026	\$50.80	\$9.90	\$18.90	\$0.00	\$79.60
	12/07/2026	\$52.30	\$9.90	\$18.90	\$0.00	\$81.10
	06/07/2027	\$53.90	\$9.90	\$18.90	\$0.00	\$82.70
	12/06/2027	\$55.50	\$9.90	\$18.90	\$0.00	\$84.30
	06/05/2028	\$57.18	\$9.90	\$18.90	\$0.00	\$85.98
	12/04/2028	\$58.85	\$9.90	\$18.90	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER	12/01/2024	\$46.35	\$9.90	\$18.90	\$0.00	\$75.15
LABORERS - ZONE 1	06/01/2025	\$47.85	\$9.90	\$18.90	\$0.00	\$76.65
	12/01/2025	\$49.35	\$9.90	\$18.90	\$0.00	\$78.15
	06/01/2026	\$50.90	\$9.90	\$18.90	\$0.00	\$79.70
	12/01/2026	\$52.40	\$9.90	\$18.90	\$0.00	\$81.20
	06/01/2027	\$54.00	\$9.90	\$18.90	\$0.00	\$82.80
	12/01/2027	\$55.60	\$9.90	\$18.90	\$0.00	\$84.40
	06/01/2028	\$57.28	\$9.90	\$18.90	\$0.00	\$86.08
	12/01/2028	\$58.95	\$9.90	\$18.90	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY)	12/01/2024	\$46.45	\$9.90	\$18.90	\$0.00	\$75.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	\$47.95	\$9.90	\$18.90	\$0.00	\$76.75
	12/01/2025	\$49.45	\$9.90	\$18.90	\$0.00	\$78.25
	06/01/2026	\$51.00	\$9.90	\$18.90	\$0.00	\$79.80
	12/01/2026	\$52.50	\$9.90	\$18.90	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER	12/01/2024	\$46.10	\$9.90	\$18.90	\$0.00	\$74.90
LABORERS - ZONE I	06/01/2025	\$47.60	\$9.90	\$18.90	\$0.00	\$76.40
	12/01/2025	\$49.10	\$9.90	\$18.90	\$0.00	\$77.90
	06/01/2026	\$50.65	\$9.90	\$18.90	\$0.00	\$79.45
	12/01/2026	\$52.15	\$9.90	\$18.90	\$0.00	\$80.95
	06/01/2027	\$53.75	\$9.90	\$18.90	\$0.00	\$82.55
	12/01/2027	\$55.35	\$9.90	\$18.90	\$0.00	\$84.15
	06/01/2028	\$57.03	\$9.90	\$18.90	\$0.00	\$85.83
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$58.70	\$9.90	\$18.90	\$0.00	\$87.50
LABORER: TREE REMOVER	12/01/2024	\$46.10	\$9.90	\$18.90	\$0.00	\$74.90
LABORERS - ZONE 1	06/01/2025	\$47.60	\$9.90	\$18.90	\$0.00	\$76.40
	12/01/2025	\$49.10	\$9.90	\$18.90	\$0.00	\$77.90
	06/01/2026	\$50.65	\$9.90	\$18.90	\$0.00	\$79.45
	12/01/2026	\$52.15	\$9.90	\$18.90	\$0.00	\$80.95
	06/01/2027	\$53.75	\$9.90	\$18.90	\$0.00	\$82.55
	12/01/2027	\$55.35	\$9.90	\$18.90	\$0.00	\$84.15
	06/01/2028	\$57.03	\$9.90	\$18.90	\$0.00	\$85.83
	12/01/2028	\$58.70	\$9.90	\$18.90	\$0.00	\$87.50
This classification applies to the removal of standing trees, and the trimming and r clearance incidental to construction. For apprentice rates see "Apprentice-LABO		bs when related	to public work	s construction	or site	
LASER BEAM OPERATOR	12/01/2024	\$46.35	\$9.90	\$18.90	\$0.00	\$75.15
LABORERS - ZONE I	06/01/2025	\$47.85	\$9.90	\$18.90	\$0.00	\$76.65
	12/01/2025	\$49.35	\$9.90	\$18.90	\$0.00	\$78.15
	06/01/2026	\$50.90	\$9.90	\$18.90	\$0.00	\$79.70
	12/01/2026	\$52.40	\$9.90	\$18.90	\$0.00	\$81.20
	06/01/2027	\$54.00	\$9.90	\$18.90	\$0.00	\$82.80
	12/01/2027	\$55.60	\$9.90	\$18.90	\$0.00	\$74.90 \$76.40 \$77.90 \$79.45 \$80.95 \$82.55 \$84.15 \$85.83 \$87.50 \$74.90 \$76.40 \$77.90 \$79.45 \$80.95 \$82.55 \$84.15 \$85.83 \$87.50 \$75.15 \$76.65 \$78.15 \$79.70 \$81.20 \$82.80 \$84.40 \$86.08 \$87.75 \$75.25 \$76.75 \$78.25 \$79.80 \$81.30
	06/01/2028	\$57.28	\$9.90	\$18.90	\$0.00	
	12/01/2028	\$58.95	\$9.90	\$18.90	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$46.45	\$9.90	\$18.90	\$0.00	\$75.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	\$47.95	\$9.90	\$18.90	\$0.00	\$76.75
	12/01/2025	\$49.45	\$9.90	\$18.90	\$0.00	\$78.25
	06/01/2026	\$51.00	\$9.90	\$18.90	\$0.00	\$79.80
	12/01/2026	\$52.50	\$9.90	\$18.90	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2025	\$50.36	\$11.49	\$21.62	\$0.00	\$83.47
DIGGLETIENS LOCAL 3 - MARDLE & TILE	08/01/2025	\$52.08	\$11.49	\$21.62	\$0.00	\$85.19
	02/01/2026	\$53.16	\$11.49	\$21.62	\$0.00	\$86.27
	08/01/2026	\$54.92	\$11.49	\$21.62	\$0.00	\$88.03
	02/01/2027	\$56.04	\$11.49	\$21.62	\$0.00	\$89.15

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Pension

	ive Date - 02/01/2025	, D W	TT 1/1	ъ .	Supplemental	T (1 D)
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
	ive Date - 08/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	210 2 400	Apprentice Base Wage	Health	Pension	* *	Total Rate
Effect Step	210 2 400	Apprentice Base Wage \$26.04	Health \$11.49	Pension \$21.62	* *	Total Rate \$59.15
Step	percent				Unemployment	
Step 1	percent 50	\$26.04	\$11.49	\$21.62	Unemployment \$0.00	\$59.15
Step 1 2	percent 50 60	\$26.04 \$31.25	\$11.49 \$11.49	\$21.62 \$21.62	\$0.00 \$0.00	\$59.15 \$64.36
Step 1 2 3	percent 50 60 70	\$26.04 \$31.25 \$36.46	\$11.49 \$11.49 \$11.49	\$21.62 \$21.62 \$21.62	\$0.00 \$0.00 \$0.00	\$59.15 \$64.36 \$69.57
Step 1 2 3 4	percent 50 60 70 80	\$26.04 \$31.25 \$36.46 \$41.66	\$11.49 \$11.49 \$11.49 \$11.49	\$21.62 \$21.62 \$21.62 \$21.62	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$59.15 \$64.36 \$69.57 \$74.77

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

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Pension

Total Rate

	Step	ve Date - percent	02/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	1	50		\$32.91	\$11.49	\$23.56	\$0.00	\$67.96	
	2	60		\$39.49	\$11.49	\$23.56	\$0.00	\$74.54	
	3	70		\$46.07	\$11.49	\$23.56	\$0.00	\$81.12	
	4	80		\$52.66	\$11.49	\$23.56	\$0.00	\$87.71	
	5	90		\$59.24	\$11.49	\$23.56	\$0.00	\$94.29	
]	Effecti	ve Date -	08/01/2025				Supplemental		
-	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$33.99	\$11.49	\$23.56	\$0.00	\$69.04	
	2	60		\$40.78	\$11.49	\$23.56	\$0.00	\$75.83	
	3	70		\$47.58	\$11.49	\$23.56	\$0.00	\$82.63	
	4	80		\$54.38	\$11.49	\$23.56	\$0.00	\$89.43	
	5	90		\$61.17	\$11.49	\$23.56	\$0.00	\$96.22	
- -	Notes:								
i									
	Appre	ntice to Joi	urneyworker Ratio:1:5						
CH. SWEEPI			ON CONST. SITES)	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
KATING ENGIN	EEKS LC	CAL 4		06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
				12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
				06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
				12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
•••		••	PERATING ENGINEERS"						
CHANICS M				12/01/2024	\$56.40	*	\$16.50	\$0.00	\$88.45
				06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
				12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
				06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
				12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
			PERATING ENGINEERS"						
LWRIGHT (LWRIGHTS LOC.		*		01/06/2025	\$50.53	\$10.08	\$21.72	\$0.00	\$82.33
Lii MOIIIS LOC.	AL 1121	- Zone 1		01/05/2026	\$53.03	\$10.08	\$21.72	\$0.00	\$84.83

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Apprentice - MILLWRIGHT - Local 1121 Zone 1

Pension

percent 55 65 75 85 e Date - 01/05/2026 percent 55 65 75 85 Step 1&2 Appr. indentured after 1/but do receive annuity. (Step 1 \$5 Steps are 2,000 hours tice to Journeyworker Ratio: 1:4	5.72, Step 2 \$6.66)	\$10.08 \$10.08 \$10.08 \$10.08 \$10.08 \$10.08 \$10.08 \$10.08 \$10.08	Pension \$5.64 \$6.66 \$19.16 \$20.18 Pension \$5.64 \$6.66 \$19.16 \$20.18 \$9.90	\$upplemental Unemployment \$0.00 \$0.0	Total Rate \$43.51 \$49.58 \$67.14 \$73.21 Total Rate \$44.89 \$51.21 \$69.01 \$75.34	
65 75 85 re Date - 01/05/2026 percent 55 65 75 85 Step 1&2 Appr. indentured after 1/but do receive annuity. (Step 1 \$5 Steps are 2,000 hours	\$32.84 \$37.90 \$42.95 Apprentice Base Wage \$29.17 \$34.47 \$39.77 \$45.08 	\$10.08 \$10.08 \$10.08 Health \$10.08 \$10.08 \$10.08	\$6.66 \$19.16 \$20.18 Pension \$5.64 \$6.66 \$19.16 \$20.18	\$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$49.58 \$67.14 \$73.21 Total Rate \$44.89 \$51.21 \$69.01 \$75.34	
75 85 re Date - 01/05/2026 percent 55 65 75 85 Step 1&2 Appr. indentured after 1/but do receive annuity. (Step 1 \$5 Steps are 2,000 hours	\$37.90 \$42.95 Apprentice Base Wage \$29.17 \$34.47 \$39.77 \$45.08 	\$10.08 \$10.08 Health \$10.08 \$10.08 \$10.08 \$10.08	\$19.16 \$20.18 Pension \$5.64 \$6.66 \$19.16 \$20.18	\$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$67.14 \$73.21 Total Rate \$44.89 \$51.21 \$69.01 \$75.34	
85 Te Date - 01/05/2026 percent 55 65 75 85 Step 1&2 Appr. indentured after 1/but do receive annuity. (Step 1 \$5 Steps are 2,000 hours	\$42.95 Apprentice Base Wage \$29.17 \$34.47 \$39.77 \$45.08 76/2020 receive no pension, 6.72, Step 2 \$6.66) 12/01/2024 06/01/2025	### \$10.08 Health	\$20.18 Pension \$5.64 \$6.66 \$19.16 \$20.18	\$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$18.90	\$73.21 Total Rate \$44.89 \$51.21 \$69.01 \$75.34	
percent 55 65 75 85 Step 1&2 Appr. indentured after 1/but do receive annuity. (Step 1 \$5 Steps are 2,000 hours	Apprentice Base Wage \$29.17 \$34.47 \$39.77 \$45.08	Health \$10.08 \$10.08 \$10.08 \$10.08 \$	Pension \$5.64 \$6.66 \$19.16 \$20.18 \$9.90	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$44.89 \$51.21 \$69.01 \$75.34	
percent 55 65 75 85 Step 1&2 Appr. indentured after 1/but do receive annuity. (Step 1 \$5 Steps are 2,000 hours	\$29.17 \$34.47 \$39.77 \$45.08 76/2020 receive no pension, 5.72, Step 2 \$6.66) 12/01/2024 06/01/2025	\$10.08 \$10.08 \$10.08 \$10.08 	\$5.64 \$6.66 \$19.16 \$20.18	\$0.00 \$0.00 \$0.00 \$0.00 \$18.90	\$44.89 \$51.21 \$69.01 \$75.34	
55 65 75 85 Step 1&2 Appr. indentured after 1/but do receive annuity. (Step 1 \$5 Steps are 2,000 hours	\$29.17 \$34.47 \$39.77 \$45.08 76/2020 receive no pension, 5.72, Step 2 \$6.66) 12/01/2024 06/01/2025	\$10.08 \$10.08 \$10.08 \$10.08 	\$5.64 \$6.66 \$19.16 \$20.18	\$0.00 \$0.00 \$0.00 \$0.00	\$44.89 \$51.21 \$69.01 \$75.34	
65 75 85 Step 1&2 Appr. indentured after 1/but do receive annuity. (Step 1 \$5 Steps are 2,000 hours	\$34.47 \$39.77 \$45.08 /6/2020 receive no pension, 5.72, Step 2 \$6.66) 12/01/2024 06/01/2025	\$10.08 \$10.08 \$10.08 	\$6.66 \$19.16 \$20.18 \$9.90	\$0.00 \$0.00 \$0.00 	\$51.21 \$69.01 \$75.34	
75 85 Step 1&2 Appr. indentured after 1/but do receive annuity. (Step 1 \$5 Steps are 2,000 hours	\$39.77 \$45.08 -/6/2020 receive no pension, 5.72, Step 2 \$6.66) 12/01/2024 06/01/2025	\$10.08 \$10.08 	\$19.16 \$20.18 ————————————————————————————————————	\$0.00 \$0.00 	\$69.01 \$75.34 	
85 Step 1&2 Appr. indentured after 1/but do receive annuity. (Step 1 \$5 Steps are 2,000 hours	\$45.08 /6/2020 receive no pension, 5.72, Step 2 \$6.66) 12/01/2024 06/01/2025	\$10.08	\$20.18	\$0.00	\$75.34	
Step 1&2 Appr. indentured after 1/but do receive annuity. (Step 1 \$5 Steps are 2,000 hours	12/01/2022 06/01/2025	4 \$46.35	\$9.90	\$18.90	\$0.00	
but do receive annuity. (Step 1 \$5 Steps are 2,000 hours	12/01/2024 06/01/2025					\$75.15
tice to Journeyworker Ratio:1:4	12/01/2024 06/01/2025					\$75.15
	06/01/2025					\$75.15
		\$47.85	¢0.00	010	# 0.00	
	12/01/2025		\$9.90	\$18.90	\$0.00	\$76.65
	12/01/2023	\$49.35	\$9.90	\$18.90	\$0.00	\$78.15
	06/01/2026	\$50.90	\$9.90	\$18.90	\$0.00	\$79.70
	12/01/2026	\$52.40	\$9.90	\$18.90	\$0.00	\$81.20
	06/01/2027	\$54.00	\$9.90	\$18.90	\$0.00	\$82.80
	12/01/2027	\$55.60	\$9.90	\$18.90	\$0.00	\$84.40
	06/01/2028	\$57.28	\$9.90	\$18.90	\$0.00	\$86.08
Apprentice- LABORER"	12/01/2028	\$58.95	\$9.90	\$18.90	\$0.00	\$87.75
TRUCK CRANES,GRADALLS)	12/01/2024	\$25.37	\$15.30	\$16.40	\$0.00	\$57.07
CAL 4	06/01/2025	\$25.97	\$15.30	\$16.40	\$0.00	\$57.67
	12/01/2025	\$26.63	\$15.30	\$16.40	\$0.00	\$58.33
	06/01/2026	\$27.22	\$15.30	\$16.40	\$0.00	\$58.92
Appropriate ODED ATING ENGINEEDS!	12/01/2026	\$27.89	\$15.30	\$16.40	\$0.00	\$59.59
<u> </u>	10/01/000	021.00	Φ15 2C	\$16.40	\$0.00	¢(2.70
CAL 4						\$62.78
						\$63.50
						\$64.30
						\$65.02
Apprentice- OPERATING ENGINEERS"	12/01/2026	\$34.12	\$15.30	\$16.40	20.00	\$65.82
	Apprentice- OPERATING ENGINEERS" ES, GRADALLS) CAL 4	Apprentice- LABORER" TRUCK CRANES,GRADALLS) CAL 4 06/01/2025 12/01/2026 12/01/2026 12/01/2026 Apprentice- OPERATING ENGINEERS" ES, GRADALLS) CAL 4 06/01/2026 12/01/2026 12/01/2026 12/01/2026 12/01/2026 12/01/2026	Apprentice- LABORER" TRUCK CRANES,GRADALLS) CAL 4 O6/01/2024 \$25.37 CAL 4 O6/01/2025 \$25.97 12/01/2026 \$27.22 12/01/2026 \$27.22 12/01/2026 \$27.89 Apprentice- OPERATING ENGINEERS" ES, GRADALLS) CAL 4 O6/01/2025 \$31.08 CAL 4 O6/01/2025 \$31.80 06/01/2025 \$32.60 06/01/2025 \$33.32 12/01/2026 \$33.32	MAPPRENTICE- LABORER" TRUCK CRANES,GRADALLS) CAL 4 12/01/2024 12/01/2024 12/01/2025 12/01/2025 12/01/2026	Apprentice- LABORER" TRUCK CRANES,GRADALLS) CAL 4 O6/01/2028 TRUCK CRANES,GRADALLS) 12/01/2024 12/01/2025 12/01/2025 12/01/2025 12/01/2026	12/01/2028 \$57.28 \$9.90 \$18.90 \$0.00

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OTHER POWER DRIVEN EQUIPMENT - CLASS II	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 1	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effecti	ve Date - 01/01/2025				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30
Notes:						
	Steps are 750 hrs.					
Appre	ntice to Journeyworker Ratio:1:1					
Y OR	SANDBLAST, NEW) *	01/01/2025	5 \$55.15	\$9.95	\$23.95	\$0.00 \$89.05

PAINTER (SPRAY OR SANDBLAST, NEW) *

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

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

	ive Date - 01/01/2025				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$27.58	\$9.95	\$0.00	\$0.00	\$37.53
2	55	\$30.33	\$9.95	\$6.66	\$0.00	\$46.94
3	60	\$33.09	\$9.95	\$7.26	\$0.00	\$50.30
4	65	\$35.85	\$9.95	\$7.87	\$0.00	\$53.67
5	70	\$38.61	\$9.95	\$20.32	\$0.00	\$68.88
6	75	\$41.36	\$9.95	\$20.93	\$0.00	\$72.24
7	80	\$44.12	\$9.95	\$21.53	\$0.00	\$75.60
8	90	\$49.64	\$9.95	\$22.74	\$0.00	\$82.33

Apprentice to Journeyworker Ratio:1:1

Issue Date: 04/11/2025 Wage Request Number: 20250410-080 Page 25 of 38

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2025	\$53.21	\$9.95	\$23.95	\$0.00	\$87.11
PAINTERS LOCAL 35 - ZONE 1						

Apprentice -	PAINTER Local 35 Zone	1 - Spray/Sandblast - Repaint
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	ve Date - 01/01/2025				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$26.61	\$9.95	\$0.00	\$0.00	\$36.56
2	55	\$29.27	\$9.95	\$6.66	\$0.00	\$45.88
3	60	\$31.93	\$9.95	\$7.26	\$0.00	\$49.14
4	65	\$34.59	\$9.95	\$7.87	\$0.00	\$52.41
5	70	\$37.25	\$9.95	\$20.32	\$0.00	\$67.52
6	75	\$39.91	\$9.95	\$20.93	\$0.00	\$70.79
7	80	\$42.57	\$9.95	\$21.53	\$0.00	\$74.05
8	90	\$47.89	\$9.95	\$22.74	\$0.00	\$80.58
Notes:						
i	Steps are 750 hrs.					
Appre	ntice to Journeyworker Ratio:1:1					'
INTER / TAPER (BE	RUSH, NEW) *	01/01/2025	5 \$53.7	75 \$9.95	\$23.95	\$0.00 \$87.65

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

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

Issue Date: 04/11/2025

PAINTER - Local 35 Zone 1 - BRUSH NEW

Effecti Step	ive Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.88	\$9.95	\$0.00	\$0.00	\$36.83
2	55	\$29.56	\$9.95	\$6.66	\$0.00	\$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	\$21.53	\$0.00	\$74.48
8	90	\$48.38	\$9.95	\$22.74	\$0.00	\$81.07
Notes:	Steps are 750 hrs.					
Appre	ntice to Journeyworker Ratio:1:					
TER / TAPER (BI	RUSH, REPAINT)	01/01/202	\$51.8	1 \$9.95	\$23.95	\$0.00 \$85.71

Wage Request Number: 20250410-080

Pension

Total Rate

		ntice - <i>PAINTER Local 35 Z</i> we Date - 01/01/2025	ne I - BRUSH REPAINT			0 1		
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Tota	l Rate
	1	50	\$25.91	\$9.95	\$0.00	\$0.00	\$	35.86
	2	55	\$28.50	\$9.95	\$6.66	\$0.00	\$	45.11
	3	60	\$31.09	\$9.95	\$7.26	\$0.00	\$	48.30
	4	65	\$33.68	\$9.95	\$7.87	\$0.00	\$	51.50
	5	70	\$36.27	\$9.95	\$20.32	\$0.00	\$	66.54
	6	75	\$38.86	\$9.95	\$20.93	\$0.00	\$	69.74
	7	80	\$41.45	\$9.95	\$21.53	\$0.00	\$	72.93
	8	90	\$46.63	\$9.95	\$22.74	\$0.00	\$	79.32
	Notes:							· —
		Steps are 750 hrs.						
	Apprei	ntice to Journeyworker Rati	:1:1					
		ARKINGS (HEAVY/HIGHW	AY) 12/01/2024	4 \$46.2	0 \$9.90	\$18.90	\$0.00	\$75.00
ABOKEKS - ZONE	IBORERS - ZONE 1 (HEAVY & HIGHWAY)		06/01/202	5 \$47.7	0 \$9.90	\$18.90	\$0.00	\$76.50
			12/01/202	5 \$49.2	0 \$9.90	\$18.90	\$0.00	\$78.00
			06/01/202	6 \$50.7	5 \$9.90	\$18.90	\$0.00	\$79.55
			12/01/202	6 \$52.2	5 \$9.90	\$18.90	\$0.00	\$81.05
		Apprentice- LABORER (Heavy and I	ighway)					
ANEL & PICK E <i>amsters joint</i>		JCKS DRIVER	12/01/2024	4 \$40.8	8 \$14.91	\$20.17	\$0.00	\$75.96
21111012110001111		ENO. 10 ZONE II	06/01/202	5 \$41.8	8 \$14.91	\$20.17	\$0.00	\$76.96
			08/01/202	5 \$41.8	8 \$15.41	\$20.17	\$0.00	\$77.46
			12/01/202	5 \$41.8	8 \$15.41	\$21.78	\$0.00	\$79.07
			06/01/202	6 \$42.8	8 \$15.41	\$21.78	\$0.00	\$80.07
			08/01/202	6 \$42.8	8 \$15.91	\$21.78	\$0.00	\$80.57
			12/01/202	6 \$42.8	8 \$15.91	\$23.52	\$0.00	\$82.31
ECK) LE DRIVER LOC	AL 56 (ZO	ISTRUCTOR (UNDERPINN NE 1) Apprentice- PILE DRIVER"	NG AND 08/01/202	4 \$55.7	9 \$10.08	\$24.29	\$0.00	\$90.16
ILE DRIVER	AL 56 (ZO	NE 1)	08/01/202	4 \$55.7	9 \$10.08	\$24.29	\$0.00	\$90.16

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Supplemental Unemployment

Supplemental

\$21.80

\$12.70

\$0.00

\$103.38

Apprentice - 1	PILE DRIVER - Local 56 Zone 1
Effective Date -	08/01/2024

Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
\$25.11	\$10.08	\$2.53	\$0.00	\$37.72	
\$30.68	\$10.08	\$5.07	\$0.00	\$45.83	
\$39.05	\$10.08	\$19.22	\$0.00	\$68.35	
\$44.63	\$10.08	\$21.76	\$0.00	\$76.47	
	\$25.11 \$30.68 \$39.05	\$25.11 \$10.08 \$30.68 \$10.08 \$39.05 \$10.08	\$25.11 \$10.08 \$2.53 \$30.68 \$10.08 \$5.07 \$39.05 \$10.08 \$19.22	\$25.11 \$10.08 \$2.53 \$0.00 \$30.68 \$10.08 \$5.07 \$0.00 \$39.05 \$10.08 \$19.22 \$0.00	\$25.11 \$10.08 \$2.53 \$0.00 \$37.72 \$30.68 \$10.08 \$5.07 \$0.00 \$45.83 \$39.05 \$10.08 \$19.22 \$0.00 \$68.35

03/01/2025

\$68.88

% Indentured BEFORE 8/1/20; 50/60/70/75/80/80/90/90

Apprenticated 364racy 86ke4fe 8663.43/4 \$76.21/5&6 \$79.00/7&8 \$84.58

PIPEFITTER & STEAMFITTER

PIPEFITTERS LOCAL 537

Apprentice - PIPEFITTER - Local 537

Effecti	ive Date - 03/01	1/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$27.55	\$12.70	\$9.05	\$0.00	\$49.30
2	45		\$31.00	\$12.70	\$21.80	\$0.00	\$65.50
3	60		\$41.33	\$12.70	\$21.80	\$0.00	\$75.83
4	70		\$48.22	\$12.70	\$21.80	\$0.00	\$82.72
5	80		\$55.10	\$12.70	\$21.80	\$0.00	\$89.60

Notes:

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

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

Apprentice to Journeyworker Ratio:**						
PIPELAYER	12/01/2024	\$46.35	\$9.90	\$18.90	\$0.00	\$75.15
LABORERS - ZONE I	06/01/2025	\$47.85	\$9.90	\$18.90	\$0.00	\$76.65
	12/01/2025	\$49.35	\$9.90	\$18.90	\$0.00	\$78.15
	06/01/2026	\$50.90	\$9.90	\$18.90	\$0.00	\$79.70
	12/01/2026	\$52.40	\$9.90	\$18.90	\$0.00	\$81.20
	06/01/2027	\$54.00	\$9.90	\$18.90	\$0.00	\$82.80
	12/01/2027	\$55.60	\$9.90	\$18.90	\$0.00	\$84.40
	06/01/2028	\$57.28	\$9.90	\$18.90	\$0.00	\$86.08
	12/01/2028	\$58.95	\$9.90	\$18.90	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY)	12/01/2024	\$46.45	\$9.90	\$18.90	\$0.00	\$75.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	\$47.95	\$9.90	\$18.90	\$0.00	\$76.75
	12/01/2025	\$49.45	\$9.90	\$18.90	\$0.00	\$78.25
	06/01/2026	\$51.00	\$9.90	\$18.90	\$0.00	\$79.80
	12/01/2026	\$52.50	\$9.90	\$18.90	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" PNEUMATIC DRILL/TOOL OPERATOR LABORERS - ZONE 1 12/01/2025 \$49 06/01/2026 \$52 06/01/2027 \$54 12/01/2028 \$55 12/01/2028 \$55 For apprentice rates see "Apprentice- LABORER" PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & 12/01/2028 \$58 For apprentice rates see "Apprentice- LABORER" PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & 12/01/2024 \$46 HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY) 12/01/2025 \$49 06/01/2025 \$49 06/01/2026 \$51 12/01/2026 \$52 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) POWDERMAN & BLASTER LABORERS - ZONE 1 06/01/2026 \$51 12/01/2025 \$48 12/01/2025 \$50 06/01/2025 \$50 06/01/2026 \$51 12/01/2027 \$56 06/01/2027 \$54 12/01/2027 \$56 06/01/2027 \$56 06/01/2027 \$56 06/01/2028 \$58				
Step				
1 35		Supplemental		
2 40 \$27.94 \$14.32 3 55 \$38.41 \$14.32 4 65 \$45.40 \$14.32 5 75 \$52.38 \$14.32 Notes:	lth Pension	Unemployment	Total Rate	
3 55 \$38.41 \$14.32 4 65 \$45.40 \$14.32 5 75 \$52.38 \$14.32 Notes:	32 \$7.41	\$0.00	\$46.17	
Notes:	32 \$8.42	\$0.00	\$50.68	
Notes: ** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr Step4 with lic\$76.49 tot.rate, Step5 with lic. \$85.32 tot. rate Apprentice to Journeyworker Ratio:** NEUMATIC CONTROLS (TEMP.) 03/01/2025 \$68.20	32 \$11.47	\$0.00	\$64.20	
Notes: ** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr Step4 with lic\$76.49 tot.rate, Step5 with lic. \$85.32 tot. rate Apprentice to Journeyworker Ratio:** NEUMATIC CONTROLS (TEMP.) 03/01/2025 \$68.32	32 \$13.50	\$0.00	\$73.22	
** 1.2; 2.6; 3.10; 4.14; 5:19/Steps are 1 yr Step4 with lic\$76.49 tot.rate, Step5 with lic. \$85.32 tot. rate Apprentice to Journeyworker Ratio: ** NEUMATIC CONTROLS (TEMP.) PEFITTERS LOCAL 537 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" NEUMATIC DRILL/TOOL OPERATOR 12/01/2025 \$49 06/01/2025 \$49 12/01/2026 \$52 06/01/2027 \$54 12/01/2028 \$55 06/01/2028 \$57 12/01/2028 \$58 For apprentice rates see "Apprentice- LABORER" NEUMATIC DRILL/TOOL OPERATOR (HEAVY & 12/01/2024 \$46 13/01/2028 \$58 12/01/2028 \$58 For apprentice rates see "Apprentice- LABORER" NEUMATIC DRILL/TOOL OPERATOR (HEAVY & 12/01/2024 \$46 13/01/2025 \$49 06/01/2025 \$47 12/01/2026 \$52 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) DWDERMAN & BLASTER 12/01/2026 \$52 12/01/2026 \$52 12/01/2026 \$52 50/01/2027 \$48 12/01/2027 \$56 06/01/2027 \$54 12/01/2027 \$55 06/01/2027 \$54 12/01/2027 \$55 06/01/2027 \$54 12/01/2027 \$56 06/01/2027 \$54 12/01/2027 \$56 06/01/2027 \$54 12/01/2027 \$56 06/01/2028 \$58	32 \$15.53	\$0.00	\$82.23	
Step4 with lic\$76.49 tot.rate, Step5 with lic. \$85.32 tot. rate Apprentice to Journeyworker Ratio:** NEUMATIC CONTROLS (TEMP.) 03/01/2025 \$68.32 For apprentice rates see "Apprentice- LABORER" 12/01/2024 \$46.30 Step4 with lic\$76.49 tot.rate, Step5 with lic. \$85.32 tot. rate Apprentice to Journeyworker Ratio:** NEUMATIC DRILL/TOOL OPERATOR 12/01/2024 \$46.30 12/01/2025 \$49.30 12/01/2026 \$52.30 12/01/2026 \$52.30 12/01/2027 \$54.30 12/01/2027 \$55.30 12/01/2028 \$57.30 12/01/2028 \$58.30 12/01/2028 \$58.30 12/01/2028 \$58.30 12/01/2028 \$58.30 12/01/2028 \$58.30 12/01/2028 \$58.30 12/01/2025 \$49.30 12/01/2025 \$49.30 12/01/2025 \$49.30 12/01/2026 \$51.40 12/01/2026 \$51.40 12/01/2026 \$52.30 12/01/2026 \$52.30 12/01/2026 \$52.30 12/01/2026 \$52.30 12/01/2026 \$53.30 12/01/2027 \$54.30 12/01/2026 \$53.30 12/01/2026 \$53.30 12/01/2026 \$53.30 12/01/2027 \$54.30 12/01/2028 \$58.30 12/01/2028 \$58.30 12/01/2028 \$58.30 12/01/2028 \$58.30 12/01/2028 \$58.30 12/01/2028 \$58.30 12/01/2028 \$58.30 12/01/2028 \$58.30 12/01/2028 \$58.30 12/01/2028 \$58.30 12/01/2028 \$58.30 12/01/2028 \$58.30 12/01/2028 \$58.30 12/01/2028 \$58.30 12/01/2028 \$58.30				
Apprentice to Journeyworker Ratio: *** NEUMATIC CONTROLS (TEMP.) PEFITTERS LOCAL 537 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" NEUMATIC DRILL/TOOL OPERATOR BORERS - ZONE 1 12/01/2025 446. 12/01/2025 449. 06/01/2027 554. 12/01/2028 558. For apprentice rates see "Apprentice- LABORER" NEUMATIC DRILL/TOOL OPERATOR 12/01/2028 558. For apprentice rates see "Apprentice- LABORER" NEUMATIC DRILL/TOOL OPERATOR (HEAVY & 12/01/2024 \$46. IGHWAY) BORERS - ZONE 1 (HEAVY & HIGHWAY) 12/01/2025 For apprentice rates see "Apprentice- LABORER" DWDERMAN & BLASTER BORERS - ZONE 1 12/01/2026 551. 12/01/2026 552.: For apprentice rates see "Apprentice- LABORER (Heavy and Highway) DWDERMAN & BLASTER BORERS - ZONE 1 06/01/2025 548. 12/01/2026 551. 12/01/2026 552.: 06/01/2025 548. 12/01/2026 553. 06/01/2027 554. 12/01/2026 553. 06/01/2027 554.			i	
NEUMATIC CONTROLS (TEMP.) PEFITTERS LOCAL 537 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" NEUMATIC DRILL/TOOL OPERATOR BORERS - ZONE 1 12/01/2025 12/01/2025 12/01/2026 12/01/2026 12/01/2027 12/01/2027 12/01/2028 12/01/2028 12/01/2028 12/01/2028 12/01/2028 12/01/2028 12/01/2028 12/01/2028 12/01/2028 12/01/2028 12/01/2028 12/01/2028 12/01/2028 12/01/2028 12/01/2028 12/01/2028 12/01/2028 12/01/2028 12/01/2028 12/01/2026 12/01/2025 12/01/2025 12/01/2025 12/01/2025 12/01/2025 12/01/2026 12/01/202				
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" NEUMATIC DRILL/TOOL OPERATOR 12/01/2025 \$45. 12/01/2025 \$49. 06/01/2026 \$50. 12/01/2026 \$52. 06/01/2027 \$54. 12/01/2027 \$55. 06/01/2028 \$57. 12/01/2028 \$58. For apprentice rates see "Apprentice- LABORER" NEUMATIC DRILL/TOOL OPERATOR (HEAVY & 12/01/2024 \$46.4 IGHWAY) BORERS - ZONE 1 (HEAVY & HIGHWAY) 12/01/2025 \$49. 06/01/2025 \$47. 06/01/2025 \$47. 06/01/2025 \$49. 06/01/2026 \$51. 12/01/2026 \$52. For apprentice rates see "Apprentice- LABORER" DWDERMAN & BLASTER BORERS - ZONE 1 06/01/2026 \$51. 12/01/2026 \$52. 06/01/2026 \$51. 12/01/2026 \$52. 06/01/2027 \$54. 12/01/2025 \$50. 06/01/2027 \$54. 12/01/2027 \$56. 06/01/2027 \$54. 12/01/2027 \$56. 06/01/2027 \$55.	\$68.88 \$12.70	\$21.80	\$0.00	\$103.38
### ABORERS - ZONE 1 06/01/2025 \$47.3 12/01/2025 \$49.3 06/01/2026 \$50.3 12/01/2026 \$52.4 06/01/2027 \$54.4 12/01/2027 \$55.4 12/01/2028 \$57.3 12/01/2028 \$57.3 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2024 \$46.4 13/01/2025 \$49.4 13/01/2025 \$49.4 13/01/2025 \$49.4 13/01/2025 \$49.4 13/01/2026 \$51.4 13/01/2026 \$52.5 13/01/2026 \$52.5 13/01/2026 \$51.4 13/01/2026 \$51.4 13/01/2026 \$51.4 13/01/2026 \$51.4 13/01/2026 \$51.4 13/01/2026 \$51.4 13/01/2026 \$51.4 13/01/2026 \$51.4 13/01/2026 \$51.4 13/01/2026 \$51.4 13/01/2026 \$51.4 13/01/2026 \$53.4 13/01/2026 \$53.4 13/01/2027 \$56.5 13/01/2027 \$56.5 13/01/2028 \$58.5 13/01/2028 \$58.5 13/01/2027 \$56.5 13/01/2028 \$58.5 13/01/2027 \$56.5 13/01/2028 \$58.5 13/01/2028 \$58.5 13/01/2028 \$58.5 13/01/2027 \$56.5 13/01/2028 \$58.5				
### BORERS - ZONE 1 12/01/2025 \$47.3 12/01/2026 \$50.9 12/01/2026 \$52.4 12/01/2027 \$54.1 12/01/2027 \$55.1 12/01/2028 \$57.3 12/01/2028 \$58.3 12/01/2028 \$58.3 12/01/2028 \$58.3 12/01/2028 \$46.4 12/01/2024 \$46.4 12/01/2025 \$47.3 12/01/2025 \$47.3 12/01/2025 \$49.4 12/01/2026 \$51.4 12/01/2026 \$52.5 12/01/2026 \$52.5 12/01/2026 \$52.5 12/01/2026 \$52.5 12/01/2026 \$53.5 12/01/2026 \$53.5 12/01/2026 \$53.5 12/01/2026 \$53.5 12/01/2026 \$53.5 12/01/2026 \$53.5 12/01/2026 \$53.5 12/01/2026 \$53.5 12/01/2026 \$53.5 12/01/2026 \$53.5 12/01/2026 \$53.5 12/01/2026 \$53.5 12/01/2027 \$56.5 12/01/2027 \$56.5 12/01/2028 \$58.5 12/01/2027 \$56.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2027 \$56.5 12/01/2028 \$58.5 12/01/2027 \$56.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2027 \$56.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2028 \$58.5 12/01/2028 \$58.5	\$46.35 \$9.90	\$18.90	\$0.00	\$75.15
12/01/2025 \$49	\$47.85 \$9.90	\$18.90	\$0.00	\$76.65
06/01/2026 \$50.50	\$49.35 \$9.90		\$0.00	\$78.15
12/01/2026 \$52.4	\$50.90 \$9.90	\$18.90	\$0.00	\$79.70
12/01/2027 \$55.4	\$52.40 \$9.90	\$18.90	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER" NEUMATIC DRILL/TOOL OPERATOR (HEAVY & 12/01/2024 \$46.4 GHWAY) BORERS - ZONE 1 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) DWDERMAN & BLASTER BORERS - ZONE 1 06/01/2025 \$47.4 12/01/2026 \$51.4 12/01/2026 \$52.5 12/01/2026 \$52.5 12/01/2026 \$52.5 12/01/2026 \$53.5 12/01/2025 \$48.4 12/01/2025 \$48.4 12/01/2025 \$50.5 12/01/2026 \$51.4 12/01/2026 \$51.4 12/01/2025 \$50.5 12/01/2025 \$50.5 12/01/2026 \$51.4 12/01/2026 \$51.4 12/01/2026 \$51.4 12/01/2025 \$50.5 12/01/2025 \$50.5 12/01/2026 \$51.4 12/01/2026 \$53.5 12/01/2028 \$58.4 12/01/2028	\$54.00 \$9.90	\$18.90	\$0.00	\$82.80
12/01/2028 \$58.58	\$55.60 \$9.90	\$18.90	\$0.00	\$84.40
For apprentice rates see "Apprentice- LABORER" NEUMATIC DRILL/TOOL OPERATOR (HEAVY & 12/01/2024 \$46.4	\$57.28 \$9.90	\$18.90	\$0.00	\$86.08
NEUMATIC DRILL/TOOL OPERATOR (HEAVY & 12/01/2024 \$46.4 SIGHWAY) 06/01/2025 \$47.5 S47.5 S47	\$58.95 \$9.90	\$18.90	\$0.00	\$87.75
GGHWAY) BORERS - ZONE 1 (HEAVY & HIGHWAY) 12/01/2025 \$49.4 06/01/2026 \$51.4 12/01/2026 \$52.5 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) DWDERMAN & BLASTER BORERS - ZONE 1 06/01/2025 \$48.4 12/01/2025 \$50. 06/01/2026 \$51.4 12/01/2026 \$53. 06/01/2026 \$53. 06/01/2027 \$54.6 12/01/2027 \$56.6 06/01/2028 \$58.6				
BORERS - ZONE 1 (HEAVY & HIGHWAY) 12/01/2025 \$49.4 06/01/2026 \$51.4 12/01/2026 \$52.5 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) DWDERMAN & BLASTER BORERS - ZONE 1 12/01/2024 \$47. 06/01/2025 \$48.4 12/01/2026 \$51.4 12/01/2026 \$51.4 12/01/2026 \$53. 06/01/2027 \$54.6 12/01/2027 \$56.6 06/01/2028 \$58.6	\$46.45 \$9.90	\$18.90	\$0.00	\$75.25
12/01/2025 \$49.4 06/01/2026 \$51.4 12/01/2026 \$52.3 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) DWDERMAN & BLASTER BORERS - ZONE 1 06/01/2025 \$48.4 12/01/2026 \$51.4 12/01/2026 \$53.4 06/01/2027 \$54.3 12/01/2027 \$56.3 06/01/2028 \$58.4	\$47.95 \$9.90	\$18.90	\$0.00	\$76.75
For apprentice rates see "Apprentice- LABORER (Heavy and Highway) DWDERMAN & BLASTER BORERS - ZONE 1 12/01/2024 \$47. 06/01/2025 \$48. 12/01/2026 \$51. 12/01/2026 \$53. 06/01/2026 \$53. 06/01/2027 \$54. 12/01/2027 \$56. 06/01/2028 \$58.	\$49.45 \$9.90	\$18.90	\$0.00	\$78.25
For apprentice rates see "Apprentice- LABORER (Heavy and Highway) DWDERMAN & BLASTER 12/01/2024 \$47. 06/01/2025 \$48.6 12/01/2026 \$51.6 12/01/2026 \$53. 06/01/2027 \$54.6 12/01/2027 \$56.6 06/01/2028 \$58.6	\$51.00 \$9.90	\$18.90	\$0.00	\$79.80
DWDERMAN & BLASTER BORERS - ZONE 1 12/01/2024 \$47. 06/01/2025 \$48. 12/01/2026 \$51. 12/01/2026 \$53. 06/01/2027 \$54. 12/01/2027 \$56. 06/01/2028 \$58.	\$52.50 \$9.90	\$18.90	\$0.00	\$81.30
BORERS - ZONE 1 06/01/2025 \$48.0 12/01/2025 \$50. 06/01/2026 \$51.0 12/01/2026 \$53. 06/01/2027 \$54.0 12/01/2027 \$56.0 06/01/2028 \$58.0				
06/01/2025 \$48.0 12/01/2025 \$50. 06/01/2026 \$51.0 12/01/2026 \$53. 06/01/2027 \$54. 12/01/2027 \$56.0 06/01/2028 \$58.0	\$47.10 \$9.90		\$0.00	\$75.90
06/01/2026 \$51.0 12/01/2026 \$53. 06/01/2027 \$54.7 12/01/2027 \$56.3 06/01/2028 \$58.0	\$48.60 \$9.90		\$0.00	\$77.40
12/01/2026 \$53. 06/01/2027 \$54. 12/01/2027 \$56. 06/01/2028 \$58.	\$50.10 \$9.90		\$0.00	\$78.90
06/01/2027 \$54. 12/01/2027 \$56. 06/01/2028 \$58.0	\$51.65 \$9.90		\$0.00	\$80.45
12/01/2027 \$56.3 06/01/2028 \$58.0	\$53.15 \$9.90		\$0.00	\$81.95
06/01/2028 \$58.0	\$54.75 \$9.90		\$0.00	\$83.55
	\$56.35 \$9.90		\$0.00	\$85.15
12/01/2020 \$50.3	\$58.03 \$9.90		\$0.00	\$86.83
For apprentice rates see "Apprentice- LABORER" 12/01/2028 \$59.7	\$59.70 \$9.90	\$18.90	\$0.00	\$88.50

Effective Date

03/02/2025

Base Wage

\$69.84

Health

\$14.32

Pension

\$20.31

Classification

PLUMBERS & GASFITTERS

PLUMBERS & GASFITTERS LOCAL 12

Supplemental

\$0.00

Unemployment

Total Rate

\$104.47

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/01/2024	\$47.20	\$9.90	\$18.90	\$0.00	\$76.00
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	\$48.70	\$9.90	\$18.90	\$0.00	\$77.50
	12/01/2025	\$50.20	\$9.90	\$18.90	\$0.00	\$79.00
	06/01/2026	\$51.75	\$9.90	\$18.90	\$0.00	\$80.55
	12/01/2026	\$53.25	\$9.90	\$18.90	\$0.00	\$82.05
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
E CONTRACTOR OPERATING ENGINEERS	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS" DIAMPODER ATOR (CONCRETE)				046.50		
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
PUMP OPERATOR (DEWATERING, OTHER)	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2020	Ψ10.20	Ψ13.33	4-0.00	*****	Ψ/2.33
READY MIX CONCRETE DRIVERS after 4/30/12 Drivers Hired After 4/30/2012) TEAMSTERS 25 (Metro) - Aggregate	08/01/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$57.56
READY-MIX CONCRETE DRIVER TEAMSTERS 25 (Metro) - Aggregate	08/01/2022	\$34.41	\$11.91	\$15.25	\$0.00	\$61.57
RECLAIMERS	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR	12/01/2024	\$46.35	\$9.90	\$18.90	\$0.00	\$75.15
ABORERS - ZONE 1	06/01/2025	\$47.85	\$9.90	\$18.90	\$0.00	\$76.65
	12/01/2025	\$49.35	\$9.90	\$18.90	\$0.00	\$78.15
	06/01/2026	\$50.90	\$9.90	\$18.90	\$0.00	\$79.70
	12/01/2026	\$52.40	\$9.90	\$18.90	\$0.00	\$81.20
	06/01/2027	\$54.00	\$9.90	\$18.90	\$0.00	\$82.80
	12/01/2027	\$55.60	\$9.90	\$18.90	\$0.00	\$84.40
	06/01/2028	\$57.28	\$9.90	\$18.90	\$0.00	\$86.08
	12/01/2028	\$58.95	\$9.90	\$18.90	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						

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			NG MACHINE	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
PERATING ENG	SINEERS L	OCAL 4		06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
				12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
				06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
				12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
			OPERATING ENGINEERS"						
OOFER (Inc OFERS LOCA		Waterproofi	ng &Roofer Damproofg)	02/01/2025	\$52.03	\$13.28	\$21.70	\$0.00	\$87.01
OI END LO CAL	L 33			08/01/2025	\$53.53	\$13.28	\$21.70	\$0.00	\$88.51
				02/01/2026	5 \$54.78	\$13.28	\$21.70	\$0.00	\$89.76
	Appre	ntice - Ro	OOFER - Local 33						
		ive Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
	1	50		\$26.02	\$13.28	\$15.55	\$0.00	\$54.85	
	2	60		\$31.22	\$13.28	\$21.70	\$0.00	\$66.20	
	3	65		\$33.82	\$13.28	\$21.70	\$0.00	\$68.80	
	4	75		\$39.02	\$13.28	\$21.70	\$0.00	\$74.00	
	5	85		\$44.23	\$13.28	\$21.70	\$0.00	\$79.21	
	Effect	ive Date -	08/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
	1	50		\$26.77	\$13.28	\$15.55	\$0.00	\$55.60	
	2	60		\$32.12	\$13.28	\$21.70	\$0.00	\$67.10	
	3	65		\$34.79	\$13.28	\$21.70	\$0.00	\$69.77	
	4	75		\$40.15	\$13.28	\$21.70	\$0.00	\$75.13	
	5	85		\$45.50	\$13.28	\$21.70	\$0.00	\$80.48	
	Notes	Step 1 is	5-10, the 1:10; Reroofing: 1: 2000 hrs.; Steps 2-5 are 100 h Mechanics' receive \$1.00 l	0 hrs.					
		Step 1 is (Hot Pite)	2000 hrs.; Steps 2-5 are 100	0 hrs.					
	Appro	Step 1 is (Hot Pitce) entice to Jo	2000 hrs.; Steps 2-5 are 100 h Mechanics' receive \$1.00 l	0 hrs.	5 \$52.28	\$13.28	\$21.70	\$0.00	\$87.26
	Appro	Step 1 is (Hot Pitce) entice to Jo	2000 hrs.; Steps 2-5 are 100 h Mechanics' receive \$1.00 lurneyworker Ratio:**	0 hrs. nr. above ROOFER)		\$13.28 \$13.28	\$21.70 \$21.70	\$0.00	\$87.26 \$88.76
	Appro	Step 1 is (Hot Pitce) entice to Jo	2000 hrs.; Steps 2-5 are 100 h Mechanics' receive \$1.00 lurneyworker Ratio:**	0 hrs. nr. above ROOFER) 02/01/2025	\$53.78				
For apprentic	Appro ATE / TIL L 33	Step 1 is (Hot Pitc) entice to Jo E / PRECA	2000 hrs.; Steps 2-5 are 100 h Mechanics' receive \$1.00 l urneyworker Ratio:**	0 hrs. nr. above ROOFER) 02/01/2025 08/01/2025	\$53.78	\$13.28	\$21.70	\$0.00	\$88.76
For apprentic	Appro ATE / TIL L 33	Step 1 is (Hot Pitc) entice to Jo E / PRECA "Apprentice- I KER	2000 hrs.; Steps 2-5 are 100 h Mechanics' receive \$1.00 l urneyworker Ratio:**	0 hrs. nr. above ROOFER) 02/01/2025 08/01/2025	\$53.78 \$55.03	\$13.28	\$21.70	\$0.00	\$88.76
For apprentic	Appro ATE / TIL L 33	Step 1 is (Hot Pitc) entice to Jo E / PRECA "Apprentice- I KER	2000 hrs.; Steps 2-5 are 100 h Mechanics' receive \$1.00 l urneyworker Ratio:**	0 hrs. nr. above ROOFER) 02/01/2025 08/01/2025 02/01/2026	\$53.78 \$55.03 \$55.13	\$13.28 \$13.28	\$21.70 \$21.70	\$0.00 \$0.00	\$88.76 \$90.01

Effective Date

12/01/2024

Base Wage

\$56.40

Health

\$15.55

Classification

ROLLER/SPREADER/MULCHING MACHINE

Supplemental

\$0.00

Unemployment

Pension

\$16.50

Total Rate

\$88.45

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Pension

\$23.52

\$15.91

\$0.00

\$82.77

Step	tive Date -	02/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	42		\$24.83	\$14.91	\$6.13	\$0.00	\$45.87	
2	42		\$24.83	\$14.91	\$6.13	\$0.00	\$45.87	
3	47		\$27.79	\$14.91	\$12.26	\$1.62	\$56.58	
4	47		\$27.79	\$14.91	\$12.26	\$1.62	\$56.58	
5	52		\$30.75	\$14.91	\$13.24	\$1.74	\$60.64	
6	52		\$30.75	\$14.91	\$13.49	\$1.75	\$60.90	
7	60		\$35.48	\$14.91	\$14.90	\$1.93	\$67.22	
8	65		\$38.43	\$14.91	\$15.88	\$2.04	\$71.26	
9	75		\$44.35	\$14.91	\$17.84	\$2.28	\$79.38	
10	85		\$50.26	\$14.91	\$19.30	\$2.49	\$86.96	
Effec Step	tive Date -	08/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	42		\$25.61	\$14.91	\$6.13	\$0.00	\$46.65	
2	42		\$25.61	\$14.91	\$6.13	\$0.00	\$46.65	
3	47		\$28.66	\$14.91	\$12.26	\$1.62	\$57.45	
4	47		\$28.66	\$14.91	\$12.26	\$1.62	\$57.45	
5	52		\$31.71	\$14.91	\$13.24	\$1.74	\$61.60	
6	52		\$31.71	\$14.91	\$13.49	\$1.75	\$61.86	
7	60		\$36.59	\$14.91	\$14.90	\$1.93	\$68.33	
8	65		\$39.64	\$14.91	\$15.88	\$2.04	\$72.47	
9	75		\$45.74	\$14.91	\$17.84	\$2.28	\$80.77	
10	85		\$51.83	\$14.91	\$19.30	\$2.49	\$88.53	
Notes								
	Steps are	6 mos.					į	
Appr	entice to Jo	urneyworker Ratio:1:4						
		G EQUIP < 35 TONS	12/01/2024	\$41.3	4 \$14.91	\$20.17	\$0.00	\$76.4
STERS JOINT COUN	UIL NO. 10 ZO	NE A	06/01/2023	\$42.3	4 \$14.91	\$20.17	\$0.00	\$77.4
			08/01/2023	\$42.3	4 \$15.41	\$20.17	\$0.00	\$77.9
			12/01/2025	\$42.3	4 \$15.41	\$21.78	\$0.00	\$79.5
			06/01/2020	\$43.3	4 \$15.41	\$21.78	\$0.00	\$80.5

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12/01/2026

\$43.34

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	12/01/2024	\$41.63	\$14.91	\$20.17	\$0.00	\$76.71
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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 SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	03/01/2025	\$72.14	\$11.51	\$23.80	\$0.00	\$107.45

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1 **Effective Date -**03/01/2025 Supplemental Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 35 \$25.25 \$11.51 \$13.07 \$49.83 \$0.00 2 40 \$28.86 \$0.00 \$54.27 \$11.51 \$13.90 3 45 \$32.46 \$11.51 \$14.73 \$0.00 \$58.70 4 50 \$36.07 \$11.51 \$15.55 \$0.00 \$63.13 5 55 \$39.68 \$11.51 \$16.37 \$0.00 \$67.56 6 60 \$71.99 \$43.28 \$11.51 \$17.20 \$0.00 7 65 \$46.89 \$11.51 \$18.03 \$0.00 \$76.43 8 70 \$50.50 \$11.51 \$18.85 \$0.00 \$80.86 9 75 \$54.11 \$11.51 \$19.67 \$0.00 \$85.29 10 80 \$57.71 \$11.51 \$20.50 \$0.00 \$89.72 **Notes:** Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours Apprentice to Journeyworker Ratio:1:3 STEAM BOILER OPERATOR 12/01/2024 \$56.40 \$15.55 \$16.50 \$0.00 \$88.45 OPERATING ENGINEERS LOCAL 4 \$16.50 \$0.00 06/01/2025 \$57.68 \$15.55 \$89.73 \$16.50 \$0.00 12/01/2025 \$59.12 \$15.55 \$91.17 \$0.00 \$16.50 06/01/2026 \$60.40 \$15.55 \$92.45 \$16.50 \$0.00 \$93.89 12/01/2026 \$61.84 \$15.55 For apprentice rates see "Apprentice- OPERATING ENGINEERS" TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN 12/01/2024 \$15.55 \$16.50 \$0.00 \$88.45 \$56.40 OPERATING ENGINEERS LOCAL 4 06/01/2025 \$57.68 \$15.55 \$16.50 \$0.00 \$89.73 \$16.50 \$0.00 12/01/2025 \$59.12 \$15.55 \$91.17 06/01/2026 \$60.40 \$15.55 \$16.50 \$0.00 \$92.45 12/01/2026 \$61.84 \$15.55 \$16.50 \$0.00 \$93.89

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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

assilication				Effective Da	te base wage	е пеани	1 Chsion	Unemployment	
		ION TECHNICIAN		03/01/202:	5 \$51.41	\$13.00	\$20.90	\$0.00	\$85.31
CTRICIANS I	LOCAL 103			09/01/202:	\$52.94	\$13.00	\$20.95	\$0.00	\$86.89
				03/01/2020	\$53.90	\$13.00	\$20.98	\$0.00	\$87.88
				09/01/2020	5 \$55.42	\$13.00	\$21.02	\$0.00	\$89.44
				03/01/2027	7 \$56.38	\$13.00	\$21.05	\$0.00	\$90.43
				09/01/2027	7 \$57.91	\$13.00	\$21.10	\$0.00	\$92.01
				03/01/2028	\$58.87	\$13.00	\$21.13	\$0.00	\$93.00
	Appre		MMUNICATION TECH	NICIAN - Local 103					
		ive Date - 03/01/2					Supplementa		
	Step	percent	A	pprentice Base Wage	Health	Pension	Unemploymer	t Total Rate	
	1	45		\$23.13	\$13.00	\$0.69	\$0.0	9 \$36.82	
	2	45		\$23.13	\$13.00	\$0.69	\$0.0	36.82	
	3	50		\$25.71	\$13.00	\$16.64	\$0.0	\$55.35	
	4	50		\$25.71	\$13.00	\$16.64	\$0.0	955.35	
	5	55		\$28.28	\$13.00	\$17.07	\$0.0	\$58.35	
	6	60		\$30.85	\$13.00	\$17.50	\$0.0	961.35	
	7	65		\$33.42	\$13.00	\$17.92	\$0.0	\$64.34	
	8	70		\$35.99	\$13.00	\$18.35	\$0.0	967.34	
	9	75		\$38.56	\$13.00	\$18.78	\$0.0	9 \$70.34	
	10	80		\$41.13	\$13.00	\$19.19	\$0.0	\$73.32	
		ive Date - 09/01/2					Supplementa		
	Step	percent	A	pprentice Base Wage	Health	Pension	Unemploymer	t Total Rate	
	1	45		\$23.82	\$13.00	\$0.71	\$0.0	0 \$37.53	
	2	45		\$23.82	\$13.00	\$0.71	\$0.0	0 \$37.53	
	3	50		\$26.47	\$13.00	\$16.66	\$0.0	9 \$56.13	
	4	50		\$26.47	\$13.00	\$16.66	\$0.0	556.13	
	5	55		\$29.12	\$13.00	\$17.09	\$0.0	59.21	
	6	60		\$31.76	\$13.00	\$17.52	\$0.0	962.28	
	7	65		\$34.41	\$13.00	\$17.95	\$0.0	965.36	
	8	70		\$37.06	\$13.00	\$18.38	\$0.0	\$68.44	
	9	75		\$39.71	\$13.00	\$18.81	\$0.0	971.52	
	10	80		\$42.35	\$13.00	\$19.23	\$0.0	974.58	
	Notes								
								i	
		entice to Journeywo	orker Ratio:1:1						
RAZZO I		RS MARBLE & TILE		02/01/202	\$64.74	\$11.49	\$23.59	\$0.00	\$99.82
isenii ENO E	CAL J - M	AINDED & TILE		08/01/202	\$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	5 \$70.44	\$11.49	\$23.59	\$0.00	\$105.52

Effective Date Base Wage Health

Classification

Supplemental

Pension

Total Rate

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	Step	ve Date - 02/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental 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	
	Effecti	ve Date - 08/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$33.45	\$11.49	\$23.59	\$0.00	\$68.53	
	2	60	\$40.13	\$11.49	\$23.59	\$0.00	\$75.21	
	3	70	\$46.82	\$11.49	\$23.59	\$0.00	\$81.90	
	4	80	\$53.51	\$11.49	\$23.59	\$0.00	\$88.59	
	5	90	\$60.20	\$11.49	\$23.59	\$0.00	\$95.28	
	Notes:							
							i	
		ntice to Journeyworker Ratio:1:	3					
ST BORING Orers - foun			12/01/2024	\$50.20	\$9.90	\$19.05	\$0.00	\$79.15
			06/01/2025	\$51.70	\$9.90	\$19.05	\$0.00	\$80.65
			12/01/2025	\$53.20	\$9.90	\$19.05	\$0.00	\$82.13
			06/01/2026	5 \$54.75	\$9.90	\$19.05	\$0.00	\$83.70
Eas annuation	matas sas !!	Apprentice- LABORER"	12/01/2026	5 \$56.25	\$9.90	\$19.05	\$0.00	\$85.20
		ER HELPER	12/01/202	4 046.22	40.00	Φ10.05		***
ORERS - FOUN			12/01/2024			\$19.05	\$0.00	\$75.27
			06/01/2025			\$19.05	\$0.00	\$76.77
			12/01/2025			\$19.05	\$0.00	\$78.27
			06/01/2020			\$19.05	\$0.00	\$79.82
For apprentice i	rates see "	Apprentice- LABORER"	12/01/2026	5 \$52.37	\$9.90	\$19.05	\$0.00	\$81.32
ST BORING			12/01/2024	\$46.20	\$9.90	\$19.05	\$0.00	\$75.15
ORERS - FOUN	IDATION .	AND MARINE	06/01/2025	5 \$47.70	\$9.90	\$19.05	\$0.00	\$76.65
			12/01/2025	5 \$49.20	\$9.90	\$19.05	\$0.00	\$78.15
			06/01/2026			\$19.05	\$0.00	\$79.70
For apprentice	rates see "	Apprentice- LABORER"	12/01/2020	5 \$52.25	\$9.90	\$19.05	\$0.00	\$81.20
		LE STEAM GENERATORS	12/01/2024	4 \$56.40	\$15.55	\$16.50	\$0.00	\$88.45
CRATING ENGIN			06/01/2025				\$0.00	\$89.73
			12/01/2025				\$0.00	\$91.17
							\$0.00	\$91.17
			06/01/2026					
		Apprentice- OPERATING ENGINEERS"	12/01/2026	5 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT	12/01/2024	\$41.92	\$14.91	\$20.17	\$0.00	\$77.00
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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	12/01/2024	\$58.43	\$9.90	\$19.50	\$0.00	\$87.83
LABORERS (COMPRESSED AIR)	06/01/2025	\$59.93	\$9.90	\$19.50	\$0.00	\$89.33
	12/01/2025	\$61.43	\$9.90	\$19.50	\$0.00	\$90.83
	06/01/2026	\$62.98	\$9.90	\$19.50	\$0.00	\$92.38
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$64.48	\$9.90	\$19.50	\$0.00	\$93.88
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/01/2024	\$60.43	\$9.90	\$19.50	\$0.00	\$89.83
LABORERS (COMPRESSED AIR)	06/01/2025	\$61.93	\$9.90	\$19.50	\$0.00	\$91.33
	12/01/2025	\$63.43	\$9.90	\$19.50	\$0.00	\$92.83
	06/01/2026	\$64.98	\$9.90	\$19.50	\$0.00	\$94.38
	12/01/2026	\$66.48	\$9.90	\$19.50	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	12/01/2024	\$50.50	\$9.90	\$19.50	\$0.00	\$79.90
LABORERS (FREE AIR TOWNEL)	06/01/2025	\$52.00	\$9.90	\$19.50	\$0.00	\$81.40
	12/01/2025	\$53.50	\$9.90	\$19.50	\$0.00	\$82.90
	06/01/2026	\$55.05	\$9.90	\$19.50	\$0.00	\$84.45
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$56.55	\$9.90	\$19.50	\$0.00	\$85.95
TUNNEL WORK - FREE AIR (HAZ. WASTE)	12/01/2024	ф 52.5 0	#0.00	¢10.50	#0.00	#01.00
LABORERS (FREE AIR TUNNEL)	12/01/2024	\$52.50	\$9.90	\$19.50	\$0.00	\$81.90
	06/01/2025	\$54.00	\$9.90	\$19.50 \$19.50	\$0.00	\$83.40
	12/01/2025	\$55.50	\$9.90	*	\$0.00	\$84.90
	06/01/2026	\$57.05	\$9.90	\$19.50	\$0.00	\$86.45
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$58.55	\$9.90	\$19.50	\$0.00	\$87.95
VAC-HAUL	12/01/2024	\$41.34	\$14.91	\$20.17	\$0.00	\$76.42
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR	12/01/2024	\$46.35	\$9.90	\$18.90	\$0.00	\$75.15
ABORERS - ZONE 1	06/01/2025	\$47.85	\$9.90	\$18.90	\$0.00	\$76.65
	12/01/2025	\$49.35	\$9.90	\$18.90	\$0.00	\$78.15
	06/01/2026	\$50.90	\$9.90	\$18.90	\$0.00	\$79.70
	12/01/2026	\$52.40	\$9.90	\$18.90	\$0.00	\$81.20
	06/01/2027	\$54.00	\$9.90	\$18.90	\$0.00	\$82.80
	12/01/2027	\$55.60	\$9.90	\$18.90	\$0.00	\$84.40
	06/01/2028	\$57.28	\$9.90	\$18.90	\$0.00	\$86.08
	12/01/2028	\$58.95	\$9.90	\$18.90	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) ABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$46.45	\$9.90	\$18.90	\$0.00	\$75.25
ABOKERS - ZONE I (HEAVI & HIGHWAI)	06/01/2025	\$47.95	\$9.90	\$18.90	\$0.00	\$76.75
	12/01/2025	\$49.45	\$9.90	\$18.90	\$0.00	\$78.25
	06/01/2026	\$51.00	\$9.90	\$18.90	\$0.00	\$79.80
	12/01/2026	\$52.50	\$9.90	\$18.90	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
WASTE WATER PUMP OPERATOR	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
PPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER PLUMBERS & GASFITTERS LOCAL 12	03/02/2025	\$69.84	\$14.32	\$20.31	\$0.00	\$104.47
Outside Electrical - East CABLE TECHNICIAN (Power Zone) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$29.67	\$9.25	\$1.89	\$0.00	\$40.81
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$42.03	\$9.25	\$10.27	\$0.00	\$61.55
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL	08/30/2020	\$34.62	\$9.25	\$10.07	\$0.00	\$53.94
DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104						
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN"	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
EQUIPMENT OPERATOR (Class A CDL)	00/20/2020	ф. 12 . 02	Φ0.25	¢14.25	#0.00	0.5.62
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$42.03	\$9.25	\$14.35	\$0.00	\$65.63
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$37.09	\$9.25	\$10.87	\$0.00	\$57.21
For apprentice rates see "Apprentice- LINEMAN" GROUNDMAN	00/00/1707	ф 3 —	#0 # =	e1.02	#0.00	0000=
JKOUNDMAN DUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$22.25	\$9.25	\$1.82	\$0.00	\$33.32
For apprentice rates see "Apprentice- LINEMAN"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
JOURNEYMAN LINEMAN	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18
OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104		4 12 1 12	47			4,0120

Ste	fective Date - 08/30/2020 ep percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
1	60	\$29.67	\$9.25	\$3.39	\$0.00	\$42.3	31
2	65	\$32.14	\$9.25	\$3.46	\$0.00	\$44.8	35
3	70	\$34.62	\$9.25	\$3.54	\$0.00	\$47.4	1 1
4	75	\$37.09	\$9.25	\$5.11	\$0.00	\$51.4	15
5	80	\$39.56	\$9.25	\$5.19	\$0.00	\$54.0	00
6	85	\$42.03	\$9.25	\$5.26	\$0.00	\$56.5	54
7	90	\$44.51	\$9.25	\$7.34	\$0.00	\$61.1	.0
No	otes:						,
Aŗ	oprentice to Journeyworker I	Ratio:1:2					
LEDATA CABL	E SPLICER L WORKERS - EAST LOCAL 104	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
	MAN/EQUIPMENT OPERAT L WORKERS - EAST LOCAL 104	OR 02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
	MAN/INSTALLER/TECHNIC L WORKERS - EAST LOCAL 104	CIAN 02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77

Additional Apprentice Information:

All apprentices must be registered with the Division of Apprenticeship Training (DAS) in accordance with M.G.L. c. 23, §§ 11E-11L. Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the hourly prevailing wage rate established by the Commissioner under the provisions of M.G.L. c. 149, §§ 26-27D. Apprentice ratios are established by DAS pursuant to M.G.L. c. 23, §§ 11E-11L. Ratios are expressed as the allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified. The ratios listed herein have been taken from relevant private collective bargaining agreements (CBAs) and are provided for illustrative purposes only. They have not been independently verified as being accurate or continuing to be accurate. Parties having questions regarding what ratio to use should contact DAS.

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