

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

Prevailing Wage Rates

MAURA HEALY
Governor
KIM DRISCOLL
Lt. Governor

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

LAUREN JONES
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority: City of Everett City/Town: EVERETT

Contract Number: 25-11

Description of Work:

On-call fence installation and repair services at various City locations, including equipment, labor and materials to install chain link fences and

gates as needed.

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 subcontractors, 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: 06/12/2025 Wage Request Number: 20250611192220 Page 1 of 33

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$42.05	\$14.91	\$20.17	\$0.00	\$0.00	\$77.13
TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2025	\$42.05	\$15.41	\$20.17	\$0.00	\$0.00	\$77.63
TEMASTERS JOINT COUNCIL NO. 10 ZOINEM	12/1/2025	\$42.05	\$15.41	\$21.78	\$0.00	\$0.00	\$79.24
	6/1/2026	\$43.05	\$15.41	\$21.78	\$0.00	\$0.00	\$80.24
	8/1/2026	\$43.05	\$15.91	\$21.78	\$0.00	\$0.00	\$80.74
	12/1/2026	\$43.05	\$15.91	\$23.52	\$0.00	\$0.00	\$82.48
(3 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$41.12	\$14.91	\$20.17	\$0.00	\$0.00	\$76.20
TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2025	\$41.12	\$15.41	\$20.17	\$0.00	\$0.00	\$76.70
TEANSTERS JOHN COUNCIL NO. 10 ZONE N	12/1/2025	\$41.12	\$15.41	\$21.78	\$0.00	\$0.00	\$78.31
	6/1/2026	\$43.12	\$15.41	\$21.78	\$0.00	\$0.00	\$80.31
	8/1/2026	\$43.12	\$15.91	\$21.78	\$0.00	\$0.00	\$80.81
	12/1/2026	\$43.12	\$15.91	\$23.52	\$0.00	\$0.00	\$82.55
(4 & 5 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$42.24	\$14.91	\$20.17	\$0.00	\$0.00	\$77.32
TEAMSTERS JOINT COUNCIL NO. 10	8/1/2025	\$42.24	\$15.41	\$20.17	\$0.00	\$0.00	\$77.82
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/1/2025	\$42.24	\$15.41	\$21.78	\$0.00	\$0.00	\$79.43
	6/1/2026	\$43.24	\$15.41	\$21.78	\$0.00	\$0.00	\$80.43
	8/1/2026	\$43.24	\$15.91	\$21.78	\$0.00	\$0.00	\$80.93
	12/1/2026	\$43.24	\$15.91	\$23.52	\$0.00	\$0.00	\$82.67
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	1/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"							
AIR TRACK OPERATOR	6/1/2025	\$48.35	\$9.90	\$9.25	\$9.65	\$0.00	\$77.15
LABORERS	12/1/2025	\$49.85	\$9.90	\$9.25	\$9.65	\$0.00	\$78.65
LABORERS - ZONE 1	6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.45
	12/1/2026	\$52.90	\$9.90	\$9.25	\$9.65	\$0.00	\$81.70
	6/1/2027	\$54.50	\$9.90	\$9.25	\$9.65	\$0.00	\$83.30
	12/1/2027	\$56.10	\$9.90	\$9.25	\$9.65	\$0.00	\$84.90
	6/1/2028	\$57.78	\$9.90	\$9.25	\$9.65	\$0.00	\$86.58
	12/1/2028	\$59.45	\$9.90	\$9.25	\$9.65	\$0.00	\$88.25
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	6/1/2025	\$48.45	\$9.90	\$9.25	\$9.65	\$0.00	\$77.25
LABORERS	12/1/2025	\$49.95	\$9.90	\$9.25	\$9.65	\$0.00	\$78.75
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$51.50	\$9.90	\$9.25	\$9.65	\$0.00	\$80.30
	12/1/2026	\$53.00	\$9.90	\$9.25	\$9.65	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	6/1/2025	\$43.80	\$14.50	\$4.30	\$6.75	\$0.00	\$69.35
HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/1/2025	\$44.80	\$14.50	\$4.30	\$6.75	\$0.00	\$70.35
ASPHALT RAKER	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS LABORERS - ZONE 1	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Tota Rate
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
ASPHALT RAKER (HEAVY & HIGHWAY)	6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.75
LABORERS	12/1/2025	\$49.45	\$9.90	\$9.25	\$9.65	\$0.00	\$78.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$51.00	\$9.90	\$9.25	\$9.65	\$0.00	\$79.80
	12/1/2026	\$52.50	\$9.90	\$9.25	\$9.65	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BACKHOE/FRONT-END LOADER	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BARCO-TYPE JUMPING TAMPER	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.13
LABORERS - ZONE 1	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.2
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.8
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.4
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.0
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.7
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER	6/1/2025	\$48.35	\$9.90	\$9.25	\$9.65	\$0.00	\$77.15
LABORERS	12/1/2025	\$49.85	\$9.90	\$9.25	\$9.65	\$0.00	\$78.6
LABORERS - ZONE 1	6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.4
	12/1/2026	\$52.90	\$9.90	\$9.25	\$9.65	\$0.00	\$81.70
	6/1/2027	\$54.50	\$9.90	\$9.25	\$9.65	\$0.00	\$83.30
	12/1/2027	\$56.10	\$9.90	\$9.25	\$9.65	\$0.00	\$84.9
	6/1/2028	\$57.78	\$9.90	\$9.25	\$9.65	\$0.00	\$86.5
	12/1/2028	\$59.45	\$9.90	\$9.25	\$9.65	\$0.00	\$88.2
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	6/1/2025	\$48.45	\$9.90	\$9.25	\$9.65	\$0.00	\$77.25
HIGHWAY)	12/1/2025	\$49.95	\$9.90	\$9.25	\$9.65	\$0.00	\$78.75
LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$51.50	\$9.90	\$9.25	\$9.65	\$0.00	\$80.30
ELDORGIO - ZORE I (HEAVI WINGHWAI)	12/1/2026	\$53.00	\$9.90	\$9.25	\$9.65	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Unemployment	Rate
BOILER MAKER	1/1/2024	\$48.12	\$7.07	\$14.60	\$6.00	\$0.00	\$75.79
BOILERMAKERS LOCAL 29							
BOILERMAKERS LOCAL 29							

A	ppre	ntice: BOILER MA	AKER						
E	ffecti	ive Date: 1/1/2024							
St	tep	Percent	Apprentice Base Wage	1	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	1	65.00	\$31.28		\$7.07	\$9.32	\$3.90	\$0.00	\$51.57
	2	65.00	\$31.28		\$7.07	\$9.32	\$3.90	\$0.00	\$51.57
	3	70.00	\$33.68		\$7.07	\$10.03	\$4.20	\$0.00	\$54.98
	4	75.00	\$36.09		\$7.07	\$10.74	\$4.50	\$0.00	\$58.40
	5	80.00	\$38.50		\$7.07	\$11.45	\$4.80	\$0.00	\$61.82
	6	85.00	\$40.90		\$7.07	\$12.18	\$5.10	\$0.00	\$65.25
	7	90.00	\$43.31		\$7.07	\$12.88	\$5.40	\$0.00	\$68.66
	8	95.00	\$45.71		\$7.07	\$13.62	\$5.70	\$0.00	\$72.10
BRICK/STONE/ARTIFICIAL MASONRY (IN	ICL.	MASONRY	2/1/2025	\$65.80	\$11.49	\$15.57	\$8.02	\$0.00	\$100.88
WATERPROOFING) BRICKLAYERS LOCAL 3			8/1/2025	\$67.95	\$11.49	\$15.57	\$8.02	\$0.00	\$103.03
BRICKLAYERS LOCAL 3 (BOSTON)			2/1/2026	\$69.30	\$11.49	\$15.57	\$8.02	\$0.00	\$104.38
,			8/1/2026	\$71.50	\$11.49	\$15.57	\$8.02	\$0.00	\$106.58
			2/1/2027	\$72.90	\$11.49	\$15.57	\$8.02	\$0.00	\$107.98

Appro	entice: BRICK/ST	ONE/ARTIFICIAL MASO	ONRY (INCL. M	ASONRY WATE	RPROOFING)	
Effect	tive Date: 2/1/2025	;					
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$32.90	\$11.49	\$15.57	\$8.02	\$0.00	\$67.98
2	60.00	\$39.48	\$11.49	\$15.57	\$8.02	\$0.00	\$74.56
3	70.00	\$46.06	\$11.49	\$15.57	\$8.02	\$0.00	\$81.14
4	80.00	\$52.64	\$11.49	\$15.57	\$8.02	\$0.00	\$87.72
5	90.00	\$59.22	\$11.49	\$15.57	\$8.02	\$0.00	\$94.30

			ONE/ARTIFICIAL M	ASONRY (INCL. MAS	ONRY WATER	PROOFING)	
1	Effecti	ive Date: 8/1/2025							
s	Step	Percent	Apprentice Base Wage	Н	ealth	Pension	Annuity	Supplemental Unemployment	Total Rate
-	1	50.00	\$33.98	\$	11.49	\$15.57	\$8.02	\$0.00	\$69.06
	2	60.00	\$40.77	\$	11.49	\$15.57	\$8.02	\$0.00	\$75.85
	3	70.00	\$47.57	\$	11.49	\$15.57	\$8.02	\$0.00	\$82.65
	4	80.00	\$54.36	\$	11.49	\$15.57	\$8.02	\$0.00	\$89.44
	5	90.00	\$61.16	\$	11.49	\$15.57	\$8.02	\$0.00	\$96.24
ER/SCRAPER			6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
IEERS LOCAL 4 IEERS LOCAL 4			12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
EERS LOCAL 4			6/1/2026	¢c0.40	015.55	¢12.05	¢2.25	¢0.00	¢00.45

\$60.40

\$15.55

\$13.25

\$3.25

\$0.00 \$92.45

6/1/2026

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
CAISSON & UNDERPINNING BOTTOM MAN	6/1/2025	\$48.85	\$9.90	\$9.25	\$9.80	\$0.00	\$77.80
LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2025	\$50.35	\$9.90	\$9.25	\$9.80	\$0.00	\$79.30
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$51.90	\$9.90	\$9.25	\$9.80	\$0.00	\$80.85
	12/1/2026	\$53.40	\$9.90	\$9.25	\$9.80	\$0.00	\$82.35
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING LABORER	6/1/2025	\$47.70	\$9.90	\$9.25	\$9.80	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.20	\$9.90	\$9.25	\$9.80	\$0.00	\$78.15
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$50.75	\$9.90	\$9.25	\$9.80	\$0.00	\$79.70
	12/1/2026	\$52.25	\$9.90	\$9.25	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING TOP MAN	6/1/2025	\$48.03	\$9.90	\$9.25	\$9.80	\$0.00	\$76.98
LABORERS	12/1/2025	\$49.53	\$9.90	\$9.25	\$9.80	\$0.00	\$78.48
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$51.08	\$9.90	\$9.25	\$9.80	\$0.00	\$80.03
	12/1/2026	\$52.58	\$9.90	\$9.25	\$9.80	\$0.00	\$81.53
For apprentice rates see "Apprentice- LABORER"							
CARBIDE CORE DRILL OPERATOR	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
CARPENTER	3/1/2025	\$60.46	\$9.83	\$11.47	\$8.50	\$0.00	\$90.26
CAPPENTERS CAPPENTERS ZONE 1 (Matro Poston)	9/1/2025	\$61.96	\$9.83	\$11.47	\$8.50	\$0.00	\$91.76
CARPENTERS -ZONE 1 (Metro Boston)	3/1/2026	\$63.46	\$9.83	\$11.47	\$8.50	\$0.00	\$93.26
	9/1/2026	\$64.96	\$9.83	\$11.47	\$8.50	\$0.00	\$94.76
	3/1/2027	\$66.46	\$9.83	\$11.47	\$8.50	\$0.00	\$96.26

Appro	entice: CARPENT	ER					
Effect	tive Date: 3/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$27.21	\$9.83	\$0.00	\$1.73	\$0.00	\$38.77
2	45.00	\$27.21	\$9.83	\$0.00	\$1.73	\$0.00	\$38.77
3	55.00	\$33.25	\$9.83	\$0.00	\$3.40	\$0.00	\$46.48
4	55.00	\$33.25	\$9.83	\$0.00	\$3.40	\$0.00	\$46.48
5	70.00	\$42.32	\$9.83	\$11.41	\$5.10	\$0.00	\$68.66
6	70.00	\$42.32	\$9.83	\$11.41	\$5.10	\$0.00	\$68.66
7	80.00	\$48.37	\$9.83	\$11.44	\$6.80	\$0.00	\$76.44
8	80.00	\$48.37	\$9.83	\$11.44	\$6.80	\$0.00	\$76.44

Classification Effective Date Base Wage Health Pension Annuity Unemployment Rate

10/1/2026

\$34.51

Appro	entice: CARPENT	TER						
Effect	tive Date: 9/1/2025	5						
Step	Percent	Apprentice Base Wage	H	Iealth	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$27.88		\$9.83	\$0.00	\$1.73	\$0.00	\$39.44
2	45.00	\$27.88		\$9.83	\$0.00	\$1.73	\$0.00	\$39.44
3	55.00	\$34.08		\$9.83	\$0.00	\$3.40	\$0.00	\$47.31
4	55.00	\$34.08		\$9.83	\$0.00	\$3.40	\$0.00	\$47.31
5	70.00	\$43.37		\$9.83	\$11.41	\$5.10	\$0.00	\$69.71
6	70.00	\$43.37		\$9.83	\$11.41	\$5.10	\$0.00	\$69.71
7	80.00	\$49.57		\$9.83	\$11.44	\$6.80	\$0.00	\$77.64
8	80.00	\$49.57		\$9.83	\$11.44	\$6.80	\$0.00	\$77.64
		10/1/2024	\$31.91	\$7.02	\$4.47	\$2.00	\$0.00	\$45.40
		10/1/2025	\$33.21	\$7.02	\$4.47	\$2.00	\$0.00	\$46.70

All Aspects of New Wood Frame Work

CARPENTERS -ZONE 2 (Wood Frame)

CARPENTER WOOD FRAME

CARPENTERS

Issue Date: 06/12/2025

Appro	entice: CARPENT	ER WOOD FRAME					
Effect	tive Date: 10/1/202	4					
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$15.96	\$7.02	\$0.00	\$0.00	\$0.00	\$22.98
2	50.00	\$15.96	\$7.02	\$0.00	\$0.00	\$0.00	\$22.98
3	55.00	\$17.55	\$7.02	\$0.00	\$2.00	\$0.00	\$26.57
4	55.00	\$17.55	\$7.02	\$0.00	\$2.00	\$0.00	\$26.57
5	70.00	\$22.34	\$7.02	\$4.47	\$2.00	\$0.00	\$35.83
6	70.00	\$22.34	\$7.02	\$4.47	\$2.00	\$0.00	\$35.83
7	80.00	\$25.53	\$7.02	\$4.47	\$2.00	\$0.00	\$39.02
8	80.00	\$25.53	\$7.02	\$4.47	\$2.00	\$0.00	\$39.02

\$7.02

\$4.47

\$2.00

\$0.00

\$48.00

Appro	entice: CARPENT	TER WOOD FRAME					
Effect	tive Date: 10/1/202	25					
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$16.61	\$7.02	\$0.00	\$0.00	\$0.00	\$23.63
2	50.00	\$16.61	\$7.02	\$0.00	\$0.00	\$0.00	\$23.63
3	55.00	\$18.27	\$7.02	\$0.00	\$2.00	\$0.00	\$27.29
4	55.00	\$18.27	\$7.02	\$0.00	\$2.00	\$0.00	\$27.29
5	70.00	\$23.25	\$7.02	\$4.47	\$2.00	\$0.00	\$36.74
6	70.00	\$23.25	\$7.02	\$4.47	\$2.00	\$0.00	\$36.74
7	80.00	\$26.57	\$7.02	\$4.47	\$2.00	\$0.00	\$40.06
8	80.00	\$26.57	\$7.02	\$4.47	\$2.00	\$0.00	\$40.06

CEMENT MASONRY/PLASTERING 7/1/2024 \$49.19 \$13.35 \$16.43 \$7.78 \$1.80 \$88.55

Classification Effective Date Base Wage Health Pension Annuity Unemployment Rate

BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 (BOSTON)

PAINTERS LOCAL 35 - ZONE 1

	Appr	entice: CEMENT M.	ASONRY/PLASTEI	RING					
	Effec	tive Date: 7/1/2024							
	Step	Percent	Apprentice Base Wage	I	Health	Pension	Annuity	Supplemental Unemployment	Tota Rate
	1	50.00	\$24.60	9	\$13.35	\$16.43	\$0.00	\$0.00	\$54.38
	2	60.00	\$29.51	\$	\$13.35	\$16.43	\$2.78	\$1.80	\$63.87
	3	65.00	\$31.97	\$	\$13.35	\$16.43	\$3.78	\$1.80	\$67.33
	4	70.00	\$34.43	\$	\$13.35	\$16.43	\$4.78	\$1.80	\$70.79
	5	75.00	\$36.89	5	\$13.35	\$16.43	\$5.78	\$1.80	\$74.25
	6	80.00	\$39.35	5	\$13.35	\$16.43	\$6.78	\$1.80	\$77.7
	7	90.00	\$44.27	\$	\$13.35	\$16.43	\$7.78	\$1.80	\$83.63
CHAIN SAW OPERATOR			6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS ZONE 1			12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.13
LABORERS - ZONE 1			6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
			12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
			6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
			12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
			6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
			12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- La	ABORER"								
CLAM SHELLS/SLURRY BUCKETS/	HEADING	MACHINES	6/1/2025	\$59.51	\$15.55	\$13.25	\$3.25	\$0.00	\$91.50
OPERATING ENGINEERS LOCAL 4 $$			12/1/2025	\$60.98	\$15.55	\$13.25	\$3.25	\$0.00	\$93.03
OPERATING ENGINEERS LOCAL 4			6/1/2026	\$62.31	\$15.55	\$13.25	\$3.25	\$0.00	\$94.30
			12/1/2026	\$63.79	\$15.55	\$13.25	\$3.25	\$0.00	\$95.84
For apprentice rates see "Apprentice- O	PERATING	ENGINEERS"							
COMPRESSOR OPERATOR			6/1/2025	\$37.52	\$15.55	\$13.25	\$3.25	\$0.00	\$69.57
OPERATING ENGINEERS LOCAL 4			12/1/2025	\$37.32	\$15.55	\$13.25	\$3.25	\$0.00	\$70.52
OPERATING ENGINEERS LOCAL 4			6/1/2026	\$39.33	\$15.55 \$15.55	\$13.25 \$13.25	\$3.25 \$3.25	\$0.00	\$70.52
			12/1/2026	\$39.33 \$40.28	\$15.55 \$15.55	\$13.25 \$13.25	\$3.25 \$3.25	\$0.00	\$71.33
For apprentice rates see "Apprentice- O	PERATING	ENGINEERS"	12/1/2020	ψ+0.20	Ψ13.33	Ψ1.2.2	<i>لے.د</i> پ	φυ.υυ	Ψ12.3.
DELEADER (BRIDGE) PAINTERS LOCAL 35			1/1/2025	\$58.46	\$9.95	\$11.85	\$12.10	\$0.00	\$92.36

Appro	Apprentice: DELEADER (BRIDGE)											
Effect	Effective Date: 1/1/2025											
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate					
1	50.00	\$29.23	\$9.95	\$0.00	\$0.00	\$0.00	\$39.18					
2	55.00	\$32.15	\$9.95	\$0.00	\$6.66	\$0.00	\$48.76					
3	60.00	\$35.08	\$9.95	\$0.00	\$7.26	\$0.00	\$52.29					

Apprentice: DELEADER (BRIDGE) Effective Date: 1/1/2025	Vage Health	Pension	Annuity	Supplemental Unemployment	Tota Rate
Step Percent Base Wage 4 65.00 \$38.00 5 70.00 \$40.92 6 75.00 \$43.85 7 80.00 \$46.77 8 90.00 \$52.61					
Step Percent Base Wage					
S 70.00	Health	Pension	Annuity	Supplemental Unemployment	Tota Rat
Color	\$9.95	\$0.00	\$7.87	\$0.00	\$55.82
T 80.00 \$46.77 8 90.00 \$52.61	\$9.95	\$11.85	\$8.47	\$0.00	\$71.19
S 90.00	\$9.95	\$11.85	\$9.08	\$0.00	\$74.7
DEMO: ADZEMAN LABORERS LABORERS 12/1/2025 \$49. 6/1/2026 \$50. 12/7/2026 \$52. 6/7/2027 \$53. 12/6/2027 \$55. 6/5/2028 \$57. 12/4/2028 \$58. For apprentice rates see "Apprentice- LABORER" DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS LABORERS 12/1/2025 \$50. 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$55. 6/5/2028 \$57. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: BURNERS LABORERS LABORERS LABORERS 12/1/2025 \$50. 6/5/2028 \$58. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: BURNERS LABORERS 12/1/2025 \$50. 6/7/2027 \$54. 12/1/2026 \$53. 6/7/2027 \$54. 12/1/2026 \$53. 6/7/2027 \$54. 12/1/2026 \$53. 6/7/2027 \$54. 12/1/2026 \$53. 6/7/2027 \$54. 12/1/2026 \$53. 6/7/2027 \$54. 12/1/2026 \$53. 6/7/2027 \$54. 12/1/2026 \$53.	\$9.95	\$11.85	\$9.68	\$0.00	\$78.2
LABORERS LABORERS - ZONE 1 6/1/2025 \$49. 6/1/2026 \$50. 12/7/2026 \$52. 6/7/2027 \$53. 12/6/2027 \$55. 6/5/2028 \$57. 12/4/2028 \$58. For apprentice rates see "Apprentice-LABORER" DEMO: BACKHOE/LOADER/HAMMER OPERATOR 6/2/2025 \$48. LABORERS - ZONE 1 6/1/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$55. 6/5/2028 \$59. Por apprentice rates see "Apprentice-LABORER" DEMO: BURNERS 12/1/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$55. 12/1/2028 \$59. For apprentice rates see "Apprentice-LABORER" DEMO: BURNERS 12/1/2025 \$50. 12/1/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$59. For apprentice rates see "Apprentice-LABORER" DEMO: CONCRETE CUTTER/SAWYER 12/1/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$59. For apprentice rates see "Apprentice-LABORER"	\$9.95	\$11.85	\$10.89	\$0.00	\$85.3
LABORERS - ZONE 1 6/1/2026 \$50. 12/7/2026 \$55. 6/7/2027 \$55. 6/7/2027 \$55. 12/6/2027 \$55. 12/6/2027 \$55. 12/4/2028 \$57. 12/4/2028 \$58. For apprentice rates see "Apprentice- LABORER" DEMO: BACKHOE/LOADER/HAMMER OPERATOR 6/2/2025 \$48. LABORERS 12/1/2025 \$50. 12/7/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$58. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: BURNERS 6/2/2025 \$48. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: BURNERS 12/1/2025 \$50. 6/1/2027 \$56. 6/1/2027 \$56. 6/1/2027 \$56. 6/1/2027 \$56. 6/1/2027 \$56. 6/1/2027 \$56. 6/1/2027 \$56. 6/1/2027 \$56. 6/1/2027 \$56. 6/1/2027 \$56. 6/1/2027 \$56. 6/1/2027 \$56. 6/1/2027 \$56. 6/1/2027 \$56. 6/1/2028 \$57. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER"	7.75 \$9.90	\$9.25	\$9.65	\$0.00	\$76.5
6/1/2026 \$50. 127/2026 \$52. 67/2027 \$53. 12/6/2027 \$55. 67/2028 \$57. 12/4/2028 \$58. For apprentice rates see "Apprentice- LABORER" DEMO: BACKHOE/LOADER/HAMMER OPERATOR 6/2/2025 \$48. LABORERS 12/1/2026 \$53. 67/2027 \$54. 12/7/2026 \$53. 67/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$58. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: BURNERS 6/2/2025 \$48. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: BURNERS 12/1/2025 \$50. 12/7/2026 \$53. 67/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$58. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER 6/2/2025 \$48. LABORERS 12/1/2025 \$59. DEMO: CONCRETE CUTTER/SAWYER 6/2/2025 \$48. LABORERS 12/1/2026 \$53. 6/7/2027 \$54. 12/7/2026 \$53. 6/7/2027 \$54. 12/7/2026 \$53. 6/7/2027 \$54.	9.25 \$9.90	\$9.25	\$9.65	\$0.00	\$78.0
127/2026 \$52.		\$9.25	\$9.65	\$0.00	\$79.6
12/6/2027 \$55.		\$9.25	\$9.65	\$0.00	\$81.1
For apprentice rates see "Apprentice- LABORER" DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS LABORERS 12/1/2025 \$50. 12/7/2026 \$53. 67/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$58. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: BURNERS LABORERS 12/1/2025 \$50. 12/1/2025 \$50. 12/1/2026 \$53. 67/2027 \$54. 12/6/2027 \$56. 6/1/2026 \$53. 6/1/2026 \$53. 6/1/2026 \$53. 6/1/2027 \$56. 6/1/2026 \$53. 6/1/2027 \$56. 6/1/2027 \$56. 6/5/2028 \$57. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER 6/2/2025 \$48. LABORERS LABORERS 12/1/2025 \$50. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER 6/2/2025 \$48. LABORERS 12/1/2025 \$50. 12/1/2026 \$53. 6/1/2027 \$56. 6/1/2027 \$56. 6/1/2027 \$56.	3.90 \$9.90	\$9.25	\$9.65	\$0.00	\$82.7
12/4/2028 \$58.	5.50 \$9.90	\$9.25	\$9.65	\$0.00	\$84.3
For apprentice rates see "Apprentice- LABORER" DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS LABORERS - ZONE 1 6/1/2025 \$50. 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$56. 6/5/2028 \$58. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: BURNERS LABORERS 12/1/2025 \$50. LABORERS - ZONE 1 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$56. 6/5/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER LABORERS 12/1/2025 \$50. 12/1/2025 \$50. 12/1/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER LABORERS 12/1/2025 \$50. 6/1/2026 \$51. 12/1/2026 \$53. 6/1/2027 \$56. 6/1/2027 \$56. 6/1/2027 \$56. 6/1/2027 \$56. 6/1/2027 \$56.	7.18 \$9.90	\$9.25	\$9.65	\$0.00	\$85.9
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS LABORERS - ZONE 1 6/1/2026 551. 12/7/2026 553. 6/7/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$58. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: BURNERS LABORERS - ZONE 1 6/1/2026 551. 12/7/2026 \$53. 6/5/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER LABORERS LABORERS LABORERS - ZONE 1 DEMO: CONCRETE CUTTER/SAWYER LABORERS LABORERS - ZONE 1 6/1/2026 6/5/2028 579. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 1 6/1/2026 6/1/2025 548. 12/4/2028 559. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 1 6/1/2026 551. 12/7/2026 553. 6/7/2027 554. 12/7/2026 553. 6/7/2027 554.	8.85 \$9.90	\$9.25	\$9.65	\$0.00	\$87.6
LABORERS LABORERS - ZONE 1 6/1/2026 \$51. 6/1/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$58. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: BURNERS LABORERS LABORERS 12/1/2025 \$50. 12/7/2026 \$53. 6/1/2026 \$51. 12/7/2026 \$53. 6/1/2027 \$54. 12/1/2025 \$50. 12/1/2025 \$50. 12/1/2026 \$53. 6/1/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$57. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER LABORERS LABORERS 12/1/2025 \$50. 6/5/2028 \$57. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER LABORERS LABORERS 12/1/2025 \$50. 6/1/2026 \$51. 12/1/2026 \$53. 6/1/2027 \$54. 12/1/2026 \$53. 6/1/2027 \$54.					
LABORERS - ZONE 1 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$58. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: BURNERS LABORERS 12/1/2025 \$50. 12/7/2026 \$53. 6/7/2027 \$54. 12/7/2026 \$53. 6/7/2027 \$56. 6/5/2028 \$57. 12/6/2027 \$56. 6/5/2028 \$57. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER LABORERS LABORERS 12/1/2025 \$50. 6/2/2025 \$48. 12/6/2027 \$56. 6/5/2028 \$57. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER LABORERS LABORERS 12/1/2025 \$50. 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56.	8.75 \$9.90	\$9.25	\$9.65	\$0.00	\$77.5
6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$58. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: BURNERS LABORERS 12/1/2025 \$48. LABORERS 12/1/2025 \$50. 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$57. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER LABORERS LABORERS 12/1/2025 \$48. 12/6/2027 \$56. 6/5/2028 \$57. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER 6/2/2025 \$48. 12/6/2027 \$56. 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54.	0.25 \$9.90	\$9.25	\$9.65	\$0.00	\$79.0
6/7/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$58. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: BURNERS 6/2/2025 \$48. LABORERS 12/1/2025 \$50. 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$57. DEMO: CONCRETE CUTTER/SAWYER 6/2/2025 \$48. LABORERS 12/1/2025 \$50. 12/1/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56. 6/2/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER 6/2/2025 \$48. LABORERS 12/1/2025 \$50. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$55.	1.80 \$9.90	\$9.25	\$9.65	\$0.00	\$80.6
12/6/2027 \$56. 6/5/2028 \$58. 12/4/2028 \$59.	3.30 \$9.90	\$9.25	\$9.65	\$0.00	\$82.1
6/5/2028 \$58. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: BURNERS 6/2/2025 \$48. LABORERS 12/1/2025 \$50. LABORERS - ZONE 1 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$57. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER 6/2/2025 \$48. LABORERS 12/1/2025 \$50. LABORERS - ZONE 1 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/7/2026 \$53.	4.90 \$9.90	\$9.25	\$9.65	\$0.00	\$83.7
For apprentice rates see "Apprentice- LABORER" DEMO: BURNERS LABORERS LABORERS - ZONE 1 6/2/2025 \$48. LABORERS - ZONE 1 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$57. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER LABORERS LABORERS - ZONE 1 6/2/2025 \$48. 12/1/2025 \$50. 12/1/2026 \$51. 12/1/2026 \$51. 12/1/2026 \$53. 6/1/2027 \$54. 12/1/2026 \$53. 6/1/2027 \$54.	6.50 \$9.90	\$9.25	\$9.65	\$0.00	\$85.3
For apprentice rates see "Apprentice- LABORER" DEMO: BURNERS LABORERS LABORERS - ZONE 1 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$57. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER LABORERS LABORERS 12/1/2025 \$50. 12/7/2026 \$51. 12/7/2026 \$51. 12/7/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/7/2026 \$53. 6/7/2027 \$54. 12/7/2026 \$53.	8.18 \$9.90	\$9.25	\$9.65	\$0.00	\$86.9
LABORERS LABORERS - ZONE 1 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$57. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER LABORERS LABORERS LABORERS 12/1/2025 \$50. 12/7/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54.	9.85 \$9.90	\$9.25	\$9.65	\$0.00	\$88.6
LABORERS LABORERS - ZONE 1 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$57. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER LABORERS LABORERS 12/1/2025 \$50. LABORERS - ZONE 1 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54.	9.50 ¢0.00	¢0.25	¢0.65	\$0.00	¢77.2
LABORERS - ZONE 1 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$57. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER LABORERS LABORERS 12/1/2025 \$50. 12/1/2025 \$50. 12/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54.		\$9.25	\$9.65	\$0.00	\$77.3
12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$57. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER 6/2/2025 \$48. LABORERS 12/1/2025 \$50. LABORERS - ZONE 1 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54.		\$9.25	\$9.65	\$0.00	\$78.8
6/7/2027 \$54. 12/6/2027 \$56. 6/5/2028 \$57. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER 6/2/2025 \$48. LABORERS 12/1/2025 \$50. LABORERS - ZONE 1 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$54.		\$9.25	\$9.65	\$0.00	\$80.3
12/6/2027 \$56. 6/5/2028 \$57. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER LABORERS LABORERS 12/1/2025 \$50. 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56.		\$9.25 \$9.25	\$9.65 \$9.65	\$0.00 \$0.00	\$81.8 \$83.4
6/5/2028 \$57. 12/4/2028 \$59. For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER 6/2/2025 \$48. LABORERS 12/1/2025 \$50. LABORERS - ZONE 1 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56.		\$9.25	\$9.65	\$0.00	\$85.0
For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER LABORERS LABORERS - ZONE 1 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56.		\$9.25	\$9.65	\$0.00	\$86.7
For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER LABORERS LABORERS - ZONE 1 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56.		\$9.25	\$9.65	\$0.00	\$88.4
LABORERS 12/1/2025 \$50. LABORERS - ZONE 1 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56.	ψ,,,,ο	ψ>.20	φλίου	φ0100	Ψοσ
LABORERS - ZONE 1 12/1/2025 \$50. 6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56.	8.75 \$9.90	\$9.25	\$9.65	\$0.00	\$77.5
6/1/2026 \$51. 12/7/2026 \$53. 6/7/2027 \$54. 12/6/2027 \$56.	0.25 \$9.90	\$9.25	\$9.65	\$0.00	\$79.0
6/7/2027 \$54. 12/6/2027 \$56.	1.80 \$9.90	\$9.25	\$9.65	\$0.00	\$80.6
12/6/2027 \$56.	3.30 \$9.90	\$9.25	\$9.65	\$0.00	\$82.1
	4.90 \$9.90	\$9.25	\$9.65	\$0.00	\$83.7
	6.50 \$9.90	\$9.25	\$9.65	\$0.00	\$85.3
6/5/2028 \$58.	8.18 \$9.90	\$9.25	\$9.65	\$0.00	\$86.9
12/4/2028 \$59.	9.85 \$9.90	\$9.25	\$9.65	\$0.00	\$88.6

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
DEMO: JACKHAMMER OPERATOR	6/2/2025	\$48.50	\$9.90	\$9.25	\$9.65	\$0.00	\$77.30
LABORERS LABORERS - ZONE 1	12/1/2025	\$50.00	\$9.90	\$9.25	\$9.65	\$0.00	\$78.80
LABORERS - ZONE I	6/1/2026	\$51.55	\$9.90	\$9.25	\$9.65	\$0.00	\$80.35
	12/7/2026	\$53.05	\$9.90	\$9.25	\$9.65	\$0.00	\$81.85
	6/7/2027	\$54.65	\$9.90	\$9.25	\$9.65	\$0.00	\$83.45
	12/6/2027	\$56.25	\$9.90	\$9.25	\$9.65	\$0.00	\$85.05
	6/5/2028	\$57.93 \$59.60	\$9.90	\$9.25	\$9.65	\$0.00	\$86.73
For apprentice rates see "Apprentice- LABORER"	12/4/2028	\$39.00	\$9.90	\$9.25	\$9.65	\$0.00	\$88.40
DEMO: WRECKING LABORER	6/2/2025	\$47.75	\$9.90	\$9.25	\$9.65	\$0.00	\$76.55
LABORERS LABORERS - ZONE 1	12/1/2025	\$49.25	\$9.90	\$9.25	\$9.65	\$0.00	\$78.05
LABORERS - ZONE I	6/1/2026	\$50.80	\$9.90	\$9.25	\$9.65	\$0.00	\$79.60
	12/7/2026	\$52.30	\$9.90	\$9.25	\$9.65	\$0.00	\$81.10
	6/7/2027	\$53.90	\$9.90	\$9.25	\$9.65	\$0.00	\$82.70
	12/6/2027	\$55.50	\$9.90	\$9.25	\$9.65	\$0.00	\$84.30
	6/5/2028	\$57.18	\$9.90	\$9.25	\$9.65	\$0.00	\$85.98
For apprentice rates see "Apprentice- LABORER"	12/4/2028	\$58.85	\$9.90	\$9.25	\$9.65	\$0.00	\$87.65
DIRECTIONAL DRILL MACHINE OPERATOR	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.40	\$15.55 \$15.55	\$13.25 \$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"		445.0	7	7	777-2	7000	4,210,
DIVER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	\$78.11	\$10.08	\$11.62	\$10.04	\$0.00	\$109.85
as of 8-1-24, Apprentices with diving licenses begin at second year. %	of Diver wage 70/8	30/90 2A \$69.83,	, 3A \$91.79,4A	\$102.14 Total	Rate		
DIVER TENDER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	\$55.79	\$10.08	\$11.62	\$12.67	\$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	4.20, 3A \$73.93	,4A \$82.05 To	tal Rate		
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	\$83.69	\$10.08	\$11.62	\$12.67	\$0.00	\$118.06
For apprentice rates see "Apprentice- PILE DRIVER"							
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"							
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888 DRAWBRIDGE - SEIU LOCAL 888	7/1/2020	\$26.77	\$6.67	\$3.93	\$0.00	\$0.16	\$37.53
ELECTRICIAN	3/1/2025	\$64.26	\$13.00	\$14.31	\$8.72	\$0.00	\$100.29
ELECTRICIANS LOCAL 103	9/1/2025	\$66.17	\$13.00	\$14.37	\$8.72	\$0.00	\$102.26

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
ELECTRICIANS LOCAL 103	3/1/2026	\$67.37	\$13.00	\$14.40	\$8.72	\$0.00	\$103.49	
	9/1/2026	\$69.28	\$13.00	\$14.46	\$8.72	\$0.00	\$105.46	
	3/1/2027	\$70.47	\$13.00	\$14.49	\$8.72	\$0.00	\$106.68	
	9/1/2027	\$72.39	\$13.00	\$14.55	\$8.72	\$0.00	\$108.66	
	3/1/2028	\$73.59	\$13.00	\$14.59	\$8.72	\$0.00	\$109.90	

••	entice: ELECTRIC	CIAN					
Step	tive Date: 3/1/2025 Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$25.70	\$13.00	\$0.77	\$0.00	\$0.00	\$39.47
2	40.00	\$25.70	\$13.00	\$0.77	\$0.00	\$0.00	\$39.47
3	45.00	\$28.92	\$13.00	\$13.25	\$3.92	\$0.00	\$59.09
4	45.00	\$28.92	\$13.00	\$13.25	\$3.92	\$0.00	\$59.09
5	50.00	\$32.13	\$13.00	\$13.34	\$4.36	\$0.00	\$62.83
6	55.00	\$35.34	\$13.00	\$13.44	\$4.80	\$0.00	\$66.58
7	60.00	\$38.56	\$13.00	\$13.54	\$5.23	\$0.00	\$70.33
8	65.00	\$41.77	\$13.00	\$13.63	\$5.67	\$0.00	\$74.07
9	70.00	\$44.98	\$13.00	\$13.73	\$6.10	\$0.00	\$77.81
10	75.00	\$48.20	\$13.00	\$13.83	\$6.54	\$0.00	\$81.57

Appro	entice: ELECTRIC	CIAN					
Effect	tive Date: 9/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$26.47	\$13.00	\$0.79	\$0.00	\$0.00	\$40.26
2	40.00	\$26.47	\$13.00	\$0.79	\$0.00	\$0.00	\$40.26
3	45.00	\$29.78	\$13.00	\$13.27	\$3.92	\$0.00	\$59.97
4	45.00	\$29.78	\$13.00	\$13.27	\$3.92	\$0.00	\$59.97
5	50.00	\$33.09	\$13.00	\$13.37	\$4.36	\$0.00	\$63.82
6	55.00	\$36.39	\$13.00	\$13.47	\$4.80	\$0.00	\$67.66
7	60.00	\$39.70	\$13.00	\$13.57	\$5.23	\$0.00	\$71.50
8	65.00	\$43.01	\$13.00	\$13.67	\$5.67	\$0.00	\$75.35
9	70.00	\$46.32	\$13.00	\$13.77	\$6.10	\$0.00	\$79.19
10	75.00	\$49.63	\$13.00	\$13.87	\$6.54	\$0.00	\$83.04

ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL 4 ELEVATOR CONSTRUCTORS LOCAL 4

Appro	Apprentice: ELEVATOR CONSTRUCTOR										
Effect	tive Date: 1/1	/2022									
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate				
1	50.00	\$32.81	\$16.03	\$0.00	\$0.00	\$0.00	\$48.84				
2	55.00	\$36.09	\$16.03	\$10.71	\$9.50	\$0.00	\$72.33				

\$16.03

\$10.71

\$9.50

\$0.00 \$101.86

1/1/2022

\$65.62

Properties Pro	Classification			Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
Part		Apprent	ice: ELEVATOR	R CONSTRUCTO							
Stop Percent Base Wage Horito Peaslow Amout Occasion State S		Effective	Date: 1/1/2022								
A 70.00		Step P	ercent			Health	Pension	Annuity			
ELEVATOR CONSTRUCTOR HEI PER 1/1/2022 S45.93 \$16.03 \$10.71 \$9.50 \$0.00 \$88.74		3	65.00	\$42.	65	\$16.03	\$10.71	\$9.50	\$0.00	\$78.89	
ELEVATOR CONSTRUCTOR BELPER 1/1/2022 \$45.93 \$16.03 \$10.71 \$9.50 \$50.00 \$52.17 ELEVATOR CONSTRUCTORS LOCAL 4 Fire apprentice rates see "Apprentice: ELEVATOR CONSTRUCTOR" FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) 6/1/2025 \$47.95 \$9.90 \$9.25 \$9.65 \$9.00 \$76.75 LABORERS 1.0A \$12/2025 \$49.45 \$9.90 \$9.25 \$9.65 \$9.00 \$76.75 LABORERS 7.0NE 1 (HEAVY & HIGHWAY) 6/1/2025 \$49.45 \$9.90 \$9.25 \$9.65 \$9.00 \$78.25 LABORERS 7.0NE 1 (HEAVY & HIGHWAY) 6/1/2025 \$52.50 \$9.90 \$9.25 \$9.65 \$9.00 \$81.30 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) FIELD ENGINST PERSON BLI DG.STTE-LIVV/BWY 5/1/2025 \$53.22 \$15.30 \$13.15 \$3.25 \$9.00 \$84.92 OFERATING ENGINEERS LOCAL 4 \$11/2025 \$85.15 \$15.30 \$13.15 \$3.25 \$9.00 \$85.24 For apprentice rates see "Apprentice- OPERATING ENGINEERS' Fire apprentice rates see "Apprentice- OPERATING ENGINEERS' For apprentice rates see "Apprentice- OPERATING ENGINEERS' Fill LD ENGROP PERSON-BLIG-SITIE-HVY/HWY 5/1/2026 \$58.87 \$15.30 \$13.15 \$3.25 \$9.00 \$86.72 OPERATING ENGINEERS LOCAL 4 \$11/2025 \$84.82 \$15.30 \$13.15 \$3.25 \$9.00 \$89.27 For apprentice rates see "Apprentice- OPERATING ENGINEERS' Fill LD ENGROP PERSON-BLIG-SITIE-HVY/HWY 5/1/2026 \$58.87 \$15.30 \$13.15 \$3.25 \$9.00 \$90.57 5/1/2027 \$20.94 \$15.30 \$13.15 \$3.25 \$9.00 \$90.57 5/1/2027 \$20.94 \$15.30 \$13.15 \$3.25 \$9.00 \$90.57 For apprentice rates see "Apprentice- OPERATING ENGINEERS' FILL DENGROP PERSON-BLIG-SITIE-HVY/HWY 5/1/2026 \$58.97 \$15.30 \$13.15 \$3.25 \$9.00 \$90.57 5/1/2027 \$20.94 \$15.30		4	70.00	\$45.	93	\$16.03	\$10.71	\$9.50	\$0.00	\$82.17	
ELEVATOR CONSTRUCTORS LOCAL 4 For apprenitice raties see "Apprenitice: PELEVATOR CONSTRUCTOR" FINNE & CUARD RAIL ERECTOR (HEAVY & HIGHWAY) 61/2025 \$49.45 \$9.90 \$9.25 \$9.65 \$9.00 \$76.25 LABORIERS - ZONE I (HEAVY & HIGHWAY) 61/2026 \$51.00 \$9.90 \$9.25 \$9.65 \$9.00 \$78.25 LABORIERS - ZONE I (HEAVY & HIGHWAY) 61/2026 \$52.50 \$9.90 \$9.25 \$9.65 \$9.00 \$78.25 LABORIERS - ZONE I (HEAVY & HIGHWAY) 61/2026 \$52.50 \$9.90 \$9.25 \$9.65 \$9.00 \$79.80 LABORIERS - ZONE I (HEAVY & HIGHWAY) 79/2026 \$52.50 \$9.90 \$9.25 \$9.65 \$9.00 \$9.825 For apprentice rates see "Apprentice-LABORER (Heavy and Highway) FIELD ENGINST PERSON-BLDGSITE, IVY/IVY 51/2025 \$53.25 \$15.30 \$13.15 \$3.25 \$9.00 \$86.21 OPERATING ENGINEERS LOCAL 4 11/1/2025 \$54.51 \$15.30 \$13.15 \$3.25 \$9.00 \$86.21 OPERATING ENGINEERS LOCAL 4 11/1/2026 \$57.24 \$15.30 \$13.15 \$3.25 \$9.00 \$86.21 OPERATING ENGINEERS LOCAL 4 11/1/2026 \$57.24 \$15.30 \$13.15 \$3.25 \$9.00 \$9.037 For apprentice rates see "Apprentice-OPERATING ENGINEERS LOCAL 4 11/1/2025 \$56.12 \$15.30 \$13.15 \$3.25 \$9.00 \$96.22 OPERATING ENGINEERS LOCAL 4 11/1/2025 \$56.12 \$15.30 \$13.15 \$3.25 \$9.00 \$90.27 For apprentice rates see "Apprentice-OPERATING ENGINEERS LOCAL 4 11/1/2026 \$57.57 \$15.30 \$13.15 \$3.25 \$9.00 \$90.27 For apprentice rates see "Apprentice-OPERATING ENGINEERS LOCAL 4 11/1/2026 \$58.87 \$15.30 \$13.15 \$3.25 \$9.00 \$90.27 For apprentice rates see "Apprentice-OPERATING ENGINEERS LOCAL 4 11/1/2026 \$58.87 \$15.30 \$13.15 \$3.25 \$9.00 \$90.27 For apprentice rates see "Apprentice-OPERATING ENGINEERS LOCAL 4 11/1/2026 \$58.87 \$15.30 \$13.15 \$3.25 \$9.00 \$90.27 For apprentice rates see "Apprentice-OPERATING ENGINEERS LOCAL 4 11/1/2026 \$20.90 \$15.30 \$13.15 \$3.25 \$9.00 \$90.27 For apprentice rates see "Apprentice-OPERATING ENGINEERS LOCAL 4 11/1/2026 \$20.25 \$15.		5	80.00	\$52	50	\$16.03	\$10.71	\$9.50	\$0.00	\$88.74	
FIELD ENG INTERESON BLOCAL 4 111/12025 S41,95 S99,0 S92,5 S9,65 S0,00 S78,25 LABORERS - ZONE 1 (HEAVY & HIGHWAY) 61/2026 S51,00 S99,0 S92,5 S9,65 S0,00 S79,80 S92,5 S9,65 S0,00 S9,80,80 S9,80 S92,80 S9,90 S92,80 S9,90 S92,80 S9,90 S92,80 S9,90 S92,80 S9,90	ELEVATOR CONSTRUCTORS LOCAL 4			1/1/2022	\$45.93	\$16.03	\$10.71	\$9.50	\$0.00	\$82.17	
LABORERS - ZONE I (HEAVY & HIGHWAY) 12/1/2025 \$49.45 \$9.90 \$9.25 \$9.65 \$0.00 \$78.25 6/1/2026 \$51.00 \$9.90 \$9.25 \$9.65 \$0.00 \$79.80 12/1/2026 \$52.50 \$9.90 \$9.25 \$9.65 \$0.00 \$79.80 12/1/2026 \$52.50 \$9.90 \$9.25 \$9.65 \$0.00 \$81.30 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) FIELD ENG.INST.PERSON.BLDG.SITE.HYYHWY	For apprentice rates see "Apprentice - ELEV	VATOR CO	ONSTRUCTOR"								
LABORERS - ZONE I (HEAVY & HIGHWAY) 6/1/2026 \$51.00 \$9.90 \$9.25 \$9.65 \$0.00 \$79.80 12/1/2026 \$52.50 \$9.90 \$9.25 \$9.65 \$0.00 \$79.80 12/1/2026 \$52.50 \$9.90 \$9.25 \$9.65 \$0.00 \$79.80 12/1/2026 \$52.50 \$9.90 \$9.25 \$9.65 \$0.00 \$79.80 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) FIELD ENG.INST.PERSON-BLDG.SITE,HVY/HWY \$1/2025 \$53.22 \$15.30 \$13.15 \$3.25 \$0.00 \$88.49 OPERATING ENGINEERS LOCAL 4 \$1/1/2025 \$54.51 \$15.30 \$13.15 \$3.25 \$0.00 \$86.21 OPERATING ENGINEERS LOCAL 4 \$1/1/2026 \$55.95 \$15.30 \$13.15 \$3.25 \$0.00 \$87.65 \$1/1/2026 \$57.24 \$15.30 \$13.15 \$3.25 \$0.00 \$89.37 For apprentice rates see "Apprentice- OPERATING ENGINEERS" FIELD ENG.PARTY CHIEF-BLDG.SITE,HVY/HWY \$1/2025 \$54.82 \$15.30 \$13.15 \$3.25 \$0.00 \$87.82 OPERATING ENGINEERS LOCAL 4 \$1/1/2025 \$54.82 \$15.30 \$13.15 \$3.25 \$0.00 \$87.82 OPERATING ENGINEERS LOCAL 4 \$1/1/2025 \$54.82 \$15.30 \$13.15 \$3.25 \$0.00 \$87.82 OPERATING ENGINEERS LOCAL 4 \$1/1/2026 \$57.57 \$15.30 \$13.15 \$3.25 \$0.00 \$87.82 OPERATING ENGINEERS LOCAL 4 \$1/1/2026 \$58.87 \$15.30 \$13.15 \$3.25 \$0.00 \$89.27 For apprentice rates see "Apprentice- OPERATING ENGINEERS" FIELD ENG.ROD PERSON.BLDG.SITE,HVY/HWY \$1/2025 \$60.32 \$15.30 \$13.15 \$3.25 \$0.00 \$90.27 For apprentice rates see "Apprentice- OPERATING ENGINEERS" FIELD ENG.ROD PERSON.BLDG.SITE,HVY/HWY \$1/2025 \$26.98 \$15.30 \$13.15 \$3.25 \$0.00 \$90.27 FOR apprentice rates see "Apprentice- OPERATING ENGINEERS" FIELD ENG.ROD PERSON.BLDG.SITE,HVY/HWY \$1/2025 \$26.98 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 \$1/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 \$1/1/2026 \$28.89 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 \$1/1/2026 \$28.89 \$15.30 \$13.15 \$3.25 \$0.00 \$50.25 ENG. STAND STAN	FENCE & GUARD RAIL ERECTOR (HEA	AVY & HIG	GHWAY)	6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.75	
For apprentice rates see "Apprentice- OPERATING ENGINEERS" S1/2025 S5.25 S5.30 S9.90 S9.25 S9.65 S0.00 S81.30		(T/ A T/)		12/1/2025	\$49.45	\$9.90	\$9.25	\$9.65	\$0.00	\$78.25	
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	LABORERS - ZONE I (HEAVY & HIGH	WAY)		6/1/2026	\$51.00	\$9.90	\$9.25	\$9.65	\$0.00	\$79.80	
FIELD ENGINST PERSON-BLDG SITE-HYY/HWY				12/1/2026	\$52.50	\$9.90	\$9.25	\$9.65	\$0.00	\$81.30	
OPERATING ENGINEERS LOCAL 4 11/1/2025 \$54,51 \$15,30 \$13,15 \$3,25 \$0,00 \$86,21 OPERATING ENGINEERS LOCAL 4 57/2026 \$55,95 \$15,30 \$13,15 \$3,25 \$0,00 \$87,65 11/1/2026 \$57,24 \$15,30 \$13,15 \$3,25 \$0,00 \$88,94 5/1/2027 \$58,67 \$15,30 \$13,15 \$3,25 \$0,00 \$88,94 For apprentice rates see "Apprentice- OPERATING ENGINEERS" FIELD ENG PARTY CHIEF-BLDG,SITE,HVY/HWY \$1/2025 \$54,82 \$15,30 \$13,15 \$3,25 \$0,00 \$86,52 OPERATING ENGINEERS LOCAL 4 \$1/1/2026 \$57,57 \$15,30 \$13,15 \$3,25 \$0,00 \$89,27 FOR apprentice rates see "Apprentice- OPERATING ENGINEERS" \$1/1/2026 \$57,57 \$15,30 \$13,15 \$3,25 \$0,00 \$89,27 FIELD ENGROD PERSON-BLDG,SITE,HVY/HWY \$1/1/2025 \$26,22 \$15,30 \$13,15 \$3,25 \$0,00 \$57,92 OPERATING ENGINEERS <td co<="" td=""><td>For apprentice rates see "Apprentice- LABC</td><td>ORER (Hea</td><td>vy and Highway)</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td>	<td>For apprentice rates see "Apprentice- LABC</td> <td>ORER (Hea</td> <td>vy and Highway)</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	For apprentice rates see "Apprentice- LABC	ORER (Hea	vy and Highway)							
OPERATING ENGINEERS LOCAL 4 5/1/2026 \$55,95 \$15,30 \$13,15 \$3,25 \$0,00 \$87,62 \$1/1/2026 \$55,724 \$15,30 \$13,15 \$3,25 \$0,00 \$88,04 \$1/1/2026 \$57,24 \$15,30 \$13,15 \$3,25 \$0,00 \$88,04 \$1/1/2026 \$57,24 \$15,30 \$13,15 \$3,25 \$0,00 \$88,04 \$1/1/2026 \$58,67 \$15,30 \$13,15 \$3,25 \$0,00 \$90,37 \$1/1/2026 \$1,00	FIELD ENG.INST.PERSON-BLDG,SITE,I	HVY/HWY	•	5/1/2025	\$53.22	\$15.30	\$13.15	\$3.25	\$0.00	\$84.92	
51/1/2026 \$55.95 \$15.30 \$13.15 \$3.25 \$0.00 \$87.65 11/1/2026 \$57.24 \$15.30 \$13.15 \$3.25 \$0.00 \$88.94 51/1/2027 \$58.67 \$15.30 \$13.15 \$3.25 \$0.00 \$89.93 For apprentice rates see "Apprentice-OPERATING ENGINEERS" FIELD ENG-PARTY CHIEF-BLDG,SITE,HVY/HWY 5/1/2025 \$54.82 \$15.30 \$13.15 \$3.25 \$0.00 \$86.52 OPERATING ENGINEERS LOCAL 4 11/1/2026 \$57.7 \$15.30 \$13.15 \$3.25 \$0.00 \$87.82 OPERATING ENGINEERS LOCAL 4 11/1/2026 \$57.7 \$15.30 \$13.15 \$3.25 \$0.00 \$89.27 FIELD ENG-ROINEERS LOCAL 4 5/1/2026 \$57.7 \$15.30 \$13.15 \$3.25 \$0.00 \$89.27 For apprentice rates see "Apprentice-OPERATING ENGINEERS" FIELD ENG-ROID PERSON-BLDG,SITE,HVY/HWY 5/1/2027 \$60.32 \$15.30 \$13.15 \$3.25 \$0.00 \$90.57 OPERATING ENGINEERS LOCAL 4 11/1/2025 \$26.98 \$15.30 \$13.15 \$3.25 \$0.00 \$57.92 OPERATING ENGINEERS LOCAL 4 11/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$57.92 OPERATING ENGINEERS LOCAL 4 11/1/2026 \$28.59 \$15.30 \$13.15 \$3.25 \$0.00 \$58.68 OPERATING ENGINEERS LOCAL 4 11/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 11/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 11/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 11/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 11/1/2026 \$28.59 \$15.30 \$13.15 \$3.25 \$0.00 \$50.00 For apprentice rates see "Apprentice-OPERATING ENGINEERS" FIRE ALARM INSTALLER 3/1/2025 \$66.17 \$13.00 \$14.30 \$8.72 \$0.00 \$102.26 ELECTRICIANS LOCAL 103 \$1/1/2026 \$67.37 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 OPERATING ENGINEERS \$0.00 \$0.104.60 OPERATING ENGINEERS \$0.00 \$0.104.60 OPERATING ENGINEERS \$0.00 \$0.104.60 OPERATING ENGINEERS \$0.00 \$0.104.60 OPERATING ENGINEERS \$0.00 \$0.004.60 OPERATING ENGINEERS \$0.00 \$0.004.60 OPERATING ENGINEERS \$0.00 \$0.004.60 OPERATING ENGINEERS \$0.00				11/1/2025	\$54.51	\$15.30	\$13.15	\$3.25	\$0.00	\$86.21	
S71/2027 S58.67 S15.30 S13.15 S3.25 S0.00 S99.37	OPERATING ENGINEERS LOCAL 4			5/1/2026	\$55.95	\$15.30	\$13.15	\$3.25	\$0.00	\$87.65	
For apprentice rates see "Apprentice- OPERATING ENGINEERS" FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY 5/1/2025 \$54.82 \$15.30 \$13.15 \$3.25 \$0.00 \$86.52 OPERATING ENGINEERS LOCAL 4 1/1/1/2026 \$57.57 \$15.30 \$13.15 \$3.25 \$0.00 \$87.82 OPERATING ENGINEERS LOCAL 4 5/1/2026 \$57.57 \$15.30 \$13.15 \$3.25 \$0.00 \$89.27 1/1/1/2026 \$58.87 \$15.30 \$13.15 \$3.25 \$0.00 \$89.27 1/1/1/2026 \$58.87 \$15.30 \$13.15 \$3.25 \$0.00 \$99.57 5/1/2027 \$60.32 \$15.30 \$13.15 \$3.25 \$0.00 \$99.57 For apprentice rates see "Apprentice- OPERATING ENGINEERS" FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY 5/1/2025 \$26.22 \$15.30 \$13.15 \$3.25 \$0.00 \$57.92 OPERATING ENGINEERS LOCAL 4 1/1/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$58.68 5/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$58.68 OPERATING ENGINEERS LOCAL 4 5/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$58.68 5/1/2027 \$29.44 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 1/1/2026 \$28.59 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 1/1/2026 \$28.59 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 1/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 1/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$60.29 5/1/2027 \$29.44 \$15.30 \$13.15 \$3.25 \$0.00 \$60.29 FOR apprentice rates see "Apprentice- OPERATING ENGINEERS" FIRE ALARM INSTALLER 3/1/2025 \$66.17 \$13.00 \$14.31 \$8.72 \$0.00 \$100.29 ELECTRICIANS LOCAL 103 9/1/2026 \$69.28 \$13.30 \$14.46 \$8.72 \$0.00 \$103.49 9/1/2026 \$69.28 \$13.00 \$14.46 \$8.72 \$0.00 \$103.49 9/1/2026 \$69.28 \$13.00 \$14.46 \$8.72 \$0.00 \$103.49 9/1/2027 \$70.47 \$13.00 \$14.49 \$8.72 \$0.00 \$105.46 9/1/2027 \$70.47 \$13.00 \$14.49 \$8.72 \$0.00 \$106.68 9/1/2027 \$70.47 \$13.00 \$14.49 \$8.72 \$0.00 \$106.68 9/1/2027 \$70.47 \$13.00 \$14.45 \$8.72 \$0.00 \$106.68 9/1/2027 \$70.47 \$13.00 \$14.45 \$8.72 \$0.00 \$106.68 9/1/2027 \$70.47 \$13.00 \$14.45 \$8.72 \$0.00 \$106.68 9/1/2027 \$70.47 \$13.00 \$14.45 \$8.72 \$0.00 \$106.68 9/1/2027 \$70.47 \$13.00 \$14.45 \$8.72 \$0.00 \$106.68				11/1/2026	\$57.24	\$15.30	\$13.15	\$3.25	\$0.00	\$88.94	
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY 5/1/2025 \$54.82 \$15.30 \$13.15 \$3.25 \$0.00 \$86.52 OPERATING ENGINEERS LOCAL 4 11/1/2026 \$57.57 \$15.30 \$13.15 \$3.25 \$0.00 \$87.82 11/1/2026 \$57.57 \$15.30 \$13.15 \$3.25 \$0.00 \$89.27 11/1/2026 \$58.87 \$15.30 \$13.15 \$3.25 \$0.00 \$89.27 11/1/2026 \$58.87 \$15.30 \$13.15 \$3.25 \$0.00 \$89.27 For apprentice rates see "Apprentice- OPERATING ENGINEERS" FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY 5/1/2025 \$26.22 \$15.30 \$13.15 \$3.25 \$0.00 \$57.92 OPERATING ENGINEERS LOCAL 4 11/1/2025 \$26.98 \$15.30 \$13.15 \$3.25 \$0.00 \$57.92 OPERATING ENGINEERS LOCAL 4 5/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$58.68 OPERATING ENGINEERS LOCAL 4 5/1/2026 \$28.59 \$15.30 \$13.15 \$3.25 \$0.00 \$58.68 11/1/2026 \$28.59 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 11/1/2026 \$28.59 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 11/1/2026 \$28.59 \$15.30 \$13.15 \$3.25 \$0.00 \$60.29 5/1/2027 \$29.44 \$15.30 \$13.15 \$3.25 \$0.00 \$60.29 ELECTRICIANS LOCAL 103 9/1/2025 \$66.17 \$13.00 \$14.31 \$8.72 \$0.00 \$100.29 ELECTRICIANS LOCAL 103 9/1/2026 \$69.28 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2027 \$70.47 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2027 \$70.47 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2027 \$70.47 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2027 \$70.47 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2027 \$70.47 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2027 \$70.47 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2027 \$70.47 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2027 \$70.47 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2027 \$70.47 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2027 \$70.47 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2027 \$70.47 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2027 \$70.47 \$13.00 \$14.40 \$8.72 \$0.00 \$108.66 9/1/2027 \$70.47 \$13.00 \$14.40 \$8.72 \$0.00 \$108.66				5/1/2027	\$58.67	\$15.30	\$13.15	\$3.25	\$0.00	\$90.37	
OPERATING ENGINEERS LOCAL 4 11/1/2025 \$56.12 \$15.30 \$13.15 \$3.25 \$0.00 \$87.82 OPERATING ENGINEERS LOCAL 4 5/1/2026 \$57.57 \$15.30 \$13.15 \$3.25 \$0.00 \$89.27 11/1/2026 \$58.87 \$15.30 \$13.15 \$3.25 \$0.00 \$90.57 For apprentice rates see "Apprentice- OPERATING ENGINEERS" \$60.32 \$15.30 \$13.15 \$3.25 \$0.00 \$97.92 FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY \$/1/2025 \$26.22 \$15.30 \$13.15 \$3.25 \$0.00 \$57.92 OPERATING ENGINEERS LOCAL 4 11/1/2025 \$26.98 \$15.30 \$13.15 \$3.25 \$0.00 \$58.68 OPERATING ENGINEERS LOCAL 4 11/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 11/1/2026 \$22.85 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 FOR apprentice rates see "Apprentice- OPERATING ENGINEERS" \$64.26 \$13.00 \$14.31 \$8.72 \$0.00 \$10.29 </td <td>For apprentice rates see "Apprentice- OPER</td> <td>RATING EN</td> <td>NGINEERS"</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	For apprentice rates see "Apprentice- OPER	RATING EN	NGINEERS"								
OPERATING ENGINEERS LOCAL 4 5/1/2026 \$57.57 \$15.30 \$13.15 \$3.25 \$0.00 \$89.27 11/1/2026 \$58.87 \$15.30 \$13.15 \$3.25 \$0.00 \$89.27 11/1/2026 \$58.87 \$15.30 \$13.15 \$3.25 \$0.00 \$99.57 5/1/2027 \$60.32 \$15.30 \$13.15 \$3.25 \$0.00 \$99.57 For apprentice rates see "Apprentice- OPERATING ENGINEERS" FIELD ENG.ROD PERSON-BLDG.SITE,HVY/HWY \$/1/2025 \$26.22 \$15.30 \$13.15 \$3.25 \$0.00 \$57.92 OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4 11/1/2026 \$26.98 \$15.30 \$13.15 \$3.25 \$0.00 \$58.68 OPERATING ENGINEERS LOCAL 4 5/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 11/1/2026 \$28.59 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 11/1/2026 \$28.59 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 11/1/2027 \$29.44 \$15.30 \$13.15 \$3.25 \$0.00 \$60.29 5/1/2027 \$29.44 \$15.30 \$13.15 \$3.25 \$0.00 \$61.14 For apprentice rates see "Apprentice- OPERATING ENGINEERS" FIRE ALARM INSTALLER 3/1/2025 \$66.17 \$13.00 \$14.31 \$8.72 \$0.00 \$102.26 ELECTRICIANS LOCAL 103 9/1/2026 \$67.37 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2026 \$69.28 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2027 \$70.47 \$13.00 \$14.49 \$8.72 \$0.00 \$106.68 3/1/2027 \$70.47 \$13.00 \$14.49 \$8.72 \$0.00 \$106.68 9/1/2027 \$72.39 \$13.00 \$14.55 \$8.72 \$0.00 \$108.66	FIELD ENG.PARTY CHIEF-BLDG,SITE,	HVY/HWY	?	5/1/2025	\$54.82	\$15.30	\$13.15	\$3.25	\$0.00	\$86.52	
S/1/2026 \$57.57 \$15.30 \$13.15 \$3.25 \$0.00 \$89.27				11/1/2025	\$56.12	\$15.30	\$13.15	\$3.25	\$0.00	\$87.82	
FOR apprentice rates see "Apprentice- OPERATING ENGINEERS" FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY 5/1/2025 \$26.22 \$15.30 \$13.15 \$3.25 \$0.00 \$57.92 OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4 11/1/2025 \$26.98 \$15.30 \$13.15 \$3.25 \$0.00 \$58.68 OPERATING ENGINEERS LOCAL 4 11/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 11/1/2026 \$28.59 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 11/1/2026 \$28.59 \$15.30 \$13.15 \$3.25 \$0.00 \$60.29 5/1/2027 \$29.44 \$15.30 \$13.15 \$3.25 \$0.00 \$60.29 FOR apprentice rates see "Apprentice- OPERATING ENGINEERS" FIRE ALARM INSTALLER 3/1/2025 \$64.26 \$13.00 \$14.31 \$8.72 \$0.00 \$100.29 ELECTRICIANS LOCAL 103 ELECTRICIANS LOCAL 103 3/1/2026 \$67.37 \$13.00 \$14.37 \$8.72 \$0.00 \$102.26 3/1/2026 \$69.28 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2026 \$69.28 \$13.00 \$14.40 \$8.72 \$0.00 \$105.46 3/1/2027 \$70.47 \$13.00 \$14.49 \$8.72 \$0.00 \$105.46 3/1/2027 \$70.47 \$13.00 \$14.49 \$8.72 \$0.00 \$106.68 9/1/2027 \$72.39 \$13.00 \$14.55 \$8.72 \$0.00 \$108.66 3/1/2028 \$73.59 \$13.00 \$14.55 \$8.72 \$0.00 \$109.90	OPERATING ENGINEERS LOCAL 4			5/1/2026	\$57.57	\$15.30	\$13.15	\$3.25	\$0.00	\$89.27	
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY 5/1/2025 \$26.22 \$15.30 \$13.15 \$3.25 \$0.00 \$57.92 OPERATING ENGINEERS LOCAL 4 11/1/2025 \$26.98 \$15.30 \$13.15 \$3.25 \$0.00 \$58.68 OPERATING ENGINEERS LOCAL 4 11/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 11/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 11/1/2026 \$28.59 \$15.30 \$13.15 \$3.25 \$0.00 \$60.29 5/1/2027 \$29.44 \$15.30 \$13.15 \$3.25 \$0.00 \$60.29 For apprentice rates see "Apprentice- OPERATING ENGINEERS" FIRE ALARM INSTALLER 3/1/2025 \$64.26 \$13.00 \$14.31 \$8.72 \$0.00 \$100.29 ELECTRICIANS LOCAL 103 9/1/2025 \$66.17 \$13.00 \$14.31 \$8.72 \$0.00 \$100.29 ELECTRICIANS LOCAL 103 3/1/2026 \$67.37 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2026 \$69.28 \$13.00 \$14.46 \$8.72 \$0.00 \$105.46 3/1/2027 \$70.47 \$13.00 \$14.49 \$8.72 \$0.00 \$105.46 3/1/2027 \$70.47 \$13.00 \$14.49 \$8.72 \$0.00 \$106.68 9/1/2027 \$72.39 \$13.00 \$14.55 \$8.72 \$0.00 \$108.66 3/1/2028 \$73.59 \$13.00 \$14.59 \$8.72 \$0.00 \$109.90				11/1/2026	\$58.87	\$15.30	\$13.15	\$3.25	\$0.00	\$90.57	
FIELD ENG ROD PERSON-BLDG, SITE, HVY/HWY OPERATING ENGINEERS LOCAL 4 11/1/2025 \$26.98 \$15.30 \$13.15 \$3.25 \$0.00 \$58.68 5/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 11/1/2026 \$28.59 \$15.30 \$13.15 \$3.25 \$0.00 \$60.29 5/1/2027 \$29.44 \$15.30 \$13.15 \$3.25 \$0.00 \$60.29 For apprentice rates see "Apprentice-OPERATING ENGINEERS" FIRE ALARM INSTALLER 3/1/2025 \$64.26 \$13.00 \$14.31 \$8.72 \$0.00 \$100.29 ELECTRICIANS LOCAL 103 9/1/2025 \$66.17 \$13.00 \$14.31 \$8.72 \$0.00 \$102.26 ELECTRICIANS LOCAL 103 3/1/2026 \$67.37 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2026 \$69.28 \$13.00 \$14.40 \$8.72 \$0.00 \$105.46 3/1/2027 \$70.47 \$13.00 \$14.49 \$8.72 \$0.00 \$105.46 3/1/2027 \$70.47 \$13.00 \$14.49 \$8.72 \$0.00 \$105.46 3/1/2027 \$72.39 \$13.00 \$14.55 \$8.72 \$0.00 \$108.66 3/1/2028 \$73.59 \$13.00 \$14.55 \$8.72 \$0.00 \$109.90				5/1/2027	\$60.32	\$15.30	\$13.15	\$3.25	\$0.00	\$92.02	
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4 11/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 \$11/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 \$11/1/2026 \$28.59 \$15.30 \$13.15 \$3.25 \$0.00 \$60.29 \$11/1/2027 \$29.44 \$15.30 \$13.15 \$3.25 \$0.00 \$61.14 \$10.20 \$	For apprentice rates see "Apprentice- OPER	ATING EN	NGINEERS"								
OPERATING ENGINEERS LOCAL 4 5/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 11/1/2026 \$28.59 \$15.30 \$13.15 \$3.25 \$0.00 \$60.29 5/1/2027 \$29.44 \$15.30 \$13.15 \$3.25 \$0.00 \$60.29 5/1/2027 \$29.44 \$15.30 \$13.15 \$3.25 \$0.00 \$61.14 For apprentice rates see "Apprentice- OPERATING ENGINEERS" FIRE ALARM INSTALLER 3/1/2025 \$64.26 \$13.00 \$14.31 \$8.72 \$0.00 \$100.29 ELECTRICIANS LOCAL 103 9/1/2025 \$66.17 \$13.00 \$14.37 \$8.72 \$0.00 \$102.26 ELECTRICIANS LOCAL 103 3/1/2026 \$67.37 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2026 \$69.28 \$13.00 \$14.46 \$8.72 \$0.00 \$105.46 3/1/2027 \$70.47 \$13.00 \$14.49 \$8.72 \$0.00 \$106.68 9/1/2027 \$72.39 \$13.00 \$14.55 \$8.72 \$0.00 \$106.68 3/1/2028 \$73.59 \$13.00 \$14.59 \$8.72 \$0.00 \$109.90	FIELD ENG.ROD PERSON-BLDG,SITE,I	HVY/HWY		5/1/2025	\$26.22	\$15.30	\$13.15	\$3.25	\$0.00	\$57.92	
5/1/2026 \$27.83 \$15.30 \$13.15 \$3.25 \$0.00 \$59.53 11/1/2026 \$28.59 \$15.30 \$13.15 \$3.25 \$0.00 \$60.29 5/1/2027 \$29.44 \$15.30 \$13.15 \$3.25 \$0.00 \$60.29 5/1/2027 \$29.44 \$15.30 \$13.15 \$3.25 \$0.00 \$61.14 For apprentice rates see "Apprentice- OPERATING ENGINEERS" FIRE ALARM INSTALLER 3/1/2025 \$64.26 \$13.00 \$14.31 \$8.72 \$0.00 \$100.29 ELECTRICIANS LOCAL 103 9/1/2025 \$66.17 \$13.00 \$14.37 \$8.72 \$0.00 \$102.26 ELECTRICIANS LOCAL 103 3/1/2026 \$67.37 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2026 \$69.28 \$13.00 \$14.46 \$8.72 \$0.00 \$105.46 3/1/2027 \$70.47 \$13.00 \$14.49 \$8.72 \$0.00 \$106.68 9/1/2027 \$72.39 \$13.00 \$14.55 \$8.72 \$0.00 \$108.66 9/1/2028 \$73.59 \$13.00 \$14.59 \$8.72 \$0.00 \$109.90 109.90				11/1/2025	\$26.98	\$15.30	\$13.15	\$3.25	\$0.00	\$58.68	
For apprentice rates see "Apprentice- OPERATING ENGINEERS" Solution Solu	OPERATING ENGINEERS LOCAL 4			5/1/2026	\$27.83	\$15.30	\$13.15	\$3.25	\$0.00	\$59.53	
Fire Alarm Installer ELECTRICIANS LOCAL 103 ELECTRICIANS LOCAL 103 9/1/2025 \$66.17 \$13.00 \$14.31 \$8.72 \$0.00 \$100.29 ELECTRICIANS LOCAL 103 3/1/2026 \$67.37 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2026 \$69.28 \$13.00 \$14.46 \$8.72 \$0.00 \$105.46 3/1/2027 \$70.47 \$13.00 \$14.49 \$8.72 \$0.00 \$106.68 9/1/2027 \$72.39 \$13.00 \$14.55 \$8.72 \$0.00 \$106.68 3/1/2028 \$73.59 \$13.00 \$14.55 \$8.72 \$0.00 \$109.90				11/1/2026	\$28.59	\$15.30	\$13.15	\$3.25	\$0.00	\$60.29	
FIRE ALARM INSTALLER 3/1/2025 \$64.26 \$13.00 \$14.31 \$8.72 \$0.00 \$100.29 ELECTRICIANS LOCAL 103 9/1/2025 \$66.17 \$13.00 \$14.37 \$8.72 \$0.00 \$102.26 ELECTRICIANS LOCAL 103 3/1/2026 \$67.37 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2026 \$69.28 \$13.00 \$14.46 \$8.72 \$0.00 \$105.46 3/1/2027 \$70.47 \$13.00 \$14.49 \$8.72 \$0.00 \$106.68 9/1/2027 \$72.39 \$13.00 \$14.55 \$8.72 \$0.00 \$108.66 3/1/2028 \$73.59 \$13.00 \$14.59 \$8.72 \$0.00 \$109.90				5/1/2027	\$29.44	\$15.30	\$13.15	\$3.25	\$0.00	\$61.14	
ELECTRICIANS LOCAL 103 ELECTRICIANS LOCAL 103 9/1/2025 \$66.17 \$13.00 \$14.37 \$8.72 \$0.00 \$102.26 3/1/2026 \$67.37 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2026 \$69.28 \$13.00 \$14.46 \$8.72 \$0.00 \$105.46 3/1/2027 \$70.47 \$13.00 \$14.49 \$8.72 \$0.00 \$106.68 9/1/2027 \$72.39 \$13.00 \$14.55 \$8.72 \$0.00 \$108.66 3/1/2028 \$73.59 \$13.00 \$14.59 \$8.72 \$0.00 \$109.90	For apprentice rates see "Apprentice- OPER	ATING EN	NGINEERS"								
ELECTRICIANS LOCAL 103 ELECTRICIANS LOCAL 103 9/1/2025 \$66.17 \$13.00 \$14.37 \$8.72 \$0.00 \$102.26 3/1/2026 \$67.37 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2026 \$69.28 \$13.00 \$14.46 \$8.72 \$0.00 \$105.46 3/1/2027 \$70.47 \$13.00 \$14.49 \$8.72 \$0.00 \$106.68 9/1/2027 \$72.39 \$13.00 \$14.55 \$8.72 \$0.00 \$108.66 3/1/2028 \$73.59 \$13.00 \$14.59 \$8.72 \$0.00 \$109.90	FIRE ALARM INSTALLER			3/1/2025	\$64.26	\$13.00	\$14.31	\$8.72	\$0.00	\$100.29	
3/1/2026 \$67.37 \$13.00 \$14.40 \$8.72 \$0.00 \$103.49 9/1/2026 \$69.28 \$13.00 \$14.46 \$8.72 \$0.00 \$105.46 3/1/2027 \$70.47 \$13.00 \$14.49 \$8.72 \$0.00 \$106.68 9/1/2027 \$72.39 \$13.00 \$14.55 \$8.72 \$0.00 \$108.66 3/1/2028 \$73.59 \$13.00 \$14.59 \$8.72 \$0.00 \$109.90				9/1/2025	\$66.17	\$13.00		\$8.72	\$0.00	\$102.26	
9/1/2026 \$69.28 \$13.00 \$14.46 \$8.72 \$0.00 \$105.46 3/1/2027 \$70.47 \$13.00 \$14.49 \$8.72 \$0.00 \$106.68 9/1/2027 \$72.39 \$13.00 \$14.55 \$8.72 \$0.00 \$108.66 3/1/2028 \$73.59 \$13.00 \$14.59 \$8.72 \$0.00 \$109.90	ELECTRICIANS LOCAL 103										
9/1/2027 \$72.39 \$13.00 \$14.55 \$8.72 \$0.00 \$108.66 3/1/2028 \$73.59 \$13.00 \$14.59 \$8.72 \$0.00 \$109.90											
3/1/2028 \$73.59 \$13.00 \$14.59 \$8.72 \$0.00 \$109.90				3/1/2027	\$70.47	\$13.00	\$14.49	\$8.72	\$0.00	\$106.68	
				9/1/2027	\$72.39	\$13.00	\$14.55	\$8.72	\$0.00	\$108.66	
For apprentice rates see "Apprentice- ELECTRICIAN"				3/1/2028	\$73.59	\$13.00	\$14.59	\$8.72	\$0.00	\$109.90	
	For apprentice rates see "Apprentice- ELEC	TRICIAN"									

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
FIRE ALARM REPAIR / MAINTENANCE	3/1/2025	\$51.41	\$13.00	\$13.92	\$6.98	\$0.00	\$85.31
/ COMMISSIONING ELECTRICIANS LOCAL 103	9/1/2025	\$52.94	\$13.00	\$13.97	\$6.98	\$0.00	\$86.89
ELECTRICIANS LOCAL 103 ELECTRICIANS LOCAL 103	3/1/2026	\$53.90	\$13.00	\$14.00	\$6.98	\$0.00	\$87.88
	9/1/2026	\$55.42	\$13.00	\$14.04	\$6.98	\$0.00	\$89.44
	3/1/2027	\$56.38	\$13.00	\$14.07	\$6.98	\$0.00	\$90.43
	9/1/2027	\$57.91	\$13.00	\$14.12	\$6.98	\$0.00	\$92.01
	3/1/2028	\$58.87	\$13.00	\$14.15	\$6.98	\$0.00	\$93.00
For apprentice rates see "Apprentice- TELECOMMUNICATIONS	TECHNICIAN"						
FIREMAN (ASST. ENGINEER)	6/1/2025	\$47.02	\$15.55	\$13.25	\$3.25	\$0.00	\$79.07
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$48.19	\$15.55	\$13.25	\$3.25	\$0.00	\$80.24
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$49.25	\$15.55	\$13.25	\$3.25	\$0.00	\$81.30
	12/1/2026	\$50.43	\$15.55	\$13.25	\$3.25	\$0.00	\$82.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	6/1/2025	\$28.09	\$9.90	\$9.25	\$9.65	\$0.00	\$56.89
LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/1/2025	\$28.09	\$9.90	\$9.25	\$9.65	\$0.00	\$56.89
LABORERS - ZONE I (HEAVI & HIGHWAI)	6/1/2026	\$29.21	\$9.90	\$9.25	\$9.65	\$0.00	\$58.01
	12/1/2026	\$29.21	\$9.90	\$9.25	\$9.65	\$0.00	\$58.01
For apprentice rates see "Apprentice- LABORER (Heavy and High	way)						
FLOORCOVERER	3/1/2025	\$57.73	\$8.83	\$11.47	\$8.80	\$0.00	\$86.83
FLOORCOVERERS LOCAL 2168	9/1/2025	\$59.23	\$8.83	\$11.47	\$8.80	\$0.00	\$88.33
FLOORCOVERERS LOCAL 2168 ZONE I	3/1/2026	\$60.73	\$8.83	\$11.47	\$8.80	\$0.00	\$89.83
	9/1/2026	\$62.23	\$8.83	\$11.47	\$8.80	\$0.00	\$91.33
	3/1/2027	\$63.73	\$8.83	\$11.47	\$8.80	\$0.00	\$92.83

Appro	entice: FLOORCO	OVERER					
Effect	tive Date: 3/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$25.98	\$8.83	\$0.00	\$1.76	\$0.00	\$36.57
2	45.00	\$25.98	\$8.83	\$0.00	\$1.76	\$0.00	\$36.57
3	55.00	\$31.75	\$8.83	\$0.00	\$3.52	\$0.00	\$44.10
4	55.00	\$31.75	\$8.83	\$0.00	\$3.52	\$0.00	\$44.10
5	70.00	\$40.41	\$8.83	\$11.47	\$5.28	\$0.00	\$65.99
6	70.00	\$40.41	\$8.83	\$11.47	\$5.28	\$0.00	\$65.99
7	80.00	\$46.18	\$8.83	\$11.47	\$7.04	\$0.00	\$73.52
8	80.00	\$46.18	\$8.83	\$11.47	\$7.04	\$0.00	\$73.52

Appro	Apprentice: FLOORCOVERER											
Effect	tive Date: 9/1/2	2025										
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate					
1	45.00	\$26.65	\$8.83	\$0.00	\$1.76	\$0.00	\$37.24					
2	45.00	\$26.65	\$8.83	\$0.00	\$1.76	\$0.00	\$37.24					
3	55.00	\$32.58	\$8.83	\$0.00	\$3.52	\$0.00	\$44.93					

Issue Date: 06/12/2025 Wage Request Number: 20250611192220 Page 12 of 33

						Supplemental	Total
Classification	Effective Date	Rase Wage	Health	Pension	Annuity	Unemployment	Rate

		entice: FLOORCOV	ERER						
	Step	Percent	Apprentice Base Wage		Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	4	55.00	\$32.58		\$8.83	\$0.00	\$3.52	\$0.00	\$44.93
	5	70.00	\$41.46		\$8.83	\$11.47	\$5.28	\$0.00	\$67.04
	6	70.00	\$41.46		\$8.83	\$11.47	\$5.28	\$0.00	\$67.04
	7	80.00	\$47.38		\$8.83	\$11.47	\$7.04	\$0.00	\$74.72
	8	80.00	\$47.38		\$8.83	\$11.47	\$7.04	\$0.00	\$74.72
FORK LIFT/CHERRY PICKER			6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4			12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
OFERATING ENGINEERS LOCAL 4			6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
			12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPER	RATING	ENGINEERS"							
GENERATOR/LIGHTING PLANT/HEAT	ERS		6/1/2025	\$37.52	\$15.55	\$13.25	\$3.25	\$0.00	\$69.57
OPERATING ENGINEERS LOCAL 4			12/1/2025	\$38.47	\$15.55	\$13.25	\$3.25	\$0.00	\$70.52
OPERATING ENGINEERS LOCAL 4			6/1/2026	\$39.33	\$15.55	\$13.25	\$3.25	\$0.00	\$71.38
			12/1/2026	\$40.28	\$15.55	\$13.25	\$3.25	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPEF	RATING	ENGINEERS"							
GLAZIER (GLASS PLANK/AIR BARRIE GLAZIERS LOCAL 35 GLAZIERS LOCAL 35 (ZONE 1)	R/INTE	RIOR SYSTEMS)	1/1/2025	\$53.75	\$9.95	\$11.85	\$12.10	\$0.00	\$87.65

	Appre	entice: GLAZIE	R (GLASS PLANK/AIR	BARRIE	R/INTERIOR	SYSTEMS)	·		
	Effect	ive Date: 1/1/202	25						
	Step	Percent	Apprentice Base Wage]	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	1	50.00	\$26.88		\$9.95	\$0.00	\$0.00	\$0.00	\$36.83
	2	55.00	\$29.56		\$9.95	\$0.00	\$6.66	\$0.00	\$46.17
	3	60.00	\$32.25		\$9.95	\$0.00	\$7.26	\$0.00	\$49.46
	4	65.00	\$34.94		\$9.95	\$0.00	\$7.87	\$0.00	\$52.76
	5	70.00	\$37.63		\$9.95	\$11.85	\$8.47	\$0.00	\$67.90
	6	75.00	\$40.31		\$9.95	\$11.85	\$9.08	\$0.00	\$71.19
	7	80.00	\$43.00		\$9.95	\$11.85	\$9.68	\$0.00	\$74.48
	8	90.00	\$48.38		\$9.95	\$11.85	\$10.89	\$0.00	\$81.07
HOISTING ENGINEER/CRANES/GRADA	ALLS		6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4			12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
OFERATING ENGINEERS LOCAL 4			6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
			12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58

Issue Date: 06/12/2025

Classification Effective Date Base Wage Health Pension Annuity Unemployment Rate

Apprentice: HOISTING ENGINEER/CRANES/GRADALLS

Appro	entice: HOISTING	ENGINEER/CRANES/G	GRADALLS				
Effect	tive Date: 6/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$32.08	\$0.00	\$0.00	\$0.00	\$0.00	\$32.08
2	60.00	\$35.00	\$15.55	\$13.25	\$3.25	\$0.00	\$67.05
3	65.00	\$37.91	\$15.55	\$13.25	\$3.25	\$0.00	\$69.96
4	70.00	\$40.83	\$15.55	\$13.25	\$3.25	\$0.00	\$72.88
5	75.00	\$43.75	\$15.55	\$13.25	\$3.25	\$0.00	\$75.80
6	80.00	\$46.66	\$15.55	\$13.25	\$3.25	\$0.00	\$78.71
7	85.00	\$49.58	\$15.55	\$13.25	\$3.25	\$0.00	\$81.63
8	90.00	\$52.50	\$15.55	\$13.25	\$3.25	\$0.00	\$84.55

	Effect	tive Date: 12/1/2025							
	Step	Percent	Apprentice Base Wage	Н	lealth	Pension	Annuity	Supplemental Unemployment	Total Rate
	1	55.00	\$32.88		\$0.00	\$0.00	\$0.00	\$0.00	\$32.88
	2	60.00	\$35.87	\$	315.55	\$13.25	\$3.25	\$0.00	\$67.92
	3	65.00	\$38.86	\$	315.55	\$13.25	\$3.25	\$0.00	\$70.91
	4	70.00	\$41.85	\$	315.55	\$13.25	\$3.25	\$0.00	\$73.90
	5	75.00	\$44.84	\$	315.55	\$13.25	\$3.25	\$0.00	\$76.89
	6	80.00	\$47.82	\$	515.55	\$13.25	\$3.25	\$0.00	\$79.87
	7	85.00	\$50.81	\$	315.55	\$13.25	\$3.25	\$0.00	\$82.86
	8	90.00	\$53.80	\$	515.55	\$13.25	\$3.25	\$0.00	\$85.85
HVAC (DUCTWORK)			2/1/2025	\$59.13	\$14.91	\$18.74	\$9.53	\$2.98	\$105.29
SHEETMETAL WORKERS LOCAL 17 SHEETMETAL WORKERS LOCAL 17 - A		8/1/2025	\$60.98	\$14.91	\$18.74	\$9.53	\$2.98	\$107.14	
			2/1/2026	\$62.93	\$14.91	\$18.74	\$9.53	\$2.98	\$109.09
For apprentice rates see "Apprentice- SHE	ET MET.	AL WORKER"							
HVAC (ELECTRICAL CONTROLS)			3/1/2025	\$64.26	\$13.00	\$14.31	\$8.72	\$0.00	\$100.29
ELECTRICIANS LOCAL 103			9/1/2025	\$66.17	\$13.00	\$14.37	\$8.72	\$0.00	\$102.26
ELECTRICIANS LOCAL 103			3/1/2026	\$67.37	\$13.00	\$14.40	\$8.72	\$0.00	\$103.49
			9/1/2026	\$69.28	\$13.00	\$14.46	\$8.72	\$0.00	\$105.46
			3/1/2027	\$70.47	\$13.00	\$14.49	\$8.72	\$0.00	\$106.68
			9/1/2027	\$72.39	\$13.00	\$14.55	\$8.72	\$0.00	\$108.66
			3/1/2028	\$73.59	\$13.00	\$14.59	\$8.72	\$0.00	\$109.90
For apprentice rates see "Apprentice- ELE	CTRICIA	ΔN"							
HVAC (TESTING AND BALANCING - A	AIR)		2/1/2025	\$59.13	\$14.91	\$18.74	\$9.53	\$2.98	\$105.29
SHEETMETAL WORKERS LOCAL 17			8/1/2025	\$60.98	\$14.91	\$18.74	\$9.53	\$2.98	\$107.14
SHEETMETAL WORKERS LOCAL 17 -	A		2/1/2026	\$62.93	\$14.91	\$18.74	\$9.53	\$2.98	\$109.09
For apprentice rates see "Apprentice- SHE	ET MET.	AL WORKER"		•		•			
HVAC (TESTING AND BALANCING -V PIPEFITTERS LOCAL 537	,		3/1/2025	\$68.88	\$12.70	\$13.05	\$8.75	\$0.00	\$103.38

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PIPEFITTERS LOCAL 537							
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/Pl	PEFITTER"						
HVAC MECHANIC PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537	3/1/2025	\$68.88	\$12.70	\$13.05	\$8.75	\$0.00	\$103.38
For apprentice rates see "Apprentice-PIPEFITTER" or "PLUMBER/PI	PEFITTER"						
HYDRAULIC DRILLS	6/1/2025	\$48.35	\$9.90	\$9.25	\$9.65	\$0.00	\$77.15
LABORERS	12/1/2025	\$49.85	\$9.90	\$9.25	\$9.65	\$0.00	\$78.65
LABORERS - ZONE 1	6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.45
	12/1/2026	\$52.90	\$9.90	\$9.25	\$9.65	\$0.00	\$81.70
	6/1/2027	\$54.50	\$9.90	\$9.25	\$9.65	\$0.00	\$83.30
	12/1/2027	\$56.10	\$9.90	\$9.25	\$9.65	\$0.00	\$84.90
	6/1/2028	\$57.78	\$9.90	\$9.25	\$9.65	\$0.00	\$86.58
	12/1/2028	\$59.45	\$9.90	\$9.25	\$9.65	\$0.00	\$88.25
For apprentice rates see "Apprentice- LABORER"							
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	6/1/2025	\$48.45	\$9.90	\$9.25	\$9.65	\$0.00	\$77.25
LABORERS	12/1/2025	\$49.95	\$9.90	\$9.25	\$9.65	\$0.00	\$78.75
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$51.50	\$9.90	\$9.25	\$9.65	\$0.00	\$80.30
	12/1/2026	\$53.00	\$9.90	\$9.25	\$9.65	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway	·)						
INSULATOR (PIPES & TANKS)	9/1/2024	\$56.92	\$14.75	\$9.52	\$10.09	\$0.00	\$91.28
HEAT & FROST INSULATORS LOCAL 6	9/1/2025	\$60.34	\$14.75	\$9.52	\$10.09	\$0.00	\$94.70
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	9/1/2026	\$63.76	\$14.75	\$9.52	\$10.09	\$0.00	\$98.12

Appro	entice: INSUL	ATOR (PIPES & TANKS)					
Effect	tive Date: 9/1/2	024					
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$28.46	\$14.75	\$9.27	\$5.05	\$0.00	\$57.53
2	60.00	\$34.15	\$14.75	\$9.32	\$6.05	\$0.00	\$64.27
3	70.00	\$39.84	\$14.75	\$9.37	\$7.06	\$0.00	\$71.02
4	80.00	\$45.54	\$14.75	\$9.42	\$8.07	\$0.00	\$77.78

Appro	entice: INSULATO	OR (PIPES & TANKS)					
Effect	ive Date: 9/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$30.17	\$14.75	\$9.27	\$5.05	\$0.00	\$59.24
2	60.00	\$36.20	\$14.75	\$9.32	\$6.05	\$0.00	\$66.32
3	70.00	\$42.24	\$14.75	\$9.37	\$7.06	\$0.00	\$73.42
4	80.00	\$48.27	\$14.75	\$9.42	\$8.07	\$0.00	\$80.51

IRONWORKER/WELDER	3/16/2024	\$53.97	\$8.35	\$12.70	\$14.00	\$0.00	\$89.02
IRONWORKERS LOCAL 7							

Classification Effective Date Base Wage Health Pension Annuity Unemployment Rate

IRONWORKERS LOCAL 7 (BOSTON AREA)

	Appr	entice: IRONWORKI	ER/WELDER						
	Effec	tive Date: 3/16/2024							
	Step	Percent	Apprentice Base Wage	F	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	1	60.00	\$32.38		\$8.35	\$12.70	\$14.00	\$0.00	\$67.43
	2	70.00	\$37.78		\$8.35	\$12.70	\$14.00	\$0.00	\$72.83
	3	75.00	\$40.48		\$8.35	\$12.70	\$14.00	\$0.00	\$75.53
	4	80.00	\$43.18		\$8.35	\$12.70	\$14.00	\$0.00	\$78.23
	5	85.00	\$45.87		\$8.35	\$12.70	\$14.00	\$0.00	\$80.92
	6	90.00	\$48.57		\$8.35	\$12.70	\$14.00	\$0.00	\$83.62
JACKHAMMER & PAVING BREAKE	R OPERA	ΓOR	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS - ZONE 1			12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LADORERS - ZONE I			6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
			12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
			6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
			12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
			6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
			12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LA	ABORER"								
LABORER			6/1/2025	\$47.60	\$9.90	\$9.25	\$9.65	\$0.00	\$76.40
LABORERS			12/1/2025	\$49.10	\$9.90	\$9.25	\$9.65	\$0.00	\$77.90
LABORERS - ZONE 1			6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.45
			12/1/2026	\$52.15	\$9.90	\$9.25	\$9.65	\$0.00	\$80.95
			6/1/2027	\$53.75	\$9.90	\$9.25	\$9.65	\$0.00	\$82.55
			12/1/2027	\$55.35	\$9.90	\$9.25	\$9.65	\$0.00	\$84.15
			6/1/2028	\$57.03	\$9.90	\$9.25	\$9.65	\$0.00	\$85.83
			12/1/2028	\$58.70	\$9.90	\$9.25	\$9.65	\$0.00	\$87.50
	Appr	entice: LABORER							
	Effec	tive Date: 6/1/2025							
	Step	Percent	Apprentice Base Wage	F	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	1	60.00	\$28.56		\$9.90	\$9.25	\$9.65	\$0.00	\$57.36
		70.00	#22.22		# 0.00	00.05	40.55	40.00	ф <i>с</i> о 10

Appr	entice: LABORER						
Effect	tive Date: 12/1/2025	i					
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

\$9.90

\$9.90

\$9.90

\$9.25

\$9.25

\$9.25

\$9.65

\$9.65

\$9.65

\$62.12

\$66.88

\$71.64

\$0.00

\$0.00

\$0.00

\$33.32

\$38.08

\$42.84

70.00

80.00

90.00

2

3

4

Classification			Effective Date Ba	ise Wage	Health	Pension	Annuity	Supplemental Unemployment	Tota Rat
Ciassiil Catuli			Effective Date Da			1 CHSION	Amony	Chempioyment	- Nat
	Appro	entice: LABORER							
	Effect	tive Date: 12/1/2025							
			Apprentice					Supplemental	Tot
	Step	Percent	Base Wage	1	Health	Pension	Annuity	Unemployment	Ra
	2	70.00	\$34.37		\$9.90	\$9.25	\$9.65	\$0.00	\$63.
	3	80.00	\$39.28		\$9.90	\$9.25	\$9.65	\$0.00	\$68.
	4	90.00	\$44.19		\$9.90	\$9.25	\$9.65	\$0.00	\$72.
LABORER (HEAVY & HIGHWAY)			6/1/2025	\$47.70	\$9.90	\$9.25	\$9.65	\$0.00	\$76.
LABORERS			12/1/2025	\$49.20	\$9.90	\$9.25	\$9.65	\$0.00	\$78
LABORERS - ZONE 1 (HEAVY & HIGH	(WAY)		6/1/2026	\$50.75	\$9.90	\$9.25	\$9.65	\$0.00	\$79
			12/1/2026	\$52.25	\$9.90	\$9.25	\$9.65	\$0.00	\$81
	A		THE A NAV. O. THICHNAY						
		entice: LABORER (tive Date: 6/1/2025	HEAVY & HIGHW	AY)					
	Step	Percent	Apprentice Base Wage	1	Health	Pension	Annuity	Supplemental Unemployment	To Ra
	1	60.00	\$28.62		\$9.65	\$9.25	\$9.65	\$0.00	\$57
	2	70.00	\$33.39		\$9.65	\$9.25	\$9.65	\$0.00	\$61
	3	80.00	\$38.16		\$9.65	\$9.25	\$9.65	\$0.00	\$66
	'	80.00	Ψ30.10						
	4	90.00	\$42.93		\$9.65	\$9.25	\$9.65	\$0.00	\$71.
	4	90.00		AY)	\$9.65	\$9.25	\$9.65	\$0.00	\$71.
	4 Appro	90.00	\$42.93	AY)	\$9.65	\$9.25	\$9.65	\$0.00	\$71.
	4 Appro	90.00 entice: LABORER (\$42.93		\$9.65	\$9.25 Pension	\$9.65	\$0.00 Supplemental Unemployment	To
	Appro	90.00 entice: LABORER (tive Date: 12/1/2025	\$42.93 HEAVY & HIGHW Apprentice					Supplemental	To R:
	Appro Effect Step	90.00 entice: LABORER (tive Date: 12/1/2025 Percent	\$42.93 HEAVY & HIGHW Apprentice Base Wage		Health	Pension	Annuity	Supplemental Unemployment	To R:
	Approx Effect	90.00 entice: LABORER (tive Date: 12/1/2025 Percent 60.00	\$42.93 HEAVY & HIGHW Apprentice Base Wage \$29.52		Health \$9.90	Pension \$9.25	Annuity \$9.65	Supplemental Unemployment	To R: \$58 \$63
	Appro Effect Step 1 2	90.00 entice: LABORER (tive Date: 12/1/2025 Percent 60.00 70.00	\$42.93 HEAVY & HIGHW Apprentice Base Wage \$29.52 \$34.44		# ealth \$9.90 \$9.90	Pension \$9.25 \$9.25	Annuity \$9.65 \$9.65	Supplemental Unemployment \$0.00 \$0.00	\$58. \$63. \$68.
LABORER: CARPENTER TENDER	Appro Effect Step 1 2 3	90.00 entice: LABORER (tive Date: 12/1/2025 Percent 60.00 70.00 80.00	\$42.93 HEAVY & HIGHW Apprentice Base Wage \$29.52 \$34.44 \$39.36 \$44.28	1	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$58. \$63. \$68. \$73.
LABORERS	Appro Effect Step 1 2 3	90.00 entice: LABORER (tive Date: 12/1/2025 Percent 60.00 70.00 80.00	\$42.93 HEAVY & HIGHW Apprentice Base Wage \$29.52 \$34.44 \$39.36 \$44.28	\$47.60	### ##################################	Pension \$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$58. \$63. \$68. \$73.
LABORERS	Appro Effect Step 1 2 3	90.00 entice: LABORER (tive Date: 12/1/2025 Percent 60.00 70.00 80.00	\$42.93 HEAVY & HIGHW Apprentice Base Wage \$29.52 \$34.44 \$39.36 \$44.28 6/1/2025 12/1/2025	\$47.60 \$49.10	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90	Pension \$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$58. \$63. \$68. \$73.
LABORERS	Appro Effect Step 1 2 3	90.00 entice: LABORER (tive Date: 12/1/2025 Percent 60.00 70.00 80.00	\$42.93 HEAVY & HIGHW Apprentice Base Wage \$29.52 \$34.44 \$39.36 \$44.28 6/1/2025 12/1/2025 6/1/2026	\$47.60 \$49.10 \$50.65	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$588 \$633 \$688 \$733 \$766 \$777 \$779
LABORERS	Appro Effect Step 1 2 3	90.00 entice: LABORER (tive Date: 12/1/2025 Percent 60.00 70.00 80.00	\$42.93 HEAVY & HIGHW Apprentice Base Wage \$29.52 \$34.44 \$39.36 \$44.28 6/1/2025 12/1/2025 6/1/2026 12/1/2026	\$47.60 \$49.10 \$50.65 \$52.15	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$58. \$63. \$68. \$73. \$76 \$779 \$80
LABORERS	Appro Effect Step 1 2 3	90.00 entice: LABORER (tive Date: 12/1/2025 Percent 60.00 70.00 80.00	\$42.93 HEAVY & HIGHW Apprentice Base Wage \$29.52 \$34.44 \$39.36 \$44.28 6/1/2025 12/1/2025 6/1/2026 12/1/2026 6/1/2027	\$47.60 \$49.10 \$50.65 \$52.15 \$53.75	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$58. \$63. \$68. \$73. \$76 \$77 \$79 \$80 \$82
LABORERS	Appro Effect Step 1 2 3	90.00 entice: LABORER (tive Date: 12/1/2025 Percent 60.00 70.00 80.00	\$42.93 HEAVY & HIGHW Apprentice Base Wage \$29.52 \$34.44 \$39.36 \$44.28 6/1/2025 12/1/2025 6/1/2026 12/1/2026 6/1/2027 12/1/2027	\$47.60 \$49.10 \$50.65 \$52.15 \$53.75 \$55.35	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$58. \$63. \$68. \$773. \$766 \$777 \$799 \$80 \$82 \$84
LABORERS	Appro Effect Step 1 2 3	90.00 entice: LABORER (tive Date: 12/1/2025 Percent 60.00 70.00 80.00	\$42.93 HEAVY & HIGHW Apprentice Base Wage \$29.52 \$34.44 \$39.36 \$44.28 6/1/2025 12/1/2025 6/1/2026 12/1/2026 6/1/2027	\$47.60 \$49.10 \$50.65 \$52.15 \$53.75	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$58. \$63. \$68. \$77. \$79. \$80. \$82. \$84. \$85.
LABORERS LABORERS - ZONE 1	Appro Effect Step 1 2 3 4	90.00 entice: LABORER (tive Date: 12/1/2025 Percent 60.00 70.00 80.00	\$42.93 HEAVY & HIGHW Apprentice Base Wage \$29.52 \$34.44 \$39.36 \$44.28 6/1/2025 12/1/2025 6/1/2026 12/1/2026 6/1/2027 12/1/2027 6/1/2028	\$47.60 \$49.10 \$50.65 \$52.15 \$53.75 \$55.35 \$57.03	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$58. \$63. \$68. \$77. \$79. \$80. \$82. \$84. \$85.
ABORERS ABORERS - ZONE 1 For apprentice rates see "Apprentice- LABO	Appro Effect Step 1 2 3 4	90.00 entice: LABORER (tive Date: 12/1/2025 Percent 60.00 70.00 80.00	\$42.93 HEAVY & HIGHW Apprentice Base Wage \$29.52 \$34.44 \$39.36 \$44.28 6/1/2025 12/1/2025 6/1/2026 12/1/2026 6/1/2027 12/1/2027 6/1/2028	\$47.60 \$49.10 \$50.65 \$52.15 \$53.75 \$55.35 \$57.03	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$588 \$63 \$73 \$76 \$777 \$79 \$80 \$82 \$84 \$85 \$87
LABORERS LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABO LABORER: CEMENT FINISHER TENDE LABORERS	Appro Effect Step 1 2 3 4	90.00 entice: LABORER (tive Date: 12/1/2025 Percent 60.00 70.00 80.00	\$42.93 HEAVY & HIGHW Apprentice Base Wage \$29.52 \$34.44 \$39.36 \$44.28 6/1/2025 12/1/2025 6/1/2026 12/1/2026 6/1/2027 12/1/2027 6/1/2028 12/1/2028	\$47.60 \$49.10 \$50.65 \$52.15 \$53.75 \$55.35 \$57.03 \$58.70	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$58. \$63. \$76. \$77. \$79. \$80. \$82. \$84. \$85. \$87.
LABORER: CARPENTER TENDER LABORERS LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABO LABORER: CEMENT FINISHER TENDE LABORERS LABORERS - ZONE 1	Appro Effect Step 1 2 3 4	90.00 entice: LABORER (tive Date: 12/1/2025 Percent 60.00 70.00 80.00	\$42.93 HEAVY & HIGHW Apprentice Base Wage \$29.52 \$34.44 \$39.36 \$44.28 6/1/2025 12/1/2025 6/1/2026 6/1/2027 12/1/2027 6/1/2028 12/1/2028	\$47.60 \$49.10 \$50.65 \$52.15 \$53.75 \$55.35 \$57.03 \$58.70	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$58. \$63. \$68. \$77. \$79. \$80. \$82. \$84. \$85. \$76.
LABORERS LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABO LABORER: CEMENT FINISHER TENDE LABORERS	Appro Effect Step 1 2 3 4	90.00 entice: LABORER (tive Date: 12/1/2025 Percent 60.00 70.00 80.00	\$42.93 HEAVY & HIGHW Apprentice Base Wage \$29.52 \$34.44 \$39.36 \$44.28 6/1/2025 6/1/2026 6/1/2026 6/1/2027 12/1/2027 6/1/2028 12/1/2028 6/1/2028	\$47.60 \$49.10 \$50.65 \$52.15 \$53.75 \$55.35 \$57.03 \$58.70 \$47.60 \$49.10	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$71. Tool Ra \$58. \$63. \$68. \$77. \$79. \$80. \$82. \$84. \$85. \$76. \$77. \$79. \$80.

Issue Date: 06/12/2025

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2027	\$55.35	\$9.90	\$9.25	\$9.65	\$0.00	\$84.15
	6/1/2028	\$57.03	\$9.90	\$9.25	\$9.65	\$0.00	\$85.83
	12/1/2028	\$58.70	\$9.90	\$9.25	\$9.65	\$0.00	\$87.50
For apprentice rates see "Apprentice- LABORER"							
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	6/2/2025	\$47.75	\$9.90	\$9.25	\$9.65	\$0.00	\$76.55
LABORERS	12/1/2025	\$49.25	\$9.90	\$9.25	\$9.65	\$0.00	\$78.05
LABORERS - ZONE 1	6/1/2026	\$50.80	\$9.90	\$9.25	\$9.65	\$0.00	\$79.60
	12/7/2026	\$52.30	\$9.90	\$9.25	\$9.65	\$0.00	\$81.10
	6/7/2027	\$53.90	\$9.90	\$9.25	\$9.65	\$0.00	\$82.70
	12/6/2027	\$55.50	\$9.90	\$9.25	\$9.65	\$0.00	\$84.30
	6/5/2028	\$57.18	\$9.90	\$9.25	\$9.65	\$0.00	\$85.98
	12/4/2028	\$58.85	\$9.90	\$9.25	\$9.65	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER (HEAVY & HIGHWAY)	6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.75
LABORERS	12/1/2025	\$49.45	\$9.90	\$9.25	\$9.65	\$0.00	\$78.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$51.00	\$9.90	\$9.25	\$9.65	\$0.00	\$79.80
	12/1/2026	\$52.50	\$9.90	\$9.25	\$9.65	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
LABORER: MULTI-TRADE TENDER	6/1/2025	\$47.60	\$9.90	\$9.25	\$9.65	\$0.00	\$76.40
LABORERS	12/1/2025	\$49.10	\$9.90	\$9.25	\$9.65	\$0.00	\$77.90
LABORERS - ZONE 1	6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.45
	12/1/2026	\$52.15	\$9.90	\$9.25	\$9.65	\$0.00	\$80.95
	6/1/2027	\$53.75	\$9.90	\$9.25	\$9.65	\$0.00	\$82.55
	12/1/2027	\$55.35	\$9.90	\$9.25	\$9.65	\$0.00	\$84.15
	6/1/2028	\$57.03	\$9.90	\$9.25	\$9.65	\$0.00	\$85.83
	12/1/2028	\$58.70	\$9.90	\$9.25	\$9.65	\$0.00	\$87.50
For apprentice rates see "Apprentice- LABORER"							
LABORER: TREE REMOVER	6/1/2025	\$47.60	\$9.90	\$9.25	\$9.65	\$0.00	\$76.40
LABORERS	12/1/2025	\$49.10	\$9.90	\$9.25	\$9.65	\$0.00	\$77.90
LABORERS - ZONE 1	6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.45
	12/1/2026	\$52.15	\$9.90	\$9.25	\$9.65	\$0.00	\$80.95
	6/1/2027	\$53.75	\$9.90	\$9.25	\$9.65	\$0.00	\$82.55
	12/1/2027	\$55.35	\$9.90	\$9.25	\$9.65	\$0.00	\$84.15
	6/1/2028	\$57.03	\$9.90	\$9.25	\$9.65	\$0.00	\$85.83
	12/1/2028	\$58.70	\$9.90	\$9.25	\$9.65	\$0.00	\$87.50

This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice-LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LASER BEAM OPERATOR	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS LABORERS - ZONE 1	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LADURERS - ZUNE I	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.75
LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/1/2025	\$49.45	\$9.90	\$9.25	\$9.65	\$0.00	\$78.25
LABORERS - ZONE I (HEAVI & HIGHWAI)	6/1/2026	\$51.00	\$9.90	\$9.25	\$9.65	\$0.00	\$79.80
	12/1/2026	\$52.50	\$9.90	\$9.25	\$9.65	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highwa	ny)						
MARBLE & TILE FINISHERS	2/1/2025	\$50.36	\$11.49	\$15.57	\$6.05	\$0.00	\$83.47
BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 - MARBLE & TILE	8/1/2025	\$52.08	\$11.49	\$15.57	\$6.05	\$0.00	\$85.19
BRICKLATERS LOCAL 3 - MARBLE & TILE	2/1/2026	\$53.16	\$11.49	\$15.57	\$6.05	\$0.00	\$86.27
	8/1/2026	\$54.92	\$11.49	\$15.57	\$6.05	\$0.00	\$88.03
	2/1/2027	\$56.04	\$11.49	\$15.57	\$6.05	\$0.00	\$89.15

Appr	entice: MARBLE	& TILE FINISHERS					
Effect	tive Date: 2/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$25.18	\$11.49	\$15.57	\$6.05	\$0.00	\$58.29
2	60.00	\$30.22	\$11.49	\$15.57	\$6.05	\$0.00	\$63.33
3	70.00	\$35.25	\$11.49	\$15.57	\$6.05	\$0.00	\$68.36
4	80.00	\$40.29	\$11.49	\$15.57	\$6.05	\$0.00	\$73.40
5	90.00	\$45.32	\$11.49	\$15.57	\$6.05	\$0.00	\$78.43

••	entice: MARBLE & ive Date: 8/1/2025	& TILE FINISHERS					
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.04	\$11.49	\$15.57	\$6.05	\$0.00	\$59.15
2	60.00	\$31.25	\$11.49	\$15.57	\$6.05	\$0.00	\$64.36
3	70.00	\$36.46	\$11.49	\$15.57	\$6.05	\$0.00	\$69.57
4	80.00	\$41.66	\$11.49	\$15.57	\$6.05	\$0.00	\$74.77
5	90.00	\$46.87	\$11.49	\$15.57	\$6.05	\$0.00	\$79.98

MARBLE MASONS, TILELAYERS & TERRAZZO MECH BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 - MARBLE & TILE	2/1/2025 8/1/2025 2/1/2026 8/1/2026 2/1/2027	\$65.82 \$67.97 \$69.32 \$71.52 \$72.92	\$11.49 \$11.49 \$11.49 \$11.49 \$11.49	\$15.57 \$15.57 \$15.57 \$15.57 \$15.57	\$7.99 \$7.99 \$7.99 \$7.99 \$7.99	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$100.87 \$103.02 \$104.37 \$106.57 \$107.97
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Supplemental Annuity Unemployment Total Classification Effective Date Base Wage Health Rate Pension

Appro	entice: MARBLE I	MASONS,TILELAYERS	& TERRAZZO N	ИЕСH			
Effect	tive Date: 2/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$32.91	\$11.49	\$15.57	\$7.99	\$0.00	\$67.96
2	60.00	\$39.49	\$11.49	\$15.57	\$7.99	\$0.00	\$74.54
3	70.00	\$46.07	\$11.49	\$15.57	\$7.99	\$0.00	\$81.12
4	80.00	\$52.66	\$11.49	\$15.57	\$7.99	\$0.00	\$87.71
5	90.00	\$59.24	\$11.49	\$15.57	\$7.99	\$0.00	\$94.29

	Appro	entice: MARBLE MA	ASONS,TILELAYE	RS & TE	RRAZZO ME	СН			
	Effect	ive Date: 8/1/2025							
	Step	Percent	Apprentice Base Wage Health		Pension	Annuity	Supplemental Unemployment	Total Rate	
	1	50.00	\$33.99		\$11.49	\$15.57	\$7.99	\$0.00	\$69.04
	2	60.00	\$40.78		\$11.49	\$15.57	\$7.99	\$0.00	\$75.83
	3	70.00	\$47.58		\$11.49	\$15.57	\$7.99	\$0.00	\$82.63
	4	80.00	\$54.38		\$11.49	\$15.57	\$7.99	\$0.00	\$89.43
	5	90.00	\$61.17		\$11.49	\$15.57	\$7.99	\$0.00	\$96.22
MECH. SWEEPER OPERATOR (ON COM	NST. SIT	TES)	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4			12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
GI EKATING ENGINEEKS EGEAE 4			6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
			12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPER	RATING	ENGINEERS"							
MECHANICS MAINTENANCE			6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4			12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4			6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
			12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPER	RATING	ENGINEERS"							
MILLWRIGHT (Zone 1)			1/6/2025	\$50.53	\$10.08	\$11.47	\$10.25	\$0.00	\$82.33
MILLWRIGHTS LOCAL 1121 MILLWRIGHTS LOCAL 1121 - Zone 1			1/5/2026	\$53.03	\$10.08	\$11.47	\$10.25	\$0.00	\$84.83

Appro	entice: MILLWR	RIGHT (Zone 1)					
Effect	tive Date: 1/6/202	25					
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$27.79	\$10.08	\$0.00	\$5.64	\$0.00	\$43.51
2	65.00	\$32.84	\$10.08	\$0.00	\$6.66	\$0.00	\$49.58
3	75.00	\$37.90	\$10.08	\$11.47	\$7.69	\$0.00	\$67.14
4	85.00	\$42.95	\$10.08	\$11.47	\$8.71	\$0.00	\$73.21

Classification			Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	Appre	entice: MILLWRIC	GHT (Zone 1)						
		ive Date: 1/5/2026	, ,						
	Step	Percent	Apprentice Base Wage		Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	1	55.00	\$29.17	7	\$10.08	\$0.00	\$5.64	\$0.00	\$44.89
	2	65.00	\$34.47	7	\$10.08	\$0.00	\$6.66	\$0.00	\$51.21
	3	75.00	\$39.77	7	\$10.08	\$11.47	\$7.69	\$0.00	\$69.01
	4	85.00	\$45.08	3	\$10.08	\$11.47	\$8.71	\$0.00	\$75.34
MORTAR MIXER			6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS			12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1			6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
			12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
			6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
			12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
			6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
			12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABC	ORER"								
OILER (OTHER THAN TRUCK CRANES	GRAD.	ALLS)	6/1/2025	\$25.97	\$15.30	\$13.15	\$3.25	\$0.00	\$57.67
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4			12/1/2025	\$26.63	\$15.30	\$13.15	\$3.25	\$0.00	\$58.33
OI ERITING ENGINEERS EGGLE 4			6/1/2026	\$27.22	\$15.30	\$13.15	\$3.25	\$0.00	\$58.92
To the state of th		EN CONTENDO	12/1/2026	\$27.89	\$15.30	\$13.15	\$3.25	\$0.00	\$59.59
For apprentice rates see "Apprentice- OPER	RATING	ENGINEERS"							
OILER (TRUCK CRANES, GRADALLS)			6/1/2025	\$31.80	\$15.30	\$13.15	\$3.25	\$0.00	\$63.50
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4			12/1/2025	\$32.60	\$15.30	\$13.15	\$3.25	\$0.00	\$64.30
OFERATING ENGINEERS LOCAL 4			6/1/2026	\$33.32	\$15.30	\$13.15	\$3.25	\$0.00	\$65.02
			12/1/2026	\$34.12	\$15.30	\$13.15	\$3.25	\$0.00	\$65.82
For apprentice rates see "Apprentice- OPER	RATING	ENGINEERS"							
OTHER POWER DRIVEN EQUIPMENT	- CLASS	II	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4			12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
or Emiliano Englia Ederie i			6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
For apprentice rates see "Apprentice- OPER	ATING	ENGINEERS"	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
To apprended faces see Apprended of Els		ENGINEERS							
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 1			1/1/2025	\$58.46	\$9.95	\$11.85	\$12.10	\$0.00	\$92.36
	Appre	entice: PAINTER (BRIDGES/TANKS)					
	Effect	ive Date: 1/1/2025							
	1		Apprentice					Supplemental	Total

\$29.23

\$32.15

50.00

55.00

2

Issue Date: 06/12/2025

\$0.00

\$0.00

\$0.00

\$6.66

\$0.00

\$0.00

\$39.18

\$48.76

\$9.95

\$9.95

Classification Effective Date Base Wage Health Pension Annuity Unemployment Rate

Appr	entice: PAINTER	(BRIDGES/TANKS)					
Effect	tive Date: 1/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
3	60.00	\$35.08	\$9.95	\$0.00	\$7.26	\$0.00	\$52.29
4	65.00	\$38.00	\$9.95	\$0.00	\$7.87	\$0.00	\$55.82
5	70.00	\$40.92	\$9.95	\$11.85	\$8.47	\$0.00	\$71.19
6	75.00	\$43.85	\$9.95	\$11.85	\$9.08	\$0.00	\$74.73
7	80.00	\$46.77	\$9.95	\$11.85	\$9.68	\$0.00	\$78.25
8	90.00	\$52.61	\$9.95	\$11.85	\$10.89	\$0.00	\$85.30

PAINTER (SPRAY OR SANDBLAST, NEW) \ast

* 1/1/2025 \$55.15 \$9.95 \$11.85 \$12.10 \$0.00 \$89.05

NEW paint rate shall be used.

PAINTERS LOCAL 35

PAINTERS LOCAL 35 - ZONE 1

Appro	entice: PAINTER	(SPRAY OR SANDBLAS'	Γ, NEW) *				
Effect	ive Date: 1/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$27.58	\$9.95	\$0.00	\$0.00	\$0.00	\$37.53
2	55.00	\$30.33	\$9.95	\$0.00	\$6.66	\$0.00	\$46.94
3	60.00	\$33.09	\$9.95	\$0.00	\$7.26	\$0.00	\$50.30
4	65.00	\$35.85	\$9.95	\$0.00	\$7.87	\$0.00	\$53.67
5	70.00	\$38.61	\$9.95	\$11.85	\$8.47	\$0.00	\$68.88
6	75.00	\$41.36	\$9.95	\$11.85	\$9.08	\$0.00	\$72.24
7	80.00	\$44.12	\$9.95	\$11.85	\$9.68	\$0.00	\$75.60
8	90.00	\$49.64	\$9.95	\$11.85	\$10.89	\$0.00	\$82.33

\$9.95

\$11.85

\$12.10

\$0.00

\$87.11

PAINTER (SPRAY OR SANDBLAST, REPAINT)

PAINTERS LOCAL 35

PAINTERS LOCAL 35 - ZONE 1

Appro	Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)											
Effect	ive Date: 1/1/2025											
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate					
1	50.00	\$26.61	\$9.95	\$0.00	\$0.00	\$0.00	\$36.56					
2	55.00	\$29.27	\$9.95	\$0.00	\$6.66	\$0.00	\$45.88					
3	60.00	\$31.93	\$9.95	\$0.00	\$7.26	\$0.00	\$49.14					
4	65.00	\$34.59	\$9.95	\$0.00	\$7.87	\$0.00	\$52.41					
5	70.00	\$37.25	\$9.95	\$11.85	\$8.47	\$0.00	\$67.52					
6	75.00	\$39.91	\$9.95	\$11.85	\$9.08	\$0.00	\$70.79					
7	80.00	\$42.57	\$9.95	\$11.85	\$9.68	\$0.00	\$74.05					
8	90.00	\$47.89	\$9.95	\$11.85	\$10.89	\$0.00	\$80.58					

1/1/2025

\$53.21

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

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PAINTER / TAPER (BRUSH, NEW) *	1/1/2025	\$53.75	\$9.95	\$11.85	\$12.10	\$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

PAINTERS LOCAL 35 - ZONE 1

Appro	entice: PAINTE	R / TAPER (BRUSH, NEV	W) *				
Effect	tive Date: 1/1/20	25					
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.88	\$9.95	\$0.00	\$0.00	\$0.00	\$36.83
2	55.00	\$29.56	\$9.95	\$0.00	\$6.66	\$0.00	\$46.17
3	60.00	\$32.25	\$9.95	\$0.00	\$7.26	\$0.00	\$49.46
4	65.00	\$34.94	\$9.95	\$0.00	\$7.87	\$0.00	\$52.76
5	70.00	\$37.63	\$9.95	\$11.85	\$8.47	\$0.00	\$67.90
6	75.00	\$40.31	\$9.95	\$11.85	\$9.08	\$0.00	\$71.19
7	80.00	\$43.00	\$9.95	\$11.85	\$9.68	\$0.00	\$74.48
8	90.00	\$48.38	\$9.95	\$11.85	\$10.89	\$0.00	\$81.07

\$9.95

\$11.85

\$12.10

\$0.00

\$85.71

PAINTER / TAPER (BRUSH, REPAINT) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 1

Issue Date: 06/12/2025

	Appro	entice: PAINTER / TA	PER (BRUSH, RI	EPAINT)					
	Effect	tive Date: 1/1/2025							
	Step	Percent	Apprentice Base Wage	:	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	1	50.00	\$25.91		\$9.95	\$0.00	\$0.00	\$0.00	\$35.86
	2	55.00	\$28.50		\$9.95	\$0.00	\$6.66	\$0.00	\$45.11
	3	60.00	\$31.09		\$9.95	\$0.00	\$7.26	\$0.00	\$48.30
	4	65.00	\$33.68		\$9.95	\$0.00	\$7.87	\$0.00	\$51.50
	5	70.00	\$36.27		\$9.95	\$11.85	\$8.47	\$0.00	\$66.54
	6	75.00	\$38.86		\$9.95	\$11.85	\$9.08	\$0.00	\$69.74
	7	80.00	\$41.45		\$9.95	\$11.85	\$9.68	\$0.00	\$72.93
	8	90.00	\$46.63		\$9.95	\$11.85	\$10.89	\$0.00	\$79.32
PAINTER TRAFFIC MARKINGS (HEAV	Y/HIGH	IWAY)	6/1/2025	\$47.70	\$9.90	\$9.25	\$9.65	\$0.00	\$76.50
LABORERS	1711101		12/1/2025	\$49.20	\$9.90	\$9.25	\$9.65	\$0.00	\$78.00
LABORERS - ZONE 1 (HEAVY & HIGH	WAY)		6/1/2026	\$50.75	\$9.90	\$9.25	\$9.65	\$0.00	\$79.55
			12/1/2026	\$52.25	\$9.90	\$9.25	\$9.65	\$0.00	\$81.05
For apprentice rates see "Apprentice- LABO	ORER (F	Heavy and Highway)	12/1/2020	Ψ32.23	ψ,,,ο	Ψ>.23	Ψ7.03	ψ0.00	ψ01.02
PANEL & PICKUP TRUCKS DRIVER			6/1/2025	\$41.88	\$14.91	\$20.17	\$0.00	\$0.00	\$76.96
TEAMSTERS JOINT COUNCIL NO. 10			8/1/2025	\$41.88	\$15.41	\$20.17	\$0.00	\$0.00	\$77.46
TEAMSTERS JOINT COUNCIL NO. 10 Z	ONE A		12/1/2025	\$41.88	\$15.41	\$21.78	\$0.00	\$0.00	\$79.07
			6/1/2026	\$42.88	\$15.41	\$21.78	\$0.00	\$0.00	\$80.07
			8/1/2026	\$42.88	\$15.91	\$21.78	\$0.00	\$0.00	\$80.57
			12/1/2026	\$42.88	\$15.91	\$23.52	\$0.00	\$0.00	\$82.31

1/1/2025

\$51.81

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER"	8/1/2024	\$55.79	\$10.08	\$11.62	\$12.67	\$0.00	\$90.16
PILE DRIVER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	\$55.79	\$10.08	\$11.62	\$12.67	\$0.00	\$90.16

3/1/2025

\$68.88

re Date: 8/1/2024	Apprentice					
	Annuantica					
Percent	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
45.00	\$25.11	\$10.08	\$0.00	\$2.53	\$0.00	\$37.72
55.00	\$30.68	\$10.08	\$0.00	\$5.07	\$0.00	\$45.83
70.00	\$39.05	\$10.08	\$11.62	\$7.60	\$0.00	\$68.35
80.00	\$44.63	\$10.08	\$11.62	\$10.14	\$0.00	\$76.47
P	45.00 55.00 70.00	45.00 \$25.11 55.00 \$30.68 70.00 \$39.05	45.00 \$25.11 \$10.08 55.00 \$30.68 \$10.08 70.00 \$39.05 \$10.08	45.00 \$25.11 \$10.08 \$0.00 55.00 \$30.68 \$10.08 \$0.00 70.00 \$39.05 \$10.08 \$11.62	45.00 \$25.11 \$10.08 \$0.00 \$2.53 55.00 \$30.68 \$10.08 \$0.00 \$5.07 70.00 \$39.05 \$10.08 \$11.62 \$7.60	45.00 \$25.11 \$10.08 \$0.00 \$2.53 \$0.00 55.00 \$30.68 \$10.08 \$0.00 \$5.07 \$0.00 70.00 \$39.05 \$10.08 \$11.62 \$7.60 \$0.00

\$12.70

\$13.05

\$8.75

\$0.00 \$103.38

PIPEFITTER & STEAMFITTER PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537

	Appr	entice: PIPEFITTER	& STEAMFITTEI	R					
	Effect	tive Date: 3/1/2025							
	Step	Percent	Apprentice Base Wage		Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	1	40.00	\$27.55		\$12.70	\$0.30	\$8.75	\$0.00	\$49.30
	2	45.00	\$31.00		\$12.70	\$13.05	\$8.75	\$0.00	\$65.50
	3	60.00	\$41.33		\$12.70	\$13.05	\$8.75	\$0.00	\$75.83
	4	70.00	\$48.22		\$12.70	\$13.05	\$8.75	\$0.00	\$82.72
	5	80.00	\$55.10		\$12.70	\$13.05	\$8.75	\$0.00	\$89.60
PIPELAYER			6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS LABORERS - ZONE 1			12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1			6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
			12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
			6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
			12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
			6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
			12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABO	ORER"								
PIPELAYER (HEAVY & HIGHWAY)			6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.75
LABORERS ZONE LABORERS & HIGH	337 A 37\		12/1/2025	\$49.45	\$9.90	\$9.25	\$9.65	\$0.00	\$78.25
LABORERS - ZONE 1 (HEAVY & HIGH	wAY)		6/1/2026	\$51.00	\$9.90	\$9.25	\$9.65	\$0.00	\$79.80
			12/1/2026	\$52.50	\$9.90	\$9.25	\$9.65	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABO	ORER (I	Heavy and Highway)							

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Unemployment	Rate
PLUMBERS & GASFITTERS	3/2/2025	\$69.84	\$14.32	\$12.31	\$8.00	\$0.00	\$104.47
PLUMBERS & GASFITTERS LOCAL 12							
PLUMBERS & GASFITTERS LOCAL 12							

Apprentice: PLUMBE Effective Date: 3/2/202 Step Percent 1 35.00 2 40.00	Apprentice Base Wage	Н					
Step Percent 1 35.00	Apprentice Base Wage	Н					
1 35.00	Base Wage	н					
			ealth	Pension	Annuity	Supplemental Unemployment	Total Rate
2 40.00	\$24.44	\$1	14.32	\$4.61	\$2.80	\$0.00	\$46.17
	\$27.94	\$1	14.32	\$5.22	\$3.20	\$0.00	\$50.68
3 55.00	\$38.41	\$1	14.32	\$7.07	\$4.40	\$0.00	\$64.20
4 65.00	\$45.40	\$1	14.32	\$8.30	\$5.20	\$0.00	\$73.22
5 75.00	\$52.38	\$1	14.32	\$9.53	\$6.00	\$0.00	\$82.23
	3/1/2025	\$68.88	\$12.70	\$13.05	\$8.75	\$0.00	\$103.38
ITTER" or "PLUMBER/F	PIPEFITTER"						
	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
DED!	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
KEK"							
(HEAVY & HIGHWAY)	6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.75
VAY)	12/1/2025	\$49.45	\$9.90	\$9.25	\$9.65	\$0.00	\$78.25
	6/1/2026	\$51.00	\$9.90	\$9.25	\$9.65	\$0.00	\$79.80
DED AL 111' 1	12/1/2026	\$52.50	\$9.90	\$9.25	\$9.65	\$0.00	\$81.30
RER (Heavy and Highwa	у)						
	6/1/2025	\$48.60	\$9.90	\$9.25	\$9.65	\$0.00	\$77.40
	12/1/2025	\$50.10	\$9.90	\$9.25	\$9.65	\$0.00	\$78.90
	6/1/2026	\$51.65	\$9.90	\$9.25	\$9.65	\$0.00	\$80.45
	12/1/2026	\$53.15	\$9.90	\$9.25	\$9.65	\$0.00	\$81.95
	6/1/2027	\$54.75	\$9.90	\$9.25	\$9.65	\$0.00	\$83.55
	12/1/2027	\$56.35	\$9.90	\$9.25	\$9.65	\$0.00	\$85.15
							\$86.83
RER"	12/1/2028	\$59.70	\$9.90	\$9.25	\$9.65	\$0.00	\$88.50
HIGHWAY)	6/1/2025	\$48.70	\$9.90	\$9.25	\$9.65	\$0.00	\$77.50
,							\$79.00
VAY)							\$80.55
	12/1/2026	\$53.25	\$9.90	\$9.25	\$9.65	\$0.00	\$82.05
	ITTER" or "PLUMBER/F PRER" (HEAVY & HIGHWAY) VAY)	3/1/2025 ITTER" or "PLUMBER/PIPEFITTER" 6/1/2025 12/1/2025 6/1/2026 6/1/2027 12/1/2027 6/1/2028 12/1/2028 12/1/2028 IRER" (HEAVY & HIGHWAY) 6/1/2025 12/1/2026 12/1/2026 12/1/2026 12/1/2026 12/1/2026 12/1/2027 12/1/2027 6/1/2026 12/1/2028 12/1/2028 12/1/2028 12/1/2028 12/1/2028 12/1/2028 12/1/2028 12/1/2028 12/1/2028 12/1/2028 12/1/2028 12/1/2028 12/1/2028 12/1/2028 12/1/2028	3/1/2025 \$68.88 ITTER" or "PLUMBER/PIPEFITTER" 6/1/2025 \$47.85 12/1/2025 \$49.35 6/1/2026 \$50.90 12/1/2026 \$52.40 6/1/2027 \$54.00 12/1/2027 \$55.60 6/1/2028 \$57.28 12/1/2028 \$57.28 12/1/2028 \$58.95 IRER" (HEAVY & HIGHWAY) 6/1/2025 \$49.45 6/1/2026 \$51.00 12/1/2026 \$52.50 IRER (Heavy and Highway) 6/1/2026 \$51.65 12/1/2025 \$48.60 12/1/2025 \$50.10 6/1/2026 \$53.15 6/1/2026 \$53.15 6/1/2027 \$56.35 6/1/2027 \$56.35 6/1/2028 \$58.03 12/1/2028 \$59.70 IRER" HIGHWAY) 6/1/2025 \$48.70 12/1/2025 \$50.20 6/1/2025 \$50.20 6/1/2025 \$50.20 6/1/2025 \$50.20 6/1/2026 \$51.75	3/1/2025	3/1/2025 \$68.88 \$12.70 \$13.05 ITTER" or "PLUMBER/PIPEFITTER" 6/1/2025 \$47.85 \$9.90 \$9.25 12/1/2026 \$50.90 \$9.90 \$9.25 12/1/2026 \$52.40 \$9.90 \$9.25 12/1/2027 \$54.00 \$9.90 \$9.25 12/1/2028 \$57.28 \$9.90 \$9.25 12/1/2028 \$58.95 \$9.90 \$9.25 12/1/2028 \$58.95 \$9.90 \$9.25 12/1/2028 \$58.95 \$9.90 \$9.25 RER" (HEAVY & HIGHWAY) 6/1/2025 \$47.95 \$9.90 \$9.25 12/1/2026 \$51.00 \$9.90 \$9.25 12/1/2026 \$51.00 \$9.90 \$9.25 12/1/2026 \$51.00 \$9.90 \$9.25 12/1/2026 \$51.00 \$9.90 \$9.25 12/1/2026 \$51.00 \$9.90 \$9.25 12/1/2026 \$51.65 \$9.90 \$9.25 12/1/2027 \$56.35 \$9.90 \$9.25 12/1/2028 \$58.03 \$9.90 \$9.25 12/1/2027 \$56.35 \$9.90 \$9.25 12/1/2028 \$58.03 \$9.90 \$9.25 12/1/2028 \$59.70 \$9.90 \$9.25 12/1/2028 \$59.70 \$9.90 \$9.25 RER" HIGHWAY) 6/1/2025 \$48.70 \$9.90 \$9.25 RER"	3/1/2025 \$68.88 \$12.70 \$13.05 \$8.75 ITTER" or "PLUMBER/PIPEFITTER" 6/1/2025 \$47.85 \$9.90 \$9.25 \$9.65 12/1/2026 \$50.90 \$9.90 \$9.25 \$9.65 6/1/2026 \$50.90 \$9.90 \$9.25 \$9.65 12/1/2026 \$52.40 \$9.90 \$9.25 \$9.65 12/1/2027 \$55.00 \$9.90 \$9.25 \$9.65 12/1/2027 \$55.60 \$9.90 \$9.25 \$9.65 12/1/2028 \$57.28 \$9.90 \$9.25 \$9.65 12/1/2028 \$57.28 \$9.90 \$9.25 \$9.65 12/1/2028 \$58.95 \$9.90 \$9.25 \$9.65 12/1/2028 \$58.95 \$9.90 \$9.25 \$9.65 12/1/2028 \$58.95 \$9.90 \$9.25 \$9.65 12/1/2028 \$58.95 \$9.90 \$9.25 \$9.65 12/1/2025 \$49.45 \$9.90 \$9.25 \$9.65 12/1/2026 \$51.00 \$9.90 \$9.25 \$9.65 12/1/2026 \$51.00 \$9.90 \$9.25 \$9.65 12/1/2026 \$51.00 \$9.90 \$9.25 \$9.65 12/1/2026 \$51.00 \$9.90 \$9.25 \$9.65 12/1/2026 \$51.65 \$9.90 \$9.25 \$9.65 12/1/2026 \$51.65 \$9.90 \$9.25 \$9.65 12/1/2026 \$53.15 \$9.90 \$9.25 \$9.65 12/1/2026 \$53.15 \$9.90 \$9.25 \$9.65 12/1/2026 \$53.15 \$9.90 \$9.25 \$9.65 12/1/2026 \$53.15 \$9.90 \$9.25 \$9.65 12/1/2026 \$53.15 \$9.90 \$9.25 \$9.65 12/1/2027 \$54.75 \$9.90 \$9.25 \$9.65 12/1/2028 \$58.03 \$9.90 \$9.25 \$9.65	TITTER" or "PLUMBER/PIPEFITTER" 6/1/2025

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Tota Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highwa	y)						
POWER SHOVEL/DERRICK/TRENCHING MACHINE	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
of Ekitting Englished Econe	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (CONCRETE)	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.1
OI EKATING ENGINEEKS ECCAE 4	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (DEWATERING, OTHER)	6/1/2025	\$37.52	\$15.55	\$13.25	\$3.25	\$0.00	\$69.57
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	\$38.47	\$15.55	\$13.25	\$3.25	\$0.00	\$70.52
OF ERATING ENGINEERS LOCAL 4	6/1/2026	\$39.33	\$15.55	\$13.25	\$3.25	\$0.00	\$71.38
	12/1/2026	\$40.28	\$15.55	\$13.25	\$3.25	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
READY MIX CONCRETE DRIVERS after 4/30/12 (Drivers Hired After 4/30/2012) TEAMSTERS 25 (Metro) - Aggregate TEAMSTERS 25 (Metro) - Aggregate	8/1/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$0.00	\$57.56
READY-MIX CONCRETE DRIVER TEAMSTERS 25 (Metro) - Aggregate TEAMSTERS 25 (Metro) - Aggregate	8/1/2022	\$34.41	\$11.91	\$15.25	\$0.00	\$0.00	\$61.57
RECLAIMERS	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
RIDE-ON MOTORIZED BUGGY OPERATOR	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
ROLLER/SPREADER/MULCHING MACHINE	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
						•	

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Rate	
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)	2/1/2025	\$52.03	\$13.28	\$12.67	\$9.03	\$0.00	\$87.01	
ROOFERS LOCAL 33 ROOFERS LOCAL 33	8/1/2025	\$53.53	\$13.28	\$12.67	\$9.03	\$0.00	\$88.51	
ROOT ERB EOCHE 33	2/1/2026	\$54.78	\$13.28	\$12.67	\$9.03	\$0.00	\$89.76	

Appro	entice: ROOFER (Inc.Roofer Waterproofng	&Roofer Dampr	oofg)			
Effect	tive Date: 2/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.02	\$13.28	\$6.52	\$9.03	\$0.00	\$54.85
2	60.00	\$31.22	\$13.28	\$12.67	\$9.03	\$0.00	\$66.20
3	65.00	\$33.82	\$13.28	\$12.67	\$9.03	\$0.00	\$68.80
4	75.00	\$39.02	\$13.28	\$12.67	\$9.03	\$0.00	\$74.00
5	85.00	\$44.23	\$13.28	\$12.67	\$9.03	\$0.00	\$79.21

	Appro	entice: ROOFER (Inc	.Roofer Waterproo	fng &Roo	ofer Damproof	g)			
	Effect	ive Date: 8/1/2025							
	Step	Percent	Apprentice Base Wage]	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	1	50.00	\$26.77		\$13.28	\$6.52	\$9.03	\$0.00	\$55.60
	2	60.00	\$32.12		\$13.28	\$12.67	\$9.03	\$0.00	\$67.10
	3	65.00	\$34.79		\$13.28	\$12.67	\$9.03	\$0.00	\$69.77
	4	75.00	\$40.15		\$13.28	\$12.67	\$9.03	\$0.00	\$75.13
	5	85.00	\$45.50		\$13.28	\$12.67	\$9.03	\$0.00	\$80.48
ROOFER SLATE / TILE / PRECAST COM	NCRETE		2/1/2025	\$52.28	\$13.28	\$12.67	\$9.03	\$0.00	\$87.26
ROOFERS LOCAL 33 ROOFERS LOCAL 33			8/1/2025	\$53.78	\$13.28	\$12.67	\$9.03	\$0.00	\$88.76
ROOFERS LOCAL 33			2/1/2026	\$55.03	\$13.28	\$12.67	\$9.03	\$0.00	\$90.01
For apprentice rates see "Apprentice- ROOI	FER"								
SHEETMETAL WORKER			2/1/2025	\$59.13	\$14.91	\$18.74	\$9.53	\$2.98	\$105.29
SHEETMETAL WORKERS LOCAL 17			8/1/2025	\$60.98	\$14.91	\$18.74	\$9.53	\$2.98	\$107.14
SHEETMETAL WORKERS LOCAL 17 -	A		2/1/2026	\$62.93	\$14.91	\$18.74	\$9.53	\$2.98	\$109.09

Appro	entice: SHEETME	TAL WORKER					
Effect	tive Date: 2/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	42.00	\$24.83	\$14.91	\$6.13	\$0.00	\$0.00	\$45.87
2	42.00	\$24.83	\$14.91	\$6.13	\$0.00	\$0.00	\$45.87
3	47.00	\$27.79	\$14.91	\$11.01	\$1.25	\$1.62	\$56.58
4	47.00	\$27.79	\$14.91	\$11.01	\$1.25	\$1.62	\$56.58
5	52.00	\$30.75	\$14.91	\$11.74	\$1.50	\$1.74	\$60.64
6	52.00	\$30.75	\$14.91	\$11.74	\$1.75	\$1.75	\$60.90
7	60.00	\$35.48	\$14.91	\$12.90	\$2.00	\$1.93	\$67.22
8	65.00	\$38.43	\$14.91	\$13.63	\$2.25	\$2.04	\$71.26
9	75.00	\$44.35	\$14.91	\$15.09	\$2.75	\$2.28	\$79.38

						Supplemental	Total
Classification	Effective Date	Base Wage	Health	Pension	Annuity	Unemployment	Rate

Appro	Apprentice: SHEETMETAL WORKER											
Effect	ive Date: 2/1	/2025										
		Apprentice				Supplemental	Total					
Step	Percent	Base Wage	Health	Pension	Annuity	Unemployment	Rate					
10	85.00	\$50.26	\$14.91	\$16.55	\$2.75	\$2.49	\$86.96					

	Appr	entice: SHEETM	ETAL WORKER						
	Effec	tive Date: 8/1/202	5						
	Step	Percent	Apprentice Base Wage	1	Health	Pension	Annuity	Supplemental Unemployment	Tota Rate
	1	42.00	\$25.61	\$14.91		\$6.13	\$0.00	\$0.00	\$46.65
	2	42.00	\$25.61	;	\$14.91	\$6.13	\$0.00	\$0.00	\$46.65
	3	47.00	\$28.66	:	\$14.91	\$11.01	\$1.25	\$1.62	\$57.45
	4	47.00	\$28.66	:	\$14.91	\$11.01	\$1.25	\$1.62	\$57.45
	5	52.00	\$31.71	:	\$14.91	\$11.74	\$1.50	\$1.74	\$61.60
	6	52.00	\$31.71	:	\$14.91	\$11.74	\$1.75	\$1.75	\$61.86
	7	60.00	\$36.59	:	\$14.91	\$12.90	\$2.00	\$1.93	\$68.33
	8	65.00	\$39.64	:	\$14.91	\$13.63	\$2.25	\$2.04	\$72.47
	9	75.00	\$45.74	:	\$14.91	\$15.09	\$2.75	\$2.28	\$80.77
	10	85.00	\$51.83	:	\$14.91	\$16.55	\$2.75	\$2.49	\$88.53
SPECIALIZED EARTH MOVING EQUIF TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 2			6/1/2025 8/1/2025 12/1/2025	\$42.34 \$42.34 \$42.34	\$14.91 \$15.41 \$15.41	\$20.17 \$20.17 \$21.78	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$77.42 \$77.92 \$79.53
			6/1/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$0.00	\$80.53
			8/1/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$0.00	\$81.03
			12/1/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$0.00	\$82.7
SPECIALIZED EARTH MOVING EQUIF	P > 35 TO	ONS	6/1/2025	\$42.63	\$14.91	\$20.17	\$0.00	\$0.00	\$77.7
TEAMSTERS JOINT COUNCIL NO. 10	70175		8/1/2025	\$42.63	\$15.41	\$20.17	\$0.00	\$0.00	\$78.21
TEAMSTERS JOINT COUNCIL NO. 10 2	LONE A		12/1/2025	\$42.63	\$15.41	\$21.78	\$0.00	\$0.00	\$79.82
			6/1/2026	\$43.63	\$15.41	\$21.78	\$0.00	\$0.00	\$80.82
			8/1/2026	\$43.63	\$15.91	\$21.78	\$0.00	\$0.00	\$81.32
			12/1/2026	\$43.63	\$15.91	\$23.52	\$0.00	\$0.00	\$83.06
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550			3/1/2025	\$72.14	\$11.51	\$7.30	\$16.50	\$0.00	\$107.45

SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1

Appre	entice: SPRINKLE	ER FITTER					
Effect	tive Date: 3/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	35.00	\$25.25	\$11.51	\$13.07	\$0.00	\$0.00	\$49.83
2	40.00	\$28.86	\$11.51	\$13.90	\$0.00	\$0.00	\$54.27
3	45.00	\$32.46	\$11.51	\$14.73	\$0.00	\$0.00	\$58.70

Classification Effective Date Base Wage Health Pension Annuity Unemployment Rate

	A	entice: SPRINKLER	INTERNATO						
			FIIIEK						
	Effect	ive Date: 3/1/2025							
	Step	Percent	Apprentice Base Wage	Health		Pension	Annuity	Supplemental Unemployment	Total Rate
	4	50.00	\$36.07		\$11.51	\$15.55	\$0.00	\$0.00	\$63.13
	5	55.00	\$39.68	:	\$11.51	\$16.37	\$0.00	\$0.00	\$67.56
	6	60.00	\$43.28	:	\$11.51	\$17.20	\$0.00	\$0.00	\$71.99
	7	65.00	\$46.89	:	\$11.51	\$18.03	\$0.00	\$0.00	\$76.43
	8	70.00	\$50.50		\$11.51	\$18.85	\$0.00	\$0.00	\$80.86
	9	75.00	\$54.11		\$11.51	\$19.67	\$0.00	\$0.00	\$85.29
	10	80.00	\$57.71	:	\$11.51	\$20.50	\$0.00	\$0.00	\$89.72
STEAM BOILER OPERATOR			6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4			12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OI ERTITIVO ENGINEERIS EGGAL 4			6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
			12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPEF	RATING	ENGINEERS"							
TAMPERS, SELF-PROPELLED OR TRA	CTOR D	RAWN	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4			12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OLEKATING ENGINEERS EGGAL 4			6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
			12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPEF	RATING	ENGINEERS"							
TELECOMMUNICATION TECHNICIAN	1		3/1/2025	\$51.41	\$13.00	\$13.92	\$6.98	\$0.00	\$85.31
ELECTRICIANS LOCAL 103			9/1/2025	\$52.94	\$13.00	\$13.97	\$6.98	\$0.00	\$86.89
ELECTRICIANS LOCAL 103			3/1/2026	\$53.90	\$13.00	\$14.00	\$6.98	\$0.00	\$87.88
			9/1/2026	\$55.42	\$13.00	\$14.04	\$6.98	\$0.00	\$89.44
			3/1/2027	\$56.38	\$13.00	\$14.07	\$6.98	\$0.00	\$90.43
			9/1/2027	\$57.91	\$13.00	\$14.12	\$6.98	\$0.00	\$92.01
			3/1/2028	\$58.87	\$13.00	\$14.15	\$6.98	\$0.00	\$93.00

Appro	entice: TELECOM	IMUNICATION TECHNI	ICIAN				
Effect	tive Date: 3/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$23.13	\$13.00	\$0.69	\$0.00	\$0.00	\$36.82
2	45.00	\$23.13	\$13.00	\$0.69	\$0.00	\$0.00	\$36.82
3	50.00	\$25.71	\$13.00	\$13.15	\$3.49	\$0.00	\$55.35
4	50.00	\$25.71	\$13.00	\$13.15	\$3.49	\$0.00	\$55.35
5	55.00	\$28.28	\$13.00	\$13.23	\$3.84	\$0.00	\$58.35
6	60.00	\$30.85	\$13.00	\$13.31	\$4.19	\$0.00	\$61.35
7	65.00	\$33.42	\$13.00	\$13.38	\$4.54	\$0.00	\$64.34
8	70.00	\$35.99	\$13.00	\$13.46	\$4.89	\$0.00	\$67.34
9	75.00	\$38.56	\$13.00	\$13.54	\$5.24	\$0.00	\$70.34
10	80.00	\$41.13	\$13.00	\$13.61	\$5.58	\$0.00	\$73.32

Classification Effective Date Base Wage Health Pension Annuity Unemployment Rate

Effect	ive Date: 9/1/2025	;						
Step	Percent	Apprentice Base Wage	I	Iealth	Pension	Annuity	Supplemental Unemployment	Tota Rate
1	45.00	\$23.82	\$	813.00	\$0.71	\$0.00	\$0.00	\$37.53
2	45.00	\$23.82	\$	813.00	\$0.71	\$0.00	\$0.00	\$37.53
3	50.00	\$26.47	\$	813.00	\$13.17	\$3.49	\$0.00	\$56.13
4	50.00	\$26.47	\$	813.00	\$13.17	\$3.49	\$0.00	\$56.13
5	55.00	\$29.12	\$	813.00	\$13.25	\$3.84	\$0.00	\$59.21
6	60.00	\$31.76	\$	813.00	\$13.33	\$4.19	\$0.00	\$62.28
7	65.00	\$34.41	\$	813.00	\$13.41	\$4.54	\$0.00	\$65.3
8	70.00	\$37.06	\$	813.00	\$13.49	\$4.89	\$0.00	\$68.4
9	75.00	\$39.71	\$	813.00	\$13.57	\$5.24	\$0.00	\$71.5
10	80.00	\$42.35	\$	813.00	\$13.65	\$5.58	\$0.00	\$74.58
RRAZZO FINISHERS		2/1/2025	\$64.74	\$11.49	\$15.57	\$8.02	\$0.00	\$99.82
ICKLAYERS LOCAL 3		8/1/2025	\$66.89	\$11.49	\$15.57	\$8.02	\$0.00	\$101.9
ICKLAYERS LOCAL 3 - MARBLE & TILE		2/1/2026	\$68.24	\$11.49	\$15.57	\$8.02	\$0.00	\$103.3
		8/1/2026	\$70.44	\$11.49	\$15.57	\$8.02	\$0.00	\$105.5
		2/1/2027	\$71.84	\$11.49	\$15.57	\$8.02	\$0.00	\$106.9

	entice: TERRAZZ						
Effect	ive Date: 2/1/2025						m . 1
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$32.37	\$11.49	\$15.57	\$8.02	\$0.00	\$67.45
2	60.00	\$38.84	\$11.49	\$15.57	\$8.02	\$0.00	\$73.92
3	70.00	\$45.32	\$11.49	\$15.57	\$8.02	\$0.00	\$80.40
4	80.00	\$51.79	\$11.49	\$15.57	\$8.02	\$0.00	\$86.87
5	90.00	\$58.27	\$11.49	\$15.57	\$8.02	\$0.00	\$93.35

Арр	orentice: TERRAZ	ZZO FINISHERS						
Effe	ctive Date: 8/1/20	25						
Step	o Percent	Apprentice Base Wage	He	alth	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.45	\$1	1.49	\$15.57	\$8.02	\$0.00	\$68.53
2	2 60.00	\$40.13	\$1	1.49	\$15.57	\$8.02	\$0.00	\$75.21
3	3 70.00	\$46.82	\$1	1.49	\$15.57	\$8.02	\$0.00	\$81.90
4	80.00	\$53.51	\$1	1.49	\$15.57	\$8.02	\$0.00	\$88.59
5	90.00	\$60.20	\$1	1.49	\$15.57	\$8.02	\$0.00	\$95.28
TEST BORING DRILLER LABORERS		6/1/2025	\$51.70	\$9.90	\$9.25	\$9.80	\$0.00	\$80.65
LABORERS - FOUNDATION AND MARINE		12/1/2025	\$53.20	\$9.90	\$9.25	\$9.80	\$0.00	\$82.15
		6/1/2026	\$54.75	\$9.90	\$9.25	\$9.80	\$0.00	\$83.70
		12/1/2026	\$56.25	\$9.90	\$9.25	\$9.80	\$0.00	\$85.20

Classification For apprentice rates see "Apprentice- LABORER"	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TEST BORING DRILLER HELPER	6/1/2025	\$47.82	\$9.90	\$9.25	\$9.80	\$0.00	\$76.77
LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2025	\$49.32	\$9.90	\$9.25	\$9.80	\$0.00	\$78.27
LABORERS - TOOMDATION AND MARINE	6/1/2026	\$50.87	\$9.90	\$9.25	\$9.80	\$0.00	\$79.82
For apprentice rates see "Apprentice- LABORER"	12/1/2026	\$52.37	\$9.90	\$9.25	\$9.80	\$0.00	\$81.32
TEST BORING LABORER	6/1/2025	\$47.70	\$9.90	\$9.25	\$9.80	\$0.00	\$76.65
LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2025	\$49.20	\$9.90	\$9.25	\$9.80	\$0.00	\$78.15
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$50.75	\$9.90	\$9.25	\$9.80	\$0.00	\$79.70
	12/1/2026	\$52.25	\$9.90	\$9.25	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
TRACTORS/PORTABLE STEAM GENERATORS	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OF EACHTING ENGINEERS ESCILET	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TRAILERS FOR EARTH MOVING EQUIPMENT	6/1/2025	\$42.92	\$14.91	\$20.17	\$0.00	\$0.00	\$78.00
TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2025	\$42.92	\$15.41	\$20.17	\$0.00	\$0.00	\$78.50
	12/1/2025	\$42.92	\$15.41	\$21.78	\$0.00	\$0.00	\$80.11
	6/1/2026	\$43.92	\$15.41	\$21.78	\$0.00	\$0.00	\$81.11
	8/1/2026	\$43.92	\$15.91	\$21.78	\$0.00	\$0.00	\$81.61
	12/1/2026	\$43.92	\$15.91	\$23.52	\$0.00	\$0.00	\$83.35
TUNNEL WORK - COMPRESSED AIR	6/1/2025	\$59.93	\$9.90	\$9.25	\$10.25	\$0.00	\$89.33
LABORERS (COMPRESSED AIR)	12/1/2025	\$61.43	\$9.90	\$9.25	\$10.25	\$0.00	\$90.83
,	6/1/2026	\$62.98	\$9.90	\$9.25	\$10.25	\$0.00	\$92.38
For apprentice rates see "Apprentice- LABORER"	12/1/2026	\$64.48	\$9.90	\$9.25	\$10.25	\$0.00	\$93.88
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS	6/1/2025	\$61.93	\$9.90	\$9.25	\$10.25	\$0.00	\$91.33
LABORERS (COMPRESSED AIR)	12/1/2025	\$63.43	\$9.90	\$9.25	\$10.25	\$0.00	\$92.83
	6/1/2026	\$64.98	\$9.90	\$9.25	\$10.25	\$0.00	\$94.38
For apprentice rates see "Apprentice- LABORER"	12/1/2026	\$66.48	\$9.90	\$9.25	\$10.25	\$0.00	\$95.88
TUNNEL WORK - FREE AIR	6/1/2025	\$52.00	\$9.90	\$9.25	\$10.25	\$0.00	\$81.40
LABORERS	12/1/2025	\$53.50	\$9.90	\$9.25	\$10.25	\$0.00	\$82.90
LABORERS (FREE AIR TUNNEL)	6/1/2026	\$55.05	\$9.90	\$9.25	\$10.25	\$0.00	\$84.45
	12/1/2026	\$56.55	\$9.90	\$9.25	\$10.25	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR (HAZ. WASTE)	6/1/2025	\$54.00	\$9.90	\$9.25	\$10.25	\$0.00	\$83.40
LABORERS	12/1/2025	\$55.50	\$9.90	\$9.25	\$10.25	\$0.00	\$84.90
LABORERS (FREE AIR TUNNEL)	6/1/2026	\$57.05	\$9.90	\$9.25	\$10.25	\$0.00	\$86.45
	12/1/2026	\$58.55	\$9.90	\$9.25	\$10.25	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"							

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
VAC-HAUL	6/1/2025	\$42.34	\$14.91	\$20.17	\$0.00	\$0.00	\$77.42
TEAMSTERS JOINT COUNCIL NO. 10	8/1/2025	\$42.34	\$15.41	\$20.17	\$0.00	\$0.00	\$77.92
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/1/2025	\$42.34	\$15.41	\$21.78	\$0.00	\$0.00	\$79.53
	6/1/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$0.00	\$80.53
	8/1/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$0.00	\$81.03
	12/1/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$0.00	\$82.77
WAGON DRILL OPERATOR	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.75
LABORERS	12/1/2025	\$49.45	\$9.90	\$9.25	\$9.65	\$0.00	\$78.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$51.00	\$9.90	\$9.25	\$9.65	\$0.00	\$79.80
	12/1/2026	\$52.50	\$9.90	\$9.25	\$9.65	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
WASTE WATER PUMP OPERATOR	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
WATER METER INSTALLER PLUMBERS & GASFITTERS LOCAL 12	3/2/2025	\$69.84	\$14.32	\$12.31	\$8.00	\$0.00	\$104.47

PLUMBERS & GASFITTERS LOCAL 12
PLUMBERS & GASFITTERS LOCAL 12

For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"

Additional Apprentice Information

Issue Date: 06/12/2025

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.