

# ATTACHMENT A



## 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

|                             |                                                                                                                                                                      |                   |         |
|-----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|---------|
| <b>Awarding Authority:</b>  | City of Everett                                                                                                                                                      | <b>City/Town:</b> | EVERETT |
| <b>Contract Number:</b>     | 26-08                                                                                                                                                                |                   |         |
| <b>Description of Work:</b> | the repainting of existing pavement markings, and the application of pavement markings in new locations and related work at various locations in the City of Everett |                   |         |
| <b>Job Location:</b>        | various- Citywide, Everett, MA                                                                                                                                       |                   |         |

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

- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- This annual update requirement is generally not applicable to 27F “rental of equipment” contracts. For such contracts, the prevailing wage rates issued by DLS shall remain in effect for the duration of the contract term. However, if the prevailing wage rate sheet issued does not contain wage rates for each year covered by the contract term, the Awarding Authority must request updated rate sheets from DLS and provide them to the contractor to ensure the correct rates are being paid throughout the duration of the contract. Additionally, if an Awarding Authority exercises an option to renew or extend the contract term, they must request updated rate sheets from 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.

# ATTACHMENT A

## Construction

| 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                                     | 8/1/2025       | \$42.05   | \$15.41 | \$20.17 | \$0.00  | \$0.00                    | \$77.63    |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE A                              | 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                                     | 8/1/2025       | \$41.12   | \$15.41 | \$20.17 | \$0.00  | \$0.00                    | \$76.70    |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE A                              | 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                                              | 1/1/2024       | \$117.16  | \$10.08 | \$11.62 | \$12.67 | \$0.00                    | \$151.53   |
| PILE DRIVER LOCAL 56                                               |                |           |         |         |         |                           |            |
| PILE DRIVER LOCAL 56 (ZONE 1)                                      |                |           |         |         |         |                           |            |
| 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                                    | 12/1/2025      | \$44.80   | \$14.50 | \$4.30  | \$6.75  | \$0.00                    | \$70.35    |
| HEAT & FROST INSULATORS LOCAL 6 (BOSTON)                           |                |           |         |         |         |                           |            |
| ASPHALT RAKER                                                      | 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    |

# ATTACHMENT A

## Construction

| Classification                                                     | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total 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                    | \$78.15    |
| 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"                     |                |           |         |         |         |                           |            |
| 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                    | \$78.65    |
| 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"                     |                |           |         |         |         |                           |            |
| BLOCK PAVER, RAMMER / CURB SETTER (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)" |                |           |         |         |         |                           |            |

# ATTACHMENT A

## Construction

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

| Apprentice: BOILER MAKER |         |                      |        |         |         |                           |            |
|--------------------------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| Effective Date: 1/1/2024 |         |                      |        |         |         |                           |            |
| Step                     | Percent | Apprentice Base Wage | 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 (INCL. MASONRY WATERPROOFING) | 2/1/2025 | \$65.80 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$100.88 |
| 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 |

| Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) |         |                      |         |         |         |                           |            |
|--------------------------------------------------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Effective 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    |

| Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) |         |                      |         |         |         |                           |            |
|--------------------------------------------------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Effective Date: 8/1/2025                                                 |         |                      |         |         |         |                           |            |
| Step                                                                     | Percent | Apprentice Base Wage | Health  | 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    |

|                             |           |         |         |         |        |        |         |
|-----------------------------|-----------|---------|---------|---------|--------|--------|---------|
| BULLDOZER/GRADER/SCRAPER    | 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 |

# ATTACHMENT A

## Construction

| 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                                                   | 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    |
| CARPENTERS                                                 | 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    |

### Apprentice: CARPENTER

Effective 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    |

# ATTACHMENT A

## Construction

| Classification                                                  | Effective Date | Base Wage            | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-----------------------------------------------------------------|----------------|----------------------|--------|---------|---------|---------------------------|------------|
| <b>Apprentice: CARPENTER</b><br><b>Effective Date: 9/1/2025</b> |                |                      |        |         |         |                           |            |
| Step                                                            | Percent        | Apprentice Base Wage | Health | 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    |
|                                                                 |                |                      |        |         |         |                           |            |
| CARPENTER WOOD FRAME                                            | 10/1/2024      | \$31.91              | \$7.02 | \$4.47  | \$2.00  | \$0.00                    | \$45.40    |
| CARPENTERS                                                      | 10/1/2025      | \$33.21              | \$7.02 | \$4.47  | \$2.00  | \$0.00                    | \$46.70    |
| CARPENTERS -ZONE 2 (Wood Frame)                                 | 10/1/2026      | \$34.51              | \$7.02 | \$4.47  | \$2.00  | \$0.00                    | \$48.00    |
| All Aspects of New Wood Frame Work                              |                |                      |        |         |         |                           |            |

| <b>Apprentice: CARPENTER WOOD FRAME</b><br><b>Effective Date: 10/1/2024</b> |         |                      |        |         |         |                           |            |
|-----------------------------------------------------------------------------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| 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    |

| <b>Apprentice: CARPENTER WOOD FRAME</b><br><b>Effective Date: 10/1/2025</b> |         |                      |        |         |         |                           |            |
|-----------------------------------------------------------------------------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| 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 |
|---------------------------|----------|---------|---------|---------|--------|--------|---------|

# ATTACHMENT A

## Construction

| Classification               | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------------------------------|----------------|-----------|--------|---------|---------|---------------------------|------------|
| BRICKLAYERS LOCAL 3          |                |           |        |         |         |                           |            |
| BRICKLAYERS LOCAL 3 (BOSTON) |                |           |        |         |         |                           |            |

### Apprentice: CEMENT MASONRY/PLASTERING

Effective Date: 7/1/2024

| Step | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1    | 50.00   | \$24.60              | \$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              | \$13.35 | \$16.43 | \$5.78  | \$1.80                    | \$74.25    |
| 6    | 80.00   | \$39.35              | \$13.35 | \$16.43 | \$6.78  | \$1.80                    | \$77.71    |
| 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           | 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"

|                                             |           |         |         |         |        |        |         |
|---------------------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES | 6/1/2025  | \$59.51 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.56 |
| 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 | \$94.36 |
|                                             | 12/1/2026 | \$63.79 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$95.84 |

For apprentice rates see "Apprentice- OPERATING 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 | \$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- OPERATING ENGINEERS"

|                            |          |         |        |         |         |        |         |
|----------------------------|----------|---------|--------|---------|---------|--------|---------|
| DELEADER (BRIDGE)          | 1/1/2025 | \$58.46 | \$9.95 | \$11.85 | \$12.10 | \$0.00 | \$92.36 |
| PAINTERS LOCAL 35          |          |         |        |         |         |        |         |
| PAINTERS LOCAL 35 - ZONE 1 |          |         |        |         |         |        |         |

### Apprentice: DELEADER (BRIDGE)

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    |

# ATTACHMENT A

## Construction

| Classification                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Effective Date | Base Wage            | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------------|--------|---------|---------|---------------------------|------------|------|---------|----------------------|--------|---------|---------|---------------------------|------------|---|-------|---------|--------|--------|--------|--------|---------|---|-------|---------|--------|---------|--------|--------|---------|---|-------|---------|--------|---------|--------|--------|---------|---|-------|---------|--------|---------|--------|--------|---------|---|-------|---------|--------|---------|---------|--------|---------|
| <div>Apprentice: DELEADER (BRIDGE)</div> <div>Effective Date: 1/1/2025</div> <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>4</td><td>65.00</td><td>\$38.00</td><td>\$9.95</td><td>\$0.00</td><td>\$7.87</td><td>\$0.00</td><td>\$55.82</td></tr><tr><td>5</td><td>70.00</td><td>\$40.92</td><td>\$9.95</td><td>\$11.85</td><td>\$8.47</td><td>\$0.00</td><td>\$71.19</td></tr><tr><td>6</td><td>75.00</td><td>\$43.85</td><td>\$9.95</td><td>\$11.85</td><td>\$9.08</td><td>\$0.00</td><td>\$74.73</td></tr><tr><td>7</td><td>80.00</td><td>\$46.77</td><td>\$9.95</td><td>\$11.85</td><td>\$9.68</td><td>\$0.00</td><td>\$78.25</td></tr><tr><td>8</td><td>90.00</td><td>\$52.61</td><td>\$9.95</td><td>\$11.85</td><td>\$10.89</td><td>\$0.00</td><td>\$85.30</td></tr></tbody></table> |                |                      |        |         |         |                           |            | Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | 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 |
| Step                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Percent        | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| 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    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                |                      |        |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| DEMO: ADZEMAN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 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"                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                |                      |        |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                |                      |        |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 6/2/2025       | \$48.75              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$77.55    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| LABORERS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 12/1/2025      | \$50.25              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$79.05    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| LABORERS - ZONE 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 6/1/2026       | \$51.80              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$80.60    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 12/7/2026      | \$53.30              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$82.10    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 6/7/2027       | \$54.90              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$83.70    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 12/6/2027      | \$56.50              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$85.30    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 6/5/2028       | \$58.18              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$86.98    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 12/4/2028      | \$59.85              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$88.65    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| For apprentice rates see "Apprentice- LABORER"                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                |                      |        |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                |                      |        |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| DEMO: BURNERS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 6/2/2025       | \$48.50              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$77.30    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| LABORERS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 12/1/2025      | \$50.00              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$78.80    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| LABORERS - ZONE 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 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              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$86.73    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 12/4/2028      | \$59.60              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$88.40    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| For apprentice rates see "Apprentice- LABORER"                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                |                      |        |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                |                      |        |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| DEMO: CONCRETE CUTTER/SAWYER                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 6/2/2025       | \$48.75              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$77.55    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| LABORERS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 12/1/2025      | \$50.25              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$79.05    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| LABORERS - ZONE 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 6/1/2026       | \$51.80              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$80.60    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 12/7/2026      | \$53.30              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$82.10    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 6/7/2027       | \$54.90              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$83.70    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 12/6/2027      | \$56.50              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$85.30    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 6/5/2028       | \$58.18              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$86.98    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 12/4/2028      | \$59.85              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$88.65    |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| For apprentice rates see "Apprentice- LABORER"                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                |                      |        |         |         |                           |            |      |         |                      |        |         |         |                           |            |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |

# ATTACHMENT A

## Construction

| 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                                                                                                                                        | 12/1/2025      | \$50.00   | \$9.90  | \$9.25  | \$9.65  | \$0.00                    | \$78.80    |
| LABORERS - ZONE 1                                                                                                                               | 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   | \$9.90  | \$9.25  | \$9.65  | \$0.00                    | \$86.73    |
|                                                                                                                                                 | 12/4/2028      | \$59.60   | \$9.90  | \$9.25  | \$9.65  | \$0.00                    | \$88.40    |
| For apprentice rates see "Apprentice- LABORER"                                                                                                  |                |           |         |         |         |                           |            |
| DEMO: WRECKING LABORER                                                                                                                          | 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"                                                                                                  |                |           |         |         |         |                           |            |
| 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 | \$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"                                                                                      |                |           |         |         |         |                           |            |
| DIVER                                                                                                                                           | 8/1/2024       | \$78.11   | \$10.08 | \$11.62 | \$10.04 | \$0.00                    | \$109.85   |
| PILE DRIVER LOCAL 56                                                                                                                            |                |           |         |         |         |                           |            |
| PILE DRIVER LOCAL 56 (ZONE 1)                                                                                                                   |                |           |         |         |         |                           |            |
| as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate     |                |           |         |         |         |                           |            |
| DIVER TENDER                                                                                                                                    | 8/1/2024       | \$55.79   | \$10.08 | \$11.62 | \$12.67 | \$0.00                    | \$90.16    |
| PILE DRIVER LOCAL 56                                                                                                                            |                |           |         |         |         |                           |            |
| PILE DRIVER LOCAL 56 (ZONE 1)                                                                                                                   |                |           |         |         |         |                           |            |
| as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate |                |           |         |         |         |                           |            |
| DIVER TENDER (EFFLUENT)                                                                                                                         | 8/1/2024       | \$83.69   | \$10.08 | \$11.62 | \$12.67 | \$0.00                    | \$118.06   |
| PILE DRIVER LOCAL 56                                                                                                                            |                |           |         |         |         |                           |            |
| PILE DRIVER LOCAL 56 (ZONE 1)                                                                                                                   |                |           |         |         |         |                           |            |
| For apprentice rates see "Apprentice- PILE DRIVER"                                                                                              |                |           |         |         |         |                           |            |
| DIVER/SLURRY (EFFLUENT)                                                                                                                         | 8/1/2024       | \$117.16  | \$10.08 | \$11.62 | \$12.67 | \$0.00                    | \$151.53   |
| PILE DRIVER LOCAL 56                                                                                                                            |                |           |         |         |         |                           |            |
| PILE DRIVER LOCAL 56 (ZONE 1)                                                                                                                   |                |           |         |         |         |                           |            |
| For apprentice rates see "Apprentice- PILE DRIVER"                                                                                              |                |           |         |         |         |                           |            |
| DRAWBRIDGE OPERATOR (Construction)                                                                                                              | 7/1/2020       | \$26.77   | \$6.67  | \$3.93  | \$0.00  | \$0.16                    | \$37.53    |
| DRAWBRIDGE - SEIU LOCAL 888                                                                                                                     |                |           |         |         |         |                           |            |
| DRAWBRIDGE - SEIU LOCAL 888                                                                                                                     |                |           |         |         |         |                           |            |
| 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   |

# ATTACHMENT A

## Construction

| 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   |

| Apprentice: ELECTRICIAN  |         |                      |         |         |         |                           |            |
|--------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Effective Date: 3/1/2025 |         |                      |         |         |         |                           |            |
| Step                     | 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    |

| Apprentice: ELECTRICIAN  |         |                      |         |         |         |                           |            |
|--------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Effective 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          | 1/1/2022 | \$65.62 | \$16.03 | \$10.71 | \$9.50 | \$0.00 | \$101.86 |
| ELEVATOR CONSTRUCTORS LOCAL 4 |          |         |         |         |        |        |          |
| ELEVATOR CONSTRUCTORS LOCAL 4 |          |         |         |         |        |        |          |

| Apprentice: ELEVATOR CONSTRUCTOR |         |                      |         |         |         |                           |            |
|----------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Effective 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    |

# ATTACHMENT A

## Construction

| Classification                                                             | Effective Date | Base Wage      | Health                      | Pension       | Annuity        | Supplemental Unemployment | Total Rate                                  |
|----------------------------------------------------------------------------|----------------|----------------|-----------------------------|---------------|----------------|---------------------------|---------------------------------------------|
| <b>Apprentice: ELEVATOR CONSTRUCTOR</b><br><b>Effective Date: 1/1/2022</b> |                |                |                             |               |                |                           |                                             |
|                                                                            | <b>Step</b>    | <b>Percent</b> | <b>Apprentice Base Wage</b> | <b>Health</b> | <b>Pension</b> | <b>Annuity</b>            | <b>Supplemental Unemployment Total Rate</b> |
|                                                                            | 3              | 65.00          | \$42.65                     | \$16.03       | \$10.71        | \$9.50                    | \$0.00 \$78.89                              |
|                                                                            | 4              | 70.00          | \$45.93                     | \$16.03       | \$10.71        | \$9.50                    | \$0.00 \$82.17                              |
|                                                                            | 5              | 80.00          | \$52.50                     | \$16.03       | \$10.71        | \$9.50                    | \$0.00 \$88.74                              |
| ELEVATOR CONSTRUCTOR HELPER                                                | 1/1/2022       | \$45.93        | \$16.03                     | \$10.71       | \$9.50         | \$0.00                    | \$82.17                                     |
| ELEVATOR CONSTRUCTORS LOCAL 4                                              |                |                |                             |               |                |                           |                                             |
| ELEVATOR CONSTRUCTORS LOCAL 4                                              |                |                |                             |               |                |                           |                                             |
| For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"               |                |                |                             |               |                |                           |                                             |
| FENCE & GUARD RAIL ERECTOR (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)"         |                |                |                             |               |                |                           |                                             |
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY                                    | 5/1/2025       | \$53.22        | \$15.30                     | \$13.15       | \$3.25         | \$0.00                    | \$84.92                                     |
| OPERATING ENGINEERS LOCAL 4                                                | 11/1/2025      | \$54.51        | \$15.30                     | \$13.15       | \$3.25         | \$0.00                    | \$86.21                                     |
| OPERATING ENGINEERS LOCAL 4                                                | 5/1/2026       | \$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                                     |
|                                                                            | 5/1/2027       | \$58.67        | \$15.30                     | \$13.15       | \$3.25         | \$0.00                    | \$90.37                                     |
| 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                                                | 11/1/2025      | \$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                                     |
|                                                                            | 5/1/2027       | \$60.32        | \$15.30                     | \$13.15       | \$3.25         | \$0.00                    | \$92.02                                     |
| 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                    | \$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                    | \$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                                    |
|                                                                            | 3/1/2028       | \$73.59        | \$13.00                     | \$14.59       | \$8.72         | \$0.00                    | \$109.90                                    |
| For apprentice rates see "Apprentice- ELECTRICIAN"                         |                |                |                             |               |                |                           |                                             |

# ATTACHMENT A

## Construction

| 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                 | 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    |
| ELECTRICIANS LOCAL 103          | 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                             | 12/1/2025 | \$28.09 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$56.89 |
| LABORERS - ZONE 1 (HEAVY & HIGHWAY)  | 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 Highway)"

|                                 |          |         |        |         |        |        |         |
|---------------------------------|----------|---------|--------|---------|--------|--------|---------|
| 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 |

### Apprentice: FLOORCOVERER

Effective 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    |

### Apprentice: FLOORCOVERER

Effective Date: 9/1/2025

| 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    |

# ATTACHMENT A

## Construction

| Classification                                                                                           | Effective Date | Base Wage                   | Health        | Pension        | Annuity        | Supplemental Unemployment        | Total Rate        |
|----------------------------------------------------------------------------------------------------------|----------------|-----------------------------|---------------|----------------|----------------|----------------------------------|-------------------|
| <b>Apprentice: FLOORCOVERER</b><br><b>Effective Date: 9/1/2025</b>                                       |                |                             |               |                |                |                                  |                   |
|                                                                                                          |                | <b>Apprentice Base Wage</b> | <b>Health</b> | <b>Pension</b> | <b>Annuity</b> | <b>Supplemental Unemployment</b> | <b>Total Rate</b> |
| 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           |
| <hr/>                                                                                                    |                |                             |               |                |                |                                  |                   |
| FORK LIFT/CHERRY PICKER                                                                                  | 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"                                               |                |                             |               |                |                |                                  |                   |
| <hr/>                                                                                                    |                |                             |               |                |                |                                  |                   |
| GENERATOR/LIGHTING PLANT/HEATERS                                                                         | 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- OPERATING ENGINEERS"                                               |                |                             |               |                |                |                                  |                   |
| <hr/>                                                                                                    |                |                             |               |                |                |                                  |                   |
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)                                                       | 1/1/2025       | \$53.75                     | \$9.95        | \$11.85        | \$12.10        | \$0.00                           | \$87.65           |
| GLAZIERS LOCAL 35                                                                                        |                |                             |               |                |                |                                  |                   |
| GLAZIERS LOCAL 35 (ZONE 1)                                                                               |                |                             |               |                |                |                                  |                   |
| <b>Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)</b><br><b>Effective Date: 1/1/2025</b> |                |                             |               |                |                |                                  |                   |
|                                                                                                          |                | <b>Apprentice Base Wage</b> | <b>Health</b> | <b>Pension</b> | <b>Annuity</b> | <b>Supplemental Unemployment</b> | <b>Total Rate</b> |
| 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           |
| <hr/>                                                                                                    |                |                             |               |                |                |                                  |                   |
| HOISTING ENGINEER/CRANES/GRADALLS                                                                        | 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           |

# ATTACHMENT A

## Construction

| Classification                                                                           | Effective Date | Base Wage            | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------------------------------------------------------------------------------------------|----------------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Apprentice: HOISTING ENGINEER/CRANES/GRADALLS</b><br><b>Effective Date: 6/1/2025</b>  |                |                      |         |         |         |                           |            |
| 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    |
| <b>Apprentice: HOISTING ENGINEER/CRANES/GRADALLS</b><br><b>Effective Date: 12/1/2025</b> |                |                      |         |         |         |                           |            |
| Step                                                                                     | Percent        | Apprentice Base Wage | Health  | 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              | \$15.55 | \$13.25 | \$3.25  | \$0.00                    | \$67.92    |
| 3                                                                                        | 65.00          | \$38.86              | \$15.55 | \$13.25 | \$3.25  | \$0.00                    | \$70.91    |
| 4                                                                                        | 70.00          | \$41.85              | \$15.55 | \$13.25 | \$3.25  | \$0.00                    | \$73.90    |
| 5                                                                                        | 75.00          | \$44.84              | \$15.55 | \$13.25 | \$3.25  | \$0.00                    | \$76.89    |
| 6                                                                                        | 80.00          | \$47.82              | \$15.55 | \$13.25 | \$3.25  | \$0.00                    | \$79.87    |
| 7                                                                                        | 85.00          | \$50.81              | \$15.55 | \$13.25 | \$3.25  | \$0.00                    | \$82.86    |
| 8                                                                                        | 90.00          | \$53.80              | \$15.55 | \$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                                                              | 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- SHEET METAL 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- ELECTRICIAN"                                       |                |                      |         |         |         |                           |            |
| HVAC (TESTING AND BALANCING - 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- SHEET METAL WORKER"                                |                |                      |         |         |         |                           |            |
| HVAC (TESTING AND BALANCING -WATER)                                                      | 3/1/2025       | \$68.88              | \$12.70 | \$13.05 | \$8.75  | \$0.00                    | \$103.38   |
| PIPEFITTERS LOCAL 537                                                                    |                |                      |         |         |         |                           |            |

# ATTACHMENT A

## Construction

| Classification                                                                                           | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------------------------------------------------------------------------------------------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| PIPEFITTERS LOCAL 537                                                                                    |                |           |         |         |         |                           |            |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"                                |                |           |         |         |         |                           |            |
| HVAC MECHANIC<br>PIPEFITTERS LOCAL 537<br>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/PIPEFITTER"                                |                |           |         |         |         |                           |            |
| HYDRAULIC DRILLS<br>LABORERS<br>LABORERS - ZONE 1                                                        | 6/1/2025       | \$48.35   | \$9.90  | \$9.25  | \$9.65  | \$0.00                    | \$77.15    |
|                                                                                                          | 12/1/2025      | \$49.85   | \$9.90  | \$9.25  | \$9.65  | \$0.00                    | \$78.65    |
|                                                                                                          | 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)<br>LABORERS<br>LABORERS - ZONE 1 (HEAVY & HIGHWAY)                    | 6/1/2025       | \$48.45   | \$9.90  | \$9.25  | \$9.65  | \$0.00                    | \$77.25    |
|                                                                                                          | 12/1/2025      | \$49.95   | \$9.90  | \$9.25  | \$9.65  | \$0.00                    | \$78.75    |
|                                                                                                          | 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)<br>HEAT & FROST INSULATORS LOCAL 6<br>HEAT & FROST INSULATORS LOCAL 6 (BOSTON) | 9/1/2024       | \$56.92   | \$14.75 | \$9.52  | \$10.09 | \$0.00                    | \$91.28    |
|                                                                                                          | 9/1/2025       | \$60.34   | \$14.75 | \$9.52  | \$10.09 | \$0.00                    | \$94.70    |
|                                                                                                          | 9/1/2026       | \$63.76   | \$14.75 | \$9.52  | \$10.09 | \$0.00                    | \$98.12    |

**Apprentice: INSULATOR (PIPES & TANKS)**  
**Effective Date: 9/1/2024**

| 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    |

**Apprentice: INSULATOR (PIPES & TANKS)**  
**Effective 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<br>IRONWORKERS LOCAL 7 | 3/16/2024 | \$53.97 | \$8.35 | \$12.70 | \$14.00 | \$0.00 | \$89.02 |
|------------------------------------------|-----------|---------|--------|---------|---------|--------|---------|

# ATTACHMENT A

## Construction

| Classification                    | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-----------------------------------|----------------|-----------|--------|---------|---------|---------------------------|------------|
| IRONWORKERS LOCAL 7 (BOSTON AREA) |                |           |        |         |         |                           |            |

| Apprentice: IRONWORKER/WELDER |         |                      |        |         |         |                           |            |
|-------------------------------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| Effective Date: 3/16/2024     |         |                      |        |         |         |                           |            |
| Step                          | Percent | Apprentice Base Wage | 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 BREAKER 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"

|                   |           |         |        |        |        |        |         |
|-------------------|-----------|---------|--------|--------|--------|--------|---------|
| 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 |

| Apprentice: LABORER      |         |                      |        |         |         |                           |            |
|--------------------------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| Effective Date: 6/1/2025 |         |                      |        |         |         |                           |            |
| Step                     | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                        | 60.00   | \$28.56              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$57.36    |
| 2                        | 70.00   | \$33.32              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$62.12    |
| 3                        | 80.00   | \$38.08              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$66.88    |
| 4                        | 90.00   | \$42.84              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$71.64    |

| Apprentice: LABORER       |         |                      |        |         |         |                           |            |
|---------------------------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| Effective Date: 12/1/2025 |         |                      |        |         |         |                           |            |
| Step                      | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                         | 60.00   | \$29.46              | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$58.26    |

# ATTACHMENT A

## Construction

| Classification                                                                       | Effective Date | Base Wage      | Health                      | Pension       | Annuity        | Supplemental Unemployment | Total Rate                                  |
|--------------------------------------------------------------------------------------|----------------|----------------|-----------------------------|---------------|----------------|---------------------------|---------------------------------------------|
| <b>Apprentice: LABORER</b><br><b>Effective Date: 12/1/2025</b>                       |                |                |                             |               |                |                           |                                             |
|                                                                                      | <b>Step</b>    | <b>Percent</b> | <b>Apprentice Base Wage</b> | <b>Health</b> | <b>Pension</b> | <b>Annuity</b>            | <b>Supplemental Unemployment Total Rate</b> |
|                                                                                      | 2              | 70.00          | \$34.37                     | \$9.90        | \$9.25         | \$9.65                    | \$0.00 \$63.17                              |
|                                                                                      | 3              | 80.00          | \$39.28                     | \$9.90        | \$9.25         | \$9.65                    | \$0.00 \$68.08                              |
|                                                                                      | 4              | 90.00          | \$44.19                     | \$9.90        | \$9.25         | \$9.65                    | \$0.00 \$72.99                              |
|                                                                                      |                |                |                             |               |                |                           |                                             |
| LABORER (HEAVY & HIGHWAY)                                                            | 6/1/2025       | \$47.70        | \$9.90                      | \$9.25        | \$9.65         | \$0.00                    | \$76.50                                     |
| LABORERS                                                                             | 12/1/2025      | \$49.20        | \$9.90                      | \$9.25        | \$9.65         | \$0.00                    | \$78.00                                     |
| LABORERS - ZONE 1 (HEAVY & HIGHWAY)                                                  | 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                                     |
| <b>Apprentice: LABORER (HEAVY &amp; HIGHWAY)</b><br><b>Effective Date: 6/1/2025</b>  |                |                |                             |               |                |                           |                                             |
|                                                                                      | <b>Step</b>    | <b>Percent</b> | <b>Apprentice Base Wage</b> | <b>Health</b> | <b>Pension</b> | <b>Annuity</b>            | <b>Supplemental Unemployment Total Rate</b> |
|                                                                                      | 1              | 60.00          | \$28.62                     | \$9.65        | \$9.25         | \$9.65                    | \$0.00 \$57.17                              |
|                                                                                      | 2              | 70.00          | \$33.39                     | \$9.65        | \$9.25         | \$9.65                    | \$0.00 \$61.94                              |
|                                                                                      | 3              | 80.00          | \$38.16                     | \$9.65        | \$9.25         | \$9.65                    | \$0.00 \$66.71                              |
|                                                                                      | 4              | 90.00          | \$42.93                     | \$9.65        | \$9.25         | \$9.65                    | \$0.00 \$71.48                              |
|                                                                                      |                |                |                             |               |                |                           |                                             |
| <b>Apprentice: LABORER (HEAVY &amp; HIGHWAY)</b><br><b>Effective Date: 12/1/2025</b> |                |                |                             |               |                |                           |                                             |
|                                                                                      | <b>Step</b>    | <b>Percent</b> | <b>Apprentice Base Wage</b> | <b>Health</b> | <b>Pension</b> | <b>Annuity</b>            | <b>Supplemental Unemployment Total Rate</b> |
|                                                                                      | 1              | 60.00          | \$29.52                     | \$9.90        | \$9.25         | \$9.65                    | \$0.00 \$58.32                              |
|                                                                                      | 2              | 70.00          | \$34.44                     | \$9.90        | \$9.25         | \$9.65                    | \$0.00 \$63.24                              |
|                                                                                      | 3              | 80.00          | \$39.36                     | \$9.90        | \$9.25         | \$9.65                    | \$0.00 \$68.16                              |
|                                                                                      | 4              | 90.00          | \$44.28                     | \$9.90        | \$9.25         | \$9.65                    | \$0.00 \$73.08                              |
|                                                                                      |                |                |                             |               |                |                           |                                             |
|                                                                                      |                |                |                             |               |                |                           |                                             |
| LABORER: CARPENTER 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: CEMENT FINISHER 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                                     |

# ATTACHMENT A

## Construction

| 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<br>LABORERS<br>LABORERS - ZONE 1                 | 6/2/2025       | \$47.75   | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$76.55    |
|                                                                                            | 12/1/2025      | \$49.25   | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$78.05    |
|                                                                                            | 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<br>LABORERS<br>LABORERS - ZONE 1                                     | 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    |
|                                                                                            | 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)<br>LABORERS<br>LABORERS - ZONE 1 (HEAVY & HIGHWAY) | 6/1/2025       | \$47.95   | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$76.75    |
|                                                                                            | 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                    | \$81.30    |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"                         |                |           |        |         |         |                           |            |
| LABORER: MULTI-TRADE TENDER<br>LABORERS<br>LABORERS - ZONE 1                               | 6/1/2025       | \$47.60   | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$76.40    |
|                                                                                            | 12/1/2025      | \$49.10   | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$77.90    |
|                                                                                            | 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<br>LABORERS<br>LABORERS - ZONE 1                                     | 6/1/2025       | \$47.60   | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$76.40    |
|                                                                                            | 12/1/2025      | \$49.10   | \$9.90 | \$9.25  | \$9.65  | \$0.00                    | \$77.90    |
|                                                                                            | 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"

# ATTACHMENT A

## Construction

| 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            | 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"

|                                       |           |         |        |        |        |        |         |
|---------------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| LASER BEAM 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)"

|                                     |          |         |         |         |        |        |         |
|-------------------------------------|----------|---------|---------|---------|--------|--------|---------|
| MARBLE & TILE FINISHERS             | 2/1/2025 | \$50.36 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$83.47 |
| BRICKLAYERS LOCAL 3                 | 8/1/2025 | \$52.08 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$85.19 |
| BRICKLAYERS 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 |

### Apprentice: MARBLE & TILE FINISHERS

Effective 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    |

### Apprentice: MARBLE & TILE FINISHERS

Effective Date: 8/1/2025

| 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 | 2/1/2025 | \$65.82 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$100.87 |
| BRICKLAYERS LOCAL 3                      | 8/1/2025 | \$67.97 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$103.02 |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE      | 2/1/2026 | \$69.32 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$104.37 |
|                                          | 8/1/2026 | \$71.52 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$106.57 |
|                                          | 2/1/2027 | \$72.92 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$107.97 |

# ATTACHMENT A

## Construction

| Classification                                                                                     | Effective Date | Base Wage            | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------------------------------------------------------------------------------------------|----------------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Apprentice: MARBLE MASONS,TILELAYERS &amp; TERRAZZO MECH</b><br><b>Effective Date: 2/1/2025</b> |                |                      |         |         |         |                           |            |
| 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    |
| <b>Apprentice: MARBLE MASONS,TILELAYERS &amp; TERRAZZO MECH</b><br><b>Effective Date: 8/1/2025</b> |                |                      |         |         |         |                           |            |
| 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 CONST. SITES)                                                           | 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"                                         |                |                      |         |         |         |                           |            |
| 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- OPERATING ENGINEERS"                                         |                |                      |         |         |         |                           |            |
| MILLWRIGHT (Zone 1)                                                                                | 1/6/2025       | \$50.53              | \$10.08 | \$11.47 | \$10.25 | \$0.00                    | \$82.33    |
| MILLWRIGHTS LOCAL 1121                                                                             | 1/5/2026       | \$53.03              | \$10.08 | \$11.47 | \$10.25 | \$0.00                    | \$84.83    |
| MILLWRIGHTS LOCAL 1121 - Zone 1                                                                    |                |                      |         |         |         |                           |            |

| <b>Apprentice: MILLWRIGHT (Zone 1)</b><br><b>Effective Date: 1/6/2025</b> |         |                      |         |         |         |                           |            |
|---------------------------------------------------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 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    |

# ATTACHMENT A

## Construction

| Classification                                                            | Effective Date | Base Wage            | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---------------------------------------------------------------------------|----------------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Apprentice: MILLWRIGHT (Zone 1)</b><br><b>Effective Date: 1/5/2026</b> |                |                      |         |         |         |                           |            |
| Step                                                                      | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                                                         | 55.00          | \$29.17              | \$10.08 | \$0.00  | \$5.64  | \$0.00                    | \$44.89    |
| 2                                                                         | 65.00          | \$34.47              | \$10.08 | \$0.00  | \$6.66  | \$0.00                    | \$51.21    |
| 3                                                                         | 75.00          | \$39.77              | \$10.08 | \$11.47 | \$7.69  | \$0.00                    | \$69.01    |
| 4                                                                         | 85.00          | \$45.08              | \$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- LABORER"                            |                |                      |         |         |         |                           |            |
|                                                                           |                |                      |         |         |         |                           |            |
| OILER (OTHER THAN TRUCK CRANES,GRADALLS)                                  | 6/1/2025       | \$25.97              | \$15.30 | \$13.15 | \$3.25  | \$0.00                    | \$57.67    |
| OPERATING ENGINEERS LOCAL 4                                               | 12/1/2025      | \$26.63              | \$15.30 | \$13.15 | \$3.25  | \$0.00                    | \$58.33    |
| OPERATING ENGINEERS LOCAL 4                                               | 6/1/2026       | \$27.22              | \$15.30 | \$13.15 | \$3.25  | \$0.00                    | \$58.92    |
|                                                                           | 12/1/2026      | \$27.89              | \$15.30 | \$13.15 | \$3.25  | \$0.00                    | \$59.59    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                |                |                      |         |         |         |                           |            |
|                                                                           |                |                      |         |         |         |                           |            |
| OILER (TRUCK CRANES, GRADALLS)                                            | 6/1/2025       | \$31.80              | \$15.30 | \$13.15 | \$3.25  | \$0.00                    | \$63.50    |
| OPERATING ENGINEERS LOCAL 4                                               | 12/1/2025      | \$32.60              | \$15.30 | \$13.15 | \$3.25  | \$0.00                    | \$64.30    |
| OPERATING 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- OPERATING 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                                               | 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"                |                |                      |         |         |         |                           |            |
|                                                                           |                |                      |         |         |         |                           |            |
| PAINTER (BRIDGES/TANKS)                                                   | 1/1/2025       | \$58.46              | \$9.95  | \$11.85 | \$12.10 | \$0.00                    | \$92.36    |
| PAINTERS LOCAL 35                                                         |                |                      |         |         |         |                           |            |
| PAINTERS LOCAL 35 - ZONE 1                                                |                |                      |         |         |         |                           |            |

| <b>Apprentice: PAINTER (BRIDGES/TANKS)</b><br><b>Effective Date: 1/1/2025</b> |         |                      |        |         |         |                           |            |
|-------------------------------------------------------------------------------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| 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    |

# ATTACHMENT A

## Construction

| Classification                                                                                 | Effective Date | Base Wage            | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------------------------------------------------------------------------------------------------|----------------|----------------------|--------|---------|---------|---------------------------|------------|
| <b>Apprentice: PAINTER (BRIDGES/TANKS)</b>                                                     |                |                      |        |         |         |                           |            |
| <b>Effective Date: 1/1/2025</b>                                                                |                |                      |        |         |         |                           |            |
| 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    |
| <hr/>                                                                                          |                |                      |        |         |         |                           |            |
| PAINTER (SPRAY OR SANDBLAST, NEW) *                                                            | 1/1/2025       | \$55.15              | \$9.95 | \$11.85 | \$12.10 | \$0.00                    | \$89.05    |
| * 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                                                                     |                |                      |        |         |         |                           |            |

| <b>Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) *</b> |         |                      |        |         |         |                           |            |
|--------------------------------------------------------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| <b>Effective Date: 1/1/2025</b>                        |         |                      |        |         |         |                           |            |
| 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    |

|                                       |          |         |        |         |         |        |         |
|---------------------------------------|----------|---------|--------|---------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, REPAINT) | 1/1/2025 | \$53.21 | \$9.95 | \$11.85 | \$12.10 | \$0.00 | \$87.11 |
| PAINTERS LOCAL 35                     |          |         |        |         |         |        |         |
| PAINTERS LOCAL 35 - ZONE 1            |          |         |        |         |         |        |         |

| <b>Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)</b> |         |                      |        |         |         |                           |            |
|----------------------------------------------------------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| <b>Effective Date: 1/1/2025</b>                          |         |                      |        |         |         |                           |            |
| 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    |

# ATTACHMENT A

## 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                                                                     |                |           |        |         |         |                           |            |

| Apprentice: PAINTER / TAPER (BRUSH, NEW) * |         |                      |        |         |         |                           |            |
|--------------------------------------------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| Effective Date: 1/1/2025                   |         |                      |        |         |         |                           |            |
| 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    |

|                                  |          |         |        |         |         |        |         |
|----------------------------------|----------|---------|--------|---------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, REPAINT) | 1/1/2025 | \$51.81 | \$9.95 | \$11.85 | \$12.10 | \$0.00 | \$85.71 |
| PAINTERS LOCAL 35                |          |         |        |         |         |        |         |
| PAINTERS LOCAL 35 - ZONE 1       |          |         |        |         |         |        |         |

| Apprentice: PAINTER / TAPER (BRUSH, REPAINT) |         |                      |        |         |         |                           |            |
|----------------------------------------------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| Effective 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 (HEAVY/HIGHWAY) | 6/1/2025  | \$47.70 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.50 |
| LABORERS                                 | 12/1/2025 | \$49.20 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.00 |
| LABORERS - ZONE 1 (HEAVY & HIGHWAY)      | 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- LABORER (Heavy and Highway)

|                                       |           |         |         |         |        |        |         |
|---------------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| 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 ZONE 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 |

# ATTACHMENT A

## Construction

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

|                               |          |         |         |         |         |        |         |
|-------------------------------|----------|---------|---------|---------|---------|--------|---------|
| PILE DRIVER                   | 8/1/2024 | \$55.79 | \$10.08 | \$11.62 | \$12.67 | \$0.00 | \$90.16 |
| PILE DRIVER LOCAL 56          |          |         |         |         |         |        |         |
| PILE DRIVER LOCAL 56 (ZONE 1) |          |         |         |         |         |        |         |

| Apprentice: PILE DRIVER  |         |                      |         |         |         |                           |            |
|--------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Effective Date: 8/1/2024 |         |                      |         |         |         |                           |            |
| Step                     | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                        | 45.00   | \$25.11              | \$10.08 | \$0.00  | \$2.53  | \$0.00                    | \$37.72    |
| 2                        | 55.00   | \$30.68              | \$10.08 | \$0.00  | \$5.07  | \$0.00                    | \$45.83    |
| 3                        | 70.00   | \$39.05              | \$10.08 | \$11.62 | \$7.60  | \$0.00                    | \$68.35    |
| 4                        | 80.00   | \$44.63              | \$10.08 | \$11.62 | \$10.14 | \$0.00                    | \$76.47    |

|                          |          |         |         |         |        |        |          |
|--------------------------|----------|---------|---------|---------|--------|--------|----------|
| PIPEFITTER & STEAMFITTER | 3/1/2025 | \$68.88 | \$12.70 | \$13.05 | \$8.75 | \$0.00 | \$103.38 |
| PIPEFITTERS LOCAL 537    |          |         |         |         |        |        |          |
| PIPEFITTERS LOCAL 537    |          |         |         |         |        |        |          |

| Apprentice: PIPEFITTER & STEAMFITTER |         |                      |         |         |         |                           |            |
|--------------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Effective 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          | 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"

|                                     |           |         |        |        |        |        |         |
|-------------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| PIPELAYER (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)"

# ATTACHMENT A

## Construction

| Classification                 | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total 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: PLUMBERS & GASFITTERS

Effective Date: 3/2/2025

| Step | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1    | 35.00   | \$24.44              | \$14.32 | \$4.61  | \$2.80  | \$0.00                    | \$46.17    |
| 2    | 40.00   | \$27.94              | \$14.32 | \$5.22  | \$3.20  | \$0.00                    | \$50.68    |
| 3    | 55.00   | \$38.41              | \$14.32 | \$7.07  | \$4.40  | \$0.00                    | \$64.20    |
| 4    | 65.00   | \$45.40              | \$14.32 | \$8.30  | \$5.20  | \$0.00                    | \$73.22    |
| 5    | 75.00   | \$52.38              | \$14.32 | \$9.53  | \$6.00  | \$0.00                    | \$82.23    |

|                            |          |         |         |         |        |        |          |
|----------------------------|----------|---------|---------|---------|--------|--------|----------|
| PNEUMATIC CONTROLS (TEMP.) | 3/1/2025 | \$68.88 | \$12.70 | \$13.05 | \$8.75 | \$0.00 | \$103.38 |
| PIPEFITTERS LOCAL 537      |          |         |         |         |        |        |          |
| PIPEFITTERS LOCAL 537      |          |         |         |         |        |        |          |

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

|                               |           |         |        |        |        |        |         |
|-------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| PNEUMATIC DRILL/TOOL 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"

|                                                 |           |         |        |        |        |        |         |
|-------------------------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| PNEUMATIC DRILL/TOOL 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)"

|                     |           |         |        |        |        |        |         |
|---------------------|-----------|---------|--------|--------|--------|--------|---------|
| POWDERMAN & BLASTER | 6/1/2025  | \$48.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.40 |
| LABORERS            | 12/1/2025 | \$50.10 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.90 |
| LABORERS - ZONE 1   | 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 |
|                     | 6/1/2028  | \$58.03 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.83 |
|                     | 12/1/2028 | \$59.70 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$88.50 |

For apprentice rates see "Apprentice- LABORER"

|                                       |           |         |        |        |        |        |         |
|---------------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| POWDERMAN & BLASTER (HEAVY & HIGHWAY) | 6/1/2025  | \$48.70 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.50 |
| LABORERS                              | 12/1/2025 | \$50.20 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.00 |
| LABORERS - ZONE 1 (HEAVY & HIGHWAY)   | 6/1/2026  | \$51.75 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$80.55 |
|                                       | 12/1/2026 | \$53.25 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.05 |

# ATTACHMENT A

## Construction

| Classification                                                              | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-----------------------------------------------------------------------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"          |                |           |         |         |         |                           |            |
| POWER SHOVEL/DERRICK/TRENCHING MACHINE                                      | 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"                  |                |           |         |         |         |                           |            |
| PUMP OPERATOR (CONCRETE)                                                    | 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"                  |                |           |         |         |         |                           |            |
| PUMP OPERATOR (DEWATERING, OTHER)                                           | 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- OPERATING ENGINEERS"                  |                |           |         |         |         |                           |            |
| READY MIX CONCRETE DRIVERS after 4/30/12<br>(Drivers Hired After 4/30/2012) | 8/1/2022       | \$30.40   | \$11.91 | \$15.25 | \$0.00  | \$0.00                    | \$57.56    |
| TEAMSTERS 25 (Metro) - Aggregate                                            |                |           |         |         |         |                           |            |
| TEAMSTERS 25 (Metro) - Aggregate                                            |                |           |         |         |         |                           |            |
| READY-MIX CONCRETE DRIVER                                                   | 8/1/2022       | \$34.41   | \$11.91 | \$15.25 | \$0.00  | \$0.00                    | \$61.57    |
| TEAMSTERS 25 (Metro) - Aggregate                                            |                |           |         |         |         |                           |            |
| TEAMSTERS 25 (Metro) - Aggregate                                            |                |           |         |         |         |                           |            |
| 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    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                  |                |           |         |         |         |                           |            |

# ATTACHMENT A

## Construction

| Classification                                        | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-------------------------------------------------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) | 2/1/2025       | \$52.03   | \$13.28 | \$12.67 | \$9.03  | \$0.00                    | \$87.01    |
| ROOFERS LOCAL 33                                      | 8/1/2025       | \$53.53   | \$13.28 | \$12.67 | \$9.03  | \$0.00                    | \$88.51    |
| ROOFERS LOCAL 33                                      | 2/1/2026       | \$54.78   | \$13.28 | \$12.67 | \$9.03  | \$0.00                    | \$89.76    |

### Apprentice: ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg)

Effective 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    |

### Apprentice: ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg)

Effective 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 CONCRETE | 2/1/2025 | \$52.28 | \$13.28 | \$12.67 | \$9.03 | \$0.00 | \$87.26 |
| 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- ROOFER"

|                                 |          |         |         |         |        |        |          |
|---------------------------------|----------|---------|---------|---------|--------|--------|----------|
| 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 |

### Apprentice: SHEETMETAL WORKER

Effective 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    |

# ATTACHMENT A

## Construction

| Classification                                                          | Effective Date | Base Wage            | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-------------------------------------------------------------------------|----------------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Apprentice: SHEETMETAL WORKER</b><br><b>Effective Date: 2/1/2025</b> |                |                      |         |         |         |                           |            |
| Step                                                                    | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 10                                                                      | 85.00          | \$50.26              | \$14.91 | \$16.55 | \$2.75  | \$2.49                    | \$86.96    |
| <b>Apprentice: SHEETMETAL WORKER</b><br><b>Effective Date: 8/1/2025</b> |                |                      |         |         |         |                           |            |
| Step                                                                    | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total 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 EQUIP < 35 TONS                                | 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    |
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS                                | 6/1/2025       | \$42.63              | \$14.91 | \$20.17 | \$0.00  | \$0.00                    | \$77.71    |
| TEAMSTERS JOINT COUNCIL NO. 10                                          | 8/1/2025       | \$42.63              | \$15.41 | \$20.17 | \$0.00  | \$0.00                    | \$78.21    |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE 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                                                        | 3/1/2025       | \$72.14              | \$11.51 | \$7.30  | \$16.50 | \$0.00                    | \$107.45   |
| SPRINKLER FITTERS LOCAL 550                                             |                |                      |         |         |         |                           |            |
| SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1                        |                |                      |         |         |         |                           |            |
| <b>Apprentice: SPRINKLER FITTER</b><br><b>Effective Date: 3/1/2025</b>  |                |                      |         |         |         |                           |            |
| 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    |

# ATTACHMENT A

## Construction

| Classification                                                                     | Effective Date | Base Wage            | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------------------------------------------------------------------------------------|----------------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Apprentice: SPRINKLER FITTER</b><br><b>Effective Date: 3/1/2025</b>             |                |                      |         |         |         |                           |            |
| 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                    | \$89.73    |
| OPERATING ENGINEERS LOCAL 4                                                        |                | 12/1/2025            | \$59.12 | \$15.55 | \$13.25 | \$3.25                    | \$91.17    |
| OPERATING ENGINEERS LOCAL 4                                                        |                | 6/1/2026             | \$60.40 | \$15.55 | \$13.25 | \$3.25                    | \$92.45    |
|                                                                                    |                | 12/1/2026            | \$61.84 | \$15.55 | \$13.25 | \$3.25                    | \$93.89    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                         |                |                      |         |         |         |                           |            |
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN                                           |                |                      |         |         |         |                           |            |
|                                                                                    |                | 6/1/2025             | \$57.68 | \$15.55 | \$13.25 | \$3.25                    | \$89.73    |
| OPERATING ENGINEERS LOCAL 4                                                        |                | 12/1/2025            | \$59.12 | \$15.55 | \$13.25 | \$3.25                    | \$91.17    |
| OPERATING ENGINEERS LOCAL 4                                                        |                | 6/1/2026             | \$60.40 | \$15.55 | \$13.25 | \$3.25                    | \$92.45    |
|                                                                                    |                | 12/1/2026            | \$61.84 | \$15.55 | \$13.25 | \$3.25                    | \$93.89    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                         |                |                      |         |         |         |                           |            |
| TELECOMMUNICATION TECHNICIAN                                                       |                |                      |         |         |         |                           |            |
|                                                                                    |                | 3/1/2025             | \$51.41 | \$13.00 | \$13.92 | \$6.98                    | \$85.31    |
| ELECTRICIANS LOCAL 103                                                             |                | 9/1/2025             | \$52.94 | \$13.00 | \$13.97 | \$6.98                    | \$86.89    |
| ELECTRICIANS LOCAL 103                                                             |                | 3/1/2026             | \$53.90 | \$13.00 | \$14.00 | \$6.98                    | \$87.88    |
|                                                                                    |                | 9/1/2026             | \$55.42 | \$13.00 | \$14.04 | \$6.98                    | \$89.44    |
|                                                                                    |                | 3/1/2027             | \$56.38 | \$13.00 | \$14.07 | \$6.98                    | \$90.43    |
|                                                                                    |                | 9/1/2027             | \$57.91 | \$13.00 | \$14.12 | \$6.98                    | \$92.01    |
|                                                                                    |                | 3/1/2028             | \$58.87 | \$13.00 | \$14.15 | \$6.98                    | \$93.00    |
| <b>Apprentice: TELECOMMUNICATION TECHNICIAN</b><br><b>Effective Date: 3/1/2025</b> |                |                      |         |         |         |                           |            |
| 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    |

# ATTACHMENT A

## Construction

| Classification                                                                     | Effective Date | Base Wage            | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------------------------------------------------------------------------------------|----------------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Apprentice: TELECOMMUNICATION TECHNICIAN</b><br><b>Effective Date: 9/1/2025</b> |                |                      |         |         |         |                           |            |
| Step                                                                               | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                                                                  | 45.00          | \$23.82              | \$13.00 | \$0.71  | \$0.00  | \$0.00                    | \$37.53    |
| 2                                                                                  | 45.00          | \$23.82              | \$13.00 | \$0.71  | \$0.00  | \$0.00                    | \$37.53    |
| 3                                                                                  | 50.00          | \$26.47              | \$13.00 | \$13.17 | \$3.49  | \$0.00                    | \$56.13    |
| 4                                                                                  | 50.00          | \$26.47              | \$13.00 | \$13.17 | \$3.49  | \$0.00                    | \$56.13    |
| 5                                                                                  | 55.00          | \$29.12              | \$13.00 | \$13.25 | \$3.84  | \$0.00                    | \$59.21    |
| 6                                                                                  | 60.00          | \$31.76              | \$13.00 | \$13.33 | \$4.19  | \$0.00                    | \$62.28    |
| 7                                                                                  | 65.00          | \$34.41              | \$13.00 | \$13.41 | \$4.54  | \$0.00                    | \$65.36    |
| 8                                                                                  | 70.00          | \$37.06              | \$13.00 | \$13.49 | \$4.89  | \$0.00                    | \$68.44    |
| 9                                                                                  | 75.00          | \$39.71              | \$13.00 | \$13.57 | \$5.24  | \$0.00                    | \$71.52    |
| 10                                                                                 | 80.00          | \$42.35              | \$13.00 | \$13.65 | \$5.58  | \$0.00                    | \$74.58    |
|                                                                                    |                |                      |         |         |         |                           |            |
| TERRAZZO FINISHERS                                                                 | 2/1/2025       | \$64.74              | \$11.49 | \$15.57 | \$8.02  | \$0.00                    | \$99.82    |
| BRICKLAYERS LOCAL 3                                                                | 8/1/2025       | \$66.89              | \$11.49 | \$15.57 | \$8.02  | \$0.00                    | \$101.97   |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE                                                | 2/1/2026       | \$68.24              | \$11.49 | \$15.57 | \$8.02  | \$0.00                    | \$103.32   |
|                                                                                    | 8/1/2026       | \$70.44              | \$11.49 | \$15.57 | \$8.02  | \$0.00                    | \$105.52   |
|                                                                                    | 2/1/2027       | \$71.84              | \$11.49 | \$15.57 | \$8.02  | \$0.00                    | \$106.92   |
|                                                                                    |                |                      |         |         |         |                           |            |
| <b>Apprentice: TERRAZZO FINISHERS</b><br><b>Effective Date: 2/1/2025</b>           |                |                      |         |         |         |                           |            |
| 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    |
|                                                                                    |                |                      |         |         |         |                           |            |
| <b>Apprentice: TERRAZZO FINISHERS</b><br><b>Effective Date: 8/1/2025</b>           |                |                      |         |         |         |                           |            |
| Step                                                                               | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                                                                  | 50.00          | \$33.45              | \$11.49 | \$15.57 | \$8.02  | \$0.00                    | \$68.53    |
| 2                                                                                  | 60.00          | \$40.13              | \$11.49 | \$15.57 | \$8.02  | \$0.00                    | \$75.21    |
| 3                                                                                  | 70.00          | \$46.82              | \$11.49 | \$15.57 | \$8.02  | \$0.00                    | \$81.90    |
| 4                                                                                  | 80.00          | \$53.51              | \$11.49 | \$15.57 | \$8.02  | \$0.00                    | \$88.59    |
| 5                                                                                  | 90.00          | \$60.20              | \$11.49 | \$15.57 | \$8.02  | \$0.00                    | \$95.28    |
|                                                                                    |                |                      |         |         |         |                           |            |
|                                                                                    |                |                      |         |         |         |                           |            |
| TEST BORING DRILLER                                                                | 6/1/2025       | \$51.70              | \$9.90  | \$9.25  | \$9.80  | \$0.00                    | \$80.65    |
| LABORERS                                                                           | 12/1/2025      | \$53.20              | \$9.90  | \$9.25  | \$9.80  | \$0.00                    | \$82.15    |
| LABORERS - FOUNDATION AND MARINE                                                   | 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    |

# ATTACHMENT A

## Construction

| Classification                                             | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------------------------------------------------------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- LABORER"             |                |           |         |         |         |                           |            |
| TEST BORING DRILLER HELPER                                 | 6/1/2025       | \$47.82   | \$9.90  | \$9.25  | \$9.80  | \$0.00                    | \$76.77    |
| LABORERS                                                   | 12/1/2025      | \$49.32   | \$9.90  | \$9.25  | \$9.80  | \$0.00                    | \$78.27    |
| LABORERS - FOUNDATION AND MARINE                           | 6/1/2026       | \$50.87   | \$9.90  | \$9.25  | \$9.80  | \$0.00                    | \$79.82    |
|                                                            | 12/1/2026      | \$52.37   | \$9.90  | \$9.25  | \$9.80  | \$0.00                    | \$81.32    |
| For apprentice rates see "Apprentice- LABORER"             |                |           |         |         |         |                           |            |
| TEST BORING 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"             |                |           |         |         |         |                           |            |
| TRACTORS/PORTABLE STEAM GENERATORS                         | 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" |                |           |         |         |         |                           |            |
| 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                             | 8/1/2025       | \$42.92   | \$15.41 | \$20.17 | \$0.00  | \$0.00                    | \$78.50    |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE A                      | 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                                                   | 12/1/2025      | \$61.43   | \$9.90  | \$9.25  | \$10.25 | \$0.00                    | \$90.83    |
| LABORERS (COMPRESSED AIR)                                  | 6/1/2026       | \$62.98   | \$9.90  | \$9.25  | \$10.25 | \$0.00                    | \$92.38    |
|                                                            | 12/1/2026      | \$64.48   | \$9.90  | \$9.25  | \$10.25 | \$0.00                    | \$93.88    |
| For apprentice rates see "Apprentice- LABORER"             |                |           |         |         |         |                           |            |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)                  | 6/1/2025       | \$61.93   | \$9.90  | \$9.25  | \$10.25 | \$0.00                    | \$91.33    |
| LABORERS                                                   | 12/1/2025      | \$63.43   | \$9.90  | \$9.25  | \$10.25 | \$0.00                    | \$92.83    |
| LABORERS (COMPRESSED AIR)                                  | 6/1/2026       | \$64.98   | \$9.90  | \$9.25  | \$10.25 | \$0.00                    | \$94.38    |
|                                                            | 12/1/2026      | \$66.48   | \$9.90  | \$9.25  | \$10.25 | \$0.00                    | \$95.88    |
| For apprentice rates see "Apprentice- LABORER"             |                |           |         |         |         |                           |            |
| 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"             |                |           |         |         |         |                           |            |

# ATTACHMENT A

## Construction

| 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    |
| <hr/>                                                                            |                |           |         |         |         |                           |            |
| 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"                                   |                |           |         |         |         |                           |            |
| <hr/>                                                                            |                |           |         |         |         |                           |            |
| 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)"               |                |           |         |         |         |                           |            |
| <hr/>                                                                            |                |           |         |         |         |                           |            |
| 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"                       |                |           |         |         |         |                           |            |
| <hr/>                                                                            |                |           |         |         |         |                           |            |
| WATER METER INSTALLER                                                            | 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" |                |           |         |         |         |                           |            |

## ATTACHMENT A

### **Additional Apprentice Information**

All apprentices must be registered with the Division of Apprenticeship Training(DAS) in accordance with M.G.L.c. 23, §§ 11E-11L. Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the hourly prevailing wage rate established by the Commissioner under the provisions of M.G.L.c. 149, §§ 26-27D.

Apprentice ratios are established by DAS pursuant to M.G.L.c. 23, §§ 11E-11L. Ratios are expressed as the allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified. The ratios listed herein have been taken from relevant private collective bargaining agreements(CBAs) and are provided for illustrative purposes only. They have not been independently verified as being accurate or continuing to be accurate.

Parties having questions regarding what ratio to use should contact DAS.