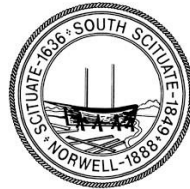


**TOWN OF NORWELL, MASSACHUSETTS
HIGHWAY DEPARTMENT
310 MAIN STREET REAR
NORWELL, MA 02061**



BID SPECIFICATIONS

IN ACCORDANCE WITH ALL APPLICABLE M.G.L.(s)

“CONSTRUCTION SERVICES”

BID # 2025-01

“Boardwalk Reconstruction”

Due Date: April 30, 2025 @ 2:00PM

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1. INVITATION TO BID

The Town of Norwell, MA, in accordance with MGL c.30 and 39M, seeks electronic bids for **“Boardwalk Reconstruction”**. Requirements are listed in the bid package. A five percent (5%) bid security (bond or certified check) is required.

The work consists of existing Boardwalk Infrastructure Improvements to rebuild and improvements which includes, but not limited to, rebuilding wood framework, reinforcing existing helical pile foundation that remains, mobilization and demobilization, installation of boardwalk railing, and tropical hardwood decking.

Successful bidder must furnish 100% Construction Performance Bond and 100% Construction Payment Bond with a surety company acceptable to the Owner.

No Bidder may withdraw his Bid for a period of thirty (30) days, excluding Saturdays, Sundays, and legal holidays, after the actual date of the opening of General Bids.

The Owner reserves the right to omit part or all of any proposed work to be performed, as described in the Contract Documents, as may be required to maintain the total cost of work within available funds. Wage rates for this project are subject to the minimum wage rates per M.G.L., Chapter 149, Sections 26 to 27H, inclusive.

Submission of Bid:

This project is being Electronically Bid (E-Bid). shall be **submitted via email** to: apepin@geiconsultants.com no later than the date and time specified. Hard copy bids will NOT be accepted by the Awarding Authority. For assistance, contact: Alan Pepin at (774) 571-5324.

Bid Forms and Contract Documents will be electronically available on or after **9:00 AM, April 9, 2025**, from GEI Consultants, **via email request** to: cmcgillivray@geiconsultants.com.

All bidders must be in good standing with state of Massachusetts and relevant experience in exterior wood frame rebuilding and boardwalk building experience as well as meet requirements in #4 (Page 5 of 27). The Town may make such investigations as deemed necessary to determine the ability of the Bidder to perform the work, and the Bidder shall furnish to the Town all such information and data for this purpose as the Town may request.

Non-Mandatory Pre-Bid Meeting:

April 16, 2025 @ 10:00a.m. @ 310 Main Street Rear, Norwell, MA 02061

Bid Addenda:

Written clarifications or interpretations will be issued by the Highway Director in the form of an Addendum. Only questions answered by an Addendum will be binding. Oral clarifications or interpretations will be without legal effect. Addenda will be distributed to all persons who requested documents. Each Bidder shall be responsible for determining that it has received all Addenda issued.

Deadline for Questions:

All questions from Bidders are due on or before **April 23, 2025, at 4:00 PM** via email to: Alan D. Pepin, PE, WEDG, Project Manager: aepin@geiconsultants.com.

Due Date for IFB:

All sealed bids from General Bidders shall be **submitted via email** to: aepin@geiconsultants.com no later than **April 30, 2025, at 2:00pm**. No late bids will be accepted. No bids will be opened until after the date and time specified.

NOTE: The Town of Norwell reserves the right to reject any or all bids when it is deemed in the best interest of the Town or do not meet the qualifications for the project.

2. NOTICE TO PROSPECTIVE BIDDER:

PLEASE READ ALL ENCLOSED INSTRUCTIONS AND SPECIFICATIONS CAREFULLY.

2.1 Bidder Qualifications

The Bidder must be able to perform all the proposed work. The Bidder shall demonstrate 5 projects of similar scale (dollar value) and similar construction (boardwalk, harborwalk, trail). The Town may make such investigations as necessary and as it deems appropriate to determine the qualifications and fiscal stability of a bidder to perform the specified and required work or to supply and deliver a required product. A bidder may be requested to submit a Statement of Bidder Qualifications. If the Town is not satisfied that the bidder is properly qualified, in any way, the Town reserves the right to reject the bid proposal of that bidder. In the event of an emergency, response in a timely manner is required. If not able to respond, the Town can outsource necessary services.

2.2 F.O.B Destination

All prices quoted shall be Net-Delivered to Destination.

2.3 Specifications

Bidder shall be held responsible to thoroughly study all specifications in this solicitation. This may include but not be limited to drawings, statement of work requirements, visitation a site, etc., regarding a formal request for goods or services. Should a bidder find discrepancies in a specification, or should be in doubt as to their exact meaning, that bidder should notify the Town immediately. The Town may then, at its option, issue an addendum of clarification. Should the Town not issue an addendum the bidder shall assume the more onerous discrepancy in their bid. The Town shall not be responsible for oral instructions, or for misinterpretations of specifications. The Town reserves the right to issue addenda at any time prior to a bid opening. All such addenda become, upon issuance, an inseparable part of the specifications and a bidder is required to acknowledge and address such addenda in their bid. Should a bidder fail to acknowledge a specific addenda in their bid, the Town reserves the right to reject that bid.

2.4 Taxes

Purchases made by the Town of Norwell shall be tax exempt. Taxes must not be included in bid prices. A Town Tax Exemption Certificate shall be furnished upon request.

2.5 Work Regulations and Standards

Work activities performed for the Town of Norwell shall be performed and completed in accordance with current Federal, State and Local work regulations. All services performed shall also conform to the latest OSHA standards and/or regulation. Applicable provisions of the Massachusetts General Laws and Regulations and/or the United States Code of Federal Regulations govern this Contract, and any provision violation of the foregoing shall be deemed null, void, and of no effect. Where conflict between Code of Federal Regulations and State Laws and Regulations exist, the more stringent requirement shall apply.

3. BID CHECKLIST

Required Form	5% BID SECURITY (BOND OR CERTIFIED CHECK)
Required Form	BID FORM (FORM MUST BE SIGNED)
Required Form	CONTRACT SIGNATURE AND DATES FORM (FORM MUST BE SIGNED)
Required Form	STATUTORY FORM (FORM MUST BE SIGNED)
Required Form	AKNOWLEDGEMENT OF PRINCIPAL (FORM MUST BE SIGNED)
Required Form	ARTICLES OF AGREEMENT (FORM MUST BE SIGNED)
Required Form	WORK HISTORY/COMPANY INFORMATION (FORM MUST BE SIGNED)
Required Form	REFERENCES (PROVIDE REQUESTED INFORMATION)
Required Form	AGREEMENT FORM (FORM MUST BE SIGNED)
Upon Award	100% PERFORMANCE BOND FOR LABOR AND MATERIALS (required upon award notice)
Upon Award	100% PAYMENT BOND (required upon award notice)
Upon Award	CERTIFICATE OF INSURANCE LIABILITY (required upon award notice)

4. REQUIREMENTS OF BIDDERS (FOR ALL MATERIALS, SUPPLIES, SERVICES AND EQUIPMENT)

Pursuant to the Commonwealth of Massachusetts, General Laws, and the General By-Laws of the Town of Norwell, Massachusetts, any vendor entering into a contract with the Town of Norwell is required to certify certain facts and supply the Town with necessary documentation. If the Town of Norwell determines that the vendor or contractor is not in compliance, the Town may refuse to issue, reissue, or extend such contract or agreement.

4.1 Posting of Bid Bond:

Each bidder must submit a Bid Security in the form of a Bid Bond, Cash, Treasurer's Check or Cashier's check for not less than 5% (five percent) of the bid price, with a surety company satisfactory to the Owner, payable to the Town of Norwell, MA, said Bid Bond to be returned to the

Bidder unless forfeited under the conditions herein stipulated. Such Bid Bond will be returned to all except the three lowest responsible and eligible Bidders within five days, Saturdays, Sundays and legal holidays excluded, after the formal opening of the bids, and the remaining checks of the Bidders will be returned promptly after the Owner and the accepted Bidder have executed the contract, or if all bids are rejected.

4.2 Certificate of Insurance Liability:

Each successful bidder (for services only) will be required to present to the Town a Certificate of Insurance, which is to include coverage for General Liability, Automobile Liability, Excess Liability, Property Damage, and Worker Compensation and Employers Liability. The Town of Norwell, Massachusetts shall be named as a certificate holder on the company's Certificate of Insurance. Certificates are required from each successful bidder within ten days from the award of the bid.

INSURANCE REQUIREMENTS

<p><u>General Liability</u> At least \$1,000,000</p> <p><u>Bodily Injury and Property Damage Liability Combined</u> Single Limit with a \$3,000,000 Annual Aggregate Limit.</p> <p><u>Automobile Liability</u> (Applicable for any contractor who has an automobile operating exposure) of at least \$1,000,000 Bodily Injury and Property Damage per accident.</p>	<p><u>Workers Compensation Insurance as required by law and Umbrella Liability</u> At least \$3,000,000 per occurrence, \$3,000,000 aggregate.</p> <p><input type="checkbox"/> The Town of Norwell shall be named as Additional Insured</p>
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4.3 Prevailing Wage Law/Schedule:

Minimum Wage Rates as determined by the Commissioner of Department of Labor and Industries under the provision of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H, as amended, apply to this project. The Wage Determination is attached to these Specifications. It is the responsibility of the Bidder, before bid opening, to request, if necessary, any additional information on wage rates for those trades people who are not covered by the applicable Wage Decision, but who may be employed for the proposed work under this contract. See Appendix A for a listing of State Wage Rates for this project. Employers must submit weekly payroll records to the awarding authority for all employees who have worked on the project.

4.4 Contractors Certification of Tax Compliance:

All companies submitting bids materials and services must submit a Contractors Statement of Tax Compliance, as contained in the bid package within the Statutory Forms. The Certification must be included as part of the bid. Any company contracting with a municipality must certify that they have complied with all Tax Laws of the Commonwealth of Massachusetts, as provided with the Massachusetts General Laws, Chapter 62C, Section 49A.

4.5 Contractors Certification for Equal Employment Opportunity:

The bidder certifies that it is an Equal Opportunity Contractor, as adopted by the Commonwealth of Massachusetts Supplemental Equal Employment Opportunity, Anti-Discrimination and Affirmative Action Program.

4.6 Certificate as to a Corporate Bidder:

All bids submitted for all materials and services must contain a Certificate as to being a Corporate Bidder, as contained within the bid specifications and are required as part of the bid.

4.7 Record Keeping:

The Contractor shall make, and keep, at least six (6) years after final payment, books, records, and accounts which, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the Contractor, and until the expiration of six (6) years after final payment, the Office of the Inspector General, and the Deputy Commissioner of Capital Planning and Operations shall have the right to examine any books, documents, papers or records of the Contractor or of his/her Subcontractors that directly pertain to, and involve transactions relating to the Contractor of his/her Subcontractors. All record keeping shall be in full compliance with the Massachusetts General Law, Chapter 30, Section 39R as last revised.

4.8 Payment and Performance Bonds:

A Payment Bond and Performance Bonds each in the sum of one-hundred percent (100%) of the Bid/Contract Price, from a surety company qualified to do business under the Laws of the Commonwealth and satisfactory to the Town will be required of each successful bidder for services provided to the Town within ten (10) days from the award of the bid for the faithful payment by the Contractor of all subcontractors, materials suppliers and other obligations of the Contractor associated with this Contract.

5. INTRODUCTION

Periodically, the Town of Norwell, Highway Department (herein referred to as the Highway Department) has the need to retain experienced labor, rent construction equipment and hand tool equipment for short-term maintenance, long-term boardwalk/pathway infrastructure projects, or repair work to its infrastructure. At times, this maintenance and repair work occurs under emergency circumstances that require an emergency response.

The Highway Department has demolished and removed the existing structure due to a public safety concern. The Highway Department in coordinating with GEI Consultants has left the helical foundation piles which are to remain and be used for the foundation for the boardwalk. The intent of this bid is to have a contractor reconstruct the entire boardwalk ensuring code compliance and appropriate construction materials used. The awarded contractor shall be paid for labor as a multiplier of the prevailing wage under the trade specific description for the work performed.

6. SCOPE OF CONTRACT /PROJECT DESCRIPTION

The Contractor will furnish all labor, material, and equipment required to completely install and rebuild boardwalk infrastructure improvements as shown on the Contract Plans and directed by the Highway Department. The Norwell Boardwalk is made up of 3 sections that extend from the DPW staging yard to Cushing Hill. The lengths of each sections vary but are identified and shown on the Contract Drawings. The Contractor shall have a thorough understanding of the project site, and the scope of work associated with the reconstruction. Demolition of the existing structure has previously been completed but the foundation piles (helical piles) remain in place and are to be reused as part of this project. No new helical piles are required nor proposed. There are areas specified on the Contract Drawings that indicate areas where strengthening of the existing helical foundation shafts is required. The Contractor is required to

employ sufficient skilled and supervisory labor, and equipment as may be considered necessary by the Highway Director or his Representative to enable the Contractor to expeditiously execute the work at such a uniform rate of progress for the completion of the work within the time limits specified.

The Contractor shall coordinate with the Town's retained engineer (GEI Consultants, Inc). Any deviation or changes from the drawings shall be agreed upon by the Contractor, Town, and the Town's Engineer. The Contractor shall provide 2 week look ahead schedules when they are going to be onsite and what activities they anticipate during that duration. Bi-Monthly/ Bi-weekly meetings will be scheduled where the focus on schedule and discuss progress. The Town's Engineer will make periodic inspections to inspect completed work, evaluate work progress, and address any issues raised during the investigation.

The Town will Provide:

- Satisfactory lay down area for all equipment and wood stock.

The work under this Contract shall also include:

- Mobilization to the site.
- Coordination of all work with the Town and any of the Town's Representatives.
- Submission of Construction Schedule, Staffing and Equipment Plan and Pedestrian Management Plan, for each request for proposed work by the Town, for review and approval by the Town prior to the commencement of any work. Dates given by Contractor on the approved Construction Schedule, Staffing and Equipment Plan and Pedestrian Management Plan Submittal shall be designated as the interim deadlines for the proposed work for this contract.
- With the exception of uncontrollable events, the Contractor is responsible for ensuring that the staff proposed in the Staffing Plan Submittal for each area of proposed work remains the same throughout the duration of the proposed work for each area until the proposed work is completed.
- Attending project meetings as necessary (assume each project meeting will 60 minutes) with the Town, and any of the Town's Representatives, including but not limited to pre-construction meetings, progress meetings, and closeout meetings. Project meetings do not include site visits during construction.
- Contractor must demonstrate preparedness, and arrive to each Site with an adequate plan, and with the necessary equipment, labor and materials in order to complete the Work at each site within the interim deadlines.
- Proposed work includes but is not limited to the existing boardwalk infrastructure improvements to rebuild and improvements which includes but not limited to demolition, debris removal and rebuilding wood framework, mobilization and demobilization of wood stock as described on the Contract Drawings.
- Furnish and install all necessary materials including but not limited to: bolts, nuts, washers, approved graded lumber with appropriate treatment as per the specifications on the Contract Drawings, steel members for helical bracing, IPE decking (all cut edges are required to be sealed), etc. in order to complete the work for this contract.
- Providing adequate and necessary signage and control devices to meet the Town's needs for pedestrian safety and control.
- Performing all field engineering associated with all work, including, but not limited to: construction line and grade, including the establishment of a construction baseline if needed; and construction layout. The Contractor shall maintain a set of redline drawings (including as-built locations, dimensions of work and any changes to the contract documents) and update them regularly as the work progresses Such drawings shall be submitted to the Owner at the end of the project, and shall be readily available to the Owner upon request.

- Maintenance and repair of all work for a period of one (1) year following the issuance of the Final Payment for each work area. This also includes repair of erosion for one (1) year after issuance of Final Payment for each work area.
- Demobilization from the site, including, but not limited to: removal of equipment, excess material (unless otherwise agreed with the DPW) and final cleanup to the satisfaction of the Town.

7. TERM OF THE CONTRACT

The Town of Norwell is soliciting pricing for the reconstruction of the Norwell Boardwalk (3 sections). This contract is for the complete reconstruction of the boardwalk. The Contractor is responsible for all materials, labor, and equipment to adequately complete reconstruction in a timely manor. The duration of this project shall not exceed 175 calendar days.

8. BILLING ADDRESS

Norwell Town Hall
Norwell Highway Department
310 Main Street Rear
Norwell, MA 02061
Telephone (781) 659-8042

9. EXCLUSIVITY

This contract will be non-exclusive. The Town reserves the right to do work of the type covered by this contract with Town forces or with other contracts. In the event of an emergency, response in a timely manner is required. If not able to respond, the Town can outsource necessary services.

10. ADDITIONAL ITEMS

Town of Norwell reserves the right to add related items to this contract during the contract term upon agreement by both parties as to the price. Approval must be given in writing by the Highway Director or his Representative.

11. METHOD OF AWARD

Town of Norwell will award a contract to the LOWEST RESPONSIVE AND RESPONSIBLE BIDDER based on the GRAND TOTAL BID. Bidder must meet the terms of the specifications. However, the Town of Norwell reserves the right to award the contract as a whole or on an item-by-item basis, depending on whichever method is in the best interest of the Town of Norwell, taking into account the inherent costs.

NOTE 1: BID PRICES WILL INCLUDE THE DRIVER/OPERATOR.

NOTE 2: IN THE EVENT OF MATHEMATICAL ERRORS ON EXTENSIONS OF UNIT PRICES TO TOTAL COSTS, UNIT PRICES WILL PREVAIL.

In order to become responsive, contractor shall provide confirmation of minimum three (3) years of successful municipal experience with projects of similar type work. The Owner reserves the right to

reject any bid if the evidence submitted by, or investigation of, such Bidder fails to satisfy the Owner that such Bidder is properly qualified to carry out the obligations of the contract and to complete the work contemplated therein.

It is understood that all contingent quantities shown on this solicitation may be increased without limitations to the extent ordered by the Highway Director or his Representative, and payment for these items, in any quantity, will be made at unit prices bid. If the Town considers other sections to be unbalanced all bids may be rejected. The successful Bidder will be compensated for additional work (services not specified under line item pricing) at the time and material rates. Such work must be at the Highway Department's request, and must be incidental to an ongoing project item. The Town reserves the right to waive informalities and to accept or reject any and all bid proposals or portions thereof, to the satisfaction of the Town.

All Unit Prices (items), for which a bid price has been requested, must be provided for each or the proposal will be rejected. The Town of Norwell reserves the right to terminate this contract at any time, or for any reason deemed in the best interest of the Town. The contract timeline shall be defined as May 2025 – May October 31, 2025. The contract will be awarded either on a Grand Total basis or on an Item by Item basis as deemed most advantageous by the Town.

12. FUEL

Contractor to provide own fuel for its equipment

13. PAY ITEM FORMAT/INVOICING

All labor, tools, machinery and materials required to complete the items of work will be included in the Submitted Price Bid on each item of work. All unit prices bid will be extended for the actual number of units purchased during the contract term. The Town of Norwell reserves the right to order more or less than the quantities listed at the prices stipulated. The Contractor will prepare his invoices based on the aggregate of those items computed from the unit price labor rates as indicated herein. All other invoices, including material, will be submitted with suitable back receipts and slips. Invoices shall be submitted directly to the Highway Department indicating the project name and contract number and should be submitted not more than once a month. Contractor will be responsible to follow the user Department's invoicing procedures and MGL Requirements.

14. INSURANCE

The Town of Norwell must be listed as “additional insured” on the insurance certificate. See insurance requirements listed above in *Section 4.2*.

15. CHANGES NOT TO AFFECT BOND

It is distinctly agreed and understood that any changes made in the drawings and specifications for this work, whether such changes increase or decrease the amount of work required, or any change in the manner or time of payments made by the Owner to the Contractor, shall in no way void, release or affect the liability and surety on the bond given by the Contractor.

16. INDEMNIFICATION

The Contractor agrees to defend, indemnify and save harmless the Town of Norwell, its officers, agents, servants and employees from and against any and all liability, damages, costs or expenses, causes of action, suits, judgments, losses and claims of every name not described, including attorneys’ fees and disbursements, brought against the Town of Norwell which may arise, be sustained, or occasioned directly or indirectly by any person, firm or corporation arising out of or resulting from the performance of the services by the Contractor, arising from any act, omission or negligence of the Contractor, its agents and employees, or arising from any breach or default by the Contractor under this Agreement. Any damages found by the Town of Norwell to be the direct result of the Contractor’s performance under this contract will be the responsibility of the Contractor.

17. WAGE RATES

Pursuant to the provision of, as amended, the Contractor (and his Sub-Contractors), will be obligated to pay all workers in the covered classes the applicable prevailing wage rates and supplements. The minimum hourly wage rate to be paid the various classes of labor performing work under this contract shall be in accordance with schedules which have been established, or may hereafter be established or increased, by the Massachusetts Department of Labor during the contract term. See Prevailing Wage Rates for this project. See Appendix A.

18. NOTICE OF AWARD

Regardless of any notification of award to any prospective Contractor, all bids remain open and acceptable by the Town until the Town Meeting held on or about May 5, 2025 for final approval of the project or thirty (30) days from the bid opening date. In the event that during the Town Meeting the project is not approved the project will be canceled and solicited at an undetermined future date. Nothing in this paragraph is to be considered a waiver of the Town's rights against a prospective Contractor who fails to execute a contract once it is awarded.

19. LOCATION OF WORK

Service and commodities will be required or deliverable to 310 Main Street Rear in the Town of Norwell and for any Town Department.

20. QUALITY OF WORK

Quality control is the responsibility of the Contractor, and the Contractor shall maintain control over construction and installation processes to assure compliance with specified requirements. The contractor shall complete the work as directed by the Highway Director and/or his Representative (GEI) in a workman like manner in accordance with the requirements of the Standard Specifications outlined by GEI. Including plans and specifications.

If work is not completed in a workmanlike manner that is satisfactory to the Highway Director and/or his Representative, the Town reserves the right to terminate the remaining period of the contract without obligation or recourse.

21. PERSONNEL AND EQUIPMENT

Hauling or delivery of personnel, to/from/within the job site(s) will not be considered as billable. Mobilization of equipment under the rental agreement will be billed as a multiple of the hourly rate as shown on the bid sheet. A Mobilization will be defined as the move in and the move out. The contractor will not be paid a mobilization for exchanges of machinery do to breakdowns or as a matter of scheduling conflicts when work still remains. Travel time for personnel to/from/within the job site(s) will also not to be considered as billable hours. Time charged for picking-up unexpected material needs, etc., will be compensated at the lowest trade rate bid and only with prior approval of the Highway Director or his Representative's representative.

The Town of Norwell reserves the right to inspect the equipment to perform work under this contract of all bidders to determine the bidders' abilities to perform the services required. If, in the opinion of the User Department that may recommend award, the lowest responsible bidder does not have adequate facilities and/or proper equipment to service this contract, bidder may be subject to rejection. At which point the next lowest bidder may be used or the work may be re-bid.

Equipment must be in first class operating condition; operators must be experienced, qualified and possess the proper license to operate said piece of equipment. Any maintenance costs associated with the machinery will be the equipment owner's responsibility. Operators of respective equipment will be paid the prescribed rates of wages, as determined by the Commissioner of Labor and Industries, in accordance with the provisions of Massachusetts General Laws 149, Section 27F. All equipment must be properly registered and adequately insured.

In the event of notice to the contractor by the Town of Norwell that the equipment is not in good, safe and serviceable condition and fit for use upon its arrival, the contractor shall have the obligation to put the

equipment in good, safe and serviceable condition within a reasonable length of time. If this cannot be done by the time use of the equipment is required by the Town of Norwell, then the contractor will provide a different but similar piece of equipment to the Town of Norwell for its use. The Town of Norwell will not be responsible for any rental charges while the equipment is down and not operating due to maintenance by the contractor.

22. SUPERVISION AND INSPECTION

The Contractor further agrees that the work shall be at all times under the immediate supervision of the Highway Director or his Representative GEI, who shall at all times have free access to all parts of the work and all places where materials for the same are prepared, and shall have every facility made available for the proper inspection of (a) all materials used in, and (b) workmanship executed for the work under this contract. It is expressly understood and agreed that the inspection of the work and materials by the Highway Director or his Representative will in no way diminish the responsibility of the Contractor, or release him/her from the Contractor's obligation to perform and deliver to the Town sound and satisfactory work. It is further agreed that the Contractor shall obey orders of the Highway Director or his Representative and by all persons employed on the work.

23. RESPONSIBILITY

The Contractor must accept full responsibility for providing licensed, qualified, experienced operators (where indicated on the unit price sheet) who can perform the work required. The Town of Norwell will not accept responsibility for any equipment or other damage or failure caused by the contractor's failure to provide equipment or operators capable of performing the tasks specified. Although the Town of Norwell will provide general supervision, the Town of Norwell will not be responsible or liable for operator negligence. The Contractor will guarantee all workmanship and material provided for a period of one year.

24. POLICE DETAILS

Not Applicable

25. NOTIFICATION TO UTILITY COMPANIES

It is the contractor's responsibility to contact **DIG SAFE** or any other utility company not notified per Dig Safe.

26. STORAGE OF MATERIALS AND EQUIPMENT

Stockpile and laydown areas are to be cleared and materials are to be moved off site within 30 business days of final acceptance at no cost to the Town. The Contractor shall be allowed to store his/her material and equipment at 310 Main Street in an acceptable storage area in a location, which will not interfere with the normal operations of other contractors or employees of the Town, and in a manner which will afford them maximum protection. The Town will not guarantee the security nor be responsible for loss, damage or theft of stored materials or equipment in a Town facility or on a Town street. Security of materials and equipment is the Contractor's responsibility. The Contractor will replace such items, as required, at his/her own expense.

At the end of each project, a list of all Town owned materials in the possession of the Contractor will be sent to the Highway Director or his Representative of the User Department. Said material will be returned, at the Town's expense, to a Town maintenance yard or as ordered by the Highway Director or his Representative.

27. PROTECTION OF PROPERTY

The Contractor will properly protect from damage of any kind to all trees, plantings, lawns, hedges, fences, existing sidewalks, drives, curbs, street pavements, pavement markings, traffic control devices, utility facilities, and other facilities within, and contiguous to, the project area. Any negligent damage to said facilities caused by the Contractor's employees, sub-contractors, storage of material, and/or equipment, will be restored to its original condition. The Contractor will pay the cost at his sole expense of any such work or materials required in the repairing or replacement of said items or facilities. This restoration work must be entirely completed, to the satisfaction of the Highway Director or his Representative of the User Department, before final payment to the Contractor is approved by said Highway Director or his Representative. It will be the Contractor's responsibility to protect and secure his own property and equipment at all times.

28. SAFETY AND CODE REQUIREMENTS

Due to the nature of the work, Contractor will be familiar with recent modifications to the OSHA regulations regarding trench excavation and the temporary support of the working trench. The Contractor shall ensure that on-site workers have completed the minimum standards, required by the Occupational Health and Safety Act (OSHA), that apply toward OSHA's 10-hour Construction Industry Course (29 CFR 1926). Conduct operations as required by OSHA regulations at all times. The Owner reserves the right to shut down/stop any work under this contract at any time, if there are any Health and/or Safety Concerns.

The Contractor will immediately advise the Town of Norwell of inspections conducted by OSHA at the work site. Immediately provide copies of citations and violations to the Town of Norwell.

All areas of this project are hard-hat areas. All persons within the project limits are required to wear protective headgear.

The Contractor is responsible for becoming aware of all potential hazards at each site. The Contractor shall, prior to the start of work on the site, prepare and submit for review, a site-specific health and safety plan for each site of proposed work. Work may not proceed at the project site until the Owner has reviewed and accepted the Contractor's health and safety plan. Any delays incurred by the Contractor relating to reviews of the health and safety plan shall be the responsibility of the Contractor and constitute no additional costs or claims to the Owner. The health and safety plan shall include, but not be limited to the following:

- Identification of Contractor's Site Safety Officer.
- Identification of Contractor's Designated Field Personnel.
- Type of Medical Surveillance Program.
- Identification of Hazard and Risks Associated with Project.
- The Contractor must be aware of site-specific requirements such as site security during non-working hours.
- The Contractor shall make available complete sets of personal protective equipment to the Owner for use during site inspections by the Owner. These shall be supplied and maintained at no cost to the Owner, and shall be returned to the Contractor upon completion of the Work, except for expendable disposal protective clothing. Contractor shall provide a repository for collection of disposable health and safety materials. Collection and disposal of contaminated expendable supplies shall be at cost to the Contractor.

29. MAINTENANCE AND PROTECTION OF TRAFFIC

Not Applicable

30. TOWN SUPPLIED EQUIPMENT AND MATERIALS

Town of Norwell reserves the right to advertise, procure or otherwise arrange for the supply of certain items; items to be specified at the discretion of the Highway Director or his Representative or his representative.

31. ENGINEERING SERVICES

If required by the complexity of the circumstances, the Town will provide line, grade and engineering, to the extent the Town feels necessary to complete the project. It will be the contractor's responsibility to relocate or offset any line and grade information provided should it conflict with the Contractors work area.

32. MATERIALS

All materials required for this project shall be supplied by the Contractor. The Town and the Towns Representative reserves the right to inspect and ultimately accept or deny materials that are deemed defective or that do not meet the intent of the project.

33. USE OF TOWN WATER

Water can be made available for short-term use by the Town of Norwell Highway Department.

34. CLEANUP OF PREMISES AND EQUIPMENT

Prior to final payment for each area of proposed work, the contractor shall clean all installed items of sediments and debris.

The Contractor will not allow waste material or rubbish caused by work under this contract to accumulate in or about the premises but will promptly and thoroughly remove rubbish and excess tools from the site including immediate work area. Upon Final Completion, he will leave the site thoroughly cleaned and ready for use. Clean all spilled equipment fluids to the satisfaction of the Town. The Contractor shall be responsible for providing dumpsters and removal of the debris. Any clean-up or disposal required by the Town will be back charged the cost thereof to the Contractor responsible.

The Contractor shall restore or replace, when and as directed, any public or private property damaged by his work, equipment, or employees, to a condition at least equal to that existing immediately prior to the beginning of operations. To this end the Contractor shall do as required all necessary highway or driveway, walk, and landscaping work. Suitable materials, equipment, and methods shall be used for such restoration. The restoration of existing property or structures shall be done as promptly as practicable as work progresses and shall not be left until the end of the contract period.

35. CONTRACTOR RESPONSIBLE UNTIL WORK IS COMPLETED

The Contractor further agrees to assume charge of and be responsible for the entire work until completed and accepted by final payment; and that s/he will personally supervise the faithful performance of the work, and that s/he will keep it under Contractor's exclusive control. In case of absence, the Contractor will designate a competent representative to continue such supervision of the work uninterrupted, and such representative shall receive orders and instruction as appropriate from the Highway Director or his

Representative, and possess full authority to execute any such Highway Director's or his Representative's orders and to supply materials, tools and labor without delay.

Should any General Conditions, Special Conditions and Technical Specifications, or special notes on the drawings conflict with the any of the provisions of the Standard Specifications for Materials and Construction, Standards for Materials, the contractor shall adhere to the most recent addition of the Massachusetts Department of Transportation Standard Specifications for Highways and Bridges.

36. CONSTRUCTION DOCUMENTS: DRAWINGS AND TECHNICAL SPECIFICATIONS

The Contractor will be required to comply with all drawings and technical specifications, which may be associated with each particular project. Failure to comply may result in delay of payments, back charging for corrective remedial work, and/or cancellation of the contract. It is assumed the Contractor will be following the most recent Massachusetts Department of Transportation Standard Specifications for Highways and Bridges. Attention is particularly called to those parts of the Contract Documents which deal with the following:

- a) Construction Schedule, Staffing and Equipment Plan and Traffic Management Plan Submittal, Deadlines, and Time of Completion.
- b) Insurance requirements.
- c) Wage rates.
- d) Coordination of the work.
- e) Massachusetts Department of Transportation most recent edition of the Standard Specifications for Highways and Bridges, including but not limited to any revisions and supplemental specifications throughout the duration of this contract.
- f) Massachusetts Department of Transportation (Massachusetts Highway Department), Highway Division, most recent edition of the Construction Standard Details, including but not limited to any revisions and supplemental details throughout the duration of this contract.

Where Standards, Specifications, and Codes are referred to herein, it will be understood, that such reference is to the issue in effect as of the date of the proposal, including all revisions and addenda, if any.

Definitions:

1. Earth is all materials not classified as rock.
2. Rock is naturally occurring, intact material which cannot be broken and removed by large power excavation equipment and requires use of hoe rams, systematic drilling and blasting, or other similar mechanical means to fracture and remove. Boulders over one (1) cubic yard in volume located within soil in open excavation or three quarters (3/4) cubic yard in volume located within trenches, requiring the use of hoe rams, drills, or explosives for removal, are also defined as rock. Rock does not include boulders less than one cubic yard in volume, or loose, weathered, or fragmented rock which can be excavated with a large backhoe or powered ripping equipment.

37. NIGHT WORK, TOWN HOLIDAYS, AND WEEKEND WORK

Unless permission is given by the Town of Norwell, work hours will be Monday – Friday 7:00 am to 4:00 pm. Work hours on Saturdays can be negotiated with the Town upon award. Holidays will be defined by the Highway Director and/or his Representative.

38. OTHER AGENCIES

The Contractor must honor the prices, terms and conditions of this contract with any and all municipalities, departments or public authority within Town of Norwell. The Contractor must also offer the prices, terms and conditions of this contract to political subdivisions, fire companies or districts located entirely or partly within Town of Norwell.

Orders placed against this contract between any subdivision or agency or corporation will be contracts solely between the Contractor and those entities. Town of Norwell will not be responsible for, nor will it have any liability or other obligation for, such contract between the Contractor and any third party.

39. OVERTIME RATES

Overtime rates shall be paid at 1.3 times for trade specific labor and 1.20 times for equipment rates with operator. Overtime will be defined as over 8 hours per day during normal work hours (normal work hours may mean early starts as early as 7:00am and finishes as late as 3:00pm), holidays and weekends as defined by the Highway Director or his Representative. The contractor shall not perform overtime work without the prior approval from the Highway Director or his Representative. If the contractor opts to perform the work on overtime hours to expedite his own schedule, he may do so with prior approval from the Highway Director or his Representative at regular time rates, not overtime rates.

40. MOBILIZATION

The value for Mobilization shall not include the value for General Conditions. Mobilization shall include, but not necessarily be limited to: the cost of bond and insurance premiums, costs for establishing the contractor's field offices, costs for the movement of personnel, equipment, supplies and incidentals preparatory to beginning work, and other work and operations which must be performed or for costs which must be incurred prior to beginning work.

A lump sum amount for mobilization will be paid to the contractor for costs associated with initial mobilization. The unit bid price for mobilization shall be limited to five (5) percent of the total contract bid amount. Payment will be included with the first two monthly partial payment requisitions. Each of the two payments shall be limited to one-half of the bid price.

Any amount in excess of 5 percent of the total contract bid amount will be held until the completion of the project and will be paid after final acceptance by the Engineer and the Town.

41. BRAND REFERENCE

Wood stock, fastening material will be supplied by the town and must be used no substitution is allowed without consent.

42. RENTAL PERIOD

Not Applicable – The Contractor is responsible for managing his own equipment/ rental of equipment for this project. The Town does not seek to require additional rental equipment for the Towns use.

43. CONTRACT STANDARD CLAUSES

a. Merger and Integration Clause

This Agreement and the exhibits attached hereto contain the entire agreement of the parties with respect to the subject matter of this Agreement, and supersede all prior negotiations, agreements and understandings with respect thereto. This Agreement may only be amended by a written document duly executed by all parties.

b. Choice of Law and Forum Clause

This agreement shall be interpreted under the laws of the Massachusetts. Any litigation under this agreement shall be resolved in the trial courts of Massachusetts.

c. Time of Performance

Time is of the essence. Contract duration for this project shall be 175 calendar days commencing on the date of Notice to Proceed.. Upon receipt of a request for proposed work from the Owner, the Contractor shall respond to the Owner with a complete Construction Schedule, Staffing and Equipment Plan and Traffic Management Plan Submittal within 5 business days. The complete Submittal shall be reviewed and approved by the Owner prior to commencement of any Work, and shall contain construction commencement and completion dates, as well as interim dates to complete key items. Once approved by the Owner, these dates given by the Contractor to the Owner shall be used as deadlines for the Contractor to complete the proposed work.

With the exception of uncontrollable events, the Contractor is responsible for ensuring that the staff proposed in the Staffing Plan Submittal for each area of proposed work remains the same throughout the duration of the proposed work for each area until the proposed work is completed.

d. Savings (Severability) Clause

If any provision of this Contract is held unenforceable, then such provision will be modified to reflect the parties' intention. All remaining provisions of this Contract shall remain in full force and effect.

e. Non-Waiver

The failure by one party to require performance of any provision shall not affect that party's right to require performance at any time thereafter, nor shall a waiver of any breach or default of this Contract constitute a waiver of any subsequent breach or default or a waiver of the provision itself.

f. Contractor's Warranty of Title

The Contractor warrants and guarantees that title to all Work, materials, and equipment covered by any Application for Payment, whether incorporated in the Project or not, will pass to Owner no later than the time of payment free and clear of all Liens.

44. QUESTIONS MAY BE DIRECTED TO

All questions from Bidders are due on or before **April 23, 2025 at 4:00 PM** via email to: [Alan D. Pepin](mailto:apepin@geiconsultants.com), PE, WEDG, Project Manager, apepin@geiconsultants.com.

45. BID SUMMARY

Unit prices in this contract will be extended by multiplying each by the appropriate unit of measure listed. Said extensions will then be totaled. The contract may be awarded on a total lump sum bases, or on a line item basis, whichever is deemed in the best interest of the Town. In the event of mathematical errors on extensions or prices, unit prices will prevail.

46. EQUIPMENT

All equipment provided by the Contractor shall be in good working condition and have systems working properly.

47. **BID FORM**

Bid Solicitation No. 2025-01					
BOARDWALK RECONSTRUCTION					
<u>Item</u>	<u>Description</u>	<u>Est. Qty.</u>	<u>Unit</u>	<u>Unit Rate</u>	<u>Item Total</u>
Mobilization and Demobilization	Plan preparation including: Schedule, Staffing and Equipment, Health and Safety, mobilizing/ demobilizing staff and equipment, etc	1	LS		
Site Preparation	Installation of erosion protection (wattles), survey of existing helical foundation (elevation and location) for confirmation of ADA compliance, etc	1	LS		
Boardwalk Section A	All requirements specified on the Contract Drawings for the supply, furnish, and install all timber & timber treatment, IPE decking bolts, nuts, washers, SS screws and other incidentals for complete construction of Section A.	1	LS		
Boardwalk Section B	All requirements specified on the Contract Drawings for the supply, furnish, and install all timber & timber treatment, IPE decking bolts, nuts, washers, SS screws and other incidentals for complete construction of Section B.	1	LS		
Boardwalk Section C	All requirements specified on the Contract Drawings for the supply, furnish, and install all timber & timber treatment, IPE decking bolts, nuts, washers, SS screws and other incidentals for complete construction of Section C.	1	LS		
Helical Bracing	All requirements specified on the Contract Drawings for the supply, furnish, and install all requiring steel casing, cross bracing bolting and grout fill, each pair of helicals (1 Bent). Bents requiring reinstallation of helical batter piles, without bracing, should be included in this bid item)	45	EA		
Railing	All requirements specified on the Contract Drawings for the supply, furnish, and install all timber & timber treatment, bolts, nuts, washers, SS screws and other incidentals for complete installation of the railing	3050	LF		

GRAND TOTAL BASE BID (Numerical):	
--	--

GRAND TOTAL BASE BID (In Words):

Subsequent to the award notice and prior to commencement of work, a compulsory contract agreement between the Town of Norwell and the awarded will be signed ratifying contract.

48. CONTRACT SIGNATURE AND DATES

The terms of this contract have been read and fully understood by the person whose signature appears below. The parties agree to comply with the terms and conditions set forth on the preceding pages along with any addenda that may be issued.

Acknowledgement of Addendum # _____, _____, _____, _____.

Bid Submitted by (Company Name):

Signature of Authorized Representative

Date

Print Name

Title

Address

City/Town State Zip

Phone Number

49. STATUTORY FORMS

Out of State Bidder

The undersigned certifies under the penalties of perjury they shall not enter into a contract with a foreign corporation which has not received a certificate from the state secretary stating that such a corporation has complied with sections three and five of Chapter 181 of Massachusetts General Law and the date with which compliance was obtained and shall report to the state secretary and the department of corporations and taxation any foreign corporation performing work under contract, and residing or having a principal place of business outside the Commonwealth.

OSHA 10 Certification & Labor Harmony Certification

Pursuant to M.G.L. c.30, §39S, any person submitting a bid for, or signing a contract to work on, a public building or public works project estimated to cost more than \$10,000, must certify under the pains and penalties of perjury that he or she is able to furnish labor in harmony with all other elements of labor employed in the work and that all employees employed on the worksite, or in work subject to the bid, have successfully completed at least ten hours of OSHA approved training.

The undersigned hereby certifies that it is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work; that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and that it will comply fully with all laws and regulations applicable to awards made subject to section forty-four A.

Disbarment

The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth of Massachusetts under the provisions of Section Twenty-Nine F of Chapter Twenty-Nine, or any other applicable Debarment provisions of any other Chapter of the General Laws or any rule or regulations promulgated there under.

Non-Collusion

The undersigned further certifies under the penalties of perjury that this bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this paragraph the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from public contracting or subcontracting in the Commonwealth under the provisions of M.G.L. Chapter 29, Section 29F or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated hereunder.

Certificate of Tax Compliance

Pursuant to Chapter 62C of the Massachusetts General Laws, Section 49A(b) the undersigned further certifies under the pains and penalties of perjury that said contractor has complied with all laws of the Commonwealth of Massachusetts relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

The undersigned certifies that the person signing this bid on behalf of the bidder has been authorized by the company to submit bids on its behalf.

(Name of General Bidder (Company))

BY: _____

Date _____

(Printed Name and Title of Signatory)

(Business Address) (Street, City, State, Zip)

(Telephone)

(Fax)

(E-mail Address)

50. ACKNOWLEDGEMENT OF PRINCIPAL

ACKNOWLEDGEMENT OF PRINCIPAL, IF A CORPORATION

State of Massachusetts

County of Plymouth

On this _____ day of _____ 20_____,
before me personally came and appeared _____,
to me known or proved to me through satisfactory evidence of identification, being by me duly sworn, did
swear or affirm that he/she is the _____
of _____,
the corporation describe in and which executed the foregoing instrument; that said instrument was executed
by him/her for its stated purpose by order of the directors of said corporation and that he/she signed his/her
name thereto by like order.

(SEAL)

Notary Public
My commission expires _____

ACKNOWLEDGEMENT OF PRINCIPAL, IF A PARTNERSHIP

State of Massachusetts

County of Plymouth

On this _____ day of _____ 20_____,
before me personally came and appeared _____,
to me known or proved to me through satisfactory evidence of identification, to be one of the members of
the firm of _____,
being duly authorized, executed the same voluntarily as and for the act and deed of said firm for its stated
purposes.

(SEAL)

Notary Public
My commission expires _____

ACKNOWLEDGEMENT OF PRINCIPAL, IF AN LLC

State of Massachusetts

County of Plymouth

On this _____ day of _____ 20_____, before me, the undersigned notary public, personally appeared _____, Manager of _____, LLC, known to me or proved to me through satisfactory evidence of identification, to be the person whose name is signed on the preceding or attached document and acknowledged to me that he/she signed it voluntarily for its stated purposes as manager of _____, LLC.

(SEAL)

Notary Public
My commission expires _____

ACKNOWLEDGEMENT OF PRINCIPAL, IF AN INDIVIDUAL

State of Massachusetts

County of Plymouth

On this _____ day of _____ 20_____, before me personally came and appeared _____, to me known or proved to me through satisfactory evidence of identification, to be the person described in and who executed the foregoing instrument and acknowledged that he/she executed the same voluntarily for its stated purposes.

(SEAL)

Notary Public
My commission expires _____

51. WORK HISTORY/COMPANY INFORMATION

The undersigned submits answers to the following questions to enable the Town to judge of his experience and ability in, and facilities for, the work proposed to be done.

1. Describe equipment you propose to furnish:

a) You own

b) Rented

2. How many years has your organization been in business as a general contractor under the name in which you propose to execute this contract? _____

3. Contractor shall provide confirmation of minimum three (3) years of successful municipal experience with projects of similar type work.

4. What projects has your present organization completed of character similar to that proposed? Provide this information on the Project References Form.

5. Has your present organization ever failed to complete any work awarded to it? If so, state when, where, and why.

6. Provide Social Security # or Federal Tax Identification # _____

7. Provide below the name of one or more banks, which have information that would enable them to advise regarding the financial ability of your company.

Bank: _____

Address _____

Bank: _____

Address _____

BY: _____

Signature

Printed Name/Title

52. PROJECT REFERENCES (Minimum 3 Years of Municipal Experience)

Company Name & Address: _____

Contact Person & Telephone Number: _____

Scope of Work Performed: _____

Dates of Service Performed: _____

Approximate Amount of Contract: _____

Company Name & Address: _____
Contact Person & Telephone Number: _____
Scope of Work Performed: _____
Dates of Service Performed: _____
Approximate Amount of Contract: _____

Company Name & Address: _____
Contact Person & Telephone Number: _____
Scope of Work Performed: _____
Dates of Service Performed: _____
Approximate Amount of Contract: _____

Company Name & Address: _____
Contact Person & Telephone Number: _____
Scope of Work Performed: _____
Dates of Service Performed: _____
Approximate Amount of Contract: _____

53. AGREEMENT

THIS AGREEMENT, made and executed this ____ day of _____ in the year _____ by and between the Town of Norwell, Massachusetts, a municipality located within the County of Plymouth in the Commonwealth of Massachusetts, acting by the Norwell Highway Department, and without personal liability for the individuals signatory hereto, herein termed the Town, and _____, hereinafter termed the Contractor;

WITNESSETH: That the parties to this agreement each in consideration of the agreements on the part of the other herein contained have agreed, and by these presents do hereby agree, the Town for itself, and the Contractor for itself and its heirs, executors, administrators, successors and assigns, as follows:

That the Contract Documents which consist of this Agreement, together with the Instructions to Bidders, Proposal, Bond, Articles, and Specifications hereto attached, and any Addenda issued before execution of the Agreement, all form the Contract;

That the Contractor has informed himself fully in regard to all conditions pertaining to the place where the work is to be done and other circumstances affecting the work;

That the Contractor has obtained all the information he needs to enable him to estimate fully and fairly the costs of the work herein contemplated;

That the Contractor shall furnish all plant, labor, supplies, tools, equipment and such materials and other facilities and things necessary or proper for, or incidental to, the completion of "Boardwalk Reconstruction, Contract 2025-01" for the Town, in accordance with this Contract, commencing the work within the time stated in the Bid Form in the Proposal, provided that he shall have been notified by the Town to do so, and completing everything required of him under this Contract not later than the time stated in said Bid Form;

That the Town shall pay and the Contractor shall receive as full compensation for fulfilling everything required of the Contractor under this contract the unit prices and the lump sums recorded in the Bid Form the amount not to exceed _____.

That the quantities, if any, shown in the Bid Form are approximate only and are solely for the purpose of facilitating the comparison of proposals, that the Town shall not be held responsible if these quantities are not even approximately correct, that for all work upon which unit prices, if any, and lump sums are quoted the Contractor's compensation shall be computed upon the work actually performed, measured by the units of measurement specified, whether greater or less than the quantities shown in the Bid Form, and that the unit prices set against the several items cover all incidental services required of the Contractor under the Contract;

CONTRACT: Boardwalk Reconstruction, Contract 2025-01

Contractor

Date

Town Accountant

Town Administrator

Town Counsel

Highway Department

Date

54. APPENDIX A - PREVAILING WAGE RATES



MAURA HEALEY
Governor

KIM DRISCOLL
Lt. Governor

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

Prevailing Wage Rates

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

LAUREN JONES
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: Town of Norwell

Contract Number:

City/Town: NORWELL

Description of Work: boardwalk reconstruction

Job Location: 310 Main Street

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$39.95	\$15.57	\$20.17	\$0.00	\$75.69
	06/01/2025	\$40.95	\$15.57	\$20.17	\$0.00	\$76.69
	12/01/2025	\$40.95	\$15.57	\$21.78	\$0.00	\$78.30
	01/01/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$78.90
	06/01/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$79.90
	12/01/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$81.64
	01/01/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$82.24
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$40.02	\$15.57	\$20.17	\$0.00	\$75.76
	06/01/2025	\$41.02	\$15.57	\$20.17	\$0.00	\$76.76
	12/01/2025	\$41.02	\$15.57	\$21.78	\$0.00	\$78.37
	01/01/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$78.97
	06/01/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$79.97
	12/01/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$81.71
	01/01/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$40.14	\$15.57	\$20.17	\$0.00	\$75.88
	06/01/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$76.88
	12/01/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$78.49
	01/01/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$79.09
	06/01/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$80.09
	12/01/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$81.83
	01/01/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	01/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	12/01/2024	\$42.80	\$14.50	\$11.05	\$0.00	\$68.35
	06/01/2025	\$43.80	\$14.50	\$11.05	\$0.00	\$69.35
	12/01/2025	\$44.80	\$14.50	\$11.05	\$0.00	\$70.35

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57
2	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57
3	70	\$33.68	\$7.07	\$14.23	\$0.00	\$54.98
4	75	\$36.09	\$7.07	\$15.24	\$0.00	\$58.40
5	80	\$38.50	\$7.07	\$16.25	\$0.00	\$61.82
6	85	\$40.90	\$7.07	\$17.28	\$0.00	\$65.25
7	90	\$43.31	\$7.07	\$18.28	\$0.00	\$68.66
8	95	\$45.71	\$7.07	\$19.32	\$0.00	\$72.10

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (QUINCY)</i>	02/01/2025	\$65.80	\$11.49	\$23.59	\$0.00	\$100.88
	08/01/2025	\$67.95	\$11.49	\$23.59	\$0.00	\$103.03
	02/01/2026	\$69.30	\$11.49	\$23.59	\$0.00	\$104.38
	08/01/2026	\$71.50	\$11.49	\$23.59	\$0.00	\$106.58
	02/01/2027	\$72.90	\$11.49	\$23.59	\$0.00	\$107.98

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

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.90	\$11.49	\$23.59	\$0.00	\$67.98
2	60	\$39.48	\$11.49	\$23.59	\$0.00	\$74.56
3	70	\$46.06	\$11.49	\$23.59	\$0.00	\$81.14
4	80	\$52.64	\$11.49	\$23.59	\$0.00	\$87.72
5	90	\$59.22	\$11.49	\$23.59	\$0.00	\$94.30

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$33.98	\$11.49	\$23.59	\$0.00	\$69.06
2	60	\$40.77	\$11.49	\$23.59	\$0.00	\$75.85
3	70	\$47.57	\$11.49	\$23.59	\$0.00	\$82.65
4	80	\$54.36	\$11.49	\$23.59	\$0.00	\$89.44
5	90	\$61.16	\$11.49	\$23.59	\$0.00	\$96.24

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN	12/01/2024	\$47.35	\$9.90	\$19.05	\$0.00	\$76.30
LABORERS - FOUNDATION AND MARINE	06/01/2025	\$48.85	\$9.90	\$19.05	\$0.00	\$77.80
	12/01/2025	\$50.35	\$9.90	\$19.05	\$0.00	\$79.30
	06/01/2026	\$51.90	\$9.90	\$19.05	\$0.00	\$80.85
	12/01/2026	\$53.40	\$9.90	\$19.05	\$0.00	\$82.35
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER	12/01/2024	\$46.20	\$9.90	\$19.05	\$0.00	\$75.15
LABORERS - FOUNDATION AND MARINE	06/01/2025	\$47.70	\$9.90	\$19.05	\$0.00	\$76.65
	12/01/2025	\$49.20	\$9.90	\$19.05	\$0.00	\$78.15
	06/01/2026	\$50.75	\$9.90	\$19.05	\$0.00	\$79.70
	12/01/2026	\$52.25	\$9.90	\$19.05	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	12/01/2024	\$46.53	\$9.90	\$19.05	\$0.00	\$75.48
LABORERS - FOUNDATION AND MARINE	06/01/2025	\$48.03	\$9.90	\$19.05	\$0.00	\$76.98
	12/01/2025	\$49.53	\$9.90	\$19.05	\$0.00	\$78.48
	06/01/2026	\$51.08	\$9.90	\$19.05	\$0.00	\$80.03
	12/01/2026	\$52.58	\$9.90	\$19.05	\$0.00	\$81.53
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						

CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	03/01/2025	\$49.62	\$9.83	\$19.97	\$0.00	\$79.42
	09/01/2025	\$50.87	\$9.83	\$19.97	\$0.00	\$80.67
	03/01/2026	\$52.12	\$9.83	\$19.97	\$0.00	\$81.92
	09/01/2026	\$53.37	\$9.83	\$19.97	\$0.00	\$83.17
	03/01/2027	\$54.62	\$9.83	\$19.97	\$0.00	\$84.42

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$22.33	\$9.83	\$1.73	\$0.00	\$33.89
2	45	\$22.33	\$9.83	\$1.73	\$0.00	\$33.89
3	55	\$27.29	\$9.83	\$3.40	\$0.00	\$40.52
4	55	\$27.29	\$9.83	\$3.40	\$0.00	\$40.52
5	70	\$34.73	\$9.83	\$16.51	\$0.00	\$61.07
6	70	\$34.73	\$9.83	\$16.51	\$0.00	\$61.07
7	80	\$39.70	\$9.83	\$18.24	\$0.00	\$67.77
8	80	\$39.70	\$9.83	\$18.24	\$0.00	\$67.77

Effective Date - 09/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$22.89	\$9.83	\$1.73	\$0.00	\$34.45
2	45	\$22.89	\$9.83	\$1.73	\$0.00	\$34.45
3	55	\$27.98	\$9.83	\$3.40	\$0.00	\$41.21
4	55	\$27.98	\$9.83	\$3.40	\$0.00	\$41.21
5	70	\$35.61	\$9.83	\$16.51	\$0.00	\$61.95
6	70	\$35.61	\$9.83	\$16.51	\$0.00	\$61.95
7	80	\$40.70	\$9.83	\$18.24	\$0.00	\$68.77
8	80	\$40.70	\$9.83	\$18.24	\$0.00	\$68.77

Notes:

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME <i>CARPENTERS-ZONE 3 (Wood Frame)</i>	10/01/2024	\$26.65	\$7.02	\$4.80	\$0.00	\$38.47
	10/01/2025	\$27.75	\$7.02	\$4.80	\$0.00	\$39.57
	10/01/2026	\$28.85	\$7.02	\$4.80	\$0.00	\$40.67

Apprentice - CARPENTER (Wood Frame) - Zone 3

Effective Date - 10/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.99	\$7.02	\$0.00	\$0.00	\$23.01
2	60	\$15.99	\$7.02	\$0.00	\$0.00	\$23.01
3	65	\$17.32	\$7.02	\$1.00	\$0.00	\$25.34
4	70	\$18.66	\$7.02	\$1.00	\$0.00	\$26.68
5	75	\$19.99	\$7.02	\$4.80	\$0.00	\$31.81
6	80	\$21.32	\$7.02	\$4.80	\$0.00	\$33.14
7	85	\$22.65	\$7.02	\$4.80	\$0.00	\$34.47
8	90	\$23.99	\$7.02	\$4.80	\$0.00	\$35.81

Effective Date - 10/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.65	\$7.02	\$0.00	\$0.00	\$23.67
2	60	\$16.65	\$7.02	\$0.00	\$0.00	\$23.67
3	65	\$18.04	\$7.02	\$1.00	\$0.00	\$26.06
4	70	\$19.43	\$7.02	\$1.00	\$0.00	\$27.45
5	75	\$20.81	\$7.02	\$4.80	\$0.00	\$32.63
6	80	\$22.20	\$7.02	\$4.80	\$0.00	\$34.02
7	85	\$23.59	\$7.02	\$4.80	\$0.00	\$35.41
8	90	\$24.98	\$7.02	\$4.80	\$0.00	\$36.80

Notes:

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING	07/01/2024	\$49.19	\$13.35	\$24.21	\$1.80	\$88.55
BRICKLAYERS LOCAL 3 (QUINCY)						

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

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.60	\$13.35	\$16.43	\$0.00	\$54.38
2	60	\$29.51	\$13.35	\$19.21	\$1.80	\$63.87
3	65	\$31.97	\$13.35	\$20.21	\$1.80	\$67.33
4	70	\$34.43	\$13.35	\$21.21	\$1.80	\$70.79
5	75	\$36.89	\$13.35	\$22.21	\$1.80	\$74.25
6	80	\$39.35	\$13.35	\$23.21	\$1.80	\$77.71
7	90	\$44.27	\$13.35	\$24.21	\$1.80	\$83.63

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	12/01/2024	\$58.18	\$15.55	\$16.50	\$0.00	\$90.23
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$59.51	\$15.55	\$16.50	\$0.00	\$91.56
	12/01/2025	\$60.98	\$15.55	\$16.50	\$0.00	\$93.03
	06/01/2026	\$62.31	\$15.55	\$16.50	\$0.00	\$94.36
	12/01/2026	\$63.79	\$15.55	\$16.50	\$0.00	\$95.84

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

COMPRESSOR OPERATOR	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE)	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36
PAINTERS LOCAL 35 - ZONE 2						

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN	12/02/2024	\$46.25	\$9.90	\$18.90	\$0.00	\$75.05
LABORERS - ZONE 2	06/02/2025	\$47.75	\$9.90	\$18.90	\$0.00	\$76.55
	12/01/2025	\$49.25	\$9.90	\$18.90	\$0.00	\$78.05
	06/01/2026	\$50.80	\$9.90	\$18.90	\$0.00	\$79.60
	12/07/2026	\$52.30	\$9.90	\$18.90	\$0.00	\$81.10
	06/07/2027	\$53.90	\$9.90	\$18.90	\$0.00	\$82.70
	12/06/2027	\$55.50	\$9.90	\$18.90	\$0.00	\$84.30
	06/05/2028	\$57.18	\$9.90	\$18.90	\$0.00	\$85.98
	12/04/2028	\$58.85	\$9.90	\$18.90	\$0.00	\$87.65

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR	12/02/2024	\$47.25	\$9.90	\$18.90	\$0.00	\$76.05
LABORERS - ZONE 2	06/02/2025	\$48.75	\$9.90	\$18.90	\$0.00	\$77.55
	12/01/2025	\$50.25	\$9.90	\$18.90	\$0.00	\$79.05
	06/01/2026	\$51.80	\$9.90	\$18.90	\$0.00	\$80.60
	12/07/2026	\$53.30	\$9.90	\$18.90	\$0.00	\$82.10
	06/07/2027	\$54.90	\$9.90	\$18.90	\$0.00	\$83.70
	12/06/2027	\$56.50	\$9.90	\$18.90	\$0.00	\$85.30
	06/05/2028	\$58.18	\$9.90	\$18.90	\$0.00	\$86.98
	12/04/2028	\$59.85	\$9.90	\$18.90	\$0.00	\$88.65

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS	12/02/2024	\$47.00	\$9.90	\$18.90	\$0.00	\$75.80
LABORERS - ZONE 2	06/02/2025	\$48.50	\$9.90	\$18.90	\$0.00	\$77.30
	12/01/2025	\$50.00	\$9.90	\$18.90	\$0.00	\$78.80
	06/01/2026	\$51.55	\$9.90	\$18.90	\$0.00	\$80.35
	12/07/2026	\$53.05	\$9.90	\$18.90	\$0.00	\$81.85
	06/07/2027	\$54.65	\$9.90	\$18.90	\$0.00	\$83.45
	12/06/2027	\$56.25	\$9.90	\$18.90	\$0.00	\$85.05
	06/05/2028	\$57.93	\$9.90	\$18.90	\$0.00	\$86.73
	12/04/2028	\$59.60	\$9.90	\$18.90	\$0.00	\$88.40

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER	12/02/2024	\$47.25	\$9.90	\$18.90	\$0.00	\$76.05
LABORERS - ZONE 2	06/02/2025	\$48.75	\$9.90	\$18.90	\$0.00	\$77.55
	12/01/2025	\$50.25	\$9.90	\$18.90	\$0.00	\$79.05
	06/01/2026	\$51.80	\$9.90	\$18.90	\$0.00	\$80.60
	12/07/2026	\$53.30	\$9.90	\$18.90	\$0.00	\$82.10
	06/07/2027	\$54.90	\$9.90	\$18.90	\$0.00	\$83.70
	12/06/2027	\$56.50	\$9.90	\$18.90	\$0.00	\$85.30
	06/05/2028	\$58.18	\$9.90	\$18.90	\$0.00	\$86.98
	12/04/2028	\$59.85	\$9.90	\$18.90	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR	12/02/2024	\$47.00	\$9.90	\$18.90	\$0.00	\$75.80
LABORERS - ZONE 2	06/02/2025	\$48.50	\$9.90	\$18.90	\$0.00	\$77.30
	12/01/2025	\$50.00	\$9.90	\$18.90	\$0.00	\$78.80
	06/01/2026	\$51.55	\$9.90	\$18.90	\$0.00	\$80.35
	12/07/2026	\$53.05	\$9.90	\$18.90	\$0.00	\$81.85
	06/07/2027	\$54.65	\$9.90	\$18.90	\$0.00	\$83.45
	12/06/2027	\$56.25	\$9.90	\$18.90	\$0.00	\$85.05
	06/05/2028	\$57.93	\$9.90	\$18.90	\$0.00	\$86.73
	12/04/2028	\$59.60	\$9.90	\$18.90	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER	12/02/2024	\$46.25	\$9.90	\$18.90	\$0.00	\$75.05
LABORERS - ZONE 2	06/02/2025	\$47.75	\$9.90	\$18.90	\$0.00	\$76.55
	12/01/2025	\$49.25	\$9.90	\$18.90	\$0.00	\$78.05
	06/01/2026	\$50.80	\$9.90	\$18.90	\$0.00	\$79.60
	12/07/2026	\$52.30	\$9.90	\$18.90	\$0.00	\$81.10
	06/07/2027	\$53.90	\$9.90	\$18.90	\$0.00	\$82.70
	12/06/2027	\$55.50	\$9.90	\$18.90	\$0.00	\$84.30
	06/05/2028	\$57.18	\$9.90	\$18.90	\$0.00	\$85.98
	12/04/2028	\$58.85	\$9.90	\$18.90	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER	08/01/2024	\$78.11	\$10.08	\$21.66	\$0.00	\$109.85
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	08/01/2024	\$55.79	\$10.08	\$24.29	\$0.00	\$90.16
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)	08/01/2024	\$83.69	\$10.08	\$24.29	\$0.00	\$118.06
PILE DRIVER LOCAL 56 (ZONE 1)						
For apprentice rates see "Apprentice- PILE DRIVER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2024	\$50.02	\$12.00	\$17.72	\$0.00	\$79.74
	09/01/2025	\$52.25	\$12.25	\$18.61	\$0.00	\$83.11
	09/01/2026	\$54.72	\$12.50	\$19.56	\$0.00	\$86.78

Apprentice - *ELECTRICIAN - Local 223*

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.01	\$12.00	\$0.60	\$0.00	\$32.61
2	45	\$22.51	\$12.00	\$0.68	\$0.00	\$35.19
3	50	\$25.01	\$12.00	\$0.75	\$0.00	\$37.76
4	55	\$27.51	\$12.00	\$8.59	\$0.00	\$48.10
5	60	\$30.01	\$12.00	\$9.15	\$0.00	\$51.16
6	65	\$32.51	\$12.00	\$9.74	\$0.00	\$54.25
7	70	\$35.01	\$12.00	\$10.30	\$0.00	\$57.31
8	75	\$37.52	\$12.00	\$10.89	\$0.00	\$60.41

Effective Date - 09/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.90	\$12.25	\$0.63	\$0.00	\$33.78
2	45	\$23.51	\$12.25	\$0.71	\$0.00	\$36.47
3	50	\$26.13	\$12.25	\$0.78	\$0.00	\$39.16
4	55	\$28.74	\$12.25	\$9.11	\$0.00	\$50.10
5	60	\$31.35	\$12.25	\$9.71	\$0.00	\$53.31
6	65	\$33.96	\$12.25	\$10.32	\$0.00	\$56.53
7	70	\$36.58	\$12.25	\$10.91	\$0.00	\$59.74
8	75	\$39.19	\$12.25	\$11.52	\$0.00	\$62.96

Notes:

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - ELEVATOR CONSTRUCTOR - Local 4						
Effective Date - 01/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84
2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33
3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89
4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74
Notes: Steps 1-2 are 6 mos.; Steps 3-5 are 1 year						
Apprentice to Journeyworker Ratio:1:1						
ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2024	\$51.78	\$15.30	\$16.40	\$0.00	\$83.48
	05/01/2025	\$53.22	\$15.30	\$16.40	\$0.00	\$84.92
	11/01/2025	\$54.51	\$15.30	\$16.40	\$0.00	\$86.21
	05/01/2026	\$55.95	\$15.30	\$16.40	\$0.00	\$87.65
	11/01/2026	\$57.24	\$15.30	\$16.40	\$0.00	\$88.94
	05/01/2027	\$58.67	\$15.30	\$16.40	\$0.00	\$90.37
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2024	\$53.37	\$15.30	\$16.40	\$0.00	\$85.07
	05/01/2025	\$54.82	\$15.30	\$16.40	\$0.00	\$86.52
	11/01/2025	\$56.12	\$15.30	\$16.40	\$0.00	\$87.82
	05/01/2026	\$57.57	\$15.30	\$16.40	\$0.00	\$89.27
	11/01/2026	\$58.87	\$15.30	\$16.40	\$0.00	\$90.57
	05/01/2027	\$60.32	\$15.30	\$16.40	\$0.00	\$92.02
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2024	\$25.37	\$15.30	\$16.40	\$0.00	\$57.07
	05/01/2025	\$26.22	\$15.30	\$16.40	\$0.00	\$57.92
	11/01/2025	\$26.98	\$15.30	\$16.40	\$0.00	\$58.68
	05/01/2026	\$27.83	\$15.30	\$16.40	\$0.00	\$59.53
	11/01/2026	\$28.59	\$15.30	\$16.40	\$0.00	\$60.29
	05/01/2027	\$29.44	\$15.30	\$16.40	\$0.00	\$61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 223</i>	09/01/2024	\$50.02	\$12.00	\$17.72	\$0.00	\$79.74
	09/01/2025	\$52.25	\$12.25	\$18.61	\$0.00	\$83.11
	09/01/2026	\$54.72	\$12.50	\$19.56	\$0.00	\$86.78

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE	09/01/2024	\$50.02	\$12.00	\$17.72	\$0.00	\$79.74
LOCAL 223 / COMMISSIONING <i>ELECTRICIANS</i>	09/01/2025	\$52.25	\$12.25	\$18.61	\$0.00	\$83.11
	09/01/2026	\$54.72	\$12.50	\$19.56	\$0.00	\$86.78
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER)	12/01/2024	\$45.96	\$15.55	\$16.50	\$0.00	\$78.01
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$47.02	\$15.55	\$16.50	\$0.00	\$79.07
	12/01/2025	\$48.19	\$15.55	\$16.50	\$0.00	\$80.24
	06/01/2026	\$49.25	\$15.55	\$16.50	\$0.00	\$81.30
	12/01/2026	\$50.43	\$15.55	\$16.50	\$0.00	\$82.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/01/2024	\$27.01	\$9.90	\$18.46	\$0.00	\$55.37
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$28.09	\$9.90	\$18.46	\$0.00	\$56.45
	12/01/2025	\$28.09	\$9.90	\$18.46	\$0.00	\$56.45
	06/01/2026	\$29.21	\$9.90	\$18.46	\$0.00	\$57.57
	12/01/2026	\$29.21	\$9.90	\$18.46	\$0.00	\$57.57
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FLOORCOVERER	03/01/2025	\$57.73	\$8.83	\$20.27	\$0.00	\$86.83
FLOORCOVERERS LOCAL 2168 ZONE 1	09/01/2025	\$59.23	\$8.83	\$20.27	\$0.00	\$88.33
	03/01/2026	\$60.73	\$8.83	\$20.27	\$0.00	\$89.83
	09/01/2026	\$62.23	\$8.83	\$20.27	\$0.00	\$91.33
	03/01/2027	\$63.73	\$8.83	\$20.27	\$0.00	\$92.83

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - FLOORCOVERER - Local 2168 Zone I
Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$25.98	\$8.83	\$1.76	\$0.00	\$36.57
2	45	\$25.98	\$8.83	\$1.76	\$0.00	\$36.57
3	55	\$31.75	\$8.83	\$3.52	\$0.00	\$44.10
4	55	\$31.75	\$8.83	\$3.52	\$0.00	\$44.10
5	70	\$40.41	\$8.83	\$16.75	\$0.00	\$65.99
6	70	\$40.41	\$8.83	\$16.75	\$0.00	\$65.99
7	80	\$46.18	\$8.83	\$18.51	\$0.00	\$73.52
8	80	\$46.18	\$8.83	\$18.51	\$0.00	\$73.52

Effective Date - 09/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$26.65	\$8.83	\$1.76	\$0.00	\$37.24
2	45	\$26.65	\$8.83	\$1.76	\$0.00	\$37.24
3	55	\$32.58	\$8.83	\$3.52	\$0.00	\$44.93
4	55	\$32.58	\$8.83	\$3.52	\$0.00	\$44.93
5	70	\$41.46	\$8.83	\$16.75	\$0.00	\$67.04
6	70	\$41.46	\$8.83	\$16.75	\$0.00	\$67.04
7	80	\$47.38	\$8.83	\$18.51	\$0.00	\$74.72
8	80	\$47.38	\$8.83	\$18.51	\$0.00	\$74.72

Notes: Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1
FORK LIFT/CHERRY PICKER
OPERATING ENGINEERS LOCAL 4

12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS
OPERATING ENGINEERS LOCAL 4

12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)
GLAZIERS LOCAL 35 (ZONE 2)

01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86
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Apprentice - GLAZIER - Local 35 Zone 2
Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.93
2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.99
3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.99
4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.99
5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.84
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.85
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.85
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.85

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$31.37	\$0.00	\$0.00	\$0.00	\$31.37
2	60	\$34.22	\$15.55	\$16.50	\$0.00	\$66.27
3	65	\$37.07	\$15.55	\$16.50	\$0.00	\$69.12
4	70	\$39.92	\$15.55	\$16.50	\$0.00	\$71.97
5	75	\$42.77	\$15.55	\$16.50	\$0.00	\$74.82
6	80	\$45.62	\$15.55	\$16.50	\$0.00	\$77.67
7	85	\$48.48	\$15.55	\$16.50	\$0.00	\$80.53
8	90	\$51.33	\$15.55	\$16.50	\$0.00	\$83.38

Effective Date - 06/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$32.08	\$0.00	\$0.00	\$0.00	\$32.08
2	60	\$35.00	\$15.55	\$16.50	\$0.00	\$67.05
3	65	\$37.91	\$15.55	\$16.50	\$0.00	\$69.96
4	70	\$40.83	\$15.55	\$16.50	\$0.00	\$72.88
5	75	\$43.75	\$15.55	\$16.50	\$0.00	\$75.80
6	80	\$46.66	\$15.55	\$16.50	\$0.00	\$78.71
7	85	\$49.58	\$15.55	\$16.50	\$0.00	\$81.63
8	90	\$52.50	\$15.55	\$16.50	\$0.00	\$84.55

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK)	02/01/2025	\$59.13	\$14.91	\$28.27	\$2.98	\$105.29
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2025	\$60.98	\$14.91	\$28.27	\$2.98	\$107.14
	02/01/2026	\$62.93	\$14.91	\$28.27	\$2.98	\$109.09
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS)	09/01/2024	\$50.02	\$12.00	\$17.72	\$0.00	\$79.74
ELECTRICIANS LOCAL 223	09/01/2025	\$52.25	\$12.25	\$18.61	\$0.00	\$83.11
	09/01/2026	\$54.72	\$12.50	\$19.56	\$0.00	\$86.78
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR)	02/01/2025	\$59.13	\$14.91	\$28.27	\$2.98	\$105.29
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2025	\$60.98	\$14.91	\$28.27	\$2.98	\$107.14
	02/01/2026	\$62.93	\$14.91	\$28.27	\$2.98	\$109.09
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER)	08/26/2024	\$52.49	\$10.80	\$21.40	\$0.00	\$84.69
PLUMBERS & PIPEFITTERS LOCAL 51	08/25/2025	\$55.24	\$10.80	\$21.40	\$0.00	\$87.44
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC	08/26/2024	\$52.49	\$10.80	\$21.40	\$0.00	\$84.69
PLUMBERS & PIPEFITTERS LOCAL 51	08/25/2025	\$55.24	\$10.80	\$21.40	\$0.00	\$87.44
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51

For apprentice rates see "Apprentice- LABORER"

HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2024	\$56.92	\$14.75	\$19.61	\$0.00	\$91.28
	09/01/2025	\$60.34	\$14.75	\$19.61	\$0.00	\$94.70
	09/01/2026	\$63.76	\$14.75	\$19.61	\$0.00	\$98.12

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.46	\$14.75	\$14.32	\$0.00	\$57.53
2	60	\$34.15	\$14.75	\$15.37	\$0.00	\$64.27
3	70	\$39.84	\$14.75	\$16.43	\$0.00	\$71.02
4	80	\$45.54	\$14.75	\$17.49	\$0.00	\$77.78

Effective Date - 09/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.17	\$14.75	\$14.32	\$0.00	\$59.24
2	60	\$36.20	\$14.75	\$15.37	\$0.00	\$66.32
3	70	\$42.24	\$14.75	\$16.43	\$0.00	\$73.42
4	80	\$48.27	\$14.75	\$17.49	\$0.00	\$80.51

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i>	03/16/2024	\$53.97	\$8.35	\$26.70	\$0.00	\$89.02
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Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 03/16/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$32.38	\$8.35	\$26.70	\$0.00	\$67.43
2	70	\$37.78	\$8.35	\$26.70	\$0.00	\$72.83
3	75	\$40.48	\$8.35	\$26.70	\$0.00	\$75.53
4	80	\$43.18	\$8.35	\$26.70	\$0.00	\$78.23
5	85	\$45.87	\$8.35	\$26.70	\$0.00	\$80.92
6	90	\$48.57	\$8.35	\$26.70	\$0.00	\$83.62

Notes:

Apprentice to Journeyworker Ratio:1:4

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 2	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						

LABORER LABORERS - ZONE 2	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76

Apprentice - LABORER - Zone 2

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.37	\$9.90	\$18.36	\$0.00	\$51.63
2	70	\$27.27	\$9.90	\$18.36	\$0.00	\$55.53
3	80	\$31.16	\$9.90	\$18.36	\$0.00	\$59.42
4	90	\$35.06	\$9.90	\$18.36	\$0.00	\$63.32

Effective Date - 06/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.20	\$9.90	\$18.36	\$0.00	\$52.46
2	70	\$28.24	\$9.90	\$18.36	\$0.00	\$56.50
3	80	\$32.27	\$9.90	\$18.36	\$0.00	\$60.53
4	90	\$36.31	\$9.90	\$18.36	\$0.00	\$64.57

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	12/01/2024	\$38.95	\$9.90	\$18.46	\$0.00	\$67.31
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.34	\$9.90	\$18.46	\$0.00	\$68.70
	12/01/2025	\$41.72	\$9.90	\$18.46	\$0.00	\$70.08
	06/01/2026	\$43.16	\$9.90	\$18.46	\$0.00	\$71.52
	12/01/2026	\$44.60	\$9.90	\$18.46	\$0.00	\$72.96

Apprentice - LABORER (Heavy & Highway) - Zone 2

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.37	\$9.90	\$18.46	\$0.00	\$51.73
2	70	\$27.27	\$9.90	\$18.46	\$0.00	\$55.63
3	80	\$31.16	\$9.90	\$18.46	\$0.00	\$59.52
4	90	\$35.06	\$9.90	\$18.46	\$0.00	\$63.42

Effective Date - 06/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.20	\$9.90	\$18.46	\$0.00	\$52.56
2	70	\$28.24	\$9.90	\$18.46	\$0.00	\$56.60
3	80	\$32.27	\$9.90	\$18.46	\$0.00	\$60.63
4	90	\$36.31	\$9.90	\$18.46	\$0.00	\$64.67

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER <i>LABORERS - ZONE 2</i>	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 2</i>	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 2</i>	12/02/2024	\$39.04	\$9.90	\$18.42	\$0.00	\$67.36
	06/02/2025	\$40.43	\$9.90	\$18.42	\$0.00	\$68.75
	12/01/2025	\$41.81	\$9.90	\$18.42	\$0.00	\$70.13
	06/01/2026	\$43.25	\$9.90	\$18.42	\$0.00	\$71.57
	12/07/2026	\$44.69	\$9.90	\$18.42	\$0.00	\$73.01
	06/07/2027	\$46.14	\$9.90	\$18.42	\$0.00	\$74.46
	12/06/2027	\$47.59	\$9.90	\$18.42	\$0.00	\$75.91
	06/05/2028	\$49.09	\$9.90	\$18.42	\$0.00	\$77.41
	12/04/2028	\$50.59	\$9.90	\$18.42	\$0.00	\$78.91
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
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"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2025	\$50.36	\$11.49	\$21.62	\$0.00	\$83.47
	08/01/2025	\$52.08	\$11.49	\$21.62	\$0.00	\$85.19
	02/01/2026	\$53.16	\$11.49	\$21.62	\$0.00	\$86.27
	08/01/2026	\$54.92	\$11.49	\$21.62	\$0.00	\$88.03
	02/01/2027	\$56.04	\$11.49	\$21.62	\$0.00	\$89.15

Classification			Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile								
Effective Date - 02/01/2025								
Step	percent	Apprentice Base Wage		Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$25.18		\$11.49	\$21.62	\$0.00	\$58.29	
2	60	\$30.22		\$11.49	\$21.62	\$0.00	\$63.33	
3	70	\$35.25		\$11.49	\$21.62	\$0.00	\$68.36	
4	80	\$40.29		\$11.49	\$21.62	\$0.00	\$73.40	
5	90	\$45.32		\$11.49	\$21.62	\$0.00	\$78.43	
Effective Date - 08/01/2025								
Step	percent	Apprentice Base Wage		Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$26.04		\$11.49	\$21.62	\$0.00	\$59.15	
2	60	\$31.25		\$11.49	\$21.62	\$0.00	\$64.36	
3	70	\$36.46		\$11.49	\$21.62	\$0.00	\$69.57	
4	80	\$41.66		\$11.49	\$21.62	\$0.00	\$74.77	
5	90	\$46.87		\$11.49	\$21.62	\$0.00	\$79.98	
Notes:								
Apprentice to Journeyworker Ratio:1:3								
MARBLE MASONS,TILELAYERS & TERRAZZO MECH			02/01/2025	\$65.82	\$11.49	\$23.56	\$0.00	\$100.87
BRICKLAYERS LOCAL 3 - MARBLE & TILE			08/01/2025	\$67.97	\$11.49	\$23.56	\$0.00	\$103.02
			02/01/2026	\$69.32	\$11.49	\$23.56	\$0.00	\$104.37
			08/01/2026	\$71.52	\$11.49	\$23.56	\$0.00	\$106.57
			02/01/2027	\$72.92	\$11.49	\$23.56	\$0.00	\$107.97

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.91	\$11.49	\$23.56	\$0.00	\$67.96
2	60	\$39.49	\$11.49	\$23.56	\$0.00	\$74.54
3	70	\$46.07	\$11.49	\$23.56	\$0.00	\$81.12
4	80	\$52.66	\$11.49	\$23.56	\$0.00	\$87.71
5	90	\$59.24	\$11.49	\$23.56	\$0.00	\$94.29

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$33.99	\$11.49	\$23.56	\$0.00	\$69.04
2	60	\$40.78	\$11.49	\$23.56	\$0.00	\$75.83
3	70	\$47.58	\$11.49	\$23.56	\$0.00	\$82.63
4	80	\$54.38	\$11.49	\$23.56	\$0.00	\$89.43
5	90	\$61.17	\$11.49	\$23.56	\$0.00	\$96.22

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 2)	01/06/2025	\$45.09	\$10.08	\$21.47	\$0.00	\$76.64
MILLWRIGHTS LOCAL 1121 - Zone 2	01/05/2026	\$47.42	\$10.08	\$21.47	\$0.00	\$78.97

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Apprentice - MILLWRIGHT - Local 1121 Zone 2							
Effective Date - 01/06/2025							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55	\$24.80	\$10.08	\$5.50	\$0.00	\$40.38	
2	65	\$29.31	\$10.08	\$6.50	\$0.00	\$45.89	
3	75	\$33.82	\$10.08	\$18.97	\$0.00	\$62.87	
4	85	\$38.33	\$10.08	\$19.97	\$0.00	\$68.38	
Effective Date - 01/05/2026							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55	\$26.08	\$10.08	\$5.50	\$0.00	\$41.66	
2	65	\$30.82	\$10.08	\$6.50	\$0.00	\$47.40	
3	75	\$35.57	\$10.08	\$18.97	\$0.00	\$64.62	
4	85	\$40.31	\$10.08	\$19.97	\$0.00	\$70.36	
<div>Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66) Steps are 2,000 hours</div>							
Apprentice to Journeyworker Ratio:1:4							
MORTAR MIXER		12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2		06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
		12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
		06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
		12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
		06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
		12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
		06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
		12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
OILER (OTHER THAN TRUCK CRANES,GRADALLS)		12/01/2024	\$25.37	\$15.30	\$16.40	\$0.00	\$57.07
OPERATING ENGINEERS LOCAL 4		06/01/2025	\$25.97	\$15.30	\$16.40	\$0.00	\$57.67
		12/01/2025	\$26.63	\$15.30	\$16.40	\$0.00	\$58.33
		06/01/2026	\$27.22	\$15.30	\$16.40	\$0.00	\$58.92
		12/01/2026	\$27.89	\$15.30	\$16.40	\$0.00	\$59.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OILER (TRUCK CRANES, GRADALLS)		12/01/2024	\$31.08	\$15.30	\$16.40	\$0.00	\$62.78
OPERATING ENGINEERS LOCAL 4		06/01/2025	\$31.80	\$15.30	\$16.40	\$0.00	\$63.50
		12/01/2025	\$32.60	\$15.30	\$16.40	\$0.00	\$64.30
		06/01/2026	\$33.32	\$15.30	\$16.40	\$0.00	\$65.02
		12/01/2026	\$34.12	\$15.30	\$16.40	\$0.00	\$65.82
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2025	\$49.36	\$9.95	\$23.95	\$0.00	\$83.26
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* If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 2*

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.68	\$9.95	\$0.00	\$0.00	\$34.63
2	55	\$27.15	\$9.95	\$6.66	\$0.00	\$43.76
3	60	\$29.62	\$9.95	\$7.26	\$0.00	\$46.83
4	65	\$32.08	\$9.95	\$7.87	\$0.00	\$49.90
5	70	\$34.55	\$9.95	\$20.32	\$0.00	\$64.82
6	75	\$37.02	\$9.95	\$20.93	\$0.00	\$67.90
7	80	\$39.49	\$9.95	\$21.53	\$0.00	\$70.97
8	90	\$44.42	\$9.95	\$22.74	\$0.00	\$77.11

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (SPRAY OR SANDBLAST, REPAINT) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2025	\$47.42	\$9.95	\$23.95	\$0.00	\$81.32

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.71	\$9.95	\$0.00	\$0.00	\$33.66
2	55	\$26.08	\$9.95	\$6.66	\$0.00	\$42.69
3	60	\$28.45	\$9.95	\$7.26	\$0.00	\$45.66
4	65	\$30.82	\$9.95	\$7.87	\$0.00	\$48.64
5	70	\$33.19	\$9.95	\$20.32	\$0.00	\$63.46
6	75	\$35.57	\$9.95	\$20.93	\$0.00	\$66.45
7	80	\$37.94	\$9.95	\$21.53	\$0.00	\$69.42
8	90	\$42.68	\$9.95	\$22.74	\$0.00	\$75.37

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86
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* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 2*

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.93
2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.99
3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.99
4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.99
5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.84
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.85
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.85
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.85

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2025	\$46.02	\$9.95	\$23.95	\$0.00	\$79.92
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PAINTERS LOCAL 35 - ZONE 2

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.01	\$9.95	\$0.00	\$0.00	\$32.96
2	55	\$25.31	\$9.95	\$6.66	\$0.00	\$41.92
3	60	\$27.61	\$9.95	\$7.26	\$0.00	\$44.82
4	65	\$29.91	\$9.95	\$7.87	\$0.00	\$47.73
5	70	\$32.21	\$9.95	\$20.32	\$0.00	\$62.48
6	75	\$34.52	\$9.95	\$20.93	\$0.00	\$65.40
7	80	\$36.82	\$9.95	\$21.53	\$0.00	\$68.30
8	90	\$41.42	\$9.95	\$22.74	\$0.00	\$74.11

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/01/2024	\$38.95	\$9.90	\$18.46	\$0.00	\$67.31
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.34	\$9.90	\$18.46	\$0.00	\$68.70
	12/01/2025	\$41.72	\$9.90	\$18.46	\$0.00	\$70.08
	06/01/2026	\$43.16	\$9.90	\$18.46	\$0.00	\$71.52
	12/01/2026	\$44.60	\$9.90	\$18.46	\$0.00	\$72.96

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)

PANEL & PICKUP TRUCKS DRIVER	01/01/2025	\$39.78	\$15.57	\$20.17	\$0.00	\$75.52
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$40.78	\$15.57	\$20.17	\$0.00	\$76.52
	12/01/2025	\$40.78	\$15.57	\$21.78	\$0.00	\$78.13
	01/01/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$78.73
	06/01/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$79.73
	12/01/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$81.47
	01/01/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$82.07

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2024	\$55.79	\$10.08	\$24.29	\$0.00	\$90.16
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PILE DRIVER LOCAL 56 (ZONE 1)

For apprentice rates see "Apprentice- PILE DRIVER"

PILE DRIVER	08/01/2024	\$55.79	\$10.08	\$24.29	\$0.00	\$90.16
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PILE DRIVER LOCAL 56 (ZONE 1)

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Apprentice - PILE DRIVER - Local 56 Zone 1							
Effective Date - 08/01/2024							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	45	\$25.11	\$10.08	\$2.53	\$0.00	\$37.72	
2	55	\$30.68	\$10.08	\$5.07	\$0.00	\$45.83	
3	70	\$39.05	\$10.08	\$19.22	\$0.00	\$68.35	
4	80	\$44.63	\$10.08	\$21.76	\$0.00	\$76.47	
<div>Notes: % Indentured BEFORE 8/1/20; 50/60/70/75/80/80/90/90 Apprentice to Journey worker Ratio: 1:5 Step 1 \$62.37/ 2 \$67.84/ 3 \$73.42/ 4 \$76.21/ 5 & 6 \$79.00/ 7 & 8 \$84.58</div>							
PIPELAYER		12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2		06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
		12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
		06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
		12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
		06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
		12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
		06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
		12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
PIPELAYER (HEAVY & HIGHWAY)		12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
LABORERS - ZONE 2 (HEAVY & HIGHWAY)		06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
		12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
		06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
		12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
PLUMBER & PIPEFITTER		08/26/2024	\$52.49	\$10.80	\$21.40	\$0.00	\$84.69
PLUMBERS & PIPEFITTERS LOCAL 51		08/25/2025	\$55.24	\$10.80	\$21.40	\$0.00	\$87.44

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PLUMBER/PIPEFITTER - Local 51

Effective Date - 08/26/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$21.00	\$10.15	\$2.50	\$0.00	\$33.65
2	50	\$26.25	\$10.15	\$2.50	\$0.00	\$38.90
3	60	\$31.49	\$10.15	\$8.90	\$0.00	\$50.54
4	70	\$36.74	\$10.15	\$14.24	\$0.00	\$61.13
5	80	\$41.99	\$10.15	\$17.80	\$0.00	\$69.94

Effective Date - 08/25/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$22.10	\$10.15	\$2.50	\$0.00	\$34.75
2	50	\$27.62	\$10.15	\$2.50	\$0.00	\$40.27
3	60	\$33.14	\$10.15	\$8.90	\$0.00	\$52.19
4	70	\$38.67	\$10.15	\$14.24	\$0.00	\$63.06
5	80	\$44.19	\$10.15	\$17.80	\$0.00	\$72.14

Notes:

Steps 2000hrs. Prior 9/1/05; 40/40/45/50/55/60/65/75/80/85

Apprentice to Journeyworker Ratio:1:3

PNEUMATIC CONTROLS (TEMP.)	08/26/2024	\$52.49	\$10.80	\$21.40	\$0.00	\$84.69
PLUMBERS & PIPEFITTERS LOCAL 51	08/25/2025	\$55.24	\$10.80	\$21.40	\$0.00	\$87.44
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR	12/01/2024	\$39.70	\$9.90	\$17.54	\$0.00	\$67.14
LABORERS - ZONE 2	06/01/2025	\$41.09	\$9.90	\$17.54	\$0.00	\$68.53
	12/01/2025	\$42.47	\$9.90	\$17.54	\$0.00	\$69.91
	06/01/2026	\$43.91	\$9.90	\$17.54	\$0.00	\$71.35
	12/01/2026	\$45.35	\$9.90	\$17.54	\$0.00	\$72.79
	06/01/2027	\$46.80	\$9.90	\$17.54	\$0.00	\$74.24
	12/01/2027	\$48.25	\$9.90	\$17.54	\$0.00	\$75.69
	06/01/2028	\$49.75	\$9.90	\$17.54	\$0.00	\$77.19
	12/01/2028	\$51.25	\$9.90	\$17.54	\$0.00	\$78.69
For apprentice rates see "Apprentice- LABORER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.95	\$9.90	\$18.36	\$0.00	\$68.21
	06/01/2025	\$41.34	\$9.90	\$18.36	\$0.00	\$69.60
	12/01/2025	\$42.72	\$9.90	\$18.36	\$0.00	\$70.98
	06/01/2026	\$44.16	\$9.90	\$18.36	\$0.00	\$72.42
	12/01/2026	\$45.60	\$9.90	\$18.36	\$0.00	\$73.86
	06/01/2027	\$47.05	\$9.90	\$18.36	\$0.00	\$75.31
	12/01/2027	\$48.50	\$9.90	\$18.36	\$0.00	\$76.76
	06/01/2028	\$50.00	\$9.90	\$18.36	\$0.00	\$78.26
	12/01/2028	\$51.50	\$9.90	\$18.36	\$0.00	\$79.76
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2024	\$39.95	\$9.65	\$18.46	\$0.00	\$68.06
	06/01/2025	\$41.34	\$9.65	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.72	\$9.65	\$18.46	\$0.00	\$70.83
	06/01/2026	\$44.16	\$9.65	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.60	\$9.65	\$18.46	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 653 - Southeastern Concrete (Weymouth)</i>	08/01/2023	\$25.00	\$13.91	\$6.90	\$0.00	\$45.81
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) <i>ROOFERS LOCAL 33</i>	02/01/2025	\$52.03	\$13.28	\$21.70	\$0.00	\$87.01
	08/01/2025	\$53.53	\$13.28	\$21.70	\$0.00	\$88.51
	02/01/2026	\$54.78	\$13.28	\$21.70	\$0.00	\$89.76

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.02	\$13.28	\$15.55	\$0.00	\$54.85
2	60	\$31.22	\$13.28	\$21.70	\$0.00	\$66.20
3	65	\$33.82	\$13.28	\$21.70	\$0.00	\$68.80
4	75	\$39.02	\$13.28	\$21.70	\$0.00	\$74.00
5	85	\$44.23	\$13.28	\$21.70	\$0.00	\$79.21

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.77	\$13.28	\$15.55	\$0.00	\$55.60
2	60	\$32.12	\$13.28	\$21.70	\$0.00	\$67.10
3	65	\$34.79	\$13.28	\$21.70	\$0.00	\$69.77
4	75	\$40.15	\$13.28	\$21.70	\$0.00	\$75.13
5	85	\$45.50	\$13.28	\$21.70	\$0.00	\$80.48

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
(Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 33</i>	02/01/2025	\$52.28	\$13.28	\$21.70	\$0.00	\$87.26
	08/01/2025	\$53.78	\$13.28	\$21.70	\$0.00	\$88.76
	02/01/2026	\$55.03	\$13.28	\$21.70	\$0.00	\$90.01
For apprentice rates see "Apprentice- ROOFER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER	02/01/2025	\$59.13	\$14.91	\$28.27	\$2.98	\$105.29
<i>SHEETMETAL WORKERS LOCAL 17 - A</i>	08/01/2025	\$60.98	\$14.91	\$28.27	\$2.98	\$107.14
	02/01/2026	\$62.93	\$14.91	\$28.27	\$2.98	\$109.09

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$24.83	\$14.91	\$6.13	\$0.00	\$45.87
2	42	\$24.83	\$14.91	\$6.13	\$0.00	\$45.87
3	47	\$27.79	\$14.91	\$12.26	\$1.62	\$56.58
4	47	\$27.79	\$14.91	\$12.26	\$1.62	\$56.58
5	52	\$30.75	\$14.91	\$13.24	\$1.74	\$60.64
6	52	\$30.75	\$14.91	\$13.49	\$1.75	\$60.90
7	60	\$35.48	\$14.91	\$14.90	\$1.93	\$67.22
8	65	\$38.43	\$14.91	\$15.88	\$2.04	\$71.26
9	75	\$44.35	\$14.91	\$17.84	\$2.28	\$79.38
10	85	\$50.26	\$14.91	\$19.30	\$2.49	\$86.96

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$25.61	\$14.91	\$6.13	\$0.00	\$46.65
2	42	\$25.61	\$14.91	\$6.13	\$0.00	\$46.65
3	47	\$28.66	\$14.91	\$12.26	\$1.62	\$57.45
4	47	\$28.66	\$14.91	\$12.26	\$1.62	\$57.45
5	52	\$31.71	\$14.91	\$13.24	\$1.74	\$61.60
6	52	\$31.71	\$14.91	\$13.49	\$1.75	\$61.86
7	60	\$36.59	\$14.91	\$14.90	\$1.93	\$68.33
8	65	\$39.64	\$14.91	\$15.88	\$2.04	\$72.47
9	75	\$45.74	\$14.91	\$17.84	\$2.28	\$80.77
10	85	\$51.83	\$14.91	\$19.30	\$2.49	\$88.53

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
<i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
	06/01/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$77.27
	12/01/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$78.88
	01/01/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$79.48
	06/01/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$80.48
	12/01/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$82.22
	01/01/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$82.82
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	03/01/2025	\$72.14	\$11.51	\$23.80	\$0.00	\$107.45

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$25.25	\$11.51	\$13.07	\$0.00	\$49.83
2	40	\$28.86	\$11.51	\$13.90	\$0.00	\$54.27
3	45	\$32.46	\$11.51	\$14.73	\$0.00	\$58.70
4	50	\$36.07	\$11.51	\$15.55	\$0.00	\$63.13
5	55	\$39.68	\$11.51	\$16.37	\$0.00	\$67.56
6	60	\$43.28	\$11.51	\$17.20	\$0.00	\$71.99
7	65	\$46.89	\$11.51	\$18.03	\$0.00	\$76.43
8	70	\$50.50	\$11.51	\$18.85	\$0.00	\$80.86
9	75	\$54.11	\$11.51	\$19.67	\$0.00	\$85.29
10	80	\$57.71	\$11.51	\$20.50	\$0.00	\$89.72

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2024	\$40.69	\$11.75	\$14.53	\$0.00	\$66.97
	09/01/2025	\$42.52	\$12.00	\$15.30	\$0.00	\$69.82
	09/01/2026	\$44.41	\$12.25	\$16.09	\$0.00	\$72.75
	09/01/2027	\$46.51	\$12.50	\$16.93	\$0.00	\$75.94

Classification			Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - TELECOMMUNICATION TECHNICIAN - Local 223								
Effective Date - 09/01/2024								
Step	percent			Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Notes: See Electrician Apprentice Wages								
Telecom Apprentice Wages shall be the same as the Electrician Apprentice Wages								
Apprentice to Journeyworker Ratio:2:3***								
TERRAZZO FINISHERS			02/01/2025	\$64.74	\$11.49	\$23.59	\$0.00	\$99.82
BRICKLAYERS LOCAL 3 - MARBLE & TILE			08/01/2025	\$66.89	\$11.49	\$23.59	\$0.00	\$101.97
			02/01/2026	\$68.24	\$11.49	\$23.59	\$0.00	\$103.32
			08/01/2026	\$70.44	\$11.49	\$23.59	\$0.00	\$105.52
			02/01/2027	\$71.84	\$11.49	\$23.59	\$0.00	\$106.92
Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile								
Effective Date - 02/01/2025								
Step	percent			Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50			\$32.37	\$11.49	\$23.59	\$0.00	\$67.45
2	60			\$38.84	\$11.49	\$23.59	\$0.00	\$73.92
3	70			\$45.32	\$11.49	\$23.59	\$0.00	\$80.40
4	80			\$51.79	\$11.49	\$23.59	\$0.00	\$86.87
5	90			\$58.27	\$11.49	\$23.59	\$0.00	\$93.35
Effective Date - 08/01/2025								
Step	percent			Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50			\$33.45	\$11.49	\$23.59	\$0.00	\$68.53
2	60			\$40.13	\$11.49	\$23.59	\$0.00	\$75.21
3	70			\$46.82	\$11.49	\$23.59	\$0.00	\$81.90
4	80			\$53.51	\$11.49	\$23.59	\$0.00	\$88.59
5	90			\$60.20	\$11.49	\$23.59	\$0.00	\$95.28
Notes:								
Apprentice to Journeyworker Ratio:1:3								
TEST BORING DRILLER			12/01/2024	\$50.20	\$9.90	\$19.05	\$0.00	\$79.15
LABORERS - FOUNDATION AND MARINE			06/01/2025	\$51.70	\$9.90	\$19.05	\$0.00	\$80.65
			12/01/2025	\$53.20	\$9.90	\$19.05	\$0.00	\$82.15
			06/01/2026	\$54.75	\$9.90	\$19.05	\$0.00	\$83.70
			12/01/2026	\$56.25	\$9.90	\$19.05	\$0.00	\$85.20

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2024	\$46.32	\$9.90	\$19.05	\$0.00	\$75.27
	06/01/2025	\$47.82	\$9.90	\$19.05	\$0.00	\$76.77
	12/01/2025	\$49.32	\$9.90	\$19.05	\$0.00	\$78.27
	06/01/2026	\$50.87	\$9.90	\$19.05	\$0.00	\$79.82
	12/01/2026	\$52.37	\$9.90	\$19.05	\$0.00	\$81.32
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2024	\$46.20	\$9.90	\$19.05	\$0.00	\$75.15
	06/01/2025	\$47.70	\$9.90	\$19.05	\$0.00	\$76.65
	12/01/2025	\$49.20	\$9.90	\$19.05	\$0.00	\$78.15
	06/01/2026	\$50.75	\$9.90	\$19.05	\$0.00	\$79.70
	12/01/2026	\$52.25	\$9.90	\$19.05	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$40.82	\$15.57	\$20.17	\$0.00	\$76.56
	06/01/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$77.56
	12/01/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$79.17
	01/01/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$79.77
	06/01/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$80.77
	12/01/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$82.51
	01/01/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$83.11
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2024	\$58.43	\$9.90	\$19.50	\$0.00	\$87.83
	06/01/2025	\$59.93	\$9.90	\$19.50	\$0.00	\$89.33
	12/01/2025	\$61.43	\$9.90	\$19.50	\$0.00	\$90.83
	06/01/2026	\$62.98	\$9.90	\$19.50	\$0.00	\$92.38
	12/01/2026	\$64.48	\$9.90	\$19.50	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2024	\$60.43	\$9.90	\$19.50	\$0.00	\$89.83
	06/01/2025	\$61.93	\$9.90	\$19.50	\$0.00	\$91.33
	12/01/2025	\$63.43	\$9.90	\$19.50	\$0.00	\$92.83
	06/01/2026	\$64.98	\$9.90	\$19.50	\$0.00	\$94.38
	12/01/2026	\$66.48	\$9.90	\$19.50	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2024	\$50.50	\$9.90	\$19.50	\$0.00	\$79.90
	06/01/2025	\$52.00	\$9.90	\$19.50	\$0.00	\$81.40
	12/01/2025	\$53.50	\$9.90	\$19.50	\$0.00	\$82.90
	06/01/2026	\$55.05	\$9.90	\$19.50	\$0.00	\$84.45
	12/01/2026	\$56.55	\$9.90	\$19.50	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2024	\$52.50	\$9.90	\$19.50	\$0.00	\$81.90
	06/01/2025	\$54.00	\$9.90	\$19.50	\$0.00	\$83.40
	12/01/2025	\$55.50	\$9.90	\$19.50	\$0.00	\$84.90
	06/01/2026	\$57.05	\$9.90	\$19.50	\$0.00	\$86.45
	12/01/2026	\$58.55	\$9.90	\$19.50	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2024	\$40.61	\$9.65	\$17.70	\$0.00	\$67.96
	06/01/2025	\$42.00	\$9.65	\$17.70	\$0.00	\$69.35
	12/01/2025	\$43.38	\$9.65	\$17.70	\$0.00	\$70.73
	06/01/2026	\$44.82	\$9.65	\$17.70	\$0.00	\$72.17
	12/01/2026	\$46.26	\$9.65	\$17.70	\$0.00	\$73.61
	06/01/2027	\$47.71	\$9.65	\$17.70	\$0.00	\$75.06
	12/01/2027	\$49.16	\$9.65	\$17.70	\$0.00	\$76.51
	06/01/2028	\$50.66	\$9.65	\$17.70	\$0.00	\$78.01
	12/01/2028	\$52.16	\$9.65	\$17.70	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	08/26/2024	\$52.49	\$10.80	\$21.40	\$0.00	\$84.69
	08/25/2025	\$55.24	\$10.80	\$21.40	\$0.00	\$87.44
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

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