

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

Prevailing Wage Rates

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

LAUREN JONES Secretary

MICHAEL FLANAGAN
Director

KIM DRISCOLL Lt. Governor

Awarding Authority: Town of Charlemont

Contract Number: City/Town: CHARLEMONT

Description of Work: bridge rehabilitation project

Job Location: South River Road

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- This annual update requirement is generally not applicable to 27F "rental of equipment" contracts. For such contracts, the prevailing wage rates issued by DLS shall remain in effect for the duration of the contract term. However, if the prevailing wage rate sheet issued does not contain wage rates for each year covered by the contract term, the Awarding Authority must request updated rate sheets from DLS and provide them to the contractor to ensure the correct rates are being paid throughout the duration of the contract. Additionally, if an Awarding Authority exercises an option to renew or extend the contract term, they must request updated rate sheets form DLS and provide them to the contractor.
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to http://www.mass.gov/dols/pw.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Issue Date: 04/17/2025 **Wage Request Number:** 20250417-005

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|------------------------------|------------|
| Construction | | | | | | |
| (2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 01/01/2025 | \$39.95 | \$15.57 | \$20.17 | \$0.00 | \$75.69 |
| TEMBRIDAD VOLAT COCKCIE NO. 19 EONE B | 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 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 01/01/2025 | \$40.02 | \$15.57 | \$20.17 | \$0.00 | \$75.76 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 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 | 01/01/2025 | \$40.14 | \$15.57 | \$20.17 | \$0.00 | \$75.88 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 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 PILE DRIVER LOCAL 56 (ZONE 3) | 08/01/2024 | \$117.16 | \$10.08 | \$24.29 | \$0.00 | \$151.53 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| AIR TRACK OPERATOR LABORERS - ZONE 4 (BUILDING & SITE) | 12/01/2024 | \$32.29 | \$9.90 | \$14.78 | \$0.00 | \$56.97 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| AIR TRACK OPERATOR (HEAVY & HIGHWAY) | 12/01/2024 | \$34.74 | \$9.90 | \$15.85 | \$0.00 | \$60.49 |
| LABORERS - ZONE 4 (HEAVY & HIGHWAY) | 06/01/2025 | \$35.98 | \$9.90 | \$15.85 | \$0.00 | \$61.73 |
| | 12/01/2025 | \$37.21 | \$9.90 | \$15.85 | \$0.00 | \$62.96 |
| | 06/01/2026 | \$39.25 | \$9.90 | \$15.85 | \$0.00 | \$65.00 |
| | 12/01/2026 | \$40.54 | \$9.90 | \$15.85 | \$0.00 | \$66.29 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | | | | | | |
| ASBESTOS WORKER (PIPES & TANKS) | 12/01/2024 | \$38.52 | \$14.50 | \$10.55 | \$0.00 | \$63.57 |
| HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD) | 06/01/2025 | \$39.42 | \$14.50 | \$10.55 | \$0.00 | \$64.47 |
| | 12/01/2025 | \$40.32 | \$14.50 | \$10.55 | \$0.00 | \$65.37 |
| ASPHALT RAKER LABORERS - ZONE 4 (BUILDING & SITE) | 12/01/2024 | \$31.79 | \$9.90 | \$14.78 | \$0.00 | \$56.47 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASPHALT RAKER (HEAVY & HIGHWAY) | 12/01/2024 | \$34.24 | \$9.90 | \$15.85 | \$0.00 | \$59.99 |
| LABORERS - ZONE 4 (HEAVY & HIGHWAY) | 06/01/2025 | \$35.48 | \$9.90 | \$15.85 | \$0.00 | \$61.23 |
| | 12/01/2025 | \$36.71 | \$9.90 | \$15.85 | \$0.00 | \$62.46 |
| | 06/01/2026 | \$38.75 | \$9.90 | \$15.85 | \$0.00 | \$64.50 |
| | 12/01/2026 | \$40.04 | \$9.90 | \$15.85 | \$0.00 | \$65.79 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | | | | | | |

 Issue Date:
 04/17/2025
 Wage Request Number:
 20250417-005
 Page 2 of 31

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|------------------------------|------------|
| AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) OPERATING ENGINEERS LOCAL 98 | 12/01/2023 | \$39.56 | \$13.78 | \$15.15 | \$0.00 | \$68.49 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BACKHOE/FRONT-END LOADER OPERATOR OPERATING ENGINEERS LOCAL 98 | 12/01/2023 | \$39.56 | \$13.78 | \$15.15 | \$0.00 | \$68.49 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 4 (BUILDING & SITE) | 12/01/2024 | \$31.79 | \$9.90 | \$14.78 | \$0.00 | \$56.47 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BATCH/CEMENT PLANT - ON SITE OPERATING ENGINEERS LOCAL 98 | 12/01/2023 | \$39.03 | \$13.78 | \$15.15 | \$0.00 | \$67.96 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 4 (BUILDING & SITE) | 12/01/2024 | \$32.29 | \$9.90 | \$14.78 | \$0.00 | \$56.97 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & | 12/01/2024 | \$34.74 | \$9.90 | \$15.85 | \$0.00 | \$60.49 |
| HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY) | 06/01/2025 | \$35.98 | \$9.90 | \$15.85 | \$0.00 | \$61.73 |
| 2.2012.10 20.12 , (1.22.7 1 0.110.11/11) | 12/01/2025 | \$37.21 | \$9.90 | \$15.85 | \$0.00 | \$62.96 |
| | 06/01/2026 | \$39.25 | \$9.90 | \$15.85 | \$0.00 | \$65.00 |
| | 12/01/2026 | \$40.54 | \$9.90 | \$15.85 | \$0.00 | \$66.29 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | | | | | | |
| BOILER MAKER BOILERMAKERS LOCAL 29 | 01/01/2024 | \$48.12 | \$7.07 | \$20.60 | \$0.00 | \$75.79 |

| Effe Step | o percent 01/01/202 | | ntice 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 | |
| Note | es: | | | | | | | |
| | | | | | | | i | |
| App | orentice to Journeywork | er Ratio:1:4 | | | | | | |
| | TIFICIAL MASONRY (I | ICL. MASONRY | 02/01/2025 | \$54.21 | \$11.49 | \$21.46 | \$0.00 | \$87.16 |
| ERPROOFING) KLAYERS LOCAL 3 (|) (SPRINGFIELD/PITTSFIELD) | | 08/01/2025 | \$56.36 | \$11.49 | \$21.46 | \$0.00 | \$89.31 |
| | , | | 02/01/2026 | \$57.71 | \$11.49 | \$21.46 | \$0.00 | \$90.66 |
| | | | 08/01/2026 | \$59.91 | \$11.49 | \$21.46 | \$0.00 | \$92.86 |
| | | | 02/01/2027 | \$61.31 | \$11.49 | \$21.46 | \$0.00 | \$94.26 |

 Issue Date:
 04/17/2025
 Wage Request Number:
 20250417-005
 Page 3 of 31

| | Appre | ntice - B | RICK/PLASTER/CEMENT | MASON - Local 3 Springf | ield/Pittsfield | l | | | |
|-----------------|-------------|-------------|---|-------------------------|-----------------|-----------|--------------|---------|---------|
| | | ve Date - | 02/01/2025 | | | | Supplemental | | |
| | Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total R | Late |
| | 1 | 50 | | \$27.11 | \$11.49 | \$21.46 | \$0.00 | \$60 | 0.06 |
| | 2 | 60 | | \$32.53 | \$11.49 | \$21.46 | \$0.00 | \$65 | .48 |
| | 3 | 70 | | \$37.95 | \$11.49 | \$21.46 | \$0.00 | \$70 | .90 |
| | 4 | 80 | | \$43.37 | \$11.49 | \$21.46 | \$0.00 | \$76 | 5.32 |
| | 5 | 90 | | \$48.79 | \$11.49 | \$21.46 | \$0.00 | \$81 | .74 |
| | Effecti | ve Date - | 08/01/2025 | | | | Supplemental | | |
| | Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total R | late |
| | 1 | 50 | | \$28.18 | \$11.49 | \$21.46 | \$0.00 | \$61 | .13 |
| | 2 | 60 | | \$33.82 | \$11.49 | \$21.46 | \$0.00 | \$66 | 5.77 |
| | 3 | 70 | | \$39.45 | \$11.49 | \$21.46 | \$0.00 | \$72 | 40 |
| | 4 | 80 | | \$45.09 | \$11.49 | \$21.46 | \$0.00 | \$78 | 3.04 |
| | 5 | 90 | | \$50.72 | \$11.49 | \$21.46 | \$0.00 | \$83 | .67 |
| | Notes: | | | | | | | | _ |
| | | | | | | | | | |
| | Appre | ntice to Jo | ourneyworker Ratio:1:5 | | | | | | |
| BULLDOZER/I | POWER | SHOVEL | /TREE SHREDDER | 12/01/2023 | 3 \$39.50 | 5 \$13.78 | \$15.15 | \$0.00 | \$68.49 |
| ENGINEERS LOCAL | | | CLAM SHELL OPERATING OPERATING ENGINEERS" | | | | | | |
| CAISSON & UI | | | | 12/01/2024 | 4 \$47.35 | 5 \$9.90 | \$19.05 | \$0.00 | \$76.30 |
| LABORERS - FOUN | | | | 06/01/2025 | | | \$19.05 | \$0.00 | \$70.30 |
| | | | | 12/01/2025 | | | \$19.05 | \$0.00 | \$77.80 |
| | | | | 06/01/2020 | | | \$19.05 | \$0.00 | \$80.85 |
| | | | | 12/01/2020 | | | \$19.05 | \$0.00 | \$82.35 |
| For apprentice | rates see " | Apprentice- | LABORER" | 12/01/2020 | J \$33.40 | 99.90 | \$17.05 | φ0.00 | \$62.55 |
| CAISSON & UI | NDERP | INNING I | LABORER | 12/01/2024 | 4 \$46.20 | \$9.90 | \$19.05 | \$0.00 | \$75.15 |
| LABORERS - FOUN | NDATION | AND MARIN | TE . | 06/01/2025 | 5 \$47.70 | \$9.90 | \$19.05 | \$0.00 | \$76.65 |
| | | | | 12/01/2025 | 5 \$49.20 | \$9.90 | \$19.05 | \$0.00 | \$78.15 |
| | | | | 06/01/2026 | 5 \$50.75 | 5 \$9.90 | \$19.05 | \$0.00 | \$79.70 |
| | | | | 12/01/2026 | 5 \$52.25 | 5 \$9.90 | \$19.05 | \$0.00 | \$81.20 |
| For apprentice | rates see " | Apprentice- | LABORER" | | | | | | |
| CAISSON & UI | | | | 12/01/2024 | 4 \$46.53 | \$9.90 | \$19.05 | \$0.00 | \$75.48 |
| LIBOKEKS - POUN | יונטונעי | THE WAININ | <u>.</u> | 06/01/2025 | 5 \$48.03 | \$9.90 | \$19.05 | \$0.00 | \$76.98 |
| | | | | 12/01/2025 | 5 \$49.53 | \$9.90 | \$19.05 | \$0.00 | \$78.48 |
| | | | | 06/01/2020 | 5 \$51.08 | 8 \$9.90 | \$19.05 | \$0.00 | \$80.03 |
| For apprentice: | rates see " | Annrentice | I ABORER" | 12/01/2026 | 5 \$52.58 | \$9.90 | \$19.05 | \$0.00 | \$81.53 |
| CARBIDE COR | RE DRII | LL OPERA | ATOR | 12/01/2024 | 4 \$31.79 | 9 \$9.90 | \$14.78 | \$0.00 | \$56.47 |
| LABORERS - ZONE | | | | | | | | | |
| For apprentice | rates see " | Apprentice- | LABUKEK" | | | | | | |

 Issue Date:
 04/17/2025
 Wage Request Number:
 20250417-005
 Page 4 of 31

| CARPENTER CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN | | 03/01/202 | 5 \$43.26 | \$7.91 | \$18.15 | \$0.00 | \$69.32 | |
|---|-----------|--------------------------|----------------------------------|-----------|---------|--------------|------------|---------|
| CARPENTERS LOC | CAL 336 - | HAMPDEN HAMPSHIRE FRANK | XLIN 09/01/202. | 5 \$44.21 | \$7.91 | \$18.15 | \$0.00 | \$70.27 |
| | | | 03/01/202 | 6 \$45.11 | \$7.91 | \$18.15 | \$0.00 | \$71.17 |
| | | | 09/01/202 | 6 \$46.06 | \$7.91 | \$18.15 | \$0.00 | \$72.12 |
| | | | 03/01/202 | 7 \$46.96 | \$7.91 | \$18.15 | \$0.00 | \$73.02 |
| | | | ocal 336 Hampden Hampshire Frank | lin | | | | |
| | | ive Date - 03/01/2025 | A C D W | TT 1.1 | ъ : | Supplemental | T (1 D (| |
| | Step | percent | Apprentice Base Wage | | Pension | Unemployment | Total Rate | |
| | 1 | 45 | \$19.47 | \$7.91 | \$1.40 | \$0.00 | \$28.78 | |
| | 2 | 45 | \$19.47 | \$7.91 | \$1.40 | \$0.00 | \$28.78 | |
| | 3 | 55 | \$23.79 | \$7.91 | \$2.76 | \$0.00 | \$34.46 | |
| | 4 | 55 | \$23.79 | \$7.91 | \$2.76 | \$0.00 | \$34.46 | |
| | 5 | 70 | \$30.28 | \$7.91 | \$15.39 | \$0.00 | \$53.58 | |
| | 6 | 70 | \$30.28 | \$7.91 | \$15.39 | \$0.00 | \$53.58 | |
| | 7 | 80 | \$34.61 | \$7.91 | \$16.77 | \$0.00 | \$59.29 | |
| | 8 | 80 | \$34.61 | \$7.91 | \$16.77 | \$0.00 | \$59.29 | |
| | Effect | ive Date - 09/01/2025 | | | | Supplemental | | |
| | Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 45 | \$19.89 | \$7.91 | \$1.38 | \$0.00 | \$29.18 | |
| | 2 | 45 | \$19.89 | \$7.91 | \$1.38 | \$0.00 | \$29.18 | |
| | 3 | 55 | \$24.32 | \$7.91 | \$2.76 | \$0.00 | \$34.99 | |
| | 4 | 55 | \$24.32 | \$7.91 | \$2.76 | \$0.00 | \$34.99 | |
| | 5 | 70 | \$30.95 | \$7.91 | \$15.39 | \$0.00 | \$54.25 | |
| | 6 | 70 | \$30.95 | \$7.91 | \$15.39 | \$0.00 | \$54.25 | |
| | 7 | 80 | \$35.37 | \$7.91 | \$16.77 | \$0.00 | \$60.05 | |
| | 8 | 80 | \$35.37 | \$7.91 | \$16.77 | \$0.00 | \$60.05 | |
| | Notes: | | | | | | | |
| | Appre | ntice to Journeyworker R | atio:1:5 | | | | | |
| CARPENTER ' | | | 10/01/202 | 4 \$26.65 | \$7.02 | \$4.80 | \$0.00 | \$38.47 |
| CARPENTERS-ZO | NE 3 (Woo | d Frame) | 10/01/202 | 5 \$27.75 | \$7.02 | \$4.80 | \$0.00 | \$39.57 |
| | | | 10/01/202 | 6 \$28.85 | \$7.02 | \$4.80 | \$0.00 | \$40.67 |

Effective Date Base Wage Health

Classification

All Aspects of New Wood Frame Work

Supplemental

Unemployment

Pension

Total Rate

 Issue Date:
 04/17/2025
 Wage Request Number:
 20250417-005
 Page 5 of 31

Supplemental
Unemployment

Apprentice - CARPENTER (Wood Frame) - Zone 3

| | ive Date - | 10/01/2024 | Ammontina Daga W | Haalth | Pension | Supplemental | Total Ra |
|----------|------------|-----------------------|----------------------|--------|---------|--------------|----------|
| Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | 10tai Ka |
| 1 | 60 | | \$15.99 | \$7.02 | \$0.00 | \$0.00 | \$23.0 |
| 2 | 60 | | \$15.99 | \$7.02 | \$0.00 | \$0.00 | \$23.0 |
| 3 | 65 | | \$17.32 | \$7.02 | \$1.00 | \$0.00 | \$25.3 |
| 4 | 70 | | \$18.66 | \$7.02 | \$1.00 | \$0.00 | \$26.0 |
| 5 | 75 | | \$19.99 | \$7.02 | \$4.80 | \$0.00 | \$31.3 |
| 6 | 80 | | \$21.32 | \$7.02 | \$4.80 | \$0.00 | \$33. |
| 7 | 85 | | \$22.65 | \$7.02 | \$4.80 | \$0.00 | \$34.4 |
| 8 | 90 | | \$23.99 | \$7.02 | \$4.80 | \$0.00 | \$35. |
| Effect | ive Date - | 10/01/2025 | | | | Supplemental | |
| Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Ra |
| 1 | 60 | | \$16.65 | \$7.02 | \$0.00 | \$0.00 | \$23. |
| 2 | 60 | | \$16.65 | \$7.02 | \$0.00 | \$0.00 | \$23.0 |
| 3 | 65 | | \$18.04 | \$7.02 | \$1.00 | \$0.00 | \$26. |
| 4 | 70 | | \$19.43 | \$7.02 | \$1.00 | \$0.00 | \$27. |
| 5 | 75 | | \$20.81 | \$7.02 | \$4.80 | \$0.00 | \$32. |
| 6 | 80 | | \$22.20 | \$7.02 | \$4.80 | \$0.00 | \$34. |
| 7 | 85 | | \$23.59 | \$7.02 | \$4.80 | \$0.00 | \$35. |
| 8 | 90 | | \$24.98 | \$7.02 | \$4.80 | \$0.00 | \$36. |
| Notes | · | | | | | | |
| | | | | | | | |
| <u> </u> | | urneyworker Ratio:1:5 | | | | | |

BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$22.28 | \$13.20 | \$16.30 | \$0.00 | \$51.78 |
| 2 | 60 | \$26.74 | \$13.20 | \$19.23 | \$1.69 | \$60.86 |
| 3 | 65 | \$28.96 | \$13.20 | \$19.23 | \$1.69 | \$63.08 |
| 4 | 70 | \$31.19 | \$13.20 | \$19.23 | \$1.69 | \$65.31 |
| 5 | 75 | \$33.42 | \$13.20 | \$19.23 | \$1.69 | \$67.54 |
| 6 | 80 | \$35.65 | \$13.20 | \$19.23 | \$1.69 | \$69.77 |
| 7 | 90 | \$40.10 | \$13.20 | \$19.23 | \$1.69 | \$74.22 |

Apprentice to Journeyworker Ratio:1:3

| Classification | Effective Date | e Base Wage | Health | Pension | Supplemental Unemployment | Total Rat |
|--|----------------------|-------------|---------|-------------|------------------------------|-----------|
| CHAIN SAW OPERATOR LABORERS - ZONE 4 (BUILDING & SITE) | 12/01/2024 | \$31.79 | \$9.90 | \$14.78 | \$0.00 | \$56.47 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 98 | 12/01/2023 | \$39.03 | \$13.78 | \$15.15 | \$0.00 | \$67.96 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| CRANE OPERATOR | 12/01/2023 | \$43.06 | \$13.78 | \$15.15 | \$0.00 | \$71.99 |
| OPERATING ENGINEERS LOCAL 98 | 12/01/2023 | ψ13.00 | Ψ15.70 | 4-2-1-2 | ***** | Ψ/1. |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DELEADER (BRIDGE) MINTERS LOCAL 35 - ZONE 3 | 01/01/2025 | \$58.46 | \$9.95 | \$23.95 | \$0.00 | \$92.36 |
| MINIERS EOCIE 33 - ZONE 3 | | | | | | |
| Apprentice - PAINTER Local 35 - BRIDG | ES/TANKS | | | | | |
| Effective Date - 01/01/2025 | | | | Supplementa | I | |
| Step percent | Apprentice Base Wage | Health | Pension | Unemploymen | | |
| 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 |
| ABORERS - ZONE 4 (BUILDING & SITE) | 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 |
| E de la la companya de la companya d | 12/04/2028 | \$58.85 | \$9.90 | \$18.90 | \$0.00 | \$87.65 |
| For apprentice rates see "Apprentice- LABORER" EMO: BACKHOE/LOADER/HAMMER OPERATOR | | | | 010.00 | | |
| BORERS - ZONE 4 (BUILDING & SITE) | 12/02/2024 | \$47.25 | \$9.90 | \$18.90 | \$0.00 | \$76.05 |
| | 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 |

Supplemental

 Issue Date:
 04/17/2025
 Wage Request Number:
 20250417-005
 Page 7 of 31

| Post properties notes of Agreements ABDRER* 12/02/2024 \$47,00 \$9.90 \$18.90 \$0.00 \$75,80 | Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|--|----------------|-----------|---------|---------|------------------------------|------------|
| Medic Section Medic Section Medic Section Medic Section Medic Medi | For apprentice rates see "Apprentice- LABORER" | | | | | Chemployment | |
| 06012/1026 S18.50 S9.90 S18.90 S10.00 S73.00 S18.90 | | 12/02/2024 | \$47.00 | \$9.90 | \$18.90 | \$0.00 | \$75.80 |
| | LABORERS - ZONE 4 (BUILDING & SITE) | 06/02/2025 | \$48.50 | \$9.90 | \$18.90 | \$0.00 | \$77.30 |
| 12/07/2026 \$33.05 \$0.90 \$18.90 \$0.00 \$83.45 66/07/2027 \$54.65 \$0.90 \$18.90 \$0.00 \$83.45 12/06/2027 \$57.90 \$0.90 \$18.90 \$0.00 \$56.73 12/06/2028 \$57.90 \$0.90 \$18.90 \$0.00 \$56.73 12/04/2028 \$0.90 \$0.90 \$18.90 \$0.00 \$56.73 12/04/2028 \$0.90 \$0.90 \$18.90 \$0.00 \$56.73 12/04/2028 \$0.90 \$0.90 \$18.90 \$0.00 \$56.73 12/04/2028 \$0.90 \$18.90 \$0.00 \$57.00 12/04/2025 \$48.75 \$0.90 \$18.90 \$0.00 \$77.00 12/04/2025 \$48.75 \$0.90 \$18.90 \$0.00 \$77.00 12/04/2026 \$51.80 \$0.90 \$18.90 \$0.00 \$77.00 12/04/2026 \$51.80 \$0.90 \$18.90 \$0.00 \$77.00 12/04/2026 \$51.80 \$0.90 \$18.90 \$0.00 \$85.00 12/04/2026 \$53.30 \$0.90 \$18.90 \$0.00 \$85.00 12/04/2026 \$53.30 \$0.90 \$18.90 \$0.00 \$85.30 12/04/2028 \$58.85 \$0.90 \$18.90 \$0.00 \$85.30 12/04/2028 \$58.85 \$0.90 \$18.90 \$0.00 \$86.90 10/04/2024 \$47.00 \$0.90 \$18.90 \$0.00 \$86.90 10/04/2024 \$47.00 \$0.90 \$18.90 \$0.00 \$77.30 10/04/2024 \$47.00 \$0.90 \$18.90 \$0.00 \$77.30 10/04/2024 \$47.00 \$0.90 \$18.90 \$0.00 \$77.30 10/04/2024 \$47.00 \$0.90 \$18.90 \$0.00 \$77.30 10/04/2024 \$47.00 \$0.90 \$18.90 \$0.00 \$77.30 10/04/2024 \$47.00 \$0.90 \$18.90 \$0.00 \$77.30 10/04/2024 \$47.00 \$0.90 \$18.90 \$0.00 \$77.30 10/04/2024 \$47.00 \$0.90 \$18.90 \$0.00 \$77.30 10/04/2024 \$47.00 \$0.90 \$18.90 \$0.00 \$77.30 10/04/2024 \$47.00 \$0.90 \$18.90 \$0.00 \$77.30 10/04/2024 \$47.00 \$0.90 \$18.90 \$0.00 \$77.30 10/04/2024 \$47.00 \$0.90 \$18.90 \$0.00 \$77.30 10/04/2024 \$47.00 \$0.90 \$18.90 \$0.00 \$77.50 10/04/2024 \$47.00 \$0.90 \$18.90 \$0.00 \$77.50 10/04/2024 \$47.00 \$0.90 \$18.90 \$0.00 \$77.50 10/04/2024 \$47.00 \$0.90 \$18.90 \$0.00 \$77.50 10/04/2024 \$0.90 \$0.90 \$18.90 \$0.00 \$77.50 10/04/2024 \$0.90 \$0.90 | | 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 |
| 12/06/2027 \$56.25 \$9.90 \$18.90 \$0.00 \$85.05 \$60 \$60.00 \$6 | | 12/07/2026 | \$53.05 | \$9.90 | \$18.90 | \$0.00 | \$81.85 |
| Post approminée nates ace "Apprentiee-LABORER" 12/04/2028 \$59.90 \$18.90 \$0.00 \$86.73 | | 06/07/2027 | \$54.65 | \$9.90 | \$18.90 | \$0.00 | \$83.45 |
| 12/04/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$76.05 | | 12/06/2027 | \$56.25 | \$9.90 | \$18.90 | \$0.00 | \$85.05 |
| DEMO: CONCRETE CUTTER/SAWYER | | 06/05/2028 | \$57.93 | \$9.90 | \$18.90 | \$0.00 | \$86.73 |
| DEMO: CONCRETE CUTTER/SAWYER | | 12/04/2028 | \$59.60 | \$9.90 | \$18.90 | \$0.00 | \$88.40 |
| Control Cont | | | | | | | |
| 12/01/2025 \$48.75 \$9.90 \$18.90 \$0.00 \$77.55 12/01/2026 \$51.80 \$9.90 \$18.90 \$0.00 \$80.60 12/07/2026 \$53.30 \$9.90 \$18.90 \$0.00 \$80.60 12/07/2026 \$53.30 \$9.90 \$18.90 \$0.00 \$83.70 12/06/2027 \$54.90 \$9.90 \$18.90 \$0.00 \$83.70 12/06/2027 \$54.60 \$9.90 \$18.90 \$0.00 \$83.70 12/06/2028 \$55.81 \$9.90 \$18.90 \$0.00 \$86.98 12/04/2028 \$59.85 \$9.90 \$18.90 \$0.00 \$86.98 12/04/2028 \$59.85 \$9.90 \$18.90 \$0.00 \$86.98 12/04/2028 \$59.85 \$9.90 \$18.90 \$0.00 \$86.98 12/04/2028 \$59.85 \$9.90 \$18.90 \$0.00 \$77.30 12/04/2028 \$59.85 \$9.90 \$18.90 \$0.00 \$77.30 12/04/2028 \$59.00 \$9.90 \$18.90 \$0.00 \$77.30 12/04/2028 \$59.00 \$9.90 \$18.90 \$0.00 \$77.30 12/04/2028 \$59.00 \$9.90 \$18.90 \$0.00 \$77.30 12/04/2028 \$59.00 \$9.90 \$18.90 \$0.00 \$77.30 12/04/2028 \$59.00 \$9.90 \$18.90 \$0.00 \$77.30 12/04/2028 \$59.00 \$9.90 \$18.90 \$0.00 \$78.80 12/04/2028 \$59.50 \$9.90 \$18.90 \$0.00 \$88.45 12/04/2028 \$59.90 \$18.90 \$0.00 \$88.45 12/04/2028 \$59.90 \$18.90 \$0.00 \$88.65 12/04/2028 \$59.90 \$18.90 \$0.00 \$88.40 12/04/2028 \$59.90 \$18.90 \$0.00 \$88.40 12/04/2028 \$59.80 \$9.90 \$18.90 \$0.00 \$78.05 12/04/2026 \$53.30 \$9.90 \$18.90 \$0.00 \$78.05 12/04/2026 \$53.30 \$9.90 \$18.90 \$0.00 \$78.05 12/04/2026 \$53.80 \$9.90 \$18.90 \$0.00 \$78.05 12/04/2026 \$53.80 \$9.90 \$18.90 \$0.00 \$78.05 12/04/2026 \$53.80 \$9.90 \$18.90 \$0.00 \$78.05 12/04/2026 \$53.50 \$9.90 \$18.90 \$0.00 \$78.05 12/04/2026 \$53.50 \$9.90 \$18.90 \$0.00 \$78.05 12/04/2026 \$53.80 \$9.90 \$18.90 \$0.00 \$78.05 12/04/2026 \$53.80 \$9.90 \$18.90 \$0.00 \$78.05 12/04/2026 \$53.80 \$9.90 \$18.90 \$0.00 \$78.05 12/04/2026 \$53.80 \$9.90 \$18.90 \$0.00 \$82.70 12/04/2026 \$53.80 \$9.90 \$18.90 \$0.00 | | 12/02/2024 | \$47.25 | \$9.90 | | \$0.00 | |
| | | 06/02/2025 | \$48.75 | \$9.90 | \$18.90 | \$0.00 | \$77.55 |
| 12/07/2026 \$53.30 \$9.90 \$18.90 \$0.00 \$82.10 16/07/2027 \$54.90 \$59.90 \$18.90 \$0.00 \$83.70 12/06/2027 \$56.50 \$9.90 \$18.90 \$0.00 \$85.30 12/06/2028 \$58.18 \$9.90 \$18.90 \$0.00 \$85.30 12/04/2028 \$59.85 \$9.90 \$18.90 \$0.00 \$86.98 12/04/2028 \$59.85 \$9.90 \$18.90 \$0.00 \$88.65 12/04/2028 \$59.85 \$9.90 \$18.90 \$0.00 \$88.65 12/04/2028 \$59.85 \$9.90 \$18.90 \$0.00 \$75.80 12/04/2028 \$48.50 \$9.90 \$18.90 \$0.00 \$77.30 12/04/2028 \$50.00 \$9.90 \$18.90 \$0.00 \$77.30 12/04/2028 \$50.00 \$9.90 \$18.90 \$0.00 \$77.30 12/04/2028 \$50.00 \$9.90 \$18.90 \$0.00 \$80.35 12/04/2026 \$51.55 \$9.90 \$18.90 \$0.00 \$80.35 12/04/2026 \$51.55 \$9.90 \$18.90 \$0.00 \$88.35 12/04/2028 \$59.00 \$18.90 \$0.00 \$88.35 12/04/2028 \$59.00 \$18.90 \$0.00 \$88.35 12/04/2028 \$59.00 \$18.90 \$0.00 \$88.36 12/04/2028 \$59.90 \$18.90 \$0.00 \$88.36 12/04/2028 \$59.90 \$18.90 \$0.00 \$88.36 12/04/2028 \$59.90 \$18.90 \$0.00 \$88.36 12/04/2028 \$59.90 \$18.90 \$0.00 \$88.36 12/04/2028 \$59.90 \$18.90 \$0.00 \$88.36 12/04/2028 \$59.90 \$18.90 \$0.00 \$88.36 12/04/2028 \$59.90 \$18.90 \$0.00 \$88.36 12/04/2028 \$59.90 \$18.90 \$0.00 \$88.36 12/04/2028 \$49.25 \$9.90 \$18.90 \$0.00 \$88.36 12/04/2028 \$49.25 \$9.90 \$18.90 \$0.00 \$88.36 12/04/2028 \$49.25 \$9.90 \$18.90 \$0.00 \$88.30 12/04/2028 \$59.80 \$9.90 \$18.90 \$0.00 \$88.30 12/04/2028 \$59.80 \$9.90 \$18.90 \$0.00 \$88.30 12/04/2028 \$59.80 \$9.90 \$18.90 \$0.00 \$88.30 12/04/2028 \$59.80 \$9.90 \$18.90 \$0.00 \$88.30 12/04/2028 \$59.80 \$9.90 \$18.90 \$0.00 \$88.30 12/04/2028 \$59.80 \$9.90 \$18.90 \$0.00 \$88.30 12/04/2028 \$59.80 \$9.90 \$18.90 \$0.00 \$88.30 12/04/2028 \$59.80 \$9.90 \$18.90 \$0.00 \$88.30 12/04/2028 \$59.80 \$9.90 \$18.90 \$0.0 | | 12/01/2025 | \$50.25 | \$9.90 | \$18.90 | \$0.00 | \$79.05 |
| 1206/2027 \$54.90 \$9.90 \$18.90 \$0.00 \$85.30 1206/2028 \$56.50 \$9.90 \$18.90 \$0.00 \$85.30 1206/2028 \$58.18 \$9.90 \$18.90 \$0.00 \$86.98 1204/2028 \$59.85 \$9.90 \$18.90 \$0.00 \$86.98 1204/2028 \$59.85 \$9.90 \$18.90 \$0.00 \$88.65 1204/2028 \$59.85 \$9.90 \$18.90 \$0.00 \$88.65 1204/2028 \$47.00 \$9.90 \$18.90 \$0.00 \$75.80 1204/2025 \$48.50 \$9.90 \$18.90 \$0.00 \$77.30 1204/2025 \$50.00 \$9.90 \$18.90 \$0.00 \$77.30 1204/2026 \$51.55 \$9.90 \$18.90 \$0.00 \$77.30 1204/2026 \$53.05 \$9.90 \$18.90 \$0.00 \$80.35 1204/2026 \$53.05 \$9.90 \$18.90 \$0.00 \$80.35 1204/2028 \$57.93 \$9.90 \$18.90 \$0.00 \$88.45 1204/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$88.45 1204/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$88.45 1204/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$88.45 1204/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$88.45 1204/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$88.45 1204/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$88.45 1204/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$88.45 1204/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$88.45 1204/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$75.05 1204/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$75.05 1204/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$75.05 1204/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$75.05 1204/2028 \$59.80 \$9.90 \$18.90 \$0.00 \$75.05 1204/2028 \$55.85 \$9.90 \$18.90 \$0.00 \$75.05 1204/2028 \$55.85 \$9.90 \$18.90 \$0.00 \$88.15 1204/2028 \$55.85 \$9.90 \$18.90 \$0.00 \$88.15 1204/2028 \$55.85 \$9.90 \$18.90 \$0.00 \$88.15 1204/2028 \$55.85 \$9.90 \$18.90 \$0.00 \$88.15 1204/2028 \$55.85 \$9.90 \$18.90 \$0.00 \$88.15 1204/2028 \$55.85 \$9.90 \$18.90 \$0.00 \$88.15 1204/2028 \$55.85 \$9.90 \$18.90 \$0.00 \$88.15 1204/2028 \$55.85 \$9.90 \$18.90 \$0.00 \$88.15 1204/2028 \$55.85 \$9.90 \$18.90 \$0.00 \$88 | | 06/01/2026 | \$51.80 | \$9.90 | \$18.90 | \$0.00 | \$80.60 |
| 12/06/2027 \$6.5.5 \$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 \$86.98 12/04/2028 \$59.85 \$9.90 \$18.90 \$0.00 \$88.65 12/04/2028 \$59.85 \$9.90 \$18.90 \$0.00 \$75.80 12/04/2025 \$48.50 \$9.90 \$18.90 \$0.00 \$77.30 12/01/2025 \$48.50 \$9.90 \$18.90 \$0.00 \$77.30 12/01/2026 \$55.00 \$9.90 \$18.90 \$0.00 \$78.80 12/01/2026 \$55.55 \$9.90 \$18.90 \$0.00 \$80.35 12/01/2026 \$55.55 \$9.90 \$18.90 \$0.00 \$80.35 12/01/2026 \$55.65 \$9.90 \$18.90 \$0.00 \$81.85 12/01/2026 \$55.65 \$9.90 \$18.90 \$0.00 \$81.85 12/01/2026 \$55.65 \$9.90 \$18.90 \$0.00 \$85.05 12/01/2027 \$56.25 \$9.90 \$18.90 \$0.00 \$85.05 12/01/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$86.73 12/04/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$86.73 12/04/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$86.73 12/04/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$86.73 12/04/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$86.73 12/04/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$86.73 12/04/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$76.55 12/04/2028 \$44.25 \$9.90 \$18.90 \$0.00 \$76.55 12/04/2028 \$44.25 \$9.90 \$18.90 \$0.00 \$76.55 12/04/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$76.55 12/04/2028 \$59.80 \$9.90 \$18.90 \$0.00 \$76.55 12/04/2028 \$59.80 \$9.90 \$18.90 \$0.00 \$76.55 12/04/2028 \$59.80 \$9.90 \$18.90 \$0.00 \$84.30 12/04/2028 \$57.18 \$9.90 \$18.90 \$0.00 \$84.30 12/04/2028 \$57.18 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$57.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$57.85 \$9.90 \$18.90 \$0.00 \$86.70 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$86.70 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$86.70 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$86.70 12/04/2028 \$57.85 \$9.90 \$18.90 \$0.00 \$86.70 12/04/2028 \$ | | 12/07/2026 | \$53.30 | \$9.90 | \$18.90 | \$0.00 | \$82.10 |
| DEMO: TACKHAMMER OPERATOR 12/02/2024 847.00 89.90 \$18.90 \$0.00 \$88.65 | | 06/07/2027 | \$54.90 | \$9.90 | \$18.90 | \$0.00 | \$83.70 |
| Pro apprentice rates see "Apprentice- LABORER" 12/02/2024 \$47.00 \$9.90 \$18.90 \$0.00 \$75.80 | | 12/06/2027 | \$56.50 | \$9.90 | \$18.90 | \$0.00 | \$85.30 |
| Por apprentice rates see "Apprentice-LABORER" 12/02/2024 \$47.00 \$9.90 \$18.90 \$0.00 \$75.80 | | 06/05/2028 | \$58.18 | \$9.90 | \$18.90 | \$0.00 | \$86.98 |
| DEMO: JACKHAMMER OPERATOR 12/02/2024 \$47.00 \$9.90 \$18.90 \$0.00 \$75.80 \$18.00 \$77.30 \$12/01/2025 \$348.50 \$9.90 \$18.90 \$0.00 \$77.30 \$12/01/2025 \$50.00 \$9.90 \$18.90 \$0.00 \$78.80 \$12/01/2025 \$50.00 \$9.90 \$18.90 \$0.00 \$78.80 \$12/01/2026 \$55.55 \$9.90 \$18.90 \$0.00 \$80.35 \$12/07/2026 \$53.05 \$9.90 \$18.90 \$0.00 \$81.85 \$12/07/2026 \$53.05 \$9.90 \$18.90 \$0.00 \$83.45 \$12/06/2027 \$55.625 \$9.90 \$18.90 \$0.00 \$86.73 \$12/04/2028 \$55.90 \$9.90 \$18.90 \$0.00 \$86.73 \$12/04/2028 \$55.60 \$9.90 \$18.90 \$0.00 \$86.73 \$12/04/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$88.40 \$12/04/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$75.05 \$12/04/2028 \$18.90 \$18.90 \$0.00 \$75.05 \$12/04/2028 \$18.90 \$18.90 \$0.00 \$75.05 \$12/04/2028 \$18.90 \$18.90 \$0.00 \$75.05 \$12/04/2028 \$18.90 \$18.90 \$0.00 \$75.05 \$12/04/2028 \$14.75 \$9.90 \$18.90 \$0.00 \$75.05 \$12/04/2028 \$14.75 \$9.90 \$18.90 \$0.00 \$75.05 \$12/04/2028 \$14.75 \$9.90 \$18.90 \$0.00 \$75.05 \$12/04/2028 \$14.75 \$9.90 \$18.90 \$0.00 \$75.05 \$12/04/2028 \$14.75 \$9.90 \$18.90 \$0.00 \$75.05 \$12/04/2028 \$14.75 \$9.90 \$18.90 \$0.00 \$75.05 \$12/04/2028 \$14.75 \$9.90 \$18.90 \$0.00 \$75.05 \$12/04/2028 \$14.75 \$9.90 \$18.90 \$0.00 \$75.05 \$12/04/2028 \$14.75 \$9.90 \$18.90 \$0.00 \$84.30 \$12/04/2028 \$14.75 \$9.90 \$18.90 \$0.00 \$84.30 \$12/04/2028 \$14.75 \$1 | | 12/04/2028 | \$59.85 | \$9.90 | \$18.90 | \$0.00 | \$88.65 |
| ABORERS - ZONE 4 (BUILDING & SITE) | | | | | | | |
| 12/01/2025 \$48.50 \$9.90 \$18.90 \$0.00 \$77.30 12/01/2026 \$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 12/07/2026 \$53.05 \$9.90 \$18.90 \$0.00 \$81.85 12/07/2027 \$54.65 \$9.90 \$18.90 \$0.00 \$83.45 12/06/2027 \$56.25 \$9.90 \$18.90 \$0.00 \$85.05 12/06/2027 \$56.25 \$9.90 \$18.90 \$0.00 \$85.05 12/06/2028 \$57.93 \$9.90 \$18.90 \$0.00 \$86.73 12/04/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$88.40 DEMO: WRECKING LABORER | | 12/02/2024 | \$47.00 | \$9.90 | \$18.90 | \$0.00 | \$75.80 |
| 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 \$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 \$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 12/01/2025 \$47.75 \$9.90 \$18.90 \$0.00 \$76.55 12/01/2025 \$49.25 \$9.90 \$18.90 \$0.00 \$76.55 12/01/2026 \$50.80 \$9.90 \$18.90 \$0.00 \$78.05 12/07/2026 \$52.30 \$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 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 | LABORERS - ZONE 4 (BUILDING & SITE) | 06/02/2025 | \$48.50 | \$9.90 | \$18.90 | \$0.00 | \$77.30 |
| 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 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 12/01/2025 \$47.75 \$9.90 \$18.90 \$0.00 \$76.55 12/01/2025 \$49.25 \$9.90 \$18.90 \$0.00 \$78.05 12/01/2026 \$50.80 \$9.90 \$18.90 \$0.00 \$79.60 12/07/2026 \$52.30 \$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 \$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 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$57.18 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$57.18 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$57.18 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$85.98 | | 12/01/2025 | \$50.00 | \$9.90 | \$18.90 | \$0.00 | \$78.80 |
| DEMO: WRECKING LABORER 12/04/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$83.45 | | 06/01/2026 | \$51.55 | \$9.90 | \$18.90 | \$0.00 | \$80.35 |
| 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 DEMO: WRECKING LABORER 12/02/2024 \$46.25 \$9.90 \$18.90 \$0.00 \$75.05 LABORERS - ZONE 4 (BUILDING & SITE) 06/02/2025 \$47.75 \$9.90 \$18.90 \$0.00 \$75.05 12/01/2025 \$49.25 \$9.90 \$18.90 \$0.00 \$76.55 12/01/2025 \$49.25 \$9.90 \$18.90 \$0.00 \$78.05 12/01/2026 \$55.80 \$9.90 \$18.90 \$0.00 \$79.60 12/07/2026 \$55.30 \$9.90 \$18.90 \$0.00 \$79.60 12/07/2026 \$55.30 \$9.90 \$18.90 \$0.00 \$81.10 06/07/2027 \$55.50 \$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 \$87.65 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$87.65 12/04/202 | | 12/07/2026 | \$53.05 | \$9.90 | \$18.90 | \$0.00 | \$81.85 |
| DEMO: WRECKING LABORER 12/04/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$88.40 | | 06/07/2027 | \$54.65 | \$9.90 | \$18.90 | \$0.00 | \$83.45 |
| 12/04/2028 \$59.60 \$9.90 \$18.90 \$0.00 \$88.40 | | 12/06/2027 | \$56.25 | \$9.90 | \$18.90 | \$0.00 | \$85.05 |
| DEMO: WRECKING LABORER 12/02/2024 \$46.25 \$9.90 \$18.90 \$0.00 \$75.05 LABORERS - ZONE 4 (BUILDING & SITE) 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 12/07/2026 \$50.80 \$9.90 \$18.90 \$0.00 \$79.60 12/07/2026 \$52.30 \$9.90 \$18.90 \$0.00 \$81.10 12/07/2026 \$55.30 \$9.90 \$18.90 \$0.00 \$81.10 12/06/2027 \$53.90 \$9.90 \$18.90 \$0.00 \$82.70 12/06/2027 \$55.50 \$9.90 \$18.90 \$0.00 \$84.30 12/06/2028 \$57.18 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$57.18 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$87.65 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$87.65 12/04/2028 \$78.11 \$10.08 \$24.29 \$0.00 \$112.48 DIVER PILE DRIVER LOCAL 56 (ZONE 3) \$0.00 \$87.65 12/04/2028 \$78.11 \$10.08 \$24.29 \$0.00 \$112.48 DIVER TENDER 08/01/2024 \$49.19 \$10.08 \$24.29 \$0.00 \$83.56 DIVER TENDER 08/01/2024 \$49.19 \$10.08 \$24.29 \$0.00 \$83.56 | | 06/05/2028 | \$57.93 | \$9.90 | \$18.90 | \$0.00 | \$86.73 |
| DEMO: WRECKING LABORER 12/02/2024 \$46.25 \$9.90 \$18.90 \$0.00 \$75.05 LABORERS - ZONE 4 (BUILDING & SITE) 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 12/01/2026 \$50.80 \$9.90 \$18.90 \$0.00 \$79.60 12/07/2026 \$52.30 \$9.90 \$18.90 \$0.00 \$81.10 12/07/2026 \$52.30 \$9.90 \$18.90 \$0.00 \$81.10 12/06/2027 \$53.90 \$9.90 \$18.90 \$0.00 \$82.70 12/06/2027 \$55.50 \$9.90 \$18.90 \$0.00 \$84.30 12/06/2028 \$57.18 \$9.90 \$18.90 \$0.00 \$84.30 12/04/2028 \$55.85 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$87.65 PILE DRIVER LOCAL 56 (ZONE 3) 8 of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 7080/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate DIVER TENDER 08/01/2024 \$49.19 \$10.08 \$24.29 \$0.00 \$83.56 | | 12/04/2028 | \$59.60 | \$9.90 | \$18.90 | \$0.00 | \$88.40 |
| LABORERS - ZONE 4 (BUILDING & SITE) 1202/2025 \$47.75 \$9.90 \$18.90 \$0.00 \$76.55 12/01/2025 \$49.25 \$9.90 \$18.90 \$0.00 \$78.05 12/07/2026 \$50.80 \$9.90 \$18.90 \$0.00 \$79.60 12/07/2026 \$52.30 \$9.90 \$18.90 \$0.00 \$81.10 12/07/2026 \$52.30 \$9.90 \$18.90 \$0.00 \$81.10 12/06/2027 \$53.90 \$9.90 \$18.90 \$0.00 \$82.70 12/06/2027 \$55.50 \$9.90 \$18.90 \$0.00 \$84.30 12/06/2028 \$57.18 \$9.90 \$18.90 \$0.00 \$85.98 12/04/2028 \$58.85 \$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" DIVER | For apprentice rates see "Apprentice- LABORER" | | | | | | |
| 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 \$85.98 \$12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$87.65 \$12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$87.65 \$12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$87.65 \$12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$87.65 \$12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$87.65 \$12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$87.65 \$12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$87.65 \$12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$87.65 \$12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$87.65 \$12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$87.65 \$12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$87.65 \$12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$87.65 \$12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$87.65 \$12/04/2028 \$69.83, 30.90 \$10.00 \$87.65 \$10.00 \$87.65 \$10.00 \$87.65 \$10.00 \$87.00 \$10.00 \$87.65 \$10.00 \$10.0 | | 12/02/2024 | \$46.25 | \$9.90 | \$18.90 | \$0.00 | \$75.05 |
| 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 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" \$08/01/2024 \$78.11 \$10.08 \$24.29 \$0.00 \$112.48 PILE DRIVER LOCAL 56 (ZONE 3) \$0.00 \$112.48 O8/01/2024 \$49.19 \$10.08 \$24.29 \$0.00 \$83.56 DIVER TENDER \$08/01/2024 \$49.19 \$10.08 \$24.29 \$0.00 \$83.56 O8/01/2024 \$49.19 \$10.08 \$24.29 \$0.00 | LABORERS - ZONE 4 (BUILDING & SITE) | 06/02/2025 | \$47.75 | \$9.90 | \$18.90 | \$0.00 | \$76.55 |
| 12/07/2026 \$52.30 \$9.90 \$18.90 \$0.00 \$81.10 | | 12/01/2025 | \$49.25 | \$9.90 | \$18.90 | \$0.00 | \$78.05 |
| 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" 08/01/2024 \$78.11 \$10.08 \$24.29 \$0.00 \$112.48 DIVER PILE DRIVER LOCAL 56 (ZONE 3) | | 06/01/2026 | \$50.80 | \$9.90 | \$18.90 | \$0.00 | \$79.60 |
| 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 \$85.65 For apprentice rates see "Apprentice- LABORER" | | 12/07/2026 | \$52.30 | \$9.90 | \$18.90 | \$0.00 | \$81.10 |
| 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" 08/01/2024 \$78.11 \$10.08 \$24.29 \$0.00 \$112.48 PILE DRIVER LOCAL 56 (ZONE 3) | | 06/07/2027 | \$53.90 | \$9.90 | \$18.90 | \$0.00 | \$82.70 |
| 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$87.65 | | 12/06/2027 | \$55.50 | \$9.90 | \$18.90 | \$0.00 | \$84.30 |
| 12/04/2028 \$58.85 \$9.90 \$18.90 \$0.00 \$87.65 | | 06/05/2028 | \$57.18 | \$9.90 | \$18.90 | \$0.00 | \$85.98 |
| DIVER 08/01/2024 \$78.11 \$10.08 \$24.29 \$0.00 \$112.48 | | 12/04/2028 | | | \$18.90 | \$0.00 | |
| ### PILE DRIVER LOCAL 56 (ZONE 3) 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 \$49.19 \$10.08 \$24.29 \$0.00 \$83.56 | For apprentice rates see "Apprentice- LABORER" | | | | | | |
| % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate DIVER TENDER 08/01/2024 \$49.19 \$10.08 \$24.29 \$0.00 \$83.56 | | 08/01/2024 | \$78.11 | \$10.08 | \$24.29 | \$0.00 | \$112.48 |
| $00/01/202 \pm 0.00 \pm 0.$ | % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate | | | | | | |
| | | 08/01/2024 | \$49.19 | \$10.08 | \$24.29 | \$0.00 | \$83.56 |

 Issue Date:
 04/17/2025
 Wage Request Number:
 20250417-005
 Page 8 of 31

| Classification | ations n | uith diving ligange basin et geend y | | Effective Da | te Base W | age Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------|--|-------------------|---------------|-----------|-------------|----------------------------|------------------------------|------------|
| | | vith diving licenses begin at second y 0/90 2A \$54.20, 3A \$73.93,4A \$82.05 | | | | | | | |
| DIVER TENDER (E PILE DRIVER LOCAL 56 | | | | 08/01/2024 | \$83.6 | 59 \$10.08 | \$24.29 | \$0.00 | \$118.06 |
| For apprentice rates | see "A | pprentice- PILE DRIVER" | | | | | | | |
| DIVER/SLURRY (E PILE DRIVER LOCAL 56 | | · · · · · · · · · · · · · · · · · · · | | 08/01/2024 | \$117 | .16 \$10.08 | \$24.29 | \$0.00 | \$151.53 |
| For apprentice rates | see "A | pprentice- PILE DRIVER" | | | | | | | |
| DRAWBRIDGE OP DRAWBRIDGE - SEIU LO | | TOR (Construction) 888 | | 07/01/2020 | \$26.7 | 77 \$6.67 | \$3.93 | \$0.16 | \$37.53 |
| LECTRICIAN (Inc | | ng Core Drilling) | | 12/29/2024 | \$51.0 | 06 \$13.25 | \$15.06 | \$0.00 | \$79.37 |
| LECTRICIANS LOCAL | / | | | 06/29/2025 | \$52.1 | 16 \$13.50 | \$15.21 | \$0.00 | \$80.87 |
| | | | | 12/28/2025 | \$53.2 | 26 \$13.75 | \$15.36 | \$0.00 | \$82.37 |
| | | | | 06/28/2026 | \$54.4 | \$14.00 | \$15.46 | \$0.00 | \$83.87 |
| | | | | 01/03/2027 | \$55.5 | \$14.25 | \$15.56 | \$0.00 | \$85.37 |
| | fectiv | ice - ELECTRICIAN - Loca e Date - 12/29/2024 percent | | ice Base Wage | Health | Pension | Supplementa Unemploymen | | |
| 1 | | 40 | | \$20.42 | \$7.35 | \$0.61 | \$0.00 | \$28.38 | |
| 2 | | 45 | | \$22.98 | \$7.35 | \$0.69 | \$0.00 | \$31.02 | |
| 3 | | 50 | | \$25.53 | \$13.25 | \$7.47 | \$0.00 | | |
| 4 | | 55 | | \$28.08 | \$13.25 | \$7.54 | \$0.00 | \$48.87 | |
| 5 | | 65 | | \$33.19 | \$13.25 | \$9.74 | \$0.00 | \$56.18 | |
| 6 | | 70 | | \$35.74 | \$13.25 | \$11.19 | \$0.00 | | |
| Eff Ste | | e Date - 06/29/2025 percent | Apprent | ice Base Wage | Health | Pension | Supplemental Unemployment | | |
| 1 | | 40 | | \$20.86 | \$7.50 | \$0.63 | \$0.00 | \$28.99 | |
| 2 | | 45 | | \$23.47 | \$7.50 | \$0.70 | \$0.00 | | |
| 3 | | 50 | | \$26.08 | \$13.50 | \$7.53 | \$0.00 | | |
| 4 | | 55 | | \$28.69 | \$13.50 | \$7.61 | \$0.00 | | |
| 5 | | 65 | | \$33.90 | \$13.50 | \$9.84 | \$0.00 | | |
| 6 | | 70 | | \$36.51 | \$13.50 | \$11.30 | \$0.00 | | |
| No | tes: | Steps 1-2 are 1000 hrs; Steps | 3-6 are 1500 hrs. | | | | | | |
| Ap | pren | tice to Journeyworker Ratio | :2:3**** | | | | | | |
| LEVATOR CONSTRUCT | | | | 01/01/2025 | 5 \$62.8 | 33 \$16.28 | \$21.36 | \$0.00 | \$100.47 |
| LEVATOR CONSTRUC | 1 ORS | LOCAL 41 | | 01/01/2026 | \$63.6 | \$16.38 | \$21.76 | \$0.00 | \$101.82 |

 Issue Date:
 04/17/2025
 Wage Request Number:
 20250417-005
 Page 9 of 31

01/01/2027

\$64.53

\$16.48

\$22.16

\$0.00

\$103.17

| | Step | percent 01/01/2025 | Appre | ntice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
|---------------------------|---------------|--------------------------------|--------------------|-----------------|-----------|---------|------------------------------|------------|---------|
| | 1 | 50 | | \$31.42 | \$16.28 | \$0.00 | \$0.00 | \$47.70 | |
| | 2 | 55 | | \$34.56 | \$16.28 | \$21.36 | \$0.00 | \$72.20 | |
| | 3 | 65 | | \$40.84 | \$16.28 | \$21.36 | \$0.00 | \$78.48 | |
| | 4 | 70 | | \$43.98 | \$16.28 | \$21.36 | \$0.00 | \$81.62 | |
| | 5 | 80 | | \$50.26 | \$16.28 | \$21.36 | \$0.00 | \$87.90 | |
| | Effect | ive Date - 01/01/2026 | | | | | Supplemental | | |
| | Step | percent | Apprei | ntice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 50 | | \$31.84 | \$16.38 | \$0.00 | \$0.00 | \$48.22 | |
| | 2 | 55 | | \$35.02 | \$16.38 | \$21.76 | \$0.00 | \$73.16 | |
| | 3 | 65 | | \$41.39 | \$16.38 | \$21.76 | \$0.00 | \$79.53 | |
| | 4 | 70 | | \$44.58 | \$16.38 | \$21.76 | \$0.00 | \$82.72 | |
| | 5 | 80 | | \$50.94 | \$16.38 | \$21.76 | \$0.00 | \$89.08 | |
| | Notes: | Steps 1-2 are 6 mos.; St | eps 3-5 are 1 year | | | | | | |
| | Appre | entice to Journeyworker | | | | | | | |
| EVATOR C | ONSTRI | UCTOR HELPER | | 01/01/2025 | 5 \$43.98 | \$16.28 | \$21.36 | \$0.00 | \$81.62 |
| VATOR CONS | TRUCTOR | S LOCAL 41 | | 01/01/2026 | | | \$21.76 | \$0.00 | \$82.72 |
| Ean annuantia | a matag aga ' | "Apprentice - ELEVATOR CON | CTRUCTOR" | 01/01/2027 | | | \$22.16 | \$0.00 | \$83.81 |
| | AM RAI | L ERECTOR | STRUCTOR | 12/01/2024 | 4 \$31.79 | \$9.90 | \$14.78 | \$0.00 | \$56.47 |
| For apprentic | e rates see | "Apprentice- LABORER" | | | | | | | |
| | | IL ERECTOR (HEAVY | & HIGHWAY) | 12/01/2024 | 4 \$34.24 | \$9.90 | \$15.85 | \$0.00 | \$59.99 |
| ORERS - ZON | E 4 (HEAV | Y & HIGHWAY) | | 06/01/2025 | 5 \$35.48 | \$9.90 | \$15.85 | \$0.00 | \$61.23 |
| | | | | 12/01/2025 | 5 \$36.71 | \$9.90 | \$15.85 | \$0.00 | \$62.46 |
| | | | | 06/01/2026 | 5 \$38.75 | \$9.90 | \$15.85 | \$0.00 | \$64.50 |
| For apprentic | e rates see | "Apprentice- LABORER (Heavy | and Highway) | 12/01/2026 | 5 \$40.04 | \$9.90 | \$15.85 | \$0.00 | \$65.79 |
| | NST/RO | D-BLDG,SITE,HVY/HW | | 06/01/1999 | 9 \$18.84 | \$4.80 | \$4.10 | \$0.00 | \$27.74 |
| ELD ENG.P. ERATING ENG | | HIEF:BLDG,SITE,HVY/ OCAL 98 | HWY | 06/01/1999 | 9 \$21.33 | \$4.80 | \$4.10 | \$0.00 | \$30.23 |
| ELD ENG.S ERATING ENG | | CHIEF-BLDG,SITE,HV OCAL 98 | Y/HWY | 06/01/1999 | 9 \$22.33 | \$4.80 | \$4.10 | \$0.00 | \$31.23 |
| E ALARM | | LLER | | 12/29/2024 | 4 \$51.06 | \$13.25 | \$15.06 | \$0.00 | \$79.37 |
| CTRICIANS L | OCAL 7 | | | 06/29/2025 | 5 \$52.16 | \$13.50 | \$15.21 | \$0.00 | \$80.87 |
| | | | | 12/28/2025 | 5 \$53.26 | \$13.75 | \$15.36 | \$0.00 | \$82.37 |
| | | | | 06/28/2026 | | | \$15.46 | \$0.00 | \$83.87 |
| | | | | 01/03/2027 | | | \$15.56 | \$0.00 | \$85.37 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| FIRE ALARM REPAIR / MAINTENANCE | 12/29/2024 | \$51.06 | \$13.25 | \$15.06 | \$0.00 | \$79.37 |
| / COMMISSIONING ELECTRICIANS LOCAL 7 | 06/29/2025 | \$52.16 | \$13.50 | \$15.21 | \$0.00 | \$80.87 |
| | 12/28/2025 | \$53.26 | \$13.75 | \$15.36 | \$0.00 | \$82.37 |
| | 06/28/2026 | \$54.41 | \$14.00 | \$15.46 | \$0.00 | \$83.87 |
| | 01/03/2027 | \$55.56 | \$14.25 | \$15.56 | \$0.00 | \$85.37 |
| For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" | | | | | | |
| FIREMAN OPERATING ENGINEERS LOCAL 98 | 12/01/2023 | \$39.03 | \$13.78 | \$15.15 | \$0.00 | \$67.96 |

| • • | | ENGINEERS - Local 98 Class 3 | | | | | |
|---------------------------------|---------------------------|------------------------------|---------|---------|------------------------------|------------|---------|
| Effect Step | percent 12/01/202 | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
| $\frac{\operatorname{step}}{1}$ | 60 | | | | | | |
| 2 | | \$23.42 | \$13.78 | \$15.15 | \$0.00 | \$52.35 | |
| | 70 | \$27.32 | \$13.78 | \$15.15 | \$0.00 | \$56.25 | |
| 3 | 80 | \$31.22 | \$13.78 | \$15.15 | \$0.00 | \$60.15 | |
| 4 | 90 | \$35.13 | \$13.78 | \$15.15 | \$0.00 | \$64.06 | |
| Notes | <u> </u> | | | | | | |
| | Steps 1-2 are 1000 hrs | s.; Steps 3-4 are 2000 hrs. | | | | | |
| Appr | entice to Journeyworke | r Ratio:1:6 | | | | | |
| | LER (HEAVY & HIGHV | VAY) 12/01/2024 | \$27.01 | \$9.90 | \$15.85 | \$0.00 | \$52.76 |
| ABORERS - ZONE 4 (HEA | VY & HIGHWAY) | 06/01/2025 | \$28.09 | \$9.90 | \$15.85 | \$0.00 | \$53.84 |
| | | 12/01/2025 | \$28.09 | \$9.90 | \$15.85 | \$0.00 | \$53.84 |
| | | 06/01/2026 | \$29.21 | \$9.90 | \$15.85 | \$0.00 | \$54.96 |
| | | 12/01/2026 | \$29.21 | \$9.90 | \$15.85 | \$0.00 | \$54.96 |
| For apprentice rates see | "Apprentice- LABORER (Hea | vy and Highway) | | | | | |
| LOORCOVERER | | 03/01/2025 | \$43.26 | \$7.91 | \$18.15 | \$0.00 | \$69.32 |
| LOORCOVERERS LOCAL | 2168 ZONE III | 09/01/2025 | \$44.21 | \$7.91 | \$18.15 | \$0.00 | \$70.27 |
| | | 03/01/2026 | \$45.11 | \$7.91 | \$18.15 | \$0.00 | \$71.17 |
| | | 09/01/2026 | \$46.06 | \$7.91 | \$18.15 | \$0.00 | \$72.12 |
| | | 03/01/2027 | \$46.96 | \$7.91 | \$18.15 | \$0.00 | \$73.02 |

Issue Date: 04/17/2025 **Wage Request Number:** 20250417-005 **Page 11 of 31**

Total Rate

Page 12 of 31

| Step | ive Date - 03/01/2025 percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--------|-----------------------------------|----------------------|--------|---------|------------------------------|------------|
| 1 | 45 | \$19.47 | \$7.91 | \$1.38 | \$0.00 | \$28.76 |
| 2 | 45 | \$19.47 | \$7.91 | \$1.38 | \$0.00 | \$28.76 |
| 3 | 55 | \$23.79 | \$7.91 | \$2.76 | \$0.00 | \$34.46 |
| 4 | 55 | \$23.79 | \$7.91 | \$2.76 | \$0.00 | \$34.46 |
| 5 | 70 | \$30.28 | \$7.91 | \$15.39 | \$0.00 | \$53.58 |
| 6 | 70 | \$30.28 | \$7.91 | \$15.39 | \$0.00 | \$53.58 |
| 7 | 80 | \$34.61 | \$7.91 | \$16.77 | \$0.00 | \$59.29 |
| 8 | 80 | \$34.61 | \$7.91 | \$16.77 | \$0.00 | \$59.29 |
| Effect | ive Date - 09/01/2025 | | | | Supplemental | |
| Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 45 | \$19.89 | \$7.91 | \$1.38 | \$0.00 | \$29.18 |
| 2 | 45 | \$19.89 | \$7.91 | \$1.38 | \$0.00 | \$29.18 |
| 3 | 55 | \$24.32 | \$7.91 | \$2.76 | \$0.00 | \$34.99 |
| 4 | 55 | \$24.32 | \$7.91 | \$2.76 | \$0.00 | \$34.99 |
| 5 | 70 | \$30.95 | \$7.91 | \$15.39 | \$0.00 | \$54.25 |
| 6 | 70 | \$30.95 | \$7.91 | \$15.39 | \$0.00 | \$54.25 |
| 7 | 80 | \$35.37 | \$7.91 | \$16.77 | \$0.00 | \$60.05 |
| 8 | 80 | \$35.37 | \$7.91 | \$16.77 | \$0.00 | \$60.05 |
| Notes: | : Steps are 750 hrs. | | | | | |
| | | | | | | |
| | entice to Journeyworker Ratio:1:1 | | | | | |

FORK LIFT OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS" GENERATORS/LIGHTING PLANTS 12/01/2023 \$35.80 \$15.15 \$0.00 \$64.73 \$13.78 OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS" GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR 06/01/2020 \$39.18 \$10.80 \$10.45 \$0.00 \$60.43 SYSTEMS)

GLAZIERS LOCAL 1333

| | Apprei | ntice - GL | AZIER - Local 1333 | | | | | | | |
|--------------------------------|-------------|-----------------|-----------------------------|----------------------|---------|------|---------|--------------|--------|---------|
| | | ve Date - | 06/01/2020 | | | | | Supplemental | | |
| | Step | percent | | Apprentice Base Wage | Health | P | ension | Unemployment | Tota | al Rate |
| | 1 | 50 | | \$19.59 | \$10.80 | | \$1.80 | \$0.00 | 9 | \$32.19 |
| | 2 | 56 | | \$22.04 | \$10.80 | | \$1.80 | \$0.00 | 9 | \$34.64 |
| | 3 | 63 | | \$24.49 | \$10.80 | | \$2.45 | \$0.00 | 9 | \$37.74 |
| | 4 | 69 | | \$26.94 | \$10.80 | | \$2.45 | \$0.00 | 9 | \$40.19 |
| | 5 | 75 | | \$29.39 | \$10.80 | | \$3.15 | \$0.00 | | \$43.34 |
| | 6 | 81 | | \$31.83 | \$10.80 | | \$3.15 | \$0.00 | 9 | \$45.78 |
| | 7 | 88 | | \$34.28 | \$10.80 | 9 | \$10.45 | \$0.00 | 9 | \$55.53 |
| | 8 | 94 | | \$36.73 | \$10.80 | 9 | \$10.45 | \$0.00 | 9 | \$57.98 |
| | Notes: | | | | | | | | | |
| | İ | | | | | | | | | |
| | Appre | ntice to Jou | rneyworker Ratio:1:3 | | | | | | | |
| GRADER/TRE | | | NE/DERRICK | 12/01/2023 | 3 \$39 | 0.56 | \$13.78 | \$15.15 | \$0.00 | \$68.49 |
| For apprentice | rates see " | Apprentice- O | PERATING ENGINEERS" | | | | | | | |
| HVAC (DUCTV THEETMETAL WO | , | OCAL 63 | | 01/01/2025 | 5 \$42 | 2.23 | \$12.20 | \$18.74 | \$2.13 | \$75.30 |
| For apprentice | rates see " | Apprentice- SI | HEET METAL WORKER" | | | | | | | |
| IVAC (ELECT | | CONTROL | S) | 12/29/2024 | 4 \$51 | .06 | \$13.25 | \$15.06 | \$0.00 | \$79.37 |
| LECTRICIANS LC | OCAL 7 | | | 06/29/2025 | 5 \$52 | 2.16 | \$13.50 | \$15.21 | \$0.00 | \$80.87 |
| | | | | 12/28/2025 | 5 \$53 | 3.26 | \$13.75 | \$15.36 | \$0.00 | \$82.37 |
| | | | | 06/28/2026 | 5 \$54 | 1.41 | \$14.00 | \$15.46 | \$0.00 | \$83.87 |
| | | | | 01/03/2027 | 7 \$55 | 5.56 | \$14.25 | \$15.56 | \$0.00 | \$85.37 |
| | | | LECTRICIAN" | | | | | | | |
| IVAC (TESTIN HEETMETAL WO | | | ING - AIR) | 01/01/2025 | 5 \$42 | 2.23 | \$12.20 | \$18.74 | \$2.13 | \$75.30 |
| For apprentice | rates see " | Apprentice- SI | HEET METAL WORKER" | | | | | | | |
| IVAC (TESTIN LUMBERS & PIPA | | | ING -WATER) | 03/17/2024 | 1 \$49 | 0.21 | \$9.55 | \$17.10 | \$0.00 | \$75.86 |
| For apprentice | rates see " | Apprentice- PI | PEFITTER" or "PLUMBER/PIPEF | ITTER" | | | | | | |
| HVAC MECHA PLUMBERS & PIP | | S LOCAL 104 | | 03/17/2024 | 1 \$49 | 0.21 | \$9.55 | \$17.10 | \$0.00 | \$75.86 |
| For apprentice | rates see " | Apprentice- PI | PEFITTER" or "PLUMBER/PIPEF | ITTER" | | | | | | |
| IYDRAULIC I | | | / | 12/01/2024 | 1 \$34 | 1.74 | \$9.90 | \$15.85 | \$0.00 | \$60.49 |
| 4BORERS - ZONE | £ 4 (HEAV | Y & HIGHWAY | 9 | 06/01/2025 | 5 \$35 | 5.98 | \$9.90 | \$15.85 | \$0.00 | \$61.73 |
| | | | | 12/01/2025 | 5 \$37 | 7.21 | \$9.90 | \$15.85 | \$0.00 | \$62.96 |
| | | | | 06/01/2020 | 5 \$39 | 0.25 | \$9.90 | \$15.85 | \$0.00 | \$65.00 |
| | | | | 12/01/2026 | 5 \$40 |).54 | \$9.90 | \$15.85 | \$0.00 | \$66.29 |
| For apprentice | rates see " | 'Apprentice- La | ABORER (Heavy and Highway) | | | | | | | |
| NSULATOR (I | | , | DRINGELEI D) | 09/01/2024 | 4 \$45 | 5.54 | \$14.75 | \$19.61 | \$0.00 | \$79.90 |
| HEAT & FROST IN | SULATUR | S LUCAL 6 (SI | FRINGFIELD) | 09/01/2025 | 5 \$48 | 3.27 | \$14.75 | \$19.61 | \$0.00 | \$82.63 |
| | | | | 09/01/2026 | C C 5 1 | .01 | \$14.75 | \$19.61 | \$0.00 | \$85.37 |

IRONWORKER/WELDER

IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)

Pension

\$22.70

\$8.25

\$0.00

\$71.61

| Step | ive Date - 09/01/2024 percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rat |
|-------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|------------------------------|-----------------------------|
| 1 | 50 | \$22.77 | \$14.75 | \$14.32 | \$0.00 | \$51.8 |
| 2 | 60 | \$27.32 | \$14.75 | \$15.37 | \$0.00 | \$57.4 |
| 3 | 70 | \$31.88 | \$14.75 | \$16.43 | \$0.00 | \$63.00 |
| 4 | 80 | \$36.43 | \$14.75 | \$17.49 | \$0.00 | \$68.67 |
| Effect | ive Date - 09/01/2025 | | | | Supplemental | |
| _ | | 4 D . TT | TT 1.1 | ъ . | * * | T (1 D (|
| Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| Step 1 | percent 50 | Apprentice Base Wage \$24.14 | \$14.75 | \$14.32 | \$0.00 | \$53.2 |
| | * | | | | | |
| 1 | 50 | \$24.14 | \$14.75 | \$14.32 | \$0.00 | \$53.2 |
| 1 2 | 50 | \$24.14 \$28.96 | \$14.75 \$14.75 | \$14.32 \$15.37 | \$0.00 \$0.00 | \$53.22 \$59.08 |
| 1 2 3 | 50 60 70 80 | \$24.14 \$28.96 \$33.79 | \$14.75 \$14.75 \$14.75 | \$14.32 \$15.37 \$16.43 | \$0.00 \$0.00 \$0.00 | \$53.2 \$59.08 \$64.9 |

03/16/2024

\$40.66

| Appre | | NWORKER - Local 7 Spri | ingfield | | | | | |
|--|-----------------|------------------------|----------------------|---------|---------|--------------|--------|---------|
| | ive Date - | 03/16/2024 | | | | Supplemental | | |
| Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Tota | al Rate |
| 1 | 60 | | \$24.40 | \$8.25 | \$22.70 | \$0.00 | : | \$55.35 |
| 2 | 70 | | \$28.46 | \$8.25 | \$22.70 | \$0.00 | ; | \$59.41 |
| 3 | 75 | | \$30.50 | \$8.25 | \$22.70 | \$0.00 | : | \$61.45 |
| 4 | 80 | | \$32.53 | \$8.25 | \$22.70 | \$0.00 | : | \$63.48 |
| 5 | 85 | | \$34.56 | \$8.25 | \$22.70 | \$0.00 | : | \$65.51 |
| 6 | 90 | | \$36.59 | \$8.25 | \$22.70 | \$0.00 | ; | \$67.54 |
| Notes: | | | | | | | | |
| | | | | | | | | İ |
| Appre | ntice to Jour | rneyworker Ratio:1:4 | | | | | | _ |
| JACKHAMMER & PAT LABORERS - ZONE 4 (BUILL | | KER OPERATOR | 12/01/2024 | \$31.79 | \$9.90 | \$14.78 | \$0.00 | \$56.47 |
| For apprentice rates see ' | "Apprentice- LA | BORER" | | | | | | |
| LABORER LABORERS - ZONE 4 (BUILL | DING & SITE) | | 12/01/2024 | \$31.54 | \$9.90 | \$14.78 | \$0.00 | \$56.22 |

Issue Date: 04/17/2025 **Wage Request Number:** 20250417-005 Page 14 of 31

| | Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
|----------------|---------------------------------|--|---|--------------------------------------|--|--------------------------------------|--|---------|
| | $\frac{\operatorname{step}}{1}$ | 60 | \$18.92 | \$9.90 | \$14.78 | \$0.00 | \$43.60 | |
| | 2 | 70 | \$18.92 \$22.08 | \$9.90 \$9.90 | \$14.78 \$14.78 | \$0.00 | \$45.00 \$46.76 | |
| | 3 | 80 | \$25.23 | | \$14.78 | \$0.00 | \$40.70 \$49.91 | |
| | 4 | 90 | | \$9.90 | | | | |
| | 7 | 90 | \$28.39 | \$9.90 | \$14.78 | \$0.00 | \$53.07 | |
| | Notes: | | | | | | | |
| | | | | | | | į | |
| | Appre | ntice to Journeyworker Ratio:1:5 | | | | | | |
| | | HIGHWAY) Y & HIGHWAY) | 12/01/2024 | \$33.99 | \$9.90 | \$15.85 | \$0.00 | \$59.74 |
| DONERS - ZOIV. | E ₹ (FIEAV | i & monwan | 06/01/2025 | \$35.23 | \$9.90 | \$15.85 | \$0.00 | \$60.98 |
| | | | 12/01/2025 | \$36.46 | \$9.90 | \$15.85 | \$0.00 | \$62.21 |
| | | | 06/01/2026 | \$38.50 | \$9.90 | \$15.85 | \$0.00 | \$64.25 |
| | | | 12/01/2026 | \$39.79 | \$9.90 | \$15.85 | \$0.00 | \$65.54 |
| | | ntice - LABORER (Heavy and Hig ve Date - 12/01/2024 percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate | |
| | 1 | 60 | \$20.39 | \$9.90 | \$15.85 | \$0.00 | \$46.14 | |
| | 2 | 70 | \$23.79 | \$9.90 | \$15.85 | \$0.00 | \$49.54 | |
| | 3 | 80 | \$27.19 | \$9.90 | \$15.85 | \$0.00 | \$52.94 | |
| | 4 | 00 | \$30.59 | \$9.90 | \$15.85 | \$0.00 | \$56.34 | |
| | | 90 | ψ30.27 | | | | | |
| | | ve Date - 06/01/2025 | | | | Supplemental | | |
| | Step | ve Date - 06/01/2025 percent | Apprentice Base Wage | | Pension | Supplemental Unemployment | Total Rate | |
| | Step 1 | ve Date - 06/01/2025 percent | Apprentice Base Wage \$21.14 | \$9.90 | \$15.85 | Unemployment \$0.00 | \$46.89 | |
| | Step 1 2 | ve Date - 06/01/2025 percent 60 70 | Apprentice Base Wage \$21.14 \$24.66 | \$9.90 \$9.90 | \$15.85 \$15.85 | \$0.00 \$0.00 | \$46.89 \$50.41 | |
| | Step 1 2 3 | ve Date - 06/01/2025 percent 60 70 80 | Apprentice Base Wage \$21.14 \$24.66 \$28.18 | \$9.90 | \$15.85 | Unemployment \$0.00 | \$46.89 | |
| | Step 1 2 | ve Date - 06/01/2025 percent 60 70 | Apprentice Base Wage \$21.14 \$24.66 | \$9.90 \$9.90 | \$15.85 \$15.85 | \$0.00 \$0.00 | \$46.89 \$50.41 | |
| | Step 1 2 3 | ve Date - 06/01/2025 percent 60 70 80 90 | Apprentice Base Wage \$21.14 \$24.66 \$28.18 | \$9.90 \$9.90 \$9.90 | \$15.85 \$15.85 \$15.85 | \$0.00 \$0.00 \$0.00 | \$46.89 \$50.41 \$53.93 | |
| | Step 1 2 3 4 | ve Date - 06/01/2025 percent 60 70 80 90 | Apprentice Base Wage \$21.14 \$24.66 \$28.18 | \$9.90 \$9.90 \$9.90 | \$15.85 \$15.85 \$15.85 | \$0.00 \$0.00 \$0.00 | \$46.89 \$50.41 \$53.93 | |
| | Step 1 2 3 4 Notes: | ve Date - 06/01/2025 percent 60 70 80 90 | Apprentice Base Wage \$21.14 \$24.66 \$28.18 | \$9.90 \$9.90 \$9.90 | \$15.85 \$15.85 \$15.85 | \$0.00 \$0.00 \$0.00 | \$46.89 \$50.41 \$53.93 | |
| | Step 1 2 3 4 Notes: Appre | ve Date - 06/01/2025 percent 60 70 80 90 ntice to Journeyworker Ratio:1:5 TER TENDER | Apprentice Base Wage \$21.14 \$24.66 \$28.18 | \$9.90 \$9.90 \$9.90 \$9.90 | \$15.85 \$15.85 \$15.85 | \$0.00 \$0.00 \$0.00 | \$46.89 \$50.41 \$53.93 | \$56.22 |
| ABORERS - ZON | Step 1 2 3 4 Notes: Appre | ve Date - 06/01/2025 percent 60 70 80 90 ntice to Journeyworker Ratio:1:5 TER TENDER | \$21.14 \$24.66 \$28.18 \$31.71 | \$9.90 \$9.90 \$9.90 \$9.90 | \$15.85 \$15.85 \$15.85 \$15.85 | \$0.00 \$0.00 \$0.00 \$0.00 | \$46.89 \$50.41 \$53.93 \$57.46 | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|--|--|---|---|--|--|
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER | 12/01/2024 | \$33.16 | \$9.65 | \$14.41 | \$0.00 | \$57.22 |
| LABORERS - ZONE 4 (BUILDING & SITE) | 06/01/2025 | \$34.40 | \$9.65 | \$14.41 | \$0.00 | \$58.46 |
| | 12/01/2025 | \$35.63 | \$9.65 | \$14.41 | \$0.00 | \$59.69 |
| | 06/01/2026 | \$37.67 | \$9.65 | \$14.41 | \$0.00 | \$61.73 |
| | 12/01/2026 | \$38.96 | \$9.65 | \$14.41 | \$0.00 | \$63.02 |
| | 06/01/2027 | \$40.26 | \$9.65 | \$14.41 | \$0.00 | \$64.32 |
| | 12/01/2027 | \$41.56 | \$9.65 | \$14.41 | \$0.00 | \$65.62 |
| | 06/05/2028 | \$42.91 | \$9.65 | \$14.41 | \$0.00 | \$66.97 |
| | 12/04/2028 | \$44.26 | \$9.65 | \$14.41 | \$0.00 | \$68.32 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MASON TENDER LABORERS - ZONE 4 (BUILDING & SITE) | 12/01/2024 | \$33.54 | \$9.90 | \$14.78 | \$0.00 | \$58.22 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MASON TENDER (HEAVY & HIGHWAY) | 12/01/2024 | \$34.24 | \$9.90 | \$15.85 | \$0.00 | \$59.99 |
| ABORERS - ZONE 4 (HEAVY & HIGHWAY) | 06/01/2025 | \$35.48 | \$9.90 | \$15.85 | \$0.00 | \$61.23 |
| | 12/01/2025 | \$36.71 | \$9.90 | \$15.85 | \$0.00 | \$62.46 |
| | 06/01/2026 | \$38.75 | \$9.90 | \$15.85 | \$0.00 | \$64.50 |
| | 12/01/2026 | \$40.04 | \$9.90 | \$15.85 | \$0.00 | \$65.79 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | | | | | | |
| LABORER: MULTI-TRADE TENDER LABORERS - ZONE 4 (BUILDING & SITE) | 12/01/2024 | \$31.54 | \$9.90 | \$14.78 | \$0.00 | \$56.22 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: TREE REMOVER LABORERS - ZONE 4 (BUILDING & SITE) | 12/01/2024 | \$31.54 | \$9.90 | \$14.78 | \$0.00 | \$56.22 |
| This classification applies to the removal of standing trees, and the trimming and rem clearance incidental to construction . For apprentice rates see "Apprentice- LABORE | | bs when related t | o public work | s construction | or site | |
| LASER BEAM OPERATOR LABORERS - ZONE 4 (BUILDING & SITE) | 12/01/2024 | \$31.79 | \$9.90 | \$14.78 | \$0.00 | \$56.47 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| A CED DE AM ODED ATOD (HE AVV. 0. HICHWAV.) | | | | Φ15 O5 | ¢0.00 | Φ50.00 |
| · · · · · · · · · · · · · · · · · · · | 12/01/2024 | \$34.24 | \$9.90 | \$15.85 | \$0.00 | \$59.99 |
| · · · · · · · · · · · · · · · · · · · | 12/01/2024 06/01/2025 | \$34.24 \$35.48 | \$9.90 \$9.90 | \$15.85 \$15.85 | \$0.00 | \$59.99 \$61.23 |
| · · · · · · · · · · · · · · · · · · · | | | | | | |
| · · · · · · · · · · · · · · · · · · · | 06/01/2025 | \$35.48 | \$9.90 | \$15.85 | \$0.00 | \$61.23 |
| · · · · · · · · · · · · · · · · · · · | 06/01/2025 12/01/2025 | \$35.48 \$36.71 | \$9.90 \$9.90 | \$15.85 \$15.85 | \$0.00 \$0.00 | \$61.23 \$62.46 |
| · · · · · · · · · · · · · · · · · · · | 06/01/2025 12/01/2025 06/01/2026 | \$35.48 \$36.71 \$38.75 | \$9.90 \$9.90 \$9.90 | \$15.85 \$15.85 \$15.85 | \$0.00 \$0.00 \$0.00 | \$61.23 \$62.46 \$64.50 |
| ABORERS - ZONE 4 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS | 06/01/2025 12/01/2025 06/01/2026 | \$35.48 \$36.71 \$38.75 | \$9.90 \$9.90 \$9.90 | \$15.85 \$15.85 \$15.85 | \$0.00 \$0.00 \$0.00 | \$61.23 \$62.46 \$64.50 |
| ABORERS - ZONE 4 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS | 06/01/2025 12/01/2025 06/01/2026 12/01/2026 | \$35.48 \$36.71 \$38.75 \$40.04 | \$9.90 \$9.90 \$9.90 \$9.90 | \$15.85 \$15.85 \$15.85 \$15.85 | \$0.00 \$0.00 \$0.00 \$0.00 | \$61.23 \$62.46 \$64.50 \$65.79 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS | 06/01/2025 12/01/2025 06/01/2026 12/01/2026 02/01/2025 | \$35.48 \$36.71 \$38.75 \$40.04 | \$9.90 \$9.90 \$9.90 \$9.90 | \$15.85 \$15.85 \$15.85 \$15.85 \$20.78 | \$0.00 \$0.00 \$0.00 \$0.00 | \$61.23 \$62.46 \$64.50 \$65.79 |
| LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE | 06/01/2025 12/01/2025 06/01/2026 12/01/2026 02/01/2025 08/01/2025 | \$35.48 \$36.71 \$38.75 \$40.04 \$43.84 \$44.75 | \$9.90 \$9.90 \$9.90 \$9.90 \$11.49 | \$15.85 \$15.85 \$15.85 \$15.85 \$20.78 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$61.23 \$62.46 \$64.50 \$65.79 \$76.11 \$77.02 |

 Issue Date:
 04/17/2025
 Wage Request Number:
 20250417-005
 Page 16 of 31

Total Rate

| | Step | ive Date - 02/01/2025 percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Tota | l Rate |
|-------------|------------------------|--|----------------------|-----------|---------|------------------------------|--------|---------|
| | 1 | 50 | \$21.92 | \$11.49 | \$20.78 | \$0.00 | | 554.19 |
| | 2 | 60 | \$26.30 | \$11.49 | \$20.78 | \$0.00 | | 558.57 |
| | 3 | 70 | \$30.69 | \$11.49 | \$20.78 | \$0.00 | | 662.96 |
| | 4 | 80 | \$35.07 | \$11.49 | \$20.78 | \$0.00 | | 667.34 |
| | 5 | 90 | \$39.46 | \$11.49 | \$20.78 | \$0.00 | | 371.73 |
| | Effecti Step | ive Date - 08/01/2025 percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Tota | l Rate |
| | 1 | 50 | \$22.38 | \$11.49 | \$20.78 | \$0.00 | 9 | 554.65 |
| | 2 | 60 | \$26.85 | \$11.49 | \$20.78 | \$0.00 | 9 | 559.12 |
| | 3 | 70 | \$31.33 | \$11.49 | \$20.78 | \$0.00 | 9 | 663.60 |
| | 4 | 80 | \$35.80 | \$11.49 | \$20.78 | \$0.00 | \$ | 668.07 |
| | 5 | 90 | \$40.28 | \$11.49 | \$20.78 | \$0.00 | 9 | 572.55 |
| | Notes: | | | | | | | |
| | Appre | ntice to Journeyworker Ratio:1:5 | | | | | | |
| | | LE LAYER(SP/PT)SeeBrick R/PITT) - MARBLE & TILE | | | | | | |
| ee "BRICK | /STONE/AI | RTIFICIAL MASONRY(INCL.MASONRY W | /ATERPROOFING) | | | | | |
| | EPER OP | ERATOR (ON CONST. SITES) OCAL 98 | 12/01/2023 | 3 \$39.56 | \$13.78 | \$15.15 | \$0.00 | \$68.49 |
| or apprenti | ce rates see | 'Apprentice- OPERATING ENGINEERS" | | | | | | |
| ATING EN | GINEERS L | | 12/01/2023 | 3 \$39.03 | \$13.78 | \$15.15 | \$0.00 | \$67.90 |
| | | 'Apprentice- OPERATING ENGINEERS" | | | | | | |
| | T (Zone 3 OCAL 1121 | | 01/06/2025 | \$43.48 | \$10.08 | \$21.22 | \$0.00 | \$74.78 |
| 14011151 | | Lone J | 01/05/2026 | s45.76 | \$10.08 | \$21.22 | \$0.00 | \$77.0 |

01/05/2026

\$45.76

\$10.08

\$21.22

\$0.00

\$77.06

Issue Date: 04/17/2025 **Wage Request Number:** 20250417-005 Page 17 of 31

\$23.95

\$0.00

\$92.36

Total Rate

PAINTER (BRIDGES/TANKS)

PAINTERS LOCAL 35 - ZONE 3

Apprentice - MILLWRIGHT - Local 1121 Zone 3 01/06/2025 **Effective Date -**Supplemental Unemployment Total Rate Step percent Apprentice Base Wage Health Pension 1 55 \$23.91 \$10.08 \$5.36 \$39.35 \$0.00 2 65 \$28.26 \$10.08 \$6.34 \$0.00 \$44.68 3 75 \$32.61 \$10.08 \$18.78 \$0.00 \$61.47 4 85 \$36.96 \$10.08 \$19.76 \$0.00 \$66.80 01/05/2026 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 55 \$25.17 \$10.08 \$5.36 \$0.00 \$40.61 2 65 \$29.74 \$0.00 \$10.08 \$6.34 \$46.16 3 75 \$34.32 \$10.08 \$18.78 \$0.00 \$63.18 4 85 \$38.90 \$10.08 \$19.76 \$0.00 \$68.74 |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 Apprentice to Journeyworker Ratio:1:4 MORTAR MIXER \$14.78 \$9.90 \$0.00 12/01/2024 \$31.79 \$56.47 LABORERS - ZONE 4 (BUILDING & SITE) For apprentice rates see "Apprentice- LABORER" **OILER** 12/01/2023 \$15.15 \$0.00 \$35.02 \$13.78 \$63.95 OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS" OTHER POWER DRIVEN EQUIPMENT - CLASS VI 12/01/2023 \$32.74 \$13.78 \$15.15 \$0.00 \$61.67 OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"

01/01/2025

\$58.46

\$9.95

Issue Date: 04/17/2025 Wage Request Number: 20250417-005 Page 18 of 31

| Apprentice - | PAINTER Local 35 | - BRIDGES/TANKS |
|--------------|------------------|-----------------|
|--------------|------------------|-----------------|

| Effecti Step | ive Date - 01/01/2025 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. | | | | | |
| | — — — — — — — — | | | | | |
| Appre | entice to Journeyworker Ratio:1:1 | | | | | |
| RAY OR | SANDBLAST, NEW) * | 01/01/2025 | \$41.23 | \$9.65 | \$19.90 | \$0.00 \$70.7 |

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

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - New

| Effecti | ve Date - 01/01/2025 | | | | Supplemental | | |
|--|----------------------------------|----------------------|----------|-----------|--------------|------------|-------|
| Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| 1 | 50 | \$20.62 | \$9.95 | \$0.00 | \$0.00 | \$30.57 | |
| 2 | 55 | \$22.68 | \$9.95 | \$4.43 | \$0.00 | \$37.06 | |
| 3 | 60 | \$24.74 | \$9.95 | \$4.83 | \$0.00 | \$39.52 | |
| 4 | 65 | \$26.80 | \$9.95 | \$5.23 | \$0.00 | \$41.98 | |
| 5 | 70 | \$28.86 | \$9.95 | \$17.49 | \$0.00 | \$56.30 | |
| 6 | 75 | \$30.92 | \$9.95 | \$17.89 | \$0.00 | \$58.76 | |
| 7 | 80 | \$32.98 | \$9.95 | \$18.29 | \$0.00 | \$61.22 | |
| 8 | 90 | \$37.11 | \$9.95 | \$19.10 | \$0.00 | \$66.16 | |
| Notes: | | | | | | | |
| İ | Steps are 750 hrs. | | | | | | |
| Appre | ntice to Journeyworker Ratio:1:1 | | | | | | |
| INTER (SPRAY OR NTERS LOCAL 35 - ZONE | SANDBLAST, REPAINT) | 01/01/2023 | 5 \$38.: | 55 \$9.95 | \$19.90 | \$0.00 | 68.40 |

Page 19 of 31 20250417-005

Issue Date: 04/17/2025

| Apprentice - | PAINTER Local 35 | Zone 3 - Spray/Sandblas | t - Repaint |
|--------------|------------------|-------------------------|-------------|
|--------------|------------------|-------------------------|-------------|

| | ve Date - 01/01/2025 | | | - · | Supplemental | |
|-------------------------|----------------------------------|----------------------|----------|-----------|-------------------|------------|
| Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 50 | \$19.28 | \$9.95 | \$0.00 | \$0.00 | \$29.23 |
| 2 | 55 | \$21.20 | \$9.95 | \$4.43 | \$0.00 | \$35.58 |
| 3 | 60 | \$23.13 | \$9.95 | \$4.83 | \$0.00 | \$37.91 |
| 4 | 65 | \$25.06 | \$9.95 | \$5.23 | \$0.00 | \$40.24 |
| 5 | 70 | \$26.99 | \$9.95 | \$17.49 | \$0.00 | \$54.43 |
| 6 | 75 | \$28.91 | \$9.95 | \$17.89 | \$0.00 | \$56.75 |
| 7 | 80 | \$30.84 | \$9.95 | \$18.29 | \$0.00 | \$59.08 |
| 8 | 90 | \$34.70 | \$9.95 | \$19.10 | \$0.00 | \$63.75 |
| Notes: | | | | | | |
| i | Steps are 750 hrs. | | | | | |
| Apprei | | | | | | ' |
| Apprei R / TAPER (BR | ntice to Journeyworker Ratio:1:1 | 01/01/2025 | 5 \$39.8 | 33 \$9.95 | \$19.90 \$ | 0.00 \$69 |

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

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW

| Effecti | ve Date - 01/01/2025 | | | | Supplemental | |
|---------------------------------------|----------------------------------|----------------------|---------|----------|--------------|----------------|
| Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 50 | \$19.92 | \$9.95 | \$0.00 | \$0.00 | \$29.87 |
| 2 | 55 | \$21.91 | \$9.95 | \$4.43 | \$0.00 | \$36.29 |
| 3 | 60 | \$23.90 | \$9.95 | \$4.83 | \$0.00 | \$38.68 |
| 4 | 65 | \$25.89 | \$9.95 | \$5.23 | \$0.00 | \$41.07 |
| 5 | 70 | \$27.88 | \$9.95 | \$17.49 | \$0.00 | \$55.32 |
| 6 | 75 | \$29.87 | \$9.95 | \$17.89 | \$0.00 | \$57.71 |
| 7 | 80 | \$31.86 | \$9.95 | \$18.29 | \$0.00 | \$60.10 |
| 8 | 90 | \$35.85 | \$9.95 | \$19.10 | \$0.00 | \$64.90 |
| Notes: | Steps are 750 hrs. | | | | | |
| Appre | ntice to Journeyworker Ratio:1:1 | | | | | |
| TER / TAPER (BF RS LOCAL 35 - ZONE | RUSH, REPAINT) | 01/01/2025 | \$37.1: | 5 \$9.95 | \$19.90 | \$0.00 \$67.00 |

Issue Date: 04/17/2025

| | Step | ve Date - 01/01/202: percent | | pprentice Base Wage | Health | Pension | Supplemental Unemployment | То | tal Rate |
|--------------------------------|-----------|---------------------------------|------------------|---------------------|---------|---------|------------------------------|--------|----------|
| | 1 | 50 | | \$18.58 | \$9.95 | \$0.00 | \$0.00 | | \$28.53 |
| | 2 | 55 | | \$20.43 | \$9.95 | \$4.43 | \$0.00 | | \$34.81 |
| | 3 | 60 | | \$22.29 | \$9.95 | \$4.83 | \$0.00 | | \$37.07 |
| | 4 | 65 | | \$24.15 | \$9.95 | \$5.23 | \$0.00 | | \$39.33 |
| | 5 | 70 | | \$26.01 | \$9.95 | \$17.49 | \$0.00 | | \$53.45 |
| | 6 | 75 | | \$27.86 | \$9.95 | \$17.89 | \$0.00 | | \$55.70 |
| | 7 | 80 | | \$29.72 | \$9.95 | \$18.29 | \$0.00 | | \$57.96 |
| | 8 | 90 | | \$33.44 | \$9.95 | \$19.10 | \$0.00 | | \$62.49 |
| | Notes: | | | | | | | | |
| | | Steps are 750 hrs. | | | | | | | |
| | Appre | ntice to Journeyworke | r Ratio:1:1 | | | | | | |
| | | ARKINGS (HEAVY/H | IGHWAY) | 12/01/2024 | \$33.99 | \$9.90 | \$15.85 | \$0.00 | \$59.74 |
| ABORERS - ZONE | 4 (HEAV) | Y & HIGHWAY) | | 06/01/2025 | \$35.23 | \$9.90 | \$15.85 | \$0.00 | \$60.98 |
| | | | | 12/01/2025 | \$36.46 | \$9.90 | \$15.85 | \$0.00 | \$62.21 |
| | | | | 06/01/2026 | \$38.50 | \$9.90 | \$15.85 | \$0.00 | \$64.25 |
| | | | | 12/01/2026 | \$39.79 | \$9.90 | \$15.85 | \$0.00 | \$65.54 |
| | | Apprentice- LABORER (Hea | avy and Highway) | | | | | | |
| PANEL & PICK EAMSTERS JOINT | | JCKS DRIVER | | 01/01/2025 | \$39.78 | \$15.57 | \$20.17 | \$0.00 | \$75.52 |
| Eminor End von vi | 0001101 | ENO. TO EONE 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 |
| DECK) ile driver loca | AL 56 (ZO | | RPINNING AND | 08/01/2024 | \$49.19 | \$10.08 | \$24.29 | \$0.00 | \$83.56 |
| PILE DRIVER | | Apprentice- PILE DRIVER" | | 08/01/2024 | \$49.19 | \$10.08 | \$24.29 | \$0.00 | \$83.56 |

Issue Date: 04/17/2025 Wage Request Number: 20250417-005 Page 21 of 31

Pension Unemployment

Effective Date Base Wage Health

Supplemental

\$0.00

\$75.86

\$17.10

Total Rate

| | Apprentice - | PILE DRIVER - Local 56 Z | one 3 | | | | | |
|----------------------------------|-----------------------------|---|----------------------|-----------|---------|------------------------------|----------|---------|
| | Effective Dat Step perce | | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Ra | te |
| • | 1 45 | | \$22.14 | \$10.08 | \$2.53 | \$0.00 | \$34.7 | ···5 |
| | 2 55 | | \$27.05 | \$10.08 | \$5.07 | \$0.00 | \$42.2 | 20 |
| | 3 70 | | \$34.43 | \$10.08 | \$19.22 | \$0.00 | \$63.7 | 13 |
| | 4 80 | | \$39.35 | \$10.08 | \$21.76 | \$0.00 | \$71.1 | .9 |
| - [| Notes: | | | | | | | |
| i | | dentured BEFORE 8/1/2020, .97/2\$63.88/3\$68.80/4\$71.26/ | | | | | | |
| | Apprentice to | o Journeyworker Ratio:1:5 | | | | | | |
| PIPELAYER LABORERS - ZONE 4 | 4 (BUILDING & | SITE) | 12/01/2024 | \$31.79 | \$9.90 | \$14.78 | \$0.00 | \$56.47 |
| For apprentice ra | ates see "Apprent | ice- LABORER" | | | | | | |
| PIPELAYER (HI | | , | 12/01/2024 | \$34.24 | \$9.90 | \$15.85 | \$0.00 | \$59.99 |
| LABORERS - ZONE 4 | 4 (HEAVY & HIG | iHWAY) | 06/01/2025 | \$35.48 | \$9.90 | \$15.85 | \$0.00 | \$61.23 |
| | | | 12/01/2025 | \$36.71 | \$9.90 | \$15.85 | \$0.00 | \$62.46 |
| | | | 06/01/2026 | \$38.75 | \$9.90 | \$15.85 | \$0.00 | \$64.50 |
| For apprentice ra | ates see "Apprent | ice- LABORER (Heavy and Highway | 12/01/2026 | \$40.04 | \$9.90 | \$15.85 | \$0.00 | \$65.79 |
| PLUMBER & PI PLUMBERS & PIPER | | . 104 | 03/17/2024 | 4 \$49.21 | \$9.55 | \$17.10 | \$0.00 | \$75.86 |

| Step | | 4 4' D W | TT 1/1 | ъ. | Supplemental | T (1 D) |
|------|---------|----------------------|--------|---------|--------------|------------|
| | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 45 | \$22.14 | \$9.55 | \$10.10 | \$0.00 | \$41.79 |
| 2 | 50 | \$24.61 | \$9.55 | \$10.10 | \$0.00 | \$44.26 |
| 3 | 55 | \$27.07 | \$9.55 | \$10.10 | \$0.00 | \$46.72 |
| 4 | 60 | \$29.53 | \$9.55 | \$10.10 | \$0.00 | \$49.18 |
| 5 | 65 | \$31.99 | \$9.55 | \$10.10 | \$0.00 | \$51.64 |
| 6 | 70 | \$34.45 | \$9.55 | \$10.10 | \$0.00 | \$54.10 |
| 7 | 75 | \$36.91 | \$9.55 | \$10.10 | \$0.00 | \$56.56 |
| 8 | 80 | \$39.37 | \$9.55 | \$10.10 | \$0.00 | \$59.02 |
| 9 | 80 | \$39.37 | \$9.55 | \$17.10 | \$0.00 | \$66.02 |
| 10 | 80 | \$39.37 | \$9.55 | \$17.10 | \$0.00 | \$66.02 |

20250417-005 Page 22 of 31

03/17/2024

\$49.21

\$9.55

Issue Date: 04/17/2025 **Wage Request Number:**

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

PNEUMATIC CONTROLS (TEMP.)

PLUMBERS & PIPEFITTERS LOCAL 104

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|-----------------------|-----------|---------|---------|------------------------------|------------|
| PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & | 12/01/2024 | \$34.24 | \$9.90 | \$15.85 | \$0.00 | \$59.99 |
| HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY) | 06/01/2025 | \$35.48 | \$9.90 | \$15.85 | \$0.00 | \$61.23 |
| ENDORERS - EONE 4 (HEAVI & HIGHWAI) | 12/01/2025 | \$36.71 | \$9.90 | \$15.85 | \$0.00 | \$62.46 |
| | 06/01/2026 | \$38.75 | \$9.90 | \$15.85 | \$0.00 | \$64.50 |
| | 12/01/2026 | \$40.04 | \$9.90 | \$15.85 | \$0.00 | \$65.79 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | | | | | | |
| POWDERMAN & BLASTER LABORERS - ZONE 4 (BUILDING & SITE) | 12/01/2024 | \$32.54 | \$9.90 | \$14.78 | \$0.00 | \$57.22 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| POWDERMAN & BLASTER (HEAVY & HIGHWAY) | 12/01/2024 | \$34.99 | \$9.90 | \$15.44 | \$0.00 | \$60.33 |
| LABORERS - ZONE 4 (HEAVY & HIGHWAY) | 06/01/2025 | \$36.23 | \$9.90 | \$15.44 | \$0.00 | \$61.57 |
| | 12/01/2025 | \$37.46 | \$9.90 | \$15.44 | \$0.00 | \$62.80 |
| | 06/01/2026 | \$39.50 | \$9.90 | \$15.44 | \$0.00 | \$64.84 |
| | 12/01/2026 | \$40.79 | \$9.90 | \$15.44 | \$0.00 | \$66.13 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | | | | | | |
| PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 98 | 12/01/2023 | \$39.56 | \$13.78 | \$15.15 | \$0.00 | \$68.49 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98 | 12/01/2023 | \$39.03 | \$13.78 | \$15.15 | \$0.00 | \$67.96 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| READY-MIX CONCRETE DRIVER TEAMSTERS 404 - Construction Service (Northampton) | 05/01/2024 | \$26.14 | \$11.82 | \$7.25 | \$0.00 | \$45.21 |
| RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS - ZONE 4 (BUILDING & SITE) | 12/01/2024 | \$31.79 | \$9.90 | \$14.78 | \$0.00 | \$56.47 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ROLLER OPERATOR OPERATING ENGINEERS LOCAL 98 | 12/01/2023 | \$38.42 | \$13.78 | \$15.15 | \$0.00 | \$67.35 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| ROOFER (Coal tar pitch) | 10/02/2024 | \$42.38 | \$10.35 | \$18.00 | \$0.00 | \$70.73 |
| ROOFERS LOCAL 248 | 07/16/2025 | \$43.88 | \$10.35 | \$18.00 | \$0.00 | \$72.23 |
| | 10/02/2025 | \$44.88 | \$10.35 | \$18.00 | \$0.00 | \$73.23 |
| | 07/16/2026 | \$46.88 | \$10.35 | \$18.00 | \$0.00 | \$75.23 |
| For apprentice rates see "Apprentice- ROOFER" | | | | | | |
| ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg) | 10/02/2024 | \$41.88 | \$10.35 | \$18.00 | \$0.00 | \$70.23 |
| ROOFERS LOCAL 248 | 07/16/2025 | \$43.38 | \$10.35 | \$18.00 | \$0.00 | \$71.73 |
| | 10/02/2025 | \$44.38 | \$10.35 | \$18.00 | \$0.00 | \$72.73 |
| | 07/16/2026 | \$46.38 | \$10.35 | \$18.00 | \$0.00 | \$74.73 |

 Issue Date:
 04/17/2025
 Wage Request Number:
 20250417-005
 Page 23 of 31

Pension

| | Effecti | ve Date - 10/02/2 | 2024 | | | | Supplemental | | |
|---|---|---|----------------------|--|---|--|--|----------------------------|--|
| | Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Tota | al Rate |
| | 1 | 60 | | \$25.13 | \$10.35 | \$0.00 | \$0.00 | 1 | \$35.48 |
| | 2 | 65 | | \$27.22 | \$10.35 | \$18.00 | \$0.00 | : | \$55.57 |
| | 3 | 70 | | \$29.32 | \$10.35 | \$18.00 | \$0.00 | : | \$57.67 |
| | 4 | 75 | | \$31.41 | \$10.35 | \$18.00 | \$0.00 | : | \$59.76 |
| | 5 | 80 | | \$33.50 | \$10.35 | \$18.00 | \$0.00 | : | \$61.85 |
| | 6 | 85 | | \$35.60 | \$10.35 | \$18.00 | \$0.00 | : | \$63.95 |
| | 7 | 90 | | \$37.69 | \$10.35 | \$18.00 | \$0.00 | : | \$66.04 |
| | 8 | 95 | | \$39.79 | \$10.35 | \$18.00 | \$0.00 | : | \$68.14 |
| | Notes: | | Roofer(Tear Off)1:1 | Same as above | | | | | |
| | <u> </u> | | | | | | | | _ |
| | Appre | ntice to Journeywo | rker Ratio:1:3 | | | | | | |
| OOFER SLA | | ntice to Journeywo E / PRECAST CON | | 10/02/2024 | 4 \$42.38 | \$10.35 | \$18.00 | \$0.00 | \$70.73 |
| | TE / TIL | | | 10/02/2024 07/16/202: | , | * | \$18.00 \$18.00 | \$0.00 \$0.00 | \$70.73 \$72.23 |
| | TE / TIL | | | | 5 \$43.88 | \$10.35 | | | * |
| OOFERS LOCAL | TE / TIL | E / PRECAST CON | | 07/16/202 | 5 \$43.88 5 \$44.88 | \$10.35 \$10.35 | \$18.00 | \$0.00 | \$72.23 |
| For apprentice | TE / TIL | E / PRECAST CON | | 07/16/202: 10/02/202: | 5 \$43.88 5 \$44.88 6 \$46.88 | \$10.35 \$10.35 \$10.35 | \$18.00 \$18.00 | \$0.00 \$0.00 | \$72.23 \$73.23 |
| For apprentice CRAPER PERATING ENG | TE / TIL L 248 e rates see " | E / PRECAST CON 'Apprentice- ROOFER" OCAL 98 | ICRETE | 07/16/202: 10/02/202: 07/16/2020 | 5 \$43.88 5 \$44.88 6 \$46.88 | \$10.35 \$10.35 \$10.35 | \$18.00 \$18.00 \$18.00 | \$0.00 \$0.00 \$0.00 | \$72.23 \$73.23 \$75.23 |
| For apprentice CRAPER PERATING ENG For apprentice ELF-POWER CAMPERS) PERATING ENG | TE / TIL L 248 e rates see " GINEERS LO e rates see " RED ROL | E / PRECAST CON 'Apprentice- ROOFER" OCAL 98 'Apprentice- OPERATING LERS AND COMF | G ENGINEERS" PACTORS | 07/16/202: 10/02/202: 07/16/2020 | 5 \$43.88 5 \$44.88 6 \$46.88 3 \$39.03 | \$10.35 \$10.35 \$10.35 \$13.78 | \$18.00 \$18.00 \$18.00 | \$0.00 \$0.00 \$0.00 | \$72.23 \$73.23 \$75.23 \$67.96 |
| For apprentice CRAPER PERATING ENG For apprentice ELF-POWER AMPERS) PERATING ENG For apprentice | e rates see " GINEERS LO e rates see " RED ROL GINEERS LO e rates see " LLED PO | E / PRECAST CON "Apprentice- ROOFER" "OCAL 98 "Apprentice- OPERATING LERS AND COMF "OCAL 98 "Apprentice- OPERATING OCAL 98 "Apprentice- OPERATING OWER BROOM | G ENGINEERS" PACTORS | 07/16/202: 10/02/202: 07/16/202: 12/01/202: | 5 \$43.88 5 \$44.88 6 \$46.88 3 \$39.03 3 \$38.42 | \$10.35 \$10.35 \$10.35 \$13.78 | \$18.00 \$18.00 \$18.00 \$15.15 | \$0.00 \$0.00 \$0.00 | \$72.23 \$73.23 \$75.23 |

Issue Date: 04/17/2025 Wage Request Number: 20250417-005 Page 24 of 31 **Apprentice -** SHEET METAL WORKER - Local 63

Unemployment

Total Rate

| | Effecti | ve Date - 01/01/2025 | | | | Supplemental | | |
|---------------------------------|---------|----------------------------------|----------------------|---------|-------------|--------------|------------|---------|
| | Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 45 | \$19.00 | \$5.49 | \$4.86 | \$0.85 | \$30.20 | |
| | 2 | 50 | \$21.12 | \$6.10 | \$5.40 | \$0.94 | \$33.56 | |
| | 3 | 55 | \$23.23 | \$6.71 | \$9.71 | \$1.15 | \$40.80 | |
| | 4 | 60 | \$25.34 | \$7.32 | \$9.71 | \$1.23 | \$43.60 | |
| | 5 | 65 | \$27.45 | \$7.93 | \$9.71 | \$1.31 | \$46.40 | |
| | 6 | 70 | \$29.56 | \$8.54 | \$9.71 | \$1.39 | \$49.20 | |
| | 7 | 75 | \$31.67 | \$9.15 | \$9.71 | \$1.47 | \$52.00 | |
| | 8 | 80 | \$33.78 | \$9.76 | \$17.66 | \$1.78 | \$62.98 | |
| | 9 | 85 | \$35.90 | \$10.37 | \$17.66 | \$1.86 | \$65.79 | |
| | 10 | 90 | \$38.01 | \$10.98 | \$17.66 | \$1.94 | \$68.59 | |
| | Notes: | . — — — — — — - | | | | | | |
| | Appre | ntice to Journeyworker Ratio:1:3 | | | | | ' | |
| | | I MOVING EQUIP < 35 TONS | 01/01/202: | 5 \$40 | 0.24 \$15. | 57 \$20.17 | \$0.00 | \$75.98 |
| TEAMSTERS JOINT | COUNC | IL NO. 10 ZONE B | 06/01/202: | 5 \$4 | 1.24 \$15. | \$20.17 | \$0.00 | \$76.98 |
| | | | 12/01/2025 | 5 \$4: | 1.24 \$15. | \$21.78 | \$0.00 | \$78.59 |
| | | | 01/01/2020 | 5 \$4: | 1.24 \$16. | 17 \$21.78 | \$0.00 | \$79.19 |
| | | | 06/01/2020 | 5 \$42 | 2.24 \$16. | 17 \$21.78 | \$0.00 | \$80.19 |
| | | | 12/01/2020 | 5 \$42 | 2.24 \$16. | 17 \$23.52 | \$0.00 | \$81.93 |
| | | | 01/01/2027 | 7 \$42 | 2.24 \$16. | 77 \$23.52 | \$0.00 | \$82.53 |
| | | H MOVING EQUIP > 35 TONS | 01/01/2023 | 5 \$40 | 0.53 \$15. | \$20.17 | \$0.00 | \$76.27 |
| TEAMSTERS JOINT | COUNC | IL NO. 10 ZONE B | 06/01/2023 | 5 \$41 | 1.53 \$15. | \$20.17 | \$0.00 | \$77.27 |
| | | | 12/01/2025 | 5 \$41 | 1.53 \$15. | \$21.78 | \$0.00 | \$78.88 |
| | | | 01/01/2020 | 5 \$4: | 1.53 \$16. | 17 \$21.78 | \$0.00 | \$79.48 |
| | | | 06/01/2020 | 5 \$42 | 2.53 \$16. | 17 \$21.78 | \$0.00 | \$80.48 |
| | | | 12/01/2020 | 5 \$42 | 2.53 \$16. | 17 \$23.52 | \$0.00 | \$82.22 |
| | | | 01/01/2027 | 7 \$42 | 2.53 \$16. | 77 \$23.52 | \$0.00 | \$82.82 |
| SPRINKLER FI SPRINKLER FITTE | | L 669 | 04/01/2023 | 3 \$47 | 7.43 \$11.4 | 45 \$16.61 | \$0.00 | \$75.49 |

| Apprentice - | SPRINKLER FITTER - Local 669 | 9 |
|--------------|------------------------------|---|
|--------------|------------------------------|---|

| | Effect | ive Date - 04/01/2023 | | | | Supplemental | | |
|-----------------|--------|----------------------------------|----------------------|-----------|---------|--------------|-----------|---------|
| | Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rat | e |
| | 1 | 45 | \$21.34 | \$8.22 | \$0.00 | \$0.00 | \$29.5 | 6 |
| | 2 | 50 | \$23.72 | \$8.22 | \$0.00 | \$0.00 | \$31.9 | 4 |
| | 3 | 55 | \$26.09 | \$11.45 | \$7.20 | \$0.00 | \$44.7 | 4 |
| | 4 | 60 | \$28.46 | \$11.45 | \$8.35 | \$0.00 | \$48.2 | 6 |
| | 5 | 65 | \$30.83 | \$11.45 | \$8.35 | \$0.00 | \$50.6 | 3 |
| | 6 | 70 | \$33.20 | \$11.45 | \$8.60 | \$0.00 | \$53.2 | 5 |
| | 7 | 75 | \$35.57 | \$11.45 | \$8.60 | \$0.00 | \$55.6 | 2 |
| | 8 | 80 | \$37.94 | \$11.45 | \$8.60 | \$0.00 | \$57.9 | 9 |
| | 9 | 85 | \$40.32 | \$11.45 | \$8.60 | \$0.00 | \$60.3 | 7 |
| | 10 | 90 | \$42.69 | \$11.45 | \$8.60 | \$0.00 | \$62.7 | 4 |
| | Notes | | | | | | | |
| | Appre | ntice to Journeyworker Ratio:1:1 | | | | | | |
| | | ION TECHNICIAN | 12/29/2024 | 4 \$51.06 | \$13.25 | \$15.06 | \$0.00 | \$79.37 |
| ELECTRICIANS LC | OCAL 7 | | 06/29/2025 | 5 \$52.16 | \$13.50 | \$15.21 | \$0.00 | \$80.87 |
| | | | 12/28/2025 | 5 \$53.26 | \$13.75 | \$15.36 | \$0.00 | \$82.37 |
| | | | 06/28/2020 | 6 \$54.41 | \$14.00 | \$15.46 | \$0.00 | \$83.87 |
| | | | 01/03/2027 | 7 \$55.56 | \$14.25 | \$15.56 | \$0.00 | \$85.37 |

Issue Date: 04/17/2025 Wage Request Number: 20250417-005 Page 26 of 31

Total Rate

\$106.92

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 40 | \$20.42 | \$7.35 | \$0.61 | \$0.00 | \$28.38 |
| 2 | 45 | \$22.98 | \$7.35 | \$0.69 | \$0.00 | \$31.02 |
| 3 | 50 | \$25.53 | \$13.25 | \$7.47 | \$0.00 | \$46.25 |
| 4 | 55 | \$28.08 | \$13.25 | \$7.54 | \$0.00 | \$48.87 |
| 5 | 65 | \$33.19 | \$13.25 | \$9.74 | \$0.00 | \$56.18 |
| 6 | 70 | \$35.74 | \$13.25 | \$11.19 | \$0.00 | \$60.18 |

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

| Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|--------------|------------|
| 1 | 40 | \$20.86 | \$7.50 | \$0.63 | \$0.00 | \$28.99 |
| 2 | 45 | \$23.47 | \$7.50 | \$0.70 | \$0.00 | \$31.67 |
| 3 | 50 | \$26.08 | \$13.50 | \$7.53 | \$0.00 | \$47.11 |
| 4 | 55 | \$28.69 | \$13.50 | \$7.61 | \$0.00 | \$49.80 |
| 5 | 65 | \$33.90 | \$13.50 | \$9.84 | \$0.00 | \$57.24 |
| 6 | 70 | \$36.51 | \$13.50 | \$11.30 | \$0.00 | \$61.31 |
| | | | | | | |

| | | |
|---------------------------------------|------|--|
| Notes: Steps are 800 hours | | |
| Steps are 800 hours | | |
| Apprentice to Journeyworker Ratio:1:1 | | |

| TERRAZZO FINISHERS | 02/01/2025 | \$64.74 | \$11.49 | \$23.59 | \$0.00 | \$99.82 |
|--|------------|---------|---------|---------|--------|----------|
| BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE | 08/01/2025 | \$66.89 | \$11.49 | \$23.59 | \$0.00 | \$101.97 |
| | 02/10/2026 | \$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

Issue Date: 04/17/2025 Page 27 of 31 **Wage Request Number:** 20250417-005

Total Rate

| Effecti | ive Date - | 02/01/2025 | | | | Supplemental | |
|-----------|------------|------------|------------------------------|--------------------|--------------------|------------------------------|-----------------------|
| Step | percent | | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 50 | | \$32.37 | \$11.49 | \$23.59 | \$0.00 | \$67.45 |
| 2 | 60 | | \$38.84 | \$11.49 | \$23.59 | \$0.00 | \$73.92 |
| 3 | 70 | | \$45.32 | \$11.49 | \$23.59 | \$0.00 | \$80.40 |
| 4 | 80 | | \$51.79 | \$11.49 | \$23.59 | \$0.00 | \$86.87 |
| 5 | 90 | | \$58.27 | \$11.49 | \$23.59 | \$0.00 | \$93.35 |
| Effecti | ive Date - | 08/01/2025 | | | | Supplemental | |
| Effecti | ive Date - | 08/01/2025 | | | | Supplemental | |
| Step | percent | 08/01/2025 | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
| Step 1 | | 08/01/2025 | Apprentice Base Wage \$33.45 | Health \$11.49 | Pension \$23.59 | | Total Rate \$68.53 |
| Step | percent | 08/01/2025 | | | | Unemployment | |
| Step 1 | percent 50 | 08/01/2025 | \$33.45 | \$11.49 | \$23.59 | Unemployment \$0.00 | \$68.53 |
| Step 1 2 | 50 60 | 08/01/2025 | \$33.45 \$40.13 | \$11.49 \$11.49 | \$23.59 \$23.59 | \$0.00 \$0.00 | \$68.53 \$75.21 |

| Apprentice to Jo | urnevworker | Ratio:1:5 |
|------------------|-------------|-----------|
|------------------|-------------|-----------|

Apprentice - TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Ptt)

| TERRAZZO MECHANIC | 02/01/2025 | \$65.82 | \$11.49 | \$23.56 | \$0.00 | \$100.87 |
|--|------------|---------|---------|---------|--------|----------|
| BRICKLAYERS LOCAL 3 (SPR/PITT) - 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 |

Issue Date: 04/17/2025 Wage Request Number: 20250417-005 Page 28 of 31

| | 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 | |
| | Effectiv | ve Date - 08/01/2025 | | | | Supplemental | | |
| | Step | percent | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | |
| | 1 | 50 | \$33.99 | \$11.49 | \$23.56 | \$0.00 | \$69.04 | |
| | 2 | 60 | \$40.78 | \$11.49 | \$23.56 | \$0.00 | \$75.83 | |
| | 3 | 70 | \$47.58 | \$11.49 | \$23.56 | \$0.00 | \$82.63 | |
| | 4 | 80 | \$54.38 | \$11.49 | \$23.56 | \$0.00 | \$89.43 | |
| | 5 | 90 | \$61.17 | \$11.49 | \$23.56 | \$0.00 | \$96.22 | |
| | Notes: | | | | | | | |
| | Appren | tice to Journeyworker Ratio:1 | 1:5 | | | | | |
| EST BORING | | | 12/01/2024 | \$50.20 | \$9.90 | \$19.05 | \$0.00 | \$79.15 |
| BORERS - FOU | INDATION A | IND MARINE | 06/01/2025 | \$51.70 | \$9.90 | \$19.05 | \$0.00 | \$80.63 |
| | | | 12/01/2025 | \$53.20 | \$9.90 | \$19.05 | \$0.00 | \$82.15 |
| | | | 06/01/2026 | 5 \$54.75 | \$9.90 | \$19.05 | \$0.00 | \$83.70 |
| For apprentic | e rates see "/ | Apprentice- LABORER" | 12/01/2026 | 5 \$56.25 | \$9.90 | \$19.05 | \$0.00 | \$85.20 |
| EST BORING | G DRILLI | ER HELPER | 12/01/2024 | 1 \$46.32 | \$9.90 | \$19.05 | \$0.00 | \$75.27 |
| BORERS - FOU | INDATION A | IND MARINE | 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 |
| For apprentic | e rates see "/ | Apprentice- LABORER" | 12/01/2026 | \$52.37 | \$9.90 | \$19.05 | \$0.00 | \$81.32 |
| EST BORING | G LABOR | ER | 12/01/2024 | \$46.20 | \$9.90 | \$19.05 | \$0.00 | \$75.15 |
| BORERS - FOU | INDATION A | IND 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 | 5 \$50.75 | \$9.90 | \$19.05 | \$0.00 | \$79.70 |
| | | | 12/01/2026 | 5 \$52.25 | \$9.90 | \$19.05 | \$0.00 | \$81.20 |
| For appropria | e rates see " | Apprentice- LABORER" | | | | | | |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Issue Date: 04/17/2025 Wage Request Number: 20250417-005 Page 29 of 31

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|------------------|---------|---------|------------------------------|-----------------|
| TRAILERS FOR EARTH MOVING EQUIPMENT | 01/01/2025 | \$40.82 | \$15.57 | \$20.17 | \$0.00 | \$76.56 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 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 | 12/01/2024 | \$58.43 | \$9.90 | \$19.50 | \$0.00 | \$87.83 |
| LABORERS (COMPRESSED AIR) | 06/01/2025 | \$59.93 | \$9.90 | \$19.50 | \$0.00 | \$89.33 |
| | 12/01/2025 | \$61.43 | \$9.90 | \$19.50 | \$0.00 | \$90.83 |
| | 06/01/2026 | \$62.98 | \$9.90 | \$19.50 | \$0.00 | \$92.38 |
| | 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) LABORERS (COMPRESSED AIR) | 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 |
| For apprentice rates see "Apprentice- LABORER" | 12/01/2026 | \$66.48 | \$9.90 | \$19.50 | \$0.00 | \$95.88 |
| TUNNEL WORK - FREE AIR | 12/01/2024 | \$50.50 | \$9.90 | \$19.50 | \$0.00 | \$79.90 |
| ABORERS (FREE AIR TUNNEL) | 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" | | | | | | |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) | 12/01/2024 | \$52.50 | \$9.90 | \$19.50 | \$0.00 | \$81.90 |
| LABORERS (FREE AIR TUNNEL) | 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 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 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 (HEAVY & HIGHWAY) ABORERS - ZONE 4 (HEAVY & HIGHWAY) | 12/01/2024 | \$34.24 | \$9.90 | \$15.85 | \$0.00 | \$59.99 |
| | 06/01/2025 | \$35.48 | \$9.90 | \$15.85 | \$0.00 | \$61.23 |
| | 12/01/2025 | \$36.71 | \$9.90 | \$15.85 | \$0.00 | \$62.46 |
| | 06/01/2026 | \$38.75 | \$9.90 | \$15.85 | \$0.00 | \$64.50 |
| For any analysis and a see WA consider I ADODED (II | 12/01/2026 | \$40.04 | \$9.90 | \$15.85 | \$0.00 | \$65.79 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) WATER METER INSTALLER | 00/15/2007 | Φ 40. 2 4 | фо. 7.7 | ¢17.10 | ¢0.00 | Φ 7 5.05 |
| WAI EK IVIET EK INSTALLEK PLUMBERS & PIPEFITTERS LOCAL 104 | 03/17/2024 | \$49.21 | \$9.55 | \$17.10 | \$0.00 | \$75.86 |

.....

 Issue Date:
 04/17/2025
 Wage Request Number:
 20250417-005
 Page 30 of 31

Classification Effective Date Base Wage Health Pension Supplemental Total Rate

Unemployment

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.

Issue Date: 04/17/2025 **Wage Request Number:** 20250417-005 **Page 31 of 31**