



Maura Healey, Governor
Kimberley Driscoll, Lieutenant Governor
Monica Tibbits-Nutt, Secretary & CEO
Jonathan L. Gulliver, Highway Administrator



May 30, 2025

Proposal No. 609187-130387

ADDENDUM NO. 1

To Prospective Bidders and Others on:

HUBBARDSTON
FAP No. STP(BR-OFF)-003S(822)X Bridge Replacement, H-24-003,
Williamsville Road over the Burnshirt River

THIS PROPOSAL TO BE
OPENED AND READ ON:

TUESDAY, JUNE 24, 2025, at 2:00 P.M.

Transmitting changes to the Contract Documents as follows:

DOCUMENT 00010:

Revised page 2

DOCUMENT 00861:

Inserted new pages 3 through 40

Take note of the above, substitute the revised page for the original, insert new pages in proper order, and acknowledge Addendum No. 1 in your Expedite Proposal file before submitting your proposal.

Sincerely,

for

Eric M. Cardone, P.E.
Construction Contracts Engineer

EMC/jmr

cc: Kristine L. Chestna, P.E., Project Manager

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**THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS
Prevailing Wage Rates**

MAURA HEALY
Governor
KIM DRISCOLL
Lt. Governor

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

LAUREN JONES
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority:	MassDOT Highway	City/Town:	HUBBARDSTON
Contract Number:	130387		
Description of Work:	HUBBARDSTON: FAP No. STP(BR-OFF)-003S(822)X Bridge Replacement, H-24-003, Williamsville Road over the Burnshirt River		
Job Location:	Williamsville Road over the Burnshirt River		

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10	1/1/2025	\$39.95	\$15.57	\$20.17	\$0.00	\$0.00	\$75.69
	6/1/2025	\$40.95	\$15.57	\$20.17	\$0.00	\$0.00	\$76.69
	12/1/2025	\$40.95	\$15.57	\$21.78	\$0.00	\$0.00	\$78.30
	1/1/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$0.00	\$78.90
	6/1/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$0.00	\$79.90
	12/1/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$0.00	\$81.64
	1/1/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$0.00	\$82.24
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10	1/1/2025	\$40.02	\$15.57	\$20.17	\$0.00	\$0.00	\$75.76
	6/1/2025	\$41.02	\$15.57	\$20.17	\$0.00	\$0.00	\$76.76
	12/1/2025	\$41.02	\$15.57	\$21.78	\$0.00	\$0.00	\$78.37
	1/1/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$0.00	\$78.97
	6/1/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$0.00	\$79.97
	12/1/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$0.00	\$81.71
	1/1/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$0.00	\$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10	1/1/2025	\$40.14	\$15.57	\$20.17	\$0.00	\$0.00	\$75.88
	6/1/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$0.00	\$76.88
	12/1/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$0.00	\$78.49
	1/1/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$0.00	\$79.09
	6/1/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$0.00	\$80.09
	12/1/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$0.00	\$81.83
	1/1/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"							
AIR TRACK OPERATOR LABORERS	12/1/2024	\$39.70	\$9.90	\$9.25	\$9.11	\$0.00	\$67.96
	6/1/2025	\$41.09	\$9.90	\$9.25	\$9.11	\$0.00	\$69.35
	12/1/2025	\$42.47	\$9.90	\$9.25	\$9.11	\$0.00	\$70.73
	6/1/2026	\$43.91	\$9.90	\$9.25	\$9.11	\$0.00	\$72.17
	12/1/2026	\$45.35	\$9.90	\$9.25	\$9.11	\$0.00	\$73.61
	6/1/2027	\$46.80	\$9.90	\$9.25	\$9.11	\$0.00	\$75.06
	12/1/2027	\$48.25	\$9.90	\$9.25	\$9.11	\$0.00	\$76.51
	6/1/2028	\$49.75	\$9.90	\$9.25	\$9.11	\$0.00	\$78.01
	12/1/2028	\$51.25	\$9.90	\$9.25	\$9.11	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS	12/1/2024	\$39.70	\$9.90	\$9.25	\$9.21	\$0.00	\$68.06
	6/1/2025	\$41.09	\$9.90	\$9.25	\$9.21	\$0.00	\$69.45
	12/1/2025	\$42.47	\$9.90	\$9.25	\$9.21	\$0.00	\$70.83
	6/1/2026	\$43.91	\$9.90	\$9.25	\$9.21	\$0.00	\$72.27
	12/1/2026	\$45.35	\$9.90	\$9.25	\$9.21	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6	12/1/2024	\$42.80	\$14.50	\$4.30	\$6.75	\$0.00	\$68.35
	6/1/2025	\$43.80	\$14.50	\$4.30	\$6.75	\$0.00	\$69.35
	12/1/2025	\$44.80	\$14.50	\$4.30	\$6.75	\$0.00	\$70.35

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
ASPHALT RAKER LABORERS	12/1/2024	\$39.20	\$9.90	\$9.25	\$9.11	\$0.00	\$67.46
	6/1/2025	\$40.59	\$9.90	\$9.25	\$9.11	\$0.00	\$68.85
	12/1/2025	\$41.97	\$9.90	\$9.25	\$9.11	\$0.00	\$70.23
	6/1/2026	\$43.41	\$9.90	\$9.25	\$9.11	\$0.00	\$71.67
	12/1/2026	\$44.85	\$9.90	\$9.25	\$9.11	\$0.00	\$73.11
	6/1/2027	\$46.30	\$9.90	\$9.25	\$9.11	\$0.00	\$74.56
	12/1/2027	\$47.75	\$9.90	\$9.25	\$9.11	\$0.00	\$76.01
	6/1/2028	\$49.25	\$9.90	\$9.25	\$9.11	\$0.00	\$77.51
	12/1/2028	\$50.75	\$9.90	\$9.25	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS	12/1/2024	\$39.20	\$9.90	\$9.25	\$9.21	\$0.00	\$67.56
	6/1/2025	\$40.59	\$9.90	\$9.25	\$9.21	\$0.00	\$68.95
	12/1/2025	\$41.97	\$9.90	\$9.25	\$9.21	\$0.00	\$70.33
	6/1/2026	\$43.41	\$9.90	\$9.25	\$9.21	\$0.00	\$71.77
	12/1/2026	\$44.85	\$9.90	\$9.25	\$9.21	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	12/1/2024	\$57.03	\$15.55	\$13.25	\$3.25	\$0.00	\$89.08
	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	12/1/2024	\$57.03	\$15.55	\$13.25	\$3.25	\$0.00	\$89.08
	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BARCO-TYPE JUMPING TAMPER LABORERS	12/1/2024	\$39.20	\$9.90	\$9.25	\$9.11	\$0.00	\$67.46
	6/1/2025	\$40.59	\$9.90	\$9.25	\$9.11	\$0.00	\$68.85
	12/1/2025	\$41.97	\$9.90	\$9.25	\$9.11	\$0.00	\$70.23
	6/1/2026	\$43.41	\$9.90	\$9.25	\$9.11	\$0.00	\$71.67
	12/1/2026	\$44.85	\$9.90	\$9.25	\$9.11	\$0.00	\$73.11
	6/1/2027	\$46.30	\$9.90	\$9.25	\$9.11	\$0.00	\$74.56
	12/1/2027	\$47.75	\$9.90	\$9.25	\$9.11	\$0.00	\$76.01
	6/1/2028	\$49.25	\$9.90	\$9.25	\$9.11	\$0.00	\$77.51
	12/1/2028	\$50.75	\$9.90	\$9.25	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER LABORERS	12/1/2024	\$39.70	\$9.90	\$9.25	\$9.11	\$0.00	\$67.96
	6/1/2025	\$41.09	\$9.90	\$9.25	\$9.11	\$0.00	\$69.35
	12/1/2025	\$42.47	\$9.90	\$9.25	\$9.11	\$0.00	\$70.73
	6/1/2026	\$43.91	\$9.90	\$9.25	\$9.11	\$0.00	\$72.17
	12/1/2026	\$45.35	\$9.90	\$9.25	\$9.11	\$0.00	\$73.61
	6/1/2027	\$46.80	\$9.90	\$9.25	\$9.11	\$0.00	\$75.06
	12/1/2027	\$48.25	\$9.90	\$9.25	\$9.11	\$0.00	\$76.51

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/1/2028	\$49.75	\$9.90	\$9.25	\$9.11	\$0.00	\$78.01
	12/1/2028	\$51.25	\$9.90	\$9.25	\$9.11	\$0.00	\$79.51

For apprentice rates see "Apprentice- LABORER"

BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	12/1/2024	\$39.70	\$9.90	\$9.25	\$9.21	\$0.00	\$68.06
LABORERS	6/1/2025	\$41.09	\$9.90	\$9.25	\$9.21	\$0.00	\$69.45
	12/1/2025	\$42.47	\$9.90	\$9.25	\$9.21	\$0.00	\$70.83
	6/1/2026	\$43.91	\$9.90	\$9.25	\$9.21	\$0.00	\$72.27
	12/1/2026	\$45.35	\$9.90	\$9.25	\$9.21	\$0.00	\$73.71

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

BOILER MAKER	1/1/2024	\$48.12	\$7.07	\$14.60	\$6.00	\$0.00	\$75.79
BOILERMAKERS LOCAL 29							

Apprentice: BOILER MAKER**Effective Date: 1/1/2024**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	65.00	\$31.28	\$7.07	\$9.32	\$3.90	\$0.00	\$51.57
2	65.00	\$31.28	\$7.07	\$9.32	\$3.90	\$0.00	\$51.57
3	70.00	\$33.68	\$7.07	\$10.03	\$4.20	\$0.00	\$54.98
4	75.00	\$36.09	\$7.07	\$10.74	\$4.50	\$0.00	\$58.40
5	80.00	\$38.50	\$7.07	\$11.45	\$4.80	\$0.00	\$61.82
6	85.00	\$40.90	\$7.07	\$12.18	\$5.10	\$0.00	\$65.25
7	90.00	\$43.31	\$7.07	\$12.88	\$5.40	\$0.00	\$68.66
8	95.00	\$45.71	\$7.07	\$13.62	\$5.70	\$0.00	\$72.10

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	2/1/2025	\$63.66	\$11.49	\$15.57	\$7.33	\$0.00	\$98.05
BRICKLAYERS LOCAL 3	8/1/2025	\$65.81	\$11.49	\$15.57	\$7.33	\$0.00	\$100.20
	2/1/2026	\$67.16	\$11.49	\$15.57	\$7.33	\$0.00	\$101.55
	8/1/2026	\$69.36	\$11.49	\$15.57	\$7.33	\$0.00	\$103.75
	2/1/2027	\$70.76	\$11.49	\$15.57	\$7.33	\$0.00	\$105.15

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)**Effective Date: 2/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$31.83	\$11.49	\$15.57	\$7.33	\$0.00	\$66.22
2	60.00	\$38.20	\$11.49	\$15.57	\$7.33	\$0.00	\$72.59
3	70.00	\$44.56	\$11.49	\$15.57	\$7.33	\$0.00	\$78.95
4	80.00	\$50.93	\$11.49	\$15.57	\$7.33	\$0.00	\$85.32
5	90.00	\$57.29	\$11.49	\$15.57	\$7.33	\$0.00	\$91.68

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)**Effective Date: 8/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																																
<div>Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)</div> <div>Effective Date: 8/1/2025</div> <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>1</td><td>50.00</td><td>\$32.91</td><td>\$11.49</td><td>\$15.57</td><td>\$7.33</td><td>\$0.00</td><td>\$67.30</td></tr><tr><td>2</td><td>60.00</td><td>\$39.49</td><td>\$11.49</td><td>\$15.57</td><td>\$7.33</td><td>\$0.00</td><td>\$73.88</td></tr><tr><td>3</td><td>70.00</td><td>\$46.07</td><td>\$11.49</td><td>\$15.57</td><td>\$7.33</td><td>\$0.00</td><td>\$80.46</td></tr><tr><td>4</td><td>80.00</td><td>\$52.65</td><td>\$11.49</td><td>\$15.57</td><td>\$7.33</td><td>\$0.00</td><td>\$87.04</td></tr><tr><td>5</td><td>90.00</td><td>\$59.23</td><td>\$11.49</td><td>\$15.57</td><td>\$7.33</td><td>\$0.00</td><td>\$93.62</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	1	50.00	\$32.91	\$11.49	\$15.57	\$7.33	\$0.00	\$67.30	2	60.00	\$39.49	\$11.49	\$15.57	\$7.33	\$0.00	\$73.88	3	70.00	\$46.07	\$11.49	\$15.57	\$7.33	\$0.00	\$80.46	4	80.00	\$52.65	\$11.49	\$15.57	\$7.33	\$0.00	\$87.04	5	90.00	\$59.23	\$11.49	\$15.57	\$7.33	\$0.00	\$93.62
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																																
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4	80.00	\$52.65	\$11.49	\$15.57	\$7.33	\$0.00	\$87.04																																																
5	90.00	\$59.23	\$11.49	\$15.57	\$7.33	\$0.00	\$93.62																																																
BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4	12/1/2024	\$56.40	\$15.55	\$13.25	\$3.25	\$0.00	\$88.45																																																
	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73																																																
	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17																																																
	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45																																																
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89																																																
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																																																							
CAISSON & UNDERPINNING BOTTOM MAN LABORERS	12/1/2024	\$47.35	\$9.90	\$9.25	\$9.80	\$0.00	\$76.30																																																
	6/1/2025	\$48.85	\$9.90	\$9.25	\$9.80	\$0.00	\$77.80																																																
	12/1/2025	\$50.35	\$9.90	\$9.25	\$9.80	\$0.00	\$79.30																																																
	6/1/2026	\$51.90	\$9.90	\$9.25	\$9.80	\$0.00	\$80.85																																																
	12/1/2026	\$53.40	\$9.90	\$9.25	\$9.80	\$0.00	\$82.35																																																
For apprentice rates see "Apprentice- LABORER"																																																							
CAISSON & UNDERPINNING LABORER LABORERS	12/1/2024	\$46.20	\$9.90	\$9.25	\$9.80	\$0.00	\$75.15																																																
	6/1/2025	\$47.70	\$9.90	\$9.25	\$9.80	\$0.00	\$76.65																																																
	12/1/2025	\$49.20	\$9.90	\$9.25	\$9.80	\$0.00	\$78.15																																																
	6/1/2026	\$50.75	\$9.90	\$9.25	\$9.80	\$0.00	\$79.70																																																
	12/1/2026	\$52.25	\$9.90	\$9.25	\$9.80	\$0.00	\$81.20																																																
For apprentice rates see "Apprentice- LABORER"																																																							
CAISSON & UNDERPINNING TOP MAN LABORERS	12/1/2024	\$46.53	\$9.90	\$9.25	\$9.80	\$0.00	\$75.48																																																
	6/1/2025	\$48.03	\$9.90	\$9.25	\$9.80	\$0.00	\$76.98																																																
	12/1/2025	\$49.53	\$9.90	\$9.25	\$9.80	\$0.00	\$78.48																																																
	6/1/2026	\$51.08	\$9.90	\$9.25	\$9.80	\$0.00	\$80.03																																																
	12/1/2026	\$52.58	\$9.90	\$9.25	\$9.80	\$0.00	\$81.53																																																
For apprentice rates see "Apprentice- LABORER"																																																							
CARBIDE CORE DRILL OPERATOR LABORERS	12/1/2024	\$39.20	\$9.90	\$9.25	\$9.11	\$0.00	\$67.46																																																
	6/1/2025	\$40.59	\$9.90	\$9.25	\$9.11	\$0.00	\$68.85																																																
	12/1/2025	\$41.97	\$9.90	\$9.25	\$9.11	\$0.00	\$70.23																																																
	6/1/2026	\$43.41	\$9.90	\$9.25	\$9.11	\$0.00	\$71.67																																																
	12/1/2026	\$44.85	\$9.90	\$9.25	\$9.11	\$0.00	\$73.11																																																
	6/1/2027	\$46.30	\$9.90	\$9.25	\$9.11	\$0.00	\$74.56																																																
	12/1/2027	\$47.75	\$9.90	\$9.25	\$9.11	\$0.00	\$76.01																																																
	6/1/2028	\$49.25	\$9.90	\$9.25	\$9.11	\$0.00	\$77.51																																																
12/1/2028	\$50.75	\$9.90	\$9.25	\$9.11	\$0.00	\$79.01																																																	
For apprentice rates see "Apprentice- LABORER"																																																							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CARPENTER	3/1/2025	\$49.62	\$9.83	\$11.47	\$8.50	\$0.00	\$79.42
CARPENTERS	9/1/2025	\$50.87	\$9.83	\$11.47	\$8.50	\$0.00	\$80.67
	3/1/2026	\$52.12	\$9.83	\$11.47	\$8.50	\$0.00	\$81.92
	9/1/2026	\$53.37	\$9.83	\$11.47	\$8.50	\$0.00	\$83.17
	3/1/2027	\$54.62	\$9.83	\$11.47	\$8.50	\$0.00	\$84.42

Apprentice: CARPENTER**Effective Date: 3/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$22.33	\$9.83	\$0.00	\$1.73	\$0.00	\$33.89
2	45.00	\$22.33	\$9.83	\$0.00	\$1.73	\$0.00	\$33.89
3	55.00	\$27.29	\$9.83	\$0.00	\$3.40	\$0.00	\$40.52
4	55.00	\$27.29	\$9.83	\$0.00	\$3.40	\$0.00	\$40.52
5	70.00	\$34.73	\$9.83	\$11.41	\$5.10	\$0.00	\$61.07
6	70.00	\$34.73	\$9.83	\$11.41	\$5.10	\$0.00	\$61.07
7	80.00	\$39.70	\$9.83	\$11.44	\$6.80	\$0.00	\$67.77
8	80.00	\$39.70	\$9.83	\$11.44	\$6.80	\$0.00	\$67.77

Apprentice: CARPENTER**Effective Date: 9/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$22.89	\$9.83	\$0.00	\$1.73	\$0.00	\$34.45
2	45.00	\$22.89	\$9.83	\$0.00	\$1.73	\$0.00	\$34.45
3	55.00	\$27.98	\$9.83	\$0.00	\$3.40	\$0.00	\$41.21
4	55.00	\$27.98	\$9.83	\$0.00	\$3.40	\$0.00	\$41.21
5	70.00	\$35.61	\$9.83	\$11.41	\$5.10	\$0.00	\$61.95
6	70.00	\$35.61	\$9.83	\$11.41	\$5.10	\$0.00	\$61.95
7	80.00	\$40.70	\$9.83	\$11.44	\$6.80	\$0.00	\$68.77
8	80.00	\$40.70	\$9.83	\$11.44	\$6.80	\$0.00	\$68.77

CARPENTER WOOD FRAME	10/1/2024	\$26.65	\$7.02	\$3.80	\$1.00	\$0.00	\$38.47
CARPENTERS	10/1/2025	\$27.75	\$7.02	\$3.80	\$1.00	\$0.00	\$39.57
	10/1/2026	\$28.85	\$7.02	\$3.80	\$1.00	\$0.00	\$40.67

All Aspects of New Wood Frame Work

Apprentice: CARPENTER WOOD FRAME**Effective Date: 10/1/2024**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$15.99	\$7.02	\$0.00	\$0.00	\$0.00	\$23.01
2	60.00	\$15.99	\$7.02	\$0.00	\$0.00	\$0.00	\$23.01
3	65.00	\$17.32	\$7.02	\$0.00	\$1.00	\$0.00	\$25.34
4	70.00	\$18.66	\$7.02	\$0.00	\$1.00	\$0.00	\$26.68
5	75.00	\$19.99	\$7.02	\$3.80	\$1.00	\$0.00	\$31.81

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: CARPENTER WOOD FRAME							
Effective Date: 10/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
6	80.00	\$21.32	\$7.02	\$3.80	\$1.00	\$0.00	\$33.14
7	85.00	\$22.65	\$7.02	\$3.80	\$1.00	\$0.00	\$34.47
8	90.00	\$23.99	\$7.02	\$3.80	\$1.00	\$0.00	\$35.81
Apprentice: CARPENTER WOOD FRAME							
Effective Date: 10/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$16.65	\$7.02	\$0.00	\$0.00	\$0.00	\$23.67
2	60.00	\$16.65	\$7.02	\$0.00	\$0.00	\$0.00	\$23.67
3	65.00	\$18.04	\$7.02	\$0.00	\$1.00	\$0.00	\$26.06
4	70.00	\$19.43	\$7.02	\$0.00	\$1.00	\$0.00	\$27.45
5	75.00	\$20.81	\$7.02	\$3.80	\$1.00	\$0.00	\$32.63
6	80.00	\$22.20	\$7.02	\$3.80	\$1.00	\$0.00	\$34.02
7	85.00	\$23.59	\$7.02	\$3.80	\$1.00	\$0.00	\$35.41
8	90.00	\$24.98	\$7.02	\$3.80	\$1.00	\$0.00	\$36.80
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CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3	7/1/2024	\$49.19	\$13.35	\$16.43	\$7.78	\$1.80	\$88.55
Apprentice: CEMENT MASONRY/PLASTERING							
Effective Date: 7/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.60	\$13.35	\$16.43	\$0.00	\$0.00	\$54.38
2	60.00	\$29.51	\$13.35	\$16.43	\$2.78	\$1.80	\$63.87
3	65.00	\$31.97	\$13.35	\$16.43	\$3.78	\$1.80	\$67.33
4	70.00	\$34.43	\$13.35	\$16.43	\$4.78	\$1.80	\$70.79
5	75.00	\$36.89	\$13.35	\$16.43	\$5.78	\$1.80	\$74.25
6	80.00	\$39.35	\$13.35	\$16.43	\$6.78	\$1.80	\$77.71
7	90.00	\$44.27	\$13.35	\$16.43	\$7.78	\$1.80	\$83.63
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CHAIN SAW OPERATOR LABORERS	12/1/2024	\$39.20	\$9.90	\$9.25	\$9.11	\$0.00	\$67.46
	6/1/2025	\$40.59	\$9.90	\$9.25	\$9.11	\$0.00	\$68.85
	12/1/2025	\$41.97	\$9.90	\$9.25	\$9.11	\$0.00	\$70.23
	6/1/2026	\$43.41	\$9.90	\$9.25	\$9.11	\$0.00	\$71.67
	12/1/2026	\$44.85	\$9.90	\$9.25	\$9.11	\$0.00	\$73.11
	6/1/2027	\$46.30	\$9.90	\$9.25	\$9.11	\$0.00	\$74.56
	12/1/2027	\$47.75	\$9.90	\$9.25	\$9.11	\$0.00	\$76.01
	6/1/2028	\$49.25	\$9.90	\$9.25	\$9.11	\$0.00	\$77.51
	12/1/2028	\$50.75	\$9.90	\$9.25	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	12/1/2024	\$58.18	\$15.55	\$13.25	\$3.25	\$0.00	\$90.23
	6/1/2025	\$59.51	\$15.55	\$13.25	\$3.25	\$0.00	\$91.56
	12/1/2025	\$60.98	\$15.55	\$13.25	\$3.25	\$0.00	\$93.03
	6/1/2026	\$62.31	\$15.55	\$13.25	\$3.25	\$0.00	\$94.36
	12/1/2026	\$63.79	\$15.55	\$13.25	\$3.25	\$0.00	\$95.84
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4	12/1/2024	\$36.67	\$15.55	\$13.25	\$3.25	\$0.00	\$68.72
	6/1/2025	\$37.52	\$15.55	\$13.25	\$3.25	\$0.00	\$69.57
	12/1/2025	\$38.47	\$15.55	\$13.25	\$3.25	\$0.00	\$70.52
	6/1/2026	\$39.33	\$15.55	\$13.25	\$3.25	\$0.00	\$71.38
	12/1/2026	\$40.28	\$15.55	\$13.25	\$3.25	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DELEADER (BRIDGE) PAINTERS LOCAL 35	1/1/2025	\$58.46	\$9.95	\$11.85	\$12.10	\$0.00	\$92.36

Apprentice: DELEADER (BRIDGE)**Effective Date: 1/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.23	\$9.95	\$0.00	\$0.00	\$0.00	\$39.18
2	55.00	\$32.15	\$9.95	\$0.00	\$6.66	\$0.00	\$48.76
3	60.00	\$35.08	\$9.95	\$0.00	\$7.26	\$0.00	\$52.29
4	65.00	\$38.00	\$9.95	\$0.00	\$7.87	\$0.00	\$55.82
5	70.00	\$40.92	\$9.95	\$11.85	\$8.47	\$0.00	\$71.19
6	75.00	\$43.85	\$9.95	\$11.85	\$9.08	\$0.00	\$74.73
7	80.00	\$46.77	\$9.95	\$11.85	\$9.68	\$0.00	\$78.25
8	90.00	\$52.61	\$9.95	\$11.85	\$10.89	\$0.00	\$85.30

DEMO: ADZEMAN LABORERS	12/2/2024	\$46.25	\$9.90	\$9.25	\$9.65	\$0.00	\$75.05
	6/2/2025	\$47.75	\$9.90	\$9.25	\$9.65	\$0.00	\$76.55
	12/1/2025	\$49.25	\$9.90	\$9.25	\$9.65	\$0.00	\$78.05
	6/1/2026	\$50.80	\$9.90	\$9.25	\$9.65	\$0.00	\$79.60
	12/7/2026	\$52.30	\$9.90	\$9.25	\$9.65	\$0.00	\$81.10
	6/7/2027	\$53.90	\$9.90	\$9.25	\$9.65	\$0.00	\$82.70
	12/6/2027	\$55.50	\$9.90	\$9.25	\$9.65	\$0.00	\$84.30
	6/5/2028	\$57.18	\$9.90	\$9.25	\$9.65	\$0.00	\$85.98
	12/4/2028	\$58.85	\$9.90	\$9.25	\$9.65	\$0.00	\$87.65

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS	12/2/2024	\$47.25	\$9.90	\$9.25	\$9.65	\$0.00	\$76.05
	6/2/2025	\$48.75	\$9.90	\$9.25	\$9.65	\$0.00	\$77.55
	12/1/2025	\$50.25	\$9.90	\$9.25	\$9.65	\$0.00	\$79.05
	6/1/2026	\$51.80	\$9.90	\$9.25	\$9.65	\$0.00	\$80.60
	12/7/2026	\$53.30	\$9.90	\$9.25	\$9.65	\$0.00	\$82.10
	6/7/2027	\$54.90	\$9.90	\$9.25	\$9.65	\$0.00	\$83.70
	12/6/2027	\$56.50	\$9.90	\$9.25	\$9.65	\$0.00	\$85.30
	6/5/2028	\$58.18	\$9.90	\$9.25	\$9.65	\$0.00	\$86.98

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/4/2028	\$59.85	\$9.90	\$9.25	\$9.65	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BURNERS LABORERS	12/2/2024	\$47.00	\$9.90	\$9.25	\$9.65	\$0.00	\$75.80
	6/2/2025	\$48.50	\$9.90	\$9.25	\$9.65	\$0.00	\$77.30
	12/1/2025	\$50.00	\$9.90	\$9.25	\$9.65	\$0.00	\$78.80
	6/1/2026	\$51.55	\$9.90	\$9.25	\$9.65	\$0.00	\$80.35
	12/7/2026	\$53.05	\$9.90	\$9.25	\$9.65	\$0.00	\$81.85
	6/7/2027	\$54.65	\$9.90	\$9.25	\$9.65	\$0.00	\$83.45
	12/6/2027	\$56.25	\$9.90	\$9.25	\$9.65	\$0.00	\$85.05
	6/5/2028	\$57.93	\$9.90	\$9.25	\$9.65	\$0.00	\$86.73
	12/4/2028	\$59.60	\$9.90	\$9.25	\$9.65	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: CONCRETE CUTTER/SAWYER LABORERS	12/2/2024	\$47.25	\$9.90	\$9.25	\$9.65	\$0.00	\$76.05
	6/2/2025	\$48.75	\$9.90	\$9.25	\$9.65	\$0.00	\$77.55
	12/1/2025	\$50.25	\$9.90	\$9.25	\$9.65	\$0.00	\$79.05
	6/1/2026	\$51.80	\$9.90	\$9.25	\$9.65	\$0.00	\$80.60
	12/7/2026	\$53.30	\$9.90	\$9.25	\$9.65	\$0.00	\$82.10
	6/7/2027	\$54.90	\$9.90	\$9.25	\$9.65	\$0.00	\$83.70
	12/6/2027	\$56.50	\$9.90	\$9.25	\$9.65	\$0.00	\$85.30
	6/5/2028	\$58.18	\$9.90	\$9.25	\$9.65	\$0.00	\$86.98
	12/4/2028	\$59.85	\$9.90	\$9.25	\$9.65	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: JACKHAMMER OPERATOR LABORERS	12/2/2024	\$47.00	\$9.90	\$9.25	\$9.65	\$0.00	\$75.80
	6/2/2025	\$48.50	\$9.90	\$9.25	\$9.65	\$0.00	\$77.30
	12/1/2025	\$50.00	\$9.90	\$9.25	\$9.65	\$0.00	\$78.80
	6/1/2026	\$51.55	\$9.90	\$9.25	\$9.65	\$0.00	\$80.35
	12/7/2026	\$53.05	\$9.90	\$9.25	\$9.65	\$0.00	\$81.85
	6/7/2027	\$54.65	\$9.90	\$9.25	\$9.65	\$0.00	\$83.45
	12/6/2027	\$56.25	\$9.90	\$9.25	\$9.65	\$0.00	\$85.05
	6/5/2028	\$57.93	\$9.90	\$9.25	\$9.65	\$0.00	\$86.73
	12/4/2028	\$59.60	\$9.90	\$9.25	\$9.65	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: WRECKING LABORER LABORERS	12/2/2024	\$46.25	\$9.90	\$9.25	\$9.65	\$0.00	\$75.05
	6/2/2025	\$47.75	\$9.90	\$9.25	\$9.65	\$0.00	\$76.55
	12/1/2025	\$49.25	\$9.90	\$9.25	\$9.65	\$0.00	\$78.05
	6/1/2026	\$50.80	\$9.90	\$9.25	\$9.65	\$0.00	\$79.60
	12/7/2026	\$52.30	\$9.90	\$9.25	\$9.65	\$0.00	\$81.10
	6/7/2027	\$53.90	\$9.90	\$9.25	\$9.65	\$0.00	\$82.70
	12/6/2027	\$55.50	\$9.90	\$9.25	\$9.65	\$0.00	\$84.30
	6/5/2028	\$57.18	\$9.90	\$9.25	\$9.65	\$0.00	\$85.98
	12/4/2028	\$58.85	\$9.90	\$9.25	\$9.65	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"							
DIRECTIONAL DRILL MACHINE OPERATOR OPERATING ENGINEERS LOCAL 4	12/1/2024	\$56.40	\$15.55	\$13.25	\$3.25	\$0.00	\$88.45
	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DIVER PILE DRIVER LOCAL 56	8/1/2024	\$78.11	\$10.08	\$11.62	\$12.67	\$0.00	\$112.48
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate							
DIVER TENDER PILE DRIVER LOCAL 56	8/1/2024	\$51.97	\$10.08	\$11.62	\$12.67	\$0.00	\$86.34
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate							
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56	8/1/2024	\$83.69	\$10.08	\$11.62	\$12.67	\$0.00	\$118.06
For apprentice rates see "Apprentice- PILE DRIVER"							
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"							
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	7/1/2020	\$26.77	\$6.67	\$3.93	\$0.00	\$0.16	\$37.53
ELECTRICIAN ELECTRICIANS LOCAL 96	9/1/2024	\$47.05	\$13.99	\$14.04	\$5.18	\$0.00	\$80.26
	9/7/2025	\$48.16	\$14.98	\$14.30	\$5.30	\$0.00	\$82.74
	9/6/2026	\$49.38	\$15.96	\$14.57	\$5.43	\$0.00	\$85.34

Apprentice: ELECTRICIAN**Effective Date: 9/1/2024**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$18.82	\$13.99	\$0.56	\$0.00	\$0.00	\$33.37
2	45.00	\$21.17	\$13.99	\$0.64	\$0.00	\$0.00	\$35.80
3	48.00	\$22.58	\$13.99	\$13.31	\$2.48	\$0.00	\$52.36
4	55.00	\$25.88	\$13.99	\$13.41	\$2.85	\$0.00	\$56.13
5	65.00	\$30.58	\$13.99	\$13.55	\$3.36	\$0.00	\$61.48
6	80.00	\$37.64	\$13.99	\$13.76	\$4.14	\$0.00	\$69.53

Apprentice: ELECTRICIAN**Effective Date: 9/7/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$19.26	\$14.98	\$0.58	\$0.00	\$0.00	\$34.82
2	45.00	\$21.67	\$14.98	\$0.65	\$0.00	\$0.00	\$37.30
3	48.00	\$23.12	\$14.98	\$13.55	\$2.54	\$0.00	\$54.19
4	55.00	\$26.49	\$14.98	\$13.65	\$2.92	\$0.00	\$58.04
5	65.00	\$31.30	\$14.98	\$13.80	\$3.45	\$0.00	\$63.53
6	80.00	\$38.53	\$14.98	\$14.02	\$4.24	\$0.00	\$71.77

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
ELEVATOR CONSTRUCTOR	1/1/2025	\$62.83	\$16.28	\$10.96	\$10.40	\$0.00	\$100.47
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2026	\$63.68	\$16.38	\$11.06	\$10.70	\$0.00	\$101.82
	1/1/2027	\$64.53	\$16.48	\$11.16	\$11.00	\$0.00	\$103.17

Apprentice: ELEVATOR CONSTRUCTOR**Effective Date: 1/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$31.42	\$16.28	\$0.00	\$0.00	\$0.00	\$47.70
2	55.00	\$34.56	\$16.28	\$10.96	\$10.40	\$0.00	\$72.20
3	65.00	\$40.84	\$16.28	\$10.96	\$10.40	\$0.00	\$78.48
4	70.00	\$43.98	\$16.28	\$10.96	\$10.40	\$0.00	\$81.62
5	80.00	\$50.26	\$16.28	\$10.96	\$10.40	\$0.00	\$87.90

Apprentice: ELEVATOR CONSTRUCTOR**Effective Date: 1/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$31.84	\$16.38	\$0.00	\$0.00	\$0.00	\$48.22
2	55.00	\$35.02	\$16.38	\$11.06	\$10.70	\$0.00	\$73.16
3	65.00	\$41.39	\$16.38	\$11.06	\$10.70	\$0.00	\$79.53
4	70.00	\$44.58	\$16.38	\$11.06	\$10.70	\$0.00	\$82.72
5	80.00	\$50.94	\$16.38	\$11.06	\$10.70	\$0.00	\$89.08

ELEVATOR CONSTRUCTOR HELPER	1/1/2025	\$43.98	\$16.28	\$10.96	\$10.40	\$0.00	\$81.62
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2026	\$44.58	\$16.38	\$11.06	\$10.70	\$0.00	\$82.72
	1/1/2027	\$45.17	\$16.48	\$11.16	\$11.00	\$0.00	\$83.81

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/1/2024	\$39.20	\$9.90	\$9.25	\$9.21	\$0.00	\$67.56
LABORERS	6/1/2025	\$40.59	\$9.90	\$9.25	\$9.21	\$0.00	\$68.95
	12/1/2025	\$41.97	\$9.90	\$9.25	\$9.21	\$0.00	\$70.33
	6/1/2026	\$43.41	\$9.90	\$9.25	\$9.21	\$0.00	\$71.77
	12/1/2026	\$44.85	\$9.90	\$9.25	\$9.21	\$0.00	\$73.21

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

FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	5/1/2025	\$53.22	\$15.30	\$13.15	\$3.25	\$0.00	\$84.92
OPERATING ENGINEERS LOCAL 4	11/1/2025	\$54.51	\$15.30	\$13.15	\$3.25	\$0.00	\$86.21
	5/1/2026	\$55.95	\$15.30	\$13.15	\$3.25	\$0.00	\$87.65
	11/1/2026	\$57.24	\$15.30	\$13.15	\$3.25	\$0.00	\$88.94
	5/1/2027	\$58.67	\$15.30	\$13.15	\$3.25	\$0.00	\$90.37

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	5/1/2025	\$54.82	\$15.30	\$13.15	\$3.25	\$0.00	\$86.52
OPERATING ENGINEERS LOCAL 4	11/1/2025	\$56.12	\$15.30	\$13.15	\$3.25	\$0.00	\$87.82
	5/1/2026	\$57.57	\$15.30	\$13.15	\$3.25	\$0.00	\$89.27
	11/1/2026	\$58.87	\$15.30	\$13.15	\$3.25	\$0.00	\$90.57

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	5/1/2027	\$60.32	\$15.30	\$13.15	\$3.25	\$0.00	\$92.02
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	5/1/2025	\$26.22	\$15.30	\$13.15	\$3.25	\$0.00	\$57.92
OPERATING ENGINEERS LOCAL 4	11/1/2025	\$26.98	\$15.30	\$13.15	\$3.25	\$0.00	\$58.68
	5/1/2026	\$27.83	\$15.30	\$13.15	\$3.25	\$0.00	\$59.53
	11/1/2026	\$28.59	\$15.30	\$13.15	\$3.25	\$0.00	\$60.29
	5/1/2027	\$29.44	\$15.30	\$13.15	\$3.25	\$0.00	\$61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIRE ALARM INSTALLER	9/1/2024	\$47.05	\$13.99	\$14.04	\$5.18	\$0.00	\$80.26
ELECTRICIANS LOCAL 96	9/7/2025	\$48.16	\$14.98	\$14.30	\$5.30	\$0.00	\$82.74
	9/6/2026	\$49.38	\$15.96	\$14.57	\$5.43	\$0.00	\$85.34
For apprentice rates see "Apprentice- ELECTRICIAN"							
FIRE ALARM REPAIR / MAINT/COMMISSIONING	9/1/2024	\$47.05	\$13.99	\$14.04	\$5.18	\$0.00	\$80.26
ELECTRICIANS LOCAL 96	9/7/2025	\$48.16	\$14.98	\$14.30	\$5.30	\$0.00	\$82.74
	9/6/2026	\$49.38	\$15.96	\$14.57	\$5.43	\$0.00	\$85.34
For apprentice rates see "Apprentice- ELECTRICIAN"							
FIREMAN (ASST. ENGINEER)	12/1/2024	\$45.96	\$15.55	\$13.25	\$3.25	\$0.00	\$78.01
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$47.02	\$15.55	\$13.25	\$3.25	\$0.00	\$79.07
	12/1/2025	\$48.19	\$15.55	\$13.25	\$3.25	\$0.00	\$80.24
	6/1/2026	\$49.25	\$15.55	\$13.25	\$3.25	\$0.00	\$81.30
	12/1/2026	\$50.43	\$15.55	\$13.25	\$3.25	\$0.00	\$82.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/1/2024	\$27.01	\$9.90	\$9.25	\$9.21	\$0.00	\$55.37
LABORERS	6/1/2025	\$28.09	\$9.90	\$9.25	\$9.21	\$0.00	\$56.45
	12/1/2025	\$28.09	\$9.90	\$9.25	\$9.21	\$0.00	\$56.45
	6/1/2026	\$29.21	\$9.90	\$9.25	\$9.21	\$0.00	\$57.57
	12/1/2026	\$29.21	\$9.90	\$9.25	\$9.21	\$0.00	\$57.57
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
FLOORCOVERER	3/1/2024	\$49.47	\$8.83	\$11.47	\$8.80	\$0.00	\$78.57
FLOORCOVERERS LOCAL 2168							

Apprentice: FLOORCOVERER**Effective Date: 3/1/2024**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.74	\$8.83	\$0.00	\$1.76	\$0.00	\$35.33
2	55.00	\$27.21	\$8.83	\$0.00	\$1.76	\$0.00	\$37.80
3	60.00	\$29.68	\$8.83	\$0.00	\$3.52	\$0.00	\$42.03
4	65.00	\$32.16	\$8.83	\$0.00	\$3.52	\$0.00	\$44.51
5	70.00	\$34.63	\$8.83	\$11.47	\$5.28	\$0.00	\$60.21
6	75.00	\$37.10	\$8.83	\$11.47	\$5.28	\$0.00	\$62.68
7	80.00	\$39.58	\$8.83	\$11.47	\$7.04	\$0.00	\$66.92
8	85.00	\$42.05	\$8.83	\$11.47	\$7.04	\$0.00	\$69.39

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4	12/1/2024	\$57.03	\$15.55	\$13.25	\$3.25	\$0.00	\$89.08
	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4	12/1/2024	\$36.67	\$15.55	\$13.25	\$3.25	\$0.00	\$68.72
	6/1/2025	\$37.52	\$15.55	\$13.25	\$3.25	\$0.00	\$69.57
	12/1/2025	\$38.47	\$15.55	\$13.25	\$3.25	\$0.00	\$70.52
	6/1/2026	\$39.33	\$15.55	\$13.25	\$3.25	\$0.00	\$71.38
	12/1/2026	\$40.28	\$15.55	\$13.25	\$3.25	\$0.00	\$72.33

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 35	1/1/2025	\$47.96	\$9.95	\$11.85	\$12.10	\$0.00	\$81.86
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Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)**Effective Date: 1/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$23.98	\$9.95	\$0.00	\$0.00	\$0.00	\$33.93
2	55.00	\$26.38	\$9.95	\$0.00	\$6.66	\$0.00	\$42.99
3	60.00	\$28.78	\$9.95	\$0.00	\$7.26	\$0.00	\$45.99
4	65.00	\$31.17	\$9.95	\$0.00	\$7.87	\$0.00	\$48.99
5	70.00	\$33.57	\$9.95	\$11.85	\$8.47	\$0.00	\$63.84
6	75.00	\$35.97	\$9.95	\$11.85	\$9.08	\$0.00	\$66.85
7	80.00	\$38.37	\$9.95	\$11.85	\$9.68	\$0.00	\$69.85
8	90.00	\$43.16	\$9.95	\$11.85	\$10.89	\$0.00	\$75.85

HOISTING ENGINEER/CRANES/GRADALLS OPERATING ENGINEERS LOCAL 4	12/1/2024	\$57.03	\$15.55	\$13.25	\$3.25	\$0.00	\$89.08
	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58

Apprentice: HOISTING ENGINEER/CRANES/GRADALLS**Effective Date: 12/1/2024**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$31.37	\$0.00	\$0.00	\$0.00	\$0.00	\$31.37
2	60.00	\$34.22	\$15.55	\$13.25	\$3.25	\$0.00	\$66.27
3	65.00	\$37.07	\$15.55	\$13.25	\$3.25	\$0.00	\$69.12
4	70.00	\$39.92	\$15.55	\$13.25	\$3.25	\$0.00	\$71.97
5	75.00	\$42.77	\$15.55	\$13.25	\$3.25	\$0.00	\$74.82
6	80.00	\$45.62	\$15.55	\$13.25	\$3.25	\$0.00	\$77.67
7	85.00	\$48.48	\$15.55	\$13.25	\$3.25	\$0.00	\$80.53

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: HOISTING ENGINEER/CRANES/GRADALLS Effective Date: 12/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
8	90.00	\$51.33	\$15.55	\$13.25	\$3.25	\$0.00	\$83.38
Apprentice: HOISTING ENGINEER/CRANES/GRADALLS Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$32.08	\$0.00	\$0.00	\$0.00	\$0.00	\$32.08
2	60.00	\$35.00	\$15.55	\$13.25	\$3.25	\$0.00	\$67.05
3	65.00	\$37.91	\$15.55	\$13.25	\$3.25	\$0.00	\$69.96
4	70.00	\$40.83	\$15.55	\$13.25	\$3.25	\$0.00	\$72.88
5	75.00	\$43.75	\$15.55	\$13.25	\$3.25	\$0.00	\$75.80
6	80.00	\$46.66	\$15.55	\$13.25	\$3.25	\$0.00	\$78.71
7	85.00	\$49.58	\$15.55	\$13.25	\$3.25	\$0.00	\$81.63
8	90.00	\$52.50	\$15.55	\$13.25	\$3.25	\$0.00	\$84.55
HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63	1/1/2025	\$42.23	\$12.20	\$10.79	\$7.95	\$2.13	\$75.30
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 96	9/1/2024	\$47.05	\$13.99	\$14.04	\$5.18	\$0.00	\$80.26
	9/7/2025	\$48.16	\$14.98	\$14.30	\$5.30	\$0.00	\$82.74
	9/6/2026	\$49.38	\$15.96	\$14.57	\$5.43	\$0.00	\$85.34
For apprentice rates see "Apprentice- ELECTRICIAN"							
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 63	1/1/2025	\$42.23	\$12.20	\$10.79	\$7.95	\$2.13	\$75.30
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (TESTING AND BALANCING -WATER) PLUMBERS LOCAL 4	3/1/2025	\$55.00	\$11.30	\$9.71	\$8.06	\$0.00	\$84.07
	9/1/2025	\$56.40	\$11.30	\$9.71	\$8.06	\$0.00	\$85.47
	3/1/2026	\$57.80	\$11.30	\$9.71	\$8.06	\$0.00	\$86.87
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HVAC MECHANIC PLUMBERS LOCAL 4	3/1/2025	\$55.00	\$11.30	\$9.71	\$8.06	\$0.00	\$84.07
	9/1/2025	\$56.40	\$11.30	\$9.71	\$8.06	\$0.00	\$85.47
	3/1/2026	\$57.80	\$11.30	\$9.71	\$8.06	\$0.00	\$86.87
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HYDRAULIC DRILLS LABORERS	12/1/2024	\$39.70	\$9.90	\$9.25	\$9.11	\$0.00	\$67.96
	6/1/2025	\$41.09	\$9.90	\$9.25	\$9.11	\$0.00	\$69.35
	12/1/2025	\$42.47	\$9.90	\$9.25	\$9.11	\$0.00	\$70.73
	6/1/2026	\$43.91	\$9.90	\$9.25	\$9.11	\$0.00	\$72.17
	12/1/2026	\$45.35	\$9.90	\$9.25	\$9.11	\$0.00	\$73.61
	6/1/2027	\$46.80	\$9.90	\$9.25	\$9.11	\$0.00	\$75.06

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2027	\$48.25	\$9.90	\$9.25	\$9.11	\$0.00	\$76.51
	6/1/2028	\$49.75	\$9.90	\$9.25	\$9.11	\$0.00	\$78.01
	12/1/2028	\$51.25	\$9.90	\$9.25	\$9.11	\$0.00	\$79.51

For apprentice rates see "Apprentice- LABORER"

HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS	12/1/2024	\$39.70	\$9.90	\$9.25	\$9.21	\$0.00	\$68.06
	6/1/2025	\$41.09	\$9.90	\$9.25	\$9.21	\$0.00	\$69.45
	12/1/2025	\$42.47	\$9.90	\$9.25	\$9.21	\$0.00	\$70.83
	6/1/2026	\$43.91	\$9.90	\$9.25	\$9.21	\$0.00	\$72.27
	12/1/2026	\$45.35	\$9.90	\$9.25	\$9.21	\$0.00	\$73.71

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

INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6	9/1/2024	\$51.23	\$14.75	\$9.52	\$10.09	\$0.00	\$85.59
	9/1/2025	\$54.31	\$14.75	\$9.52	\$10.09	\$0.00	\$88.67
	9/1/2026	\$57.38	\$14.75	\$9.52	\$10.09	\$0.00	\$91.74

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

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$25.62	\$14.75	\$9.27	\$5.05	\$0.00	\$54.69
2	60.00	\$30.74	\$14.75	\$9.32	\$6.05	\$0.00	\$60.86
3	70.00	\$35.86	\$14.75	\$9.37	\$7.06	\$0.00	\$67.04
4	80.00	\$40.98	\$14.75	\$9.42	\$8.07	\$0.00	\$73.22

Apprentice: INSULATOR (PIPES & TANKS)**Effective Date: 9/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$27.16	\$14.75	\$9.27	\$5.05	\$0.00	\$56.23
2	60.00	\$32.59	\$14.75	\$9.32	\$6.05	\$0.00	\$62.71
3	70.00	\$38.02	\$14.75	\$9.37	\$7.06	\$0.00	\$69.20
4	80.00	\$43.45	\$14.75	\$9.42	\$8.07	\$0.00	\$75.69

IRONWORKER/WELDER IRONWORKERS LOCAL 7	3/16/2024	\$53.67	\$8.35	\$12.70	\$14.00	\$0.00	\$88.72
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Apprentice: IRONWORKER/WELDER**Effective Date: 3/16/2024**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$32.20	\$8.35	\$12.70	\$14.00	\$0.00	\$67.25
2	70.00	\$37.57	\$8.35	\$12.70	\$14.00	\$0.00	\$72.62
3	75.00	\$40.25	\$8.35	\$12.70	\$14.00	\$0.00	\$75.30
4	80.00	\$42.94	\$8.35	\$12.70	\$14.00	\$0.00	\$77.99
5	85.00	\$45.62	\$8.35	\$12.70	\$14.00	\$0.00	\$80.67

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
<div>Apprentice: IRONWORKER/WELDER</div> <div>Effective Date: 3/16/2024</div> <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>6</td><td>90.00</td><td>\$48.30</td><td>\$8.35</td><td>\$12.70</td><td>\$14.00</td><td>\$0.00</td><td>\$83.35</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	6	90.00	\$48.30	\$8.35	\$12.70	\$14.00	\$0.00	\$83.35																								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
6	90.00	\$48.30	\$8.35	\$12.70	\$14.00	\$0.00	\$83.35																																								
JACKHAMMER & PAVING BREAKER OPERATOR	12/1/2024	\$39.20	\$9.90	\$9.25	\$9.11	\$0.00	\$67.46																																								
LABORERS	6/1/2025	\$40.59	\$9.90	\$9.25	\$9.11	\$0.00	\$68.85																																								
	12/1/2025	\$41.97	\$9.90	\$9.25	\$9.11	\$0.00	\$70.23																																								
	6/1/2026	\$43.41	\$9.90	\$9.25	\$9.11	\$0.00	\$71.67																																								
	12/1/2026	\$44.85	\$9.90	\$9.25	\$9.11	\$0.00	\$73.11																																								
	6/1/2027	\$46.30	\$9.90	\$9.25	\$9.11	\$0.00	\$74.56																																								
	12/1/2027	\$47.75	\$9.90	\$9.25	\$9.11	\$0.00	\$76.01																																								
	6/1/2028	\$49.25	\$9.90	\$9.25	\$9.11	\$0.00	\$77.51																																								
	12/1/2028	\$50.75	\$9.90	\$9.25	\$9.11	\$0.00	\$79.01																																								
For apprentice rates see "Apprentice- LABORER"																																															
LABORER	12/1/2024	\$38.95	\$9.90	\$9.25	\$9.11	\$0.00	\$67.21																																								
LABORERS	6/1/2025	\$40.34	\$9.90	\$9.25	\$9.11	\$0.00	\$68.60																																								
	12/1/2025	\$41.72	\$9.90	\$9.25	\$9.11	\$0.00	\$69.98																																								
	6/1/2026	\$43.16	\$9.90	\$9.25	\$9.11	\$0.00	\$71.42																																								
	12/1/2026	\$44.60	\$9.90	\$9.25	\$9.11	\$0.00	\$72.86																																								
	6/1/2027	\$46.05	\$9.90	\$9.25	\$9.11	\$0.00	\$74.31																																								
	12/1/2027	\$47.50	\$9.90	\$9.25	\$9.11	\$0.00	\$75.76																																								
	6/1/2028	\$49.00	\$9.90	\$9.25	\$9.11	\$0.00	\$77.26																																								
	12/1/2028	\$50.50	\$9.90	\$9.25	\$9.11	\$0.00	\$78.76																																								
<div>Apprentice: LABORER</div> <div>Effective Date: 12/1/2024</div> <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>1</td><td>60.00</td><td>\$23.37</td><td>\$9.90</td><td>\$9.25</td><td>\$9.11</td><td>\$0.00</td><td>\$51.63</td></tr><tr><td>2</td><td>70.00</td><td>\$27.27</td><td>\$9.90</td><td>\$9.25</td><td>\$9.11</td><td>\$0.00</td><td>\$55.53</td></tr><tr><td>3</td><td>80.00</td><td>\$31.16</td><td>\$9.90</td><td>\$9.25</td><td>\$9.11</td><td>\$0.00</td><td>\$59.42</td></tr><tr><td>4</td><td>90.00</td><td>\$35.06</td><td>\$9.90</td><td>\$9.25</td><td>\$9.11</td><td>\$0.00</td><td>\$63.32</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	1	60.00	\$23.37	\$9.90	\$9.25	\$9.11	\$0.00	\$51.63	2	70.00	\$27.27	\$9.90	\$9.25	\$9.11	\$0.00	\$55.53	3	80.00	\$31.16	\$9.90	\$9.25	\$9.11	\$0.00	\$59.42	4	90.00	\$35.06	\$9.90	\$9.25	\$9.11	\$0.00	\$63.32
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
1	60.00	\$23.37	\$9.90	\$9.25	\$9.11	\$0.00	\$51.63																																								
2	70.00	\$27.27	\$9.90	\$9.25	\$9.11	\$0.00	\$55.53																																								
3	80.00	\$31.16	\$9.90	\$9.25	\$9.11	\$0.00	\$59.42																																								
4	90.00	\$35.06	\$9.90	\$9.25	\$9.11	\$0.00	\$63.32																																								
<div>Apprentice: LABORER</div> <div>Effective Date: 6/1/2025</div> <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>1</td><td>60.00</td><td>\$24.20</td><td>\$9.90</td><td>\$9.25</td><td>\$9.11</td><td>\$0.00</td><td>\$52.46</td></tr><tr><td>2</td><td>70.00</td><td>\$28.24</td><td>\$9.90</td><td>\$9.25</td><td>\$9.11</td><td>\$0.00</td><td>\$56.50</td></tr><tr><td>3</td><td>80.00</td><td>\$32.27</td><td>\$9.90</td><td>\$9.25</td><td>\$9.11</td><td>\$0.00</td><td>\$60.53</td></tr><tr><td>4</td><td>90.00</td><td>\$36.31</td><td>\$9.90</td><td>\$9.25</td><td>\$9.11</td><td>\$0.00</td><td>\$64.57</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	1	60.00	\$24.20	\$9.90	\$9.25	\$9.11	\$0.00	\$52.46	2	70.00	\$28.24	\$9.90	\$9.25	\$9.11	\$0.00	\$56.50	3	80.00	\$32.27	\$9.90	\$9.25	\$9.11	\$0.00	\$60.53	4	90.00	\$36.31	\$9.90	\$9.25	\$9.11	\$0.00	\$64.57
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
1	60.00	\$24.20	\$9.90	\$9.25	\$9.11	\$0.00	\$52.46																																								
2	70.00	\$28.24	\$9.90	\$9.25	\$9.11	\$0.00	\$56.50																																								
3	80.00	\$32.27	\$9.90	\$9.25	\$9.11	\$0.00	\$60.53																																								
4	90.00	\$36.31	\$9.90	\$9.25	\$9.11	\$0.00	\$64.57																																								
LABORER (HEAVY & HIGHWAY)	12/1/2024	\$38.95	\$9.90	\$9.25	\$9.21	\$0.00	\$67.31																																								

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS	6/1/2025	\$40.34	\$9.90	\$9.25	\$9.21	\$0.00	\$68.70
	12/1/2025	\$41.72	\$9.90	\$9.25	\$9.21	\$0.00	\$70.08
	6/1/2026	\$43.16	\$9.90	\$9.25	\$9.21	\$0.00	\$71.52
	12/1/2026	\$44.60	\$9.90	\$9.25	\$9.21	\$0.00	\$72.96

Apprentice: LABORER (HEAVY & HIGHWAY)**Effective Date: 12/1/2024**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$23.37	\$9.90	\$9.25	\$9.21	\$0.00	\$51.73
2	70.00	\$27.27	\$9.90	\$9.25	\$9.21	\$0.00	\$55.63
3	80.00	\$31.16	\$9.90	\$9.25	\$9.21	\$0.00	\$59.52
4	90.00	\$35.06	\$9.90	\$9.25	\$9.21	\$0.00	\$63.42

Apprentice: LABORER (HEAVY & HIGHWAY)**Effective Date: 6/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$24.20	\$9.90	\$9.25	\$9.21	\$0.00	\$52.56
2	70.00	\$28.24	\$9.90	\$9.25	\$9.21	\$0.00	\$56.60
3	80.00	\$32.27	\$9.90	\$9.25	\$9.21	\$0.00	\$60.63
4	90.00	\$36.31	\$9.90	\$9.25	\$9.21	\$0.00	\$64.67

LABORER: CARPENTER TENDER LABORERS	12/1/2024	\$38.95	\$9.90	\$9.25	\$9.11	\$0.00	\$67.21
	6/1/2025	\$40.34	\$9.90	\$9.25	\$9.11	\$0.00	\$68.60
	12/1/2025	\$41.72	\$9.90	\$9.25	\$9.11	\$0.00	\$69.98
	6/1/2026	\$43.16	\$9.90	\$9.25	\$9.11	\$0.00	\$71.42
	12/1/2026	\$44.60	\$9.90	\$9.25	\$9.11	\$0.00	\$72.86
	6/1/2027	\$46.05	\$9.90	\$9.25	\$9.11	\$0.00	\$74.31
	12/1/2027	\$47.50	\$9.90	\$9.25	\$9.11	\$0.00	\$75.76
	6/1/2028	\$49.00	\$9.90	\$9.25	\$9.11	\$0.00	\$77.26
	12/1/2028	\$50.50	\$9.90	\$9.25	\$9.11	\$0.00	\$78.76

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER LABORERS	12/1/2024	\$38.95	\$9.90	\$9.25	\$9.11	\$0.00	\$67.21
	6/1/2025	\$40.34	\$9.90	\$9.25	\$9.11	\$0.00	\$68.60
	12/1/2025	\$41.72	\$9.90	\$9.25	\$9.11	\$0.00	\$69.98
	6/1/2026	\$43.16	\$9.90	\$9.25	\$9.11	\$0.00	\$71.42
	12/1/2026	\$44.60	\$9.90	\$9.25	\$9.11	\$0.00	\$72.86
	6/1/2027	\$46.05	\$9.90	\$9.25	\$9.11	\$0.00	\$74.31
	12/1/2027	\$47.50	\$9.90	\$9.25	\$9.11	\$0.00	\$75.76
	6/1/2028	\$49.00	\$9.90	\$9.25	\$9.11	\$0.00	\$77.26
	12/1/2028	\$50.50	\$9.90	\$9.25	\$9.11	\$0.00	\$78.76

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS	12/2/2024	\$39.04	\$9.90	\$9.25	\$9.17	\$0.00	\$67.36
	6/2/2025	\$40.43	\$9.90	\$9.25	\$9.17	\$0.00	\$68.75

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2025	\$41.81	\$9.90	\$9.25	\$9.17	\$0.00	\$70.13
	6/1/2026	\$43.25	\$9.90	\$9.25	\$9.17	\$0.00	\$71.57
	12/7/2026	\$44.69	\$9.90	\$9.25	\$9.17	\$0.00	\$73.01
	6/7/2027	\$46.14	\$9.90	\$9.25	\$9.17	\$0.00	\$74.46
	12/6/2027	\$47.59	\$9.90	\$9.25	\$9.17	\$0.00	\$75.91
	6/5/2028	\$49.09	\$9.90	\$9.25	\$9.17	\$0.00	\$77.41
	12/4/2028	\$50.59	\$9.90	\$9.25	\$9.17	\$0.00	\$78.91

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER LABORERS	12/1/2024	\$39.20	\$9.90	\$9.25	\$9.11	\$0.00	\$67.46
	6/1/2025	\$40.59	\$9.90	\$9.25	\$9.11	\$0.00	\$68.85
	12/1/2025	\$41.97	\$9.90	\$9.25	\$9.11	\$0.00	\$70.23
	6/1/2026	\$43.41	\$9.90	\$9.25	\$9.11	\$0.00	\$71.67
	12/1/2026	\$44.85	\$9.90	\$9.25	\$9.11	\$0.00	\$73.11
	6/1/2027	\$46.30	\$9.90	\$9.25	\$9.11	\$0.00	\$74.56
	12/1/2027	\$47.75	\$9.90	\$9.25	\$9.11	\$0.00	\$76.01
	6/1/2028	\$49.25	\$9.90	\$9.25	\$9.11	\$0.00	\$77.51
	12/1/2028	\$50.75	\$9.90	\$9.25	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER (HEAVY & HIGHWAY) LABORERS	12/1/2024	\$39.20	\$9.90	\$9.25	\$9.21	\$0.00	\$67.56
	6/1/2025	\$40.59	\$9.90	\$9.25	\$9.21	\$0.00	\$68.95
	12/1/2025	\$41.97	\$9.90	\$9.25	\$9.21	\$0.00	\$70.33
	6/1/2026	\$43.41	\$9.90	\$9.25	\$9.21	\$0.00	\$71.77
	12/1/2026	\$44.85	\$9.90	\$9.25	\$9.21	\$0.00	\$73.21

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

LABORER: MULTI-TRADE TENDER LABORERS	12/1/2024	\$38.95	\$9.90	\$9.25	\$9.11	\$0.00	\$67.21
	6/1/2025	\$40.34	\$9.90	\$9.25	\$9.11	\$0.00	\$68.60
	12/1/2025	\$41.72	\$9.90	\$9.25	\$9.11	\$0.00	\$69.98
	6/1/2026	\$43.16	\$9.90	\$9.25	\$9.11	\$0.00	\$71.42
	12/1/2026	\$44.60	\$9.90	\$9.25	\$9.11	\$0.00	\$72.86
	6/1/2027	\$46.05	\$9.90	\$9.25	\$9.11	\$0.00	\$74.31
	12/1/2027	\$47.50	\$9.90	\$9.25	\$9.11	\$0.00	\$75.76
	6/1/2028	\$49.00	\$9.90	\$9.25	\$9.11	\$0.00	\$77.26
	12/1/2028	\$50.50	\$9.90	\$9.25	\$9.11	\$0.00	\$78.76

For apprentice rates see "Apprentice- LABORER"

LABORER: TREE REMOVER LABORERS	12/1/2024	\$38.95	\$9.90	\$9.25	\$9.11	\$0.00	\$67.21
	6/1/2025	\$40.34	\$9.90	\$9.25	\$9.11	\$0.00	\$68.60
	12/1/2025	\$41.72	\$9.90	\$9.25	\$9.11	\$0.00	\$69.98
	6/1/2026	\$43.16	\$9.90	\$9.25	\$9.11	\$0.00	\$71.42
	12/1/2026	\$44.60	\$9.90	\$9.25	\$9.11	\$0.00	\$72.86
	6/1/2027	\$46.05	\$9.90	\$9.25	\$9.11	\$0.00	\$74.31
	12/1/2027	\$47.50	\$9.90	\$9.25	\$9.11	\$0.00	\$75.76
	6/1/2028	\$49.00	\$9.90	\$9.25	\$9.11	\$0.00	\$77.26
	12/1/2028	\$50.50	\$9.90	\$9.25	\$9.11	\$0.00	\$78.76

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

LASER BEAM OPERATOR	12/1/2024	\$39.20	\$9.90	\$9.25	\$9.11	\$0.00	\$67.46
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS	6/1/2025	\$40.59	\$9.90	\$9.25	\$9.11	\$0.00	\$68.85
	12/1/2025	\$41.97	\$9.90	\$9.25	\$9.11	\$0.00	\$70.23
	6/1/2026	\$43.41	\$9.90	\$9.25	\$9.11	\$0.00	\$71.67
	12/1/2026	\$44.85	\$9.90	\$9.25	\$9.11	\$0.00	\$73.11
	6/1/2027	\$46.30	\$9.90	\$9.25	\$9.11	\$0.00	\$74.56
	12/1/2027	\$47.75	\$9.90	\$9.25	\$9.11	\$0.00	\$76.01
	6/1/2028	\$49.25	\$9.90	\$9.25	\$9.11	\$0.00	\$77.51
	12/1/2028	\$50.75	\$9.90	\$9.25	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/1/2024	\$39.20	\$9.90	\$9.25	\$9.21	\$0.00	\$67.56
LABORERS	6/1/2025	\$40.59	\$9.90	\$9.25	\$9.21	\$0.00	\$68.95
	12/1/2025	\$41.97	\$9.90	\$9.25	\$9.21	\$0.00	\$70.33
	6/1/2026	\$43.41	\$9.90	\$9.25	\$9.21	\$0.00	\$71.77
	12/1/2026	\$44.85	\$9.90	\$9.25	\$9.21	\$0.00	\$73.21

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

MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3	2/1/2025	\$50.36	\$11.49	\$15.57	\$6.05	\$0.00	\$83.47
	8/1/2025	\$52.08	\$11.49	\$15.57	\$6.05	\$0.00	\$85.19
	2/1/2026	\$53.16	\$11.49	\$15.57	\$6.05	\$0.00	\$86.27
	8/1/2026	\$54.92	\$11.49	\$15.57	\$6.05	\$0.00	\$88.03
	2/1/2027	\$56.04	\$11.49	\$15.57	\$6.05	\$0.00	\$89.15

Apprentice: MARBLE & TILE FINISHERS**Effective Date: 2/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$25.18	\$11.49	\$15.57	\$6.05	\$0.00	\$58.29
2	60.00	\$30.22	\$11.49	\$15.57	\$6.05	\$0.00	\$63.33
3	70.00	\$35.25	\$11.49	\$15.57	\$6.05	\$0.00	\$68.36
4	80.00	\$40.29	\$11.49	\$15.57	\$6.05	\$0.00	\$73.40
5	90.00	\$45.32	\$11.49	\$15.57	\$6.05	\$0.00	\$78.43

Apprentice: MARBLE & TILE FINISHERS**Effective Date: 8/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.04	\$11.49	\$15.57	\$6.05	\$0.00	\$59.15
2	60.00	\$31.25	\$11.49	\$15.57	\$6.05	\$0.00	\$64.36
3	70.00	\$36.46	\$11.49	\$15.57	\$6.05	\$0.00	\$69.57
4	80.00	\$41.66	\$11.49	\$15.57	\$6.05	\$0.00	\$74.77
5	90.00	\$46.87	\$11.49	\$15.57	\$6.05	\$0.00	\$79.98

MARBLE MASONS, TILELAYERS & TERRAZZO MECH BRICKLAYERS LOCAL 3	2/1/2025	\$65.82	\$11.49	\$15.57	\$7.99	\$0.00	\$100.87
	8/1/2025	\$67.97	\$11.49	\$15.57	\$7.99	\$0.00	\$103.02
	2/1/2026	\$69.32	\$11.49	\$15.57	\$7.99	\$0.00	\$104.37
	8/1/2026	\$71.52	\$11.49	\$15.57	\$7.99	\$0.00	\$106.57

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	2/1/2027	\$72.92	\$11.49	\$15.57	\$7.99	\$0.00	\$107.97

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH**Effective Date: 2/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$32.91	\$11.49	\$15.57	\$7.99	\$0.00	\$67.96
2	60.00	\$39.49	\$11.49	\$15.57	\$7.99	\$0.00	\$74.54
3	70.00	\$46.07	\$11.49	\$15.57	\$7.99	\$0.00	\$81.12
4	80.00	\$52.66	\$11.49	\$15.57	\$7.99	\$0.00	\$87.71
5	90.00	\$59.24	\$11.49	\$15.57	\$7.99	\$0.00	\$94.29

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH**Effective Date: 8/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.99	\$11.49	\$15.57	\$7.99	\$0.00	\$69.04
2	60.00	\$40.78	\$11.49	\$15.57	\$7.99	\$0.00	\$75.83
3	70.00	\$47.58	\$11.49	\$15.57	\$7.99	\$0.00	\$82.63
4	80.00	\$54.38	\$11.49	\$15.57	\$7.99	\$0.00	\$89.43
5	90.00	\$61.17	\$11.49	\$15.57	\$7.99	\$0.00	\$96.22

MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/1/2024	\$56.40	\$15.55	\$13.25	\$3.25	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE	12/1/2024	\$56.40	\$15.55	\$13.25	\$3.25	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3)	1/6/2025	\$43.48	\$10.08	\$11.47	\$9.75	\$0.00	\$74.78
MILLWRIGHTS LOCAL 1121	1/5/2026	\$45.76	\$10.08	\$11.47	\$9.75	\$0.00	\$77.06

Apprentice: MILLWRIGHT (Zone 3)**Effective Date: 1/6/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$23.91	\$10.08	\$0.00	\$5.36	\$0.00	\$39.35
2	65.00	\$28.26	\$10.08	\$0.00	\$6.34	\$0.00	\$44.68
3	75.00	\$32.61	\$10.08	\$11.47	\$7.31	\$0.00	\$61.47

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
<div>Apprentice: MILLWRIGHT (Zone 3)</div> <div>Effective Date: 1/6/2025</div> <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>4</td><td>85.00</td><td>\$36.96</td><td>\$10.08</td><td>\$11.47</td><td>\$8.29</td><td>\$0.00</td><td>\$66.80</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	4	85.00	\$36.96	\$10.08	\$11.47	\$8.29	\$0.00	\$66.80																								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
4	85.00	\$36.96	\$10.08	\$11.47	\$8.29	\$0.00	\$66.80																																								
<div>Apprentice: MILLWRIGHT (Zone 3)</div> <div>Effective Date: 1/5/2026</div> <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>1</td><td>55.00</td><td>\$25.17</td><td>\$10.08</td><td>\$0.00</td><td>\$5.36</td><td>\$0.00</td><td>\$40.61</td></tr><tr><td>2</td><td>65.00</td><td>\$29.74</td><td>\$10.08</td><td>\$0.00</td><td>\$6.34</td><td>\$0.00</td><td>\$46.16</td></tr><tr><td>3</td><td>75.00</td><td>\$34.32</td><td>\$10.08</td><td>\$11.47</td><td>\$7.31</td><td>\$0.00</td><td>\$63.18</td></tr><tr><td>4</td><td>85.00</td><td>\$38.90</td><td>\$10.08</td><td>\$11.47</td><td>\$8.29</td><td>\$0.00</td><td>\$68.74</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	1	55.00	\$25.17	\$10.08	\$0.00	\$5.36	\$0.00	\$40.61	2	65.00	\$29.74	\$10.08	\$0.00	\$6.34	\$0.00	\$46.16	3	75.00	\$34.32	\$10.08	\$11.47	\$7.31	\$0.00	\$63.18	4	85.00	\$38.90	\$10.08	\$11.47	\$8.29	\$0.00	\$68.74
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
1	55.00	\$25.17	\$10.08	\$0.00	\$5.36	\$0.00	\$40.61																																								
2	65.00	\$29.74	\$10.08	\$0.00	\$6.34	\$0.00	\$46.16																																								
3	75.00	\$34.32	\$10.08	\$11.47	\$7.31	\$0.00	\$63.18																																								
4	85.00	\$38.90	\$10.08	\$11.47	\$8.29	\$0.00	\$68.74																																								
MORTAR MIXER LABORERS	12/1/2024	\$39.20	\$9.90	\$9.25	\$9.11	\$0.00	\$67.46																																								
	6/1/2025	\$40.59	\$9.90	\$9.25	\$9.11	\$0.00	\$68.85																																								
	12/1/2025	\$41.97	\$9.90	\$9.25	\$9.11	\$0.00	\$70.23																																								
	6/1/2026	\$43.41	\$9.90	\$9.25	\$9.11	\$0.00	\$71.67																																								
	12/1/2026	\$44.85	\$9.90	\$9.25	\$9.11	\$0.00	\$73.11																																								
	6/1/2027	\$46.30	\$9.90	\$9.25	\$9.11	\$0.00	\$74.56																																								
	12/1/2027	\$47.75	\$9.90	\$9.25	\$9.11	\$0.00	\$76.01																																								
	6/1/2028	\$49.25	\$9.90	\$9.25	\$9.11	\$0.00	\$77.51																																								
	12/1/2028	\$50.75	\$9.90	\$9.25	\$9.11	\$0.00	\$79.01																																								
For apprentice rates see "Apprentice- LABORER"																																															
OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	12/1/2024	\$25.37	\$15.30	\$13.15	\$3.25	\$0.00	\$57.07																																								
	6/1/2025	\$25.97	\$15.30	\$13.15	\$3.25	\$0.00	\$57.67																																								
	12/1/2025	\$26.63	\$15.30	\$13.15	\$3.25	\$0.00	\$58.33																																								
	6/1/2026	\$27.22	\$15.30	\$13.15	\$3.25	\$0.00	\$58.92																																								
	12/1/2026	\$27.89	\$15.30	\$13.15	\$3.25	\$0.00	\$59.59																																								
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																																															
OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	12/1/2024	\$31.08	\$15.30	\$13.15	\$3.25	\$0.00	\$62.78																																								
	6/1/2025	\$31.80	\$15.30	\$13.15	\$3.25	\$0.00	\$63.50																																								
	12/1/2025	\$32.60	\$15.30	\$13.15	\$3.25	\$0.00	\$64.30																																								
	6/1/2026	\$33.32	\$15.30	\$13.15	\$3.25	\$0.00	\$65.02																																								
	12/1/2026	\$34.12	\$15.30	\$13.15	\$3.25	\$0.00	\$65.82																																								
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																																															
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	12/1/2024	\$56.40	\$15.55	\$13.25	\$3.25	\$0.00	\$88.45																																								
	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73																																								
	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17																																								
	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45																																								
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89																																								
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																																															

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PAINTER (BRIDGES/TANKS)	1/1/2025	\$58.46	\$9.95	\$11.85	\$12.10	\$0.00	\$92.36
PAINTERS LOCAL 35							

Apprentice: PAINTER (BRIDGES/TANKS)**Effective Date: 1/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.23	\$9.95	\$0.00	\$0.00	\$0.00	\$39.18
2	55.00	\$32.15	\$9.95	\$0.00	\$6.66	\$0.00	\$48.76
3	60.00	\$35.08	\$9.95	\$0.00	\$7.26	\$0.00	\$52.29
4	65.00	\$38.00	\$9.95	\$0.00	\$7.87	\$0.00	\$55.82
5	70.00	\$40.92	\$9.95	\$11.85	\$8.47	\$0.00	\$71.19
6	75.00	\$43.85	\$9.95	\$11.85	\$9.08	\$0.00	\$74.73
7	80.00	\$46.77	\$9.95	\$11.85	\$9.68	\$0.00	\$78.25
8	90.00	\$52.61	\$9.95	\$11.85	\$10.89	\$0.00	\$85.30

PAINTER (SPRAY OR SANDBLAST, NEW) *	1/1/2025	\$49.36	\$9.95	\$11.85	\$12.10	\$0.00	\$83.26
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* If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used.

PAINTERS LOCAL 35

Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) ***Effective Date: 1/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.68	\$9.95	\$0.00	\$0.00	\$0.00	\$34.63
2	55.00	\$27.15	\$9.95	\$0.00	\$6.66	\$0.00	\$43.76
3	60.00	\$29.62	\$9.95	\$0.00	\$7.26	\$0.00	\$46.83
4	65.00	\$32.08	\$9.95	\$0.00	\$7.87	\$0.00	\$49.90
5	70.00	\$34.55	\$9.95	\$11.85	\$8.47	\$0.00	\$64.82
6	75.00	\$37.02	\$9.95	\$11.85	\$9.08	\$0.00	\$67.90
7	80.00	\$39.49	\$9.95	\$11.85	\$9.68	\$0.00	\$70.97
8	90.00	\$44.42	\$9.95	\$11.85	\$10.89	\$0.00	\$77.11

PAINTER (SPRAY OR SANDBLAST, REPAINT)	1/1/2025	\$47.42	\$9.95	\$11.85	\$12.10	\$0.00	\$81.32
PAINTERS LOCAL 35							

Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)**Effective Date: 1/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$23.71	\$9.95	\$0.00	\$0.00	\$0.00	\$33.66
2	55.00	\$26.08	\$9.95	\$0.00	\$6.66	\$0.00	\$42.69
3	60.00	\$28.45	\$9.95	\$0.00	\$7.26	\$0.00	\$45.66
4	65.00	\$30.82	\$9.95	\$0.00	\$7.87	\$0.00	\$48.64
5	70.00	\$33.19	\$9.95	\$11.85	\$8.47	\$0.00	\$63.46

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT) Effective Date: 1/1/2025							
		Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
6	75.00	\$35.57	\$9.95	\$11.85	\$9.08	\$0.00	\$66.45
7	80.00	\$37.94	\$9.95	\$11.85	\$9.68	\$0.00	\$69.42
8	90.00	\$42.68	\$9.95	\$11.85	\$10.89	\$0.00	\$75.37
<hr/>							
PAINTER / TAPER (BRUSH, NEW) *	1/1/2025	\$47.96	\$9.95	\$11.85	\$12.10	\$0.00	\$81.86
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.							
PAINTERS LOCAL 35							
Apprentice: PAINTER / TAPER (BRUSH, NEW) * Effective Date: 1/1/2025							
		Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$23.98	\$9.95	\$0.00	\$0.00	\$0.00	\$33.93
2	55.00	\$26.38	\$9.95	\$0.00	\$6.66	\$0.00	\$42.99
3	60.00	\$28.78	\$9.95	\$0.00	\$7.26	\$0.00	\$45.99
4	65.00	\$31.17	\$9.95	\$0.00	\$7.87	\$0.00	\$48.99
5	70.00	\$33.57	\$9.95	\$11.85	\$8.47	\$0.00	\$63.84
6	75.00	\$35.97	\$9.95	\$11.85	\$9.08	\$0.00	\$66.85
7	80.00	\$38.37	\$9.95	\$11.85	\$9.68	\$0.00	\$69.85
8	90.00	\$43.16	\$9.95	\$11.85	\$10.89	\$0.00	\$75.85
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PAINTER / TAPER (BRUSH, REPAINT)	1/1/2025	\$46.02	\$9.95	\$11.85	\$12.10	\$0.00	\$79.92
PAINTERS LOCAL 35							
Apprentice: PAINTER / TAPER (BRUSH, REPAINT) Effective Date: 1/1/2025							
		Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$23.01	\$9.95	\$0.00	\$0.00	\$0.00	\$32.96
2	55.00	\$25.31	\$9.95	\$0.00	\$6.66	\$0.00	\$41.92
3	60.00	\$27.61	\$9.95	\$0.00	\$7.26	\$0.00	\$44.82
4	65.00	\$29.91	\$9.95	\$0.00	\$7.87	\$0.00	\$47.73
5	70.00	\$32.21	\$9.95	\$11.85	\$8.47	\$0.00	\$62.48
6	75.00	\$34.52	\$9.95	\$11.85	\$9.08	\$0.00	\$65.40
7	80.00	\$36.82	\$9.95	\$11.85	\$9.68	\$0.00	\$68.30
8	90.00	\$41.42	\$9.95	\$11.85	\$10.89	\$0.00	\$74.11
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PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/1/2024	\$38.95	\$9.90	\$9.25	\$9.21	\$0.00	\$67.31
LABORERS	6/1/2025	\$40.34	\$9.90	\$9.25	\$9.21	\$0.00	\$68.70
	12/1/2025	\$41.72	\$9.90	\$9.25	\$9.21	\$0.00	\$70.08
	6/1/2026	\$43.16	\$9.90	\$9.25	\$9.21	\$0.00	\$71.52

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2026	\$44.60	\$9.90	\$9.25	\$9.21	\$0.00	\$72.96

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

PANEL & PICKUP TRUCKS DRIVER	1/1/2025	\$39.78	\$15.57	\$20.17	\$0.00	\$0.00	\$75.52
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2025	\$40.78	\$15.57	\$20.17	\$0.00	\$0.00	\$76.52
	12/1/2025	\$40.78	\$15.57	\$21.78	\$0.00	\$0.00	\$78.13
	1/1/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$0.00	\$78.73
	6/1/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$0.00	\$79.73
	12/1/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$0.00	\$81.47
	1/1/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$0.00	\$82.07

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	8/1/2024	\$51.97	\$10.08	\$11.62	\$12.67	\$0.00	\$86.34
PILE DRIVER LOCAL 56							

For apprentice rates see "Apprentice- PILE DRIVER"

PILE DRIVER	8/1/2024	\$51.97	\$10.08	\$11.62	\$12.67	\$0.00	\$86.34
PILE DRIVER LOCAL 56							

Apprentice: PILE DRIVER**Effective Date: 8/1/2024**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$23.39	\$10.08	\$0.00	\$2.53	\$0.00	\$36.00
2	55.00	\$28.58	\$10.08	\$0.00	\$5.07	\$0.00	\$43.73
3	70.00	\$36.38	\$10.08	\$11.62	\$7.60	\$0.00	\$65.68
4	80.00	\$41.58	\$10.08	\$11.62	\$10.14	\$0.00	\$73.42

PIPELAYER	12/1/2024	\$39.20	\$9.90	\$9.25	\$9.11	\$0.00	\$67.46
LABORERS	6/1/2025	\$40.59	\$9.90	\$9.25	\$9.11	\$0.00	\$68.85
	12/1/2025	\$41.97	\$9.90	\$9.25	\$9.11	\$0.00	\$70.23
	6/1/2026	\$43.41	\$9.90	\$9.25	\$9.11	\$0.00	\$71.67
	12/1/2026	\$44.85	\$9.90	\$9.25	\$9.11	\$0.00	\$73.11
	6/1/2027	\$46.30	\$9.90	\$9.25	\$9.11	\$0.00	\$74.56
	12/1/2027	\$47.75	\$9.90	\$9.25	\$9.11	\$0.00	\$76.01
	6/1/2028	\$49.25	\$9.90	\$9.25	\$9.11	\$0.00	\$77.51
	12/1/2028	\$50.75	\$9.90	\$9.25	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY)	12/1/2024	\$39.20	\$9.90	\$9.25	\$9.21	\$0.00	\$67.56
LABORERS	6/1/2025	\$40.59	\$9.90	\$9.25	\$9.21	\$0.00	\$68.95
	12/1/2025	\$41.97	\$9.90	\$9.25	\$9.21	\$0.00	\$70.33
	6/1/2026	\$43.41	\$9.90	\$9.25	\$9.21	\$0.00	\$71.77
	12/1/2026	\$44.85	\$9.90	\$9.25	\$9.21	\$0.00	\$73.21

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

PLUMBER & PIPEFITTER	3/1/2025	\$55.00	\$11.30	\$9.71	\$8.06	\$0.00	\$84.07
PLUMBERS LOCAL 4	9/1/2025	\$56.40	\$11.30	\$9.71	\$8.06	\$0.00	\$85.47
	3/1/2026	\$57.80	\$11.30	\$9.71	\$8.06	\$0.00	\$86.87

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PLUMBER & PIPEFITTER							
Effective Date: 3/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$22.00	\$11.30	\$0.00	\$0.00	\$0.00	\$33.30
2	50.00	\$27.50	\$11.30	\$0.00	\$0.00	\$0.00	\$38.80
3	60.00	\$33.00	\$11.30	\$0.00	\$0.00	\$0.00	\$44.30
4	70.00	\$38.50	\$11.30	\$0.00	\$8.06	\$0.00	\$57.86
5	80.00	\$44.00	\$11.30	\$0.00	\$8.06	\$0.00	\$63.36
Apprentice: PLUMBER & PIPEFITTER							
Effective Date: 9/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$22.56	\$11.30	\$0.00	\$0.00	\$0.00	\$33.86
2	50.00	\$28.20	\$11.30	\$0.00	\$0.00	\$0.00	\$39.50
3	60.00	\$33.84	\$11.30	\$0.00	\$0.00	\$0.00	\$45.14
4	70.00	\$39.48	\$11.30	\$0.00	\$8.06	\$0.00	\$58.84
5	80.00	\$45.12	\$11.30	\$0.00	\$8.06	\$0.00	\$64.48
PNEUMATIC CONTROLS (TEMP.)	3/1/2025	\$55.00	\$11.30	\$9.71	\$8.06	\$0.00	\$84.07
PLUMBERS LOCAL 4	9/1/2025	\$56.40	\$11.30	\$9.71	\$8.06	\$0.00	\$85.47
	3/1/2026	\$57.80	\$11.30	\$9.71	\$8.06	\$0.00	\$86.87
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
PNEUMATIC DRILL/TOOL OPERATOR	12/1/2024	\$39.70	\$9.90	\$9.25	\$8.29	\$0.00	\$67.14
LABORERS	6/1/2025	\$41.09	\$9.90	\$9.25	\$8.29	\$0.00	\$68.53
	12/1/2025	\$42.47	\$9.90	\$9.25	\$8.29	\$0.00	\$69.91
	6/1/2026	\$43.91	\$9.90	\$9.25	\$8.29	\$0.00	\$71.35
	12/1/2026	\$45.35	\$9.90	\$9.25	\$8.29	\$0.00	\$72.79
	6/1/2027	\$46.80	\$9.90	\$9.25	\$8.29	\$0.00	\$74.24
	12/1/2027	\$48.25	\$9.90	\$9.25	\$8.29	\$0.00	\$75.69
	6/1/2028	\$49.75	\$9.90	\$9.25	\$8.29	\$0.00	\$77.19
	12/1/2028	\$51.25	\$9.90	\$9.25	\$8.29	\$0.00	\$78.69
For apprentice rates see "Apprentice- LABORER"							
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/1/2024	\$39.20	\$9.90	\$9.25	\$9.21	\$0.00	\$67.56
LABORERS	6/1/2025	\$40.59	\$9.90	\$9.25	\$9.21	\$0.00	\$68.95
	12/1/2025	\$41.97	\$9.90	\$9.25	\$9.21	\$0.00	\$70.33
	6/1/2026	\$43.41	\$9.90	\$9.25	\$9.21	\$0.00	\$71.77
	12/1/2026	\$44.85	\$9.90	\$9.25	\$9.21	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
POWDERMAN & BLASTER	12/1/2024	\$39.95	\$9.90	\$9.25	\$9.11	\$0.00	\$68.21
LABORERS	6/1/2025	\$41.34	\$9.90	\$9.25	\$9.11	\$0.00	\$69.60
	12/1/2025	\$42.72	\$9.90	\$9.25	\$9.11	\$0.00	\$70.98

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/1/2026	\$44.16	\$9.90	\$9.25	\$9.11	\$0.00	\$72.42
	12/1/2026	\$45.60	\$9.90	\$9.25	\$9.11	\$0.00	\$73.86
	6/1/2027	\$47.05	\$9.90	\$9.25	\$9.11	\$0.00	\$75.31
	12/1/2027	\$48.50	\$9.90	\$9.25	\$9.11	\$0.00	\$76.76
	6/1/2028	\$50.00	\$9.90	\$9.25	\$9.11	\$0.00	\$78.26
	12/1/2028	\$51.50	\$9.90	\$9.25	\$9.11	\$0.00	\$79.76
For apprentice rates see "Apprentice- LABORER"							
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS	12/1/2024	\$39.95	\$9.65	\$9.25	\$9.21	\$0.00	\$68.06
	6/1/2025	\$41.34	\$9.65	\$9.25	\$9.21	\$0.00	\$69.45
	12/1/2025	\$42.72	\$9.65	\$9.25	\$9.21	\$0.00	\$70.83
	6/1/2026	\$44.16	\$9.65	\$9.25	\$9.21	\$0.00	\$72.27
	12/1/2026	\$45.60	\$9.65	\$9.25	\$9.21	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4	12/1/2024	\$57.03	\$15.55	\$13.25	\$3.25	\$0.00	\$89.08
	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	12/1/2024	\$56.40	\$15.55	\$13.25	\$3.25	\$0.00	\$88.45
	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	12/1/2024	\$36.67	\$15.55	\$13.25	\$3.25	\$0.00	\$68.72
	6/1/2025	\$37.52	\$15.55	\$13.25	\$3.25	\$0.00	\$69.57
	12/1/2025	\$38.47	\$15.55	\$13.25	\$3.25	\$0.00	\$70.52
	6/1/2026	\$39.33	\$15.55	\$13.25	\$3.25	\$0.00	\$71.38
	12/1/2026	\$40.28	\$15.55	\$13.25	\$3.25	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
READY-MIX CONCRETE DRIVER TEAMSTERS 170	2/2/2025	\$29.50	\$11.57	\$8.00	\$0.00	\$0.00	\$49.07
	2/2/2026	\$29.50	\$12.37	\$8.00	\$0.00	\$0.00	\$49.87
	1/1/2027	\$30.00	\$12.37	\$8.00	\$0.00	\$0.00	\$50.37
RECLAIMERS OPERATING ENGINEERS LOCAL 4	12/1/2024	\$56.40	\$15.55	\$13.25	\$3.25	\$0.00	\$88.45
	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS	12/1/2024	\$39.20	\$9.90	\$9.25	\$9.11	\$0.00	\$67.46
	6/1/2025	\$40.59	\$9.90	\$9.25	\$9.11	\$0.00	\$68.85
	12/1/2025	\$41.97	\$9.90	\$9.25	\$9.11	\$0.00	\$70.23

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/1/2026	\$43.41	\$9.90	\$9.25	\$9.11	\$0.00	\$71.67
	12/1/2026	\$44.85	\$9.90	\$9.25	\$9.11	\$0.00	\$73.11
	6/1/2027	\$46.30	\$9.90	\$9.25	\$9.11	\$0.00	\$74.56
	12/1/2027	\$47.75	\$9.90	\$9.25	\$9.11	\$0.00	\$76.01
	6/1/2028	\$49.25	\$9.90	\$9.25	\$9.11	\$0.00	\$77.51
	12/1/2028	\$50.75	\$9.90	\$9.25	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

ROLLER/SPREADER/MULCHING MACHINE OPERATING ENGINEERS LOCAL 4	12/1/2024	\$56.40	\$15.55	\$13.25	\$3.25	\$0.00	\$88.45
	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROOFER (Inc.Roofing Waterproofing &Roofing Damproofing) ROOFERS LOCAL 33	2/1/2025	\$52.03	\$13.28	\$12.67	\$9.03	\$0.00	\$87.01
	8/1/2025	\$53.53	\$13.28	\$12.67	\$9.03	\$0.00	\$88.51
	2/1/2026	\$54.78	\$13.28	\$12.67	\$9.03	\$0.00	\$89.76

Apprentice: ROOFER (Inc.Roofing Waterproofing &Roofing Damproofing)**Effective Date: 2/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.02	\$13.28	\$6.52	\$9.03	\$0.00	\$54.85
2	60.00	\$31.22	\$13.28	\$12.67	\$9.03	\$0.00	\$66.20
3	65.00	\$33.82	\$13.28	\$12.67	\$9.03	\$0.00	\$68.80
4	75.00	\$39.02	\$13.28	\$12.67	\$9.03	\$0.00	\$74.00
5	85.00	\$44.23	\$13.28	\$12.67	\$9.03	\$0.00	\$79.21

Apprentice: ROOFER (Inc.Roofing Waterproofing &Roofing Damproofing)**Effective Date: 8/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.77	\$13.28	\$6.52	\$9.03	\$0.00	\$55.60
2	60.00	\$32.12	\$13.28	\$12.67	\$9.03	\$0.00	\$67.10
3	65.00	\$34.79	\$13.28	\$12.67	\$9.03	\$0.00	\$69.77
4	75.00	\$40.15	\$13.28	\$12.67	\$9.03	\$0.00	\$75.13
5	85.00	\$45.50	\$13.28	\$12.67	\$9.03	\$0.00	\$80.48

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33	2/1/2025	\$52.28	\$13.28	\$12.67	\$9.03	\$0.00	\$87.26
	8/1/2025	\$53.78	\$13.28	\$12.67	\$9.03	\$0.00	\$88.76
	2/1/2026	\$55.03	\$13.28	\$12.67	\$9.03	\$0.00	\$90.01

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63	1/1/2025	\$42.23	\$12.20	\$10.79	\$7.95	\$2.13	\$75.30
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: SHEETMETAL WORKER							
Effective Date: 1/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.00	\$5.49	\$4.86	\$0.00	\$0.85	\$30.20
2	50.00	\$21.12	\$6.10	\$5.40	\$0.00	\$0.94	\$33.56
3	55.00	\$23.23	\$6.71	\$9.71	\$0.00	\$1.15	\$40.80
4	60.00	\$25.34	\$7.32	\$9.71	\$0.00	\$1.23	\$43.60
5	65.00	\$27.45	\$7.93	\$9.71	\$0.00	\$1.31	\$46.40
6	70.00	\$29.56	\$8.54	\$9.71	\$0.00	\$1.39	\$49.20
7	75.00	\$31.67	\$9.15	\$9.71	\$0.00	\$1.47	\$52.00
8	80.00	\$33.78	\$9.76	\$9.71	\$7.95	\$1.78	\$62.98
9	85.00	\$35.90	\$10.37	\$9.71	\$7.95	\$1.86	\$65.79
10	90.00	\$38.01	\$10.98	\$9.71	\$7.95	\$1.94	\$68.59

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10	1/1/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$0.00	\$75.98
	6/1/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$0.00	\$76.98
	12/1/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$0.00	\$78.59
	1/1/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$0.00	\$79.19
	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53

SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10	1/1/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$0.00	\$76.27
	6/1/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$0.00	\$77.27
	12/1/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$0.00	\$78.88
	1/1/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$0.00	\$79.48
	6/1/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$0.00	\$80.48
	12/1/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$0.00	\$82.22
	1/1/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$0.00	\$82.82

SPRINKLER FITTER SPRINKLER FITTERS LOCAL 669	4/1/2023	\$47.43	\$11.45	\$7.20	\$9.41	\$0.00	\$75.49
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Apprentice: SPRINKLER FITTER							
Effective Date: 4/1/2023							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$21.34	\$8.22	\$0.00	\$0.00	\$0.00	\$29.56
2	50.00	\$23.72	\$8.22	\$0.00	\$0.00	\$0.00	\$31.94
3	55.00	\$26.09	\$11.45	\$7.20	\$0.00	\$0.00	\$44.74
4	60.00	\$28.46	\$11.45	\$7.20	\$1.15	\$0.00	\$48.26
5	65.00	\$30.83	\$11.45	\$7.20	\$1.15	\$0.00	\$50.63
6	70.00	\$33.20	\$11.45	\$7.20	\$1.40	\$0.00	\$53.25
7	75.00	\$35.57	\$11.45	\$7.20	\$1.40	\$0.00	\$55.62
8	80.00	\$37.94	\$11.45	\$7.20	\$1.40	\$0.00	\$57.99

Construction

Classification		Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																								
	<div>Apprentice: SPRINKLER FITTER</div> <div>Effective Date: 4/1/2023</div> <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>9</td><td>85.00</td><td>\$40.32</td><td>\$11.45</td><td>\$7.20</td><td>\$1.40</td><td>\$0.00</td><td>\$60.37</td></tr><tr><td>10</td><td>90.00</td><td>\$42.69</td><td>\$11.45</td><td>\$7.20</td><td>\$1.40</td><td>\$0.00</td><td>\$62.74</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	9	85.00	\$40.32	\$11.45	\$7.20	\$1.40	\$0.00	\$60.37	10	90.00	\$42.69	\$11.45	\$7.20	\$1.40	\$0.00	\$62.74
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																									
9	85.00	\$40.32	\$11.45	\$7.20	\$1.40	\$0.00	\$60.37																									
10	90.00	\$42.69	\$11.45	\$7.20	\$1.40	\$0.00	\$62.74																									
STEAM BOILER OPERATOR OPERATING ENGINEERS LOCAL 4		12/1/2024	\$56.40	\$15.55	\$13.25	\$3.25	\$0.00	\$88.45																								
		6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73																								
		12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17																								
		6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45																								
		12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89																								
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																																
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4		12/1/2024	\$56.40	\$15.55	\$13.25	\$3.25	\$0.00	\$88.45																								
		6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73																								
		12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17																								
		6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45																								
		12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89																								
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																																
TERRAZZO FINISHERS BRICKLAYERS LOCAL 3		2/1/2025	\$64.74	\$11.49	\$15.57	\$8.02	\$0.00	\$99.82																								
		8/1/2025	\$66.89	\$11.49	\$15.57	\$8.02	\$0.00	\$101.97																								
		2/1/2026	\$68.24	\$11.49	\$15.57	\$8.02	\$0.00	\$103.32																								
		8/1/2026	\$70.44	\$11.49	\$15.57	\$8.02	\$0.00	\$105.52																								
		2/1/2027	\$71.84	\$11.49	\$15.57	\$8.02	\$0.00	\$106.92																								

Apprentice: TERRAZZO FINISHERS**Effective Date: 2/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$32.37	\$11.49	\$15.57	\$8.02	\$0.00	\$67.45
2	60.00	\$38.84	\$11.49	\$15.57	\$8.02	\$0.00	\$73.92
3	70.00	\$45.32	\$11.49	\$15.57	\$8.02	\$0.00	\$80.40
4	80.00	\$51.79	\$11.49	\$15.57	\$8.02	\$0.00	\$86.87
5	90.00	\$58.27	\$11.49	\$15.57	\$8.02	\$0.00	\$93.35

Apprentice: TERRAZZO FINISHERS**Effective Date: 8/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.45	\$11.49	\$15.57	\$8.02	\$0.00	\$68.53
2	60.00	\$40.13	\$11.49	\$15.57	\$8.02	\$0.00	\$75.21
3	70.00	\$46.82	\$11.49	\$15.57	\$8.02	\$0.00	\$81.90
4	80.00	\$53.51	\$11.49	\$15.57	\$8.02	\$0.00	\$88.59
5	90.00	\$60.20	\$11.49	\$15.57	\$8.02	\$0.00	\$95.28

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TEST BORING DRILLER LABORERS	12/1/2024	\$50.20	\$9.90	\$9.25	\$9.80	\$0.00	\$79.15
	6/1/2025	\$51.70	\$9.90	\$9.25	\$9.80	\$0.00	\$80.65
	12/1/2025	\$53.20	\$9.90	\$9.25	\$9.80	\$0.00	\$82.15
	6/1/2026	\$54.75	\$9.90	\$9.25	\$9.80	\$0.00	\$83.70
	12/1/2026	\$56.25	\$9.90	\$9.25	\$9.80	\$0.00	\$85.20
For apprentice rates see "Apprentice- LABORER"							
TEST BORING DRILLER HELPER LABORERS	12/1/2024	\$46.32	\$9.90	\$9.25	\$9.80	\$0.00	\$75.27
	6/1/2025	\$47.82	\$9.90	\$9.25	\$9.80	\$0.00	\$76.77
	12/1/2025	\$49.32	\$9.90	\$9.25	\$9.80	\$0.00	\$78.27
	6/1/2026	\$50.87	\$9.90	\$9.25	\$9.80	\$0.00	\$79.82
	12/1/2026	\$52.37	\$9.90	\$9.25	\$9.80	\$0.00	\$81.32
For apprentice rates see "Apprentice- LABORER"							
TEST BORING LABORER LABORERS	12/1/2024	\$46.20	\$9.90	\$9.25	\$9.80	\$0.00	\$75.15
	6/1/2025	\$47.70	\$9.90	\$9.25	\$9.80	\$0.00	\$76.65
	12/1/2025	\$49.20	\$9.90	\$9.25	\$9.80	\$0.00	\$78.15
	6/1/2026	\$50.75	\$9.90	\$9.25	\$9.80	\$0.00	\$79.70
	12/1/2026	\$52.25	\$9.90	\$9.25	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4	12/1/2024	\$56.40	\$15.55	\$13.25	\$3.25	\$0.00	\$88.45
	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10	1/1/2025	\$40.82	\$15.57	\$20.17	\$0.00	\$0.00	\$76.56
	6/1/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$0.00	\$77.56
	12/1/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$0.00	\$79.17
	1/1/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$0.00	\$79.77
	6/1/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$0.00	\$80.77
	12/1/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$0.00	\$82.51
	1/1/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$0.00	\$83.11
TUNNEL WORK - COMPRESSED AIR LABORERS	12/1/2024	\$58.43	\$9.90	\$9.25	\$10.25	\$0.00	\$87.83
	6/1/2025	\$59.93	\$9.90	\$9.25	\$10.25	\$0.00	\$89.33
	12/1/2025	\$61.43	\$9.90	\$9.25	\$10.25	\$0.00	\$90.83
	6/1/2026	\$62.98	\$9.90	\$9.25	\$10.25	\$0.00	\$92.38
	12/1/2026	\$64.48	\$9.90	\$9.25	\$10.25	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS	12/1/2024	\$60.43	\$9.90	\$9.25	\$10.25	\$0.00	\$89.83
	6/1/2025	\$61.93	\$9.90	\$9.25	\$10.25	\$0.00	\$91.33
	12/1/2025	\$63.43	\$9.90	\$9.25	\$10.25	\$0.00	\$92.83
	6/1/2026	\$64.98	\$9.90	\$9.25	\$10.25	\$0.00	\$94.38
	12/1/2026	\$66.48	\$9.90	\$9.25	\$10.25	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR LABORERS	12/1/2024	\$50.50	\$9.90	\$9.25	\$10.25	\$0.00	\$79.90
	6/1/2025	\$52.00	\$9.90	\$9.25	\$10.25	\$0.00	\$81.40
	12/1/2025	\$53.50	\$9.90	\$9.25	\$10.25	\$0.00	\$82.90
	6/1/2026	\$55.05	\$9.90	\$9.25	\$10.25	\$0.00	\$84.45
	12/1/2026	\$56.55	\$9.90	\$9.25	\$10.25	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS	12/1/2024	\$52.50	\$9.90	\$9.25	\$10.25	\$0.00	\$81.90
	6/1/2025	\$54.00	\$9.90	\$9.25	\$10.25	\$0.00	\$83.40
	12/1/2025	\$55.50	\$9.90	\$9.25	\$10.25	\$0.00	\$84.90
	6/1/2026	\$57.05	\$9.90	\$9.25	\$10.25	\$0.00	\$86.45
	12/1/2026	\$58.55	\$9.90	\$9.25	\$10.25	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"							
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10	1/1/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$0.00	\$75.98
	6/1/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$0.00	\$76.98
	12/1/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$0.00	\$78.59
	1/1/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$0.00	\$79.19
	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53
VOICE-DATA-VIDEO TECHNICIAN ELECTRICIANS LOCAL 96	9/1/2024	\$35.29	\$13.99	\$13.69	\$3.88	\$0.00	\$66.85
	9/7/2025	\$36.12	\$14.98	\$13.94	\$3.97	\$0.00	\$69.01
	9/6/2026	\$37.04	\$15.96	\$14.20	\$4.07	\$0.00	\$71.27

Apprentice: VOICE-DATA-VIDEO TECHNICIAN**Effective Date: 9/1/2024**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$17.65	\$13.99	\$0.53	\$3.88	\$0.00	\$36.05
2	55.00	\$19.41	\$13.99	\$0.58	\$3.88	\$0.00	\$37.86
3	60.00	\$21.17	\$13.99	\$13.27	\$3.88	\$0.00	\$52.31
4	65.00	\$22.94	\$13.99	\$13.32	\$3.88	\$0.00	\$54.13
5	70.00	\$24.70	\$13.99	\$13.37	\$3.88	\$0.00	\$55.94
6	75.00	\$26.47	\$13.99	\$13.42	\$3.88	\$0.00	\$57.76
7	80.00	\$28.23	\$13.99	\$13.48	\$3.88	\$0.00	\$59.58
8	85.00	\$30.00	\$13.99	\$13.53	\$3.88	\$0.00	\$61.40

Apprentice: VOICE-DATA-VIDEO TECHNICIAN**Effective Date: 9/7/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$18.06	\$14.98	\$0.54	\$3.97	\$0.00	\$37.55
2	55.00	\$19.87	\$14.98	\$0.60	\$3.97	\$0.00	\$39.42
3	60.00	\$21.67	\$14.98	\$13.51	\$3.97	\$0.00	\$54.13
4	65.00	\$23.48	\$14.98	\$13.56	\$3.97	\$0.00	\$55.99

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
<div>Apprentice: VOICE-DATA-VIDEO TECHNICIAN</div> <div>Effective Date: 9/7/2025</div> <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>5</td><td>70.00</td><td>\$25.28</td><td>\$14.98</td><td>\$13.62</td><td>\$3.97</td><td>\$0.00</td><td>\$57.85</td></tr><tr><td>6</td><td>75.00</td><td>\$27.09</td><td>\$14.98</td><td>\$13.67</td><td>\$3.97</td><td>\$0.00</td><td>\$59.71</td></tr><tr><td>7</td><td>80.00</td><td>\$28.90</td><td>\$14.98</td><td>\$13.73</td><td>\$3.97</td><td>\$0.00</td><td>\$61.58</td></tr><tr><td>8</td><td>85.00</td><td>\$30.70</td><td>\$14.98</td><td>\$13.78</td><td>\$3.97</td><td>\$0.00</td><td>\$63.43</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	5	70.00	\$25.28	\$14.98	\$13.62	\$3.97	\$0.00	\$57.85	6	75.00	\$27.09	\$14.98	\$13.67	\$3.97	\$0.00	\$59.71	7	80.00	\$28.90	\$14.98	\$13.73	\$3.97	\$0.00	\$61.58	8	85.00	\$30.70	\$14.98	\$13.78	\$3.97	\$0.00	\$63.43
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
5	70.00	\$25.28	\$14.98	\$13.62	\$3.97	\$0.00	\$57.85																																								
6	75.00	\$27.09	\$14.98	\$13.67	\$3.97	\$0.00	\$59.71																																								
7	80.00	\$28.90	\$14.98	\$13.73	\$3.97	\$0.00	\$61.58																																								
8	85.00	\$30.70	\$14.98	\$13.78	\$3.97	\$0.00	\$63.43																																								
WAGON DRILL OPERATOR LABORERS	12/1/2024	\$40.61	\$9.65	\$9.00	\$8.70	\$0.00	\$67.96																																								
	6/1/2025	\$42.00	\$9.65	\$9.00	\$8.70	\$0.00	\$69.35																																								
	12/1/2025	\$43.38	\$9.65	\$9.00	\$8.70	\$0.00	\$70.73																																								
	6/1/2026	\$44.82	\$9.65	\$9.00	\$8.70	\$0.00	\$72.17																																								
	12/1/2026	\$46.26	\$9.65	\$9.00	\$8.70	\$0.00	\$73.61																																								
	6/1/2027	\$47.71	\$9.65	\$9.00	\$8.70	\$0.00	\$75.06																																								
	12/1/2027	\$49.16	\$9.65	\$9.00	\$8.70	\$0.00	\$76.51																																								
	6/1/2028	\$50.66	\$9.65	\$9.00	\$8.70	\$0.00	\$78.01																																								
	12/1/2028	\$52.16	\$9.65	\$9.00	\$8.70	\$0.00	\$79.51																																								
For apprentice rates see "Apprentice- LABORER"																																															
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) LABORERS	12/1/2024	\$39.20	\$9.90	\$9.25	\$9.21	\$0.00	\$67.56																																								
	6/1/2025	\$40.59	\$9.90	\$9.25	\$9.21	\$0.00	\$68.95																																								
	12/1/2025	\$41.97	\$9.90	\$9.25	\$9.21	\$0.00	\$70.33																																								
	6/1/2026	\$43.41	\$9.90	\$9.25	\$9.21	\$0.00	\$71.77																																								
	12/1/2026	\$44.85	\$9.90	\$9.25	\$9.21	\$0.00	\$73.21																																								
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"																																															
WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4	12/1/2024	\$57.03	\$15.55	\$13.25	\$3.25	\$0.00	\$89.08																																								
	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38																																								
	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83																																								
	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13																																								
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58																																								
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																																															
WATER METER INSTALLER PLUMBERS LOCAL 4	3/1/2025	\$55.00	\$11.30	\$9.71	\$8.06	\$0.00	\$84.07																																								
	9/1/2025	\$56.40	\$11.30	\$9.71	\$8.06	\$0.00	\$85.47																																								
	3/1/2026	\$57.80	\$11.30	\$9.71	\$8.06	\$0.00	\$86.87																																								
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"																																															

Marine Drilling

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
BLASTER MARINE DRILLING	1/1/2018	\$41.82	\$7.63	\$2.35	\$1.25	\$0.00	\$53.05
BOAT CAPTAIN MARINE DRILLING	1/1/2018	\$33.87	\$7.63	\$2.35	\$0.95	\$0.00	\$44.80
BOAT CAPTAIN / Over 1,000 hp MARINE DRILLING	1/1/2018	\$38.06	\$7.63	\$2.35	\$1.25	\$0.00	\$49.29
CORE DRILLER MARINE DRILLING	1/1/2018	\$31.43	\$7.63	\$2.25	\$0.65	\$0.00	\$41.96
CORE DRILLER HELPER MARINE DRILLING	1/1/2018	\$28.47	\$7.63	\$2.35	\$0.65	\$0.00	\$39.10
DRILLER MARINE DRILLING	1/1/2018	\$39.70	\$7.63	\$2.35	\$1.25	\$0.00	\$50.93
ENGINEER MARINE DRILLING	1/1/2018	\$39.69	\$7.63	\$2.25	\$1.25	\$0.00	\$50.82
HELPER MARINE DRILLING	1/1/2018	\$34.24	\$7.63	\$2.35	\$0.65	\$0.00	\$44.87
MACHINIST MARINE DRILLING	1/1/2018	\$38.88	\$7.63	\$2.35	\$0.95	\$0.00	\$49.81
OILER - MARINE DRILLING MARINE DRILLING	1/1/2018	\$34.24	\$7.63	\$2.35	\$0.65	\$0.00	\$44.87
TUG DECKHAND MARINE DRILLING	1/1/2018	\$27.61	\$7.63	\$2.35	\$0.65	\$0.00	\$38.24
WELDER MARINE DRILLING	1/1/2018	\$38.88	\$7.63	\$2.35	\$0.95	\$0.00	\$49.81

Op Eng Marine (Dredging Work)

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
BOAT OPERATOR OPERATING ENGINEERS LOCAL 4	10/1/2017	\$29.26	\$7.63	\$2.35	\$0.95	\$0.00	\$40.19
CERTIFIED WELDER OPERATING ENGINEERS LOCAL 4	10/1/2017	\$31.09	\$7.63	\$2.35	\$1.25	\$0.00	\$42.32
CHIEF WELDER/ CHIEF MATE OPERATING ENGINEERS LOCAL 4	10/1/2017	\$33.02	\$7.63	\$2.35	\$1.25	\$0.00	\$44.25
DERRICK / SPIDER / SPILLBARGE OPERATOR OPERATING ENGINEERS LOCAL 4	10/1/2017	\$33.02	\$7.63	\$2.35	\$1.25	\$0.00	\$44.25
DRAG BARGE OPERATOR / WELDER / MATE OPERATING ENGINEERS LOCAL 4	10/1/2017	\$30.24	\$7.63	\$2.35	\$0.95	\$0.00	\$41.17
ENGINEER / ELECTRICIAN OPERATING ENGINEERS LOCAL 4	10/1/2017	\$33.02	\$7.63	\$2.35	\$1.25	\$0.00	\$44.25
LICENSED BOAT OPERATOR OPERATING ENGINEERS LOCAL 4	10/1/2017	\$33.02	\$7.63	\$2.35	\$1.25	\$0.00	\$44.25
LICENSED TUG OPERATOR OVER 1000HP OPERATING ENGINEERS LOCAL 4	10/1/2017	\$38.18	\$7.63	\$2.35	\$1.25	\$0.00	\$49.41
MAINTENANCE ENGINEER OPERATING ENGINEERS LOCAL 4	10/1/2017	\$33.03	\$7.63	\$2.35	\$1.25	\$0.00	\$44.26
OILER - MARINE DIVISION OPERATING ENGINEERS LOCAL 4	10/1/2017	\$24.30	\$7.63	\$2.35	\$0.65	\$0.00	\$34.93
OPERATOR / LEVERMAN OPERATING ENGINEERS LOCAL 4	10/1/2017	\$38.18	\$7.63	\$2.35	\$1.25	\$0.00	\$49.41
RODMAN / SCOWMAN OPERATING ENGINEERS LOCAL 4	10/1/2017	\$24.30	\$7.63	\$2.35	\$0.65	\$0.00	\$34.93
SHOREMAN / DECKHAND OPERATING ENGINEERS LOCAL 4	10/1/2017	\$24.30	\$7.63	\$2.35	\$0.65	\$0.00	\$34.93

Outside Electrical

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CABLE TECHNICIAN (Power Zone) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN"	8/30/2020	\$29.67	\$9.25	\$0.89	\$1.00	\$0.00	\$40.81
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN"	8/30/2020	\$42.03	\$9.25	\$1.26	\$9.01	\$0.00	\$61.55
DRIVER / GROUNDMAN CDL OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN"	8/30/2020	\$34.62	\$9.25	\$1.04	\$9.03	\$0.00	\$53.94
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN"	8/30/2020	\$27.20	\$9.25	\$0.82	\$1.00	\$0.00	\$38.27
EQUIPMENT OPERATOR (Class A CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN"	8/30/2020	\$42.03	\$9.25	\$1.26	\$13.09	\$0.00	\$65.63
EQUIPMENT OPERATOR (Class B CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN"	8/30/2020	\$37.09	\$9.25	\$1.11	\$9.76	\$0.00	\$57.21
GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN"	8/30/2020	\$27.20	\$9.25	\$0.82	\$1.00	\$0.00	\$38.27
GROUNDMAN -Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 For apprentice rates see "Apprentice- LINEMAN"	8/30/2020	\$22.25	\$9.25	\$0.82	\$1.00	\$0.00	\$33.32
JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	8/30/2020	\$49.45	\$9.25	\$1.48	\$16.00	\$0.00	\$76.18

Apprentice: JOURNEYMAN LINEMAN**Effective Date: 8/30/2020**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$29.67	\$9.25	\$0.89	\$2.50	\$0.00	\$42.31
2	65.00	\$32.14	\$9.25	\$0.96	\$2.50	\$0.00	\$44.85
3	70.00	\$34.62	\$9.25	\$1.04	\$2.50	\$0.00	\$47.41
4	75.00	\$37.09	\$9.25	\$1.11	\$4.00	\$0.00	\$51.45
5	80.00	\$39.56	\$9.25	\$1.19	\$4.00	\$0.00	\$54.00
6	85.00	\$42.03	\$9.25	\$1.26	\$4.00	\$0.00	\$56.54
7	90.00	\$44.51	\$9.25	\$1.34	\$6.00	\$0.00	\$61.10

TELEDATA CABLE SPLICER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	2/4/2019	\$30.73	\$4.70	\$0.92	\$2.25	\$0.00	\$38.60
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Outside Electrical

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TELEDATA LINEMAN/EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	2/4/2019	\$28.93	\$4.70	\$0.89	\$2.25	\$0.00	\$36.77
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TELEDATA WIREMAN/INSTALLER/TECHNICIAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	2/4/2019	\$28.93	\$4.70	\$0.89	\$2.25	\$0.00	\$36.77

Additional Apprentice Information

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

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

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

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