

**FY 2025-2026 CAPITAL IMPROVEMENT PROGRAM**

**WARE RIVER SECONDARY  
CULVERT REPLACEMENTS AT MP 19.84 & MP 19.96  
IN GILBERTVILLE, MA**

**SCHEDULE OF  
PREVAILING WAGE RATES**

**WARE, MA**

MAURA HEALEY  
GovernorKIM DRISCOLL  
Lt. Governor

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

**Prevailing Wage Rates**

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

LAUREN JONES  
SecretaryMICHAEL FLANAGAN  
Director

**Awarding Authority:** MassDOT Rail Division

**Contract Number:** 115773 **City/Town:** WARE

**Description of Work:** Remove and dispose of (2) 8" CMPs and 36" sq stone culvert. Furnish and Install/Replace new 24" Class V RCP and new 48" Class V RCPs with concrete wingwalls.

**Job Location:** Ware River Sec MP 19.84 & 19.96 in Gilbertville

**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.

Issue Date: 04/15/2025

Wage Request Number: 20250414-067

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Construction</b>						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$39.95	\$15.57	\$20.17	\$0.00	\$75.69
	06/01/2025	\$40.95	\$15.57	\$20.17	\$0.00	\$76.69
	12/01/2025	\$40.95	\$15.57	\$21.78	\$0.00	\$78.30
	01/01/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$78.90
	06/01/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$79.90
	12/01/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$81.64
	01/01/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$82.24
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$40.02	\$15.57	\$20.17	\$0.00	\$75.76
	06/01/2025	\$41.02	\$15.57	\$20.17	\$0.00	\$76.76
	12/01/2025	\$41.02	\$15.57	\$21.78	\$0.00	\$78.37
	01/01/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$78.97
	06/01/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$79.97
	12/01/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$81.71
	01/01/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$40.14	\$15.57	\$20.17	\$0.00	\$75.88
	06/01/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$76.88
	12/01/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$78.49
	01/01/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$79.09
	06/01/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$80.09
	12/01/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$81.83
	01/01/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/02/2024	\$35.75	\$9.90	\$17.57	\$0.00	\$63.22
	06/02/2025	\$37.00	\$9.90	\$17.57	\$0.00	\$64.47
	12/01/2025	\$38.25	\$9.90	\$17.57	\$0.00	\$65.72
	06/01/2026	\$39.55	\$9.90	\$17.57	\$0.00	\$67.02
	12/07/2026	\$40.85	\$9.90	\$17.57	\$0.00	\$68.32
	06/07/2027	\$42.25	\$9.90	\$17.57	\$0.00	\$69.72
	12/06/2027	\$43.65	\$9.90	\$17.57	\$0.00	\$71.12
	06/05/2028	\$45.15	\$9.90	\$17.57	\$0.00	\$72.62
	12/04/2028	\$46.65	\$9.90	\$17.57	\$0.00	\$74.12
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2024	\$35.75	\$9.90	\$15.56	\$0.00	\$61.21
	06/01/2025	\$37.00	\$9.90	\$15.56	\$0.00	\$62.46
	12/01/2025	\$38.24	\$9.90	\$15.56	\$0.00	\$63.70
	06/01/2026	\$39.54	\$9.90	\$15.56	\$0.00	\$65.00
	12/01/2026	\$40.83	\$9.90	\$15.56	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT &amp; FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	12/01/2024	\$38.52	\$14.50	\$10.55	\$0.00	\$63.57
	06/01/2025	\$39.42	\$14.50	\$10.55	\$0.00	\$64.47
	12/01/2025	\$40.32	\$14.50	\$10.55	\$0.00	\$65.37

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>ASPHALT RAKER</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/02/2024	\$35.25	\$9.90	\$17.57	\$0.00	\$62.72
	06/02/2025	\$36.50	\$9.90	\$17.57	\$0.00	\$63.97
	12/01/2025	\$37.75	\$9.90	\$17.57	\$0.00	\$65.22
	06/01/2026	\$39.05	\$9.90	\$17.57	\$0.00	\$66.52
	12/07/2026	\$40.35	\$9.90	\$17.57	\$0.00	\$67.82
	06/07/2027	\$41.75	\$9.90	\$17.57	\$0.00	\$69.22
	12/06/2027	\$43.15	\$9.90	\$17.57	\$0.00	\$70.62
	06/05/2028	\$44.65	\$9.90	\$17.57	\$0.00	\$72.12
	12/04/2028	\$46.15	\$9.90	\$17.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"						
<b>ASPHALT RAKER (HEAVY &amp; HIGHWAY)</b> <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2024	\$35.25	\$9.90	\$15.56	\$0.00	\$60.71
	06/01/2025	\$36.50	\$9.90	\$15.56	\$0.00	\$61.96
	12/01/2025	\$37.74	\$9.90	\$15.56	\$0.00	\$63.20
	06/01/2026	\$39.04	\$9.90	\$15.56	\$0.00	\$64.50
	12/01/2026	\$40.33	\$9.90	\$15.56	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
<b>AUTOMATIC GRADER-EXCAVATOR (RECLAIMER)</b> <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
<b>BACKHOE/FRONT-END LOADER OPERATOR</b> <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
<b>BARCO-TYPE JUMPING TAMPER</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/02/2024	\$35.25	\$9.90	\$17.57	\$0.00	\$62.72
	06/02/2025	\$36.50	\$9.90	\$17.57	\$0.00	\$63.97
	12/01/2025	\$37.75	\$9.90	\$17.57	\$0.00	\$65.22
	06/01/2026	\$39.05	\$9.90	\$17.57	\$0.00	\$66.52
	12/07/2026	\$40.35	\$9.90	\$17.57	\$0.00	\$67.82
	06/07/2027	\$41.75	\$9.90	\$17.57	\$0.00	\$69.22
	12/06/2027	\$43.15	\$9.90	\$17.57	\$0.00	\$70.62
	06/05/2028	\$44.65	\$9.90	\$17.57	\$0.00	\$72.12
	12/04/2028	\$46.15	\$9.90	\$17.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"						
<b>BATCH/CEMENT PLANT - ON SITE</b> <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.03	\$13.78	\$15.15	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
<b>BLOCK PAVER, RAMMER / CURB SETTER</b> <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/02/2024	\$35.75	\$9.90	\$17.57	\$0.00	\$63.22
	06/02/2025	\$37.00	\$9.90	\$17.57	\$0.00	\$64.47
	12/01/2025	\$38.25	\$9.90	\$17.57	\$0.00	\$65.72
	06/01/2026	\$39.55	\$9.90	\$17.57	\$0.00	\$67.02
	12/07/2026	\$40.85	\$9.90	\$17.57	\$0.00	\$68.32
	06/07/2027	\$42.25	\$9.90	\$17.57	\$0.00	\$69.72
	12/06/2027	\$43.65	\$9.90	\$17.57	\$0.00	\$71.12
	06/05/2028	\$45.15	\$9.90	\$17.57	\$0.00	\$72.62
	12/04/2028	\$46.65	\$9.90	\$17.57	\$0.00	\$74.12
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2024	\$35.75	\$9.90	\$15.56	\$0.00	\$61.21
	06/01/2025	\$37.00	\$9.90	\$15.56	\$0.00	\$62.46
	12/01/2025	\$38.24	\$9.90	\$15.56	\$0.00	\$63.70
	06/01/2026	\$39.54	\$9.90	\$15.56	\$0.00	\$65.00
	12/01/2026	\$40.83	\$9.90	\$15.56	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

**Apprentice - BOILERMAKER - Local 29**

**Effective Date - 01/01/2024**

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

**Notes:**

**Apprentice to Journeyworker Ratio:1:4**

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)</i>	02/01/2025	\$54.21	\$11.49	\$21.46	\$0.00	\$87.16
	08/01/2025	\$56.36	\$11.49	\$21.46	\$0.00	\$89.31
	02/01/2026	\$57.71	\$11.49	\$21.46	\$0.00	\$90.66
	08/01/2026	\$59.91	\$11.49	\$21.46	\$0.00	\$92.86
	02/01/2027	\$61.31	\$11.49	\$21.46	\$0.00	\$94.26



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/02/2024	\$35.25	\$9.90	\$17.57	\$0.00	\$62.72
	06/02/2025	\$36.50	\$9.90	\$17.57	\$0.00	\$63.97
	12/01/2025	\$37.75	\$9.90	\$17.57	\$0.00	\$65.22
	06/01/2026	\$39.05	\$9.90	\$17.57	\$0.00	\$66.52
	12/07/2026	\$40.35	\$9.90	\$17.57	\$0.00	\$67.82
	06/07/2027	\$41.75	\$9.90	\$17.57	\$0.00	\$69.22
	12/06/2027	\$43.15	\$9.90	\$17.57	\$0.00	\$70.62
	06/05/2028	\$44.65	\$9.90	\$17.57	\$0.00	\$72.12
	12/04/2028	\$46.15	\$9.90	\$17.57	\$0.00	\$73.62

For apprentice rates see "Apprentice- LABORER"

CARPENTER <i>CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN</i>	03/01/2025	\$43.26	\$7.91	\$18.15	\$0.00	\$69.32
	09/01/2025	\$44.21	\$7.91	\$18.15	\$0.00	\$70.27
	03/01/2026	\$45.11	\$7.91	\$18.15	\$0.00	\$71.17
	09/01/2026	\$46.06	\$7.91	\$18.15	\$0.00	\$72.12
	03/01/2027	\$46.96	\$7.91	\$18.15	\$0.00	\$73.02

**Apprentice - CARPENTER - Local 336 Hampden Hampshire Franklin**

**Effective Date - 03/01/2025**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.47	\$7.91	\$1.40	\$0.00	\$28.78
2	45	\$19.47	\$7.91	\$1.40	\$0.00	\$28.78
3	55	\$23.79	\$7.91	\$2.76	\$0.00	\$34.46
4	55	\$23.79	\$7.91	\$2.76	\$0.00	\$34.46
5	70	\$30.28	\$7.91	\$15.39	\$0.00	\$53.58
6	70	\$30.28	\$7.91	\$15.39	\$0.00	\$53.58
7	80	\$34.61	\$7.91	\$16.77	\$0.00	\$59.29
8	80	\$34.61	\$7.91	\$16.77	\$0.00	\$59.29

**Effective Date - 09/01/2025**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.89	\$7.91	\$1.38	\$0.00	\$29.18
2	45	\$19.89	\$7.91	\$1.38	\$0.00	\$29.18
3	55	\$24.32	\$7.91	\$2.76	\$0.00	\$34.99
4	55	\$24.32	\$7.91	\$2.76	\$0.00	\$34.99
5	70	\$30.95	\$7.91	\$15.39	\$0.00	\$54.25
6	70	\$30.95	\$7.91	\$15.39	\$0.00	\$54.25
7	80	\$35.37	\$7.91	\$16.77	\$0.00	\$60.05
8	80	\$35.37	\$7.91	\$16.77	\$0.00	\$60.05

Notes:

**Apprentice to Journeyworker Ratio:1:5**

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

Issue Date: 04/15/2025

Wage Request Number: 20250414-067

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**Classification**

All Aspects of New Wood Frame Work

**Effective Date    Base Wage    Health    Pension    Supplemental Unemployment    Total Rate**

**Apprentice - CARPENTER (Wood Frame) - Zone 3**

**Effective Date - 10/01/2024**

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

**Effective Date - 10/01/2025**

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

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	07/01/2024	\$44.56	\$13.20	\$19.23	\$1.69	\$78.68
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield</b>						
<b>Effective Date - 07/01/2024</b>						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.28	\$13.20	\$16.30	\$0.00	\$51.78
2	60	\$26.74	\$13.20	\$19.23	\$1.69	\$60.86
3	65	\$28.96	\$13.20	\$19.23	\$1.69	\$63.08
4	70	\$31.19	\$13.20	\$19.23	\$1.69	\$65.31
5	75	\$33.42	\$13.20	\$19.23	\$1.69	\$67.54
6	80	\$35.65	\$13.20	\$19.23	\$1.69	\$69.77
7	90	\$40.10	\$13.20	\$19.23	\$1.69	\$74.22

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

**Apprentice to Journeyworker Ratio:1:3**

CHAIN SAW OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/02/2024	\$35.25	\$9.90	\$17.57	\$0.00	\$62.72
	06/02/2025	\$36.50	\$9.90	\$17.57	\$0.00	\$63.97
	12/01/2025	\$37.75	\$9.90	\$17.57	\$0.00	\$65.22
	06/01/2026	\$39.05	\$9.90	\$17.57	\$0.00	\$66.52
	12/07/2026	\$40.35	\$9.90	\$17.57	\$0.00	\$67.82
	06/07/2027	\$41.75	\$9.90	\$17.57	\$0.00	\$69.22
	12/06/2027	\$43.15	\$9.90	\$17.57	\$0.00	\$70.62
	06/05/2028	\$44.65	\$9.90	\$17.57	\$0.00	\$72.12
	12/04/2028	\$46.15	\$9.90	\$17.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.03	\$13.78	\$15.15	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$43.06	\$13.78	\$15.15	\$0.00	\$71.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/02/2024	\$47.25	\$9.90	\$18.90	\$0.00	\$76.05
	06/02/2025	\$48.75	\$9.90	\$18.90	\$0.00	\$77.55
	12/01/2025	\$50.25	\$9.90	\$18.90	\$0.00	\$79.05
	06/01/2026	\$51.80	\$9.90	\$18.90	\$0.00	\$80.60
	12/07/2026	\$53.30	\$9.90	\$18.90	\$0.00	\$82.10
	06/07/2027	\$54.90	\$9.90	\$18.90	\$0.00	\$83.70
	12/06/2027	\$56.50	\$9.90	\$18.90	\$0.00	\$85.30
	06/05/2028	\$58.18	\$9.90	\$18.90	\$0.00	\$86.98
	12/04/2028	\$59.85	\$9.90	\$18.90	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/02/2024	\$47.75	\$9.65	\$18.40	\$0.00	\$75.80
	06/02/2025	\$49.25	\$9.65	\$18.40	\$0.00	\$77.30
	12/01/2025	\$50.75	\$9.65	\$18.40	\$0.00	\$78.80
	06/01/2026	\$52.30	\$9.65	\$18.40	\$0.00	\$80.35
	12/07/2026	\$53.80	\$9.65	\$18.40	\$0.00	\$81.85
	06/07/2027	\$55.40	\$9.65	\$18.40	\$0.00	\$83.45
	12/06/2027	\$57.00	\$9.65	\$18.40	\$0.00	\$85.05
	06/05/2028	\$58.68	\$9.65	\$18.40	\$0.00	\$86.73
	12/04/2028	\$60.35	\$9.65	\$18.40	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/02/2024	\$46.25	\$9.90	\$18.90	\$0.00	\$75.05
	06/02/2025	\$47.75	\$9.90	\$18.90	\$0.00	\$76.55
	12/01/2025	\$49.25	\$9.90	\$18.90	\$0.00	\$78.05
	06/01/2026	\$50.80	\$9.90	\$18.90	\$0.00	\$79.60
	12/07/2026	\$52.30	\$9.90	\$18.90	\$0.00	\$81.10
	06/07/2027	\$53.90	\$9.90	\$18.90	\$0.00	\$82.70
	12/06/2027	\$55.50	\$9.90	\$18.90	\$0.00	\$84.30
	06/05/2028	\$57.18	\$9.90	\$18.90	\$0.00	\$85.98
	12/04/2028	\$58.85	\$9.90	\$18.90	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2024	\$78.11	\$10.08	\$24.29	\$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 <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2024	\$49.19	\$10.08	\$24.29	\$0.00	\$83.56
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) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2024	\$83.69	\$10.08	\$24.29	\$0.00	\$118.06
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELECTRICIAN (Including Core Drilling) <i>ELECTRICIANS LOCAL 7</i>	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37

**Apprentice - ELECTRICIAN - Local 7**

**Effective Date -** 12/29/2024

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

**Effective Date -** 06/29/2025

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

**Notes:**

Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

**Apprentice to Journeyworker Ratio:2:3\*\*\*\***

ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 41</i>	01/01/2025	\$62.83	\$16.28	\$21.36	\$0.00	\$100.47
	01/01/2026	\$63.68	\$16.38	\$21.76	\$0.00	\$101.82
	01/01/2027	\$64.53	\$16.48	\$22.16	\$0.00	\$103.17



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

**Apprentice - OPERATING ENGINEERS - Local 98 Class 3**

Effective Date - 12/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.42	\$13.78	\$15.15	\$0.00	\$52.35
2	70	\$27.32	\$13.78	\$15.15	\$0.00	\$56.25
3	80	\$31.22	\$13.78	\$15.15	\$0.00	\$60.15
4	90	\$35.13	\$13.78	\$15.15	\$0.00	\$64.06

**Notes:**

Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs.

**Apprentice to Journeyworker Ratio:1:6**

FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2024	\$27.01	\$9.90	\$15.56	\$0.00	\$52.47
	06/01/2025	\$28.09	\$9.90	\$15.56	\$0.00	\$53.55
	12/01/2025	\$28.09	\$9.90	\$15.56	\$0.00	\$53.55
	06/01/2026	\$29.21	\$9.90	\$15.56	\$0.00	\$54.67
	12/01/2026	\$29.21	\$9.90	\$15.56	\$0.00	\$54.67
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE III	03/01/2025	\$43.26	\$7.91	\$18.15	\$0.00	\$69.32
	09/01/2025	\$44.21	\$7.91	\$18.15	\$0.00	\$70.27
	03/01/2026	\$45.11	\$7.91	\$18.15	\$0.00	\$71.17
	09/01/2026	\$46.06	\$7.91	\$18.15	\$0.00	\$72.12
	03/01/2027	\$46.96	\$7.91	\$18.15	\$0.00	\$73.02



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
<b>Apprentice - GLAZIER - Local 1333</b>						
<b>Effective Date - 06/01/2020</b>						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.59	\$10.80	\$1.80	\$0.00	\$32.19
2	56	\$22.04	\$10.80	\$1.80	\$0.00	\$34.64
3	63	\$24.49	\$10.80	\$2.45	\$0.00	\$37.74
4	69	\$26.94	\$10.80	\$2.45	\$0.00	\$40.19
5	75	\$29.39	\$10.80	\$3.15	\$0.00	\$43.34
6	81	\$31.83	\$10.80	\$3.15	\$0.00	\$45.78
7	88	\$34.28	\$10.80	\$10.45	\$0.00	\$55.53
8	94	\$36.73	\$10.80	\$10.45	\$0.00	\$57.98

Notes:

**Apprentice to Journeyworker Ratio:1:3**

GRADER/TRENCHING MACHINE/DERRICK <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2025	\$42.23	\$12.20	\$18.74	\$2.13	\$75.30
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 7</i>	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2025	\$42.23	\$12.20	\$18.74	\$2.13	\$75.30
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2024	\$35.75	\$9.90	\$15.56	\$0.00	\$61.21
	06/01/2025	\$37.00	\$9.90	\$15.56	\$0.00	\$62.46
	12/01/2025	\$38.24	\$9.90	\$15.56	\$0.00	\$63.70
	06/01/2026	\$39.54	\$9.90	\$15.56	\$0.00	\$65.00
	12/01/2026	\$40.83	\$9.90	\$15.56	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT &amp; FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	09/01/2024	\$45.54	\$14.75	\$19.61	\$0.00	\$79.90
	09/01/2025	\$48.27	\$14.75	\$19.61	\$0.00	\$82.63
	09/01/2026	\$51.01	\$14.75	\$19.61	\$0.00	\$85.37



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
LABORER	12/02/2024	\$35.50	\$9.90	\$17.57	\$0.00	\$62.97
LABORERS - ZONE 3 (BUILDING & SITE)	06/02/2025	\$36.75	\$9.90	\$17.57	\$0.00	\$64.22
	12/01/2025	\$38.00	\$9.90	\$17.57	\$0.00	\$65.47
	06/01/2026	\$39.30	\$9.90	\$17.57	\$0.00	\$66.77
	12/07/2026	\$40.60	\$9.90	\$17.57	\$0.00	\$68.07
	06/07/2027	\$42.00	\$9.90	\$17.57	\$0.00	\$69.47
	12/06/2027	\$43.40	\$9.90	\$17.57	\$0.00	\$70.87
	06/05/2028	\$44.90	\$9.90	\$17.57	\$0.00	\$72.37
	12/04/2028	\$46.40	\$9.90	\$17.57	\$0.00	\$73.87

**Apprentice - LABORER - Zone 3 Building & Site**

Effective Date - 12/02/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.30	\$9.90	\$17.57	\$0.00	\$48.77
2	70	\$24.85	\$9.90	\$17.57	\$0.00	\$52.32
3	80	\$28.40	\$9.90	\$17.57	\$0.00	\$55.87
4	90	\$31.95	\$9.90	\$17.57	\$0.00	\$59.42

Effective Date - 06/02/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.05	\$9.90	\$17.57	\$0.00	\$49.52
2	70	\$25.73	\$9.90	\$17.57	\$0.00	\$53.20
3	80	\$29.40	\$9.90	\$17.57	\$0.00	\$56.87
4	90	\$33.08	\$9.90	\$17.57	\$0.00	\$60.55

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	12/01/2024	\$35.00	\$9.90	\$15.56	\$0.00	\$60.46
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2025	\$36.25	\$9.90	\$15.56	\$0.00	\$61.71
	12/01/2025	\$37.49	\$9.90	\$15.56	\$0.00	\$62.95
	06/01/2026	\$38.79	\$9.90	\$15.56	\$0.00	\$64.25
	12/01/2026	\$40.08	\$9.90	\$15.56	\$0.00	\$65.54



Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/02/2024	\$34.92	\$9.90	\$17.70	\$0.00	\$62.52
	06/02/2025	\$36.17	\$9.90	\$17.70	\$0.00	\$63.77
	12/01/2025	\$37.42	\$9.90	\$17.70	\$0.00	\$65.02
	06/01/2026	\$38.72	\$9.90	\$17.70	\$0.00	\$66.32
	12/07/2026	\$40.02	\$9.90	\$17.70	\$0.00	\$67.62
	06/07/2027	\$41.42	\$9.90	\$17.70	\$0.00	\$69.02
	12/06/2027	\$42.82	\$9.90	\$17.70	\$0.00	\$70.42
	06/05/2028	\$44.32	\$9.90	\$17.70	\$0.00	\$71.92
	12/04/2028	\$45.82	\$9.90	\$17.70	\$0.00	\$73.42
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/02/2024	\$38.00	\$9.90	\$17.57	\$0.00	\$65.47
	06/02/2025	\$39.25	\$9.90	\$17.57	\$0.00	\$66.72
	12/01/2025	\$40.50	\$9.90	\$17.57	\$0.00	\$67.97
	06/01/2026	\$41.80	\$9.90	\$17.57	\$0.00	\$69.27
	12/07/2026	\$43.10	\$9.90	\$17.57	\$0.00	\$70.57
	06/07/2027	\$44.50	\$9.90	\$17.57	\$0.00	\$71.97
	12/06/2027	\$45.90	\$9.90	\$17.57	\$0.00	\$73.37
	06/05/2028	\$47.40	\$9.90	\$17.57	\$0.00	\$74.87
	12/04/2028	\$48.90	\$9.90	\$17.57	\$0.00	\$76.37
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2024	\$35.25	\$9.90	\$15.56	\$0.00	\$60.71
	06/01/2025	\$36.50	\$9.90	\$15.56	\$0.00	\$61.96
	12/01/2025	\$37.74	\$9.90	\$15.56	\$0.00	\$63.20
	06/01/2026	\$39.04	\$9.90	\$15.56	\$0.00	\$64.50
	12/01/2026	\$40.33	\$9.90	\$15.56	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/02/2024	\$35.50	\$9.90	\$17.57	\$0.00	\$62.97
	06/02/2025	\$36.75	\$9.90	\$17.57	\$0.00	\$64.22
	12/01/2025	\$38.00	\$9.90	\$17.57	\$0.00	\$65.47
	06/01/2026	\$39.30	\$9.90	\$17.57	\$0.00	\$66.77
	12/07/2026	\$40.60	\$9.90	\$17.57	\$0.00	\$68.07
	06/07/2027	\$42.00	\$9.90	\$17.57	\$0.00	\$69.47
	12/06/2027	\$43.40	\$9.90	\$17.57	\$0.00	\$70.87
	06/05/2028	\$44.90	\$9.90	\$17.57	\$0.00	\$72.37
	12/04/2028	\$46.40	\$9.90	\$17.57	\$0.00	\$73.87
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/02/2024	\$35.50	\$9.90	\$17.57	\$0.00	\$62.97
	06/02/2025	\$36.75	\$9.90	\$17.57	\$0.00	\$64.22
	12/01/2025	\$38.00	\$9.90	\$17.57	\$0.00	\$65.47
	06/01/2026	\$39.30	\$9.90	\$17.57	\$0.00	\$66.77
	12/07/2026	\$40.60	\$9.90	\$17.57	\$0.00	\$68.07
	06/07/2027	\$42.00	\$9.90	\$17.57	\$0.00	\$69.47
	12/06/2027	\$43.40	\$9.90	\$17.57	\$0.00	\$70.87
	06/05/2028	\$44.90	\$9.90	\$17.57	\$0.00	\$72.37
	12/04/2028	\$46.40	\$9.90	\$17.57	\$0.00	\$73.87
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LASER BEAM OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/02/2024	\$35.25	\$9.90	\$17.57	\$0.00	\$62.72
	06/02/2025	\$36.50	\$9.90	\$17.57	\$0.00	\$63.97
	12/01/2025	\$37.75	\$9.90	\$17.57	\$0.00	\$65.22
	06/01/2026	\$39.05	\$9.90	\$17.57	\$0.00	\$66.52
	12/07/2026	\$40.35	\$9.90	\$17.57	\$0.00	\$67.82
	06/07/2027	\$41.75	\$9.90	\$17.57	\$0.00	\$69.22
	12/06/2027	\$43.15	\$9.90	\$17.57	\$0.00	\$70.62
	06/05/2028	\$44.65	\$9.90	\$17.57	\$0.00	\$72.12
	12/04/2028	\$46.15	\$9.90	\$17.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2024	\$35.25	\$9.90	\$15.56	\$0.00	\$60.71
	06/01/2025	\$36.50	\$9.90	\$15.56	\$0.00	\$61.96
	12/01/2025	\$37.74	\$9.90	\$15.56	\$0.00	\$63.20
	06/01/2026	\$39.04	\$9.90	\$15.56	\$0.00	\$64.50
	12/01/2026	\$40.33	\$9.90	\$15.56	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE &amp; TILE</i>	02/01/2025	\$43.84	\$11.49	\$20.78	\$0.00	\$76.11
	08/01/2025	\$44.75	\$11.49	\$20.78	\$0.00	\$77.02
	02/01/2026	\$45.83	\$11.49	\$20.78	\$0.00	\$78.10
	08/01/2026	\$47.59	\$11.49	\$20.78	\$0.00	\$79.86
	02/01/2027	\$48.71	\$11.49	\$20.78	\$0.00	\$80.98

**Apprentice - MARBLE-TILE FINISHER-Local 3 Marble/Tile (Spr/Pitt)**

**Effective Date -** 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.92	\$11.49	\$20.78	\$0.00	\$54.19
2	60	\$26.30	\$11.49	\$20.78	\$0.00	\$58.57
3	70	\$30.69	\$11.49	\$20.78	\$0.00	\$62.96
4	80	\$35.07	\$11.49	\$20.78	\$0.00	\$67.34
5	90	\$39.46	\$11.49	\$20.78	\$0.00	\$71.73

**Effective Date -** 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.38	\$11.49	\$20.78	\$0.00	\$54.65
2	60	\$26.85	\$11.49	\$20.78	\$0.00	\$59.12
3	70	\$31.33	\$11.49	\$20.78	\$0.00	\$63.60
4	80	\$35.80	\$11.49	\$20.78	\$0.00	\$68.07
5	90	\$40.28	\$11.49	\$20.78	\$0.00	\$72.55

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

MARBLE MASON/TILE LAYER(SP/PT)SeeBrick  
*BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE*

See "BRICK/STONE/ARTIFICIAL MASONRY(INCL.MASONRY WATERPROOFING)

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANIC/WELDER/BOOM TRUCK <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.03	\$13.78	\$15.15	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 3) <i>MILLWRIGHTS LOCAL 1121 - Zone 3</i>	01/06/2025	\$43.48	\$10.08	\$21.22	\$0.00	\$74.78
	01/05/2026	\$45.76	\$10.08	\$21.22	\$0.00	\$77.06

**Apprentice - MILLWRIGHT - Local 1121 Zone 3**

**Effective Date -** 01/06/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$23.91	\$10.08	\$5.36	\$0.00	\$39.35
2	65	\$28.26	\$10.08	\$6.34	\$0.00	\$44.68
3	75	\$32.61	\$10.08	\$18.78	\$0.00	\$61.47
4	85	\$36.96	\$10.08	\$19.76	\$0.00	\$66.80

**Effective Date -** 01/05/2026

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$25.17	\$10.08	\$5.36	\$0.00	\$40.61
2	65	\$29.74	\$10.08	\$6.34	\$0.00	\$46.16
3	75	\$34.32	\$10.08	\$18.78	\$0.00	\$63.18
4	85	\$38.90	\$10.08	\$19.76	\$0.00	\$68.74

**Notes:** Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66)  
Steps are 2,000 hours

**Apprentice to Journeyworker Ratio:1:4**

MORTAR MIXER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/02/2024	\$35.25	\$9.90	\$17.57	\$0.00	\$62.72
	06/02/2025	\$36.50	\$9.90	\$17.57	\$0.00	\$63.97
	12/01/2025	\$37.75	\$9.90	\$17.57	\$0.00	\$65.22
	06/01/2026	\$39.05	\$9.90	\$17.57	\$0.00	\$66.52
	12/07/2026	\$40.35	\$9.90	\$17.57	\$0.00	\$67.82
	06/07/2027	\$41.75	\$9.90	\$17.57	\$0.00	\$69.22
	12/06/2027	\$43.15	\$9.90	\$17.57	\$0.00	\$70.62
	06/05/2028	\$44.65	\$9.90	\$17.57	\$0.00	\$72.12
	12/04/2028	\$46.15	\$9.90	\$17.57	\$0.00	\$73.62

For apprentice rates see "Apprentice- LABORER"

OILER <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$35.02	\$13.78	\$15.15	\$0.00	\$63.95
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$32.74	\$13.78	\$15.15	\$0.00	\$61.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36











Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.03	\$13.78	\$15.15	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 404 - Construction Service (Northampton)</i>	05/01/2024	\$26.14	\$11.82	\$7.25	\$0.00	\$45.21
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/02/2024	\$35.25	\$9.90	\$17.57	\$0.00	\$62.72
	06/02/2025	\$36.50	\$9.90	\$17.57	\$0.00	\$63.97
	12/01/2025	\$37.75	\$9.90	\$17.57	\$0.00	\$65.22
	06/01/2026	\$39.05	\$9.90	\$17.57	\$0.00	\$66.52
	12/07/2026	\$40.35	\$9.90	\$17.57	\$0.00	\$67.82
	06/07/2027	\$41.75	\$9.90	\$17.57	\$0.00	\$69.22
	12/06/2027	\$43.15	\$9.90	\$17.57	\$0.00	\$70.62
	06/05/2028	\$44.65	\$9.90	\$17.57	\$0.00	\$72.12
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$38.42	\$13.78	\$15.15	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) <i>ROOFERS LOCAL 248</i>	10/02/2024	\$42.38	\$10.35	\$18.00	\$0.00	\$70.73
	07/16/2025	\$43.88	\$10.35	\$18.00	\$0.00	\$72.23
	10/02/2025	\$44.88	\$10.35	\$18.00	\$0.00	\$73.23
	07/16/2026	\$46.88	\$10.35	\$18.00	\$0.00	\$75.23
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofing Waterproofing &Roofing Damproofing) <i>ROOFERS LOCAL 248</i>	10/02/2024	\$41.88	\$10.35	\$18.00	\$0.00	\$70.23
	07/16/2025	\$43.38	\$10.35	\$18.00	\$0.00	\$71.73
	10/02/2025	\$44.38	\$10.35	\$18.00	\$0.00	\$72.73
	07/16/2026	\$46.38	\$10.35	\$18.00	\$0.00	\$74.73

**Apprentice - ROOFER - Local 248**

**Effective Date - 10/02/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$25.13	\$10.35	\$0.00	\$0.00	\$35.48
2	65	\$27.22	\$10.35	\$18.00	\$0.00	\$55.57
3	70	\$29.32	\$10.35	\$18.00	\$0.00	\$57.67
4	75	\$31.41	\$10.35	\$18.00	\$0.00	\$59.76
5	80	\$33.50	\$10.35	\$18.00	\$0.00	\$61.85
6	85	\$35.60	\$10.35	\$18.00	\$0.00	\$63.95
7	90	\$37.69	\$10.35	\$18.00	\$0.00	\$66.04
8	95	\$39.79	\$10.35	\$18.00	\$0.00	\$68.14

**Notes:**

Steps are 750 hrs.Roofing(Tear Off)1:1; Same as above

**Apprentice to Journeyworker Ratio:1:3**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 248</i>	10/02/2024	\$42.38	\$10.35	\$18.00	\$0.00	\$70.73
	07/16/2025	\$43.88	\$10.35	\$18.00	\$0.00	\$72.23
	10/02/2025	\$44.88	\$10.35	\$18.00	\$0.00	\$73.23
	07/16/2026	\$46.88	\$10.35	\$18.00	\$0.00	\$75.23
For apprentice rates see "Apprentice- ROOFER"						
SCRAPER <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.03	\$13.78	\$15.15	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$38.42	\$13.78	\$15.15	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$35.80	\$13.78	\$15.15	\$0.00	\$64.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2025	\$42.23	\$12.20	\$18.74	\$2.13	\$75.30

**Apprentice - SHEET METAL WORKER - Local 63**

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.00	\$5.49	\$4.86	\$0.85	\$30.20
2	50	\$21.12	\$6.10	\$5.40	\$0.94	\$33.56
3	55	\$23.23	\$6.71	\$9.71	\$1.15	\$40.80
4	60	\$25.34	\$7.32	\$9.71	\$1.23	\$43.60
5	65	\$27.45	\$7.93	\$9.71	\$1.31	\$46.40
6	70	\$29.56	\$8.54	\$9.71	\$1.39	\$49.20
7	75	\$31.67	\$9.15	\$9.71	\$1.47	\$52.00
8	80	\$33.78	\$9.76	\$17.66	\$1.78	\$62.98
9	85	\$35.90	\$10.37	\$17.66	\$1.86	\$65.79
10	90	\$38.01	\$10.98	\$17.66	\$1.94	\$68.59

Notes:

Apprentice to Journeyworker Ratio:1:3

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
	06/01/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$77.27
	12/01/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$78.88
	01/01/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$79.48
	06/01/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$80.48
	12/01/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$82.22
	01/01/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$82.82
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	04/01/2023	\$47.43	\$11.45	\$16.61	\$0.00	\$75.49

**Apprentice - SPRINKLER FITTER - Local 669**

Effective Date - 04/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$21.34	\$8.22	\$0.00	\$0.00	\$29.56
2	50	\$23.72	\$8.22	\$0.00	\$0.00	\$31.94
3	55	\$26.09	\$11.45	\$7.20	\$0.00	\$44.74
4	60	\$28.46	\$11.45	\$8.35	\$0.00	\$48.26
5	65	\$30.83	\$11.45	\$8.35	\$0.00	\$50.63
6	70	\$33.20	\$11.45	\$8.60	\$0.00	\$53.25
7	75	\$35.57	\$11.45	\$8.60	\$0.00	\$55.62
8	80	\$37.94	\$11.45	\$8.60	\$0.00	\$57.99
9	85	\$40.32	\$11.45	\$8.60	\$0.00	\$60.37
10	90	\$42.69	\$11.45	\$8.60	\$0.00	\$62.74

Notes:

Apprentice to Journeyworker Ratio:1:1

TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 7</i>	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37







Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$40.82	\$15.57	\$20.17	\$0.00	\$76.56
	06/01/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$77.56
	12/01/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$79.17
	01/01/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$79.77
	06/01/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$80.77
	12/01/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$82.51
	01/01/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$83.11
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2024	\$58.43	\$9.90	\$19.50	\$0.00	\$87.83
	06/01/2025	\$59.93	\$9.90	\$19.50	\$0.00	\$89.33
	12/01/2025	\$61.43	\$9.90	\$19.50	\$0.00	\$90.83
	06/01/2026	\$62.98	\$9.90	\$19.50	\$0.00	\$92.38
	12/01/2026	\$64.48	\$9.90	\$19.50	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2024	\$60.43	\$9.90	\$19.50	\$0.00	\$89.83
	06/01/2025	\$61.93	\$9.90	\$19.50	\$0.00	\$91.33
	12/01/2025	\$63.43	\$9.90	\$19.50	\$0.00	\$92.83
	06/01/2026	\$64.98	\$9.90	\$19.50	\$0.00	\$94.38
	12/01/2026	\$66.48	\$9.90	\$19.50	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2024	\$50.50	\$9.90	\$19.50	\$0.00	\$79.90
	06/01/2025	\$52.00	\$9.90	\$19.50	\$0.00	\$81.40
	12/01/2025	\$53.50	\$9.90	\$19.50	\$0.00	\$82.90
	06/01/2026	\$55.05	\$9.90	\$19.50	\$0.00	\$84.45
	12/01/2026	\$56.55	\$9.90	\$19.50	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2024	\$52.50	\$9.90	\$19.50	\$0.00	\$81.90
	06/01/2025	\$54.00	\$9.90	\$19.50	\$0.00	\$83.40
	12/01/2025	\$55.50	\$9.90	\$19.50	\$0.00	\$84.90
	06/01/2026	\$57.05	\$9.90	\$19.50	\$0.00	\$86.45
	12/01/2026	\$58.55	\$9.90	\$19.50	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/02/2024	\$35.25	\$9.90	\$17.57	\$0.00	\$62.72
	06/02/2025	\$36.50	\$9.90	\$17.57	\$0.00	\$63.97
	12/01/2025	\$37.75	\$9.90	\$17.57	\$0.00	\$65.22
	06/01/2026	\$39.05	\$9.90	\$17.57	\$0.00	\$66.52
	12/07/2026	\$40.35	\$9.90	\$17.57	\$0.00	\$67.82
	06/07/2027	\$41.75	\$9.90	\$17.57	\$0.00	\$69.22
	12/06/2027	\$43.15	\$9.90	\$17.57	\$0.00	\$70.62
	06/05/2028	\$44.65	\$9.90	\$17.57	\$0.00	\$72.12
	12/04/2028	\$46.15	\$9.90	\$17.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2024	\$35.25	\$9.90	\$15.56	\$0.00	\$60.71
	06/01/2025	\$36.50	\$9.90	\$15.56	\$0.00	\$61.96
	12/01/2025	\$37.74	\$9.90	\$15.56	\$0.00	\$63.20
	06/01/2026	\$39.04	\$9.90	\$15.56	\$0.00	\$64.50
	12/01/2026	\$40.33	\$9.90	\$15.56	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER,GASFITTER"						

**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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