

MAURA HEALEY Governor

KIM DRISCOLL Lt. Governor

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

Prevailing Wage Rates

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

LAUREN JONES Secretary

MICHAEL FLANAGAN Director

Awarding Authority:	Town of Newbury
Contract Number:	25-07
Description of Work:	Dam Removal and Parker River restoration.

City/Town: NEWBURY

Job Location:

Larkin Road

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

• The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.

• This annual update requirement is generally not applicable to 27F "rental of equipment" contracts. For such contracts, the prevailing wage rates issued by DLS shall remain in effect for the duration of the contract term. However, if the prevailing wage rate sheet issued does not contain wage rates for each year covered by the contract term, the Awarding Authority must request updated rate sheets from DLS and provide them to the contractor to ensure the correct rates are being paid throughout the duration of the contract. Additionally, if an Awarding Authority exercises an option to renew or extend the contract term, they must request updated rate sheet 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 within90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.

• The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.

• Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**

• Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to http://www.mass.gov/dols/pw.

• Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.

• Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

• Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction (2 AXLE) DRIVER - EQUIPMENT	01/01/2025	\$39.95	\$15.57	\$20.17	\$0.00	\$75.69
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$39.93 \$40.95	\$15.57 \$15.57	\$20.17	\$0.00 \$0.00	\$75.69 \$76.69
	12/01/2025	\$40.95 \$40.95	\$15.57	\$20.17	\$0.00 \$0.00	\$78.30
	01/01/2026	\$40.95 \$40.95	\$15.57	\$21.78	\$0.00	\$78.30 \$78.90
	06/01/2026	\$40.95 \$41.95	\$16.17	\$21.78	\$0.00 \$0.00	\$78.90 \$79.90
	12/01/2026	\$41.95 \$41.95	\$16.17	\$23.52	\$0.00 \$0.00	\$79.90 \$81.64
	01/01/2027	\$41.95 \$41.95	\$16.77	\$23.52	\$0.00	\$81.04 \$82.24
3 AXLE) DRIVER - EQUIPMENT	01/01/2025	\$40.02	\$15.57	\$20.17	\$0.00	\$75.76
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$40.02 \$41.02	\$15.57	\$20.17	\$0.00	\$75.76 \$76.76
	12/01/2025	\$41.02 \$41.02	\$15.57	\$21.78	\$0.00	\$78.37
	01/01/2026	\$41.02 \$41.02	\$15.57	\$21.78	\$0.00	\$78.37 \$78.97
	06/01/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$78.97 \$79.97
	12/01/2026	\$42.02 \$42.02	\$16.17	\$23.52	\$0.00	\$79.97 \$81.71
	01/01/2027	\$42.02 \$42.02	\$16.77	\$23.52	\$0.00	\$82.31
4 & 5 AXLE) DRIVER - EQUIPMENT	01/01/2025	\$40.14	\$15.57	\$20.17	\$0.00	\$75.88
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$75.88 \$76.88
	12/01/2025	\$41.14 \$41.14	\$15.57	\$20.17	\$0.00	\$78.49
	01/01/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$78. 4 9 \$79.09
	06/01/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$79.09
	12/01/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$80.07
	01/01/2027	\$42.14 \$42.14	\$16.77	\$23.52	\$0.00	\$81.83 \$82.43
ADS/SUBMERSIBLE PILOT	01/01/2024	\$117.16	\$10.08	\$23.32	\$0.00	\$151.53
PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER"	01/01/2024	\$117.10	\$10.08	ψ24.29	\$0.00	\$151.55
AIR TRACK OPERATOR	12/01/2024	¢20.70	¢0.00	¢10.26	00.02	¢(7.0(
ABORERS - ZONE 2	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00 \$0.00	\$67.96 \$60.25
	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00 \$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
ABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$70.85 \$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12,0172020	\$ 10.00	<i>\$7.70</i>		· - · · ·	
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. IEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2024	\$42.80	\$14.50	\$11.05	\$0.00	\$68.35
	06/01/2025	\$43.80	\$14.50	\$11.05	\$0.00	\$69.35
	12/01/2025	\$44.80	\$14.50	\$11.05	\$0.00	\$70.35

Issue Date: 05/14/2025

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

For apprentice rates see "Apprentice- LABORER"

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

Effective Step p	Date - 01/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
_	65	\$31.28	\$7.07 \$7.07	\$13.22	\$0.00	\$51.57	
	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:							
Apprent	ice to Journeyworker Ratio:1:4						
	IAL MASONRY (INCL. MASONR	Y 02/01/2025	\$65.80	\$11.49	\$23.59	\$0.00	\$100.88
'ATERPROOFING) RICKLAYERS LOCAL 3 (LYNN	TERPROOFING)		\$67.95	\$11.49	\$23.59	\$0.00	\$103.03
	, ,	02/01/2026	\$69.30	\$11.49	\$23.59	\$0.00	\$104.38
		08/01/2026	\$71.50	\$11.49	\$23.59	\$0.00	\$106.58

02/01/2027

\$72.90 \$11.49 \$23.59

\$0.00

\$107.98

	••	ive Date - 02/01/2025	ENT MASON - Local 5 Lynn			Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$32.90	\$11.49	\$23.59	\$0.00	\$67.98	
	2	60	\$39.48	\$11.49	\$23.59	\$0.00	\$74.56	
	3	70	\$46.06	\$11.49	\$23.59	\$0.00	\$81.14	
	4	80	\$52.64	\$11.49	\$23.59	\$0.00	\$87.72	
	5	90	\$59.22	\$11.49	\$23.59	\$0.00	\$94.30	
	Effect	ive Date - 08/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$33.98	\$11.49	\$23.59	\$0.00	\$69.06	
	2	60	\$40.77	\$11.49	\$23.59	\$0.00	\$75.85	
	3	70	\$47.57	\$11.49	\$23.59	\$0.00	\$82.65	
	4	80	\$54.36	\$11.49	\$23.59	\$0.00	\$89.44	
	5	90	\$61.16	\$11.49	\$23.59	\$0.00	\$96.24	
	Notes:							
		ntice to Journeyworker Ratio:1						
ERATING ENC		ER/SCRAPER OCAL 4	12/01/2024			\$16.50	\$0.00	\$88.45
			06/01/2025			\$16.50	\$0.00	\$89.73
			12/01/2025		\$15.55	\$16.50	\$0.00	\$91.17
			06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
For opproprie	a ratas saa	"Apprentice- OPERATING ENGINEERS"	" 12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
		PINNING BOTTOM MAN		¢ 47 25	¢0.00	¢10.05	\$0.00	Ф 7 (2 0
		AND MARINE	12/01/2024			\$19.05	\$0.00	\$76.30
			06/01/2025			\$19.05	\$0.00 \$0.00	\$77.80
			12/01/2025			\$19.05 \$10.05		\$79.30
			06/01/2026			\$19.05	\$0.00	\$80.85
For apprentic	ce rates see	"Apprentice- LABORER"	12/01/2026	\$53.40	\$9.90	\$19.05	\$0.00	\$82.35
		INNING LABORER	12/01/2024	\$46.20	\$9.90	\$19.05	\$0.00	\$75.15
BORERS - FOU	UNDATION	AND MARINE	06/01/2025	\$47.70	\$9.90	\$19.05	\$0.00	\$76.65
			12/01/2025	\$49.20	\$9.90	\$19.05	\$0.00	\$78.15
			06/01/2026	\$50.75	\$9.90	\$19.05	\$0.00	\$79.70
			12/01/2026	\$52.25	\$9.90	\$19.05	\$0.00	\$81.20
	ce rates see	"Apprentice- LABORER"						
		AISSON & UNDERPINNING TOP MAN		\$46.53	\$9.90	\$19.05	\$0.00	\$75.48
ISSON & U			12/01/2024					
ISSON & U		ANNING TOP MAN AND MARINE	06/01/2025		\$9.90	\$19.05	\$0.00	\$76.98
AISSON & U				\$48.03		\$19.05 \$19.05	\$0.00 \$0.00	
AISSON & U			06/01/2025	5 \$48.03 5 \$49.53	\$9.90			\$76.98 \$78.48 \$80.03

Apprentice - BRICK/PLASTER/CEMENT MASON - Loca	l 3 Lynn
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	03/01/2025	\$49.62	\$9.83	\$19.97	\$0.00	\$79.42
CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2025	\$50.87	\$9.83	\$19.97	\$0.00	\$80.67
	03/01/2026	\$52.12	\$9.83	\$19.97	\$0.00	\$81.92
	09/01/2026	\$53.37	\$9.83	\$19.97	\$0.00	\$83.17
	03/01/2027	\$54.62	\$9.83	\$19.97	\$0.00	\$84.42

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2025

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Effect	ive Date -	03/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$22.33	\$9.83	\$1.73	\$0.00	\$33.89
2	45		\$22.33	\$9.83	\$1.73	\$0.00	\$33.89
3	55		\$27.29	\$9.83	\$3.40	\$0.00	\$40.52
4	55		\$27.29	\$9.83	\$3.40	\$0.00	\$40.52
5	70		\$34.73	\$9.83	\$16.51	\$0.00	\$61.07
6	70		\$34.73	\$9.83	\$16.51	\$0.00	\$61.07
7	80		\$39.70	\$9.83	\$18.24	\$0.00	\$67.77
8	80		\$39.70	\$9.83	\$18.24	\$0.00	\$67.77

	Effecti	ive Date - 09/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	45	\$22.89	\$9.83	\$1.73	\$0.00	\$34.45	
	2	45	\$22.89	\$9.83	\$1.73	\$0.00	\$34.45	i
	3	55	\$27.98	\$9.83	\$3.40	\$0.00	\$41.21	
	4	55	\$27.98	\$9.83	\$3.40	\$0.00	\$41.21	
	5	70	\$35.61	\$9.83	\$16.51	\$0.00	\$61.95	i
	6	70	\$35.61	\$9.83	\$16.51	\$0.00	\$61.95	i
	7	80	\$40.70	\$9.83	\$18.24	\$0.00	\$68.77	,
	8	80	\$40.70	\$9.83	\$18.24	\$0.00	\$68.77	,
	Notes:							
	Appre	ntice to Journeyworker Ratio:1:5						
CARPENTER			10/01/2024	4 \$26.65	\$7.02	\$4.80	\$0.00	\$38.47
CARPENTERS-ZO	NE 3 (Woo	d Frame)	10/01/202	5 \$27.75	\$7.02	\$4.80	\$0.00	\$39.57
			10/01/2020	5 \$28.85	\$7.02	\$4.80	\$0.00	\$40.67

All Aspects of New Wood Frame Work

Effecti Step	ive Date - percent	10/01/2024	Apprentice Base Wage	Ugalth	Pension	Supplemental Unemployment	Total Rate
	1						
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
	ive Date -	10/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	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:							
							İ
Appre	entice to Jou	rneyworker Ratio:1:5					
COMPY	PLASTERI	NG	07/01/2024	\$49.19	9 \$13.35	\$24.21	\$1.80

Apprentice -	CARPENTER (Wood Frame) - Zone 3
Effective Date	10/01/2024

	Enecu Step	ve Date - 07/01/2024 percent	Apprentice Base Wag	e Health		Pension	Supplemental Unemployment	Total Rat	e
_	1	50	\$24.60	\$13.35		\$16.43	\$0.00	\$54.3	
	2	60	\$29.51	\$13.35		\$19.21	\$0.00	\$63.8	
	3	65	\$29.51	\$13.35		\$20.21	\$1.80	\$67.3	
	4	70				\$20.21 \$21.21	\$1.80	\$70.7	
	5	75	\$34.43	\$13.35					
	6	80	\$36.89	\$13.35		\$22.21	\$1.80	\$74.2	
	7	90	\$39.35	\$13.35		\$23.21	\$1.80	\$77.7	
	/	90	\$44.27	\$13.35		\$24.21	\$1.80	\$83.6	3
1	Notes:								
		Steps 3,4 are 500 hrs. All o	ther steps are 1,000 hrs.						
Ĩ	Appre	ntice to Journeyworker Rat	io:1:3						
HAIN SAW OP		OR	12/01/20	24 \$	39.20	\$9.90	\$18.36	\$0.00	\$67.46
BORERS - ZONE 2			06/01/20	25 \$	40.59	\$9.90	\$18.36	\$0.00	\$68.8
			12/01/20	25 \$	41.97	\$9.90	\$18.36	\$0.00	\$70.23
			06/01/20	26 \$	43.41	\$9.90	\$18.36	\$0.00	\$71.6
			12/01/20	26 \$	44.85	\$9.90	\$18.36	\$0.00	\$73.11
			06/01/20	27 \$	46.30	\$9.90	\$18.36	\$0.00	\$74.50
			12/01/20	27 \$	47.75	\$9.90	\$18.36	\$0.00	\$76.0
			06/01/20	28 \$	49.25	\$9.90	\$18.36	\$0.00	\$77.51
			12/01/20	28 \$	50.75	\$9.90	\$18.36	\$0.00	\$79.01
		Apprentice- LABORER"							
AM SHELLS/ erating engine		RY BUCKETS/HEADING 1 DCAL 4	MACHINES 12/01/20	24 \$	58.18	\$15.55	\$16.50	\$0.00	\$90.23
	55110 20		06/01/20	25 \$	59.51	\$15.55	\$16.50	\$0.00	\$91.56
			12/01/20	25 \$	60.98	\$15.55	\$16.50	\$0.00	\$93.03
			06/01/20	26 \$	62.31	\$15.55	\$16.50	\$0.00	\$94.36
E		America ODED ATDIO ENON	12/01/20	26 \$	63.79	\$15.55	\$16.50	\$0.00	\$95.84
MPRESSOR (Apprentice- OPERATING ENGINE		<u> </u>		A	016 50	#0.00	.
ERATING ENGINE			12/01/20		36.67	\$15.55	\$16.50	\$0.00	\$68.72
			06/01/20		37.52	\$15.55	\$16.50	\$0.00	\$69.57
			12/01/20		38.47	\$15.55	\$16.50	\$0.00	\$70.52
			06/01/20		39.33	\$15.55	\$16.50	\$0.00	\$71.38
				or e	40.28	\$15.55	\$16.50	\$0.00	\$72.33
For apprentice ra	ites see "	Apprentice- OPERATING ENGINE	12/01/20 ERS"	20 \$	40.20	\$15.55	\$10.50	\$0.00	\$72.5

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

••	orentice - PAINTER L ective Date - 01/01/2	ocal 35 - BRIDGES/TANKS					
Ste		Apprentice Base W	age Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18	
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76	
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29	
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82	
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19	
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73	
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25	
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30	
No1 	Steps are 750 hrs.						
Ap	prentice to Journeywo	rker Ratio:1:1					
DEMO: ADZEMAN ABORERS - ZONE 2	I	12/02/	/2024 \$4	6.25 \$9.90	\$18.90	\$0.00	\$75.05
ADUNENS - ZUNE 2		06/02/	/2025 \$4	7.75 \$9.90	\$18.90	\$0.00	\$76.55
		12/01/	/2025 \$4	9.25 \$9.90	\$18.90	\$0.00	\$78.05
		06/01/	/2026 \$5	0.80 \$9.90	\$18.90	\$0.00	\$79.60
		12/07/	/2026 \$5	2.30 \$9.90	\$18.90	\$0.00	\$81.10
		06/07/	/2027 \$5	3.90 \$9.90	\$18.90	\$0.00	\$82.70
		12/06/	/2027 \$5	5.50 \$9.90	\$18.90	\$0.00	\$84.30
		06/05/	/2028 \$5	7.18 \$9.90	\$18.90	\$0.00	\$85.98
		12/04/	/2028 \$5	8.85 \$9.90	\$18.90	\$0.00	\$87.65
	see "Apprentice- LABORER"						
DEMO: BACKHOE ABORERS - ZONE 2	/LOADER/HAMMER	12/02/		7.25 \$9.90		\$0.00	\$76.05
		06/02/		8.75 \$9.90		\$0.00	\$77.55
		12/01/		0.25 \$9.90		\$0.00	\$79.05
		06/01/		1.80 \$9.90		\$0.00	\$80.60
		12/07/		3.30 \$9.90		\$0.00	\$82.10
		06/07/	2027 \$5	4.90 \$9.90		\$0.00	\$83.70
		12/06/	/2027 \$5	6.50 \$9.90	\$18.90	\$0.00	\$85.30
		06/05/	/2028 \$5	8.18 \$9.90	\$18.90	\$0.00	\$86.98
For apprentice rates	see "Apprentice- LABORER"	12/04/	2028 \$5	9.85 \$9.90	\$18.90	\$0.00	\$88.65
DEMO: BURNERS	••	12/02/	/2024 \$4	7.00 \$9.90	\$18.90	\$0.00	\$75.80
ABORERS - ZONE 2		06/02/	/2025 \$4	8.50 \$9.90	\$18.90	\$0.00	\$77.30
		12/01/	2025 \$5	0.00 \$9.90	\$18.90	\$0.00	\$78.80
		06/01/	/2026 \$5	1.55 \$9.90	\$18.90	\$0.00	\$80.35
		12/07/		3.05 \$9.90		\$0.00	\$81.85
		06/07/	/2027 \$5	4.65 \$9.90	\$18.90	\$0.00	\$83.45
		12/06/		6.25 \$9.90		\$0.00	\$85.05
		06/05/		7.93 \$9.90		\$0.00	\$86.73
		12/04/		9.60 \$9.90		\$0.00	\$88.40
ssue Date: 05/14	/2025	Wage Request Number: 202	250514-008				Page 9 of 3

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Classification For apprentice rates see "Apprentice- LABORER"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER	12/02/2024	\$47.25	\$9.90	\$18.90	\$0.00	\$76.05
LABORERS - ZONE 2	06/02/2025	\$48.75	\$9.90	\$18.90	\$0.00	\$77.55
	12/01/2025	\$50.25	\$9.90	\$18.90	\$0.00	\$79.05
	06/01/2026	\$51.80	\$9.90	\$18.90	\$0.00	\$80.60
	12/07/2026	\$53.30	\$9.90	\$18.90	\$0.00	\$82.10
	06/07/2027	\$53.50 \$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"	12/01/2020	φυγ.0υ	ψ9.90	<i>Q</i> 10000	\$0.00	φ00.05
DEMO: JACKHAMMER OPERATOR	12/02/2024	\$47.00	\$9.90	\$18.90	\$0.00	\$75.80
LABORERS - ZONE 2	06/02/2025	\$48.50	\$9.90	\$18.90	\$0.00	\$77.30
	12/01/2025	\$50.00	\$9.90	\$18.90	\$0.00	\$78.80
	06/01/2026	\$51.55	\$9.90	\$18.90	\$0.00	\$80.35
	12/07/2026	\$53.05	\$9.90	\$18.90	\$0.00	\$81.85
	06/07/2027	\$54.65	\$9.90	\$18.90	\$0.00	\$83.45
	12/06/2027	\$56.25	\$9.90	\$18.90	\$0.00	\$85.05
	06/05/2028	\$57.93	\$9.90	\$18.90	\$0.00	\$86.73
	12/04/2028	\$59.60	\$9.90	\$18.90	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER	12/02/2024	\$46.25	\$9.90	\$18.90	\$0.00	\$75.05
LABORERS - ZONE 2	06/02/2025	\$47.75	\$9.90	\$18.90	\$0.00	\$76.55
	12/01/2025	\$49.25	\$9.90	\$18.90	\$0.00	\$78.05
	06/01/2026	\$50.80	\$9.90	\$18.90	\$0.00	\$79.60
	12/07/2026	\$52.30	\$9.90	\$18.90	\$0.00	\$81.10
	06/07/2027	\$53.90	\$9.90	\$18.90	\$0.00	\$82.70
	12/06/2027	\$55.50	\$9.90	\$18.90	\$0.00	\$84.30
	06/05/2028	\$57.18	\$9.90	\$18.90	\$0.00	\$85.98
	12/04/2028	\$58.85	\$9.90	\$18.90	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
JERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$78.11	\$10.08	\$21.66	\$0.00	\$109.85
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 (zone 1)	08/01/2024	\$55.79	\$10.08	\$24.29	\$0.00	\$90.16
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 (ZONE 1)	08/01/2024	\$83.69	\$10.08	\$24.29	\$0.00	\$118.06

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN	03/01/2025	\$64.26	\$13.00	\$23.03	\$0.00	\$100.29
ELECTRICIANS LOCAL 103	09/01/2025	\$66.17	\$13.00	\$23.09	\$0.00	\$102.26
	03/01/2026	\$67.37	\$13.00	\$23.12	\$0.00	\$103.49
	09/01/2026	\$69.28	\$13.00	\$23.18	\$0.00	\$105.46
	03/01/2027	\$70.47	\$13.00	\$23.21	\$0.00	\$106.68
	09/01/2027	\$72.39	\$13.00	\$23.27	\$0.00	\$108.66
	03/01/2028	\$73.59	\$13.00	\$23.31	\$0.00	\$109.90

Apprentice - ELECTRICIAN - Local 103

Effecti	ve Date -	03/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$25.70	\$13.00	\$0.77	\$0.00	\$39.47
2	40		\$25.70	\$13.00	\$0.77	\$0.00	\$39.47
3	45		\$28.92	\$13.00	\$17.17	\$0.00	\$59.09
4	45		\$28.92	\$13.00	\$17.17	\$0.00	\$59.09
5	50		\$32.13	\$13.00	\$17.70	\$0.00	\$62.83
6	55		\$35.34	\$13.00	\$18.24	\$0.00	\$66.58
7	60		\$38.56	\$13.00	\$18.77	\$0.00	\$70.33
8	65		\$41.77	\$13.00	\$19.30	\$0.00	\$74.07
9	70		\$44.98	\$13.00	\$19.83	\$0.00	\$77.81
10	75		\$48.20	\$13.00	\$20.37	\$0.00	\$81.57

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$26.47	\$13.00	\$0.79	\$0.00	\$40.26
2	40	\$26.47	\$13.00	\$0.79	\$0.00	\$40.26
3	45	\$29.78	\$13.00	\$17.19	\$0.00	\$59.97
4	45	\$29.78	\$13.00	\$17.19	\$0.00	\$59.97
5	50	\$33.09	\$13.00	\$17.73	\$0.00	\$63.82
6	55	\$36.39	\$13.00	\$18.27	\$0.00	\$67.66
7	60	\$39.70	\$13.00	\$18.80	\$0.00	\$71.50
8	65	\$43.01	\$13.00	\$19.34	\$0.00	\$75.35
9	70	\$46.32	\$13.00	\$19.87	\$0.00	\$79.19
10	75	\$49.63	\$13.00	\$20.41	\$0.00	\$83.04
Notes						
Appr	entice to Journeyworker	Ratio:2:3***				
ATOR CONSTR		01/01/2022	\$65.	62 \$16.03	\$20.21 \$	\$0.00 \$101.

		ive Date - $01/01/2022$	200000					
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
-	1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84	4
	2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33	
	3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89	
	4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17	
	5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74	
 ז 	Notes:	Steps 1-2 are 6 mos.; Steps 3-5 are 1 y	ear				 	
Ĩ	Appre	ntice to Journeyworker Ratio:1:1						
ELEVATOR CON ELEVATOR CONSTRU		JCTOR HELPER S LOCAL 4	01/01/2022	2 \$45.93	\$16.03	\$20.21	\$0.00	\$82.17
		'Apprentice - ELEVATOR CONSTRUCTOR"						
ENCE & GUAR Aborers - zone 2		IL ERECTOR (HEAVY & HIGHWAY)	12/01/2024	4 \$39.20	\$9.90	\$18.46	\$0.00	\$67.56
HDORERS - ZONE 2	(IILA)		06/01/202	5 \$40.59	\$9.90	\$18.46	\$0.00	\$68.95
			12/01/202	5 \$41.97	\$9.90	\$18.46	\$0.00	\$70.33
			06/01/2020	6 \$43.41	\$9.90	\$18.46	\$0.00	\$71.77
			12/01/2020	6 \$44.85	\$9.90	\$18.46	\$0.00	\$73.21
		'Apprentice- LABORER (Heavy and Highway)						
IELD ENG.INS		RSON-BLDG,SITE,HVY/HWY DCAL 4	05/01/202	5 \$53.22	\$15.30	\$16.40	\$0.00	\$84.92
			11/01/2023	5 \$54.51	\$15.30	\$16.40	\$0.00	\$86.21
			05/01/2020	6 \$55.95	\$15.30	\$16.40	\$0.00	\$87.65
			11/01/2020	5 \$57.24	\$15.30	\$16.40	\$0.00	\$88.94
			05/01/202	7 \$58.67	\$15.30	\$16.40	\$0.00	\$90.37
		Apprentice- OPERATING ENGINEERS"		_ .				
IELD ENG.PAR		HIEF-BLDG,SITE,HVY/HWY <i>OCAL 4</i>	05/01/202			\$16.40	\$0.00	\$86.52
			11/01/2023			\$16.40	\$0.00	\$87.82
			05/01/2020			\$16.40	\$0.00	\$89.27
			11/01/2020			\$16.40	\$0.00	\$90.57
For approximation	tan naa '	Appropriate ODED ATIMIC ENCINEEDC"	05/01/202	7 \$60.32	\$15.30	\$16.40	\$0.00	\$92.02
		'Apprentice- OPERATING ENGINEERS" SON-BLDG,SITE,HVY/HWY	A = 10 = 17 - 7			¢1.C.40		
PERATING ENGINE			05/01/202			\$16.40	\$0.00	\$57.92
			11/01/202:			\$16.40	\$0.00	\$58.68
			05/01/2020			\$16.40	\$0.00	\$59.53
			11/01/2020			\$16.40	\$0.00	\$60.29
			05/01/202	7 \$29.44	\$15.30	\$16.40	\$0.00	\$61.14

Apprentice -	ELEVATOR CONSTRUCTOR - Local 4
	01/01/2022

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

SLECTRICLANS LOCAL 103 BOIL 03 BOIL 03 BOIL 04 BOIL 04<	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
0901/2025 \$66.17 \$13.00 \$23.09 \$0.00 \$102.26 0301/2026 \$67.37 \$13.00 \$23.12 \$0.00 \$105.46 0301/2027 \$70.47 \$13.00 \$23.21 \$0.00 \$106.68 0301/2027 \$70.47 \$13.00 \$23.21 \$0.00 \$108.66 0301/2027 \$70.47 \$13.00 \$23.21 \$0.00 \$108.66 0301/2028 \$73.59 \$13.00 \$23.31 \$0.00 \$108.66 0301/2025 \$51.41 \$13.00 \$20.95 \$0.00 \$85.31 0500L/L103 (COMMIDSIONINGELECTRICIANS) 09/01/2025 \$52.94 \$13.00 \$20.95 \$0.00 \$86.89 03/01/2026 \$53.90 \$13.00 \$21.05 \$0.00 \$89.44 03/01/2027 \$55.41 \$13.00 \$21.10 \$0.00 \$89.43 09/01/2027 \$55.42 \$13.00 \$21.10 \$0.00 \$89.43 09/01/2026 \$54.29 \$13.00 \$21.13 \$0.00 \$8	FIRE ALARM INSTALLER	03/01/2025	\$64.26	\$13.00	\$23.03		\$100.29
09/01/2026 569.28 513.00 523.18 50.00 5105.66 03/01/2027 570.47 813.00 523.21 50.00 5106.68 03/01/2027 570.37 513.00 523.21 50.00 5106.68 03/01/2028 573.59 513.00 523.21 50.00 5108.66 03/01/2028 573.59 513.00 520.90 50.00 585.31 100 ALION 100/01/2025 552.94 513.00 520.90 50.00 586.89 03/01/2026 553.90 51.00 50.00 587.88 69/01/2026 555.42 513.00 521.02 50.00 589.41 03/01/2026 555.42 513.00 521.00 50.00 592.01 09/01/2026 555.42 513.00 521.00 50.00 592.01 100/01/2028 588.87 513.00 521.01 50.00 592.01 12/01/2026 547.02 515.55 516.50 50.00 592.01 12/01/2026 547.02	ELECTRICIANS LOCAL 103	09/01/2025	\$66.17	\$13.00	\$23.09	\$0.00	\$102.26
93.01/2027 \$70.47 \$13.00 \$23.21 \$0.00 \$106.68 90.01/2027 \$72.39 \$13.00 \$23.21 \$0.00 \$108.66 93.01/2028 \$73.59 \$13.00 \$23.21 \$0.00 \$109.00 FRE ALARM REPAIR / MAINTENANCE \$0.301/2025 \$51.41 \$13.00 \$20.90 \$0.00 \$85.31 \$0.001/2026 \$52.94 \$13.00 \$20.95 \$0.00 \$86.89 \$0.301/2026 \$53.90 \$13.00 \$20.90 \$0.00 \$87.88 \$0.001/2026 \$55.42 \$13.00 \$21.02 \$0.00 \$89.44 \$0.301/2027 \$56.38 \$13.00 \$21.10 \$0.00 \$99.43 \$0.901/2026 \$55.42 \$13.00 \$21.10 \$0.00 \$99.40 \$0.901/2027 \$57.91 \$13.00 \$21.10 \$0.00 \$99.41 \$0.901/2026 \$58.87 \$13.00 \$21.13 \$0.00 \$99.41 \$0.901/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$79.07		03/01/2026	\$67.37	\$13.00	\$23.12	\$0.00	\$103.49
09/01/2027 572.39 513.00 523.27 50.00 5108.66 03/01/2028 573.59 513.00 523.31 50.00 5109.90 TRE ALARM REPAR/ MAINTENANCE (COMMISSIONINGELECTRICIANS (COMMISSIONIN		09/01/2026	\$69.28	\$13.00	\$23.18	\$0.00	\$105.46
Por appendice rates see "Appendice- ELECTRICIAN" 03/01/2025 \$13.00 \$23.31 \$0.00 \$109.90 TRE ALARM REPAIR / MAINTENANCE /COMMISSIONINGELECTRICIANS (03/01/2027	\$70.47	\$13.00	\$23.21	\$0.00	\$106.68
For apprentice rates see "Apprentice- ELECTRICIAN" (COMMISSIONINGELECTRICIANS (COMMISSIONINGELECTRICIANS (COMMISSIONINGELECTRICIANS (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSIONINGELECTRICIANS) (COMMISSI		09/01/2027	\$72.39	\$13.00	\$23.27	\$0.00	\$108.66
TIRE ALARM REPAIR / MAINTENANCE / COMMISSIONINGELECTRICLANS 03/01/2025 \$\$1.41 \$13.00 \$20.90 \$0.00 \$\$85.31 LOCAL 103 / COMMISSIONINGELECTRICLANS 09/01/2025 \$\$2.94 \$13.00 \$20.95 \$0.00 \$\$86.89 03/01/2026 \$\$53.90 \$13.00 \$20.98 \$0.00 \$\$87.88 03/01/2026 \$\$55.42 \$13.00 \$21.02 \$0.00 \$\$9.44 03/01/2027 \$\$56.38 \$13.00 \$21.02 \$0.00 \$\$9.43 09/01/2027 \$\$57.91 \$13.00 \$21.10 \$0.00 \$\$92.01 03/01/2027 \$\$57.91 \$13.00 \$21.13 \$0.00 \$\$92.01 03/01/2028 \$\$82.87 \$13.00 \$21.13 \$0.00 \$\$92.01 03/01/2028 \$\$85.87 \$13.00 \$\$21.13 \$0.00 \$\$93.00 PERATING ENGINEERS \$0.601/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$\$80.24 06/01/2025 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 12/01/2026 \$28.03 \$9.90 \$18.46 \$0.00 \$55.37		03/01/2028	\$73.59	\$13.00	\$23.31	\$0.00	\$109.90
/ COMMISSIONINGELECTRICLANS 09/01/2025 \$51.44 \$13.00 \$20.95 \$0.00 \$86.89 1:00.41.103 09/01/2026 \$52.94 \$13.00 \$20.98 \$0.00 \$87.88 1:00.41.103 09/01/2026 \$55.42 \$13.00 \$20.98 \$0.00 \$88.44 09/01/2026 \$55.42 \$13.00 \$21.02 \$0.00 \$89.44 03/01/2027 \$56.38 \$13.00 \$21.05 \$0.00 \$89.44 03/01/2027 \$57.91 \$13.00 \$21.10 \$0.00 \$99.01 Por apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" \$10/1/2028 \$58.87 \$13.00 \$21.11 \$0.00 \$93.00 PERATING ENGINEER) 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 PERATING ENGINEER 12/01/2024 \$47.02 \$15.55 \$16.50 \$0.00 \$80.24 06/01/2025 \$44.92.55 \$16.50 \$0.00 \$82.48 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$55.37 AGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2024 \$27.01	For apprentice rates see "Apprentice- ELECTRICIAN"						
COCAL 103 09/01/2025 \$52.94 \$13.00 \$20.95 \$0.00 \$86.89 03/01/2026 \$53.90 \$13.00 \$20.98 \$0.00 \$87.88 09/01/2026 \$55.42 \$13.00 \$21.02 \$0.00 \$89.44 03/01/2026 \$55.42 \$13.00 \$21.02 \$0.00 \$89.44 03/01/2027 \$56.38 \$13.00 \$21.02 \$0.00 \$99.43 09/01/2027 \$57.91 \$13.00 \$21.05 \$0.00 \$99.43 09/01/2027 \$57.91 \$13.00 \$21.10 \$0.00 \$92.01 03/01/2028 \$58.87 \$11.00 \$21.05 \$0.00 \$93.00 PTREMAN (ASST. ENGINEER) 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$79.07 12/01/2025 \$44.92 \$15.55 \$16.50 \$0.00 \$80.24 06/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$82.48 27LAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2024 \$27.01 \$9.90 \$18.46 \$0.00 \$55.37 ABOORERS - ZONE 2 (ILEATY & ITIGHWAY) <	FIRE ALARM REPAIR / MAINTENANCE	03/01/2025	\$51.41	\$13.00	\$20.90	\$0.00	\$85.31
Op/01/2026 \$55.42 \$13.00 \$21.02 \$0.00 \$89.44 03/01/2027 \$56.38 \$13.00 \$21.05 \$0.00 \$90.43 09/01/2027 \$57.91 \$13.00 \$21.10 \$0.00 \$92.01 03/01/2028 \$58.87 \$13.00 \$21.10 \$0.00 \$93.00 For apprentice- TELECOMMUNICATIONS TECHNICIAN* 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 OP/01/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$79.07 12/01/2025 \$48.19 \$15.55 \$16.50 \$0.00 \$80.24 06/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$82.48 ELAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$50.43 \$15.55 \$16.60 \$55.37 C4601/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$55.37 C400RER 5 - ZONE 2 (HEAVY & HIGHWAY) 12/01/2026 \$29.21 <	/ COMMISSIONINGELECTRICIANS	09/01/2025	\$52.94	\$13.00	\$20.95	\$0.00	\$86.89
03/01/2027 \$56.38 \$13.00 \$21.05 \$0.00 \$90.43 Por apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" \$57.91 \$13.00 \$21.10 \$0.00 \$93.00 FIREMAN (ASST. ENGINEER) DPERATING ENGINEERS) DPERATING ENGINEERS LOCAL 4 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 O6/01/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$80.24 O6/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$80.24 O6/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 TLAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$55.37 LAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$55.37 LAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$28.09 \$9.90 \$18.46 \$0.00 \$55.45 LOORCOVER RE 70.01 \$28.24 \$0.00 \$57.57 LOORCOVER RE 70.02 \$29.21 \$		03/01/2026	\$53.90	\$13.00	\$20.98	\$0.00	\$87.88
Openation 09/01/2027 \$57.91 \$13.00 \$21.10 \$0.00 \$92.01 Box apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" 12/01/2028 \$58.87 \$13.00 \$21.13 \$0.00 \$93.00 FIREMAN (ASST. ENGINEER) DPERATING ENGINEERS LOCAL 4 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 OG(01/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$80.24 OG(01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$80.24 OG(01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 TZAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$55.37 CAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 CAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2026		09/01/2026	\$55.42	\$13.00	\$21.02	\$0.00	\$89.44
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" 03/01/2028 \$\$8.87 \$13.00 \$21.13 \$0.00 \$93.00 FIREMAN (ASST. ENGINEER) DPERATING ENGINEERS) DPERATING ENGINEERS LOCAL 4 12/01/2024 \$\$45.96 \$15.55 \$16.50 \$0.00 \$78.01 DPERATING ENGINEERS LOCAL 4 06/01/2025 \$\$47.02 \$15.55 \$16.50 \$0.00 \$80.24 06/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 For apprentice rates see "Apprentice- OPERATING ENGINEERS" 12/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$85.37 EAGORER & SIGNALER (HEAVY & HIGHWAY) 12/01/2024 \$27.01 \$9.90 \$18.46 \$0.00 \$55.37 EABORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$55.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$57.57 EABORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 EABORER - ZONE 2 (HEAVY & HIGHWAY) 12/01/2026		03/01/2027	\$56.38	\$13.00	\$21.05	\$0.00	\$90.43
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 DPERATING ENGINEERS 06/01/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$79.07 12/01/2025 \$48.19 \$15.55 \$16.50 \$0.00 \$80.24 06/01/2025 \$48.19 \$15.55 \$16.50 \$0.00 \$80.24 06/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 12/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$82.48 Eventice- OPERATING ENGINEERS" 12/01/2026 \$27.01 \$9.90 \$18.46 \$0.00 \$55.37 CAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/00/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57		09/01/2027	\$57.91	\$13.00	\$21.10	\$0.00	\$92.01
THEMAN (ASST. ENGINEER) 12/01/2024 \$45.96 \$15.55 \$16.50 \$0.00 \$78.01 06/01/2025 \$47.02 \$15.55 \$16.50 \$0.00 \$79.07 12/01/2025 \$48.19 \$15.55 \$16.50 \$0.00 \$80.24 06/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 12/01/2026 \$49.25 \$15.55 \$16.50 \$0.00 \$81.30 I2/01/2026 \$50.43 \$15.55 \$16.50 \$0.00 \$82.48 For apprentice rates see "Apprentice- OPERATING ENGINEERS" TLAGGER & SIGNALER (HEAVY & HIGHWAY) 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$55.37 LABORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$57.57 I2/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 I2/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57	For apprentice rates and "Apprentice, TELECOMMUNICATIONS TECHNICIAN"	03/01/2028	\$58.87	\$13.00	\$21.13	\$0.00	\$93.00
DPERATING ENGINEERS LOCAL 4 112011221 510.00			• •	•	* * * * *		
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bit Note							
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For apprentice OPERATING ENGINEERS" FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2024 \$27.01 \$9.90 \$18.46 \$0.00 \$55.37 06/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$56.45 06/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 FLOORCOVERER 03/01/2026 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83		06/01/2026		\$15.55			
LABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2021 \$21,011 \$0,000 \$50,000 \$56,45 12/01/2025 \$28,09 \$9,900 \$18,46 \$0,000 \$56,45 12/01/2026 \$29,21 \$9,900 \$18,46 \$0,000 \$57,57 12/01/2026 \$29,21 \$9,900 \$18,46 \$0,000 \$57,57 12/01/2026 \$29,21 \$9,900 \$18,46 \$0,000 \$57,57 12/01/2026 \$29,21 \$9,900 \$18,46 \$0,000 \$57,57 For apprentice- LABORER (Heavy and Highway) 03/01/2025 \$57,73 \$8,83 \$20,27 \$0,000 \$86,83 FLOORCOVERER 03/01/2025 \$59,23 \$8,83 \$20,27 \$0,000 \$88,33 03/01/2026 \$60,73 \$8,83 \$20,27 \$0,000 \$89,83 03/01/2026 \$60,73 \$8,83 \$20,27 \$0,000 \$89,83 09/01/2026 \$62,23 \$8,83 \$20,27 \$0,000 \$89,83 09/01/2026 \$62,23 \$8,83 \$20,27 \$0,000 \$91,33	For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$50.43	\$15.55	\$16.50	\$0.00	\$82.48
LABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 06/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 For apprentice- LABORER (Heavy and Highway) 03/01/2026 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 PLOORCOVERER 03/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$88.33 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83	FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/01/2024	\$27.01	\$9.90	\$18.46	\$0.00	\$55.37
12/01/2025 \$28.09 \$9.90 \$18.46 \$0.00 \$56.45 06/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 12/01/2026 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 09/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83	LABORERS - ZONE 2 (HEAVY & HIGHWAY)						
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For apprentice- LABORER (Heavy and Highway) 12/01/2026 \$29.21 \$9.90 \$18.46 \$0.00 \$57.57 FLOORCOVERER 03/01/2025 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 09/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83							
For apprentice- LABORER (Heavy and Highway) FLOORCOVERER 03/01/2025 \$57.73 \$8.83 \$20.27 \$0.00 \$86.83 09/01/2025 \$59.23 \$8.83 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83							
FLOORCOVERERS LOCAL 2168 ZONE I 09/01/2025 \$59.73 \$6.05 \$20.27 \$0.00 \$88.33 03/01/2026 \$60.73 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83 09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$89.83	For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12,01,2020	<i>Q</i> 2 /1 2 1	<i>\</i>	•		<i>QC (C () <i>C (C () <i>C (C (C (C (C () <i>C (C (C (C () <i>C (C (C () <i>C (C (C () <i>C () <i>C (C () <i>C () <i>C (C () <i>C </i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i></i>
FLOORCOVERERS LOCAL 2168 ZONE I09/01/2025\$59.23\$8.83\$20.27\$0.00\$88.3303/01/2026\$60.73\$8.83\$20.27\$0.00\$89.8309/01/2026\$62.23\$8.83\$20.27\$0.00\$91.33	FLOORCOVERER	03/01/2025	\$57.73	\$8.83	\$20.27	\$0.00	\$86.83
03/01/2026\$60.73\$8.83\$20.27\$0.00\$89.8309/01/2026\$62.23\$8.83\$20.27\$0.00\$91.33	FLOORCOVERERS LOCAL 2168 ZONE I				\$20.27	\$0.00	
09/01/2026 \$62.23 \$8.83 \$20.27 \$0.00 \$91.33							
		03/01/2027	\$63.73	\$8.83	\$20.27	\$0.00	\$92.83

- ppro	nucc					
Effect	ive Date - 03/01/2025			Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45	\$25.98	\$8.83	\$1.76	\$0.00	\$36.57
2	45	\$25.98	\$8.83	\$1.76	\$0.00	\$36.57
3	55	\$31.75	\$8.83	\$3.52	\$0.00	\$44.10
4	55	\$31.75	\$8.83	\$3.52	\$0.00	\$44.10
5	70	\$40.41	\$8.83	\$16.75	\$0.00	\$65.99
6	70	\$40.41	\$8.83	\$16.75	\$0.00	\$65.99
7	80	\$46.18	\$8.83	\$18.51	\$0.00	\$73.52
8	80	\$46.18	\$8.83	\$18.51	\$0.00	\$73.52

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 09/01/2025

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

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L	 	 	 	 	

12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86
	06/01/2025 12/01/2025 06/01/2026 12/01/2026 12/01/2025 12/01/2025 06/01/2025 06/01/2026 12/01/2026	06/01/2025 \$58.33 12/01/2025 \$59.78 06/01/2026 \$61.08 12/01/2026 \$62.53 12/01/2026 \$62.53 12/01/2025 \$37.52 12/01/2025 \$38.47 06/01/2026 \$39.33 12/01/2026 \$40.28	06/01/2025 \$58.33 \$15.55 12/01/2025 \$59.78 \$15.55 06/01/2026 \$61.08 \$15.55 12/01/2026 \$62.53 \$15.55 12/01/2026 \$62.53 \$15.55 12/01/2025 \$37.52 \$15.55 12/01/2025 \$38.47 \$15.55 12/01/2026 \$40.28 \$15.55	06/01/2025 \$58.33 \$15.55 \$16.50 12/01/2025 \$59.78 \$15.55 \$16.50 06/01/2026 \$61.08 \$15.55 \$16.50 12/01/2026 \$62.53 \$15.55 \$16.50 12/01/2026 \$62.53 \$15.55 \$16.50 12/01/2026 \$62.53 \$15.55 \$16.50 12/01/2025 \$37.52 \$15.55 \$16.50 12/01/2025 \$37.52 \$15.55 \$16.50 12/01/2025 \$38.47 \$15.55 \$16.50 06/01/2026 \$39.33 \$15.55 \$16.50 12/01/2026 \$39.33 \$15.55 \$16.50 12/01/2026 \$40.28 \$15.55 \$16.50	06/01/2025 \$58.33 \$15.55 \$16.50 \$0.00 12/01/2025 \$59.78 \$15.55 \$16.50 \$0.00 06/01/2026 \$61.08 \$15.55 \$16.50 \$0.00 12/01/2026 \$62.53 \$15.55 \$16.50 \$0.00 12/01/2026 \$62.53 \$15.55 \$16.50 \$0.00 12/01/2026 \$62.53 \$15.55 \$16.50 \$0.00 12/01/2025 \$37.52 \$15.55 \$16.50 \$0.00 12/01/2025 \$38.47 \$15.55 \$16.50 \$0.00 12/01/2026 \$39.33 \$15.55 \$16.50 \$0.00 12/01/2026 \$39.33 \$15.55 \$16.50 \$0.00 12/01/2026 \$40.28 \$15.55 \$16.50 \$0.00

GLAZIERS LOCAL 35 (ZONE 2)

	01/01/2025						
	tive Date - 01/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.9	93
2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.9	99
3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.9	99
4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.9	99
5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.8	34
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.8	35
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.8	35
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.8	35
Notes	- — — — — — — — — — — — — — — — — — — —						,
	Steps are 750 hrs.						
Appr	entice to Journeyworker Ratio:1:1						
	R/CRANES/GRADALLS	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
PERATING ENGINEERS I	RATING ENGINEERS LOCAL 4		5 \$58.33	\$15.55	\$16.50	\$0.00	\$90.38
		12/01/2025	5 \$59.78	\$15.55	\$16.50	\$0.00	\$91.83
		06/01/2026	5 \$61.08	\$15.55	\$16.50	\$0.00	\$93.13

12/01/2026

\$62.53

\$15.55

\$16.50

\$0.00

\$94.58

Apprentice - G	LAZIER - Local 35 Zone 2
Effective Date -	01/01/2025

Issue Date: 05/14/2025

Affective Date - 12/01/20 tep percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
55	\$31.37	\$0.00	\$0.00	\$0.00	\$31.37
2 60	\$34.22	\$15.55	\$16.50	\$0.00	\$66.27
65	\$37.07	\$15.55	\$16.50	\$0.00	\$69.12
4 70	\$39.92	\$15.55	\$16.50	\$0.00	\$71.97
5 75	\$42.77	\$15.55	\$16.50	\$0.00	\$74.82
5 80	\$45.62	\$15.55	\$16.50	\$0.00	\$77.67
7 85	\$48.48	\$15.55	\$16.50	\$0.00	\$80.53
3 90	\$51.33	\$15.55	\$16.50	\$0.00	\$83.38

Apprentice - OPERATING ENGINEERS - Local 4

	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Tota	al Rate
	1	55	\$32.08	\$0.00	\$0.00	\$0.00	\$	\$32.08
	2	60	\$35.00	\$15.55	\$16.50	\$0.00	\$	\$67.05
	3	65	\$37.91	\$15.55	\$16.50	\$0.00	\$	\$69.96
	4	70	\$40.83	\$15.55	\$16.50	\$0.00	\$	\$72.88
	5	75	\$43.75	\$15.55	\$16.50	\$0.00	\$	\$75.80
	6	80	\$46.66	\$15.55	\$16.50	\$0.00	\$	\$78.71
	7	85	\$49.58	\$15.55	\$16.50	\$0.00	\$	\$81.63
	8	90	\$52.50	\$15.55	\$16.50	\$0.00	\$	\$84.55
	Notes:							
								i
	Appre	ntice to Journeyworker	Ratio:1:6					
VAC (DUC			02/01/2023	5 \$59.13	\$14.91	\$28.27	\$2.98	\$105.2
ILLIMLIAL	VORKERS LO	CAL I7 - A	08/01/2023	5 \$60.98	\$14.91	\$28.27	\$2.98	\$107.1
For appren	tice rates see '	'Apprentice- SHEET METAL W	02/01/2020 ORKER"	5 \$62.93	\$14.91	\$28.27	\$2.98	\$109.0
IVAC (ELE	CTRICAL	CONTROLS)	03/01/202:	5 \$64.26	\$13.00	\$23.03	\$0.00	\$100.2
LECTRICIANS	LOCAL 103		09/01/202:	5 \$66.17	\$13.00	\$23.09	\$0.00	\$102.2
			03/01/2020			\$23.12	\$0.00	\$103.4
			09/01/2020	5 \$69.28	\$13.00	\$23.18	\$0.00	\$105.4
			03/01/202	7 \$70.47	\$13.00	\$23.21	\$0.00	\$106.6
			09/01/202	7 \$72.39	\$13.00	\$23.27	\$0.00	\$108.6
For appren	tice rates see '	'Apprentice- ELECTRICIAN"	03/01/2023	8 \$73.59	\$13.00	\$23.31	\$0.00	\$109.9
IVAC (TES	TING ANI	D BALANCING - AIR)	02/01/202:	5 \$59.13	\$14.91	\$28.27	\$2.98	\$105.2
HEETMETAL)	EETMETAL WORKERS LOCAL 17 - A		08/01/202:	5 \$60.98	\$14.91	\$28.27	\$2.98	\$107.1
For one	tice rates see !	'Apprentice- SHEET METAL W	02/01/2020	5 \$62.93	\$14.91	\$28.27	\$2.98	\$109.0
		D BALANCING -WATER		5 \$68.88	\$12.70	\$21.80	\$0.00	\$103.3

Wage Request Number:

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC PIPEFITTERS LOCAL 537 (Local 138)	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
LABORERS - ZONE 2	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS)	09/01/2024	\$56.92	\$14.75	\$19.61	\$0.00	\$91.28
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2025	\$60.34	\$14.75	\$19.61	\$0.00	\$94.70
	09/01/2026	\$63.76	\$14.75	\$19.61	\$0.00	\$98.12

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

Effective Date -		09/01/2024					
Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50		\$28.46	\$14.75	\$14.32	\$0.00	\$57.53
2	60		\$34.15	\$14.75	\$15.37	\$0.00	\$64.27
3	70		\$39.84	\$14.75	\$16.43	\$0.00	\$71.02
4	80		\$45.54	\$14.75	\$17.49	\$0.00	\$77.78

Effectiv	ve Date - 09/01/2025						
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$30.17	\$14.75	\$14.32	\$0.00	\$59.24	
2	60	\$36.20	\$14.75	\$15.37	\$0.00	\$66.32	
3	70	\$42.24	\$14.75	\$16.43	\$0.00	\$73.42	
4	80	\$48.27	\$14.75	\$17.49	\$0.00	\$80.51	
Notes:	Steps are 1 year			·			
Appren	ntice to Journeyworker Ratio:1:4						
IRONWORKER/WELD IRONWORKERS LOCAL 7 (LA		03/16/2024	4 \$49.5	6 \$8.35	\$26.70	\$0.00	\$84.61

Effe	ctive Date -	03/16/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$29.74	\$8.35	\$26.70	\$0.00	\$64.79	
2	70		\$34.69	\$8.35	\$26.70	\$0.00	\$69.74	
3	75		\$37.17	\$8.35	\$26.70	\$0.00	\$72.22	
4	80		\$39.65	\$8.35	\$26.70	\$0.00	\$74.70	
5	85		\$42.13	\$8.35	\$26.70	\$0.00	\$77.18	
6	90		\$44.60	\$8.35	\$26.70	\$0.00	\$79.65	
Not	es:							
Арр	rentice to Jou	rneyworker Ratio:1:4						
	PAVING BRE	AKER OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
ABORERS - ZONE 2			06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
			12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
			06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
			12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
			06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
			12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
			06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
For apprentice rates s	e "Annrentice-I	ABORER"	12/01/2028	\$\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
ABORER		ADOREK	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
BORERS - ZONE 2			06/01/2025			\$18.36	\$0.00	\$68.60
			12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
			06/01/2026			\$18.36	\$0.00	\$71.42
			12/01/2026			\$18.36	\$0.00	\$72.86
			06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
			12/01/2027			\$18.36	\$0.00	\$75.76
			06/01/2028			\$18.36	\$0.00	\$77.26
			12/01/2028			\$18.36	\$0.00	\$78.76

Apprentice - IRONWORKER - Local 7 Lawrence

	Effect Step	ive Date - percent	12/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60		\$23.37	\$9.90	\$18.36	\$0.00	\$51.63	
	2	70		\$27.27	\$9.90	\$18.36	\$0.00	\$55.53	
	3	80		\$31.16	\$9.90	\$18.36	\$0.00	\$59.42	
	4	90		\$35.06 \$		\$18.36	\$0.00	\$63.32	
	Effect	ive Date -	06/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60		\$24.20	\$9.90	\$18.36	\$0.00	\$52.46	
	2	70		\$28.24	\$9.90	\$18.36	\$0.00	\$56.50	
	3	80		\$32.27	\$9.90	\$18.36	\$0.00	\$60.53	
	4	90		\$36.31	\$9.90	\$18.36	\$0.00	\$64.57	
	Notes								
	Appre	entice to Jo	urneyworker Ratio:1:5						
		z HIGHWA` 'Y & <i>highwa</i>	2	12/01/2024	\$38.95	\$9.90	\$18.46	\$0.00	\$67.31
ORERS - ZO.	NE 2 (HEAV	1 α ΠΙΟΠWA	1)	06/01/2025	5 \$40.34	\$9.90	\$18.46	\$0.00	\$68.70
				12/01/2023	5 \$41.72	\$9.90	\$18.46	\$0.00	\$70.08
				06/01/2020	5 \$43.16	\$9.90	\$18.46	\$0.00	\$71.52
				12/01/2020	5 \$44.60	\$9.90	\$18.46	\$0.00	\$72.96

Apprentice -		ice -	LABORER (Heavy & Highway) - Zone 2
-		-	10/01/0004

Effect	ive Date -	12/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$23.37	\$9.90	\$18.46	\$0.00	\$51.73
2	70		\$27.27	\$9.90	\$18.46	\$0.00	\$55.63
3	80		\$31.16	\$9.90	\$18.46	\$0.00	\$59.52
4	90		\$35.06	\$9.90	\$18.46	\$0.00	\$63.42

Effect	ive Date -	06/01/2025				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$24.20	\$9.90	\$18.46	\$0.00	\$52.56	
2	70		\$28.24	\$9.90	\$18.46	\$0.00	\$56.60	
3	80		\$32.27	\$9.90	\$18.46	\$0.00	\$60.63	
4	90		\$36.31	\$9.90	\$18.46	\$0.00	\$64.67	

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
LABORERS - ZONE 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER Laborers - zone 2	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
ABORERS - ZONE 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/02/2024	\$39.04	\$9.90	\$18.42	\$0.00	\$67.36
LABORERS - ZONE 2	06/02/2025	\$40.43	\$9.90	\$18.42	\$0.00	\$68.75
	12/01/2025	\$41.81	\$9.90	\$18.42	\$0.00	\$70.13
	06/01/2026	\$43.25	\$9.90	\$18.42	\$0.00	\$71.57
	12/07/2026	\$44.69	\$9.90	\$18.42	\$0.00	\$73.01
	06/07/2027	\$46.14	\$9.90	\$18.42	\$0.00	\$74.46
	12/06/2027	\$47.59	\$9.90	\$18.42	\$0.00	\$75.91
	06/05/2028	\$49.09	\$9.90	\$18.42	\$0.00	\$77.41
	12/04/2028	\$50.59	\$9.90	\$18.42	\$0.00	\$78.91
For apprentice rates see "Apprentice- LABORER"	12,01,2020	<i>\\\</i>	ψ	+		φ <i>τ</i> 0.91
LABORER: MASON TENDER	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
LABORERS - ZONE 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
LABORER: TREE REMOVER	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
LABORERS - ZONE 2	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
This classification applies to the removal of standing trees, and the trim clearance incidental to construction . For apprentice rates see "Apprenti	-	bs when related	to public worl	ts construction	or site	
LASER BEAM OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) ABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
ADOKEKS - ZONE 2 (HEAV I & HIGHWAI)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)					
MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2025	\$50.36	\$11.49	\$21.62	\$0.00	\$83.47
	08/01/2025	\$52.08	\$11.49	\$21.62	\$0.00	\$85.19
	02/01/2026	\$53.16	\$11.49	\$21.62	\$0.00	\$86.27
	08/01/2026	\$54.92	\$11.49	\$21.62	\$0.00	\$88.03
	02/01/2027	\$56.04	\$11.49	\$21.62	\$0.00	\$89.15

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

Apprentice -MARBLE & TILE FINISHER - Local 3 Marble & TileEffective Date -02/01/2025

	Effecti	ve Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.91	\$11.49	\$23.56	\$0.00	\$67.96	
	2	60		\$39.49	\$11.49	\$23.56	\$0.00	\$74.54	
	3	70		\$46.07	\$11.49	\$23.56	\$0.00	\$81.12	
	4	80		\$52.66	\$11.49	\$23.56	\$0.00	\$87.71	
	5	90		\$59.24	\$11.49	\$23.56	\$0.00	\$94.29	
	Effecti	ve Date -	08/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$33.99	\$11.49	\$23.56	\$0.00	\$69.04	
	2	60		\$40.78	\$11.49	\$23.56	\$0.00	\$75.83	
	3	70		\$47.58	\$11.49	\$23.56	\$0.00	\$82.63	
	4	80		\$54.38	\$11.49	\$23.56	\$0.00	\$89.43	
	5	90		\$61.17	\$11.49	\$23.56	\$0.00	\$96.22	
	Notes:								
	İ								
	Apprei	ntice to Jou	ırneyworker Ratio:1:5						
			ON CONST. SITES)	12/01/2024	4 \$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGI	NEERS LC	ICAL 4		06/01/2025	5 \$57.68	\$15.55	\$16.50	\$0.00	\$89.73
				12/01/2025	5 \$59.12	\$15.55	\$16.50	\$0.00	\$91.17
				06/01/2026	5 \$60.40	\$15.55	\$16.50	\$0.00	\$92.45
For apprentice	rates see "	Apprentice- O	PERATING ENGINEERS"	12/01/2026	5 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89
MECHANICS				12/01/2024	4 \$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENG	NEERS LC	OCAL 4		06/01/2025			\$16.50	\$0.00	\$89.73
				12/01/2025			\$16.50	\$0.00	\$91.17
				06/01/2026			\$16.50	\$0.00	\$92.45
				12/01/2026			\$16.50	\$0.00	\$93.89
			PERATING ENGINEERS"						
MILLWRIGHT MILLWRIGHTS LO				01/06/2025	5 \$45.09	\$10.08	\$21.47	\$0.00	\$76.64
WILLW MOITISLO	CAL 1121	- Lone 2		01/05/2026	\$47.42	\$10.08	\$21.47	\$0.00	\$78.97

Apprentice -MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & TileEffective Date -02/01/2025

-		$m_{\rm L} = 01/06/2025$	Lone 2					
EI	fective Dat		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1			\$24.80	\$10.08	\$5.50	\$0.00	\$40.38	
2			\$29.31	\$10.08	\$6.50	\$0.00	\$45.89	
3			\$33.82	\$10.08	\$18.97	\$0.00	\$62.87	
4			\$38.33	\$10.08	\$19.97	\$0.00	\$68.38	
Ef	fective Dat	te - 01/05/2026				Supplemental		
Ste	ep perce	ent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	55		\$26.08	\$10.08	\$5.50	\$0.00	\$41.66	
2	65		\$30.82	\$10.08	\$6.50	\$0.00	\$47.40	
3	75		\$35.57	\$10.08	\$18.97	\$0.00	\$64.62	
4	85		\$40.31	\$10.08	\$19.97	\$0.00	\$70.36	
	but d	&2 Appr. indentured after 1/6/. o receive annuity. (Step 1 \$5.72 are 2,000 hours o Journeyworker Ratio:1:4						
IORTAR MIXER	-		12/01/2024	4 \$39.20	\$9.90	\$18.36	\$0.00	\$67.46
ABORERS - ZONE 2			06/01/202			\$18.36	\$0.00	\$68.85
			12/01/202			\$18.36	\$0.00	\$70.23
			06/01/2020			\$18.36	\$0.00	\$71.67
			12/01/2020			\$18.36	\$0.00	\$73.11
			06/01/202			\$18.36	\$0.00	\$74.56
			12/01/202			\$18.36	\$0.00	\$76.01
			06/01/202			\$18.36	\$0.00	\$77.51
			12/01/2028			\$18.36	\$0.00	\$79.01
For apprentice rates	s see "Apprent	ice- LABORER"	12/01/2020	φυσιτυ	<i>ψγ</i> , <i>γ</i> 0			Ψ, Σ.01
		CK CRANES,GRADALLS)	12/01/2024	4 \$25.37	\$15.30	\$16.40	\$0.00	\$57.07
PERATING ENGINEE	RS LOCAL 4		06/01/2023	5 \$25.97	\$15.30	\$16.40	\$0.00	\$57.67
			12/01/2023			\$16.40	\$0.00	\$58.33
			06/01/2020	5 \$27.22	\$15.30	\$16.40	\$0.00	\$58.92
			12/01/2020	5 \$27.89	\$15.30	\$16.40	\$0.00	\$59.59
		ice- OPERATING ENGINEERS"						
ILER (TRUCK C PERATING ENGINEE		RADALLS)	12/01/2024	4 \$31.08	\$15.30	\$16.40	\$0.00	\$62.78
ERGITING ENGINEE	NJ LOCAL 4		06/01/202	5 \$31.80	\$15.30	\$16.40	\$0.00	\$63.50
			12/01/2023	5 \$32.60	\$15.30	\$16.40	\$0.00	\$64.30
			06/01/2020	5 \$33.32	\$15.30	\$16.40	\$0.00	\$65.02
			12/01/2020	5 \$34.12	\$15.30	\$16.40	\$0.00	\$65.82
For apprentice rates	s see "Apprent	ice- OPERATING ENGINEERS"						

Apprentice - MILLWRIGHT - Local 1121 Zone 2

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

Step	tive Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30
Notes						
	Steps are 750 hrs.					
Appr	rentice to Journeyworker Ratio:1					`
	R SANDBLAST, NEW) * urfaces to be painted are new const	01/01/2025	5 \$49.36	\$9.95	\$23.95	\$0.00 \$83.26

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

* If 30% or more e pa NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

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

Effecti	ive Date - 01/01/2025				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$24.68	\$9.95	\$0.00	\$0.00	\$34.63
2	55	\$27.15	\$9.95	\$6.66	\$0.00	\$43.76
3	60	\$29.62	\$9.95	\$7.26	\$0.00	\$46.83
4	65	\$32.08	\$9.95	\$7.87	\$0.00	\$49.90
5	70	\$34.55	\$9.95	\$20.32	\$0.00	\$64.82
6	75	\$37.02	\$9.95	\$20.93	\$0.00	\$67.90
7	80	\$39.49	\$9.95	\$21.53	\$0.00	\$70.97
8	90	\$44.42	\$9.95	\$22.74	\$0.00	\$77.11
Notes:						
	Steps are 750 hrs.					

Apprentice to Journeyworker Ratio:1:1

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

Effect	five Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.71	\$9.95	\$0.00	\$0.00	\$33.66
2	55	\$26.08	\$9.95	\$6.66	\$0.00	\$42.69
3	60	\$28.45	\$9.95	\$7.26	\$0.00	\$45.66
4	65	\$30.82	\$9.95	\$7.87	\$0.00	\$48.64
5	70	\$33.19	\$9.95	\$20.32	\$0.00	\$63.46
6	75	\$35.57	\$9.95	\$20.93	\$0.00	\$66.45
7	80	\$37.94	\$9.95	\$21.53	\$0.00	\$69.42
8	90	\$42.68	\$9.95	\$22.74	\$0.00	\$75.37
Notes						
	Steps are 750 hrs.					
Appr	entice to Journeyworker Ratio:1:1					
	RUSH, NEW) * rfaces to be painted are new constru e used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/202: ction,	5 \$47.9	96 \$9.95	\$23.95	\$0.00 \$81.86

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Eff	01/01/2025

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2025				Supplemental	
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1 50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.93
2 55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.99
3 60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.99
4 65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.99
5 70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.84
6 75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.85
7 80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.85
8 90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.85
Notes:					
Steps are 750 hrs.					
Apprentice to Journeyworker Ratio:1:1					
PAINTER / TAPER (BRUSH, REPAINT) PAINTERS LOCAL 35 - ZONE 2	01/01/202	5 \$46.0	2 \$9.95	\$23.95	\$0.00 \$79.92

	Effecti	ve Date - 01/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
	1	50	\$23.01	\$9.95	\$0.00	\$0.00	\$32.90	6
	2	55	\$25.31	\$9.95	\$6.66	\$0.00	\$41.92	2
	3	60	\$27.61	\$9.95	\$7.26	\$0.00	\$44.82	2
	4	65	\$29.91	\$9.95	\$7.87	\$0.00	\$47.73	3
	5	70	\$32.21	\$9.95	\$20.32	\$0.00	\$62.48	8
	6	75	\$34.52	\$9.95	\$20.93	\$0.00	\$65.40	0
	7	80	\$36.82	\$9.95	\$21.53	\$0.00	\$68.30	0
	8	90	\$41.42	\$9.95	\$22.74	\$0.00	\$74.1	1
·	Notes:							
		Steps are 750 hrs.						
L	Appre	ntice to Journeyworker Ratio:1:1						
		ARKINGS (HEAVY/HIGHWAY)	12/01/2024	4 \$38.95	\$9.90	\$18.46	\$0.00	\$67.31
ABORERS - ZONE 2	2 (HEAV	Y & HIGHWAY)	06/01/2023	5 \$40.34	\$9.90	\$18.46	\$0.00	\$68.70
			12/01/2025	5 \$41.72	\$9.90	\$18.46	\$0.00	\$70.08
			06/01/2020	5 \$43.16	\$9.90	\$18.46	\$0.00	\$71.52
			12/01/2020	5 \$44.60	\$9.90	\$18.46	\$0.00	\$72.96
For apprentice r	ates see '	Apprentice- LABORER (Heavy and Highwa	y)					
ANEL & PICK		UCKS DRIVER	01/01/2025	5 \$39.78	\$15.57	\$20.17	\$0.00	\$75.52
EAMSTERS JOINT	COUNC	IL NO. TO ZONE D	06/01/2023	5 \$40.78	\$15.57	\$20.17	\$0.00	\$76.52
			12/01/2025	5 \$40.78	\$15.57	\$21.78	\$0.00	\$78.13
			01/01/2020	5 \$40.78	\$16.17	\$21.78	\$0.00	\$78.73
			06/01/2020	5 \$41.78	\$16.17	\$21.78	\$0.00	\$79.73
			12/01/2020	5 \$41.78	\$16.17	\$23.52	\$0.00	\$81.47
			01/01/2022	7 \$41.78	\$16.77	\$23.52	\$0.00	\$82.07
DECK) PILE DRIVER LOCA	L 56 (ZC	NSTRUCTOR (UNDERPINNING A DNE 1) 'Apprentice- PILE DRIVER"	AND 08/01/2024	4 \$55.79	\$10.08	\$24.29	\$0.00	\$90.16
PILE DRIVER			00/01/202	Δ Φ <u>ΕΕ</u> 70	¢10.00	\$24.29		
PILE DRIVER LOCA	L 56 (ZC	DNE 1)	08/01/2024	4 \$55.79	\$10.08	J24.29	\$0.00	\$90.16

Apprentice -	PAINTER Local 35 Zone 2 - BRUSH REPAINT

PILE DRIVER LOCAL 56 (ZONE 1)

	ve Date - 08/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45	\$25.11	\$10.08	\$2.53	\$0.00	\$37.72	
2	55	\$30.68	\$10.08	\$5.07	\$0.00	\$45.83	
3	70	\$39.05	\$10.08	\$19.22	\$0.00	\$68.35	
4	80	\$44.63	\$10.08	\$21.76	\$0.00	\$76.47	
Notes:							
	% Indentured BEFORE	8/1/20; 50/60/70/75/80/80/90/90					
Appre	nfiteertd \$6นิกภัสรรรรร	Ra\$i63 143/ 4 \$76.21/ 5&6 \$79.00/ 7&8	\$84.58			İ	
EFITTER & STEAN SFITTERS LOCAL 537 (L		03/01/2025	5 \$68.88	\$12.70	\$21.80	\$0.00	\$103.38

PILE DRIVER - Local 56 Zone 1 Annrentice

Apprentice - PIPEFITTER Local 537 (Local 138)

Effect	tive Date - 03/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
1	40	\$27.55	\$12.70	\$9.05	\$0.00	\$49.30)
2	45	\$31.00	\$12.70	\$21.80	\$0.00	\$65.50)
3	60	\$41.33	\$12.70	\$21.80	\$0.00	\$75.83	3
4	70	\$48.22	\$12.70	\$21.80	\$0.00	\$82.72	2
5	80	\$55.10	\$12.70	\$21.80	\$0.00	\$89.60)
Notes	** 1:3; 3:15; 1:10 there						
· · · ·		1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1	7;9:20;10:23(1	Max)			
	entice to Journeyworker						
PIPELAYER LABORERS - ZONE 2		12/01/2024			\$18.36	\$0.00	\$67.46
		06/01/2023	5 \$40.59	\$9.90	\$18.36	\$0.00	\$68.85
		12/01/2025	5 \$41.97	\$9.90	\$18.36	\$0.00	\$70.23
		06/01/2020	5 \$43.41	\$9.90	\$18.36	\$0.00	\$71.67
		12/01/2020	5 \$44.85	\$9.90	\$18.36	\$0.00	\$73.11
		06/01/2027	546.30	\$9.90	\$18.36	\$0.00	\$74.56
		12/01/2027	7 \$47.75	\$9.90	\$18.36	\$0.00	\$76.01
		06/01/2028	8 \$49.25	\$9.90	\$18.36	\$0.00	\$77.51
		12/01/2028	8 \$50.75	\$9.90	\$18.36	\$0.00	\$79.01
	"Apprentice- LABORER"						
PIPELAYER (HEAVY LABORERS - ZONE 2 (HEA)	· · · · · · · · · · · · · · · · · · ·	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
ENDORERS - ZONE 2 (HEA)		06/01/2025	5 \$40.59	\$9.90	\$18.46	\$0.00	\$68.95
		12/01/2023	5 \$41.97	\$9.90	\$18.46	\$0.00	\$70.33
		06/01/2020	5 \$43.41	\$9.90	\$18.46	\$0.00	\$71.77
		12/01/2020	5 \$44.85	\$9.90	\$18.46	\$0.00	\$73.21

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PLUMBER	03/02/2025	\$69.84	\$14.32	\$20.31	\$0.00	\$104.47
PLUMBERS & GASFITTERS LOCAL 12 (Local 138)			+			+

		ive Date - 03/02/20	145F111ER - Local 12 (Lo 25	/			Supplemental		
-	Step	percent	Apprent	tice Base Wage	Health	Pension	Unemployment	Total Ra	te
	1	35		\$24.44	\$14.32	\$7.41	\$0.00	\$46.	17
	2	40		\$27.94	\$14.32	\$8.42	\$0.00	\$50.0	58
	3	55		\$38.41	\$14.32	\$11.43	\$0.00	\$64.	16
	4	65		\$45.40	\$14.32	\$13.50	\$0.00	\$73.2	22
	5	75		\$52.38	\$14.32	\$15.53	\$0.00	\$82.2	23
	Notes:	** 1:2; 2:6; 3:10; 4:1	4; 5:19/Steps are 1 yr						-
		Steps are 1 yr							1
L	A n n n	·	0, Step5 with lic\$76.87						
		entice to Journeywork	ter Katio:""						
NEUMATIC CO		· · · ·		03/01/202	5 \$68.	.88 \$12.70	\$21.80	\$0.00	\$103.38
			or "PLUMBER/PIPEFITTER"						
NEUMATIC DI 1807ERS - ZONE 2		FOOL OPERATOR		12/01/2024	4 \$39.	.70 \$9.90	\$17.54	\$0.00	\$67.14
- Shand Bond I	-			06/01/202	5 \$41.	.09 \$9.90	\$17.54	\$0.00	\$68.53
				12/01/202	5 \$42.	.47 \$9.90	\$17.54	\$0.00	\$69.91
				06/01/202	6 \$43.	.91 \$9.90	\$17.54	\$0.00	\$71.35
				12/01/202	6 \$45.	.35 \$9.90	\$17.54	\$0.00	\$72.79
				06/01/202	7 \$46.	.80 \$9.90	\$17.54	\$0.00	\$74.24
				12/01/202	7 \$48.	.25 \$9.90	\$17.54	\$0.00	\$75.69
				06/01/202	8 \$49.	.75 \$9.90	\$17.54	\$0.00	\$77.19
				12/01/202	8 \$51.	.25 \$9.90	\$17.54	\$0.00	\$78.69
		"Apprentice- LABORER"							
NEUMATIC DI IGHWAY)	RILL/	TOOL OPERATOR (H	IEAVY &	12/01/202	4 \$39.	.20 \$9.90	\$18.46	\$0.00	\$67.56
ABORERS - ZONE 2	2 (HEAV	Y & HIGHWAY)		06/01/202	5 \$40.	.59 \$9.90	\$18.46	\$0.00	\$68.95
				12/01/202	5 \$41.	.97 \$9.90	\$18.46	\$0.00	\$70.33
				06/01/202	6 \$43.	.41 \$9.90	\$18.46	\$0.00	\$71.77
The state				12/01/202	6 \$44.	.85 \$9.90	\$18.46	\$0.00	\$73.21
		"Apprentice- LABORER (H	eavy and Highway)					** **	
OWDERMAN (ABORERS - ZONE 2		ASIEK		12/01/2024			\$18.36	\$0.00	\$68.21
				06/01/202			\$18.36	\$0.00	\$69.60
				12/01/202			\$18.36	\$0.00	\$70.98
				06/01/202	6 \$44.	.16 \$9.90	\$18.36	\$0.00	\$72.42
				12/01/202	6 \$45.	.60 \$9.90	\$18.36	\$0.00	\$73.86
				06/01/202	7 \$47.	.05 \$9.90	\$18.36	\$0.00	\$75.31
				12/01/202	7 \$48.	.50 \$9.90	\$18.36	\$0.00	\$76.76
				06/01/202	8 \$50.	.00 \$9.90	\$18.36	\$0.00	\$78.26
For operation	atao asa	"Appropriate LADODED"		12/01/202	8 \$51.	.50 \$9.90	\$18.36	\$0.00	\$79.76
For apprentice ra	ates see	"Apprentice- LABORER"							

Apprentice - PLUMBER/GASFITTER - Local 12 (Local 138)

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$39.95	\$9.65	\$18.46	\$0.00	\$68.06
LADOKEKS - ZONE 2 (HEAVI & HIGHWAI)	06/01/2025	\$41.34	\$9.65	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.72	\$9.65	\$18.46	\$0.00	\$70.83
	06/01/2026	\$44.16	\$9.65	\$18.46	\$0.00	\$72.27
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$45.60	\$9.65	\$18.46	\$0.00	\$73.71
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55 \$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$50.55 \$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2020	<i>402.33</i>	φ15.55	<i>Q</i> 1 0 10 0	<i>Q</i> 0100	ψ) 1.50
PUMP OPERATOR (CONCRETE)	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
OF ERATING ENGINEERS LOCAL 4	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS" READY-MIX CONCRETE DRIVER						
TEAMSTERS 170 - J.G. MacLellan (Lowell)	05/01/2025	\$30.50	\$11.57	\$6.65	\$0.00	\$48.72
DECLAIMEDS	01/01/2026	\$30.50	\$11.97	\$6.65	\$0.00	\$49.12
RECLAIMERS OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
RIDE-ON MOTORIZED BUGGY OPERATOR	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
Issue Date: 05/14/2025 Wage Request Numbe						Page 30 of 3'

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"					• -	
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) ROOFERS LOCAL 33	02/01/2025	\$52.03	\$13.28	\$21.70	\$0.00	\$87.01
KOOFEKS LOCAL 35	08/01/2025	\$53.53	\$13.28	\$21.70	\$0.00	\$88.51
	02/01/2026	\$54.78	\$13.28	\$21.70	\$0.00	\$89.76

I	Apprei	ntice - RC	OOFER - Local 33						
	E <mark>ffecti</mark> Step	ve Date - percent	02/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	1	50		\$26.02	\$13.28	\$15.55	\$0.00	\$54.85	
	2	50 60							
				\$31.22	\$13.28	\$21.70	\$0.00	\$66.20	
	3	65		\$33.82	\$13.28	\$21.70	\$0.00	\$68.80	
	4	75		\$39.02	\$13.28	\$21.70	\$0.00	\$74.00	
	5	85		\$44.23	\$13.28	\$21.70	\$0.00	\$79.21	
1	Effecti	ve Date -	08/01/2025				Supplemental		
S	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
-	1	50		\$26.77	\$13.28	\$15.55	\$0.00	\$55.60	
	2	60		\$32.12	\$13.28	\$21.70	\$0.00	\$67.10	
	3	65		\$34.79	\$13.28	\$21.70	\$0.00	\$69.77	
	4	75		\$40.15	\$13.28	\$21.70	\$0.00	\$75.13	
	5	85		\$45.50	\$13.28	\$21.70	\$0.00	\$80.48	
- נו	Notes:	** 1:5, 2:6	-10, the 1:10; Reroofing: 1:-	4. then 1:1					
		Step 1 is 2	2000 hrs.; Steps 2-5 are 100	0 hrs.					
	Annre	<u> </u>	n Mechanics' receive \$1.00 h urneyworker Ratio:**						
	••		ST CONCRETE	02/01/2025	5 \$52.28	\$13.28	\$21.70	\$0.00	\$87.26
OFERS LOCAL 33								\$0.00	
				08/01/2025			\$21.70		\$88.76
For apprentice ra	ites see "	Apprentice- R	OOFER"	02/01/2026	\$55.03	\$13.28	\$21.70	\$0.00	\$90.01
IEETMETAL V				02/01/2025	5 \$59.13	\$14.91	\$28.27	\$2.98	\$105.29
EETMETAL WORK	KERS LC	OCAL 17 - A		08/01/2025			\$28.27	\$2.98	\$107.14
				02/01/2026			\$28.27	\$2.98	\$109.09

Effect	ive Date -	02/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	42		\$24.83	\$14.91	\$6.13	\$0.00	\$45.87
2	42		\$24.83	\$14.91	\$6.13	\$0.00	\$45.87
3	47		\$27.79	\$14.91	\$12.26	\$1.62	\$56.58
4	47		\$27.79	\$14.91	\$12.26	\$1.62	\$56.58
5	52		\$30.75	\$14.91	\$13.24	\$1.74	\$60.64
6	52		\$30.75	\$14.91	\$13.49	\$1.75	\$60.90
7	60		\$35.48	\$14.91	\$14.90	\$1.93	\$67.22
8	65		\$38.43	\$14.91	\$15.88	\$2.04	\$71.26
9	75		\$44.35	\$14.91	\$17.84	\$2.28	\$79.38
10	85		\$50.26	\$14.91	\$19.30	\$2.49	\$86.96

Apprentice - SHEET METAL WORKER - Local 17-A

		10	ψ++.55	ψ14.71	ψ17.04	ψ2.20	\$79.50	
	10	85	\$50.26	\$14.91	\$19.30	\$2.49	\$86.96	
	Effecti Step	ve Date - 08/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	42	\$25.61	\$14.91	\$6.13	\$0.00	\$46.65	
	2	42	\$25.61	\$14.91	\$6.13	\$0.00	\$46.65	
	3	47	\$28.66	\$14.91	\$12.26	\$1.62	\$57.45	
	4	47	\$28.66	\$14.91	\$12.26	\$1.62	\$57.45	
	5	52	\$31.71	\$14.91	\$13.24	\$1.74	\$61.60	
	6	52	\$31.71	\$14.91	\$13.49	\$1.75	\$61.86	
	7	60	\$36.59	\$14.91	\$14.90	\$1.93	\$68.33	
	8	65	\$39.64	\$14.91	\$15.88	\$2.04	\$72.47	
	9	75	\$45.74	\$14.91	\$17.84	\$2.28	\$80.77	
	10	85	\$51.83	\$14.91	\$19.30	\$2.49	\$88.53	
	Notes:							
	i	Steps are 6 mos.					i i	
	Appre	ntice to Journeyworker Ratio:1:4						
SPECIALIZED TEAMSTERS JOINT		I MOVING EQUIP < 35 TONS	01/01/2025	5 \$40.24	\$15.57	\$20.17	\$0.00	\$75.98
IEAMSIERS JOINI	COUNC	IL NO. 10 ZONE B	06/01/2025	5 \$41.24	\$15.57	\$20.17	\$0.00	\$76.98
			12/01/2023	5 \$41.24	\$15.57	\$21.78	\$0.00	\$78.59
			01/01/2020	5 \$41.24	\$16.17	\$21.78	\$0.00	\$79.19
			06/01/2020	5 \$42.24	\$16.17	\$21.78	\$0.00	\$80.19
			12/01/2020	5 \$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	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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 SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2	03/01/2025	\$64.93	\$11.51	\$23.80	\$0.00	\$100.24

	ve Date - 03/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	35	\$22.73	\$11.51	\$13.07	\$0.00	\$47.31	
2	40	\$25.97	\$11.51	\$13.90	\$0.00	\$51.38	
3	45	\$29.22	\$11.51	\$14.72	\$0.00	\$55.45	, ,
4	50	\$32.47	\$11.51	\$15.55	\$0.00	\$59.53	i
5	55	\$35.71	\$11.51	\$16.38	\$0.00	\$63.60	1
6	60	\$38.96	\$11.51	\$17.20	\$0.00	\$67.67	1
7	65	\$42.20	\$11.51	\$18.03	\$0.00	\$71.74	ł
8	70	\$45.45	\$11.51	\$18.85	\$0.00	\$75.81	
9	75	\$48.70	\$11.51	\$19.68	\$0.00	\$79.89	1
10	80	\$51.94	\$11.51	\$20.50	\$0.00	\$83.95	i
	40/45/50/55/60/65/70/75/80/85 Steps are 850 hours						
••							
		12/01/2024	4 \$56.4	40 \$15.5	5 \$16.50	\$0.00	\$88.45
LIND LC		06/01/2025	5 \$57.0	58 \$15.5	5 \$16.50	\$0.00	\$89.73
		12/01/2025	5 \$59.	12 \$15.5	5 \$16.50	\$0.00	\$91.17
		06/01/2020	5 \$60.4	40 \$15.5	5 \$16.50	\$0.00	\$92.45
		12/01/2020	5 \$61.5	84 \$15.5	5 \$16.50	\$0.00	\$93.89
		12/01/202					\$88.45
							\$89.73
		12/01/2025	5 \$59.			\$0.00	\$91.17
		06/01/2020 12/01/2020				\$0.00 \$0.00	\$92.45 \$93.89
	2 3 4 5 5 7 8 9 10 Notes: OPEI ers LC es see "	1 35 2 40 3 45 4 50 5 55 6 60 7 65 8 70 9 75 10 80 Notes: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours Apprentice to Journeyworker Ratio:1:3 OPERATOR ERS LOCAL 4	1 35 \$22.73 2 40 \$25.97 3 45 \$29.22 4 50 \$32.47 5 55 \$35.71 5 60 \$38.96 7 65 \$42.20 3 70 \$45.45 9 75 \$48.70 10 80 \$51.94 Notes: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours Apprentice to Journeyworker Ratio:1:3 OPERATOR 200/202 12/01/202 06/01/202 06/01/202 12/01/202 06/01/202 9 75 12/01/202 Apprentice to Journeyworker Ratio:1:3 OPERATOR I2/01/202 06/01/202 12/01/202 06/01/202 06/01/202 0/06/01/202 S LOCAL 4	1 35 \$22.73 \$11.51 2 40 \$25.97 \$11.51 3 45 \$29.22 \$11.51 4 50 \$32.47 \$11.51 5 55 \$35.71 \$11.51 5 55 \$35.71 \$11.51 5 55 \$35.71 \$11.51 5 60 \$38.96 \$11.51 7 65 \$42.20 \$11.51 8 70 \$445.45 \$11.51 9 75 \$445.45 \$11.51 10 80 \$51.94 \$11.51 Notes: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours OPERATOR ERS LOCAL 4 06/01/2024 \$56.4 06/01/2025 \$57.4 12/01/2024 \$56.4 06/01/2025 \$57.4 06/01/2026 \$60.4 12/01/2026 \$61.3 PROPELLED OR TRACTOR DRAWN 12/01/2024 \$56.4 06/01/2025 \$57.4<	1 35 \$22.73 \$11.51 \$13.07 2 40 \$25.97 \$11.51 \$13.90 3 45 \$29.22 \$11.51 \$14.72 4 50 \$32.47 \$11.51 \$15.55 5 55 \$35.71 \$11.51 \$16.38 5 60 \$38.96 \$11.51 \$17.20 7 65 \$42.20 \$11.51 \$18.03 8 70 \$45.45 \$11.51 \$18.85 9 75 \$48.70 \$11.51 \$18.85 90 75 \$48.70 \$11.51 \$19.68 80 \$51.94 \$11.51 \$20.50 Notes: Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85 Steps are 850 hours OPERATOR 12/01/2024 \$56.40 \$15.5 06/01/2025 \$57.68 \$15.5 06/01/2025 \$59.12 \$15.5 StocAL 4 OPERATOR 12/01/2024 \$56.40 \$15.5 <t< td=""><td>tep percent Apprentice Base Wage Health Pension Unemployment 1 35 \$22.73 \$11.51 \$13.07 \$0.00 2 40 \$25.97 \$11.51 \$13.90 \$0.00 3 45 \$29.22 \$11.51 \$14.72 \$0.00 4 50 \$32.47 \$11.51 \$15.55 \$0.00 5 55 \$35.71 \$11.51 \$16.38 \$0.00 5 60 \$38.96 \$11.51 \$16.38 \$0.00 5 60 \$42.20 \$11.51 \$18.03 \$0.00 65 60 \$44.545 \$11.51 \$18.85 \$0.00 7 65 \$42.20 \$11.51 \$18.85 \$0.00 80 \$51.94 \$11.51 \$18.85 \$0.00 90 75 \$48.70 \$11.51 \$19.68 \$0.00 80 \$51.94 \$11.51 \$20.50 \$10.00 90PERATOR 12/01/2024<!--</td--><td>tep percent Apprentice Base Wage Health Pension Unemployment Total Rate 35 \$22.73 \$11.51 \$13.07 \$0.00 \$47.31 40 \$25.97 \$11.51 \$13.90 \$0.00 \$51.38 45 \$29.22 \$11.51 \$14.72 \$0.00 \$55.45 4 \$0 \$32.47 \$11.51 \$15.55 \$0.00 \$55.45 5 \$5 \$35.71 \$11.51 \$16.38 \$0.00 \$63.60 5 60 \$38.96 \$11.51 \$17.20 \$0.00 \$67.67 65 \$42.20 \$11.51 \$18.03 \$0.00 \$77.88 7 65 \$42.20 \$11.51 \$18.03 \$0.00 \$77.89 80 \$51.94 \$11.51 \$18.03 \$0.00 \$83.95 100 \$80 \$51.94 \$11.51 \$15.55 \$16.50 \$0.00 \$\$20.50 \$0005 \$51.94 \$11.51 \$15.55 \$16.50</td></td></t<>	tep percent Apprentice Base Wage Health Pension Unemployment 1 35 \$22.73 \$11.51 \$13.07 \$0.00 2 40 \$25.97 \$11.51 \$13.90 \$0.00 3 45 \$29.22 \$11.51 \$14.72 \$0.00 4 50 \$32.47 \$11.51 \$15.55 \$0.00 5 55 \$35.71 \$11.51 \$16.38 \$0.00 5 60 \$38.96 \$11.51 \$16.38 \$0.00 5 60 \$42.20 \$11.51 \$18.03 \$0.00 65 60 \$44.545 \$11.51 \$18.85 \$0.00 7 65 \$42.20 \$11.51 \$18.85 \$0.00 80 \$51.94 \$11.51 \$18.85 \$0.00 90 75 \$48.70 \$11.51 \$19.68 \$0.00 80 \$51.94 \$11.51 \$20.50 \$10.00 90PERATOR 12/01/2024 </td <td>tep percent Apprentice Base Wage Health Pension Unemployment Total Rate 35 \$22.73 \$11.51 \$13.07 \$0.00 \$47.31 40 \$25.97 \$11.51 \$13.90 \$0.00 \$51.38 45 \$29.22 \$11.51 \$14.72 \$0.00 \$55.45 4 \$0 \$32.47 \$11.51 \$15.55 \$0.00 \$55.45 5 \$5 \$35.71 \$11.51 \$16.38 \$0.00 \$63.60 5 60 \$38.96 \$11.51 \$17.20 \$0.00 \$67.67 65 \$42.20 \$11.51 \$18.03 \$0.00 \$77.88 7 65 \$42.20 \$11.51 \$18.03 \$0.00 \$77.89 80 \$51.94 \$11.51 \$18.03 \$0.00 \$83.95 100 \$80 \$51.94 \$11.51 \$15.55 \$16.50 \$0.00 \$\$20.50 \$0005 \$51.94 \$11.51 \$15.55 \$16.50</td>	tep percent Apprentice Base Wage Health Pension Unemployment Total Rate 35 \$22.73 \$11.51 \$13.07 \$0.00 \$47.31 40 \$25.97 \$11.51 \$13.90 \$0.00 \$51.38 45 \$29.22 \$11.51 \$14.72 \$0.00 \$55.45 4 \$0 \$32.47 \$11.51 \$15.55 \$0.00 \$55.45 5 \$5 \$35.71 \$11.51 \$16.38 \$0.00 \$63.60 5 60 \$38.96 \$11.51 \$17.20 \$0.00 \$67.67 65 \$42.20 \$11.51 \$18.03 \$0.00 \$77.88 7 65 \$42.20 \$11.51 \$18.03 \$0.00 \$77.89 80 \$51.94 \$11.51 \$18.03 \$0.00 \$83.95 100 \$80 \$51.94 \$11.51 \$15.55 \$16.50 \$0.00 \$\$20.50 \$0005 \$51.94 \$11.51 \$15.55 \$16.50

Apprentice - SPRINKLER FITTER - Local 550 (Section B) Zone 2

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN	03/01/2025	\$51.41	\$13.00	\$20.90	\$0.00	\$85.31
ELECTRICIANS LOCAL 103	09/01/2025	\$52.94	\$13.00	\$20.95	\$0.00	\$86.89
	03/01/2026	\$53.90	\$13.00	\$20.98	\$0.00	\$87.88
	09/01/2026	\$55.42	\$13.00	\$21.02	\$0.00	\$89.44
	03/01/2027	\$56.38	\$13.00	\$21.05	\$0.00	\$90.43
	09/01/2027	\$57.91	\$13.00	\$21.10	\$0.00	\$92.01
	03/01/2028	\$58.87	\$13.00	\$21.13	\$0.00	\$93.00

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

- ppro	milee						
Effecti	ive Date -	03/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$23.13	\$13.00	\$0.69	\$0.00	\$36.82
2	45		\$23.13	\$13.00	\$0.69	\$0.00	\$36.82
3	50		\$25.71	\$13.00	\$16.64	\$0.00	\$55.35
4	50		\$25.71	\$13.00	\$16.64	\$0.00	\$55.35
5	55		\$28.28	\$13.00	\$17.07	\$0.00	\$58.35
6	60		\$30.85	\$13.00	\$17.50	\$0.00	\$61.35
7	65		\$33.42	\$13.00	\$17.92	\$0.00	\$64.34
8	70		\$35.99	\$13.00	\$18.35	\$0.00	\$67.34
9	75		\$38.56	\$13.00	\$18.78	\$0.00	\$70.34
10	80		\$41.13	\$13.00	\$19.19	\$0.00	\$73.32

Effect	ive Date - 09/	/01/2025				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	45		\$23.82	\$13.00	\$0.71	\$0.00	\$37.53	
2	45		\$23.82	\$13.00	\$0.71	\$0.00	\$37.53	i
3	50		\$26.47	\$13.00	\$16.66	\$0.00	\$56.13	i
4	50		\$26.47	\$13.00	\$16.66	\$0.00	\$56.13	i
5	55		\$29.12	\$13.00	\$17.09	\$0.00	\$59.21	
6	60		\$31.76	\$13.00	\$17.52	\$0.00	\$62.28	3
7	65		\$34.41	\$13.00	\$17.95	\$0.00	\$65.36	<u>,</u>
8	70		\$37.06	\$13.00	\$18.38	\$0.00	\$68.44	Ļ
9	75		\$39.71	\$13.00	\$18.81	\$0.00	\$71.52	!
10	80		\$42.35	\$13.00	\$19.23	\$0.00	\$74.58	;
Notes:								
i							ĺ	
Appre	ntice to Journe	yworker Ratio:1:1						
TERRAZZO FINISHE			02/01/2025	5 \$64.74	\$11.49	\$23.59	\$0.00	\$99.82
BRICKLAYERS LOCAL 3 - M	ARBLE & TILE		08/01/2025	5 \$66.89	\$11.49	\$23.59	\$0.00	\$101.97
			02/01/2020	5 \$68.24	\$11.49	\$23.59	\$0.00	\$103.32
			08/01/2020	5 \$70.44	\$11.49	\$23.59	\$0.00	\$105.52
			02/01/2027	7 \$71.84	\$11.49	\$23.59	\$0.00	\$106.92

]	Effectiv	ve Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.37	\$11.49	\$23.59	\$0.00	\$67.45	
	2	60		\$38.84	\$11.49	\$23.59	\$0.00	\$73.92	
	3	70		\$45.32	\$11.49	\$23.59	\$0.00	\$80.40	
	4	80		\$51.79	\$11.49	\$23.59	\$0.00	\$86.87	
	5	90		\$58.27	\$11.49	\$23.59	\$0.00	\$93.35	
]	Effectiv	ve Date -	08/01/2025				Supplemental		
:	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$33.45	\$11.49	\$23.59	\$0.00	\$68.53	
	2	60		\$40.13	\$11.49	\$23.59	\$0.00	\$75.21	
	3	70		\$46.82	\$11.49	\$23.59	\$0.00	\$81.90	
	4	80		\$53.51	\$11.49	\$23.59	\$0.00	\$88.59	
	5	90		\$60.20	\$11.49	\$23.59	\$0.00	\$95.28	
]	Notes:								
	Apprer	tice to Jou	irneyworker Ratio:1:3						
TEST BORING I			7	12/01/2024	\$50.2	0 \$9.90	\$19.05	\$0.00	\$79.15
LABORERS - FOUND	DATION 2	AND MARINE	2	06/01/2025	\$51.7	0 \$9.90	\$19.05	\$0.00	\$80.65
				12/01/2025	\$53.2	0 \$9.90	\$19.05	\$0.00	\$82.15
				06/01/2026	\$54.7	5 \$9.90	\$19.05	\$0.00	\$83.70
				12/01/2026	\$56.2	5 \$9.90	\$19.05	\$0.00	\$85.20
For apprentice ra									
TEST BORING I LABORERS - FOUND				12/01/2024			\$19.05	\$0.00	\$75.27
				06/01/2025			\$19.05	\$0.00	\$76.77
				12/01/2025			\$19.05	\$0.00	\$78.27
				06/01/2026			\$19.05	\$0.00	\$79.82
For apprentice ra	ates see "A	Apprentice- L	ABORER"	12/01/2020	\$52.3	7 \$9.90	\$19.05	\$0.00	\$81.32
TEST BORING I				12/01/2024	\$46.2	0 \$9.90	\$19.05	\$0.00	\$75.15
LABORERS - FOUND	DATION A	AND MARINE	3	06/01/2025	\$47.7	0 \$9.90	\$19.05	\$0.00	\$76.65
				12/01/2025	\$49.2	0 \$9.90	\$19.05	\$0.00	\$78.15
				06/01/2026	\$50.7	5 \$9.90	\$19.05	\$0.00	\$79.70
				12/01/2026	\$52.2	5 \$9.90	\$19.05	\$0.00	\$81.20
For apprentice ra									
TRACTORS/POI OPERATING ENGIN			GENERATORS	12/01/2024	\$56.4	0 \$15.55	\$16.50	\$0.00	\$88.45
		-		06/01/2025	\$57.6	8 \$15.55	\$16.50	\$0.00	\$89.73
				12/01/2025	\$59.1	2 \$15.55	\$16.50	\$0.00	\$91.17
				06/01/2026			\$16.50	\$0.00	\$92.45
For apprentice ra	ates see "A	Apprentice- O	PERATING ENGINEERS"	12/01/2026	\$61.8	4 \$15.55	\$16.50	\$0.00	\$93.89

Apprentice -	TERRAZZO FINISHER - Local 3 Marble & Tile	
Effective Date	- 02/01/2025	

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT	01/01/2025	\$40.82	\$15.57	\$20.17	\$0.00	\$76.56
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$77.56
	12/01/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$79.17
	01/01/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$79.77
	06/01/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$80.77
	12/01/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$82.51
	01/01/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$83.11
TUNNEL WORK - COMPRESSED AIR	12/01/2024	\$58.43	\$9.90	\$19.50	\$0.00	\$87.83
LABORERS (COMPRESSED AIR)	06/01/2025	\$59.93	\$9.90	\$19.50	\$0.00	\$89.33
	12/01/2025	\$61.43	\$9.90	\$19.50	\$0.00	\$90.83
	06/01/2026	\$62.98	\$9.90	\$19.50	\$0.00	\$92.38
	12/01/2026	\$64.48	\$9.90	\$19.50	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	12/01/2024	\$60.43	\$9.90	\$19.50	\$0.00	\$89.83
	06/01/2025	\$61.93	\$9.90	\$19.50	\$0.00	\$91.33
	12/01/2025	\$63.43	\$9.90	\$19.50	\$0.00	\$92.83
	06/01/2026	\$64.98	\$9.90	\$19.50	\$0.00	\$94.38
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$66.48	\$9.90	\$19.50	\$0.00	\$95.88
TUNNEL WORK - FREE AIR	12/01/2024	\$50.50	\$9.90	\$19.50	\$0.00	\$79.90
LABORERS (FREE AIR TUNNEL)	06/01/2025	\$52.00	\$9.90	\$19.50	\$0.00	\$81.40
	12/01/2025	\$53.50	\$9.90	\$19.50	\$0.00	\$82.90
	06/01/2026	\$55.05	\$9.90	\$19.50	\$0.00	\$84.45
	12/01/2026	\$56.55	\$9.90	\$19.50	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	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
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$58.55	\$9.90	\$19.50	\$0.00	\$87.95
VAC-HAUL	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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
	01/01/2027	ψ12.27	ψ10.//	<i><i><i><i>4</i>23.32</i></i></i>	ψ0.00	ψ02.33

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rat
WAGON DRILL OPERATOR	12/01/2024	\$40.61	\$9.65	\$17.70	\$0.00	\$67.96
LABORERS - ZONE 2	06/01/2025	\$42.00	\$9.65	\$17.70	\$0.00	\$69.35
	12/01/2025	\$43.38	\$9.65	\$17.70	\$0.00	\$70.73
	06/01/2026	\$44.82	\$9.65	\$17.70	\$0.00	\$72.17
	12/01/2026	\$46.26	\$9.65	\$17.70	\$0.00	\$73.61
	06/01/2027	\$47.71	\$9.65	\$17.70	\$0.00	\$75.06
	12/01/2027	\$49.16	\$9.65	\$17.70	\$0.00	\$76.51
	06/01/2028	\$50.66	\$9.65	\$17.70	\$0.00	\$78.01
	12/01/2028	\$52.16	\$9.65	\$17.70	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
ABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
WASTE WATER PUMP OPERATOR	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER PLUMBERS & GASFITTERS LOCAL 12 (Local 138)	03/02/2025	\$69.84	\$14.32	\$20.31	\$0.00	\$104.47

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.