

MAURA HEALY

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:	Department of Conservation and Recreation
Contract Number:	P25-3586-C11A
Description of Work:	Landry Park Site Improvements
Job Location:	Landry Way, Waltham, MA

City/Town: WALTHAM

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 contract term, they must request are being paid throughout the duration of the contract. Additionally, if an Awarding Authority exercises an option to renew or extend the contract term, they must request updated rate sheets from DLS and provide them to the contract term, they must request updated rate sheets form DLS and provide them to the contract term, they must request updated rate sheets form DLS and provide them to the contract term, they must request updated rate sheets form DLS and provide them to the contract term, they must request updated rate sheets form DLS and provide them to the contract.
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the
 awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational
 classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to
 http://www.mass.gov/dols/pw.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Tota Rate
(2 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$42.05	\$14.91	\$20.17	\$0.00	\$0.00	\$77.13
TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2025	\$42.05	\$15.41	\$20.17	\$0.00	\$0.00	\$77.63
	12/1/2025	\$42.05	\$15.41	\$21.78	\$0.00	\$0.00	\$79.24
	6/1/2026	\$43.05	\$15.41	\$21.78	\$0.00	\$0.00	\$80.24
	8/1/2026	\$43.05	\$15.91	\$21.78	\$0.00	\$0.00	\$80.74
	12/1/2026	\$43.05	\$15.91	\$23.52	\$0.00	\$0.00	\$82.48
(3 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$41.12	\$14.91	\$20.17	\$0.00	\$0.00	\$76.20
TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2025	\$41.12	\$15.41	\$20.17	\$0.00	\$0.00	\$76.70
	12/1/2025	\$41.12	\$15.41	\$21.78	\$0.00	\$0.00	\$78.3
	6/1/2026	\$43.12	\$15.41	\$21.78	\$0.00	\$0.00	\$80.3
	8/1/2026	\$43.12	\$15.91	\$21.78	\$0.00	\$0.00	\$80.8
	12/1/2026	\$43.12	\$15.91	\$23.52	\$0.00	\$0.00	\$82.55
(4 & 5 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$42.24	\$14.91	\$20.17	\$0.00	\$0.00	\$77.32
TEAMSTERS JOINT COUNCIL NO. 10	8/1/2025	\$42.24	\$15.41	\$20.17	\$0.00	\$0.00	\$77.82
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/1/2025	\$42.24	\$15.41	\$21.78	\$0.00	\$0.00	\$79.43
	6/1/2026	\$43.24	\$15.41	\$21.78	\$0.00	\$0.00	\$80.43
	8/1/2026	\$43.24	\$15.91	\$21.78	\$0.00	\$0.00	\$80.93
	12/1/2026	\$43.24	\$15.91	\$23.52	\$0.00	\$0.00	\$82.67
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	1/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"							
AIR TRACK OPERATOR	6/1/2025	\$48.35	\$9.90	\$9.25	\$9.65	\$0.00	\$77.15
LABORERS	12/1/2025	\$49.85	\$9.90	\$9.25	\$9.65	\$0.00	\$78.65
LABORERS - ZONE 1	6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.4
	12/1/2026	\$52.90	\$9.90	\$9.25	\$9.65	\$0.00	\$81.70
	6/1/2027	\$54.50	\$9.90	\$9.25	\$9.65	\$0.00	\$83.30
	12/1/2027	\$56.10	\$9.90	\$9.25	\$9.65	\$0.00	\$84.90
	6/1/2028	\$57.78	\$9.90	\$9.25	\$9.65	\$0.00	\$86.58
	12/1/2028	\$59.45	\$9.90	\$9.25	\$9.65	\$0.00	\$88.25
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	6/1/2025	\$48.45	\$9.90	\$9.25	\$9.65	\$0.00	\$77.25
LABORERS	12/1/2025	\$49.95	\$9.90	\$9.25	\$9.65	\$0.00	\$78.75
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$51.50	\$9.90	\$9.25	\$9.65	\$0.00	\$80.30
	12/1/2026	\$53.00	\$9.90	\$9.25	\$9.65	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	6/1/2025	\$43.80	\$14.50	\$4.30	\$6.75	\$0.00	\$69.35
HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/1/2025	\$44.80	\$14.50	\$4.30	\$6.75	\$0.00	\$70.35
ASPHALT RAKER	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70

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Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
ASPHALT RAKER (HEAVY & HIGHWAY)	6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.75
LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/1/2025	\$49.45	\$9.90	\$9.25	\$9.65	\$0.00	\$78.25
LABORERS - ZONE I (HEAVI & HIGHWAI)	6/1/2026	\$51.00	\$9.90	\$9.25	\$9.65	\$0.00	\$79.80
	12/1/2026	\$52.50	\$9.90	\$9.25	\$9.65	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BACKHOE/FRONT-END LOADER	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BARCO-TYPE JUMPING TAMPER	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS LABORERS - ZONE 1	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LABORERS - ZONE I	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
For apprentice rates see "Apprentice- LABORER"	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
BLOCK PAVER, RAMMER / CURB SETTER LABORERS	6/1/2025	\$48.35	\$9.90	\$9.25	\$9.65	\$0.00	\$77.15
LABORERS - ZONE 1	12/1/2025	\$49.85	\$9.90	\$9.25	\$9.65	\$0.00	\$78.65
	6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.45
	12/1/2026	\$52.90	\$9.90	\$9.25	\$9.65	\$0.00	\$81.70
	6/1/2027	\$54.50	\$9.90	\$9.25	\$9.65	\$0.00	\$83.30
	12/1/2027	\$56.10	\$9.90	\$9.25	\$9.65	\$0.00	\$84.90
	6/1/2028	\$57.78 \$50.45	\$9.90 \$9.90	\$9.25 \$0.25	\$9.65	\$0.00 \$0.00	\$86.58
For apprentice rates see "Apprentice- LABORER"	12/1/2028	\$59.45	\$9.90	\$9.25	\$9.65	\$0.00	\$88.25
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	6/1/2025	\$48.45	\$9.90	\$9.25	\$9.65	\$0.00	\$77.25
HIGHWAY)							
LABORERS	12/1/2025 6/1/2026	\$49.95 \$51.50	\$9.90 \$9.90	\$9.25 \$0.25	\$9.65	\$0.00 \$0.00	\$78.75
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026 12/1/2026	\$51.50 \$53.00	\$9.90 \$9.90	\$9.25 \$9.25	\$9.65 \$9.65	\$0.00 \$0.00	\$80.30 \$81.80
	12/1/2026	ФЭЭ.00	JA.20	\$7.23	\$9.03	\$0.00	φ01.ðU

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Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
BOILER MAKER	1/1/2024	\$48.12	\$7.07	\$14.60	\$6.00	\$0.00	\$75.79
POILEDMAKEDS LOCAL 20							

2/1/2025

8/1/2025

2/1/2026

8/1/2026

2/1/2027

BOILERMAKERS LOCAL 29 BOILERMAKERS LOCAL 29

Effect	tive Date: 1/1/2024						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Tota Rate
1	65.00	\$31.28	\$7.07	\$9.32	\$3.90	\$0.00	\$51.5
2	65.00	\$31.28	\$7.07	\$9.32	\$3.90	\$0.00	\$51.5
3	70.00	\$33.68	\$7.07	\$10.03	\$4.20	\$0.00	\$54.9
4	75.00	\$36.09	\$7.07	\$10.74	\$4.50	\$0.00	\$58.4
5	80.00	\$38.50	\$7.07	\$11.45	\$4.80	\$0.00	\$61.8
6	85.00	\$40.90	\$7.07	\$12.18	\$5.10	\$0.00	\$65.2
7	90.00	\$43.31	\$7.07	\$12.88	\$5.40	\$0.00	\$68.6
8	95.00	\$45.71	\$7.07	\$13.62	\$5.70	\$0.00	\$72.1

\$11.49

\$11.49

\$11.49

\$11.49

\$11.49

\$15.57

\$15.57

\$15.57

\$15.57

\$15.57

\$8.02

\$8.02

\$8.02

\$8.02

\$8.02

\$0.00 \$100.88

\$0.00 \$103.03

\$0.00 \$104.38

\$0.00 \$106.58

\$0.00 \$107.98

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY	
WATERPROOFING)	
BRICKLAYERS LOCAL 3	
BRICKLAYERS LOCAL 3 (WALTHAM)	

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)

\$65.80

\$67.95

\$69.30

\$71.50

\$72.90

Effect	ive Date: 2/1/2025	;					
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$32.90	\$11.49	\$15.57	\$8.02	\$0.00	\$67.98
2	60.00	\$39.48	\$11.49	\$15.57	\$8.02	\$0.00	\$74.56
3	70.00	\$46.06	\$11.49	\$15.57	\$8.02	\$0.00	\$81.14
4	80.00	\$52.64	\$11.49	\$15.57	\$8.02	\$0.00	\$87.72
5	90.00	\$59.22	\$11.49	\$15.57	\$8.02	\$0.00	\$94.30

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)

Eff	ective Date: 8/1/202	5						
Ste	p Percent	Apprentice Base Wage	He	alth	Pension	Annuity	Supplemental Unemployment	Total Rate
	1 50.00	\$33.98	\$1	1.49	\$15.57	\$8.02	\$0.00	\$69.00
	2 60.00	\$40.77	\$1	1.49	\$15.57	\$8.02	\$0.00	\$75.85
	3 70.00	\$47.57	\$1	1.49	\$15.57	\$8.02	\$0.00	\$82.65
	4 80.00	\$54.36	\$1	1.49	\$15.57	\$8.02	\$0.00	\$89.4
	5 90.00	\$61.16	\$1	1.49	\$15.57	\$8.02	\$0.00	\$96.24
		6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.
		12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.
		12/1/2023	φJ7.12	φ13.33	φ1 5.25	φ 5. 25	\$0.00	φ91.

\$60.40

\$15.55

\$13.25

\$3.25

BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4

6/1/2026

\$92.45

\$0.00

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
CAISSON & UNDERPINNING BOTTOM MAN	6/1/2025	\$48.85	\$9.90	\$9.25	\$9.80	\$0.00	\$77.80
LABORERS	12/1/2025	\$50.35	\$9.90	\$9.25	\$9.80	\$0.00	\$79.30
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$51.90	\$9.90	\$9.25	\$9.80	\$0.00	\$80.85
	12/1/2026	\$53.40	\$9.90	\$9.25	\$9.80	\$0.00	\$82.35
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING LABORER	6/1/2025	\$47.70	\$9.90	\$9.25	\$9.80	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.20	\$9.90	\$9.25	\$9.80	\$0.00	\$78.15
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$50.75	\$9.90	\$9.25	\$9.80	\$0.00	\$79.70
	12/1/2026	\$52.25	\$9.90	\$9.25	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING TOP MAN	6/1/2025	\$48.03	\$9.90	\$9.25	\$9.80	\$0.00	\$76.98
LABORERS	12/1/2025	\$49.53	\$9.90	\$9.25	\$9.80	\$0.00	\$78.48
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$51.08	\$9.90	\$9.25	\$9.80	\$0.00	\$80.03
	12/1/2026	\$52.58	\$9.90	\$9.25	\$9.80	\$0.00	\$81.53
For apprentice rates see "Apprentice- LABORER"							
CARBIDE CORE DRILL OPERATOR	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
CARPENTER	3/1/2025	\$49.62	\$9.83	\$11.47	\$8.50	\$0.00	\$79.42
CARPENTERS	9/1/2025	\$50.87	\$9.83	\$11.47	\$8.50	\$0.00	\$80.67
CARPENTERS -ZONE 2 (Eastern Massachusetts)	3/1/2026	\$52.12	\$9.83	\$11.47	\$8.50	\$0.00	\$81.92
	9/1/2026	\$53.37	\$9.83	\$11.47	\$8.50	\$0.00	\$83.17
	3/1/2027	\$54.62	\$9.83	\$11.47	\$8.50	\$0.00	\$84.42

Apprentice: CARPENTER

Effect	tive Date: 3/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$22.33	\$9.83	\$0.00	\$1.73	\$0.00	\$33.89
2	45.00	\$22.33	\$9.83	\$0.00	\$1.73	\$0.00	\$33.89
3	55.00	\$27.29	\$9.83	\$0.00	\$3.40	\$0.00	\$40.52
4	55.00	\$27.29	\$9.83	\$0.00	\$3.40	\$0.00	\$40.52
5	70.00	\$34.73	\$9.83	\$11.41	\$5.10	\$0.00	\$61.07
6	70.00	\$34.73	\$9.83	\$11.41	\$5.10	\$0.00	\$61.07
7	80.00	\$39.70	\$9.83	\$11.44	\$6.80	\$0.00	\$67.77
8	80.00	\$39.70	\$9.83	\$11.44	\$6.80	\$0.00	\$67.77

Issue Date: 07/07/2025

Classification			Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	Appro	entice: CARPENTE	R						
	Effect	ive Date: 9/1/2025							
	Step	Percent	Apprenti Base Wa		Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	1	45.00	\$22.	89	\$9.83	\$0.00	\$1.73	\$0.00	\$34.45
	2	45.00	\$22.	89	\$9.83	\$0.00	\$1.73	\$0.00	\$34.45
	3	55.00	\$27.	98	\$9.83	\$0.00	\$3.40	\$0.00	\$41.21
	4	55.00	\$27.	98	\$9.83	\$0.00	\$3.40	\$0.00	\$41.21
	5	70.00	\$35.	61	\$9.83	\$11.41	\$5.10	\$0.00	\$61.95
	6	70.00	\$35.	61	\$9.83	\$11.41	\$5.10	\$0.00	\$61.95
	7	80.00	\$40.	70	\$9.83	\$11.44	\$6.80	\$0.00	\$68.77
	8	80.00	\$40.	70	\$9.83	\$11.44	\$6.80	\$0.00	\$68.77
CARPENTER WOOD FRAME			10/1/2024	\$31.91	\$7.02	\$4.47	\$2.00	\$0.00	\$45.40
CARPENTERS CARPENTERS -ZONE 2 (Wood Frame)			10/1/2025	\$33.21	\$7.02	\$4.47	\$2.00	\$0.00	\$46.70
CARFENTERS -ZONE 2 (Wood Frame)			10/1/2026	\$34.51	\$7.02	\$4.47	\$2.00	\$0.00	\$48.00

All Aspects of New Wood Frame Work

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Effect	ive Date: 10/1/2024	1					
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Tota Rat
1	50.00	\$15.96	\$7.02	\$0.00	\$0.00	\$0.00	\$22.9
2	50.00	\$15.96	\$7.02	\$0.00	\$0.00	\$0.00	\$22.9
3	55.00	\$17.55	\$7.02	\$0.00	\$2.00	\$0.00	\$26.5
4	55.00	\$17.55	\$7.02	\$0.00	\$2.00	\$0.00	\$26.5
5	70.00	\$22.34	\$7.02	\$4.47	\$2.00	\$0.00	\$35.8
6	70.00	\$22.34	\$7.02	\$4.47	\$2.00	\$0.00	\$35.8
7	80.00	\$25.53	\$7.02	\$4.47	\$2.00	\$0.00	\$39.0
8	80.00	\$25.53	\$7.02	\$4.47	\$2.00	\$0.00	\$39.0

Effect	ive Date: 10/1/202	5					
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Tot Ra
1	50.00	\$16.61	\$7.02	\$0.00	\$0.00	\$0.00	\$23.0
2	50.00	\$16.61	\$7.02	\$0.00	\$0.00	\$0.00	\$23.
3	55.00	\$18.27	\$7.02	\$0.00	\$2.00	\$0.00	\$27.
4	55.00	\$18.27	\$7.02	\$0.00	\$2.00	\$0.00	\$27.
5	70.00	\$23.25	\$7.02	\$4.47	\$2.00	\$0.00	\$36.
6	70.00	\$23.25	\$7.02	\$4.47	\$2.00	\$0.00	\$36.
7	80.00	\$26.57	\$7.02	\$4.47	\$2.00	\$0.00	\$40
8	80.00	\$26.57	\$7.02	\$4.47	\$2.00	\$0.00	\$40.

\$13.35

CEMENT MASONRY/PLASTERING

7/1/2024

\$49.19

\$16.43 \$7.78 \$1.80

Classification

BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 (WALTHAM)

	Appr	entice: CEMENT MA	ASONRY/PLASTE	RING					
	Effect	tive Date: 7/1/2024							
	Step	Percent	Apprentice Base Wage	Н	ealth	Pension	Annuity	Supplemental Unemployment	Total Rate
	1	50.00	\$24.60	\$	13.35	\$16.43	\$0.00	\$0.00	\$54.38
	2	60.00	\$29.51	\$	13.35	\$16.43	\$2.78	\$1.80	\$63.87
	3	65.00	\$31.97	\$	13.35	\$16.43	\$3.78	\$1.80	\$67.33
	4	70.00	\$34.43	\$	13.35	\$16.43	\$4.78	\$1.80	\$70.79
	5	75.00	\$36.89	\$	13.35	\$16.43	\$5.78	\$1.80	\$74.25
	6	80.00	\$39.35	\$	13.35	\$16.43	\$6.78	\$1.80	\$77.71
	7	90.00	\$44.27	\$	13.35	\$16.43	\$7.78	\$1.80	\$83.63
			6/1/2025	\$17 95	00 02	¢0.25	¢0.65	\$0.00	\$76 6F
CHAIN SAW OPERATOR LABORERS				\$47.85	\$9.90	\$9.25	\$9.65		\$76.65
LABORERS - ZONE 1			12/1/2025	\$49.35	\$9.90	\$9.25 \$9.25	\$9.65	\$0.00 \$0.00	\$78.15
			6/1/2026	\$50.90	\$9.90	\$9.25 \$0.25	\$9.65	\$0.00 \$0.00	\$79.70 \$81.20
			12/1/2026 6/1/2027	\$52.40 \$54.00	\$9.90 \$9.90	\$9.25 \$9.25	\$9.65 \$9.65	\$0.00 \$0.00	\$81.20
			12/1/2027	\$54.00 \$55.60	\$9.90 \$9.90	\$9.25 \$9.25	\$9.65 \$9.65	\$0.00	\$84.40
			6/1/2028	\$55.00	\$9.90 \$9.90	\$9.25 \$9.25	\$9.65 \$9.65	\$0.00	\$86.08
			12/1/2028	\$57.28 \$58.95	\$9.90 \$9.90	\$9.25 \$9.25	\$9.65 \$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LA	BORER"		12/1/2028	\$38.95	\$9.90	\$9.23	\$9.05	\$0.00	φο <i>1.13</i>
CLAM SHELLS/SLURRY BUCKETS/	HEADING	MACHINES	6/1/2025	\$59.51	\$15.55	\$13.25	\$3.25	\$0.00	\$91.56
OPERATING ENGINEERS LOCAL 4			12/1/2025	\$60.98	\$15.55	\$13.25	\$3.25	\$0.00	\$93.03
OPERATING ENGINEERS LOCAL 4			6/1/2026	\$62.31	\$15.55	\$13.25	\$3.25	\$0.00	\$94.36
			12/1/2026	\$63.79	\$15.55	\$13.25	\$3.25	\$0.00	\$95.84
For apprentice rates see "Apprentice- OF	ERATING	ENGINEERS"							
COMPRESSOR OPERATOR			6/1/2025	\$37.52	\$15.55	\$13.25	\$3.25	\$0.00	\$69.57
OPERATING ENGINEERS LOCAL 4			12/1/2025	\$38.47	\$15.55	\$13.25	\$3.25	\$0.00	\$70.52
OPERATING ENGINEERS LOCAL 4			6/1/2026	\$39.33	\$15.55	\$13.25	\$3.25	\$0.00	\$71.38
			12/1/2026	\$40.28	\$15.55	\$13.25	\$3.25	\$0.00	\$72.33
For apprentice rates see "Apprentice- OF	PERATING	ENGINEERS"							
DELEADER (BRIDGE) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2			1/1/2025	\$58.46	\$9.95	\$11.85	\$12.10	\$0.00	\$92.36

Appro	entice: DELEADE	R (BRIDGE)					
Effect	ive Date: 1/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.23	\$9.95	\$0.00	\$0.00	\$0.00	\$39.18
2	55.00	\$32.15	\$9.95	\$0.00	\$6.66	\$0.00	\$48.76
3	60.00	\$35.08	\$9.95	\$0.00	\$7.26	\$0.00	\$52.29

IndexIndexIndexIndexPensionAnomUnemployment465000538.0059.9550.0057.0050.00	Classification		Effective Date Ba	ase Wage	Health	Pension	Annuity	Supplemental Unemployment	Tota Rate
Approatice Step Approatice Head More Step Approatice Head More Step Step Head More Step Step Head More Step Step Step Head More Step Step Step Head More Step Step Step Head More Step Step Step Step Step Step Step Step Step Step Step Step <step Step Step Step<step Step Step Step<step Step Step<step Step Step Step Step<step Step Step<step Step Step Step Step Step Step Step</step </step </step </step </step </step 		Apprentice: DELEA	DER (BRIDGE)						
Image: Section of the section of th		Effective Date: 1/1/20)25						
5 70.00 \$40.92 \$9.95 \$11.85 \$8.47 \$0.00 5 6 75.00 \$43.85 \$9.995 \$11.85 \$9.08 \$0.00 5 8 90.00 \$52.61 \$9.95 \$11.85 \$9.08 \$0.00 \$5 1.00RH8 \$9.00 \$52.61 \$9.95 \$9.25 \$9.65 \$0.00 \$5 1.00RH8 \$0.00 \$52.61 \$9.90 \$9.25 \$9.65 \$0.00 \$5 1.00RH8 \$1.27/026 \$52.30 \$9.90 \$9.25 \$9.65 \$0.00 \$5 1.07/026 \$52.30 \$9.90 \$9.25 \$9.65 \$0.00 \$5 1.07/026 \$53.30 \$9.90 \$9.25 \$9.65 \$0.00 \$5 1.07/026 \$53.30 \$9.90 \$9.25 \$9.65 \$0.00 \$5 1.06/02025 \$48.75 \$9.90 \$9.25 \$9.65 \$0.00 \$5 1.000R1RS 20.011 \$50.25 \$9.05		Step Percent			Health	Pension	Annuity		Total Rate
6 7500 543.85 59.95 511.85 59.08 60.00 50.00 8 90.00 532.61 59.95 511.85 39.08 50.00 50.00 DEMO: ADZEMAN LAIDORRIS ALORRIS ZONR 1 62.2025 547.75 59.90 59.25 59.65 50.00 50 LAIDORRIS LAIDORRIS ZONR 1 62.2027 547.75 59.90 59.25 59.65 50.00 50 LAIDORRIS ZONR 1 62.2027 55.01 39.90 59.25 59.65 50.00 50 LAIDORRIS ZONR 1 62.2028 57.18 39.90 59.25 59.65 50.00 50 LAIDORRIS ZONR 1 62.2028 57.18 39.90 59.25 59.65 50.00 50 LAIDORRIS ZONR 1 61.2026 55.00 59.90 59.25 59.65 50.00 50 LAIDORRIS ZONR 1 61.2026 51.87 59.90 59.25 59.65 50.00 50 LAIDORERS ZONE 1 62.2025 58.75 59.90		4 65.00	\$38.00		\$9.95	\$0.00	\$7.87	\$0.00	\$55.82
7 80.00 \$46.77 \$9.95 \$11.85 \$9.08 \$0.00 \$52.61 NOMO \$52.61 \$9.95 \$11.85 \$10.89 \$0.00 \$52.61 NOMO \$127.0205 \$47.75 \$9.90 \$9.25 \$9.65 \$0.00 \$52.61 LAHORENS \$127.0205 \$50.80 \$9.90 \$9.25 \$9.65 \$0.00 \$52.61 CATORENS \$127.0205 \$50.80 \$9.90 \$9.25 \$9.65 \$0.00 \$52.61 \$9.65 \$0.00 \$52.61 \$9.65 \$0.00 \$52.61 \$9.65 \$0.00 \$52.61 \$9.65 \$0.00 \$52.61 \$9.65 \$0.00 \$52.61 \$9.60 \$9.65 \$0.00 \$52.61 \$9.60 \$9.25 \$9.65 \$0.00 \$52.61 \$9.00 \$9.25 \$9.65 \$0.00 \$52.61 \$9.00 \$9.25 \$9.65 \$0.00 \$52.61 \$9.00 \$52.5 \$9.65 \$0.00 \$52.5 \$9.65 \$0.00 \$52.5 \$9.65 \$0.00 \$52.		5 70.00	\$40.92		\$9.95	\$11.85	\$8.47	\$0.00	\$71.19
8 90.00 552.61 \$9.95 \$11.85 \$10.89 \$0.00 \$8 DEMO: ADZEMAN LABORERS - ZONE 1 6/2/2025 \$47.75 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS - ZONE 1 6/2/2026 \$54.75 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS - ZONE 1 6/2/2026 \$53.20 \$9.90 \$9.25 \$9.65 \$0.00 \$5 12/2/2026 \$53.20 \$9.90 \$9.25 \$9.65 \$0.00 \$5 12/2/2027 \$55.50 \$9.90 \$9.25 \$9.65 \$0.00 \$5 65/2028 \$57.18 \$9.90 \$9.25 \$9.65 \$0.00 \$5 For apprentice- LABORER" 12/1/2025 \$80.85 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS - ZONE 1 6/2/2027 \$58.45 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS - ZONE 1 6/2/2026 \$58.18 \$9.90 \$9.25 \$9.65 \$0.00 \$		6 75.00	\$43.85		\$9.95	\$11.85	\$9.08	\$0.00	\$74.73
DEMO: ADZEMAN 6-22025 \$47,75 \$9,90 \$9,25 \$9,65 \$0,00 \$5 LABORERS 12/1/2025 \$9,02 \$9,25 \$9,05 \$0,00 \$5 LABORERS - ZONE I 6/1/2026 \$55,20 \$9,90 \$9,25 \$9,65 \$0,00 \$5 12/1/2025 \$59,30 \$9,25 \$9,65 \$0,00 \$5 \$6'7/2027 \$55,50 \$9,90 \$9,25 \$9,65 \$0,00 \$5 6'7/2027 \$55,50 \$9,90 \$9,25 \$9,65 \$0,00 \$5 12/4/2028 \$58,85 \$9,90 \$9,25 \$9,65 \$0,00 \$5 12/4/2028 \$58,85 \$9,90 \$9,25 \$9,65 \$0,00 \$5 LABORERS - ZONE I 62/2025 \$44,75 \$9,90 \$9,25 \$9,65 \$0,00 \$5 LABORERS - ZONE I 62/2026 \$54,51 \$9,90 \$9,25 \$9,65 \$0,00 \$5 LABORERS - ZONE I 62/2026 \$54,850 \$9,90 \$9,25 </td <td></td> <td>7 80.00</td> <td>\$46.77</td> <td></td> <td>\$9.95</td> <td>\$11.85</td> <td>\$9.68</td> <td>\$0.00</td> <td>\$78.25</td>		7 80.00	\$46.77		\$9.95	\$11.85	\$9.68	\$0.00	\$78.25
LABORERS LABORERS - ZONE I 12/12025 \$49.25 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS - ZONE I 6/12026 \$53.80 \$8.99 \$9.25 \$9.65 \$0.00 \$5 12/7/2026 \$52.50 \$9.90 \$9.25 \$9.65 \$0.00 \$5 12/6/2027 \$55.50 \$9.90 \$9.25 \$9.65 \$0.00 \$5 12/6/2028 \$57.18 \$9.90 \$9.25 \$9.65 \$0.00 \$5 For appentice rates see "Apprentice-I-LABORER" 12/4/2028 \$58.85 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS 12/4/2025 \$54.25 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS 12/1/2025 \$54.02 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS .20/2027 \$56.50 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS .20/2027 \$56.50 \$9.90 \$9.25 \$9.65 \$0.00		8 90.00	\$52.61		\$9.95	\$11.85	\$10.89	\$0.00	\$85.30
LABORERS - ZONE 1 12/12/025 \$49.2.5 \$9.05 \$9.05 \$9.05 \$9.00 \$5 LABORERS - ZONE 1 16/12/026 \$52.30 \$9.90 \$9.25 \$9.65 \$0.000 \$5 12/7/2026 \$52.30 \$9.90 \$9.25 \$9.65 \$0.000 \$5 12/7/2026 \$52.30 \$9.90 \$9.25 \$9.65 \$0.000 \$5 12/7/2026 \$53.30 \$9.90 \$9.25 \$9.65 \$0.000 \$5 12/7/2026 \$53.50 \$9.90 \$9.25 \$9.65 \$0.000 \$5 12/4/2028 \$58.85 \$9.90 \$9.25 \$9.65 \$0.000 \$5 LABORERS - ZONE 1 61/2/026 \$48.75 \$9.90 \$9.25 \$9.65 \$0.000 \$5 LABORERS - ZONE 1 61/2/026 \$53.80 \$9.90 \$9.25 \$9.65 \$0.000 \$5 12/4/2028 \$59.85 \$9.90 \$9.25 \$9.65 \$0.000 \$5 LABORERS - ZONE 1 61/2/026	DEMO: ADZEMAN		6/2/2025	\$47.75	\$9.90	\$9.25	\$9.65	\$0.00	\$76.55
61/2026 \$50.80 \$9.90 \$9.25 \$9.65 \$0.00 \$5 12/7/2026 \$52.30 \$9.90 \$9.25 \$9.65 \$0.00 \$5 12/7/2026 \$55.30 \$9.90 \$9.25 \$9.65 \$0.00 \$5 12/6/2027 \$55.50 \$9.90 \$9.25 \$9.65 \$0.00 \$5 For apprentice rates see "Apprentice-LABORER" 12/4/2028 \$57.18 \$9.90 \$9.25 \$9.65 \$0.00 \$5 DEMO: BACKHOE/LOADER/HAMMER OPERATOR 6/2/2025 \$48.75 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS 12/1/025 \$55.25 \$9.90 \$9.25 \$9.65 \$0.00 \$5 12/6/2027 \$55.30 \$9.90 \$9.25 \$9.65 \$0.00 \$5 12/6/2027 \$55.50 \$9.90 \$9.25 \$9.65 \$0.00 \$5 12/6/2027 \$55.60 \$9.90 \$9.25 \$9.65 \$0.00 \$5 12/6/2027 \$55.60 \$9.90			12/1/2025	\$49.25	\$9.90	\$9.25	\$9.65	\$0.00	\$78.05
6/7/2027 \$53,90 \$9,92 \$9,65 \$0,00 \$8 12/6/2027 \$55,50 \$9,90 \$9,25 \$9,65 \$0,00 \$8 12/4/2028 \$57,18 \$9,90 \$9,25 \$9,65 \$0,00 \$8 For apprentice rates see "Apprentice- LABORER" \$2/2/2028 \$84,75 \$9,90 \$9,25 \$9,65 \$0,00 \$8 LABORERS 12/1/2025 \$50,25 \$9,90 \$9,25 \$9,65 \$0,00 \$8 12/1/2026 \$51,30 \$9,90 \$9,25 \$9,65 \$0,00 \$8 12/1/2026 \$51,30 \$9,90 \$9,25 \$9,65 \$0,00 \$8 12/6/2027 \$54,00 \$9,90 \$9,25 \$9,65 \$0,00 \$8 12/6/2027 \$54,00 \$9,90 \$9,25 \$9,65 \$0,00 \$8 12/6/2027 \$54,00 \$9,90 \$9,25 \$9,65 \$0,00 \$8 12/6/2027 \$54,65 \$9,90 \$9,25 \$9,65 <td< td=""><td>LADUKEKS - ZUNE I</td><td></td><td>6/1/2026</td><td>\$50.80</td><td>\$9.90</td><td>\$9.25</td><td>\$9.65</td><td>\$0.00</td><td>\$79.60</td></td<>	LADUKEKS - ZUNE I		6/1/2026	\$50.80	\$9.90	\$9.25	\$9.65	\$0.00	\$79.60
12/6/2027 \$35.50 \$9.90 \$9.25 \$9.65 \$0.00 \$3 6/5/2028 \$57.18 \$9.90 \$9.25 \$9.65 \$0.00 \$3 For apprentice rates see "Apprentice- LABORER" \$9.90 \$9.25 \$9.65 \$0.00 \$3 LABORERS 58.0K106EL0ADER/HAMMER OPERATOR \$6/2025 \$48.75 \$9.90 \$9.25 \$9.65 \$0.00 \$3 LABORERS - ZONE 1 \$1/2/12025 \$50.25 \$9.90 \$9.25 \$9.65 \$0.00 \$3 12/7/2026 \$53.30 \$9.90 \$9.25 \$9.65 \$0.00 \$3 12/7/2026 \$53.30 \$9.90 \$9.25 \$9.65 \$0.00 \$3 12/7/2026 \$53.30 \$9.90 \$9.25 \$9.65 \$0.00 \$3 12/7/2026 \$58.18 \$9.90 \$9.25 \$9.65 \$0.00 \$3 12/4/2028 \$59.85 \$9.90 \$9.25 \$9.65 \$0.00 \$3 LABORERS 12/4/2028			12/7/2026	\$52.30	\$9.90	\$9.25	\$9.65	\$0.00	\$81.10
6/5/2028 557.18 \$9.90 \$9.25 \$9.65 \$0.00 \$1 For aprentice rates see "Apprentice-LABORER"			6/7/2027	\$53.90	\$9.90	\$9.25	\$9.65	\$0.00	\$82.70
124/2028 558.85 59.90 59.25 59.65 50.00 58 For apprentice rates see "Apprentice- LABORER" 6.2/2025 \$48.75 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS LABORERS - ZONE 1 6.2/2026 \$51.80 \$9.90 \$9.25 \$9.65 \$0.00 \$5 12/1/2026 \$53.30 \$9.90 \$9.25 \$9.65 \$0.00 \$5 12/0/2026 \$53.30 \$9.90 \$9.25 \$9.65 \$0.00 \$5 12/0/2027 \$54.90 \$9.90 \$9.25 \$9.65 \$0.00 \$5 12/4/2028 \$59.95 \$9.90 \$9.25 \$9.65 \$0.00 \$5 For apprentice rates see "Apprentice- LABORER" 12/4/2028 \$59.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS 12/1/2025 \$48.50 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS 12/1/2025 \$48.50 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABOR			12/6/2027	\$55.50	\$9.90	\$9.25	\$9.65	\$0.00	\$84.30
For apprentice rates see "Apprentice- LABORER" 6/2/025 \$48,75 \$9.90 \$9.25 \$9.65 \$0.00 \$3 LABORERS LABORERS 12/1/025 \$50.25 \$9.90 \$9.25 \$9.65 \$0.00 \$3 LABORERS 20/1/026 \$51.80 \$9.90 \$9.25 \$9.65 \$0.00 \$3 12/7/026 \$53.30 \$9.90 \$9.25 \$9.65 \$0.00 \$3 12/7/026 \$53.30 \$9.90 \$9.25 \$9.65 \$0.00 \$3 6/7/027 \$54.90 \$9.90 \$9.25 \$9.65 \$0.00 \$3 12/6/028 \$58.18 \$9.90 \$9.25 \$9.65 \$0.00 \$3 12/4/028 \$59.95 \$9.90 \$9.25 \$9.65 \$0.00 \$3 LABORERS 20NE I 6/2/027 \$48.50 \$9.90 \$9.25 \$9.65 \$0.00 \$3 LABORERS 20NE I 6/1/026 \$51.55 \$9.90 \$9.25 \$9.65 \$0.00 \$3 </td <td></td> <td></td> <td>6/5/2028</td> <td>\$57.18</td> <td>\$9.90</td> <td>\$9.25</td> <td>\$9.65</td> <td>\$0.00</td> <td>\$85.98</td>			6/5/2028	\$57.18	\$9.90	\$9.25	\$9.65	\$0.00	\$85.98
DEMO: BACKHOELOADER/HAMMER OPERATOR 6/2/2025 \$48.75 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS 21/1/2025 \$50.25 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS 21/1/2026 \$51.80 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS 20NE 1 \$61/1/2026 \$53.30 \$9.90 \$9.25 \$9.65 \$0.00 \$5 12/7/2026 \$53.40 \$9.90 \$9.25 \$9.65 \$0.00 \$5 617/2027 \$56.50 \$9.90 \$9.25 \$9.65 \$0.00 \$5 617/2027 \$56.50 \$9.90 \$9.25 \$9.65 \$0.00 \$5 For apprentice rates see "Apprentice- LABORER" 12/4/2028 \$59.85 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS 12/1/2025 \$48.50 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS 12/1/2026 \$51.55 \$9.90 \$9.25 \$9.65	For apprentice rates see "Apprentice- I	ABORER"	12/4/2028	\$58.85	\$9.90	\$9.25	\$9.65	\$0.00	\$87.65
LABORERS 12/1/2025 \$50.25 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS - ZONE 1 6/1/2026 \$51.80 \$9.90 \$9.25 \$9.65 \$0.00 \$5 12/7/2026 \$53.30 \$9.90 \$9.25 \$9.65 \$0.00 \$5 6/7/2027 \$54.90 \$9.90 \$9.25 \$9.65 \$0.00 \$5 6/5/2028 \$58.18 \$9.90 \$9.25 \$9.65 \$0.00 \$5 For apprentice rates see "Apprentice- LABORER" 6/2/2025 \$48.50 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS LABORERS 6/2/2025 \$48.50 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS 20NE 1 6/2/2025 \$48.50 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS 20NE 1 6/2/2026 \$51.55 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS 20NE 1 6/2/2027 \$56.25 \$9.90									
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For apprentice rates see "Apprentice- LABORER" 12/4/2028 \$59.60 \$9.90 \$9.25 \$9.65 \$0.00 \$8 DEMO: CONCRETE CUTTER/SAWYER 6/2/2025 \$48.75 \$9.90 \$9.25 \$9.65 \$0.00 \$7 LABORERS LABORERS 12/1/2025 \$50.25 \$9.90 \$9.25 \$9.65 \$0.00 \$7 12/1/2026 \$51.80 \$9.90 \$9.25 \$9.65 \$0.00 \$7 6/1/2026 \$51.80 \$9.90 \$9.25 \$9.65 \$0.00 \$8 12/7/2026 \$53.30 \$9.90 \$9.25 \$9.65 \$0.00 \$8 6/7/2027 \$56.50 \$9.90 \$9.25 \$9.65 \$0.00 \$8 6/5/2028 \$58.18 \$9.90 \$9.25 \$9.65 \$0.00 \$8 6/5/2028 \$58.18 \$9.90 \$9.25 \$9.65 \$0.00 \$8									\$85.05
For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER 6/2/2025 \$48.75 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS 12/1/2025 \$50.25 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS 6/1/2026 \$51.80 \$9.90 \$9.25 \$9.65 \$0.00 \$5 12/1/2026 \$53.30 \$9.90 \$9.25 \$9.65 \$0.00 \$6 6/1/2026 \$53.30 \$9.90 \$9.25 \$9.65 \$0.00 \$6 12/7/2026 \$53.30 \$9.90 \$9.25 \$9.65 \$0.00 \$6 6/7/2027 \$56.50 \$9.90 \$9.25 \$9.65 \$0.00 \$6 12/6/2027 \$56.50 \$9.90 \$9.25 \$9.65 \$0.00 \$6 6/5/2028 \$58.18 \$9.90 \$9.25 \$9.65 \$0.00 \$6									\$86.73
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LABORERS 12/1/2025 \$50.25 \$9.90 \$9.25 \$9.65 \$0.00 \$5 LABORERS - ZONE 1 6/1/2026 \$51.80 \$9.90 \$9.25 \$9.65 \$0.00 \$5 12/7/2026 \$53.30 \$9.90 \$9.25 \$9.65 \$0.00 \$5 6/7/2027 \$54.90 \$9.90 \$9.25 \$9.65 \$0.00 \$5 12/6/2027 \$56.50 \$9.90 \$9.25 \$9.65 \$0.00 \$5 6/5/2028 \$58.18 \$9.90 \$9.25 \$9.65 \$0.00 \$6	DEMO: CONCRETE CUTTER/SAW/	YER	6/2/2025	\$48 75	00 Q2	\$9.25	\$9.65	\$0.00	\$77.55
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12/6/2027\$56.50\$9.90\$9.25\$9.65\$0.00\$86/5/2028\$58.18\$9.90\$9.25\$9.65\$0.00\$8									\$83.70
6/5/2028 \$58.18 \$9.90 \$9.25 \$9.65 \$0.00 \$8									\$85.30
									\$86.98
			12/4/2028	\$59.85		\$9.25	\$9.65	\$0.00	\$88.65

For apprentice rates see "Apprentice- LABORER"

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Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
DEMO: JACKHAMMER OPERATOR	6/2/2025	\$48.50	\$9.90	\$9.25	\$9.65	\$0.00	\$77.30
LABORERS	12/1/2025	\$50.00	\$9.90	\$9.25	\$9.65	\$0.00	\$78.80
LABORERS - ZONE 1	6/1/2026	\$51.55	\$9.90 \$9.90	\$9.25	\$9.65	\$0.00	\$80.35
	12/7/2026	\$53.05	\$9.90	\$9.25	\$9.65	\$0.00	\$81.85
	6/7/2027	\$54.65	\$9.90	\$9.25	\$9.65	\$0.00	\$83.45
	12/6/2027	\$56.25	\$9.90	\$9.25	\$9.65	\$0.00	\$85.05
	6/5/2028	\$57.93	\$9.90	\$9.25	\$9.65	\$0.00	\$86.73
	12/4/2028	\$59.60	\$9.90	\$9.25	\$9.65	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: WRECKING LABORER	6/2/2025	\$47.75	\$9.90	\$9.25	\$9.65	\$0.00	\$76.55
LABORERS	12/1/2025	\$49.25	\$9.90	\$9.25	\$9.65	\$0.00	\$78.05
LABORERS - ZONE 1	6/1/2026	\$50.80	\$9.90	\$9.25	\$9.65	\$0.00	\$79.60
	12/7/2026	\$52.30	\$9.90	\$9.25	\$9.65	\$0.00	\$81.10
	6/7/2027	\$53.90	\$9.90	\$9.25	\$9.65	\$0.00	\$82.70
	12/6/2027	\$55.50	\$9.90	\$9.25	\$9.65	\$0.00	\$84.30
	6/5/2028	\$57.18	\$9.90	\$9.25	\$9.65	\$0.00	\$85.98
	12/4/2028	\$58.85	\$9.90	\$9.25	\$9.65	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"			<i>+</i>			+	+
DIRECTIONAL DRILL MACHINE OPERATOR	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025		\$15.55			\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.12 \$60.40	\$15.55 \$15.55	\$13.25 \$13.25	\$3.25 \$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55 \$15.55	\$13.25 \$13.25	\$3.25 \$3.25	\$0.00	\$92.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/1/2020	\$01.84	φ15.55	\$1 <i>3.23</i>	<i>ф3.23</i>	\$0.00	\$ 73. 07
DIVER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	\$78.11	\$10.08	\$11.62	\$10.04	\$0.00	\$109.85
as of 8-1-24, Apprentices with diving licenses begin at second year. $\%$	of Diver wage 70/8	0/90 2A \$69.83,	3A \$91.79,4A	\$102.14 Total	Rate		
as of 8-1-24, Apprentices with diving licenses begin at second year. % DIVER TENDER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	of Diver wage 70/8 8/1/2024	0/90 2A \$69.83, \$55.79	3A \$91.79,4A \$10.08	\$102.14 Total \$11.62	Rate \$12.67	\$0.00	\$90.16
DIVER TENDER PILE DRIVER LOCAL 56	8/1/2024	\$55.79	\$10.08	\$11.62	\$12.67	\$0.00	\$90.16
DIVER TENDER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	\$55.79	\$10.08	\$11.62	\$12.67	\$0.00	\$90.16 \$118.06
DIVER TENDER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1) as of 8-1-24, Apprentices with diving licenses begin at second year. % DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56	8/1/2024 of Piledriver wage '	\$55.79 70/80/90 2A \$54.	\$10.08 20, 3A \$73.93	\$11.62 ,4A \$82.05 Tot	\$12.67 al Rate		
DIVER TENDER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1) as of 8-1-24, Apprentices with diving licenses begin at second year. % DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024 of Piledriver wage '	\$55.79 70/80/90 2A \$54.	\$10.08 20, 3A \$73.93	\$11.62 ,4A \$82.05 Tot	\$12.67 al Rate		\$118.06
DIVER TENDER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1) as of 8-1-24, Apprentices with diving licenses begin at second year. % DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER" DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56	8/1/2024 of Piledriver wage 7 8/1/2024	\$55.79 70/80/90 2A \$54. \$83.69	\$10.08 .20, 3A \$73.93, \$10.08	\$11.62 .4A \$82.05 Tot \$11.62	\$12.67 al Rate \$12.67	\$0.00	\$118.06
DIVER TENDER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1) as of 8-1-24, Apprentices with diving licenses begin at second year. % DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER" DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024 of Piledriver wage 7 8/1/2024	\$55.79 70/80/90 2A \$54. \$83.69	\$10.08 .20, 3A \$73.93, \$10.08	\$11.62 .4A \$82.05 Tot \$11.62	\$12.67 al Rate \$12.67	\$0.00	\$118.06
DIVER TENDER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1) as of 8-1-24, Apprentices with diving licenses begin at second year. % DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER" DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER" DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	8/1/2024 of Piledriver wage 7 8/1/2024 8/1/2024	\$55.79 70/80/90 2A \$54. \$83.69 \$117.16	\$10.08 .20, 3A \$73.93, \$10.08 \$10.08	\$11.62 .4A \$82.05 Tot \$11.62 \$11.62	\$12.67 al Rate \$12.67 \$12.67	\$0.00	\$118.06 \$151.53

Classification

ELECTRICIANS LOCAL 103

Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
3/1/2026	\$67.37	\$13.00	\$14.40	\$8.72	\$0.00	\$103.49
9/1/2026	\$69.28	\$13.00	\$14.46	\$8.72	\$0.00	\$105.46
3/1/2027	\$70.47	\$13.00	\$14.49	\$8.72	\$0.00	\$106.68
9/1/2027	\$72.39	\$13.00	\$14.55	\$8.72	\$0.00	\$108.66
3/1/2028	\$73.59	\$13.00	\$14.59	\$8.72	\$0.00	\$109.90

Apprentice: ELECTRICIAN

Effect	tive Date: 3/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$25.70	\$13.00	\$0.77	\$0.00	\$0.00	\$39.47
2	40.00	\$25.70	\$13.00	\$0.77	\$0.00	\$0.00	\$39.47
3	45.00	\$28.92	\$13.00	\$13.25	\$3.92	\$0.00	\$59.09
4	45.00	\$28.92	\$13.00	\$13.25	\$3.92	\$0.00	\$59.09
5	50.00	\$32.13	\$13.00	\$13.34	\$4.36	\$0.00	\$62.83
6	55.00	\$35.34	\$13.00	\$13.44	\$4.80	\$0.00	\$66.58
7	60.00	\$38.56	\$13.00	\$13.54	\$5.23	\$0.00	\$70.33
8	65.00	\$41.77	\$13.00	\$13.63	\$5.67	\$0.00	\$74.07
9	70.00	\$44.98	\$13.00	\$13.73	\$6.10	\$0.00	\$77.81
10	75.00	\$48.20	\$13.00	\$13.83	\$6.54	\$0.00	\$81.57

Apprentice: ELECTRICIAN

Effective Date: 9/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	40.00	¢0.4.7	¢12.00	¢0.70	¢0.00	¢0.00	¢ 40.24
1	40.00	\$26.47	\$13.00	\$0.79	\$0.00	\$0.00	\$40.26
2	40.00	\$26.47	\$13.00	\$0.79	\$0.00	\$0.00	\$40.26
3	45.00	\$29.78	\$13.00	\$13.27	\$3.92	\$0.00	\$59.97
4	45.00	\$29.78	\$13.00	\$13.27	\$3.92	\$0.00	\$59.97
5	50.00	\$33.09	\$13.00	\$13.37	\$4.36	\$0.00	\$63.82
6	55.00	\$36.39	\$13.00	\$13.47	\$4.80	\$0.00	\$67.66
7	60.00	\$39.70	\$13.00	\$13.57	\$5.23	\$0.00	\$71.50
8	65.00	\$43.01	\$13.00	\$13.67	\$5.67	\$0.00	\$75.35
9	70.00	\$46.32	\$13.00	\$13.77	\$6.10	\$0.00	\$79.19
10	75.00	\$49.63	\$13.00	\$13.87	\$6.54	\$0.00	\$83.04

ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL 4 ELEVATOR CONSTRUCTORS LOCAL 4

	entice: ELEVATO ive Date: 1/1/2022	R CONSTRUCTOR					
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$32.81	\$16.03	\$0.00	\$0.00	\$0.00	\$48.84
2	55.00	\$36.09	\$16.03	\$10.71	\$9.50	\$0.00	\$72.33

\$16.03

\$10.71

\$9.50

1/1/2022

\$65.62

\$0.00 \$101.86

Classification		Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	Apprentice: ELEVATO	R CONSTRUCTO	R					
	Effective Date: 1/1/2022							
	Step Percent	Apprentic Base Wag		Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	3 65.00	\$42.6	5	\$16.03	\$10.71	\$9.50	\$0.00	\$78.89
	4 70.00	\$45.9	3	\$16.03	\$10.71	\$9.50	\$0.00	\$82.17
	5 80.00	\$52.5	0	\$16.03	\$10.71	\$9.50	\$0.00	\$88.74
ELEVATOR CONSTRUCTOR HELPER ELEVATOR CONSTRUCTORS LOCAL ELEVATOR CONSTRUCTORS LOCAL	4	1/1/2022	\$45.93	\$16.03	\$10.71	\$9.50	\$0.00	\$82.17
For apprentice rates see "Apprentice - ELI	EVATOR CONSTRUCTOR'	1						
FENCE & GUARD RAIL ERECTOR (H	EAVY & HIGHWAY)	6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.75
LABORERS LABORERS - ZONE 1 (HEAVY & HIGI	HWAY)	12/1/2025	\$49.45	\$9.90	\$9.25	\$9.65	\$0.00	\$78.25
	/	6/1/2026	\$51.00	\$9.90	\$9.25	\$9.65	\$0.00	\$79.80
For apprentice rates see "Apprentice- LAI	POPER (Hoovy and Highway	12/1/2026	\$52.50	\$9.90	\$9.25	\$9.65	\$0.00	\$81.30
	BOKER (Heavy and Highway)						
FIELD ENG.INST.PERSON-BLDG,SITE	E,HVY/HWY	5/1/2025	\$53.22	\$15.30	\$13.15	\$3.25	\$0.00	\$84.92
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4		11/1/2025	\$54.51	\$15.30	\$13.15	\$3.25	\$0.00	\$86.2
		5/1/2026	\$55.95	\$15.30	\$13.15	\$3.25	\$0.00	\$87.6
		11/1/2026	\$57.24	\$15.30	\$13.15	\$3.25	\$0.00	\$88.94
For apprentice rates see "Apprentice- OPE	ERATING ENGINEERS"	5/1/2027	\$58.67	\$15.30	\$13.15	\$3.25	\$0.00	\$90.37
FIELD ENG.PARTY CHIEF-BLDG,SITI		5/1/2025	\$54.82	\$15.30	\$13.15	\$3.25	\$0.00	\$86.52
OPERATING ENGINEERS LOCAL 4	L,11 V 1/11 VV 1	11/1/2025	\$56.12	\$15.30	\$13.15	\$3.25	\$0.00	\$87.82
OPERATING ENGINEERS LOCAL 4		5/1/2026	\$57.57	\$15.30	\$13.15	\$3.25 \$3.25	\$0.00	\$89.2
		11/1/2026	\$58.87	\$15.30	\$13.15	\$3.25	\$0.00	\$90.5
		5/1/2027	\$60.32	\$15.30	\$13.15	\$3.25	\$0.00	\$92.02
For apprentice rates see "Apprentice- OPE	ERATING ENGINEERS"	5/1/2027	400.52	¢15.50	φ15.15	ψ5.25	φ0.00	φ)2.02
FIELD ENG.ROD PERSON-BLDG,SITE	E,HVY/HWY	5/1/2025	\$26.22	\$15.30	\$13.15	\$3.25	\$0.00	\$57.92
OPERATING ENGINEERS LOCAL 4		11/1/2025	\$26.98	\$15.30	\$13.15	\$3.25	\$0.00	\$58.68
OPERATING ENGINEERS LOCAL 4		5/1/2026	\$27.83	\$15.30	\$13.15	\$3.25	\$0.00	\$59.53
		11/1/2026	\$28.59	\$15.30	\$13.15	\$3.25	\$0.00	\$60.29
		5/1/2027	\$29.44	\$15.30	\$13.15	\$3.25	\$0.00	\$61.14
For apprentice rates see "Apprentice- OPE	ERATING ENGINEERS"							
FIRE ALARM INSTALLER		3/1/2025	\$64.26	\$13.00	\$14.31	\$8.72	\$0.00	\$100.29
ELECTRICIANS LOCAL 103 ELECTRICIANS LOCAL 103		9/1/2025	\$66.17	\$13.00	\$14.37	\$8.72	\$0.00	\$102.26
		3/1/2026	\$67.37	\$13.00	\$14.40	\$8.72	\$0.00	\$103.49
		9/1/2026	\$69.28	\$13.00	\$14.46	\$8.72	\$0.00	\$105.4
		3/1/2027	\$70.47	\$13.00	\$14.49	\$8.72	\$0.00	\$106.6
		9/1/2027	\$72.39	\$13.00	\$14.55	\$8.72	\$0.00	\$108.66
		3/1/2028	\$73.59	\$13.00	\$14.59	\$8.72	\$0.00	\$109.90

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Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
FIRE ALARM REPAIR / MAINTENANCE	3/1/2025	\$51.41	\$13.00	\$13.92	\$6.98	\$0.00	\$85.31
/ COMMISSIONING ELECTRICIANS LOCAL 103	9/1/2025	\$52.94	\$13.00	\$13.97	\$6.98	\$0.00	\$86.89
ELECTRICIANS LOCAL 103	3/1/2026	\$53.90	\$13.00	\$14.00	\$6.98	\$0.00	\$87.88
	9/1/2026	\$55.42	\$13.00	\$14.04	\$6.98	\$0.00	\$89.44
	3/1/2027	\$56.38	\$13.00	\$14.07	\$6.98	\$0.00	\$90.43
	9/1/2027	\$57.91	\$13.00	\$14.12	\$6.98	\$0.00	\$92.01
	3/1/2028	\$58.87	\$13.00	\$14.15	\$6.98	\$0.00	\$93.00
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TEC	CHNICIAN"						
FIREMAN (ASST. ENGINEER)	6/1/2025	\$47.02	\$15.55	\$13.25	\$3.25	\$0.00	\$79.07
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$48.19	\$15.55	\$13.25	\$3.25	\$0.00	\$80.24
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$49.25	\$15.55	\$13.25	\$3.25	\$0.00	\$81.30
	12/1/2026	\$50.43	\$15.55	\$13.25	\$3.25	\$0.00	\$82.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	6/1/2025	\$28.09	\$9.90	\$9.25	\$9.65	\$0.00	\$56.89
LABORERS	12/1/2025	\$28.09	\$9.90	\$9.25	\$9.65	\$0.00	\$56.89
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$29.21	\$9.90	\$9.25	\$9.65	\$0.00	\$58.01
	12/1/2026	\$29.21	\$9.90	\$9.25	\$9.65	\$0.00	\$58.01
For apprentice rates see "Apprentice- LABORER (Heavy and Highway	7)						
FLOORCOVERER	3/1/2025	\$57.73	\$8.83	\$11.47	\$8.80	\$0.00	\$86.83
FLOORCOVERERS LOCAL 2168	9/1/2025	\$59.23	\$8.83	\$11.47	\$8.80	\$0.00	\$88.33
FLOORCOVERERS LOCAL 2168 ZONE I	3/1/2026	\$60.73	\$8.83	\$11.47	\$8.80	\$0.00	\$89.83
	9/1/2026	\$62.23	\$8.83	\$11.47	\$8.80	\$0.00	\$91.33
	3/1/2027	\$63.73	\$8.83	\$11.47	\$8.80	\$0.00	\$92.83

Appro	entice: FLOORCO	VERER					
Effect	ive Date: 3/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$25.98	\$8.83	\$0.00	\$1.76	\$0.00	\$36.57
2	45.00	\$25.98	\$8.83	\$0.00	\$1.76	\$0.00	\$36.57
3	55.00	\$31.75	\$8.83	\$0.00	\$3.52	\$0.00	\$44.10
4	55.00	\$31.75	\$8.83	\$0.00	\$3.52	\$0.00	\$44.10
5	70.00	\$40.41	\$8.83	\$11.47	\$5.28	\$0.00	\$65.99
6	70.00	\$40.41	\$8.83	\$11.47	\$5.28	\$0.00	\$65.99
7	80.00	\$46.18	\$8.83	\$11.47	\$7.04	\$0.00	\$73.52
8	80.00	\$46.18	\$8.83	\$11.47	\$7.04	\$0.00	\$73.52

Apprentice: FLOORCOVERER											
Effective Date: 9/1/2025											
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate				
1	45.00	\$26.65	\$8.83	\$0.00	\$1.76	\$0.00	\$37.24				
2	45.00	\$26.65	\$8.83	\$0.00	\$1.76	\$0.00	\$37.24				
3	55.00	\$32.58	\$8.83	\$0.00	\$3.52	\$0.00	\$44.93				

Classification			Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	Appr	entice: FLOORCO	VERER						
	Effect	tive Date: 9/1/2025							
	Step	Percent	Apprentic Base Wag		Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	4	55.00	\$32.5	8	\$8.83	\$0.00	\$3.52	\$0.00	\$44.93
	5	70.00	\$41.4	б	\$8.83	\$11.47	\$5.28	\$0.00	\$67.04
	6	70.00	\$41.4	6	\$8.83	\$11.47	\$5.28	\$0.00	\$67.04
	7	80.00	\$47.3	8	\$8.83	\$11.47	\$7.04	\$0.00	\$74.72
	8	80.00	\$47.3	8	\$8.83	\$11.47	\$7.04	\$0.00	\$74.72
FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4 For apprentice rates see "Apprentice- OPE	RATING	ENGINEERS"	6/1/2025 12/1/2025 6/1/2026 12/1/2026	\$58.33 \$59.78 \$61.08 \$62.53	\$15.55 \$15.55 \$15.55 \$15.55	\$13.25 \$13.25 \$13.25 \$13.25 \$13.25	\$3.25 \$3.25 \$3.25 \$3.25 \$3.25	\$0.00 \$0.00 \$0.00 \$0.00	\$90.38 \$91.83 \$93.13 \$94.58
GENERATOR/LIGHTING PLANT/HEAT OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	TERS		6/1/2025 12/1/2025 6/1/2026 12/1/2026	\$37.52 \$38.47 \$39.33 \$40.28	\$15.55 \$15.55 \$15.55 \$15.55	\$13.25 \$13.25 \$13.25 \$13.25	\$3.25 \$3.25 \$3.25 \$3.25	\$0.00 \$0.00 \$0.00 \$0.00	\$69.57 \$70.52 \$71.38 \$72.33
For apprentice rates see "Apprentice- OPE	RATING	ENGINEERS"	12/1/2020	φ+0.20	φ15.55	φ 10.2 0	φ3.23	ψ0.00	φ <i>τ2.33</i>
GLAZIER (GLASS PLANK/AIR BARRII GLAZIERS LOCAL 35	ER/INTE	RIOR SYSTEMS)	1/1/2025	\$47.96	\$9.95	\$11.85	\$12.10	\$0.00	\$81.86

GLAZIERS LOCAL 35 (ZONE 2)

	Appro	entice: GLAZIER	R (GLASS PLANK/AIR	BARRIE	R/INTERIOR	SYSTEMS)			
	Effect	ive Date: 1/1/202	5						
	Step	Percent	Apprentice Base Wage	1	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	1	50.00	\$23.98		\$9.95	\$0.00	\$0.00	\$0.00	\$33.93
	2	55.00	\$26.38		\$9.95	\$0.00	\$6.66	\$0.00	\$42.99
	3	60.00	\$28.78		\$9.95	\$0.00	\$7.26	\$0.00	\$45.99
	4	65.00	\$31.17		\$9.95	\$0.00	\$7.87	\$0.00	\$48.99
	5	70.00	\$33.57		\$9.95	\$11.85	\$8.47	\$0.00	\$63.84
	6	75.00	\$35.97		\$9.95	\$11.85	\$9.08	\$0.00	\$66.85
	7	80.00	\$38.37		\$9.95	\$11.85	\$9.68	\$0.00	\$69.85
	8	90.00	\$43.16		\$9.95	\$11.85	\$10.89	\$0.00	\$75.85
	-								
HOISTING ENGINEER/CRANES/GRAD	ALLS		6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4			12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
OPERATING ENGINEERS LOCAL 4			6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
			12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58

Classification

Supplemental Total Effective Date Base Wage Health Pension Annuity Unemployment Rate

Appro	Apprentice: HOISTING ENGINEER/CRANES/GRADALLS												
Effect	Effective Date: 6/1/2025												
	_	Apprentice				Supplemental	Total						
Step	Percent	Base Wage	Health	Pension	Annuity	Unemployment	Rate						
1	55.00	\$32.08	\$0.00	\$0.00	\$0.00	\$0.00	\$32.08						
2	60.00	\$35.00	\$15.55	\$13.25	\$3.25	\$0.00	\$67.05						
3	65.00	\$37.91	\$15.55	\$13.25	\$3.25	\$0.00	\$69.96						
4	70.00	\$40.83	\$15.55	\$13.25	\$3.25	\$0.00	\$72.88						
5	75.00	\$43.75	\$15.55	\$13.25	\$3.25	\$0.00	\$75.80						
6	80.00	\$46.66	\$15.55	\$13.25	\$3.25	\$0.00	\$78.71						
7	85.00	\$49.58	\$15.55	\$13.25	\$3.25	\$0.00	\$81.63						
8	90.00	\$52.50	\$15.55	\$13.25	\$3.25	\$0.00	\$84.55						

	Appro	orentice: HOISTING ENGINEER/CRANES/GRADALLS								
	Effect	ive Date: 12/1/2025								
	Step	Percent	Apprentice Base Wage	I	Iealth	Pension	Annuity	Supplemental Unemployment	Total Rate	
	1	55.00	\$32.88		\$0.00	\$0.00	\$0.00	\$0.00	\$32.88	
	2	60.00	\$35.87	5	\$15.55	\$13.25	\$3.25	\$0.00	\$67.92	
	3	65.00	\$38.86	5	\$15.55	\$13.25	\$3.25	\$0.00	\$70.91	
	4	70.00	\$41.85	5	\$15.55	\$13.25	\$3.25	\$0.00	\$73.90	
	5	75.00	\$44.84	S	\$15.55	\$13.25	\$3.25	\$0.00	\$76.89	
	6	80.00	\$47.82	5	\$15.55	\$13.25	\$3.25	\$0.00	\$79.87	
	7	85.00	\$50.81	5	\$15.55	\$13.25	\$3.25	\$0.00	\$82.86	
	8	90.00	\$53.80	5	\$15.55	\$13.25	\$3.25	\$0.00	\$85.85	
HVAC (DUCTWORK)			2/1/2025	\$59.13	\$14.91	\$18.74	\$9.53	\$2.98	\$105.29	
SHEETMETAL WORKERS LOCAL 17			8/1/2025	\$60.98	\$14.91	\$18.74	\$9.53	\$2.98	\$107.14	
SHEETMETAL WORKERS LOCAL 17 - A	A		2/1/2026	\$62.93	\$14.91	\$18.74	\$9.53	\$2.98	\$109.09	
For apprentice rates see "Apprentice- SHEE"	T MET.	AL WORKER"								
HVAC (ELECTRICAL CONTROLS)			3/1/2025	\$64.26	\$13.00	\$14.31	\$8.72	\$0.00	\$100.29	
ELECTRICIANS LOCAL 103			9/1/2025	\$66.17	\$13.00	\$14.37	\$8.72	\$0.00	\$102.26	
ELECTRICIANS LOCAL 103			3/1/2026	\$67.37	\$13.00	\$14.40	\$8.72	\$0.00	\$103.49	
			9/1/2026	\$69.28	\$13.00	\$14.46	\$8.72	\$0.00	\$105.46	
			3/1/2027	\$70.47	\$13.00	\$14.49	\$8.72	\$0.00	\$106.68	
			9/1/2027	\$72.39	\$13.00	\$14.55	\$8.72	\$0.00	\$108.66	
			3/1/2028	\$73.59	\$13.00	\$14.59	\$8.72	\$0.00	\$109.90	
For apprentice rates see "Apprentice- ELEC"	TRICIA	N"								
HVAC (TESTING AND BALANCING - A	IR)		2/1/2025	\$59.13	\$14.91	\$18.74	\$9.53	\$2.98	\$105.29	
SHEETMETAL WORKERS LOCAL 17	-		8/1/2025	\$60.98	\$14.91	\$18.74	\$9.53	\$2.98	\$107.14	
SHEETMETAL WORKERS LOCAL 17 - A		RS LOCAL 17 - A	2/1/2026	\$62.93	\$14.91	\$18.74	\$9.53	\$2.98	\$109.09	
For apprentice rates see "Apprentice- SHEE	T MET.	AL WORKER"		+-2.70	÷1, 1		-,	÷2.20	,,,	
HVAC (TESTING AND BALANCING -W. PIPEFITTERS LOCAL 537	ATER)		3/1/2025	\$68.88	\$12.70	\$13.05	\$8.75	\$0.00	\$103.38	

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PIPEFITTERS LOCAL 537							
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/F	PIPEFITTER"						
HVAC MECHANIC PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537	3/1/2025	\$68.88	\$12.70	\$13.05	\$8.75	\$0.00	\$103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/F	PIPEFITTER"						
HYDRAULIC DRILLS	6/1/2025	\$48.35	\$9.90	\$9.25	\$9.65	\$0.00	\$77.15
LABORERS LABORERS - ZONE 1	12/1/2025	\$49.85	\$9.90	\$9.25	\$9.65	\$0.00	\$78.65
LADORERS - ZONE I	6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.45
	12/1/2026	\$52.90	\$9.90	\$9.25	\$9.65	\$0.00	\$81.70
	6/1/2027	\$54.50	\$9.90	\$9.25	\$9.65	\$0.00	\$83.30
	12/1/2027	\$56.10	\$9.90	\$9.25	\$9.65	\$0.00	\$84.90
	6/1/2028	\$57.78	\$9.90	\$9.25	\$9.65	\$0.00	\$86.58
	12/1/2028	\$59.45	\$9.90	\$9.25	\$9.65	\$0.00	\$88.25
For apprentice rates see "Apprentice- LABORER"							
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	6/1/2025	\$48.45	\$9.90	\$9.25	\$9.65	\$0.00	\$77.25
LABORERS	12/1/2025	\$49.95	\$9.90	\$9.25	\$9.65	\$0.00	\$78.75
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$51.50	\$9.90	\$9.25	\$9.65	\$0.00	\$80.30
	12/1/2026	\$53.00	\$9.90	\$9.25	\$9.65	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highwa	y)						
INSULATOR (PIPES & TANKS)	9/1/2024	\$56.92	\$14.75	\$9.52	\$10.09	\$0.00	\$91.28
HEAT & FROST INSULATORS LOCAL 6	9/1/2025	\$60.34	\$14.75	\$9.52	\$10.09	\$0.00	\$94.70
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	9/1/2026	\$63.76	\$14.75	\$9.52	\$10.09	\$0.00	\$98.12

Appro	Apprentice: INSULATOR (PIPES & TANKS)											
Effect	Effective Date: 9/1/2024											
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate					
1	50.00	\$28.46	\$14.75	\$9.27	\$5.05	\$0.00	\$57.53					
2	60.00	\$34.15	\$14.75	\$9.32	\$6.05	\$0.00	\$64.27					
3	70.00	\$39.84	\$14.75	\$9.37	\$7.06	\$0.00	\$71.02					
4	80.00	\$45.54	\$14.75	\$9.42	\$8.07	\$0.00	\$77.78					

Effect	tive Date: 9/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	T F
1	50.00	\$30.17	\$14.75	\$9.27	\$5.05	\$0.00	\$59
2	60.00	\$36.20	\$14.75	\$9.32	\$6.05	\$0.00	\$6
3	70.00	\$42.24	\$14.75	\$9.37	\$7.06	\$0.00	\$7
4	80.00	\$48.27	\$14.75	\$9.42	\$8.07	\$0.00	\$8

\$8.35

\$12.70

\$14.00

IRONWORKER/WELDER IRONWORKERS LOCAL 7 3/16/2024

\$53.97

\$0.00 \$89.02

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Classification

IRONWORKERS LOCAL 7 (BOSTON AREA)

	Appren	ntice: IRONWORKE	R/WELDER						
	Effectiv	ve Date: 3/16/2024							
	Step 1	Percent	Apprentice Base Wage	1	Health	Pension	Annuity	Supplemental Unemployment	Tota Rat
	1	60.00	\$32.38		\$8.35	\$12.70	\$14.00	\$0.00	\$67.4
	2	70.00	\$37.78		\$8.35	\$12.70	\$14.00	\$0.00	\$72.8
	3	75.00	\$40.48		\$8.35	\$12.70	\$14.00	\$0.00	\$75.5
	4	80.00	\$43.18		\$8.35	\$12.70	\$14.00	\$0.00	\$78.2
	5	85.00	\$45.87		\$8.35	\$12.70	\$14.00	\$0.00	\$80.9
	6	90.00	\$48.57		\$8.35	\$12.70	\$14.00	\$0.00	\$83.6
JACKHAMMER & PAVING BRI	EAKER OPERATO	DR	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.6
LABORERS			12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.1
LABORERS - ZONE 1			6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.7
			12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.2
			6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.8
			12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.4
			6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.0
			12/1/2020	\$58.95	\$9.90	\$9.25	¢0.65	¢0.00	¢07 -
			12/1/2028	\$30.93	\$9.90	\$9.23	\$9.65	\$0.00	<i>ф</i> 0/./
For apprentice rates see "Apprentic	ce- LABORER"		12/1/2028	\$38.95	\$9.90	\$ 7. 2 <i>3</i>	\$9.03	\$0.00	\$87.7
LABORER	ce- LABORER"		6/1/2025	\$38.93	\$9.90	\$9.25	\$9.65	\$0.00	
LABORER LABORERS	ce- LABORER"								\$76.4
LABORER LABORERS	ce- LABORER"		6/1/2025	\$47.60	\$9.90	\$9.25	\$9.65	\$0.00	\$76.4 \$77.9
LABORER LABORERS	ce- LABORER"		6/1/2025 12/1/2025	\$47.60 \$49.10	\$9.90 \$9.90	\$9.25 \$9.25	\$9.65 \$9.65	\$0.00 \$0.00	\$76.4 \$77.9 \$79.4
LABORER LABORERS	ce- LABORER"		6/1/2025 12/1/2025 6/1/2026	\$47.60 \$49.10 \$50.65	\$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00	\$76.4 \$77.9 \$79.4 \$80.9
LABORER LABORERS	ce- LABORER"		6/1/2025 12/1/2025 6/1/2026 12/1/2026	\$47.60 \$49.10 \$50.65 \$52.15	\$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00	\$76.4 \$77.9 \$79.4 \$80.9 \$82.5
LABORER LABORERS	ce- LABORER"		6/1/2025 12/1/2025 6/1/2026 12/1/2026 6/1/2027	\$47.60 \$49.10 \$50.65 \$52.15 \$53.75	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.4 \$77.9 \$79.4 \$80.9 \$82.5 \$84.1
LABORER LABORERS	ce- LABORER"		6/1/2025 12/1/2025 6/1/2026 12/1/2026 6/1/2027 12/1/2027	\$47.60 \$49.10 \$50.65 \$52.15 \$53.75 \$55.35	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.4 \$77.9 \$79.4 \$80.9 \$82.5 \$84.1 \$85.8
For apprentice rates see "Apprentic LABORER LABORERS LABORERS - ZONE 1		ntice: LABORER	6/1/2025 12/1/2025 6/1/2026 12/1/2026 6/1/2027 12/1/2027 6/1/2028	\$47.60 \$49.10 \$50.65 \$52.15 \$53.75 \$55.35 \$55.35	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$87.7 \$76.4 \$77.9 \$79.4 \$80.9 \$82.5 \$84.1 \$85.8 \$87.5
LABORER LABORERS	Appren	ntice: LABORER ve Date: 6/1/2025	6/1/2025 12/1/2025 6/1/2026 12/1/2026 6/1/2027 12/1/2027 6/1/2028	\$47.60 \$49.10 \$50.65 \$52.15 \$53.75 \$55.35 \$55.35	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.4 \$77.9 \$79.4 \$80.9 \$82.5 \$84.1 \$85.8
LABORER LABORERS	Appren Effectiv		6/1/2025 12/1/2025 6/1/2026 12/1/2026 6/1/2027 12/1/2027 6/1/2028	\$47.60 \$49.10 \$50.65 \$52.15 \$53.75 \$55.35 \$57.03 \$58.70	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.4 \$77.9 \$79.4 \$80.9 \$82.5 \$84.1 \$85.8 \$87.5
LABORER LABORERS	Appren Effectiv	ve Date: 6/1/2025	6/1/2025 12/1/2025 6/1/2026 12/1/2026 6/1/2027 12/1/2027 6/1/2028 12/1/2028	\$47.60 \$49.10 \$50.65 \$52.15 \$53.75 \$55.35 \$57.03 \$58.70	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.4 \$77.9 \$79.4 \$80.9 \$82.5 \$84.1 \$85.8
LABORER LABORERS	Appren Effectiv Step	ve Date: 6/1/2025 Percent	6/1/2025 12/1/2025 6/1/2026 12/1/2026 6/1/2027 12/1/2028 12/1/2028 12/1/2028	\$47.60 \$49.10 \$50.65 \$52.15 \$53.75 \$55.35 \$57.03 \$58.70	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.4 \$77.9 \$79.4 \$80.9 \$82.5 \$84.1 \$85.8 \$87.5 Tota Rat
LABORER LABORERS	Appren Effectiv Step	ve Date: 6/1/2025 Percent 60.00	6/1/2025 12/1/2025 6/1/2026 12/1/2027 12/1/2027 6/1/2028 12/1/2028 12/1/2028 Apprentice Base Wage	\$47.60 \$49.10 \$50.65 \$52.15 \$53.75 \$55.35 \$57.03 \$58.70	\$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$76.4 \$77.9 \$80.9 \$82.2 \$84.1 \$85.8 \$87.5 Tota Rat

Effective Date Base Wage

Health

Pension

Appro	entice: LABORER											
Effective Date: 12/1/2025												
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate					
1	60.00	\$29.46	\$9.90	\$9.25	\$9.65	\$0.00	\$58.26					

Supplemental Unemployment

Annuity

Total

Rate

Classification			Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
		entice: LABORER ive Date: 12/1/2025	1						
	Step	Percent	Apprentio Base Wag		Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	2	70.00	\$34.3	37	\$9.90	\$9.25	\$9.65	\$0.00	\$63.17
	3	80.00	\$39.2	28	\$9.90	\$9.25	\$9.65	\$0.00	\$68.08
	4	90.00	\$44.1	19	\$9.90	\$9.25	\$9.65	\$0.00	\$72.99
LABORER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 1 (HEAVY & HIGH	WAY)		6/1/2025 12/1/2025 6/1/2026 12/1/2026	\$47.70 \$49.20 \$50.75 \$52.25	\$9.90 \$9.90 \$9.90 \$9.90	\$9.25 \$9.25 \$9.25 \$9.25 \$9.25	\$9.65 \$9.65 \$9.65 \$9.65	\$0.00 \$0.00 \$0.00 \$0.00	\$76.50 \$78.00 \$79.55 \$81.05

Appre	entice: LABORER	(HEAVY & HIGHWAY))				
Effect	ive Date: 6/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$28.62	\$9.65	\$9.25	\$9.65	\$0.00	\$57.17
2	70.00	\$33.39	\$9.65	\$9.25	\$9.65	\$0.00	\$61.94
3	80.00	\$38.16	\$9.65	\$9.25	\$9.65	\$0.00	\$66.71
4	90.00	\$42.93	\$9.65	\$9.25	\$9.65	\$0.00	\$71.48

		entice: LABORER (ive Date: 12/1/2025	HEAVY & HIGHW	AY)					
	Step	Percent	Apprentice Base Wage		Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	1	60.00	\$29.52		\$9.90	\$9.25	\$9.65	\$0.00	\$58.32
	2	70.00	\$34.44		\$9.90	\$9.25	\$9.65	\$0.00	\$63.24
	3	80.00	\$39.36		\$9.90	\$9.25	\$9.65	\$0.00	\$68.16
	4	90.00	\$44.28		\$9.90	\$9.25	\$9.65	\$0.00	\$73.08
			c/1/2025	¢ 47. c0	#0.00	¢0.25	\$0.65	#0.00	¢7.40
LABORER: CARPENTER TENDER LABORERS			6/1/2025	\$47.60	\$9.90	\$9.25	\$9.65	\$0.00	\$76.40
LABORERS - ZONE 1			12/1/2025	\$49.10	\$9.90	\$9.25	\$9.65	\$0.00	\$77.90
			6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.45
			12/1/2026	\$52.15	\$9.90	\$9.25	\$9.65	\$0.00	\$80.95
			6/1/2027	\$53.75	\$9.90	\$9.25	\$9.65	\$0.00	\$82.55
			12/1/2027	\$55.35	\$9.90	\$9.25	\$9.65	\$0.00	\$84.15
			6/1/2028	\$57.03	\$9.90	\$9.25	\$9.65	\$0.00	\$85.83
			12/1/2028	\$58.70	\$9.90	\$9.25	\$9.65	\$0.00	\$87.50
For apprentice rates see "Apprentice- LABO	ORER"								
LABORER: CEMENT FINISHER TENDE	R		6/1/2025	\$47.60	\$9.90	\$9.25	\$9.65	\$0.00	\$76.40
LABORERS			12/1/2025	\$49.10	\$9.90	\$9.25	\$9.65	\$0.00	\$77.90
LABORERS - ZONE 1			6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.45
			12/1/2026	\$52.15	\$9.90	\$9.25	\$9.65	\$0.00	\$80.95
			6/1/2027	\$53.75	\$9.90	\$9.25	\$9.65	\$0.00	\$82.55

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Tota Rat
	12/1/2027	\$55.35	\$9.90	\$9.25	\$9.65	\$0.00	\$84.1
	6/1/2028	\$57.03	\$9.90	\$9.25	\$9.65	\$0.00	\$85.8
	12/1/2028	\$58.70	\$9.90	\$9.25	\$9.65	\$0.00	\$87.5
For apprentice rates see "Apprentice- LABORER"							
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	6/2/2025	\$47.75	\$9.90	\$9.25	\$9.65	\$0.00	\$76.5
LABORERS	12/1/2025	\$49.25	\$9.90	\$9.25	\$9.65	\$0.00	\$78.0
LABORERS - ZONE 1	6/1/2026	\$50.80	\$9.90	\$9.25	\$9.65	\$0.00	\$79.6
	12/7/2026	\$52.30	\$9.90	\$9.25	\$9.65	\$0.00	\$81.1
	6/7/2027	\$53.90	\$9.90	\$9.25	\$9.65	\$0.00	\$82.7
	12/6/2027	\$55.50	\$9.90	\$9.25	\$9.65	\$0.00	\$84.3
	6/5/2028	\$57.18	\$9.90	\$9.25	\$9.65	\$0.00	\$85.9
	12/4/2028	\$58.85	\$9.90	\$9.25	\$9.65	\$0.00	\$87.6
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.6
ABORERS	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.1
LABORERS - ZONE 1	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.7
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.2
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.8
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.4
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.0
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.7
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER (HEAVY & HIGHWAY)	6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.7
LABORERS	12/1/2025	\$49.45	\$9.90	\$9.25	\$9.65	\$0.00	\$78.2
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$51.00	\$9.90	\$9.25	\$9.65	\$0.00	\$79.8
	12/1/2026	\$52.50	\$9.90	\$9.25	\$9.65	\$0.00	\$81.3
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
LABORER: MULTI-TRADE TENDER	6/1/2025	\$47.60	\$9.90	\$9.25	\$9.65	\$0.00	\$76.4
LABORERS	12/1/2025	\$49.10	\$9.90	\$9.25	\$9.65	\$0.00	\$77.9
LABORERS - ZONE 1	6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.4
	12/1/2026	\$52.15	\$9.90	\$9.25	\$9.65	\$0.00	\$80.9
	6/1/2027	\$53.75	\$9.90	\$9.25	\$9.65	\$0.00	\$82.5
	12/1/2027	\$55.35	\$9.90	\$9.25	\$9.65	\$0.00	\$84.1
	6/1/2028	\$57.03	\$9.90	\$9.25	\$9.65	\$0.00	\$85.8
	12/1/2028	\$58.70	\$9.90	\$9.25	\$9.65	\$0.00	\$87.5
For apprentice rates see "Apprentice- LABORER"							
ABORER: TREE REMOVER	6/1/2025	\$47.60	\$9.90	\$9.25	\$9.65	\$0.00	\$76.4
LABORERS	12/1/2025	\$49.10	\$9.90	\$9.25	\$9.65	\$0.00	\$77.9
LABORERS - ZONE 1	6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.4
	12/1/2026	\$52.15	\$9.90	\$9.25	\$9.65	\$0.00	\$80.9
	6/1/2027	\$53.75	\$9.90	\$9.25	\$9.65	\$0.00	\$82.5
	12/1/2027	\$55.35	\$9.90	\$9.25	\$9.65	\$0.00	\$84.1
	6/1/2028	\$57.03	\$9.90	\$9.25	\$9.65	\$0.00	\$85.8
	12/1/2028	\$58.70	\$9.90	\$9.25	\$9.65	\$0.00	\$87.5

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

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LASER BEAM OPERATOR	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS LABORERS - ZONE 1	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LADORERS - ZONE I	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS	6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.75
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/1/2025 6/1/2026	\$49.45 \$51.00	\$9.90 \$9.90	\$9.25	\$9.65 \$9.65	\$0.00	\$78.25 \$79.80
	12/1/2026	\$51.00 \$52.50	\$9.90 \$9.90	\$9.25 \$9.25	\$9.65 \$9.65	\$0.00 \$0.00	\$79.80 \$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway	<i>i</i>)						
MARBLE & TILE FINISHERS	2/1/2025	\$50.36	\$11.49	\$15.57	\$6.05	\$0.00	\$83.47
BRICKLAYERS LOCAL 3	8/1/2025	\$52.08	\$11.49	\$15.57	\$6.05	\$0.00	\$85.19
BRICKLAYERS LOCAL 3 - MARBLE & TILE	2/1/2026	\$53.16	\$11.49	\$15.57	\$6.05	\$0.00	\$86.27
	8/1/2026	\$54.92	\$11.49	\$15.57	\$6.05	\$0.00	\$88.03
	2/1/2027	\$56.04	\$11.49	\$15.57	\$6.05	\$0.00	\$89.15

Effect	tive Date: 2/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	To R
1	50.00	\$25.18	\$11.49	\$15.57	\$6.05	\$0.00	\$58
2	60.00	\$30.22	\$11.49	\$15.57	\$6.05	\$0.00	\$63
3	70.00	\$35.25	\$11.49	\$15.57	\$6.05	\$0.00	\$68
4	80.00	\$40.29	\$11.49	\$15.57	\$6.05	\$0.00	\$73
5	90.00	\$45.32	\$11.49	\$15.57	\$6.05	\$0.00	\$78

	Appre	entice: MARBL	LE & TILE FINISHERS						
	Effect	ive Date: 8/1/20	025						
	Step	Percent	Apprentice Base Wage	H	ealth	Pension	Annuity	Supplemental Unemployment	Total Rate
	1	50.00	\$26.04	\$1	11.49	\$15.57	\$6.05	\$0.00	\$59.15
	2	60.00	\$31.25	\$1	11.49	\$15.57	\$6.05	\$0.00	\$64.36
	3	70.00	\$36.46	\$1	11.49	\$15.57	\$6.05	\$0.00	\$69.57
	4	80.00	\$41.66	\$1	11.49	\$15.57	\$6.05	\$0.00	\$74.77
	5	90.00	\$46.87	\$1	11.49	\$15.57	\$6.05	\$0.00	\$79.98
MARBLE MASONS, TILELAYERS & TER	RAZZ	O MECH	2/1/2025	\$65.82	\$11.49	\$15.57	\$7.99	\$0.00	\$100.87
BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 - MARBLE & T			8/1/2025	\$67.97	\$11.49	\$15.57	\$7.99	\$0.00	\$103.02
DRICKLA I EKS LOCAL 3 - MARBLE & I	ILC		2/1/2026	\$69.32	\$11.49	\$15.57	\$7.99	\$0.00	\$104.37
			8/1/2026	\$71.52	\$11.49	\$15.57	\$7.99	\$0.00	\$106.57
			2/1/2027	\$72.92	\$11.49	\$15.57	\$7.99	\$0.00	\$107.97

Classification

Supplemental Annuity Unemployment Total Effective Date Base Wage Health Rate Pension

Appr	entice: MARBLE 1	MASONS, TILELAYERS	& TERRAZZO N	MECH			
Effect	tive Date: 2/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$32.91	\$11.49	\$15.57	\$7.99	\$0.00	\$67.96
2	60.00	\$39.49	\$11.49	\$15.57	\$7.99	\$0.00	\$74.54
3	70.00	\$46.07	\$11.49	\$15.57	\$7.99	\$0.00	\$81.12
4	80.00	\$52.66	\$11.49	\$15.57	\$7.99	\$0.00	\$87.71
5	90.00	\$59.24	\$11.49	\$15.57	\$7.99	\$0.00	\$94.29

	Appro	entice: MARBLE M	ASONS,TILELAYE	RS & TE	RRAZZO ME	СН			
	Effect	ive Date: 8/1/2025							
	Step	Percent	Apprentice Base Wage		Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	1	50.00	\$33.99		\$11.49	\$15.57	\$7.99	\$0.00	\$69.04
	2	60.00	\$40.78		\$11.49	\$15.57	\$7.99	\$0.00	\$75.83
	3	70.00	\$47.58		\$11.49	\$15.57	\$7.99	\$0.00	\$82.63
	4	80.00	\$54.38		\$11.49	\$15.57	\$7.99	\$0.00	\$89.43
	5	90.00	\$61.17		\$11.49	\$15.57	\$7.99	\$0.00	\$96.22
MECH. SWEEPER OPERATOR (ON CON	IST. SIT	TES)	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4			12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4			6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
			12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPER	ATING	ENGINEERS"							
MECHANICS MAINTENANCE			6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4			12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4			6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
			12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPER	ATING	ENGINEERS"							
MILLWRIGHT (Zone 1)			1/6/2025	\$50.53	\$10.08	\$11.47	\$10.25	\$0.00	\$82.33
MILLWRIGHTS LOCAL 1121 MILLWRIGHTS LOCAL 1121 - Zone 1			1/5/2026	\$53.03	\$10.08	\$11.47	\$10.25	\$0.00	\$84.83

Appre	entice: MILLWRI	GHT (Zone 1)					
Effect	ive Date: 1/6/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$27.79	\$10.08	\$0.00	\$5.64	\$0.00	\$43.51
2	65.00	\$32.84	\$10.08	\$0.00	\$6.66	\$0.00	\$49.58
3	75.00	\$37.90	\$10.08	\$11.47	\$7.69	\$0.00	\$67.14
4	85.00	\$42.95	\$10.08	\$11.47	\$8.71	\$0.00	\$73.21

Classification		Effective Date Ba	se Wage	Health	Pension	Annuity	Supplemental Unemployment	Tota Rate
A	pprentice: MILLWR	IGHT (Zone 1)						
E	ffective Date: 1/5/202	6						
St	ep Percent	Apprentice Base Wage		Health	Pension	Annuity	Supplemental Unemployment	Tota Rate
-	1 55.00	\$29.17		\$10.08	\$0.00	\$5.64	\$0.00	\$44.89
	2 65.00	\$34.47		\$10.08	\$0.00	\$6.66	\$0.00	\$51.2
	3 75.00	\$39.77		\$10.08	\$11.47	\$7.69	\$0.00	\$69.0
	4 85.00	\$45.08		\$10.08	\$11.47	\$8.71	\$0.00	\$75.3
MORTAR MIXER		6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.6
LABORERS		12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.1
LABORERS - ZONE 1		6/1/2026	\$50.90	\$9.90 \$9.90	\$9.23 \$9.25	\$9.65	\$0.00	\$79.7
		12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.2
		6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.8
		12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.4
		6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.0
		12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.7
For apprentice rates see "Apprentice- LABORE	R"							
OILER (OTHER THAN TRUCK CRANES,GR	ADALLS)	6/1/2025	\$25.97	\$15.30	\$13.15	\$3.25	\$0.00	\$57.6
OPERATING ENGINEERS LOCAL 4		12/1/2025	\$26.63	\$15.30	\$13.15	\$3.25	\$0.00	\$58.3
OPERATING ENGINEERS LOCAL 4		6/1/2026	\$27.22	\$15.30	\$13.15	\$3.25	\$0.00	\$58.9
		12/1/2026	\$27.89	\$15.30	\$13.15	\$3.25	\$0.00	\$59.5
For apprentice rates see "Apprentice- OPERAT	ING ENGINEERS"							
OILER (TRUCK CRANES, GRADALLS)		6/1/2025	\$31.80	\$15.30	\$13.15	\$3.25	\$0.00	\$63.5
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4		12/1/2025	\$32.60	\$15.30	\$13.15	\$3.25	\$0.00	\$64.3
OPERATING ENGINEERS LOCAL 4		6/1/2026	\$33.32	\$15.30	\$13.15	\$3.25	\$0.00	\$65.0
		12/1/2026	\$34.12	\$15.30	\$13.15	\$3.25	\$0.00	\$65.8
For apprentice rates see "Apprentice- OPERAT	ING ENGINEERS"							
OTHER POWER DRIVEN EQUIPMENT - CL	ASS II	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.7
OPERATING ENGINEERS LOCAL 4		12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.1
OPERATING ENGINEERS LOCAL 4		6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.4
For apprentice rates see "Apprentice- OPERAT	ING ENGINEERS"	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.8
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2		1/1/2025	\$58.46	\$9.95	\$11.85	\$12.10	\$0.00	\$92.3

PAINTERS LOCAL 35 - ZONE 2

Appr	entice: PAINTE	R (BRIDGES/TANKS)						
Effec	tive Date: 1/1/202	25						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
1	50.00	\$29.23	\$9.95	\$0.00	\$0.00	\$0.00	\$39.18	
2	55.00	\$32.15	\$9.95	\$0.00	\$6.66	\$0.00	\$48.76	
		φ 32.13						

Classification

		Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Appro	entice: PAINTE	R (BRIDGES/TANKS	5)					
Effect	tive Date: 1/1/20	25						
Step	Percent	Apprentic Base Wag		ealth	Pension	Annuity	Supplemental Unemployment	Total Rate
3	60.00	\$35.0	8	\$9.95	\$0.00	\$7.26	\$0.00	\$52.29
4	65.00	\$38.0	0	\$9.95	\$0.00	\$7.87	\$0.00	\$55.82
5	70.00	\$40.9	2	\$9.95	\$11.85	\$8.47	\$0.00	\$71.19
6	75.00	\$43.8	5	\$9.95	\$11.85	\$9.08	\$0.00	\$74.73
7	80.00	\$46.7	7	\$9.95	\$11.85	\$9.68	\$0.00	\$78.25
	90.00	\$52.6	1	\$9.95	\$11.85	\$10.89	\$0.00	\$85.30

\$9.95

\$11.85

\$12.10

\$0.00 \$83.26

1/1/2025

\$49.36

PAINTER (SPRAY OR SANDBLAST, NEW) *

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

NEW paint rate shall be used.

PAINTERS LOCAL 35

PAINTERS LOCAL 35 - ZONE 2

Effect	ive Date: 1/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Tota Rat
1	50.00	\$24.68	\$9.95	\$0.00	\$0.00	\$0.00	\$34.6
2	55.00	\$27.15	\$9.95	\$0.00	\$6.66	\$0.00	\$43.7
3	60.00	\$29.62	\$9.95	\$0.00	\$7.26	\$0.00	\$46.8
4	65.00	\$32.08	\$9.95	\$0.00	\$7.87	\$0.00	\$49.9
5	70.00	\$34.55	\$9.95	\$11.85	\$8.47	\$0.00	\$64.8
6	75.00	\$37.02	\$9.95	\$11.85	\$9.08	\$0.00	\$67.9
7	80.00	\$39.49	\$9.95	\$11.85	\$9.68	\$0.00	\$70.9
8	90.00	\$44.42	\$9.95	\$11.85	\$10.89	\$0.00	\$77.1

PAINTER (SPRAY OR SANDBLAST, R PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2

••		(SPRAY OR SANDBLAS	T, REPAINT)				
Effect	ive Date: 1/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$23.71	\$9.95	\$0.00	\$0.00	\$0.00	\$33.66
2	55.00	\$26.08	\$9.95	\$0.00	\$6.66	\$0.00	\$42.69
3	60.00	\$28.45	\$9.95	\$0.00	\$7.26	\$0.00	\$45.66
4	65.00	\$30.82	\$9.95	\$0.00	\$7.87	\$0.00	\$48.64
5	70.00	\$33.19	\$9.95	\$11.85	\$8.47	\$0.00	\$63.46
6	75.00	\$35.57	\$9.95	\$11.85	\$9.08	\$0.00	\$66.45
7	80.00	\$37.94	\$9.95	\$11.85	\$9.68	\$0.00	\$69.42
8	90.00	\$42.68	\$9.95	\$11.85	\$10.89	\$0.00	\$75.37

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PAINTER / TAPER (BRUSH, NEW) *	1/1/2025	\$47.96	\$9.95	\$11.85	\$12.10	\$0.00	\$81.86
* If 30% or more of surfaces to be painted are new construction,							

1/1/2025

\$46.02

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

Effect	tive Date: 1/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Tota Rat
1	50.00	\$23.98	\$9.95	\$0.00	\$0.00	\$0.00	\$33.9
2	55.00	\$26.38	\$9.95	\$0.00	\$6.66	\$0.00	\$42.9
3	60.00	\$28.78	\$9.95	\$0.00	\$7.26	\$0.00	\$45.9
4	65.00	\$31.17	\$9.95	\$0.00	\$7.87	\$0.00	\$48.9
5	70.00	\$33.57	\$9.95	\$11.85	\$8.47	\$0.00	\$63.8
6	75.00	\$35.97	\$9.95	\$11.85	\$9.08	\$0.00	\$66.8
7	80.00	\$38.37	\$9.95	\$11.85	\$9.68	\$0.00	\$69.8
8	90.00	\$43.16	\$9.95	\$11.85	\$10.89	\$0.00	\$75.8

\$9.95

\$11.85

\$12.10

\$0.00

\$79.92

PAINTER / TAPER (BRUSH, REPAINT) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2

А	Appre	ntice: PAINTER / TA	PER (BRUSH, RI	EPAINT)					
E	Effecti	ive Date: 1/1/2025							
St	tep	Percent	Apprentice Base Wage		Health	Pension	Annuity	Supplemental Unemployment	Tota Rate
-	1	50.00	\$23.01		\$9.95	\$0.00	\$0.00	\$0.00	\$32.96
	2	55.00	\$25.31		\$9.95	\$0.00	\$6.66	\$0.00	\$41.92
	3	60.00	\$27.61		\$9.95	\$0.00	\$7.26	\$0.00	\$44.8
	4	65.00	\$29.91		\$9.95	\$0.00	\$7.87	\$0.00	\$47.73
	5	70.00	\$32.21		\$9.95	\$11.85	\$8.47	\$0.00	\$62.48
	6	75.00	\$34.52		\$9.95	\$11.85	\$9.08	\$0.00	\$65.40
	7	80.00	\$36.82		\$9.95	\$11.85	\$9.68	\$0.00	\$68.30
	8	90.00	\$41.42		\$9.95	\$11.85	\$10.89	\$0.00	\$74.11
PAINTER TRAFFIC MARKINGS (HEAVY/H LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWA		WAY)	6/1/2025 12/1/2025	\$47.70 \$49.20	\$9.90 \$9.90	\$9.25 \$9.25	\$9.65 \$9.65	\$0.00 \$0.00	\$76.5 \$78.0
	,		6/1/2026	\$50.75	\$9.90	\$9.25	\$9.65	\$0.00	\$79.5
			12/1/2026	\$52.25	\$9.90	\$9.25	\$9.65	\$0.00	\$81.0
For apprentice rates see "Apprentice- LABORE	ER (H	eavy and Highway)							
PANEL & PICKUP TRUCKS DRIVER			6/1/2025	\$41.88	\$14.91	\$20.17	\$0.00	\$0.00	\$76.9
TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZON			8/1/2025	\$41.88	\$15.41	\$20.17	\$0.00	\$0.00	\$77.4
LAWSTERS JOINT COUNCIL NO. 10 ZON	L A		12/1/2025	\$41.88	\$15.41	\$21.78	\$0.00	\$0.00	\$79.0
			6/1/2026	\$42.88	\$15.41	\$21.78	\$0.00	\$0.00	\$80.0
			8/1/2026	\$42.88	\$15.91	\$21.78	\$0.00	\$0.00	\$80.5
			12/1/2026	\$42.88	\$15.91	\$23.52	\$0.00	\$0.00	\$82.3

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	\$55.79	\$10.08	\$11.62	\$12.67	\$0.00	\$90.16
For apprentice rates see "Apprentice- PILE DRIVER"							
PILE DRIVER	8/1/2024	\$55.79	\$10.08	\$11.62	\$12.67	\$0.00	\$90.16

PILE DRIVER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)

••	entice: PILE DRIV tive Date: 8/1/2024						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$25.11	\$10.08	\$0.00	\$2.53	\$0.00	\$37.72
2	55.00	\$30.68	\$10.08	\$0.00	\$5.07	\$0.00	\$45.83
3	70.00	\$39.05	\$10.08	\$11.62	\$7.60	\$0.00	\$68.35
4	80.00	\$44.63	\$10.08	\$11.62	\$10.14	\$0.00	\$76.47

PIPEFITTER & STEAMFITTER PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537

Effect	tive Date: 3/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$27.55	\$12.70	\$0.30	\$8.75	\$0.00	\$49.30
2	45.00	\$31.00	\$12.70	\$13.05	\$8.75	\$0.00	\$65.50
3	60.00	\$41.33	\$12.70	\$13.05	\$8.75	\$0.00	\$75.83
4	70.00	\$48.22	\$12.70	\$13.05	\$8.75	\$0.00	\$82.72
5	80.00	\$55.10	\$12.70	\$13.05	\$8.75	\$0.00	\$89.60

PIPELAYER	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS LABORERS - ZONE 1	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LADORERS - ZONE I	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
PIPELAYER (HEAVY & HIGHWAY)	6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.75
LABORERS	12/1/2025	\$49.45	\$9.90	\$9.25	\$9.65	\$0.00	\$78.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$51.00	\$9.90	\$9.25	\$9.65	\$0.00	\$79.80
	12/1/2026	\$52.50	\$9.90	\$9.25	\$9.65	\$0.00	\$81.30
For engrantice rates see "Apprentice. I APOPER (Heavy and High	hurrou)						

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

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Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PLUMBERS & GASFITTERS	3/2/2025	\$69.84	\$14.32	\$12.31	\$8.00	\$0.00	\$104.47
PLUMBERS & GASFITTERS LOCAL 12							
PLUMBERS & GASFITTERS LOCAL 12							

	Appr	entice: PLUMBERS &	GASFITTERS						
	Effect	tive Date: 3/2/2025							
	Step	Percent	Apprentice Base Wage		Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	1	35.00	\$24.44		\$14.32	\$4.61	\$2.80	\$0.00	\$46.17
	2	40.00	\$27.94		\$14.32	\$5.22	\$3.20	\$0.00	\$50.68
	3	55.00	\$38.41		\$14.32	\$7.07	\$4.40	\$0.00	\$64.20
	4	65.00	\$45.40		\$14.32	\$8.30	\$5.20	\$0.00	\$73.22
	5	75.00	\$52.38		\$14.32	\$9.53	\$6.00	\$0.00	\$82.23
PNEUMATIC CONTROLS (TEMP.) PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537 For apprentice rates see "Apprentice- PIPEFI	TTER	' or "PI LIMBER/PIPEE	3/1/2025	\$68.88	\$12.70	\$13.05	\$8.75	\$0.00	\$103.38
	TILK	of TEOMDER/THE	TITER						
PNEUMATIC DRILL/TOOL OPERATOR			6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS LABORERS - ZONE 1			12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
			6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
			12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
			6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
			12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
			6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
For apprentice rates see "Apprentice- LABO	RER"		12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
PNEUMATIC DRILL/TOOL OPERATOR (HEAV	Y & HIGHWAY)	6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.75
LABORERS		,	12/1/2025	\$49.45	\$9.90	\$9.25	\$9.65	\$0.00	\$78.25
LABORERS - ZONE 1 (HEAVY & HIGHW	YAY)		6/1/2026	\$51.00	\$9.90	\$9.25	\$9.65	\$0.00 \$0.00	\$79.80
			12/1/2026	\$52.50	\$9.90	\$9.25	\$9.65	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABO	RER (H	Heavy and Highway)	12,1,2020	<i>ф52.50</i>	Ψ	ψ9.25	\$7.00	\$0.00	<i>ф</i> 01.50
POWDERMAN & BLASTER			6/1/2025	\$48.60	\$9.90	\$9.25	\$9.65	\$0.00	\$77.40
LABORERS			12/1/2025	\$50.10	\$9.90	\$9.25	\$9.65	\$0.00	\$78.90
LABORERS - ZONE 1			6/1/2026	\$51.65	\$9.90	\$9.25	\$9.65	\$0.00 \$0.00	\$80.45
			12/1/2026	\$53.15	\$9.90	\$9.25	\$9.65	\$0.00 \$0.00	\$81.95
			6/1/2027	\$54.75	\$9.90	\$9.25	\$9.65	\$0.00 \$0.00	\$83.55
			0/1/2027	\$56.35	\$9.90 \$9.90	\$9.25	\$9.65	\$0.00 \$0.00	\$85.15
			6/1/2028	\$58.03	\$9.90 \$9.90	\$9.25	\$9.65	\$0.00 \$0.00	\$86.83
			12/1/2028	\$59.70	\$9.90 \$9.90	\$9.25	\$9.65	\$0.00 \$0.00	\$88.50
For apprentice rates see "Apprentice- LABO	RER"		12,1,2020	ψυ 9.10	φ7.70	<i>64.64</i>	φ7.05	\$0.00	φ00.50
POWDERMAN & BLASTER (HEAVY & F	IIGHW	VAY)	6/1/2025	\$48.70	\$9.90	\$9.25	\$9.65	\$0.00	\$77.50
LABORERS		,	12/1/2025	\$50.20	\$9.90	\$9.25	\$9.65	\$0.00	\$79.00
LABORERS - ZONE 1 (HEAVY & HIGHW	YAY)		6/1/2026	\$50.20 \$51.75	\$9.90 \$9.90	\$9.23 \$9.25	\$9.65 \$9.65	\$0.00	\$80.55
			0/1/2026	\$51.75 \$53.25	\$9.90 \$9.90	\$9.25 \$9.25	\$9.65 \$9.65	\$0.00 \$0.00	\$80.55 \$82.05
			12/1/2020	<i>ф</i> ЭЭ.2Э	\$9.90	\$9.25	\$9.05	\$0.00	φ8∠.05

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highwa	y)						
POWER SHOVEL/DERRICK/TRENCHING MACHINE	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (CONCRETE)	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (DEWATERING, OTHER)	6/1/2025	\$37.52	\$15.55	\$13.25	\$3.25	\$0.00	\$69.57
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$38.47	\$15.55	\$13.25	\$3.25	\$0.00	\$70.52
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$39.33	\$15.55	\$13.25	\$3.25	\$0.00	\$71.38
	12/1/2026	\$40.28	\$15.55	\$13.25	\$3.25	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
READY MIX CONCRETE DRIVERS after 4/30/12	8/1/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$0.00	\$57.56
(Drivers Hired After 4/30/2012)							
TEAMSTERS 25 (Suburban) - Aggregate TEAMSTERS 25 (Suburban) - Aggregate							
READY-MIX CONCRETE DRIVER	8/1/2022	\$30.50	\$11.91	\$15.25	\$0.00	\$0.00	\$57.66
TEAMSTERS 25 (Suburban) - Aggregate TEAMSTERS 25 (Suburban) - Aggregate							
RECLAIMERS	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
RIDE-ON MOTORIZED BUGGY OPERATOR	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
ROLLER/SPREADER/MULCHING MACHINE	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)	2/1/2025	\$52.03	\$13.28	\$12.67	\$9.03	\$0.00	\$87.01
ROOFERS LOCAL 33 ROOFERS LOCAL 33	8/1/2025	\$53.53	\$13.28	\$12.67	\$9.03	\$0.00	\$88.51
KOOLEKS LOOME 33	2/1/2026	\$54.78	\$13.28	\$12.67	\$9.03	\$0.00	\$89.76

Effect	tive Date: 2/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.02	\$13.28	\$6.52	\$9.03	\$0.00	\$54.85
2	60.00	\$31.22	\$13.28	\$12.67	\$9.03	\$0.00	\$66.20
3	65.00	\$33.82	\$13.28	\$12.67	\$9.03	\$0.00	\$68.80
4	75.00	\$39.02	\$13.28	\$12.67	\$9.03	\$0.00	\$74.00
5	85.00	\$44.23	\$13.28	\$12.67	\$9.03	\$0.00	\$79.2

	Appro	entice: ROOFER (Inc.Roofer Waterproo	fng &Root	fer Damproof	g)			
	Effect	ive Date: 8/1/2025							
	Step	Percent	Apprentice Base Wage	E	Iealth	Pension	Annuity	Supplemental Unemployment	Total Rate
	1	50.00	\$26.77	\$	513.28	\$6.52	\$9.03	\$0.00	\$55.60
	2	60.00	\$32.12	\$	513.28	\$12.67	\$9.03	\$0.00	\$67.10
	3	65.00	\$34.79	5	513.28	\$12.67	\$9.03	\$0.00	\$69.77
	4	75.00	\$40.15 \$13.28 \$1	\$12.67	\$9.03	\$0.00	\$75.13		
	5	85.00	\$45.50	\$	513.28	\$12.67	\$9.03	\$0.00	\$80.48
ROOFER SLATE / TILE / PRECAST CON	ICRETE		2/1/2025	\$52.28	\$13.28	\$12.67	\$9.03	\$0.00	\$87.26
ROOFERS LOCAL 33 ROOFERS LOCAL 33			8/1/2025	\$53.78	\$13.28	\$12.67	\$9.03	\$0.00	\$88.76
ROOFERS LOCAL 33			2/1/2026	\$55.03	\$13.28	\$12.67	\$9.03	\$0.00	\$90.01
For apprentice rates see "Apprentice- ROOI	FER"								
SHEETMETAL WORKER			2/1/2025	\$59.13	\$14.91	\$18.74	\$9.53	\$2.98	\$105.29
SHEETMETAL WORKERS LOCAL 17			8/1/2025	\$60.98	\$14.91	\$18.74	\$9.53	\$2.98	\$107.14
SHEETMETAL WORKERS LOCAL 17	A		2/1/2026	\$62.93	\$14.91	\$18.74	\$9.53	\$2.98	\$109.09

Appro	entice: SHEETME	TAL WORKER					
Effect	ive Date: 2/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Tota Rate
1	42.00	\$24.83	\$14.91	\$6.13	\$0.00	\$0.00	\$45.87
2	42.00	\$24.83	\$14.91	\$6.13	\$0.00	\$0.00	\$45.8
3	47.00	\$27.79	\$14.91	\$11.01	\$1.25	\$1.62	\$56.5
4	47.00	\$27.79	\$14.91	\$11.01	\$1.25	\$1.62	\$56.5
5	52.00	\$30.75	\$14.91	\$11.74	\$1.50	\$1.74	\$60.64
6	52.00	\$30.75	\$14.91	\$11.74	\$1.75	\$1.75	\$60.9
7	60.00	\$35.48	\$14.91	\$12.90	\$2.00	\$1.93	\$67.2
8	65.00	\$38.43	\$14.91	\$13.63	\$2.25	\$2.04	\$71.2
9	75.00	\$44.35	\$14.91	\$15.09	\$2.75	\$2.28	\$79.3

Classification

		Effective Date Base	Wage Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	entice: SHEETM	1ETAL WORKER					
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
10	85.00	\$50.26	\$14.91	\$16.55	\$2.75	\$2.49	\$86.96

	Appro	entice: SHEETMETA	L WORKER		·				
	Effect	ive Date: 8/1/2025							
	Step	Percent	Apprentice Base Wage		Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	1	42.00	\$25.61		\$14.91	\$6.13	\$0.00	\$0.00	\$46.65
	2	42.00	\$25.61		\$14.91	\$6.13	\$0.00	\$0.00	\$46.65
	3	47.00	\$28.66		\$14.91	\$11.01	\$1.25	\$1.62	\$57.45
	4	47.00	\$28.66		\$14.91	\$11.01	\$1.25	\$1.62	\$57.45
	5	52.00	\$31.71		\$14.91	\$11.74	\$1.50	\$1.74	\$61.60
	6	52.00	\$31.71		\$14.91	\$11.74	\$1.75	\$1.75	\$61.86
	7	60.00	\$36.59		\$14.91	\$12.90	\$2.00	\$1.93	\$68.33
	8	65.00	\$39.64		\$14.91	\$13.63	\$2.25	\$2.04	\$72.47
	9	75.00	\$45.74		\$14.91	\$15.09	\$2.75	\$2.28	\$80.77
l	10	85.00	\$51.83		\$14.91	\$16.55	\$2.75	\$2.49	\$88.53
SPECIALIZED EARTH MOVING EQUIP	< 35 TC	ONS	6/1/2025	\$42.34	\$14.91	\$20.17	\$0.00	\$0.00	\$77.42
TEAMSTERS JOINT COUNCIL NO. 10			8/1/2025	\$42.34	\$15.41	\$20.17	\$0.00	\$0.00	\$77.92
TEAMSTERS JOINT COUNCIL NO. 10 ZO	ONE A		12/1/2025	\$42.34	\$15.41	\$21.78	\$0.00	\$0.00	\$79.53
			6/1/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$0.00	\$80.53
			8/1/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$0.00	\$81.03
			12/1/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$0.00	\$82.77
SPECIALIZED EARTH MOVING EQUIP	> 35 TC	ONS	6/1/2025	\$42.63	\$14.91	\$20.17	\$0.00	\$0.00	\$77.71
TEAMSTERS JOINT COUNCIL NO. 10			8/1/2025	\$42.63	\$15.41	\$20.17	\$0.00	\$0.00	\$78.21
TEAMSTERS JOINT COUNCIL NO. 10 ZO	JNE A		12/1/2025	\$42.63	\$15.41	\$21.78	\$0.00	\$0.00	\$79.82
			6/1/2026	\$43.63	\$15.41	\$21.78	\$0.00	\$0.00	\$80.82
			8/1/2026	\$43.63	\$15.91	\$21.78	\$0.00	\$0.00	\$81.32
			12/1/2026	\$43.63	\$15.91	\$23.52	\$0.00	\$0.00	\$83.06
SPRINKLER FITTER			3/1/2025	\$72.14	\$11.51	\$7.30	\$16.50	\$0.00	\$107.45

SPRINKLER FITTERS SPRINKLER FITTERS LOCAL 550

SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1

Appre	entice: SPRINKLI	ER FITTER					
Effect	ive Date: 3/1/2025						
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	35.00	\$25.25	\$11.51	\$13.07	\$0.00	\$0.00	\$49.83
2	40.00	\$28.86	\$11.51	\$13.90	\$0.00	\$0.00	\$54.27
3	45.00	\$32.46	\$11.51	\$14.73	\$0.00	\$0.00	\$58.70

Classification			Effective Date Ba	ise Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	Appr	entice: SPRINKLE	R FITTER						
	Effect	ive Date: 3/1/2025							
	Step	Percent	Apprentice Base Wage		Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	4	50.00	\$36.07		\$11.51	\$15.55	\$0.00	\$0.00	\$63.13
	5	55.00	\$39.68		\$11.51	\$16.37	\$0.00	\$0.00	\$67.56
	6	60.00	\$43.28		\$11.51	\$17.20	\$0.00	\$0.00	\$71.99
	7	65.00	\$46.89		\$11.51	\$18.03	\$0.00	\$0.00	\$76.43
	8	70.00	\$50.50		\$11.51	\$18.85	\$0.00	\$0.00	\$80.86
	9	75.00	\$54.11		\$11.51	\$19.67	\$0.00	\$0.00	\$85.29
	10	80.00	\$57.71		\$11.51	\$20.50	\$0.00	\$0.00	\$89.72
STEAM BOILER OPERATOR			6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4			12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4			6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
			12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPEF	RATING	ENGINEERS"							
TAMPERS, SELF-PROPELLED OR TRA	CTOR E	RAWN	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4			12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4			6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
			12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPEI	RATING	ENGINEERS"							
TELECOMMUNICATION TECHNICIAN	ſ		3/1/2025	\$51.41	\$13.00	\$13.92	\$6.98	\$0.00	\$85.31
ELECTRICIANS LOCAL 103			9/1/2025	\$52.94	\$13.00	\$13.92	\$6.98	\$0.00	\$86.89
ELECTRICIANS LOCAL 103			3/1/2025	\$52.94 \$53.90	\$13.00	\$13.97	\$6.98 \$6.98	\$0.00 \$0.00	\$80.89 \$87.88
			3/1/2026 9/1/2026	\$55.90 \$55.42	\$13.00	\$14.00 \$14.04	\$6.98 \$6.98	\$0.00 \$0.00	\$89.44
			3/1/2020	\$55.42 \$56.38	\$13.00	\$14.04 \$14.07	\$6.98 \$6.98	\$0.00 \$0.00	\$89.44 \$90.43
			3/1/2027 9/1/2027	\$50.58 \$57.91	\$13.00	\$14.07	\$6.98 \$6.98	\$0.00 \$0.00	\$90.43 \$92.01
			3/1/2027	\$57.91 \$58.87	\$13.00	\$14.12 \$14.15	\$6.98 \$6.98	\$0.00 \$0.00	\$92.01 \$93.00
	Appr	entice: TELECOM	MUNICATION TEC		·				
		ive Date: 3/1/2025	MUNICATION IEC	INICIAI	•				

		Apprentice				Supplemental	Tota
Step	Percent	Base Wage	Health	Pension	Annuity	Unemployment	Rate
1	45.00	\$23.13	\$13.00	\$0.69	\$0.00	\$0.00	\$36.82
2	45.00	\$23.13	\$13.00	\$0.69	\$0.00	\$0.00	\$36.82
3	50.00	\$25.71	\$13.00	\$13.15	\$3.49	\$0.00	\$55.3
4	50.00	\$25.71	\$13.00	\$13.15	\$3.49	\$0.00	\$55.3
5	55.00	\$28.28	\$13.00	\$13.23	\$3.84	\$0.00	\$58.3
6	60.00	\$30.85	\$13.00	\$13.31	\$4.19	\$0.00	\$61.3
7	65.00	\$33.42	\$13.00	\$13.38	\$4.54	\$0.00	\$64.34
8	70.00	\$35.99	\$13.00	\$13.46	\$4.89	\$0.00	\$67.3
9	75.00	\$38.56	\$13.00	\$13.54	\$5.24	\$0.00	\$70.3
10	80.00	\$41.13	\$13.00	\$13.61	\$5.58	\$0.00	\$73.3

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Classification

Supplemental Effective Date Base Wage Health Pension Annuity Unemployment

Effect	tive Date: 9/1/2025							
Step	Percent	Apprentice Base Wage	Hea	lth	Pension	Annuity	Supplemental Unemployment	Tot Ra
1	45.00	\$23.82	\$13.	.00	\$0.71	\$0.00	\$0.00	\$37.5
2	45.00	\$23.82	\$13	.00	\$0.71	\$0.00	\$0.00	\$37.5
3	50.00	\$26.47	\$13	.00	\$13.17	\$3.49	\$0.00	\$56.
4	50.00	\$26.47	\$13	.00	\$13.17	\$3.49	\$0.00	\$56.
5	55.00	\$29.12	\$13	.00	\$13.25	\$3.84	\$0.00	\$59.2
6	60.00	\$31.76	\$13	.00	\$13.33	\$4.19	\$0.00	\$62.2
7	65.00	\$34.41	\$13	.00	\$13.41	\$4.54	\$0.00	\$65.
8	70.00	\$37.06	\$13.	.00	\$13.49	\$4.89	\$0.00	\$68.4
9	75.00	\$39.71	\$13.	.00	\$13.57	\$5.24	\$0.00	\$71.5
10	80.00	\$42.35	\$13.	.00	\$13.65	\$5.58	\$0.00	\$74.

BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 - MARBLE & TILE

TERRAZZO FINISHERS

HLE		2/1/2026 8/1/2026	\$68.24 \$70.44	\$11.49 \$11.49	\$15.57 \$15.57	\$8.02 \$8.02	\$0.00 \$0.00	\$103.32 \$105.52
		2/1/2027	\$71.84	\$11.49	\$15.57	\$8.02	\$0.00	\$106.92
Appr	entice: TERRAZZO FI	INISHERS						
Effect	tive Date: 2/1/2025							
		Apprentice					Supplemental	Total
Step	Percent	Base Wage	Не	alth	Pension	Annuity	Unemployment	Rate
Step	Percent 50.00	Base Wage \$32.37		1.49	Pension \$15.57	Annuity \$8.02	\$0.00	Rate \$67.45
			\$1					
1	50.00	\$32.37	\$1 \$1	1.49	\$15.57	\$8.02	\$0.00	\$67.45
1 2	50.00 60.00	\$32.37 \$38.84	\$1 \$1 \$1	1.49 1.49	\$15.57 \$15.57	\$8.02 \$8.02	\$0.00	\$67.45 \$73.92

App	rentice: TERF	RAZZO FINISHERS						
Effe	ctive Date: 8/1	/2025						
Step	Percent	Apprentice Base Wage	He	alth	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.45	\$1	1.49	\$15.57	\$8.02	\$0.00	\$68.53
2	60.00	\$40.13	\$1	1.49	\$15.57	\$8.02	\$0.00	\$75.21
3	70.00	\$46.82	\$1	1.49	\$15.57	\$8.02	\$0.00	\$81.90
4	80.00	\$53.51	\$1	1.49	\$15.57	\$8.02	\$0.00	\$88.59
5	90.00	\$60.20	\$1	1.49	\$15.57	\$8.02	\$0.00	\$95.28
TEST BORING DRILLER		6/1/2025	\$51.70	\$9.90	\$9.25	\$9.80	\$0.00	\$80.65
LABORERS LABORERS - FOUNDATION AND MARINE		12/1/2025	\$53.20	\$9.90	\$9.25	\$9.80	\$0.00	\$82.15
LABORERS - I CONDATION AND MARINE		6/1/2026	\$54.75	\$9.90	\$9.25	\$9.80	\$0.00	\$83.70
		12/1/2026	\$56.25	\$9.90	\$9.25	\$9.80	\$0.00	\$85.20

Total

Rate

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"							
TEST BORING DRILLER HELPER	6/1/2025	\$47.82	\$9.90	\$9.25	\$9.80	\$0.00	\$76.77
LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2025	\$49.32	\$9.90	\$9.25	\$9.80	\$0.00	\$78.27
	6/1/2026	\$50.87	\$9.90	\$9.25	\$9.80	\$0.00	\$79.82
	12/1/2026	\$52.37	\$9.90	\$9.25	\$9.80	\$0.00	\$81.32
For apprentice rates see "Apprentice- LABORER"							
TEST BORING LABORER	6/1/2025	\$47.70	\$9.90	\$9.25	\$9.80	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.20	\$9.90	\$9.25	\$9.80	\$0.00	\$78.15
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$50.75	\$9.90	\$9.25	\$9.80	\$0.00	\$79.70
	12/1/2026	\$52.25	\$9.90	\$9.25	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
TRACTORS/PORTABLE STEAM GENERATORS	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TRAILERS FOR EARTH MOVING EQUIPMENT	6/1/2025	\$42.92	\$14.91	\$20.17	\$0.00	\$0.00	\$78.00
TEAMSTERS JOINT COUNCIL NO. 10	8/1/2025	\$42.92	\$15.41	\$20.17	\$0.00	\$0.00	\$78.50
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/1/2025	\$42.92	\$15.41	\$21.78	\$0.00	\$0.00	\$80.11
	6/1/2026	\$43.92	\$15.41	\$21.78	\$0.00	\$0.00	\$81.11
	8/1/2026	\$43.92	\$15.91	\$21.78	\$0.00	\$0.00	\$81.61
	12/1/2026	\$43.92	\$15.91	\$23.52	\$0.00	\$0.00	\$83.35
TUNNEL WORK - COMPRESSED AIR	6/1/2025	\$59.93	\$9.90	\$9.25	\$10.25	\$0.00	\$89.33
LABORERS	12/1/2025	\$61.43	\$9.90	\$9.25	\$10.25	\$0.00	\$90.83
LABORERS (COMPRESSED AIR)	6/1/2026	\$62.98	\$9.90	\$9.25	\$10.25	\$0.00	\$92.38
	12/1/2026	\$64.48	\$9.90	\$9.25	\$10.25	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	6/1/2025	\$61.93	\$9.90	\$9.25	\$10.25	\$0.00	\$91.33
LABORERS LABORERS (COMPRESSED AIR)	12/1/2025	\$63.43	\$9.90	\$9.25	\$10.25	\$0.00	\$92.83
	6/1/2026	\$64.98	\$9.90	\$9.25	\$10.25	\$0.00	\$94.38
	12/1/2026	\$66.48	\$9.90	\$9.25	\$10.25	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR	6/1/2025	\$52.00	\$9.90	\$9.25	\$10.25	\$0.00	\$81.40
LABORERS	12/1/2025	\$53.50	\$9.90	\$9.25	\$10.25	\$0.00	\$82.90
LABORERS (FREE AIR TUNNEL)	6/1/2026	\$55.05	\$9.90	\$9.25	\$10.25	\$0.00	\$84.45
	12/1/2026	\$56.55	\$9.90	\$9.25	\$10.25	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR (HAZ. WASTE)	6/1/2025	\$54.00	\$9.90	\$9.25	\$10.25	\$0.00	\$83.40
LABORERS	12/1/2025	\$55.50	\$9.90	\$9.25	\$10.25	\$0.00	\$84.90
LABORERS (FREE AIR TUNNEL)	6/1/2026	\$57.05	\$9.90	\$9.25	\$10.25	\$0.00	\$86.45
	12/1/2026	\$58.55	\$9.90	\$9.25	\$10.25	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						+ • • • • •	

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	6/1/2025	\$42.34	\$14.91	\$20.17	\$0.00	\$0.00	\$77.42
	8/1/2025	\$42.34	\$15.41	\$20.17	\$0.00	\$0.00	\$77.92
	12/1/2025	\$42.34	\$15.41	\$21.78	\$0.00	\$0.00	\$79.53
	6/1/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$0.00	\$80.53
	8/1/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$0.00	\$81.03
	12/1/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$0.00	\$82.77
WAGON DRILL OPERATOR LABORERS LABORERS - ZONE 1	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.75
	12/1/2025	\$49.45	\$9.90	\$9.25	\$9.65	\$0.00	\$78.25
	6/1/2026	\$51.00	\$9.90	\$9.25	\$9.65	\$0.00	\$79.80
	12/1/2026	\$52.50	\$9.90	\$9.25	\$9.65	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
WATER METER INSTALLER PLUMBERS & GASFITTERS LOCAL 12 PLUMBERS & GASFITTERS LOCAL 12	3/2/2025	\$69.84	\$14.32	\$12.31	\$8.00	\$0.00	\$104.47

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

Additional Apprentice Information

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

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

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