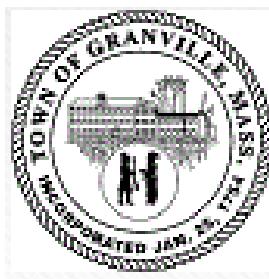




Franklin Regional
Council of Governments

SLOPE STABILIZATION

Granville, Massachusetts



INVITATION FOR BIDS 2025-2185

DUE: FEBRUARY 4, 2026 at 3:00 PM

BID CONTACT INFORMATION – ON BEHALF OF THE TOWN OF GRANVILLE

ELLEN BATCHELDER

FRANKLIN REGIONAL COUNCIL OF GOVERNMENTS

12 Olive Street, Suite 2
Greenfield, MA 01301

email: ebatchelder@frcog.org
bid docs: <https://frcog.org/bids>

INVITATION FOR BIDS
TOWN OF GRANVILLE – SLOPE STABILIZATION
FRCOG IFB 2025-2185

The Franklin Regional Council of Governments (FRCOG) will accept sealed bids on behalf of the Town of Granville to remove a large roadside rock outcropping and provide slope stabilization on the eastbound shoulder of Route 57 in Granville.

Sealed bids should be marked "**Granville – Slope Stabilization**" and will be received by the Franklin Regional Council of Governments, 12 Olive St. Suite 2, Greenfield, MA 01301, until **February 4, 2026 at 3 PM**. Bids received after the deadline will not be accepted. If the FRCOG office is closed for any reason, bids will be opened the following business day at 2PM. *Submit one original and one copy of the bid.*

ALL INTERESTED PARTIES ARE ENCOURAGED TO REVIEW THIS INVITATION FOR BIDS; HOWEVER THIS IFB SHOULD BE CONSIDERED INFORMAL AND ONLY BIDS FROM MASSDOT PREQUALIFIED CONTRACTORS IN THE REQUISITE CLASS OF WORK WILL BE CONSIDERED FOR AWARD. ALL CONTRACTORS SHOULD CONFIRM THEIR ELIGIBILITY BEFORE BIDDING. A BIDDER MAY OFFER BIDS UP TO THEIR PREQUALIFICATION AMOUNT.

PREQUALIFICATION AMOUNT: \$100,000.00	CLASS OF WORK: HIGHWAY CONSTRUCTION
---------------------------------------	-------------------------------------

Wage rates for this bid are subject to prevailing wage rates as per MGL Chapter 149, Section 26 - 27f inclusive. This bid is being undertaken per MGL Ch 30 §39M requiring a 5% bid bond/deposit and 50% Labor and Materials Payment Bond.

Qualified bidders who are Minority/Women/Disabled Owned Business Enterprises (M/W/D/BE) businesses are encouraged to apply. Other qualified bidders are encouraged to partner with disadvantaged businesses. A listing of certified disadvantaged businesses can be found at <http://www.mass.gov/sdo>. Affirmative Action, Equal Opportunity, and Workforce Participation goals apply.

A mandatory pre-bid meeting will be held on 1/20/2026 at 11 AM. Meeting begins at Town Hall, 707 Main Rd., Granville, and will then travel to site on Route 57. In case of inclement weather, registered planholders will be notified by 3PM the day before of any change in the meeting date and time. No bidder unrepresented at the pre-bid meeting will be eligible to bid.

Specifications and bid instructions are available for download from <https://frcog.org/bids>. Downloading from this site will allow for automatic notifications of any addenda or clarifications; however, bidders are advised to check for Addenda.

The Town of Granville is the awarding authority and reserves the right to accept or reject any or all bids in total or in part as they may deem in the best public interest.

FRANKLIN REGIONAL COUNCIL OF GOVERNMENTS
By: *Laura Phelps, Chief Procurement Officer*
January 14, 2026

The Franklin Regional Council of Governments (FRCOG) and the Town do not discriminate on the basis of race, color, national origin, sex, age, disability, or gender with respect to admission to, access to, or operation of its programs, services or activities. If you would like accessibility or language accommodation, please contact the Title VI Coordinator at 413-774-3167 (voice) (MA Relay System: 800-439-2370), 413-774-3169 (fax), or civilrights@frcog.org (e-mail).

12 Olive Street, Suite 2, Greenfield, MA 01301 phone 413-774-3167 fax 413-774-3169 www.frcog.org

Advertisement for Public Works Construction Services (MGL Ch 30, §39M)

<input type="checkbox"/> The Westfield News Legal Ad	January 14, 2026
<input type="checkbox"/> FRCOG Webpage	January 14, 2026
<input type="checkbox"/> Posted at Granville Town Hall	January 14, 2026
<input type="checkbox"/> Central Register	January 14, 2026
<input type="checkbox"/> CommBUYS	January 14, 2026

CRITICAL DATES

Mandatory Pre-Bid Meeting

(Town Hall, 707 Main Rd., Granville, MA)	January 20, 2026, 11 AM
Snow date, if needed	January 22, 2026, 11 AM

Deadline for Written Questions

January 26, 2026, 4 PM

Addenda issued to Planholders

January 29, 2026

SEALED BIDS DUE

February 4, 2026 at 3 PM

ESTIMATED DATES

Notice of Award	February 18, 2026
Contract Executed	March 4, 2026
Work Completed by	April 1, 2026*

*The Town understands that there are unknowns associated with this project, though desires a good faith effort to complete the work as expeditiously as possible.

BID PACKAGE TABLE OF CONTENTS

Invitation for Bids – Public Notice	IFB Page(s) 1-2
Schedule of Bid Dates	3
Project Description Summary	4
Scope of Work	5
General Instructions to Bidders / Specifications	6-9
Bid Form	10-13

Attachments:

A. Sample Contract Document, Payment Bond Forms Contractor's Certification Forms	14-39
B. Massachusetts Certified Payroll Reporting Forms Massachusetts Prevailing Wage Schedule	40-end

**SLOPE STABILIZATION
GRANVILLE, MA**

PROJECT DESCRIPTION SUMMARY

The work is a Town and Chapter 90 funded project to remove a large roadside rock outcropping that has fractured and become separated from the parent rock. The rock has become unstable and is now showing signs of an imminent slide onto the shoulder and possibly into the roadway. The rock sits about 10 feet off the ground and is part of a large, elevated portion of exposed bedrock ledge that is common in the area. It is located on the eastbound shoulder of Route 57 approximately $\frac{1}{4}$ mile west of the Granville/Southwick town border.

Route 57 is a regional connector route in the area, and one of only a few routes into and out of the Town of Granville. It cannot be permanently closed to traffic for the project. Temporary closures for no longer than 10 (ten) minutes at any one time are acceptable.

The safety and protection of passing motorists, cyclists, and pedestrians shall be the top priority throughout the project. Measures shall be taken to prevent projectiles, such as rock pieces from hammering operations, from being ejected beyond the boundaries of the work zone and possibly into the travel lane. At the conclusion of each workday the site shall be secured to protect the public from hazards, with one lane at least open to (alternating) traffic.

The Town considers this to be an urgent public safety concern, and desires work to begin within 14 days of contract execution, and completed with a good faith effort as expeditiously as possible.

SCOPE OF WORK

- Unless otherwise noted, Contractor shall furnish all labor, supplies, materials, tools, equipment, and incidentals required to complete the work. All activities not expressly mentioned in the scope of work, but involved in carrying out their intent are required and the contractor shall perform the same as though they were specifically mentioned, described, and delineated.
- Develop a MUTCD compliant temporary work zone constructed in the east bound lane of Route 57 for a distance adequate to allow work to be completed. This should include pre-cast concrete Jersey barriers topped with chain-link fencing, TTC signals programmed in accordance with MassDOT/MUTCD specifications, and all appropriate MUTCD signage.
- Collaborate with local DPW to secure traffic control officers during working hours to assist with machinery moving into and out of the work zone or stopping traffic at times of increased site hazards. The Town of Granville will cover the cost of traffic control officers.
- Install all necessary worksite shielding, including protection of the blacktop road surface from heavy equipment, falling rock, and transporting rock across road.
- Remove any guardrail and/or road signs necessary to complete the project.
- Remove the subject rock from its suspended position. Additional rock that is disrupted and becomes unstable in the removal process shall also be removed. Additional rock, or significant complications in removing additional rock may be considered, however, additional work required beyond the main rock removal must be reviewed and pre-approved by the Granville DPW.
- Break rock into manageable sized pieces (if necessary).
- Transport rock pieces to be placed/disposed in the open area across the road and to the east of the site (no rock needs to be transported by truck out of the area).
- Upon completion, clean and re-shape roadside drainage swale if necessary.
- Replace any/all guardrail and/or road signs as they were prior to removal.
- Remove shielding, temporary traffic control devices and/or TTC signs.
- The Contractor is to perform the work of this contract in accordance with applicable State and Federal laws and regulations.

TOWN OF GRANVILLE
Slope Stabilization

GENERAL INSTRUCTIONS TO BIDDERS

1. All bids must contain a filled out and signed BID FORM. Minor defects on a bid submittal may be waived by the Chief Procurement Officer as long as the error or variation is not prejudicial or preferential to the other bidders and that it may be corrected without affect upon substantive elements of the bid such as, but not limited to, price, quality, payment terms or delivery schedule. Resolution will be determined by the Chief Procurement Officer.
2. Bids which are incomplete, not properly endorsed or signed, or otherwise contrary to instructions may be rejected as non-responsive by the CPO. Conditional bids will not be accepted. Any bid arriving after the time and date of bid opening will not be accepted.
3. As the TOWN OF GRANVILLE is exempt from the payment of Federal Excise Taxes and Massachusetts Sales Tax, prices quoted herein are not to include these taxes.
4. A bidder will be held to the terms and the prices on the bid form for the duration of the contract period if a contract is signed by both parties within 20 workdays days from bid opening.
5. The TOWN reserves the right to reject any and all bids, in total or in part.
6. The bidder will be bound by all applicable statutory provisions of law of the Federal Government and the Commonwealth of Massachusetts.
7. The contractor will be required to indemnify and hold harmless the FRCOG and the TOWN OF GRANVILLE for all damages to life and property that may occur due to contractor's negligence or that of his/her employees, subcontractors, etc., during the contract.
8. If in the judgment of the TOWN OF GRANVILLE, any property is needlessly damaged by an act or omission of the contractor, the amount of damages will be deducted from money due the contractor or may be recovered from said contractor in legal action.
9. Any restrictions, qualifications, or deviations from specifications must appear either on the bid form or on an attachment thereto.
10. A contract will be signed between the awarded bidder and the TOWN OF GRANVILLE. **A sample contract is attached.** Any provisions of the contract that cannot be met by a prospective bidder must be brought to the attention of the FRCOG during the open question period, otherwise submittal of a bid constitutes acceptance of the Town's standard terms and conditions.
11. Once bids are opened, the FRCOG will forward the information to the Town for review.
12. The contract(s) resulting from this bid will be awarded to the lowest responsible and responsive bidder based upon bid price, past performance and reliability of the bidder, quality of product and/or service, and degree of exclusion, exemption, or restrictions on the bid form. In the event of identical and responsible low bids, a coin toss overseen by the CPO will determine the award. Responsibility may be determined in part by reference checks. **A list of all projects done or in process for Municipalities in Massachusetts for Slope Stabilization work in the last two years is required with the bid submission. Include Municipality contact name and email address / phone number.**
13. Any questions about the technical specifications of the project or the bid process must be submitted to FRCOG's Assistant Procurement Officer via written question (email ebatchelder@frcog.org) and all prospective bidders will be notified if an addendum is required.

14. The FRCOG will in no way be responsible for the actions of the TOWN or CONTRACTOR. Payments of invoices will be made within 30 days upon receipt of invoice.
15. The Assistant Procurement Officer will be available to answer any general questions about bid procedure, etc., but no question will be answered that in any way could give an unfair advantage to a bidder. All inquiries concerning this bid should be directed to:

Ellen Batchelder, Assistant Procurement Officer
Franklin Regional Council of Governments
12 Olive Street, Suite 2
Greenfield, MA 01301

[Email ebatchelder@frcog.org](mailto:ebatchelder@frcog.org)

16. MassDOT prequalification in the requisite category is required to bid.
17. The FRCOG and the TOWN OF GRANVILLE do not discriminate on the basis of disability with respect to admission to, access to, or operation of its programs, services or activities. Individuals who may need auxiliary aids should call the Council office.
18. Awards will be based on the lowest LUMP SUM bid submitted by a responsive and responsible contractor unless the Town has a legitimate reason to not award to that particular contractor per MGL Ch 30 §39M.
19. The project is being funded by Town and Chapter 90 funds. The project may be cancelled if funding becomes unavailable.
20. **OSHA Certification is Required**

All contractors working on public works projects will be required to certify that ALL employees employed at the work site have successfully completed an OSHA approved course in construction safety at least 10 hours in duration. This law requires general contractors to have on file records of all employees OSHA 10- hour training and provide proof to the various agencies in charge of the work. This also applies to all subcontractors, hired trucks, and hired equipment with operators. Every bidder must certify that all persons who are employed by them for this bid are certified. Proof does not have to be submitted with this bid, but must be available upon request.

21. **Contract execution will be conditioned upon producing:**

An insurance certificate as outlined on the INSURANCE REQUIREMENTS page and a 50% Labor and Materials Payment Bond, issued by a surety company licensed by the MA Division of Insurance.

Failure or refusal of the successful bidder to execute and deliver a Signed Contract, Certificate of Insurance, and Bonds acceptable to the Chief Procurement Officer within five days after notice of contract award will result in the forfeiture of the 5% Bid Bond as Liquidated Damages. The Contract may be awarded to the next lowest qualified bidder or the IFB re-advertised, if the Town believes it is in the best public interest.

22.

INSURANCE REQUIREMENTS

The Contractor shall at all times during the Contract maintain in full force and effect Employer's Liability, Worker's Compensation, Bodily Injury Liability and Property Damage, and General Liability Insurance, including contractual liability coverage. All insurance shall be by insurers and for policy limits acceptable to the Council and before commencement of work hereunder the Contractor agrees to furnish the Council certificates of insurance or other evidence satisfactory to the Council to the effect that such insurance has been procured and is in force.

For the purpose of the Contract, the Contractor shall carry the following types of insurance in at least the minimum amounts specified below:

COVERAGE	LIMITS OF LIABILITY
Workers' Compensation	Statutory
Employers' Liability	\$500,000
Bodily Injury Liability (except automobile)	\$1,000,000 each occurrence \$2,000,000 aggregate
Property Damage Liability (except automobile)	\$1,000,000 each occurrence \$2,000,000 aggregate
Automobile Bodily Injury Liability	\$1,000,000 each person \$2,000,000 each occurrence
Automobile Property Damage Liability	\$1,000,000 each occurrence
Excess Umbrella Liability	\$2,000,000 each occurrence

The TOWN OF GRANVILLE shall be named as an additional insured under the liability and automobile insurance. The excess/umbrella liability insurance policy should contain a broad form general liability endorsement.

23. Bidders must be experienced companies having a **minimum** of three years' work experience in similar work. A list of all projects done or in process for Municipalities in Massachusetts for Slope Stabilization in the last two years is required with the bid submission. Include Municipality contact name and email address / phone number.

Checklist of Required Signed Submittals:

- Bid Form
- Bid Signature Page with Corporate Resolution or List of Partners if applicable
- 5% Bid Bond/Deposit Payable to the Town of Granville
- References
- Note: Bidder MUST BE Prequalified by MassDOT in the requisite category in order to have their bid considered.
- Submit One Original Plus One Copy

Additional Requirements

The following requirements (if checked) will be applicable to this bid.

Prevailing wage rates set at the Massachusetts Department of Labor and Industries apply to this bid. Attached are the pertinent tables in effect for this work.

Each bidder must submit with its bid a bid deposit equal to 5% of the amount of the bid. The bid deposit may be in the form of a certified check, bank or cashier's check, or a bid bond from a licensed surety company. The surety bond may state the amount to be "five percent (5%) of the amount bid."

THE BID DEPOSIT SHALL BE PAYABLE TO THE TOWN OF GRANVILLE.

A 50% Labor and Material Payment Bond is required from the successful bidder(s) for in-place application at the time of contract execution.

The bidder to whom a contract is awarded guarantees to the TOWN all equipment, materials or workmanship for a period of one (1) year after inspection and acceptance and shall replace promptly any defective equipment, material or workmanship without additional cost to the TOWN.

MassDOT Prequalification is required. Contact the Prequalification office at 617-973-7636 or email prequal.r109@state.ma.us

Bidder's Name

FORM FOR GENERAL BID – Page 1 of 3
TOWN OF GRANVILLE - SLOPE STABILIZATION
IFB 2025-2185

To the Town of Granville, Massachusetts, (hereinafter called the “Owner”) acting through its Selectboard, duly authorized therefore, who act solely for said Town and without personal liability to themselves.

Ladies/Gentlemen:

The undersigned _____, as bidder, declares that the only persons or parties interested in this bid as principals are those named herein; that the bidder has carefully examined the Invitation for Bids and the Specifications (and amendments thereto); and s/he bids and agrees, if this bid is accepted, that the bidder will furnish all materials and labor necessary for the completion of the Work as specified in the Bid, in the manner and time therein prescribed and according to the requirements of Owner as herein set forth.

The Bidder acknowledges that they attended the Pre-Bid meeting to view the proposed work and are aware of the existing conditions and have taken their own measurements and understand the full scope of the project.

The Bidder agrees that the Owner will have two weeks from date of opening to accept the bid, except as described in the specifications, at the price, therein. The Bidder also understands that the Owner reserves the right to accept or reject any or all bids and to waive any informalities in the Bids if it is in the Owner's interest to do so. The Advertisement for Bidders, Information for Bidders, Specifications and Bid Form attached thereto, shall become a contract upon the receipt by the Bidder of written acceptance of this bid by the Owner.

The Bidder agrees that activities not expressly mentioned in these specifications for Lump Sum Work, but involved in carrying out their intent will be performed the same as though they were specifically mentioned, described, and delineated – including the provision of incidental equipment and supplies.

The Bidder certifies that all materials meet or exceed the requirements of the bid specifications and they are licensed to perform the services in the Commonwealth of Massachusetts and that workmanship is warranted for at least one year.

Pursuant to M.G.L. Ch. 62C, Sec. 49A, the Bidder certifies under the penalties of perjury that, to the best of their knowledge and belief, they are in compliance with all laws of the Commonwealth relating to **taxes**, reporting of employees and contractors, and withholding and remitting child support.

Bidder's Name

The undersigned certifies under penalties of perjury that this bid has been made and submitted in good faith and **without collusion** or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

The undersigned certifies under penalties of perjury that the said undersigned is **not presently debarred** from doing public construction work in the Commonwealth of Massachusetts under the provisions of Section 29F of Chapter 29 of the General Laws, or any other applicable debarment provisions of any other Chapter of the General Laws, or any Rule or Regulation promulgated thereunder.

The undersigned certifies that all of their employees who will be employed at the work site have successfully passed the **OSHA approved 10-hour safety course**, and we have proof on file. They also certify that they are able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work.

The Bidder will take in full payment, therefore, the following LUMP SUM price, to wit:

IFB 2025-2185 GRANVILLE – SLOPE STABILIZATION

LUMP SUM COST IN NUMBERS:

\$

In words dollars and
 cents

FORM FOR GENERAL BID, Page 3 of 3, CONTINUED:

Bidder's Name

I/We hereby agree to provide services for which we have provided pricing in accordance with the specifications in this bid and MassDOT standards and agree to the standard terms and conditions of the sample contract attached. NOTE: This project is not engineered but is considered a "book job". All activities not expressly mentioned in these specifications but involved in carrying out their intent are required and the contractor shall perform the same as though they were specifically mentioned, described, and delineated – including the provision of incidental equipment, materials, and supplies.

The BIDDER acknowledges receipt of the following addenda:

No. _____, dated _____, 2026
No. _____, dated _____, 2026
No. _____, dated _____, 2026
No. _____, dated _____, 2026

Authorized Signature  _____ Printed Name _____

Title _____ Company Name _____

Company Address _____

City/State/Zip _____

Phone _____ Email _____

Date _____

The Office of the Attorney General, Washington, DC, requires the following information on all bid proposals amounting to \$1,000.00 or more:

_____ Federal Tax ID Number (this number is regularly used by companies when filing their "EMPLOYER'S FEDERAL TAX RETURN, U.S." Treasury Department Form 941

*IF A CORPORATION, INCLUDE WITH YOUR BID A CORPORATE
RESOLUTION LISTING ALL DULY AUTHORIZED SIGNERS ON BEHALF
OF THE CORPORATION AND CHECK HERE

*IF A LIMITED LIABILITY CORPORATION (LLC), INCLUDE THE NAME OF THE
LLC MANAGER AND CHECK THE APPROPRIATE CLASSIFICATION OF LLC

Circle tax classification: D (disregarded entity) C (corporation) or
 P (partnership)

_____ LLC MANAGER NAME

*IF A PARTNERSHIP, INCLUDE A LIST OF NAMES/ADDRESSES OF ALL
PARTNERS AND CHECK HERE (add additional page if necessary)

_____ NAME
_____ NAME
_____ NAME
_____ NAME

*IF A PROPRIETORSHIP, COMPLETELY FILL OUT INFORMATION ON
BID FORM ONLY AND CHECK HERE

Attachment A – Sample Contract

A CONTRACT SUBSTANTIALLY IN ACCORD WITH ATTACHED AGREEMENT WILL BE SIGNED
BETWEEN THE TOWN AND THE AWARDED CONTRACTOR. ANY REQUESTS FOR CHANGE TO TERMS
MUST BE SENT DURING THE WRITTEN QUESTION PERIOD TO FRCOG

Bidder is not required to fill this Contract Form out or provide the signed documents that are part
of this contract until selected as the Contractor.

AGREEMENT

THIS AGREEMENT made this _____ day of _____ in the year Two Thousand and Twenty Six,
between **CONTRACTOR**, with a usual place of business at **ADDRESS AND PHONE**, hereinafter
called the **CONTRACTOR**, and the **TOWN of GRANVILLE**, acting by its **SELECTBOARD**, with a usual
place of business at **707 Main Road, Granville, MA 01034**, hereinafter called the **OWNER**.

The **CONTRACTOR** and the **OWNER**, for the consideration hereinafter named, agree as
follows:

1. Scope of Work

The Contractor shall furnish all labor, materials, equipment and insurance to perform all work
required for the project known as the **SLOPE STABILIZATION**, in strict accordance with the Contract
Documents and all related Drawings and Specifications. The Contract Documents (Section 11,
herein), Specifications, Drawings and any **GENERAL SUPPLEMENTARY CONDITIONS** are
incorporated herein by reference and are made a part of this Agreement.

2. Contract Price

The Owner shall pay the Contractor for the performance of this Agreement, subject to additions
and deductions provided herein, in current funds, the sum of **\$xxxx (xxxxDOLLARS and
xxxCENTS)**.

3. Commencement and Completion of Work and Liquidated Damages

It is agreed that time is of the essence of this Agreement. The Contractor shall commence and
prosecute the work under this Agreement upon execution hereof and shall complete the work on
or before **APRIL 1, 2026**.

- A. **Definition of Term:** The Term "Substantial completion" shall mean the date certified by the
Owner when construction is sufficiently complete, in accordance with the Contract
Documents, so the Owner may occupy the project, or designated portion(s) thereof, for the
use for which it is intended.
- B. **Time as Essential Condition:** It is understood and agreed that the commencement of and
substantial completion of the work are essential conditions of this Agreement. It is further
agreed that time is of the essence for each and every portion of the Contract Documents
wherein a definite and certain length of time is fixed for the performance of any act

whatsoever; and where under the Contract Documents any additional time is allowed for the completion of any work, the new time fixed by such extension shall be of the essence of this Agreement. It is understood and agreed that the times for the completion of the work are reasonable, taking into consideration the average climatic range and usual industrial conditions prevailing in this locality.

- C. Progress and Completion: Contractor shall commence work promptly upon execution of this Agreement and shall prosecute and complete the work regularly, diligently and uninterruptedly at such a rate of progress as will insure Substantial Completion within the stipulated number of calendar days.
- D. Liquidated Damages: N/A

4. Performance of the Work

- A. Direction of the Work: The Contractor shall supervise and direct the Work, using his best skills and attention which shall not be less than such state of skill and attention generally rendered by the contracting profession for projects similar to the Project in scope, difficulty and location. The Contractor shall maintain adequate supervisory personnel at the project site during the performance of the Work. He shall be solely responsible for all construction means, methods, techniques, sequences and procedures and for coordinating all portions of the Work under the Agreement.
- B. Responsibility for the Work: (1) The Contractor shall be responsible to the Owner for the acts and omissions of his employees, Subcontractors and their agents and employees, and other persons performing any of the Work under a contract with the Contractor. This obligation shall also extend to the presence on the Site of suppliers of materials or equipment, their employees, contractors, and agents engaged in the work.

(2) The Contractor shall not be relieved from his obligations to perform the Work in accordance with the Contract Documents either by the activities or duties of the Owner in its administration of the Agreement, or by inspections, tests or approvals required or performed by persons other than the Contractor. Approval or review of any documents plans specifications or drawings by the Owner shall not relieve the Contractor of its duties and obligations hereunder.
- C. Permits and Fees: Unless otherwise expressly provided, the Contractor shall secure and pay for all permits and fees, licenses and inspections necessary for the proper execution and completion of the Work which are customarily secured after execution of the Agreement and which are legally required at the time the bids are received, and the same shall at all times be the property of the Owner and shall be delivered to the Owner upon completion of the Project.
- D. Notices, Compliance With Laws: (1) The Contractor shall give all notices and comply with all federal, state and local laws, ordinances, rules, regulations and lawful orders of any public authority bearing on the performance of the Work. The Contractor shall provide the Owner with reproductions of all permits, licenses and receipts for any fees paid. The Owner represents that it has disclosed to the Contractor all orders and requirements known to the Owner of any public authority particular to this Agreement.

- (2) If the Contractor observes that any of the Contract Documents are at variance with applicable laws, statutes, codes and regulations in any respect, he shall promptly notify the Owner in writing, and any necessary changes shall be accomplished by appropriate modification.
- (3) If the Contractor performs any Work which he knows or should know is contrary to such laws, ordinances, rules and regulations, and without such notice to the Owner, he shall assume full responsibility therefor and shall bear all costs attributable thereto.
- (4) In the performance of the Work, the Contractor shall comply with all applicable federal, state and local laws and regulations including those relating to workplace and employee safety. The Contractor shall notify the Owner immediately of any conditions at the place of the work which violate said laws and regulations and shall take prompt action to correct and eliminate any such violations.

E. Project Superintendent: The Contractor shall employ a competent superintendent and necessary assistants who shall be in attendance at the Project site at all times during the progress of the Work. The superintendent shall represent the Contractor and all communications given to the superintendent shall be as binding as if given to the Contractor. Important communications shall be confirmed in writing. Other communications shall be so confirmed on written request in each case.

F. Progress Schedule: The Contractor, immediately after being awarded the Contract, shall prepare and submit for the Owner's information an estimated progress schedule for the Work. The progress schedule shall be related to the entire Project to the extent required by the Contract Documents, and shall provide for expeditious and practicable execution of the Work.

G. Drawings, Specifications and Submittals:

- (1) The Contractor shall maintain at the site for the Owner one record copy of all Drawings, Specifications, Addenda, Change Orders and other Modifications, and "As-Built" Drawings and Specifications in good order and marked currently to record all changes made during construction, and approved Shop Drawings, Product Data and Samples. These shall be delivered to the Owner upon completion of the Work.
- (2) By approving and submitting Shop Drawings, Product Data and Samples, the Contractor represents that he has determined and verified all materials, field measurements, and field construction criteria related thereto, or will do so, and that he has checked and coordinated the information contained within such submittals with the requirements of the Work and of the Contract Documents.
- (3) The Contractor shall not be relieved of responsibility for any deviation from the requirements of the Contract Documents by the Owner's approval of Shop Drawings, Product Data or Samples unless the Contractor has specifically informed the Owner in writing of such deviation at the time of submission and the Owner has given written approval to the specific deviation. The Contractor shall not be relieved from responsibility for errors or omissions in the Shop Drawings, Product Data or Samples by the Owner's approval thereof.

(4) The Contractor shall direct specific attention, in writing or on resubmitted Shop Drawings, Product Data or Samples, to revisions other than those requested by the Owner on previous submittals.

(5) No portion of the Work requiring submission of a Shop Drawing, Product Data or Sample shall be commenced until the submittal has been approved by the Owner. All such portions of the Work shall be in accordance with approved submittals.

H. Protection of the Work and Owner's Property: The Contractor shall at all times safely guard the Owner's property from injury or loss in connection with this Agreement. He shall at all times safely guard and protect his own work, and that of adjacent property from damage. The Contractor shall replace or make good any such damage, loss or injury. The Contractor shall clean the work area and restore it to its original condition upon completion of the work.

I. Quality of the Work: The Contractor shall perform the work in a good, workmanlike manner. The Contractor hereby guarantees that the entire work constructed by him under the Agreement will meet fully all requirements thereof as to quality of workmanship and materials. The Contractor hereby agrees to make at his own expense any repairs or replacements made necessary by defects in materials or workmanship supplied to him that become evident within one (1) year after the date of the final payment, and to restore to full compliance with the requirements set forth herein any part of the work constructed hereunder, which during said one (1) year period is found to be deficient with respect to any provisions of the Contract Documents. The Contractor also agrees to hold the Owner harmless from claims of any kind arising from damage due to said defects. The Contractor shall make all repairs and replacements promptly upon receipt of written orders for same from the Owner. If the Contractor fails to make the repairs and replacements promptly, the Owner may do the work and the Contractor shall be liable to the Owner for the cost thereof.

J. Warranty: The Contractor guarantees to Owner that all materials incorporated into the work will be new unless otherwise specified or agreed. Prior to final payment, the Contractor shall deliver to the Owner all manufacturers' warranties, together with such endorsements or assignments as are necessary to ensure to the Owner the full rights and benefits of such warranties.

5. Affirmative Action/Equal Employment Opportunity

The Contractor is directed to comply with all applicable Federal and State Laws, Ordinances, Bylaws, and rules and regulations regarding affirmative action/equal employment opportunity requirements. Failure of the Contractor to comply with any such law, rule or regulation shall constitute grounds for the Owner to terminate the Agreement.

Pursuant to his/her obligations under the preceding section, the Contractor shall strive to achieve on this project the labor participation goals contained herein. Said participation goals shall apply in each job category on this project including but not limited to bricklayers, carpenters, cement masons, electricians, ironworkers, operating engineers and those classes of work enumerated in Section 44F of Chapter 149 of the Massachusetts General Laws. The participation goals for this project shall be 15.3% for minorities and 6.9% for women. The participation goals, as set forth herein, shall not be construed as quotas or set-asides; rather, such participation goals will be used to measure the progress of the Commonwealth's equal opportunity, non-discrimination and affirmative action program. Additionally, the participation goals contained

herein should not be seen or treated as a floor or as a ceiling for the employment of particular individuals or group of individuals.

6. Site Information Not Guaranteed; Contractor's Investigation

All information given in the Contract Documents relating to subsurface and other conditions, natural phenomena, existing pipes, and other structures is from the best sources at present available to the Owner. All such information is furnished only for the information and convenience of the Contractor and is not guaranteed.

It is agreed and understood that the Owner does not warrant or guarantee that the subsurface or other conditions, natural phenomena, existing pipes, or other structures encountered during construction will be the same as those indicated in the Contract Documents.

Contractor has familiarized himself with the nature and extent of the Contract Documents, work, locality, and with all local conditions and federal, state, and local laws, rules, ordinances, and regulations that in any manner may affect costs, progress, or performance of the work. Contractor has made, or has caused to be made, examinations, investigations, and tests and studies of such reports and related data in addition to those referred to in the paragraph above as he deems necessary for the performance of the work at the Contract Price, within the Contract Time, and in accordance with the other Terms and Conditions of the Contract Documents; and no additional examinations, tests, investigations, reports, and similar data are or will be required by the Contractor for such purposes.

Contractor has correlated the results of all such observations, examinations, investigations, tests, reports, and data with the Contract Documents. Contractor has given the Owner written notice of all conflicts, errors, or discrepancies that he has discovered in the Contract Documents, and the resolution thereof by the Owner is acceptable to the Contractor.

It is further agreed and understood that the Contractor shall not use or be entitled to use any of the information made available to him or obtained in any examination made by him in any manner as a basis of or ground for any claim or demand against the Owner, arising from or by reason of any variance which may exist between the information made available and the actual subsurface conditions or other conditions or structures actually encountered during the construction work, except as may otherwise be expressly provided for in the Contract Documents.

7. Project Architect or Engineer

There is is not a project engineer for this project. Work to be completed with direction from Town of Granville Highway DPW personnel except as otherwise designated by the Town.

8. Wage Rates

Prevailing Wage Rates as determined by the Commissioner of the Department of Labor and Workforce Development under the provisions of Massachusetts General Laws, Chapter 149, Section 26 to 27G, as amended, apply to this project. It is the responsibility of the Contractor to provide the Town with certified payrolls and to comply with all requirements of the above-cited statutes.

The schedules of prevailing wage rates are included in the Contract Documents.

9. Payments to the Contractor

Within thirty (30) days after receipt from the Contractor of a proper and satisfactory periodic estimate requesting payment of the amount due for the preceding month, the Owner shall have thirty (30) days to make payment for:

- A. The work performed during the preceding month.
- B. The materials not incorporated in the Work but delivered and suitably stored at the site (or at some location agreed upon in writing) to which the Contractor has title, or to which a Subcontractor has title and has authorized the Contractor to transfer title to the Owner.
- C. Less the following retention items:
 - 1. A retention based on an estimate of the fair value of the Owner's claims against the Contractor.
 - 2. A retention for direct payments to Subcontractors, if any, based on demands for same in accordance with the provisions of Section 39F of Chapter 30 of the General Laws.
 - 3. A retention not exceeding five percent (5%) of the approved amount of the periodic payment.
- D. After the receipt of a periodic estimate requesting final payment and within sixty-five (65) days after the Contractor fully completes the Work, or substantially completes the Work so that the value of the Work remaining to be done is, on the estimate of the Owner, less than 1% of the original Contract Price, or substantially completes the Work and the Owner takes possession or occupancy, whichever occurs first, the Owner shall pay the Contractor the entire balance due on the Contract less:
 - 1. A retention based on an estimate of the fair value of the Owner's claims against the Contractor and of the cost of completing the incomplete and unsatisfactory items of work.
 - 2. A retention for direct payments to Subcontractors, if any, based on demands of same in accordance with the provisions of Section 39F of Chapter 30 of the General Laws, or based on the record of payments by the Contractor to the Subcontractors under this Contract if such record of payment indicates that the Contractor has not paid Subcontractors as provided in Section 39F of Chapter 30 of the General Laws.

The Owner may make changes in any periodic estimate submitted by the Contractor and the payment due on said periodic estimate shall be computed in accordance with the changes so made, and such changes and any requirements for a corrected periodic estimate shall not affect the due date for the periodic payment or the date for the commencement of interest charges on the amount of the periodic payment computed in accordance with the changes made, as provided herein; provided further, that the Owner may, within fourteen (14) days after receipt, return to the Contractor for correction, any periodic estimate which is not in acceptable form or which contains computations not arithmetically correct, and in that event, the date of receipt of such periodic

estimate shall be the date of receipt of the corrected periodic estimate in proper form and with arithmetically correct computations. The date of receipt of a periodic estimate received on a Saturday shall be the first working day thereafter.

E. **Changes in the Work:** No changes in the work covered by the approved Contract Documents shall be made without prior written approval of the Owner. Charges or credits for the work covered by the approved change shall be determined by one or more, or a combination of the following methods:

- (a) Unit bid prices previously approved.
- (b) An agreed lump sum.
- (c) The actual cost of:
 - (1) Labor.
 - (2) Materials entering permanently into the work.
 - (3) The ownership or rental cost of construction equipment during the time of use on the extra work.
 - (4) Power and consumable supplies for the operation of power equipment.
 - (5) Wages to be paid.

To the cost under (c) there shall be added a fixed fee to be agreed upon but not to exceed fifteen percent (15%) of the actual cost of work. The fee shall be compensation to cover the cost of supervision, overhead, bond, profit and any other general expenses.

F. **Claims for Additional Costs:** If the Contractor wishes to make a claim for an increase in the Contract Sum, he shall give the Owner written notice thereof within twenty days after the occurrence of the event giving rise to such claim. This notice shall be given by the Contractor before proceeding to execute the Work, except in an emergency endangering life or property. No such claim shall be valid unless so made. Any change in the Contract Sum resulting from such claim shall be authorized by Change Order.

The Contractor hereby agrees that the Contractor shall have no claim for damages of any kind against the Owner on account of any delay in the commencement or performance of the work and/or any hindrance, delay or suspension of any portion of the work including, but not limited to, any claims or damages on account of having to perform out of sequence work, claims for damages on account of loss of production or other interference with the work whether such delay is caused by the Owner or otherwise, except as and to the extent expressly provided under G.L. c.30, §390 in the case of written orders by the Owner. The Contractor acknowledges that the Contractor's sole remedy for any such claim will be an extension of time as provided herein.

10. **Final Payment, Effect**

The acceptance of final payment by the Contractor shall constitute a waiver of all claims by the Contractor arising under the Agreement.

11. Contract Documents

The Contract Documents consist of the following, together with this Agreement:

- Invitation to Bid
- Addenda
- Instructions to Bidders
- This Contract Form
- Bid Form
- Labor & Materials Payment Bond
- Performance Bond
- Clerk's Certificate of Corporate Vote
- Certificate of Insurance
- Drug Free Workplace Policy
- Specifications and Addenda
- Schedule of Prevailing Wages

12. Terms Required By Law

12.1 This contract will be construed and governed by the provisions of applicable federal, state and local laws and regulations; and wherever any provision of the contract or contract documents shall conflict with any provision or requirement of federal, state or local law or regulation, then the provisions of law and regulation shall control. Where applicable to the contract, the provisions of General Laws are incorporated by reference into this contract, including but not limited to the following:

General Laws Chapter 30B - Procurement of Goods and Services

General Laws Chapter 30, section 39 et. seq. - Public Works Contracts

12.2 Wherever applicable law mandates the inclusion of any term and/or provision into a municipal contract, this section shall be understood to import such term or provision into this contract. To whatever extent any provision of this contract shall be inconsistent with any law or regulation limiting the power or liability of cities and towns, such law or regulation shall control.

12.3 The Contractor shall give all notices and comply with all laws and regulations bearing on the performance of the contract. If the Contractor performs the contract in violation of any applicable law or regulation, the Contractor shall bear all costs arising therefrom.

12.4 The Contractor shall keep itself fully informed of all existing and future State and Federal Laws and Municipal By-laws and regulations and of all orders and decrees of any bodies or tribunals having jurisdiction in any manner affecting those engaged or employed in the work, of the materials used in the work or in any way affecting the conduct of the work, if any discrepancy or inconsistency is discovered in the Drawings, Specifications or Contract for this work in violation of any such law, by-law, regulation, order or decree, it shall forthwith report the same in writing to the Owner. It shall, at all times, itself observe and comply with and shall cause all its agents, employees and subcontractors to observe and comply with all such existing and future laws, by-laws, regulations, orders and decrees;

and shall protect and indemnify the Owner and its duly appointed agents against any claim or liability arising from or based on any violation whether by Contractor, its agents, employees or Subcontractors or any such law, by-law, regulation or decree.

13. Indemnification

- a. To the fullest extent permitted by law, the Contractor shall defend, indemnify, and save harmless the Owner, and its respective duly elected or appointed officials, agents and employees (referred to collectively as "Owners") from and against all demands, claims, damages, liabilities, losses, costs, and expenses (including, but not limited to, reasonable attorney fees) (referred to collectively as "demands") arising out of or resulting from any work performed pursuant to this Agreement including but not limited to any negligent acts, errors, or omissions of the Contractor, any subcontractor of the Contractor, or any person directly or indirectly employed by any of them, or by a defect of a product or design supplied by the Contractor or subcontractor. Such obligation shall not negate, abridge, or reduce in any way any additional indemnification rights of the Owner, that otherwise may exist under statute or in law or equity.
- b. Contractor assumes full responsibility for relations with any subcontractors employed directly or indirectly by the Contractor and the Contractor shall defend, indemnify, and save harmless the Owner from all demands made against the Owner by such subcontractor, such subcontractor's agent or employee, or any person, as the result of such subcontractor's work performed pursuant to this Agreement including but not limited to negligent acts, errors, or omissions that arise out of, result from, or are connected with the performance of this Agreement or any subsequent Agreement and is not otherwise subject to indemnifications under subparagraph "a" above.
- c. The Contractor shall defend, indemnify, and hold harmless the Owner from any and all demands relating to wages, overtime compensation, or other employee benefits by employees employed directly or indirectly by the Contractor for work performed in connection with the work hereunder or required by state or federal law, including but not limited to **Fair Labor Standards Act** and **Massachusetts Prevailing Wage Law**.
- d. The indemnification obligations of the Contractor and subcontractor shall not be limited in any way by any limitations on the amount or type of damages, compensations, or benefits payable by or for the Contractor or subcontractor under any federal or state law.
- e. In the event of a breach of this Agreement by the Contractor, the Contractor shall pay the Owner all reasonable attorney fees, costs and other litigation expenses incurred by the Owner in enforcing its rights as a result of said breach in addition to any damages for said breach.

14. Insurance

The Contractor shall purchase and maintain such insurance as will protect both the Owner and the Contractor from claims which may arise under the Agreement, including operations performed for the named insured by independent contractors and general inspection thereof by the named insured. In addition, the Contractor shall require its subcontractors to maintain such insurance. Coverage shall be provided for:

- .1 claims under workers' or workmen's compensation, disability benefit and other applicable employee benefit acts;

- .2 claims for damages because of bodily injury, occupational sickness or disease, or death of Contractor's employees;
- .3 claims for damages because of bodily injury, sickness or disease, or death of any person other than Contractor's employees;
- .4 claims for damages insured by usual personal injury liability coverage which are sustained (1) by any person as a result of an offense directly or indirectly related to the employment of such person by the Contractor, or (2) by any other person;
- .5 claims for damages, including damages to the Work itself, because of injury to or destruction of tangible property, including loss of use resulting therefrom; and
- .6 claims for damages because of bodily injury or death of any person or property damage arising out of the ownership, maintenance or use of any motor vehicle.
- .7 claims involving contractual liability applicable to the Contractor's obligations under Article 13.

The Contractor shall, at all times during the Contract, maintain in full force and effect: Employer's Liability, Workers' Compensation, Public Liability and Property Damage Insurance, including contractual liability coverage for the provisions of Section 13.00 (INDEMNITY). All insurance shall be by insurers and for policy limits acceptable to Owner and, before commencement of work hereunder, the Contractor agrees to furnish Owner with certificates of insurance or other evidence satisfactory to Owner to the effect that such insurance has been procured and is in force. The certificates shall contain the following express obligation:

For the purpose of the Contract, the Contractor shall carry the following types of insurance in at least the limits specified below:

COVERAGE	LIMITS OF LIABILITY
Workers' Compensation	Statutory
Employers' Liability	\$500,000
Bodily Injury Liability (except automobile)	\$1,000,000 each occurrence \$2,000,000 aggregate
Property Damage Liability (except automobile)	\$1,000,000 each occurrence \$2,000,000 aggregate
Automobile Bodily Injury Liability	\$1,000,000 each person \$2,000,000 each occurrence
Automobile Property Damage Liability	\$1,000,000 each occurrence
Excess Umbrella Liability	\$2,000,000 each occurrence

The Town of Granville shall be named as additional insured under the liability and automobile insurance. The general liability insurance policy should contain a broad form general liability endorsement.

Except for Workmen's Compensation, all liability coverage shall name the Owner as an additional insured and shall provide for 30 days prior written notice to the Owner of any modification or termination of coverage provided thereby. The Contractor shall provide the Owner with appropriate certificate(s) of insurance evidencing compliance with this provision prior to the commencement of any work under this Agreement.

15. Notice

All notices required to be given hereunder shall be in writing and delivered to, or mailed first class to, the parties' respective addresses stated above. In the event that immediate notice is required, it may be given by telephone or facsimile, but shall, to the extent possible, be followed by notice in writing in the manner set forth above.

16. Termination

- A. Each party shall have the right to terminate this Agreement in the event of a failure of the other party to comply with the terms of the Agreement. Such termination shall be effective upon seven days' notice to the party in default and the failure within that time of said party to cure its default.
- B. The Owner shall have the right to terminate the Agreement without cause, upon ten (10) days' written notice to the Contractor. In the event that the Agreement is terminated pursuant to this subparagraph, the Contractor shall be reimbursed in accordance with the Contract Documents for all satisfactory Work performed up to the termination date, and for all materials or equipment not incorporated in the Work, but delivered and suitably stored at the site. Payment for material or equipment stored at the site shall be conditioned upon submission by the Contractor of bills of sale or such other evidence as is satisfactory to Owner to establish the Owner's title to such material or equipment or otherwise protect the Owner's interests.

17. Miscellaneous

- A. Royalties and Patents: The Contractor shall pay all royalties and license fees. He shall defend all suits or claims for infringement of any patent rights and shall save the Owner harmless from loss on account thereof, except that the Owner shall be responsible for all such loss when a particular design, process or the product of a particular manufacturer or manufacturers is specified; but if the Contractor believes or has reason to believe that the design, process or product specified is an infringement of a patent, he shall be responsible for such loss unless he promptly gives such information to the Owner, and thereafter the Owner insists on the use of the design, process or products specified.

B. ACCESS TO RECORDS

Contractor will make all books, accounts, data, records, reports, files and other papers, things or property, that relate to its activities under this Contract, available at all reasonable times for inspection, review and audit by the Owner, it authorized

representative, the Inspector General of the Commonwealth, or the Auditor of the Commonwealth. The Commonwealth reserve the right of the Governor or his designee, the Secretary of Administration and Finance and the State Auditor or his designee, at reasonable times and upon reasonable notice to examine the books, records, and other compilative data of the Contractor which pertain to the performance of the provisions and requirements of this Contract as provided by Executive Order 195. .

C. RIGHTS AND REMEDIES

Owner's rights and remedies provided in this Contract are in addition to any other rights and remedies provided by law.

D. CONFLICT OF INTEREST

Each party shall adhere to the provisions of Massachusetts General Laws, Chapter 268A, with respect to the Conduct of Public Employees. In addition, no member, officer, or employee of either party, or its designee, or agents, no member of the governing body of the locality in which the program is situated, and no other public official of such locality or localities who exercises any functions or responsibilities with respect to the program during his tenure or for one (1) year thereafter (or such longer period as may be provided in Chapter 268A of the Massachusetts General Laws), shall have any interest in any contract or subcontract, or the proceeds thereof, for work to be performed in connection with the program assisted under this Contract. Each party shall incorporate, or cause to be incorporated, in all such contracts or subcontracts a provision prohibiting such interest, pursuant to the purposes of this subsection.

E. JURISDICTION

This Contract shall be interpreted by the laws of the Commonwealth of Massachusetts and any suit brought pursuant to this Contract shall be commenced only within the County of FRANKLIN, Massachusetts.

F. MODIFICATION, WAIVER OR CHANGE

No modifications, waiver or change shall be made in the terms and conditions of this Contract except as may be mutually agreed upon in writing by all parties hereto.

G. ASSIGNMENT

Owner and Contractor recognize that each has a substantial interest in having the other perform or control the acts required of it by this Contract. Neither party shall perform its duties through a delegate nor assign its interest under this Contract without the written consent of the other. Nothing herein shall be construed to prevent an assignor's due performance of its entire obligation.

H. SUCCESSORS AND ASSIGNS

Owner and Contractor each binds itself, its partners, successors, assigns, and legal representatives to the other party to this Contract and to the partners, successors, assigns and legal representatives of such other party with respect to all covenants of this Contract.

I. ENTIRE UNDERSTANDING

This Contract, together with the attachments hereto, represent the entire understanding of the parties, and neither party is relying upon any representation not contained herein.

J. SEVERABILITY/INTERPRETATION

In the event that any provision of this Contract shall be deemed invalid, unreasonable, or unenforceable by any court of competent jurisdiction, such provision shall be stricken from the Contract or modified so as to render it reasonable, and the remaining provisions of this Contract or the modified provision as provided above, shall continue in full force and effect and be binding upon the parties so long as such remaining or modified provisions reflect the intent of the parties as of the date of this Contract. Further, should this Contract omit any statutory or regulatory requirements which would otherwise render this Contract illegal, then this Contract shall be deemed amended to the minimum extent necessary to comply with said statutes or regulations.

For purposes of interpreting this Agreement in the context of a dispute over its terms or otherwise neither party shall be considered the drafter of this Agreement and neither party shall have any provision of this Agreement construed in its favor as a result of its role in drafting this Agreement or its bargaining power with respect to this Agreement, Consultant's Services, the Project, or otherwise.

K. OWNERSHIP OF DOCUMENTS

The parties agree that all documents created for the project by the Contractor shall belong to the Owner.

L. By its signature hereon, the Contractor certifies, under the pains and penalties of perjury, that it has complied with all laws of the Commonwealth of Massachusetts relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

M. The compensation provided by this Contract is subject to the continued availability of funds for the services provided for herein.

N. The Contractor by its signature certifies that it has a drug free workplace and policy.

O. Force Majeure: The parties shall not be liable for the failure to wholly perform their duties if such failure is caused by catastrophe, riot, war, governmental order or regulation, strike, fire, accident, act of God or other similar or different contingency beyond the reasonable control of the Contractor or the Owner.

AGREED:

TOWN OF GRANVILLE, MASSACHUSETTS
(Owner)

By its SELECTBOARD

Date

CONTRACTOR: _____

By _____

(Name)

(Title)

(Address)

(City and State)

(Email)

(Date)

CERTIFICATE OF VOTE
(to be filed if Contractor is a Corporation)

CORPORATION MAY USE THEIR OWN FORM

I, _____, hereby certify that I am the duly qualified
(Secretary of the Corporation)

and acting Secretary of _____ and I further certify that a meeting of the

(Name of Corporation)

Directors of said Company, duly called and held on _____, at which
(Date of Meeting)

all Directors were present and voting, the following vote was unanimously passed:

VOTED: To authorize and empower

Anyone acting singly, to execute Forms of General Bid, Contracts or Bonds on behalf of the Corporation.

I further certify that the above vote is still in effect and has not been changed or modified in any respect.

By: _____
(Secretary of Corporation)

A True Copy:

Attest: _____
(Notary Public)

My Commission Expires: _____
(Date)

**CERTIFICATIONS REQUIRED BY LAW
FOR PUBLIC CONSTRUCTION CONTRACTS**

You must COMPLETE and SIGN the following certifications. You must also print, at the bottom of this page, the name of the contractor for whom these certifications are submitted.

TAX COMPLIANCE

Pursuant to Chapter 62C of the Massachusetts General Laws, Section 49A(b), I, the undersigned, authorized signatory for the below named contractor, do hereby certify under the pains and penalties of perjury that said contractor has complied with all laws of the Commonwealth of Massachusetts relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

NON-COLLUSION

The undersigned certifies under the penalties of perjury that this bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this subsection the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity.

PUBLIC CONTRACTOR DEBARMENT

The undersigned certifies under penalty of perjury that the below named contractor is not presently debarred from doing public construction work in the commonwealth under the provisions of section twenty-nine F of chapter twenty-nine, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

OSHA TRAINING

Pursuant to G.L. c. 30, §39S, the Contractor hereby certifies under penalties of perjury as follows:

- (1) Contractor is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work;
- (2) All employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and they shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and
- (3) All employees to be employed in the work subject to this contract have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration.

COMPLETE AND SIGN BELOW:

Authorized Person's Signature

Date

Print Name & Title of Signatory

Name of Contractor

PAYMENT BOND

KNOW ALL MEN BY THESE PRESENTS: That we _____

a _____
(Name of Contractor) _____ (Corporation, Partnership, Joint Venture or
Individual)

hereinafter called "Principal" and _____ of _____,
(Surety)

State of _____ hereinafter called the "Surety" and licensed by the
State
(City and State)

Division of Insurance to do business under the laws of the Commonwealth of
Massachusetts, are held and firmly bound to the Town of _____,
_____, Massachusetts, hereinafter called "Owner", in the penal sum of
_____ Dollars
(\$_____) in lawful money of the United States, for the payment of which
sum well and truly to be made, we bind ourselves, our heirs, executors, administrators and
successors, jointly and severally, firmly by these presents.

THE CONDITION OF THIS OBLIGATION is such that Whereas, the Principal entered into
a certain contract with the Owner, dated the _____ day of _____,
20____, for the construction described as follows:

NOW, THEREFORE, if the Principal shall promptly make payment to all persons, firms,
subcontractors, and corporations furnishing materials for or performing labor in the
prosecution of the work provided for in such contract, and any authorized extension or
modification thereof, including all amounts due for materials, lubricants, oil, gasoline, coal
and coke, repairs on machinery, equipment and tools, consumed or used in connection with
the construction of such work, and all insurance premiums on said work, and for all labor,
performed in such work whether by subcontractor or otherwise, then this obligation shall be
void; otherwise to remain in full force and effect.

PROVIDED, FURTHER, that the said Surety, for value received hereby stipulates and
agrees that no change, extension of time, alteration or addition to the terms of the contract
or to the work to be performed thereunder or the specifications accompanying the same
shall in any way affect its obligation on this bond, and it does hereby waive notice of any
such change, extension of time, alteration or addition to the terms of this contract or to the
work or to the specifications.

When the Surety's obligation under this Bond arises, the Surety, at its sole expense
and at the consent and election of the Owner, shall promptly take one of the following steps:
(1) arrange for the Principal to make payment to subcontractors and suppliers; (2) make
payments to all subcontractors and suppliers; or (3) reimburse the Owner, in a manner and
at such time as the Owner shall decide, for all costs and expenses incurred by the Owner in

reimbursing the subcontractors and suppliers. Surety will keep Owner reasonably informed of the progress, status and results of any investigation of any claim of the Owner.

If the Surety does not proceed as provided in this Bond with due diligence and all deliberate speed, the Surety shall be deemed to be in default of this Bond, and the Owner shall be entitled to enforce any remedy available to the Owner.

After the Surety's obligation under this Bond arises, the Surety is obligated, to the limit of the amounts of this Bond for all payments to subcontractors and suppliers.

Any proceeding, legal or equitable, under this Bond shall be instituted in any court of competent jurisdiction in the Commonwealth of Massachusetts.

The Surety, for value received, hereby stipulates and agrees that no change, extension of time, alteration or addition to the terms of the Construction Contract or to the work to be performed thereunder or the specifications accompanying the same shall in any way affect its obligation on this Bond, and it does hereby waive notice of any such change, extension of time, alteration or addition to the terms of the Construction Contract or to the work or to the specifications.

PROVIDED, FURTHER, that no final settlement between the Owner and the Contractor shall abridge the right of any beneficiary hereunder, whose claim may be unsatisfied.

IN WITNESS WHEREOF, this instrument is executed in () counterparts, each one of which shall be deemed an original, this day of , 20 .

ATTEST:

Surety

By _____
(Attorney-in-Fact)

(Address-Zip Code)

(SEAL)

Witness as to Surety

(Address-Zip Code)

NOTE: Date of Bond must not be prior to date of Contract. If Contractor is a Partnership, all partners should execute Bond.

THE COMMONWEALTH OF MASSACHUSETTS

SUPPLEMENTAL EQUAL EMPLOYMENT OPPORTUNITY, NON-DISCRIMINATION
AND AFFIRMATIVE ACTION PROGRAM

ATTACHMENT

APPLIES TO ALL WORK REIMBURSED UNDER MASSACHUSETTS “CHAPTER 90”
HIGHWAY PROGRAM

I. Definitions

For purposes of this contract,

“Minority” means a person who meets one or more of the following definitions:

- (a) American Indian or Native American means: all persons having origins in any of the original peoples of North America and who are recognized as an Indian by a tribe or tribal organization.
- (b) Asian means: All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian sub-continent, or the Pacific Islands, including, but not limited to China, Japan, Korea, Samoa, India, and the Philippine Islands.
- (c) Black means: All persons having origins in any of the Black racial groups of Africa, including, but not limited to, African-Americans, and all persons having origins in any of the original peoples of the Cape Verdean Islands.
- (d) Eskimo or Aleut means: All persons having origins in any of the peoples of Northern Canada, Greenland, Alaska, and Eastern Siberia.
- (e) Hispanic means: All persons having their origins in any of the Spanish-speaking peoples of Mexico, Puerto Rico, Cuba, Central or South America, or the Caribbean Islands.

“State construction contract” means a contract for the construction, reconstruction, installation, demolition, maintenance or repair of a building or capital facility, or a contract for the construction, reconstruction, alteration, remodeling or repair of a public work undertaken by a department, agency, board, or commission of the commonwealth.

“State assisted construction contract” means a contract for the construction, reconstruction, installation, demolition, maintenance or repair of a building or capital facility undertaken by a political subdivision of the commonwealth, or two or more political subdivisions thereof, an authority, or other instrumentality and whose costs of the contract are paid for, reimbursed, grant funded, or otherwise supported, in whole or in part, by the commonwealth.

II. Equal Opportunity, Non-Discrimination and Affirmative Action

During the performance of this Contract, the Contractor and all subcontractors (hereinafter collectively referred to as “the Contractor”) for a state construction contract or a state assisted construction contract, for him/herself, his/her assignees and successors in interest, agree to comply with all applicable equal employment opportunity, non-discrimination and affirmative action requirements, including but not limited to the following:

In connection with the performance of work under this contract, the Contractor shall not discriminate against any employee or applicant for employment because of race, color, religious creed, national origin, sex, sexual orientation, genetic information, military service, age, ancestry or disability, shall not discriminate in the selection or retention of subcontractors, and shall not discriminate in the procurement of materials and rentals of equipment.

The aforesaid provision shall include, but not be limited to, the following: employment upgrading, demotion, or transfer; recruitment advertising, layoff or termination; rates of pay or other forms of compensation; conditions or privileges of employment; and selection for apprenticeship or on-the-job training opportunity. The Contractor shall comply with the provisions of chapter 151B of the Massachusetts General Laws, as amended, and all other applicable anti-discrimination and equal opportunity laws, all of which are herein incorporated by reference and made a part of this Contract.

The Contractor shall post hereafter in conspicuous places, available for employees and applicants for employment, notices to be provided by the Massachusetts Commission Against Discrimination setting forth the provisions of the Fair Employment Practices Law of the Commonwealth (Massachusetts General Laws Chapter 151B).

In connection with the performance of work under this contract, the Contractor shall undertake, in good faith, affirmative action measures to eliminate any discriminatory barriers in the terms and conditions of employment on the grounds of race, color, religious creed, national origin, sex, sexual orientation, genetic information, military service, age, ancestry or disability. Such affirmative action measures shall entail positive and aggressive measures to ensure non-discrimination and to promote equal opportunity in the areas of hiring, upgrading, demotion or transfer, recruitment, layoff or termination, rate of compensation, apprenticeship and on-the-job training programs. A list of positive and aggressive measures shall include, but not be limited to, advertising employment opportunities in minority and other community news media; notifying minority, women and other community-based organizations of employment opportunities; validating all job specifications, selection requirements, and tests; maintaining a file of names and addresses of each worker referred to the Contractor and what action was taken concerning such worker; and notifying the administering agency in writing when a union with whom the Contractor has a collective bargaining agreement has failed to refer a minority or woman worker. These and other affirmative action measures shall include all actions required to guarantee equal employment opportunity for all persons, regardless of race, color, religious creed, national origin, sex, sexual orientation, genetic information, military service, age, ancestry or disability. One purpose of this provision is to ensure to the fullest extent possible an adequate supply of skilled tradesmen for this and future Commonwealth public construction projects.

III. Minority and Women Workforce Participation

Pursuant to his/her obligations under the preceding section, the Contractor shall strive to achieve on this project the labor participation goals contained herein. Said participation goals shall apply in each job category on this project including but not limited to bricklayers, carpenters, cement masons, electricians, ironworkers, operating engineers and those classes of work enumerated in Section 44F of Chapter 149 of the Massachusetts General Laws. The participation goals for this project shall be 15.3% for minorities and 6.9% for women. The

participation goals, as set forth herein, shall not be construed as quotas or set-asides; rather, such participation goals will be used to measure the progress of the Commonwealth's equal opportunity, non-discrimination and affirmative action program. Additionally, the participation goals contained herein should not be seen or treated as a floor or as a ceiling for the employment of particular individuals or group of individuals.

IV. Liaison Committee

At the discretion of the agency that administers the contract for the construction project there may be established for the life of the contract a body to be known as the Liaison Committee. The Liaison Committee shall be composed of one representative each from the agency or agencies administering the contract for the construction project, hereinafter called the administering agency, a representative from the Office of Affirmative action, and such other representatives as may be designated by the administering agency.

The Contractor (or his/her agent, if any, designated by him/her as the on-site equal employment opportunity officer) shall recognize the Liaison Committee as an affirmative action body, and shall establish a continuing working relationship with the Liaison Committee, consulting with the Liaison Committee on all matters related to minority recruitment, referral, employment and training.

V. Reports and Records

The Contractor shall prepare projected workforce tables on a quarterly basis when required by the administering agency. These shall be broken down into projections, by week, of workers required in each trade. Copies shall be furnished one week in advance of the commencement of the period covered, and also, when updated, to the administering agency and the Liaison Committee when required.

The Contractor shall prepare weekly reports in a form approved by the administering agency, unless information required is required to be reported electronically by the administering agency, the number of hours worked in each trade by each employee, identified as woman, minority, or non-minority. Copies of these shall be provided at the end of each such week to the administering agency and the Liaison Committee.

Records of employment referral orders, prepared by the Contractor, shall be made available to the administering agency on request.

The Contractor will provide all information and reports required by the administering agency on instructions issued by the administering agency and will permit access to its facilities and any books, records, accounts and other sources of information which may be determined by the administering agency to effect the employment of personnel. This provision shall apply only to information pertinent to the Commonwealth's supplementary non-discrimination, equal opportunity and access and opportunity contract requirements. Where information required is in the exclusive possession of another who fails or refuses to furnish this information, the Contractor shall so certify to the administering agency and shall set forth what efforts he has made to obtain the information.

VI. Access to Work Site

A designee of the administering agency and a designee of the Liaison Committee shall each have a right to access the work site.

VII. Solicitations for Subcontracts, and for the Procurement of Materials and Equipment

In all solicitations either by competitive bidding or negotiation made by the Contractor either for work to be performed under a subcontract or for the procurement of materials or equipment, each potential subcontractor or supplier shall be notified in writing by the Contractor of the Contractor's obligations under this contract relative to non-discrimination and equal opportunity.

VIII. Sanctions

Whenever the administering agency believes the General or Prime Contractor or any subcontractor may not be operating in compliance with the provisions of the Fair Employment Practices Law of the Commonwealth (Massachusetts General Laws Chapter 151B), the administering agency may refer the matter to the Massachusetts Commission Against Discrimination (“Commission”) for investigation.

Following the referral of a matter by the administering agency to the Massachusetts Commission Against Discrimination, and while the matter is pending before the MCAD, the administering agency may withhold payments from contractors and subcontractors when it has documentation that the contractor or subcontractor has violated the Fair Employment Practices Law with respect to its activities on the Project, or if the administering agency determines that the contractor has materially failed to comply with its obligations and the requirements of this Section. The amount withheld shall not exceed a withhold of payment to the General or Prime Contractor of 1/100 or 1% of the contract award price or \$5,000, whichever sum is greater, or, if a subcontractor is in non-compliance, a withhold by the administering agency from the General Contractor, to be assessed by the General Contractor as a charge against the subcontractor, of 1/100 or 1% of the subcontractor price, or \$1,000 whichever sum is greater, for each violation of the applicable law or contract requirements. The total withheld from any one General or Prime Contractor or subcontractor on a Project shall not exceed \$20,000 overall. No withhold of payments or investigation by the Commission or its agent shall be initiated without the administering agency providing prior notice to the Contractor.

If, after investigation, the Massachusetts Commission Against Discrimination finds that a General or Prime Contractor or subcontractor, in commission of a state construction contract or state-assisted construction contract, violated the provisions of the Fair Employment Practices Law, the administering agency may convert the amount withheld as set forth above into a permanent sanction, as a permanent deduct from payments to the General or Prime Contractor or subcontractor, which sanction will be in addition to any such sanctions, fines or penalties imposed by the Massachusetts Commission Against Discrimination:

No sanction enumerated under this Section shall be imposed by the administering agency except after notice to the General or Prime Contractor or subcontractor and an adjudicatory

proceeding, as that term is used, under Massachusetts General Laws Chapter 30A, has been conducted.

IX. Severability

The provisions of this section are severable, and if any of these provisions shall be held unconstitutional by any court of competent jurisdiction, the decision of such court shall not affect or impair any of the remaining provisions.

X. Contractor's Certification

A bidder for a state construction contract or state assisted construction contract will not be eligible for award of the contract unless such bidder has submitted to the administering agency the following certification, which will be incorporated into the resulting contract:

Certification of Drug-Free Workplace

The CONTRACTOR certifies that it will or will continue to provide a drug-free workplace by:

1. Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the contractor's workplace and specifying the actions that will be taken against employees for violation of such prohibition;
2. Establishing an ongoing drug-free awareness program to inform employees about-
 - (a) The dangers of drug abuse in the workplace;
 - (b) The contractor's policy of maintaining a drug-free workplace;
 - (c) Any available drug counseling, rehabilitation and employee assistance programs and;
 - (d) The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace;
3. Making it a requirement that each employee to be engaged in the performance of the grant be given a copy of the statement required by paragraph 1;
4. Notifying the employee in the statement required by paragraph 1 that, as a condition of employment under the grant, the employee will-
 - (a) Abide by the terms of the statement and;
 - (b) Notify the employer in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than five calendar days after such conviction;
5. Notifying the Town in writing, within ten calendar days after receiving notice under subparagraph 4(b) from an employee or otherwise receiving actual notice of such conviction. Employers of convicted employees must provide notice, including position title, to every grant officer or other designee on whose grant activity the convicted employee was working, unless the Town has designated a central point for the receipt of such notices. Notice shall include the identification number(s) of each affected grant;
6. Taking one of the following actions, within 30 calendar days of receiving notice under subparagraph 4(b), with respect to any employee who is convicted-
 - (a) Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973, as amended or;
 - (b) Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State or local health, law enforcement or other appropriate agency;
7. Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs 1, 2, 3, 4, 5 and 6.

NOTE: The penalty for making false statements in offers is prescribed in 18 U.S.C. 1001

Signature: _____

CONTRACTOR'S CERTIFICATION

(Contractor Name)

certifies that they:

1. Will not discriminate in their employment practices;
2. Intend to use the following listed construction trades in the work under the contract

and _____;

3. Will make good faith efforts to comply with the minority employee and women employee workforce participation ratio goals and specific affirmative action steps contained herein; and
4. Are in compliance with all applicable federal and state laws, rules, and regulations governing fair labor and employment practices; and
5. Will provide the provisions of the “Supplemental Equal Employment Opportunity, Non-Discrimination and Affirmative Action Program” to each and every subcontractor employed on the Project and will incorporate the terms of this Section into all subcontracts and work orders entered into on the Project.
6. Agree to comply with all provisions contained herein.

(Signature of authorized representative of Contractor)

Date

(Printed name of authorized representative of Contractor)

XI. Subcontractor Requirements

Prior to the award of any subcontract for a state construction contract or a state assisted construction contract, regardless of tier, the Prime or General Contractor shall provide all prospective subcontractors with a complete copy of this Section entitled “Supplemental Equal Employment Opportunity, Non-Discrimination and Affirmative Action Program” and will incorporate the provisions of this Section by reference into any and all contracts or work orders for all subcontractors providing work on the Project. In order to ensure that the said subcontractor's certification becomes a part of all subcontracts under the prime contract, the Prime or General Contractor shall certify in writing to the administering agency that it has complied with the requirements as set forth in the preceding paragraph

ATTACHMENT B

PREVAILING WAGE REPORTING FORMS AND APPLICABLE SCHEDULE



THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF LABOR
DIVISION OF OCCUPATIONAL SAFETY
PREVAILING WAGE PROGRAM
www.mass.gov/dos/pw

The Massachusetts Prevailing Wage Law **M.G.L. c. 149, §§26-27**

NOTICE TO AWARDING AUTHORITIES

The enclosed wage schedule applies only to the specific project listed at the top of the schedule, and these rates will remain in effect for the duration of the project.

You should request an updated wage schedule from the Division of Occupational Safety if you have not opened bids or selected a contractor within 90 days of the date of issuance of the enclosed wage schedule.

The wage schedule shall be incorporated in any advertisement or call for bids for the project for which it has been issued.

Once a contractor has been selected by the awarding authority, the wage schedule shall be made a part of the contract for that project.

NOTICE TO CONTRACTORS

The enclosed wage schedule must be posted in a conspicuous place at the work site during the life of the project.

The wages listed on the enclosed wage schedule must be paid to employees on public works projects regardless of whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.

The enclosed wage schedule applies to all phases of the project, including the final clean-up. Contractors whose only role is to perform final clean-up must pay their employees according to this wage schedule.

All apprentices must be registered with the Massachusetts Division of Apprenticeship Training (DAT) in order to be paid at the lower apprentice rates. All apprentices must keep his/her apprentice identification card on his/her person during all work hours. If a worker is not registered with DAT, they must be paid the "total rate" listed on the wage schedule regardless of experience or skill level. For further information, please call 617-626-5409, or write to DAT, 19 Staniford Street, Floor 1, P.O. Box 146759, Boston, MA 02114.

WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. This is required to be done on a weekly basis. Once collected, the awarding authority is also required to preserve those records for three years from the date of completion of the project.

Each such contractor or subcontractor shall furnish to the awarding authority directly within 15 days after completion of its portion of the work, a statement, executed by the contractor, subcontractor or by any authorized officer thereof who supervised the payment of wages, this form.

STATEMENT OF COMPLIANCE

_____, 20____

I, _____, _____
(Name of signatory party) (Title)

do hereby state:

That I pay or supervise the payment of the persons employed by _____
on the _____
(Contractor, subcontractor or public body) (Building or project)
and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed on
said project have been paid in accordance with wages determined under the provisions of
sections twenty-six and twenty-seven of chapter one hundred and forty nine of the
General Laws.

Signature _____
Title _____

MASSACHUSETTS WEEKLY CERTIFIED PAYROLL REPORT FORM



Company's Name:		Address:		Phone No.:		Payroll No.:																								
Employer's Signature:		Title:		Contract No:		Tax Payer ID Number		Work Week Ending:																						
Awarding Authority's Name:		Public Works Project Name:		Public Works Project Location:		Min. Wage Rate Sheet Number																								
General / Prime Contractor's Name:		Subcontractor's Name:				"Employer" Hourly Fringe Benefit Contributions																								
Employee Name & Complete Address	Work Classification:	Employee is OSHA 10 certified (?)	Appr. Rate (%)	Hours Worked						Project Hours (A)	Hourly Base Wage (B)	Health & Welfare Insurance (C)	ERISA Pension Plan (D)	Supp. Unemp. (E)	Total Hourly Prev. Wage (F)	(B+C+D+E)	(A x F)	Project Gross Wages	Check No. (H)											
				Su.	Mo.	Tu.	We.	Th.	Fr.											Sa.	All Other Hours									

Are all apprentice employees identified above currently registered with the MA DLS's Division of Apprentice Standards?

YES NO

For all apprentices performing work during the reporting period, attach a copy of the apprentice identification card issued by the Massachusetts Department of Labor Standards / Division of Apprentice Standards.

No apprentices are identified above

NOTE: Pursuant to MGL c. 149, s. 27B, every contractor and subcontractor is required to submit a **true and accurate** copy of their certified weekly payroll records to the awarding authority by first-class mail or e-mail. In addition, each weekly payroll must be accompanied by a statement of compliance signed by the employer. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.



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

MAURA HEALY
Governor
KIM DRISCOLL
Lt. Governor

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

LAUREN JONES
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority: Granville **City/Town:** GRANVILLE
Contract Number: 2025-2185
Description of Work: Slope Stabilization to remove a large roadside rock that has fractured and become unstable.
Job Location: Route 57 Granville, MA

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2025	\$40.95	\$15.57	\$21.78	\$0.00	\$0.00	\$78.30
	1/1/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$0.00	\$78.90
	6/1/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$0.00	\$79.90
	12/1/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$0.00	\$81.64
	1/1/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$0.00	\$82.24
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2025	\$41.02	\$15.57	\$21.78	\$0.00	\$0.00	\$78.37
	1/1/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$0.00	\$78.97
	6/1/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$0.00	\$79.97
	12/1/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$0.00	\$81.71
	1/1/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$0.00	\$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$0.00	\$78.49
	1/1/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$0.00	\$79.09
	6/1/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$0.00	\$80.09
	12/1/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$0.00	\$81.83
	1/1/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 3)	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"							
AIR TRACK OPERATOR LABORERS LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$37.50	\$10.15	\$9.50	\$8.57	\$0.00	\$65.72
	6/1/2026	\$38.80	\$10.15	\$9.50	\$8.57	\$0.00	\$67.02
	12/7/2026	\$40.10	\$10.15	\$9.50	\$8.57	\$0.00	\$68.32
	6/7/2027	\$41.50	\$10.15	\$9.50	\$8.57	\$0.00	\$69.72
	12/6/2027	\$42.90	\$10.15	\$9.50	\$8.57	\$0.00	\$71.12
	6/5/2028	\$44.40	\$10.15	\$9.50	\$8.57	\$0.00	\$72.62
	12/4/2028	\$45.90	\$10.15	\$9.50	\$8.57	\$0.00	\$74.12
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2025	\$37.49	\$10.15	\$9.50	\$6.56	\$0.00	\$63.70
	6/1/2026	\$38.79	\$10.15	\$9.50	\$6.56	\$0.00	\$65.00
	12/1/2026	\$40.08	\$10.15	\$9.50	\$6.56	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	12/1/2025	\$40.32	\$14.50	\$4.30	\$6.25	\$0.00	\$65.37
	6/1/2026	\$40.32	\$14.50	\$4.30	\$6.25	\$0.00	\$65.37
	12/1/2026	\$40.32	\$14.50	\$4.30	\$6.25	\$0.00	\$65.37
ASPHALT RAKER LABORERS LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$37.00	\$10.15	\$9.50	\$8.57	\$0.00	\$65.22
	6/1/2026	\$38.30	\$10.15	\$9.50	\$8.57	\$0.00	\$66.52
	12/7/2026	\$39.60	\$10.15	\$9.50	\$8.57	\$0.00	\$67.82
	6/7/2027	\$41.00	\$10.15	\$9.50	\$8.57	\$0.00	\$69.22
	12/6/2027	\$42.40	\$10.15	\$9.50	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.90	\$10.15	\$9.50	\$8.57	\$0.00	\$72.12
	12/4/2028	\$45.40	\$10.15	\$9.50	\$8.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
ASPHALT RAKER (HEAVY & HIGHWAY)	12/1/2025	\$36.99	\$10.15	\$9.50	\$6.56	\$0.00	\$63.20
LABORERS	6/1/2026	\$38.29	\$10.15	\$9.50	\$6.56	\$0.00	\$64.50
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$39.58	\$10.15	\$9.50	\$6.56	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER)	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BACKHOE/FRONT-END LOADER OPERATOR	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BARCO-TYPE JUMPING TAMPER	12/1/2025	\$37.00	\$10.15	\$9.50	\$8.57	\$0.00	\$65.22
LABORERS	6/1/2026	\$38.30	\$10.15	\$9.50	\$8.57	\$0.00	\$66.52
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$39.60	\$10.15	\$9.50	\$8.57	\$0.00	\$67.82
	6/7/2027	\$41.00	\$10.15	\$9.50	\$8.57	\$0.00	\$69.22
	12/6/2027	\$42.40	\$10.15	\$9.50	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.90	\$10.15	\$9.50	\$8.57	\$0.00	\$72.12
	12/4/2028	\$45.40	\$10.15	\$9.50	\$8.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
BATCH/CEMENT PLANT - ON SITE	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BLOCK PAVER, RAMMER / CURB SETTER	12/1/2025	\$37.50	\$10.15	\$9.50	\$8.57	\$0.00	\$65.72
LABORERS	6/1/2026	\$38.80	\$10.15	\$9.50	\$8.57	\$0.00	\$67.02
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$40.10	\$10.15	\$9.50	\$8.57	\$0.00	\$68.32
	6/7/2027	\$41.50	\$10.15	\$9.50	\$8.57	\$0.00	\$69.72
	12/6/2027	\$42.90	\$10.15	\$9.50	\$8.57	\$0.00	\$71.12
	6/5/2028	\$44.40	\$10.15	\$9.50	\$8.57	\$0.00	\$72.62
	12/4/2028	\$45.90	\$10.15	\$9.50	\$8.57	\$0.00	\$74.12
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	12/1/2025	\$37.49	\$10.15	\$9.50	\$6.56	\$0.00	\$63.70
LABORERS	6/1/2026	\$38.79	\$10.15	\$9.50	\$6.56	\$0.00	\$65.00
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$40.08	\$10.15	\$9.50	\$6.56	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
BOILER MAKER	1/1/2024	\$48.12	\$7.07	\$14.60	\$6.00	\$0.00	\$75.79
BOILERMAKERS LOCAL 29							
BOILERMAKERS LOCAL 29							

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

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

Classification		Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: BOILER MAKER								
Effective Date: 1/1/2024								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
1	65.00	\$31.28	\$7.07	\$9.32	\$3.90	\$0.00	\$51.57	
2	65.00	\$31.28	\$7.07	\$9.32	\$3.90	\$0.00	\$51.57	
3	70.00	\$33.68	\$7.07	\$10.03	\$4.20	\$0.00	\$54.98	
4	75.00	\$36.09	\$7.07	\$10.74	\$4.50	\$0.00	\$58.40	
5	80.00	\$38.50	\$7.07	\$11.45	\$4.80	\$0.00	\$61.82	
6	85.00	\$40.90	\$7.07	\$12.18	\$5.10	\$0.00	\$65.25	
7	90.00	\$43.31	\$7.07	\$12.88	\$5.40	\$0.00	\$68.66	
8	95.00	\$45.71	\$7.07	\$13.62	\$5.70	\$0.00	\$72.10	
Apprentice to Journeyworker Ratio: 1:4								
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)		8/1/2025	\$56.36	\$11.49	\$15.57	\$5.89	\$0.00	\$89.31
BRICKLAYERS LOCAL 3		2/1/2026	\$57.71	\$11.49	\$15.57	\$5.89	\$0.00	\$90.66
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)		8/1/2026	\$59.91	\$11.49	\$15.57	\$5.89	\$0.00	\$92.86
		2/1/2027	\$61.31	\$11.49	\$15.57	\$5.89	\$0.00	\$94.26
Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)								
Effective Date: 8/1/2025								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
1	50.00	\$28.18	\$11.49	\$15.57	\$5.89	\$0.00	\$61.13	
2	60.00	\$33.82	\$11.49	\$15.57	\$5.89	\$0.00	\$66.77	
3	70.00	\$39.45	\$11.49	\$15.57	\$5.89	\$0.00	\$72.40	
4	80.00	\$45.09	\$11.49	\$15.57	\$5.89	\$0.00	\$78.04	
5	90.00	\$50.72	\$11.49	\$15.57	\$5.89	\$0.00	\$83.67	
Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)								
Effective Date: 2/1/2026								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
1	50.00	\$28.86	\$11.49	\$15.57	\$5.89	\$0.00	\$61.81	
2	60.00	\$34.63	\$11.49	\$15.57	\$5.89	\$0.00	\$67.58	
3	70.00	\$40.40	\$11.49	\$15.57	\$5.89	\$0.00	\$73.35	
4	80.00	\$46.17	\$11.49	\$15.57	\$5.89	\$0.00	\$79.12	
5	90.00	\$51.94	\$11.49	\$15.57	\$5.89	\$0.00	\$84.89	

Apprentice to Journeyworker Ratio: 1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING BOTTOM MAN	12/1/2025	\$49.85	\$10.15	\$9.50	\$9.80	\$0.00	\$79.30
LABORERS	6/1/2026	\$51.40	\$10.15	\$9.50	\$9.80	\$0.00	\$80.85
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$52.90	\$10.15	\$9.50	\$9.80	\$0.00	\$82.35

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER	12/1/2025	\$48.70	\$10.15	\$9.50	\$9.80	\$0.00	\$78.15
LABORERS	6/1/2026	\$50.25	\$10.15	\$9.50	\$9.80	\$0.00	\$79.70
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$51.75	\$10.15	\$9.50	\$9.80	\$0.00	\$81.20

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING TOP MAN	12/1/2025	\$49.03	\$10.15	\$9.50	\$9.80	\$0.00	\$78.48
LABORERS	6/1/2026	\$50.58	\$10.15	\$9.50	\$9.80	\$0.00	\$80.03
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$52.08	\$10.15	\$9.50	\$9.80	\$0.00	\$81.53

For apprentice rates see "Apprentice- LABORER"

CARBIDE CORE DRILL OPERATOR	12/1/2025	\$37.00	\$10.15	\$9.50	\$8.57	\$0.00	\$65.22
LABORERS	6/1/2026	\$38.30	\$10.15	\$9.50	\$8.57	\$0.00	\$66.52
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$39.60	\$10.15	\$9.50	\$8.57	\$0.00	\$67.82
	6/7/2027	\$41.00	\$10.15	\$9.50	\$8.57	\$0.00	\$69.22
	12/6/2027	\$42.40	\$10.15	\$9.50	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.90	\$10.15	\$9.50	\$8.57	\$0.00	\$72.12
	12/4/2028	\$45.40	\$10.15	\$9.50	\$8.57	\$0.00	\$73.62

For apprentice rates see "Apprentice- LABORER"

CARPENTER	9/1/2025	\$43.54	\$8.56	\$11.25	\$6.90	\$0.00	\$70.25
CARPENTERS	3/1/2026	\$44.44	\$8.56	\$11.25	\$6.90	\$0.00	\$71.15
CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE	9/1/2026	\$45.39	\$8.56	\$11.25	\$6.90	\$0.00	\$72.10
FRANKLIN	3/1/2027	\$46.29	\$8.56	\$11.25	\$6.90	\$0.00	\$73.00

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

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.59	\$8.56	\$0.00	\$1.38	\$0.00	\$29.53
2	45.00	\$19.59	\$8.56	\$0.00	\$1.38	\$0.00	\$29.53
3	55.00	\$23.95	\$8.56	\$0.00	\$2.76	\$0.00	\$35.27
4	55.00	\$23.95	\$8.56	\$0.00	\$2.76	\$0.00	\$35.27
5	70.00	\$30.48	\$8.56	\$11.25	\$4.14	\$0.00	\$54.43
6	70.00	\$30.48	\$8.56	\$11.25	\$4.14	\$0.00	\$54.43
7	80.00	\$34.83	\$8.56	\$11.25	\$5.52	\$0.00	\$60.16
8	80.00	\$34.83	\$8.56	\$11.25	\$5.52	\$0.00	\$60.16

Apprentice: CARPENTER**Effective Date: 3/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$20.00	\$8.56	\$0.00	\$1.38	\$0.00	\$29.94

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
Apprentice: CARPENTER								
Effective Date: 3/1/2026								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
2	45.00	\$20.00	\$0.65	\$0.00	\$1.38	\$0.00	\$22.03	
3	55.00	\$24.44	\$8.56	\$0.00	\$2.76	\$0.00	\$35.76	
4	55.00	\$24.44	\$8.56	\$0.00	\$2.76	\$0.00	\$35.76	
5	70.00	\$31.11	\$8.56	\$11.25	\$4.14	\$0.00	\$55.06	
6	70.00	\$31.11	\$8.56	\$11.25	\$4.14	\$0.00	\$55.06	
7	80.00	\$35.55	\$8.56	\$11.25	\$5.52	\$0.00	\$60.88	
8	80.00	\$35.55	\$8.56	\$11.25	\$5.52	\$0.00	\$60.88	
Apprentice to Journeyworker Ratio: 1:5								
CARPENTER WOOD FRAME		10/1/2025	\$27.75	\$7.02	\$3.80	\$1.00	\$0.00	\$39.57
CARPENTERS		10/1/2026	\$28.85	\$7.02	\$3.80	\$1.00	\$0.00	\$40.67
All Aspects of New Wood Frame Work								
Apprentice: CARPENTER WOOD FRAME								
Effective Date: 10/1/2025								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
1	60.00	\$16.65	\$7.02	\$0.00	\$0.00	\$0.00	\$23.67	
2	60.00	\$16.65	\$7.02	\$0.00	\$0.00	\$0.00	\$23.67	
3	65.00	\$18.04	\$7.02	\$0.00	\$1.00	\$0.00	\$26.06	
4	70.00	\$19.43	\$7.02	\$0.00	\$1.00	\$0.00	\$27.45	
5	75.00	\$20.81	\$7.02	\$3.80	\$1.00	\$0.00	\$32.63	
6	80.00	\$22.20	\$7.02	\$3.80	\$1.00	\$0.00	\$34.02	
7	85.00	\$23.59	\$7.02	\$3.80	\$1.00	\$0.00	\$35.41	
8	90.00	\$24.98	\$7.02	\$3.80	\$1.00	\$0.00	\$36.80	
Apprentice: CARPENTER WOOD FRAME								
Effective Date: 10/1/2026								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
1	60.00	\$17.31	\$7.02	\$0.00	\$0.00	\$0.00	\$24.33	
2	60.00	\$17.31	\$7.02	\$0.00	\$0.00	\$0.00	\$24.33	
3	65.00	\$18.75	\$7.02	\$0.00	\$1.00	\$0.00	\$26.77	
4	70.00	\$20.20	\$7.02	\$0.00	\$1.00	\$0.00	\$28.22	
5	75.00	\$21.64	\$7.02	\$3.80	\$1.00	\$0.00	\$33.46	
6	80.00	\$23.08	\$7.02	\$3.80	\$1.00	\$0.00	\$34.90	
7	85.00	\$24.52	\$7.02	\$3.80	\$1.00	\$0.00	\$36.34	
8	90.00	\$25.97	\$7.02	\$3.80	\$1.00	\$0.00	\$37.79	
Apprentice to Journeyworker Ratio: 1:5								

CEMENT MASONRY/PLASTERING	7/1/2024	\$44.56	\$13.20	\$16.30	\$2.93	\$1.69	\$78.68
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
BRICKLAYERS LOCAL 3								
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)								
Apprentice: CEMENT MASONRY/PLASTERING								
Effective Date: 7/1/2024								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
1	50.00	\$22.28	\$13.20	\$16.30	\$0.00	\$0.00	\$51.78	
2	60.00	\$26.74	\$13.20	\$16.30	\$2.93	\$1.69	\$60.86	
3	65.00	\$28.96	\$13.20	\$16.30	\$2.93	\$1.69	\$63.08	
4	70.00	\$31.19	\$13.20	\$16.30	\$2.93	\$1.69	\$65.31	
5	75.00	\$33.42	\$13.20	\$16.30	\$2.93	\$1.69	\$67.54	
6	80.00	\$35.65	\$13.20	\$16.30	\$2.93	\$1.69	\$69.77	
7	90.00	\$40.10	\$13.20	\$16.30	\$2.93	\$1.69	\$74.22	
Apprentice to Journeyworker Ratio: 1:3								
CHAIN SAW OPERATOR		12/1/2025	\$37.00	\$10.15	\$9.50	\$8.57	\$0.00	\$65.22
LABORERS		6/1/2026	\$38.30	\$10.15	\$9.50	\$8.57	\$0.00	\$66.52
LABORERS - ZONE 3 (BUILDING & SITE)		12/7/2026	\$39.60	\$10.15	\$9.50	\$8.57	\$0.00	\$67.82
		6/7/2027	\$41.00	\$10.15	\$9.50	\$8.57	\$0.00	\$69.22
		12/6/2027	\$42.40	\$10.15	\$9.50	\$8.57	\$0.00	\$70.62
		6/5/2028	\$43.90	\$10.15	\$9.50	\$8.57	\$0.00	\$72.12
		12/4/2028	\$45.40	\$10.15	\$9.50	\$8.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"								
COMPRESSOR OPERATOR		12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98								
OPERATING ENGINEERS LOCAL 98								
For apprentice rates see "Apprentice- OPERATING ENGINEERS"								
CRANE OPERATOR		12/1/2023	\$43.06	\$13.78	\$12.15	\$3.00	\$0.00	\$71.99
OPERATING ENGINEERS LOCAL 98								
OPERATING ENGINEERS LOCAL 98								
For apprentice rates see "Apprentice- OPERATING ENGINEERS"								
DELEADER (BRIDGE)		7/1/2025	\$58.51	\$10.30	\$11.95	\$12.50	\$0.00	\$93.26
PAINTERS LOCAL 35		1/1/2026	\$59.56	\$10.35	\$12.00	\$12.60	\$0.00	\$94.51
PAINTERS LOCAL 35 - ZONE 3								
Apprentice: DELEADER (BRIDGE)								
Effective Date: 7/1/2025								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
1	50.00	\$29.26	\$10.30	\$0.00	\$0.00	\$0.00	\$39.56	
2	55.00	\$32.18	\$10.30	\$0.00	\$6.88	\$0.00	\$49.36	
3	60.00	\$35.11	\$10.30	\$0.00	\$7.50	\$0.00	\$52.91	
4	65.00	\$38.03	\$10.30	\$0.00	\$8.13	\$0.00	\$56.46	
5	70.00	\$40.96	\$10.30	\$11.95	\$8.75	\$0.00	\$71.96	

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: DELEADER (BRIDGE)							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
6	75.00	\$43.88	\$10.30	\$11.95	\$9.38	\$0.00	\$75.51
7	80.00	\$46.81	\$10.30	\$11.95	\$10.00	\$0.00	\$79.06
8	90.00	\$52.66	\$10.30	\$11.95	\$11.25	\$0.00	\$86.16

Classification	Effective Date	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: DELEADER (BRIDGE)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.78	\$10.35	\$0.00	\$0.00	\$0.00	\$40.13
2	55.00	\$32.76	\$10.35	\$0.00	\$6.93	\$0.00	\$50.04
3	60.00	\$35.74	\$10.35	\$0.00	\$7.56	\$0.00	\$53.65
4	65.00	\$38.71	\$10.35	\$0.00	\$8.19	\$0.00	\$57.25
5	70.00	\$41.69	\$10.35	\$12.00	\$8.82	\$0.00	\$72.86
6	75.00	\$44.67	\$10.35	\$12.00	\$9.45	\$0.00	\$76.47
7	80.00	\$47.65	\$10.35	\$12.00	\$10.08	\$0.00	\$80.08
8	90.00	\$53.60	\$10.35	\$12.00	\$11.34	\$0.00	\$87.29

Apprentice to Journeyworker Ratio: 1:1

DEMO: ADZEMAN	12/1/2025	\$48.75	\$10.15	\$9.50	\$9.65	\$0.00	\$78.05
LABORERS	6/1/2026	\$50.30	\$10.15	\$9.50	\$9.65	\$0.00	\$79.60
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$51.80	\$10.15	\$9.50	\$9.65	\$0.00	\$81.10
	6/7/2027	\$53.40	\$10.15	\$9.50	\$9.65	\$0.00	\$82.70
	12/6/2027	\$55.00	\$10.15	\$9.50	\$9.65	\$0.00	\$84.30
	6/5/2028	\$56.68	\$10.15	\$9.50	\$9.65	\$0.00	\$85.98
	12/4/2028	\$58.35	\$10.15	\$9.50	\$9.65	\$0.00	\$87.65

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR	12/1/2025	\$49.75	\$10.15	\$9.50	\$9.65	\$0.00	\$79.05
LABORERS	6/1/2026	\$51.30	\$10.15	\$9.50	\$9.65	\$0.00	\$80.60
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$52.80	\$10.15	\$9.50	\$9.65	\$0.00	\$82.10
	6/7/2027	\$54.40	\$10.15	\$9.50	\$9.65	\$0.00	\$83.70
	12/6/2027	\$56.00	\$10.15	\$9.50	\$9.65	\$0.00	\$85.30
	6/5/2028	\$57.68	\$10.15	\$9.50	\$9.65	\$0.00	\$86.98
	12/4/2028	\$59.35	\$10.15	\$9.50	\$9.65	\$0.00	\$88.65

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS	12/1/2025	\$49.50	\$10.15	\$9.50	\$9.65	\$0.00	\$78.80
LABORERS	6/1/2026	\$51.05	\$10.15	\$9.50	\$9.65	\$0.00	\$80.35
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$52.55	\$10.15	\$9.50	\$9.65	\$0.00	\$81.85
	6/7/2027	\$54.15	\$10.15	\$9.50	\$9.65	\$0.00	\$83.45
	12/6/2027	\$55.75	\$10.15	\$9.50	\$9.65	\$0.00	\$85.05
	6/5/2028	\$57.43	\$10.15	\$9.50	\$9.65	\$0.00	\$86.73
	12/4/2028	\$59.10	\$10.15	\$9.50	\$9.65	\$0.00	\$88.40

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"							
DEMO: CONCRETE CUTTER/SAWYER LABORERS	12/1/2025	\$49.75	\$10.15	\$9.50	\$9.65	\$0.00	\$79.05
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$51.30	\$10.15	\$9.50	\$9.65	\$0.00	\$80.60
	12/7/2026	\$52.80	\$10.15	\$9.50	\$9.65	\$0.00	\$82.10
	6/7/2027	\$54.40	\$10.15	\$9.50	\$9.65	\$0.00	\$83.70
	12/6/2027	\$56.00	\$10.15	\$9.50	\$9.65	\$0.00	\$85.30
	6/5/2028	\$57.68	\$10.15	\$9.50	\$9.65	\$0.00	\$86.98
	12/4/2028	\$59.35	\$10.15	\$9.50	\$9.65	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: JACKHAMMER OPERATOR LABORERS	12/1/2025	\$49.50	\$10.15	\$9.50	\$9.65	\$0.00	\$78.80
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$51.05	\$10.15	\$9.50	\$9.65	\$0.00	\$80.35
	12/7/2026	\$52.55	\$10.15	\$9.50	\$9.65	\$0.00	\$81.85
	6/7/2027	\$54.15	\$10.15	\$9.50	\$9.65	\$0.00	\$83.45
	12/6/2027	\$55.75	\$10.15	\$9.50	\$9.65	\$0.00	\$85.05
	6/5/2028	\$57.43	\$10.15	\$9.50	\$9.65	\$0.00	\$86.73
	12/4/2028	\$59.10	\$10.15	\$9.50	\$9.65	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: WRECKING LABORER LABORERS	12/1/2025	\$48.75	\$10.15	\$9.50	\$9.65	\$0.00	\$78.05
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$50.30	\$10.15	\$9.50	\$9.65	\$0.00	\$79.60
	12/7/2026	\$51.80	\$10.15	\$9.50	\$9.65	\$0.00	\$81.10
	6/7/2027	\$53.40	\$10.15	\$9.50	\$9.65	\$0.00	\$82.70
	12/6/2027	\$55.00	\$10.15	\$9.50	\$9.65	\$0.00	\$84.30
	6/5/2028	\$56.68	\$10.15	\$9.50	\$9.65	\$0.00	\$85.98
	12/4/2028	\$58.35	\$10.15	\$9.50	\$9.65	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"							
DIVER	8/1/2024	\$78.11	\$10.08	\$11.62	\$12.67	\$0.00	\$112.48
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate							
DIVER TENDER	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate							
DIVER TENDER (EFFLUENT)	8/1/2024	\$83.69	\$10.08	\$11.62	\$12.67	\$0.00	\$118.06
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
For apprentice rates see "Apprentice- PILE DRIVER"							
DIVER/SLURRY (EFFLUENT)	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
For apprentice rates see "Apprentice- PILE DRIVER"							
DRAWBRIDGE OPERATOR (Construction)	7/1/2020	\$26.77	\$6.67	\$3.93	\$0.00	\$0.16	\$37.53
DRAWBRIDGE - SEIU LOCAL 888							
DRAWBRIDGE - SEIU LOCAL 888							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
ELECTRICIAN (Including Core Drilling)	6/29/2025	\$52.16	\$13.50	\$8.31	\$6.90	\$0.00	\$80.87
ELECTRICIANS LOCAL 7	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
ELECTRICIANS LOCAL 7	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37

Apprentice: ELECTRICIAN (Including Core Drilling)**Effective Date: 6/29/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$20.86	\$7.50	\$0.63	\$0.00	\$0.00	\$28.99
2	45.00	\$23.47	\$7.50	\$0.70	\$0.00	\$0.00	\$31.67
3	50.00	\$26.08	\$13.50	\$7.53	\$0.00	\$0.00	\$47.11
4	55.00	\$28.69	\$13.50	\$7.61	\$0.00	\$0.00	\$49.80
5	65.00	\$33.90	\$13.50	\$9.84	\$0.00	\$0.00	\$57.24
6	70.00	\$36.51	\$13.50	\$11.30	\$0.00	\$0.00	\$61.31

Apprentice: ELECTRICIAN (Including Core Drilling)**Effective Date: 12/28/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$21.30	\$7.65	\$0.63	\$0.00	\$0.00	\$29.58
2	45.00	\$23.97	\$7.65	\$0.70	\$0.00	\$0.00	\$32.32
3	50.00	\$26.63	\$13.75	\$7.53	\$0.00	\$0.00	\$47.91
4	55.00	\$29.29	\$13.75	\$7.61	\$0.00	\$0.00	\$50.65
5	65.00	\$34.62	\$13.75	\$9.84	\$0.00	\$0.00	\$58.21
6	70.00	\$37.28	\$13.75	\$11.30	\$0.00	\$0.00	\$62.33

Apprentice to Journeyworker Ratio: 2:3

ELEVATOR CONSTRUCTOR	1/1/2025	\$66.41	\$16.28	\$10.96	\$10.40	\$0.00	\$104.05
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2026	\$69.23	\$16.38	\$11.06	\$10.70	\$0.00	\$107.37
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2027	\$72.23	\$16.48	\$11.16	\$11.00	\$0.00	\$110.87

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

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.21	\$16.28	\$0.00	\$0.00	\$0.00	\$49.49
2	55.00	\$36.53	\$16.28	\$10.96	\$10.40	\$0.00	\$74.17
3	65.00	\$43.17	\$16.28	\$10.96	\$10.40	\$0.00	\$80.81
4	70.00	\$46.49	\$16.28	\$10.96	\$10.40	\$0.00	\$84.13
5	80.00	\$53.13	\$16.28	\$10.96	\$10.40	\$0.00	\$90.77

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: ELEVATOR CONSTRUCTOR							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$34.62	\$16.38	\$0.00	\$0.00	\$0.00	\$51.00
2	55.00	\$38.08	\$16.38	\$11.06	\$10.70	\$0.00	\$76.22
3	65.00	\$45.00	\$16.38	\$11.06	\$10.70	\$0.00	\$83.14
4	70.00	\$48.46	\$16.38	\$11.06	\$10.70	\$0.00	\$86.60
5	80.00	\$55.38	\$16.38	\$11.06	\$10.70	\$0.00	\$93.52
Apprentice to Journeyworker Ratio: 1:1							
ELEVATOR CONSTRUCTOR HELPER	1/1/2025	\$46.49	\$16.28	\$10.96	\$10.40	\$0.00	\$84.13
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2026	\$48.46	\$16.38	\$11.06	\$10.70	\$0.00	\$86.60
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2027	\$50.56	\$16.48	\$11.16	\$11.00	\$0.00	\$89.20
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"							
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/1/2025	\$36.99	\$10.15	\$9.50	\$6.56	\$0.00	\$63.20
LABORERS	6/1/2026	\$38.29	\$10.15	\$9.50	\$6.56	\$0.00	\$64.50
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$39.58	\$10.15	\$9.50	\$6.56	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY	6/1/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$0.00	\$27.74
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY	6/1/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$0.00	\$30.23
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY	6/1/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$0.00	\$31.23
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
FIRE ALARM INSTALLER	6/29/2025	\$52.16	\$13.50	\$8.31	\$6.90	\$0.00	\$80.87
ELECTRICIANS LOCAL 7	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
ELECTRICIANS LOCAL 7	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37
For apprentice rates see "Apprentice- ELECTRICIAN"							
FIRE ALARM REPAIR / MAINTENANCE	6/29/2025	\$52.16	\$13.50	\$8.31	\$6.90	\$0.00	\$80.87
/ COMMISSIONING	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
ELECTRICIANS LOCAL 7	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
ELECTRICIANS LOCAL 7	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"							
FIREMAN	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental	Unemployment	Total Rate
Apprentice: FIREMAN								
Effective Date: 12/1/2023								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental	Unemployment	Total Rate
1	60.00	\$23.42	\$13.78	\$12.15	\$3.00	\$0.00	\$0.00	\$52.35
2	70.00	\$27.32	\$13.78	\$12.15	\$3.00	\$0.00	\$0.00	\$56.25
3	80.00	\$31.22	\$13.78	\$12.15	\$3.00	\$0.00	\$0.00	\$60.15
4	90.00	\$35.13	\$13.78	\$12.15	\$3.00	\$0.00	\$0.00	\$64.06

Apprentice to Journeyworker Ratio: 1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/1/2025	\$28.09	\$10.15	\$9.50	\$6.56	\$0.00	\$54.30
LABORERS	6/1/2026	\$29.21	\$10.15	\$9.50	\$6.56	\$0.00	\$55.42
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$29.21	\$10.15	\$9.50	\$6.56	\$0.00	\$55.42

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

FLOORCOVERER	9/1/2025	\$43.44	\$8.56	\$11.25	\$6.90	\$0.00	\$70.15
FLOORCOVERERS LOCAL 2168	3/1/2026	\$44.34	\$8.56	\$11.25	\$6.90	\$0.00	\$71.05
FLOORCOVERERS LOCAL 2168 ZONE III	9/1/2026	\$45.29	\$8.56	\$11.25	\$6.90	\$0.00	\$72.00
	3/1/2027	\$46.19	\$8.56	\$11.25	\$6.90	\$0.00	\$72.90

Apprentice: FLOORCOVERER
Effective Date: 9/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental	Unemployment	Total Rate
1	45.00	\$19.55	\$8.56	\$0.00	\$1.38	\$0.00	\$0.00	\$29.49
2	45.00	\$19.55	\$8.56	\$0.00	\$1.38	\$0.00	\$0.00	\$29.49
3	55.00	\$23.89	\$8.56	\$0.00	\$2.76	\$0.00	\$0.00	\$35.21
4	55.00	\$23.89	\$8.56	\$0.00	\$2.76	\$0.00	\$0.00	\$35.21
5	70.00	\$30.41	\$8.56	\$11.25	\$4.14	\$0.00	\$0.00	\$54.36
6	70.00	\$30.41	\$8.56	\$11.25	\$4.14	\$0.00	\$0.00	\$54.36
7	80.00	\$34.75	\$8.56	\$11.25	\$5.52	\$0.00	\$0.00	\$60.08
8	80.00	\$34.75	\$8.56	\$11.25	\$5.52	\$0.00	\$0.00	\$60.08

Apprentice: FLOORCOVERER
Effective Date: 3/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental	Unemployment	Total Rate
1	45.00	\$19.95	\$8.56	\$0.00	\$1.38	\$0.00	\$0.00	\$29.89
2	45.00	\$19.95	\$8.56	\$0.00	\$1.38	\$0.00	\$0.00	\$29.89
3	55.00	\$24.39	\$8.56	\$0.00	\$2.76	\$0.00	\$0.00	\$35.71
4	55.00	\$24.39	\$8.56	\$0.00	\$2.76	\$0.00	\$0.00	\$35.71
5	70.00	\$31.04	\$8.56	\$11.25	\$4.14	\$0.00	\$0.00	\$54.99
6	70.00	\$31.04	\$8.56	\$11.25	\$4.14	\$0.00	\$0.00	\$54.99
7	80.00	\$35.47	\$8.56	\$11.25	\$5.52	\$0.00	\$0.00	\$60.80
8	80.00	\$35.47	\$8.56	\$11.25	\$5.52	\$0.00	\$0.00	\$60.80

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental	Unemployment	Total Rate
Apprentice Notes								
Steps are 750 hrs.								

Apprentice to Journeyworker Ratio: 1:1

FORK LIFT OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.25	\$13.78	\$12.15	\$3.00	\$0.00	\$68.18
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATORS/LIGHTING PLANTS OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$35.80	\$13.78	\$12.15	\$3.00	\$0.00	\$64.73
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 1333 GLAZIERS LOCAL 1333	6/1/2025	\$43.13	\$10.80	\$8.25	\$5.50	\$0.00	\$67.68
	6/1/2026	\$44.73	\$11.20	\$8.40	\$6.05	\$0.00	\$70.38
	6/1/2027	\$46.73	\$11.60	\$8.55	\$6.60	\$0.00	\$73.48
	6/1/2028	\$48.73	\$12.00	\$8.70	\$7.20	\$0.00	\$76.63

Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)**Effective Date: 6/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental	Unemployment	Total Rate
1	50.00	\$21.57	\$10.80	\$8.25	\$5.50	\$0.00	\$46.12	
2	56.25	\$24.26	\$10.80	\$8.25	\$5.50	\$0.00	\$48.81	
3	62.50	\$26.96	\$10.80	\$8.25	\$5.50	\$0.00	\$51.51	
4	68.75	\$29.65	\$10.80	\$8.25	\$5.50	\$0.00	\$54.20	
5	75.00	\$32.35	\$10.80	\$8.25	\$5.50	\$0.00	\$56.90	
6	81.25	\$35.04	\$10.80	\$8.25	\$5.50	\$0.00	\$59.59	
7	87.50	\$37.74	\$10.80	\$8.25	\$5.50	\$0.00	\$62.29	
8	93.75	\$40.43	\$10.80	\$8.25	\$5.50	\$0.00	\$64.98	

Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)**Effective Date: 6/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental	Unemployment	Total Rate
1	50.00	\$22.37	\$11.20	\$8.40	\$6.05	\$0.00	\$48.02	
2	56.25	\$25.16	\$11.20	\$8.40	\$6.05	\$0.00	\$50.81	
3	62.50	\$27.96	\$11.20	\$8.40	\$6.05	\$0.00	\$53.61	
4	68.75	\$30.75	\$11.20	\$8.40	\$6.05	\$0.00	\$56.40	
5	75.00	\$33.55	\$11.20	\$8.40	\$6.05	\$0.00	\$59.20	
6	81.25	\$36.34	\$11.20	\$8.40	\$6.05	\$0.00	\$61.99	
7	87.50	\$39.14	\$11.20	\$8.40	\$6.05	\$0.00	\$64.79	
8	93.75	\$41.93	\$11.20	\$8.40	\$6.05	\$0.00	\$67.58	

Apprentice to Journeyworker Ratio: 3:1

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
GRADER/TRENCHING MACHINE/DERRICK OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
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HVAC (DUCTWORK)	7/1/2025	\$43.48	\$12.94	\$11.01	\$8.72	\$2.13	\$78.28
SHEETMETAL WORKERS LOCAL 63	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
SHEETMETAL WORKERS LOCAL 63	1/1/2027	\$43.48	\$13.54	\$11.01	\$11.12	\$2.13	\$81.28
	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
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HVAC (ELECTRICAL CONTROLS)	6/29/2025	\$52.16	\$13.50	\$8.31	\$6.90	\$0.00	\$80.87
ELECTRICIANS LOCAL 7	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
ELECTRICIANS LOCAL 7	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37
For apprentice rates see "Apprentice- ELECTRICIAN"							
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HVAC (TESTING AND BALANCING - AIR)	7/1/2025	\$43.48	\$12.94	\$11.01	\$8.72	\$2.13	\$78.28
SHEETMETAL WORKERS LOCAL 63	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
SHEETMETAL WORKERS LOCAL 63	1/1/2027	\$43.48	\$13.54	\$11.01	\$11.12	\$2.13	\$81.28
	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
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HVAC (TESTING AND BALANCING -WATER)	9/17/2025	\$52.26	\$12.00	\$10.85	\$7.10	\$0.00	\$82.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$54.26	\$12.00	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$56.26	\$12.00	\$10.85	\$7.10	\$0.00	\$86.21
	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
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HVAC MECHANIC	9/17/2025	\$52.26	\$12.00	\$10.85	\$7.10	\$0.00	\$82.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$54.26	\$12.00	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$56.26	\$12.00	\$10.85	\$7.10	\$0.00	\$86.21
	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
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HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/1/2025	\$37.49	\$10.15	\$9.50	\$6.56	\$0.00	\$63.70
LABORERS	6/1/2026	\$38.79	\$10.15	\$9.50	\$6.56	\$0.00	\$65.00
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$40.08	\$10.15	\$9.50	\$6.56	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
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INSULATOR (PIPES & TANKS)	9/1/2025	\$48.27	\$14.75	\$9.52	\$10.09	\$0.00	\$82.63

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental	Unemployment	Total Rate
HEAT & FROST INSULATORS LOCAL 6	9/1/2026	\$51.01	\$14.75	\$9.52	\$10.09		\$0.00	\$85.37
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)								

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

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental	Unemployment	Total Rate
1	50.00	\$24.14	\$14.75	\$9.27	\$5.05		\$0.00	\$53.21
2	60.00	\$28.96	\$14.75	\$9.32	\$6.05		\$0.00	\$59.08
3	70.00	\$33.79	\$14.75	\$9.37	\$7.06		\$0.00	\$64.97
4	80.00	\$38.62	\$14.75	\$9.42	\$8.07		\$0.00	\$70.86

Apprentice: INSULATOR (PIPES & TANKS)**Effective Date: 9/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental	Unemployment	Total Rate
1	50.00	\$25.51	\$14.75	\$9.27	\$5.05		\$0.00	\$54.58
2	60.00	\$30.61	\$14.75	\$9.32	\$6.05		\$0.00	\$60.73
3	70.00	\$35.71	\$14.75	\$9.37	\$7.06		\$0.00	\$66.89
4	80.00	\$40.81	\$14.75	\$9.42	\$8.07		\$0.00	\$73.05

Apprentice to Journeyworker Ratio: 1:4

IRONWORKER/WELDER	3/16/2024	\$40.66	\$8.25	\$12.70	\$10.00	\$0.00	\$71.61
IRONWORKERS LOCAL 7							
IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)							

Apprentice: IRONWORKER/WELDER**Effective Date: 3/16/2024**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental	Unemployment	Total Rate
1	60.00	\$24.40	\$8.25	\$12.70	\$10.00		\$0.00	\$55.35
2	70.00	\$28.46	\$8.25	\$12.70	\$10.00		\$0.00	\$59.41
3	75.00	\$30.50	\$8.25	\$12.70	\$10.00		\$0.00	\$61.45
4	80.00	\$32.53	\$8.25	\$12.70	\$10.00		\$0.00	\$63.48
5	85.00	\$34.56	\$8.25	\$12.70	\$10.00		\$0.00	\$65.51
6	90.00	\$36.59	\$8.25	\$12.70	\$10.00		\$0.00	\$67.54

Apprentice to Journeyworker Ratio: 1:4

JACKHAMMER & PAVING BREAKER OPERATOR	12/1/2025	\$37.00	\$10.15	\$9.50	\$8.57	\$0.00	\$65.22
LABORERS	6/1/2026	\$38.30	\$10.15	\$9.50	\$8.57	\$0.00	\$66.52
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$39.60	\$10.15	\$9.50	\$8.57	\$0.00	\$67.82
	6/7/2027	\$41.00	\$10.15	\$9.50	\$8.57	\$0.00	\$69.22
	12/6/2027	\$42.40	\$10.15	\$9.50	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.90	\$10.15	\$9.50	\$8.57	\$0.00	\$72.12
	12/4/2028	\$45.40	\$10.15	\$9.50	\$8.57	\$0.00	\$73.62

For apprentice rates see "Apprentice- LABORER"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORER	12/1/2025	\$36.75	\$10.15	\$9.50	\$8.57	\$0.00	\$64.97
LABORERS	6/1/2026	\$38.05	\$10.15	\$9.50	\$8.57	\$0.00	\$66.27
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$39.35	\$10.15	\$9.50	\$8.57	\$0.00	\$67.57
	6/7/2027	\$40.75	\$10.15	\$9.50	\$8.57	\$0.00	\$68.97
	12/6/2027	\$42.15	\$10.15	\$9.50	\$8.57	\$0.00	\$70.37
	6/5/2028	\$43.65	\$10.15	\$9.50	\$8.57	\$0.00	\$71.87
	12/4/2028	\$45.15	\$10.15	\$9.50	\$8.57	\$0.00	\$73.37

Apprentice: LABORER**Effective Date: 12/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.05	\$9.90	\$9.25	\$8.32	\$0.00	\$49.52
2	70.00	\$25.73	\$9.90	\$9.25	\$8.32	\$0.00	\$53.20
3	80.00	\$29.40	\$9.90	\$9.25	\$8.32	\$0.00	\$56.87
4	90.00	\$33.08	\$9.90	\$9.25	\$8.32	\$0.00	\$60.55

Apprentice: LABORER**Effective Date: 6/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.83	\$10.15	\$9.50	\$8.57	\$0.00	\$51.05
2	70.00	\$26.64	\$10.15	\$9.50	\$8.57	\$0.00	\$54.86
3	80.00	\$30.44	\$10.15	\$9.50	\$8.57	\$0.00	\$58.66
4	90.00	\$34.25	\$10.15	\$9.50	\$8.57	\$0.00	\$62.47

Apprentice to Journeyworker Ratio: 1:5

LABORER (HEAVY & HIGHWAY)	12/1/2025	\$36.74	\$10.15	\$9.50	\$6.56	\$0.00	\$62.95
LABORERS	6/1/2026	\$38.04	\$10.15	\$9.50	\$6.56	\$0.00	\$64.25
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$39.33	\$10.15	\$9.50	\$6.56	\$0.00	\$65.54

Apprentice: LABORER (HEAVY & HIGHWAY)**Effective Date: 12/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.04	\$9.90	\$9.25	\$6.31	\$0.00	\$47.50
2	70.00	\$25.72	\$9.90	\$9.25	\$6.31	\$0.00	\$51.18
3	80.00	\$29.40	\$9.90	\$9.25	\$6.31	\$0.00	\$54.86
4	90.00	\$33.07	\$9.90	\$9.25	\$6.31	\$0.00	\$58.53

Apprentice: LABORER (HEAVY & HIGHWAY)**Effective Date: 6/1/2026**

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
Apprentice: LABORER (HEAVY & HIGHWAY)								
Effective Date: 6/1/2026								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
1	60.00	\$22.82	\$10.15	\$9.50	\$6.56	\$0.00	\$49.03	
2	70.00	\$26.63	\$10.15	\$9.50	\$6.56	\$0.00	\$52.84	
3	80.00	\$30.43	\$10.15	\$9.50	\$6.56	\$0.00	\$56.64	
4	90.00	\$34.24	\$10.15	\$9.50	\$6.56	\$0.00	\$60.45	
Apprentice to Journeyworker Ratio: 1:5								
LABORER: CARPENTER TENDER		12/1/2025	\$36.75	\$10.15	\$9.50	\$8.57	\$0.00	\$64.97
LABORERS		6/1/2026	\$38.05	\$10.15	\$9.50	\$8.57	\$0.00	\$66.27
LABORERS - ZONE 3 (BUILDING & SITE)		12/7/2026	\$39.35	\$10.15	\$9.50	\$8.57	\$0.00	\$67.57
		6/7/2027	\$40.75	\$10.15	\$9.50	\$8.57	\$0.00	\$68.97
		12/6/2027	\$42.15	\$10.15	\$9.50	\$8.57	\$0.00	\$70.37
		6/5/2028	\$43.65	\$10.15	\$9.50	\$8.57	\$0.00	\$71.87
		12/4/2028	\$45.15	\$10.15	\$9.50	\$8.57	\$0.00	\$73.37
For apprentice rates see "Apprentice- LABORER"								
LABORER: CEMENT FINISHER TENDER		12/1/2025	\$36.75	\$10.15	\$9.50	\$8.57	\$0.00	\$64.97
LABORERS		6/1/2026	\$38.05	\$10.15	\$9.50	\$8.57	\$0.00	\$66.27
LABORERS - ZONE 3 (BUILDING & SITE)		12/7/2026	\$39.35	\$10.15	\$9.50	\$8.57	\$0.00	\$67.57
		6/7/2027	\$40.75	\$10.15	\$9.50	\$8.57	\$0.00	\$68.97
		12/6/2027	\$42.15	\$10.15	\$9.50	\$8.57	\$0.00	\$70.37
		6/5/2028	\$43.65	\$10.15	\$9.50	\$8.57	\$0.00	\$71.87
		12/4/2028	\$45.15	\$10.15	\$9.50	\$8.57	\$0.00	\$73.37
For apprentice rates see "Apprentice- LABORER"								
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER		12/1/2025	\$36.67	\$10.15	\$9.50	\$8.70	\$0.00	\$65.02
LABORERS		6/1/2026	\$37.97	\$10.15	\$9.50	\$8.70	\$0.00	\$66.32
LABORERS - ZONE 3 (BUILDING & SITE)		12/7/2026	\$39.27	\$10.15	\$9.50	\$8.70	\$0.00	\$67.62
		6/7/2027	\$40.67	\$10.15	\$9.50	\$8.70	\$0.00	\$69.02
		12/6/2027	\$42.07	\$10.15	\$9.50	\$8.70	\$0.00	\$70.42
		6/5/2028	\$43.57	\$10.15	\$9.50	\$8.70	\$0.00	\$71.92
		12/4/2028	\$45.07	\$10.15	\$9.50	\$8.70	\$0.00	\$73.42
For apprentice rates see "Apprentice- LABORER"								
LABORER: MASON TENDER		12/1/2025	\$39.75	\$10.15	\$9.50	\$8.57	\$0.00	\$67.97
LABORERS		6/1/2026	\$41.05	\$10.15	\$9.50	\$8.57	\$0.00	\$69.27
LABORERS - ZONE 3 (BUILDING & SITE)		12/7/2026	\$42.35	\$10.15	\$9.50	\$8.57	\$0.00	\$70.57
		6/7/2027	\$43.75	\$10.15	\$9.50	\$8.57	\$0.00	\$71.97
		12/6/2027	\$45.15	\$10.15	\$9.50	\$8.57	\$0.00	\$73.37
		6/5/2028	\$46.65	\$10.15	\$9.50	\$8.57	\$0.00	\$74.87
		12/4/2028	\$48.15	\$10.15	\$9.50	\$8.57	\$0.00	\$76.37
For apprentice rates see "Apprentice- LABORER"								
LABORER: MASON TENDER (HEAVY & HIGHWAY)		12/1/2025	\$36.99	\$10.15	\$9.50	\$6.56	\$0.00	\$63.20
LABORERS		6/1/2026	\$38.29	\$10.15	\$9.50	\$6.56	\$0.00	\$64.50
LABORERS - ZONE 3 (HEAVY & HIGHWAY)								

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2026	\$39.58	\$10.15	\$9.50	\$6.56	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
LABORER: MULTI-TRADE TENDER	12/1/2025	\$36.75	\$10.15	\$9.50	\$8.57	\$0.00	\$64.97
LABORERS	6/1/2026	\$38.05	\$10.15	\$9.50	\$8.57	\$0.00	\$66.27
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$39.35	\$10.15	\$9.50	\$8.57	\$0.00	\$67.57
	6/7/2027	\$40.75	\$10.15	\$9.50	\$8.57	\$0.00	\$68.97
	12/6/2027	\$42.15	\$10.15	\$9.50	\$8.57	\$0.00	\$70.37
	6/5/2028	\$43.65	\$10.15	\$9.50	\$8.57	\$0.00	\$71.87
	12/4/2028	\$45.15	\$10.15	\$9.50	\$8.57	\$0.00	\$73.37
For apprentice rates see "Apprentice- LABORER"							
LABORER: TREE REMOVER	12/1/2025	\$36.75	\$10.15	\$9.50	\$8.57	\$0.00	\$64.97
LABORERS	6/1/2026	\$38.05	\$10.15	\$9.50	\$8.57	\$0.00	\$66.27
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$39.35	\$10.15	\$9.50	\$8.57	\$0.00	\$67.57
	6/7/2027	\$40.75	\$10.15	\$9.50	\$8.57	\$0.00	\$68.97
	12/6/2027	\$42.15	\$10.15	\$9.50	\$8.57	\$0.00	\$70.37
	6/5/2028	\$43.65	\$10.15	\$9.50	\$8.57	\$0.00	\$71.87
	12/4/2028	\$45.15	\$10.15	\$9.50	\$8.57	\$0.00	\$73.37
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"							
LASER BEAM OPERATOR	12/1/2025	\$37.00	\$10.15	\$9.50	\$8.57	\$0.00	\$65.22
LABORERS	6/1/2026	\$38.30	\$10.15	\$9.50	\$8.57	\$0.00	\$66.52
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$39.60	\$10.15	\$9.50	\$8.57	\$0.00	\$67.82
	6/7/2027	\$41.00	\$10.15	\$9.50	\$8.57	\$0.00	\$69.22
	12/6/2027	\$42.40	\$10.15	\$9.50	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.90	\$10.15	\$9.50	\$8.57	\$0.00	\$72.12
	12/4/2028	\$45.40	\$10.15	\$9.50	\$8.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/1/2025	\$36.99	\$10.15	\$9.50	\$6.56	\$0.00	\$63.20
LABORERS	6/1/2026	\$38.29	\$10.15	\$9.50	\$6.56	\$0.00	\$64.50
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$39.58	\$10.15	\$9.50	\$6.56	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
MARBLE & TILE FINISHERS	8/1/2025	\$45.56	\$11.49	\$15.10	\$5.68	\$0.00	\$77.83
BRICKLAYERS LOCAL 3	2/1/2026	\$46.64	\$11.49	\$15.10	\$5.68	\$0.00	\$78.91
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	8/1/2026	\$48.40	\$11.49	\$15.10	\$5.68	\$0.00	\$80.67
	2/1/2027	\$49.52	\$11.49	\$15.10	\$5.68	\$0.00	\$81.79
Apprentice: MARBLE & TILE FINISHERS Effective Date: 8/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$22.78	\$11.49	\$15.10	\$5.68	\$0.00	\$55.05
2	60.00	\$27.34	\$11.49	\$15.10	\$5.68	\$0.00	\$59.61
3	70.00	\$31.89	\$11.49	\$15.10	\$5.68	\$0.00	\$64.16
4	80.00	\$36.45	\$11.49	\$15.10	\$5.68	\$0.00	\$68.72

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: MARBLE & TILE FINISHERS							
Effective Date: 8/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
5	90.00	\$41.00	\$11.49	\$15.10	\$5.68	\$0.00	\$73.27

Apprentice: MARBLE & TILE FINISHERS							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$23.32	\$11.49	\$15.10	\$5.68	\$0.00	\$55.59
2	60.00	\$27.98	\$11.49	\$15.10	\$5.68	\$0.00	\$60.25
3	70.00	\$32.65	\$11.49	\$15.10	\$5.68	\$0.00	\$64.92
4	80.00	\$37.31	\$11.49	\$15.10	\$5.68	\$0.00	\$69.58
5	90.00	\$41.98	\$11.49	\$15.10	\$5.68	\$0.00	\$74.25

Apprentice to Journeyworker Ratio: 1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3)	1/6/2025	\$43.42	\$10.08	\$11.47	\$9.75	\$0.00	\$74.72
MILLWRIGHTS LOCAL 1121	1/5/2026	\$45.70	\$10.08	\$11.47	\$9.75	\$0.00	\$77.00
MILLWRIGHTS LOCAL 1121 - Zone 3							

Apprentice: MILLWRIGHT (Zone 3)							
Effective Date: 1/6/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$23.88	\$10.08	\$0.00	\$5.36	\$0.00	\$39.32
2	65.00	\$28.22	\$10.08	\$0.00	\$6.34	\$0.00	\$44.64
3	75.00	\$32.57	\$10.08	\$11.47	\$7.31	\$0.00	\$61.43
4	85.00	\$36.91	\$10.08	\$11.47	\$8.29	\$0.00	\$66.75

Apprentice: MILLWRIGHT (Zone 3)							
Effective Date: 1/5/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$25.14	\$10.08	\$0.00	\$5.36	\$0.00	\$40.58

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: MILLWRIGHT (Zone 3)							
Effective Date: 1/5/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
2	65.00	\$29.71	\$10.08	\$0.00	\$6.34	\$0.00	\$46.13
3	75.00	\$34.28	\$10.08	\$11.47	\$7.31	\$0.00	\$63.14
4	85.00	\$38.85	\$10.08	\$11.47	\$8.29	\$0.00	\$68.69

Apprentice Notes

Step 1&2 Appr. indentured after 1/6/2020 receive no pension,

Apprentice to Journeyworker Ratio: 1:4

MORTAR MIXER	12/1/2025	\$37.00	\$10.15	\$9.50	\$8.57	\$0.00	\$65.22
LABORERS	6/1/2026	\$38.30	\$10.15	\$9.50	\$8.57	\$0.00	\$66.52
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$39.60	\$10.15	\$9.50	\$8.57	\$0.00	\$67.82
	6/7/2027	\$41.00	\$10.15	\$9.50	\$8.57	\$0.00	\$69.22
	12/6/2027	\$42.40	\$10.15	\$9.50	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.90	\$10.15	\$9.50	\$8.57	\$0.00	\$72.12
	12/4/2028	\$45.40	\$10.15	\$9.50	\$8.57	\$0.00	\$73.62

For apprentice rates see "Apprentice- LABORER"

OILER	12/1/2023	\$35.02	\$13.78	\$12.15	\$3.00	\$0.00	\$63.95
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS VI	12/1/2023	\$32.74	\$13.78	\$12.15	\$3.00	\$0.00	\$61.67
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS)	7/1/2025	\$58.51	\$10.30	\$11.95	\$12.50	\$0.00	\$93.26
PAINTERS LOCAL 35	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.60	\$0.00	\$94.51
PAINTERS LOCAL 35 - ZONE 3							

Apprentice: PAINTER (BRIDGES/TANKS)**Effective Date: 7/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.26	\$10.30	\$0.00	\$0.00	\$0.00	\$39.56
2	55.00	\$32.18	\$10.30	\$0.00	\$6.88	\$0.00	\$49.36
3	60.00	\$35.11	\$10.30	\$0.00	\$7.50	\$0.00	\$52.91
4	65.00	\$38.03	\$10.30	\$0.00	\$8.13	\$0.00	\$56.46
5	70.00	\$40.96	\$10.30	\$11.95	\$8.75	\$0.00	\$71.96
6	75.00	\$43.88	\$10.30	\$11.95	\$9.38	\$0.00	\$75.51
7	80.00	\$46.81	\$10.30	\$11.95	\$10.00	\$0.00	\$79.06
8	90.00	\$52.66	\$10.30	\$11.95	\$11.25	\$0.00	\$86.16

Construction

Classification		Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER (BRIDGES/TANKS)								
Effective Date: 1/1/2026								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
1	50.00	\$29.78	\$10.35	\$0.00	\$0.00	\$0.00	\$40.13	
2	55.00	\$32.76	\$10.35	\$0.00	\$6.93	\$0.00	\$50.04	
3	60.00	\$35.74	\$10.35	\$0.00	\$7.56	\$0.00	\$53.65	
4	65.00	\$38.71	\$10.35	\$0.00	\$8.19	\$0.00	\$57.25	
5	70.00	\$41.69	\$10.35	\$12.00	\$8.82	\$0.00	\$72.86	
6	75.00	\$44.67	\$10.35	\$12.00	\$9.45	\$0.00	\$76.47	
7	80.00	\$47.65	\$10.35	\$12.00	\$10.08	\$0.00	\$80.08	
8	90.00	\$53.60	\$10.35	\$12.00	\$11.34	\$0.00	\$87.29	

Apprentice to Journeyworker Ratio: 1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	7/1/2025	\$41.13	\$10.30	\$11.95	\$8.25	\$0.00	\$71.63
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.	1/1/2026	\$42.03	\$10.35	\$12.00	\$8.35	\$0.00	\$72.73
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							

Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) ***Effective Date: 7/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$20.57	\$10.30	\$0.00	\$0.00	\$0.00	\$30.87
2	55.00	\$22.62	\$10.30	\$0.00	\$4.54	\$0.00	\$37.46
3	60.00	\$24.68	\$10.30	\$0.00	\$4.95	\$0.00	\$39.93
4	65.00	\$26.73	\$10.30	\$0.00	\$5.36	\$0.00	\$42.39
5	70.00	\$28.79	\$10.30	\$11.95	\$5.78	\$0.00	\$56.82
6	75.00	\$30.85	\$10.30	\$11.95	\$6.19	\$0.00	\$59.29
7	80.00	\$32.90	\$10.30	\$11.95	\$6.60	\$0.00	\$61.75
8	90.00	\$37.02	\$10.30	\$11.95	\$7.43	\$0.00	\$66.70

Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) ***Effective Date: 1/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$21.02	\$10.35	\$0.00	\$0.00	\$0.00	\$31.37
2	55.00	\$23.12	\$10.35	\$0.00	\$4.59	\$0.00	\$38.06
3	60.00	\$25.22	\$10.35	\$0.00	\$5.01	\$0.00	\$40.58
4	65.00	\$27.32	\$10.35	\$0.00	\$5.43	\$0.00	\$43.10
5	70.00	\$29.42	\$10.35	\$12.00	\$5.85	\$0.00	\$57.62
6	75.00	\$31.52	\$10.35	\$12.00	\$6.26	\$0.00	\$60.13
7	80.00	\$33.62	\$10.35	\$12.00	\$6.68	\$0.00	\$62.65
8	90.00	\$37.83	\$10.35	\$12.00	\$7.52	\$0.00	\$67.70

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice to Journeyworker Ratio: 1:1							
PAINTER (SPRAY OR SANDBLAST, REPAINT)	7/1/2025	\$38.45	\$10.30	\$11.95	\$8.25	\$0.00	\$68.95
PAINTERS LOCAL 35	1/1/2026	\$39.35	\$10.35	\$12.00	\$8.35	\$0.00	\$70.05
PAINTERS LOCAL 35 - ZONE 3							
Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$19.23	\$10.30	\$0.00	\$0.00	\$0.00	\$29.53
2	55.00	\$21.15	\$10.30	\$0.00	\$4.54	\$0.00	\$35.99
3	60.00	\$23.07	\$10.30	\$0.00	\$4.95	\$0.00	\$38.32
4	65.00	\$24.99	\$10.30	\$0.00	\$5.36	\$0.00	\$40.65
5	70.00	\$26.92	\$10.30	\$11.95	\$5.78	\$0.00	\$54.95
6	75.00	\$28.84	\$10.30	\$11.95	\$6.19	\$0.00	\$57.28
7	80.00	\$30.76	\$10.30	\$11.95	\$6.60	\$0.00	\$59.61
8	90.00	\$34.61	\$10.30	\$11.95	\$7.43	\$0.00	\$64.29
Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$19.68	\$10.35	\$0.00	\$0.00	\$0.00	\$30.03
2	55.00	\$21.64	\$10.35	\$0.00	\$4.59	\$0.00	\$36.58
3	60.00	\$23.61	\$10.35	\$0.00	\$5.01	\$0.00	\$38.97
4	65.00	\$25.58	\$10.35	\$0.00	\$5.43	\$0.00	\$41.36
5	70.00	\$27.55	\$10.35	\$12.00	\$5.85	\$0.00	\$55.75
6	75.00	\$29.51	\$10.35	\$12.00	\$6.26	\$0.00	\$58.12
7	80.00	\$31.48	\$10.35	\$12.00	\$6.68	\$0.00	\$60.51
8	90.00	\$35.42	\$10.35	\$12.00	\$7.52	\$0.00	\$65.29
Apprentice to Journeyworker Ratio: 1:1							
PAINTER / TAPER (BRUSH, NEW) *	7/1/2025	\$39.73	\$10.30	\$11.95	\$8.25	\$0.00	\$70.23
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.	1/1/2026	\$40.63	\$10.35	\$12.00	\$8.35	\$0.00	\$71.33
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							
Apprentice: PAINTER / TAPER (BRUSH, NEW) *							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$19.87	\$10.30	\$0.00	\$0.00	\$0.00	\$30.17
2	55.00	\$21.85	\$10.30	\$0.00	\$4.54	\$0.00	\$36.69
3	60.00	\$23.84	\$10.30	\$0.00	\$4.95	\$0.00	\$39.09

Construction

Classification		Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER / TAPER (BRUSH, NEW) *								
Effective Date: 7/1/2025								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
4	65.00	\$25.82	\$10.30	\$0.00	\$5.36	\$0.00	\$41.48	
5	70.00	\$27.81	\$10.30	\$11.95	\$5.78	\$0.00	\$55.84	
6	75.00	\$29.80	\$10.30	\$11.95	\$6.19	\$0.00	\$58.24	
7	80.00	\$31.78	\$10.30	\$11.95	\$6.60	\$0.00	\$60.63	
8	90.00	\$35.76	\$10.30	\$11.95	\$7.43	\$0.00	\$65.44	

Classification		Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER / TAPER (BRUSH, NEW) *								
Effective Date: 1/1/2026								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
1	50.00	\$20.32	\$10.35	\$0.00	\$0.00	\$0.00	\$30.67	
2	55.00	\$22.35	\$10.35	\$0.00	\$4.59	\$0.00	\$37.29	
3	60.00	\$24.38	\$10.35	\$0.00	\$5.01	\$0.00	\$39.74	
4	65.00	\$26.41	\$10.35	\$0.00	\$5.43	\$0.00	\$42.19	
5	70.00	\$28.44	\$10.35	\$12.00	\$5.85	\$0.00	\$56.64	
6	75.00	\$30.47	\$10.35	\$12.00	\$6.26	\$0.00	\$59.08	
7	80.00	\$32.50	\$10.35	\$12.00	\$6.68	\$0.00	\$61.53	
8	90.00	\$36.57	\$10.35	\$12.00	\$7.52	\$0.00	\$66.44	

Apprentice to Journeyworker Ratio: 1:1

PAINTER / TAPER (BRUSH, REPAINT)	7/1/2025	\$37.05	\$10.30	\$11.95	\$8.25	\$0.00	\$67.55
PAINTERS LOCAL 35	1/1/2026	\$37.95	\$10.35	\$12.00	\$8.35	\$0.00	\$68.65
PAINTERS LOCAL 35 - ZONE 3							

Classification		Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER / TAPER (BRUSH, REPAINT)								
Effective Date: 7/1/2025								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	
1	50.00	\$18.53	\$10.30	\$0.00	\$0.00	\$0.00	\$28.83	
2	55.00	\$20.38	\$10.30	\$0.00	\$4.54	\$0.00	\$35.22	
3	60.00	\$22.23	\$10.30	\$0.00	\$4.95	\$0.00	\$37.48	
4	65.00	\$24.08	\$10.30	\$0.00	\$5.36	\$0.00	\$39.74	
5	70.00	\$25.94	\$10.30	\$11.95	\$5.78	\$0.00	\$53.97	
6	75.00	\$27.79	\$10.30	\$11.95	\$6.19	\$0.00	\$56.23	
7	80.00	\$29.64	\$10.30	\$11.95	\$6.60	\$0.00	\$58.49	
8	90.00	\$33.35	\$10.30	\$11.95	\$7.43	\$0.00	\$63.03	

Classification		Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER / TAPER (BRUSH, REPAINT)								
Effective Date: 1/1/2026								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER / TAPER (BRUSH, REPAINT)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$18.98	\$10.35	\$0.00	\$0.00	\$0.00	\$29.33
2	55.00	\$20.87	\$10.35	\$0.00	\$4.59	\$0.00	\$35.81
3	60.00	\$22.77	\$10.35	\$0.00	\$5.01	\$0.00	\$38.13
4	65.00	\$24.67	\$10.35	\$0.00	\$5.43	\$0.00	\$40.45
5	70.00	\$26.57	\$10.35	\$12.00	\$5.85	\$0.00	\$54.77
6	75.00	\$28.46	\$10.35	\$12.00	\$6.26	\$0.00	\$57.07
7	80.00	\$30.36	\$10.35	\$12.00	\$6.68	\$0.00	\$59.39
8	90.00	\$34.16	\$10.35	\$12.00	\$7.52	\$0.00	\$64.03
Apprentice to Journeyworker Ratio: 1:1							
PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/1/2025	\$36.74	\$10.15	\$9.50	\$6.56	\$0.00	\$62.95
LABORERS	6/1/2026	\$38.04	\$10.15	\$9.50	\$6.56	\$0.00	\$64.25
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$39.33	\$10.15	\$9.50	\$6.56	\$0.00	\$65.54
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
PANEL & PICKUP TRUCKS DRIVER	12/1/2025	\$40.78	\$15.57	\$21.78	\$0.00	\$0.00	\$78.13
TEAMSTERS JOINT COUNCIL NO. 10	1/1/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$0.00	\$78.73
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$0.00	\$79.73
	12/1/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$0.00	\$81.47
	1/1/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$0.00	\$82.07
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
For apprentice rates see "Apprentice- PILE DRIVER"							
PILE DRIVER	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
Apprentice: PILE DRIVER							
Effective Date: 8/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$22.14	\$10.08	\$0.00	\$2.53	\$0.00	\$34.75
2	55.00	\$27.05	\$10.08	\$0.00	\$5.07	\$0.00	\$42.20
3	70.00	\$34.43	\$10.08	\$11.62	\$7.60	\$0.00	\$63.73
4	80.00	\$39.35	\$10.08	\$11.62	\$10.14	\$0.00	\$71.19
Apprentice to Journeyworker Ratio: 1:5							
PIPELAYER	12/1/2025	\$37.00	\$10.15	\$9.50	\$8.57	\$0.00	\$65.22
LABORERS	6/1/2026	\$38.30	\$10.15	\$9.50	\$8.57	\$0.00	\$66.52
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$39.60	\$10.15	\$9.50	\$8.57	\$0.00	\$67.82

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/7/2027	\$41.00	\$10.15	\$9.50	\$8.57	\$0.00	\$69.22
	12/6/2027	\$42.40	\$10.15	\$9.50	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.90	\$10.15	\$9.50	\$8.57	\$0.00	\$72.12
	12/4/2028	\$45.40	\$10.15	\$9.50	\$8.57	\$0.00	\$73.62

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY)	12/1/2025	\$36.99	\$10.15	\$9.50	\$6.56	\$0.00	\$63.20
LABORERS	6/1/2026	\$38.29	\$10.15	\$9.50	\$6.56	\$0.00	\$64.50
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$39.58	\$10.15	\$9.50	\$6.56	\$0.00	\$65.79

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

PLUMBER & PIPEFITTER	9/17/2025	\$52.26	\$12.00	\$10.85	\$7.10	\$0.00	\$82.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$54.26	\$12.00	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$56.26	\$12.00	\$10.85	\$7.10	\$0.00	\$86.21
	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21

Apprentice: PLUMBER & PIPEFITTER**Effective Date: 9/17/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$23.52	\$12.00	\$10.85	\$0.00	\$0.00	\$46.37
2	50.00	\$26.13	\$12.00	\$10.85	\$0.00	\$0.00	\$48.98
3	55.00	\$28.74	\$12.00	\$10.85	\$0.00	\$0.00	\$51.59
4	60.00	\$31.36	\$12.00	\$10.85	\$0.00	\$0.00	\$54.21
5	65.00	\$33.97	\$12.00	\$10.85	\$0.00	\$0.00	\$56.82
6	70.00	\$36.58	\$12.00	\$10.85	\$0.00	\$0.00	\$59.43
7	75.00	\$39.20	\$12.00	\$10.85	\$0.00	\$0.00	\$62.05
8	80.00	\$41.81	\$12.00	\$10.85	\$0.00	\$0.00	\$64.66
9	85.00	\$44.42	\$12.00	\$10.85	\$7.10	\$0.00	\$74.37
10	85.00	\$44.42	\$12.00	\$10.85	\$7.10	\$0.00	\$74.37

Apprentice: PLUMBER & PIPEFITTER**Effective Date: 3/17/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$24.42	\$12.00	\$10.85	\$0.00	\$0.00	\$47.27
2	50.00	\$27.13	\$12.00	\$10.85	\$0.00	\$0.00	\$49.98
3	55.00	\$29.84	\$12.00	\$10.85	\$0.00	\$0.00	\$52.69
4	60.00	\$32.56	\$12.00	\$10.85	\$0.00	\$0.00	\$55.41
5	65.00	\$35.27	\$12.00	\$10.85	\$0.00	\$0.00	\$58.12
6	70.00	\$37.98	\$12.00	\$10.85	\$0.00	\$0.00	\$60.83
7	75.00	\$40.70	\$12.00	\$10.85	\$0.00	\$0.00	\$63.55
8	80.00	\$43.41	\$12.00	\$10.85	\$0.00	\$0.00	\$66.26

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PLUMBER & PIPEFITTER							
Effective Date: 3/17/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
9	85.00	\$46.12	\$12.00	\$10.85	\$7.10	\$0.00	\$76.07
10	85.00	\$46.12	\$12.00	\$10.85	\$7.10	\$0.00	\$76.07

Apprentice Notes

**1:1,2:5,3:9,4:12

Apprentice to Journeyworker Ratio: 1:1

PNEUMATIC CONTROLS (TEMP.)	9/17/2025	\$52.26	\$12.00	\$10.85	\$7.10	\$0.00	\$82.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$54.26	\$12.00	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$56.26	\$12.00	\$10.85	\$7.10	\$0.00	\$86.21
	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21

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

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/1/2025	\$36.99	\$10.15	\$9.50	\$6.56	\$0.00	\$63.20
LABORERS	6/1/2026	\$38.29	\$10.15	\$9.50	\$6.56	\$0.00	\$64.50
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$39.58	\$10.15	\$9.50	\$6.56	\$0.00	\$65.79

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

POWDERMAN & BLASTER	12/1/2025	\$37.75	\$10.15	\$9.50	\$8.57	\$0.00	\$65.97
LABORERS	6/1/2026	\$39.05	\$10.15	\$9.50	\$8.57	\$0.00	\$67.27
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$40.35	\$10.15	\$9.50	\$8.57	\$0.00	\$68.57
	6/7/2027	\$41.75	\$10.15	\$9.50	\$8.57	\$0.00	\$69.97
	12/6/2027	\$43.15	\$10.15	\$9.50	\$8.57	\$0.00	\$71.37
	6/5/2028	\$44.65	\$10.15	\$9.50	\$8.57	\$0.00	\$72.87
	12/4/2028	\$46.15	\$10.15	\$9.50	\$8.57	\$0.00	\$74.37

For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/1/2025	\$37.74	\$10.15	\$9.50	\$6.56	\$0.00	\$63.95
LABORERS	6/1/2026	\$39.04	\$10.15	\$9.50	\$6.56	\$0.00	\$65.25
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$40.33	\$10.15	\$9.50	\$6.56	\$0.00	\$66.54

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

PUMP OPERATOR (CONCRETE)	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PUMP OPERATOR (DEWATERING, OTHER)	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
READY-MIX CONCRETE DRIVER	5/1/2024	\$26.14	\$11.82	\$7.25	\$0.00	\$0.00	\$45.21
TEAMSTERS 404 - Construction Service (Northampton)							
TEAMSTERS 404 - Construction Service (Northampton)							
RIDE-ON MOTORIZED BUGGY OPERATOR	12/1/2025	\$37.00	\$10.15	\$9.50	\$8.57	\$0.00	\$65.22
LABORERS	6/1/2026	\$38.30	\$10.15	\$9.50	\$8.57	\$0.00	\$66.52
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$39.60	\$10.15	\$9.50	\$8.57	\$0.00	\$67.82
	6/7/2027	\$41.00	\$10.15	\$9.50	\$8.57	\$0.00	\$69.22
	12/6/2027	\$42.40	\$10.15	\$9.50	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.90	\$10.15	\$9.50	\$8.57	\$0.00	\$72.12
	12/4/2028	\$45.40	\$10.15	\$9.50	\$8.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
ROLLER OPERATOR	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
ROOFER (Coal tar pitch)	10/2/2025	\$44.73	\$10.60	\$8.70	\$10.00	\$0.00	\$74.03
ROOFERS LOCAL 248	7/16/2026	\$46.73	\$10.60	\$8.70	\$10.00	\$0.00	\$76.03
ROOFERS LOCAL 248							
For apprentice rates see "Apprentice- ROOFER"							
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)	10/2/2025	\$44.23	\$10.60	\$8.70	\$10.00	\$0.00	\$73.53
ROOFERS LOCAL 248	7/16/2026	\$46.23	\$10.60	\$8.70	\$10.00	\$0.00	\$75.53
ROOFERS LOCAL 248							
ROOFER SLATE / TILE / PRECAST CONCRETE	10/2/2025	\$44.73	\$10.60	\$8.70	\$10.00	\$0.00	\$74.03
ROOFERS LOCAL 248	7/16/2026	\$46.73	\$10.60	\$8.70	\$10.00	\$0.00	\$76.03
ROOFERS LOCAL 248							
For apprentice rates see "Apprentice- ROOFER"							
SCRAPER	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS)	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
SELF-PROPELLED POWER BROOM	12/1/2023	\$35.80	\$13.78	\$12.15	\$3.00	\$0.00	\$64.73
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
SHEETMETAL WORKER	7/1/2025	\$43.48	\$12.94	\$11.01	\$8.72	\$2.13	\$78.28
SHEETMETAL WORKERS LOCAL 63	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
SHEETMETAL WORKERS LOCAL 63	1/1/2027	\$43.48	\$13.54	\$11.01	\$11.12	\$2.13	\$81.28
	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28

Construction

Classification		Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: SHEETMETAL WORKER								
Effective Date: 7/1/2025								
Step	Percent	Apprentice Base Wage	Health	Pension		Supplemental Unemployment	Total Rate	
1	45.00	\$19.57	\$5.82	\$4.95	\$0.00	\$0.85	\$31.19	
2	50.00	\$21.74	\$6.47	\$5.51	\$0.00	\$0.94	\$34.66	
3	55.00	\$23.91	\$7.12	\$9.91	\$0.00	\$1.15	\$42.09	
4	60.00	\$26.09	\$7.76	\$9.91	\$0.00	\$1.23	\$44.99	
5	65.00	\$28.26	\$8.41	\$9.91	\$0.00	\$1.31	\$47.89	
6	70.00	\$30.44	\$9.06	\$9.91	\$0.00	\$1.39	\$50.80	
7	75.00	\$32.61	\$9.71	\$9.91	\$0.00	\$1.47	\$53.70	
8	80.00	\$34.78	\$10.35	\$9.91	\$8.72	\$1.78	\$65.54	
9	85.00	\$36.96	\$11.00	\$9.91	\$8.72	\$1.86	\$68.45	
10	90.00	\$39.13	\$11.65	\$9.91	\$8.72	\$1.94	\$71.35	

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice: SHEETMETAL WORKER							
Effective Date: 7/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension		Supplemental Unemployment	Total Rate
1	45.00	\$19.57	\$5.96	\$4.95	\$0.00	\$0.85	\$31.33
2	50.00	\$21.74	\$6.62	\$5.51	\$0.00	\$0.94	\$34.81
3	55.00	\$23.91	\$7.28	\$9.91	\$0.00	\$1.15	\$42.25
4	60.00	\$26.09	\$7.94	\$9.91	\$0.00	\$1.23	\$45.17
5	65.00	\$28.26	\$8.60	\$9.91	\$0.00	\$1.31	\$48.08
6	70.00	\$30.44	\$9.27	\$9.91	\$0.00	\$1.39	\$51.01
7	75.00	\$32.61	\$9.93	\$9.91	\$0.00	\$1.47	\$53.92
8	80.00	\$34.78	\$10.59	\$9.91	\$9.92	\$1.78	\$66.98
9	85.00	\$36.96	\$11.25	\$9.91	\$9.92	\$1.86	\$69.90
10	90.00	\$39.13	\$11.92	\$9.91	\$9.92	\$1.94	\$72.82

Apprentice to Journeyworker Ratio: 1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS	12/1/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$0.00	\$78.59
TEAMSTERS JOINT COUNCIL NO. 10	1/1/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$0.00	\$79.19
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	12/1/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$0.00	\$78.88
TEAMSTERS JOINT COUNCIL NO. 10	1/1/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$0.00	\$79.48
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$0.00	\$80.48
	12/1/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$0.00	\$82.22
	1/1/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$0.00	\$82.82
SPRINKLER FITTER	10/1/2025	\$53.25	\$12.40	\$7.40	\$9.41	\$0.00	\$82.46
SPRINKLER FITTERS LOCAL 669	1/1/2026	\$53.25	\$13.60	\$7.45	\$9.41	\$0.00	\$83.71
SPRINKLER FITTERS LOCAL 669	4/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	7/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
	10/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
	1/1/2027	\$56.54	\$14.55	\$7.50	\$9.41	\$0.00	\$88.00
	4/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	7/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	10/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	1/1/2028	\$59.83	\$15.50	\$7.55	\$9.41	\$0.00	\$92.29

Apprentice: SPRINKLER FITTER**Effective Date: 10/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	43.00	\$26.94	\$12.40	\$0.00	\$0.00	\$0.00	\$39.34
2	48.00	\$30.08	\$12.40	\$0.00	\$0.00	\$0.00	\$42.48
3	52.00	\$32.58	\$12.40	\$7.40	\$1.15	\$0.00	\$53.53
4	56.00	\$35.09	\$12.40	\$7.40	\$1.15	\$0.00	\$56.04
5	59.00	\$36.97	\$12.40	\$7.40	\$1.40	\$0.00	\$58.17
6	64.00	\$40.10	\$12.40	\$7.40	\$1.40	\$0.00	\$61.30
7	68.00	\$42.61	\$12.40	\$7.40	\$1.40	\$0.00	\$63.81
8	72.00	\$45.12	\$12.40	\$7.40	\$1.40	\$0.00	\$66.32
9	76.00	\$47.62	\$12.40	\$7.40	\$1.40	\$0.00	\$68.82
10	80.00	\$50.13	\$12.40	\$7.40	\$1.40	\$0.00	\$71.33

Apprentice: SPRINKLER FITTER**Effective Date: 1/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	43.00	\$26.94	\$9.64	\$0.00	\$0.00	\$0.00	\$36.58
2	48.00	\$30.08	\$9.64	\$0.00	\$0.00	\$0.00	\$39.72
3	52.00	\$32.58	\$13.60	\$7.45	\$1.15	\$0.00	\$54.78
4	56.00	\$35.09	\$13.60	\$7.45	\$1.15	\$0.00	\$57.29
5	59.00	\$36.97	\$13.60	\$7.45	\$1.40	\$0.00	\$59.42
6	64.00	\$40.10	\$13.60	\$7.45	\$1.40	\$0.00	\$62.55
7	68.00	\$42.61	\$13.60	\$7.45	\$1.40	\$0.00	\$65.06
8	72.00	\$45.12	\$13.60	\$7.45	\$1.40	\$0.00	\$67.57
9	76.00	\$47.62	\$13.60	\$7.45	\$1.40	\$0.00	\$70.07
10	80.00	\$50.13	\$13.60	\$7.45	\$1.40	\$0.00	\$72.58

Apprentice to Journeyworker Ratio: 1:1

TELECOMMUNICATION TECHNICIAN	6/29/2025	\$52.16	\$13.50	\$8.31	\$6.90	\$0.00	\$80.87
TELECOMMUNICATION TECHNICIAN	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
ELECTRICIANS LOCAL 7	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
ELECTRICIANS LOCAL 7	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37

For apprentice rates and ratios see "Apprentice- ELECTRICIAN"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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Apprentice: TELECOMMUNICATION TECHNICIAN							
Effective Date: 6/29/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$20.86	\$7.50	\$0.63	\$0.00	\$0.00	\$28.99
2	45.00	\$23.47	\$7.50	\$0.70	\$0.00	\$0.00	\$31.67
3	50.00	\$26.08	\$13.50	\$7.53	\$0.00	\$0.00	\$47.11
4	55.00	\$28.69	\$13.50	\$7.61	\$0.00	\$0.00	\$49.80
5	65.00	\$33.90	\$13.50	\$9.84	\$0.00	\$0.00	\$57.24
6	70.00	\$36.51	\$13.50	\$11.30	\$0.00	\$0.00	\$61.31

Apprentice: TELECOMMUNICATION TECHNICIAN							
Effective Date: 12/28/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$21.30	\$7.65	\$0.63	\$0.00	\$0.00	\$29.58
2	45.00	\$23.97	\$7.65	\$0.70	\$0.00	\$0.00	\$32.32
3	50.00	\$26.63	\$13.75	\$7.53	\$0.00	\$0.00	\$47.91
4	55.00	\$29.29	\$13.75	\$7.61	\$0.00	\$0.00	\$50.65
5	65.00	\$34.62	\$13.75	\$9.84	\$0.00	\$0.00	\$58.21
6	70.00	\$37.28	\$13.75	\$11.30	\$0.00	\$0.00	\$62.33

Apprentice to Journeyworker Ratio: 1:1

TERRAZZO FINISHERS	8/1/2025	\$66.89	\$11.49	\$15.57	\$8.02	\$0.00	\$101.97
BRICKLAYERS LOCAL 3	2/10/2026	\$68.24	\$11.49	\$15.57	\$8.02	\$0.00	\$103.32
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	8/1/2026	\$70.44	\$11.49	\$15.57	\$8.02	\$0.00	\$105.52
	2/1/2027	\$71.84	\$11.49	\$15.57	\$8.02	\$0.00	\$106.92

Apprentice: TERRAZZO FINISHERS							
Effective Date: 8/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.45	\$11.49	\$15.57	\$8.02	\$0.00	\$68.53
2	60.00	\$40.13	\$11.49	\$15.57	\$8.02	\$0.00	\$75.21
3	70.00	\$46.82	\$11.49	\$15.57	\$8.02	\$0.00	\$81.90
4	80.00	\$53.51	\$11.49	\$15.57	\$8.02	\$0.00	\$88.59
5	90.00	\$60.20	\$11.49	\$15.57	\$8.02	\$0.00	\$95.28

Apprentice: TERRAZZO FINISHERS							
Effective Date: 2/10/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$34.12	\$11.49	\$15.57	\$8.02	\$0.00	\$69.20

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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Apprentice: TERRAZZO FINISHERS**Effective Date: 2/10/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
2	60.00	\$40.94	\$11.49	\$15.57	\$8.02	\$0.00	\$76.02
3	70.00	\$47.77	\$11.49	\$15.57	\$8.02	\$0.00	\$82.85
4	80.00	\$54.59	\$11.49	\$15.57	\$8.02	\$0.00	\$89.67
5	90.00	\$61.42	\$11.49	\$15.57	\$8.02	\$0.00	\$96.50

Apprentice to Journeyworker Ratio: 1:5

TERRAZZO MECHANIC	8/1/2025	\$67.97	\$11.49	\$15.57	\$7.99	\$0.00	\$103.02
BRICKLAYERS LOCAL 3	2/1/2026	\$69.32	\$11.49	\$15.57	\$7.99	\$0.00	\$104.37
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	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

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

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

Apprentice: TERRAZZO MECHANIC**Effective Date: 2/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$34.66	\$11.49	\$15.57	\$7.99	\$0.00	\$69.71
2	60.00	\$41.59	\$11.49	\$15.57	\$7.99	\$0.00	\$76.64
3	70.00	\$48.52	\$11.49	\$15.57	\$7.99	\$0.00	\$83.57
4	80.00	\$55.46	\$11.49	\$15.57	\$7.99	\$0.00	\$90.51
5	90.00	\$62.39	\$11.49	\$15.57	\$7.99	\$0.00	\$97.44

Apprentice to Journeyworker Ratio: 1:5

TEST BORING DRILLER	12/1/2025	\$52.70	\$10.15	\$9.50	\$9.80	\$0.00	\$82.15
LABORERS	6/1/2026	\$54.25	\$10.15	\$9.50	\$9.80	\$0.00	\$83.70
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$55.75	\$10.15	\$9.50	\$9.80	\$0.00	\$85.20

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER	12/1/2025	\$48.82	\$10.15	\$9.50	\$9.80	\$0.00	\$78.27
LABORERS	6/1/2026	\$50.37	\$10.15	\$9.50	\$9.80	\$0.00	\$79.82
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$51.87	\$10.15	\$9.50	\$9.80	\$0.00	\$81.32

For apprentice rates see "Apprentice- LABORER"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TEST BORING LABORER	12/1/2025	\$48.70	\$10.15	\$9.50	\$9.80	\$0.00	\$78.15
LABORERS	6/1/2026	\$50.25	\$10.15	\$9.50	\$9.80	\$0.00	\$79.70
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$51.75	\$10.15	\$9.50	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
TRACTORS	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TRAILERS FOR EARTH MOVING EQUIPMENT	12/1/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$0.00	\$79.17
TEAMSTERS JOINT COUNCIL NO. 10	1/1/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$0.00	\$79.77
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$0.00	\$80.77
	12/1/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$0.00	\$82.51
	1/1/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$0.00	\$83.11
TUNNEL WORK - COMPRESSED AIR	12/1/2025	\$60.93	\$10.15	\$9.50	\$10.25	\$0.00	\$90.83
LABORERS	6/1/2026	\$62.48	\$10.15	\$9.50	\$10.25	\$0.00	\$92.38
LABORERS (COMPRESSED AIR)	12/1/2026	\$63.98	\$10.15	\$9.50	\$10.25	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/1/2025	\$62.93	\$10.15	\$9.50	\$10.25	\$0.00	\$92.83
LABORERS	6/1/2026	\$64.48	\$10.15	\$9.50	\$10.25	\$0.00	\$94.38
LABORERS (COMPRESSED AIR)	12/1/2026	\$65.98	\$10.15	\$9.50	\$10.25	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR	12/1/2025	\$53.00	\$10.15	\$9.50	\$10.25	\$0.00	\$82.90
LABORERS	6/1/2026	\$54.55	\$10.15	\$9.50	\$10.25	\$0.00	\$84.45
LABORERS (FREE AIR TUNNEL)	12/1/2026	\$56.05	\$10.15	\$9.50	\$10.25	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR (HAZ. WASTE)	12/1/2025	\$55.00	\$10.15	\$9.50	\$10.25	\$0.00	\$84.90
LABORERS	6/1/2026	\$56.55	\$10.15	\$9.50	\$10.25	\$0.00	\$86.45
LABORERS (FREE AIR TUNNEL)	12/1/2026	\$58.05	\$10.15	\$9.50	\$10.25	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"							
VAC-HAUL	12/1/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$0.00	\$78.59
TEAMSTERS JOINT COUNCIL NO. 10	1/1/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$0.00	\$79.19
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53
WAGON DRILL OPERATOR	12/1/2025	\$37.00	\$10.15	\$9.50	\$8.57	\$0.00	\$65.22
LABORERS	6/1/2026	\$38.30	\$10.15	\$9.50	\$8.57	\$0.00	\$66.52
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$39.60	\$10.15	\$9.50	\$8.57	\$0.00	\$67.82
	6/7/2027	\$41.00	\$10.15	\$9.50	\$8.57	\$0.00	\$69.22
	12/6/2027	\$42.40	\$10.15	\$9.50	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.90	\$10.15	\$9.50	\$8.57	\$0.00	\$72.12
	12/4/2028	\$45.40	\$10.15	\$9.50	\$8.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	12/1/2025	\$36.99	\$10.15	\$9.50	\$6.56	\$0.00	\$63.20
LABORERS	6/1/2026	\$38.29	\$10.15	\$9.50	\$6.56	\$0.00	\$64.50
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$39.58	\$10.15	\$9.50	\$6.56	\$0.00	\$65.79

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

WATER METER INSTALLER	9/17/2025	\$52.26	\$12.00	\$10.85	\$7.10	\$0.00	\$82.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$54.26	\$12.00	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$56.26	\$12.00	\$10.85	\$7.10	\$0.00	\$86.21
	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21

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

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.