



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: Cheshire
Contract Number:
Description of Work: Culvert Strengthening
Job Location: West Mountain Road, Cheshire, MA

City/Town: CHESHIRE

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 4 (BUILDING & SITE) | 12/1/2025 | \$36.54 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$61.72 |
| | 6/1/2026 | \$39.04 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$64.22 |
| | 12/1/2026 | \$41.46 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$66.64 |
| | 6/1/2027 | \$42.86 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$68.04 |
| | 12/1/2027 | \$44.26 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$69.44 |
| | 6/1/2028 | \$45.76 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$70.94 |
| | 12/1/2028 | \$47.26 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$72.44 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 4 (HEAVY & HIGHWAY) | 12/1/2025 | \$36.71 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$62.96 |
| | 6/1/2026 | \$38.75 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$65.00 |
| | 12/1/2026 | \$40.04 | \$10.15 | \$9.50 | \$6.60 | \$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 | \$38.54 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$63.72 |
| | 12/1/2026 | \$40.96 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$66.14 |
| ASPHALT RAKER LABORERS LABORERS - ZONE 4 (BUILDING & SITE) | 6/1/2027 | \$42.36 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$67.54 |
| | 12/1/2027 | \$43.76 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$68.94 |
| | 6/1/2028 | \$45.26 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$70.44 |
| | 12/1/2028 | \$47.26 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$71.94 |
| | 6/1/2029 | \$34.29 | \$9.90 | \$0.00 | \$0.00 | \$0.00 | \$44.19 |
| | 12/1/2029 | \$36.79 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$61.47 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| | 6/1/2206 | \$39.29 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$63.97 |
| | 12/1/2206 | \$41.46 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$66.14 |
| | 6/1/2207 | \$43.11 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$67.79 |
| | 12/1/2207 | \$44.51 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$69.19 |
| | 6/1/2208 | \$46.01 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$70.69 |
| | 12/1/2208 | \$47.01 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$72.19 |

For apprentice rates see "Apprentice- LABORER"

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|-------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| ASPHALT RAKER (HEAVY & HIGHWAY) | 12/1/2025 | \$36.21 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$62.46 |
| LABORERS | 6/1/2026 | \$38.25 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$64.50 |
| LABORERS - ZONE 4 (HEAVY & HIGHWAY) | 12/1/2026 | \$39.54 | \$10.15 | \$9.50 | \$6.60 | \$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 | \$36.04 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$61.22 |
| LABORERS | 6/1/2026 | \$38.54 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$63.72 |
| LABORERS - ZONE 4 (BUILDING & SITE) | 12/1/2026 | \$40.96 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$66.14 |
| | 6/1/2027 | \$42.36 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$67.54 |
| | 12/1/2027 | \$43.76 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$68.94 |
| | 6/1/2028 | \$45.26 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$70.44 |
| | 12/1/2028 | \$47.26 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$71.94 |
| | 6/1/2205 | \$34.29 | \$9.90 | \$0.00 | \$0.00 | \$0.00 | \$44.19 |
| | 12/1/2205 | \$36.79 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$61.47 |
| | 6/1/2206 | \$39.29 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$63.97 |
| | 12/1/2206 | \$41.46 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$66.14 |
| | 6/1/2207 | \$43.11 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$67.79 |
| | 12/1/2207 | \$44.51 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$69.19 |
| | 6/1/2208 | \$46.01 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$70.69 |
| | 12/1/2208 | \$47.01 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$72.19 |

For apprentice rates see "Apprentice- LABORER"

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|------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| 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 | \$36.54 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$61.72 |
| LABORERS | 6/1/2026 | \$39.04 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$64.22 |
| LABORERS - ZONE 4 (BUILDING & SITE) | 12/1/2026 | \$41.46 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$66.64 |
| | 6/1/2027 | \$42.86 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$68.04 |
| | 12/1/2027 | \$44.26 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$69.44 |
| | 6/1/2028 | \$45.76 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$70.94 |
| | 12/1/2028 | \$47.26 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$72.44 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) | 12/1/2025 | \$36.71 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$62.96 |
| LABORERS | 6/1/2026 | \$38.75 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$65.00 |
| LABORERS - ZONE 4 (HEAVY & HIGHWAY) | 12/1/2026 | \$40.04 | \$10.15 | \$9.50 | \$6.60 | \$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 |
|------|---------|-------------------------|--------|---------|---------|------------------------------|---------------|
| 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 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
|---|----------------|-------------------------|---------|---------|---------|------------------------------|---------------|---------|
| 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 | |
| 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 | | | | | | | | |
| OPERATING ENGINEERS LOCAL 98 | | | | | | | | |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | | |
| CAISSON & UNDERPINNING BOTTOM MAN LABORERS | | 12/1/2025 | \$49.85 | \$10.15 | \$9.50 | \$9.80 | \$0.00 | \$79.30 |
| LABORERS - FOUNDATION AND MARINE | | 6/1/2026 | \$51.40 | \$10.15 | \$9.50 | \$9.80 | \$0.00 | \$80.85 |
| | | 12/1/2026 | \$52.90 | \$10.15 | \$9.50 | \$9.80 | \$0.00 | \$82.35 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | | |
| CAISSON & UNDERPINNING LABORER LABORERS | | 12/1/2025 | \$48.70 | \$10.15 | \$9.50 | \$9.80 | \$0.00 | \$78.15 |
| LABORERS - FOUNDATION AND MARINE | | 6/1/2026 | \$50.25 | \$10.15 | \$9.50 | \$9.80 | \$0.00 | \$79.70 |
| | | 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 LABORERS | | 12/1/2025 | \$49.03 | \$10.15 | \$9.50 | \$9.80 | \$0.00 | \$78.48 |
| LABORERS - FOUNDATION AND MARINE | | 6/1/2026 | \$50.58 | \$10.15 | \$9.50 | \$9.80 | \$0.00 | \$80.03 |
| | | 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 LABORERS | | 12/1/2025 | \$36.04 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$61.22 |
| LABORERS - ZONE 4 (BUILDING & SITE) | | 6/1/2026 | \$38.54 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$63.72 |
| | | 12/1/2026 | \$40.96 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$66.14 |
| | | 6/1/2027 | \$42.36 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$67.54 |
| | | 12/1/2027 | \$43.76 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$68.94 |
| | | 6/1/2028 | \$45.26 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$70.44 |
| | | 12/1/2028 | \$47.26 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$71.94 |
| | | 6/1/2029 | \$34.29 | \$9.90 | \$0.00 | \$0.00 | \$0.00 | \$44.19 |
| | | 12/1/2029 | \$36.79 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$61.47 |
| | | 6/1/2020 | \$39.29 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$63.97 |
| | | 12/1/2020 | \$41.46 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$66.14 |
| | | 6/1/2021 | \$43.11 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$67.79 |
| | | 12/1/2021 | \$44.51 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$69.19 |
| | | 6/1/2022 | \$46.01 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$70.69 |
| | | 12/1/2022 | \$47.01 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$72.19 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | | |
| CARPENTER CARPENTERS | | 9/1/2025 | \$43.54 | \$8.56 | \$11.25 | \$6.90 | \$0.00 | \$70.25 |
| | | 3/1/2026 | \$44.44 | \$8.56 | \$11.25 | \$6.90 | \$0.00 | \$71.15 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------|------------------------------|---------------|
| CARPENTERS LOCAL 336 - BERKSHIRE COUNTY | 9/1/2026 | \$45.39 | \$8.56 | \$11.25 | \$6.90 | \$0.00 | \$72.10 |
| | 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 |
| 2 | 45.00 | \$20.00 | \$8.56 | \$0.00 | \$1.38 | \$0.00 | \$29.94 |
| 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 |
| CARPENTERS-ZONE 3 (Wood Frame) | | | | | | | |
| 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 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---|----------------|-------------------------|--------|---------|---------|------------------------------|---------------|
| Apprentice: CARPENTER WOOD FRAME | | | | | | | |
| Effective Date: 10/1/2025 | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 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 BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD) | 7/1/2024 | \$44.56 | \$13.20 | \$16.30 | \$2.93 | \$1.69 | \$78.68 |
|--|----------|---------|---------|---------|--------|--------|---------|

| 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 LABORERS LABORERS - ZONE 4 (BUILDING & SITE) | 12/1/2025 | \$36.04 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$61.22 |
| | 6/1/2026 | \$38.54 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$63.72 |
| | 12/1/2026 | \$40.96 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$66.14 |
| | 6/1/2027 | \$42.36 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$67.54 |
| | 12/1/2027 | \$43.76 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$68.94 |
| | 6/1/2028 | \$45.26 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$70.44 |
| | 12/1/2028 | \$47.26 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$71.94 |
| | 6/1/2029 | \$34.29 | \$9.90 | \$0.00 | \$0.00 | \$0.00 | \$44.19 |
| | 12/1/2029 | \$36.79 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$61.47 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| | 6/1/2206 | \$39.29 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$63.97 |
| | 12/1/2206 | \$41.46 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$66.14 |
| | 6/1/2207 | \$43.11 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$67.79 |
| | 12/1/2207 | \$44.51 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$69.19 |
| | 6/1/2208 | \$46.01 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$70.69 |
| | 12/1/2208 | \$47.01 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$72.19 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|---|-----------|---------|---------|---------|--------|--------|---------|
| COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98 | 12/1/2023 | \$39.03 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$67.96 |
|---|-----------|---------|---------|---------|--------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | | |
|--|-----------|---------|---------|---------|--------|--------|---------|
| CRANE OPERATOR OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98 | 12/1/2023 | \$43.06 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$71.99 |
|--|-----------|---------|---------|---------|--------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

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 |
| 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 |

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

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-------------------------------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| 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 4 (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 4 (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 4 (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 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|-------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| DEMO: CONCRETE CUTTER/SAWYER | 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 4 (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: JACKHAMMER OPERATOR | 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 4 (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 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|-------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| DEMO: WRECKING LABORER | 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 4 (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 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| | 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

| | | | | | | | |
|---------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| ELECTRICIAN (Including Core Drilling) | 6/29/2025 | \$52.16 | \$13.50 | \$8.31 | \$6.90 | \$0.00 | \$80.87 |
| ELECTRICIANS LOCAL 7 | | | | | | | |

ELECTRICIANS LOCAL 7

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 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------|-------------------------|---------|---------|---------|------------------------------|---------------|
| Apprentice: ELECTRICIAN (Including Core Drilling) | | | | | | | |
| Effective Date: 12/28/2025 | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 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 |

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 & BEAM RAIL ERECTOR | 12/1/2025 | \$36.04 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$61.22 |
| LABORERS | 6/1/2026 | \$38.54 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$63.72 |
| LABORERS - ZONE 4 (BUILDING & SITE) | 12/1/2026 | \$40.71 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$65.89 |
| | 6/1/2027 | \$42.36 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$67.54 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| | 12/1/2027 | \$43.76 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$68.94 |
| | 6/1/2028 | \$45.26 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$70.44 |
| | 12/1/2028 | \$46.76 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$71.94 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|--|-----------|---------|---------|--------|--------|--------|---------|
| FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) | 12/1/2025 | \$36.21 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$62.46 |
| LABORERS | 6/1/2026 | \$38.25 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$64.50 |
| LABORERS - ZONE 4 (HEAVY & HIGHWAY) | 12/1/2026 | \$39.54 | \$10.15 | \$9.50 | \$6.60 | \$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 | | | | | | | |

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 | \$52.35 |
| 2 | 70.00 | \$27.32 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$56.25 |
| 3 | 80.00 | \$31.22 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$60.15 |
| 4 | 90.00 | \$35.13 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$64.06 |

Apprentice to Journeyworker Ratio: 1:6

| | | | | | | | |
|--------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| FLAGGER & SIGNALER (HEAVY & HIGHWAY) | 12/1/2025 | \$28.09 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$54.34 |
| LABORERS | 6/1/2026 | \$29.21 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$55.46 |
| LABORERS - ZONE 4 (HEAVY & HIGHWAY) | | | | | | | |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| | 12/1/2026 | \$29.21 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$55.46 |

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 | \$29.49 |
| 2 | 45.00 | \$19.55 | \$8.56 | \$0.00 | \$1.38 | \$0.00 | \$29.49 |
| 3 | 55.00 | \$23.89 | \$8.56 | \$0.00 | \$2.76 | \$0.00 | \$35.21 |
| 4 | 55.00 | \$23.89 | \$8.56 | \$0.00 | \$2.76 | \$0.00 | \$35.21 |
| 5 | 70.00 | \$30.41 | \$8.56 | \$11.25 | \$4.14 | \$0.00 | \$54.36 |
| 6 | 70.00 | \$30.41 | \$8.56 | \$11.25 | \$4.14 | \$0.00 | \$54.36 |
| 7 | 80.00 | \$34.75 | \$8.56 | \$11.25 | \$5.52 | \$0.00 | \$60.08 |
| 8 | 80.00 | \$34.75 | \$8.56 | \$11.25 | \$5.52 | \$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 | \$29.89 |
| 2 | 45.00 | \$19.95 | \$8.56 | \$0.00 | \$1.38 | \$0.00 | \$29.89 |
| 3 | 55.00 | \$24.39 | \$8.56 | \$0.00 | \$2.76 | \$0.00 | \$35.71 |
| 4 | 55.00 | \$24.39 | \$8.56 | \$0.00 | \$2.76 | \$0.00 | \$35.71 |
| 5 | 70.00 | \$31.04 | \$8.56 | \$11.25 | \$4.14 | \$0.00 | \$54.99 |
| 6 | 70.00 | \$31.04 | \$8.56 | \$11.25 | \$4.14 | \$0.00 | \$54.99 |
| 7 | 80.00 | \$35.47 | \$8.56 | \$11.25 | \$5.52 | \$0.00 | \$60.80 |
| 8 | 80.00 | \$35.47 | \$8.56 | \$11.25 | \$5.52 | \$0.00 | \$60.80 |

Apprentice Notes

Steps are 750 hrs.

Apprentice to Journeyworker Ratio: 1:1

| | | | | | | | |
|------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| FORK LIFT | 12/1/2023 | \$39.25 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$68.18 |
| OPERATING ENGINEERS LOCAL 98 | | | | | | | |

OPERATING ENGINEERS LOCAL 98

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | | |
|------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| GENERATORS/LIGHTING PLANTS | 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"

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) | 6/1/2025 | \$43.13 | \$10.80 | \$8.25 | \$5.50 | \$0.00 | \$67.68 |
| GLAZIERS LOCAL 1333 | 6/1/2026 | \$44.73 | \$11.20 | \$8.40 | \$6.05 | \$0.00 | \$70.38 |
| GLAZIERS LOCAL 1333 | 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

| | | | | | | | |
|--|-----------|---------|---------|---------|--------|--------|---------|
| GRADER/TRENCHING MACHINE/DERRICK OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98 | 12/1/2023 | \$39.56 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$68.49 |
|--|-----------|---------|---------|---------|--------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | | |
|-----------------------------|----------|---------|---------|---------|---------|--------|---------|
| 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"

| | | | | | | | |
|----------------------------|------------|---------|---------|--------|--------|--------|---------|
| 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 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| | 1/3/2027 | \$55.56 | \$14.25 | \$8.47 | \$7.09 | \$0.00 | \$85.37 |

For apprentice rates see "Apprentice- ELECTRICIAN"

| | | | | | | | |
|------------------------------------|----------|---------|---------|---------|---------|--------|---------|
| 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"

| | | | | | | | |
|-------------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| 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"

| | | | | | | | |
|----------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| 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"

| | | | | | | | |
|-------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| HYDRAULIC DRILLS (HEAVY & HIGHWAY) | 12/1/2025 | \$36.71 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$62.96 |
| LABORERS | 6/1/2026 | \$38.75 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$65.00 |
| LABORERS - ZONE 4 (HEAVY & HIGHWAY) | 12/1/2026 | \$40.04 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$66.29 |

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

| | | | | | | | |
|---|----------|---------|---------|--------|---------|--------|---------|
| INSULATOR (PIPES & TANKS) | 9/1/2025 | \$48.27 | \$14.75 | \$9.52 | \$10.09 | \$0.00 | \$82.63 |
| 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 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental | Unemployment | Total Rate |
|--|----------------|-------------------------|---------|---------|---------|--------------|--------------|---------------|
| 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 | \$0.00 | \$54.58 |
| 2 | 60.00 | \$30.61 | \$14.75 | \$9.32 | \$6.05 | \$0.00 | \$0.00 | \$60.73 |
| 3 | 70.00 | \$35.71 | \$14.75 | \$9.37 | \$7.06 | \$0.00 | \$0.00 | \$66.89 |
| 4 | 80.00 | \$40.81 | \$14.75 | \$9.42 | \$8.07 | \$0.00 | \$0.00 | \$73.05 |

Apprentice to Journeyworker Ratio: 1:4

| | | | | | | | |
|----------------------|----------|---------|--------|---------|--------|--------|---------|
| IRONWORKER/WELDER | 1/1/2025 | \$39.50 | \$5.50 | \$14.28 | \$4.55 | \$0.00 | \$63.83 |
| IRONWORKERS LOCAL 12 | | | | | | | |
| IRONWORKERS LOCAL 12 | | | | | | | |

Apprentice: IRONWORKER/WELDER**Effective Date: 1/1/2025**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental | Unemployment | Total Rate |
|------|---------|-------------------------|--------|---------|---------|--------------|--------------|---------------|
| 1 | 0.00 | \$23.50 | \$5.75 | \$0.00 | \$3.75 | \$0.00 | \$0.00 | \$33.00 |
| 2 | 0.00 | \$25.50 | \$5.75 | \$10.00 | \$3.75 | \$0.00 | \$0.00 | \$45.00 |
| 3 | 0.00 | \$27.50 | \$5.75 | \$11.42 | \$3.75 | \$0.00 | \$0.00 | \$48.42 |
| 4 | 0.00 | \$29.50 | \$5.75 | \$12.85 | \$3.75 | \$0.00 | \$0.00 | \$51.85 |

Apprentice to Journeyworker Ratio: 1:4

| | | | | | | | |
|--------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| JACKHAMMER & PAVING BREAKER OPERATOR | 12/1/2025 | \$36.04 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$61.22 |
| LABORERS | 6/1/2026 | \$38.54 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$63.72 |
| LABORERS - ZONE 4 (BUILDING & SITE) | 12/1/2026 | \$40.96 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$66.14 |
| | 6/1/2027 | \$42.36 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$67.54 |
| | 12/1/2027 | \$43.76 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$68.94 |
| | 6/1/2028 | \$45.26 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$70.44 |
| | 12/1/2028 | \$47.26 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$71.94 |
| | 6/1/2029 | \$34.29 | \$9.90 | \$0.00 | \$0.00 | \$0.00 | \$44.19 |
| | 12/1/2029 | \$36.79 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$61.47 |
| | 6/1/2029 | \$39.29 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$63.97 |
| | 12/1/2029 | \$41.46 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$66.14 |
| | 6/1/2029 | \$43.11 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$67.79 |
| | 12/1/2029 | \$44.51 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$69.19 |
| | 6/1/2029 | \$46.01 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$70.69 |
| | 12/1/2029 | \$47.01 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$72.19 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|-------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| LABORER | 12/1/2025 | \$35.79 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$60.97 |
| LABORERS | 6/1/2026 | \$38.29 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$63.47 |
| LABORERS - ZONE 4 (BUILDING & SITE) | 12/1/2026 | \$40.71 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$65.89 |
| | 6/1/2027 | \$42.11 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$67.29 |
| | 12/1/2027 | \$43.51 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$68.69 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| | 6/1/2028 | \$45.01 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$70.19 |
| | 12/1/2028 | \$46.51 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$71.69 |

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

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1 | 60.00 | \$21.47 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$46.65 |
| 2 | 70.00 | \$25.05 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$50.23 |
| 3 | 80.00 | \$28.63 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$53.81 |
| 4 | 90.00 | \$32.21 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$57.39 |

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

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1 | 60.00 | \$22.97 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$48.15 |
| 2 | 70.00 | \$26.80 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$51.98 |
| 3 | 80.00 | \$30.63 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$55.81 |
| 4 | 90.00 | \$34.46 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$59.64 |

Apprentice to Journeyworker Ratio: 1:5

| | | | | | | | |
|-------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| LABORER (HEAVY & HIGHWAY) | 12/1/2025 | \$35.96 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$62.21 |
| LABORERS | 6/1/2026 | \$38.00 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$64.25 |
| LABORERS - ZONE 4 (HEAVY & HIGHWAY) | 12/1/2026 | \$39.29 | \$10.15 | \$9.50 | \$6.60 | \$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 | \$21.88 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$48.13 |
| 2 | 70.00 | \$25.52 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$51.77 |
| 3 | 80.00 | \$29.17 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$55.42 |
| 4 | 90.00 | \$32.81 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$59.06 |

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

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1 | 60.00 | \$22.80 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$49.05 |
| 2 | 70.00 | \$26.60 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$52.85 |
| 3 | 80.00 | \$30.40 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$56.65 |
| 4 | 90.00 | \$34.20 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$60.45 |

Apprentice to Journeyworker Ratio: 1:5

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-------------------------------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| LABORER: CARPENTER TENDER | 12/1/2025 | \$35.79 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$60.97 |
| LABORERS | 6/1/2026 | \$38.29 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$63.47 |
| LABORERS - ZONE 4 (BUILDING & SITE) | 12/1/2026 | \$40.71 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$65.89 |
| | 6/1/2027 | \$42.11 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$67.29 |
| | 12/1/2027 | \$43.51 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$68.69 |
| | 6/1/2028 | \$45.01 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$70.19 |
| | 12/1/2028 | \$46.51 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$71.69 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|-------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| LABORER: CEMENT FINISHER TENDER | 12/1/2025 | \$35.79 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$60.97 |
| LABORERS | 6/1/2026 | \$38.29 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$63.47 |
| LABORERS - ZONE 4 (BUILDING & SITE) | 12/1/2026 | \$40.71 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$65.89 |
| | 6/1/2027 | \$42.11 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$67.29 |
| | 12/1/2027 | \$43.51 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$68.69 |
| | 6/1/2028 | \$45.01 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$70.19 |
| | 12/1/2028 | \$46.51 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$71.69 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|---|-----------|---------|---------|--------|--------|--------|---------|
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER | 12/1/2025 | \$34.63 | \$10.15 | \$9.50 | \$5.41 | \$0.00 | \$59.69 |
| LABORERS | 6/1/2026 | \$36.67 | \$10.15 | \$9.50 | \$5.41 | \$0.00 | \$61.73 |
| LABORERS - ZONE 4 (BUILDING & SITE) | 12/1/2026 | \$37.96 | \$10.15 | \$9.50 | \$5.41 | \$0.00 | \$63.02 |
| | 6/1/2027 | \$39.26 | \$10.15 | \$9.50 | \$5.41 | \$0.00 | \$64.32 |
| | 12/1/2027 | \$40.56 | \$10.15 | \$9.50 | \$5.41 | \$0.00 | \$65.62 |
| | 6/1/2028 | \$41.91 | \$10.15 | \$9.50 | \$5.41 | \$0.00 | \$66.97 |
| | 12/1/2028 | \$43.26 | \$10.15 | \$9.50 | \$5.41 | \$0.00 | \$68.32 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|-------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| LABORER: MASON TENDER | 12/1/2025 | \$37.79 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$62.97 |
| LABORERS | 6/1/2026 | \$40.29 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$65.47 |
| LABORERS - ZONE 4 (BUILDING & SITE) | 12/1/2026 | \$42.71 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$67.89 |
| | 6/1/2027 | \$44.11 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$69.29 |
| | 12/1/2027 | \$45.51 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$70.69 |
| | 6/1/2028 | \$47.01 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$72.19 |
| | 12/1/2028 | \$48.51 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$73.69 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|---|-----------|---------|---------|--------|--------|--------|---------|
| LABORER: MASON TENDER (HEAVY & HIGHWAY) | 12/1/2025 | \$36.21 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$62.46 |
| LABORERS | 6/1/2026 | \$38.25 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$64.50 |
| LABORERS - ZONE 4 (HEAVY & HIGHWAY) | 12/1/2026 | \$39.54 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$65.79 |

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

| | | | | | | | |
|-------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| LABORER: MULTI-TRADE TENDER | 12/1/2025 | \$35.79 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$60.97 |
| LABORERS | 6/1/2026 | \$38.29 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$63.47 |
| LABORERS - ZONE 4 (BUILDING & SITE) | 12/1/2026 | \$40.71 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$65.89 |
| | 6/1/2027 | \$42.11 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$67.29 |
| | 12/1/2027 | \$43.51 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$68.69 |
| | 6/1/2028 | \$45.01 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$70.19 |
| | 12/1/2028 | \$46.51 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$71.69 |

For apprentice rates see "Apprentice- LABORER"

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-------------------------------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| LABORER: TREE REMOVER | 12/1/2025 | \$35.79 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$60.97 |
| LABORERS | 6/1/2026 | \$38.29 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$63.47 |
| LABORERS - ZONE 4 (BUILDING & SITE) | 12/1/2026 | \$40.71 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$65.89 |
| | 6/1/2027 | \$42.11 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$67.29 |
| | 12/1/2027 | \$43.51 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$68.69 |
| | 6/1/2028 | \$45.01 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$70.19 |
| | 12/1/2028 | \$46.51 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$71.69 |

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 | \$36.04 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$61.22 |
| LABORERS | 6/1/2026 | \$38.54 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$63.72 |
| LABORERS - ZONE 4 (BUILDING & SITE) | 12/1/2026 | \$40.96 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$66.14 |
| | 6/1/2027 | \$42.36 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$67.54 |
| | 12/1/2027 | \$43.76 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$68.94 |
| | 6/1/2028 | \$45.26 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$70.44 |
| | 12/1/2028 | \$47.26 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$71.94 |
| | 6/1/2205 | \$34.29 | \$9.90 | \$0.00 | \$0.00 | \$0.00 | \$44.19 |
| | 12/1/2205 | \$36.79 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$61.47 |
| | 6/1/2206 | \$39.29 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$63.97 |
| | 12/1/2206 | \$41.46 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$66.14 |
| | 6/1/2207 | \$43.11 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$67.79 |
| | 12/1/2207 | \$44.51 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$69.19 |
| | 6/1/2208 | \$46.01 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$70.69 |
| | 12/1/2208 | \$47.01 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$72.19 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|---------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| LASER BEAM OPERATOR (HEAVY & HIGHWAY) | 12/1/2025 | \$36.21 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$62.46 |
| LABORERS | 6/1/2026 | \$38.25 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$64.50 |
| LABORERS - ZONE 4 (HEAVY & HIGHWAY) | 12/1/2026 | \$39.54 | \$10.15 | \$9.50 | \$6.60 | \$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 |
| 5 | 90.00 | \$41.00 | \$11.49 | \$15.10 | \$5.68 | \$0.00 | \$73.27 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
|--|----------------|-------------------------|---------|---------|---------|------------------------------|---------------|---------|
| 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 | |
| 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,

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------|-------------------------|---------|---------|---------|------------------------------|---------------|
| Apprentice to Journeyworker Ratio: 1:4 | | | | | | | |
| MORTAR MIXER | 12/1/2025 | \$36.04 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$61.22 |
| LABORERS | 6/1/2026 | \$38.54 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$63.72 |
| LABORERS - ZONE 4 (BUILDING & SITE) | 12/1/2026 | \$40.96 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$66.14 |
| | 6/1/2027 | \$42.36 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$67.54 |
| | 12/1/2027 | \$43.76 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$68.94 |
| | 6/1/2028 | \$45.26 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$70.44 |
| | 12/1/2028 | \$47.26 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$71.94 |
| | 6/1/2205 | \$34.29 | \$9.90 | \$0.00 | \$0.00 | \$0.00 | \$44.19 |
| | 12/1/2205 | \$36.79 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$61.47 |
| | 6/1/2206 | \$39.29 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$63.97 |
| | 12/1/2206 | \$41.46 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$66.14 |
| | 6/1/2207 | \$43.11 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$67.79 |
| | 12/1/2207 | \$44.51 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$69.19 |
| | 6/1/2208 | \$46.01 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$70.69 |
| | 12/1/2208 | \$47.01 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$72.19 |
| 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 | \$35.96 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$62.21 |
| LABORERS | 6/1/2026 | \$38.00 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$64.25 |
| LABORERS - ZONE 4 (HEAVY & HIGHWAY) | 12/1/2026 | \$39.29 | \$10.15 | \$9.50 | \$6.60 | \$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 | \$36.04 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$61.22 |
| LABORERS | 6/1/2026 | \$38.54 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$63.72 |
| LABORERS - ZONE 4 (BUILDING & SITE) | 12/1/2026 | \$40.96 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$66.14 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| | 6/1/2027 | \$42.36 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$67.54 |
| | 12/1/2027 | \$43.76 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$68.94 |
| | 6/1/2028 | \$45.26 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$70.44 |
| | 12/1/2028 | \$47.26 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$71.94 |
| | 6/1/2029 | \$34.29 | \$9.90 | \$0.00 | \$0.00 | \$0.00 | \$44.19 |
| | 12/1/2029 | \$36.79 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$61.47 |
| | 6/1/2030 | \$39.29 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$63.97 |
| | 12/1/2030 | \$41.46 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$66.14 |
| | 6/1/2031 | \$43.11 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$67.79 |
| | 12/1/2031 | \$44.51 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$69.19 |
| | 6/1/2032 | \$46.01 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$70.69 |
| | 12/1/2032 | \$47.01 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$72.19 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|-------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| PIPELAYER (HEAVY & HIGHWAY) | 12/1/2025 | \$36.21 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$62.46 |
| LABORERS | 6/1/2026 | \$38.25 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$64.50 |
| LABORERS - ZONE 4 (HEAVY & HIGHWAY) | 12/1/2026 | \$39.54 | \$10.15 | \$9.50 | \$6.60 | \$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 |
|------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| | | | | | | | |

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 |
| 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 |
| 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 | \$36.21 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$62.46 |
| LABORERS | 6/1/2026 | \$38.25 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$64.50 |
| LABORERS - ZONE 4 (HEAVY & HIGHWAY) | 12/1/2026 | \$39.54 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$65.79 |

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

| | | | | | | | |
|-------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| POWDERMAN & BLASTER | 12/1/2025 | \$36.79 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$61.97 |
| LABORERS | 6/1/2026 | \$39.29 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$64.47 |
| LABORERS - ZONE 4 (BUILDING & SITE) | 12/1/2026 | \$41.71 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$66.89 |
| | 6/1/2027 | \$43.11 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$68.29 |
| | 12/1/2027 | \$44.51 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$69.69 |
| | 6/1/2028 | \$46.01 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$71.19 |
| | 12/1/2028 | \$47.51 | \$10.15 | \$9.50 | \$5.53 | \$0.00 | \$72.69 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|---------------------------------------|-----------|---------|---------|--------|--------|--------|---------|
| POWDERMAN & BLASTER (HEAVY & HIGHWAY) | 12/1/2025 | \$36.96 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$63.21 |
| LABORERS | 6/1/2026 | \$39.00 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$65.25 |
| LABORERS - ZONE 4 (HEAVY & HIGHWAY) | 12/1/2026 | \$40.29 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$66.54 |

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

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---|--|---|---|--|--|--|---|
| PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98 | 12/1/2023 | \$39.56 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$68.49 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98 | 12/1/2023 | \$39.03 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$67.96 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| READY-MIX CONCRETE DRIVER TEAMSTERS 404 - Construction Service (Northampton) TEAMSTERS 404 - Construction Service (Northampton) | 5/1/2024 | \$26.14 | \$11.82 | \$7.25 | \$0.00 | \$0.00 | \$45.21 |
| RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS LABORERS - ZONE 4 (BUILDING & SITE) | 12/1/2025 6/1/2026 12/1/2026 6/1/2027 12/1/2027 6/1/2028 12/1/2028 6/1/2205 12/1/2205 6/1/2206 12/1/2206 6/1/2207 12/1/2207 6/1/2208 12/1/2208 | \$36.04 \$38.54 \$40.96 \$42.36 \$43.76 \$45.26 \$47.26 \$34.29 \$36.79 \$39.29 \$41.46 \$43.11 \$44.51 \$46.01 \$47.01 | \$10.15 \$10.15 \$10.15 \$10.15 \$10.15 \$10.15 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$9.90 \$10.15 | \$9.50 \$9.50 \$9.50 \$9.50 \$9.50 \$9.50 \$9.25 \$0.00 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.25 \$9.50 | \$5.53 \$5.53 \$5.53 \$5.53 \$5.53 \$5.53 \$5.53 \$0.00 \$5.53 \$5.53 \$5.53 \$5.53 \$5.53 \$5.53 \$5.53 | \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 | \$61.22 \$63.72 \$66.14 \$67.54 \$68.94 \$70.44 \$71.94 \$44.19 \$61.47 \$63.97 \$66.14 \$67.79 \$69.19 \$70.69 \$72.19 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| ROLLER OPERATOR OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98 | 12/1/2023 | \$38.42 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$67.35 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| ROOFER (Coal tar pitch) ROOFERS LOCAL 248 ROOFERS LOCAL 248 | 10/2/2025 7/16/2026 | \$44.73 \$46.73 | \$10.60 \$10.60 | \$8.70 \$8.70 | \$10.00 \$10.00 | \$0.00 \$0.00 | \$74.03 \$76.03 |
| For apprentice rates see "Apprentice- ROOFER" | | | | | | | |
| ROOFER (Inc.Roofers Waterproofng &Roofers Damproofg) ROOFERS LOCAL 248 ROOFERS LOCAL 248 | 10/2/2025 7/16/2026 | \$44.23 \$46.23 | \$10.60 \$10.60 | \$8.70 \$8.70 | \$10.00 \$10.00 | \$0.00 \$0.00 | \$73.53 \$75.53 |
| ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 248 ROOFERS LOCAL 248 | 10/2/2025 7/16/2026 | \$44.73 \$46.73 | \$10.60 \$10.60 | \$8.70 \$8.70 | \$10.00 \$10.00 | \$0.00 \$0.00 | \$74.03 \$76.03 |
| For apprentice rates see "Apprentice- ROOFER" | | | | | | | |
| SCRAPER OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98 | 12/1/2023 | \$39.03 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$67.96 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| 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 |

Apprentice: SHEETMETAL WORKER**Effective Date: 7/1/2025**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | 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 |

Apprentice: SHEETMETAL WORKER**Effective Date: 7/1/2026**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | 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 |
|--|-----------|---------|---------|---------|--------|--------|---------|

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------|---------------------------|------------|
| 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 |
| | 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 |

Construction

| Classification | | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-------------------------------------|---------|----------------------|-----------|---------|---------|---------------------------|---------------------------|------------|
| Apprentice: SPRINKLER FITTER | | | | | | | | |
| Effective Date: 1/1/2026 | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
| 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"

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 |

Construction

| Classification | | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---------------------------------------|---------|-------------------------|-----------|---------|---------|------------------------------|------------------------------|---------------|
| 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 | |

| Classification | | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---------------------------------------|---------|-------------------------|-----------|---------|---------|------------------------------|------------------------------|---------------|
| 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 | |
| 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 |

| Classification | | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--------------------------------------|---------|-------------------------|-----------|---------|---------|------------------------------|------------------------------|---------------|
| 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 | |

| Classification | | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--------------------------------------|---------|-------------------------|-----------|---------|---------|------------------------------|------------------------------|---------------|
| 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 | |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------|-------------------------|---------|---------|---------|------------------------------|---------------|
| Apprentice: TERRAZZO MECHANIC | | | | | | | |
| Effective Date: 2/1/2026 | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 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" | | | | | | | |
| 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" | | | | | | | |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-------------------------------------|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| 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 (HEAVY & HIGHWAY) | 12/1/2025 | \$36.21 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$62.46 |
| LABORERS | 6/1/2026 | \$38.25 | \$10.15 | \$9.50 | \$6.60 | \$0.00 | \$64.50 |
| LABORERS - ZONE 4 (HEAVY & HIGHWAY) | 12/1/2026 | \$39.54 | \$10.15 | \$9.50 | \$6.60 | \$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/GASFITTER"

Additional Apprentice Information

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

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

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