

Town of Brimfield  
Highway Department  
**Invitation for Bids**  
**Various Road Materials and Equipment Rentals for Fiscal Year 2027**

Sealed bids, appropriately marked, will be received no later than Thursday June 11, 2026, by 10:30 AM. Sealed bids will be publicly opened and read on Thursday June 11, 2026 at 10:30 AM in the Brimfield Town Hall Annex, 23 Main Street, Brimfield, MA. The following items that will be purchased for Fiscal Year 2027 will be awarded by the Select Board at their duly posted meeting on June 15, 2025:

- I. Various Road Materials
- II. Equipment Rental with Operator

Bid specifications will be available for pickup beginning Tuesday May 26, 2026 at the Brimfield Highway Department, 34B Wales Road, Brimfield, MA from 9:00 AM. to 3:00 PM., Monday through Thursday or by emailing the Chief Procurement Officer at [selectboard@brimfieldma.org](mailto:selectboard@brimfieldma.org). Questions related to this bid invitation are to be emailed to the Chief Procurement Officer. All addendums, questions and answers will be sent to all bid package holders.

Envelopes must be clearly marked “IFB2026HWY02 – FY2027 Various Road Materials and Equipment Rentals” and include the date and time of the bid opening. Where required, bids must indicate a single square yard multiplier (dollar amount per square yard) on the appropriate bid form attached. All bids must be submitted on the Town of Brimfield Bid forms (included in the bid packet). No bids will be accepted after the time and date specified. Executed Certificates of Non-Collusion and Tax Compliance (attached) and Corporate Authority must be included in all bid submissions.

Super Pave bids must indicate all prices, both pick up at plant (*not more than 15 miles of the Brimfield Highway Garage, 34B Wales Rd*) and to be delivered to the Town of Brimfield, Town Yard, or to the job location in the Town of Brimfield. Bids shall include the current period price (April 2026) of \$670 per ton for liquid asphalt. The price adjustment of hot mix asphalt mixtures containing liquid asphalt shall apply as per schedule posted on Massachusetts Highway Department website: <https://www.mass.gov/info-details/massdot-current-contract-price-adjustments> and “Special Provisions” as attached.

Prevailing Wage Rates have been established by the Department of Labor and Industries under the provision of Chapter 149, M.G.L., Section 26-27D. Bids are subject to applicable provisions of the General Laws including Chapter 534, Chapter 30B, and Chapter 30, Section 39M inclusive as amended, (Public Works Construction).

All work/items must meet Massachusetts Department of Transportation, highway standards specifications.

Executed Certificates of Non-Collusion and Tax Compliance (attached) and Corporate Authority must be included in all bid submissions.

Minority percentage rate must not be less than 5%.

Duration of the bid contract is July 1, 2026 through June 30, 2027; otherwise, please state on bid sheet any exceptions.

Payment terms: Net term, 30 days.

Contracts will be awarded on an item-by-item basis to the responsive and responsible bidder(s) offering the lowest price for each item. The Select Board reserves the right to reject any and/or all bids, or accept that bid deemed to be in the best interest of the Town of Brimfield.

Zachary Lemieux  
Highway Surveyor  
Town of Brimfield  
Brimfield, MA 01010  
(413) 245-4103

## ESCALATION

### Price Adjustment Bituminous Concrete Mixtures

It is the intention of the OWNER to allow price adjustments in the award of this Contract as it is partially funded by the Massachusetts Chapter 90 Program. Municipalities are required to include price adjustment clauses for diesel fuel, gasoline, liquid asphalt, Portland cement concrete, structural steel and reinforcing steel in the bid documents of all construction contracts funded by the Chapter 90 Program.

This contract contains a Price Adjustment for Bituminous Concrete Mixtures. The price adjustment will be based on the variance in price for the liquid asphalt component of Bituminous Concrete Mixtures from the base price to the period price. It shall not include transportation or other charges. The base price of liquid asphalt on this project will be a fixed price based on the most current posted price for liquid asphalt as determined and published by the Massachusetts Highway Department.

The price adjustment, as herein provided, upwards and downwards, will be made at the end of each two-month period in which work was accomplished. The adjustment to cover the previous two months will be determined by the variance between the period price of liquid asphalt and the base price of liquid asphalt. The asphalt content, for the purpose of the adjustment will be 5.5% (0.055) for each ton of Bituminous Concrete Mixture, regardless of the percentages established in the Job Mix Formula. The price adjustment will be a separate payment item. It will be determined by multiplying the number of tons of Bituminous Concrete Mixture placed during each previous two-month periods by (0.055) times the variance in price between base price and period price of liquid asphalt.

The base price for liquid asphalt on this project is \$670.00 per ton (Oct 2024 New Method).

The base price for diesel on this project is \$4.568 per gallon (Oct 2024 New Method).

**DOCUMENT 00811**  
**SPECIAL PROVISIONS MONTHLY PRICE ADJUSTMENT FOR HOT MIX ASPHALT (HMA) MIXTURES**  
**ENGLISH AND METRIC UNITS**

**Revised: 07/08/2016**

This provision applies to all projects using greater than 100 tons (91 megagrams) of hot mix asphalt (HMA) mixtures containing liquid asphalt cement as stipulated in the Notice to Contractors section of the bid documents.

Price Adjustments will be based on the variance in price, for the liquid asphalt component only, between the Base Price and the Period Price. They shall not include transportation or other charges. Price Adjustments will occur on a monthly basis.

**Base Price**

The Base Price of liquid asphalt on a project as listed in the Notice to Contractors section of the bid documents is a fixed price determined by the Department at the time of the bid using the same method as the determination of the Period Price detailed below. The Base Price shall be used in all bids.

**Period Price**

The Period Price is the price of liquid asphalt for each monthly period as determined by the Department using the average selling price per standard ton of PG64-28 paving grade (primary binder classification) asphalt, FOB manufacturer's terminal, as listed under the "East Coast Market - New England, Boston, Massachusetts area" section of the Poten & Partners, Inc. "Asphalt Weekly Monitor". This average selling price is listed in the issue having a publication date of the second Friday of the month and will be posted as the Period Price for that month. The Department will post this Period Price on its website at <http://www.mhd.state.ma.us/> within two (2) business days following its receipt of the relevant issue of the "Asphalt Weekly Monitor". Poten and Partners has granted the Department the right to publish this specific asphalt price information sourced from the Asphalt Weekly Monitor. This method of period price determination was formerly called the New Asphalt Period Price Method. Separate website postings using both the New Asphalt Period Price Method and the Old Asphalt Period Price Method were discontinued after June 2013.

**Price Adjustment Determination, Calculation and Payment**

The Contract Price of the HMA mixture will be paid under the respective item in the Contract. Price Adjustments, as herein provided, either upwards or downwards, will be made after the work has been performed using the monthly period price for the month during which the work was performed.

Price Adjustments will be paid only if the variance from the Base Price is 5% or more for a monthly period. The complete adjustment will be paid in all cases with no deduction of the 5% from either upward or downward adjustments.

The Price Adjustment applies only to the actual virgin liquid asphalt content in the mixture placed on the job in accordance with the Standard Specifications for Highways and Bridges, Division III, Section M3.11.03.

Price Adjustments will be separate payment items. The pay item numbers are 999.401 for a positive price adjustment (a payment) and 999.402 for a negative price adjustment (a deduction). Price Adjustments will be calculated using the following equation:

Price Adjustment = Tons of HMA Placed X Liquid Asphalt Content % X RAP Factor X (Period Price - Base Price)

No Price Adjustment will be allowed beyond the Completion Date of this Contract, unless there is a Department-approved extension of time.

\*\*\*\*\* END OF DOCUMENT \*\*\*\*\*

**DOCUMENT 00812  
SPECIAL PROVISIONS  
MONTHLY PRICE ADJUSTMENT FOR DIESEL FUEL AND GASOLINE –  
ENGLISH UNITS  
Revised: 01/26/2009**

This monthly fuel price adjustment is inserted in this contract because the national and worldwide energy situation has made the future cost of fuel unpredictable. This adjustment will provide for either additional compensation to the Contractor or repayment to the Commonwealth, depending on an increase or decrease in the average price of diesel fuel or gasoline.

This adjustment will be based on fuel usage factors for various items of work developed by the Highway Research Board in Circular 158, dated July 1974. These factors will be multiplied by the quantities of work done in each item during each monthly period and further multiplied by the variance in price from the Base Price to the Period Price.

The Base Price of Diesel Fuel and Gasoline will be the price as indicated in the Department's web site ([www.mhd.state.ma.us](http://www.mhd.state.ma.us)) for the month in which the contract was bid, which includes State Tax.

The Period Price will be the average of prices charged to the State, including State Tax for the bulk purchases made during each month.

This adjustment will be effected only if the variance from the Base Price is 5% or more for a monthly period. The complete adjustment will be paid in all cases with no deduction of the 5% from either upward or downward adjustments.

No adjustment will be paid for work done beyond the extended completion date of any contract.

Any adjustment (increase or decrease) to estimated quantities made to each item at the time of final payment will have the fuel price adjustment figured at the average period price for the entire term of the project for the difference of quantity.

The fuel price adjustment will apply only to the following items of work at the fuel factors shown:

The fuel price adjustment will apply <u>only</u> to the following items of work at the fuel factors shown: <b>ITEMS COVERED</b>		<b>FUEL FACTORS</b>	
<b>Diesel</b>	<b>Gasoline</b>		
Excavation: and Borrow Work: Items 120, 120.1, 121, 123, 124, 125, 127, 129.3, 140, 140.1, 141, 142, 143, 144., 150, 150.1, 151 and 151.1 (Both Factors used)		0.29 Gallons / CY.	0.15 Gallons / CY
Surfacing Work: All Items containing Hot Mix Asphalt		2.90 Gallons / Ton	Does Not Apply

\*\*\*\*\* END OF DOCUMENT \*\*\*\*\*

**TOWN OF BRIMFIELD  
VARIOUS ROAD MATERIALS AND EQUIPMENT RENTAL**

**Bidder acknowledges receipt of the following addenda:**

No. \_\_\_\_\_

Dated: \_\_\_\_\_

No. \_\_\_\_\_

Dated: \_\_\_\_\_

No. \_\_\_\_\_

Dated: \_\_\_\_\_

No. \_\_\_\_\_

Dated: \_\_\_\_\_

**BASE PROPOSAL: Bidder agrees to perform all the work described for the following unit prices:**

**Amount shall be in both words and figures, in case of discrepancy, the amount shown in words will govern.**

**Notice to bidders: Quantities are only estimates for bidding purposes, and actual quantities will vary. Actual quantities billed at the Unit Prices Bid below.**

**Construction Notes:**

**All Town of Brimfield construction materials must comply with the Commonwealth of Massachusetts Department of Transportation Standard Specifications for Highway and Bridges 2020 Edition**

**The Town of Brimfield is responsible for police details.**

# TOWN OF BRIMFIELD

## VARIOUS ROAD MATERIALS AND EQUIPMENT RENTAL

### Various Road Materials

Pay Item/ No.	Item Description in Unit Bid Price Written in words	Unit	Unit Prices Dollars & Cents	Estimated Quantity	Total Cost Dollars & Cents
M1.  472	Cold Patch, must be within fifteen miles of Brimfield Highway Department picked up  _____ dollars _____ cents	TON	\$	TON	\$
M2.  455.22	Super Pave 9.5mm, must be within fifteen miles of Brimfield Highway Department picked up  _____ dollars _____ cents	TON	\$	TON	\$
M3.  152.1	1-1.5" Processed Gravel, picked up  _____ dollars _____ cents	TON	\$	TON	\$
M4.  152	1-1.5" Processed Gravel, picked up  _____ dollars _____ cents	CY	\$	CY	\$
M5.  152.1	1-1.5" Processed Gravel, delivered  _____ dollars _____ cents	TON	\$	TON	\$
M6.  152	1-1.5" Processed Gravel, delivered  _____ dollars _____ cents	CY	\$	TON	\$
M7.  152	3" Processed Gravel, picked up  _____ dollars _____ cents	CY	\$	CY	\$
M8.  152	Bank Run Gravel, picked up  _____ dollars _____ cents	CY	\$	CY	\$

# TOWN OF BRIMFIELD

## VARIOUS ROAD MATERIALS AND EQUIPMENT RENTAL

### Various Road Materials

Pay Item/ No.	Item Description in Unit Bid Price Written in words	Unit	Unit Prices Dollars & Cents	Estimated Quantity	Total Cost Dollars & Cents
M9.  152	Hard Pack Gravel, picked up  _____dollars _____cents	CY	\$	CY	\$
M10.  152	Hard Pack Gravel, picked up  _____dollars _____cents	TON	\$	TON	\$
M11.  152	Hard Pack Gravel, delivered  _____dollars _____cents	CY	\$	CY	\$
M12.  152	Hard Pack Gravel, delivered  _____dollars _____cents	TON	\$	TON	\$
M13.  156	¾" Washed Stone, picked up  _____dollars _____cents	TON	\$	TON	\$
M14.  156	¾" Washed Stone, delivered  _____dollars _____cents	TON	\$	TON	\$
M15.  281.5	2-4" Rip Rap, picked up  _____dollars _____cents	TON	\$	TON	\$
M16.  281.5	2-4" Rip Rap, delivered  _____dollars _____cents	TON	\$	TON	\$
M17.  281.5	4-6" Rip Rap, picked up  _____dollars _____cents	TON	\$	TON	\$
M18.  281.5	4-6" Rip Rap, delivered  _____dollars _____cents	TON	\$	TON	\$

# TOWN OF BRIMFIELD

## VARIOUS ROAD MATERIALS AND EQUIPMENT RENTAL

### Various Road Materials

Pay Item/ No.	Item Description in Unit Bid Price Written in words	Unit	Unit Prices Dollars & Cents	Estimated Quantity	Total Cost Dollars & Cents
M19.  281.5	6-8" Rip Rap, picked up  _____ dollars _____ cents	TON	\$	TON	\$
M20.  281.5	6-8" Rip Rap, delivered  _____ dollars _____ cents	TON	\$	TON	\$
M21.  281.5	Mixed Stone 1.5", picked up.  _____ dollars _____ cents	CY	\$	CY	\$
M22.  281.5	Mixed Stone 2-4", picked up  _____ dollars _____ cents	CY	\$	CY	\$
M23.  281.5	Mixed Stone 4-8", picked up  _____ dollars _____ cents	CY	\$	CY	\$
M24.  252.12	12" ADS Pipe  _____ dollars _____ cents	FT	\$	FT	\$

**TOWN OF BRIMFIELD  
VARIOUS ROAD MATERIALS AND EQUIPMENT RENTAL**

**FY 2027 EQUIPMENT RENTAL w/OPERATOR**

Item No.	Equipment Type	Per Hour \$	Per Day \$
E1	Backhoe 1 ½ - 2 CY		
E2	Excavator 5-10 ton		
E3	Excavator 10-15 ton		
E4	Excavator 15-20 ton		
E5	Excavator 15-20-ton w/hydraulic hammer		
E6	Truck Tri-Axle 20yd capacity		
E7	10-Wheel Dump Truck 17yd capacity		
E8	Bucket Truck w/o chipper		
E9	Bucket truck, Log truck, Chipper and ground crew		

# TOWN OF BRIMFIELD

## VARIOUS ROAD MATERIALS AND EQUIPMENT RENTAL

### FY 2027 EQUIPMENT RENTAL w/OPERATOR

Item No.	Equipment Type	Per Hour \$	Per Day \$
E10	1 ton truck 4x4 w/8' or larger plow		
E11	22-ton excavator w/boom & various buckets		
E12	18-ton Grader w/14' moldboard & front blade		
E13	7 Ton Vibratory drum roller		
E14	12 Ton Vibratory drum roller		
E15	Reclaimer with operator		
E16	Skid steer with operator		
E17	36,000lbs gvw or greater 6-wheel dump truck with 11' front plow, 9' wing, 7cy spreader or greater with computer controls		

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## CERTIFICATE OF CORPORATE AUTHORITY

At a duly authorized meeting of the Board of Directors of \_\_\_\_\_  
(name of corporation)

held on \_\_\_\_\_ it was voted that \_\_\_\_\_,  
(date) (printed name of officer)

\_\_\_\_\_ of this corporation, be and he/she hereby is authorized to  
(officer/title)

execute contracts, deeds, and bonds in the name and on behalf of said corporation, and affix its corporate seal hereto; and such execution of any contract, deed, obligation in this corporation's name on its behalf by \_\_\_\_\_ under seal of the company shall be valid and  
(officer/title)  
binding upon this corporation.

*A true copy,*

ATTEST: \_\_\_\_\_ (signature)

TITLE: \_\_\_\_\_

PLACE OF BUSINESS: \_\_\_\_\_

DATE OF THIS CERTIFICATE: \_\_\_\_\_

I hereby certify that I am the clerk of the \_\_\_\_\_ and that  
(corporate board or entity authorizing)  
\_\_\_\_\_ is the duly elected \_\_\_\_\_ of said  
(name of authorized person) (officer/title)  
corporation, and that the above vote has not been amended or rescinded and remains in full force and effect as of the date of this contract.

SIGNED: \_\_\_\_\_ (clerk of said corporate board)

(corporate seal)

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## CERTIFICATE OF NON-COLLUSION

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

SIGNED: \_\_\_\_\_ (signature of person signing bid or proposal)

FOR: \_\_\_\_\_ (business or corporate name)

DATE: \_\_\_\_\_

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## CERTIFICATE OF TAX COMPLIANCE

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

SIGNED: \_\_\_\_\_ (signature of person signing bid or proposal)

FOR: \_\_\_\_\_ (business or corporate name)

DATE:

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**CONTRACTOR CERTIFICATION**  
**Commonwealth of Massachusetts**

*To be eligible for award and to be incorporated into any resulting contract, as outlined in Document 00820*

\_\_\_\_\_ (contractor business name) certifies that he/she/they:

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

; and

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

SIGNED: \_\_\_\_\_ (signature of person signing bid or proposal)

FOR: \_\_\_\_\_ (business or corporate name)

DATE:



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

MAURA HEALEY  
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: Brimfield City/Town: BRIMFIELD  
Contract Number:  
Description of Work: I. Various Road Materials II. Equipment Rental with Operator  
Job Location: 34B Wales Road, Brimfield, MA

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

**Construction**

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	1/1/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$0.00	\$78.90
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$0.00	\$79.90
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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	1/1/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$0.00	\$78.97
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$0.00	\$79.97
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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	1/1/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$0.00	\$79.09
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$0.00	\$80.09
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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	12/1/2025	\$36.75	\$10.65	\$9.75	\$8.57	\$0.00	\$65.72
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$38.05	\$10.65	\$9.75	\$8.57	\$0.00	\$67.02
	12/7/2026	\$39.35	\$10.65	\$9.75	\$8.57	\$0.00	\$68.32
	6/7/2027	\$40.75	\$10.65	\$9.75	\$8.57	\$0.00	\$69.72
	12/6/2027	\$42.15	\$10.65	\$9.75	\$8.57	\$0.00	\$71.12
	6/5/2028	\$43.65	\$10.65	\$9.75	\$8.57	\$0.00	\$72.62
	12/4/2028	\$45.15	\$10.65	\$9.75	\$8.57	\$0.00	\$74.12
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS	12/1/2025	\$36.74	\$10.65	\$9.75	\$6.56	\$0.00	\$63.70
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$38.04	\$10.65	\$9.75	\$6.56	\$0.00	\$65.00
	12/1/2026	\$39.33	\$10.65	\$9.75	\$6.56	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	12/1/2025	\$40.32	\$14.50	\$4.30	\$6.25	\$0.00	\$65.37
ASPHALT RAKER LABORERS	12/1/2025	\$36.25	\$10.65	\$9.75	\$8.57	\$0.00	\$65.22
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$37.55	\$10.65	\$9.75	\$8.57	\$0.00	\$66.52
	12/7/2026	\$38.85	\$10.65	\$9.75	\$8.57	\$0.00	\$67.82
	6/7/2027	\$40.25	\$10.65	\$9.75	\$8.57	\$0.00	\$69.22
	12/6/2027	\$41.65	\$10.65	\$9.75	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.15	\$10.65	\$9.75	\$8.57	\$0.00	\$72.12
	12/4/2028	\$44.65	\$10.65	\$9.75	\$8.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS	12/1/2025	\$36.24	\$10.65	\$9.75	\$6.56	\$0.00	\$63.20
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$37.54	\$10.65	\$9.75	\$6.56	\$0.00	\$64.50
	12/1/2026	\$38.83	\$10.65	\$9.75	\$6.56	\$0.00	\$65.79

**Construction**

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) 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"							
BACKHOE/FRONT-END LOADER OPERATOR 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"							
BARCO-TYPE JUMPING TAMPER LABORERS	12/1/2025	\$36.25	\$10.65	\$9.75	\$8.57	\$0.00	\$65.22
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$37.55	\$10.65	\$9.75	\$8.57	\$0.00	\$66.52
	12/7/2026	\$38.85	\$10.65	\$9.75	\$8.57	\$0.00	\$67.82
	6/7/2027	\$40.25	\$10.65	\$9.75	\$8.57	\$0.00	\$69.22
	12/6/2027	\$41.65	\$10.65	\$9.75	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.15	\$10.65	\$9.75	\$8.57	\$0.00	\$72.12
	12/4/2028	\$44.65	\$10.65	\$9.75	\$8.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
BATCH/CEMENT PLANT - ON SITE 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"							
BLOCK PAVER, RAMMER / CURB SETTER LABORERS	12/1/2025	\$36.75	\$10.65	\$9.75	\$8.57	\$0.00	\$65.72
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$38.05	\$10.65	\$9.75	\$8.57	\$0.00	\$67.02
	12/7/2026	\$39.35	\$10.65	\$9.75	\$8.57	\$0.00	\$68.32
	6/7/2027	\$40.75	\$10.65	\$9.75	\$8.57	\$0.00	\$69.72
	12/6/2027	\$42.15	\$10.65	\$9.75	\$8.57	\$0.00	\$71.12
	6/5/2028	\$43.65	\$10.65	\$9.75	\$8.57	\$0.00	\$72.62
	12/4/2028	\$45.15	\$10.65	\$9.75	\$8.57	\$0.00	\$74.12
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) LABORERS	12/1/2025	\$36.74	\$10.65	\$9.75	\$6.56	\$0.00	\$63.70
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$38.04	\$10.65	\$9.75	\$6.56	\$0.00	\$65.00
	12/1/2026	\$39.33	\$10.65	\$9.75	\$6.56	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
BOILER MAKER BOILERMAKERS LOCAL 29 BOILERMAKERS LOCAL 29	1/1/2024	\$48.12	\$7.07	\$14.60	\$6.00	\$0.00	\$75.79

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



**Construction**

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2026	\$52.15	\$10.65	\$9.75	\$9.80	\$0.00	\$82.35
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING LABORER	12/1/2025	\$47.95	\$10.65	\$9.75	\$9.80	\$0.00	\$78.15
LABORERS	6/1/2026	\$49.50	\$10.65	\$9.75	\$9.80	\$0.00	\$79.70
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$51.00	\$10.65	\$9.75	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING TOP MAN	12/1/2025	\$48.28	\$10.65	\$9.75	\$9.80	\$0.00	\$78.48
LABORERS	6/1/2026	\$49.83	\$10.65	\$9.75	\$9.80	\$0.00	\$80.03
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$51.33	\$10.65	\$9.75	\$9.80	\$0.00	\$81.53
For apprentice rates see "Apprentice- LABORER"							
CARBIDE CORE DRILL OPERATOR	12/1/2025	\$36.25	\$10.65	\$9.75	\$8.57	\$0.00	\$65.22
LABORERS	6/1/2026	\$37.55	\$10.65	\$9.75	\$8.57	\$0.00	\$66.52
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$38.85	\$10.65	\$9.75	\$8.57	\$0.00	\$67.82
	6/7/2027	\$40.25	\$10.65	\$9.75	\$8.57	\$0.00	\$69.22
	12/6/2027	\$41.65	\$10.65	\$9.75	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.15	\$10.65	\$9.75	\$8.57	\$0.00	\$72.12
	12/4/2028	\$44.65	\$10.65	\$9.75	\$8.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
CARPENTER	3/1/2026	\$43.81	\$9.19	\$11.25	\$6.90	\$0.00	\$71.15
CARPENTERS	9/1/2026	\$44.76	\$9.19	\$11.25	\$6.90	\$0.00	\$72.10
CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE							
FRANKLIN	3/1/2027	\$45.66	\$9.19	\$11.25	\$6.90	\$0.00	\$73.00

Apprentice: CARPENTER							
Effective Date: 3/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.71	\$9.19	\$0.00	\$1.38	\$0.00	\$30.28
2	45.00	\$19.71	\$1.28	\$0.00	\$1.38	\$0.00	\$22.37
3	55.00	\$24.10	\$9.19	\$0.00	\$2.76	\$0.00	\$36.05
4	55.00	\$24.10	\$9.19	\$0.00	\$2.76	\$0.00	\$36.05
5	70.00	\$30.67	\$9.19	\$11.25	\$4.14	\$0.00	\$55.25
6	70.00	\$30.67	\$9.19	\$11.25	\$4.14	\$0.00	\$55.25
7	80.00	\$35.05	\$9.19	\$11.25	\$5.52	\$0.00	\$61.01
8	80.00	\$35.05	\$9.19	\$11.25	\$5.52	\$0.00	\$61.01

Apprentice: CARPENTER							
Effective Date: 9/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$20.14	\$9.19	\$0.00	\$1.38	\$0.00	\$30.71
2	45.00	\$20.14	\$9.19	\$0.00	\$1.38	\$0.00	\$30.71
3	55.00	\$24.62	\$9.19	\$0.00	\$2.76	\$0.00	\$36.57
4	55.00	\$24.62	\$9.19	\$0.00	\$2.76	\$0.00	\$36.57



**Construction**

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	1/1/2028	\$52.89	\$13.20	\$16.30	\$2.93	\$1.69	\$87.01

Apprentice: CEMENT MASONRY/PLASTERING							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.07	\$13.20	\$16.30	\$0.00	\$0.00	\$53.57
2	60.00	\$28.88	\$13.20	\$16.30	\$2.93	\$1.69	\$63.00
3	65.00	\$31.28	\$13.20	\$16.30	\$2.93	\$1.69	\$65.40
4	70.00	\$33.69	\$13.20	\$16.30	\$2.93	\$1.69	\$67.81
5	75.00	\$36.10	\$13.20	\$16.30	\$2.93	\$1.69	\$70.22
6	80.00	\$38.50	\$13.20	\$16.30	\$2.93	\$1.69	\$72.62
7	90.00	\$43.32	\$13.20	\$16.30	\$2.93	\$1.69	\$77.44

Apprentice: CEMENT MASONRY/PLASTERING							
Effective Date: 7/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.66	\$13.20	\$16.30	\$0.00	\$0.00	\$54.16
2	60.00	\$29.59	\$13.20	\$16.30	\$2.93	\$1.69	\$63.71
3	65.00	\$32.06	\$13.20	\$16.30	\$2.93	\$1.69	\$66.18
4	70.00	\$34.52	\$13.20	\$16.30	\$2.93	\$1.69	\$68.64
5	75.00	\$36.99	\$13.20	\$16.30	\$2.93	\$1.69	\$71.11
6	80.00	\$39.46	\$13.20	\$16.30	\$2.93	\$1.69	\$73.58
7	90.00	\$44.39	\$13.20	\$16.30	\$2.93	\$0.00	\$76.82

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

CHAIN SAW OPERATOR	12/1/2025	\$36.25	\$10.65	\$9.75	\$8.57	\$0.00	\$65.22
LABORERS	6/1/2026	\$37.55	\$10.65	\$9.75	\$8.57	\$0.00	\$66.52
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$38.85	\$10.65	\$9.75	\$8.57	\$0.00	\$67.82
	6/7/2027	\$40.25	\$10.65	\$9.75	\$8.57	\$0.00	\$69.22
	12/6/2027	\$41.65	\$10.65	\$9.75	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.15	\$10.65	\$9.75	\$8.57	\$0.00	\$72.12
	12/4/2028	\$44.65	\$10.65	\$9.75	\$8.57	\$0.00	\$73.62

For apprentice rates see "Apprentice- LABORER"

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE)	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.60	\$0.00	\$94.51
PAINTERS LOCAL 35							



**Construction**

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/5/2028	\$56.93	\$10.65	\$9.75	\$9.65	\$0.00	\$86.98
	12/4/2028	\$58.60	\$10.65	\$9.75	\$9.65	\$0.00	\$88.65

For apprentice rates see "Apprentice- LABORER"

DEMO: JACKHAMMER OPERATOR LABORERS	12/1/2025	\$48.75	\$10.65	\$9.75	\$9.65	\$0.00	\$78.80
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$50.30	\$10.65	\$9.75	\$9.65	\$0.00	\$80.35
	12/7/2026	\$51.80	\$10.65	\$9.75	\$9.65	\$0.00	\$81.85
	6/7/2027	\$53.40	\$10.65	\$9.75	\$9.65	\$0.00	\$83.45
	12/6/2027	\$55.00	\$10.65	\$9.75	\$9.65	\$0.00	\$85.05
	6/5/2028	\$56.68	\$10.65	\$9.75	\$9.65	\$0.00	\$86.73
	12/4/2028	\$58.35	\$10.65	\$9.75	\$9.65	\$0.00	\$88.40

For apprentice rates see "Apprentice- LABORER"

DEMO: WRECKING LABORER LABORERS	12/1/2025	\$48.00	\$10.65	\$9.75	\$9.65	\$0.00	\$78.05
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$49.55	\$10.65	\$9.75	\$9.65	\$0.00	\$79.60
	12/7/2026	\$51.05	\$10.65	\$9.75	\$9.65	\$0.00	\$81.10
	6/7/2027	\$52.65	\$10.65	\$9.75	\$9.65	\$0.00	\$82.70
	12/6/2027	\$54.25	\$10.65	\$9.75	\$9.65	\$0.00	\$84.30
	6/5/2028	\$55.93	\$10.65	\$9.75	\$9.65	\$0.00	\$85.98
	12/4/2028	\$57.60	\$10.65	\$9.75	\$9.65	\$0.00	\$87.65

For apprentice rates see "Apprentice- LABORER"

DIVER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 3)	8/1/2024	\$78.11	\$10.08	\$11.62	\$12.67	\$0.00	\$112.48
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as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate

DIVER TENDER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 3)	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
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as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate

DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 3)	8/1/2024	\$83.69	\$10.08	\$11.62	\$12.67	\$0.00	\$118.06
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For apprentice rates see "Apprentice- PILE DRIVER"

DIVER/SLURRY (EFFLUENT) 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
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For apprentice rates see "Apprentice- PILE DRIVER"

DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888 DRAWBRIDGE - SEIU LOCAL 888	7/1/2020	\$26.77	\$6.67	\$3.93	\$0.00	\$0.16	\$37.53
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ELECTRICIAN (Including Core Drilling) 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
ELECTRICIANS LOCAL 7	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37



**Construction**

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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<b>Apprentice: ELEVATOR CONSTRUCTOR</b>							
Effective Date: 1/1/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
4	70.00	\$50.56	\$16.48	\$11.16	\$11.00	\$0.00	\$89.20
5	80.00	\$57.78	\$16.48	\$11.16	\$11.00	\$0.00	\$96.42

Apprentice to Journeyworker Ratio: 1:1

ELEVATOR CONSTRUCTOR HELPER	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
ELEVATOR CONSTRUCTORS LOCAL 41							

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/1/2025	\$36.24	\$10.65	\$9.75	\$6.56	\$0.00	\$63.20
LABORERS	6/1/2026	\$37.54	\$10.65	\$9.75	\$6.56	\$0.00	\$64.50
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$38.83	\$10.65	\$9.75	\$6.56	\$0.00	\$65.79

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

FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY	6/1/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$0.00	\$27.74
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY	6/1/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$0.00	\$30.23
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY	6/1/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$0.00	\$31.23
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

FIRE ALARM INSTALLER	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- ELECTRICIAN"

FIRE ALARM REPAIR / MAINTENANCE / 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							

<b>Apprentice: FIREMAN</b>							
Effective Date: 12/1/2023							
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
<div style="border: 1px dashed black; padding: 5px;"> <p><b>Apprentice Notes</b></p> <p>Steps are 750 hrs.</p> </div>							
<b>Apprentice to Journeyworker Ratio: 1:1</b>							
FORK LIFT OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.25	\$13.78	\$12.15	\$3.00	\$0.00	\$68.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
GENERATORS/LIGHTING PLANTS OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$35.80	\$13.78	\$12.15	\$3.00	\$0.00	\$64.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 1333	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
GLAZIERS LOCAL 1333	6/1/2028	\$48.73	\$12.00	\$8.70	\$7.20	\$0.00	\$76.63

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

<b>Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)</b>							
<b>Effective Date: 6/1/2026</b>							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$22.37	\$11.20	\$8.40	\$6.05	\$0.00	\$48.02
2	56.25	\$25.16	\$11.20	\$8.40	\$6.05	\$0.00	\$50.81
3	62.50	\$27.96	\$11.20	\$8.40	\$6.05	\$0.00	\$53.61
4	68.75	\$30.75	\$11.20	\$8.40	\$6.05	\$0.00	\$56.40
5	75.00	\$33.55	\$11.20	\$8.40	\$6.05	\$0.00	\$59.20
6	81.25	\$36.34	\$11.20	\$8.40	\$6.05	\$0.00	\$61.99
7	87.50	\$39.14	\$11.20	\$8.40	\$6.05	\$0.00	\$64.79
8	93.75	\$41.93	\$11.20	\$8.40	\$6.05	\$0.00	\$67.58

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

**Construction**

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
GRADER/TRENCHING MACHINE/DERRICK OPERATING ENGINEERS LOCAL 98 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) SHEETMETAL WORKERS LOCAL 63 SHEETMETAL WORKERS LOCAL 63	7/1/2025	\$43.48	\$12.94	\$11.01	\$8.72	\$2.13	\$78.28
	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
	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) ELECTRICIANS LOCAL 7 ELECTRICIANS LOCAL 7	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
	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"							
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 63 SHEETMETAL WORKERS LOCAL 63	7/1/2025	\$43.48	\$12.94	\$11.01	\$8.72	\$2.13	\$78.28
	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
	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) PLUMBERS & PIPEFITTERS LOCAL 104 PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$52.76	\$13.50	\$10.85	\$7.10	\$0.00	\$84.21
	9/17/2026	\$54.76	\$13.50	\$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 PLUMBERS & PIPEFITTERS LOCAL 104 PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$52.76	\$13.50	\$10.85	\$7.10	\$0.00	\$84.21
	9/17/2026	\$54.76	\$13.50	\$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) LABORERS LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2025	\$36.74	\$10.65	\$9.75	\$6.56	\$0.00	\$63.70
	6/1/2026	\$38.04	\$10.65	\$9.75	\$6.56	\$0.00	\$65.00
	12/1/2026	\$39.33	\$10.65	\$9.75	\$6.56	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	9/1/2025	\$48.27	\$14.75	\$9.52	\$10.09	\$0.00	\$82.63
	9/1/2026	\$51.01	\$14.75	\$9.52	\$10.09	\$0.00	\$85.37



**Construction**

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS	6/1/2026	\$37.30	\$10.65	\$9.75	\$8.57	\$0.00	\$66.27
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$38.60	\$10.65	\$9.75	\$8.57	\$0.00	\$67.57
	6/7/2027	\$40.00	\$10.65	\$9.75	\$8.57	\$0.00	\$68.97
	12/6/2027	\$41.40	\$10.65	\$9.75	\$8.57	\$0.00	\$70.37
	6/5/2028	\$42.90	\$10.65	\$9.75	\$8.57	\$0.00	\$71.87
	12/4/2028	\$44.40	\$10.65	\$9.75	\$8.57	\$0.00	\$73.37

Apprentice: LABORER							
Effective Date: 12/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.05	\$9.90	\$9.25	\$8.32	\$0.00	\$49.52
2	70.00	\$25.73	\$9.90	\$9.25	\$8.32	\$0.00	\$53.20
3	80.00	\$29.40	\$9.90	\$9.25	\$8.32	\$0.00	\$56.87
4	90.00	\$33.08	\$9.90	\$9.25	\$8.32	\$0.00	\$60.55

Apprentice: LABORER							
Effective Date: 6/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.38	\$10.65	\$9.75	\$8.57	\$0.00	\$51.35
2	70.00	\$26.11	\$10.65	\$9.75	\$8.57	\$0.00	\$55.08
3	80.00	\$29.84	\$10.65	\$9.75	\$8.57	\$0.00	\$58.81
4	90.00	\$33.57	\$10.65	\$9.75	\$8.57	\$0.00	\$62.54

Apprentice to Journeyworker Ratio: 1:5

LABORER (HEAVY & HIGHWAY)	12/1/2025	\$35.99	\$10.65	\$9.75	\$6.56	\$0.00	\$62.95
LABORERS	6/1/2026	\$37.29	\$10.65	\$9.75	\$6.56	\$0.00	\$64.25
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$38.58	\$10.65	\$9.75	\$6.56	\$0.00	\$65.54

Apprentice: LABORER (HEAVY & HIGHWAY)							
Effective Date: 12/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.04	\$9.90	\$9.25	\$6.31	\$0.00	\$47.50
2	70.00	\$25.72	\$9.90	\$9.25	\$6.31	\$0.00	\$51.18
3	80.00	\$29.40	\$9.90	\$9.25	\$6.31	\$0.00	\$54.86
4	90.00	\$33.07	\$9.90	\$9.25	\$6.31	\$0.00	\$58.53

Apprentice: LABORER (HEAVY & HIGHWAY)							
Effective Date: 6/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.37	\$10.65	\$9.75	\$6.56	\$0.00	\$49.33

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
<b>Apprentice: LABORER (HEAVY &amp; HIGHWAY)</b>							
Effective Date: 6/1/2026							
	<b>Step</b>	<b>Percent</b>	<b>Apprentice Base Wage</b>	<b>Health</b>	<b>Pension</b>	<b>Annuity</b>	<b>Supplemental Unemployment Total Rate</b>
	2	70.00	\$26.10	\$10.65	\$9.75	\$6.56	\$0.00 \$53.06
	3	80.00	\$29.83	\$10.65	\$9.75	\$6.56	\$0.00 \$56.79
	4	90.00	\$33.56	\$10.65	\$9.75	\$6.56	\$0.00 \$60.52
<b>Apprentice to Journeyworker Ratio: 1:5</b>							
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LABORER: CARPENTER TENDER	12/1/2025	\$36.00	\$10.65	\$9.75	\$8.57	\$0.00	\$64.97
LABORERS	6/1/2026	\$37.30	\$10.65	\$9.75	\$8.57	\$0.00	\$66.27
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$38.60	\$10.65	\$9.75	\$8.57	\$0.00	\$67.57
	6/7/2027	\$40.00	\$10.65	\$9.75	\$8.57	\$0.00	\$68.97
	12/6/2027	\$41.40	\$10.65	\$9.75	\$8.57	\$0.00	\$70.37
	6/5/2028	\$42.90	\$10.65	\$9.75	\$8.57	\$0.00	\$71.87
	12/4/2028	\$44.40	\$10.65	\$9.75	\$8.57	\$0.00	\$73.37
For apprentice rates see "Apprentice- LABORER"							
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LABORER: CEMENT FINISHER TENDER	12/1/2025	\$36.00	\$10.65	\$9.75	\$8.57	\$0.00	\$64.97
LABORERS	6/1/2026	\$37.30	\$10.65	\$9.75	\$8.57	\$0.00	\$66.27
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$38.60	\$10.65	\$9.75	\$8.57	\$0.00	\$67.57
	6/7/2027	\$40.00	\$10.65	\$9.75	\$8.57	\$0.00	\$68.97
	12/6/2027	\$41.40	\$10.65	\$9.75	\$8.57	\$0.00	\$70.37
	6/5/2028	\$42.90	\$10.65	\$9.75	\$8.57	\$0.00	\$71.87
	12/4/2028	\$44.40	\$10.65	\$9.75	\$8.57	\$0.00	\$73.37
For apprentice rates see "Apprentice- LABORER"							
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LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/1/2025	\$35.92	\$10.65	\$9.75	\$8.70	\$0.00	\$65.02
LABORERS	6/1/2026	\$37.22	\$10.65	\$9.75	\$8.70	\$0.00	\$66.32
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$38.52	\$10.65	\$9.75	\$8.70	\$0.00	\$67.62
	6/7/2027	\$39.92	\$10.65	\$9.75	\$8.70	\$0.00	\$69.02
	12/6/2027	\$41.32	\$10.65	\$9.75	\$8.70	\$0.00	\$70.42
	6/5/2028	\$42.82	\$10.65	\$9.75	\$8.70	\$0.00	\$71.92
	12/4/2028	\$44.32	\$10.65	\$9.75	\$8.70	\$0.00	\$73.42
For apprentice rates see "Apprentice- LABORER"							
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LABORER: MASON TENDER	12/1/2025	\$39.00	\$10.65	\$9.75	\$8.57	\$0.00	\$67.97
LABORERS	6/1/2026	\$40.30	\$10.65	\$9.75	\$8.57	\$0.00	\$69.27
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$41.60	\$10.65	\$9.75	\$8.57	\$0.00	\$70.57
	6/7/2027	\$43.00	\$10.65	\$9.75	\$8.57	\$0.00	\$71.97
	12/6/2027	\$44.40	\$10.65	\$9.75	\$8.57	\$0.00	\$73.37
	6/5/2028	\$45.90	\$10.65	\$9.75	\$8.57	\$0.00	\$74.87
	12/4/2028	\$47.40	\$10.65	\$9.75	\$8.57	\$0.00	\$76.37
For apprentice rates see "Apprentice- LABORER"							
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LABORER: MASON TENDER (HEAVY & HIGHWAY)	12/1/2025	\$36.24	\$10.65	\$9.75	\$6.56	\$0.00	\$63.20
LABORERS	6/1/2026	\$37.54	\$10.65	\$9.75	\$6.56	\$0.00	\$64.50
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$38.83	\$10.65	\$9.75	\$6.56	\$0.00	\$65.79

**Construction**

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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For apprentice rates see "Apprentice- LABORER (Heavy and Highway)

LABORER: MULTI-TRADE TENDER LABORERS	12/1/2025	\$36.00	\$10.65	\$9.75	\$8.57	\$0.00	\$64.97
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$37.30	\$10.65	\$9.75	\$8.57	\$0.00	\$66.27
	12/7/2026	\$38.60	\$10.65	\$9.75	\$8.57	\$0.00	\$67.57
	6/7/2027	\$40.00	\$10.65	\$9.75	\$8.57	\$0.00	\$68.97
	12/6/2027	\$41.40	\$10.65	\$9.75	\$8.57	\$0.00	\$70.37
	6/5/2028	\$42.90	\$10.65	\$9.75	\$8.57	\$0.00	\$71.87
	12/4/2028	\$44.40	\$10.65	\$9.75	\$8.57	\$0.00	\$73.37

For apprentice rates see "Apprentice- LABORER"

LABORER: TREE REMOVER LABORERS	12/1/2025	\$36.00	\$10.65	\$9.75	\$8.57	\$0.00	\$64.97
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$37.30	\$10.65	\$9.75	\$8.57	\$0.00	\$66.27
	12/7/2026	\$38.60	\$10.65	\$9.75	\$8.57	\$0.00	\$67.57
	6/7/2027	\$40.00	\$10.65	\$9.75	\$8.57	\$0.00	\$68.97
	12/6/2027	\$41.40	\$10.65	\$9.75	\$8.57	\$0.00	\$70.37
	6/5/2028	\$42.90	\$10.65	\$9.75	\$8.57	\$0.00	\$71.87
	12/4/2028	\$44.40	\$10.65	\$9.75	\$8.57	\$0.00	\$73.37

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

LASER BEAM OPERATOR LABORERS	12/1/2025	\$36.25	\$10.65	\$9.75	\$8.57	\$0.00	\$65.22
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$37.55	\$10.65	\$9.75	\$8.57	\$0.00	\$66.52
	12/7/2026	\$38.85	\$10.65	\$9.75	\$8.57	\$0.00	\$67.82
	6/7/2027	\$40.25	\$10.65	\$9.75	\$8.57	\$0.00	\$69.22
	12/6/2027	\$41.65	\$10.65	\$9.75	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.15	\$10.65	\$9.75	\$8.57	\$0.00	\$72.12
	12/4/2028	\$44.65	\$10.65	\$9.75	\$8.57	\$0.00	\$73.62

For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS	12/1/2025	\$36.24	\$10.65	\$9.75	\$6.56	\$0.00	\$63.20
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$37.54	\$10.65	\$9.75	\$6.56	\$0.00	\$64.50
	12/1/2026	\$38.83	\$10.65	\$9.75	\$6.56	\$0.00	\$65.79

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

MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3	2/1/2026	\$45.56	\$12.84	\$15.10	\$5.41	\$0.00	\$78.91
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	8/1/2026	\$47.32	\$12.84	\$15.10	\$5.41	\$0.00	\$80.67
	2/1/2027	\$48.44	\$12.84	\$15.10	\$5.41	\$0.00	\$81.79

Apprentice: MARBLE & TILE FINISHERS							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$22.78	\$12.84	\$15.10	\$5.41	\$0.00	\$56.13
2	60.00	\$27.34	\$12.84	\$15.10	\$5.41	\$0.00	\$60.69
3	70.00	\$31.89	\$12.84	\$15.10	\$5.41	\$0.00	\$65.24
4	80.00	\$36.45	\$12.84	\$15.10	\$5.41	\$0.00	\$69.80
5	90.00	\$41.00	\$12.84	\$15.10	\$5.41	\$0.00	\$74.35



**Construction**

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OILER OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$35.02	\$13.78	\$12.15	\$3.00	\$0.00	\$63.95

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS VI OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$32.74	\$13.78	\$12.15	\$3.00	\$0.00	\$61.67
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 3	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.60	\$0.00	\$94.51
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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) * * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 3	1/1/2026	\$42.03	\$10.35	\$12.00	\$8.35	\$0.00	\$72.73
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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

Apprentice to Journeyworker Ratio: 1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	1/1/2026	\$39.35	\$10.35	\$12.00	\$8.35	\$0.00	\$70.05
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**Construction**

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							

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) *	1/1/2026	\$40.63	\$10.35	\$12.00	\$8.35	\$0.00	\$71.33
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.							
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							

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)	1/1/2026	\$37.95	\$10.35	\$12.00	\$8.35	\$0.00	\$68.65
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							

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



**Construction**

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/5/2028	\$43.15	\$10.65	\$9.75	\$8.57	\$0.00	\$72.12
	12/4/2028	\$44.65	\$10.65	\$9.75	\$8.57	\$0.00	\$73.62

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY) LABORERS	12/1/2025	\$36.24	\$10.65	\$9.75	\$6.56	\$0.00	\$63.20
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$37.54	\$10.65	\$9.75	\$6.56	\$0.00	\$64.50
	12/1/2026	\$38.83	\$10.65	\$9.75	\$6.56	\$0.00	\$65.79

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

PLUMBER & PIPEFITTER	3/17/2026	\$52.76	\$13.50	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$54.76	\$13.50	\$10.85	\$7.10	\$0.00	\$86.21
PLUMBERS & PIPEFITTERS LOCAL 104	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: 3/17/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$23.74	\$13.50	\$10.85	\$0.00	\$0.00	\$48.09
2	50.00	\$26.38	\$13.50	\$10.85	\$0.00	\$0.00	\$50.73
3	55.00	\$29.02	\$13.50	\$10.85	\$0.00	\$0.00	\$53.37
4	60.00	\$31.66	\$13.50	\$10.85	\$0.00	\$0.00	\$56.01
5	65.00	\$34.29	\$13.50	\$10.85	\$0.00	\$0.00	\$58.64
6	70.00	\$36.93	\$13.50	\$10.85	\$0.00	\$0.00	\$61.28
7	75.00	\$39.57	\$13.50	\$10.85	\$0.00	\$0.00	\$63.92
8	80.00	\$42.21	\$13.50	\$10.85	\$0.00	\$0.00	\$66.56
9	85.00	\$44.85	\$13.50	\$10.85	\$7.10	\$0.00	\$76.30
10	85.00	\$44.85	\$13.50	\$10.85	\$7.10	\$0.00	\$76.30

Apprentice: PLUMBER & PIPEFITTER							
Effective Date: 9/17/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$24.64	\$13.50	\$0.00	\$0.00	\$0.00	\$38.14
2	50.00	\$27.38	\$13.50	\$0.00	\$0.00	\$0.00	\$40.88
3	55.00	\$30.12	\$13.50	\$0.00	\$0.00	\$0.00	\$43.62
4	60.00	\$32.86	\$13.50	\$0.00	\$0.00	\$0.00	\$46.36
5	65.00	\$35.59	\$13.50	\$0.00	\$0.00	\$0.00	\$49.09
6	70.00	\$38.33	\$13.50	\$0.00	\$0.00	\$0.00	\$51.83
7	75.00	\$41.07	\$13.50	\$0.00	\$0.00	\$0.00	\$54.57
8	80.00	\$43.81	\$13.50	\$0.00	\$0.00	\$0.00	\$57.31
9	85.00	\$46.55	\$13.50	\$0.00	\$7.10	\$0.00	\$67.15
10	85.00	\$46.55	\$13.50	\$0.00	\$7.10	\$0.00	\$67.15

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
<div style="border: 1px dashed black; padding: 5px;"> <p><b>Apprentice Notes</b></p> <p>**1:1.2:5,3:9,4:12</p> </div>							
<b>Apprentice to Journeyworker Ratio: 1:1</b>							
PNEUMATIC CONTROLS (TEMP.) PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$52.76	\$13.50	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$54.76	\$13.50	\$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) LABORERS	12/1/2025	\$36.24	\$10.65	\$9.75	\$6.56	\$0.00	\$63.20
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$37.54	\$10.65	\$9.75	\$6.56	\$0.00	\$64.50
	12/1/2026	\$38.83	\$10.65	\$9.75	\$6.56	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
POWDERMAN & BLASTER LABORERS	12/1/2025	\$37.00	\$10.65	\$9.75	\$8.57	\$0.00	\$65.97
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$38.30	\$10.65	\$9.75	\$8.57	\$0.00	\$67.27
	12/7/2026	\$39.60	\$10.65	\$9.75	\$8.57	\$0.00	\$68.57
	6/7/2027	\$41.00	\$10.65	\$9.75	\$8.57	\$0.00	\$69.97
	12/6/2027	\$42.40	\$10.65	\$9.75	\$8.57	\$0.00	\$71.37
	6/5/2028	\$43.90	\$10.65	\$9.75	\$8.57	\$0.00	\$72.87
	12/4/2028	\$45.40	\$10.65	\$9.75	\$8.57	\$0.00	\$74.37
For apprentice rates see "Apprentice- LABORER"							
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS	12/1/2025	\$36.99	\$10.65	\$9.75	\$6.56	\$0.00	\$63.95
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$38.29	\$10.65	\$9.75	\$6.56	\$0.00	\$65.25
	12/1/2026	\$39.58	\$10.65	\$9.75	\$6.56	\$0.00	\$66.54
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
READY-MIX CONCRETE DRIVER TEAMSTERS 404 - Construction Service (Northampton)	5/1/2024	\$26.14	\$11.82	\$7.25	\$0.00	\$0.00	\$45.21
TEAMSTERS 404 - Construction Service (Northampton)							
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS	12/1/2025	\$36.25	\$10.65	\$9.75	\$8.57	\$0.00	\$65.22
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$37.55	\$10.65	\$9.75	\$8.57	\$0.00	\$66.52
	12/7/2026	\$38.85	\$10.65	\$9.75	\$8.57	\$0.00	\$67.82
	6/7/2027	\$40.25	\$10.65	\$9.75	\$8.57	\$0.00	\$69.22

**Construction**

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/6/2027	\$41.65	\$10.65	\$9.75	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.15	\$10.65	\$9.75	\$8.57	\$0.00	\$72.12
	12/4/2028	\$44.65	\$10.65	\$9.75	\$8.57	\$0.00	\$73.62

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
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROOFER (Coal tar pitch) ROOFERS LOCAL 248	10/2/2025	\$44.73	\$10.60	\$8.70	\$10.00	\$0.00	\$74.03
ROOFERS LOCAL 248	7/16/2026	\$46.73	\$10.60	\$8.70	\$10.00	\$0.00	\$76.03

For apprentice rates see "Apprentice- ROOFER"

ROOFER (Inc. Roofer Waterproofing & Roofer Damproofg) ROOFERS LOCAL 248	10/2/2025	\$44.23	\$10.60	\$8.70	\$10.00	\$0.00	\$73.53
ROOFERS LOCAL 248	7/16/2026	\$46.23	\$10.60	\$8.70	\$10.00	\$0.00	\$75.53

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 248	10/2/2025	\$44.73	\$10.60	\$8.70	\$10.00	\$0.00	\$74.03
ROOFERS LOCAL 248	7/16/2026	\$46.73	\$10.60	\$8.70	\$10.00	\$0.00	\$76.03

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
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$35.80	\$13.78	\$12.15	\$3.00	\$0.00	\$64.73
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63	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
	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







**Construction**

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TERRAZZO MECHANIC	2/1/2026	\$67.97	\$12.84	\$15.57	\$7.99	\$0.00	\$104.37
BRICKLAYERS LOCAL 3	8/1/2026	\$70.17	\$12.84	\$15.57	\$7.99	\$0.00	\$106.57
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	2/1/2027	\$71.57	\$12.84	\$15.57	\$7.99	\$0.00	\$107.97

Apprentice: TERRAZZO MECHANIC							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.99	\$12.84	\$15.57	\$7.99	\$0.00	\$70.39
2	60.00	\$40.78	\$12.84	\$15.57	\$7.99	\$0.00	\$77.18
3	70.00	\$47.58	\$12.84	\$15.57	\$7.99	\$0.00	\$83.98
4	80.00	\$54.38	\$12.84	\$15.57	\$7.99	\$0.00	\$90.78
5	90.00	\$61.17	\$12.84	\$15.57	\$7.99	\$0.00	\$97.57

Apprentice: TERRAZZO MECHANIC							
Effective Date: 8/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$35.09	\$12.84	\$15.57	\$7.99	\$0.00	\$71.49
2	60.00	\$42.10	\$12.84	\$15.57	\$7.99	\$0.00	\$78.50
3	70.00	\$49.12	\$12.84	\$15.57	\$7.99	\$0.00	\$85.52
4	80.00	\$56.14	\$12.84	\$15.57	\$7.99	\$0.00	\$92.54
5	90.00	\$63.15	\$12.84	\$15.57	\$7.99	\$0.00	\$99.55

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

TEST BORING DRILLER	12/1/2025	\$51.95	\$10.65	\$9.75	\$9.80	\$0.00	\$82.15
LABORERS	6/1/2026	\$53.50	\$10.65	\$9.75	\$9.80	\$0.00	\$83.70
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$55.00	\$10.65	\$9.75	\$9.80	\$0.00	\$85.20

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER	12/1/2025	\$48.07	\$10.65	\$9.75	\$9.80	\$0.00	\$78.27
LABORERS	6/1/2026	\$49.62	\$10.65	\$9.75	\$9.80	\$0.00	\$79.82
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$51.12	\$10.65	\$9.75	\$9.80	\$0.00	\$81.32

For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER	12/1/2025	\$47.95	\$10.65	\$9.75	\$9.80	\$0.00	\$78.15
LABORERS	6/1/2026	\$49.50	\$10.65	\$9.75	\$9.80	\$0.00	\$79.70
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$51.00	\$10.65	\$9.75	\$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	1/1/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$0.00	\$79.77
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$0.00	\$80.77

**Construction**

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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
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TUNNEL WORK - COMPRESSED AIR LABORERS	12/1/2025	\$60.18	\$10.65	\$9.75	\$10.25	\$0.00	\$90.83
LABORERS (COMPRESSED AIR)	6/1/2026	\$61.73	\$10.65	\$9.75	\$10.25	\$0.00	\$92.38
	12/1/2026	\$63.23	\$10.65	\$9.75	\$10.25	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"							
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TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS	12/1/2025	\$62.18	\$10.65	\$9.75	\$10.25	\$0.00	\$92.83
LABORERS (COMPRESSED AIR)	6/1/2026	\$63.73	\$10.65	\$9.75	\$10.25	\$0.00	\$94.38
	12/1/2026	\$65.23	\$10.65	\$9.75	\$10.25	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"							
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TUNNEL WORK - FREE AIR LABORERS	12/1/2025	\$52.25	\$10.65	\$9.75	\$10.25	\$0.00	\$82.90
LABORERS (FREE AIR TUNNEL)	6/1/2026	\$53.80	\$10.65	\$9.75	\$10.25	\$0.00	\$84.45
	12/1/2026	\$55.30	\$10.65	\$9.75	\$10.25	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"							
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TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS	12/1/2025	\$54.25	\$10.65	\$9.75	\$10.25	\$0.00	\$84.90
LABORERS (FREE AIR TUNNEL)	6/1/2026	\$55.80	\$10.65	\$9.75	\$10.25	\$0.00	\$86.45
	12/1/2026	\$57.30	\$10.65	\$9.75	\$10.25	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"							
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VAC-HAUL 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
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WAGON DRILL OPERATOR LABORERS	12/1/2025	\$36.25	\$10.65	\$9.75	\$8.57	\$0.00	\$65.22
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$37.55	\$10.65	\$9.75	\$8.57	\$0.00	\$66.52
	12/7/2026	\$38.85	\$10.65	\$9.75	\$8.57	\$0.00	\$67.82
	6/7/2027	\$40.25	\$10.65	\$9.75	\$8.57	\$0.00	\$69.22
	12/6/2027	\$41.65	\$10.65	\$9.75	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.15	\$10.65	\$9.75	\$8.57	\$0.00	\$72.12
	12/4/2028	\$44.65	\$10.65	\$9.75	\$8.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
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WAGON DRILL OPERATOR (HEAVY & HIGHWAY) LABORERS	12/1/2025	\$36.24	\$10.65	\$9.75	\$6.56	\$0.00	\$63.20
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$37.54	\$10.65	\$9.75	\$6.56	\$0.00	\$64.50
	12/1/2026	\$38.83	\$10.65	\$9.75	\$6.56	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
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WATER METER INSTALLER PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$52.76	\$13.50	\$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.