

MAURA HEALEY Governor

KIM DRISCOLL Lt. Governor

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

Prevailing Wage Rates

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

LAUREN JONES Secretary

MICHAEL FLANAGAN Director

Awarding Authority:	Dept. Conservation & Recreation
Contract Number:	P25-3582-C1A
Description of Work:	Mass Central Rail Trail: Waltham Linden Street Bridge

City/Town: WALTHAM

Job Location:

Linden Street Bridge, Waltham, 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 sheet to the contractor.

• This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.

• An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.

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

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

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

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

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

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2024	\$41.05	\$14.91	\$18.67	\$0.00	\$74.63
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2024	\$41.05	\$14.91	\$20.17	\$0.00	\$76.13
	06/01/2025	\$42.05	\$14.91	\$20.17	\$0.00	\$77.13
	08/01/2025	\$42.05	\$15.41	\$20.17	\$0.00	\$77.63
	12/01/2025	\$42.05	\$15.41	\$21.78	\$0.00	\$79.24
	06/01/2026	\$43.05	\$15.41	\$21.78	\$0.00	\$80.24
	08/01/2026	\$43.05	\$15.91	\$21.78	\$0.00	\$80.74
	12/01/2026	\$43.05	\$15.91	\$23.52	\$0.00	\$82.48
(3 AXLE) DRIVER - EQUIPMENT	08/01/2024	\$40.88	\$14.91	\$18.67	\$0.00	\$74.46
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2024	\$40.88	\$14.91	\$20.17	\$0.00	\$75.96
	06/01/2025	\$41.12	\$14.91	\$20.17	\$0.00	\$76.20
	08/01/2025	\$41.12	\$15.41	\$20.17	\$0.00	\$76.70
	12/01/2025	\$41.12	\$15.41	\$21.78	\$0.00	\$78.31
	06/01/2026	\$43.12	\$15.41	\$21.78	\$0.00	\$80.31
	08/01/2026	\$43.12	\$15.91	\$21.78	\$0.00	\$80.81
	12/01/2026	\$43.12	\$15.91	\$23.52	\$0.00	\$82.55
(4 & 5 AXLE) DRIVER - EQUIPMENT	08/01/2024	\$41.24	\$14.91	\$18.67	\$0.00	\$74.82
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2024	\$41.24	\$14.91	\$20.17	\$0.00	\$76.32
	06/01/2025	\$42.24	\$14.91	\$20.17	\$0.00	\$77.32
	08/01/2025	\$42.24	\$15.41	\$20.17	\$0.00	\$77.82
	12/01/2025	\$42.24	\$15.41	\$21.78	\$0.00	\$79.43
	06/01/2026	\$43.24	\$15.41	\$21.78	\$0.00	\$80.43
	08/01/2026	\$43.24	\$15.91	\$21.78	\$0.00	\$80.93
	12/01/2026	\$43.24	\$15.91	\$23.52	\$0.00	\$82.67
ADS/SUBMERSIBLE PILOT	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
PILE DRIVER LOCAL 56 (ZONE 1)						
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR LABORERS - ZONE 1	06/01/2024	\$46.13	\$9.65	\$18.40	\$0.00	\$74.18
	12/01/2024	\$47.60	\$9.65	\$18.40	\$0.00	\$75.65
	06/01/2025	\$49.10	\$9.65	\$18.40	\$0.00	\$77.15
	12/01/2025	\$50.60	\$9.65	\$18.40	\$0.00	\$78.65
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$53.65	\$9.65	\$18.40	\$0.00	\$81.70
	06/01/2027	\$55.25	\$9.65	\$18.40	\$0.00	\$83.30
	12/01/2027	\$56.85	\$9.65	\$18.40	\$0.00	\$84.90
	06/01/2028	\$58.53	\$9.65	\$18.40	\$0.00	\$86.58
	12/01/2028	\$60.20	\$9.65	\$18.40	\$0.00	\$88.25
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2024	\$46.23	\$9.65	\$18.40	\$0.00	\$74.28
· · · · · ·	12/01/2024	\$47.70	\$9.65	\$18.40	\$0.00	\$75.75
	06/01/2025	\$49.20	\$9.65	\$18.40	\$0.00	\$77.25
	12/01/2025	\$50.70	\$9.65	\$18.40	\$0.00	\$78.75
	06/01/2026	\$52.25	\$9.65	\$18.40	\$0.00	\$80.30
	12/01/2026	\$53.75	\$9.65	\$18.40	\$0.00	\$81.80

Issue Date: 09/18/2024

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	06/01/2024	\$41.80	\$14.50	\$11.05	\$0.00	\$67.35
IEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2024	\$42.80	\$14.50	\$11.05	\$0.00	\$68.35
	06/01/2025	\$43.80	\$14.50	\$11.05	\$0.00	\$69.35
	12/01/2025	\$44.80	\$14.50	\$11.05	\$0.00	\$70.35
ASPHALT RAKER	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
ABORERS - ZONE 1	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) Aborers - Zone 1 (heavy & highway)	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
UPERAIING ENGINEERS LOCAL 4	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
BACKHOE/FRONT-END LOADER	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$50.03 \$57.48	\$15.30	\$16.40	\$0.00 \$0.00	\$89.18
				\$16.40	\$0.00 \$0.00	
	06/01/2025	\$58.78 \$60.22	\$15.30 \$15.20	\$16.40	\$0.00 \$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00 \$0.00	\$91.93
	06/01/2026	\$61.53 \$62.08	\$15.30	\$16.40	\$0.00	\$93.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.98	\$15.30	\$10.40	\$0.00	\$94.68
BARCO-TYPE JUMPING TAMPER	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
ABORERS - ZONE I	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$50.10	\$9.65	\$18.40	\$0.00 \$0.00	\$79.70
	12/01/2026	\$51.05 \$53.15	\$9.65 \$9.65	\$18.40	\$0.00 \$0.00	\$79.70
	06/01/2027			\$18.40	\$0.00 \$0.00	\$82.80
		\$54.75 \$56.35	\$9.65 \$9.65	\$18.40 \$18.40	\$0.00 \$0.00	
	12/01/2027	\$56.35 \$58.03	\$9.65 \$9.65	\$18.40 \$18.40		\$84.40 \$86.08
	06/01/2028	\$58.03	\$9.65		\$0.00 \$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER	06/01/2024	\$46.13	\$9.65	\$18.40	\$0.00	\$74.18
LABORERS - ZONE 1	12/01/2024	\$47.60	\$9.65	\$18.40	\$0.00	\$75.65
	06/01/2025	\$49.10	\$9.65	\$18.40	\$0.00	\$77.15
	12/01/2025	\$50.60	\$9.65	\$18.40	\$0.00	\$78.65
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$53.65	\$9.65	\$18.40	\$0.00	\$81.70
	06/01/2027	\$55.25	\$9.65	\$18.40	\$0.00	\$83.30
	12/01/2027	\$56.85	\$9.65	\$18.40	\$0.00	\$84.90
	06/01/2028	\$58.53	\$9.65	\$18.40	\$0.00	\$86.58
	12/01/2028	\$60.20	\$9.65	\$18.40	\$0.00	\$88.25
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	06/01/2024	\$46.23	\$9.65	\$18.40	\$0.00	\$74.28
HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.70	\$9.65	\$18.40	\$0.00	\$75.75
	06/01/2025	\$49.20	\$9.65	\$18.40	\$0.00	\$77.25
	12/01/2025	\$50.70	\$9.65	\$18.40	\$0.00	\$78.75
	06/01/2026	\$52.25	\$9.65	\$18.40	\$0.00	\$80.30
	12/01/2026	\$53.75	\$9.65	\$18.40	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

Apprentice - BOILERMAKER - Local 29

Effecti	ve Date - 01/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
2	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
3	70	\$33.68	\$7.07	\$14.23	\$0.00	\$54.98	
4	75	\$36.09	\$7.07	\$15.24	\$0.00	\$58.40	
5	80	\$38.50	\$7.07	\$16.25	\$0.00	\$61.82	
6	85	\$40.90	\$7.07	\$17.28	\$0.00	\$65.25	
7	90	\$43.31	\$7.07	\$18.28	\$0.00	\$68.66	
8	95	\$45.71	\$7.07	\$19.32	\$0.00	\$72.10	
Notes:							
Appre	ntice to Journeyworker Ratio:1:4						
	ICIAL MASONRY (INCL. MASON	IRY 08/01/2024	\$64.50	\$11.49	\$23.59	\$0.00	\$99.58
WATERPROOFING) BRICKLAYERS LOCAL 3 (WA	LTHAM)	02/01/202	5 \$65.80	\$11.49	\$23.59	\$0.00	\$100.88
			5 \$67.95	\$11.49	\$23.59	\$0.00	\$103.03
		02/01/2020	\$69.30	\$11.49	\$23.59	\$0.00	\$104.38
		08/01/2020	5 \$71.50	\$11.49	\$23.59	\$0.00	\$106.58
		02/01/2027	\$72.90	\$11.49	\$23.59	\$0.00	\$107.98

	Effecti	ive Date -	08/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.25	\$11.49	\$23.59	\$0.00	\$67.33	
	2	60		\$38.70	\$11.49	\$23.59	\$0.00	\$73.78	
	3	70		\$45.15	\$11.49	\$23.59	\$0.00	\$80.23	
	4	80		\$51.60	\$11.49	\$23.59	\$0.00	\$86.68	
	5	90		\$58.05	\$11.49	\$23.59	\$0.00	\$93.13	
	Effecti	ive Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.90	\$11.49	\$23.59	\$0.00	\$67.98	
	2	60		\$39.48	\$11.49	\$23.59	\$0.00	\$74.56	
	3	70		\$46.06	\$11.49	\$23.59	\$0.00	\$81.14	
	4	80		\$52.64	\$11.49	\$23.59	\$0.00	\$87.72	
	5	90		\$59.22	\$11.49	\$23.59	\$0.00	\$94.30	
	Notes:								
	Appre	ntice to Jo	urneyworker Ratio:1:5						
BULLDOZER/GRADER/SCRAPER		06/01/2024	4 \$55.41	\$15.30	\$16.40	\$0.00	\$87.11		
OPERATING ENGIN	VEERS LO	OCAL 4		12/01/2024	4 \$56.85	\$15.30	\$16.40	\$0.00	\$88.55
				06/01/2025	5 \$58.13	\$15.30	\$16.40	\$0.00	\$89.83
				12/01/2025	5 \$59.57	\$15.30	\$16.40	\$0.00	\$91.27
				06/01/2020	5 \$60.85	\$15.30	\$16.40	\$0.00	\$92.55
				12/01/2020	5 \$62.29	\$15.30	\$16.40	\$0.00	\$93.99
			OPERATING ENGINEERS"						
CAISSON & UN LABORERS - FOUN				06/01/2024	4 \$46.63	\$9.65	\$18.22	\$0.00	\$74.50
				12/01/2024	4 \$48.10	\$9.65	\$18.22	\$0.00	\$75.97
				06/01/2025	5 \$49.60	\$9.65	\$18.22	\$0.00	\$77.47
				12/01/2025	5 \$51.10	\$9.65	\$18.22	\$0.00	\$78.97
				06/01/2020	5 \$52.65	\$9.65	\$18.22	\$0.00	\$80.52
F		1 A		12/01/2020	5 \$54.15	\$9.65	\$18.22	\$0.00	\$82.02
For apprentice T				A - 14 - 17	4		¢10.00	¢0.00	ф <u>до о -</u>
LABORERS - FOUN				06/01/2024			\$18.22	\$0.00	\$73.35
				12/01/2024			\$18.22	\$0.00	\$74.82
				06/01/2023	5 \$48.45	\$9.65	\$18.22	\$0.00	\$76.32
				12/01/2025	5 \$49.95	\$9.65	\$18.22	\$0.00	\$77.82
				06/01/2020	5 \$51.50	\$9.65	\$18.22	\$0.00	\$79.37
				12/01/2020	5 \$53.00	\$9.65	\$18.22	\$0.00	\$80.87
For apprentice	rates see '	'Apprentice- L	ABORER"						

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Waltham 08/01/2024

For apprentice rates see "Apprentice- LABORER"

			Pension	Unemployment	Total Rate
06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
12/01/2024	\$47.28	\$9.65	\$18.22	\$0.00	\$75.15
06/01/2025	\$48.78	\$9.65	\$18.22	\$0.00	\$76.65
12/01/2025	\$50.28	\$9.65	\$18.22	\$0.00	\$78.15
06/01/2026	\$51.83	\$9.65	\$18.22	\$0.00	\$79.70
12/01/2026	\$53.33	\$9.65	\$18.22	\$0.00	\$81.20
06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
09/01/2024	\$48.37	\$9.83	\$19.97	\$0.00	\$78.17
03/01/2025	\$49.62	\$9.83	\$19.97	\$0.00	\$79.42
09/01/2025	\$50.87	\$9.83	\$19.97	\$0.00	\$80.67
03/01/2026	\$52.12	\$9.83	\$19.97	\$0.00	\$81.92
09/01/2026	\$53.37	\$9.83	\$19.97	\$0.00	\$83.17
03/01/2027	\$54.62	\$9.83	\$19.97	\$0.00	\$84.42
	06/01/2025 12/01/2025 06/01/2026 12/01/2024 12/01/2024 12/01/2025 12/01/2025 12/01/2025 06/01/2026 12/01/2027 12/01/2027 06/01/2028 12/01/2028 12/01/2028 09/01/2025 09/01/2025 03/01/2026 09/01/2026	06/01/2025 \$48.78 12/01/2025 \$50.28 06/01/2026 \$51.83 12/01/2026 \$53.33 06/01/2024 \$45.63 12/01/2024 \$45.63 12/01/2024 \$47.10 06/01/2025 \$48.60 12/01/2025 \$50.10 06/01/2026 \$51.65 12/01/2026 \$53.15 06/01/2027 \$54.75 12/01/2027 \$56.35 06/01/2028 \$58.03 12/01/2028 \$59.70 09/01/2024 \$448.37 03/01/2025 \$49.62 09/01/2025 \$50.87 03/01/2026 \$52.12 09/01/2026 \$53.37	06/01/2025 \$48.78 \$9.65 12/01/2025 \$50.28 \$9.65 06/01/2026 \$51.83 \$9.65 12/01/2026 \$53.33 \$9.65 12/01/2026 \$53.33 \$9.65 12/01/2026 \$53.33 \$9.65 12/01/2024 \$45.63 \$9.65 12/01/2025 \$48.60 \$9.65 12/01/2025 \$48.60 \$9.65 12/01/2025 \$48.60 \$9.65 12/01/2026 \$51.65 \$9.65 06/01/2026 \$51.65 \$9.65 12/01/2026 \$53.15 \$9.65 12/01/2027 \$54.75 \$9.65 06/01/2027 \$54.75 \$9.65 12/01/2027 \$56.35 \$9.65 06/01/2028 \$58.03 \$9.65 12/01/2028 \$59.70 \$9.83 09/01/2024 \$448.37 \$9.83 09/01/2025 \$49.62 \$9.83 09/01/2026 \$52.12 \$9.83 09/01/2026 \$53.37	06/01/2025 \$48.78 \$9.65 \$18.22 12/01/2025 \$50.28 \$9.65 \$18.22 06/01/2026 \$51.83 \$9.65 \$18.22 12/01/2026 \$53.33 \$9.65 \$18.22 12/01/2026 \$53.33 \$9.65 \$18.22 06/01/2024 \$45.63 \$9.65 \$18.40 12/01/2024 \$47.10 \$9.65 \$18.40 06/01/2025 \$48.60 \$9.65 \$18.40 06/01/2025 \$48.60 \$9.65 \$18.40 12/01/2026 \$51.65 \$9.65 \$18.40 06/01/2026 \$51.65 \$9.65 \$18.40 06/01/2026 \$53.15 \$9.65 \$18.40 06/01/2027 \$54.75 \$9.65 \$18.40 06/01/2027 \$56.35 \$9.65 \$18.40 12/01/2028 \$59.70 \$9.65 \$18.40 06/01/2028 \$58.03 \$9.65 \$18.40 12/01/2028 \$59.70 \$9.65 \$18.40 09/01/2025	06/01/2025 \$48.78 \$9.65 \$18.22 \$0.00 12/01/2025 \$50.28 \$9.65 \$18.22 \$0.00 06/01/2026 \$51.83 \$9.65 \$18.22 \$0.00 12/01/2026 \$53.33 \$9.65 \$18.22 \$0.00 06/01/2026 \$53.33 \$9.65 \$18.22 \$0.00 12/01/2026 \$53.33 \$9.65 \$18.40 \$0.00 06/01/2025 \$48.60 \$9.65 \$18.40 \$0.00 06/01/2025 \$48.60 \$9.65 \$18.40 \$0.00 06/01/2025 \$48.60 \$9.65 \$18.40 \$0.00 12/01/2026 \$51.65 \$9.65 \$18.40 \$0.00 06/01/2026 \$51.65 \$9.65 \$18.40 \$0.00 12/01/2026 \$53.15 \$9.65 \$18.40 \$0.00 12/01/2027 \$56.35 \$9.65 \$18.40 \$0.00 12/01/2027 \$56.35 \$9.65 \$18.40 \$0.00 12/01/2028 \$59.70 \$9.65 \$18.40 \$0.00 06/01/2028 \$59.70 \$9

Effecti	ve Date -	09/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$21.77	\$9.83	\$1.73	\$0.00	\$33.33
2	45		\$21.77	\$9.83	\$1.73	\$0.00	\$33.33
3	55		\$26.60	\$9.83	\$3.40	\$0.00	\$39.83
4	55		\$26.60	\$9.83	\$3.40	\$0.00	\$39.83
5	70		\$33.86	\$9.83	\$16.51	\$0.00	\$60.20
6	70		\$33.86	\$9.83	\$16.51	\$0.00	\$60.20
7	80		\$38.70	\$9.83	\$18.24	\$0.00	\$66.77
8	80		\$38.70	\$9.83	\$18.24	\$0.00	\$66.77

Apprentice - CARPENTER - Zone 2 Eastern MA

03/01/2025 Effective Date -

Effecti	we Date - 03/01/2025				Supplemental			
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate		
1	45	\$22.33	\$9.83	\$1.73	\$0.00	\$33.89		
2	45	\$22.33	\$9.83	\$1.73	\$0.00	\$33.89		
3	55	\$27.29	\$9.83	\$3.40	\$0.00	\$40.52		
4	55	\$27.29	\$9.83	\$3.40	\$0.00	\$40.52		
5	70	\$34.73	\$9.83	\$16.51	\$0.00	\$61.07		
6	70	\$34.73	\$9.83	\$16.51	\$0.00	\$61.07		
7	80	\$39.70	\$9.83	\$18.24	\$0.00	\$67.77		
8	80	\$39.70	\$9.83	\$18.24	\$0.00	\$67.77		
Notes:								
Appre	ntice to Journeyworker Ratio:1:5							
ARPENTER WOOD I	FRAME	10/01/2023	\$ \$30.61	\$7.02	\$6.47	\$0.00	\$44.10	
ARPENTERS -ZONE 2 (Woo	od Frame)	10/01/2024		\$7.02	\$6.47	\$0.00	\$45.40	
		10/01/2025		\$7.02	\$6.47	\$0.00	\$46.70	

10/01/2026

\$34.51

\$7.02

\$6.47

\$0.00

All Aspects of New Wood Frame Work

\$48.00

Effectiv	ve Date -	10/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$15.31	\$7.02	\$0.00	\$0.00	\$22.33
2	50		\$15.31	\$7.02	\$0.00	\$0.00	\$22.33
3	55		\$16.84	\$7.02	\$2.00	\$0.00	\$25.86
4	55		\$16.84	\$7.02	\$2.00	\$0.00	\$25.86
5	70		\$21.43	\$7.02	\$6.47	\$0.00	\$34.92
6	70		\$21.43	\$7.02	\$6.47	\$0.00	\$34.92
7	80		\$24.49	\$7.02	\$6.47	\$0.00	\$37.98
8	80		\$24.49	\$7.02	\$6.47	\$0.00	\$37.98

Apprentice - CARPENTER (Wood Frame) - Zone 2

01/2024
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Effective I Step pe		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1 50		\$15.96	\$7.02	\$0.00	\$0.00	\$22.98	
2 50	0	\$15.96	\$7.02	\$0.00	\$0.00	\$22.98	
3 5:	5	\$17.55	\$7.02	\$2.00	\$0.00	\$26.57	
4 5:	5	\$17.55	\$7.02	\$2.00	\$0.00	\$26.57	
5 70	0	\$22.34	\$7.02	\$6.47	\$0.00	\$35.83	
6 70	0	\$22.34	\$7.02	\$6.47	\$0.00	\$35.83	
7 80	0	\$25.53	\$7.02	\$6.47	\$0.00	\$39.02	
8 80	0	\$25.53	\$7.02	\$6.47	\$0.00	\$39.02	
Notes:		·				·	
Apprentic	e to Journeyworker Ratio:1:5						
CEMENT MASONRY/PLA BRICKLAYERS LOCAL 3 (WALTH		01/01/2024	\$49.33	\$13.00	\$23.57	\$1.30 \$	87.20

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Waltham) Effective Date 01/01/2024

Effecti	ive Date -	01/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$24.67	\$13.00	\$15.93	\$0.00	\$53.60
2	60		\$29.60	\$13.00	\$18.57	\$1.30	\$62.47
3	65		\$32.06	\$13.00	\$19.57	\$1.30	\$65.93
4	70		\$34.53	\$13.00	\$20.57	\$1.30	\$69.40
5	75		\$37.00	\$13.00	\$21.57	\$1.30	\$72.87
6	80		\$39.46	\$13.00	\$22.57	\$1.30	\$76.33
7	90		\$44.40	\$13.00	\$23.57	\$1.30	\$82.27

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
ABORERS - ZONE 1	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	06/01/2024	\$57.15	\$15.30	\$16.40	\$0.00	\$88.85
4 EKATING ENGINEEKS LOCAL 4	12/01/2024	\$58.63	\$15.30	\$16.40	\$0.00	\$90.33
	06/01/2025	\$59.96	\$15.30	\$16.40	\$0.00	\$91.66
	12/01/2025	\$61.43	\$15.30	\$16.40	\$0.00	\$93.13
	06/01/2026	\$62.76	\$15.30	\$16.40	\$0.00	\$94.46
	12/01/2026	\$64.24	\$15.30	\$16.40	\$0.00	\$95.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR DPERATING ENGINEERS LOCAL 4	06/01/2024	\$36.17	\$15.30	\$16.40	\$0.00	\$67.87
IF EKATING ENGINEEKS LOCAL 4	12/01/2024	\$37.12	\$15.30	\$16.40	\$0.00	\$68.82
	06/01/2025	\$37.97	\$15.30	\$16.40	\$0.00	\$69.67
	12/01/2025	\$38.92	\$15.30	\$16.40	\$0.00	\$70.62
	06/01/2026	\$39.78	\$15.30	\$16.40	\$0.00	\$71.48
	12/01/2026	\$40.73	\$15.30	\$16.40	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) 24INTERS LOCAL 35 - ZONE 2	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
AINTERD LOCAL JJ - LOINE 2	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

rppro							
Effecti	ve Date - 07/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$28.63	\$9.95	\$0.00	\$0.00	\$38.58	
2	55	\$31.49	\$9.95	\$6.66	\$0.00	\$48.10	
3	60	\$34.36	\$9.95	\$7.26	\$0.00	\$51.57	
4	65	\$37.22	\$9.95	\$7.87	\$0.00	\$55.04	
5	70	\$40.08	\$9.95	\$20.32	\$0.00	\$70.35	
6	75	\$42.95	\$9.95	\$20.93	\$0.00	\$73.83	
7	80	\$45.81	\$9.95	\$21.53	\$0.00	\$77.29	
8	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.22	

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

01/01/2025 Effective Date -

Effect Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN	06/10/2024	\$45.53	\$9.65	\$18.40	\$0.00	\$73.58
LABORERS - ZONE 1	12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
	06/02/2025	\$48.50	\$9.65	\$18.40	\$0.00	\$76.55
	12/01/2025	\$50.00	\$9.65	\$18.40	\$0.00	\$78.05
	06/01/2026	\$51.55	\$9.65	\$18.40	\$0.00	\$79.60
	12/07/2026	\$53.05	\$9.65	\$18.40	\$0.00	\$81.10
	06/07/2027	\$54.65	\$9.65	\$18.40	\$0.00	\$82.70
	12/06/2027	\$56.25	\$9.65	\$18.40	\$0.00	\$84.30
	06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.98
	12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	06/10/2024	\$46.53	\$9.65	\$18.40	\$0.00	\$74.58
LABORERS - ZONE 1	12/02/2024	\$48.00	\$9.65	\$18.40	\$0.00	\$76.05
	06/02/2025	\$49.50	\$9.65	\$18.40	\$0.00	\$77.55
	12/01/2025	\$51.00	\$9.65	\$18.40	\$0.00	\$79.05
	06/01/2026	\$52.55	\$9.65	\$18.40	\$0.00	\$80.60
	12/07/2026	\$54.05	\$9.65	\$18.40	\$0.00	\$82.10
	06/07/2027	\$55.65	\$9.65	\$18.40	\$0.00	\$83.70
	12/06/2027	\$57.25	\$9.65	\$18.40	\$0.00	\$85.30
	06/05/2028	\$58.93	\$9.65	\$18.40	\$0.00	\$86.98
	12/04/2028	\$60.60	\$9.65	\$18.40	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS LABORERS - ZONE 1	06/10/2024	\$46.28	\$9.65	\$18.40	\$0.00	\$74.33
LABORERS - ZONE I	12/02/2024	\$47.75	\$9.65	\$18.40	\$0.00	\$75.80
	06/02/2025	\$49.25	\$9.65	\$18.40	\$0.00	\$77.30
	12/01/2025	\$50.75	\$9.65	\$18.40	\$0.00	\$78.80
	06/01/2026	\$52.30	\$9.65	\$18.40	\$0.00	\$80.35
	12/07/2026	\$53.80	\$9.65	\$18.40	\$0.00	\$81.85
	06/07/2027	\$55.40	\$9.65	\$18.40	\$0.00	\$83.45
	12/06/2027	\$57.00	\$9.65	\$18.40	\$0.00	\$85.05
	06/05/2028	\$58.68	\$9.65	\$18.40	\$0.00	\$86.73
For apprentice rates see "Apprentice- LABORER"	12/04/2028	\$60.35	\$9.65	\$18.40	\$0.00	\$88.40
DEMO: CONCRETE CUTTER/SAWYER	06/10/2024	\$46.53	\$9.65	\$18.40	\$0.00	\$74.58
LABORERS - ZONE 1	12/02/2024	\$48.00	\$9.65	\$18.40	\$0.00	\$76.05
	06/02/2025	\$49.50	\$9.65	\$18.40	\$0.00	\$77.55
	12/01/2025	\$51.00	\$9.65	\$18.40	\$0.00	\$79.05
	06/01/2026	\$52.55	\$9.65	\$18.40	\$0.00	\$80.60
	12/07/2026	\$54.05	\$9.65	\$18.40	\$0.00	\$82.10
	06/07/2027	\$55.65	\$9.65	\$18.40	\$0.00	\$83.70
	12/06/2027	\$57.25	\$9.65	\$18.40	\$0.00	\$85.30
	06/05/2028	\$58.93	\$9.65	\$18.40	\$0.00	\$86.98
	12/04/2028	\$60.60	\$9.65	\$18.40	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR	06/10/2024	\$46.28	\$9.65	\$18.40	\$0.00	\$74.33
LABORERS - ZONE 1	12/02/2024	\$47.75	\$9.65	\$18.40	\$0.00	\$75.80
	06/02/2025	\$49.25	\$9.65	\$18.40	\$0.00	\$77.30
	12/01/2025	\$50.75	\$9.65	\$18.40	\$0.00	\$78.80
	06/01/2026	\$52.30	\$9.65	\$18.40	\$0.00	\$80.35
	12/07/2026	\$53.80	\$9.65	\$18.40	\$0.00	\$81.85
	06/07/2027	\$55.40	\$9.65	\$18.40	\$0.00	\$83.45
	12/06/2027	\$57.00	\$9.65	\$18.40	\$0.00	\$85.05
	06/05/2028	\$58.68	\$9.65	\$18.40	\$0.00	\$86.73
	12/04/2028	\$60.35	\$9.65	\$18.40	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"						

Issue Date: 09/18/2024

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: WRECKING LABORER LABORERS - ZONE 1	06/10/2024	\$45.53	\$9.65	\$18.40	\$0.00	\$73.58
LABORERS - ZONE I	12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
	06/02/2025	\$48.50	\$9.65	\$18.40	\$0.00	\$76.55
	12/01/2025	\$50.00	\$9.65	\$18.40	\$0.00	\$78.05
	06/01/2026	\$51.55	\$9.65	\$18.40	\$0.00	\$79.60
	12/07/2026	\$53.05	\$9.65	\$18.40	\$0.00	\$81.10
	06/07/2027	\$54.65	\$9.65	\$18.40	\$0.00	\$82.70
	12/06/2027	\$56.25	\$9.65	\$18.40	\$0.00	\$84.30
	06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.98
	12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
of Emilino EnonteEns EochE 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
ELECTRICIANS LOCAL 103	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
	09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.25
	03/01/2026	\$68.09	\$13.00	\$22.39	\$0.00	\$103.48
	09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
	03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
	09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
	03/01/2028	\$73.11	\$13.00	\$22.58	\$0.00	\$109.89
	05/01/2020	ψ/Τ.JΙ	φ15.00	<i><i><i><i>⁴</i></i></i></i>	\$0.00	ψ102.02

Effect	ive Date - 09/0	/2024			Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40	\$25.51	\$13.00	\$0.77	\$0.00	\$39.28	
2	40	\$25.51	\$13.00	\$0.77	\$0.00	\$39.28	
3	45	\$28.70	\$13.00	\$16.69	\$0.00	\$58.39	
4	45	\$28.70	\$13.00	\$16.69	\$0.00	\$58.39	
5	50	\$31.89	\$13.00	\$17.20	\$0.00	\$62.09	
5	55	\$35.08	\$13.00	\$17.70	\$0.00	\$65.78	
7	60	\$38.27	\$13.00	\$18.21	\$0.00	\$69.48	
8	65	\$41.46	\$13.00	\$18.71	\$0.00	\$73.17	
9	70	\$44.65	\$13.00	\$19.22	\$0.00	\$76.87	
10	75	\$47.84	\$13.00	\$19.74	\$0.00	\$80.58	

Apprentice - ELECTRICIAN - Local 103

Effective Date - 03	/01/2025
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Effectiv	ve Date - 03/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$25.99	\$13.00	\$0.78	\$0.00	\$39.77
2	40	\$25.99	\$13.00	\$0.78	\$0.00	\$39.77
3	45	\$29.24	\$13.00	\$16.71	\$0.00	\$58.95
4	45	\$29.24	\$13.00	\$16.71	\$0.00	\$58.95
5	50	\$32.49	\$13.00	\$17.21	\$0.00	\$62.70
6	55	\$35.74	\$13.00	\$17.72	\$0.00	\$66.46
7	60	\$38.99	\$13.00	\$18.23	\$0.00	\$70.22
8	65	\$42.24	\$13.00	\$18.74	\$0.00	\$73.98
9	70	\$45.49	\$13.00	\$19.24	\$0.00	\$77.73
10	75	\$48.74	\$13.00	\$19.76	\$0.00	\$81.50
Notes:	:					
	App Prior 1/1/03; 30/35/40/	45/50/55/65/70/75/80				
Apprei	ntice to Journeyworker Rat	io:2:3***				
VATOR CONSTRU		01/01/2022	2 \$65.	.62 \$16.03	\$20.21	\$0.00 \$101.8

			200000					
	Effect Step	ive Date - 01/01/2022 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total	Rate
	$\frac{\operatorname{step}}{1}$	*						
	2	50	\$32.81	\$16.03	\$0.00	\$0.00		8.84
		55	\$36.09	\$16.03	\$20.21	\$0.00		2.33
	3	65	\$42.65	\$16.03	\$20.21	\$0.00		8.89
	4	70	\$45.93	\$16.03	\$20.21	\$0.00		2.17
	5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$8	8.74
	Notes:	: Steps 1-2 are 6 mos.; Steps 3-5 are 1 y	ear					
	Appre	entice to Journeyworker Ratio:1:1						
ELEVATOR CO		UCTOR HELPER IS LOCAL 4	01/01/202	2 \$45.93	\$16.03	\$20.21	\$0.00	\$82.17
		"Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)			06/01/202	4 \$45.73	\$9.65	\$18.40	\$0.00	\$73.78
	- (12/01/202	4 \$47.20	\$9.65	\$18.40	\$0.00	\$75.25
			06/01/202	5 \$48.70	\$9.65	\$18.40	\$0.00	\$76.75
			12/01/202	5 \$50.20	\$9.65	\$18.40	\$0.00	\$78.25
			06/01/202	6 \$51.75	\$9.65	\$18.40	\$0.00	\$79.80
			12/01/202	6 \$53.25	\$9.65	\$18.40	\$0.00	\$81.30
		"Apprentice- LABORER (Heavy and Highway)						
IELD ENG.IN perating engi		RSON-BLDG,SITE,HVY/HWY	05/01/2024	4 \$50.79	\$15.00	\$16.40	\$0.00	\$82.19
Littinito Litti	TELICO E		11/01/2024	4 \$52.08	\$15.00	\$16.40	\$0.00	\$83.48
			05/01/202	5 \$53.52	\$15.00	\$16.40	\$0.00	\$84.92
			11/01/202	5 \$54.81	\$15.00	\$16.40	\$0.00	\$86.21
			05/01/202	6 \$56.25	\$15.00	\$16.40	\$0.00	\$87.65
			11/01/2020	5 \$57.54	\$15.00	\$16.40	\$0.00	\$88.94
			05/01/202	7 \$58.97	\$15.00	\$16.40	\$0.00	\$90.37
		"Apprentice- OPERATING ENGINEERS"						
IELD ENG.PA PERATING ENGL		HIEF-BLDG,SITE,HVY/HWY	05/01/2024	4 \$52.37	\$15.00	\$16.40	\$0.00	\$83.77
Entrand Entra	, EERO D		11/01/2024	4 \$53.67	\$15.00	\$16.40	\$0.00	\$85.07
			05/01/202	5 \$55.12	\$15.00	\$16.40	\$0.00	\$86.52
			11/01/202	5 \$56.42	\$15.00	\$16.40	\$0.00	\$87.82
			05/01/202	6 \$57.87	\$15.00	\$16.40	\$0.00	\$89.27
			11/01/2020	5 \$59.17	\$15.00	\$16.40	\$0.00	\$90.57
			05/01/202	7 \$60.62	\$15.00	\$16.40	\$0.00	\$92.02

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

				Unemployment	
05/01/2024	\$24.91	\$15.00	\$16.40	\$0.00	\$56.31
11/01/2024	\$25.67	\$15.00	\$16.40	\$0.00	\$57.07
05/01/2025	\$26.52	\$15.00	\$16.40	\$0.00	\$57.92
11/01/2025	\$27.28	\$15.00	\$16.40	\$0.00	\$58.68
05/01/2026	\$28.13	\$15.00	\$16.40	\$0.00	\$59.53
11/01/2026	\$28.89	\$15.00	\$16.40	\$0.00	\$60.29
05/01/2027	\$29.74	\$15.00	\$16.40	\$0.00	\$61.14
					\$99.04
					\$100.28
09/01/2025	\$66.89	\$13.00			\$102.25
03/01/2026	\$68.09	\$13.00			\$103.48
09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89
09/01/2024	\$51.02	\$13.00	\$20.24	\$0.00	\$84.26
					\$8 1 .20
					\$85.25
					\$80.85 \$87.81
					\$89.39 \$00.27
					\$90.37 \$01.05
					\$91.95
03/01/2028	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94
06/01/2024	\$45.23	\$15.30	\$16.40	\$0.00	\$76.93
			\$16.40		\$78.11
			\$16.40		\$79.17
					\$80.34
					\$81.40
					\$82.58
12,01,2020	420.00	<i><i>ψ</i>10.00</i>			¢02.50
06/01/2024	\$27.01	\$9.65	\$18.40	\$0.00	\$55.06
12/01/2024	\$27.01	\$9.65	\$18.40	\$0.00	\$55.06
06/01/2025	\$28.09	\$9.65	\$18.40	\$0.00	\$56.14
12/01/2025	\$28.09	\$9.65	\$18.40	\$0.00	\$56.14
06/01/2026	\$29.21	\$9.65	\$18.40	\$0.00	\$57.26
12/01/2026	\$29.21	\$9.65	\$18.40	\$0.00	\$57.26
09/01/2024	\$56.23	\$8.83	\$20.27	\$0.00	\$85.33
03/01/2025	\$57.73	\$8.83	\$20.27	\$0.00	\$86.83
09/01/2025	\$59.23	\$8.83	\$20.27	\$0.00	\$88.33
03/01/2026	\$60.73	\$8.83	\$20.27	\$0.00	\$89.83
09/01/2026	\$62.23	\$8.83	\$20.27	\$0.00	\$91.33
	05/01/2025 11/01/2025 05/01/2026 11/01/2026 05/01/2027 09/01/2025 09/01/2025 09/01/2026 09/01/2027 09/01/2027 09/01/2027 09/01/2028 09/01/2025 09/01/2025 09/01/2025 09/01/2026 09/01/2027 09/01/2027 09/01/2027 09/01/2025 06/01/2028 06/01/2024 12/01/2025 12/01/2025 06/01/2026 12/01/2025 12/01/2025 06/01/2024 06/01/2025 12/01/2025 06/01/2025 12/01/2025 06/01/2024	11/01/2024 \$25.67 05/01/2025 \$26.52 11/01/2026 \$28.13 05/01/2026 \$28.13 11/01/2026 \$28.89 05/01/2027 \$29.74 09/01/2024 \$63.78 03/01/2025 \$64.98 09/01/2026 \$70.00 03/01/2026 \$70.00 03/01/2027 \$71.19 09/01/2027 \$73.11 03/01/2027 \$74.31 09/01/2028 \$74.31 09/01/2027 \$51.02 03/01/2025 \$51.98 09/01/2026 \$55.51.98 09/01/2027 \$51.92 03/01/2025 \$53.51 03/01/2026 \$56.00 03/01/2027 \$56.95 09/01/2026 \$56.95 09/01/2027 \$56.95 09/01/2026 \$45.23 12/01/2027 \$58.49 03/01/2028 \$59.45 06/01/2024 \$45.23 12/01/2025 \$48.64 06/01/2026 \$49.70 12/01/2026 \$50.88 06	11/01/2024 \$25.67 \$15.00 05/01/2025 \$26.52 \$15.00 01/01/2026 \$28.13 \$15.00 05/01/2026 \$28.89 \$15.00 05/01/2026 \$28.89 \$15.00 05/01/2027 \$29.74 \$15.00 05/01/2027 \$29.74 \$15.00 03/01/2025 \$66.89 \$13.00 03/01/2026 \$70.00 \$13.00 03/01/2027 \$71.19 \$13.00 03/01/2027 \$73.11 \$13.00 03/01/2027 \$73.11 \$13.00 03/01/2028 \$74.31 \$13.00 03/01/2025 \$51.98 \$13.00 03/01/2025 \$51.98 \$13.00 03/01/2026 \$54.47 \$13.00 03/01/2027 \$56.95 \$13.00 03/01/2027 \$56.95 \$13.00 03/01/2027 \$56.95 \$13.00 03/01/2027 \$56.95 \$13.00 03/01/2027 \$56.95 \$13.00 09/01/2026	11/01/2024 \$25.67 \$15.00 \$16.40 05/01/2025 \$26.52 \$15.00 \$16.40 05/01/2026 \$28.13 \$15.00 \$16.40 05/01/2026 \$28.13 \$15.00 \$16.40 05/01/2027 \$29.74 \$15.00 \$16.40 05/01/2027 \$29.74 \$15.00 \$16.40 05/01/2027 \$29.74 \$15.00 \$22.30 09/01/2025 \$66.89 \$13.00 \$22.30 09/01/2026 \$68.09 \$13.00 \$22.39 09/01/2026 \$70.00 \$13.00 \$22.45 03/01/2027 \$71.19 \$13.00 \$22.58 09/01/2027 \$73.11 \$13.00 \$20.27 09/01/2026 \$51.02 \$13.00 \$20.24 03/01/2025 \$53.51 \$13.00 \$20.32 09/01/2026 \$56.00 \$13.00 \$20.42 09/01/2027 \$56.95 \$13.00 \$20.42 09/01/2027 \$56.95 \$13.00 \$20.42	11/01/2024 \$25.67 \$15.00 \$16.40 \$0.00 05/01/2025 \$26.52 \$15.00 \$16.40 \$0.00 05/01/2026 \$28.13 \$15.00 \$16.40 \$0.00 05/01/2026 \$28.13 \$15.00 \$16.40 \$0.00 05/01/2027 \$29.74 \$15.00 \$16.40 \$0.00 09/01/2024 \$63.78 \$13.00 \$22.26 \$0.00 03/01/2025 \$66.89 \$13.00 \$22.30 \$0.00 03/01/2026 \$70.00 \$13.00 \$22.45 \$0.00 03/01/2026 \$70.00 \$13.00 \$22.49 \$0.00 03/01/2027 \$71.19 \$13.00 \$22.49 \$0.00 03/01/2028 \$74.31 \$13.00 \$20.24 \$0.00 03/01/2028 \$74.31 \$13.00 \$20.27 \$0.00 03/01/2026 \$55.198 \$13.00 \$20.32 \$0.00 03/01/2026 \$56.00 \$13.00 \$20.42 \$0.00 03/01/2026 \$56.95

Effect	ive Date -	09/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$25.30	\$8.83	\$1.76	\$0.00	\$35.89
2	45		\$25.30	\$8.83	\$1.76	\$0.00	\$35.89
3	55		\$30.93	\$8.83	\$3.52	\$0.00	\$43.28
4	55		\$30.93	\$8.83	\$3.52	\$0.00	\$43.28
5	70		\$39.36	\$8.83	\$16.75	\$0.00	\$64.94
6	70		\$39.36	\$8.83	\$16.75	\$0.00	\$64.94
7	80		\$44.98	\$8.83	\$18.51	\$0.00	\$72.32
8	80		\$44.98	\$8.83	\$18.51	\$0.00	\$72.32

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 03/01/2025

Step	ive Date - 03/0 percent	Apprentice Base W	age Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$25.98	\$8.83	\$1.76	\$0.00	\$36.57
2	45	\$25.98	\$8.83	\$1.76	\$0.00	\$36.57
3	55	\$31.75	\$8.83	\$3.52	\$0.00	\$44.10
4	55	\$31.75	\$8.83	\$3.52	\$0.00	\$44.10
5	70	\$40.41	\$8.83	\$16.75	\$0.00	\$65.99
6	70	\$40.41	\$8.83	\$16.75	\$0.00	\$65.99
7	80	\$46.18	\$8.83	\$18.51	\$0.00	\$73.52
8	80	\$46.18	\$8.83	\$18.51	\$0.00	\$73.52

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS	06/01/2024	\$36.17	\$15.30	\$16.40	\$0.00	\$67.87
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$37.12	\$15.30	\$16.40	\$0.00	\$68.82
	06/01/2025	\$37.97	\$15.30	\$16.40	\$0.00	\$69.67
	12/01/2025	\$38.92	\$15.30	\$16.40	\$0.00	\$70.62
	06/01/2026	\$39.78	\$15.30	\$16.40	\$0.00	\$71.48
	12/01/2026	\$40.73	\$15.30	\$16.40	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR	07/01/2024	\$46.76	\$9.95	\$23.95	\$0.00	\$80.66
SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2)	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86

Issue Date: 09/18/2024

Total Rate

\$16.40

\$16.40

\$16.40

\$15.30

\$15.30

\$15.30

\$0.00

\$0.00

\$0.00

Effect	ive Date -	07/01/2024				Supplemental			
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate		
1	50		\$23.38	\$9.95	\$0.00	\$0.00	\$33.33		
2	55		\$25.72	\$9.95	\$6.66	\$0.00	\$42.33		
3	60		\$28.06	\$9.95	\$7.26	\$0.00	\$45.27		
4	65		\$30.39	\$9.95	\$7.87	\$0.00	\$48.21		
5	70		\$32.73	\$9.95	\$20.32	\$0.00	\$63.00		
6	75		\$35.07	\$9.95	\$20.93	\$0.00	\$65.95		
7	80		\$37.41	\$9.95	\$21.53	\$0.00	\$68.89		
8	90		\$42.08	\$9.95	\$22.74	\$0.00	\$74.77		

Apprentice - GLAZIER - Local 35 Zone 2

01/01/2025 Effective Date -

Effectiv	ve Date - 01/01/2025			Supplemental			
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.93	
2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.99	
3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.99	
4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.99	
5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.84	
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.85	
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.85	
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.85	
Notes:							
· ·	Steps are 750 hrs.						
Apprei	ntice to Journeyworker Ratio:1:1						
	CRANES/GRADALLS	06/01/2024	4 \$56.03	\$15.30	\$16.40	\$0.00	\$87.73
OPERATING ENGINEERS LO	ICAL 4	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
		06/01/2025	5 \$58.78	\$15.30	\$16.40	\$0.00	\$90.48

12/01/2025

06/01/2026

12/01/2026

\$60.23

\$61.53

\$62.98

\$91.93

\$93.23

\$94.68

Effective Date - 06/01/2024	l l			Supplemental	
step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1 55	\$30.82	\$15.30	\$0.00	\$0.00	\$46.12
2 60	\$33.62	\$15.30	\$16.40	\$0.00	\$65.32
3 65	\$36.42	\$15.30	\$16.40	\$0.00	\$68.12
4 70	\$39.22	\$15.30	\$16.40	\$0.00	\$70.92
5 75	\$42.02	\$15.30	\$16.40	\$0.00	\$73.72
6 80	\$44.82	\$15.30	\$16.40	\$0.00	\$76.52
7 85	\$47.63	\$15.30	\$16.40	\$0.00	\$79.33
8 90	\$50.43	\$15.30	\$16.40	\$0.00	\$82.13

Apprentice - OPERATING ENGINEERS - Local 4

12/01/2024 Effective Date -

Effecti	ve Date -	12/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	55		\$31.61	\$0.00	\$0.00	\$0.00	\$31.61
2	60		\$34.49	\$15.30	\$16.40	\$0.00	\$66.19
3	65		\$37.36	\$15.30	\$16.40	\$0.00	\$69.06
4	70		\$40.24	\$15.30	\$16.40	\$0.00	\$71.94
5	75		\$43.11	\$15.30	\$16.40	\$0.00	\$74.81
6	80		\$45.98	\$15.30	\$16.40	\$0.00	\$77.68
7	85		\$48.86	\$15.30	\$16.40	\$0.00	\$80.56
8	90		\$51.73	\$15.30	\$16.40	\$0.00	\$83.43

Notes:

08/01/2024	\$58.97	\$14.59	\$27.50	\$2.98	\$104.04
02/01/2025	\$60.72	\$14.59	\$27.50	\$2.98	\$105.79
08/01/2025	\$62.57	\$14.59	\$27.50	\$2.98	\$107.64
02/01/2026	\$64.52	\$14.59	\$27.50	\$2.98	\$109.59
09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.25
03/01/2026	\$68.09	\$13.00	\$22.39	\$0.00	\$103.48
09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89
08/01/2024	\$58.97	\$14.59	\$27.50	\$2.98	\$104.04
02/01/2025	\$60.72	\$14.59	\$27.50	\$2.98	\$105.79
08/01/2025	\$62.57	\$14.59	\$27.50	\$2.98	\$107.64
02/01/2026	\$64.52	\$14.59	\$27.50	\$2.98	\$109.59
	02/01/2025 08/01/2025 02/01/2026 09/01/2024 03/01/2025 03/01/2025 03/01/2026 03/01/2026 03/01/2027 03/01/2027 03/01/2027 03/01/2028 08/01/2024 02/01/2025 08/01/2025	02/01/2025 \$60.72 08/01/2025 \$62.57 02/01/2026 \$64.52 09/01/2026 \$64.52 09/01/2025 \$66.89 03/01/2025 \$66.89 09/01/2026 \$66.89 03/01/2026 \$66.89 03/01/2026 \$66.89 03/01/2026 \$70.00 03/01/2027 \$71.19 09/01/2027 \$73.11 03/01/2028 \$74.31 08/01/2024 \$58.97 02/01/2025 \$60.72 08/01/2025 \$62.57	02/01/2025 \$60.72 \$14.59 08/01/2025 \$62.57 \$14.59 02/01/2026 \$64.52 \$14.59 02/01/2026 \$64.52 \$14.59 09/01/2026 \$64.52 \$13.00 03/01/2025 \$66.89 \$13.00 09/01/2026 \$66.89 \$13.00 09/01/2026 \$66.89 \$13.00 03/01/2026 \$66.89 \$13.00 03/01/2026 \$70.00 \$13.00 03/01/2027 \$71.19 \$13.00 03/01/2027 \$73.11 \$13.00 03/01/2027 \$74.31 \$13.00 03/01/2028 \$74.31 \$13.00 03/01/2028 \$74.31 \$13.00 03/01/2028 \$74.31 \$13.00 08/01/2025 \$60.72 \$14.59 08/01/2025 \$62.57 \$14.59 08/01/2025 \$62.57 \$14.59	02/01/2025 \$60.72 \$14.59 \$27.50 08/01/2025 \$62.57 \$14.59 \$27.50 02/01/2026 \$64.52 \$14.59 \$27.50 09/01/2024 \$63.78 \$13.00 \$22.26 03/01/2025 \$66.89 \$13.00 \$22.30 09/01/2025 \$66.89 \$13.00 \$22.36 03/01/2026 \$66.89 \$13.00 \$22.39 09/01/2026 \$66.89 \$13.00 \$22.45 03/01/2026 \$70.00 \$13.00 \$22.45 03/01/2027 \$71.19 \$13.00 \$22.54 03/01/2027 \$74.31 \$13.00 \$22.58 08/01/2028 \$74.31 \$13.00 \$22.58 08/01/2025 \$60.72 \$14.59 \$27.50 02/01/2025 \$60.72 \$14.59 \$27.50 08/01/2025 \$62.57 \$14.59 \$27.50	02/01/2025 \$60.72 \$14.59 \$27.50 \$2.98 08/01/2025 \$62.57 \$14.59 \$27.50 \$2.98 02/01/2026 \$64.52 \$14.59 \$27.50 \$2.98 09/01/2026 \$64.52 \$14.59 \$27.50 \$2.98 09/01/2026 \$64.52 \$14.59 \$27.50 \$2.98 09/01/2025 \$66.89 \$13.00 \$22.26 \$0.00 03/01/2025 \$66.89 \$13.00 \$22.30 \$0.00 03/01/2026 \$66.89 \$13.00 \$22.39 \$0.00 03/01/2026 \$66.89 \$13.00 \$22.39 \$0.00 03/01/2026 \$70.00 \$13.00 \$22.45 \$0.00 03/01/2027 \$71.19 \$13.00 \$22.49 \$0.00 03/01/2027 \$73.11 \$13.00 \$22.54 \$0.00 03/01/2028 \$74.31 \$13.00 \$22.58 \$0.00 03/01/2028 \$74.31 \$13.00 \$22.58 \$0.00 03/01/2025 \$60.72<

For apprentice- sHIEET METAL WORKER" HYAC (TESTING AND BALANCING -WATER) 09/01/2024 \$67.08 \$12.70 \$21.80 \$0.00 \$101.58 Breapprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" 09/01/2024 \$67.08 \$12.70 \$21.80 \$0.00 \$101.58 HVAC MECHANIC 09/01/2024 \$67.08 \$12.70 \$21.80 \$0.00 \$101.58 PIPEFITTERS LOCAL 337 09/01/2024 \$67.08 \$12.70 \$21.80 \$0.00 \$101.58 POR apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" 09/01/2024 \$67.08 \$12.70 \$21.80 \$0.00 \$101.58 HYDR AULIC DRILLS 06/01/2025 \$68.88 \$12.70 \$21.80 \$0.00 \$74.18 LABORERS - ZONE 1 12/01/2024 \$46.13 \$9.65 \$18.40 \$0.00 \$77.15 12/01/2025 \$50.60 \$9.65 \$18.40 \$0.00 \$78.65 06/01/2026 \$51.40 \$9.65 \$18.40 \$0.00 \$84.90 06/01/2026 \$51.65 \$18.40	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPEFITTERS LOCAL 337 03/01/2025 S6R.88 S12.70 S21.80 S0.00 \$101.38 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" 09/01/2025 \$68.88 \$12.70 \$21.80 \$0.00 \$103.38 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" 09/01/2024 \$67.08 \$12.70 \$21.80 \$0.00 \$101.58 Preprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" 09/01/2024 \$46.13 \$9.65 \$18.40 \$0.00 \$74.18 LABORERS - ZONE 1 06/01/2024 \$46.13 \$9.65 \$18.40 \$0.00 \$77.15 12/01/2025 \$50.60 \$9.65 \$18.40 \$0.00 \$78.65 06/01/2026 \$51.40 \$9.65 \$18.40 \$0.00 \$88.30 12/01/2026 \$53.65 \$18.40 \$0.00 \$88.30 06/01/2027 \$55.25 \$9.65 \$18.40 \$0.00 \$88.30 12/01/2026 \$53.65 \$18.40 \$0.00 \$88.25 For apprentice rates see "Apprentice- LABORER" 12/01	For apprentice rates see "Apprentice- SHEET METAL WORKER"					Unemployment	
O3/01/2025 \$68.88 \$12.70 \$21.80 \$0.00 \$103.38 For apprentice rules see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" 09/01/2024 \$67.08 \$12.70 \$21.80 \$0.00 \$101.58 For apprentice rules see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" 09/01/2024 \$67.08 \$12.70 \$21.80 \$0.00 \$101.58 HYDRAULIC DRILLS 03/01/2025 \$68.88 \$12.70 \$21.80 \$0.00 \$74.18 12/01/2024 \$47.60 \$9.65 \$18.40 \$0.00 \$77.15 12/01/2025 \$50.60 \$9.65 \$18.40 \$0.00 \$77.65 06/01/2025 \$49.10 \$9.65 \$18.40 \$0.00 \$77.65 12/01/2026 \$53.60 \$9.65 \$18.40 \$0.00 \$78.65 06/01/2026 \$53.160 \$9.65 \$18.40 \$0.00 \$83.30 12/01/2027 \$55.25 \$9.65 \$18.40 \$0.00 \$84.90 06/01/2026 \$53.51 \$8.40 \$0.00 \$84.90 12/01/20	HVAC (TESTING AND BALANCING -WATER)	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
HAC MECHANIC PIPEFITTERS LOCAL 337 09/01/2024 \$67.08 \$12.70 \$21.80 \$0.00 \$101.58 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" 06/01/2025 \$68.88 \$12.70 \$21.80 \$0.00 \$103.38 HYDRAULIC DRILLS LABORERS - ZONE I 06/01/2024 \$46.13 \$9.65 \$18.40 \$0.00 \$74.18 12/01/2025 \$50.60 \$9.65 \$18.40 \$0.00 \$77.15 12/01/2026 \$53.65 \$9.65 \$18.40 \$0.00 \$78.65 06/01/2026 \$51.40 \$9.65 \$18.40 \$0.00 \$78.65 06/01/2026 \$51.40 \$9.65 \$18.40 \$0.00 \$88.30 12/01/2026 \$55.55 \$9.65 \$18.40 \$0.00 \$84.90 06/01/2027 \$55.25 \$9.65 \$18.40 \$0.00 \$84.90 06/01/2028 \$88.53 \$9.65 \$18.40 \$0.00 \$86.58 12/01/2028 \$60.20 \$9.65 \$18.40 \$0.00 \$77.25 12/01/202	PIPEFITTERS LOCAL 537	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
PIPEFITTERS LOCAL 337 50/01/2021 50/01/2025 50/01/2024 54/01/2024 54/01/2024 54/01/2025 55/01/2025 51/01/2024 54/01/2024 54/01/2025 55/01/2025	For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" 05/01/2025 \$68.88 \$12.70 \$21.80 \$0.00 \$103.38 HYDRAULIC DRILLS LABORERS- ZONE 1 06/01/2024 \$46.13 \$9.65 \$18.40 \$0.00 \$74.18 12/01/2024 \$47.60 \$9.65 \$18.40 \$0.00 \$75.65 06/01/2026 \$54.910 \$9.65 \$18.40 \$0.00 \$77.15 12/01/2025 \$50.60 \$9.65 \$18.40 \$0.00 \$78.65 06/01/2026 \$51.40 \$9.65 \$18.40 \$0.00 \$81.70 06/01/2026 \$51.40 \$9.65 \$18.40 \$0.00 \$83.30 12/01/2027 \$55.25 \$9.65 \$18.40 \$0.00 \$84.90 06/01/2027 \$55.25 \$9.65 \$18.40 \$0.00 \$84.90 06/01/2028 \$85.53 \$9.65 \$18.40 \$0.00 \$84.90 06/01/2028 \$60.20 \$9.65 \$18.40 \$0.00 \$74.28 LABORER'- ZONE 1 (HEAVY & HIGHWAY) 06/01/2024<	HVAC MECHANIC	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
HYDRAULIC DRILLS 06/01/2024 \$46.13 \$9.65 \$18.40 \$0.00 \$74.18 12/01/2024 \$47.60 \$9.65 \$18.40 \$0.00 \$75.65 06/01/2025 \$49.10 \$9.65 \$18.40 \$0.00 \$77.15 12/01/2026 \$54.910 \$9.65 \$18.40 \$0.00 \$77.15 12/01/2026 \$51.40 \$9.65 \$18.40 \$0.00 \$77.15 12/01/2026 \$51.40 \$9.65 \$18.40 \$0.00 \$77.15 12/01/2026 \$51.40 \$9.65 \$18.40 \$0.00 \$79.45 12/01/2027 \$55.25 \$9.65 \$18.40 \$0.00 \$81.70 06/01/2027 \$55.65 \$18.40 \$0.00 \$83.30 12/01/2027 \$55.53 \$9.65 \$18.40 \$0.00 \$86.58 12/01/2028 \$60.20 \$9.65 \$18.40 \$0.00 \$86.58 12/01/2028 \$60.20 \$9.65 \$18.40 \$0.00 \$74.28 L4BORERS - ZONE 1 (HEAVY & HIGHWAY) 06/01/2024 \$46.23 \$9.65 \$18.40 \$0.00 \$77.	PIPEFITTERS LOCAL 537	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
LABORERS - ZONE I 12/01/2024 \$17.16 <t< td=""><td>· · · · · · · · · · · · · · · · · · ·</td><td></td><td></td><td></td><td></td><td></td><td></td></t<>	· · · · · · · · · · · · · · · · · · ·						
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12/01/2025 \$50.60 \$9.65 \$18.40 \$0.00 \$78.65 06/01/2026 \$51.40 \$9.65 \$18.40 \$0.00 \$79.45 12/01/2026 \$53.65 \$9.65 \$18.40 \$0.00 \$81.70 06/01/2027 \$55.25 \$9.65 \$18.40 \$0.00 \$83.30 12/01/2027 \$56.85 \$9.65 \$18.40 \$0.00 \$84.90 06/01/2027 \$55.25 \$9.65 \$18.40 \$0.00 \$84.90 06/01/2027 \$56.85 \$9.65 \$18.40 \$0.00 \$84.90 06/01/2028 \$58.53 \$9.65 \$18.40 \$0.00 \$86.58 12/01/2028 \$60.20 \$9.65 \$18.40 \$0.00 \$86.58 12/01/2024 \$46.23 \$9.65 \$18.40 \$0.00 \$74.28 L4BORERS - ZONE I (HEAVY & HIGHWAY) 06/01/2024 \$46.23 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2025 \$49.20 \$9.65 \$18.40 \$0.00 \$77.25	LABOKERS - ZONE I	12/01/2024	\$47.60	\$9.65	\$18.40	\$0.00	\$75.65
06/01/2026 \$51.40 \$9.65 \$18.40 \$0.00 \$79.45 12/01/2026 \$53.65 \$9.65 \$18.40 \$0.00 \$81.70 06/01/2027 \$55.25 \$9.65 \$18.40 \$0.00 \$83.30 12/01/2027 \$56.85 \$9.65 \$18.40 \$0.00 \$84.90 06/01/2028 \$58.53 \$9.65 \$18.40 \$0.00 \$86.58 12/01/2028 \$60.20 \$9.65 \$18.40 \$0.00 \$86.58 12/01/2028 \$60.20 \$9.65 \$18.40 \$0.00 \$86.58 12/01/2028 \$60.20 \$9.65 \$18.40 \$0.00 \$88.25 HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY) \$06/01/2024 \$46.23 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2024 \$47.70 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2025 \$59.70 \$9.65 \$18.40 \$0.00 \$78.75 12/01/2026 \$55.75 \$9.65		06/01/2025	\$49.10	\$9.65	\$18.40	\$0.00	\$77.15
12/01/2026 \$53.65 \$9.65 \$18.40 \$0.00 \$81.70 06/01/2027 \$55.25 \$9.65 \$18.40 \$0.00 \$83.30 12/01/2027 \$55.85 \$9.65 \$18.40 \$0.00 \$84.90 06/01/2028 \$58.53 \$9.65 \$18.40 \$0.00 \$84.90 06/01/2028 \$58.53 \$9.65 \$18.40 \$0.00 \$86.58 12/01/2028 \$60.20 \$9.65 \$18.40 \$0.00 \$88.25 HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS - ZONE I (HEAVY & HIGHWAY) 06/01/2024 \$46.23 \$9.65 \$18.40 \$0.00 \$74.28 LABORERS - ZONE I (HEAVY & HIGHWAY) 06/01/2025 \$49.20 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$88.30 IZ/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$88.30		12/01/2025	\$50.60	\$9.65	\$18.40	\$0.00	\$78.65
O6/01/2027 \$55.25 \$9.65 \$18.40 \$0.00 \$83.30 12/01/2027 \$56.85 \$9.65 \$18.40 \$0.00 \$84.90 06/01/2028 \$58.53 \$9.65 \$18.40 \$0.00 \$84.90 06/01/2028 \$58.53 \$9.65 \$18.40 \$0.00 \$86.58 12/01/2028 \$60.20 \$9.65 \$18.40 \$0.00 \$88.25 HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY) 06/01/2024 \$46.23 \$9.65 \$18.40 \$0.00 \$74.28 12/01/2024 \$47.70 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$78.75 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$88.30 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 12/01/2026 \$53.75 \$9.65 <		06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
International and the state of the stat		12/01/2026	\$53.65	\$9.65	\$18.40	\$0.00	\$81.70
For apprentice rates see "Apprentice- LABORER" 06/01/2028 \$58.53 \$9.65 \$18.40 \$0.00 \$88.58 HYDRAULIC DRILLS (HEAVY & HIGHWAY) 06/01/2024 \$46.23 \$9.65 \$18.40 \$0.00 \$74.28 LABORERS - ZONE 1 (HEAVY & HIGHWAY) 06/01/2024 \$46.23 \$9.65 \$18.40 \$0.00 \$74.28 LABORERS - ZONE 1 (HEAVY & HIGHWAY) 06/01/2025 \$49.20 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2025 \$49.20 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$88.30 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$80.30 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 INSULATOR (PIPES & TANKS) 09/01/2024 <		06/01/2027	\$55.25	\$9.65	\$18.40	\$0.00	\$83.30
For apprentice rates see "Apprentice- LABORER" 12/01/2028 \$60.20 \$9.65 \$18.40 \$0.00 \$88.25 HYDRAULIC DRILLS (HEAVY & HIGHWAY) 06/01/2024 \$46.23 \$9.65 \$18.40 \$0.00 \$74.28 LABORERS - ZONE 1 (HEAVY & HIGHWAY) 06/01/2024 \$447.70 \$9.65 \$18.40 \$0.00 \$75.75 06/01/2025 \$49.20 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$80.30 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 For apprentice- LABORER (Heavy and Highway) 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 HEAT & FROST INSULATOR (PIPES & TANKS) 09/01/2024 \$56.92 \$14.75 \$19.61 \$0.00 \$94.70		12/01/2027	\$56.85	\$9.65	\$18.40	\$0.00	\$84.90
For apprentice LABORER" HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY) 06/01/2024 \$46.23 \$9.65 \$18.40 \$0.00 \$74.28 12/01/2024 \$47.70 \$9.65 \$18.40 \$0.00 \$75.75 06/01/2025 \$49.20 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$80.30 12/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$80.30 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 For apprentice- LABORER (Heavy and Highway) INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON) 09/01/2024 \$56.92 \$14.75 \$19.61 \$0.00 \$91.28 09/01/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$94.70		06/01/2028	\$58.53	\$9.65	\$18.40	\$0.00	\$86.58
HYDRAULIC DRILLS (HEAVY & HIGHWAY) 06/01/2024 \$46.23 \$9.65 \$18.40 \$0.00 \$74.28 LABORERS - ZONE 1 (HEAVY & HIGHWAY) 12/01/2024 \$47.70 \$9.65 \$18.40 \$0.00 \$75.75 06/01/2025 \$49.20 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$80.30 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON) 09/01/2024 \$56.92 \$14.75 \$19.61 \$0.00 \$94.70		12/01/2028	\$60.20	\$9.65	\$18.40	\$0.00	\$88.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY) 500001/2024 \$40.25 \$10.10 \$10.10 \$10.00 \$74.28 12/01/2024 \$47.70 \$9.65 \$18.40 \$0.00 \$75.75 06/01/2025 \$49.20 \$9.65 \$18.40 \$0.00 \$77.25 12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$80.30 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON) \$9/01/2024 \$56.92 \$14.75 \$19.61 \$0.00 \$91.28 09/01/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$94.70	For apprentice rates see "Apprentice- LABORER"						
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12/01/2025 \$50.70 \$9.65 \$18.40 \$0.00 \$78.75 06/01/2026 \$52.25 \$9.65 \$18.40 \$0.00 \$80.30 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$80.30 INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON) 09/01/2024 \$56.92 \$14.75 \$19.61 \$0.00 \$91.28 09/01/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$94.70	LABORERS - ZONE I (HEAVY & HIGHWAY)	12/01/2024	\$47.70	\$9.65	\$18.40	\$0.00	\$75.75
Normalized and the set of the set		06/01/2025	\$49.20	\$9.65	\$18.40	\$0.00	\$77.25
For apprentice rates see "Apprentice- LABORER (Heavy and Highway) 12/01/2026 \$53.75 \$9.65 \$18.40 \$0.00 \$81.80 INSULATOR (PIPES & TANKS) 09/01/2024 \$56.92 \$14.75 \$19.61 \$0.00 \$91.28 HEAT & FROST INSULATORS LOCAL 6 (BOSTON) 09/01/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$94.70		12/01/2025	\$50.70	\$9.65	\$18.40	\$0.00	\$78.75
For apprentice rates see "Apprentice- LABORER (Heavy and Highway) INSULATOR (PIPES & TANKS) 09/01/2024 \$56.92 \$14.75 \$19.61 \$0.00 \$91.28 HEAT & FROST INSULATORS LOCAL 6 (BOSTON) 09/01/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$94.70		06/01/2026	\$52.25	\$9.65	\$18.40	\$0.00	\$80.30
INSULATOR (PIPES & TANKS) 09/01/2024 \$56.92 \$14.75 \$19.61 \$0.00 \$91.28 HEAT & FROST INSULATORS LOCAL 6 (BOSTON) 09/01/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$94.70		12/01/2026	\$53.75	\$9.65	\$18.40	\$0.00	\$81.80
HEAT & FROST INSULATORS LOCAL 6 (BOSTON) 09/01/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$94.70	For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
09/01/2025 \$60.34 \$14.75 \$19.61 \$0.00 \$94.70	INSULATOR (PIPES & TANKS)	09/01/2024	\$56.92	\$14.75	\$19.61	\$0.00	\$91.28
09/01/2026 \$63.76 \$14.75 \$19.61 \$0.00 \$98.12	HEAT & FRUST INSULATORS LOCAL 6 (BUSTON)	09/01/2025	\$60.34	\$14.75	\$19.61	\$0.00	\$94.70
		09/01/2026	\$63.76	\$14.75	\$19.61	\$0.00	\$98.12

Effecti	ve Date -	09/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$28.46	\$14.75	\$14.32	\$0.00	\$57.53	
2	60		\$34.15	\$14.75	\$15.37	\$0.00	\$64.27	
3	70		\$39.84	\$14.75	\$16.43	\$0.00	\$71.02	
4	80		\$45.54	\$14.75	\$17.49	\$0.00	\$77.78	
Effecti	ve Date -	09/01/2025						

Apprentice -	ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston
	00/01/2024

Effect	ive Date - 09/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$30.17	\$14.75	\$14.32	\$0.00	\$59.24	
2	60	\$36.20	\$14.75	\$15.37	\$0.00	\$66.32	
3	70	\$42.24	\$14.75	\$16.43	\$0.00	\$73.42	
4	80	\$48.27	\$14.75	\$17.49	\$0.00	\$80.51	
Notes	Steps are 1 year						
Appre	entice to Journeyworker Ratio:1:4						
IRONWORKER/WEL		03/16/2024	4 \$53.97	\$8.35	\$26.70	\$0.00 \$	89.02

Apprentice - IRONWORKER - Local 7 Boston

Effecti	ive Date - 03/16/2024				Supplemental	
Step	percent	Apprentice Base Wage	e Health	Pension	Unemployment	Total Rate
1	60	\$32.38	\$8.35	\$26.70	\$0.00	\$67.43
2	70	\$37.78	\$8.35	\$26.70	\$0.00	\$72.83
3	75	\$40.48	\$8.35	\$26.70	\$0.00	\$75.53
4	80	\$43.18	\$8.35	\$26.70	\$0.00	\$78.23
5	85	\$45.87	\$8.35	\$26.70	\$0.00	\$80.92
6	90	\$48.57	\$8.35	\$26.70	\$0.00	\$83.62

Notes:

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
JACKHAMMER & PAVING BREAKER OPERATOR	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
LABORERS - ZONE I	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
LABORER	06/01/2024	\$45.38	\$9.65	\$18.40	\$0.00	\$73.43
LABORERS - ZONE 1	12/01/2024	\$46.85	\$9.65	\$18.40	\$0.00	\$74.90
	06/01/2025	\$48.35	\$9.65	\$18.40	\$0.00	\$76.40
	12/01/2025	\$49.85	\$9.65	\$18.40	\$0.00	\$77.90
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$52.90	\$9.65	\$18.40	\$0.00	\$80.95
	06/01/2027	\$54.50	\$9.65	\$18.40	\$0.00	\$82.55
	12/01/2027	\$56.10	\$9.65	\$18.40	\$0.00	\$84.15
	06/01/2028	\$57.78	\$9.65	\$18.40	\$0.00	\$85.83
	12/01/2028	\$59.45	\$9.65	\$18.40	\$0.00	\$87.50

Apprentice - LABORER - Zone 1 Effective Data 06/01/2024

Effect	ive Date -	06/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$27.23	\$9.65	\$18.40	\$0.00	\$55.28	
2	70		\$31.77	\$9.65	\$18.40	\$0.00	\$59.82	
3	80		\$36.30	\$9.65	\$18.40	\$0.00	\$64.35	
4	90		\$40.84	\$9.65	\$18.40	\$0.00	\$68.89	

	ive Date -	12/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$28.11	\$9.65	\$18.40	\$0.00	\$56.16	
2	70		\$32.80	\$9.65	\$18.40	\$0.00	\$60.85	
3	80		\$37.48	\$9.65	\$18.40	\$0.00	\$65.53	
4	90		\$42.17	\$9.65	\$18.40	\$0.00	\$70.22	
Notes:	:							

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER (HEAVY & HIGHWAY)	06/01/2024	\$45.48	\$9.65	\$18.40	\$0.00	\$73.53
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$46.95	\$9.65	\$18.40	\$0.00	\$75.00
	06/01/2025	\$48.45	\$9.65	\$18.40	\$0.00	\$76.50
	12/01/2025	\$49.95	\$9.65	\$18.40	\$0.00	\$78.00
	06/01/2026	\$51.50	\$9.65	\$18.40	\$0.00	\$79.55
	12/01/2026	\$53.00	\$9.65	\$18.40	\$0.00	\$81.05

Apprentice - LABORER (Heavy & Highway) - Zone 1

Effect	ive Date -	06/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$27.29	\$9.65	\$18.40	\$0.00	\$55.34
2	70		\$31.84	\$9.65	\$18.40	\$0.00	\$59.89
3	80		\$36.38	\$9.65	\$18.40	\$0.00	\$64.43
4	90		\$40.93	\$9.65	\$18.40	\$0.00	\$68.98

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$28.17	\$9.65	\$18.40	\$0.00	\$56.22
2	70	\$32.87	\$9.65	\$18.40	\$0.00	\$60.92
3	80	\$37.56	\$9.65	\$18.40	\$0.00	\$65.61
4	90	\$42.26	\$9.65	\$18.40	\$0.00	\$70.31

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER	06/01/2024	\$45.38	\$9.65	\$18.40	\$0.00	\$73.43
LABORERS - ZONE I	12/01/2024	\$46.85	\$9.65	\$18.40	\$0.00	\$74.90
	06/01/2025	\$48.35	\$9.65	\$18.40	\$0.00	\$76.40
	12/01/2025	\$49.85	\$9.65	\$18.40	\$0.00	\$77.90
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$52.90	\$9.65	\$18.40	\$0.00	\$80.95
	06/01/2027	\$54.50	\$9.65	\$18.40	\$0.00	\$82.55
	12/01/2027	\$56.10	\$9.65	\$18.40	\$0.00	\$84.15
	06/01/2028	\$57.78	\$9.65	\$18.40	\$0.00	\$85.83
	12/01/2028	\$59.45	\$9.65	\$18.40	\$0.00	\$87.50

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 1	06/01/2024	\$45.38	\$9.65	\$18.40	\$0.00	\$73.43
LABOREKS - ZONE I	12/01/2024	\$46.85	\$9.65	\$18.40	\$0.00	\$74.90
	06/01/2025	\$48.35	\$9.65	\$18.40	\$0.00	\$76.40
	12/01/2025	\$49.85	\$9.65	\$18.40	\$0.00	\$77.90
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$52.90	\$9.65	\$18.40	\$0.00	\$80.95
	06/01/2027	\$54.50	\$9.65	\$18.40	\$0.00	\$82.55
	12/01/2027	\$56.10	\$9.65	\$18.40	\$0.00	\$84.15
	06/01/2028	\$57.78	\$9.65	\$18.40	\$0.00	\$85.83
	12/01/2028	\$59.45	\$9.65	\$18.40	\$0.00	\$87.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 1	06/03/2024	\$45.53	\$9.65	\$18.40	\$0.00	\$73.58
ADOKEKS - LONE I	12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
	06/02/2025	\$48.50	\$9.65	\$18.40	\$0.00	\$76.55
	12/01/2025	\$50.00	\$9.65	\$18.40	\$0.00	\$78.05
	06/01/2026	\$51.55	\$9.65	\$18.40	\$0.00	\$79.60
	12/07/2026	\$53.05	\$9.65	\$18.40	\$0.00	\$81.10
	06/07/2027	\$54.65	\$9.65	\$18.40	\$0.00	\$82.70
	12/06/2027	\$56.25	\$9.65	\$18.40	\$0.00	\$84.30
	06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.98
	12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
ADUKERS - ZUNE I	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY)	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ABORER: MULTI-TRADE TENDER ABORERS - ZONE 1	06/01/2024	\$45.38	\$9.65	\$18.40	\$0.00	\$73.43
ADORERS - ZONE I	12/01/2024	\$46.85	\$9.65	\$18.40	\$0.00	\$74.90
	06/01/2025	\$48.35	\$9.65	\$18.40	\$0.00	\$76.40
	12/01/2025	\$49.85	\$9.65	\$18.40	\$0.00	\$77.90
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$52.90	\$9.65	\$18.40	\$0.00	\$80.95
	06/01/2027	\$54.50	\$9.65	\$18.40	\$0.00	\$82.55
	12/01/2027	\$56.10	\$9.65	\$18.40	\$0.00	\$84.15
	06/01/2028	\$57.78	\$9.65	\$18.40	\$0.00	\$85.83
	12/01/2028	\$59.45	\$9.65	\$18.40	\$0.00	\$87.50
For apprentice rates see "Apprentice- LABORER"						
ABORER: TREE REMOVER 4BORERS - ZONE 1	06/01/2024	\$45.38	\$9.65	\$18.40	\$0.00	\$73.43
	12/01/2024	\$46.85	\$9.65	\$18.40	\$0.00	\$74.90
	06/01/2025	\$48.35	\$9.65	\$18.40	\$0.00	\$76.40
	12/01/2025	\$49.85	\$9.65	\$18.40	\$0.00	\$77.90
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$52.90	\$9.65	\$18.40	\$0.00	\$80.95
	06/01/2027	\$54.50	\$9.65	\$18.40	\$0.00	\$82.55
	12/01/2027	\$56.10	\$9.65	\$18.40	\$0.00	\$84.15
	06/01/2028	\$57.78	\$9.65	\$18.40	\$0.00	\$85.83
	12/01/2028	\$59.45	\$9.65	\$18.40	\$0.00	\$87.50
This classification applies to the removal of standing trees, and the trimming and clearance incidental to construction. For apprentice rates see "Apprentice-LABO		bs when related	to public work	s construction	or site	
ASER BEAM OPERATOR	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
ABORERS - ZONE 1	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$55.15 \$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
				\$18.40	\$0.00 \$0.00	\$84.40 \$86.08
	06/01/2028	\$58.03	\$9.65		\$0.00 \$0.00	
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
ASER BEAM OPERATOR (HEAVY & HIGHWAY)	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
ABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$75.25 \$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25 \$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2020	φ.σ.23	φ7.03	Ψ10.70	ψυ.υυ	φ01.30
IARBLE & TILE FINISHERS	08/01/2024	\$49.32	\$11.49	\$21.62	\$0.00	\$82.43
RICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2025	\$50.36	\$11.49	\$21.62	\$0.00	\$83.47
	08/01/2025	\$52.08	\$11.49	\$21.62	\$0.00	\$85.19
	02/01/2026	\$53.16	\$11.49	\$21.62	\$0.00	\$86.27
	08/01/2026	\$55.10	\$11.49	\$21.62	\$0.00	\$88.03
				\$21.62	\$0.00	\$88.05 \$89.15
	02/01/2027	\$56.04	\$11.49	φ21.02	φ0.00	\$07.13

	Effective Date -		08/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$24.66	\$11.49	\$21.62	\$0.00	\$57.77	
	2	60		\$29.59	\$11.49	\$21.62	\$0.00	\$62.70	
	3	70		\$34.52	\$11.49	\$21.62	\$0.00	\$67.63	
	4	80		\$39.46	\$11.49	\$21.62	\$0.00	\$72.57	
	5	90		\$44.39	\$11.49	\$21.62	\$0.00	\$77.50	
	Effectiv	ve Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$25.18	\$11.49	\$21.62	\$0.00	\$58.29	
	2	60		\$30.22	\$11.49	\$21.62	\$0.00	\$63.33	
	3	70		\$35.25	\$11.49	\$21.62	\$0.00	\$68.36	
	4	80		\$40.29	\$11.49	\$21.62	\$0.00	\$73.40	
	5	90		\$45.32	\$11.49	\$21.62	\$0.00	\$78.43	
	Notes:								
	İ							i i	
	Apprer	tice to Jou	ırneyworker Ratio:1:3						
			S & TERRAZZO MECH	08/01/2024	4 \$64.	52 \$11.49	\$23.56	\$0.00	\$99.57
BRICKLAYERS LOO	CAL 3 - MA	RBLE & TIL	E	02/01/2025	5 \$65.	82 \$11.49	\$23.56	\$0.00	\$100.87
				08/01/2025	5 \$67.	97 \$11.49	\$23.56	\$0.00	\$103.02
				02/01/2026	5 \$69.	32 \$11.49	\$23.56	\$0.00	\$104.37
				08/01/2026	5 \$71.	52 \$11.49	\$23.56	\$0.00	\$106.57

02/01/2027

\$72.92

\$23.56

\$11.49

\$0.00

Apprentice - M	ARBLE & TILE FINISHER - Local 3 Marble & Tile
Effective Date -	08/01/2024

\$107.97

	Effect	ive Date -	08/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.26	\$11.49	\$23.56	\$0.00	\$67.31	
	2	60		\$38.71	\$11.49	\$23.56	\$0.00	\$73.76	
	3	70		\$45.16	\$11.49	\$23.56	\$0.00	\$80.21	
	4	80		\$51.62	\$11.49	\$23.56	\$0.00	\$86.67	
	5	90		\$58.07	\$11.49	\$23.56	\$0.00	\$93.12	
	Effect	ive Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.91	\$11.49	\$23.56	\$0.00	\$67.96	
	2	60		\$39.49	\$11.49	\$23.56	\$0.00	\$74.54	
	3	70		\$46.07	\$11.49	\$23.56	\$0.00	\$81.12	
	4	80		\$52.66	\$11.49	\$23.56	\$0.00	\$87.71	
	5	90		\$59.24	\$11.49	\$23.56	\$0.00	\$94.29	
	Notes								
	ĺ								
	Appro	entice to Jo	urneyworker Ratio:1:5					'	
MECH. SWE			ON CONST. SITES)	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
n ekaning en	VOIIVEEKS E	OCAL 4		12/01/2024	\$\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
				06/01/2025	5 \$58.13	\$15.30	\$16.40	\$0.00	\$89.83
				12/01/2025	5 \$59.57	\$15.30	\$16.40	\$0.00	\$91.27
				06/01/2026	5 \$60.85	\$15.30	\$16.40	\$0.00	\$92.55
For apprent	tice rates see	"Apprentice- (DPERATING ENGINEERS"	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
MECHANIC				06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4		OCAL 4		12/01/2024			\$16.40	\$0.00	\$88.55
				06/01/2026			\$16.40	\$0.00	\$89.83
				06/01/2025	φ50.15	φ15.50			
				12/01/2025			\$16.40	\$0.00	\$91.27
					5 \$59.57	\$15.30			
				12/01/2025	5 \$59.57 5 \$60.85	\$15.30 \$15.30	\$16.40	\$0.00	\$91.27
			DPERATING ENGINEERS"	12/01/2025 06/01/2026	5 \$59.57 5 \$60.85	\$15.30 \$15.30	\$16.40 \$16.40	\$0.00 \$0.00	\$91.27 \$92.55
AILLWRIGI	HT (Zone	1)	DPERATING ENGINEERS"	12/01/2025 06/01/2026	5 \$59.57 5 \$60.85 5 \$62.29	\$15.30 \$15.30 \$15.30 \$15.30	\$16.40 \$16.40	\$0.00 \$0.00	\$91.27 \$92.55
For apprent MILLWRIGH MILLWRIGHTS	HT (Zone	1)	DPERATING ENGINEERS"	12/01/2025 06/01/2026 12/01/2026	5 \$59.57 5 \$60.85 5 \$62.29 4 \$48.03	y \$15.30 y \$15.30 y \$15.30 y \$15.30 y \$10.08	\$16.40 \$16.40 \$16.40	\$0.00 \$0.00 \$0.00	\$91.27 \$92.55 \$93.99

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile 08/01/2024 Effective Date

	Effective Date - 01/01/2024						C		
	Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55		\$26.42	\$10.08	\$5.64	\$0.00	\$42.14	
	2	65		\$31.22	\$10.08	\$6.66	\$0.00	\$47.96	
	3	75		\$36.02	\$10.08	\$19.16	\$0.00	\$65.26	
	4	85		\$40.83	\$10.08	\$20.18	\$0.00	\$71.09	
	Effect	ive Date - 01	1/06/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55		\$27.79	\$10.08	\$5.64	\$0.00	\$43.51	
	2	65		\$32.84	\$10.08	\$6.66	\$0.00	\$49.58	
	3 75 4 85			\$37.90	\$10.08	\$19.16	\$0.00	\$67.14	
				\$42.95	\$10.08	\$20.18	\$0.00	\$73.21	
		but do receive Steps are 2,00							
		ntice to Journ	eyworker Ratio:1:4						
MORTAR MIXER Aborers - zone 1		06/01/2024	4 \$45.6	\$9.65	\$18.40	\$0.00	\$73.68		
				12/01/2024	4 \$47.10	\$9.65	\$18.40	\$0.00	\$75.15
				06/01/202	5 \$48.60	\$9.65	\$18.40	\$0.00	\$76.65
				12/01/202	5 \$50.10	\$9.65	\$18.40	\$0.00	\$78.15
				06/01/2020	6 \$51.63	5 \$9.65	\$18.40	\$0.00	\$79.70
				12/01/2020	6 \$53.1	5 \$9.65	\$18.40	\$0.00	\$81.20
				06/01/2027	7 \$54.7	5 \$9.65	\$18.40	\$0.00	\$82.80
				12/01/2027	7 \$56.3	5 \$9.65	\$18.40	\$0.00	\$84.40
				06/01/2028	8 \$58.0.	\$9.65	\$18.40	\$0.00	\$86.08
				12/01/2028	8 \$59.70	\$9.65	\$18.40	\$0.00	\$87.75
		"Apprentice- LABO							
LER (OTHE ERATING ENGI			ANES,GRADALLS)	06/01/2024	4 \$24.7	\$15.30	\$16.40	\$0.00	\$56.41
				12/01/2024	4 \$25.3	7 \$15.30	\$16.40	\$0.00	\$57.07
				06/01/202	5 \$25.9	7 \$15.30	\$16.40	\$0.00	\$57.67
				12/01/202	5 \$26.6	\$15.30	\$16.40	\$0.00	\$58.33
				06/01/2020	6 \$27.22	2 \$15.30	\$16.40	\$0.00	\$58.92
					(***	¢15.20	\$16.40	\$0.00	\$59.59
				12/01/2020	6 \$27.89	\$15.30	\$10.40	\$0.00	\$39.39
			RATING ENGINEERS"						
LER (TRUC	K CRA	NES, GRADAI		06/01/2024	4 \$30.28	8 \$15.30	\$16.40	\$0.00	\$61.98
LER (TRUC	K CRA	NES, GRADAI			4 \$30.28	8 \$15.30	\$16.40 \$16.40	\$0.00 \$0.00	
LER (TRUC	K CRA	NES, GRADAI		06/01/2024	4 \$30.23 4 \$31.03	8 \$15.30 8 \$15.30	\$16.40	\$0.00	\$61.98
LER (TRUC	K CRA	NES, GRADAI		06/01/202- 12/01/202-	4 \$30.23 4 \$31.03 5 \$31.80	8 \$15.30 8 \$15.30 0 \$15.30	\$16.40 \$16.40	\$0.00 \$0.00	\$61.98 \$62.78
	K CRA	NES, GRADAI		06/01/2024 12/01/2024 06/01/2023	4 \$30.23 4 \$31.03 5 \$31.80 5 \$32.60	8 \$15.30 \$15.30 8 \$15.30 \$15.30 0 \$15.30 \$15.30	\$16.40 \$16.40 \$16.40	\$0.00 \$0.00 \$0.00	\$61.98 \$62.78 \$63.50

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OTHER POWER DRIVEN EQUIPMENT - CLASS II	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
PAINTER (BRIDGES/TANKS)	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
PAINTERS LOCAL 35 - ZONE 2	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Effect	ive Date -	07/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$28.63	\$9.95	\$0.00	\$0.00	\$38.58	
2	55		\$31.49	\$9.95	\$6.66	\$0.00	\$48.10	
3	60		\$34.36	\$9.95	\$7.26	\$0.00	\$51.57	
4	65		\$37.22	\$9.95	\$7.87	\$0.00	\$55.04	
5	70		\$40.08	\$9.95	\$20.32	\$0.00	\$70.35	
6	75		\$42.95	\$9.95	\$20.93	\$0.00	\$73.83	
7	80		\$45.81	\$9.95	\$21.53	\$0.00	\$77.29	
8	90		\$51.53	\$9.95	\$22.74	\$0.00	\$84.22	

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Step	percent 01/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18	
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76	
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29	
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82	
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19	
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73	
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25	
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30	
Note	s:						
	Steps are 750 hrs.						
Арри	rentice to Journeyworker Ratio:1:1						
	R SANDBLAST, NEW) *	07/01/2024	\$48.16	\$9.95	\$23.95	\$0.00	\$82.06
30% or more of surfaces to be painted are new construction,		uction, 01/01/2025	\$49.36	\$9.95	\$23.95	\$0.00	\$83.26

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

Effecti	ive Date -	07/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$24.08	\$9.95	\$0.00	\$0.00	\$34.03	
2	55		\$26.49	\$9.95	\$6.66	\$0.00	\$43.10	
3	60		\$28.90	\$9.95	\$7.26	\$0.00	\$46.11	
4	65		\$31.30	\$9.95	\$7.87	\$0.00	\$49.12	
5	70		\$33.71	\$9.95	\$20.32	\$0.00	\$63.98	
6	75		\$36.12	\$9.95	\$20.93	\$0.00	\$67.00	
7	80		\$38.53	\$9.95	\$21.53	\$0.00	\$70.01	
8	90		\$43.34	\$9.95	\$22.74	\$0.00	\$76.03	

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - New
Effective Dete	07/01/2024

Effective Date -	01/01/2025

Effecti	ive Date - 01/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$24.68	\$9.95	\$0.00	\$0.00	\$34.63	
2	55	\$27.15	\$9.95	\$6.66	\$0.00	\$43.76	
3	60	\$29.62	\$9.95	\$7.26	\$0.00	\$46.83	
4	65	\$32.08	\$9.95	\$7.87	\$0.00	\$49.90	
5	70	\$34.55	\$9.95	\$20.32	\$0.00	\$64.82	
6	75	\$37.02	\$9.95	\$20.93	\$0.00	\$67.90	
7	80	\$39.49	\$9.95	\$21.53	\$0.00	\$70.97	
8	90	\$44.42	\$9.95	\$22.74	\$0.00	\$77.11	
Notes:							
	Steps are 750 hrs.						
Appre	ntice to Journeyworker Ratio:1:1						
		07/01/2024	4 \$46.22	2 \$9.95	\$23.95	\$0.00	\$80.12
5 - ZONI	5.2	01/01/202:	5 \$47.42	\$9.95	\$23.95	\$0.00	\$81.32
	Step 1 2 3 4 5 6 7 8 Notes: Appre AY OR	Step percent 1 50 2 55 3 60 4 65 5 70 6 75 7 80 8 90 Notes:	Step percent Apprentice Base Wage 1 50 \$24.68 2 55 \$27.15 3 60 \$29.62 4 65 \$32.08 5 70 \$34.55 6 75 \$37.02 7 80 \$39.49 8 90 \$44.42 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1 AY OR SANDBLAST, REPAINT) 07/01/2024	Step percent Apprentice Base Wage Health 1 50 \$24.68 \$9.95 2 55 \$27.15 \$9.95 3 60 \$29.62 \$9.95 4 65 \$32.08 \$9.95 5 70 \$34.55 \$9.95 6 75 \$37.02 \$9.95 7 80 \$39.49 \$9.95 8 90 \$44.42 \$9.95 Notes: Steps are 750 hrs. APPrentice to Journeyworker Ratio:1:1 AY OR SANDBLAST, REPAINT) 07/01/2024 \$46.22	Step percent Apprentice Base Wage Health Pension 1 50 \$24.68 \$9.95 \$0.00 2 55 \$27.15 \$9.95 \$6.66 3 60 \$29.62 \$9.95 \$7.26 4 65 \$32.08 \$9.95 \$7.87 5 70 \$34.55 \$9.95 \$20.32 6 75 \$37.02 \$9.95 \$21.53 8 90 \$44.42 \$9.95 \$22.74 Notes: Steps are 750 hrs.	Step percent Apprentice Base Wage Health Pension Unemployment 1 50 \$24.68 \$9.95 \$0.00 \$0.00 2 55 \$27.15 \$9.95 \$6.66 \$0.00 3 60 \$29.62 \$9.95 \$7.26 \$0.00 4 65 \$32.08 \$9.95 \$7.87 \$0.00 5 70 \$34.55 \$9.95 \$20.32 \$0.00 6 75 \$37.02 \$9.95 \$20.33 \$0.00 7 80 \$39.49 \$9.95 \$21.53 \$0.00 8 90 \$44.42 \$9.95 \$22.74 \$0.00 Notes: Steps are 750 hrs. Steps are 750 hrs. \$23.95 \$23.95	Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 50 \$24.68 \$9.95 \$0.00 \$0.00 \$34.63 2 55 \$27.15 \$9.95 \$6.66 \$0.00 \$43.76 3 60 \$29.62 \$9.95 \$7.26 \$0.00 \$46.83 4 65 \$32.08 \$9.95 \$7.87 \$0.00 \$44.90 5 70 \$34.55 \$9.95 \$20.32 \$0.00 \$64.82 6 75 \$37.02 \$9.95 \$20.93 \$0.00 \$67.90 7 80 \$39.49 \$9.95 \$21.53 \$0.00 \$77.11 Notes: Steps are 750 hrs. O7/01/2024 \$46.22 \$9.95 \$23.95 \$0.00 Steps are 750 hrs.

Effecti	ive Date -	07/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$23.11	\$9.95	\$0.00	\$0.00	\$33.06
2	55		\$25.42	\$9.95	\$6.66	\$0.00	\$42.03
3	60		\$27.73	\$9.95	\$7.26	\$0.00	\$44.94
4	65		\$30.04	\$9.95	\$7.87	\$0.00	\$47.86
5	70		\$32.35	\$9.95	\$20.32	\$0.00	\$62.62
6	75		\$34.67	\$9.95	\$20.93	\$0.00	\$65.55
7	80		\$36.98	\$9.95	\$21.53	\$0.00	\$68.46
8	90		\$41.60	\$9.95	\$22.74	\$0.00	\$74.29

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Effective Date	- 07/01/2024

Effective Date -	01/01/2025

Eff Ste	Sective Date -	01/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
1	50		\$23.71	\$9.95	\$0.00	\$0.00	\$33.6	5
2	55		\$26.08	\$9.95	\$6.66	\$0.00	\$42.6)
3	60		\$28.45	\$9.95	\$7.26	\$0.00	\$45.6	5
4	65		\$30.82	\$9.95	\$7.87	\$0.00	\$48.64	4
5	70		\$33.19	\$9.95	\$20.32	\$0.00	\$63.4	5
6	75		\$35.57	\$9.95	\$20.93	\$0.00	\$66.43	5
7	80		\$37.94	\$9.95	\$21.53	\$0.00	\$69.42	2
8	90		\$42.68	\$9.95	\$22.74	\$0.00	\$75.3	7
No	tes: Steps are	— — — — — — — — — — — — — — — — — — —						
Ар	prentice to Jo	urneyworker Ratio:1:1					'	
	surfaces to be	W) * painted are new construction ERS LOCAL 35 - ZONE 2	, 07/01/2024 , 01/01/2025			\$23.95 \$23.95	\$0.00 \$0.00	\$80.66 \$81.86

Effect	ive Date -	07/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$23.38	\$9.95	\$0.00	\$0.00	\$33.33
2	55		\$25.72	\$9.95	\$6.66	\$0.00	\$42.33
3	60		\$28.06	\$9.95	\$7.26	\$0.00	\$45.27
4	65		\$30.39	\$9.95	\$7.87	\$0.00	\$48.21
5	70		\$32.73	\$9.95	\$20.32	\$0.00	\$63.00
6	75		\$35.07	\$9.95	\$20.93	\$0.00	\$65.95
7	80		\$37.41	\$9.95	\$21.53	\$0.00	\$68.89
8	90		\$42.08	\$9.95	\$22.74	\$0.00	\$74.77

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective D	ate -	01/01/2025

Effect	ive Date - 01/01/2025							
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:	
1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.93		
2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.99		
3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.99		
4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.99		
5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.84		
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.85		
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.85		
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.85		
Notes								
	Steps are 750 hrs.							
Appro	entice to Journeyworker Ratio:1:1							
PAINTER / TAPER (B		07/01/2024	\$44.82	\$9.95	\$23.95	\$0.00	\$78.72	
PAINTERS LOCAL 35 - ZON	E 2	01/01/2025	\$46.02	\$9.95	\$23.95	\$0.00	\$79.92	

Effect	ive Date - 07/01/2024				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$22.41	\$9.95	\$0.00	\$0.00	\$32.36
2	55	\$24.65	\$9.95	\$6.66	\$0.00	\$41.26
3	60	\$26.89	\$9.95	\$7.26	\$0.00	\$44.10
4	65	\$29.13	\$9.95	\$7.87	\$0.00	\$46.95
5	70	\$31.37	\$9.95	\$20.32	\$0.00	\$61.64
6	75	\$33.62	\$9.95	\$20.93	\$0.00	\$64.50
7	80	\$35.86	\$9.95	\$21.53	\$0.00	\$67.34
8	90	\$40.34	\$9.95	\$22.74	\$0.00	\$73.03

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

01/01/2025 Effective Date -

Effect	ive Date - 01/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$23.01	\$9.95	\$0.00	\$0.00	\$32.96	
2	55	\$25.31	\$9.95	\$6.66	\$0.00	\$41.92	
3	60	\$27.61	\$9.95	\$7.26	\$0.00	\$44.82	
4	65	\$29.91	\$9.95	\$7.87	\$0.00	\$47.73	
5	70	\$32.21	\$9.95	\$20.32	\$0.00	\$62.48	
6	75	\$34.52	\$9.95	\$20.93	\$0.00	\$65.40	
7	80	\$36.82	\$9.95	\$21.53	\$0.00	\$68.30	
8	90	\$41.42	\$9.95	\$22.74	\$0.00	\$74.11	
Notes	- — — — — — — — —						
TULES	Steps are 750 hrs.						

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) 06/01/2024 \$18.40 \$0.00 \$45.48 \$9.65 \$73.53 LABORERS - ZONE 1 (HEAVY & HIGHWAY) \$18.40 \$0.00 12/01/2024 \$46.95 \$9.65 \$75.00 06/01/2025 \$18.40 \$0.00 \$48.45 \$9.65 \$76.50 12/01/2025 \$49.95 \$9.65 \$18.40 \$0.00 \$78.00 06/01/2026 \$18.40 \$0.00 \$79.55 \$51.50 \$9.65 \$18.40 \$0.00 12/01/2026 \$53.00 \$9.65 \$81.05 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) PANEL & PICKUP TRUCKS DRIVER 08/01/2024 \$18.67 \$0.00 \$40.88 \$14.91 \$74.46 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A \$20.17 \$0.00 12/01/2024 \$40.88 \$14.91 \$75.96 \$20.17 06/01/2025 \$41.88 \$14.91 \$0.00 \$76.96 08/01/2025 \$15.41 \$20.17 \$0.00 \$77.46 \$41.88 12/01/2025 \$41.88 \$15.41 \$21.78 \$0.00 \$79.07 \$21.78 \$0.00 06/01/2026 \$42.88 \$15.41 \$80.07 08/01/2026 \$21.78 \$0.00 \$80.57 \$42.88 \$15.91 12/01/2026 \$15.91 \$23.52 \$0.00 \$82.31 \$42.88 PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND 08/01/2020 \$49.07 \$9.40 \$23.12 \$0.00 \$81.59 DECK)

PILE DRIVER LOCAL 56 (ZONE 1)

For apprentice rates see "Apprentice- PILE DRIVER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PILE DRIVER	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
PILE DRIVER LOCAL 56 (ZONE 1)		4.2.00	47.10			

	Effect	ive Date - 08/01/	2020			Supplemental			
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e	
	1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.0	6	
	2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.9	6	
	3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.8	7	
	4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.3	2	
	5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.7	8	
	6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.7	8	
	7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.6	8	
	8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.6	8	
	Notes:								
			er 10/1/17; 45/45/55/55/70/70/80/80 3&4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25						
	Appre	ntice to Journeywo	orker Ratio:1:5						
PIPEFITTER		MFITTER	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58	
PIPEFITTERS LC	OCAL 537		03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38	

Apprentice - PILE DRIVER - Local 56 Zone 1 Effective Data 08/01/2020

Apprentice - PIPEFITTER - Local 537

09/01/2024				Supplemental	
	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
	\$26.83	\$12.70	\$9.05	\$0.00	\$48.58
	\$30.19	\$12.70	\$21.80	\$0.00	\$64.69
	\$40.25	\$12.70	\$21.80	\$0.00	\$74.75
	\$46.96	\$12.70	\$21.80	\$0.00	\$81.46
	\$53.66	\$12.70	\$21.80	\$0.00	\$88.16
		\$26.83 \$30.19 \$40.25 \$46.96	\$30.19\$12.70\$40.25\$12.70\$46.96\$12.70	\$26.83 \$12.70 \$9.05 \$30.19 \$12.70 \$21.80 \$40.25 \$12.70 \$21.80 \$46.96 \$12.70 \$21.80	Apprentice Base Wage Health Pension Unemployment \$26.83 \$12.70 \$9.05 \$0.00 \$30.19 \$12.70 \$21.80 \$0.00 \$40.25 \$12.70 \$21.80 \$0.00 \$46.96 \$12.70 \$21.80 \$0.00

Effecti	ive Date -	03/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$27.55	\$12.70	\$9.05	\$0.00	\$49.30
2	45		\$31.00	\$12.70	\$21.80	\$0.00	\$65.50
3	60		\$41.33	\$12.70	\$21.80	\$0.00	\$75.83
4	70		\$48.22	\$12.70	\$21.80	\$0.00	\$82.72
5	80		\$55.10	\$12.70	\$21.80	\$0.00	\$89.60

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.

Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
LABORERS - ZONE 1	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY)	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PLUMBERS & GASFITTERS	09/01/2024	\$69.54	\$14.32	\$19.11	\$0.00	\$102.97
PLUMBERS & GASFITTERS LOCAL 12	03/02/2025	\$71.34	\$14.32	\$19.11	\$0.00	\$104.77

Apprentice - *PLUMBER/GASFITTER - Local 12*

Effecti	ive Date -	09/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	35		\$24.34	\$14.32	\$6.88	\$0.00	\$45.54	
2	40		\$27.82	\$14.32	\$7.82	\$0.00	\$49.96	
3	55		\$38.25	\$14.32	\$10.65	\$0.00	\$63.22	
4	65		\$45.20	\$14.32	\$12.53	\$0.00	\$72.05	
5	75		\$52.16	\$14.32	\$14.41	\$0.00	\$80.89	

Effecti Step	ve Date - 03/02/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	35	\$24.97	\$14.32	\$6.88	\$0.00	\$46.17	
2	40	\$28.54	\$14.32	\$7.82	\$0.00	\$50.68	
3	55	\$39.24	\$14.32	\$10.65	\$0.00	\$64.21	
4	65	\$46.37	\$14.32	\$12.53	\$0.00	\$73.22	
5	75	\$53.51	\$14.32	\$14.41	\$0.00	\$82.24	
Notes:	** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are Step4 with lic\$69.00, Step5 with lic\$76					 	
Appre	ntice to Journeyworker Ratio:**						
EUMATIC CONTRO	OLS (TEMP.)	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
PEFITTERS LOCAL 537		03/01/2025	5 \$68.88	\$ \$12.70	\$21.80	\$0.00	\$103.38

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
LABORERS - ZONE I	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER" PNEUMATIC DRILL/TOOL OPERATOR (HEAVY &			** · -	¢10.40	* •••••	*-* -*
HIGHWAY)	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
POWDERMAN & BLASTER	06/01/2024	¢46.29	¢0.65	¢10 40		ф 74 4 2
LABORERS - ZONE 1	06/01/2024	\$46.38	\$9.65	\$18.40	\$0.00	\$74.43
	12/01/2024	\$47.85	\$9.65	\$18.40	\$0.00	\$75.90
	06/01/2025	\$49.35	\$9.65	\$18.40	\$0.00	\$77.40
	12/01/2025	\$50.85	\$9.65	\$18.40	\$0.00	\$78.90
	06/01/2026	\$52.40	\$9.65	\$18.40	\$0.00	\$80.45
	12/01/2026	\$53.90	\$9.65	\$18.40	\$0.00	\$81.95
	06/01/2027	\$55.50	\$9.65	\$18.40	\$0.00	\$83.55
	12/01/2027	\$57.10	\$9.65	\$18.40	\$0.00	\$85.15
	06/01/2028	\$58.78	\$9.65	\$18.40	\$0.00	\$86.83
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$60.45	\$9.65	\$18.40	\$0.00	\$88.50
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	06/01/2024	\$46.48	\$9.65	\$18.40	\$0.00	\$74.53
LABORERS - ZONE I (HEAVY & HIGHWAY)		•		\$18.40	\$0.00	\$74.33 \$76.00
	12/01/2024	\$47.95 \$40.45	\$9.65	\$18.40	\$0.00 \$0.00	
	06/01/2025	\$49.45 \$50.05	\$9.65			\$77.50
	12/01/2025	\$50.95	\$9.65	\$18.40	\$0.00 \$0.00	\$79.00
	06/01/2026	\$52.50	\$9.65	\$18.40	\$0.00	\$80.55
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$54.00	\$9.65	\$18.40	\$0.00	\$82.05
POWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"			-			

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE)	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	06/01/2024	\$36.17	\$15.30	\$16.40	\$0.00	\$67.87
	12/01/2024	\$37.12	\$15.30	\$16.40	\$0.00	\$68.82
	06/01/2025	\$37.97	\$15.30	\$16.40	\$0.00	\$69.67
	12/01/2025	\$38.92	\$15.30	\$16.40	\$0.00	\$70.62
	06/01/2026	\$39.78	\$15.30	\$16.40	\$0.00	\$71.48
	12/01/2026	\$40.73	\$15.30	\$16.40	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/12 (Drivers Hired After 4/30/2012) <i>TEAMSTERS 25 (Suburban) - Aggregate</i>	08/01/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$57.56
READY-MIX CONCRETE DRIVER TEAMSTERS 25 (Suburban) - Aggregate	08/01/2022	\$30.50	\$11.91	\$15.25	\$0.00	\$57.66
RECLAIMERS	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
LABORERS - ZONE 1	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) ROOFERS LOCAL 33	08/01/2024	\$51.03	\$13.03	\$21.70	\$0.00	\$85.76
GOFERS LUCAL 33	02/01/2025	\$52.28	\$13.03	\$21.70	\$0.00	\$87.01
	08/01/2025	\$53.78	\$13.03	\$21.70	\$0.00	\$88.51
	02/01/2026	\$55.03	\$13.03	\$21.70	\$0.00	\$89.76

		ntice - <i>RC</i> we Date - percent	OOFER - Local 33 08/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$25.52	\$13.03	\$6.52	\$0.00	\$45.07	
	2	60		\$30.62	\$13.03	\$21.70	\$0.00	\$65.35	
	3	65		\$33.17	\$13.03	\$21.70	\$0.00	\$67.90	
	4	75		\$38.27	\$13.03	\$21.70	\$0.00	\$73.00	
	5	85		\$43.38	\$13.03	\$21.70	\$0.00	\$78.11	
	Effecti Step	ve Date - percent	02/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$26.14	\$13.03	\$6.52	\$0.00	\$45.69	
	2	60		\$31.37	\$13.03	\$21.70	\$0.00	\$66.10	
	3	65		\$33.98	\$13.03	\$21.70	\$0.00	\$68.71	
	4	75		\$39.21	\$13.03	\$21.70	\$0.00	\$73.94	
	5	85		\$44.44	\$13.03	\$21.70	\$0.00	\$79.17	
	Notes:	Step 1 is 2	5-10, the 1:10; Reroofing: 1: 2000 hrs.; Steps 2-5 are 1000 n Mechanics' receive \$1.00 h	0 hrs.				 	
	Appre	ntice to Jo	urneyworker Ratio:**						
		E / PRECA	ST CONCRETE	08/01/2024	\$51.	28 \$13.03	\$21.70	\$0.00	\$86.01
FERS LOCAL 3	2			02/01/2025	5 \$52.	.53 \$13.03	\$21.70	\$0.00	\$87.26
				08/01/2025	5 \$54.	.03 \$13.03	\$21.70	\$0.00	\$88.76
For apprentice r	ates see '	'Apprentice- F	ROOFER"	02/01/2026	5 \$55.	28 \$13.03	\$21.70	\$0.00	\$90.01
EETMETAL				08/01/2024	\$58.	97 \$14.59	\$27.50	\$2.98	\$104.04
ETMETAL WOR	KERS LO)CAL 17 - A		02/01/2025	\$60.	.72 \$14.59	\$27.50	\$2.98	\$105.79
				08/01/2025	\$62.	.57 \$14.59	\$27.50	\$2.98	\$107.64
				02/01/2026	5 \$64.	.52 \$14.59	\$27.50	\$2.98	\$109.59

Effect	ive Date -	08/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	42		\$24.77	\$14.59	\$6.13	\$0.00	\$45.49
2	42		\$24.77	\$14.59	\$6.13	\$0.00	\$45.49
3	47		\$27.72	\$14.59	\$12.11	\$1.63	\$56.05
4	47		\$27.72	\$14.59	\$12.11	\$1.63	\$56.05
5	52		\$30.66	\$14.59	\$13.09	\$1.75	\$60.09
6	52		\$30.66	\$14.59	\$13.34	\$1.76	\$60.35
7	60		\$35.38	\$14.59	\$14.75	\$1.94	\$66.66
8	65		\$38.33	\$14.59	\$15.73	\$2.06	\$70.71
9	75		\$44.23	\$14.59	\$17.69	\$2.30	\$78.81
10	85		\$50.12	\$14.59	\$19.15	\$2.52	\$86.38

Apprentice - SHEET METAL WORKER - Local 17-A

	10	85	\$50.12	\$14.59	\$19.15	\$2.52	\$86.38	3
	Effecti Step	ive Date - 02/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
	1	42	\$25.50	\$14.59	\$6.13	\$0.00	\$46.22	2
	2	42	\$25.50	\$14.59	\$6.13	\$0.00	\$46.22	2
	3	47	\$28.54	\$14.59	\$12.11	\$1.66	\$56.90)
	4	47	\$28.54	\$14.59	\$12.11	\$1.66	\$56.90)
	5	52	\$31.57	\$14.59	\$13.09	\$1.78	\$61.03	3
	6	52	\$31.57	\$14.59	\$13.34	\$1.79	\$61.29)
	7	60	\$36.43	\$14.59	\$14.75	\$1.97	\$67.74	ł
	8	65	\$39.47	\$14.59	\$15.73	\$2.09	\$71.88	3
	9	75	\$45.54	\$14.59	\$17.69	\$2.33	\$80.15	5
	10	85	\$51.61	\$14.59	\$19.15	\$2.56	\$87.91	l
	Notes:	Steps are 6 mos.						
		Steps are 0 mos.						
	Appre	ntice to Journeyworker Ratio:1:4						
		H MOVING EQUIP < 35 TONS	08/01/2024	4 \$41.34	\$14.91	\$18.67	\$0.00	\$74.92
TEAMSTERS JOINT	COUNC	IL NO. 10 ZONE A	12/01/2024	4 \$41.34	\$14.91	\$20.17	\$0.00	\$76.42
			06/01/202	5 \$42.34	\$14.91	\$20.17	\$0.00	\$77.42
			08/01/202	5 \$42.34	\$15.41	\$20.17	\$0.00	\$77.92
			12/01/202	5 \$42.34	\$15.41	\$21.78	\$0.00	\$79.53
			06/01/2020	5 \$43.34	\$15.41	\$21.78	\$0.00	\$80.53

08/01/2026

12/01/2026

\$43.34

\$43.34

\$15.91

\$15.91

\$21.78

\$23.52

\$81.03

\$82.77

\$0.00

\$0.00

\$41.63 \$41.63 \$42.63	\$14.91 \$14.91 \$14.91	\$18.67 \$20.17	\$0.00 \$0.00	\$75.21
			\$0.00	07671
\$42.63	\$14.01			\$76.71
	φ1 - ./1	\$20.17	\$0.00	\$77.71
\$42.63	\$15.41	\$20.17	\$0.00	\$78.21
\$42.63	\$15.41	\$21.78	\$0.00	\$79.82
\$43.63	\$15.41	\$21.78	\$0.00	\$80.82
\$43.63	\$15.91	\$21.78	\$0.00	\$81.32
\$43.63	\$15.91	\$23.52	\$0.00	\$83.06
\$69.04	\$11.51	\$23.30	\$0.00	\$103.85
\$70.84	\$11.51	\$23.30	\$0.00	\$105.65
\$72.64	\$11.51	\$23.30	\$0.00	\$107.45
	\$42.63 \$42.63 \$43.63 \$43.63 \$43.63 \$69.04 \$70.84	\$42.63 \$15.41 \$42.63 \$15.41 \$43.63 \$15.41 \$43.63 \$15.91 \$43.63 \$15.91 \$69.04 \$11.51 \$70.84 \$11.51	\$42.63\$15.41\$20.17\$42.63\$15.41\$21.78\$43.63\$15.41\$21.78\$43.63\$15.91\$21.78\$43.63\$15.91\$23.52\$69.04\$11.51\$23.30\$70.84\$11.51\$23.30	\$42.63 \$15.41 \$20.17 \$0.00 \$42.63 \$15.41 \$21.78 \$0.00 \$43.63 \$15.41 \$21.78 \$0.00 \$43.63 \$15.91 \$21.78 \$0.00 \$43.63 \$15.91 \$21.78 \$0.00 \$43.63 \$15.91 \$21.78 \$0.00 \$43.63 \$15.91 \$22.52 \$0.00 \$69.04 \$11.51 \$23.30 \$0.00 \$70.84 \$11.51 \$23.30 \$0.00

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1

Effecti	ive Date -	03/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	35		\$24.16	\$11.51	\$12.90	\$0.00	\$48.57
2	40		\$27.62	\$11.51	\$13.70	\$0.00	\$52.83
3	45		\$31.07	\$11.51	\$14.50	\$0.00	\$57.08
4	50		\$34.52	\$11.51	\$15.30	\$0.00	\$61.33
5	55		\$37.97	\$11.51	\$16.10	\$0.00	\$65.58
5	60		\$41.42	\$11.51	\$16.90	\$0.00	\$69.83
7	65		\$44.88	\$11.51	\$17.70	\$0.00	\$74.09
8	70		\$48.33	\$11.51	\$18.50	\$0.00	\$78.34
9	75		\$51.78	\$11.51	\$19.30	\$0.00	\$82.59
10	80		\$55.23	\$11.51	\$20.10	\$0.00	\$86.84

	ive Date -	10/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	35		\$24.79	\$11.51	\$12.90	\$0.00	\$49.20
2	40		\$28.34	\$11.51	\$13.70	\$0.00	\$53.55
3	45		\$31.88	\$11.51	\$14.50	\$0.00	\$57.89
4	50		\$35.42	\$11.51	\$15.30	\$0.00	\$62.23
5	55		\$38.96	\$11.51	\$16.10	\$0.00	\$66.57
6	60		\$42.50	\$11.51	\$16.90	\$0.00	\$70.91
7	65		\$46.05	\$11.51	\$17.70	\$0.00	\$75.26
8	70		\$49.59	\$11.51	\$18.50	\$0.00	\$79.60
9	75		\$53.13	\$11.51	\$19.30	\$0.00	\$83.94
10	80		\$56.67	\$11.51	\$20.10	\$0.00	\$88.28
Notes		e entered prior 9/30/10: 55/60/65/70/75/80/85					
	Steps are	850 hours					

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN	09/01/2024	\$51.02	\$13.00	\$20.24	\$0.00	\$84.26
ELECTRICIANS LOCAL 103	03/01/2025	\$51.98	\$13.00	\$20.27	\$0.00	\$85.25
	09/01/2025	\$53.51	\$13.00	\$20.32	\$0.00	\$86.83
	03/01/2026	\$54.47	\$13.00	\$20.34	\$0.00	\$87.81
	09/01/2026	\$56.00	\$13.00	\$20.39	\$0.00	\$89.39
	03/01/2027	\$56.95	\$13.00	\$20.42	\$0.00	\$90.37
	09/01/2027	\$58.49	\$13.00	\$20.46	\$0.00	\$91.95
	03/01/2028	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94

Effecti	ve Date -	09/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$22.96	\$13.00	\$0.69	\$0.00	\$36.65
2	45		\$22.96	\$13.00	\$0.69	\$0.00	\$36.65
3	50		\$25.51	\$13.00	\$16.16	\$0.00	\$54.67
4	50		\$25.51	\$13.00	\$16.16	\$0.00	\$54.67
5	55		\$28.06	\$13.00	\$16.57	\$0.00	\$57.63
6	60		\$30.61	\$13.00	\$16.97	\$0.00	\$60.58
7	65		\$33.16	\$13.00	\$17.38	\$0.00	\$63.54
8	70		\$35.71	\$13.00	\$17.78	\$0.00	\$66.49
9	75		\$38.27	\$13.00	\$18.18	\$0.00	\$69.45
10	80		\$40.82	\$13.00	\$18.58	\$0.00	\$72.40

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

	10	00		\$ 4 0.82	\$15.00	\$10.50	\$0.00	φ	5/2.40
		ve Date -	03/01/2025	Apprentice Base Wage	Haalth	Pension	Supplemental Unemployment	Toto	ıl Rate
	Step	percent		Арргеписе вазе wage	пеани	Pension	Onemployment	1018	.1 Kale
	1	45		\$23.39	\$13.00	\$0.70	\$0.00	\$	\$37.09
	2	45		\$23.39	\$13.00	\$0.70	\$0.00	\$	\$37.09
	3	50		\$25.99	\$13.00	\$16.16	\$0.00	\$	\$55.15
	4	50		\$25.99	\$13.00	\$16.16	\$0.00	\$	\$55.15
	5	55		\$28.59	\$13.00	\$16.57	\$0.00	\$	558.16
	6	60		\$31.19	\$13.00	\$16.97	\$0.00	\$	561.16
	7	65		\$33.79	\$13.00	\$17.38	\$0.00	\$	564.17
	8	70		\$36.39	\$13.00	\$17.78	\$0.00	\$	567.17
	9	75		\$38.99	\$13.00	\$18.18	\$0.00	\$	570.17
	10	80		\$41.58	\$13.00	\$18.58	\$0.00	\$	\$73.16
	Notes:								
	Appre	ntice to Jou	rneyworker Ratio:1:1						
TERRAZZO FI				08/01/2024	\$63.44	\$11.49	\$23.59	\$0.00	\$98.52
BRICKLAYERS LOC	CAL 3 - M.	ARBLE & TILI	5	02/01/2025	5 \$64.74	\$11.49	\$23.59	\$0.00	\$99.82
				08/01/2025	5 \$66.89	\$11.49	\$23.59	\$0.00	\$101.97
				02/01/2020	5 \$68.24	\$11.49	\$23.59	\$0.00	\$103.32
				08/01/2020	5 \$70.44	\$11.49	\$23.59	\$0.00	\$105.52

02/01/2027

\$71.84

\$11.49

\$23.59

\$0.00

\$106.92

Ster 1 2	50 60 70 80 90 fective Date -	02/01/2025	Apprentice Base Wage \$31.72 \$38.06 \$44.41 \$50.75 \$57.10	Health \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$11.49	Pension \$23.59 \$23.59 \$23.59 \$23.59 \$23.59 \$23.59	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$66.80 \$73.14 \$79.49 \$85.83	
2 3 4 5 Eff <u>Ste</u> 1 2	60 70 80 90 fective Date - ep percent 50	02/01/2025	\$38.06 \$44.41 \$50.75	\$11.49 \$11.49 \$11.49	\$23.59 \$23.59 \$23.59	\$0.00 \$0.00 \$0.00	\$73.14 \$79.49	
3 4 5 Eff Ste 1 2	70 80 90 fective Date - ep percent 50	02/01/2025	\$44.41 \$50.75	\$11.49 \$11.49	\$23.59 \$23.59	\$0.00 \$0.00	\$79.49	
4 5 Eff <u>Ste</u> 1 2	80 90 fective Date - ep percent 50	02/01/2025	\$50.75	\$11.49	\$23.59	\$0.00		
5 Eff Ste 1 2	90 fective Date - ep percent 50	02/01/2025					\$85.83	
Eff Ste 1 2	fective Date - ep percent 50	02/01/2025	\$57.10	\$11.49	\$23.59	* ^ ^ *		
Ster 1 2	ep percent 50	02/01/2025			<i>Q23.39</i>	\$0.00	\$92.18	
1 2	50					Supplemental		
2			Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	60		\$32.37	\$11.49	\$23.59	\$0.00	\$67.45	
	2 60		\$38.84	\$11.49	\$23.59	\$0.00	\$73.92	
3	70		\$45.32	\$11.49	\$23.59	\$0.00	\$80.40	
4	80		\$51.79	\$11.49	\$23.59	\$0.00	\$86.87	
5	90		\$58.27	\$11.49	\$23.59	\$0.00	\$93.35	
No	otes:							
							İ	
	•	ırneyworker Ratio:1:3						
TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE		7	06/01/2024	4 \$49.81	\$9.65	\$18.22	\$0.00	\$77.68
		12/01/2024	4 \$51.28	\$9.65	\$18.22	\$0.00	\$79.15	
			06/01/2025	5 \$52.78	\$9.65	\$18.22	\$0.00	\$80.65
			12/01/2025	5 \$54.28	\$9.65	\$18.22	\$0.00	\$82.15
		06/01/2020	6 \$55.83	\$9.65	\$18.22	\$0.00	\$83.70	
-			12/01/2020	6 \$57.33	\$9.65	\$18.22	\$0.00	\$85.20
For apprentice rates						***		
TEST BORING DR ABORERS - FOUNDAT			06/01/2024		\$9.65	\$18.22	\$0.00	\$73.47
		12/01/2024		\$9.65	\$18.22	\$0.00	\$74.94	
			06/01/2025		\$9.65	\$18.22	\$0.00	\$76.44
			12/01/2025		\$9.65	\$18.22	\$0.00	\$77.94
			06/01/2020		\$9.65	\$18.22	\$0.00	\$79.49
For approximation ante-	and "Approximation T		12/01/2020	6 \$53.12	\$9.65	\$18.22	\$0.00	\$80.99
For apprentice rates		ADVALA	021011000	4	#0.5 5	¢10.00	\$0.00	ф 7 2.25
TEST BORING LABORER LABORERS - FOUNDATION AND MARINE		06/01/2024		\$9.65	\$18.22 \$18.22	\$0.00	\$73.35	
			12/01/2024		\$9.65	\$18.22	\$0.00	\$74.82
			06/01/2025		\$9.65	\$18.22	\$0.00	\$76.32
			12/01/2025		\$9.65	\$18.22	\$0.00	\$77.82
			06/01/2020		\$9.65	\$18.22	\$0.00	\$79.37
For apprentice rates	000 "A	ADODED"	12/01/2020	6 \$53.00	\$9.65	\$18.22	\$0.00	\$80.87

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile 08/01/2024 Effortivo Doto

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS/PORTABLE STEAM GENERATORS	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2024	\$41.92	\$14.91	\$18.67	\$0.00	\$75.50
	12/01/2024	\$41.92	\$14.91	\$20.17	\$0.00	\$77.00
	06/01/2025	\$42.92	\$14.91	\$20.17	\$0.00	\$78.00
	08/01/2025	\$42.92	\$15.41	\$20.17	\$0.00	\$78.50
	12/01/2025	\$42.92	\$15.41	\$21.78	\$0.00	\$80.11
	06/01/2026	\$43.92	\$15.41	\$21.78	\$0.00	\$81.11
	08/01/2026	\$43.92	\$15.91	\$21.78	\$0.00	\$81.61
	12/01/2026	\$43.92	\$15.91	\$23.52	\$0.00	\$83.35
TUNNEL WORK - COMPRESSED AIR	06/01/2024	\$57.71	\$9.65	\$19.00	\$0.00	\$86.36
ABORERS (COMPRESSED AIR)	12/01/2024	\$59.18	\$9.65	\$19.00	\$0.00	\$87.83
	06/01/2025	\$60.68	\$9.65	\$19.00	\$0.00	\$89.33
	12/01/2025	\$62.18	\$9.65	\$19.00	\$0.00	\$90.83
	06/01/2026	\$63.73	\$9.65	\$19.00	\$0.00	\$92.38
	12/01/2026	\$65.23	\$9.65	\$19.00	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>Aborers (compressed Air)</i>	06/01/2024	\$59.71	\$9.65	\$19.00	\$0.00	\$88.36
ADOKEKS (COMI KESSED AIK)	12/01/2024	\$61.18	\$9.65	\$19.00	\$0.00	\$89.83
	06/01/2025	\$62.68	\$9.65	\$19.00	\$0.00	\$91.33
	12/01/2025	\$64.18	\$9.65	\$19.00	\$0.00	\$92.83
	06/01/2026	\$65.73	\$9.65	\$19.00	\$0.00	\$94.38
	12/01/2026	\$67.23	\$9.65	\$19.00	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						
FUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	06/01/2024	\$49.78	\$9.65	\$19.00	\$0.00	\$78.43
	12/01/2024	\$51.25	\$9.65	\$19.00	\$0.00	\$79.90
	06/01/2025	\$52.75	\$9.65	\$19.00	\$0.00	\$81.40
	12/01/2025	\$54.25	\$9.65	\$19.00	\$0.00	\$82.90
	06/01/2026	\$55.80	\$9.65	\$19.00	\$0.00	\$84.45
	12/01/2026	\$57.30	\$9.65	\$19.00	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"						
CUNNEL WORK - FREE AIR (HAZ. WASTE) Aborers (free Air Tunnel)	06/01/2024	\$51.78	\$9.65	\$19.00	\$0.00	\$80.43
	12/01/2024	\$53.25	\$9.65	\$19.00	\$0.00	\$81.90
	06/01/2025	\$54.75	\$9.65	\$19.00	\$0.00	\$83.40
	12/01/2025	\$56.25	\$9.65	\$19.00	\$0.00	\$84.90
	06/01/2026	\$57.80	\$9.65	\$19.00	\$0.00	\$86.45
	12/01/2026	\$59.30	\$9.65	\$19.00	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL	08/01/2024	\$41.34	\$14.91	\$18.67	\$0.00	\$74.92
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2024	\$41.34	\$14.91	\$20.17	\$0.00	\$76.42
	06/01/2025	\$42.34	\$14.91	\$20.17	\$0.00	\$77.42
	08/01/2025	\$42.34	\$15.41	\$20.17	\$0.00	\$77.92
	12/01/2025	\$42.34	\$15.41	\$21.78	\$0.00	\$79.53
	06/01/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$80.53
	08/01/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$81.03
	12/01/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$82.77
WAGON DRILL OPERATOR	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
ABORERS - ZONE 1	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
ABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
FERALING ENGINEERS LOCAL 4	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER	09/01/2024	\$69.54	\$14.32	\$19.11	\$0.00	\$102.97
PLUMBERS & GASFITTERS LOCAL 12						

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.) Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

Issue Date: 09/18/2024