

## 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

KIM DRISCOLL Lt. Governor

**Awarding Authority:** 

Dept. Conservation & Recreation

Contract Number: P24-3541-C1A City/Town: OXFORD

**Description of Work:** Lowes Pond Dam Rehabilitation

Job Location: Oxford, MA

## Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

**Issue Date:** 09/18/2024 **Wage Request Number:** 20240918-045

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction (2 AXLE) DRIVER - EQUIPMENT	0.5/0.1/0.00.1		**	<b>#10.67</b>	#0.00	
(2 AALE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$39.95	\$15.07	\$18.67	\$0.00	\$73.69
	12/01/2024	\$39.95	\$15.07	\$20.17	\$0.00	\$75.19
	01/01/2025	\$39.95	\$15.57	\$20.17	\$0.00	\$75.69
	06/01/2025	\$40.95	\$15.57	\$20.17	\$0.00	\$76.69
	12/01/2025	\$40.95	\$15.57	\$21.78	\$0.00	\$78.30
	01/01/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$78.90
	06/01/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$79.90
	12/01/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$81.64
	01/01/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$82.24
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$40.02	\$15.07	\$18.67	\$0.00	\$73.76
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2024	\$40.02	\$15.07	\$20.17	\$0.00	\$75.26
	01/01/2025	\$40.02	\$15.57	\$20.17	\$0.00	\$75.76
	06/01/2025	\$41.02	\$15.57	\$20.17	\$0.00	\$76.76
	12/01/2025	\$41.02	\$15.57	\$21.78	\$0.00	\$78.37
	01/01/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$78.97
	06/01/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$79.97
	12/01/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$81.71
	01/01/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT	06/01/2024	\$40.14	\$15.07	\$18.67	\$0.00	\$73.88
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2024	\$40.14	\$15.07	\$20.17	\$0.00	\$75.38
	01/01/2025	\$40.14	\$15.57	\$20.17	\$0.00	\$75.88
	06/01/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$76.88
	12/01/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$78.49
	01/01/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$79.09
	06/01/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$80.09
	12/01/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$81.83
	01/01/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
PILE DRIVER LOCAL 56 (ZONE 2)	06/01/2020	\$103.03	\$9. <del>4</del> 0	Ψ23.12	\$0.00	\$133.37
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR	06/01/2024	\$39.28	\$9.65	\$18.40	\$0.00	\$67.33
ABORERS - ZONE 2	12/01/2024	\$40.61	\$9.65	\$18.40	\$0.00	\$68.66
	06/01/2025	\$42.00	\$9.65	\$18.40	\$0.00	\$70.05
	12/01/2025	\$43.38	\$9.65	\$18.40	\$0.00	\$71.43
	06/01/2026	\$44.82	\$9.65	\$18.40	\$0.00	\$72.87
	12/01/2026	\$46.26	\$9.65	\$18.40	\$0.00	\$74.31
	06/01/2027	\$47.71	\$9.65	\$18.40	\$0.00	\$75.76
	12/01/2027	\$49.16	\$9.65	\$18.40	\$0.00	\$77.21
	06/01/2028	\$50.66	\$9.65	\$18.40	\$0.00	\$78.71
	12/01/2028	\$52.16	\$9.65	\$18.40	\$0.00	\$80.21
For apprentice rates see "Apprentice- LABORER"	12/01/2020	ψυ2.10	Ψ2.03	ψ10.10	<b>40.00</b>	ψ00.21

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	06/01/2024	\$39.28	\$9.65	\$17.80	\$0.00	\$66.73
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$40.61	\$9.65	\$17.80	\$0.00	\$68.06
	06/01/2025	\$42.00	\$9.65	\$17.80	\$0.00	\$69.45
	12/01/2025	\$43.38	\$9.65	\$17.80	\$0.00	\$70.83
	06/01/2026	\$44.82	\$9.65	\$17.80	\$0.00	\$72.27
	12/01/2026	\$46.26	\$9.65	\$17.80	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)	06/01/2024	\$41.80	\$14.50	\$11.05	\$0.00	\$67.35
IEAT & FROST INSULATORS LOCAL V (WORCESTER)	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	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
ABORERS - ZONE 2	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY)	06/01/2024	\$38.78	\$9.65	\$17.80	\$0.00	\$66.23
ABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
	06/01/2025	\$41.50	\$9.65	\$17.80	\$0.00	\$68.95
	12/01/2025	\$42.88	\$9.65	\$17.80	\$0.00	\$70.33
	06/01/2026	\$44.32	\$9.65	\$17.80	\$0.00	\$71.77
	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
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
II ERATINO 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"						
BACKHOE/FRONT-END LOADER  OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
	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"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
LABORERS - ZONE 2	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
E C. LADODEDI	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
For apprentice rates see "Apprentice- LABORER"						
LOCK PAVER, RAMMER / CURB SETTER	06/01/2024	\$39.28	\$9.65	\$18.40	\$0.00	\$67.33
LABORERS - ZONE 2	12/01/2024	\$40.61	\$9.65	\$18.40	\$0.00	\$68.66
	06/01/2025	\$42.00	\$9.65	\$18.40	\$0.00	\$70.05
	12/01/2025	\$43.38	\$9.65	\$18.40	\$0.00	\$71.43
	06/01/2026	\$44.82	\$9.65	\$18.40	\$0.00	\$72.87
	12/01/2026	\$46.26	\$9.65	\$18.40	\$0.00	\$74.31
	06/01/2027	\$47.71	\$9.65	\$18.40	\$0.00	\$75.76
	12/01/2027	\$49.16	\$9.65	\$18.40	\$0.00	\$77.21
	06/01/2028	\$50.66	\$9.65	\$18.40	\$0.00	\$78.71
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$52.16	\$9.65	\$18.40	\$0.00	\$80.21
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	06/01/2024	\$39.28	\$9.65	\$17.80	\$0.00	\$66.73
HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$40.61	\$9.65	\$17.80	\$0.00	\$68.06
EBONDIO 2018 2 (IEEE T C III OH III)	06/01/2025	\$42.00	\$9.65	\$17.80	\$0.00	\$69.45
	12/01/2025	\$43.38	\$9.65	\$17.80	\$0.00	\$70.83
	06/01/2026	\$44.82	\$9.65	\$17.80	\$0.00	\$72.27
	12/01/2026	\$46.26	\$9.65	\$17.80	\$0.00	\$73.71
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

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	Effecti Step	percent		Apprentice Base Wage	Health	Pension	Supplemental 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:								
			rneyworker Ratio:1:4						
		FICIAL MAS	SONRY (INCL. MASONRY	08/01/2024	4 \$62.36	\$11.49	\$22.90	\$0.00	\$96.73
TERPROOF KLAYERS LOO	-	ORCESTER)		02/01/2025	\$63.66	\$11.49	\$22.90	\$0.00	\$98.0
				08/01/2025	5 \$65.81	\$11.49	\$22.90	\$0.00	\$100.2
				02/01/2026	6 \$67.16	\$11.49	\$22.90	\$0.00	\$101.
				08/01/2026	6 \$69.36	\$11.49	\$22.90	\$0.00	\$103.
				02/01/202	7 \$70.76	\$11.49 \$11.49	\$22.90 \$22.90	\$0.00 \$0.00	
		ive Date -	ICK/PLASTER/CEMENT M 08/01/2024	02/01/2027 ASON - Local 3 Worcest	7 \$70.76 ter	\$11.49	\$22.90 Supplemental	\$0.00	\$105.
	Effecti Step	ive Date -		02/01/2027  ASON - Local 3 Worcest  Apprentice Base Wage	7 \$70.76  ter  Health	\$11.49 Pension	\$22.90 Supplemental Unemployment	\$0.00  Total Rate	\$105.
	Effecti Step	percent 50		02/01/2023  ASON - Local 3 Worcest  Apprentice Base Wage  \$31.18	7 \$70.76  ter  Health  \$11.49	\$11.49 Pension \$22.90	\$22.90  Supplemental Unemployment  \$0.00	\$0.00 Total Rate \$65.57	\$105.
	Step  1 2	percent 50 60		ASON - Local 3 Worcest Apprentice Base Wage \$31.18 \$37.42	7 \$70.76  ter  Health  \$11.49  \$11.49	\$11.49  Pension  \$22.90  \$22.90	\$22.90  Supplemental Unemployment \$0.00 \$0.00	\$0.00  Total Rate \$65.57 \$71.81	\$105.
	Step  1  2  3	percent 50 60 70		Apprentice Base Wage \$31.18 \$37.42 \$43.65	7 \$70.76  ter  Health  \$11.49  \$11.49	\$11.49  Pension \$22.90 \$22.90 \$22.90	\$22.90  Supplemental Unemployment  \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$65.57 \$71.81 \$78.04	\$105.
	Step  1 2	percent 50 60		ASON - Local 3 Worcest Apprentice Base Wage \$31.18 \$37.42	7 \$70.76  ter  Health  \$11.49  \$11.49	\$11.49  Pension  \$22.90  \$22.90	\$22.90  Supplemental Unemployment \$0.00 \$0.00	\$0.00  Total Rate \$65.57 \$71.81	\$105.
	Step 1 2 3 4 5 5	50 60 70 80		### Apprentice Base Wage  ### \$31.18  ### \$37.42  ### \$43.65  ### \$49.89	7 \$70.76  ter  Health \$11.49 \$11.49 \$11.49 \$11.49	\$11.49  Pension  \$22.90  \$22.90  \$22.90  \$22.90	\$22.90  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$65.57 \$71.81 \$78.04 \$84.28	\$105.
	Step 1 2 3 4 5 5	50 60 70 80 90	08/01/2024	### Apprentice Base Wage  ### \$31.18  ### \$37.42  ### \$43.65  ### \$49.89	7 \$70.76  ter  Health \$11.49 \$11.49 \$11.49 \$11.49	\$11.49  Pension  \$22.90  \$22.90  \$22.90  \$22.90	\$22.90  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$65.57 \$71.81 \$78.04 \$84.28	\$105.
	Step  1 2 3 4 5	50 60 70 80 90	08/01/2024	### Apprentice Base Wage  ### \$31.18  ### \$37.42  ### \$43.65  ### \$49.89  ### \$56.12	7 \$70.76  ter  Health \$11.49 \$11.49 \$11.49 \$11.49	\$11.49  Pension \$22.90 \$22.90 \$22.90 \$22.90 \$22.90	\$22.90  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00 Supplemental	\$0.00  Total Rate \$65.57 \$71.81 \$78.04 \$84.28 \$90.51	\$105.
	Step  1 2 3 4 5  Effecti Step	50 60 70 80 90 sive Date -	08/01/2024	Apprentice Base Wage \$31.18 \$37.42 \$43.65 \$49.89 \$56.12  Apprentice Base Wage	7 \$70.76  ter  Health \$11.49 \$11.49 \$11.49 \$11.49 \$11.49	\$11.49  Pension \$22.90 \$22.90 \$22.90 \$22.90 \$Pension	\$22.90  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$0.00  Total Rate \$65.57 \$71.81 \$78.04 \$84.28 \$90.51	\$105.
	Step   1   2   3   4   5     Step   1     Step   Step   1     Step   Step   1     Step   Step	50 60 70 80 90 eve Date - percent 50	08/01/2024	### Apprentice Base Wage  ### \$31.18  ### \$37.42  ### \$43.65  ### \$49.89  ### \$56.12  ### Apprentice Base Wage  ### \$31.83	7 \$70.76  ter  Health \$11.49 \$11.49 \$11.49 \$11.49 \$11.49	\$11.49  Pension \$22.90 \$22.90 \$22.90 \$22.90 \$22.90 \$22.90	\$22.90  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$0.00  Total Rate \$65.57 \$71.81 \$78.04 \$84.28 \$90.51  Total Rate \$66.22	\$105.
	Step   1   2   3   4   5     Step   1     Step   1     Step   1   2     2     1   2     2     1     2     1     2	50 60 70 80 90 sive Date - percent 50 60 60	08/01/2024	### Apprentice Base Wage  ### \$31.18  ### \$37.42  ### \$43.65  ### \$49.89  ### \$56.12   ### Apprentice Base Wage  ### \$31.83  ### \$38.20	7 \$70.76  ter  Health \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$11.49	\$11.49  Pension \$22.90 \$22.90 \$22.90 \$22.90 \$22.90  Pension \$22.90 \$22.90	\$22.90  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment  \$0.00 \$0.00	\$0.00  Total Rate \$65.57 \$71.81 \$78.04 \$84.28 \$90.51  Total Rate \$66.22 \$72.59	\$105.
	Step   1   2   3   4   5     Step   1     Step   1     2   3     3     4     5       5       5       5       5       5       5	50 60 70 80 90  ive Date - percent  50 60 77 70 70 70 70 70	08/01/2024	### Apprentice Base Wage  \$31.18 \$37.42 \$43.65 \$49.89 \$56.12  Apprentice Base Wage  \$31.83 \$38.20 \$44.56	7 \$70.76  ter  Health \$11.49 \$11.49 \$11.49 \$11.49  Health \$11.49 \$11.49	\$11.49  Pension \$22.90 \$22.90 \$22.90 \$22.90  Pension \$22.90 \$22.90 \$22.90	\$22.90  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00	\$0.00  Total Rate \$65.57 \$71.81 \$78.04 \$84.28 \$90.51  Total Rate \$66.22 \$72.59 \$78.95	\$105.
	Effecti Step  1 2 3 4 5  Effecti Step 1 2 3 4 4 5  4 5	50 60 70 80 90  ive Date - percent 50 60 70 80 90 90 90	08/01/2024	### Apprentice Base Wage    \$31.18	Tealth  Health  \$11.49  \$11.49  \$11.49  \$11.49  \$11.49  \$11.49  \$11.49  \$11.49	\$11.49  Pension \$22.90 \$22.90 \$22.90 \$22.90  Pension \$22.90 \$22.90 \$22.90 \$22.90 \$22.90	\$22.90  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00  Supplemental Unemployment  \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00  Total Rate \$65.57 \$71.81 \$78.04 \$84.28 \$90.51  Total Rate \$66.22 \$72.59 \$78.95 \$85.32	

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BULLDOZER/GRADER/SCRAPER	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"						
CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	06/01/2024	\$46.63	\$9.65	\$18.22	\$0.00	\$74.50
EBONEKO TOONEMION MAD MEMANE	12/01/2024	\$48.10	\$9.65	\$18.22	\$0.00	\$75.97
	06/01/2025	\$49.60	\$9.65	\$18.22	\$0.00	\$77.47
	12/01/2025	\$51.10	\$9.65	\$18.22	\$0.00	\$78.97
	06/01/2026	\$52.65	\$9.65	\$18.22	\$0.00	\$80.52
	12/01/2026	\$54.15	\$9.65	\$18.22	\$0.00	\$82.02
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER  LABORERS - FOUNDATION AND MARINE	06/01/2024	\$45.48	\$9.65	\$18.22	\$0.00	\$73.35
	12/01/2024	\$46.95	\$9.65	\$18.22	\$0.00	\$74.82
	06/01/2025	\$48.45	\$9.65	\$18.22	\$0.00	\$76.32
	12/01/2025	\$49.95	\$9.65	\$18.22	\$0.00	\$77.82
	06/01/2026	\$51.50	\$9.65	\$18.22	\$0.00	\$79.37
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$53.00	\$9.65	\$18.22	\$0.00	\$80.87
CAISSON & UNDERPINNING TOP MAN	06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
LABORERS - FOUNDATION AND MARINE	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
For apprentice rates see "Apprentice- LABORER"	12/01/2020	φυσίου	Ψ>100		*****	ψ01.20
CARBIDE CORE DRILL OPERATOR	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
LABORERS - ZONE 2	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
For apprentice rates see "Apprentice- LABORER"						
CARPENTER GARDENTERS GOVERNOR AND A CONTROL OF THE	09/01/2024	\$48.37	\$9.83	\$19.97	\$0.00	\$78.17
CARPENTERS -ZONE 2 (Eastern Massachusetts)	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
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Apprentice -	CARPENTER -	Zone 2	Eastern MA
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	Step	ve Date - percent	09/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
_	1	45		\$21.77	\$9.83	\$1.73	\$0.00	\$33.3	3
	2	45		\$21.77	\$9.83	\$1.73	\$0.00	\$33.3	3
	3	55		\$26.60	\$9.83	\$3.40	\$0.00	\$39.8	3
	4	55		\$26.60	\$9.83	\$3.40	\$0.00	\$39.8	3
	5	70		\$33.86	\$9.83	\$16.51	\$0.00	\$60.2	0
	6	70		\$33.86	\$9.83	\$16.51	\$0.00	\$60.2	0
	7	80		\$38.70	\$9.83	\$18.24	\$0.00	\$66.7	7
	8	80		\$38.70	\$9.83	\$18.24	\$0.00	\$66.7	7
1	Effecti	ve Date -	03/01/2025				Supplemental		
5	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	45		\$22.33	\$9.83	\$1.73	\$0.00	\$33.8	9
	2	45		\$22.33	\$9.83	\$1.73	\$0.00	\$33.8	9
	3	55		\$27.29	\$9.83	\$3.40	\$0.00	\$40.5	2
	4	55		\$27.29	\$9.83	\$3.40	\$0.00	\$40.5	2
	5	70		\$34.73	\$9.83	\$16.51	\$0.00	\$61.0	7
	6	70		\$34.73	\$9.83	\$16.51	\$0.00	\$61.0	7
	7	80		\$39.70	\$9.83	\$18.24	\$0.00	\$67.7	7
	8	80		\$39.70	\$9.83	\$18.24	\$0.00	\$67.7	7
[]	Notes:								
 	Apprei	ntice to Jo	urneyworker Ratio:1:5						
ENTER W				10/01/2023	3 \$25.5	55 \$7.02	\$4.80	\$0.00	\$37.37
NTERS-ZONE	3 (WOOC	і г rame)		10/01/2024	\$26.6	\$7.02	\$4.80	\$0.00	\$38.47
				10/01/202:	\$27.7	5 \$7.02	\$4.80	\$0.00	\$39.57
				10/01/2020	5 \$28.8	\$5 \$7.02	\$4.80	\$0.00	\$40.67

**Issue Date:** 09/18/2024

Apprentice -	CARPENTER (Wood Frame) - Zone 3
Effective Date	10/01/2023

Effecti	ive Date -	10/01/2023	,				
Step	percent	10,01,202	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60		\$15.33	\$7.02	\$0.00	\$0.00	\$22.35
2	60		\$15.33	\$7.02	\$0.00	\$0.00	\$22.35
3	65		\$16.61	\$7.02	\$1.00	\$0.00	\$24.63
4	70		\$17.89	\$7.02	\$1.00	\$0.00	\$25.91
5	75		\$19.16	\$7.02	\$4.80	\$0.00	\$30.98
6	80		\$20.44	\$7.02	\$4.80	\$0.00	\$32.26
7	85		\$21.72	\$7.02	\$4.80	\$0.00	\$33.54
8	90		\$23.00	\$7.02	\$4.80	\$0.00	\$34.82
	ive Date -	10/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$15.99	\$7.02	\$0.00	\$0.00	\$23.01
2	60		\$15.99	\$7.02	\$0.00	\$0.00	\$23.01
3	65		\$17.32	\$7.02	\$1.00	\$0.00	\$25.34
4	70		\$18.66	\$7.02	\$1.00	\$0.00	\$26.68
5	75		\$19.99	\$7.02	\$4.80	\$0.00	\$31.81
6	80		\$21.32	\$7.02	\$4.80	\$0.00	\$33.14
7	85		\$22.65	\$7.02	\$4.80	\$0.00	\$34.47
8	90		\$23.99	\$7.02	\$4.80	\$0.00	\$35.81
Notes:	% Indento	ured After 10/1/17; 45/ \$18.52/ 3&4 \$21.07/ 5 urneyworker Ratio:1:	5&6 \$28.70/ 7&8 \$31.26				
	PLASTER	ING	01/01/202	24 \$49.33	\$13.00	\$23.57	\$1.30 \$87.2

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (WORCESTER)

Apprentice -	CEMENT MASONRY/PLASTERING -	Worcester
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Effective Date - 01/01/2024 Supplementa							
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
Notes:							
i totes.		are 500 hrs. All other steps	are 1 000 hrs				

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
ABORERS - ZONE 2	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
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
PPERATING ENGINEERS 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	06/01/2024	\$36.17	\$15.30	\$16.40	\$0.00	\$67.87
PERATING 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"						
DELEADER (BRIDGE) MINTERS LOCAL 35 - ZONE 2	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
AINTERS LOCAL 33 - ZONE 2	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

 Issue Date:
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	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER Local 35 - BRIDGES/TANKS						
07/01/0004						

			INTER Local 35 - BRIDGE	S/TANKS					
	Effecti Step	ve Date -	07/01/2024	Apprentice Base Wage	Health	Pension	Supplemental 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	
	Effecti	ve Date -	01/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	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:								
ĺ		Steps are 7	750 hrs.					İ	
	Appre	ntice to Jou	rneyworker Ratio:1:1						
MO: ADZEM				06/10/2024	\$45	.53 \$9.65	\$18.40	\$0.00	\$73.58
PRERS - ZONE 2	2			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	5 \$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	7 \$54	.65 \$9.65	\$18.40	\$0.00	\$82.70
				12/06/2027	7 \$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"

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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
ABORERS - ZONE 2	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  ABORERS - ZONE 2	06/10/2024	\$46.28	\$9.65	\$18.40	\$0.00	\$74.33
ABURERS - ZUNE 2	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
ABORERS - ZONE 2	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 ABORERS - ZONE 2	06/10/2024	\$46.28	\$9.65	\$18.40	\$0.00	\$74.33
ABORERS - ZONE 2	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"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: WRECKING LABORER	06/10/2024	\$45.53	\$9.65	\$18.40	\$0.00	\$73.58
LABORERS - ZONE 2	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
OFERATING 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"						
DIVER PILE DRIVER LOCAL 56 (ZONE 2)	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 2)	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 2)	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 2)	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 ELECTRICIAN	09/01/2024	\$47.05	\$13.99	\$19.22	\$0.00	\$80.26
ELECTRICIANS LOCAL 96	09/07/2025	\$48.16	\$14.98	\$19.60	\$0.00	\$82.74
	09/06/2026	\$49.38	\$15.96	\$20.00	\$0.00	\$85.34

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**Total Rate** 

Effe	ctive Date -	09/01/2024				Supplemental		
Step	percent	А	apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40		\$18.82	\$13.99	\$0.56	\$0.00	\$33.37	
2	45		\$21.17	\$13.99	\$0.64	\$0.00	\$35.80	
3	48		\$22.58	\$13.99	\$15.79	\$0.00	\$52.36	
4	55		\$25.88	\$13.99	\$16.26	\$0.00	\$56.13	
5	65		\$30.58	\$13.99	\$16.91	\$0.00	\$61.48	
6	80		\$37.64	\$13.99	\$17.90	\$0.00	\$69.53	
Effe Step	etive Date -	09/07/2025	apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	40		\$19.26	\$14.98	\$0.58	\$0.00	\$34.82	
2	45		\$21.67	\$14.98	\$0.65	\$0.00	\$37.30	
3	48		\$23.12	\$14.98	\$16.09	\$0.00	\$54.19	
4	55		\$26.49	\$14.98	\$16.57	\$0.00	\$58.04	
5	65		\$31.30	\$14.98	\$17.25	\$0.00	\$63.53	
6	80		\$38.53	\$14.98	\$18.26	\$0.00	\$71.77	
Note		are 1000 hrs; Steps 3-6 are 150	00 hrs.					
App	rentice to Jo	urneyworker Ratio:2:3***						
ATOR CONST			01/01/2024	\$61.9	8 \$16.18	\$20.96	\$0.00	\$99.12
OR CONSTRUCTO	ORS LOCAL 41		01/01/2025	\$62.8	3 \$16.28	\$21.36	\$0.00	\$100.4
			01/01/2026	\$63.6	8 \$16.38	\$21.76	\$0.00	\$101.8
			01/01/2027	7 \$64.5	3 \$16.48	\$22.16	\$0.00	\$103.1

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Supplemental **Total Rate** Pension Unemployment

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$83.48

\$84.92

\$86.21

\$87.65

\$88.94

\$90.37

Apprentice -	ELEVATOR CONSTRUCTOR - Local 41
Dec / D /	01/01/2024

Apprentice - ELEVATOR CONSTRUCTOR -	Local 41					
<b>Effective Date -</b> 01/01/2024				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 50	\$30.99	\$16.18	\$0.00	\$0.00	\$47.17	
2 55	\$34.09	\$16.18	\$20.96	\$0.00	\$71.23	
3 65	\$40.29	\$16.18	\$20.96	\$0.00	\$77.43	
4 70	\$43.39	\$16.18	\$20.96	\$0.00	\$80.53	
5 80	\$49.58	\$16.18	\$20.96	\$0.00	\$86.72	
<b>Effective Date -</b> 01/01/2025				Supplemental		
	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 50	\$31.42	\$16.28	\$0.00	\$0.00	\$47.70	
2 55	\$34.56	\$16.28	\$21.36	\$0.00	\$72.20	
3 65	\$40.84	\$16.28	\$21.36	\$0.00	\$78.48	
4 70	\$43.98	\$16.28	\$21.36	\$0.00	\$81.62	
5 80	\$50.26	\$16.28	\$21.36	\$0.00	\$87.90	
Notes:						
Steps 1-2 are 6 mos.; Steps 3-5 are 1 ye	ear					
Apprentice to Journeyworker Ratio:1:1						
LEVATOR CONSTRUCTOR HELPER	01/01/2024	4 \$43.39	\$16.18	\$20.96	\$0.00	\$80.53
EVATOR CONSTRUCTORS LOCAL 41	01/01/202:	5 \$43.98	\$16.28	\$21.36	\$0.00	\$81.62
	01/01/2020	6 \$44.58	\$16.38	\$21.76	\$0.00	\$82.72
	01/01/2027	7 \$45.17	\$16.48	\$22.16	\$0.00	\$83.81
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
ENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)  BORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	4 \$38.78	\$9.65	\$17.80	\$0.00	\$66.23
20.12.2 (12.1.7.4.11.01.7.11.)	12/01/2024	4 \$40.11	\$9.65	\$17.80	\$0.00	\$67.56
	06/01/2023	5 \$41.50	\$9.65	\$17.80	\$0.00	\$68.95
	12/01/2025	5 \$42.88	\$9.65	\$17.80	\$0.00	\$70.33
	06/01/2020	6 \$44.32	\$9.65	\$17.80	\$0.00	\$71.77
	12/01/2020	6 \$45.76	\$9.65	\$17.80	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY PERATING ENGINEERS LOCAL 4	05/01/2024	4 \$50.79	\$15.00	\$16.40	\$0.00	\$82.19
	11/01/2024	4 \$52.08	\$15.00	\$16.40	\$0.00	\$83.48

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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11/01/2024

05/01/2025

11/01/2025

05/01/2026

11/01/2026

05/01/2027

\$52.08

\$53.52

\$54.81

\$56.25

\$57.54

\$58.97

\$15.00

\$15.00

\$15.00

\$15.00

\$15.00

\$15.00

\$16.40

\$16.40

\$16.40

\$16.40

\$16.40

\$16.40

FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY  OPERATING ENGINEERS LOCAL 4	05/01/2024 11/01/2024 05/01/2025 11/01/2025 05/01/2026 11/01/2026	\$52.37 \$53.67 \$55.12 \$56.42 \$57.87	\$15.00 \$15.00 \$15.00	\$16.40 \$16.40 \$16.40	\$0.00 \$0.00	\$83.77 \$85.07
OPERATING ENGINEERS LOCAL 4	05/01/2025 11/01/2025 05/01/2026	\$55.12 \$56.42	\$15.00		\$0.00	\$85.07
	11/01/2025 05/01/2026	\$56.42		\$16.40		
	05/01/2026		¢15 00		\$0.00	\$86.52
		\$57.Q7	\$15.00	\$16.40	\$0.00	\$87.82
	11/01/2026	\$37.67	\$15.00	\$16.40	\$0.00	\$89.27
		\$59.17	\$15.00	\$16.40	\$0.00	\$90.57
	05/01/2027	\$60.62	\$15.00	\$16.40	\$0.00	\$92.02
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	05/01/2024	\$24.91	\$15.00	\$16.40	\$0.00	\$56.31
OPERATING ENGINEERS LOCAL 4	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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER	09/01/2024	\$47.05	\$13.99	\$19.22	\$0.00	\$80.26
ELECTRICIANS LOCAL 96	09/07/2025	\$48.16	\$14.98	\$19.60	\$0.00	\$82.74
	09/06/2026	\$49.38	\$15.96	\$20.00	\$0.00	\$85.34
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINT/COMMISSIONING ELECTRICIANS LOCAL 96	09/01/2024	\$47.05	\$13.99	\$19.22	\$0.00	\$80.26
ELECTRICIANS LOCAL 90	09/07/2025	\$48.16	\$14.98	\$19.60	\$0.00	\$82.74
	09/06/2026	\$49.38	\$15.96	\$20.00	\$0.00	\$85.34
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIREMAN (ASST. ENGINEER)  OPERATING ENGINEERS LOCAL 4	06/01/2024	\$45.23	\$15.30	\$16.40	\$0.00	\$76.93
7 2.101.122.10 2.00.12	12/01/2024	\$46.41	\$15.30	\$16.40	\$0.00	\$78.11
	06/01/2025	\$47.47	\$15.30	\$16.40	\$0.00	\$79.17
	12/01/2025	\$48.64	\$15.30	\$16.40	\$0.00	\$80.34
	06/01/2026	\$49.70	\$15.30	\$16.40	\$0.00	\$81.40
	12/01/2026	\$50.88	\$15.30	\$16.40	\$0.00	\$82.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	\$27.01	\$9.65	\$17.80	\$0.00	\$54.46
Long Long Linear Carnoninal	12/01/2024	\$27.01	\$9.65	\$17.80	\$0.00	\$54.46
	06/01/2025	\$28.09	\$9.65	\$17.80	\$0.00	\$55.54
	12/01/2025	\$28.09	\$9.65	\$17.80	\$0.00	\$55.54
	06/01/2026	\$29.21	\$9.65	\$17.80	\$0.00	\$56.66
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$29.21	\$9.65	\$17.80	\$0.00	\$56.66
FLOORCOVERER	03/01/2024	\$49.47	\$8.83	\$20.27	\$0.00	\$78.57

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FLOORCOVERERS LOCAL 2168 ZONE II

SYSTEMS)

GLAZIERS LOCAL 35 (ZONE 2)

**Total Rate** 

Step	ve Date - 03/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	e
1	50	\$24.74	\$8.83	\$1.76	\$0.00	\$35.33	3
2	55	\$27.21	\$8.83	\$1.76	\$0.00	\$37.80	)
3	60	\$29.68	\$8.83	\$3.52	\$0.00	\$42.03	3
4	65	\$32.16	\$8.83	\$3.52	\$0.00	\$44.51	1
5	70	\$34.63	\$8.83	\$16.75	\$0.00	\$60.21	1
6	75	\$37.10	\$8.83	\$16.75	\$0.00	\$62.68	3
7	80	\$39.58	\$8.83	\$18.51	\$0.00	\$66.92	2
8	85	\$42.05	\$8.83	\$18.51	\$0.00	\$69.39	)
		55/55/70/70/80/80 (1500hr Steps) \$39.28/ 5&6 \$59.86/ 7&8 \$66.52					
ORK LIFT/CHERRY		06/01/202	4 \$56.03	\$15.30	\$16.40	\$0.00	\$87.73
ERATING ENGINEERS LO		12/01/202		\$15.30	\$16.40	\$0.00	\$89.18
		06/01/202		\$15.30	\$16.40	\$0.00	\$90.48
		12/01/202		\$15.30 \$15.30	\$16.40	\$0.00	\$91.93
		06/01/202		\$15.30	\$16.40	\$0.00	\$93.23
		12/01/202		\$15.30	\$16.40	\$0.00	\$94.68
For apprentice rates see "	Apprentice- OPERATING ENG		φο2.90	Ψ13.50	4-0	<b>\$0.00</b>	ψ, 1.00
ENERATOR/LIGHTING PLANT/HEATERS		06/01/202	4 \$36.17	\$15.30	\$16.40	\$0.00	\$67.87
			4 027.10	\$15.30	\$16.40	\$0.00	\$68.82
	CAL 4	12/01/202	4 \$37.12	\$15.50	ψ10.40		
	JCAL 4	12/01/202 06/01/202		\$15.30	\$16.40	\$0.00	\$69.67
NERATOR/LIGHTI ERATING ENGINEERS LO	CAL 4		5 \$37.97			\$0.00 \$0.00	
	CAL 4	06/01/202	5 \$37.97 5 \$38.92	\$15.30	\$16.40		\$70.62
ERATING ENGINEERS LO	PAPPRENTING ENG	06/01/202 12/01/202 06/01/202 12/01/202	\$37.97 \$38.92 6 \$39.78	\$15.30 \$15.30	\$16.40 \$16.40	\$0.00	\$69.67 \$70.62 \$71.48 \$72.43

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01/01/2025

\$47.96

\$9.95

\$23.95

\$0.00

\$81.86

**Total Rate** 

**Apprentice -** GLAZIER - Local 35 Zone 2

Pension

	Effecti	ve 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	
		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.					į	
	Appre	ntice to Journeyworker Ratio:1:1						
		R/CRANES/GRADALLS	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
OPERATING EN	GINEERS LO	OCAL 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
			0.6104.1000			Φ1.C.40	¢0.00	<b>402.22</b>
			06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23

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	Step	ve Date - 06/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
	1	55	\$30.82	\$15.30	\$0.00	\$0.00	\$46.1	2
	2	60	\$33.62	\$15.30	\$16.40	\$0.00	\$65.3	2
	3	65	\$36.42	\$15.30	\$16.40	\$0.00	\$68.1	2
	4	70	\$39.22	\$15.30	\$16.40	\$0.00	\$70.9	2
	5	75	\$42.02	\$15.30	\$16.40	\$0.00	\$73.7	'2
	6	80	\$44.82	\$15.30	\$16.40	\$0.00	\$76.5	52
	7	85	\$47.63	\$15.30	\$16.40	\$0.00	\$79.3	3
	8	90	\$50.43	\$15.30	\$16.40	\$0.00	\$82.1	.3
	Effecti	ve Date - 12/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
	1	55	\$31.61	\$0.00	\$0.00	\$0.00	\$31.6	51
	2	60	\$34.49	\$15.30	\$16.40	\$0.00	\$66.1	9
	3	65	\$37.36	\$15.30	\$16.40	\$0.00	\$69.0	06
	4	70	\$40.24	\$15.30	\$16.40	\$0.00	\$71.9	94
	5	75	\$43.11	\$15.30	\$16.40	\$0.00	\$74.8	31
	6	80	\$45.98	\$15.30	\$16.40	\$0.00	\$77.6	58
	7	85	\$48.86	\$15.30	\$16.40	\$0.00	\$80.5	56
	8	90	\$51.73	\$15.30	\$16.40	\$0.00	\$83.4	13
	Notes:							
.C (DUCT		ntice to Journeyworker Ratio:1:				010.74	Ф2.12	
TMETAL WO		OCAL 63	07/01/2024				\$2.13	\$74.05
or apprentice	e rates see "	Apprentice- SHEET METAL WORKER"	01/01/2023	5 \$42.2	23 \$12.20	\$18.74	\$2.13	\$75.30
		CONTROLS)	09/01/2024	4 \$47.0	)5 \$13.99	\$19.22	\$0.00	\$80.26
TRICIANS L	OCAL 96		09/07/2023	5 \$48.1	6 \$14.98	\$19.60	\$0.00	\$82.74
			09/06/2020	5 \$49.3	\$15.96	\$20.00	\$0.00	\$85.34
		'Apprentice- ELECTRICIAN"				<b></b>	00.45	
C (TESTI TMETAL WO		D BALANCING - AIR) DCAL 63	07/01/2024				\$2.13	\$74.05
or apprentic	e rates see "	'Apprentice- SHEET METAL WORKER"	01/01/2023	5 \$42.2	23 \$12.20	\$18.74	\$2.13	\$75.30
C (TESTI	NG ANE	BALANCING -WATER)	09/01/2024	4 \$55.3	35 \$9.90	\$17.42	\$0.00	\$82.67
IBERS LOCA	1L 4		03/01/2025			\$17.42	\$0.00	\$84.07
			09/01/2023			\$17.42	\$0.00	\$85.47
			03/01/2020			\$17.42	\$0.00	\$86.87

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC	09/01/2024	\$55.35	\$9.90	\$17.42	\$0.00	\$82.67
PLUMBERS LOCAL 4	03/01/2025	\$56.75	\$9.90	\$17.42	\$0.00	\$84.07
	09/01/2025	\$58.15	\$9.90	\$17.42	\$0.00	\$85.47
	03/01/2026	\$59.55	\$9.90	\$17.42	\$0.00	\$86.87
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS	06/01/2024	\$39.28	\$9.65	\$18.40	\$0.00	\$67.33
LABORERS - ZONE 2	12/01/2024	\$40.61	\$9.65	\$18.40	\$0.00	\$68.66
	06/01/2025	\$42.00	\$9.65	\$18.40	\$0.00	\$70.05
	12/01/2025	\$43.38	\$9.65	\$18.40	\$0.00	\$71.43
	06/01/2026	\$44.82	\$9.65	\$18.40	\$0.00	\$72.87
	12/01/2026	\$46.26	\$9.65	\$18.40	\$0.00	\$74.31
	06/01/2027	\$47.71	\$9.65	\$18.40	\$0.00	\$75.76
	12/01/2027	\$49.16	\$9.65	\$18.40	\$0.00	\$77.21
	06/01/2028	\$50.66	\$9.65	\$18.40	\$0.00	\$78.71
	12/01/2028	\$52.16	\$9.65	\$18.40	\$0.00	\$80.21
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	06/01/2024	\$39.28	\$9.65	\$17.80	\$0.00	\$66.73
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$40.61	\$9.65	\$17.80	\$0.00	\$68.06
	06/01/2025	\$42.00	\$9.65	\$17.80	\$0.00	\$69.45
	12/01/2025	\$43.38	\$9.65	\$17.80	\$0.00	\$70.83
	06/01/2026	\$44.82	\$9.65	\$17.80	\$0.00	\$72.27
	12/01/2026	\$46.26	\$9.65	\$17.80	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS)	09/01/2024	\$51.23	\$14.75	\$19.61	\$0.00	\$85.59
HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)	09/01/2025	\$54.31	\$14.75	\$19.61	\$0.00	\$88.67
	09/01/2026	\$57.38	\$14.75	\$19.61	\$0.00	\$91.74

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Worcester

Effecti	ive Date -	09/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$25.62	\$14.75	\$14.32	\$0.00	\$54.69
2	60		\$30.74	\$14.75	\$15.37	\$0.00	\$60.86
3	70		\$35.86	\$14.75	\$16.43	\$0.00	\$67.04
4	80		\$40.98	\$14.75	\$17.49	\$0.00	\$73.22
Effecti	ive Date -	09/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$27.16	\$14.75	\$14.32	\$0.00	\$56.23
2	60		\$32.59	\$14.75	\$15.37	\$0.00	\$62.71
3	70		\$38.02	\$14.75	\$16.43	\$0.00	\$69.20
4	80		\$43.45	\$14.75	\$17.49	\$0.00	\$75.69
Notes:							

Apprentice to Journeyworker Ratio:1:4

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		ntice - IRONWORKER - Local 7 W ive Date - 03/16/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$32.20	\$8.35	\$26.70	\$0.00	\$67.25	
	2	70	\$37.57	\$8.35	\$26.70	\$0.00	\$72.62	
	3	75	\$40.25	\$8.35	\$26.70	\$0.00	\$75.30	
	4	80	\$42.94	\$8.35	\$26.70	\$0.00	\$77.99	
	5	85	\$45.62	\$8.35	\$26.70	\$0.00	\$80.67	
	6	90	\$48.30	\$8.35	\$26.70	\$0.00	\$83.35	
	Notes:							
							i	
	Appre	ntice to Journeyworker Ratio:1:4						
CKHAMMI ORERS - ZON		VING BREAKER OPERATOR	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
OKEKS - ZON	E 2		12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
			06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
			12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
			06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
			12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
			06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
			12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
			06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
For apprentic	e rates see	"Apprentice- LABORER"	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
BORER			06/01/2024	\$38.53	\$9.65	\$18.40	\$0.00	\$66.58
ORERS - ZON	E 2		12/01/2024	\$39.86	\$9.65	\$18.40	\$0.00	\$67.91
			06/01/2025	\$41.25	\$9.65	\$18.40	\$0.00	\$69.30
			12/01/2025	\$42.63	\$9.65	\$18.40	\$0.00	\$70.68
			06/01/2026	\$44.07	\$9.65	\$18.40	\$0.00	\$72.12
			12/01/2026	\$45.51	\$9.65	\$18.40	\$0.00	\$73.56
			06/01/2027	\$46.96	\$9.65	\$18.40	\$0.00	\$75.01
			12/01/2027	\$48.41	\$9.65	\$18.40	\$0.00	\$76.46
			06/01/2028		\$9.65	\$18.40	\$0.00	\$77.96
			12/01/2028		\$9.65	\$18.40	\$0.00	\$79.46

**Effective Date** 

03/16/2024

Base Wage

\$53.67

Health

\$8.35

Pension

\$26.70

Classification

IRONWORKER/WELDER

IRONWORKERS LOCAL 7 (WORCESTER AREA)

Supplemental

\$0.00

Unemployment

**Total Rate** 

\$88.72

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**Apprentice -** LABORER - Zone 2

	Effecti	ve Date - 06/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
-	1	60	\$23.12	\$9.65	\$18.40	\$0.00	\$51.17	
	2	70	\$26.97	\$9.65	\$18.40	\$0.00	\$55.02	
	3	80	\$30.82	\$9.65	\$18.40	\$0.00	\$58.87	
	4	90	\$34.68	\$9.65	\$18.40	\$0.00	\$62.73	
	Effecti Step	ve Date - 12/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	1	60	\$23.92	\$9.65	\$18.40	\$0.00	\$51.97	
	2	70	\$27.90	\$9.65	\$18.40	\$0.00	\$55.95	
	3	80	\$31.89	\$9.65	\$18.40	\$0.00	\$59.94	
	4	90	\$35.87	\$9.65	\$18.40	\$0.00	\$63.92	
-  : 	Notes:							
	Appre	ntice to Journeyworker Rat	io:1:5					
BORER (HEA BORERS - ZONE 2			06/01/2024	\$38.53	\$9.65	\$17.80	\$0.00	\$65.98
OKERS - ZONE 2	2 (HEAV	i & monwan	12/01/2024	\$39.86	\$9.65	\$17.80	\$0.00	\$67.3
			06/01/2025	\$41.25	\$9.65	\$17.80	\$0.00	\$68.70
			12/01/2025	\$42.63	\$9.65	\$17.80	\$0.00	\$70.08
			06/01/2026	\$44.07	\$9.65	\$17.80	\$0.00	\$71.52
			12/01/2026	\$45.51	\$9.65	\$17.80	\$0.00	\$72.96
		ntice - LABORER (Heavy o	& Highway) - Zone 2			Supplemental		
]			& Highway) - Zone 2  Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
] -	Effecti	ve Date - 06/01/2024		Health \$9.65	Pension \$17.80	* *	Total Rate \$50.57	
]	Effecti Step	ve Date - 06/01/2024 percent	Apprentice Base Wage			Unemployment		
	Effecti Step	ve Date - 06/01/2024 percent 60	Apprentice Base Wage \$23.12	\$9.65	\$17.80	Unemployment \$0.00	\$50.57	
	Step  1 2	ve Date - 06/01/2024 percent 60 70	Apprentice Base Wage \$23.12 \$26.97	\$9.65 \$9.65	\$17.80 \$17.80	\$0.00 \$0.00	\$50.57 \$54.42	
	Step  1 2 3 4  Effecti	ve Date - 06/01/2024 percent  60 70 80 90  ve Date - 12/01/2024	\$23.12 \$26.97 \$30.82 \$34.68	\$9.65 \$9.65 \$9.65 \$9.65	\$17.80 \$17.80 \$17.80 \$17.80	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$50.57 \$54.42 \$58.27 \$62.13	
	Step  1 2 3 4  Effecti Step	ve Date - 06/01/2024  percent  60  70  80  90  ve Date - 12/01/2024  percent	\$23.12 \$26.97 \$30.82	\$9.65 \$9.65 \$9.65 \$9.65	\$17.80 \$17.80 \$17.80	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$50.57 \$54.42 \$58.27	
	Step  1 2 3 4  Effecti Step  1	ve Date - 06/01/2024 percent  60 70 80 90  ve Date - 12/01/2024 percent  60	\$23.12 \$26.97 \$30.82 \$34.68	\$9.65 \$9.65 \$9.65 \$9.65	\$17.80 \$17.80 \$17.80 \$17.80	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$50.57 \$54.42 \$58.27 \$62.13	
	Step  1 2 3 4  Effecti Step	ve Date - 06/01/2024  percent  60  70  80  90  ve Date - 12/01/2024  percent	\$23.12 \$26.97 \$30.82 \$34.68 Apprentice Base Wage	\$9.65 \$9.65 \$9.65 \$9.65	\$17.80 \$17.80 \$17.80 \$17.80 Pension	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$50.57 \$54.42 \$58.27 \$62.13	
	Step  1 2 3 4  Effecti Step  1	ve Date - 06/01/2024 percent  60 70 80 90  ve Date - 12/01/2024 percent  60	\$23.12 \$26.97 \$30.82 \$34.68 Apprentice Base Wage	\$9.65 \$9.65 \$9.65 \$9.65 Health	\$17.80 \$17.80 \$17.80 \$17.80 Pension \$17.80	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$50.57 \$54.42 \$58.27 \$62.13 Total Rate	
	Step  1 2 3 4  Effecti Step  1 2	ve Date - 06/01/2024 percent  60 70 80 90  ve Date - 12/01/2024 percent  60 70	\$23.12 \$26.97 \$30.82 \$34.68 Apprentice Base Wage \$23.92 \$27.90	\$9.65 \$9.65 \$9.65 \$9.65 Health \$9.65 \$9.65	\$17.80 \$17.80 \$17.80 \$17.80 Pension \$17.80 \$17.80	Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$50.57 \$54.42 \$58.27 \$62.13 Total Rate \$51.37 \$55.35	
	Step  1 2 3 4  Effecti Step  1 2 3 4	ve Date - 06/01/2024 percent  60 70 80 90  ve Date - 12/01/2024 percent  60 70 80 90	\$23.12 \$26.97 \$30.82 \$34.68 Apprentice Base Wage \$23.92 \$27.90 \$31.89	\$9.65 \$9.65 \$9.65 \$9.65 Health \$9.65 \$9.65	\$17.80 \$17.80 \$17.80 \$17.80 \$17.80 \$17.80 \$17.80	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$50.57 \$54.42 \$58.27 \$62.13 Total Rate \$51.37 \$55.35 \$59.34	
	Effecti  Step  1  2  3  4  Effecti  Step  1  2  3  4	ve Date - 06/01/2024 percent  60 70 80 90  ve Date - 12/01/2024 percent  60 70 80 90	\$23.12 \$26.97 \$30.82 \$34.68 Apprentice Base Wage \$23.92 \$27.90 \$31.89	\$9.65 \$9.65 \$9.65 \$9.65 Health \$9.65 \$9.65	\$17.80 \$17.80 \$17.80 \$17.80 \$17.80 \$17.80 \$17.80	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$50.57 \$54.42 \$58.27 \$62.13 Total Rate \$51.37 \$55.35 \$59.34	

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER	06/01/2024	\$38.53	\$9.65	\$18.40	\$0.00	\$66.58
LABORERS - ZONE 2	12/01/2024	\$39.86	\$9.65	\$18.40	\$0.00	\$67.91
	06/01/2025	\$41.25	\$9.65	\$18.40	\$0.00	\$69.30
	12/01/2025	\$42.63	\$9.65	\$18.40	\$0.00	\$70.68
	06/01/2026	\$44.07	\$9.65	\$18.40	\$0.00	\$72.12
	12/01/2026	\$45.51	\$9.65	\$18.40	\$0.00	\$73.56
	06/01/2027	\$46.96	\$9.65	\$18.40	\$0.00	\$75.01
	12/01/2027	\$48.41	\$9.65	\$18.40	\$0.00	\$76.46
	06/01/2028	\$49.91	\$9.65	\$18.40	\$0.00	\$77.96
	12/01/2028	\$51.41	\$9.65	\$18.40	\$0.00	\$79.46
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 2	06/01/2024	\$38.53	\$9.65	\$18.40	\$0.00	\$66.58
ABONERS - ZONE 2	12/01/2024	\$39.86	\$9.65	\$18.40	\$0.00	\$67.91
	06/01/2025	\$41.25	\$9.65	\$18.40	\$0.00	\$69.30
	12/01/2025	\$42.63	\$9.65	\$18.40	\$0.00	\$70.68
	06/01/2026	\$44.07	\$9.65	\$18.40	\$0.00	\$72.12
	12/01/2026	\$45.51	\$9.65	\$18.40	\$0.00	\$73.56
	06/01/2027	\$46.96	\$9.65	\$18.40	\$0.00	\$75.01
	12/01/2027	\$48.41	\$9.65	\$18.40	\$0.00	\$76.46
	06/01/2028	\$49.91	\$9.65	\$18.40	\$0.00	\$77.96
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$51.41	\$9.65	\$18.40	\$0.00	\$79.46
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	06/03/2024	\$38.62	\$9.65	\$17.76	\$0.00	\$66.03
LABORERS - ZONE 2	12/02/2024	\$39.95	\$9.65	\$17.76	\$0.00	\$67.36
	06/02/2025	\$41.34	\$9.65	\$17.76	\$0.00	\$68.75
	12/01/2025	\$42.72	\$9.65	\$17.76	\$0.00	\$70.13
	06/01/2026	\$44.16	\$9.65	\$17.76	\$0.00	\$71.57
	12/07/2026	\$45.60	\$9.65	\$17.76	\$0.00	\$73.01
	06/07/2027	\$47.05	\$9.65	\$17.76	\$0.00	\$74.46
	12/06/2027	\$48.50	\$9.65	\$17.76	\$0.00	\$75.91
	06/05/2028	\$50.00	\$9.65	\$17.76	\$0.00	\$77.41
	12/04/2028	\$51.50	\$9.65	\$17.76	\$0.00	\$78.91
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
LABORERS - ZONE 2	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
For apprentice rates see "Apprentice- LABORER"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	<b>Total Rate</b>
LABORER: MASON TENDER (HEAVY & HIGHWAY)	06/01/2024	\$38.78	\$9.65	\$17.80	\$0.00	\$66.23
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
	06/01/2025	\$41.50	\$9.65	\$17.80	\$0.00	\$68.95
	12/01/2025	\$42.88	\$9.65	\$17.80	\$0.00	\$70.33
	06/01/2026	\$44.32	\$9.65	\$17.80	\$0.00	\$71.77
	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
LABORER: MULTI-TRADE TENDER  LABORERS - ZONE 2	06/01/2024	\$38.53	\$9.65	\$18.40	\$0.00	\$66.58
EMOREMO EGILE 2	12/01/2024	\$39.86	\$9.65	\$18.40	\$0.00	\$67.91
	06/01/2025	\$41.25	\$9.65	\$18.40	\$0.00	\$69.30
	12/01/2025	\$42.63	\$9.65	\$18.40	\$0.00	\$70.68
	06/01/2026	\$44.07	\$9.65	\$18.40	\$0.00	\$72.12
	12/01/2026	\$45.51	\$9.65	\$18.40	\$0.00	\$73.56
	06/01/2027	\$46.96	\$9.65	\$18.40	\$0.00	\$75.01
	12/01/2027	\$48.41	\$9.65	\$18.40	\$0.00	\$76.46
	06/01/2028	\$49.91	\$9.65	\$18.40	\$0.00	\$77.96
	12/01/2028	\$51.41	\$9.65	\$18.40	\$0.00	\$79.46
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER LABORERS - ZONE 2	06/01/2024	\$38.53	\$9.65	\$18.40	\$0.00	\$66.58
EMBOREMO EGILE 2	12/01/2024	\$39.86	\$9.65	\$18.40	\$0.00	\$67.91
	06/01/2025	\$41.25	\$9.65	\$18.40	\$0.00	\$69.30
	12/01/2025	\$42.63	\$9.65	\$18.40	\$0.00	\$70.68
	06/01/2026	\$44.07	\$9.65	\$18.40	\$0.00	\$72.12
	12/01/2026	\$45.51	\$9.65	\$18.40	\$0.00	\$73.56
	06/01/2027	\$46.96	\$9.65	\$18.40	\$0.00	\$75.01
	12/01/2027	\$48.41	\$9.65	\$18.40	\$0.00	\$76.46
	06/01/2028	\$49.91	\$9.65	\$18.40	\$0.00	\$77.96
	12/01/2028	\$51.41	\$9.65	\$18.40	\$0.00	\$79.46
This classification applies to the removal of standing trees, and the trimming and remova clearance incidental to construction . For apprentice rates see "Apprentice-LABORER"	l of branches and lim	bs when related	to public worl	ks construction	or site	
LASER BEAM OPERATOR	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
LABORERS - ZONE 2	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
For apprentice rates see "Apprentice- LABORER"						· ·
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	06/01/2024	\$38.78	\$9.65	\$17.80	\$0.00	\$66.23
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
	06/01/2025	\$41.50	\$9.65	\$17.80	\$0.00	\$68.95
	12/01/2025	\$42.88	\$9.65	\$17.80	\$0.00	\$70.33
	06/01/2026	\$44.32	\$9.65	\$17.80	\$0.00	\$71.77
	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21

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MARBLE & TILE FINISHERS				Pension	Unemployment	Total Rate
	08/01/2024	\$49.32	\$11.49	\$21.62	\$0.00	\$82.43
BRICKLAYERS 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	\$54.92	\$11.49	\$21.62	\$0.00	\$88.03
	02/01/2027	\$56.04	\$11.49	\$21.62	\$0.00	\$89.15
<b>Apprentice -</b> <i>MARBLE &amp; TILE FINISHER - Local 3</i> <b>Effective Date -</b> 08/01/2024	Marble & Tile					
	tice Base Wage	Health	Pension	Supplementa Unemploymen		
1 50	\$24.66	\$11.49	\$21.62	\$0.00		
2 60	\$29.59	\$11.49	\$21.62	\$0.00		
3 70	\$34.52	\$11.49	\$21.62	\$0.00		
4 80	\$39.46	\$11.49	\$21.62	\$0.00		
5 90	\$44.39	\$11.49	\$21.62	\$0.00	\$77.50	
<b>Effective Date -</b> 02/01/2025				Supplementa	I	
Step percent Appren	tice Base Wage	Health	Pension	Unemploymen		
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:						
Apprentice to Journeyworker Ratio:1:3						
MARBLE MASONS, TILELAYERS & TERRAZZO MECH	08/01/2024	\$64.52	\$11.49	\$23.56	\$0.00	\$99.57
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2025	\$65.82	\$11.49	\$23.56	\$0.00	\$100.87
	08/01/2025	\$67.97	\$11.49	\$23.56	\$0.00	\$103.02
	02/01/2026	\$69.32	\$11.49	\$23.56	\$0.00	\$104.37
	08/01/2026	\$71.52	\$11.49	\$23.56	\$0.00	\$106.57
	02/01/2027	\$72.92	\$11.49	\$23.56	\$0.00	\$107.97

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**Total Rate** 

Pension

	Step	ive Date - percent	08/01/2024	Apprentice Base Wage	Health	Pension	Supplemental 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	
	Effecti	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:								
			ırneyworker Ratio:1:5						
ECH. SWE Erating en		ERATOR (	ON CONST. SITES)	06/01/2024	4 \$55.41	\$15.30	\$16.40	\$0.00	
MOITING LIV	OIIVLLING LO	CALA						\$0.00	\$87.11
		OCAL 4		12/01/2024	4 \$56.85	\$15.30	\$16.40	\$0.00	\$87.11 \$88.55
		OCAL 4			*	\$15.30 \$15.30			
		OCAL 4		12/01/2024	5 \$58.13		\$16.40	\$0.00	\$88.55
		OCAL 4		12/01/2024 06/01/2025	5 \$58.13 5 \$59.57	\$15.30	\$16.40 \$16.40	\$0.00 \$0.00	\$88.55 \$89.83
For apprenti	ice rates see '		PERATING ENGINEERS"	12/01/2024 06/01/2025 12/01/2025	\$58.13 \$59.57 \$60.85	\$15.30 \$15.30	\$16.40 \$16.40 \$16.40	\$0.00 \$0.00 \$0.00	\$88.55 \$89.83 \$91.27
ECHANICS	S MAINT	'Apprentice- C ENANCE	PERATING ENGINEERS"	12/01/2024 06/01/2025 12/01/2026 06/01/2026	5 \$58.13 5 \$59.57 6 \$60.85 6 \$62.29	\$15.30 \$15.30 \$15.30	\$16.40 \$16.40 \$16.40 \$16.40	\$0.00 \$0.00 \$0.00 \$0.00	\$88.55 \$89.83 \$91.27 \$92.55
CHANICS	S MAINT	'Apprentice- C ENANCE	PERATING ENGINEERS"	12/01/2024 06/01/2025 12/01/2026 12/01/2026	5 \$58.13 5 \$59.57 6 \$60.85 6 \$62.29	\$15.30 \$15.30 \$15.30 \$15.30	\$16.40 \$16.40 \$16.40 \$16.40 \$16.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$88.55 \$89.83 \$91.27 \$92.55 \$93.99
CHANICS	S MAINT	'Apprentice- C ENANCE	PERATING ENGINEERS"	12/01/2024 06/01/2025 12/01/2026 06/01/2026 06/01/2026	5 \$58.13 5 \$59.57 6 \$60.85 6 \$62.29 4 \$55.41 4 \$56.85	\$15.30 \$15.30 \$15.30 \$15.30	\$16.40 \$16.40 \$16.40 \$16.40 \$16.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$88.55 \$89.83 \$91.27 \$92.55 \$93.99
CHANICS	S MAINT	'Apprentice- C ENANCE	PERATING ENGINEERS"	12/01/2024 06/01/2025 12/01/2026 12/01/2026 06/01/2026 12/01/2024	5 \$58.13 5 \$59.57 6 \$60.85 6 \$62.29 4 \$55.41 4 \$56.85 5 \$58.13	\$15.30 \$15.30 \$15.30 \$15.30 \$15.30	\$16.40 \$16.40 \$16.40 \$16.40 \$16.40 \$16.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$88.55 \$89.83 \$91.27 \$92.55 \$93.99 \$87.11 \$88.55
CHANICS	S MAINT	'Apprentice- C ENANCE	PERATING ENGINEERS"	12/01/2024 06/01/2025 12/01/2026 12/01/2026 12/01/2024 12/01/2024 12/01/2024	\$58.13 \$59.57 \$6 \$60.85 \$6 \$62.29 4 \$55.41 4 \$56.85 \$5 \$58.13 \$5 \$59.57	\$15.30 \$15.30 \$15.30 \$15.30 \$15.30 \$15.30	\$16.40 \$16.40 \$16.40 \$16.40 \$16.40 \$16.40 \$16.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$88.55 \$89.83 \$91.27 \$92.55 \$93.99 \$87.11 \$88.55 \$89.83
CHANICS RATING EN	S MAINT GINEERS LO	'Apprentice- C ENANCE OCAL 4		12/01/2024 06/01/2025 12/01/2026 12/01/2026 12/01/2024 12/01/2024 12/01/2025	5 \$58.13 5 \$59.57 6 \$60.85 6 \$62.29 4 \$55.41 4 \$56.85 5 \$58.13 5 \$59.57 6 \$60.85	\$15.30 \$15.30 \$15.30 \$15.30 \$15.30 \$15.30 \$15.30	\$16.40 \$16.40 \$16.40 \$16.40 \$16.40 \$16.40 \$16.40 \$16.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$88.55 \$89.83 \$91.27 \$92.55 \$93.99 \$87.11 \$88.55 \$89.83
CCHANICS  CRATING EN	S MAINT.	'Apprentice- C ENANCE OCAL 4  'Apprentice- C	OPERATING ENGINEERS"	12/01/2024 06/01/2025 12/01/2026 12/01/2026 12/01/2024 12/01/2024 06/01/2025 12/01/2026 12/01/2026	\$58.13 \$59.57 \$6 \$60.85 \$6 \$62.29 4 \$55.41 4 \$56.85 5 \$58.13 5 \$59.57 6 \$60.85 \$60.85	\$15.30 \$15.30 \$15.30 \$15.30 \$15.30 \$15.30 \$15.30 \$15.30 \$15.30	\$16.40 \$16.40 \$16.40 \$16.40 \$16.40 \$16.40 \$16.40 \$16.40 \$16.40 \$16.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$88.55 \$89.83 \$91.27 \$92.55 \$93.99 \$87.11 \$88.55 \$89.83 \$91.27 \$92.55 \$93.99
ECHANICS ERATING EN	S MAINT.  GINEERS LO  ice rates see '  HT (Zone 3	'Apprentice- C ENANCE OCAL 4  'Apprentice- C		12/01/2024 06/01/2025 12/01/2026 12/01/2026 12/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2025	\$58.13 \$59.57 \$60.85 \$62.29 4 \$55.41 4 \$56.85 \$58.13 \$59.57 \$60.85 \$62.29 4 \$41.20	\$15.30 \$15.30 \$15.30 \$15.30 \$15.30 \$15.30 \$15.30	\$16.40 \$16.40 \$16.40 \$16.40 \$16.40 \$16.40 \$16.40 \$16.40 \$16.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$88.55 \$89.83 \$91.27 \$92.55 \$93.99 \$87.11 \$88.55 \$89.83 \$91.27 \$92.55

**Total Rate** 

Pension

		ve Date -	ILLWRIGHT - Local 1121 Z 01/01/2024						
	Enecu Step	percent	01/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
_	1	55		\$22.66	\$10.08	\$5.36	\$0.00	\$38.10	
	2	65		\$26.78	\$10.08	\$6.34	\$0.00	\$43.20	
	3	75		\$30.90	\$10.08	\$18.78	\$0.00	\$59.76	
	4	85		\$35.02	\$10.08	\$19.76	\$0.00	\$64.86	
]	Effecti	ve Date -	01/06/2025				Supplemental		
:	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
_	1	55		\$23.91	\$10.08	\$5.36	\$0.00	\$39.35	
	2	65		\$28.26	\$10.08	\$6.34	\$0.00	\$44.68	
	3	75		\$32.61	\$10.08	\$18.78	\$0.00	\$61.47	
	4	85		\$36.96	\$10.08	\$19.76	\$0.00	\$66.80	
į		but do rec Steps are	Appr. indentured after 1/6/2 reive annuity. (Step 1 \$5.72, 2,000 hours	-					
		ntice to Joi	urneyworker Kauo:1:4						
RTAR MIXE ORERS - ZONE 2				06/01/2024			\$18.40	\$0.00	\$66.83
				12/01/2024			\$18.40	\$0.00	\$68.16
				06/01/202:			\$18.40	\$0.00	\$69.55
				12/01/2025			\$18.40	\$0.00	\$70.93
				06/01/2020			\$18.40	\$0.00	\$72.37
				12/01/2020			\$18.40	\$0.00	\$73.81
				06/01/2027			\$18.40	\$0.00	\$75.26
				12/01/2027			\$18.40	\$0.00	\$76.71
				06/01/2028			\$18.40	\$0.00	\$78.21
For apprentice ra	ites see "	Annrentice I	ABORER"	12/01/2028	8 \$51.60	\$9.65	\$18.40	\$0.00	\$79.71
			CRANES,GRADALLS)	07/01/202	4 ¢0.4.7:	015.20	\$16.40	00.00	Q5/ A1
RATING ENGINI			oran (Do, Ora (D/MDDO)	06/01/2024			\$16.40 \$16.40	\$0.00	\$56.41
				12/01/2024			\$16.40 \$16.40	\$0.00	\$57.07
				06/01/202:				\$0.00	\$57.67
				12/01/202:			\$16.40 \$16.40	\$0.00	\$58.33
				06/01/2020			\$16.40 \$16.40	\$0.00	\$58.92
For apprentice ra	ites see "	Apprentice- C	PERATING ENGINEERS"	12/01/2020	6 \$27.89	\$15.30	\$16.40	\$0.00	\$59.59
ER (TRUCK				06/01/2024	4 \$30.28	3 \$15.30	\$16.40	\$0.00	\$61.98
RATING ENGINI	EERS LC	OCAL 4		12/01/2024			\$16.40	\$0.00	\$62.78
				06/01/202			\$16.40	\$0.00	\$63.50
				12/01/2023			\$16.40	\$0.00	\$64.30
				06/01/2020			\$16.40	\$0.00	\$65.02
				12/01/2020			\$16.40	\$0.00	\$65.82

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

Step	ive Date - 07/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental 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
Effect	90  ive Date - 01/01/2025	\$51.53	\$9.95	\$22.74	\$0.00 Supplemental	\$84.22
8 Effect				\$22.74		\$84.22
E <b>ffect</b> Step	ive Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
E <b>ffect</b> Step	ive Date - 01/01/2025 percent 50	Apprentice Base Wage \$29.23	Health \$9.95	Pension \$0.00	Supplemental Unemployment \$0.00	Total Rate \$39.18
Effect Step 1 2	ive Date - 01/01/2025 percent 50 55	Apprentice Base Wage \$29.23 \$32.15	Health \$9.95 \$9.95	Pension \$0.00 \$6.66	Supplemental Unemployment \$0.00 \$0.00	Total Rate \$39.18 \$48.76
E <b>ffect</b> Step	ive Date - 01/01/2025 percent 50	Apprentice Base Wage \$29.23	Health \$9.95	Pension \$0.00	Supplemental Unemployment \$0.00	Total Rate
Effect Step 1 2	ive Date - 01/01/2025 percent 50 55	Apprentice Base Wage \$29.23 \$32.15	Health \$9.95 \$9.95	Pension \$0.00 \$6.66	Supplemental Unemployment \$0.00 \$0.00	Total Rate \$39.18 \$48.76
Effect Step 1 2 3	ive Date - 01/01/2025 percent 50 55 60	Apprentice Base Wage \$29.23 \$32.15 \$35.08	Health \$9.95 \$9.95 \$9.95	Pension \$0.00 \$6.66 \$7.26	Supplemental Unemployment \$0.00 \$0.00 \$0.00	Total Rate \$39.18 \$48.76 \$52.29 \$55.82
Effect Step 1 2 3 4	ive Date - 01/01/2025 percent 50 55 60 65	\$29.23 \$32.15 \$35.08 \$38.00	Health \$9.95 \$9.95 \$9.95 \$9.95	Pension \$0.00 \$6.66 \$7.26 \$7.87	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$39.18 \$48.76 \$52.29
Effect Step 1 2 3 4 5	ive Date - 01/01/2025 percent  50 55 60 65 70	\$29.23 \$32.15 \$35.08 \$38.00 \$40.92	Health \$9.95 \$9.95 \$9.95 \$9.95 \$9.95	Pension \$0.00 \$6.66 \$7.26 \$7.87 \$20.32	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$39.18 \$48.76 \$52.29 \$55.82 \$71.19

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2024	\$48.16	\$9.95	\$23.95	\$0.00	\$82.06
* If 30% or more of surfaces to be painted are new construction,	01/01/2025	\$49.36	\$9.95	\$23.95	\$0.00	\$83.26
NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	01/01/2023	\$49.30	\$9.93	\$23.93	\$0.00	\$83.20

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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Apprentice -	PAINTER Local 35	Zone 2 - Sp	ray/Sandblast - New
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	• •								
	Effect	ive Date -	07/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	<b>;</b>
	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	;
	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	ó
	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:								
	i	Steps are	750 hrs.						
	Appre	ntice to Jo	urneyworker Ratio:1:1						
NTER (SPE			AST, REPAINT)	07/01/2024	\$46.22	\$9.95	\$23.95	\$0.00	\$80.12
TEKS LOCAL	33 - ZONI	5 2		01/01/2023	\$47.42	\$9.95	\$23.95	\$0.00	\$81.32

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**Total Rate** 

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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	
Effe	ctive Date - 01/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$23.71	\$9.95	\$0.00	\$0.00	\$33.66	
2	55	\$26.08	\$9.95	\$6.66	\$0.00	\$42.69	
3	60	\$28.45	\$9.95	\$7.26	\$0.00	\$45.66	
4	65	\$30.82	\$9.95	\$7.87	\$0.00	\$48.64	
5	70	\$33.19	\$9.95	\$20.32	\$0.00	\$63.46	
6	75	\$35.57	\$9.95	\$20.93	\$0.00	\$66.45	
7	80	\$37.94	\$9.95	\$21.53	\$0.00	\$69.42	
8	90	\$42.68	\$9.95	\$22.74	\$0.00	\$75.37	
Note	es:						
	Steps are 750 hrs.						
App	rentice to Journeyworker	Ratio:1:1					
,	BRUSH, NEW) *	07/01/2024	\$46.76	\$9.95	\$23.95	\$0.00	\$80.6
	surfaces to be painted are no be used. PAINTERS LOCAL 35 -	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.8

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**Total Rate** 

Step	tive Date - 07/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental 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	
Effect Step	tive Date - 01/01/2025	Apprentice Base Wage	Health	Pension	Supplemental 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	<u> </u>						
i	Steps are 750 hrs.						
Appr	entice to Journeyworker Ratio:	1:1					
,	RUSH, REPAINT)	07/01/2024	\$44.82	\$9.95	\$23.95	\$0.00	\$78.
CAL 35 - ZON	'E 2	01/01/2025	\$46.02	\$9.95	\$23.95	\$0.00	\$79.

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	Step	ve Date -	07/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
	1	50		\$22.41	\$9.95	\$0.00	\$0.00	\$32.3	
	2	55		\$24.65	\$9.95	\$6.66	\$0.00	\$41.2	
	3	60		\$26.89	\$9.95	\$7.26	\$0.00	\$44.1	
	4	65		\$29.13	\$9.95	\$7.87	\$0.00	\$46.9	
	5	70		\$31.37	\$9.95	\$20.32	\$0.00	\$61.6	
	6	75		\$33.62	\$9.95	\$20.93	\$0.00	\$64.5	
	7	80		\$35.86	\$9.95	\$21.53	\$0.00	\$67.3	
	8	90		\$40.34	\$9.95	\$22.74	\$0.00	\$73.0	
	Effecti	ve Date -	01/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	te
	1	50		\$23.01	\$9.95	\$0.00	\$0.00	\$32.9	96
	2	55		\$25.31	\$9.95	\$6.66	\$0.00	\$41.9	)2
	3	60		\$27.61	\$9.95	\$7.26	\$0.00	\$44.8	32
	4	65		\$29.91	\$9.95	\$7.87	\$0.00	\$47.7	'3
	5	70		\$32.21	\$9.95	\$20.32	\$0.00	\$62.4	18
	6	75		\$34.52	\$9.95	\$20.93	\$0.00	\$65.4	0
	7	80		\$36.82	\$9.95	\$21.53	\$0.00	\$68.3	60
	8	90		\$41.42	\$9.95	\$22.74	\$0.00	\$74.1	1
	Notes:								
		Steps are	750 hrs.						
	Appre	ntice to Jo	urneyworker Ratio:1:1						
			(HEAVY/HIGHWAY)	06/01/2024	1 \$38.5	3 \$9.65	\$17.80	\$0.00	\$65.98
ORERS - ZON	E 2 (HEAV	Y & HIGHWA	Y)	12/01/2024	\$39.80	6 \$9.65	\$17.80	\$0.00	\$67.31
				06/01/2025	5 \$41.2	5 \$9.65	\$17.80	\$0.00	\$68.70
				12/01/2025	\$42.63	3 \$9.65	\$17.80	\$0.00	\$70.08
				06/01/2026	5 \$44.0	7 \$9.65	\$17.80	\$0.00	\$71.52
				12/01/2026	5 \$45.5	1 \$9.65	\$17.80	\$0.00	\$72.96
			ABORER (Heavy and Highway)						
NEL & PIC Insters join				06/01/2024	\$39.7	8 \$15.07		\$0.00	\$73.52
~ ~ ~ ***				12/01/2024				\$0.00	\$75.02
				01/01/2025	\$39.7	8 \$15.57		\$0.00	\$75.52
				06/01/2025				\$0.00	\$76.52
				12/01/2025	\$40.7	8 \$15.57		\$0.00	\$78.13
				01/01/2026	5 \$40.7	8 \$16.17	\$21.78	\$0.00	\$78.73
					Ψ.σ.,		\$21.78		4,01,0

12/01/2026

01/01/2027

\$41.78

\$41.78

\$23.52

\$23.52

\$16.17

\$16.77

\$0.00

\$0.00

\$81.47

\$82.07

NECK)		06/01/2020	\$ <del>1</del> 0.11	\$7. <del>4</del> 0	Ψ23.12	ψ0.00	\$70.03
DECK) ile driver lo	CAL 56 (ZONE 2)						
For apprentic	e rates see "Apprentice- PILE DRIVER"						
PILE DRIVER	CAL 56 (ZONE 2)	08/01/2020	\$46.11	\$9.40	\$23.12	\$0.00	\$78.63
ILE DRIVER LO	CAL 30 (ZONE 2)						
	Apprentice - PILE DRIVER - I	Local 56 Zone 2					
	Effective Date - 08/01/2020	Bocul 30 Bone 2			C1		
	Step percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1 0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	(Same as set in Zone 1)	e no less than the following Steps; 7/4\$69.32/5\$71.78/6\$71.78/7\$76.68/8	\$76.68				
	Apprentice to Journeyworker R	Ratio:1:5					
PIPELAYER		06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
ABORERS - ZON	VE 2	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
		06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
		12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
		06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
		12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
		06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
		12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
		06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
		12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
	te rates see "Apprentice- LABORER"						
,	HEAVY & HIGHWAY) NE 2 (HEAVY & HIGHWAY)	06/01/2024			\$17.80	\$0.00	\$66.23
		12/01/2024		\$9.65	\$17.80	\$0.00	\$67.56
		06/01/2025			\$17.80	\$0.00	\$68.95
		12/01/2025		\$9.65	\$17.80	\$0.00	\$70.33
		06/01/2026			\$17.80	\$0.00	\$71.77
For appropria	e rates see "Apprentice- LABORER (Heavy	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
	PIPEFITTER		Φ <i>5.</i> 5.2.5	¢0.00	¢17.42	00.00	¢02.67
PLUMBERS LOC.		09/01/2024			\$17.42 \$17.42	\$0.00	\$82.67
		03/01/2025			\$17.42 \$17.42	\$0.00	\$84.07
		09/01/2025	\$58.15	\$9.90	\$17.42	\$0.00	\$85.47

**Effective Date** 

08/01/2020

Base Wage

\$46.11

Health

\$9.40

Classification

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND

Supplemental

\$0.00

Unemployment

Pension

\$23.12

**Total Rate** 

\$78.63

**Issue Date:** 09/18/2024 **Wage Request Number:** 20240918-045 **Page 32 of 43** 

03/01/2026

\$59.55

\$9.90

\$17.42

\$0.00

\$86.87

**Total Rate** 

**Apprentice -** PLUMBER/PIPEFITTER - Local 4

Pension

	Liicu	ive Date - 09/01/202	4			Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40	\$22.14	\$9.90	\$0.00	\$0.00	\$32.04	
	2	50	\$27.68	\$9.90	\$0.00	\$0.00	\$37.58	
	3	60	\$33.21	\$9.90	\$0.00	\$0.00	\$43.11	
	4	70	\$38.75	\$9.90	\$7.71	\$0.00	\$56.36	
	5	80	\$44.28	\$9.90	\$7.71	\$0.00	\$61.89	
	Effecti	ive Date - 03/01/202	5			Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40	\$22.70	\$9.90	\$0.00	\$0.00	\$32.60	
	2	50	\$28.38	\$9.90	\$0.00	\$0.00	\$38.28	
	3	60	\$34.05	\$9.90	\$0.00	\$0.00	\$43.95	
	4	70	\$39.73	\$9.90	\$7.71	\$0.00	\$57.34	
	5	80	\$45.40	\$9.90	\$7.71	\$0.00	\$63.01	
	Notes:	<u> </u>						
	į	Steps - 2000 hrs; Step Step 4 w/lic \$52.59, S	p 4 w/lic 75%, Step 5 w/lic 85% Step 5 w/lic \$57.44				i	
	Appre	entice to Journeyworke	er Ratio:1:3					
EUMATIC CONTROLS (TEMP.)		09/01/202	4 \$55.35	\$9.90	\$17.42	\$0.00	\$82.67	
UMBERS LOC	CAL 4		03/01/202	5 \$56.75	\$9.90	\$17.42	\$0.00	\$84.07
			09/01/202	5 \$58.15	\$9.90	\$17.42	\$0.00	\$85.47
			03/01/202	6 \$59.55	\$9.90	\$17.42	\$0.00	\$86.87
		"Apprentice- PIPEFITTER" o	r "PLUMBER/PIPEFITTER"		\$9.90	\$17.42	\$0.00	\$86.87
EUMATIC	DRILL/	"Apprentice- PIPEFITTER" o				\$17.42 \$18.40	\$0.00 \$0.00	
EUMATIC	DRILL/		r "PLUMBER/PIPEFITTER"	4 \$39.28				\$67.33
EUMATIC	DRILL/		r "PLUMBER/PIPEFITTER" 06/01/202	4 \$39.28 4 \$40.61	\$9.65 \$9.65	\$18.40	\$0.00	\$67.33 \$68.66
EUMATIC	DRILL/		r "PLUMBER/PIPEFITTER"  06/01/202  12/01/202	4 \$39.28 4 \$40.61 5 \$42.00	\$9.65 \$9.65 \$9.65	\$18.40 \$18.40	\$0.00 \$0.00	\$67.33 \$68.66 \$70.05
EUMATIC	DRILL/		r "PLUMBER/PIPEFITTER"  06/01/202  12/01/202  06/01/202	4 \$39.28 4 \$40.61 5 \$42.00 5 \$43.38	\$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00	\$67.33 \$68.66 \$70.05 \$71.43
IEUMATIC	DRILL/		r "PLUMBER/PIPEFITTER"  06/01/202  12/01/202  06/01/202  12/01/202	4 \$39.28 4 \$40.61 5 \$42.00 5 \$43.38 6 \$44.82	\$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00	\$67.33 \$68.66 \$70.05 \$71.43 \$72.87
EUMATIC	DRILL/		06/01/202 12/01/202 06/01/202 06/01/202 12/01/202 06/01/202	4 \$39.28 4 \$40.61 5 \$42.00 5 \$43.38 6 \$44.82 6 \$46.26	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$67.33 \$68.66 \$70.05 \$71.43 \$72.87 \$74.31
EUMATIC	DRILL/		12/01/202 12/01/202 06/01/202 06/01/202 12/01/202 06/01/202 12/01/202	4 \$39.28 4 \$40.61 5 \$42.00 5 \$43.38 6 \$44.82 6 \$46.26 7 \$47.71	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$67.33 \$68.66 \$70.05 \$71.43 \$72.87 \$74.31
IEUMATIC	DRILL/		06/01/202 12/01/202 06/01/202 06/01/202 12/01/202 06/01/202 12/01/202 06/01/202	4 \$39.28 4 \$40.61 5 \$42.00 5 \$43.38 6 \$44.82 6 \$46.26 7 \$47.71 7 \$49.16	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$67.33 \$68.66 \$70.05 \$71.43 \$72.87 \$74.31 \$75.76
EUMATIC	DRILL/		12/01/202 12/01/202 12/01/202 06/01/202 12/01/202 06/01/202 12/01/202 12/01/202	4 \$39.28 4 \$40.61 5 \$42.00 5 \$43.38 6 \$44.82 6 \$46.26 7 \$47.71 7 \$49.16 8 \$50.66	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$67.33 \$68.66 \$70.05 \$71.43 \$72.87 \$74.31 \$75.76 \$77.21
EUMATIC BORERS - ZOI	C DRILL/7	"Apprentice- LABORER"	12/01/202 12/01/202 12/01/202 06/01/202 12/01/202 06/01/202 12/01/202 12/01/202 06/01/202 12/01/202	4 \$39.28 4 \$40.61 5 \$42.00 5 \$43.38 6 \$44.82 6 \$46.26 7 \$47.71 7 \$49.16 8 \$50.66	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$86.87 \$67.33 \$68.66 \$70.05 \$71.43 \$72.87 \$74.31 \$75.76 \$77.21 \$78.71 \$80.21
EUMATIC For apprentic	C DRILL/7	TOOL OPERATOR	12/01/202 12/01/202 12/01/202 06/01/202 12/01/202 06/01/202 12/01/202 12/01/202 06/01/202 12/01/202	4 \$39.28 4 \$40.61 5 \$42.00 5 \$43.38 6 \$44.82 6 \$46.26 7 \$47.71 7 \$49.16 8 \$50.66 8 \$52.16	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$67.33 \$68.66 \$70.05 \$71.43 \$72.87 \$74.31 \$75.76 \$77.21 \$78.71 \$80.21
EUMATIC SORERS - ZOI For apprenti EUMATIC GHWAY)	C DRILL/7	"Apprentice- LABORER"	12/01/202 12/01/202 12/01/202 06/01/202 12/01/202 06/01/202 12/01/202 06/01/202 12/01/202 06/01/202	4 \$39.28 4 \$40.61 5 \$42.00 5 \$43.38 6 \$44.82 6 \$46.26 7 \$47.71 7 \$49.16 8 \$50.66 8 \$52.16	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$67.33 \$68.66 \$70.05 \$71.43 \$72.87 \$74.31 \$75.76 \$77.21 \$80.21
For apprentice EUMATIC	C DRILL/7	"Apprentice- LABORER"  TOOL OPERATOR (HE	12/01/202 12/01/202 12/01/202 06/01/202 12/01/202 06/01/202 12/01/202 06/01/202 12/01/202	4 \$39.28 4 \$40.61 5 \$42.00 5 \$43.38 6 \$44.82 6 \$46.26 7 \$47.71 7 \$49.16 8 \$50.66 8 \$52.16 4 \$38.78 4 \$40.11	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$67.33 \$68.66 \$70.05 \$71.43 \$72.87 \$74.31 \$75.76 \$77.21
For apprentice IEUMATICE BORERS - ZOI	C DRILL/7	"Apprentice- LABORER"  TOOL OPERATOR (HE	06/01/202 12/01/202 06/01/202 12/01/202 12/01/202 06/01/202 12/01/202 06/01/202 12/01/202 12/01/202	4 \$39.28 4 \$40.61 5 \$42.00 5 \$43.38 6 \$44.82 6 \$46.26 7 \$47.71 7 \$49.16 8 \$50.66 8 \$52.16 4 \$38.78 4 \$40.11 5 \$41.50	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$67.33 \$68.66 \$70.05 \$71.43 \$72.87 \$74.31 \$75.76 \$77.21 \$80.21 \$66.23 \$67.56 \$68.95
For apprentive TEUMATIC	C DRILL/7	"Apprentice- LABORER"  TOOL OPERATOR (HE	12/01/202 12/01/202 12/01/202 06/01/202 12/01/202 06/01/202 12/01/202 06/01/202 12/01/202 06/01/202 12/01/202 06/01/202 06/01/202	4 \$39.28 4 \$40.61 5 \$42.00 5 \$43.38 6 \$44.82 6 \$46.26 7 \$47.71 7 \$49.16 8 \$50.66 8 \$52.16 4 \$38.78 4 \$40.11 5 \$41.50 5 \$42.88	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$17.80 \$17.80	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$67.33 \$68.66 \$70.05 \$71.43 \$72.87 \$74.31 \$75.76 \$77.21 \$80.21 \$66.23 \$67.56

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER	06/01/2024	\$39.53	\$9.65	\$18.40	\$0.00	\$67.58
LABORERS - ZONE 2	12/01/2024	\$40.86	\$9.65	\$18.40	\$0.00	\$68.91
	06/01/2025	\$42.25	\$9.65	\$18.40	\$0.00	\$70.30
	12/01/2025	\$43.63	\$9.65	\$18.40	\$0.00	\$71.68
	06/01/2026	\$45.07	\$9.65	\$18.40	\$0.00	\$73.12
	12/01/2026	\$46.51	\$9.65	\$18.40	\$0.00	\$74.56
	06/01/2027	\$47.96	\$9.65	\$18.40	\$0.00	\$76.01
	12/01/2027	\$49.41	\$9.65	\$18.40	\$0.00	\$77.46
	06/01/2028	\$50.91	\$9.65	\$18.40	\$0.00	\$78.96
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$52.41	\$9.65	\$18.40	\$0.00	\$80.46
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	06/01/2024	\$39.53	\$9.40	\$17.55	\$0.00	\$66.48
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$40.86	\$9.40	\$17.55	\$0.00	\$67.81
	06/01/2025	\$42.25	\$9.40	\$17.55	\$0.00	\$69.20
	12/01/2025	\$43.63	\$9.40	\$17.55	\$0.00	\$70.58
	06/01/2026	\$45.07	\$9.40	\$17.55	\$0.00	\$72.02
	12/01/2026	\$46.51	\$9.40	\$17.55	\$0.00	\$73.46
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
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"						
PUMP OPERATOR (CONCRETE)  OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OF ENTITIVE ENGINEERS ECCIE 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
PUMP OPERATOR (DEWATERING, OTHER)	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"						
READY-MIX CONCRETE DRIVER	01/01/2024	\$27.00	\$10.76	\$5.45	\$0.00	\$43.21
TEAMSTERS 170 - Dauphinais (Bellingham)	12/01/2024	\$27.60	\$11.26	\$6.15	\$0.00	\$45.01
	01/01/2025	\$27.60	\$11.26	\$6.15	\$0.00	\$45.01

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RECLAIMERS  OPERATING ENGINEERS LOCAL 4	06/01/2024 12/01/2024 06/01/2025 12/01/2025	\$55.41 \$56.85 \$58.13	\$15.30 \$15.30 \$15.30	\$16.40 \$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	06/01/2025			\$16.40	Φ0.00	
		\$58.13	¢15.20		\$0.00	\$88.55
	12/01/2025		\$13.30	\$16.40	\$0.00	\$89.83
		\$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
RIDE-ON MOTORIZED BUGGY OPERATOR	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
LABORERS - ZONE 2	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
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
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)	08/01/2024	\$51.03	\$13.03	\$21.70	\$0.00	\$85.76
ROOFERS LOCAL 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

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**Total Rate** 

	prentice - I	ROOFER - Local 33 08/01/2024				Supplemental		
Ste	ep percent		Apprentice Base Wage	Health	Pension	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	
Ef	fective Date -	02/01/2025				Supplemental		
Ste	ep percent		Apprentice Base Wage	Health	Pension	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	
No	Step 1 i	:6-10, the 1:10; Reroofing: 1 s 2000 hrs.; Steps 2-5 are 100	00 hrs.					
		ch Mechanics' receive \$1.00 ourneyworker Ratio:**	hr. above ROOFER)					
ROOFER SLATE /	<u> </u>		00/01/202	¢51.30	¢12.02	\$21.70	¢0.00	¢07.01
ROOFERS LOCAL 33	TILETTREE	AIST CONCILETE	08/01/2024	*-			\$0.00	\$86.01
			02/01/2025			\$21.70	\$0.00	\$87.26
			08/01/2025	*		\$21.70	\$0.00	\$88.76
For apprentice rates	see "Apprentice	ROOFER"	02/01/2026	\$55.28	\$13.03	\$21.70	\$0.00	\$90.01
SHEETMETAL WO	ORKER		07/01/2024	\$40.98	\$12.20	\$18.74	\$2.13	\$74.05
SHEETMETAL WORKER	RS LOCAL 63		01/01/2025			\$18.74	\$2.13	\$75.30

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Apprentice -	SHEET METAL	WORKER - Local 63
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E	Effectiv	ve Date - 07/01/2024				Supplemental		
S	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	1	45	\$18.44	\$5.49	\$4.86	\$0.85	\$29.64	
2	2	50	\$20.49	\$6.10	\$5.40	\$0.94	\$32.93	
3	3	55	\$22.54	\$6.71	\$9.71	\$1.15	\$40.11	
2	4	60	\$24.59	\$7.32	\$9.71	\$1.23	\$42.85	
5	5	65	\$26.64	\$7.93	\$9.71	\$1.31	\$45.59	
6	6	70	\$28.69	\$8.54	\$9.71	\$1.39	\$48.33	
7	7	75	\$30.74	\$9.15	\$9.71	\$1.47	\$51.07	
8	8	80	\$32.78	\$9.76	\$17.66	\$1.78	\$61.98	
ç	9	85	\$34.83	\$10.37	\$17.66	\$1.86	\$64.72	
1	10	90	\$36.88	\$10.98	\$17.66	\$1.94	\$67.46	
		re Date - 01/01/2025	Apprentice Base Wage	II o alth	Pension	Supplemental Unemployment	Total Rate	
_	Step	percent						
	1	45	\$19.00	\$5.49	\$4.86	\$0.85	\$30.20	
	2	50	\$21.12	\$6.10	\$5.40	\$0.94	\$33.56	
	3	55	\$23.23	\$6.71	\$9.71	\$1.15	\$40.80	
	4	60	\$25.34	\$7.32	\$9.71	\$1.23	\$43.60	
	5	65	\$27.45	\$7.93	\$9.71	\$1.31	\$46.40	
	6	70	\$29.56	\$8.54	\$9.71	\$1.39	\$49.20	
	7	75	\$31.67	\$9.15	\$9.71	\$1.47	\$52.00	
	8	80	\$33.78	\$9.76	\$17.66	\$1.78	\$62.98	
	9	85	\$35.90	\$10.37	\$17.66	\$1.86	\$65.79	
1	10	90	\$38.01	\$10.98	\$17.66	\$1.94	\$68.59	
N	Notes:							
 	Annren	tice to Journeyworker Ratio:1:3						
		MOVING EQUIP < 35 TONS	06/01/202	4 \$40.24	1 \$15.07	\$18.67	\$0.00	\$73.98
AMSTERS JOINT C							\$0.00	
			12/01/202 01/01/202				\$0.00	\$75.48 \$75.98
							\$0.00	\$75.98 \$76.98
			06/01/202				\$0.00	
			12/01/202 01/01/202				\$0.00	\$78.59
							\$0.00	\$79.19 \$80.19
			06/01/202 12/01/202				\$0.00	\$81.93

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	06/01/2024	\$40.53	\$15.07	\$18.67	\$0.00	\$74.27
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2024	\$40.53	\$15.07	\$20.17	\$0.00	\$75.77
	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
	06/01/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$77.27
	12/01/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$78.88
	01/01/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$79.48
	06/01/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$80.48
	12/01/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$82.22
	01/01/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$82.82
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 669	04/01/2023	\$47.43	\$11.45	\$16.61	\$0.00	\$75.49

	ffecti	ve Date - 04/01/2023				Supplemental		
Ste	tep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	l	45	\$21.34	\$8.22	\$0.00	\$0.00	\$29.56	
2	2	50	\$23.72	\$8.22	\$0.00	\$0.00	\$31.94	
3	3	55	\$26.09	\$11.45	\$7.20	\$0.00	\$44.74	
4	ļ	60	\$28.46	\$11.45	\$8.35	\$0.00	\$48.26	
5	5	65	\$30.83	\$11.45	\$8.35	\$0.00	\$50.63	
6	5	70	\$33.20	\$11.45	\$8.60	\$0.00	\$53.25	
7	7	75	\$35.57	\$11.45	\$8.60	\$0.00	\$55.62	
8	3	80	\$37.94	\$11.45	\$8.60	\$0.00	\$57.99	
9	)	85	\$40.32	\$11.45	\$8.60	\$0.00	\$60.37	
10	0	90	\$42.69	\$11.45	\$8.60	\$0.00	\$62.74	
No	otes:							
į							i	
Aj	ppre	ntice to Journeyworker Ratio:1:1						
ΓEAM BOILER (			06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	87.11
ERATING ENGINEERS LOCAL 4						•		
ERATING ENGINEE	ERS LC	OCAL 4	12/01/2024		\$15.30	\$16.40		88.55
ERATING ENGINEE	ERS LC	CAL 4		\$56.85	\$15.30 \$15.30	\$16.40 \$16.40	\$0.00	88.55 89.83
PERATING ENGINEE	ERS LC	CAL 4	12/01/2024	\$56.85 \$58.13	*		\$0.00 \$3 \$0.00 \$3	
ERATING ENGINEE	ERS LC	CAL 4	12/01/2024 06/01/2025	\$56.85 \$58.13 \$59.57	\$15.30	\$16.40	\$0.00 \$3 \$0.00 \$3 \$0.00 \$5	89.83
		Apprentice- OPERATING ENGINEERS"	12/01/2024 06/01/2025 12/01/2025	\$56.85 \$58.13 \$59.57 \$60.85	\$15.30 \$15.30	\$16.40 \$16.40	\$0.00 \$3 \$0.00 \$3 \$0.00 \$9 \$0.00 \$9	89.83 91.27
For apprentice rates	es see ". -PRO	Apprentice- OPERATING ENGINEERS" PELLED OR TRACTOR DRAWN	12/01/2024 06/01/2025 12/01/2026 06/01/2026	\$56.85 \$58.13 \$5 \$59.57 \$6 \$60.85 \$62.29	\$15.30 \$15.30 \$15.30	\$16.40 \$16.40 \$16.40	\$0.00 \$3 \$0.00 \$3 \$0.00 \$9 \$0.00 \$9	89.83 91.27 92.55
For apprentice rates	es see ". -PRO	Apprentice- OPERATING ENGINEERS" PELLED OR TRACTOR DRAWN	12/01/2024 06/01/2025 12/01/2026 12/01/2026	\$56.85 \$58.13 \$59.57 \$6 \$60.85 \$6 \$62.29	\$15.30 \$15.30 \$15.30 \$15.30	\$16.40 \$16.40 \$16.40 \$16.40	\$0.00 \$3 \$0.00 \$3 \$0.00 \$9 \$0.00 \$9 \$0.00 \$9	89.83 91.27 92.55 93.99
For apprentice rates	es see ". -PRO	Apprentice- OPERATING ENGINEERS" PELLED OR TRACTOR DRAWN	12/01/2024 06/01/2025 12/01/2026 06/01/2026 06/01/2026	\$56.85 \$58.13 \$5 \$59.57 \$6 \$60.85 \$6 \$62.29 \$55.41 \$56.85	\$15.30 \$15.30 \$15.30 \$15.30	\$16.40 \$16.40 \$16.40 \$16.40	\$0.00 \$3 \$0.00 \$3 \$0.00 \$5 \$0.00 \$5 \$0.00 \$5 \$0.00 \$5	89.83 91.27 92.55 93.99 87.11
For apprentice rates	es see ". -PRO	Apprentice- OPERATING ENGINEERS" PELLED OR TRACTOR DRAWN	12/01/2024 06/01/2025 12/01/2026 12/01/2026 06/01/2026 12/01/2024	\$56.85 \$58.13 \$59.57 \$6 \$60.85 \$6 \$62.29 \$55.41 \$56.85 \$58.13	\$15.30 \$15.30 \$15.30 \$15.30 \$15.30	\$16.40 \$16.40 \$16.40 \$16.40 \$16.40	\$0.00 \$3 \$0.00 \$3 \$0.00 \$3 \$0.00 \$3 \$0.00 \$3 \$0.00 \$3 \$0.00 \$3 \$0.00 \$3	89.83 91.27 92.55 93.99 87.11 88.55 89.83
For apprentice rates	es see ". -PRO	Apprentice- OPERATING ENGINEERS" PELLED OR TRACTOR DRAWN	12/01/2024 06/01/2025 12/01/2026 12/01/2026 12/01/2026 06/01/2024 12/01/2024	\$56.85 \$58.13 \$5 \$59.57 \$6 \$60.85 \$6 \$62.29 \$4 \$55.41 \$4 \$56.85 \$5 \$58.13 \$5 \$59.57	\$15.30 \$15.30 \$15.30 \$15.30 \$15.30 \$15.30	\$16.40 \$16.40 \$16.40 \$16.40 \$16.40 \$16.40	\$0.00 \$3 \$0.00 \$3 \$0.00 \$5 \$0.00 \$5 \$0.00 \$5 \$0.00 \$3 \$0.00 \$3 \$0.00 \$5 \$0.00 \$5	89.83 91.27 92.55 93.99 87.11 88.55

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RICKLAYERS LOC	OCAL A MARRIE A THE		00/01/2024	T \$05.77	ψ11. <b>T</b> /			
	AL 3 - M	AKBLE & TILE	02/01/2025	\$64.74	\$11.49	\$23.59	\$0.00	\$99.82
			08/01/2025	\$66.89	\$11.49	\$23.59	\$0.00	\$101.97
			02/01/2026	\$68.24	\$11.49	\$23.59	\$0.00	\$103.32
			08/01/2026	\$70.44	\$11.49	\$23.59	\$0.00	\$105.52
			02/01/2027	7 \$71.84	\$11.49	\$23.59	\$0.00	\$106.92
			? - Local 3 Marble & Tile					
		ive Date - 08/01/2024	A C D W	TT 1.1	ъ :	Supplemental	T ( 1 D )	
	Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	50	\$31.72	\$11.49	\$23.59	\$0.00	\$66.80	
	2	60	\$38.06	\$11.49	\$23.59	\$0.00	\$73.14	
	3	70	\$44.41	\$11.49	\$23.59	\$0.00	\$79.49	
	4	80	\$50.75	\$11.49	\$23.59	\$0.00	\$85.83	
	5	90	\$57.10	\$11.49	\$23.59	\$0.00	\$92.18	
	Effecti	ive Date - 02/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$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	
i	  Notes:							
	Appre	ntice to Journeyworker Ratio:	1:3				'	
ST BORING			06/01/2024	\$49.81	\$9.65	\$18.22	\$0.00	\$77.68
ORERS - FOUN	DATION	AND MARINE	12/01/2024	\$51.28	\$9.65	\$18.22	\$0.00	\$79.15
			06/01/2025	\$52.78	\$9.65	\$18.22	\$0.00	\$80.65
			12/01/2025	\$54.28	\$9.65	\$18.22	\$0.00	\$82.15
			06/01/2026	\$55.83	\$9.65	\$18.22	\$0.00	\$83.70
			12/01/2026	\$57.33	\$9.65	\$18.22	\$0.00	\$85.20
		'Apprentice- LABORER"						
T BORING ORERS - FOUN		ER HELPER	06/01/2024	\$45.60	\$9.65	\$18.22	\$0.00	\$73.47
JALING - FOON	DILLON	mio minino	12/01/2024	\$47.07	\$9.65	\$18.22	\$0.00	\$74.94
			06/01/2025	\$48.57	\$9.65	\$18.22	\$0.00	\$76.44
			12/01/2025	\$50.07	\$9.65	\$18.22	\$0.00	\$77.94
				051.60	\$9.65	\$18.22	\$0.00	\$79.49
			06/01/2026	\$51.62	\$9.03	Φ10.22	\$0.00	\$ / 9.49

**Effective Date** 

08/01/2024

Base Wage

\$63.44

Health

\$11.49

Classification

TERRAZZO FINISHERS

Supplemental

\$0.00

Unemployment

Pension

\$23.59

**Total Rate** 

\$98.52

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING LABORER  LABORERS - FOUNDATION AND MARINE	06/01/2024	\$45.48	\$9.65	\$18.22	\$0.00	\$73.35
LABORERS - FOUNDATION AND MARINE	12/01/2024	\$46.95	\$9.65	\$18.22	\$0.00	\$74.82
	06/01/2025	\$48.45	\$9.65	\$18.22	\$0.00	\$76.32
	12/01/2025	\$49.95	\$9.65	\$18.22	\$0.00	\$77.82
	06/01/2026	\$51.50	\$9.65	\$18.22	\$0.00	\$79.37
To the state of Alborra	12/01/2026	\$53.00	\$9.65	\$18.22	\$0.00	\$80.87
For apprentice rates see "Apprentice- LABORER"				***		
TRACTORS/PORTABLE STEAM GENERATORS  OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
	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
TRAILERS FOR EARTH MOVING EQUIPMENT	06/01/2024	\$40.82	\$15.07	\$18.67	\$0.00	\$74.56
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2024	\$40.82	\$15.07	\$20.17	\$0.00	\$76.06
	01/01/2025	\$40.82	\$15.57	\$20.17	\$0.00	\$76.56
	06/01/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$77.56
	12/01/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$79.17
	01/01/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$79.77
	06/01/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$80.77
	12/01/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$82.51
	01/01/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$83.11
TUNNEL WORK - COMPRESSED AIR	06/01/2024	\$57.71	\$9.65	\$19.00	\$0.00	\$86.36
LABORERS (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)  LABORERS (COMPRESSED AIR)	06/01/2024	\$59.71	\$9.65	\$19.00	\$0.00	\$88.36
Liberal (com Rassa) iniy	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
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$67.23	\$9.65	\$19.00	\$0.00	\$95.88
TUNNEL WORK - FREE AIR	06/01/2024	\$49.78	\$9.65	\$19.00	\$0.00	\$78.43
LABORERS (FREE AIR TUNNEL)	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"	12.01/2020	457.50	Ψ,.σο	· · · ·	<del>-</del>	400.70

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE)	06/01/2024	\$51.78	\$9.65	\$19.00	\$0.00	\$80.43
LABORERS (FREE AIR TUNNEL)	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"						
VAC-HAUL	06/01/2024	\$40.24	\$15.07	\$18.67	\$0.00	\$73.98
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2024	\$40.24	\$15.07	\$20.17	\$0.00	\$75.48
	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53
VOICE-DATA-VIDEO TECHNICIAN	09/01/2024	\$35.29	\$13.99	\$17.57	\$0.00	\$66.85
ELECTRICIANS LOCAL 96	09/07/2025	\$36.12	\$14.98	\$17.91	\$0.00	\$69.01
	09/06/2026	\$37.04	\$15.96	\$18.27	\$0.00	\$71.27

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	Step	ve Date - 09/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$17.65	\$13.99	\$4.41	\$0.00	\$36.05	
	2	55	\$19.41	\$13.99	\$4.46	\$0.00	\$37.86	
	3	60	\$21.17	\$13.99	\$17.15	\$0.00	\$52.31	
	4	65	\$22.94	\$13.99	\$17.20	\$0.00	\$54.13	
	5	70	\$24.70	\$13.99	\$17.25	\$0.00	\$55.94	
	6	75	\$26.47	\$13.99	\$17.30	\$0.00	\$57.76	
	7	80	\$28.23	\$13.99	\$17.36	\$0.00	\$59.58	
	8	85	\$30.00	\$13.99	\$17.41	\$0.00	\$61.40	
	Effecti	ve Date - 09/07/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$18.06	\$14.98	\$4.51	\$0.00	\$37.55	
	2	55	\$19.87	\$14.98	\$4.57	\$0.00	\$39.42	
	3	60	\$21.67	\$14.98	\$17.48	\$0.00	\$54.13	
	4	65	\$23.48	\$14.98	\$17.53	\$0.00	\$55.99	
	5	70	\$25.28	\$14.98	\$17.59	\$0.00	\$57.85	
	6	75	\$27.09	\$14.98	\$17.64	\$0.00	\$59.71	
	7	80	\$28.90	\$14.98	\$17.70	\$0.00	\$61.58	
	8	85	\$30.70	\$14.98	\$17.75	\$0.00	\$63.43	
	Notes:							
	Annro	ntice to Journeyworker Ratio:1:1						
GON DRII		<u> </u>			**	010.40	Ф0.00	
ROON DKIL BORERS - ZON		ATOK	06/01/2024			\$18.40	\$0.00	\$67.33
			12/01/2024			\$18.40	\$0.00	\$68.66
			06/01/2025			\$18.40	\$0.00	\$70.05
			12/01/2025			\$18.40	\$0.00	\$71.43
			06/01/2020			\$18.40	\$0.00	\$72.87
			12/01/2026			\$18.40	\$0.00	\$74.31
			06/01/2023			\$18.40	\$0.00	\$75.76
			12/01/2023			\$18.40 \$18.40	\$0.00	\$77.21
			06/01/2028			\$18.40	\$0.00	\$78.71
For apprentice	e rates see '	'Apprentice- LABORER"	12/01/2028	8 \$52.16	\$9.65	\$18.40	\$0.00	\$80.21
		ATOR (HEAVY & HIGHWAY)	06/01/2024	4 \$38.78	\$9.65	\$17.80	\$0.00	\$66.23
ORERS - ZON	E 2 (HEAV	Y & HIGHWAY)	12/01/2024	4 \$40.11	\$9.65	\$17.80	\$0.00	\$67.56
			06/01/2025	5 \$41.50	\$9.65	\$17.80	\$0.00	\$68.95
			12/01/2025	5 \$42.88	\$9.65	\$17.80	\$0.00	\$70.33
			06/01/2026	5 \$44.32	\$9.65	\$17.80	\$0.00	\$71.77

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WASTE WATER PUMP OPERATOR	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"						
WATER METER INSTALLER	09/01/2024	\$55.35	\$9.90	\$17.42	\$0.00	\$82.67
PLUMBERS LOCAL 4	03/01/2025	\$56.75	\$9.90	\$17.42	\$0.00	\$84.07
	09/01/2025	\$58.15	\$9.90	\$17.42	\$0.00	\$85.47
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PL	03/01/2026	\$59.55	\$9.90	\$17.42	\$0.00	\$86.87
For apprendice rates see Apprendice- PLUMBER/PIPEFITTER* of "PL	UMBER/GASFII IER"					

## 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.

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