

MAURA HEALEY Governor

KIM DRISCOLL Lt. Governor

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

#### **Prevailing Wage Rates**

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

LAUREN JONES Secretary

MICHAEL FLANAGAN Director

Awarding Authority:	CITY OF BROCKTON	
<b>Contract Number:</b>	City/Town:	BROCKTON
<b>Description of Work:</b>	Minor, Small, and/or Emergency Isolated Repairs Not Associated with Larger Pla	nned Projects (less than \$10,000)

**Job Location:** 

Various Locations

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

• The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.

• This annual update requirement is generally not applicable to 27F "rental of equipment" contracts. For such contracts, the prevailing wage rates issued by DLS shall remain in effect for the duration of the contract term. However, if the prevailing wage rate sheet issued does not contain wage rates for each year covered by the contract term, the Awarding Authority must request updated rate sheets from DLS and provide them to the contractor to ensure the correct rates are being paid throughout the duration of the contract. Additionally, if an Awarding Authority exercises an option to renew or extend the contract term, they must request updated rate sheet to the contractor.

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

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

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

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

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

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

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

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

Classification Construction	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
2 AXLE) DRIVER - EQUIPMENT	12/01/2024	\$39.95	\$15.07	\$20.17	\$0.00	\$75.19
EAMSTERS JOINT COUNCIL NO. 10 ZONE B	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 \$40.95	\$15.57	\$21.78	\$0.00	\$78.30
	01/01/2025	\$40.95 \$40.95	\$16.17	\$21.78	\$0.00 \$0.00	\$78.90 \$78.90
	06/01/2026	\$40.95 \$41.95	\$16.17	\$21.78	\$0.00	\$78.90 \$79.90
	12/01/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$81.64
	01/01/2027	\$41.95 \$41.95	\$16.77	\$23.52	\$0.00 \$0.00	\$81.04 \$82.24
3 AXLE) DRIVER - EQUIPMENT	12/01/2024			\$20.17	\$0.00	\$75.26
EAMSTERS JOINT COUNCIL NO. 10 ZONE B		\$40.02	\$15.07	\$20.17		
	01/01/2025	\$40.02	\$15.57		\$0.00 \$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 \$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 EAMSTERS 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 ILE DRIVER LOCAL 56 (ZONE 1)	01/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
IR TRACK OPERATOR Aborers - zone 2	12/01/2024	\$40.61	\$9.65	\$17.70	\$0.00	\$67.96
ADURERS - ZUNE 2	06/01/2025	\$42.00	\$9.65	\$17.70	\$0.00	\$69.35
	12/01/2025	\$43.38	\$9.65	\$17.70	\$0.00	\$70.73
	06/01/2026	\$44.82	\$9.65	\$17.70	\$0.00	\$72.17
	12/01/2026	\$46.26	\$9.65	\$17.70	\$0.00	\$73.61
	06/01/2027	\$47.71	\$9.65	\$17.70	\$0.00	\$75.06
	12/01/2027	\$49.16	\$9.65	\$17.70	\$0.00	\$76.51
	06/01/2028	\$50.66	\$9.65	\$17.70	\$0.00	\$78.01
	12/01/2028	\$52.16	\$9.65	\$17.70	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
AR TRACK OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$40.61	\$9.65	\$17.80	\$0.00	\$68.06
ABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$42.00	\$9.65	\$17.80	\$0.00	\$69.45
				<u> </u>		
	12/01/2025	\$43.38	\$9.65	\$17.80	\$0.00	\$70.83
	12/01/2025 06/01/2026	\$43.38 \$44.82	\$9.65 \$9.65	\$17.80 \$17.80	\$0.00 \$0.00	\$70.83 \$72.27

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

HEAT & FROST INSULATORS LOCAL & (BOSTON)         Def OU/2025         \$43.80         \$14.50         \$11.65         \$11.05         \$0.00         \$56.35           12/01/2025         \$44.80         \$14.50         \$11.05         \$0.00         \$56.35           ASPITALT RAKER         12/01/2025         \$44.80         \$14.50         \$17.70         \$0.00         \$67.46           LABORERS - ZONE 2         06/01/2025         \$42.80         \$9.65         \$17.70         \$0.00         \$57.46           LABORERS - ZONE 2         06/01/2025         \$42.81         \$9.65         \$17.70         \$0.00         \$57.46           LABORERS - ZONE 2         \$0.00         \$57.46         \$9.65         \$17.70         \$0.00         \$77.45           LABORERS - ZONE 2         \$44.80         \$9.65         \$17.70         \$0.00         \$77.11           DOCID2025         \$44.43         \$9.65         \$17.70         \$0.00         \$77.51           12/01/2027         \$48.66         \$9.65         \$17.70         \$0.00         \$57.51           12/01/2028         \$51.66         \$9.65         \$17.80         \$0.00         \$57.51           ASPHALT RAKER (HEAVY & HIGHWAY)         12/01/2024         \$40.11         \$9.65         \$17.80         \$	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
0601/2025         \$343.80         \$14.50         \$11.05         \$0.00         \$69.35           ASPILALT RAKER         1201/2025         \$344.80         \$14.50         \$11.05         \$0.00         \$67.46           Laboualss - ADAG 2         0601/2025         \$44.80         \$14.50         \$17.70         \$0.00         \$67.46           Laboualss - ADAG 2         0601/2025         \$44.50         \$17.70         \$0.00         \$57.63           0601/2025         \$44.23         \$9.65         \$17.70         \$0.00         \$77.41           0601/2027         \$47.21         \$9.65         \$17.70         \$0.00         \$77.51           1201/2020         \$45.76         \$9.65         \$17.70         \$0.00         \$77.51           1201/2027         \$48.66         \$9.65         \$17.70         \$0.00         \$77.51           1201/2028         \$51.66         \$9.65         \$17.70         \$0.00         \$77.51           SPENATU RAKER (HEAVY & HIGHWAY)         1201/2028         \$51.65         \$0.00         \$57.61           LADORES - ZOKE 2 (HEAVY & HIGHWAY)         1201/2025         \$42.88         \$9.65         \$17.80         \$0.00         \$77.31           SAPHALTCONCRETEUCRUSHEADORER (Heavy and Highway)         1201/2026 <td>ASBESTOS REMOVER - PIPE / MECH. EQUIPT.</td> <td>12/01/2024</td> <td>\$42.80</td> <td>\$14.50</td> <td>\$11.05</td> <td>\$0.00</td> <td>\$68.35</td>	ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	12/01/2024	\$42.80	\$14.50	\$11.05	\$0.00	\$68.35
ASPILALT RAKTR         1201/2024         \$40.11         \$9.65         \$17.70         \$0.00         \$67.46           LMORESS - ZONE 2         0601/2025         \$41.50         \$9.65         \$17.70         \$0.00         \$57.45           LMORESS - ZONE 2         \$44.50         \$9.65         \$17.70         \$0.00         \$57.45           LMORESS - ZONE 2         \$44.52         \$9.65         \$17.70         \$0.00         \$571.67           DOUL2025         \$44.52         \$9.65         \$17.70         \$0.00         \$573.11           OGU12027         \$44.66         \$9.65         \$17.70         \$0.00         \$573.51           OGU12027         \$44.66         \$9.65         \$17.70         \$0.00         \$573.51           1201/2028         \$51.66         \$9.65         \$17.70         \$0.00         \$579.01           ASPHALT RAKER (HEAVY & HIGHWAY)         1201/2025         \$41.50         \$9.65         \$17.80         \$0.00         \$67.95           LAROMERS - ZONE 2 (HLAT) & MIGHWAY)         1201/2026         \$44.32         \$9.65         \$17.80         \$0.00         \$73.21           SPER ALTOONCKET SECOLL #         1201/2026         \$54.53         \$16.50         \$0.00         \$93.33           OF apprentice ra	HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	06/01/2025	\$43.80	\$14.50	\$11.05	\$0.00	\$69.35
LEBORERS - ZONE 2         0601/2025         541.50         59.65         \$17.70         50.00         577.23           0601/2025         542.50         59.65         \$17.70         50.00         \$77.11           0601/2026         544.52         59.65         \$17.70         50.00         \$77.11           0601/2026         545.76         59.65         \$17.70         50.00         \$77.11           0601/2027         547.21         59.65         \$17.70         50.00         \$77.11           0601/2027         547.66         \$9.65         \$17.70         50.00         \$77.51           1201/2027         548.66         \$9.65         \$17.70         \$0.00         \$57.61           0601/2028         \$51.66         \$9.65         \$17.70         \$0.00         \$57.51           1201/2024         \$51.66         \$9.65         \$17.80         \$0.00         \$56.35           1201/2025         \$41.50         \$9.65         \$17.80         \$0.00         \$57.33           1201/2025         \$44.32         \$9.65         \$17.80         \$0.00         \$57.33           1201/2026         \$44.32         \$9.65         \$17.80         \$0.00         \$57.33           1201/2026		12/01/2025	\$44.80	\$14.50	\$11.05	\$0.00	\$70.35
0601/2025         \$41.50         \$9.65         \$17.70         \$0.00         \$58.8           1201/2025         \$42.88         \$9.65         \$17.70         \$0.00         \$57.23           0601/2026         \$44.32         \$9.65         \$17.70         \$0.00         \$57.16           1201/2026         \$45.76         \$9.65         \$17.70         \$0.00         \$57.51           1201/2027         \$47.21         \$9.65         \$17.70         \$0.00         \$57.61           1201/2028         \$51.66         \$9.65         \$17.70         \$0.00         \$57.61           1201/2028         \$51.66         \$9.65         \$17.70         \$0.00         \$57.51           1201/2028         \$51.66         \$9.65         \$17.80         \$0.00         \$57.51           1201/2025         \$41.50         \$9.65         \$17.80         \$0.00         \$57.31           ASPHALT RAKTR (ITAVY & HIGHWAY)         1201/2026         \$44.32         \$9.65         \$17.80         \$0.00         \$57.31           ASPEALTING ENGINEERS - LABORER (Heavy and Highway)         1201/2026         \$44.32         \$9.65         \$17.80         \$0.00         \$57.31           ASPEALTING ENGINEERS LOCAL 4         \$0.001/2025         \$57.33         \$15.	ASPHALT RAKER	12/01/2024	\$40.11	\$9.65	\$17.70	\$0.00	\$67.46
6601/2026         \$44.32         \$9.65         \$17.0         \$0.00         \$71.67           1201/2026         \$45.76         \$9.65         \$17.0         \$0.00         \$73.11           1201/2027         \$48.66         \$9.65         \$17.0         \$0.00         \$75.61           1201/2027         \$48.66         \$9.65         \$17.0         \$0.00         \$75.61           1601/2028         \$55.16         \$9.65         \$17.0         \$0.00         \$75.61           1201/2027         \$48.66         \$9.65         \$17.0         \$0.00         \$75.61           1201/2028         \$51.66         \$9.65         \$17.00         \$0.00         \$57.60           1201/2025         \$41.50         \$9.65         \$17.80         \$0.00         \$57.30           1201/2025         \$42.88         \$9.65         \$17.80         \$0.00         \$73.21           Per approxime: rates see "Approxime: - LABORER (Heavy and Highway)         1201/2024         \$57.33         \$15.55         \$16.50         \$0.00         \$57.32           SPFIALT/CONCRETE/CRUSHER PLANT-ON SITE         1201/2024         \$57.33         \$15.55         \$16.50         \$0.00         \$99.83           1201/2026         \$58.33         \$15.55         \$16.50 </td <td>LABORERS - ZONE 2</td> <td>06/01/2025</td> <td>\$41.50</td> <td>\$9.65</td> <td>\$17.70</td> <td>\$0.00</td> <td>\$68.85</td>	LABORERS - ZONE 2	06/01/2025	\$41.50	\$9.65	\$17.70	\$0.00	\$68.85
1201/2026         \$45.76         \$9.65         \$17.70         \$0.00         \$73.11           06/01/2027         \$47.21         \$9.65         \$17.70         \$0.00         \$74.56           1201/2027         \$48.66         \$9.65         \$17.70         \$0.00         \$77.61           1201/2028         \$51.16         \$9.65         \$17.70         \$0.00         \$77.91           1201/2028         \$51.66         \$9.65         \$17.80         \$0.00         \$57.90           ASPHALT RAKER (HEAVY & HIGHWAY)         1201/202         \$41.50         \$9.65         \$17.80         \$0.00         \$67.56           1201/2025         \$41.48         \$9.65         \$17.80         \$0.00         \$67.56           1201/2025         \$44.32         \$9.65         \$17.80         \$0.00         \$73.21           Per apprentice rates see "Apprentice- LABORER (Heavy and Highway)         1201/2026         \$44.32         \$9.65         \$17.80         \$0.00         \$73.21           SPEALT/CONCRETE-CRUSHER PLANT-ON SITE         1201/2024         \$57.03         \$15.55         \$16.50         \$0.00         \$99.88           0601/2026         \$62.33         \$15.55         \$16.50         \$0.00         \$93.13         \$1201/2026         \$62.53         <		12/01/2025	\$42.88	\$9.65	\$17.70	\$0.00	\$70.23
06001/2027         \$47.21         \$9.65         \$17.70         \$0.00         \$74.56           12/01/2027         \$48.66         \$9.65         \$17.70         \$0.00         \$77.61           Por apprentice rates see "Apprentice-LABORER"         12/01/2028         \$\$51.66         \$9.65         \$17.70         \$0.00         \$\$77.51           ASPITALT RAKER (HEAVY & HIGHWAY)         12/01/2028         \$\$41.50         \$9.65         \$17.80         \$0.00         \$\$67.56           ABDRERS - 20NE 2         (HEAVY & HIGHWAY)         12/01/2026         \$44.32         \$9.65         \$17.80         \$0.00         \$\$77.31           Torm apprentice rates see "Apprentice-LABORER (Heavy and Highway)         12/01/2026         \$44.32         \$9.65         \$17.80         \$0.00         \$\$73.31           ASPITALTCONCRETE/CRUSHER PLANT-ON SITE         12/01/2024         \$\$7.03         \$15.55         \$16.50         \$0.00         \$\$93.33           ASPITALTCONCRETE/CRUSHER PLANT-ON SITE         12/01/2026         \$\$61.08         \$15.55         \$16.50         \$0.00         \$\$93.33           12/01/2026         \$\$51.55         \$16.50         \$0.00         \$\$93.33           12/01/2026         \$\$61.08         \$15.55         \$16.50         \$0.00         \$\$93.33           12/		06/01/2026	\$44.32	\$9.65	\$17.70	\$0.00	\$71.67
1201/2027         \$48.66         \$9.55         \$17.70         \$0.00         \$75.01           06/01/2028         \$50.16         \$9.65         \$17.70         \$0.00         \$77.51           12/01/2028         \$51.66         \$9.65         \$17.70         \$0.00         \$57.90           ASPHALT RAKER (HEAVY & HIGHWAY)         12/01/2024         \$40.11         \$9.65         \$17.80         \$0.00         \$67.56           AMOMERS - ZONE 2 different & HIGHWAY)         12/01/2025         \$41.50         \$9.65         \$17.80         \$0.00         \$57.93           AMOMERS - ZONE 2 different & HIGHWAY)         12/01/2026         \$44.32         \$9.65         \$17.80         \$0.00         \$57.33           For apprentice rates see "Apprentice- LABORER (Heavy and Highway)         12/01/2026         \$57.33         \$15.55         \$16.50         \$0.00         \$59.38           ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE         12/01/2024         \$57.03         \$15.55         \$16.50         \$0.00         \$59.33           06/01/2026         \$58.33         \$15.55         \$16.50         \$0.00         \$59.31           06/01/2026         \$58.33         \$15.55         \$16.50         \$0.00         \$59.31           Per apprentice rates see "Apprentice- OPERATING ENGINEERS"		12/01/2026	\$45.76	\$9.65	\$17.70	\$0.00	\$73.11
0601/2028         S50.16         S9.65         S17.70         S0.00         S77.51           1201/2028         S51.66         S9.65         S17.70         S0.00         S79.01           NOP ADDREAD         1201/2024         S40.11         S9.65         S17.80         S0.00         S67.56           0601/2025         S41.50         S9.65         S17.80         S0.00         S67.33           1201/2026         S44.32         S9.65         S17.80         S0.00         S70.33           0601/2026         S44.32         S9.65         S17.80         S0.00         S71.31           For apprentice- LABORER (Heavy and Highway)         12/01/2024         S57.03         S15.55         S16.50         S0.00         S89.08           06/01/2025         S58.33         S15.55         S16.50         S0.00         S99.38           12/01/2024         S57.03         S15.55         S16.50         S0.00         S99.38           12/01/2025         S59.78         S15.55         S16.50         S0.00         S99.38           12/01/2026         S61.08         S15.55         S16.50         S0.00         S99.38           12/01/2026         S57.33         S15.55         S16.50         S0.00		06/01/2027	\$47.21	\$9.65	\$17.70	\$0.00	\$74.56
Por apprentice rates see "Apprentice- LABORER"         12/01/2028         \$\$1.66         \$9.65         \$17.70         \$0.00         \$57.901           ASPHALT RAKER (HEAVY & HIGHWAY)         12/01/2024         \$40.11         \$9.65         \$17.80         \$0.00         \$66.95           6/00/2025         \$41.50         \$9.65         \$17.80         \$0.00         \$67.33           0/00/2025         \$44.32         \$9.65         \$17.80         \$0.00         \$73.33           0/00/2026         \$44.32         \$9.65         \$17.80         \$0.00         \$73.31           50/00/2026         \$44.32         \$9.65         \$17.80         \$0.00         \$73.31           50/07/2026         \$45.76         \$9.65         \$17.80         \$0.00         \$73.31           50/07/2026         \$45.76         \$9.65         \$17.80         \$0.00         \$89.83           50/07/2026         \$45.76         \$9.65         \$17.80         \$0.00         \$89.83           50/07/2026         \$58.33         \$15.55         \$16.50         \$0.00         \$99.83           60/07/2026         \$61.88         \$15.55         \$16.50         \$0.00         \$99.83           12/01/2026         \$62.53         \$15.55         \$16.50		12/01/2027	\$48.66	\$9.65	\$17.70	\$0.00	\$76.01
For appendice rates see "Appendice-LABORER"         12/01/2024         \$40.11         \$9.65         \$17.80         \$0.00         \$67.56           ASPHALT RAKER (HEAVY & HIGHWAY)         66/01/2025         \$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         \$71.71           For appendice rates see "Appendice-LABORER (Heavy and Highway)         12/01/2024         \$57.03         \$15.55         \$16.50         \$0.00         \$89.08           ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE         12/01/2024         \$57.03         \$15.55         \$16.50         \$0.00         \$90.38           12/01/2026         \$61.08         \$15.55         \$16.50         \$0.00         \$93.13           06/01/2025         \$58.33         \$15.55         \$16.50         \$0.00         \$93.13           06/01/2026         \$61.08         \$15.55         \$16.50         \$0.00         \$93.13           06/01/2026         \$62.33         \$15.55         \$16.50         \$0.00         \$93.13           00/0226         \$58.33         \$15.55         \$16.50         \$0.00         \$		06/01/2028	\$50.16	\$9.65	\$17.70	\$0.00	\$77.51
LaboRERs - ZONE 2 (IEAPY & HIGHWAY)         Inclusion         ORAG         Strats         S	For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$51.66	\$9.65	\$17.70	\$0.00	\$79.01
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           ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE         12/01/2024         \$57.03         \$15.55         \$16.50         \$0.00         \$89.08           DPERATING ENGINEERS LOCAL 4         06/01/2025         \$58.33         \$15.55         \$16.50         \$0.00         \$90.38           12/01/2026         \$61.08         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2026         \$61.08         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2026         \$61.08         \$15.55         \$16.50         \$0.00         \$99.38           06/01/2025         \$58.33         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2024         \$57.03         \$15.55         \$16.50         \$0.00         \$99.38           06/01/2025         \$58.33         \$15.55         \$16.50		12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
06/01/2026         \$44.32         \$9.65         \$17.80         \$0.00         \$71.77           ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPPERATING ENGINEERS LOCAL 4         12/01/2024         \$57.03         \$15.55         \$16.50         \$0.00         \$89.08           OPPERATING ENGINEERS LOCAL 4         06/01/2025         \$58.33         \$15.55         \$16.50         \$0.00         \$90.38           12/01/2026         \$59.78         \$15.55         \$16.50         \$0.00         \$90.38           12/01/2026         \$59.78         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2026         \$61.08         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2026         \$62.53         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2026         \$57.03         \$15.55         \$16.50         \$0.00         \$93.83           12/01/2026         \$57.33         \$15.55         \$16.50         \$0.00         \$93.83           12/01/2026         \$59.78         \$15.55         \$16.50         \$0.00         \$93.83           12/01/2026         \$59.78         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2026         \$61.08         \$15.55	LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$41.50	\$9.65	\$17.80	\$0.00	\$68.95
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)         12/01/2026         \$45.76         \$9.65         \$17.80         \$0.00         \$73.21           ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4         12/01/2024         \$57.03         \$15.55         \$16.50         \$0.00         \$90.38           12/01/2025         \$58.33         \$15.55         \$16.50         \$0.00         \$91.33           12/01/2026         \$61.08         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2026         \$62.53         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2026         \$62.53         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2026         \$62.53         \$15.55         \$16.50         \$0.00         \$93.83           06/01/2026         \$58.33         \$15.55         \$16.50         \$0.00         \$93.83           12/01/2024         \$57.03         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2025         \$59.78         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2026         \$61.08         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2026         \$62		12/01/2025	\$42.88	\$9.65	\$17.80	\$0.00	\$70.33
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)         12/01/2024         \$\$7.03         \$\$15.55         \$\$16.50         \$0.00         \$\$89.08           OpERATING ENGINEERS LOCAL 4         06/01/2025         \$\$58.33         \$\$15.55         \$\$16.50         \$0.00         \$\$90.38           12/01/2025         \$\$59.78         \$\$15.55         \$\$16.50         \$0.00         \$\$93.33           12/01/2026         \$\$62.53         \$\$15.55         \$\$16.50         \$0.00         \$\$93.13           12/01/2026         \$\$62.53         \$\$15.55         \$\$16.50         \$0.00         \$\$94.58           Por apprentice rates see "Apprentice- OPERATING ENGINEERS"         12/01/2024         \$\$57.03         \$\$15.55         \$\$16.50         \$0.00         \$\$94.58           PDPERATING ENGINEERS LOCAL 4         06/01/2026         \$\$61.08         \$\$15.55         \$\$16.50         \$0.00         \$\$99.38           12/01/2024         \$\$57.03         \$\$15.55         \$\$16.50         \$0.00         \$\$91.83           06/01/2025         \$\$58.33         \$\$15.55         \$\$16.50         \$0.00         \$\$93.13           12/01/2026         \$\$61.08         \$\$15.55         \$\$16.50         \$0.00         \$\$93.13           12/01/2026         \$\$61.08         \$\$15.55		06/01/2026	\$44.32	\$9.65	\$17.80	\$0.00	\$71.77
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE       12/01/2024       \$\$7.03       \$15.55       \$16.50       \$0.00       \$\$89.08         OPERATING ENGINEERS LOCAL 4       06/01/2025       \$\$58.33       \$115.55       \$16.50       \$0.00       \$\$90.38         12/01/2025       \$\$59.78       \$15.55       \$16.50       \$0.00       \$\$91.83         06/01/2026       \$61.08       \$15.55       \$16.50       \$0.00       \$\$93.13         12/01/2026       \$62.53       \$15.55       \$16.50       \$0.00       \$\$94.58         For apprentice rates see "Apprentice- OPERATING ENGINEERS"       12/01/2024       \$\$7.03       \$15.55       \$16.50       \$0.00       \$\$94.58         OPERATING ENGINEERS LOCAL 4       06/01/2026       \$\$62.53       \$15.55       \$16.50       \$0.00       \$\$99.08         OPERATING ENGINEERS LOCAL 4       06/01/2026       \$\$61.08       \$15.55       \$16.50       \$0.00       \$\$91.83         06/01/2026       \$\$61.08       \$15.55       \$16.50       \$0.00       \$\$93.13         12/01/2026       \$\$62.53       \$15.55       \$16.50       \$0.00       \$\$93.13         12/01/2026       \$\$61.08       \$15.55       \$16.50       \$0.00       \$\$93.13         12/01/2026       \$\$61.08		12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
OPERATING ENGINEERS LOCAL 4       12/01/2025       \$58.33       \$15.55       \$16.50       \$0.00       \$99.38         12/01/2025       \$59.78       \$15.55       \$16.50       \$0.00       \$91.83         06/01/2025       \$59.78       \$15.55       \$16.50       \$0.00       \$91.83         06/01/2026       \$61.08       \$15.55       \$16.50       \$0.00       \$93.13         12/01/2026       \$62.53       \$15.55       \$16.50       \$0.00       \$94.58         BACKHOE/FRONT-END LOADER         06/01/2025       \$58.33       \$15.55       \$16.50       \$0.00       \$99.38         12/01/2026       \$62.53       \$15.55       \$16.50       \$0.00       \$99.38         06/01/2025       \$58.33       \$15.55       \$16.50       \$0.00       \$99.38         06/01/2025       \$59.78       \$15.55       \$16.50       \$0.00       \$99.38         12/01/2025       \$59.78       \$15.55       \$16.50       \$0.00       \$99.38         12/01/2026       \$61.08       \$15.55       \$16.50       \$0.00       \$93.13         12/01/2026       \$61.08       \$15.55       \$16.50       \$0.00       \$93.13         12/01/2026       \$61.08       \$15.5							
O6/01/2025         \$58.33         \$15.55         \$16.50         \$0.00         \$90.38           12/01/2025         \$59.78         \$15.55         \$16.50         \$0.00         \$91.83           06/01/2026         \$61.08         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2026         \$62.53         \$15.55         \$16.50         \$0.00         \$94.58           BACKHOE/FRONT-END LOADER         12/01/2024         \$57.03         \$15.55         \$16.50         \$0.00         \$99.38           06/01/2025         \$58.33         \$15.55         \$16.50         \$0.00         \$99.38           02PERATING ENGINEERS LOCAL 4         \$6/01/2025         \$58.33         \$15.55         \$16.50         \$0.00         \$99.38           12/01/2025         \$59.78         \$15.55         \$16.50         \$0.00         \$91.83           06/01/2026         \$61.08         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2026         \$62.53         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2026         \$61.08         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2026         \$61.08         \$15.55         \$16.50         \$0.00 <td>ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE</td> <td>12/01/2024</td> <td>\$57.03</td> <td>\$15.55</td> <td>\$16.50</td> <td>\$0.00</td> <td>\$89.08</td>	ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
O6/01/2026         \$61.08         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2026         \$62.53         \$15.55         \$16.50         \$0.00         \$94.58           BACKHOE/FRONT-END LOADER           OPERATING ENGINEERS         12/01/2024         \$57.03         \$15.55         \$16.50         \$0.00         \$89.08           O6/01/2025         \$58.33         \$15.55         \$16.50         \$0.00         \$90.38           12/01/2026         \$59.78         \$15.55         \$16.50         \$0.00         \$90.38           12/01/2025         \$59.78         \$15.55         \$16.50         \$0.00         \$90.38           12/01/2026         \$61.08         \$15.55         \$16.50         \$0.00         \$90.38           12/01/2026         \$62.53         \$15.55         \$16.50         \$0.00         \$90.38           12/01/2026         \$62.53         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2026         \$64.08         \$15.55         \$16.50         \$0.00         \$94.58           EARCO-TYPE JUMPING TAMPER         12/01/2024         \$40.11         \$9.65         \$17.70         \$0.00         \$67.46           LABORERS - ZONE 2         12/01/2025	SI EKATINO ENGINEEKS EUCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"         12/01/2026         \$62.53         \$15.55         \$16.50         \$0.00         \$94.58           BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4         12/01/2024         \$57.03         \$15.55         \$16.50         \$0.00         \$89.08           06/01/2025         \$58.33         \$15.55         \$16.50         \$0.00         \$90.38           12/01/2025         \$59.78         \$15.55         \$16.50         \$0.00         \$90.38           12/01/2026         \$61.08         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2026         \$62.53         \$15.55         \$16.50         \$0.00         \$94.58           For apprentice- OPERATING ENGINEERS"           BARCO-TYPE JUMPING TAMPER         12/01/2026         \$62.53         \$15.55         \$16.50         \$0.00         \$68.85           12/01/2026         \$44.31         \$9.65         \$17.70         \$0.00         \$68.85           12/01/2025         \$42.88         \$9.65         \$17.70         \$0.00         \$71.67           LABORERS - ZONE 2         06/01/2026         \$44.32         \$9.65         \$17.70         \$0.00         \$71.67           LABORERS - ZONE 2         06/01/2026		12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
For apprentice rates see "Apprentice- OPERATING ENGINEERS"         12/01/2024         \$57.03         \$15.55         \$16.50         \$0.00         \$89.08           OPERATING ENGINEERS LOCAL 4         06/01/2025         \$58.33         \$15.55         \$16.50         \$0.00         \$90.38           12/01/2025         \$59.78         \$15.55         \$16.50         \$0.00         \$90.38           12/01/2025         \$59.78         \$15.55         \$16.50         \$0.00         \$91.83           06/01/2026         \$61.08         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2026         \$62.53         \$15.55         \$16.50         \$0.00         \$94.58           BARCO-TYPE JUMPING TAMPER         12/01/2024         \$40.11         \$9.65         \$17.70         \$0.00         \$68.85           12/01/2025         \$41.50         \$9.65         \$17.70         \$0.00         \$68.85           12/01/2025         \$42.88         \$9.65         \$17.70         \$0.00         \$70.23           06/01/2025         \$41.50         \$9.65         \$17.70         \$0.00         \$71.67           12/01/2026         \$45.76         \$9.65         \$17.70         \$0.00         \$73.11           06/01/2026         \$44.32 <td></td> <td>06/01/2026</td> <td>\$61.08</td> <td>\$15.55</td> <td>\$16.50</td> <td>\$0.00</td> <td>\$93.13</td>		06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
BACKHOE/FRONT-END LOADER       12/01/2024       \$57.03       \$15.55       \$16.50       \$0.00       \$89.08         0PERATING ENGINEERS LOCAL 4       06/01/2025       \$58.33       \$15.55       \$16.50       \$0.00       \$90.38         12/01/2025       \$59.78       \$15.55       \$16.50       \$0.00       \$91.83         06/01/2026       \$61.08       \$15.55       \$16.50       \$0.00       \$93.13         12/01/2026       \$62.53       \$15.55       \$16.50       \$0.00       \$94.58         For apprentice- OPERATING ENGINEERS"         BARCO-TYPE JUMPING TAMPER         LABORERS - ZONE 2       12/01/2024       \$40.11       \$9.65       \$17.70       \$0.00       \$67.46         06/01/2025       \$41.50       \$9.65       \$17.70       \$0.00       \$67.46         12/01/2025       \$44.32       \$9.65       \$17.70       \$0.00       \$67.46         12/01/2025       \$44.32       \$9.65       \$17.70       \$0.00       \$70.23         06/01/2025       \$41.50       \$9.65       \$17.70       \$0.00       \$71.67         12/01/2026       \$45.76       \$9.65       \$17.70       \$0.00       \$71.67         12/01/2026       \$45.76       \$9.65 <td></td> <td>12/01/2026</td> <td>\$62.53</td> <td>\$15.55</td> <td>\$16.50</td> <td>\$0.00</td> <td>\$94.58</td>		12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
OPERATING ENGINEERS LOCAL 4       12/01/2021       507.05       510.05       510.05       507.05         06/01/2025       \$58.33       \$15.55       \$16.50       \$0.00       \$90.38         12/01/2025       \$59.78       \$15.55       \$16.50       \$0.00       \$91.83         06/01/2026       \$61.08       \$15.55       \$16.50       \$0.00       \$93.13         12/01/2026       \$62.53       \$15.55       \$16.50       \$0.00       \$94.58         For apprentice- OPERATING ENGINEERS"         BARCO-TYPE JUMPING TAMPER         LABORERS - ZONE 2       12/01/2024       \$40.11       \$9.65       \$17.70       \$0.00       \$67.46         06/01/2025       \$41.50       \$9.65       \$17.70       \$0.00       \$67.46         12/01/2024       \$40.11       \$9.65       \$17.70       \$0.00       \$67.46         LABORERS - ZONE 2       12/01/2025       \$44.31       \$9.65       \$17.70       \$0.00       \$67.46         12/01/2025       \$42.88       \$9.65       \$17.70       \$0.00       \$70.23         06/01/2026       \$44.32       \$9.65       \$17.70       \$0.00       \$71.17         12/01/2026       \$45.76       \$9.65       \$17.70							
12/01/2025       \$59.78       \$15.55       \$16.50       \$0.00       \$91.83         06/01/2026       \$61.08       \$15.55       \$16.50       \$0.00       \$93.13         12/01/2026       \$62.53       \$15.55       \$16.50       \$0.00       \$94.58         For apprentice- OPERATING ENGINEERS"         BARCO-TYPE JUMPING TAMPER         LABORERS - ZONE 2       12/01/2024       \$40.11       \$9.65       \$17.70       \$0.00       \$67.46         06/01/2025       \$44.50       \$9.65       \$17.70       \$0.00       \$68.85         12/01/2025       \$44.32       \$9.65       \$17.70       \$0.00       \$70.23         06/01/2026       \$44.32       \$9.65       \$17.70       \$0.00       \$71.67         12/01/2027       \$44.32       \$9.65       \$17.70       \$0.00       \$71.67         12/01/2026       \$44.32       \$9.65       \$17.70       \$0.00       \$71.67         12/01/2026       \$44.32       \$9.65       \$17.70       \$0.00       \$73.11         06/01/2026       \$44.32       \$9.65       \$17.70       \$0.00       \$74.56         12/01/2027       \$48.66       \$9.65       \$17.70       \$0.00       \$74.56 <tr< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr<>							
O6/01/2026         \$61.08         \$15.55         \$16.50         \$0.00         \$93.13           12/01/2026         \$62.53         \$15.55         \$16.50         \$0.00         \$94.58           BARCO-TYPE JUMPING TAMPER         12/01/2024         \$40.11         \$9.65         \$17.70         \$0.00         \$67.46           LABORERS - ZONE 2         06/01/2025         \$41.50         \$9.65         \$17.70         \$0.00         \$68.85           12/01/2026         \$44.32         \$9.65         \$17.70         \$0.00         \$70.23           06/01/2026         \$44.32         \$9.65         \$17.70         \$0.00         \$71.67           12/01/2026         \$44.32         \$9.65         \$17.70         \$0.00         \$73.11           06/01/2026         \$44.32         \$9.65         \$17.70         \$0.00         \$74.56           12/01/2027         \$47.21         \$9.65         \$17.70         \$0.00         \$74.56           12/01/2027         \$48.66         \$9.65         \$17.70         \$0.00         \$74.56           12/01/2027         \$48.66         \$9.65         \$17.70         \$0.00         \$74.56           12/01/2028         \$50.16         \$9.65         \$17.70         \$0.00         \$74.56							
For apprentice- OPERATING ENGINEERS"       12/01/2026       \$62.53       \$15.55       \$16.50       \$0.00       \$94.58         BARCO-TYPE JUMPING TAMPER       12/01/2024       \$40.11       \$9.65       \$17.70       \$0.00       \$67.46         LABORERS - ZONE 2       06/01/2025       \$41.50       \$9.65       \$17.70       \$0.00       \$68.85         12/01/2025       \$42.88       \$9.65       \$17.70       \$0.00       \$70.23         06/01/2026       \$44.32       \$9.65       \$17.70       \$0.00       \$71.67         12/01/2026       \$45.76       \$9.65       \$17.70       \$0.00       \$73.11         06/01/2027       \$47.21       \$9.65       \$17.70       \$0.00       \$74.56         12/01/2027       \$48.66       \$9.65       \$17.70       \$0.00       \$74.56         12/01/2027       \$48.66       \$9.65       \$17.70       \$0.00       \$74.56         12/01/2027       \$48.66       \$9.65       \$17.70       \$0.00       \$74.56         12/01/2027       \$48.66       \$9.65       \$17.70       \$0.00       \$74.56         12/01/2027       \$48.66       \$9.65       \$17.70       \$0.00       \$76.01         06/01/2028       \$50.16       \$9.6							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"         BARCO-TYPE JUMPING TAMPER         12/01/2024       \$40.11       \$9.65       \$17.70       \$0.00       \$68.85         06/01/2025       \$41.50       \$9.65       \$17.70       \$0.00       \$70.23         06/01/2026       \$44.32       \$9.65       \$17.70       \$0.00       \$71.67         12/01/2026       \$44.32       \$9.65       \$17.70       \$0.00       \$71.67         12/01/2026       \$44.32       \$9.65       \$17.70       \$0.00       \$71.67         12/01/2026       \$44.32       \$9.65       \$17.70       \$0.00       \$73.11         06/01/2027       \$47.21       \$9.65       \$17.70       \$0.00       \$74.56         12/01/2027       \$48.66       \$9.65       \$17.70       \$0.00       \$74.56         06/01/2027       \$48.66       \$9.65       \$17.70       \$0.00       \$76.01         06/01/2028       \$50.16       \$9.65       \$17.70       \$0.00       \$77.51		06/01/2026					
LABORERS - ZONE 2       06/01/2021       \$10.11       \$10.51       \$11.10       \$0.00       \$00.00         06/01/2025       \$41.50       \$9.65       \$17.70       \$0.00       \$68.85         12/01/2025       \$42.88       \$9.65       \$17.70       \$0.00       \$70.23         06/01/2026       \$44.32       \$9.65       \$17.70       \$0.00       \$71.67         12/01/2026       \$44.32       \$9.65       \$17.70       \$0.00       \$73.11         06/01/2027       \$47.21       \$9.65       \$17.70       \$0.00       \$74.56         12/01/2027       \$48.66       \$9.65       \$17.70       \$0.00       \$74.56         06/01/2028       \$50.16       \$9.65       \$17.70       \$0.00       \$77.51	For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
06/01/2025\$41.50\$9.65\$17.70\$0.00\$68.8512/01/2025\$42.88\$9.65\$17.70\$0.00\$70.2306/01/2026\$44.32\$9.65\$17.70\$0.00\$71.6712/01/2026\$45.76\$9.65\$17.70\$0.00\$73.1106/01/2027\$47.21\$9.65\$17.70\$0.00\$74.5612/01/2027\$48.66\$9.65\$17.70\$0.00\$74.5606/01/2028\$50.16\$9.65\$17.70\$0.00\$76.0106/01/2028\$50.16\$9.65\$17.70\$0.00\$77.51	BARCO-TYPE JUMPING TAMPER	12/01/2024	\$40.11	\$9.65	\$17.70	\$0.00	\$67.46
06/01/2026\$44.32\$9.65\$17.70\$0.00\$71.6712/01/2026\$45.76\$9.65\$17.70\$0.00\$73.1106/01/2027\$47.21\$9.65\$17.70\$0.00\$74.5612/01/2027\$48.66\$9.65\$17.70\$0.00\$76.0106/01/2028\$50.16\$9.65\$17.70\$0.00\$77.51	LABUKEKS - ZUNE 2	06/01/2025	\$41.50	\$9.65	\$17.70	\$0.00	\$68.85
12/01/2026\$45.76\$9.65\$17.70\$0.00\$73.1106/01/2027\$47.21\$9.65\$17.70\$0.00\$74.5612/01/2027\$48.66\$9.65\$17.70\$0.00\$76.0106/01/2028\$50.16\$9.65\$17.70\$0.00\$77.51		12/01/2025	\$42.88	\$9.65	\$17.70	\$0.00	\$70.23
06/01/2027\$47.21\$9.65\$17.70\$0.00\$74.5612/01/2027\$48.66\$9.65\$17.70\$0.00\$76.0106/01/2028\$50.16\$9.65\$17.70\$0.00\$77.51		06/01/2026	\$44.32	\$9.65	\$17.70	\$0.00	\$71.67
12/01/2027\$48.66\$9.65\$17.70\$0.00\$76.0106/01/2028\$50.16\$9.65\$17.70\$0.00\$77.51		12/01/2026	\$45.76	\$9.65	\$17.70	\$0.00	\$73.11
06/01/2028 \$50.16 \$9.65 \$17.70 \$0.00 \$77.51		06/01/2027	\$47.21	\$9.65	\$17.70	\$0.00	\$74.56
		12/01/2027	\$48.66	\$9.65	\$17.70	\$0.00	\$76.01
12/01/2028 \$51.66 \$9.65 \$17.70 \$0.00 \$79.01		06/01/2028	\$50.16	\$9.65	\$17.70	\$0.00	\$77.51
		12/01/2028	\$51.66	\$9.65	\$17.70	\$0.00	\$79.01

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2024	\$40.61	\$9.65	\$17.70	\$0.00	\$67.96
LABORERS - ZONE 2	06/01/2025	\$42.00	\$9.65	\$17.70	\$0.00	\$69.35
	12/01/2025	\$43.38	\$9.65	\$17.70	\$0.00	\$70.73
	06/01/2026	\$44.82	\$9.65	\$17.70	\$0.00	\$72.17
	12/01/2026	\$46.26	\$9.65	\$17.70	\$0.00	\$73.61
	06/01/2027	\$47.71	\$9.65	\$17.70	\$0.00	\$75.06
	12/01/2027	\$49.16	\$9.65	\$17.70	\$0.00	\$76.51
	06/01/2028	\$50.66	\$9.65	\$17.70	\$0.00	\$78.01
	12/01/2028	\$52.16	\$9.65	\$17.70	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	12/01/2024	\$40.61	\$9.65	\$17.80	\$0.00	\$68.06
HIGHWAY) Laborers - Zone 2 (heavy & highway)	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

Effect Step	ive Date - 01/01/2024 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:							
						i	
Appre	ntice to Journeyworker R	atio:1:4					
	FICIAL MASONRY (INCL	. MASONRY 08/0	1/2024 \$64	.50 \$11.49	\$23.59	\$0.00	\$99.58
E <b>RPROOFING)</b> LAYERS LOCAL 3 (OU	(JINCY)	02/0	1/2025 \$65	.80 \$11.49	\$23.59	\$0.00	\$100.88
		08/0	1/2025 \$67	.95 \$11.49	\$23.59	\$0.00	\$103.03
		02/0	1/2026 \$69	.30 \$11.49	\$23.59	\$0.00	\$104.38
		08/0	1/2026 \$71	.50 \$11.49	\$23.59	\$0.00	\$106.58

**Issue Date:** 12/16/2024

02/01/2027

\$72.90

\$11.49 \$23.59

\$0.00

\$107.98

	Effectiv	ve Date -	08/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.25	\$11.49	\$23.59	\$0.00	\$67.33	
	2	60		\$38.70	\$11.49	\$23.59	\$0.00	\$73.78	
	3	70		\$45.15	\$11.49	\$23.59	\$0.00	\$80.23	
	4	80		\$51.60	\$11.49	\$23.59	\$0.00	\$86.68	
	5	90		\$58.05	\$11.49	\$23.59	\$0.00	\$93.13	
	Effectiv	ve Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.90	\$11.49	\$23.59	\$0.00	\$67.98	
	2	60		\$39.48	\$11.49	\$23.59	\$0.00	\$74.56	
	3	70		\$46.06	\$11.49	\$23.59	\$0.00	\$81.14	
	4	80		\$52.64	\$11.49	\$23.59	\$0.00	\$87.72	
	5	90		\$59.22	\$11.49	\$23.59	\$0.00	\$94.30	
·	Notes:								
	Apprei	ntice to Jou	ırneyworker Ratio:1:5						
BULLDOZER/G			ER	12/01/2024	4 \$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGIN	EERS LO	CAL 4		06/01/2025	5 \$57.68	\$15.55	\$16.50	\$0.00	\$89.73
				12/01/2025	5 \$59.12	\$15.55	\$16.50	\$0.00	\$91.17
				06/01/2020	5 \$60.40	\$15.55	\$16.50	\$0.00	\$92.45
				12/01/2020	5 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89
			PERATING ENGINEERS"						
CAISSON & UN LABORERS - FOUN				12/01/2024			\$18.22	\$0.00	\$75.97
				06/01/2025			\$18.22	\$0.00	\$77.47
				12/01/2025			\$18.22	\$0.00	\$78.97
				06/01/2020			\$18.22	\$0.00	\$80.52
For apprentice rate	ates see ".	Apprentice- L	ABORER"	12/01/2020	5 \$54.15	\$9.65	\$18.22	\$0.00	\$82.02
CAISSON & UN	NDERPI	NNING L	ABORER	12/01/2024	4 \$46.95	\$9.65	\$18.22	\$0.00	\$74.82
LABORERS - FOUN	DATION 2	AND MARINE	Ξ	06/01/2025			\$18.22	\$0.00	\$76.32
				12/01/2025			\$18.22	\$0.00	\$77.82
				06/01/2020			\$18.22	\$0.00	\$79.37
				12/01/2020			\$18.22	\$0.00	\$80.87
For apprentice r	ates see ".	Apprentice- L	ABORER"						
CAISSON & UN				12/01/2024	4 \$47.28	\$9.65	\$18.22	\$0.00	\$75.15
LABORERS - FOUNI	DATION	and makine	2	06/01/2025	5 \$48.78	\$9.65	\$18.22	\$0.00	\$76.65
				12/01/2025	5 \$50.28	\$9.65	\$18.22	\$0.00	\$78.15
				06/01/2020	5 \$51.83	\$9.65	\$18.22	\$0.00	\$79.70
				12/01/2020	5 \$53.33	\$9.65	\$18.22	\$0.00	\$81.20
For apprentice ra	ates see ".	Apprentice- L	ABORER"						

Apprentice -	BRICK/PLASTER/CEMENT MASON - Local 3 Quincy
Effective Date	08/01/2024

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR	12/01/2024	\$40.11	\$9.65	\$17.70	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$41.50	\$9.65	\$17.70	\$0.00	\$68.85
	12/01/2025	\$42.88	\$9.65	\$17.70	\$0.00	\$70.23
	06/01/2026	\$44.32	\$9.65	\$17.70	\$0.00	\$71.67
	12/01/2026	\$45.76	\$9.65	\$17.70	\$0.00	\$73.11
	06/01/2027	\$47.21	\$9.65	\$17.70	\$0.00	\$74.56
	12/01/2027	\$48.66	\$9.65	\$17.70	\$0.00	\$76.01
	06/01/2028	\$50.16	\$9.65	\$17.70	\$0.00	\$77.51
	12/01/2028	\$51.66	\$9.65	\$17.70	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	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

#### **Apprentice** - *CARPENTER* - *Zone 2 Eastern MA* **Effective Date** - 09/01/2024

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

Effecti	ive Date -	03/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$22.33	\$9.83	\$1.73	\$0.00	\$33.89
2	45		\$22.33	\$9.83	\$1.73	\$0.00	\$33.89
3	55		\$27.29	\$9.83	\$3.40	\$0.00	\$40.52
4	55		\$27.29	\$9.83	\$3.40	\$0.00	\$40.52
5	70		\$34.73	\$9.83	\$16.51	\$0.00	\$61.07
6	70		\$34.73	\$9.83	\$16.51	\$0.00	\$61.07
7	80		\$39.70	\$9.83	\$18.24	\$0.00	\$67.77
8	80		\$39.70	\$9.83	\$18.24	\$0.00	\$67.77
Notes:							
Appre	ntice to Jo	urneyworker Ratio:1:5					

**Issue Date:** 12/16/2024

Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
10/01/2024	\$26.65	\$7.02	\$4.80	\$0.00	\$38.47
10/01/2025	\$27.75	\$7.02	\$4.80	\$0.00	\$39.57
10/01/2026	\$28.85	\$7.02	\$4.80	\$0.00	\$40.67
	10/01/2024 10/01/2025	10/01/2024         \$26.65           10/01/2025         \$27.75	10/01/2024         \$26.65         \$7.02           10/01/2025         \$27.75         \$7.02	10/01/2024         \$26.65         \$7.02         \$4.80           10/01/2025         \$27.75         \$7.02         \$4.80	Effective Date         Base Wage         Health         Pension         Unemployment           10/01/2024         \$26.65         \$7.02         \$4.80         \$0.00           10/01/2025         \$27.75         \$7.02         \$4.80         \$0.00

All Aspects of New Wood Frame Work

Apprentice -	CARPENTER (Wood Frame) - Zone 3
	10/01/2024

Effect	ive Date - 10/0	/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

	ive Date - 10/01/2025				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60	\$16.65	\$7.02	\$0.00	\$0.00	\$23.67
2	60	\$16.65	\$7.02	\$0.00	\$0.00	\$23.67
3	65	\$18.04	\$7.02	\$1.00	\$0.00	\$26.06
4	70	\$19.43	\$7.02	\$1.00	\$0.00	\$27.45
5	75	\$20.81	\$7.02	\$4.80	\$0.00	\$32.63
6	80	\$22.20	\$7.02	\$4.80	\$0.00	\$34.02
7	85	\$23.59	\$7.02	\$4.80	\$0.00	\$35.41
8	90	\$24.98	\$7.02	\$4.80	\$0.00	\$36.80
Notes						
Appre	entice to Journeyworker Ratio:1:5					
CEMENT MASONRY BRICKLAYERS LOCAL 3 (Q		01/01/2024	\$49.33	\$13.00	\$23.57	\$1.30 \$87.20

LABORERS - ZONE 2         06/01/2025         \$41.50         \$9.65         \$17.70         \$0.00         \$\$           12/01/2025         \$42.88         \$9.65         \$17.70         \$0.00         \$\$           06/01/2026         \$44.32         \$9.65         \$17.70         \$0.00         \$\$           12/01/2026         \$44.32         \$9.65         \$17.70         \$0.00         \$\$           12/01/2026         \$44.32         \$9.65         \$17.70         \$0.00         \$\$           06/01/2027         \$47.21         \$9.65         \$17.70         \$0.00         \$\$           12/01/2027         \$48.66         \$9.65         \$17.70         \$0.00         \$\$           06/01/2028         \$50.16         \$9.65         \$17.70         \$0.00         \$\$           12/01/2028         \$51.66         \$9.65         \$17.70         \$0.00         \$\$           06/01/2028         \$59.51         \$15.55         \$16.50         \$0.00         \$\$           06/01/2026         \$62.31         \$15.55         \$16.50         \$0.00         \$\$           06/01/2026         \$63.79         \$15.55         \$16.50         \$0.00         \$\$           020/01/2026         \$63.79		Step	ve Date - 01/01/2024 percent	Apj	orentice Base Wage	Health		Pension	Supplemental Unemployment	To	otal Rate	
3         65         532.06         510.05         610.57         61.30         66.533           4         70         \$34.53         \$13.00         \$20.57         \$13.00         \$65.93           5         75         \$37.00         \$13.00         \$21.57         \$13.00         \$72.87           6         80         \$39.46         \$13.00         \$22.57         \$13.00         \$82.27           Notes:         Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.         1201/2024         \$40.11         \$9.65         \$17.70         \$0.00         \$\$           ABORES - 20NE 2         1201/2024         \$40.11         \$9.65         \$17.70         \$0.00         \$\$           1201/2025         \$41.30         \$9.65         \$17.70         \$0.00         \$\$           1201/2026         \$44.32         \$9.65         \$17.70         \$0.00         \$\$           1201/2026         \$44.32         \$9.65         \$17.70         \$0.00         \$\$           1201/2027         \$47.21         \$9.65         \$17.70         \$0.00         \$\$           1201/2027         \$44.32         \$9.65         \$17.70         \$0.00         \$\$           1201/2028         \$51.6         \$9.65		1	50		\$24.67	\$13.00		\$15.93	\$0.00		\$53.60	
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         \$22,57         \$1,30         \$82,27           Notes: Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.           Apprentice to Journeyworker Ratio:1:3           HAIN SAW OPERATOR HARORERS - ZONE 2         \$1201/2024         \$40,11         \$9,65         \$17,70         \$0.00         \$200,00<		2	60		\$29.60	\$13.00		\$18.57	\$1.30		\$62.47	
5         75         S37.00         S12.00         S21.57         S1.30         S72.57           6         80         S39.46         S13.00         S22.57         S1.30         S76.33           7         90         S44.40         S13.00         S22.57         S1.30         S82.27           Notes: Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.           Apprentice to Journeyworker Ratio:1:3           HAIN SAW OPERATOR <i>BORERS - ZONE 2</i> 06/01/2025         S41.50         S9.65         S17.70         S0.00         S2           BORERS - ZONE 2           06/01/2025         S44.32         S9.65         S17.70         S0.00         S2           12/01/2026         S44.32         S9.65         S17.70         S0.00         S2           12/01/2027         S44.86         S9.65         S17.70         S0.00         S2           12/01/2027         S44.66         S9.65         S17.70         S0.00         S2           12/01/2027         S44.86         S9.65         S17.70         S0.00         S2           12/01/2028         S51.66         S9.65         S17.70         S0.00         S2           12/01/2028         S51.66		3	65		\$32.06	\$13.00		\$19.57	\$1.30		\$65.93	
6         80         \$33.46         \$13.00         \$22.57         \$1.30         \$7.20           Notes: Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.         Apprentice to Journeyworker Ratio:1:3         \$82.27           HAIN SAW OPERATOR BORERS - ZONE 2         12/01/2024         \$40.11         \$9.65         \$17.70         \$0.00         \$1           HAIN SAW OPERATOR BORERS - ZONE 2         12/01/2024         \$41.50         \$9.65         \$17.70         \$0.00         \$1           HAIN SAW OPERATOR BORERS - ZONE 2         12/01/2025         \$42.88         \$9.65         \$17.70         \$0.00         \$1           HAIN SAW OPERATOR BORERS - ZONE 2         06/01/2027         \$41.32         \$9.65         \$17.70         \$0.00         \$1           HAIN SAW OPERATOR BORERS - ZONE 2         06/01/2027         \$42.88         \$9.65         \$17.70         \$0.00         \$1           HAIN SAW OPERATOR BORERS - ZONE 2         06/01/2027         \$42.86         \$9.65         \$17.70         \$0.00         \$1           HAIN SAW OPERATOR BORERS - ZONE 2         12/01/2026         \$50.16         \$9.65         \$17.70         \$0.00         \$1           HAIN SEL USSTURNERS - ZONE 2         12/01/2028         \$51.66         \$9.65         \$17.70         \$0.00         \$1	4	4	70		\$34.53	\$13.00		\$20.57	\$1.30		\$69.40	
7         90         \$44.40         \$13.00         \$22.57         \$1.30         \$52.27           Notes: Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.         Apprentice to Journeyworker Ratio:1:3	:	5	75		\$37.00	\$13.00		\$21.57	\$1.30		\$72.87	
Notes: Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.         Apprentice to Journeyworker Ratio:1:3           HAIN SAW OPERATOR BORERS - ZONE 2         12/01/2024         \$40.11         \$9.65         \$17.70         \$0.00         \$1           HAIN SAW OPERATOR BORERS - ZONE 2         06/01/2025         \$41.50         \$9.65         \$17.70         \$0.00         \$1           12/01/2025         \$42.88         \$9.65         \$17.70         \$0.00         \$1           12/01/2025         \$44.32         \$9.65         \$17.70         \$0.00         \$1           12/01/2025         \$44.32         \$9.65         \$17.70         \$0.00         \$1           12/01/2026         \$44.72         \$9.65         \$17.70         \$0.00         \$1           12/01/2026         \$44.66         \$9.65         \$17.70         \$0.00         \$1           12/01/2027         \$48.66         \$9.65         \$17.70         \$0.00         \$1           Err apprentice rates see "Apprentice- LABORER"         12/01/2024         \$51.65         \$16.50         \$0.00         \$1           LAM SHELLS/SLURRY BUCKETS/HEADING MACHINES         12/01/2024         \$55.51         \$16.50         \$0.00         \$1           Per apprentice rates see "Apprentice- OPERATING ENGINEERS'         12/01		6	80		\$39.46	\$13.00		\$22.57	\$1.30		\$76.33	
Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.           Apprentice to Journeyworker Ratio:1:3           HAIN SAW OPERATOR BORERS - ZONE 2         12/01/2024         \$40.11         \$9,65         \$17.70         \$0.00         \$5           BORERS - ZONE 2         06/01/2025         \$41.50         \$9,65         \$17.70         \$0.00         \$5           BORERS - ZONE 2         66/01/2025         \$41.84         \$9.65         \$17.70         \$0.00         \$5           BORERS - ZONE 2         66/01/2026         \$44.32         \$9.65         \$17.70         \$0.00         \$5           06/01/2026         \$45.76         \$9.65         \$17.70         \$0.00         \$5           12/01/2027         \$47.21         \$9.65         \$17.70         \$0.00         \$5           12/01/2027         \$48.66         \$9.65         \$17.70         \$0.00         \$5           For apprentice rates see "Apprentice- LABORER"         12/01/2028         \$51.66         \$9.65         \$17.70         \$0.00         \$5           For apprentice rates see "Apprentice- CABORER"         12/01/2024         \$58.18         \$15.55         \$16.50         \$0.00         \$5           For apprentice rates see "Apprentice- OPERATING ENGINEERS"         12/01/2026         \$66	,	7	90		\$44.40	\$13.00		\$23.57	\$1.30		\$82.27	
Apprentice to Journeyworker Ratio:1:3           HAIN SAW OPERATOR BORERS - ZONE 2         12/01/2024         \$40.11         \$9.65         \$17.70         \$0.00         \$60           BORERS - ZONE 2         06/01/2025         \$41.50         \$9.65         \$17.70         \$0.00         \$60           BORERS - ZONE 2         06/01/2025         \$44.32         \$9.65         \$17.70         \$0.00         \$7           06/01/2026         \$44.32         \$9.65         \$17.70         \$0.00         \$7           06/01/2026         \$44.32         \$9.65         \$17.70         \$0.00         \$7           06/01/2026         \$44.32         \$9.65         \$17.70         \$0.00         \$7           12/01/2027         \$48.66         \$9.65         \$17.70         \$0.00         \$7           06/01/2028         \$51.66         \$9.65         \$17.70         \$0.00         \$7           12/01/2028         \$51.66         \$9.65         \$17.70         \$0.00         \$7           AM SHELLS/SLURRY BUCKETS/HEADING MACHINES         12/01/2024         \$58.18         \$15.55         \$16.50         \$0.00         \$7           12/01/2025         \$60.98         \$15.55         \$16.50         \$0.00         \$7 <t< td=""><td>1</td><td>Notes:</td><td>·</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>	1	Notes:	·									
ALN SAW OPERATOR       12/01/2024       \$40.11       \$9.65       \$17.70       \$0.00       \$60         BORERS - ZONE 2       06/01/2025       \$41.50       \$9.65       \$17.70       \$0.00       \$60         BORERS - ZONE 2       06/01/2025       \$41.50       \$9.65       \$17.70       \$0.00       \$60         BORERS - ZONE 2       06/01/2025       \$44.32       \$9.65       \$17.70       \$0.00       \$60         BORERS - ZONE 2       \$44.32       \$9.65       \$17.70       \$0.00       \$60       \$65       \$17.70       \$0.00       \$60         BORERS - ZONE 2       \$44.32       \$9.65       \$17.70       \$0.00       \$60       \$66/01/2027       \$47.21       \$9.65       \$17.70       \$0.00       \$5         BORERS - ZONE 2       \$66/01/2027       \$47.21       \$9.65       \$17.70       \$0.00       \$5         12/01/2027       \$48.66       \$9.65       \$17.70       \$0.00       \$5         For apprentice- LABORER"       12/01/2028       \$51.65       \$17.70       \$0.00       \$5         AM SHELLS/SLURRY BUCKETS/HEADING MACHINES       12/01/2024       \$58.18       \$15.55       \$16.50       \$0.00       \$6         For apprentice rates see "Apprentice- OPERATING ENGINEERS"			Steps 3,4 are 500 hrs. A	Il other steps are 1	,000 hrs.							
BORERS - ZONE 2       06/01/2025       \$41.50       \$9.65       \$17.70       \$0.00       \$6         12/01/2025       \$44.30       \$9.65       \$17.70       \$0.00       \$5         06/01/2025       \$44.32       \$9.65       \$17.70       \$0.00       \$5         06/01/2026       \$44.32       \$9.65       \$17.70       \$0.00       \$5         06/01/2026       \$44.32       \$9.65       \$17.70       \$0.00       \$5         06/01/2027       \$47.21       \$9.65       \$17.70       \$0.00       \$5         06/01/2028       \$50.16       \$9.65       \$17.70       \$0.00       \$5         12/01/2028       \$51.66       \$9.65       \$17.70       \$0.00       \$5         06/01/2028       \$50.16       \$9.65       \$17.70       \$0.00       \$5         201/2028       \$51.66       \$9.65       \$17.70       \$0.00       \$5         57       \$12/01/2028       \$55.51       \$15.55       \$16.50       \$0.00       \$5         58       \$17.70       \$0.00       \$5       \$12/01/2024       \$58.18       \$15.55       \$16.50       \$0.00       \$5         50       \$12/01/2026       \$66.231       \$15.55       \$16.50<	Ā	Appre	ntice to Journeyworker	Ratio:1:3								
06/01/2025         \$41.50         \$9.65         \$17.70         \$0.00         \$12/01/2025           12/01/2025         \$42.88         \$9.65         \$17.70         \$0.00         \$5           06/01/2026         \$44.32         \$9.65         \$17.70         \$0.00         \$5           06/01/2026         \$44.32         \$9.65         \$17.70         \$0.00         \$5           12/01/2026         \$45.76         \$9.65         \$17.70         \$0.00         \$5           06/01/2027         \$47.21         \$9.65         \$17.70         \$0.00         \$5           06/01/2027         \$47.21         \$9.65         \$17.70         \$0.00         \$5           06/01/2028         \$50.16         \$9.65         \$17.70         \$0.00         \$5           06/01/2028         \$50.16         \$9.65         \$17.70         \$0.00         \$5           767 apprentice- LABORER*         12/01/2024         \$58.18         \$15.55         \$16.50         \$0.00         \$5           For apprentice rates see "Apprentice- OPERATING ENGINEERS*         12/01/2025         \$66.98         \$15.55         \$16.50         \$0.00         \$5           OF(01/2026         \$63.79         \$15.55         \$16.50         \$0.00			OR		12/01/2024	4 \$4	40.11	\$9.65	\$17.70	\$0.00		\$67.46
06/01/2026         \$44.32         \$9.65         \$17.70         \$0.00         \$12/01/2026           12/01/2026         \$45.76         \$9.65         \$17.70         \$0.00         \$12/01/2027           06/01/2027         \$47.21         \$9.65         \$17.70         \$0.00         \$12/01/2027           56 apprentice- LABORER"         12/01/2027         \$48.66         \$9.65         \$17.70         \$0.00         \$12/01/2028           For apprentice- LABORER"         12/01/2028         \$51.66         \$9.65         \$17.70         \$0.00         \$12/01/2028           AM SHELLS/SLURRY BUCKETS/HEADING MACHINES         12/01/2024         \$58.18         \$15.55         \$16.50         \$0.00         \$12/01/2025         \$59.51         \$15.55         \$16.50         \$0.00         \$12/01/2025         \$60.98         \$15.55         \$16.50         \$0.00         \$12/01/2025         \$60.98         \$15.55         \$16.50         \$0.00         \$12/01/2025         \$60.98         \$15.55         \$16.50         \$0.00         \$12/01/2026         \$62.31         \$15.55         \$16.50         \$0.00         \$12/01/2026         \$63.79         \$15.55         \$16.50         \$0.00         \$12/01/2026         \$37.52         \$15.55         \$16.50         \$0.00         \$2/01/2025         \$37.52	BORERS - ZONE 2				06/01/202	5 \$4	1.50	\$9.65	\$17.70	\$0.00		\$68.85
12/01/2026       \$45.76       \$9.65       \$17.70       \$0.00       \$5         06/01/2027       \$47.21       \$9.65       \$17.70       \$0.00       \$5         12/01/2027       \$48.66       \$9.65       \$17.70       \$0.00       \$5         06/01/2028       \$50.16       \$9.65       \$17.70       \$0.00       \$5         06/01/2028       \$50.16       \$9.65       \$17.70       \$0.00       \$5         For apprentice rates see "Apprentice-LABORER"       12/01/2028       \$51.60       \$9.65       \$17.70       \$0.00       \$5         ERATING ENGINEERS LOCAL 4       12/01/2024       \$58.18       \$15.55       \$16.50       \$0.00       \$5         Ob/01/2025       \$59.51       \$15.55       \$16.50       \$0.00       \$5         For apprentice rates see "Apprentice- OPERATING ENGINEERS"       12/01/2024       \$56.98       \$15.55       \$16.50       \$0.00       \$5         Ob/01/2026       \$63.79       \$15.55       \$16.50       \$0.00       \$5         OB/01/2026       \$63.79       \$15.55       \$16.50       \$0.00       \$5         OB/01/2026       \$63.79       \$15.55       \$16.50       \$0.00       \$5         12/01/2024       \$36.67       <					12/01/202	5 \$4	12.88	\$9.65	\$17.70	\$0.00		\$70.23
06/01/2027         \$47.21         \$9.65         \$17.70         \$0.00         \$2           12/01/2027         \$48.66         \$9.65         \$17.70         \$0.00         \$3           06/01/2028         \$50.16         \$9.65         \$17.70         \$0.00         \$3           12/01/2028         \$51.66         \$9.65         \$17.70         \$0.00         \$3           12/01/2028         \$51.66         \$9.65         \$17.70         \$0.00         \$3           12/01/2028         \$51.65         \$17.70         \$0.00         \$3           12/01/2028         \$51.65         \$16.50         \$0.00         \$3           12/01/2025         \$59.51         \$15.55         \$16.50         \$0.00         \$3           12/01/2025         \$60.98         \$15.55         \$16.50         \$0.00         \$3           12/01/2026         \$63.79         \$15.55         \$16.50         \$0.00         \$3           12/01/2026         \$36.67         \$15.55         \$16.50         \$0.00         \$3           12/01/2026         \$36.67         \$15.55         \$16.50         \$0.00         \$3           12/01/2026         \$36.67         \$15.55         \$16.50         \$0.00         \$3					06/01/2020	5 \$4	4.32	\$9.65	\$17.70	\$0.00		\$71.67
12/01/2027       \$48.66       \$9.65       \$17.70       \$0.00       \$3         06/01/2028       \$50.16       \$9.65       \$17.70       \$0.00       \$3         12/01/2028       \$51.66       \$9.65       \$17.70       \$0.00       \$3         IZ/01/2028       \$51.66       \$9.65       \$17.70       \$0.00       \$3         IZ/01/2028       \$51.66       \$9.65       \$17.70       \$0.00       \$3         IZ/01/2024       \$58.18       \$15.55       \$16.50       \$0.00       \$3         IZ/01/2024       \$58.18       \$15.55       \$16.50       \$0.00       \$3         IZ/01/2024       \$58.18       \$15.55       \$16.50       \$0.00       \$3         IZ/01/2026       \$63.79       \$15.55       \$16.50       \$0.00       \$3         IZ/01/2026       \$63.79       \$15.55       \$16.50       \$0.00       \$3         IZ/01/2026       \$36.67       \$15.55       \$16.50       \$0.00       \$3         IZ/01/2026       \$37.52       \$15.55       \$16.50       \$0.00       \$3         IZ/01/2026       \$39.33       \$15.55       \$16.50       \$0.00 <td></td> <td></td> <td></td> <td></td> <td>12/01/2020</td> <td>5 \$4</td> <td>15.76</td> <td>\$9.65</td> <td>\$17.70</td> <td>\$0.00</td> <td></td> <td>\$73.11</td>					12/01/2020	5 \$4	15.76	\$9.65	\$17.70	\$0.00		\$73.11
Object         Object         Store         <					06/01/202	7 \$4	17.21	\$9.65	\$17.70	\$0.00		\$74.56
For apprentice rates see "Apprentice- LABORER"         12/01/2028         \$51.66         \$9.65         \$17.70         \$0.00         \$           AM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>ERATING ENGINEERS LOCAL 4</i> 12/01/2024         \$58.18         \$15.55         \$16.50         \$0.00         \$           06/01/2025         \$59.51         \$15.55         \$16.50         \$0.00         \$           12/01/2025         \$60.98         \$15.55         \$16.50         \$0.00         \$           06/01/2026         \$62.31         \$15.55         \$16.50         \$0.00         \$           For apprentice rates see "Apprentice- OPERATING ENGINEERS"         12/01/2026         \$63.79         \$15.55         \$16.50         \$0.00         \$           DMPRESSOR OPERATOR         12/01/2024         \$36.67         \$15.55         \$16.50         \$0.00         \$ <i>ERATING ENGINEERS LOCAL 4</i> 06/01/2025         \$37.52         \$15.55         \$16.50         \$0.00         \$           DMPRESSOR OPERATOR         12/01/2026         \$39.33         \$15.55         \$16.50         \$0.00         \$ <i>ERATING ENGINEERS LOCAL 4</i> 12/01/2025         \$38.47         \$15.55         \$16.50         \$0.00         \$           DMPRESSOR OPERATOR					12/01/202	7 \$4	18.66	\$9.65	\$17.70	\$0.00		\$76.01
For apprentice rates see "Apprentice- LABORER"         12/01/2024         \$58.18         \$15.55         \$16.50         \$0.00         \$9           VERATING ENGINEERS LOCAL 4         06/01/2025         \$59.51         \$15.55         \$16.50         \$0.00         \$9           12/01/2025         \$59.51         \$15.55         \$16.50         \$0.00         \$9           06/01/2025         \$60.98         \$15.55         \$16.50         \$0.00         \$9           06/01/2026         \$62.31         \$15.55         \$16.50         \$0.00         \$9           For apprentice rates see "Apprentice- OPERATING ENGINEERS"         12/01/2026         \$63.79         \$15.55         \$16.50         \$0.00         \$9           PerATING ENGINEERS LOCAL 4         06/01/2026         \$36.67         \$15.55         \$16.50         \$0.00         \$9           PERATING ENGINEERS LOCAL 4         06/01/2025         \$37.52         \$15.55         \$16.50         \$0.00         \$9           PERATING ENGINEERS LOCAL 4         12/01/2026         \$39.33         \$15.55         \$16.50         \$0.00         \$9           PERATING ENGINEERS LOCAL 4         12/01/2026         \$39.33         \$15.55         \$16.50         \$0.00         \$9           12/01/2026         \$39.33					06/01/202	3 \$5	50.16	\$9.65	\$17.70	\$0.00		\$77.51
LAM SHELLS/SLURRY BUCKETS/HEADING MACHINES       12/01/2024       \$58.18       \$15.55       \$16.50       \$0.00       \$9         DEFATING ENGINEERS LOCAL 4       06/01/2025       \$59.51       \$15.55       \$16.50       \$0.00       \$9         12/01/2025       \$60.98       \$15.55       \$16.50       \$0.00       \$9         12/01/2025       \$60.98       \$15.55       \$16.50       \$0.00       \$9         12/01/2026       \$62.31       \$15.55       \$16.50       \$0.00       \$9         For apprentice rates see "Apprentice- OPERATING ENGINEERS"       12/01/2024       \$36.67       \$15.55       \$16.50       \$0.00       \$9         DMPRESSOR OPERATOR       12/01/2024       \$36.67       \$15.55       \$16.50       \$0.00       \$9         EERATING ENGINEERS LOCAL 4       06/01/2025       \$37.52       \$15.55       \$16.50       \$0.00       \$9         Of/01/2025       \$33.33       \$15.55       \$16.50       \$0.00       \$9         Of/01/2026       \$40.28       \$15.55       \$16.50       \$0.00       \$9         Of/01/2026       \$40.28       \$15.55       \$16.50       \$0.00       \$9         I2/01/2026       \$40.28       \$15.55       \$16.50       \$0.00       \$9	For opposition act	taa aaa "	Ammention LADORED"		12/01/2023	8 \$5	51.66	\$9.65	\$17.70	\$0.00		\$79.01
Decarting Engineers LOCAL 4       06/01/2025       \$59.51       \$15.55       \$16.50       \$0.00       \$12/01/2025         06/01/2025       \$60.98       \$15.55       \$16.50       \$0.00       \$12/01/2025         For apprentice rates see "Apprentice- OPERATING ENGINEERS"       12/01/2024       \$36.67       \$15.55       \$16.50       \$0.00       \$12/01/2025         DMPRESSOR OPERATOR       12/01/2024       \$36.67       \$15.55       \$16.50       \$0.00       \$12/01/2025         Decarting Engineers       12/01/2024       \$36.67       \$15.55       \$16.50       \$0.00       \$12/01/2025         Decart Decar				IG MACHINES	12/01/202	1 \$5	0 10	¢15.55	\$16.50	\$0.00		\$90.23
12/01/2025       \$60.98       \$15.55       \$16.50       \$0.00       \$9         06/01/2026       \$62.31       \$15.55       \$16.50       \$0.00       \$9         For apprentice rates see "Apprentice- OPERATING ENGINEERS"       12/01/2026       \$63.79       \$15.55       \$16.50       \$0.00       \$9         DMPRESSOR OPERATOR       12/01/2024       \$36.67       \$15.55       \$16.50       \$0.00       \$9         Definition of the endineers local 4       06/01/2025       \$37.52       \$15.55       \$16.50       \$0.00       \$9         12/01/2025       \$38.47       \$15.55       \$16.50       \$0.00       \$9         06/01/2025       \$33.33       \$15.55       \$16.50       \$0.00       \$9         06/01/2026       \$39.33       \$15.55       \$16.50       \$0.00       \$9         06/01/2026       \$39.33       \$15.55       \$16.50       \$0.00       \$9         12/01/2026       \$40.28       \$15.55       \$16.50       \$0.00       \$9         For apprentice rates see "Apprentice- OPERATING ENGINEERS"       07/01/2024       \$57.26       \$9.95       \$23.95       \$0.00       \$9												\$90.23
06/01/2026       \$62.31       \$15.55       \$16.50       \$0.00       \$9         For apprentice rates see "Apprentice- OPERATING ENGINEERS"       12/01/2026       \$63.79       \$15.55       \$16.50       \$0.00       \$9         OMPRESSOR OPERATOR       12/01/2024       \$36.67       \$15.55       \$16.50       \$0.00       \$6         OBERATING ENGINEERS LOCAL 4       06/01/2025       \$37.52       \$15.55       \$16.50       \$0.00       \$6         06/01/2025       \$37.52       \$15.55       \$16.50       \$0.00       \$6         06/01/2025       \$37.52       \$15.55       \$16.50       \$0.00       \$6         06/01/2026       \$39.33       \$15.55       \$16.50       \$0.00       \$6         06/01/2026       \$39.33       \$15.55       \$16.50       \$0.00       \$6         12/01/2026       \$40.28       \$15.55       \$16.50       \$0.00       \$6         12/01/2026       \$40.28       \$15.55       \$16.50       \$0.00       \$6         12/01/2026       \$40.28       \$15.55       \$16.50       \$0.00       \$6         12/01/2026       \$40.28       \$15.55       \$16.50       \$0.00       \$6         For apprentice rates see "Apprentice- OPERATING ENGINEERS"												\$93.03
For apprentice rates see "Apprentice- OPERATING ENGINEERS"       12/01/2026       \$63.79       \$15.55       \$16.50       \$0.00       \$9         DMPRESSOR OPERATOR       12/01/2024       \$36.67       \$15.55       \$16.50       \$0.00       \$9         Der ATING ENGINEERS LOCAL 4       06/01/2025       \$37.52       \$15.55       \$16.50       \$0.00       \$9         Der ATING ENGINEERS LOCAL 4       06/01/2025       \$37.52       \$15.55       \$16.50       \$0.00       \$9         Der ATING ENGINEERS LOCAL 4       06/01/2025       \$37.52       \$15.55       \$16.50       \$0.00       \$9         Der ATING ENGINEERS LOCAL 4       06/01/2026       \$39.33       \$15.55       \$16.50       \$0.00       \$9         For apprentice rates see "Apprentice- OPERATING ENGINEERS"       01/2026       \$40.28       \$15.55       \$16.50       \$0.00       \$9         ELEADER (BRIDGE)       07/01/2024       \$57.26       \$9.95       \$23.95       \$0.00       \$9         INTERS LOCAL 35 - ZONE 2       07/01/2024       \$57.26       \$9.95       \$23.95       \$0.00       \$9												\$93.03
For apprentice- OPERATING ENGINEERS"         DMPRESSOR OPERATOR         DPERATING ENGINEERS LOCAL 4       12/01/2024       \$36.67       \$15.55       \$16.50       \$0.00       \$6         06/01/2025       \$37.52       \$15.55       \$16.50       \$0.00       \$6         12/01/2025       \$38.47       \$15.55       \$16.50       \$0.00       \$6         06/01/2025       \$39.33       \$15.55       \$16.50       \$0.00       \$6         06/01/2026       \$39.33       \$15.55       \$16.50       \$0.00       \$6         For apprentice- OPERATING ENGINEERS"         ELEADER (BRIDGE)       \$07/01/2024       \$57.26       \$9.95       \$23.95       \$0.00       \$6         INTERS LOCAL 35 - 20NE 2												\$95.84
DERATING ENGINEERS LOCAL 4       12/01/2024       \$50.07       \$13.55       \$10.50       \$0.00       \$60.00         06/01/2025       \$37.52       \$15.55       \$16.50       \$0.00       \$60.00	For apprentice rat	tes see "	Apprentice- OPERATING ENG	GINEERS"		- φυ		ψ10.00	÷- 0.00	÷		φ, σ. σ.
06/01/2025       \$37.52       \$15.55       \$16.50       \$0.00       \$40.25         12/01/2025       \$38.47       \$15.55       \$16.50       \$0.00       \$50.00 <td></td> <td></td> <td></td> <td></td> <td>12/01/2024</td> <td>4 \$3</td> <td>36.67</td> <td>\$15.55</td> <td>\$16.50</td> <td>\$0.00</td> <td></td> <td>\$68.72</td>					12/01/2024	4 \$3	36.67	\$15.55	\$16.50	\$0.00		\$68.72
06/01/2026       \$39.33       \$15.55       \$16.50       \$0.00       \$'         For apprentice- OPERATING ENGINEERS"         ELEADER (BRIDGE)         07/01/2024       \$57.26       \$9.95       \$23.95       \$0.00       \$'	PERATING ENGINE	EERS LO	JCAL 4		06/01/202	5 \$3	37.52	\$15.55	\$16.50	\$0.00		\$69.57
12/01/2026       \$40.28       \$15.55       \$16.50       \$0.00       \$15.55         For apprentice rates see "Apprentice- OPERATING ENGINEERS"       07/01/2024       \$57.26       \$9.95       \$23.95       \$0.00       \$15.55         INTERS LOCAL 35 - ZONE 2       07/01/2024       \$57.26       \$9.95       \$23.95       \$0.00       \$15.55					12/01/202	5 \$3	88.47	\$15.55	\$16.50	\$0.00		\$70.52
For apprentice rates see "Apprentice- OPERATING ENGINEERS"           ELEADER (BRIDGE)         07/01/2024 \$57.26 \$9.95 \$23.95 \$0.00 \$9.					06/01/2020	5 \$3	39.33	\$15.55	\$16.50	\$0.00		\$71.38
ELEADER (BRIDGE) 07/01/2024 \$57.26 \$9.95 \$23.95 \$0.00 \$9.00	For any start	taa ar - "	Appropriate ODED ATTAIC PAGE	ZINEEDC"	12/01/2020	5 \$4	40.28	\$15.55	\$16.50	\$0.00		\$72.33
INTERS LOCAL 35 - ZONE 2				JINÉEKS"				<b></b>	<b>*</b> 22.27	<b>\$0.00</b>		
01/01/2025 \$58.46 \$9.95 \$23.95 \$0.00 \$9			,									\$91.16 \$92.36

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

## Apprentice - PAINTER Local 35 - BRIDGES/TANKS

#### **Effective Date -** 01/01/2025

	ive 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:

Steps are 750 hrs.

#### Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN	12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
LABORERS - ZONE 2	06/02/2025	\$48.50	\$9.65	\$18.40	\$0.00	\$76.55
	12/01/2025	\$50.00	\$9.65	\$18.40	\$0.00	\$78.05
	06/01/2026	\$51.55	\$9.65	\$18.40	\$0.00	\$79.60
	12/07/2026	\$53.05	\$9.65	\$18.40	\$0.00	\$81.10
	06/07/2027	\$54.65	\$9.65	\$18.40	\$0.00	\$82.70
	12/06/2027	\$56.25	\$9.65	\$18.40	\$0.00	\$84.30
	06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.98
	12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	12/02/2024	\$48.00	\$9.65	\$18.40	\$0.00	\$76.05
LABORERS - ZONE 2	06/02/2025	\$49.50	\$9.65	\$18.40	\$0.00	\$77.55
	12/01/2025	\$51.00	\$9.65	\$18.40	\$0.00	\$79.05
	06/01/2026	\$52.55	\$9.65	\$18.40	\$0.00	\$80.60
	12/07/2026	\$54.05	\$9.65	\$18.40	\$0.00	\$82.10
	06/07/2027	\$55.65	\$9.65	\$18.40	\$0.00	\$83.70
	12/06/2027	\$57.25	\$9.65	\$18.40	\$0.00	\$85.30
	06/05/2028	\$58.93	\$9.65	\$18.40	\$0.00	\$86.98
	12/04/2028	\$60.60	\$9.65	\$18.40	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS LABORERS - ZONE 2	12/02/2024	\$47.75	\$9.65	\$18.40	\$0.00	\$75.80
ADOREKS - ZOINE 2	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"						
DEMO: CONCRETE CUTTER/SAWYER Laborers - zone 2	12/02/2024	\$48.00	\$9.65	\$18.40	\$0.00	\$76.05
ADOREKS - ZOAL 2	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 LABORERS - 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"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: WRECKING LABORER	12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
LABORERS - ZONE 2	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 DPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$78.11	\$10.08	\$21.66	\$0.00	\$109.85
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate						
DIVER TENDER Dile Driver Local 56 (zone 1)	08/01/2024	\$55.79	\$10.08	\$24.29	\$0.00	\$90.16
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate						
DIVER TENDER (EFFLUENT) DILE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$83.69	\$10.08	\$24.29	\$0.00	\$118.06
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) ILE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) RAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
	09/01/2024	\$50.02	\$12.00	\$17.72	\$0.00	\$79.74
SLECTRICIANS LOCAL 223	09/01/2025	\$52.25	\$12.25	\$18.61	\$0.00	\$83.11
	09/01/2026	\$54.72	\$12.50	\$19.56	\$0.00	\$86.78

Effect	ive Date -	09/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$20.01	\$12.00	\$0.60	\$0.00	\$32.61
2	45		\$22.51	\$12.00	\$0.68	\$0.00	\$35.19
3	50		\$25.01	\$12.00	\$0.75	\$0.00	\$37.76
4	55		\$27.51	\$12.00	\$8.59	\$0.00	\$48.10
5	60		\$30.01	\$12.00	\$9.15	\$0.00	\$51.16
6	65		\$32.51	\$12.00	\$9.74	\$0.00	\$54.25
7	70		\$35.01	\$12.00	\$10.30	\$0.00	\$57.31
8	75		\$37.52	\$12.00	\$10.89	\$0.00	\$60.41

# Apprentice - ELECTRICIAN - Local 223

#### Effective Date - 09/01/2025

Effe	ective Date - 09/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{\operatorname{step}}{1}$	40	\$20.90	\$12.25	\$0.63	\$0.00	\$33.78	
2	45	\$23.51	\$12.25	\$0.03 \$0.71	\$0.00	\$36.47	
3	50	\$26.13	\$12.25	\$0.78	\$0.00	\$39.16	
4	55	\$28.74	\$12.25	\$9.11	\$0.00	\$50.10	
5	60	\$31.35	\$12.25	\$9.71	\$0.00	\$53.31	
6	65	\$33.96	\$12.25	\$10.32	\$0.00	\$56.53	
7	70	\$36.58	\$12.25	\$10.91	\$0.00	\$59.74	
8	75	\$39.19	\$12.25	\$11.52	\$0.00	\$62.96	
Not						   	
Арр	orentice to Journeyworker	Ratio:2:3***					
ELEVATOR CONST ELEVATOR CONSTRUCT		01/01/2022	2 \$65	5.62 \$16.03	\$20.21	\$0.00	\$101.86

#### Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Step	percent	Apprentice Base Wage		Pension	Supplemental Unemployment	Total Rate	e
1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84	ļ
2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33	;
3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89	)
4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17	1
5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74	ŀ
Notes:							
	Steps 1-2 are 6 mos.; Steps 3-5 are 1	year					
Appre	ntice to Journeyworker Ratio:1:1						
ATOR CONSTRUCTOR	JCTOR HELPER	01/01/2022	2 \$45.93	\$16.03	\$20.21	\$0.00	\$82.17

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) 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
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	11/01/2024	¢51 70	\$15.30	\$16.40	\$0.00	¢07 10
OPERATING ENGINEERS LOCAL 4	11/01/2024	\$51.78 \$52.22		\$16.40 \$16.40	\$0.00 \$0.00	\$83.48 \$84.92
	05/01/2025 11/01/2025	\$53.22 \$54.51	\$15.30 \$15.30	\$16.40	\$0.00 \$0.00	\$86.21
	05/01/2025	\$54.51 \$55.95	\$15.30	\$16.40	\$0.00 \$0.00	\$80.21 \$87.65
	11/01/2026	\$55.95 \$57.24	\$15.30	\$16.40	\$0.00 \$0.00	\$87.05 \$88.94
	05/01/2027	\$37.24 \$58.67	\$15.30	\$16.40	\$0.00 \$0.00	\$90.37
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	03/01/2027	\$38.07	\$15.50	\$10.40	\$0.00	\$90.57
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	11/01/2024	\$53.37	\$15.30	\$16.40	\$0.00	\$85.07
OPERATING ENGINEERS LOCAL 4	05/01/2025	\$54.82	\$15.30	\$16.40	\$0.00	\$86.52
	11/01/2025	\$56.12	\$15.30	\$16.40	\$0.00	\$87.82
	05/01/2026	\$57.57	\$15.30	\$16.40	\$0.00	\$89.27
	11/01/2026	\$58.87	\$15.30	\$16.40	\$0.00	\$90.57
	05/01/2027	\$60.32	\$15.30	\$16.40	\$0.00	\$92.02
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	11/01/2024	\$25.37	\$15.30	\$16.40	\$0.00	\$57.07
OPERATING ENGINEERS LOCAL 4	05/01/2025	\$26.22	\$15.30	\$16.40	\$0.00	\$57.92
	11/01/2025	\$26.98	\$15.30	\$16.40	\$0.00	\$58.68
	05/01/2026	\$27.83	\$15.30	\$16.40	\$0.00	\$59.53
	11/01/2026	\$28.59	\$15.30	\$16.40	\$0.00	\$60.29
	05/01/2027	\$29.44	\$15.30	\$16.40	\$0.00	\$61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER Electricians local 223	09/01/2024	\$50.02	\$12.00	\$17.72	\$0.00	\$79.74
ELECTRICIANS LOCAL 225	09/01/2025	\$52.25	\$12.25	\$18.61	\$0.00	\$83.11
	09/01/2026	\$54.72	\$12.50	\$19.56	\$0.00	\$86.78
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>electricians</i>	09/01/2024	\$42.52	\$12.00	\$15.30	\$0.00	\$69.82
LOCAL 223	09/01/2025	\$44.41	\$12.25	\$16.09	\$0.00	\$72.75
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"	09/01/2026	\$46.51	\$12.50	\$16.93	\$0.00	\$75.94
FIREMAN (ASST. ENGINEER)	12/01/2024	\$45.00	¢15.55	\$16.50	\$0.00	¢79.01
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$45.96 \$47.02	\$15.55		\$0.00 \$0.00	\$78.01
	06/01/2025	\$47.02 \$48.10	\$15.55 \$15.55	\$16.50 \$16.50		\$79.07 \$80.24
	12/01/2025	\$48.19 \$40.25	\$15.55		\$0.00 \$0.00	\$80.24 \$81.20
	06/01/2026	\$49.25 \$50.42	\$15.55	\$16.50 \$16.50	\$0.00 \$0.00	\$81.30
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$50.43	\$15.55	\$16.50	\$0.00	\$82.48
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/01/2024	\$27.01	\$9.65	\$17.80	\$0.00	\$54.46
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$27.01 \$28.09	\$9.65	\$17.80	\$0.00	\$55.54
	12/01/2025	\$28.09 \$28.09	\$9.65	\$17.80	\$0.00	\$55.54 \$55.54
	06/01/2025	\$28.09 \$29.21	\$9.65 \$9.65	\$17.80	\$0.00 \$0.00	\$55.54 \$56.66
	00/01/2020	Ψ	Ψ2.05	÷1,100	<i>~~··············</i>	<i>\$20.00</i>

Classification For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FLOORCOVERER	09/01/2024	\$56.23	\$8.83	\$20.27	\$0.00	\$85.33
FLOORCOVERERS LOCAL 2168 ZONE I	03/01/2025	\$57.73	\$8.83	\$20.27	\$0.00	\$86.83
	09/01/2025	\$59.23	\$8.83	\$20.27	\$0.00	\$88.33
	03/01/2026	\$60.73	\$8.83	\$20.27	\$0.00	\$89.83
	09/01/2026	\$62.23	\$8.83	\$20.27	\$0.00	\$91.33
	03/01/2027	\$63.73	\$8.83	\$20.27	\$0.00	\$92.83

# Apprentice - FLOORCOVERER - Local 2168 Zone I

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

#### **Effective Date -** 03/01/2025

Step	ive Date - percent	03/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45		\$25.98	\$8.83	\$1.76	\$0.00	\$36.57
2	45		\$25.98	\$8.83	\$1.76	\$0.00	\$36.57
3	55		\$31.75	\$8.83	\$3.52	\$0.00	\$44.10
4	55		\$31.75	\$8.83	\$3.52	\$0.00	\$44.10
5	70		\$40.41	\$8.83	\$16.75	\$0.00	\$65.99
6	70		\$40.41	\$8.83	\$16.75	\$0.00	\$65.99
7	80		\$46.18	\$8.83	\$18.51	\$0.00	\$73.52
8	80		\$46.18	\$8.83	\$18.51	\$0.00	\$73.52

#### Notes: Steps are 750 hrs.

#### Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
DPERATING ENGINEERS LOCAL 4	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR	07/01/2024	\$46.76	\$9.95	\$23.95	\$0.00	\$80.66
SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2)	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86

Apprentice -	GLAZIER - Local 35 Zone 2
Effective Date	07/01/2024

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

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat
1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.9
2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.9
3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.9
4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.9
5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.8
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.8
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.8
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.8
Notes:						
Ì	Steps are 750 hrs.					
Appre	ntice to Journeyworker Ratio:	<u> </u>				

HOISTING ENGINEER/CRANES/GRADALLS	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58

ffective Date - 12/01/202- tep percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
55	\$31.37	\$0.00	\$0.00	\$0.00	\$31.37
60	\$34.22	\$15.55	\$16.50	\$0.00	\$66.27
65	\$37.07	\$15.55	\$16.50	\$0.00	\$69.12
70	\$39.92	\$15.55	\$16.50	\$0.00	\$71.97
75	\$42.77	\$15.55	\$16.50	\$0.00	\$74.82
80	\$45.62	\$15.55	\$16.50	\$0.00	\$77.67
85	\$48.48	\$15.55	\$16.50	\$0.00	\$80.53
90	\$51.33	\$15.55	\$16.50	\$0.00	\$83.38

#### **OPERATING ENGINEERS - Local 4** Annrentice

#### Effective Date - 06/01/2025

Effect	ive Date -	06/01/2025				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	55		\$32.08	\$0.00	\$0.00	\$0.00	\$32.08
2	60		\$35.00	\$15.55	\$16.50	\$0.00	\$67.05
3	65		\$37.91	\$15.55	\$16.50	\$0.00	\$69.96
4	70		\$40.83	\$15.55	\$16.50	\$0.00	\$72.88
5	75		\$43.75	\$15.55	\$16.50	\$0.00	\$75.80
6	80		\$46.66	\$15.55	\$16.50	\$0.00	\$78.71
7	85		\$49.58	\$15.55	\$16.50	\$0.00	\$81.63
8	90		\$52.50	\$15.55	\$16.50	\$0.00	\$84.55

Notes:

<b>Apprentice to Journeyworker Ratio:1:6</b>						
HVAC (DUCTWORK)	08/01/2024	\$57.94	\$14.75	\$28.12	\$2.98	\$103.79
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2025	\$59.69	\$14.75	\$28.12	\$2.98	\$105.54
	08/01/2025	\$61.54	\$14.75	\$28.12	\$2.98	\$107.39
	02/01/2026	\$63.49	\$14.75	\$28.12	\$2.98	\$109.34
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS)	09/01/2024	\$50.02	\$12.00	\$17.72	\$0.00	\$79.74
ELECTRICIANS LOCAL 223	09/01/2025	\$52.25	\$12.25	\$18.61	\$0.00	\$83.11
	09/01/2026	\$54.72	\$12.50	\$19.56	\$0.00	\$86.78
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR)	08/01/2024	\$57.94	\$14.75	\$28.12	\$2.98	\$103.79
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2025	\$59.69	\$14.75	\$28.12	\$2.98	\$105.54
	08/01/2025	\$61.54	\$14.75	\$28.12	\$2.98	\$107.39
	02/01/2026	\$63.49	\$14.75	\$28.12	\$2.98	\$109.34
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER)	08/26/2024	\$54.74	\$10.15	\$19.95	\$0.00	\$84.84
PLUMBERS & PIPEFITTERS LOCAL 51	08/25/2025	\$57.49	\$10.15	\$19.95	\$0.00	\$87.59
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC	08/26/2024	\$54.74	\$10.15	\$19.95	\$0.00	\$84.84
PLUMBERS & PIPEFITTERS LOCAL 51	08/25/2025	\$57.49	\$10.15	\$19.95	\$0.00	\$87.59
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS LABORERS - ZONE 2	12/01/2024	\$40.61	\$9.65	\$17.70	\$0.00	\$67.96
LADORERS - ZONE 2	06/01/2025	\$42.00	\$9.65	\$17.70	\$0.00	\$69.35
	12/01/2025	\$43.38	\$9.65	\$17.70	\$0.00	\$70.73
	06/01/2026	\$44.82	\$9.65	\$17.70	\$0.00	\$72.17
	12/01/2026	\$46.26	\$9.65	\$17.70	\$0.00	\$73.61
	06/01/2027	\$47.71	\$9.65	\$17.70	\$0.00	\$75.06
	12/01/2027	\$49.16	\$9.65	\$17.70	\$0.00	\$76.51
	06/01/2028	\$50.66	\$9.65	\$17.70	\$0.00	\$78.01
	12/01/2028	\$52.16	\$9.65	\$17.70	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2024	\$40.61	\$9.65	\$17.80	\$0.00	\$68.06
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	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	\$56.92	\$14.75	\$19.61	\$0.00	\$91.28
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2025	\$60.34	\$14.75	\$19.61	\$0.00	\$94.70
	09/01/2026	\$63.76	\$14.75	\$19.61	\$0.00	\$98.12

# Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston

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

Effecti	ve Date - 09/01/2025			Supplement		tal	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$30.17	\$14.75	\$14.32	\$0.00	\$59.24	
2	60	\$36.20	\$14.75	\$15.37	\$0.00	\$66.32	
3	70	\$42.24	\$14.75	\$16.43	\$0.00	\$73.42	
4	80	\$48.27	\$14.75	\$17.49	\$0.00	\$80.51	
Notes:	Steps are 1 year						
Appre	ntice to Journeyworker Ratio:1:4						
IRONWORKER/WELI IRONWORKERS LOCAL 7 (B		03/16/2024	4 \$53.97	7 \$8.35	\$26.70	\$0.00	\$89.02

**Issue Date:** 12/16/2024

I	-ppi o Effecti	ve Date - 03/16/2024				Course 1 ( 1		
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
_	1	60	\$32.38	\$8.35	\$26.70	\$0.00	\$67.43	
	2	70	\$37.78	\$8.35	\$26.70	\$0.00	\$72.83	
	3	75	\$40.48	\$8.35	\$26.70	\$0.00	\$75.53	
	4	80	\$43.18	\$8.35	\$26.70	\$0.00	\$78.23	
	5	85	\$45.87	\$8.35	\$26.70	\$0.00	\$80.92	
	6	90	\$48.57	\$8.35	\$26.70	\$0.00	\$83.62	
	Notes:	·						
							i	
I	Appre	ntice to Journeyworker Ratio:1:4						
JACKHAMMER & PAVING BREAKER OPERATOR		12/01/2024	\$40.11	\$9.65	\$17.70	\$0.00	\$67.46	
4BORERS - ZONE 2			06/01/2025	\$41.50	\$9.65	\$17.70	\$0.00	\$68.85
			12/01/2025	\$42.88	\$9.65	\$17.70	\$0.00	\$70.23
			06/01/2026	\$44.32	\$9.65	\$17.70	\$0.00	\$71.67
			12/01/2026	\$45.76	5 \$9.65	\$17.70	\$0.00	\$73.11
			06/01/2027	\$47.21	\$9.65	\$17.70	\$0.00	\$74.56
			12/01/2027	\$48.66	5 \$9.65	\$17.70	\$0.00	\$76.01
			06/01/2028	\$50.16	\$9.65	\$17.70	\$0.00	\$77.51
			12/01/2028	\$51.66	\$9.65	\$17.70	\$0.00	\$79.01
ABORER	tes see "	Apprentice- LABORER"	12/01/202	<b>#30</b> .04		\$17.70	00.02	¢(7.01
ABORERS - ZONE 2			12/01/2024			\$17.70 \$17.70	\$0.00 \$0.00	\$67.21
			06/01/2025				\$0.00 \$0.00	\$68.60
			12/01/2025			\$17.70 \$17.70	\$0.00 \$0.00	\$69.98
			06/01/2026 12/01/2026			\$17.70	\$0.00 \$0.00	\$71.42 \$72.86
			06/01/2027			\$17.70	\$0.00 \$0.00	\$72.80 \$74.31
			12/01/2027			\$17.70	\$0.00 \$0.00	\$74.31 \$75.76
			06/01/2028			\$17.70	\$0.00 \$0.00	\$77.26
			12/01/2028			\$17.70	\$0.00 \$0.00	\$77.20 \$78.76
			12/01/2020	5 551.41	\$9.03	φ1/./Ο	φ0.00	φ/0./0

Apprentice -	IRONWORKER - Local 7 Boston
Effective Date	- 03/16/2024

	Step	ive Date - percent	12/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60		\$23.92	\$9.65	\$17.70	\$0.00	\$51.27	
	2	70		\$27.90	\$9.65	\$17.70	\$0.00	\$55.25	
	3	80		\$31.89	\$9.65	\$17.70	\$0.00	\$59.24	
	4	90		\$35.87	\$9.65	\$17.70	\$0.00	\$63.22	
	Effecti Step	ive Date - percent	06/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60		\$24.75	\$9.65	\$17.70	\$0.00	\$52.10	
	2	70		\$28.88	\$9.65	\$17.70	\$0.00	\$56.23	
	3	80		\$33.00	\$9.65	\$17.70	\$0.00	\$60.35	
	4	90		\$37.13	\$9.65	\$17.70	\$0.00	\$64.48	
	Notes:	· ·							
	Appre	ntice to Jo	urneyworker Ratio:1:5						
· · · ·		HIGHWA	,	12/01/2024	4 \$39.86	\$9.65	\$17.80	\$0.00	\$67.31
ERS - ZON	E 2 (HEAV	Y & HIGHWA	Y)	06/01/202	5 \$41.25	\$9.65	\$17.80	\$0.00	\$68.70
				12/01/202	5 \$42.63	\$9.65	\$17.80	\$0.00	\$70.08
				06/01/2020	5 \$44.07	\$9.65	\$17.80	\$0.00	\$71.52
				12/01/2020	5 \$45.51	\$9.65	\$17.80	\$0.00	\$72.96

App	rent	ice -	LABORER (Heavy & Highway) - Zone 2
T 00		-	10/01/0004

Effect	ive Date -	12/01/2024	, ,			Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	60		\$23.92	\$9.65	\$17.80	\$0.00	\$51.37
2	70		\$27.90	\$9.65	\$17.80	\$0.00	\$55.35
3	80		\$31.89	\$9.65	\$17.80	\$0.00	\$59.34
4	90		\$35.87	\$9.65	\$17.80	\$0.00	\$63.32

Effect	ive Date -	06/01/2025				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$24.75	\$9.65	\$17.80	\$0.00	\$52.20	
2	70		\$28.88	\$9.65	\$17.80	\$0.00	\$56.33	
3	80		\$33.00	\$9.65	\$17.80	\$0.00	\$60.45	
4	90		\$37.13	\$9.65	\$17.80	\$0.00	\$64.58	

Notes:

Apprentice to Journeyworker Ratio:1:5

Wage I	Health	Pension	Supplemental Unemployment	Total Rate
9.86	\$9.65	\$17.70	\$0.00	\$67.21
1.25	\$9.65	\$17.70	\$0.00	\$68.60
2.63	\$9.65	\$17.70	\$0.00	\$69.98
4.07	\$9.65	\$17.70	\$0.00	\$71.42
5.51	\$9.65	\$17.70	\$0.00	\$72.86
5.96	\$9.65	\$17.70	\$0.00	\$74.31
8.41	\$9.65	\$17.70	\$0.00	\$75.76
9.91	\$9.65	\$17.70	\$0.00	\$77.26
1.41	\$9.65	\$17.70	\$0.00	\$78.76
9.86	\$9.65	\$17.70	\$0.00	\$67.21
1.25	\$9.65	\$17.70	\$0.00	\$68.60
2.63	\$9.65	\$17.70	\$0.00	\$69.98
4.07	\$9.65	\$17.70	\$0.00	\$71.42
5.51	\$9.65	\$17.70	\$0.00	\$72.86
5.96	\$9.65	\$17.70	\$0.00	\$74.31
8.41	\$9.65	\$17.70	\$0.00	\$75.76
9.91	\$9.65	\$17.70	\$0.00	\$77.26
1.41	\$9.65	\$17.70	\$0.00	\$78.76
9.95	\$9.65	\$17.76	\$0.00	\$67.36
1.34	\$9.65	\$17.76	\$0.00	\$68.75
2.72	\$9.65	\$17.76	\$0.00	\$70.13
4.16	\$9.65	\$17.76	\$0.00	\$70.15
5.60	\$9.65	\$17.76	\$0.00	\$73.01
	\$9.65	\$17.76	\$0.00	\$73.01
8.50	\$9.65	\$17.76	\$0.00 \$0.00	\$74.40 \$75.91
		\$17.76		
0.00	\$9.65		\$0.00 \$0.00	\$77.41
1.50	\$9.65	\$17.76	\$0.00	\$78.91
).11	\$9.65	\$17.70	\$0.00	\$67.46
1.50	\$9.65	\$17.70	\$0.00	\$68.85
2.88	\$9.65	\$17.70	\$0.00	\$70.23
4.32	\$9.65	\$17.70	\$0.00	\$71.67
5.76	\$9.65	\$17.70	\$0.00	\$73.11
7.21	\$9.65	\$17.70	\$0.00	\$74.56
8.66	\$9.65	\$17.70	\$0.00	\$76.01
0.16	\$9.65	\$17.70	\$0.00	\$77.51
1.66	\$9.65	\$17.70	\$0.00	\$79.01
0.11	\$9.65	\$17.80	\$0.00	\$67.56
1.50	\$9.65	\$17.80	\$0.00	\$68.95
2.88	\$9.65	\$17.80	\$0.00	\$70.33
4.32	\$9.65	\$17.80	\$0.00	\$71.77
5.76	\$9.65	\$17.80	\$0.00	\$73.21

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER	12/01/2024	\$39.86	\$9.65	\$17.70	\$0.00	\$67.21
LABORERS - ZONE 2	06/01/2025	\$41.25	\$9.65	\$17.70	\$0.00	\$68.60
	12/01/2025	\$42.63	\$9.65	\$17.70	\$0.00	\$69.98
	06/01/2026	\$44.07	\$9.65	\$17.70	\$0.00	\$71.42
	12/01/2026	\$45.51	\$9.65	\$17.70	\$0.00	\$72.86
	06/01/2027	\$46.96	\$9.65	\$17.70	\$0.00	\$74.31
	12/01/2027	\$48.41	\$9.65	\$17.70	\$0.00	\$75.76
	06/01/2028	\$49.91	\$9.65	\$17.70	\$0.00	\$77.26
	12/01/2028	\$51.41	\$9.65	\$17.70	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER LABORERS - ZONE 2	12/01/2024	\$39.86	\$9.65	\$17.70	\$0.00	\$67.21
ABOKERS - ZONE 2	06/01/2025	\$41.25	\$9.65	\$17.70	\$0.00	\$68.60
	12/01/2025	\$42.63	\$9.65	\$17.70	\$0.00	\$69.98
	06/01/2026	\$44.07	\$9.65	\$17.70	\$0.00	\$71.42
	12/01/2026	\$45.51	\$9.65	\$17.70	\$0.00	\$72.86
	06/01/2027	\$46.96	\$9.65	\$17.70	\$0.00	\$74.31
	12/01/2027	\$48.41	\$9.65	\$17.70	\$0.00	\$75.76
	06/01/2028	\$49.91	\$9.65	\$17.70	\$0.00	\$77.26
This classification applies to the removal of standing trees, and the trimming and ren	12/01/2028 noval of branches and lim	\$51.41 bs when related t	\$9.65 to public worl	\$17.70 s construction	\$0.00 or site	\$78.76
clearance incidental to construction . For apprentice rates see "Apprentice- LABORI			•			
LASER BEAM OPERATOR LABORERS - ZONE 2	12/01/2024	\$40.11	\$9.65	\$17.70	\$0.00	\$67.46
	06/01/2025	\$41.50	\$9.65	\$17.70	\$0.00	\$68.85
	12/01/2025	\$42.88	\$9.65	\$17.70	\$0.00	\$70.23
	06/01/2026	\$44.32	\$9.65	\$17.70	\$0.00	\$71.67
	12/01/2026	\$45.76	\$9.65	\$17.70	\$0.00	\$73.11
	06/01/2027	\$47.21	\$9.65	\$17.70	\$0.00	\$74.56
	12/01/2027	\$48.66	\$9.65	\$17.70	\$0.00	\$76.01
	06/01/2028	\$50.16	\$9.65	\$17.70	\$0.00	\$77.51
	12/01/2028	\$51.66	\$9.65	\$17.70	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) 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
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
AARBLE & TILE FINISHERS	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
	02/01/2025	\$53.16	\$11.49	\$21.62	\$0.00	\$85.17 \$86.27
	02/01/2026	\$53.10 \$54.92	\$11.49	\$21.62	\$0.00 \$0.00	\$88.03
	02/01/2027	\$54.92 \$56.04	\$11.49	\$21.62	\$0.00 \$0.00	\$88.03 \$89.15
	02/01/202/	\$J0.04	ə11.49	φ21.0Z	\$0.00	\$07.13

	Effective Date -		08/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$24.66	\$11.49	\$21.62	\$0.00	\$57.77	
	2	60		\$29.59	\$11.49	\$21.62	\$0.00	\$62.70	
	3	70		\$34.52	\$11.49	\$21.62	\$0.00	\$67.63	
	4	80		\$39.46	\$11.49	\$21.62	\$0.00	\$72.57	
	5	90		\$44.39	\$11.49	\$21.62	\$0.00	\$77.50	
	Effectiv	ve Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$25.18	\$11.49	\$21.62	\$0.00	\$58.29	
	2	60		\$30.22	\$11.49	\$21.62	\$0.00	\$63.33	
	3	70		\$35.25	\$11.49	\$21.62	\$0.00	\$68.36	
	4	80		\$40.29	\$11.49	\$21.62	\$0.00	\$73.40	
	5	90		\$45.32	\$11.49	\$21.62	\$0.00	\$78.43	
	Notes:								
	Appren	tice to Jo	urneyworker Ratio:1:3						
			S & TERRAZZO MECH	08/01/2024	\$64.5	52 \$11.49	\$23.56	\$0.00	\$99.57
BRICKLAYERS LO	CAL 3 - MA	kble & TIL	E	02/01/2025	\$65.8	82 \$11.49	\$23.56	\$0.00	\$100.87
				08/01/2025	\$67.9	97 \$11.49	\$23.56	\$0.00	\$103.02
				02/01/2026	\$69.3	32 \$11.49	\$23.56	\$0.00	\$104.37
				08/01/2026	5 \$71.5	52 \$11.49	\$23.56	\$0.00	\$106.57

02/01/2027

\$72.92

\$23.56

\$11.49

\$0.00

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

\$107.97

	Effecti	ve Date -	08/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$32.26	\$11.49	\$23.56	\$0.00	\$67.31	
	2	60		\$38.71	\$11.49	\$23.56	\$0.00	\$73.76	
	3	70		\$45.16	\$11.49	\$23.56	\$0.00	\$80.21	
	4	80		\$51.62	\$11.49	\$23.56	\$0.00	\$86.67	
	5	90		\$58.07	\$11.49	\$23.56	\$0.00	\$93.12	
	Effecti	ve 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:								
	Appre	ntice to Jou	urneyworker Ratio:1:5						
			ON CONST. SITES)	12/01/2024	4 \$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGIN	NEERS LO	OCAL 4		06/01/2025	5 \$57.68	\$15.55	\$16.50	\$0.00	\$89.73
				12/01/2025	5 \$59.12	\$15.55	\$16.50	\$0.00	\$91.17
				06/01/2020	5 \$60.40	\$15.55	\$16.50	\$0.00	\$92.45
E		A		12/01/2020	5 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89
MECHANICS N			PPERATING ENGINEERS"	12/01/202	4 \$56.40		¢1( 50		<b>000 45</b>
OPERATING ENGIN				12/01/2024			\$16.50 \$16.50	\$0.00	\$88.45
				06/01/2025			\$16.50 \$16.50	\$0.00 \$0.00	\$89.73
				12/01/2025			\$16.50 \$16.50	\$0.00 \$0.00	\$91.17
				06/01/2020 12/01/2020				\$0.00 \$0.00	\$92.45
For apprentice	rates see "	Apprentice- C	PERATING ENGINEERS"	12/01/2020	5 \$61.84	\$15.55	\$16.50	φ <b>υ.</b> 00	\$93.89
MILLWRIGHT				01/01/2024	4 \$42.76	\$10.08	\$21.47	\$0.00	\$74.31
MILLWRIGHTS LOO	CAL 1121	- Zone 2		01/06/2025	5 \$45.09	\$10.08	\$21.47	\$0.00	\$76.64
				01/05/2020	5 \$47.42	\$10.08	\$21.47	\$0.00	\$78.97

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

•	•	MILLW KIGITI - Local 1121 I	Lone 2					
Eff	fective Date		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	55	-	\$23.52	\$10.08	\$5.50	\$0.00	\$39.10	
2	65		\$23.32 \$27.79	\$10.08	\$5.50 \$6.50	\$0.00	\$44.37	
3	75		\$32.07	\$10.08	\$0.50 \$18.97	\$0.00	\$61.12	
4	85		\$36.35	\$10.08	\$18.97 \$19.97	\$0.00 \$0.00	\$66.40	
Efi	fective Date	- 01/06/2025				Supplemental		
Ste	ep percen	t	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	55		\$24.80	\$10.08	\$5.50	\$0.00	\$40.38	
2	65		\$29.31	\$10.08	\$6.50	\$0.00	\$45.89	
3	75		\$33.82	\$10.08	\$18.97	\$0.00	\$62.87	
4	85		\$38.33	\$10.08	\$19.97	\$0.00	\$68.38	
	but do s Steps a	2 Appr. indentured after 1/6/ receive annuity. (Step 1 \$5.72 re 2,000 hours Journeyworker Ratio:1:4	•					
ORTAR MIXER			12/01/2024	4 \$40.11	\$9.65	\$17.70	\$0.00	\$67.46
BORERS - ZONE 2			06/01/2025			\$17.70	\$0.00 \$0.00	\$68.85
			12/01/2025			\$17.70	\$0.00 \$0.00	\$70.23
			06/01/2020			\$17.70	\$0.00 \$0.00	\$71.67
			12/01/2020			\$17.70	\$0.00	\$73.11
			06/01/2023			\$17.70	\$0.00 \$0.00	\$74.56
			12/01/202			\$17.70	\$0.00	\$76.01
			06/01/2028			\$17.70	\$0.00 \$0.00	\$77.51
			12/01/2028			\$17.70	\$0.00	\$79.01
For apprentice rates	see "Apprentice	- LABORER"	12/01/2020	φ51.00	ψ2.05	<i><i><i>w</i><sub>2</sub>,<i>v</i></i></i>	<i>40.00</i>	φτ2.01
		K CRANES,GRADALLS)	12/01/2024	4 \$25.37	\$15.30	\$16.40	\$0.00	\$57.07
PERATING ENGINEE	RS LOCAL 4		06/01/2025	5 \$25.97	\$15.30	\$16.40	\$0.00	\$57.67
			12/01/2025	5 \$26.63	\$15.30	\$16.40	\$0.00	\$58.33
			06/01/2020	5 \$27.22	\$15.30	\$16.40	\$0.00	\$58.92
			12/01/2020	5 \$27.89	\$15.30	\$16.40	\$0.00	\$59.59
		- OPERATING ENGINEERS"						
LER (TRUCK C		ADALLS)	12/01/2024	\$31.08	\$15.30	\$16.40	\$0.00	\$62.78
EMITING ENGINEED			06/01/2025	5 \$31.80	\$15.30	\$16.40	\$0.00	\$63.50
			12/01/2025	5 \$32.60	\$15.30	\$16.40	\$0.00	\$64.30
			06/01/2020	\$33.32	\$15.30	\$16.40	\$0.00	\$65.02
			12/01/2020	5 \$34.12	\$15.30	\$16.40	\$0.00	\$65.82
For apprentice rates	see "Apprentice	- OPERATING ENGINEERS"						

Apprentice - MILLWRIGHT - Local 1121 Zone 2

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OTHER POWER DRIVEN EQUIPMENT - CLASS II	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS)	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
PAINTERS LOCAL 35 - ZONE 2	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

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

#### Apprentice - PAINTER Local 35 - BRIDGES/TANKS

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:	Steps are 750 hrs.						
Appre	ntice to Journeyworker Ratio:1:1						
* If 30% or more of sur	SANDBLAST, NEW) * faces to be painted are new constructio used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	n, 07/01/2022			\$23.95 \$23.95	\$0.00 \$0.00	\$82.06 \$83.26

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

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

#### **Effective Date -** 01/01/2025

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

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

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

Effective Date -	01/01/2025

Eff Ste	<b>Sective Date -</b>	01/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
1	50		\$23.71	\$9.95	\$0.00	\$0.00	\$33.6	5
2	55		\$26.08	\$9.95	\$6.66	\$0.00	\$42.6	)
3	60		\$28.45	\$9.95	\$7.26	\$0.00	\$45.6	5
4	65		\$30.82	\$9.95	\$7.87	\$0.00	\$48.64	4
5	70		\$33.19	\$9.95	\$20.32	\$0.00	\$63.4	5
6	75		\$35.57	\$9.95	\$20.93	\$0.00	\$66.43	5
7	80		\$37.94	\$9.95	\$21.53	\$0.00	\$69.42	2
8	90		\$42.68	\$9.95	\$22.74	\$0.00	\$75.3	7
No	tes: Steps are	— — — — — — — — — — — — — — — — — — —						
Ар	prentice to Jo	urneyworker Ratio:1:1					'	
	surfaces to be	W) * painted are new construction ERS LOCAL 35 - ZONE 2	, 07/01/202 <sup>2</sup> , 01/01/2025			\$23.95 \$23.95	\$0.00 \$0.00	\$80.66 \$81.86

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

## Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effect	ive 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.						
Appro	entice to Journeyworker Ratio:1:1						
PAINTER / TAPER (B		07/01/2024	\$44.82	\$9.95	\$23.95	\$0.00	\$78.72
PAINTERS LOCAL 35 - ZON	E 2	01/01/2025	\$46.02	\$9.95	\$23.95	\$0.00	\$79.92

1       1	Effect	ive Date -	07/01/2024		Supplemental				
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	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate		
3       60       \$24,05       \$0,05       \$0,00       \$44,1         4       65       \$29,13       \$9,95       \$7,26       \$0,00       \$44,1         5       70       \$31,37       \$9,95       \$7,87       \$0,00       \$46,5         6       75       \$33,62       \$9,95       \$20,32       \$0,00       \$61,6         7       80       \$35,86       \$9,95       \$21,53       \$0,00       \$67,3	1	50	\$22.41	\$9.95	\$0.00	\$0.00	\$32.36		
4       65       \$29.13       \$9.95       \$7.87       \$0.00       \$46.5         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	2	55	\$24.65	\$9.95	\$6.66	\$0.00	\$41.26		
5       70       \$31.37       \$9.95       \$20.32       \$0.00       \$64.5         6       75       \$33.62       \$9.95       \$20.93       \$0.00       \$64.5         7       80       \$35.86       \$9.95       \$21.53       \$0.00       \$67.3	3	60	\$26.89	\$9.95	\$7.26	\$0.00	\$44.10		
6       75       \$33.62       \$9.95       \$20.93       \$0.00       \$64.5         7       80       \$35.86       \$9.95       \$21.53       \$0.00       \$67.3	4	65	\$29.13	\$9.95	\$7.87	\$0.00	\$46.95		
7         80         \$35.86         \$9.95         \$21.53         \$0.00         \$67.3	5	70	\$31.37	\$9.95	\$20.32	\$0.00	\$61.64		
- 00 \$55.00 \$77.55 \$0.00 \$07.5	6	75	\$33.62	\$9.95	\$20.93	\$0.00	\$64.50		
8 90 \$40.34 \$9.95 \$22.74 \$0.00 \$73.0	7	80	\$35.86	\$9.95	\$21.53	\$0.00	\$67.34		
	8	90	\$40.34	\$9.95	\$22.74	\$0.00	\$73.03		

# Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

	8	90		\$40.34	\$9.95	\$22.74	\$0.00	\$73	.03
	E <b>ffecti</b> Step	ve Date - 01/01/ percent	2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total R	kate
-	1	50		\$23.01	\$9.95	\$0.00	\$0.00	\$32	
	2	55		\$25.31	\$9.95	\$6.66	\$0.00	\$41	
	3	60		\$27.61	\$9.95	\$7.26	\$0.00	\$44	
	4	65		\$29.91	\$9.95	\$7.87	\$0.00	\$47	
	5	70		\$32.21	\$9.95	\$20.32	\$0.00	\$62	
	6	75		\$34.52	\$9.95	\$20.93	\$0.00	\$65	
	7	80		\$36.82	\$9.95	\$21.53	\$0.00	\$68	.30
	8	90		\$41.42	\$9.95	\$22.74	\$0.00	\$74	
[] 	Notes:	Steps are 750 hrs.							   
L.	Appre	ntice to Journeyw	orker Ratio:1:1						_
		ARKINGS (HEAV	Y/HIGHWAY)	12/01/2024	\$39.86	\$9.65	\$17.80	\$0.00	\$67.31
LABORERS - ZONE 2	(HEAV	Y & HIGHWAY)		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
For oppropriate re	tas saa "	Apprentice- LABORER	(Hoovy and Highway)	12/01/2026	\$45.51	\$9.65	\$17.80	\$0.00	\$72.96
PANEL & PICKU				12/01/2024	\$39.78	\$15.07	\$20.17	\$0.00	\$75.02
TEAMSTERS JOINT O	COUNC	IL NO. 10 ZONE B		01/01/2025			\$20.17	\$0.00	\$75.52
				06/01/2025			\$20.17	\$0.00	\$76.52
				12/01/2025			\$21.78	\$0.00	\$78.13
				01/01/2026			\$21.78	\$0.00	\$78.73
				06/01/2026			\$21.78	\$0.00	\$79.73
				12/01/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$81.47
				01/01/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$82.07
PIER AND DOC DECK) PILE DRIVER LOCAL		x	DERPINNING AN	D 08/01/2024	\$55.79	\$10.08	\$24.29	\$0.00	\$90.16

PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$55.79	\$10.08	\$24.29	\$0.00	\$90.16

Step	ective Date - 08/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	45	\$25.11	\$10.08	\$2.53	\$0.00	\$37.72	
2	55	\$30.68	\$10.08	\$5.07	\$0.00	\$45.83	
3	70	\$39.05	\$10.08	\$19.22	\$0.00	\$68.35	
4	80	\$44.63	\$10.08	\$21.76	\$0.00	\$76.47	
Note     	% Indentured BEFOR	— — — — — — — — — — — — — — — — — — —	\$84.58				
PELAYER				\$9.65	\$17.70	\$0.00	\$67.46
BORERS - ZONE 2		06/01/2025	5 \$41.50	\$9.65	\$17.70	\$0.00	\$68.85
		12/01/2025	5 \$42.88	\$9.65	\$17.70	\$0.00	\$70.23
		06/01/2026		\$9.65	\$17.70	\$0.00	\$71.67
		12/01/2026	5 \$45.76	\$9.65	\$17.70	\$0.00	\$73.11
		06/01/2027	\$47.21	\$9.65	\$17.70	\$0.00	\$74.56
		12/01/2027	7 \$48.66	\$9.65	\$17.70	\$0.00	\$76.01
				\$9.65	\$17.70	\$0.00	¢77 51
		06/01/2028	\$ \$50.16	$\varphi$ $\gamma$ $0$ $J$	φ17.70		\$77.51
		06/01/2028 12/01/2028		\$9.65	\$17.70	\$0.00	\$79.01
	ee "Apprentice- LABORER"						
PELAYER (HEAV	Y & HIGHWAY)		\$\$1.66				
PELAYER (HEAV	Y & HIGHWAY)	12/01/2028	<sup>3</sup> \$51.66 4 \$40.11	\$9.65	\$17.70	\$0.00	\$79.01 \$67.56
PELAYER (HEAV	Y & HIGHWAY)	12/01/2028	3         \$51.66           4         \$40.11           5         \$41.50	\$9.65 \$9.65	\$17.70 \$17.80	\$0.00 \$0.00	\$79.01 \$67.56 \$68.95
PELAYER (HEAV	Y & HIGHWAY)	12/01/2028 12/01/2024 06/01/2025	3         \$51.66           4         \$40.11           5         \$41.50           5         \$42.88	\$9.65 \$9.65 \$9.65	\$17.70 \$17.80 \$17.80	\$0.00 \$0.00 \$0.00	\$79.01
PELAYER (HEAV BORERS - ZONE 2 (HE	Y & HIGHWAY) AVY & HIGHWAY)	12/01/2028 12/01/2024 06/01/2025 12/01/2026 12/01/2026 12/01/2026	3         \$51.66           4         \$40.11           5         \$41.50           5         \$42.88           5         \$44.32	\$9.65 \$9.65 \$9.65 \$9.65	\$17.70 \$17.80 \$17.80 \$17.80	\$0.00 \$0.00 \$0.00 \$0.00	\$79.01 \$67.56 \$68.95 \$70.33
PELAYER (HEAV BORERS - ZONE 2 (HE	ee "Apprentice- LABORER (Hea	12/01/2028 12/01/2024 06/01/2025 12/01/2026 12/01/2026 12/01/2026	3       \$51.66         4       \$40.11         5       \$41.50         5       \$42.88         5       \$44.32         5       \$45.76	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$17.70 \$17.80 \$17.80 \$17.80 \$17.80 \$17.80	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$79.01 \$67.56 \$68.95 \$70.33 \$71.77

	Effecti	ve Date -	08/26/2024				Supplemental		
	Step	percent	1	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40		\$21.90	\$10.15	\$2.50	\$0.00	\$34.55	
	2	50		\$27.37	\$10.15	\$2.50	\$0.00	\$40.02	
	3	60		\$32.84	\$10.15	\$8.80	\$0.00	\$51.79	
	4	70		\$38.32	\$10.15	\$14.08	\$0.00	\$62.55	
	5	80		\$43.79	\$10.15	\$17.60	\$0.00	\$71.54	
	Effecti	ve Date -	08/25/2025				Supplemental		
	Step	percent	1	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40		\$23.00	\$10.15	\$2.50	\$0.00	\$35.65	
	2	50		\$28.75	\$10.15	\$2.50	\$0.00	\$41.40	
	3	60		\$34.49	\$10.15	\$8.80	\$0.00	\$53.44	
	4	70		\$40.24	\$10.15	\$14.08	\$0.00	\$64.47	
	5	80		\$45.99	\$10.15	\$17.60	\$0.00	\$73.74	
	Appre		00hrs. Prior 9/1/05; 40/40/45/5	0/55/60/65/75/80/85					
NEUMATIC C			P.)	08/26/2024	4 \$54.7	4 \$10.15	\$19.95	\$0.00	\$84.84
UMBERS & PIPE	EFITTERS	LOCAL 51		08/25/2023	5 \$57.4	9 \$10.15	\$19.95	\$0.00	\$87.59
			PIPEFITTER" or "PLUMBER/PIPEFI	TTER"					
NEUMATIC D Borers - zone		OOL OPE	RATOR	12/01/2024	4 \$40.6	1 \$9.65	\$17.70	\$0.00	\$67.96
BORERS - ZONE	2			06/01/2023	5 \$42.0	0 \$9.65	\$17.70	\$0.00	\$69.35
				12/01/2023	5 \$43.3	8 \$9.65	\$17.70	\$0.00	\$70.73
				06/01/2020	5 \$44.8	2 \$9.65	\$17.70	\$0.00	\$72.17
				12/01/2020	5 \$46.2	6 \$9.65	\$17.70	\$0.00	\$73.61
				06/01/2027	7 \$47.7	1 \$9.65	\$17.70	\$0.00	\$75.06
				12/01/2027	7 \$49.1	6 \$9.65	\$17.70	\$0.00	\$76.51
				06/01/2028	8 \$50.6	6 \$9.65	\$17.70	\$0.00	\$78.01
For apprentice	rates saa "	Annrantias I	ABORED"	12/01/2028	8 \$52.1	6 \$9.65	\$17.70	\$0.00	\$79.51
			RATOR (HEAVY &	12/01/202	4 0 1	1 00.77	¢17.90		
GHWAY)	11111111			12/01/2024			\$17.80 \$17.80	\$0.00 \$0.00	\$67.56
BORERS - ZONE	2 (HEAV	Y & HIGHWA	(Y)	06/01/202:			\$17.80 \$17.80	\$0.00 \$0.00	\$68.95
				12/01/202:			\$17.80	\$0.00 \$0.00	\$70.33
				06/01/2020			\$17.80	\$0.00	\$71.77
For annrantica	rates saa "	Annrantian T	ABORER (Heavy and Highway)	12/01/2020	5 \$45.7	6 \$9.65	\$17.80	\$0.00	\$73.21

### Apprentice - PLUMBER/PIPEFITTER - Local 51

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER	12/01/2024	\$40.86	\$9.65	\$17.70	\$0.00	\$68.21
LABORERS - ZONE 2	06/01/2025	\$42.25	\$9.65	\$17.70	\$0.00	\$69.60
	12/01/2025	\$43.63	\$9.65	\$17.70	\$0.00	\$70.98
	06/01/2026	\$45.07	\$9.65	\$17.70	\$0.00	\$72.42
	12/01/2026	\$46.51	\$9.65	\$17.70	\$0.00	\$73.86
	06/01/2027	\$47.96	\$9.65	\$17.70	\$0.00	\$75.31
	12/01/2027	\$49.41	\$9.65	\$17.70	\$0.00	\$76.76
	06/01/2028	\$50.91	\$9.65	\$17.70	\$0.00	\$78.26
	12/01/2028	\$52.41	\$9.65	\$17.70	\$0.00	\$79.76
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$40.86	\$9.40	\$17.55	\$0.00	\$67.81
$\sum DORERO = 2ORE 2 (IERO I C IIIOIII/III)$	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 OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
For emproving rates and "Approximation ODED ATIMIC ENCINEEDS"	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS" 	10/01/0001		*	¢1 < 50	<u> </u>	+
OPERATOR (CONCRETE)	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
PUMP OPERATOR (DEWATERING, OTHER)	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER TEAMSTERS 653 - Southeastern Concrete (Weymouth)	08/01/2023	\$25.00	\$13.91	\$6.90	\$0.00	\$45.81
RECLAIMERS	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RIDE-ON MOTORIZED BUGGY OPERATOR	12/01/2024	\$40.11	\$9.65	\$17.70	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$41.50	\$9.65	\$17.70	\$0.00	\$68.85
	12/01/2025	\$42.88	\$9.65	\$17.70	\$0.00	\$70.23
	06/01/2026	\$44.32	\$9.65	\$17.70	\$0.00	\$71.67
	12/01/2026	\$45.76	\$9.65	\$17.70	\$0.00	\$73.11
	06/01/2027	\$47.21	\$9.65	\$17.70	\$0.00	\$74.56
	12/01/2027	\$48.66	\$9.65	\$17.70	\$0.00	\$76.01
	06/01/2028	\$50.16	\$9.65	\$17.70	\$0.00	\$77.51
	12/01/2028	\$51.66	\$9.65	\$17.70	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
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

### Apprentice - ROOFER - Local 33

Effecti	ive Date -	08/01/2024				Supplemental		
Step	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	

Step	ctive Date - 02 percent	App	rentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$26.14	\$13.03	\$6.52	\$0.00	\$45.69	
2	60		\$31.37	\$13.03	\$21.70	\$0.00	\$66.10	
3	65		\$33.98	\$13.03	\$21.70	\$0.00	\$68.71	
4	75		\$39.21	\$13.03	\$21.70	\$0.00	\$73.94	
5	85		\$44.44	\$13.03	\$21.70	\$0.00	\$79.17	
	Step 1 is 2000	the 1:10; Reroofing: 1:4, the hrs.; Steps 2-5 are 1000 hrs. echanics' receive \$1.00 hr. abo						
Арр	rentice to Journe	yworker Ratio:**						
OOFER SLATE / T	ILE / PRECAST	CONCRETE	08/01/2024	\$51.28	\$13.03	\$21.70	\$0.00	\$86.01
OFERS LOCAL 33			02/01/2025	\$ \$52.53	\$13.03	\$21.70	\$0.00	\$87.26
			08/01/2025	5 \$54.03	\$13.03	\$21.70	\$0.00	\$88.76
			02/01/2026	5 \$55.28	\$13.03	\$21.70	\$0.00	\$90.01

Classification For apprentice rates see "Apprentice- ROOFER"	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER	08/01/2024	\$57.94	\$14.75	\$28.12	\$2.98	\$103.79
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2025	\$59.69	\$14.75	\$28.12	\$2.98	\$105.54
	08/01/2025	\$61.54	\$14.75	\$28.12	\$2.98	\$107.39
	02/01/2026	\$63.49	\$14.75	\$28.12	\$2.98	\$109.34

#### Apprentice - SHEET METAL WORKER - Local 17-A

-pp.e.							
Effecti	ve Date -	08/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	42		\$24.33	\$14.75	\$6.13	\$0.00	\$45.21
2	42		\$24.33	\$14.75	\$6.13	\$0.00	\$45.21
3	47		\$27.23	\$14.75	\$12.11	\$1.63	\$55.72
4	47		\$27.23	\$14.75	\$12.11	\$1.63	\$55.72
5	52		\$30.13	\$14.75	\$13.09	\$1.75	\$59.72
6	52		\$30.13	\$14.75	\$13.34	\$1.76	\$59.98
7	60		\$34.76	\$14.75	\$14.75	\$1.94	\$66.20
8	65		\$37.66	\$14.75	\$15.73	\$2.06	\$70.20
9	75		\$43.46	\$14.75	\$17.69	\$2.30	\$78.20
10	85		\$49.25	\$14.75	\$19.15	\$2.52	\$85.67

Effective Date -	02/01/2025
Diffective Date	

Eff	ective Date -	02/01/2025				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	42		\$25.07	\$14.75	\$6.13	\$0.00	\$45.95	
2	42		\$25.07	\$14.75	\$6.13	\$0.00	\$45.95	
3	47		\$28.05	\$14.75	\$12.11	\$1.66	\$56.57	
4	47		\$28.05	\$14.75	\$12.11	\$1.66	\$56.57	
5	52		\$31.04	\$14.75	\$13.09	\$1.78	\$60.66	
6	52		\$31.04	\$14.75	\$13.34	\$1.79	\$60.92	
7	60		\$35.81	\$14.75	\$14.75	\$1.97	\$67.28	
8	65		\$38.80	\$14.75	\$15.73	\$2.09	\$71.37	
9	75		\$44.77	\$14.75	\$17.69	\$2.33	\$79.54	
10	85		\$50.74	\$14.75	\$19.15	\$2.56	\$87.20	
No								
	Steps are 6	mos.						
Ap	prentice to Jour	neyworker Ratio:1:4						
SPECIALIZED EAI			12/01/2024	4 \$40.24	\$15.07	\$20.17	\$0.00	\$75.48
TEAMSTERS JOINT COU	UNCIL NO. 10 ZONE	В	01/01/202	5 \$40.24	\$15.57	\$20.17	\$0.00	\$75.98
			06/01/2023	5 \$41.24	\$15.57	\$20.17	\$0.00	\$76.98
			12/01/2023	5 \$41.24	\$15.57	\$21.78	\$0.00	\$78.59
			01/01/2020	5 \$41.24	\$16.17	\$21.78	\$0.00	\$79.19
			06/01/2020	5 \$42.24	\$16.17	\$21.78	\$0.00	\$80.19

12/01/2026

01/01/2027

\$42.24

\$42.24

\$16.17

\$16.77

\$23.52

\$23.52

\$0.00

\$0.00

\$81.93

\$82.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	12/01/2024	\$40.53	\$15.07	\$20.17	\$0.00	\$75.77
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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	10/01/2024	\$70.84	\$11.51	\$23.30	\$0.00	\$105.65
SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	03/01/2025	\$72.64	\$11.51	\$23.30	\$0.00	\$107.45

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

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

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
	35	\$25.42	\$11.51	\$12.90	\$0.00	\$49.83
2	40	\$29.06	\$11.51	\$13.70	\$0.00	\$54.27
3	45	\$32.69	\$11.51	\$14.50	\$0.00	\$58.70
4	50	\$36.32	\$11.51	\$15.30	\$0.00	\$63.13
5	55	\$39.95	\$11.51	\$16.10	\$0.00	\$67.56
6	60	\$43.58	\$11.51	\$16.90	\$0.00	\$71.99
7	65	\$47.22	\$11.51	\$17.70	\$0.00	\$76.43
8	70	\$50.85	\$11.51	\$18.50	\$0.00	\$80.86
9	75	\$54.48	\$11.51	\$19.30	\$0.00	\$85.29
10	80	\$58.11	\$11.51	\$20.10	\$0.00	\$89.72
Notes:	Apprentice entered prior 9/30/10: 40/45/50/55/60/65/70/75/80/85					
	Steps are 850 hours					

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
TELECOMMUNICATION TECHNICIAN	09/01/2024	\$40.69	\$11.75	\$14.53	\$0.00	\$66.97
ELECTRICIANS LOCAL 223	09/01/2025	\$42.52	\$12.00	\$15.30	\$0.00	\$69.82
	09/01/2026	\$44.41	\$12.25	\$16.09	\$0.00	\$72.75
	09/01/2027	\$46.51	\$12.50	\$16.93	\$0.00	\$75.94

### Apprentice - TELECOMMUNICATION TECHNICIAN - Local 223

<b>Effective Date -</b> 09/01/2024				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1 0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Notes: See Electrician Apprentice Wages						
Telecom Apprentice Wages shall be t	he same as the Electriciar	Apprentice V	Vages			
Apprentice to Journeyworker Ratio:2:3***						
TERRAZZO FINISHERS	08/01/2024	4 \$63.44	\$11.49	\$23.59	\$0.00	\$98.52
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/202	5 \$64.74	\$11.49	\$23.59	\$0.00	\$99.82
	08/01/202	5 \$66.89	\$11.49	\$23.59	\$0.00	\$101.97
	02/01/2020	5 \$68.24	\$11.49	\$23.59	\$0.00	\$103.32
	08/01/2020	5 \$70.44	\$11.49	\$23.59	\$0.00	\$105.52
	02/01/2027	7 \$71.84	\$11.49	\$23.59	\$0.00	\$106.92

	Effecti	ve Date -	08/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	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	ve 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       4     80       5     90			\$45.32	\$11.49	\$23.59	\$0.00	\$80.40	
				\$51.79	\$11.49	\$23.59	\$0.00	\$86.87	
				\$58.27	\$11.49	\$23.59	\$0.00	\$93.35	
	Notes:								
								I	
	••		urneyworker Ratio:1:3						
	TEST BORING DRILLER ABORERS - FOUNDATION AND MARINE		12/01/2024	\$51.28	\$9.65	\$18.22	\$0.00	\$79.15	
LADORERS - FOON	DATION		2	06/01/2025	\$52.78	\$9.65	\$18.22	\$0.00	\$80.65
				12/01/2025	5 \$54.28	\$9.65	\$18.22	\$0.00	\$82.15
				06/01/2020	\$55.83	\$9.65	\$18.22	\$0.00	\$83.70
				12/01/2020	\$57.33	\$9.65	\$18.22	\$0.00	\$85.20
For apprentice r							***		
TEST BORING				12/01/2024			\$18.22	\$0.00	\$74.94
				06/01/2025			\$18.22	\$0.00	\$76.44
				12/01/2025			\$18.22	\$0.00	\$77.94
				06/01/2020			\$18.22	\$0.00	\$79.49
For apprentice r	rates see "	Apprentice- L	ABORER"	12/01/2020	\$53.12	\$9.65	\$18.22	\$0.00	\$80.99
TEST BORING				12/01/2024	\$46.95	\$9.65	\$18.22	\$0.00	\$74.82
LABORERS - FOUN	DATION	AND MARINE	3	06/01/2023	5 \$48.45	\$9.65	\$18.22	\$0.00	\$76.32
				12/01/2025	5 \$49.95	\$9.65	\$18.22	\$0.00	\$77.82
				06/01/2020	5 \$51.50	\$9.65	\$18.22	\$0.00	\$79.37
				12/01/2020	5 \$53.00	\$9.65	\$18.22	\$0.00	\$80.87
For apprentice r									
TRACTORS/PO			GENERATORS	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
21 Elannio Elon		,		06/01/2025	5 \$57.68	\$15.55	\$16.50	\$0.00	\$89.73
				12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
				06/01/2020	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
<b>.</b> .				12/01/2020	5 \$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice r	rates see "	Apprentice- O	PERATING ENGINEERS"						

#### Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile 08/01/2024 Effective Det

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT 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 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)	12/01/2024	\$61.18	\$9.65	\$19.00	\$0.00	\$89.83
	06/01/2025	\$62.68	\$9.65	\$19.00	\$0.00	\$91.33
	12/01/2025	\$64.18	\$9.65	\$19.00	\$0.00	\$92.83
	06/01/2026	\$65.73	\$9.65	\$19.00	\$0.00	\$94.38
	12/01/2026	\$67.23	\$9.65	\$19.00	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR 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"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) 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 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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR LABORERS - ZONE 2	12/01/2024	\$40.61	\$9.65	\$17.70	\$0.00	\$67.96
	06/01/2025	\$42.00	\$9.65	\$17.70	\$0.00	\$69.35
	12/01/2025	\$43.38	\$9.65	\$17.70	\$0.00	\$70.73
	06/01/2026	\$44.82	\$9.65	\$17.70	\$0.00	\$72.17
	12/01/2026	\$46.26	\$9.65	\$17.70	\$0.00	\$73.61
	06/01/2027	\$47.71	\$9.65	\$17.70	\$0.00	\$75.06
	12/01/2027	\$49.16	\$9.65	\$17.70	\$0.00	\$76.51
	06/01/2028	\$50.66	\$9.65	\$17.70	\$0.00	\$78.01
	12/01/2028	\$52.16	\$9.65	\$17.70	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) 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)						
WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER PLUMBERS & PIPEFITTERS LOCAL 51	08/26/2024	\$54.74	\$10.15	\$19.95	\$0.00	\$84.84
	08/25/2025	\$57.49	\$10.15	\$19.95	\$0.00	\$87.59
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/C	GASFITTER"					

#### Additional Apprentice Information:

All apprentices must be registered with the Division of Apprenticeship Training (DAS) in accordance with M.G.L. c. 23, §§ 11E-11L. Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the hourly prevailing wage rate established by the Commissioner under the provisions of M.G.L. c. 149, §§ 26-27D. Apprentice ratios are established by DAS pursuant to M.G.L. c. 23, §§ 11E-11L. Ratios are expressed as the allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified. The ratios listed herein have been taken from relevant private collective bargaining agreements (CBAs) and are provided for illustrative purposes only. They have not been independently verified as being accurate or continuing to be accurate. Parties having questions regarding what ratio to use should contact DAS.