**THE COMMONWEALTH OF MASSACHUSETTS**

**EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT**

**DEPARTMENT OF LABOR STANDARDS**

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| MAURA HEALEY  Governor | **As determined by the Director under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H** | | | LAUREN JONES  Secretary |
| KIM DRISCOLL  Lt. Governor  **Awarding Authority:**  **Contract Number:**  **Description of Work:**  **Job Location:** | Town of Shelburne  Replace single pane windows with energy efficient double pane  Maple Street | **City/Town:** | SHELBURNE | MICHAEL FLANAGAN  Director |
| **Information about Prevailing Wage Schedules for Awarding Authorities and Contractors** | | |

# Prevailing Wage Rates

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

**Issue Date:** 12/27/2024 **Wage Request Number:** 20241227-018

**Construction**

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| AXLE) DRIVER - EQUIPMENT  *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B* | 12/01/2024 | $39.95 | $15.07 | $20.17 | $0.00 | $75.19 |
|  | 01/01/2025 | $39.95 | $15.57 | $20.17 | $0.00 | $75.69 |
|  | 06/01/2025 | $40.95 | $15.57 | $20.17 | $0.00 | $76.69 |
|  | 12/01/2025 | $40.95 | $15.57 | $21.78 | $0.00 | $78.30 |
|  | 01/01/2026 | $40.95 | $16.17 | $21.78 | $0.00 | $78.90 |
|  | 06/01/2026 | $41.95 | $16.17 | $21.78 | $0.00 | $79.90 |
|  | 12/01/2026 | $41.95 | $16.17 | $23.52 | $0.00 | $81.64 |
|  | 01/01/2027 | $41.95 | $16.77 | $23.52 | $0.00 | $82.24 |
| AXLE) DRIVER - EQUIPMENT  *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B* | 12/01/2024 | $40.02 | $15.07 | $20.17 | $0.00 | $75.26 |
|  | 01/01/2025 | $40.02 | $15.57 | $20.17 | $0.00 | $75.76 |
|  | 06/01/2025 | $41.02 | $15.57 | $20.17 | $0.00 | $76.76 |
|  | 12/01/2025 | $41.02 | $15.57 | $21.78 | $0.00 | $78.37 |
|  | 01/01/2026 | $41.02 | $16.17 | $21.78 | $0.00 | $78.97 |
|  | 06/01/2026 | $42.02 | $16.17 | $21.78 | $0.00 | $79.97 |
|  | 12/01/2026 | $42.02 | $16.17 | $23.52 | $0.00 | $81.71 |
|  | 01/01/2027 | $42.02 | $16.77 | $23.52 | $0.00 | $82.31 |
| & 5 AXLE) DRIVER - EQUIPMENT  *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B* | 12/01/2024 | $40.14 | $15.07 | $20.17 | $0.00 | $75.38 |
|  | 01/01/2025 | $40.14 | $15.57 | $20.17 | $0.00 | $75.88 |
|  | 06/01/2025 | $41.14 | $15.57 | $20.17 | $0.00 | $76.88 |
|  | 12/01/2025 | $41.14 | $15.57 | $21.78 | $0.00 | $78.49 |
|  | 01/01/2026 | $41.14 | $16.17 | $21.78 | $0.00 | $79.09 |
|  | 06/01/2026 | $42.14 | $16.17 | $21.78 | $0.00 | $80.09 |
|  | 12/01/2026 | $42.14 | $16.17 | $23.52 | $0.00 | $81.83 |
|  | 01/01/2027 | $42.14 | $16.77 | $23.52 | $0.00 | $82.43 |
| ADS/SUBMERSIBLE PILOT  *PILE DRIVER LOCAL 56 (ZONE 3)*  For apprentice rates see "Apprentice- PILE DRIVER" | 08/01/2024 | $117.16 | $10.08 | $24.29 | $0.00 | $151.53 |
| AIR TRACK OPERATOR  *LABORERS - ZONE 3 (BUILDING & SITE)* | 12/02/2024 | $36.50 | $9.65 | $17.07 | $0.00 | $63.22 |
|  | 06/02/2025 | $37.75 | $9.65 | $17.07 | $0.00 | $64.47 |
|  | 12/01/2025 | $39.00 | $9.65 | $17.07 | $0.00 | $65.72 |
|  | 06/01/2026 | $40.30 | $9.65 | $17.07 | $0.00 | $67.02 |
|  | 12/07/2026 | $41.60 | $9.65 | $17.07 | $0.00 | $68.32 |
|  | 06/07/2027 | $43.00 | $9.65 | $17.07 | $0.00 | $69.72 |
|  | 12/06/2027 | $44.40 | $9.65 | $17.07 | $0.00 | $71.12 |
|  | 06/05/2028 | $45.90 | $9.65 | $17.07 | $0.00 | $72.62 |
| For apprentice rates see "Apprentice- LABORER" | 12/04/2028 | $47.40 | $9.65 | $17.07 | $0.00 | $74.12 |

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| AIR TRACK OPERATOR (HEAVY & HIGHWAY)  *LABORERS - ZONE 3 (HEAVY & HIGHWAY)* | 12/01/2024 | $36.50 | $9.65 | $15.06 | $0.00 | $61.21 |
|  | 06/01/2025 | $37.75 | $9.65 | $15.06 | $0.00 | $62.46 |
|  | 12/01/2025 | $38.99 | $9.65 | $15.06 | $0.00 | $63.70 |
|  | 06/01/2026 | $40.29 | $9.65 | $15.06 | $0.00 | $65.00 |
|  | 12/01/2026 | $41.58 | $9.65 | $15.06 | $0.00 | $66.29 |

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

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| ASBESTOS WORKER (PIPES & TANKS) 12/01/2024  *HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)* | | $38.52 | $14.50 | $10.55 | $0.00 | $63.57 | |
| 06/01/2025 | | $39.42 | $14.50 | $10.55 | $0.00 | $64.47 | |
| 12/01/2025 | | $40.32 | $14.50 | $10.55 | $0.00 | $65.37 | |
| ASPHALT RAKER 12/02/2024  *LABORERS - ZONE 3 (BUILDING & SITE)* | | $36.00 | $9.65 | $17.07 | $0.00 | $62.72 | |
| 06/02/2025 | | $37.25 | $9.65 | $17.07 | $0.00 | $63.97 | |
| 12/01/2025 | | $38.50 | $9.65 | $17.07 | $0.00 | $65.22 | |
| 06/01/2026 | | $39.80 | $9.65 | $17.07 | $0.00 | $66.52 | |
| 12/07/2026 | | $41.10 | $9.65 | $17.07 | $0.00 | $67.82 | |
| 06/07/2027 | | $42.50 | $9.65 | $17.07 | $0.00 | $69.22 | |
| 12/06/2027 | | $43.90 | $9.65 | $17.07 | $0.00 | $70.62 | |
| 06/05/2028 | | $45.40 | $9.65 | $17.07 | $0.00 | $72.12 | |
| 12/04/2028  For apprentice rates see "Apprentice- LABORER" | | $46.90 | $9.65 | $17.07 | $0.00 | $73.62 | |
| ASPHALT RAKER (HEAVY & HIGHWAY) 12/01/2024  *LABORERS - ZONE 3 (HEAVY & HIGHWAY)* | | $36.00 | $9.65 | $15.06 | $0.00 | $60.71 | |
| 06/01/2025 | | $37.25 | $9.65 | $15.06 | $0.00 | $61.96 | |
| 12/01/2025 | | $38.49 | $9.65 | $15.06 | $0.00 | $63.20 | |
| 06/01/2026 | | $39.79 | $9.65 | $15.06 | $0.00 | $64.50 | |
| 12/01/2026  For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | | $41.08 | $9.65 | $15.06 | $0.00 | $65.79 | |
| AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) 12/01/2023  *OPERATING ENGINEERS LOCAL 98*  For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | $39.56 | $13.78 | $15.15 | $0.00 | $68.49 | |
| BACKHOE/FRONT-END LOADER OPERATOR 12/01/2023  *OPERATING ENGINEERS LOCAL 98*  For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | $39.56 | $13.78 | $15.15 | $0.00 | $68.49 | |
| BARCO-TYPE JUMPING TAMPER 12/02/2024  *LABORERS - ZONE 3 (BUILDING & SITE)* | | $36.00 | $9.65 | $17.07 | $0.00 | $62.72 | |
| 06/02/2025 | | $37.25 | $9.65 | $17.07 | $0.00 | $63.97 | |
| 12/01/2025 | | $38.50 | $9.65 | $17.07 | $0.00 | $65.22 | |
| 06/01/2026 | | $39.80 | $9.65 | $17.07 | $0.00 | $66.52 | |
| 12/07/2026 | | $41.10 | $9.65 | $17.07 | $0.00 | $67.82 | |
| 06/07/2027 | | $42.50 | $9.65 | $17.07 | $0.00 | $69.22 | |
| 12/06/2027 | | $43.90 | $9.65 | $17.07 | $0.00 | $70.62 | |
| 06/05/2028 | | $45.40 | $9.65 | $17.07 | $0.00 | $72.12 | |
| 12/04/2028  For apprentice rates see "Apprentice- LABORER" | | $46.90 | $9.65 | $17.07 | $0.00 | $73.62 | |
| BATCH/CEMENT PLANT - ON SITE 12/01/2023  *OPERATING ENGINEERS LOCAL 98*  For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | $39.03 | $13.78 | $15.15 | $0.00 | $67.96 | |
| BLOCK PAVER, RAMMER / CURB SETTER  *LABORERS - ZONE 3 (BUILDING & SITE)* | | 12/02/2024 | $36.50 | $9.65 | $17.07 | $0.00 | $63.22 |
|  | | 06/02/2025 | $37.75 | $9.65 | $17.07 | $0.00 | $64.47 |
|  | | 12/01/2025 | $39.00 | $9.65 | $17.07 | $0.00 | $65.72 |
|  | | 06/01/2026 | $40.30 | $9.65 | $17.07 | $0.00 | $67.02 |
|  | | 12/07/2026 | $41.60 | $9.65 | $17.07 | $0.00 | $68.32 |
|  | | 06/07/2027 | $43.00 | $9.65 | $17.07 | $0.00 | $69.72 |
|  | | 12/06/2027 | $44.40 | $9.65 | $17.07 | $0.00 | $71.12 |
|  | | 06/05/2028 | $45.90 | $9.65 | $17.07 | $0.00 | $72.62 |
|  | | 12/04/2028 | $47.40 | $9.65 | $17.07 | $0.00 | $74.12 |

For apprentice rates see "Apprentice- LABORER"

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| BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &  HIGHWAY)  *LABORERS - ZONE 3 (HEAVY & HIGHWAY)* | 12/01/2024  06/01/2025 | $36.50  $37.75 | $9.65  $9.65 | $15.06  $15.06 | $0.00  $0.00 | $61.21  $62.46 |
|  | 12/01/2025 | $38.99 | $9.65 | $15.06 | $0.00 | $63.70 |
|  | 06/01/2026 | $40.29 | $9.65 | $15.06 | $0.00 | $65.00 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | 12/01/2026 | $41.58 | $9.65 | $15.06 | $0.00 | $66.29 |
| BOILER MAKER  *BOILERMAKERS LOCAL 29*  **Apprentice -** *BOILERMAKER - Local 29* | 01/01/2024 | $48.12 | $7.07 | $20.60 | $0.00 | $75.79 |
| **Effective Date -** 01/01/2024  Step percent | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate | |
| 1 65 | $31.28 | $7.07 | $13.22 | $0.00 | $51.57 | |
| 2 65 | $31.28 | $7.07 | $13.22 | $0.00 | $51.57 | |
| 3 70 | $33.68 | $7.07 | $14.23 | $0.00 | $54.98 | |
| 4 75 | $36.09 | $7.07 | $15.24 | $0.00 | $58.40 | |
| 5 80 | $38.50 | $7.07 | $16.25 | $0.00 | $61.82 | |
| 6 85 | $40.90 | $7.07 | $17.28 | $0.00 | $65.25 | |
| 7 90 | $43.31 | $7.07 | $18.28 | $0.00 | $68.66 | |
| 8 95 | $45.71 | $7.07 | $19.32 | $0.00 | $72.10 | |

**Notes:**

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| **Apprentice to Journeyworker Ratio:1:4** |  |  |  |  |  |  |
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY  WATERPROOFING)  *BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)* | 08/01/2024  02/01/2025 | $52.06  $53.36 | $11.49  $11.49 | $21.46  $21.46 | $0.00  $0.00 | $85.01  $86.31 |
|  | 08/01/2025 | $55.51 | $11.49 | $21.46 | $0.00 | $88.46 |
|  | 02/01/2026 | $56.86 | $11.49 | $21.46 | $0.00 | $89.81 |
|  | 08/01/2026 | $59.06 | $11.49 | $21.46 | $0.00 | $92.01 |
|  | 02/01/2027 | $60.46 | $11.49 | $21.46 | $0.00 | $93.41 |

**Apprentice -** *BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield*

**Effective Date -** 08/01/2024 Supplemental

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| Step percent | | |  | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | | |
| 1 50 | | |  | $26.03 | $11.49 | $21.46 | $0.00 | $58.98 | | |
| 2 60 | | |  | $31.24 | $11.49 | $21.46 | $0.00 | $64.19 | | |
| 3 70 | | |  | $36.44 | $11.49 | $21.46 | $0.00 | $69.39 | | |
| 4 80 | | |  | $41.65 | $11.49 | $21.46 | $0.00 | $74.60 | | |
| 5 90 | | |  | $46.85 | $11.49 | $21.46 | $0.00 | $79.80 | | |
| **Effective Date -**  Step percent | | | 02/01/2025 | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate | | |
| 1 | 50 | | $26.68 | $11.49 | $21.46 | $0.00 | | $59.63 |
| 2 | 60 | | $32.02 | $11.49 | $21.46 | $0.00 | | $64.97 |
| 3 | 70 | | $37.35 | $11.49 | $21.46 | $0.00 | | $70.30 |
| 4 | 80 | | $42.69 | $11.49 | $21.46 | $0.00 | | $75.64 |
| 5 | 90 | | $48.02 | $11.49 | $21.46 | $0.00 | | $80.97 |

**Notes:**

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

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| BULLDOZER/POWER SHOVEL/TREE SHREDDER 12/01/2023  /CLAM SHELL*OPERATING*  *ENGINEERS LOCAL 98*  For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | $39.56 | | $13.78 | | $15.15 | $0.00 | | $68.49 | |
| CAISSON & UNDERPINNING BOTTOM MAN 12/01/2024  *LABORERS - FOUNDATION AND MARINE* | | | $48.10 | | $9.65 | | $18.22 | $0.00 | | $75.97 | |
| 06/01/2025 | | | $49.60 | | $9.65 | | $18.22 | $0.00 | | $77.47 | |
| 12/01/2025 | | | $51.10 | | $9.65 | | $18.22 | $0.00 | | $78.97 | |
| 06/01/2026 | | | $52.65 | | $9.65 | | $18.22 | $0.00 | | $80.52 | |
| 12/01/2026  For apprentice rates see "Apprentice- LABORER" | | | $54.15 | | $9.65 | | $18.22 | $0.00 | | $82.02 | |
| CAISSON & UNDERPINNING LABORER 12/01/2024  *LABORERS - FOUNDATION AND MARINE* | | | $46.95 | | $9.65 | | $18.22 | $0.00 | | $74.82 | |
| 06/01/2025 | | | $48.45 | | $9.65 | | $18.22 | $0.00 | | $76.32 | |
| 12/01/2025 | | | $49.95 | | $9.65 | | $18.22 | $0.00 | | $77.82 | |
| 06/01/2026 | | | $51.50 | | $9.65 | | $18.22 | $0.00 | | $79.37 | |
| 12/01/2026  For apprentice rates see "Apprentice- LABORER" | | | $53.00 | | $9.65 | | $18.22 | $0.00 | | $80.87 | |
| CAISSON & UNDERPINNING TOP MAN  *LABORERS - FOUNDATION AND MARINE* | | 12/01/2024 | $47.28 | | $9.65 | | $18.22 | | $0.00 | $75.15 | |
|  | | 06/01/2025 | $48.78 | | $9.65 | | $18.22 | | $0.00 | $76.65 | |
|  | | 12/01/2025 | $50.28 | | $9.65 | | $18.22 | | $0.00 | $78.15 | |
|  | | 06/01/2026 | $51.83 | | $9.65 | | $18.22 | | $0.00 | $79.70 | |
|  | | 12/01/2026 | $53.33 | | $9.65 | | $18.22 | | $0.00 | $81.20 | |

For apprentice rates see "Apprentice- LABORER"

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| Step | | | percent |  | Apprentice Base Wage | Health | Pension | Unemployment | | Total Rate | |
| 1 | | | 45 |  | $19.06 | $7.91 | $1.40 | $0.00 | | $28.37 | |
| 2 | | | 45 |  | $19.06 | $7.91 | $1.40 | $0.00 | | $28.37 | |
| 3 | | | 55 |  | $23.30 | $7.91 | $2.76 | $0.00 | | $33.97 | |
| 4 | | | 55 |  | $23.30 | $7.91 | $2.76 | $0.00 | | $33.97 | |
| 5 | | | 70 |  | $29.65 | $7.91 | $15.39 | $0.00 | | $52.95 | |
| 6 | | | 70 |  | $29.65 | $7.91 | $15.39 | $0.00 | | $52.95 | |
| 7 | | | 80 |  | $33.89 | $7.91 | $16.77 | $0.00 | | $58.57 | |
| 8 | | | 80 |  | $33.89 | $7.91 | $16.77 | $0.00 | | $58.57 | |
| **Effective Date -**  Step percent | | | | 03/01/2025 | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | | Total Rate | |
| 1 | 45 | | | $19.47 | $7.91 | $1.40 | $0.00 | $28.78 | |
| 2 | 45 | | | $19.47 | $7.91 | $1.40 | $0.00 | $28.78 | |
| 3 | 55 | | | $23.79 | $7.91 | $2.76 | $0.00 | $34.46 | |
| 4 | 55 | | | $23.79 | $7.91 | $2.76 | $0.00 | $34.46 | |
| 5 | 70 | | | $30.28 | $7.91 | $15.39 | $0.00 | $53.58 | |
| 6 | 70 | | | $30.28 | $7.91 | $15.39 | $0.00 | $53.58 | |
| 7 | 80 | | | $34.61 | $7.91 | $16.77 | $0.00 | $59.29 | |
| 8 | 80 | | | $34.61 | $7.91 | $16.77 | $0.00 | $59.29 | |

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| CARBIDE CORE DRILL OPERATOR  *LABORERS - ZONE 3 (BUILDING & SITE)* | 12/02/2024 | $36.00 | $9.65 | $17.07 | $0.00 | $62.72 |
|  | 06/02/2025 | $37.25 | $9.65 | $17.07 | $0.00 | $63.97 |
|  | 12/01/2025 | $38.50 | $9.65 | $17.07 | $0.00 | $65.22 |
|  | 06/01/2026 | $39.80 | $9.65 | $17.07 | $0.00 | $66.52 |
|  | 12/07/2026 | $41.10 | $9.65 | $17.07 | $0.00 | $67.82 |
|  | 06/07/2027 | $42.50 | $9.65 | $17.07 | $0.00 | $69.22 |
|  | 12/06/2027 | $43.90 | $9.65 | $17.07 | $0.00 | $70.62 |
|  | 06/05/2028 | $45.40 | $9.65 | $17.07 | $0.00 | $72.12 |
| For apprentice rates see "Apprentice- LABORER" | 12/04/2028 | $46.90 | $9.65 | $17.07 | $0.00 | $73.62 |
| CARPENTER  *CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN* | 09/01/2024 | $42.36 | $7.91 | $18.15 | $0.00 | $68.42 |
|  | 03/01/2025 | $43.26 | $7.91 | $18.15 | $0.00 | $69.32 |
|  | 09/01/2025 | $44.21 | $7.91 | $18.15 | $0.00 | $70.27 |
|  | 03/01/2026 | $45.11 | $7.91 | $18.15 | $0.00 | $71.17 |
|  | 09/01/2026 | $46.06 | $7.91 | $18.15 | $0.00 | $72.12 |
|  | 03/01/2027 | $46.96 | $7.91 | $18.15 | $0.00 | $73.02 |
| **Apprentice -** *CARPENTER - Local 336 Hampden Hampshire Franklin* | |
| **Effective Date -** 09/01/2024 | |  |  | Supplemental |  |  |

**Notes:**

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| CARPENTER WOOD FRAME  *CARPENTERS-ZONE 3 (Wood Frame)* | 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 |

All Aspects of New Wood Frame Work

**Apprentice -** *CARPENTER (Wood Frame) - Zone 3*

**Effective Date -** 10/01/2024 Supplemental

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Step | | | percent |  | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | | |
| 1 | | | 60 |  | $15.99 | $7.02 | $0.00 | $0.00 | $23.01 | | |
| 2 | | | 60 |  | $15.99 | $7.02 | $0.00 | $0.00 | $23.01 | | |
| 3 | | | 65 |  | $17.32 | $7.02 | $1.00 | $0.00 | $25.34 | | |
| 4 | | | 70 |  | $18.66 | $7.02 | $1.00 | $0.00 | $26.68 | | |
| 5 | | | 75 |  | $19.99 | $7.02 | $4.80 | $0.00 | $31.81 | | |
| 6 | | | 80 |  | $21.32 | $7.02 | $4.80 | $0.00 | $33.14 | | |
| 7 | | | 85 |  | $22.65 | $7.02 | $4.80 | $0.00 | $34.47 | | |
| 8 | | | 90 |  | $23.99 | $7.02 | $4.80 | $0.00 | $35.81 | | |
| **Effective Date -**  Step percent | | | | 10/01/2025 | Apprentice Base Wage | Health | Pension | Supplemental  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:**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Apprentice to Journeyworker Ratio:1:5** |  |  |  |  |  |  |
| CEMENT MASONRY/PLASTERING | 01/01/2024 | $44.68 | $12.90 | $18.66 | $1.25 | $77.49 |

*BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)*

**Apprentice -** *CEMENT MASONRY/PLASTERING - Springfield/Pittsfield*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate |
| 1 | 50 | $22.34 | $12.90 | $15.86 | $0.00 | $51.10 |
| 2 | 60 | $26.81 | $12.90 | $18.66 | $1.25 | $59.62 |
| 3 | 65 | $29.04 | $12.90 | $18.66 | $1.25 | $61.85 |
| 4 | 70 | $31.28 | $12.90 | $18.66 | $1.25 | $64.09 |
| 5 | 75 | $33.51 | $12.90 | $18.66 | $1.25 | $66.32 |
| 6 | 80 | $35.74 | $12.90 | $18.66 | $1.25 | $68.55 |
| 7 | 90 | $40.21 | $12.90 | $18.66 | $1.25 | $73.02 |

**Effective Date -** 01/01/2024

|  |
| --- |
| **Notes:**  Steps 3,4 are 500 hrs. All other steps are 1,000 hrs. |

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

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| CHAIN SAW OPERATOR 12/02/2024  *LABORERS - ZONE 3 (BUILDING & SITE)* | | | $36.00 | | $9.65 | | $17.07 | $0.00 | | $62.72 | |
| 06/02/2025 | | | $37.25 | | $9.65 | | $17.07 | $0.00 | | $63.97 | |
| 12/01/2025 | | | $38.50 | | $9.65 | | $17.07 | $0.00 | | $65.22 | |
| 06/01/2026 | | | $39.80 | | $9.65 | | $17.07 | $0.00 | | $66.52 | |
| 12/07/2026 | | | $41.10 | | $9.65 | | $17.07 | $0.00 | | $67.82 | |
| 06/07/2027 | | | $42.50 | | $9.65 | | $17.07 | $0.00 | | $69.22 | |
| 12/06/2027 | | | $43.90 | | $9.65 | | $17.07 | $0.00 | | $70.62 | |
| 06/05/2028 | | | $45.40 | | $9.65 | | $17.07 | $0.00 | | $72.12 | |
| 12/04/2028  For apprentice rates see "Apprentice- LABORER" | | | $46.90 | | $9.65 | | $17.07 | $0.00 | | $73.62 | |
| COMPRESSOR OPERATOR 12/01/2023  *OPERATING ENGINEERS LOCAL 98*  For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | $39.03 | | $13.78 | | $15.15 | $0.00 | | $67.96 | |
| CRANE OPERATOR 12/01/2023  *OPERATING ENGINEERS LOCAL 98*  For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | $43.06 | | $13.78 | | $15.15 | $0.00 | | $71.99 | |
| DELEADER (BRIDGE)  *PAINTERS LOCAL 35 - ZONE 3* | | 07/01/2024 | $57.26 | | $9.95 | | $23.95 | | $0.00 | $91.16 | |
|  | | 01/01/2025 | $58.46 | | $9.95 | | $23.95 | | $0.00 | $92.36 | |

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

**Effective 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 |
| **Effective Date -**  Step percent | | 01/01/2025 | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate |

1. 50 $29.23 $9.95 $0.00 $0.00 $39.18
2. 55 $32.15 $9.95 $6.66 $0.00 $48.76
3. 60 $35.08 $9.95 $7.26 $0.00 $52.29
4. 65 $38.00 $9.95 $7.87 $0.00 $55.82
5. 70 $40.92 $9.95 $20.32 $0.00 $71.19
6. 75 $43.85 $9.95 $20.93 $0.00 $74.73

## 7 80 $46.77 $9.95 $21.53 $0.00 $78.25

## 8 90 $52.61 $9.95 $22.74 $0.00 $85.30

|  |
| --- |
| **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 3 (BUILDING & SITE)*

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"

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR 12/02/2024  *LABORERS - ZONE 3 (BUILDING & SITE)* | $48.00 | $9.65 | $18.40 | $0.00 | $76.05 |
| 06/02/2025 | $49.50 | $9.65 | $18.40 | $0.00 | $77.55 |
| 12/01/2025 | $51.00 | $9.65 | $18.40 | $0.00 | $79.05 |
| 06/01/2026 | $52.55 | $9.65 | $18.40 | $0.00 | $80.60 |
| 12/07/2026 | $54.05 | $9.65 | $18.40 | $0.00 | $82.10 |
| 06/07/2027 | $55.65 | $9.65 | $18.40 | $0.00 | $83.70 |
| 12/06/2027 | $57.25 | $9.65 | $18.40 | $0.00 | $85.30 |
| 06/05/2028 | $58.93 | $9.65 | $18.40 | $0.00 | $86.98 |
| 12/04/2028  For apprentice rates see "Apprentice- LABORER" | $60.60 | $9.65 | $18.40 | $0.00 | $88.65 |
| DEMO: BURNERS 12/02/2024  *LABORERS - ZONE 3 (BUILDING & SITE)* | $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  For apprentice rates see "Apprentice- LABORER" | $60.35 | $9.65 | $18.40 | $0.00 | $88.40 |
| DEMO: CONCRETE CUTTER/SAWYER 12/02/2024  *LABORERS - ZONE 3 (BUILDING & SITE)* | $48.00 | $9.65 | $18.40 | $0.00 | $76.05 |
| 06/02/2025 | $49.50 | $9.65 | $18.40 | $0.00 | $77.55 |
| 12/01/2025 | $51.00 | $9.65 | $18.40 | $0.00 | $79.05 |
| 06/01/2026 | $52.55 | $9.65 | $18.40 | $0.00 | $80.60 |
| 12/07/2026 | $54.05 | $9.65 | $18.40 | $0.00 | $82.10 |
| 06/07/2027 | $55.65 | $9.65 | $18.40 | $0.00 | $83.70 |
| 12/06/2027 | $57.25 | $9.65 | $18.40 | $0.00 | $85.30 |
| 06/05/2028 | $58.93 | $9.65 | $18.40 | $0.00 | $86.98 |
| 12/04/2028  For apprentice rates see "Apprentice- LABORER" | $60.60 | $9.65 | $18.40 | $0.00 | $88.65 |

DEMO: JACKHAMMER OPERATOR 12/02/2024 $47.75 $9.65 $18.40 $0.00 $75.80

*LABORERS - ZONE 3 (BUILDING & SITE)*

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: WRECKING LABORER 12/02/2024  *LABORERS - ZONE 3 (BUILDING & SITE)* | $47.00 | $9.65 | $18.40 | $0.00 | $75.05 |
| 06/02/2025 | $48.50 | $9.65 | $18.40 | $0.00 | $76.55 |
| 12/01/2025 | $50.00 | $9.65 | $18.40 | $0.00 | $78.05 |
| 06/01/2026 | $51.55 | $9.65 | $18.40 | $0.00 | $79.60 |
| 12/07/2026 | $53.05 | $9.65 | $18.40 | $0.00 | $81.10 |
| 06/07/2027 | $54.65 | $9.65 | $18.40 | $0.00 | $82.70 |
| 12/06/2027 | $56.25 | $9.65 | $18.40 | $0.00 | $84.30 |
| 06/05/2028 | $57.93 | $9.65 | $18.40 | $0.00 | $85.98 |
| 12/04/2028  For apprentice rates see "Apprentice- LABORER" | $59.60 | $9.65 | $18.40 | $0.00 | $87.65 |
| DIVER 08/01/2024  *PILE DRIVER LOCAL 56 (ZONE 3)*  as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A $69.83, 3A $91.79,4A $102.14 Total Rate | $78.11 | $10.08 | $24.29 | $0.00 | $112.48 |
| DIVER TENDER 08/01/2024  *PILE DRIVER LOCAL 56 (ZONE 3)*  as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A $54.20, 3A $73.93,4A $82.05 Total Rate | $49.19 | $10.08 | $24.29 | $0.00 | $83.56 |
| DIVER TENDER (EFFLUENT) 08/01/2024  *PILE DRIVER LOCAL 56 (ZONE 3)*  For apprentice rates see "Apprentice- PILE DRIVER" | $83.69 | $10.08 | $24.29 | $0.00 | $118.06 |
| DIVER/SLURRY (EFFLUENT) 08/01/2024  *PILE DRIVER LOCAL 56 (ZONE 3)*  For apprentice rates see "Apprentice- PILE DRIVER" | $117.16 | $10.08 | $24.29 | $0.00 | $151.53 |

DRAWBRIDGE OPERATOR (Construction) 07/01/2020 $26.77 $6.67 $3.93 $0.16 $37.53

*DRAWBRIDGE - SEIU LOCAL 888*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| ELECTRICIAN (Including Core Drilling)  *ELECTRICIANS LOCAL 7* | 06/30/2024 | $50.01 | $13.00 | $14.86 | $0.00 | $77.87 |
|  |  |  |  | $15.06 | $0.00 |  |

12/29/2024 $51.06 $13.25 $79.37

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 06/29/2025 | $52.16 | $13.50 | $15.21 | $0.00 | $80.87 |
| 12/28/2025 | $53.26 | $13.75 | $15.36 | $0.00 | $82.37 |
| 06/28/2026 | $54.41 | $14.00 | $15.46 | $0.00 | $83.87 |
| 01/03/2027 | $55.56 | $14.25 | $15.56 | $0.00 | $85.37 |

**Apprentice -** *ELECTRICIAN - Local 7*

**Effective Date -** 06/30/2024 Supplemental

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Step percent |  | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 40 |  | $20.00 | $7.20 | $0.60 | $0.00 | $27.80 |
| 2 45 |  | $22.50 | $7.20 | $0.68 | $0.00 | $30.38 |
| 3 50 |  | $25.01 | $13.00 | $7.40 | $0.00 | $45.41 |
| 4 55 |  | $27.51 | $13.00 | $7.48 | $0.00 | $47.99 |
| 5 65 |  | $32.51 | $13.00 | $9.64 | $0.00 | $55.15 |
| 6 70 |  | $35.01 | $13.00 | $11.06 | $0.00 | $59.07 |
| **Effective Date -**  Step percent | 12/29/2024 | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate |

1. 40 $20.42 $7.35 $0.61 $0.00 $28.38
2. 45 $22.98 $7.35 $0.69 $0.00 $31.02
3. 50 $25.53 $13.25 $7.47 $0.00 $46.25
4. 55 $28.08 $13.25 $7.54 $0.00 $48.87
5. 65 $33.19 $13.25 $9.74 $0.00 $56.18
6. 70 $35.74 $13.25 $11.19 $0.00 $60.18

|  |
| --- |
| **Notes:**  Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs. |

**Apprentice to Journeyworker Ratio:2:3\*\*\*\***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| ELEVATOR CONSTRUCTOR  *ELEVATOR CONSTRUCTORS LOCAL 41* | 01/01/2024 | $61.98 | $16.18 | $20.96 | $0.00 | $99.12 |
|  | 01/01/2025 | $62.83 | $16.28 | $21.36 | $0.00 | $100.47 |
|  | 01/01/2026 | $63.68 | $16.38 | $21.76 | $0.00 | $101.82 |
|  | 01/01/2027 | $64.53 | $16.48 | $22.16 | $0.00 | $103.17 |

**Apprentice -** *ELEVATOR CONSTRUCTOR - Local 41*

**Effective Date -** 01/01/2024 Supplemental

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Step percent |  | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 50 |  | $30.99 | $16.18 | $0.00 | $0.00 | $47.17 |
| 2 55 |  | $34.09 | $16.18 | $20.96 | $0.00 | $71.23 |
| 3 65 |  | $40.29 | $16.18 | $20.96 | $0.00 | $77.43 |
| 4 70 |  | $43.39 | $16.18 | $20.96 | $0.00 | $80.53 |
| 5 80 |  | $49.58 | $16.18 | $20.96 | $0.00 | $86.72 |
| **Effective Date -**  Step percent | 01/01/2025 | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate |

1. 50 $31.42 $16.28 $0.00 $0.00 $47.70
2. 55 $34.56 $16.28 $21.36 $0.00 $72.20
3. 65 $40.84 $16.28 $21.36 $0.00 $78.48

## 4 70 $43.98 $16.28 $21.36 $0.00 $81.62 5 80 $50.26 $16.28 $21.36 $0.00 $87.90

|  |
| --- |
| **Notes:**  Steps 1-2 are 6 mos.; Steps 3-5 are 1 year |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY  *OPERATING ENGINEERS LOCAL 98* | 06/01/1999 | $22.33 | $4.80 | $4.10 | $0.00 | $31.23 |
| FIRE ALARM INSTALLER  *ELECTRICIANS LOCAL 7* | 06/30/2024 | $50.01 | $13.00 | $14.86 | $0.00 | $77.87 |
|  | 12/29/2024 | $51.06 | $13.25 | $15.06 | $0.00 | $79.37 |
|  | 06/29/2025 | $52.16 | $13.50 | $15.21 | $0.00 | $80.87 |
|  | 12/28/2025 | $53.26 | $13.75 | $15.36 | $0.00 | $82.37 |
|  | 06/28/2026 | $54.41 | $14.00 | $15.46 | $0.00 | $83.87 |
|  | 01/03/2027 | $55.56 | $14.25 | $15.56 | $0.00 | $85.37 |

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| ELEVATOR CONSTRUCTOR HELPER 01/01/2024  *ELEVATOR CONSTRUCTORS LOCAL 41* | $43.39 | $16.18 | $20.96 | $0.00 | $80.53 |
| 01/01/2025 | $43.98 | $16.28 | $21.36 | $0.00 | $81.62 |
| 01/01/2026 | $44.58 | $16.38 | $21.76 | $0.00 | $82.72 |
| 01/01/2027  For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR" | $45.17 | $16.48 | $22.16 | $0.00 | $83.81 |
| FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) 12/01/2024  *LABORERS - ZONE 3 (HEAVY & HIGHWAY)* | $36.00 | $9.65 | $15.06 | $0.00 | $60.71 |
| 06/01/2025 | $37.25 | $9.65 | $15.06 | $0.00 | $61.96 |
| 12/01/2025 | $38.49 | $9.65 | $15.06 | $0.00 | $63.20 |
| 06/01/2026 | $39.79 | $9.65 | $15.06 | $0.00 | $64.50 |
| 12/01/2026  For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | $41.08 | $9.65 | $15.06 | $0.00 | $65.79 |
| FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY 06/01/1999  *OPERATING ENGINEERS LOCAL 98* | $18.84 | $4.80 | $4.10 | $0.00 | $27.74 |
| FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY 06/01/1999  *OPERATING ENGINEERS LOCAL 98* | $21.33 | $4.80 | $4.10 | $0.00 | $30.23 |

For apprentice rates see "Apprentice- ELECTRICIAN"

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| **Notes:**  Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs. |

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| --- | --- | --- | --- | --- | --- |
| FIRE ALARM REPAIR / MAINTENANCE 06/30/2024  / COMMISSIONING*ELECTRICIANS*  12/29/2024  *LOCAL 7* | $50.01  $51.06 | $13.00  $13.25 | $14.86  $15.06 | $0.00  $0.00 | $77.87  $79.37 |
| 06/29/2025 | $52.16 | $13.50 | $15.21 | $0.00 | $80.87 |
| 12/28/2025 | $53.26 | $13.75 | $15.36 | $0.00 | $82.37 |
| 06/28/2026 | $54.41 | $14.00 | $15.46 | $0.00 | $83.87 |
| 01/03/2027  For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN" | $55.56 | $14.25 | $15.56 | $0.00 | $85.37 |
| FIREMAN 12/01/2023  *OPERATING ENGINEERS LOCAL 98*  **Apprentice -** *OPERATING ENGINEERS - Local 98 Class 3* | $39.03 | $13.78 | $15.15 | $0.00 | $67.96 |
| **Effective Date -** 12/01/2023  Step percent Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate | |
| 1 60 $23.42 | $13.78 | $15.15 | $0.00 | $52.35 | |
| 2 70 $27.32 | $13.78 | $15.15 | $0.00 | $56.25 | |
| 3 80 $31.22 | $13.78 | $15.15 | $0.00 | $60.15 | |
| 4 90 $35.13 | $13.78 | $15.15 | $0.00 | $64.06 | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| FLAGGER & SIGNALER (HEAVY & HIGHWAY)  *LABORERS - ZONE 3 (HEAVY & HIGHWAY)* | 12/01/2024 | $27.01 | $9.65 | $15.06 | $0.00 | $51.72 |
|  | 06/01/2025 | $28.09 | $9.65 | $15.06 | $0.00 | $52.80 |
|  | 12/01/2025 | $28.09 | $9.65 | $15.06 | $0.00 | $52.80 |
|  | 06/01/2026 | $29.21 | $9.65 | $15.06 | $0.00 | $53.92 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | 12/01/2026 | $29.21 | $9.65 | $15.06 | $0.00 | $53.92 |
| FLOORCOVERER  *FLOORCOVERERS LOCAL 2168 ZONE III* | 09/01/2024 | $42.36 | $7.91 | $18.15 | $0.00 | $68.42 |
|  | 03/01/2025 | $43.26 | $7.91 | $18.15 | $0.00 | $69.32 |
|  | 09/01/2025 | $44.21 | $7.91 | $18.15 | $0.00 | $70.27 |
|  | 03/01/2026 | $45.11 | $7.91 | $18.15 | $0.00 | $71.17 |
|  | 09/01/2026 | $46.06 | $7.91 | $18.15 | $0.00 | $72.12 |
|  | 03/01/2027 | $46.96 | $7.91 | $18.15 | $0.00 | $73.02 |

**Apprentice to Journeyworker Ratio:1:6**

**Apprentice -** *FLOORCOVERER - Local 2168 Zone III*

**Effective Date -** 09/01/2024 Supplemental

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Step | percent |  | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 50 |  | $21.18 | $7.91 | $1.38 | $0.00 | $30.47 |
| 2 | 55 |  | $23.30 | $7.91 | $1.38 | $0.00 | $32.59 |
| 3 | 60 |  | $25.42 | $7.91 | $2.76 | $0.00 | $36.09 |
| 4 | 65 |  | $27.53 | $7.91 | $2.76 | $0.00 | $38.20 |
| 5 | 70 |  | $29.65 | $7.91 | $15.39 | $0.00 | $52.95 |
| 6 | 75 |  | $31.77 | $7.91 | $15.39 | $0.00 | $55.07 |
| 7 | 80 |  | $33.89 | $7.91 | $16.77 | $0.00 | $58.57 |
| 8 | 85 |  | $36.01 | $7.91 | $16.77 | $0.00 | $60.69 |
| **Effective Date -**  Step percent | | 03/01/2025 | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate |

1. 50 $21.63 $7.91 $1.38 $0.00 $30.92
2. 55 $23.79 $7.91 $1.38 $0.00 $33.08
3. 60 $25.96 $7.91 $2.76 $0.00 $36.63
4. 65 $28.12 $7.91 $2.76 $0.00 $38.79
5. 70 $30.28 $7.91 $15.39 $0.00 $53.58
6. 75 $32.45 $7.91 $15.39 $0.00 $55.75

## 7 80 $34.61 $7.91 $16.77 $0.00 $59.29 8 85 $36.77 $7.91 $16.77 $0.00 $61.45

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| --- |
| **Notes:** Steps are 750 hrs.  % After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)  Step 1&2 $26.72.24/ 3&4 $32.11/ 5&6 $50.75/ 7&8 $56.14 |

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| FORK LIFT 12/01/2023  *OPERATING ENGINEERS LOCAL 98*  For apprentice rates see "Apprentice- OPERATING ENGINEERS" | $39.25 | $13.78 | $15.15 | $0.00 | $68.18 |
| GENERATORS/LIGHTING PLANTS 12/01/2023  *OPERATING ENGINEERS LOCAL 98*  For apprentice rates see "Apprentice- OPERATING ENGINEERS" | $35.80 | $13.78 | $15.15 | $0.00 | $64.73 |

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR 06/01/2020 $39.18 $10.80 $10.45 $0.00 $60.43 SYSTEMS)

*GLAZIERS LOCAL 1333*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate |
| 1 | 50 | $19.59 | $10.80 | $1.80 | $0.00 | $32.19 |
| 2 | 56 | $22.04 | $10.80 | $1.80 | $0.00 | $34.64 |
| 3 | 63 | $24.49 | $10.80 | $2.45 | $0.00 | $37.74 |
| 4 | 69 | $26.94 | $10.80 | $2.45 | $0.00 | $40.19 |
| 5 | 75 | $29.39 | $10.80 | $3.15 | $0.00 | $43.34 |
| 6 | 81 | $31.83 | $10.80 | $3.15 | $0.00 | $45.78 |
| 7 | 88 | $34.28 | $10.80 | $10.45 | $0.00 | $55.53 |
| 8 | 94 | $36.73 | $10.80 | $10.45 | $0.00 | $57.98 |

**Apprentice -** *GLAZIER - Local 1333* **Effective Date -** 06/01/2020

**Notes:**

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

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| GRADER/TRENCHING MACHINE/DERRICK 12/01/2023  *OPERATING ENGINEERS LOCAL 98*  For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | $39.56 | | $13.78 | | $15.15 | $0.00 | | $68.49 | |
| HVAC (DUCTWORK) 07/01/2024  *SHEETMETAL WORKERS LOCAL 63* | | | $40.98 | | $12.20 | | $18.74 | $2.13 | | $74.05 | |
| 01/01/2025  For apprentice rates see "Apprentice- SHEET METAL WORKER" | | | $42.23 | | $12.20 | | $18.74 | $2.13 | | $75.30 | |
| HVAC (ELECTRICAL CONTROLS) 06/30/2024  *ELECTRICIANS LOCAL 7* | | | $50.01 | | $13.00 | | $14.86 | $0.00 | | $77.87 | |
| 12/29/2024 | | | $51.06 | | $13.25 | | $15.06 | $0.00 | | $79.37 | |
| 06/29/2025 | | | $52.16 | | $13.50 | | $15.21 | $0.00 | | $80.87 | |
| 12/28/2025 | | | $53.26 | | $13.75 | | $15.36 | $0.00 | | $82.37 | |
| 06/28/2026 | | | $54.41 | | $14.00 | | $15.46 | $0.00 | | $83.87 | |
| 01/03/2027  For apprentice rates see "Apprentice- ELECTRICIAN" | | | $55.56 | | $14.25 | | $15.56 | $0.00 | | $85.37 | |
| HVAC (TESTING AND BALANCING - AIR) 07/01/2024  *SHEETMETAL WORKERS LOCAL 63* | | | $40.98 | | $12.20 | | $18.74 | $2.13 | | $74.05 | |
| 01/01/2025  For apprentice rates see "Apprentice- SHEET METAL WORKER" | | | $42.23 | | $12.20 | | $18.74 | $2.13 | | $75.30 | |
| HVAC (TESTING AND BALANCING -WATER) 03/17/2024  *PLUMBERS & PIPEFITTERS LOCAL 104*  For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | $49.21 | | $9.55 | | $17.10 | $0.00 | | $75.86 | |
| HVAC MECHANIC 03/17/2024  *PLUMBERS & PIPEFITTERS LOCAL 104*  For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | $49.21 | | $9.55 | | $17.10 | $0.00 | | $75.86 | |
| HYDRAULIC DRILLS (HEAVY & HIGHWAY)  *LABORERS - ZONE 3 (HEAVY & HIGHWAY)* | | 12/01/2024 | $36.50 | | $9.65 | | $15.06 | | $0.00 | $61.21 | |
|  | | 06/01/2025 | $37.75 | | $9.65 | | $15.06 | | $0.00 | $62.46 | |
|  | | 12/01/2025 | $38.99 | | $9.65 | | $15.06 | | $0.00 | $63.70 | |
|  | | 06/01/2026 | $40.29 | | $9.65 | | $15.06 | | $0.00 | $65.00 | |
|  | | 12/01/2026 | $41.58 | | $9.65 | | $15.06 | | $0.00 | $66.29 | |

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

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| INSULATOR (PIPES & TANKS) 09/01/2024 $45.54  *HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)* | | | | | $14.75 | $19.61 | $0.00 | | $79.90 |
| 09/01/2025 $48.27 | | | | | $14.75 | $19.61 | $0.00 | | $82.63 |
| 09/01/2026 $51.01  **Apprentice -** *ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Springfield* | | | | | $14.75 | $19.61 | $0.00 | | $85.37 |
| **Effective Date -** 09/01/2024 | | | | |  | Supplemental |  | |  |
| Step percent |  | Apprentice Base Wage | Health | Pension | Unemployment | | Total Rate | | |
| 1 50 |  | $22.77 | $14.75 | $14.32 | $0.00 | | $51.84 | | |
| 2 60 |  | $27.32 | $14.75 | $15.37 | $0.00 | | $57.44 | | |
| 3 70 |  | $31.88 | $14.75 | $16.43 | $0.00 | | $63.06 | | |
| 4 80 |  | $36.43 | $14.75 | $17.49 | $0.00 | | $68.67 | | |
| **Effective Date -**  Step percent | 09/01/2025 | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | | Total Rate | | |

1. 50 $24.14 $14.75 $14.32 $0.00 $53.21
2. 60 $28.96 $14.75 $15.37 $0.00 $59.08
3. 70 $33.79 $14.75 $16.43 $0.00 $64.97
4. 80 $38.62 $14.75 $17.49 $0.00 $70.86

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| **Notes:**  Steps are 1 year |

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| --- | --- | --- | --- | --- |
| IRONWORKER/WELDER 03/16/2024  *IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)*  **Apprentice -** *IRONWORKER - Local 7 Springfield* | $40.66 | $8.25 | $22.70 | $0.00 $71.61 |
| **Effective Date -** 03/16/2024  Step percent Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate |
| 1 60 $24.40 | $8.25 | $22.70 | $0.00 | $55.35 |
| 2 70 $28.46 | $8.25 | $22.70 | $0.00 | $59.41 |
| 3 75 $30.50 | $8.25 | $22.70 | $0.00 | $61.45 |
| 4 80 $32.53 | $8.25 | $22.70 | $0.00 | $63.48 |
| 5 85 $34.56 | $8.25 | $22.70 | $0.00 | $65.51 |
| 6 90 $36.59 | $8.25 | $22.70 | $0.00 | $67.54 |

**Apprentice to Journeyworker Ratio:1:4**

**Notes:**

**Apprentice to Journeyworker Ratio:1:4**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Step percent | | |  | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate | | |
| 1 60 | | |  | $21.45 | $9.65 | $17.07 | $0.00 | $48.17 | | |
| 2 70 | | |  | $25.03 | $9.65 | $17.07 | $0.00 | $51.75 | | |
| 3 80 | | |  | $28.60 | $9.65 | $17.07 | $0.00 | $55.32 | | |
| 4 90 | | |  | $32.18 | $9.65 | $17.07 | $0.00 | $58.90 | | |
| **Effective Date -**  Step percent | | | 06/02/2025 | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate | | |
| 1 | 60 | | $22.20 | $9.65 | $17.07 | $0.00 | | $48.92 |
| 2 | 70 | | $25.90 | $9.65 | $17.07 | $0.00 | | $52.62 |
| 3 | 80 | | $29.60 | $9.65 | $17.07 | $0.00 | | $56.32 |
| 4 | 90 | | $33.30 | $9.65 | $17.07 | $0.00 | | $60.02 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| JACKHAMMER & PAVING BREAKER OPERATOR  *LABORERS - ZONE 3 (BUILDING & SITE)* | 12/02/2024 | $36.00 | $9.65 | $17.07 | $0.00 | $62.72 |
|  | 06/02/2025 | $37.25 | $9.65 | $17.07 | $0.00 | $63.97 |
|  | 12/01/2025 | $38.50 | $9.65 | $17.07 | $0.00 | $65.22 |
|  | 06/01/2026 | $39.80 | $9.65 | $17.07 | $0.00 | $66.52 |
|  | 12/07/2026 | $41.10 | $9.65 | $17.07 | $0.00 | $67.82 |
|  | 06/07/2027 | $42.50 | $9.65 | $17.07 | $0.00 | $69.22 |
|  | 12/06/2027 | $43.90 | $9.65 | $17.07 | $0.00 | $70.62 |
|  | 06/05/2028 | $45.40 | $9.65 | $17.07 | $0.00 | $72.12 |
| For apprentice rates see "Apprentice- LABORER" | 12/04/2028 | $46.90 | $9.65 | $17.07 | $0.00 | $73.62 |
| LABORER  *LABORERS - ZONE 3 (BUILDING & SITE)* | 12/02/2024 | $35.75 | $9.65 | $17.07 | $0.00 | $62.47 |
|  | 06/02/2025 | $37.00 | $9.65 | $17.07 | $0.00 | $63.72 |
|  | 12/01/2025 | $38.25 | $9.65 | $17.07 | $0.00 | $64.97 |
|  | 06/01/2026 | $39.55 | $9.65 | $17.07 | $0.00 | $66.27 |
|  | 12/07/2026 | $40.85 | $9.65 | $17.07 | $0.00 | $67.57 |
|  | 06/07/2027 | $42.25 | $9.65 | $17.07 | $0.00 | $68.97 |
|  | 12/06/2027 | $43.65 | $9.65 | $17.07 | $0.00 | $70.37 |
|  | 06/05/2028 | $45.15 | $9.65 | $17.07 | $0.00 | $71.87 |
| **Apprentice -** *LABORER - Zone 3 Building & Site* | 12/04/2028 | $46.65 | $9.65 | $17.07 | $0.00 | $73.37 |
| **Effective Date -** 12/02/2024 |  |  |  | Supplemental |  |  |

**Notes:**

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| **Apprentice to Journeyworker Ratio:1:5** |  |  |  |  |  |  |
| LABORER (HEAVY & HIGHWAY)  *LABORERS - ZONE 3 (HEAVY & HIGHWAY)* | 12/01/2024 | $35.75 | $9.65 | $15.06 | $0.00 | $60.46 |
|  | 06/01/2025 | $37.00 | $9.65 | $15.06 | $0.00 | $61.71 |
|  | 12/01/2025 | $38.24 | $9.65 | $15.06 | $0.00 | $62.95 |
|  | 06/01/2026 | $39.54 | $9.65 | $15.06 | $0.00 | $64.25 |
|  | 12/01/2026 | $40.83 | $9.65 | $15.06 | $0.00 | $65.54 |

**Apprentice -** *LABORER (Heavy & Highway) - Zone 3*

**Effective Date -** 12/01/2024 Supplemental

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Step percent |  | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 60 |  | $21.45 | $9.65 | $15.06 | $0.00 | $46.16 |
| 2 70 |  | $25.03 | $9.65 | $15.06 | $0.00 | $49.74 |
| 3 80 |  | $28.60 | $9.65 | $15.06 | $0.00 | $53.31 |
| 4 90 |  | $32.18 | $9.65 | $15.06 | $0.00 | $56.89 |
| **Effective Date -**  Step percent | 06/01/2025 | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate |

1. 60 $22.20 $9.65 $15.06 $0.00 $46.91
2. 70 $25.90 $9.65 $15.06 $0.00 $50.61
3. 80 $29.60 $9.65 $15.06 $0.00 $54.31
4. 90 $33.30 $9.65 $15.06 $0.00 $58.01

**Notes:**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Apprentice to Journeyworker Ratio:1:5** |  |  |  |  |  |  |
| LABORER: CARPENTER TENDER  *LABORERS - ZONE 3 (BUILDING & SITE)* | 12/02/2024 | $35.75 | $9.65 | $17.07 | $0.00 | $62.47 |
|  | 06/02/2025 | $37.00 | $9.65 | $17.07 | $0.00 | $63.72 |
|  | 12/01/2025 | $38.25 | $9.65 | $17.07 | $0.00 | $64.97 |
|  | 06/01/2026 | $39.55 | $9.65 | $17.07 | $0.00 | $66.27 |
|  | 12/07/2026 | $40.85 | $9.65 | $17.07 | $0.00 | $67.57 |
|  | 06/07/2027 | $42.25 | $9.65 | $17.07 | $0.00 | $68.97 |
|  | 12/06/2027 | $43.65 | $9.65 | $17.07 | $0.00 | $70.37 |
|  | 06/05/2028 | $45.15 | $9.65 | $17.07 | $0.00 | $71.87 |
| For apprentice rates see "Apprentice- LABORER" | 12/04/2028 | $46.65 | $9.65 | $17.07 | $0.00 | $73.37 |
| LABORER: CEMENT FINISHER TENDER  *LABORERS - ZONE 3 (BUILDING & SITE)* | 12/02/2024 | $35.75 | $9.65 | $17.07 | $0.00 | $62.47 |
|  | 06/02/2025 | $37.00 | $9.65 | $17.07 | $0.00 | $63.72 |
|  | 12/01/2025 | $38.25 | $9.65 | $17.07 | $0.00 | $64.97 |
|  | 06/01/2026 | $39.55 | $9.65 | $17.07 | $0.00 | $66.27 |
|  | 12/07/2026 | $40.85 | $9.65 | $17.07 | $0.00 | $67.57 |
|  | 06/07/2027 | $42.25 | $9.65 | $17.07 | $0.00 | $68.97 |
|  | 12/06/2027 | $43.65 | $9.65 | $17.07 | $0.00 | $70.37 |
|  | 06/05/2028 | $45.15 | $9.65 | $17.07 | $0.00 | $71.87 |
|  | 12/04/2028 | $46.65 | $9.65 | $17.07 | $0.00 | $73.37 |

For apprentice rates see "Apprentice- LABORER"

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER 12/02/2024  *LABORERS - ZONE 3 (BUILDING & SITE)* | | $35.67 | $9.65 | $17.20 | $0.00 | $62.52 | |
| 06/02/2025 | | $36.92 | $9.65 | $17.20 | $0.00 | $63.77 | |
| 12/01/2025 | | $38.17 | $9.65 | $17.20 | $0.00 | $65.02 | |
| 06/01/2026 | | $39.47 | $9.65 | $17.20 | $0.00 | $66.32 | |
| 12/07/2026 | | $40.77 | $9.65 | $17.20 | $0.00 | $67.62 | |
| 06/07/2027 | | $42.17 | $9.65 | $17.20 | $0.00 | $69.02 | |
| 12/06/2027 | | $43.57 | $9.65 | $17.20 | $0.00 | $70.42 | |
| 06/05/2028 | | $45.07 | $9.65 | $17.20 | $0.00 | $71.92 | |
| 12/04/2028  For apprentice rates see "Apprentice- LABORER" | | $46.57 | $9.65 | $17.20 | $0.00 | $73.42 | |
| LABORER: MASON TENDER 12/02/2024  *LABORERS - ZONE 3 (BUILDING & SITE)* | | $38.75 | $9.65 | $17.07 | $0.00 | $65.47 | |
| 06/02/2025 | | $40.00 | $9.65 | $17.07 | $0.00 | $66.72 | |
| 12/01/2025 | | $41.25 | $9.65 | $17.07 | $0.00 | $67.97 | |
| 06/01/2026 | | $42.55 | $9.65 | $17.07 | $0.00 | $69.27 | |
| 12/07/2026 | | $43.85 | $9.65 | $17.07 | $0.00 | $70.57 | |
| 06/07/2027 | | $45.25 | $9.65 | $17.07 | $0.00 | $71.97 | |
| 12/06/2027 | | $46.65 | $9.65 | $17.07 | $0.00 | $73.37 | |
| 06/05/2028 | | $48.15 | $9.65 | $17.07 | $0.00 | $74.87 | |
| 12/04/2028  For apprentice rates see "Apprentice- LABORER" | | $49.65 | $9.65 | $17.07 | $0.00 | $76.37 | |
| LABORER: MASON TENDER (HEAVY & HIGHWAY) 12/01/2024  *LABORERS - ZONE 3 (HEAVY & HIGHWAY)* | | $36.00 | $9.65 | $15.06 | $0.00 | $60.71 | |
| 06/01/2025 | | $37.25 | $9.65 | $15.06 | $0.00 | $61.96 | |
| 12/01/2025 | | $38.49 | $9.65 | $15.06 | $0.00 | $63.20 | |
| 06/01/2026 | | $39.79 | $9.65 | $15.06 | $0.00 | $64.50 | |
| 12/01/2026  For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | | $41.08 | $9.65 | $15.06 | $0.00 | $65.79 | |
| LABORER: MULTI-TRADE TENDER 12/02/2024  *LABORERS - ZONE 3 (BUILDING & SITE)* | | $35.75 | $9.65 | $17.07 | $0.00 | $62.47 | |
| 06/02/2025 | | $37.00 | $9.65 | $17.07 | $0.00 | $63.72 | |
| 12/01/2025 | | $38.25 | $9.65 | $17.07 | $0.00 | $64.97 | |
| 06/01/2026 | | $39.55 | $9.65 | $17.07 | $0.00 | $66.27 | |
| 12/07/2026 | | $40.85 | $9.65 | $17.07 | $0.00 | $67.57 | |
| 06/07/2027 | | $42.25 | $9.65 | $17.07 | $0.00 | $68.97 | |
| 12/06/2027 | | $43.65 | $9.65 | $17.07 | $0.00 | $70.37 | |
| 06/05/2028 | | $45.15 | $9.65 | $17.07 | $0.00 | $71.87 | |
| 12/04/2028  For apprentice rates see "Apprentice- LABORER" | | $46.65 | $9.65 | $17.07 | $0.00 | $73.37 | |
| LABORER: TREE REMOVER  *LABORERS - ZONE 3 (BUILDING & SITE)* | | 12/02/2024 | $35.75 | $9.65 | $17.07 | $0.00 | $62.47 |
|  | | 06/02/2025 | $37.00 | $9.65 | $17.07 | $0.00 | $63.72 |
|  | | 12/01/2025 | $38.25 | $9.65 | $17.07 | $0.00 | $64.97 |
|  | | 06/01/2026 | $39.55 | $9.65 | $17.07 | $0.00 | $66.27 |
|  | | 12/07/2026 | $40.85 | $9.65 | $17.07 | $0.00 | $67.57 |
|  | | 06/07/2027 | $42.25 | $9.65 | $17.07 | $0.00 | $68.97 |
|  | | 12/06/2027 | $43.65 | $9.65 | $17.07 | $0.00 | $70.37 |
|  | | 06/05/2028 | $45.15 | $9.65 | $17.07 | $0.00 | $71.87 |
|  | | 12/04/2028 | $46.65 | $9.65 | $17.07 | $0.00 | $73.37 |

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

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| LASER BEAM OPERATOR 12/02/2024  *LABORERS - ZONE 3 (BUILDING & SITE)* | | | | | | | | $36.00 | | $9.65 | | $17.07 | $0.00 | | | $62.72 | | |
| 06/02/2025 | | | | | | | | $37.25 | | $9.65 | | $17.07 | $0.00 | | | $63.97 | | |
| 12/01/2025 | | | | | | | | $38.50 | | $9.65 | | $17.07 | $0.00 | | | $65.22 | | |
| 06/01/2026 | | | | | | | | $39.80 | | $9.65 | | $17.07 | $0.00 | | | $66.52 | | |
| 12/07/2026 | | | | | | | | $41.10 | | $9.65 | | $17.07 | $0.00 | | | $67.82 | | |
| 06/07/2027 | | | | | | | | $42.50 | | $9.65 | | $17.07 | $0.00 | | | $69.22 | | |
| 12/06/2027 | | | | | | | | $43.90 | | $9.65 | | $17.07 | $0.00 | | | $70.62 | | |
| 06/05/2028 | | | | | | | | $45.40 | | $9.65 | | $17.07 | $0.00 | | | $72.12 | | |
| 12/04/2028  For apprentice rates see "Apprentice- LABORER" | | | | | | | | $46.90 | | $9.65 | | $17.07 | $0.00 | | | $73.62 | | |
| LASER BEAM OPERATOR (HEAVY & HIGHWAY) 12/01/2024  *LABORERS - ZONE 3 (HEAVY & HIGHWAY)* | | | | | | | | $36.00 | | $9.65 | | $15.06 | $0.00 | | | $60.71 | | |
| 06/01/2025 | | | | | | | | $37.25 | | $9.65 | | $15.06 | $0.00 | | | $61.96 | | |
| 12/01/2025 | | | | | | | | $38.49 | | $9.65 | | $15.06 | $0.00 | | | $63.20 | | |
| 06/01/2026 | | | | | | | | $39.79 | | $9.65 | | $15.06 | $0.00 | | | $64.50 | | |
| 12/01/2026  For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | | | | | | | | $41.08 | | $9.65 | | $15.06 | $0.00 | | | $65.79 | | |
| MARBLE & TILE FINISHERS 08/01/2024  *BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE* | | | | | | | | | $43.05 | $11.49 | | $20.53 | | $0.00 | | | $75.07 |
|  | | | | | 02/01/2025 | | | | $44.90 | $11.49 | | $20.53 | | $0.00 | | | $76.92 |
|  | | | | | 08/01/2025 | | | | $45.81 | $11.49 | | $20.53 | | $0.00 | | | $77.83 |
|  | | | | | 02/01/2026 | | | | $46.89 | $11.49 | | $20.53 | | $0.00 | | | $78.91 |
|  | | | | | 08/01/2026 | | | | $48.65 | $11.49 | | $20.53 | | $0.00 | | | $80.67 |
|  | | | | | 02/01/2027 | | | | $49.77 | $11.49 | | $20.53 | | $0.00 | | | $81.79 |
| **Apprentice -** | | | | | *MARBLE-TILE FINISHER-Local 3 Marble/Tile (Spr/Pitt)* | | | |  |  | |  | |  | | |  |
| **Effective Date -** 08/01/2024 | | | | | | | | |  |  | | Supplemental | |  | | |  |
| Step percent | | | |  | Apprentice Base Wage | Health | | Pension | | Unemployment | | | Total Rate | | | |
| 1 50 | | | |  | $21.53 | $11.49 | | $20.53 | | $0.00 | | | $53.55 | | | |
| 2 60 | | | |  | $25.83 | $11.49 | | $20.53 | | $0.00 | | | $57.85 | | | |
| 3 70 | | | |  | $30.14 | $11.49 | | $20.53 | | $0.00 | | | $62.16 | | | |
| 4 80 | | | |  | $34.44 | $11.49 | | $20.53 | | $0.00 | | | $66.46 | | | |
| 5 90 | | | |  | $38.75 | $11.49 | | $20.53 | | $0.00 | | | $70.77 | | | |
| **Effective Date -**  Step percent | | | | 02/01/2025 | Apprentice Base Wage | Health | | Pension | | Supplemental  Unemployment | | | Total Rate | | | |
| 1 | 50 | | | $22.45 | $11.49 | | $20.53 | | $0.00 | | $54.47 | |
| 2 | 60 | | | $26.94 | $11.49 | | $20.53 | | $0.00 | | $58.96 | |
| 3 | 70 | | | $31.43 | $11.49 | | $20.53 | | $0.00 | | $63.45 | |
| 4 | 80 | | | $35.92 | $11.49 | | $20.53 | | $0.00 | | $67.94 | |
| 5 | 90 | | | $40.41 | $11.49 | | $20.53 | | $0.00 | | $72.43 | |

**Notes:**

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

MARBLE MASON/TILE LAYER(SP/PT)SeeBrick

*BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE*

See "BRICK/STONE/ARTIFICIAL MASONRY(INCL.MASONRY WATERPROOFING)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| MECH. SWEEPER OPERATOR (ON CONST. SITES) 12/01/2023  *OPERATING ENGINEERS LOCAL 98*  For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | $39.56 | | $13.78 | | $15.15 | $0.00 | $68.49 | |
| MECHANIC/WELDER/BOOM TRUCK 12/01/2023  *OPERATING ENGINEERS LOCAL 98*  For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | $39.03 | | $13.78 | | $15.15 | $0.00 | $67.96 | |
| MILLWRIGHT (Zone 3)  *MILLWRIGHTS LOCAL 1121 - Zone 3* | | 01/01/2024 | $41.20 | | $10.08 | | $21.22 | | $0.00 | $72.50 |
|  | | 01/06/2025 | $43.48 | | $10.08 | | $21.22 | | $0.00 | $74.78 |
|  | | 01/05/2026 | $45.76 | | $10.08 | | $21.22 | | $0.00 | $77.06 |

**Apprentice -** *MILLWRIGHT - Local 1121 Zone 3*

**Effective Date -** 01/01/2024 Supplemental

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Step percent |  | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 55 |  | $22.66 | $10.08 | $5.36 | $0.00 | $38.10 |
| 2 65 |  | $26.78 | $10.08 | $6.34 | $0.00 | $43.20 |
| 3 75 |  | $30.90 | $10.08 | $18.78 | $0.00 | $59.76 |
| 4 85 |  | $35.02 | $10.08 | $19.76 | $0.00 | $64.86 |
| **Effective Date -**  Step percent | 01/06/2025 | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate |

1. 55 $23.91 $10.08 $5.36 $0.00 $39.35
2. 65 $28.26 $10.08 $6.34 $0.00 $44.68

## 3 75 $32.61 $10.08 $18.78 $0.00 $61.47 4 85 $36.96 $10.08 $19.76 $0.00 $66.80

|  |
| --- |
| **Notes:** Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 $5.72, Step 2 $6.66)  Steps are 2,000 hours |

**Apprentice to Journeyworker Ratio:1:4**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| MORTAR MIXER 12/02/2024  *LABORERS - ZONE 3 (BUILDING & SITE)* | $36.00 | $9.65 | $17.07 | $0.00 | $62.72 |
| 06/02/2025 | $37.25 | $9.65 | $17.07 | $0.00 | $63.97 |
| 12/01/2025 | $38.50 | $9.65 | $17.07 | $0.00 | $65.22 |
| 06/01/2026 | $39.80 | $9.65 | $17.07 | $0.00 | $66.52 |
| 12/07/2026 | $41.10 | $9.65 | $17.07 | $0.00 | $67.82 |
| 06/07/2027 | $42.50 | $9.65 | $17.07 | $0.00 | $69.22 |
| 12/06/2027 | $43.90 | $9.65 | $17.07 | $0.00 | $70.62 |
| 06/05/2028 | $45.40 | $9.65 | $17.07 | $0.00 | $72.12 |
| 12/04/2028  For apprentice rates see "Apprentice- LABORER" | $46.90 | $9.65 | $17.07 | $0.00 | $73.62 |
| OILER 12/01/2023  *OPERATING ENGINEERS LOCAL 98*  For apprentice rates see "Apprentice- OPERATING ENGINEERS" | $35.02 | $13.78 | $15.15 | $0.00 | $63.95 |
| OTHER POWER DRIVEN EQUIPMENT - CLASS VI 12/01/2023  *OPERATING ENGINEERS LOCAL 98*  For apprentice rates see "Apprentice- OPERATING ENGINEERS" | $32.74 | $13.78 | $15.15 | $0.00 | $61.67 |

PAINTER (BRIDGES/TANKS) 07/01/2024 $57.26 $9.95 $23.95 $0.00 $91.16

*PAINTERS LOCAL 35 - ZONE 3*

01/01/2025 $58.46 $9.95 $23.95 $0.00 $92.36

*PAINTER Local 35 - BRIDGES/TANKS*

07/01/2024

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 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 |
| **Effective Date -**  Step percent | | 01/01/2025 | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate |

1. 50 $29.23 $9.95 $0.00 $0.00 $39.18
2. 55 $32.15 $9.95 $6.66 $0.00 $48.76
3. 60 $35.08 $9.95 $7.26 $0.00 $52.29
4. 65 $38.00 $9.95 $7.87 $0.00 $55.82
5. 70 $40.92 $9.95 $20.32 $0.00 $71.19
6. 75 $43.85 $9.95 $20.93 $0.00 $74.73

## 7 80 $46.77 $9.95 $21.53 $0.00 $78.25

## 8 90 $52.61 $9.95 $22.74 $0.00 $85.30

|  |
| --- |
| **Notes:**  Steps are 750 hrs. |

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

PAINTER (SPRAY OR SANDBLAST, NEW) \* 07/01/2024 $40.03 $9.65 $19.90 $0.00 $69.58

\* If 30% or more of surfaces to be painted are new construction,

01/01/2025 $41.23 $9.65 $19.90 $0.00 $70.78

NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 3*

*PAINTER Local 35 Zone 3 - Spray/Sandblast - New* 07/01/2024

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Step | percent |  | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 50 |  | $20.02 | $9.95 | $0.00 | $0.00 | $29.97 |
| 2 | 55 |  | $22.02 | $9.95 | $4.43 | $0.00 | $36.40 |
| 3 | 60 |  | $24.02 | $9.95 | $4.83 | $0.00 | $38.80 |
| 4 | 65 |  | $26.02 | $9.95 | $5.23 | $0.00 | $41.20 |
| 5 | 70 |  | $28.02 | $9.95 | $17.49 | $0.00 | $55.46 |
| 6 | 75 |  | $30.02 | $9.95 | $17.89 | $0.00 | $57.86 |
| 7 | 80 |  | $32.02 | $9.95 | $18.29 | $0.00 | $60.26 |
| 8 | 90 |  | $36.03 | $9.95 | $19.10 | $0.00 | $65.08 |
| **Effective Date -**  Step percent | | 01/01/2025 | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate |

1. 50 $20.62 $9.95 $0.00 $0.00 $30.57
2. 55 $22.68 $9.95 $4.43 $0.00 $37.06
3. 60 $24.74 $9.95 $4.83 $0.00 $39.52
4. 65 $26.80 $9.95 $5.23 $0.00 $41.98
5. 70 $28.86 $9.95 $17.49 $0.00 $56.30
6. 75 $30.92 $9.95 $17.89 $0.00 $58.76

## 7 80 $32.98 $9.95 $18.29 $0.00 $61.22 8 90 $37.11 $9.95 $19.10 $0.00 $66.16

|  |
| --- |
| **Notes:**  Steps are 750 hrs. |

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

PAINTER (SPRAY OR SANDBLAST, REPAINT) 07/01/2024 $37.35 $9.95 $19.90 $0.00 $67.20

*PAINTERS LOCAL 35 - ZONE 3*

01/01/2025 $38.55 $9.95 $19.90 $0.00 $68.40

*PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint* 07/01/2024

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Step | percent |  | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 50 |  | $18.68 | $9.95 | $0.00 | $0.00 | $28.63 |
| 2 | 55 |  | $20.54 | $9.95 | $4.43 | $0.00 | $34.92 |
| 3 | 60 |  | $22.41 | $9.95 | $4.83 | $0.00 | $37.19 |
| 4 | 65 |  | $24.28 | $9.95 | $5.23 | $0.00 | $39.46 |
| 5 | 70 |  | $26.15 | $9.95 | $17.49 | $0.00 | $53.59 |
| 6 | 75 |  | $28.01 | $9.95 | $17.89 | $0.00 | $55.85 |
| 7 | 80 |  | $29.88 | $9.95 | $18.29 | $0.00 | $58.12 |
| 8 | 90 |  | $33.62 | $9.95 | $19.10 | $0.00 | $62.67 |
| **Effective Date -**  Step percent | | 01/01/2025 | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate |

1. 50 $19.28 $9.95 $0.00 $0.00 $29.23
2. 55 $21.20 $9.95 $4.43 $0.00 $35.58
3. 60 $23.13 $9.95 $4.83 $0.00 $37.91
4. 65 $25.06 $9.95 $5.23 $0.00 $40.24
5. 70 $26.99 $9.95 $17.49 $0.00 $54.43
6. 75 $28.91 $9.95 $17.89 $0.00 $56.75

## 7 80 $30.84 $9.95 $18.29 $0.00 $59.08 8 90 $34.70 $9.95 $19.10 $0.00 $63.75

|  |
| --- |
| **Notes:**  Steps are 750 hrs. |

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

PAINTER / TAPER (BRUSH, NEW) \* 07/01/2024 $38.63 $9.95 $19.90 $0.00 $68.48

\* If 30% or more of surfaces to be painted are new construction,

01/01/2025 $39.83 $9.95 $19.90 $0.00 $69.68

NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 3*

*PAINTER - Local 35 Zone 3 - BRUSH NEW*

07/01/2024

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Step | percent |  | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 50 |  | $19.32 | $9.95 | $0.00 | $0.00 | $29.27 |
| 2 | 55 |  | $21.25 | $9.95 | $4.43 | $0.00 | $35.63 |
| 3 | 60 |  | $23.18 | $9.95 | $4.83 | $0.00 | $37.96 |
| 4 | 65 |  | $25.11 | $9.95 | $5.23 | $0.00 | $40.29 |
| 5 | 70 |  | $27.04 | $9.95 | $17.49 | $0.00 | $54.48 |
| 6 | 75 |  | $28.97 | $9.95 | $17.89 | $0.00 | $56.81 |
| 7 | 80 |  | $30.90 | $9.95 | $18.29 | $0.00 | $59.14 |
| 8 | 90 |  | $34.77 | $9.95 | $19.10 | $0.00 | $63.82 |
| **Effective Date -**  Step percent | | 01/01/2025 | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate |

1. 50 $19.92 $9.95 $0.00 $0.00 $29.87
2. 55 $21.91 $9.95 $4.43 $0.00 $36.29
3. 60 $23.90 $9.95 $4.83 $0.00 $38.68
4. 65 $25.89 $9.95 $5.23 $0.00 $41.07
5. 70 $27.88 $9.95 $17.49 $0.00 $55.32
6. 75 $29.87 $9.95 $17.89 $0.00 $57.71

## 7 80 $31.86 $9.95 $18.29 $0.00 $60.10 8 90 $35.85 $9.95 $19.10 $0.00 $64.90

|  |
| --- |
| **Notes:**  Steps are 750 hrs. |

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| PAINTER / TAPER (BRUSH, REPAINT)  *PAINTERS LOCAL 35 - ZONE 3* | 07/01/2024 | $35.95 | $9.95 | $19.90 | $0.00 | $65.80 |
|  | 01/01/2025 | $37.15 | $9.95 | $19.90 | $0.00 | $67.00 |

*PAINTER Local 35 Zone 3 - BRUSH REPAINT* 07/01/2024

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Step | percent |  | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 50 |  | $17.98 | $9.95 | $0.00 | $0.00 | $27.93 |
| 2 | 55 |  | $19.77 | $9.95 | $4.43 | $0.00 | $34.15 |
| 3 | 60 |  | $21.57 | $9.95 | $4.83 | $0.00 | $36.35 |
| 4 | 65 |  | $23.37 | $9.95 | $5.23 | $0.00 | $38.55 |
| 5 | 70 |  | $25.17 | $9.95 | $17.49 | $0.00 | $52.61 |
| 6 | 75 |  | $26.96 | $9.95 | $17.89 | $0.00 | $54.80 |
| 7 | 80 |  | $28.76 | $9.95 | $18.29 | $0.00 | $57.00 |
| 8 | 90 |  | $32.36 | $9.95 | $19.10 | $0.00 | $61.41 |
| **Effective Date -**  Step percent | | 01/01/2025 | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate |

1. 50 $18.58 $9.95 $0.00 $0.00 $28.53
2. 55 $20.43 $9.95 $4.43 $0.00 $34.81
3. 60 $22.29 $9.95 $4.83 $0.00 $37.07
4. 65 $24.15 $9.95 $5.23 $0.00 $39.33
5. 70 $26.01 $9.95 $17.49 $0.00 $53.45
6. 75 $27.86 $9.95 $17.89 $0.00 $55.70

## 7 80 $29.72 $9.95 $18.29 $0.00 $57.96 8 90 $33.44 $9.95 $19.10 $0.00 $62.49

|  |
| --- |
| **Notes:**  Steps are 750 hrs. |

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) 12/01/2024  *LABORERS - ZONE 3 (HEAVY & HIGHWAY)* | $35.75 | $9.65 | $15.06 | $0.00 | $60.46 |
| 06/01/2025 | $37.00 | $9.65 | $15.06 | $0.00 | $61.71 |
| 12/01/2025 | $38.24 | $9.65 | $15.06 | $0.00 | $62.95 |
| 06/01/2026 | $39.54 | $9.65 | $15.06 | $0.00 | $64.25 |
| 12/01/2026  For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | $40.83 | $9.65 | $15.06 | $0.00 | $65.54 |
| PANEL & PICKUP TRUCKS DRIVER 12/01/2024  *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B* | $39.78 | $15.07 | $20.17 | $0.00 | $75.02 |
| 01/01/2025 | $39.78 | $15.57 | $20.17 | $0.00 | $75.52 |
| 06/01/2025 | $40.78 | $15.57 | $20.17 | $0.00 | $76.52 |
| 12/01/2025 | $40.78 | $15.57 | $21.78 | $0.00 | $78.13 |
| 01/01/2026 | $40.78 | $16.17 | $21.78 | $0.00 | $78.73 |
| 06/01/2026 | $41.78 | $16.17 | $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 DOCK CONSTRUCTOR (UNDERPINNING AND 08/01/2024 $49.19 $10.08 $24.29 $0.00 $83.56 DECK)

*PILE DRIVER LOCAL 56 (ZONE 3)*

For apprentice rates see "Apprentice- PILE DRIVER"

|  |
| --- |
| **Notes:**  % Indentured BEFORE 8/1/2020, 50/60/70/75/80/80/90/90  1$58.97/2$63.88/3$68.80/4$71.26/5&6 $73.72/7&8 $78.64 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| PILE DRIVER 08/01/2024  *PILE DRIVER LOCAL 56 (ZONE 3)*  **Apprentice -** *PILE DRIVER - Local 56 Zone 3* | $49.19 | $10.08 | $24.29 | $0.00 $83.56 |
| **Effective Date -** 08/01/2024  Step percent Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate |
| 1 45 $22.14 | $10.08 | $2.53 | $0.00 | $34.75 |
| 2 55 $27.05 | $10.08 | $5.07 | $0.00 | $42.20 |
| 3 70 $34.43 | $10.08 | $19.22 | $0.00 | $63.73 |
| 4 80 $39.35 | $10.08 | $21.76 | $0.00 | $71.19 |

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| PIPELAYER 12/02/2024  *LABORERS - ZONE 3 (BUILDING & SITE)* | $36.00 | $9.65 | $17.07 | $0.00 | $62.72 |
| 06/02/2025 | $37.25 | $9.65 | $17.07 | $0.00 | $63.97 |
| 12/01/2025 | $38.50 | $9.65 | $17.07 | $0.00 | $65.22 |
| 06/01/2026 | $39.80 | $9.65 | $17.07 | $0.00 | $66.52 |
| 12/07/2026 | $41.10 | $9.65 | $17.07 | $0.00 | $67.82 |
| 06/07/2027 | $42.50 | $9.65 | $17.07 | $0.00 | $69.22 |
| 12/06/2027 | $43.90 | $9.65 | $17.07 | $0.00 | $70.62 |
| 06/05/2028 | $45.40 | $9.65 | $17.07 | $0.00 | $72.12 |
| 12/04/2028  For apprentice rates see "Apprentice- LABORER" | $46.90 | $9.65 | $17.07 | $0.00 | $73.62 |
| PIPELAYER (HEAVY & HIGHWAY) 12/01/2024  *LABORERS - ZONE 3 (HEAVY & HIGHWAY)* | $36.00 | $9.65 | $15.06 | $0.00 | $60.71 |
| 06/01/2025 | $37.25 | $9.65 | $15.06 | $0.00 | $61.96 |
| 12/01/2025 | $38.49 | $9.65 | $15.06 | $0.00 | $63.20 |
| 06/01/2026 | $39.79 | $9.65 | $15.06 | $0.00 | $64.50 |
| 12/01/2026  For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | $41.08 | $9.65 | $15.06 | $0.00 | $65.79 |

PLUMBER & PIPEFITTER 03/17/2024 $49.21 $9.55 $17.10 $0.00 $75.86

*PLUMBERS & PIPEFITTERS LOCAL 104*

**Apprentice -** *PLUMBER/PIPEFITTER - Local 104*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate |
| 1 | 45 | $22.14 | $9.55 | $10.10 | $0.00 | $41.79 |
| 2 | 50 | $24.61 | $9.55 | $10.10 | $0.00 | $44.26 |
| 3 | 55 | $27.07 | $9.55 | $10.10 | $0.00 | $46.72 |
| 4 | 60 | $29.53 | $9.55 | $10.10 | $0.00 | $49.18 |
| 5 | 65 | $31.99 | $9.55 | $10.10 | $0.00 | $51.64 |
| 6 | 70 | $34.45 | $9.55 | $10.10 | $0.00 | $54.10 |
| 7 | 75 | $36.91 | $9.55 | $10.10 | $0.00 | $56.56 |
| 8 | 80 | $39.37 | $9.55 | $10.10 | $0.00 | $59.02 |
| 9 | 80 | $39.37 | $9.55 | $17.10 | $0.00 | $66.02 |
| 10 | 80 | $39.37 | $9.55 | $17.10 | $0.00 | $66.02 |

**Effective Date -** 03/17/2024

**Notes:** \*\*1:1,2:5,3:9,4:12

**Apprentice to Journeyworker Ratio:\*\***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| PNEUMATIC CONTROLS (TEMP.) 03/17/2024  *PLUMBERS & PIPEFITTERS LOCAL 104*  For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | $49.21 | $9.55 | $17.10 | $0.00 | $75.86 |
| PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & 12/01/2024  HIGHWAY)  06/01/2025 *LABORERS - ZONE 3 (HEAVY & HIGHWAY)* | $36.00  $37.25 | $9.65  $9.65 | $15.06  $15.06 | $0.00  $0.00 | $60.71  $61.96 |
| 12/01/2025 | $38.49 | $9.65 | $15.06 | $0.00 | $63.20 |
| 06/01/2026 | $39.79 | $9.65 | $15.06 | $0.00 | $64.50 |
| 12/01/2026  For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | $41.08 | $9.65 | $15.06 | $0.00 | $65.79 |
| POWDERMAN & BLASTER 12/02/2024  *LABORERS - ZONE 3 (BUILDING & SITE)* | $36.75 | $9.65 | $17.07 | $0.00 | $63.47 |
| 06/02/2025 | $38.00 | $9.65 | $17.07 | $0.00 | $64.72 |
| 12/01/2025 | $39.25 | $9.65 | $17.07 | $0.00 | $65.97 |
| 06/01/2026 | $40.55 | $9.65 | $17.07 | $0.00 | $67.27 |
| 12/07/2026 | $41.85 | $9.65 | $17.07 | $0.00 | $68.57 |
| 06/07/2027 | $43.25 | $9.65 | $17.07 | $0.00 | $69.97 |
| 12/06/2027 | $44.65 | $9.65 | $17.07 | $0.00 | $71.37 |
| 06/05/2028 | $46.15 | $9.65 | $17.07 | $0.00 | $72.87 |
| 12/04/2028  For apprentice rates see "Apprentice- LABORER" | $47.65 | $9.65 | $17.07 | $0.00 | $74.37 |
| POWDERMAN & BLASTER (HEAVY & HIGHWAY) 12/01/2024  *LABORERS - ZONE 3 (HEAVY & HIGHWAY)* | $36.75 | $9.65 | $15.06 | $0.00 | $61.46 |
| 06/01/2025 | $38.00 | $9.65 | $15.06 | $0.00 | $62.71 |
| 12/01/2025 | $39.24 | $9.65 | $15.06 | $0.00 | $63.95 |
| 06/01/2026 | $40.54 | $9.65 | $15.06 | $0.00 | $65.25 |
| 12/01/2026  For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | $41.83 | $9.65 | $15.06 | $0.00 | $66.54 |

PUMP OPERATOR (CONCRETE) 12/01/2023 $39.56 $13.78 $15.15 $0.00 $68.49

*OPERATING ENGINEERS LOCAL 98*

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| PUMP OPERATOR (DEWATERING, OTHER) 12/01/2023  *OPERATING ENGINEERS LOCAL 98*  For apprentice rates see "Apprentice- OPERATING ENGINEERS" | $39.03 | $13.78 | $15.15 | $0.00 | $67.96 |
| READY-MIX CONCRETE DRIVER 05/01/2024  *TEAMSTERS 404 - Construction Service (Northampton)* | $26.14 | $11.82 | $7.25 | $0.00 | $45.21 |
| RIDE-ON MOTORIZED BUGGY OPERATOR 12/02/2024  *LABORERS - ZONE 3 (BUILDING & SITE)* | $36.00 | $9.65 | $17.07 | $0.00 | $62.72 |
| 06/02/2025 | $37.25 | $9.65 | $17.07 | $0.00 | $63.97 |
| 12/01/2025 | $38.50 | $9.65 | $17.07 | $0.00 | $65.22 |
| 06/01/2026 | $39.80 | $9.65 | $17.07 | $0.00 | $66.52 |
| 12/07/2026 | $41.10 | $9.65 | $17.07 | $0.00 | $67.82 |
| 06/07/2027 | $42.50 | $9.65 | $17.07 | $0.00 | $69.22 |
| 12/06/2027 | $43.90 | $9.65 | $17.07 | $0.00 | $70.62 |
| 06/05/2028 | $45.40 | $9.65 | $17.07 | $0.00 | $72.12 |
| 12/04/2028  For apprentice rates see "Apprentice- LABORER" | $46.90 | $9.65 | $17.07 | $0.00 | $73.62 |
| ROLLER OPERATOR 12/01/2023  *OPERATING ENGINEERS LOCAL 98*  For apprentice rates see "Apprentice- OPERATING ENGINEERS" | $38.42 | $13.78 | $15.15 | $0.00 | $67.35 |
| ROOFER (Coal tar pitch) 10/02/2024  *ROOFERS LOCAL 248* | $42.38 | $10.35 | $18.00 | $0.00 | $70.73 |
| 07/16/2025 | $43.88 | $10.35 | $18.00 | $0.00 | $72.23 |
| 10/02/2025 | $44.88 | $10.35 | $18.00 | $0.00 | $73.23 |
| 07/16/2026  For apprentice rates see "Apprentice- ROOFER" | $46.88 | $10.35 | $18.00 | $0.00 | $75.23 |

|  |  |  |  |
| --- | --- | --- | --- |
| $41.88 | $10.35 | $18.00 | $0.00 |
| $43.38 | $10.35 | $18.00 | $0.00 |
| $44.38 | $10.35 | $18.00 | $0.00 |
| $46.38 | $10.35 | $18.00 | $0.00 |
| Health | Pension | Supplemental  Unemployment | Total Rate |

ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) 10/02/2024

*ROOFERS LOCAL 248*

07/16/2025

10/02/2025

07/16/2026

**Apprentice -** *ROOFER - Local 248*

**Effective Date -** 10/02/2024

Step percent Apprentice Base Wage

$70.23

$71.73

$72.73

$74.73

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 60 | $25.13 | $10.35 | $0.00 | $0.00 | $35.48 | |
| 2 | 65 | $27.22 | $10.35 | $18.00 | $0.00 | $55.57 | |
| 3 | 70 | $29.32 | $10.35 | $18.00 | $0.00 | $57.67 | |
| 4 | 75 | $31.41 | $10.35 | $18.00 | $0.00 | $59.76 | |
| 5 | 80 | $33.50 | $10.35 | $18.00 | $0.00 | $61.85 | |
| 6 | 85 | $35.60 | $10.35 | $18.00 | $0.00 | $63.95 | |
| 7 | 90 | $37.69 | $10.35 | $18.00 | $0.00 | $66.04 | |
| 8 | 95 | $39.79 | $10.35 | $18.00 | $0.00 | $68.14 | |
| **Notes:**  Steps are 750 hrs.Roofer(Tear Off)1:1; Same as above | | | | | | | |

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| ROOFER SLATE / TILE / PRECAST CONCRETE 10/02/2024  *ROOFERS LOCAL 248* | $42.38 | $10.35 | $18.00 | $0.00 | $70.73 |
| 07/16/2025 | $43.88 | $10.35 | $18.00 | $0.00 | $72.23 |
| 10/02/2025 | $44.88 | $10.35 | $18.00 | $0.00 | $73.23 |
| 07/16/2026  For apprentice rates see "Apprentice- ROOFER" | $46.88 | $10.35 | $18.00 | $0.00 | $75.23 |
| SCRAPER 12/01/2023  *OPERATING ENGINEERS LOCAL 98*  For apprentice rates see "Apprentice- OPERATING ENGINEERS" | $39.03 | $13.78 | $15.15 | $0.00 | $67.96 |
| SELF-POWERED ROLLERS AND COMPACTORS 12/01/2023  TAMPERS)  *OPERATING ENGINEERS LOCAL 98*  For apprentice rates see "Apprentice- OPERATING ENGINEERS" | $38.42 | $13.78 | $15.15 | $0.00 | $67.35 |
| SELF-PROPELLED POWER BROOM 12/01/2023  *OPERATING ENGINEERS LOCAL 98*  For apprentice rates see "Apprentice- OPERATING ENGINEERS" | $35.80 | $13.78 | $15.15 | $0.00 | $64.73 |

(

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| SHEETMETAL WORKER  *SHEETMETAL WORKERS LOCAL 63* | 07/01/2024 | $40.98 | $12.20 | $18.74 | $2.13 | $74.05 |
|  | 01/01/2025 | $42.23 | $12.20 | $18.74 | $2.13 | $75.30 |

*SHEET METAL WORKER - Local 63*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1 | 45 | $19.00 | $5.49 | $4.86 | $0.85 | $30.20 |
| 2 | 50 | $21.12 | $6.10 | $5.40 | $0.94 | $33.56 |
| 3 | 55 | $23.23 | $6.71 | $9.71 | $1.15 | $40.80 |
| 4 | 60 | $25.34 | $7.32 | $9.71 | $1.23 | $43.60 |
| 5 | 65 | $27.45 | $7.93 | $9.71 | $1.31 | $46.40 |
| 6 | 70 | $29.56 | $8.54 | $9.71 | $1.39 | $49.20 |
| 7 | 75 | $31.67 | $9.15 | $9.71 | $1.47 | $52.00 |
| 8 | 80 | $33.78 | $9.76 | $17.66 | $1.78 | $62.98 |
| 9 | 85 | $35.90 | $10.37 | $17.66 | $1.86 | $65.79 |
| 10 | 90 | $38.01 | $10.98 | $17.66 | $1.94 | $68.59 |

07/01/2024

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Step | percent |  | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 | 45 |  | $18.44 | $5.49 | $4.86 | $0.85 | $29.64 |
| 2 | 50 |  | $20.49 | $6.10 | $5.40 | $0.94 | $32.93 |
| 3 | 55 |  | $22.54 | $6.71 | $9.71 | $1.15 | $40.11 |
| 4 | 60 |  | $24.59 | $7.32 | $9.71 | $1.23 | $42.85 |
| 5 | 65 |  | $26.64 | $7.93 | $9.71 | $1.31 | $45.59 |
| 6 | 70 |  | $28.69 | $8.54 | $9.71 | $1.39 | $48.33 |
| 7 | 75 |  | $30.74 | $9.15 | $9.71 | $1.47 | $51.07 |
| 8 | 80 |  | $32.78 | $9.76 | $17.66 | $1.78 | $61.98 |
| 9 | 85 |  | $34.83 | $10.37 | $17.66 | $1.86 | $64.72 |
| 10 | 90 |  | $36.88 | $10.98 | $17.66 | $1.94 | $67.46 |
| **Effective Date -**  Step percent | | 01/01/2025 | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 06/01/2025 | $41.24 | $15.57 | $20.17 | $0.00 | $76.98 |
| 12/01/2025 | $41.24 | $15.57 | $21.78 | $0.00 | $78.59 |
| 01/01/2026 | $41.24 | $16.17 | $21.78 | $0.00 | $79.19 |
| 06/01/2026 | $42.24 | $16.17 | $21.78 | $0.00 | $80.19 |
| 12/01/2026 | $42.24 | $16.17 | $23.52 | $0.00 | $81.93 |
| 01/01/2027 | $42.24 | $16.77 | $23.52 | $0.00 | $82.53 |

**Notes:**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Apprentice to Journeyworker Ratio:1:3** |  |  |  |  |  |  |
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS  *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B* | 12/01/2024 | $40.24 | $15.07 | $20.17 | $0.00  $0.00 | $75.48 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS  *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B* | | | 12/01/2024 | $40.53 | $15.07 | $20.17 | $0.00 | $75.77 |
|  |  | | 01/01/2025 | $40.53 | $15.57 | $20.17 | $0.00 | $76.27 |
|  |  | | 06/01/2025 | $41.53 | $15.57 | $20.17 | $0.00 | $77.27 |
|  |  | | 12/01/2025 | $41.53 | $15.57 | $21.78 | $0.00 | $78.88 |
|  |  | | 01/01/2026 | $41.53 | $16.17 | $21.78 | $0.00 | $79.48 |
|  |  | | 06/01/2026 | $42.53 | $16.17 | $21.78 | $0.00 | $80.48 |
|  |  | | 12/01/2026 | $42.53 | $16.17 | $23.52 | $0.00 | $82.22 |
|  |  | | 01/01/2027 | $42.53 | $16.77 | $23.52 | $0.00 | $82.82 |
| SPRINKLER FITTER  *SPRINKLER FITTERS LOCAL 669* |  | | 04/01/2023 | $47.43 | $11.45 | $16.61 | $0.00 | $75.49 |
| **Apprentice -** | *SPRINKLER FITTER - Local 669* | |  |  |  |  |  |  |
| **Effective Date -**  Step percent | | 04/01/2023 |  | Health | Pension | Supplemental  Unemployment | Total Rate | |
| Apprentice Base Wage | |
| 1 45 | | $21.34 | | $8.22 | $0.00 | $0.00 | $29.56 | |
| 2 50 | | $23.72 | | $8.22 | $0.00 | $0.00 | $31.94 | |
| 3 55 | | $26.09 | | $11.45 | $7.20 | $0.00 | $44.74 | |
| 4 60 | | $28.46 | | $11.45 | $8.35 | $0.00 | $48.26 | |
| 5 65 | | $30.83 | | $11.45 | $8.35 | $0.00 | $50.63 | |
| 6 70 | | $33.20 | | $11.45 | $8.60 | $0.00 | $53.25 | |
| 7 75 | | $35.57 | | $11.45 | $8.60 | $0.00 | $55.62 | |
| 8 80 | | $37.94 | | $11.45 | $8.60 | $0.00 | $57.99 | |
| 9 85 | | $40.32 | | $11.45 | $8.60 | $0.00 | $60.37 | |
| 10 90 | | $42.69 | | $11.45 | $8.60 | $0.00 | $62.74 | |

01/01/2025 $40.24 $15.57 $20.17 $75.98 **Notes:**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Apprentice to Journeyworker Ratio:1:1** |  |  |  |  |  |  |
| TELECOMMUNICATION TECHNICIAN  *ELECTRICIANS LOCAL 7* | 06/30/2024 | $50.01 | $13.00 | $14.86 | $0.00 | $77.87 |
|  | 12/29/2024 | $51.06 | $13.25 | $15.06 | $0.00 | $79.37 |
|  | 06/29/2025 | $52.16 | $13.50 | $15.21 | $0.00 | $80.87 |
|  | 12/28/2025 | $53.26 | $13.75 | $15.36 | $0.00 | $82.37 |
|  | 06/28/2026 | $54.41 | $14.00 | $15.46 | $0.00 | $83.87 |
|  | 01/03/2027 | $55.56 | $14.25 | $15.56 | $0.00 | $85.37 |

*TELECOMMUNICATION TECHNICIAN - Local 7* 06/30/2024

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Step percent |  | Apprentice Base Wage | Health | Pension | Unemployment | Total Rate |
| 1 40 |  | $20.00 | $7.20 | $0.60 | $0.00 | $27.80 |
| 2 45 |  | $22.50 | $7.20 | $0.68 | $0.00 | $30.38 |
| 3 50 |  | $25.01 | $13.00 | $7.40 | $0.00 | $45.41 |
| 4 55 |  | $27.51 | $13.00 | $7.48 | $0.00 | $47.99 |
| 5 65 |  | $32.51 | $13.00 | $9.64 | $0.00 | $55.15 |
| 6 70 |  | $35.01 | $13.00 | $11.06 | $0.00 | $59.07 |
| **Effective Date -**  Step percent | 12/29/2024 | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate |

1. 40 $20.42 $7.35 $0.61 $0.00 $28.38
2. 45 $22.98 $7.35 $0.69 $0.00 $31.02
3. 50 $25.53 $13.25 $7.47 $0.00 $46.25
4. 55 $28.08 $13.25 $7.54 $0.00 $48.87
5. 65 $33.19 $13.25 $9.74 $0.00 $56.18
6. 70 $35.74 $13.25 $11.19 $0.00 $60.18

|  |
| --- |
| **Notes:**  Steps are 800 hours |

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| TERRAZZO FINISHERS  *BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE* | 08/01/2024 | $63.44 | $11.49 | $23.59 | $0.00 | $98.52 |
|  | 02/01/2025 | $64.74 | $11.49 | $23.59 | $0.00 | $99.82 |
|  | 08/01/2025 | $66.89 | $11.49 | $23.59 | $0.00 | $101.97 |
|  | 02/10/2026 | $68.24 | $11.49 | $23.59 | $0.00 | $103.32 |
|  | 08/01/2026 | $70.44 | $11.49 | $23.59 | $0.00 | $105.52 |
|  | 02/01/2027 | $71.84 | $11.49 | $23.59 | $0.00 | $106.92 |

*TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Ptt)*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1 | 50 | $32.37 | $11.49 | $23.59 | $0.00 | $67.45 |
| 2 | 60 | $38.84 | $11.49 | $23.59 | $0.00 | $73.92 |
| 3 | 70 | $45.32 | $11.49 | $23.59 | $0.00 | $80.40 |
| 4 | 80 | $51.79 | $11.49 | $23.59 | $0.00 | $86.87 |
| 5 | 90 | $58.27 | $11.49 | $23.59 | $0.00 | $93.35 |

08/01/2024

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 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 |
| **Effective Date -**  Step percent | 02/01/2025 | Apprentice Base Wage | Health | Pension | Supplemental  Unemployment | Total Rate |

**Notes:**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Apprentice to Journeyworker Ratio:1:5** |  |  |  |  |  |  |
| TERRAZZO MECHANIC  *BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE* | 08/01/2024 | $64.52 | $11.49 | $23.56 | $0.00 | $99.57 |
|  |  |  |  | $23.56 | $0.00 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 08/01/2025 | $67.97 | $11.49 | $23.56 | $0.00 | $103.02 |
| 02/01/2026 | $69.32 | $11.49 | $23.56 | $0.00 | $104.37 |
| 08/01/2026 | $71.52 | $11.49 | $23.56 | $0.00 | $106.57 |
| 02/01/2027 | $72.92 | $11.49 | $23.56 | $0.00 | $107.97 |

02/01/2025 $65.82 $11.49 $100.87 *TERRAZZO MECH - Local 3 Marble/Tile (Spr/Pitt)* 08/01/2024

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 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 | | |
| **Effective Date -**  Step percent | | | 02/01/2025 | Apprentice Base Wage | Health | Pension | Supplemental  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:**

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| TEST BORING DRILLER 12/01/2024  *LABORERS - FOUNDATION AND MARINE* | $51.28 | $9.65 | $18.22 | $0.00 | $79.15 |
| 06/01/2025 | $52.78 | $9.65 | $18.22 | $0.00 | $80.65 |
| 12/01/2025 | $54.28 | $9.65 | $18.22 | $0.00 | $82.15 |
| 06/01/2026 | $55.83 | $9.65 | $18.22 | $0.00 | $83.70 |
| 12/01/2026  For apprentice rates see "Apprentice- LABORER" | $57.33 | $9.65 | $18.22 | $0.00 | $85.20 |
| TEST BORING DRILLER HELPER 12/01/2024  *LABORERS - FOUNDATION AND MARINE* | $47.07 | $9.65 | $18.22 | $0.00 | $74.94 |
| 06/01/2025 | $48.57 | $9.65 | $18.22 | $0.00 | $76.44 |
| 12/01/2025 | $50.07 | $9.65 | $18.22 | $0.00 | $77.94 |
| 06/01/2026 | $51.62 | $9.65 | $18.22 | $0.00 | $79.49 |
| 12/01/2026  For apprentice rates see "Apprentice- LABORER" | $53.12 | $9.65 | $18.22 | $0.00 | $80.99 |
| TEST BORING LABORER 12/01/2024  *LABORERS - FOUNDATION AND MARINE* | $46.95 | $9.65 | $18.22 | $0.00 | $74.82 |
| 06/01/2025 | $48.45 | $9.65 | $18.22 | $0.00 | $76.32 |
| 12/01/2025 | $49.95 | $9.65 | $18.22 | $0.00 | $77.82 |
| 06/01/2026 | $51.50 | $9.65 | $18.22 | $0.00 | $79.37 |
| 12/01/2026  For apprentice rates see "Apprentice- LABORER" | $53.00 | $9.65 | $18.22 | $0.00 | $80.87 |

TRACTORS 12/01/2023 $38.42 $13.78 $15.15 $0.00 $67.35

*OPERATING ENGINEERS LOCAL 98*

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| TRAILERS FOR EARTH MOVING EQUIPMENT 12/01/2024  *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B* | $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 12/01/2024  *LABORERS (COMPRESSED AIR)* | $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  For apprentice rates see "Apprentice- LABORER" | $65.23 | $9.65 | $19.00 | $0.00 | $93.88 |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) 12/01/2024  *LABORERS (COMPRESSED AIR)* | $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  For apprentice rates see "Apprentice- LABORER" | $67.23 | $9.65 | $19.00 | $0.00 | $95.88 |
| TUNNEL WORK - FREE AIR 12/01/2024  *LABORERS (FREE AIR TUNNEL)* | $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  For apprentice rates see "Apprentice- LABORER" | $57.30 | $9.65 | $19.00 | $0.00 | $85.95 |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) 12/01/2024  *LABORERS (FREE AIR TUNNEL)* | $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  For apprentice rates see "Apprentice- LABORER" | $59.30 | $9.65 | $19.00 | $0.00 | $87.95 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| VAC-HAUL  *TEAMSTERS JOINT COUNCIL NO. 10 ZONE B* | 12/01/2024 | $40.24 | $15.07 | $20.17 | $0.00 | $75.48 |
|  |  |  |  | $20.17 | $0.00 |  |

01/01/2025 $40.24 $15.57 $75.98

06/01/2025 $41.24 $15.57 $20.17 $0.00 $76.98

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 12/01/2025 | $41.24 | $15.57 | $21.78 | $0.00 | $78.59 |
| 01/01/2026 | $41.24 | $16.17 | $21.78 | $0.00 | $79.19 |
| 06/01/2026 | $42.24 | $16.17 | $21.78 | $0.00 | $80.19 |
| 12/01/2026 | $42.24 | $16.17 | $23.52 | $0.00 | $81.93 |
| 01/01/2027 | $42.24 | $16.77 | $23.52 | $0.00 | $82.53 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Classification** | **Effective Date** | **Base Wage** | **Health** | **Pension** | **Supplemental**  **Unemployment** | **Total Rate** |
| WAGON DRILL OPERATOR  *LABORERS - ZONE 3 (BUILDING & SITE)* | 12/02/2024 | $36.00 | $9.65 | $17.07 | $0.00 | $62.72 |
|  | 06/02/2025 | $37.25 | $9.65 | $17.07 | $0.00 | $63.97 |
|  | 12/01/2025 | $38.50 | $9.65 | $17.07 | $0.00 | $65.22 |
|  | 06/01/2026 | $39.80 | $9.65 | $17.07 | $0.00 | $66.52 |
|  | 12/07/2026 | $41.10 | $9.65 | $17.07 | $0.00 | $67.82 |
|  | 06/07/2027 | $42.50 | $9.65 | $17.07 | $0.00 | $69.22 |
|  | 12/06/2027 | $43.90 | $9.65 | $17.07 | $0.00 | $70.62 |
|  | 06/05/2028 | $45.40 | $9.65 | $17.07 | $0.00 | $72.12 |
| For apprentice rates see "Apprentice- LABORER" | 12/04/2028 | $46.90 | $9.65 | $17.07 | $0.00 | $73.62 |
| WAGON DRILL OPERATOR (HEAVY & HIGHWAY)  *LABORERS - ZONE 3 (HEAVY & HIGHWAY)* | 12/01/2024 | $36.00 | $9.65 | $15.06 | $0.00 | $60.71 |
|  | 06/01/2025 | $37.25 | $9.65 | $15.06 | $0.00 | $61.96 |
|  | 12/01/2025 | $38.49 | $9.65 | $15.06 | $0.00 | $63.20 |
|  | 06/01/2026 | $39.79 | $9.65 | $15.06 | $0.00 | $64.50 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | 12/01/2026 | $41.08 | $9.65 | $15.06 | $0.00 | $65.79 |
| WATER METER INSTALLER 03/17/2024  *PLUMBERS & PIPEFITTERS LOCAL 104*  For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER" | | $49.21 | $9.55 | $17.10 | $0.00 | $75.86 |

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.