

TOWN OF SHELBURNE
51 Bridge Street
Shelburne, MA 01370
(413) 625-0300 ext.1
Townadmin@townofshelburnema.gov

Request for Quotes

Landscaping/Grading/Contouring Pocket Park
19-20 Bridge Street, Shelburne

All quotes are to be submitted in writing. An authority or agent authorized to bind the submitter into an agreement shall sign all contracts and forms.

The Town of Shelburne is the awarding and contracting authority for this procurement.

The deadline for quotes to be accepted is **2:00pm, Monday, July 21, 2025**. Quotes shall be delivered via email to:

Terry Narkewicz, Town Administrator
Town of Shelburne
51 Bridge Street, Shelburne, MA 01370
townadmin@townofshelburnema.gov

Questions should be directed to Terry Narkewicz at
townadmin@townofshelburnema.gov

The Town of Shelburne is an affirmative action/equal opportunity owner/purchaser and encourages the involvement of minority business enterprises and women's business enterprises.

INTRODUCTION

The Town of Shelburne requests quotes for landscaping/grading/contouring a Pocket Park located at 19-20 Bridge Street, Shelburne. This project is funded by Shelburne ARPA (American Rescue Plan Act) Funds. The Town has a budget of \$35,000 and all work should be completed by October 31, 2025.

SCOPE OF SERVICES

Using the Landscaping Concept Plan produced for the Town of Shelburne by Sowing Solutions Ecological Garden Design & Permaculture Solutions in 2023, level and re-shape the Pocket Park land around the Pavilion to accomplish these objectives:

- 1) During the regrading/re-contouring of the pocket park, trench and install an electrical conduit with pull through rope between the existing street light pole and the southwest corner of the pavilion. Cap both ends as this is for future electrification at the pavilion. Disregard conduit runs as originally depicted on the concept plan map (see notation of a single short conduit location).
- 2) Create a level entrance path at least 5 feet wide from the Bridge Street sidewalk connecting to the south side of the pavilion as indicated in the Sowing Solutions drawing. The slope of the pathway must conform to handicap access requirements for grade. The pathway shall be surfaced in crushed stone.
- 3) Create a level area of crushed stone on the south side of the Pavilion and extending toward the south end of the property, as indicated in the Sowing Solutions drawing. Any transitions must conform to handicap access requirements for grade. Re-use stones on the property and other stones as needed to hold the embankment in place.
- 4) Move the existing Jersey Barriers to create 3 tiers in the slope on the south side of the property, as indicated in the Sowing Solutions drawing. Re-shape the existing contours of the earth to create the level areas indicated above and to create level tiers between the Jersey barriers. The tiered areas outside the crushed stone pathway do not need to meet handicap access grade requirements.
 - a) The 6 Jersey barriers currently located at the lowest point on the property facing Deerfield Ave. will be relocated: 1 will be added to the topmost tier at the highest point on the property. The other 5 barriers will be shaped into the lowest tier as indicated on the Sowing Solutions Drawing.
- 5) Dig holes for up to 10 new trees as indicated in Sowing Solutions drawing.
- 6) Plant grass seed as needed on disturbed areas.

MINIMUM REQUIREMENTS

The proposer must possess the following minimum qualifications:

1. The quotation submittal must be from an individual or established business, corporation, partnership, sole proprietorship, joint stock organization, or joint venture licensed and insured to provide construction services in the Commonwealth of Massachusetts.
2. Financial and operational ability to perform the required scope within the stated timeline.

ADDITIONAL REQUIREMENTS

1. This project requires the payment of Massachusetts Prevailing Wages (attached).
2. All onsite workers must demonstrate successful completion of a minimum of ten (10) hours of OSHA approved safety and health training.
3. A 50% payment bond must be provided at the time of contract signing.

ADDITIONAL INFORMATION

Contact Terry Narkewicz, Shelburne Town Administrator, at (413) 625-300 x1, townadmin@TOWNOFSHELBURNEMA.GOV to schedule an inspection of the Pocket Park area.

SUBMISSION REQUIREMENTS

Complete the quotation sheet, certifications and corporation authorization (if the proposer is a corporation); all documents must be signed by an individual authorized to commit the proposer. Completed documents must be scanned and emailed to Terry Narkewicz, (townadmin@TOWNOFSHELBURNEMA.GOV) by the submission deadline of **2:00 pm, Monday, July 21, 2025.**

RULE OF AWARD

The contract will be awarded to the qualified proposer at the lowest price.

SUBMIT WITH YOUR PROPOSAL

QUOTE SHEET, CERTIFICATIONS & CORPORATE AUTHORIZATION

NAME OF PROPOSER: _____

The lump sum price quoted below must include all costs associated with the labor and materials to Landscape/Grade/Re-contour the Pocket Park located at 19-20 Bridge Street, Shelburne, as detailed in the quotation specifications.

Price Quotation: \$_____ (*write out, XX Dollars and XX/cents*)

The undersigned certifies that he/she has the full authority to bind the proposer to the price quotation provided in response to this RFQ.

By: _____

Title: _____

Address: _____

Telephone: _____

Email Address: _____

Signature: _____

SUBMIT WITH YOUR PROPOSAL

CERTIFICATE OF NON-COLLUSION

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

Signature

Date

Typed name

Title

Name of Business

CERTIFICATE OF TAX COMPLIANCE

Pursuant to Massachusetts General Laws, Chapter 62C, Section 49A, I certify under the penalties of perjury that to the best of his/her knowledge and belief I am in compliance with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Consultant:

By:

Signature of authorized representative

Title

Date

SUBMIT WITH YOUR PROPOSAL IF A CORPORATION

CORPORATE VOTES

I, _____ hereby certify that I am the duly qualified and acting Secretary of _____ and further certify that a meeting of the Directors of Said company, duly called and held on _____ 20____, at which all members were present and voting, the following vote was unanimously passed:
VOTED: To authorize and empower _____

Of this company, be and he hereby is authorized to execute contracts and bonds in the name and behalf of said company, and affix its corporate seal thereto; and such execution of any contract or obligation in this company's name on its behalf by such officer under seal of this company shall be valid and binding upon this company.

I further certify that the above vote is still in effect and has not changed or modified in any respect.

A true copy

ATTEST: _____

Place of Business: _____

I hereby certify that I am the clerk of _____ and that _____ is the newly elected _____ of said company, and that the above vote has not been amended or rescinded and remains in full force and as of this date Clerk of _____ (Corporate Seal)

Singley Lot Park

Concept B:

- 10 Trees (one being a spruce or fir evergreen for a holiday tree) (could also be trees such as Redbud Dogwood, Juneberry, Mtn Ash, Alder, Birch, Magnolia, etc), TBD!



★ = PICNIC AREAS,
Plus at Tables

Native Shrub Hedge
for Safety Along Road
& for Creation of a
'Living Room' Feel
(Mulch Beneath)

MEMORIAL AVE

Raised Wooden Garden Beds for Perennial Flowers & Creates Privacy in Picnic Area

PLEASE NOTE: The Two Trees on the Southern Edge create shade for half of the sitting area, All other tree areas offer ground level picnic areas in shade. ALSO This plan involves adjusting the TWO LOWER RETAINING WALLS UP HILL. ** This plan will also still work if there is no budget to move the middle wall, then simply move only the lowest wall.*

SCALE 1" = 10'
on 11 x 17 Paper

Sowing Solutions

Ecological Garden Design &
Permaculture Education



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

MAURA HEALY
Governor

KIM DRISCOLL
Lt. Governor

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

LAUREN JONES
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority:	Selectboard	City/Town: SHELBURNE
Contract Number:	2025-0721	
Description of Work:	Regrade and contour park area. Install electrical conduit. Create 5' wide pathways in crushed stone, relocate Jersey Barriers to create a tiered seating area, and plant grass seed as needed.	
Job Location:	19-20 Bridge Street	

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$40.95	\$15.57	\$20.17	\$0.00	\$0.00	\$76.69
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$40.95	\$15.57	\$21.78	\$0.00	\$0.00	\$78.30
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$0.00	\$78.90
	6/1/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$0.00	\$79.90
	12/1/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$0.00	\$81.64
	1/1/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$0.00	\$82.24
(3 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$41.02	\$15.57	\$20.17	\$0.00	\$0.00	\$76.76
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.02	\$15.57	\$21.78	\$0.00	\$0.00	\$78.37
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$0.00	\$78.97
	6/1/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$0.00	\$79.97
	12/1/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$0.00	\$81.71
	1/1/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$0.00	\$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$0.00	\$76.88
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$0.00	\$78.49
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$0.00	\$79.09
	6/1/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$0.00	\$80.09
	12/1/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$0.00	\$81.83
	1/1/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
For apprentice rates see "Apprentice- PILE DRIVER"							
AIR TRACK OPERATOR	6/2/2025	\$37.00	\$9.90	\$9.25	\$8.32	\$0.00	\$64.47
LABORERS	12/1/2025	\$38.25	\$9.90	\$9.25	\$8.32	\$0.00	\$65.72
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$39.55	\$9.90	\$9.25	\$8.32	\$0.00	\$67.02
	12/7/2026	\$40.85	\$9.90	\$9.25	\$8.32	\$0.00	\$68.32
	6/7/2027	\$42.25	\$9.90	\$9.25	\$8.32	\$0.00	\$69.72
	12/6/2027	\$43.65	\$9.90	\$9.25	\$8.32	\$0.00	\$71.12
	6/5/2028	\$45.15	\$9.90	\$9.25	\$8.32	\$0.00	\$72.62
	12/4/2028	\$46.65	\$9.90	\$9.25	\$8.32	\$0.00	\$74.12
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	6/1/2025	\$37.00	\$9.90	\$9.25	\$6.31	\$0.00	\$62.46
LABORERS	12/1/2025	\$38.24	\$9.90	\$9.25	\$6.31	\$0.00	\$63.70
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$39.54	\$9.90	\$9.25	\$6.31	\$0.00	\$65.00
	12/1/2026	\$40.83	\$9.90	\$9.25	\$6.31	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASBESTOS WORKER (PIPES & TANKS)	6/1/2025	\$39.42	\$14.50	\$4.30	\$6.25	\$0.00	\$64.47
HEAT & FROST INSULATORS LOCAL 6	12/1/2025	\$40.32	\$14.50	\$4.30	\$6.25	\$0.00	\$65.37
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)							
ASPHALT RAKER	6/2/2025	\$36.50	\$9.90	\$9.25	\$8.32	\$0.00	\$63.97
LABORERS	12/1/2025	\$37.75	\$9.90	\$9.25	\$8.32	\$0.00	\$65.22
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$39.05	\$9.90	\$9.25	\$8.32	\$0.00	\$66.52
	12/7/2026	\$40.35	\$9.90	\$9.25	\$8.32	\$0.00	\$67.82

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/7/2027	\$41.75	\$9.90	\$9.25	\$8.32	\$0.00	\$69.22
	12/6/2027	\$43.15	\$9.90	\$9.25	\$8.32	\$0.00	\$70.62
	6/5/2028	\$44.65	\$9.90	\$9.25	\$8.32	\$0.00	\$72.12
	12/4/2028	\$46.15	\$9.90	\$9.25	\$8.32	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
ASPHALT RAKER (HEAVY & HIGHWAY)	6/1/2025	\$36.50	\$9.90	\$9.25	\$6.31	\$0.00	\$61.96
LABORERS	12/1/2025	\$37.74	\$9.90	\$9.25	\$6.31	\$0.00	\$63.20
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$39.04	\$9.90	\$9.25	\$6.31	\$0.00	\$64.50
	12/1/2026	\$40.33	\$9.90	\$9.25	\$6.31	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER)	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BACKHOE/FRONT-END LOADER OPERATOR	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BARCO-TYPE JUMPING TAMPER	6/2/2025	\$36.50	\$9.90	\$9.25	\$8.32	\$0.00	\$63.97
LABORERS	12/1/2025	\$37.75	\$9.90	\$9.25	\$8.32	\$0.00	\$65.22
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$39.05	\$9.90	\$9.25	\$8.32	\$0.00	\$66.52
	12/7/2026	\$40.35	\$9.90	\$9.25	\$8.32	\$0.00	\$67.82
	6/7/2027	\$41.75	\$9.90	\$9.25	\$8.32	\$0.00	\$69.22
	12/6/2027	\$43.15	\$9.90	\$9.25	\$8.32	\$0.00	\$70.62
	6/5/2028	\$44.65	\$9.90	\$9.25	\$8.32	\$0.00	\$72.12
	12/4/2028	\$46.15	\$9.90	\$9.25	\$8.32	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
BATCH/CEMENT PLANT - ON SITE	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BLOCK PAVER, RAMMER / CURB SETTER	6/2/2025	\$37.00	\$9.90	\$9.25	\$8.32	\$0.00	\$64.47
LABORERS	12/1/2025	\$38.25	\$9.90	\$9.25	\$8.32	\$0.00	\$65.72
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$39.55	\$9.90	\$9.25	\$8.32	\$0.00	\$67.02
	12/7/2026	\$40.85	\$9.90	\$9.25	\$8.32	\$0.00	\$68.32
	6/7/2027	\$42.25	\$9.90	\$9.25	\$8.32	\$0.00	\$69.72
	12/6/2027	\$43.65	\$9.90	\$9.25	\$8.32	\$0.00	\$71.12
	6/5/2028	\$45.15	\$9.90	\$9.25	\$8.32	\$0.00	\$72.62
	12/4/2028	\$46.65	\$9.90	\$9.25	\$8.32	\$0.00	\$74.12
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	6/1/2025	\$37.00	\$9.90	\$9.25	\$6.31	\$0.00	\$62.46
LABORERS	12/1/2025	\$38.24	\$9.90	\$9.25	\$6.31	\$0.00	\$63.70
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$39.54	\$9.90	\$9.25	\$6.31	\$0.00	\$65.00
	12/1/2026	\$40.83	\$9.90	\$9.25	\$6.31	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
BOILER MAKER	1/1/2024	\$48.12	\$7.07	\$14.60	\$6.00	\$0.00	\$75.79
BOILERMAKERS LOCAL 29							
BOILERMAKERS LOCAL 29							

Apprentice: BOILER MAKER							
Effective Date: 1/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	65.00	\$31.28	\$7.07	\$9.32	\$3.90	\$0.00	\$51.57
2	65.00	\$31.28	\$7.07	\$9.32	\$3.90	\$0.00	\$51.57
3	70.00	\$33.68	\$7.07	\$10.03	\$4.20	\$0.00	\$54.98
4	75.00	\$36.09	\$7.07	\$10.74	\$4.50	\$0.00	\$58.40
5	80.00	\$38.50	\$7.07	\$11.45	\$4.80	\$0.00	\$61.82
6	85.00	\$40.90	\$7.07	\$12.18	\$5.10	\$0.00	\$65.25
7	90.00	\$43.31	\$7.07	\$12.88	\$5.40	\$0.00	\$68.66
8	95.00	\$45.71	\$7.07	\$13.62	\$5.70	\$0.00	\$72.10

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	2/1/2025	\$54.21	\$11.49	\$15.57	\$5.89	\$0.00	\$87.16
BRICKLAYERS LOCAL 3	8/1/2025	\$56.36	\$11.49	\$15.57	\$5.89	\$0.00	\$89.31
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	2/1/2026	\$57.71	\$11.49	\$15.57	\$5.89	\$0.00	\$90.66
	8/1/2026	\$59.91	\$11.49	\$15.57	\$5.89	\$0.00	\$92.86
	2/1/2027	\$61.31	\$11.49	\$15.57	\$5.89	\$0.00	\$94.26

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)							
Effective Date: 2/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$27.11	\$11.49	\$15.57	\$5.89	\$0.00	\$60.06
2	60.00	\$32.53	\$11.49	\$15.57	\$5.89	\$0.00	\$65.48
3	70.00	\$37.95	\$11.49	\$15.57	\$5.89	\$0.00	\$70.90
4	80.00	\$43.37	\$11.49	\$15.57	\$5.89	\$0.00	\$76.32
5	90.00	\$48.79	\$11.49	\$15.57	\$5.89	\$0.00	\$81.74

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)							
Effective Date: 8/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$28.18	\$11.49	\$15.57	\$5.89	\$0.00	\$61.13
2	60.00	\$33.82	\$11.49	\$15.57	\$5.89	\$0.00	\$66.77
3	70.00	\$39.45	\$11.49	\$15.57	\$5.89	\$0.00	\$72.40
4	80.00	\$45.09	\$11.49	\$15.57	\$5.89	\$0.00	\$78.04
5	90.00	\$50.72	\$11.49	\$15.57	\$5.89	\$0.00	\$83.67

BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
CAISSON & UNDERPINNING BOTTOM MAN	6/1/2025	\$48.85	\$9.90	\$9.25	\$9.80	\$0.00	\$77.80
LABORERS	12/1/2025	\$50.35	\$9.90	\$9.25	\$9.80	\$0.00	\$79.30
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$51.90	\$9.90	\$9.25	\$9.80	\$0.00	\$80.85
	12/1/2026	\$53.40	\$9.90	\$9.25	\$9.80	\$0.00	\$82.35
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING LABORER	6/1/2025	\$47.70	\$9.90	\$9.25	\$9.80	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.20	\$9.90	\$9.25	\$9.80	\$0.00	\$78.15
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$50.75	\$9.90	\$9.25	\$9.80	\$0.00	\$79.70
	12/1/2026	\$52.25	\$9.90	\$9.25	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING TOP MAN	6/1/2025	\$48.03	\$9.90	\$9.25	\$9.80	\$0.00	\$76.98
LABORERS	12/1/2025	\$49.53	\$9.90	\$9.25	\$9.80	\$0.00	\$78.48
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$51.08	\$9.90	\$9.25	\$9.80	\$0.00	\$80.03
	12/1/2026	\$52.58	\$9.90	\$9.25	\$9.80	\$0.00	\$81.53
For apprentice rates see "Apprentice- LABORER"							
CARBIDE CORE DRILL OPERATOR	6/2/2025	\$36.50	\$9.90	\$9.25	\$8.32	\$0.00	\$63.97
LABORERS	12/1/2025	\$37.75	\$9.90	\$9.25	\$8.32	\$0.00	\$65.22
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$39.05	\$9.90	\$9.25	\$8.32	\$0.00	\$66.52
	12/7/2026	\$40.35	\$9.90	\$9.25	\$8.32	\$0.00	\$67.82
	6/7/2027	\$41.75	\$9.90	\$9.25	\$8.32	\$0.00	\$69.22
	12/6/2027	\$43.15	\$9.90	\$9.25	\$8.32	\$0.00	\$70.62
	6/5/2028	\$44.65	\$9.90	\$9.25	\$8.32	\$0.00	\$72.12
	12/4/2028	\$46.15	\$9.90	\$9.25	\$8.32	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
CARPENTER	3/1/2025	\$43.26	\$7.91	\$11.25	\$6.90	\$0.00	\$69.32
CARPENTERS	9/1/2025	\$44.21	\$7.91	\$11.25	\$6.90	\$0.00	\$70.27
CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE	3/1/2026	\$45.11	\$7.91	\$11.25	\$6.90	\$0.00	\$71.17
FRANKLIN	9/1/2026	\$46.06	\$7.91	\$11.25	\$6.90	\$0.00	\$72.12
	3/1/2027	\$46.96	\$7.91	\$11.25	\$6.90	\$0.00	\$73.02

Apprentice: CARPENTER**Effective Date: 3/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.47	\$7.91	\$0.00	\$1.40	\$0.00	\$28.78
2	45.00	\$19.47	\$7.91	\$0.00	\$1.40	\$0.00	\$28.78
3	55.00	\$23.79	\$7.91	\$0.00	\$2.76	\$0.00	\$34.46
4	55.00	\$23.79	\$7.91	\$0.00	\$2.76	\$0.00	\$34.46
5	70.00	\$30.28	\$7.91	\$11.25	\$4.14	\$0.00	\$53.58
6	70.00	\$30.28	\$7.91	\$11.25	\$4.14	\$0.00	\$53.58
7	80.00	\$34.61	\$7.91	\$11.25	\$5.52	\$0.00	\$59.29
8	80.00	\$34.61	\$7.91	\$11.25	\$5.52	\$0.00	\$59.29

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: CARPENTER Effective Date: 9/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.89	\$7.91	\$0.00	\$1.38	\$0.00	\$29.18
2	45.00	\$19.89	\$7.91	\$0.00	\$1.38	\$0.00	\$29.18
3	55.00	\$24.32	\$7.91	\$0.00	\$2.76	\$0.00	\$34.99
4	55.00	\$24.32	\$7.91	\$0.00	\$2.76	\$0.00	\$34.99
5	70.00	\$30.95	\$7.91	\$11.25	\$4.14	\$0.00	\$54.25
6	70.00	\$30.95	\$7.91	\$11.25	\$4.14	\$0.00	\$54.25
7	80.00	\$35.37	\$7.91	\$11.25	\$5.52	\$0.00	\$60.05
8	80.00	\$35.37	\$7.91	\$11.25	\$5.52	\$0.00	\$60.05
<hr/>							
CARPENTER WOOD FRAME	10/1/2024	\$26.65	\$7.02	\$3.80	\$1.00	\$0.00	\$38.47
CARPENTERS	10/1/2025	\$27.75	\$7.02	\$3.80	\$1.00	\$0.00	\$39.57
CARPENTERS-ZONE 3 (Wood Frame)	10/1/2026	\$28.85	\$7.02	\$3.80	\$1.00	\$0.00	\$40.67
All Aspects of New Wood Frame Work							

Apprentice: CARPENTER WOOD FRAME Effective Date: 10/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$15.99	\$7.02	\$0.00	\$0.00	\$0.00	\$23.01
2	60.00	\$15.99	\$7.02	\$0.00	\$0.00	\$0.00	\$23.01
3	65.00	\$17.32	\$7.02	\$0.00	\$1.00	\$0.00	\$25.34
4	70.00	\$18.66	\$7.02	\$0.00	\$1.00	\$0.00	\$26.68
5	75.00	\$19.99	\$7.02	\$3.80	\$1.00	\$0.00	\$31.81
6	80.00	\$21.32	\$7.02	\$3.80	\$1.00	\$0.00	\$33.14
7	85.00	\$22.65	\$7.02	\$3.80	\$1.00	\$0.00	\$34.47
8	90.00	\$23.99	\$7.02	\$3.80	\$1.00	\$0.00	\$35.81

Apprentice: CARPENTER WOOD FRAME Effective Date: 10/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$16.65	\$7.02	\$0.00	\$0.00	\$0.00	\$23.67
2	60.00	\$16.65	\$7.02	\$0.00	\$0.00	\$0.00	\$23.67
3	65.00	\$18.04	\$7.02	\$0.00	\$1.00	\$0.00	\$26.06
4	70.00	\$19.43	\$7.02	\$0.00	\$1.00	\$0.00	\$27.45
5	75.00	\$20.81	\$7.02	\$3.80	\$1.00	\$0.00	\$32.63
6	80.00	\$22.20	\$7.02	\$3.80	\$1.00	\$0.00	\$34.02
7	85.00	\$23.59	\$7.02	\$3.80	\$1.00	\$0.00	\$35.41
8	90.00	\$24.98	\$7.02	\$3.80	\$1.00	\$0.00	\$36.80

CEMENT MASONRY/PLASTERING	7/1/2024	\$44.56	\$13.20	\$16.30	\$2.93	\$1.69	\$78.68
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
BRICKLAYERS LOCAL 3							
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)							

Apprentice: CEMENT MASONRY/PLASTERING							
Effective Date: 7/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$22.28	\$13.20	\$16.30	\$0.00	\$0.00	\$51.78
2	60.00	\$26.74	\$13.20	\$16.30	\$2.93	\$1.69	\$60.86
3	65.00	\$28.96	\$13.20	\$16.30	\$2.93	\$1.69	\$63.08
4	70.00	\$31.19	\$13.20	\$16.30	\$2.93	\$1.69	\$65.31
5	75.00	\$33.42	\$13.20	\$16.30	\$2.93	\$1.69	\$67.54
6	80.00	\$35.65	\$13.20	\$16.30	\$2.93	\$1.69	\$69.77
7	90.00	\$40.10	\$13.20	\$16.30	\$2.93	\$1.69	\$74.22

CHAIN SAW OPERATOR	6/2/2025	\$36.50	\$9.90	\$9.25	\$8.32	\$0.00	\$63.97
LABORERS	12/1/2025	\$37.75	\$9.90	\$9.25	\$8.32	\$0.00	\$65.22
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$39.05	\$9.90	\$9.25	\$8.32	\$0.00	\$66.52
	12/7/2026	\$40.35	\$9.90	\$9.25	\$8.32	\$0.00	\$67.82
	6/7/2027	\$41.75	\$9.90	\$9.25	\$8.32	\$0.00	\$69.22
	12/6/2027	\$43.15	\$9.90	\$9.25	\$8.32	\$0.00	\$70.62
	6/5/2028	\$44.65	\$9.90	\$9.25	\$8.32	\$0.00	\$72.12
	12/4/2028	\$46.15	\$9.90	\$9.25	\$8.32	\$0.00	\$73.62

For apprentice rates see "Apprentice- LABORER"

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE)	1/1/2025	\$58.46	\$9.95	\$11.85	\$12.10	\$0.00	\$92.36
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							

Apprentice: DELEADER (BRIDGE)							
Effective Date: 1/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.23	\$9.95	\$0.00	\$0.00	\$0.00	\$39.18
2	55.00	\$32.15	\$9.95	\$0.00	\$6.66	\$0.00	\$48.76
3	60.00	\$35.08	\$9.95	\$0.00	\$7.26	\$0.00	\$52.29
4	65.00	\$38.00	\$9.95	\$0.00	\$7.87	\$0.00	\$55.82
5	70.00	\$40.92	\$9.95	\$11.85	\$8.47	\$0.00	\$71.19

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																
<div> Apprentice: DELEADER (BRIDGE) Effective Date: 1/1/2025 </div> <table> <tr> <th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr> <tr> <td>6</td><td>75.00</td><td>\$43.85</td><td>\$9.95</td><td>\$11.85</td><td>\$9.08</td><td>\$0.00</td><td>\$74.73</td></tr> <tr> <td>7</td><td>80.00</td><td>\$46.77</td><td>\$9.95</td><td>\$11.85</td><td>\$9.68</td><td>\$0.00</td><td>\$78.25</td></tr> <tr> <td>8</td><td>90.00</td><td>\$52.61</td><td>\$9.95</td><td>\$11.85</td><td>\$10.89</td><td>\$0.00</td><td>\$85.30</td></tr> </table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	6	75.00	\$43.85	\$9.95	\$11.85	\$9.08	\$0.00	\$74.73	7	80.00	\$46.77	\$9.95	\$11.85	\$9.68	\$0.00	\$78.25	8	90.00	\$52.61	\$9.95	\$11.85	\$10.89	\$0.00	\$85.30
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																
6	75.00	\$43.85	\$9.95	\$11.85	\$9.08	\$0.00	\$74.73																																
7	80.00	\$46.77	\$9.95	\$11.85	\$9.68	\$0.00	\$78.25																																
8	90.00	\$52.61	\$9.95	\$11.85	\$10.89	\$0.00	\$85.30																																
DEMO: ADZEMAN	6/2/2025	\$47.75	\$9.90	\$9.25	\$9.65	\$0.00	\$76.55																																
LABORERS	12/1/2025	\$49.25	\$9.90	\$9.25	\$9.65	\$0.00	\$78.05																																
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$50.80	\$9.90	\$9.25	\$9.65	\$0.00	\$79.60																																
	12/7/2026	\$52.30	\$9.90	\$9.25	\$9.65	\$0.00	\$81.10																																
	6/7/2027	\$53.90	\$9.90	\$9.25	\$9.65	\$0.00	\$82.70																																
	12/6/2027	\$55.50	\$9.90	\$9.25	\$9.65	\$0.00	\$84.30																																
	6/5/2028	\$57.18	\$9.90	\$9.25	\$9.65	\$0.00	\$85.98																																
	12/4/2028	\$58.85	\$9.90	\$9.25	\$9.65	\$0.00	\$87.65																																
For apprentice rates see "Apprentice- LABORER"																																							
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	6/2/2025	\$48.75	\$9.90	\$9.25	\$9.65	\$0.00	\$77.55																																
LABORERS	12/1/2025	\$50.25	\$9.90	\$9.25	\$9.65	\$0.00	\$79.05																																
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$51.80	\$9.90	\$9.25	\$9.65	\$0.00	\$80.60																																
	12/7/2026	\$53.30	\$9.90	\$9.25	\$9.65	\$0.00	\$82.10																																
	6/7/2027	\$54.90	\$9.90	\$9.25	\$9.65	\$0.00	\$83.70																																
	12/6/2027	\$56.50	\$9.90	\$9.25	\$9.65	\$0.00	\$85.30																																
	6/5/2028	\$58.18	\$9.90	\$9.25	\$9.65	\$0.00	\$86.98																																
	12/4/2028	\$59.85	\$9.90	\$9.25	\$9.65	\$0.00	\$88.65																																
For apprentice rates see "Apprentice- LABORER"																																							
DEMO: BURNERS	6/2/2025	\$49.25	\$9.65	\$9.00	\$9.40	\$0.00	\$77.30																																
LABORERS	12/1/2025	\$50.75	\$9.65	\$9.00	\$9.40	\$0.00	\$78.80																																
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$52.30	\$9.65	\$9.00	\$9.40	\$0.00	\$80.35																																
	12/7/2026	\$53.80	\$9.65	\$9.00	\$9.40	\$0.00	\$81.85																																
	6/7/2027	\$55.40	\$9.65	\$9.00	\$9.40	\$0.00	\$83.45																																
	12/6/2027	\$57.00	\$9.65	\$9.00	\$9.40	\$0.00	\$85.05																																
	6/5/2028	\$58.68	\$9.65	\$9.00	\$9.40	\$0.00	\$86.73																																
	12/4/2028	\$60.35	\$9.65	\$9.00	\$9.40	\$0.00	\$88.40																																
For apprentice rates see "Apprentice- LABORER"																																							
DEMO: CONCRETE CUTTER/SAWYER	6/2/2025	\$48.75	\$9.90	\$9.25	\$9.65	\$0.00	\$77.55																																
LABORERS	12/1/2025	\$50.25	\$9.90	\$9.25	\$9.65	\$0.00	\$79.05																																
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$51.80	\$9.90	\$9.25	\$9.65	\$0.00	\$80.60																																
	12/7/2026	\$53.30	\$9.90	\$9.25	\$9.65	\$0.00	\$82.10																																
	6/7/2027	\$54.90	\$9.90	\$9.25	\$9.65	\$0.00	\$83.70																																
	12/6/2027	\$56.50	\$9.90	\$9.25	\$9.65	\$0.00	\$85.30																																
	6/5/2028	\$58.18	\$9.90	\$9.25	\$9.65	\$0.00	\$86.98																																
	12/4/2028	\$59.85	\$9.90	\$9.25	\$9.65	\$0.00	\$88.65																																
For apprentice rates see "Apprentice- LABORER"																																							
DEMO: JACKHAMMER OPERATOR	6/2/2025	\$49.25	\$9.65	\$9.00	\$9.40	\$0.00	\$77.30																																

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS	12/1/2025	\$50.75	\$9.65	\$9.00	\$9.40	\$0.00	\$78.80
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$52.30	\$9.65	\$9.00	\$9.40	\$0.00	\$80.35
	12/7/2026	\$53.80	\$9.65	\$9.00	\$9.40	\$0.00	\$81.85
	6/7/2027	\$55.40	\$9.65	\$9.00	\$9.40	\$0.00	\$83.45
	12/6/2027	\$57.00	\$9.65	\$9.00	\$9.40	\$0.00	\$85.05
	6/5/2028	\$58.68	\$9.65	\$9.00	\$9.40	\$0.00	\$86.73
	12/4/2028	\$60.35	\$9.65	\$9.00	\$9.40	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: WRECKING LABORER	6/2/2025	\$47.75	\$9.90	\$9.25	\$9.65	\$0.00	\$76.55
LABORERS	12/1/2025	\$49.25	\$9.90	\$9.25	\$9.65	\$0.00	\$78.05
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$50.80	\$9.90	\$9.25	\$9.65	\$0.00	\$79.60
	12/7/2026	\$52.30	\$9.90	\$9.25	\$9.65	\$0.00	\$81.10
	6/7/2027	\$53.90	\$9.90	\$9.25	\$9.65	\$0.00	\$82.70
	12/6/2027	\$55.50	\$9.90	\$9.25	\$9.65	\$0.00	\$84.30
	6/5/2028	\$57.18	\$9.90	\$9.25	\$9.65	\$0.00	\$85.98
	12/4/2028	\$58.85	\$9.90	\$9.25	\$9.65	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"							
DIVER	8/1/2024	\$78.11	\$10.08	\$11.62	\$12.67	\$0.00	\$112.48
PILE DRIVER LOCAL 56							
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							
DIVER TENDER	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
PILE DRIVER LOCAL 56							
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							
DIVER TENDER (EFFLUENT)	8/1/2024	\$83.69	\$10.08	\$11.62	\$12.67	\$0.00	\$118.06
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
For apprentice rates see "Apprentice- PILE DRIVER"							
DIVER/SLURRY (EFFLUENT)	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
For apprentice rates see "Apprentice- PILE DRIVER"							
DRAWBRIDGE OPERATOR (Construction)	7/1/2020	\$26.77	\$6.67	\$3.93	\$0.00	\$0.16	\$37.53
DRAWBRIDGE - SEIU LOCAL 888							
DRAWBRIDGE - SEIU LOCAL 888							
ELECTRICIAN (Including Core Drilling)	12/29/2024	\$51.06	\$13.25	\$8.23	\$6.83	\$0.00	\$79.37
ELECTRICIANS LOCAL 7	6/29/2025	\$52.16	\$13.50	\$8.31	\$6.90	\$0.00	\$80.87
ELECTRICIANS LOCAL 7	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: ELECTRICIAN (Including Core Drilling)							
Effective Date: 12/29/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$20.42	\$7.35	\$0.61	\$0.00	\$0.00	\$28.38
2	45.00	\$22.98	\$7.35	\$0.69	\$0.00	\$0.00	\$31.02
3	50.00	\$25.53	\$13.25	\$7.47	\$0.00	\$0.00	\$46.25
4	55.00	\$28.08	\$13.25	\$7.54	\$0.00	\$0.00	\$48.87
5	65.00	\$33.19	\$13.25	\$9.74	\$0.00	\$0.00	\$56.18
6	70.00	\$35.74	\$13.25	\$11.19	\$0.00	\$0.00	\$60.18
Apprentice: ELECTRICIAN (Including Core Drilling)							
Effective Date: 6/29/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$20.86	\$7.50	\$0.63	\$0.00	\$0.00	\$28.99
2	45.00	\$23.47	\$7.50	\$0.70	\$0.00	\$0.00	\$31.67
3	50.00	\$26.08	\$13.50	\$7.53	\$0.00	\$0.00	\$47.11
4	55.00	\$28.69	\$13.50	\$7.61	\$0.00	\$0.00	\$49.80
5	65.00	\$33.90	\$13.50	\$9.84	\$0.00	\$0.00	\$57.24
6	70.00	\$36.51	\$13.50	\$11.30	\$0.00	\$0.00	\$61.31
ELEVATOR CONSTRUCTOR	1/1/2025	\$62.83	\$16.28	\$10.96	\$10.40	\$0.00	\$100.47
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2026	\$63.68	\$16.38	\$11.06	\$10.70	\$0.00	\$101.82
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2027	\$64.53	\$16.48	\$11.16	\$11.00	\$0.00	\$103.17
Apprentice: ELEVATOR CONSTRUCTOR							
Effective Date: 1/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$31.42	\$16.28	\$0.00	\$0.00	\$0.00	\$47.70
2	55.00	\$34.56	\$16.28	\$10.96	\$10.40	\$0.00	\$72.20
3	65.00	\$40.84	\$16.28	\$10.96	\$10.40	\$0.00	\$78.48
4	70.00	\$43.98	\$16.28	\$10.96	\$10.40	\$0.00	\$81.62
5	80.00	\$50.26	\$16.28	\$10.96	\$10.40	\$0.00	\$87.90
Apprentice: ELEVATOR CONSTRUCTOR							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$31.84	\$16.38	\$0.00	\$0.00	\$0.00	\$48.22
2	55.00	\$35.02	\$16.38	\$11.06	\$10.70	\$0.00	\$73.16
3	65.00	\$41.39	\$16.38	\$11.06	\$10.70	\$0.00	\$79.53

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																								
<div>Apprentice: ELEVATOR CONSTRUCTOR</div> <div>Effective Date: 1/1/2026</div> <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>4</td><td>70.00</td><td>\$44.58</td><td>\$16.38</td><td>\$11.06</td><td>\$10.70</td><td>\$0.00</td><td>\$82.72</td></tr><tr><td>5</td><td>80.00</td><td>\$50.94</td><td>\$16.38</td><td>\$11.06</td><td>\$10.70</td><td>\$0.00</td><td>\$89.08</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	4	70.00	\$44.58	\$16.38	\$11.06	\$10.70	\$0.00	\$82.72	5	80.00	\$50.94	\$16.38	\$11.06	\$10.70	\$0.00	\$89.08
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																								
4	70.00	\$44.58	\$16.38	\$11.06	\$10.70	\$0.00	\$82.72																								
5	80.00	\$50.94	\$16.38	\$11.06	\$10.70	\$0.00	\$89.08																								
ELEVATOR CONSTRUCTOR HELPER	1/1/2025	\$43.98	\$16.28	\$10.96	\$10.40	\$0.00	\$81.62																								
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2026	\$44.58	\$16.38	\$11.06	\$10.70	\$0.00	\$82.72																								
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2027	\$45.17	\$16.48	\$11.16	\$11.00	\$0.00	\$83.81																								
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"																															
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	6/1/2025	\$36.50	\$9.90	\$9.25	\$6.31	\$0.00	\$61.96																								
LABORERS	12/1/2025	\$37.74	\$9.90	\$9.25	\$6.31	\$0.00	\$63.20																								
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$39.04	\$9.90	\$9.25	\$6.31	\$0.00	\$64.50																								
	12/1/2026	\$40.33	\$9.90	\$9.25	\$6.31	\$0.00	\$65.79																								
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"																															
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY	6/1/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$0.00	\$27.74																								
OPERATING ENGINEERS LOCAL 98																															
OPERATING ENGINEERS LOCAL 98																															
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY	6/1/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$0.00	\$30.23																								
OPERATING ENGINEERS LOCAL 98																															
OPERATING ENGINEERS LOCAL 98																															
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY	6/1/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$0.00	\$31.23																								
OPERATING ENGINEERS LOCAL 98																															
OPERATING ENGINEERS LOCAL 98																															
FIRE ALARM INSTALLER	12/29/2024	\$51.06	\$13.25	\$8.23	\$6.83	\$0.00	\$79.37																								
ELECTRICIANS LOCAL 7	6/29/2025	\$52.16	\$13.50	\$8.31	\$6.90	\$0.00	\$80.87																								
ELECTRICIANS LOCAL 7	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37																								
	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87																								
	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37																								
For apprentice rates see "Apprentice- ELECTRICIAN"																															
FIRE ALARM REPAIR / MAINTENANCE	12/29/2024	\$51.06	\$13.25	\$8.23	\$6.83	\$0.00	\$79.37																								
/ COMMISSIONING	6/29/2025	\$52.16	\$13.50	\$8.31	\$6.90	\$0.00	\$80.87																								
ELECTRICIANS LOCAL 7	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37																								
ELECTRICIANS LOCAL 7	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87																								
	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37																								
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"																															
FIREMAN	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96																								
OPERATING ENGINEERS LOCAL 98																															
OPERATING ENGINEERS LOCAL 98																															

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: FIREMAN Effective Date: 12/1/2023							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$23.42	\$13.78	\$12.15	\$3.00	\$0.00	\$52.35
2	70.00	\$27.32	\$13.78	\$12.15	\$3.00	\$0.00	\$56.25
3	80.00	\$31.22	\$13.78	\$12.15	\$3.00	\$0.00	\$60.15
4	90.00	\$35.13	\$13.78	\$12.15	\$3.00	\$0.00	\$64.06
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	6/1/2025	\$28.09	\$9.90	\$9.25	\$6.31	\$0.00	\$53.55
LABORERS	12/1/2025	\$28.09	\$9.90	\$9.25	\$6.31	\$0.00	\$53.55
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$29.21	\$9.90	\$9.25	\$6.31	\$0.00	\$54.67
	12/1/2026	\$29.21	\$9.90	\$9.25	\$6.31	\$0.00	\$54.67
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
FLOORCOVERER	3/1/2025	\$43.26	\$7.91	\$11.25	\$6.90	\$0.00	\$69.32
FLOORCOVERERS LOCAL 2168	9/1/2025	\$44.21	\$7.91	\$11.25	\$6.90	\$0.00	\$70.27
FLOORCOVERERS LOCAL 2168 ZONE III	3/1/2026	\$45.11	\$7.91	\$11.25	\$6.90	\$0.00	\$71.17
	9/1/2026	\$46.06	\$7.91	\$11.25	\$6.90	\$0.00	\$72.12
	3/1/2027	\$46.96	\$7.91	\$11.25	\$6.90	\$0.00	\$73.02
Apprentice: FLOORCOVERER Effective Date: 3/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.47	\$7.91	\$0.00	\$1.38	\$0.00	\$28.76
2	45.00	\$19.47	\$7.91	\$0.00	\$1.38	\$0.00	\$28.76
3	55.00	\$23.79	\$7.91	\$0.00	\$2.76	\$0.00	\$34.46
4	55.00	\$23.79	\$7.91	\$0.00	\$2.76	\$0.00	\$34.46
5	70.00	\$30.28	\$7.91	\$11.25	\$4.14	\$0.00	\$53.58
6	70.00	\$30.28	\$7.91	\$11.25	\$4.14	\$0.00	\$53.58
7	80.00	\$34.61	\$7.91	\$11.25	\$5.52	\$0.00	\$59.29
8	80.00	\$34.61	\$7.91	\$11.25	\$5.52	\$0.00	\$59.29
Apprentice: FLOORCOVERER Effective Date: 9/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.89	\$7.91	\$0.00	\$1.38	\$0.00	\$29.18
2	45.00	\$19.89	\$7.91	\$0.00	\$1.38	\$0.00	\$29.18
3	55.00	\$24.32	\$7.91	\$0.00	\$2.76	\$0.00	\$34.99
4	55.00	\$24.32	\$7.91	\$0.00	\$2.76	\$0.00	\$34.99
5	70.00	\$30.95	\$7.91	\$11.25	\$4.14	\$0.00	\$54.25
6	70.00	\$30.95	\$7.91	\$11.25	\$4.14	\$0.00	\$54.25
7	80.00	\$35.37	\$7.91	\$11.25	\$5.52	\$0.00	\$60.05

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																																																								
Apprentice: FLOORCOVERER																																																																															
Effective Date: 9/1/2025																																																																															
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																																																								
8	80.00	\$35.37	\$7.91	\$11.25	\$5.52	\$0.00	\$60.05																																																																								
<hr/>																																																																															
FORK LIFT OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.25	\$13.78	\$12.15	\$3.00	\$0.00	\$68.18																																																																								
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																																																																															
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GENERATORS/LIGHTING PLANTS OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$35.80	\$13.78	\$12.15	\$3.00	\$0.00	\$64.73																																																																								
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																																																																															
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GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 1333 GLAZIERS LOCAL 1333	6/1/2020	\$39.18	\$10.80	\$6.70	\$3.75	\$0.00	\$60.43																																																																								
<div>Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)</div> <div>Effective Date: 6/1/2020</div> <table><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr><tr><td>1</td><td>50.00</td><td>\$19.59</td><td>\$10.80</td><td>\$1.50</td><td>\$0.30</td><td>\$0.00</td><td>\$32.19</td></tr><tr><td>2</td><td>56.25</td><td>\$22.04</td><td>\$10.80</td><td>\$1.50</td><td>\$0.30</td><td>\$0.00</td><td>\$34.64</td></tr><tr><td>3</td><td>62.50</td><td>\$24.49</td><td>\$10.80</td><td>\$1.95</td><td>\$0.50</td><td>\$0.00</td><td>\$37.74</td></tr><tr><td>4</td><td>68.75</td><td>\$26.94</td><td>\$10.80</td><td>\$1.95</td><td>\$0.50</td><td>\$0.00</td><td>\$40.19</td></tr><tr><td>5</td><td>75.00</td><td>\$29.39</td><td>\$10.80</td><td>\$2.50</td><td>\$0.65</td><td>\$0.00</td><td>\$43.34</td></tr><tr><td>6</td><td>81.25</td><td>\$31.83</td><td>\$10.80</td><td>\$2.50</td><td>\$0.65</td><td>\$0.00</td><td>\$45.78</td></tr><tr><td>7</td><td>87.50</td><td>\$34.28</td><td>\$10.80</td><td>\$6.70</td><td>\$3.75</td><td>\$0.00</td><td>\$55.53</td></tr><tr><td>8</td><td>93.75</td><td>\$36.73</td><td>\$10.80</td><td>\$6.70</td><td>\$3.75</td><td>\$0.00</td><td>\$57.98</td></tr></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	1	50.00	\$19.59	\$10.80	\$1.50	\$0.30	\$0.00	\$32.19	2	56.25	\$22.04	\$10.80	\$1.50	\$0.30	\$0.00	\$34.64	3	62.50	\$24.49	\$10.80	\$1.95	\$0.50	\$0.00	\$37.74	4	68.75	\$26.94	\$10.80	\$1.95	\$0.50	\$0.00	\$40.19	5	75.00	\$29.39	\$10.80	\$2.50	\$0.65	\$0.00	\$43.34	6	81.25	\$31.83	\$10.80	\$2.50	\$0.65	\$0.00	\$45.78	7	87.50	\$34.28	\$10.80	\$6.70	\$3.75	\$0.00	\$55.53	8	93.75	\$36.73	\$10.80	\$6.70	\$3.75	\$0.00	\$57.98
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																																																								
1	50.00	\$19.59	\$10.80	\$1.50	\$0.30	\$0.00	\$32.19																																																																								
2	56.25	\$22.04	\$10.80	\$1.50	\$0.30	\$0.00	\$34.64																																																																								
3	62.50	\$24.49	\$10.80	\$1.95	\$0.50	\$0.00	\$37.74																																																																								
4	68.75	\$26.94	\$10.80	\$1.95	\$0.50	\$0.00	\$40.19																																																																								
5	75.00	\$29.39	\$10.80	\$2.50	\$0.65	\$0.00	\$43.34																																																																								
6	81.25	\$31.83	\$10.80	\$2.50	\$0.65	\$0.00	\$45.78																																																																								
7	87.50	\$34.28	\$10.80	\$6.70	\$3.75	\$0.00	\$55.53																																																																								
8	93.75	\$36.73	\$10.80	\$6.70	\$3.75	\$0.00	\$57.98																																																																								
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GRADER/TRENCHING MACHINE/DERRICK OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49																																																																								
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																																																																															
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HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63 SHEETMETAL WORKERS LOCAL 63	1/1/2025	\$42.23	\$12.20	\$10.79	\$7.95	\$2.13	\$75.30																																																																								
For apprentice rates see "Apprentice- SHEET METAL WORKER"																																																																															
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HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 7 ELECTRICIANS LOCAL 7	12/29/2024	\$51.06	\$13.25	\$8.23	\$6.83	\$0.00	\$79.37																																																																								
	6/29/2025	\$52.16	\$13.50	\$8.31	\$6.90	\$0.00	\$80.87																																																																								
	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37																																																																								
	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87																																																																								
	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37																																																																								
For apprentice rates see "Apprentice- ELECTRICIAN"																																																																															

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 63 SHEETMETAL WORKERS LOCAL 63	1/1/2025	\$42.23	\$12.20	\$10.79	\$7.95	\$2.13	\$75.30
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 104 PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2024	\$49.21	\$9.55	\$10.10	\$7.00	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 104 PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2024	\$49.21	\$9.55	\$10.10	\$7.00	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS	6/1/2025	\$37.00	\$9.90	\$9.25	\$6.31	\$0.00	\$62.46
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2025	\$38.24	\$9.90	\$9.25	\$6.31	\$0.00	\$63.70
	6/1/2026	\$39.54	\$9.90	\$9.25	\$6.31	\$0.00	\$65.00
	12/1/2026	\$40.83	\$9.90	\$9.25	\$6.31	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6	9/1/2024	\$45.54	\$14.75	\$9.52	\$10.09	\$0.00	\$79.90
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	9/1/2025	\$48.27	\$14.75	\$9.52	\$10.09	\$0.00	\$82.63
	9/1/2026	\$51.01	\$14.75	\$9.52	\$10.09	\$0.00	\$85.37

Apprentice: INSULATOR (PIPES & TANKS)**Effective Date: 9/1/2024**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$22.77	\$14.75	\$9.27	\$5.05	\$0.00	\$51.84
2	60.00	\$27.32	\$14.75	\$9.32	\$6.05	\$0.00	\$57.44
3	70.00	\$31.88	\$14.75	\$9.37	\$7.06	\$0.00	\$63.06
4	80.00	\$36.43	\$14.75	\$9.42	\$8.07	\$0.00	\$68.67

Apprentice: INSULATOR (PIPES & TANKS)**Effective Date: 9/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.14	\$14.75	\$9.27	\$5.05	\$0.00	\$53.21
2	60.00	\$28.96	\$14.75	\$9.32	\$6.05	\$0.00	\$59.08
3	70.00	\$33.79	\$14.75	\$9.37	\$7.06	\$0.00	\$64.97
4	80.00	\$38.62	\$14.75	\$9.42	\$8.07	\$0.00	\$70.86

IRONWORKER/WELDER IRONWORKERS LOCAL 7 IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)	3/16/2024	\$40.66	\$8.25	\$12.70	\$10.00	\$0.00	\$71.61
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: IRONWORKER/WELDER Effective Date: 3/16/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$24.40	\$8.25	\$12.70	\$10.00	\$0.00	\$55.35
2	70.00	\$28.46	\$8.25	\$12.70	\$10.00	\$0.00	\$59.41
3	75.00	\$30.50	\$8.25	\$12.70	\$10.00	\$0.00	\$61.45
4	80.00	\$32.53	\$8.25	\$12.70	\$10.00	\$0.00	\$63.48
5	85.00	\$34.56	\$8.25	\$12.70	\$10.00	\$0.00	\$65.51
6	90.00	\$36.59	\$8.25	\$12.70	\$10.00	\$0.00	\$67.54
JACKHAMMER & PAVING BREAKER OPERATOR	6/2/2025	\$36.50	\$9.90	\$9.25	\$8.32	\$0.00	\$63.97
LABORERS	12/1/2025	\$37.75	\$9.90	\$9.25	\$8.32	\$0.00	\$65.22
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$39.05	\$9.90	\$9.25	\$8.32	\$0.00	\$66.52
	12/7/2026	\$40.35	\$9.90	\$9.25	\$8.32	\$0.00	\$67.82
	6/7/2027	\$41.75	\$9.90	\$9.25	\$8.32	\$0.00	\$69.22
	12/6/2027	\$43.15	\$9.90	\$9.25	\$8.32	\$0.00	\$70.62
	6/5/2028	\$44.65	\$9.90	\$9.25	\$8.32	\$0.00	\$72.12
	12/4/2028	\$46.15	\$9.90	\$9.25	\$8.32	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
LABORER	6/2/2025	\$36.75	\$9.90	\$9.25	\$8.32	\$0.00	\$64.22
LABORERS	12/1/2025	\$38.00	\$9.90	\$9.25	\$8.32	\$0.00	\$65.47
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$39.30	\$9.90	\$9.25	\$8.32	\$0.00	\$66.77
	12/7/2026	\$40.60	\$9.90	\$9.25	\$8.32	\$0.00	\$68.07
	6/7/2027	\$42.00	\$9.90	\$9.25	\$8.32	\$0.00	\$69.47
	12/6/2027	\$43.40	\$9.90	\$9.25	\$8.32	\$0.00	\$70.87
	6/5/2028	\$44.90	\$9.90	\$9.25	\$8.32	\$0.00	\$72.37
	12/4/2028	\$46.40	\$9.90	\$9.25	\$8.32	\$0.00	\$73.87
Apprentice: LABORER Effective Date: 6/2/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.05	\$9.90	\$9.25	\$8.32	\$0.00	\$49.52
2	70.00	\$25.73	\$9.90	\$9.25	\$8.32	\$0.00	\$53.20
3	80.00	\$29.40	\$9.90	\$9.25	\$8.32	\$0.00	\$56.87
4	90.00	\$33.08	\$9.90	\$9.25	\$8.32	\$0.00	\$60.55
Apprentice: LABORER Effective Date: 12/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.80	\$9.90	\$9.25	\$8.32	\$0.00	\$50.27
2	70.00	\$26.60	\$9.90	\$9.25	\$8.32	\$0.00	\$54.07

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
<div>Apprentice: LABORER</div> <div>Effective Date: 12/1/2025</div> <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>3</td><td>80.00</td><td>\$30.40</td><td>\$9.90</td><td>\$9.25</td><td>\$8.32</td><td>\$0.00</td><td>\$57.87</td></tr><tr><td>4</td><td>90.00</td><td>\$34.20</td><td>\$9.90</td><td>\$9.25</td><td>\$8.32</td><td>\$0.00</td><td>\$61.67</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	3	80.00	\$30.40	\$9.90	\$9.25	\$8.32	\$0.00	\$57.87	4	90.00	\$34.20	\$9.90	\$9.25	\$8.32	\$0.00	\$61.67																
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
3	80.00	\$30.40	\$9.90	\$9.25	\$8.32	\$0.00	\$57.87																																								
4	90.00	\$34.20	\$9.90	\$9.25	\$8.32	\$0.00	\$61.67																																								
LABORER (HEAVY & HIGHWAY)	6/1/2025	\$36.25	\$9.90	\$9.25	\$6.31	\$0.00	\$61.71																																								
LABORERS	12/1/2025	\$37.49	\$9.90	\$9.25	\$6.31	\$0.00	\$62.95																																								
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$38.79	\$9.90	\$9.25	\$6.31	\$0.00	\$64.25																																								
	12/1/2026	\$40.08	\$9.90	\$9.25	\$6.31	\$0.00	\$65.54																																								
<div>Apprentice: LABORER (HEAVY & HIGHWAY)</div> <div>Effective Date: 6/1/2025</div> <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>1</td><td>60.00</td><td>\$21.75</td><td>\$9.90</td><td>\$9.25</td><td>\$6.31</td><td>\$0.00</td><td>\$47.21</td></tr><tr><td>2</td><td>70.00</td><td>\$25.38</td><td>\$9.90</td><td>\$9.25</td><td>\$6.31</td><td>\$0.00</td><td>\$50.84</td></tr><tr><td>3</td><td>80.00</td><td>\$29.00</td><td>\$9.90</td><td>\$9.25</td><td>\$6.31</td><td>\$0.00</td><td>\$54.46</td></tr><tr><td>4</td><td>90.00</td><td>\$32.63</td><td>\$9.90</td><td>\$9.25</td><td>\$6.31</td><td>\$0.00</td><td>\$58.09</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	1	60.00	\$21.75	\$9.90	\$9.25	\$6.31	\$0.00	\$47.21	2	70.00	\$25.38	\$9.90	\$9.25	\$6.31	\$0.00	\$50.84	3	80.00	\$29.00	\$9.90	\$9.25	\$6.31	\$0.00	\$54.46	4	90.00	\$32.63	\$9.90	\$9.25	\$6.31	\$0.00	\$58.09
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
1	60.00	\$21.75	\$9.90	\$9.25	\$6.31	\$0.00	\$47.21																																								
2	70.00	\$25.38	\$9.90	\$9.25	\$6.31	\$0.00	\$50.84																																								
3	80.00	\$29.00	\$9.90	\$9.25	\$6.31	\$0.00	\$54.46																																								
4	90.00	\$32.63	\$9.90	\$9.25	\$6.31	\$0.00	\$58.09																																								
<div>Apprentice: LABORER (HEAVY & HIGHWAY)</div> <div>Effective Date: 12/1/2025</div> <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>1</td><td>60.00</td><td>\$22.49</td><td>\$9.90</td><td>\$9.25</td><td>\$6.31</td><td>\$0.00</td><td>\$47.95</td></tr><tr><td>2</td><td>70.00</td><td>\$26.24</td><td>\$9.90</td><td>\$9.25</td><td>\$6.31</td><td>\$0.00</td><td>\$51.70</td></tr><tr><td>3</td><td>80.00</td><td>\$29.99</td><td>\$9.90</td><td>\$9.25</td><td>\$6.31</td><td>\$0.00</td><td>\$55.45</td></tr><tr><td>4</td><td>90.00</td><td>\$33.74</td><td>\$9.90</td><td>\$9.25</td><td>\$6.31</td><td>\$0.00</td><td>\$59.20</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	1	60.00	\$22.49	\$9.90	\$9.25	\$6.31	\$0.00	\$47.95	2	70.00	\$26.24	\$9.90	\$9.25	\$6.31	\$0.00	\$51.70	3	80.00	\$29.99	\$9.90	\$9.25	\$6.31	\$0.00	\$55.45	4	90.00	\$33.74	\$9.90	\$9.25	\$6.31	\$0.00	\$59.20
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
1	60.00	\$22.49	\$9.90	\$9.25	\$6.31	\$0.00	\$47.95																																								
2	70.00	\$26.24	\$9.90	\$9.25	\$6.31	\$0.00	\$51.70																																								
3	80.00	\$29.99	\$9.90	\$9.25	\$6.31	\$0.00	\$55.45																																								
4	90.00	\$33.74	\$9.90	\$9.25	\$6.31	\$0.00	\$59.20																																								
LABORER: CARPENTER TENDER	6/2/2025	\$36.75	\$9.90	\$9.25	\$8.32	\$0.00	\$64.22																																								
LABORERS	12/1/2025	\$38.00	\$9.90	\$9.25	\$8.32	\$0.00	\$65.47																																								
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$39.30	\$9.90	\$9.25	\$8.32	\$0.00	\$66.77																																								
	12/7/2026	\$40.60	\$9.90	\$9.25	\$8.32	\$0.00	\$68.07																																								
	6/7/2027	\$42.00	\$9.90	\$9.25	\$8.32	\$0.00	\$69.47																																								
	12/6/2027	\$43.40	\$9.90	\$9.25	\$8.32	\$0.00	\$70.87																																								
	6/5/2028	\$44.90	\$9.90	\$9.25	\$8.32	\$0.00	\$72.37																																								
	12/4/2028	\$46.40	\$9.90	\$9.25	\$8.32	\$0.00	\$73.87																																								
For apprentice rates see "Apprentice- LABORER"																																															
LABORER: CEMENT FINISHER TENDER	6/2/2025	\$36.25	\$9.90	\$9.25	\$8.32	\$0.00	\$63.72																																								
LABORERS	12/1/2025	\$37.50	\$9.90	\$9.25	\$8.32	\$0.00	\$64.97																																								
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$38.80	\$9.90	\$9.25	\$8.32	\$0.00	\$66.27																																								
	12/7/2026	\$40.10	\$9.90	\$9.25	\$8.32	\$0.00	\$67.57																																								
	6/7/2027	\$41.50	\$9.90	\$9.25	\$8.32	\$0.00	\$68.97																																								
	12/6/2027	\$42.90	\$9.90	\$9.25	\$8.32	\$0.00	\$70.37																																								

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/5/2028	\$44.40	\$9.90	\$9.25	\$8.32	\$0.00	\$71.87
	12/4/2028	\$45.90	\$9.90	\$9.25	\$8.32	\$0.00	\$73.37
For apprentice rates see "Apprentice- LABORER"							
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS	6/2/2025	\$36.17	\$9.90	\$9.25	\$8.45	\$0.00	\$63.77
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$37.42	\$9.90	\$9.25	\$8.45	\$0.00	\$65.02
	6/1/2026	\$38.72	\$9.90	\$9.25	\$8.45	\$0.00	\$66.32
	12/7/2026	\$40.02	\$9.90	\$9.25	\$8.45	\$0.00	\$67.62
	6/7/2027	\$41.42	\$9.90	\$9.25	\$8.45	\$0.00	\$69.02
	12/6/2027	\$42.82	\$9.90	\$9.25	\$8.45	\$0.00	\$70.42
	6/5/2028	\$44.32	\$9.90	\$9.25	\$8.45	\$0.00	\$71.92
	12/4/2028	\$45.82	\$9.90	\$9.25	\$8.45	\$0.00	\$73.42
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER LABORERS	6/2/2025	\$39.25	\$9.90	\$9.25	\$8.32	\$0.00	\$66.72
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$40.50	\$9.90	\$9.25	\$8.32	\$0.00	\$67.97
	6/1/2026	\$41.80	\$9.90	\$9.25	\$8.32	\$0.00	\$69.27
	12/7/2026	\$43.10	\$9.90	\$9.25	\$8.32	\$0.00	\$70.57
	6/7/2027	\$44.50	\$9.90	\$9.25	\$8.32	\$0.00	\$71.97
	12/6/2027	\$45.90	\$9.90	\$9.25	\$8.32	\$0.00	\$73.37
	6/5/2028	\$47.40	\$9.90	\$9.25	\$8.32	\$0.00	\$74.87
	12/4/2028	\$48.90	\$9.90	\$9.25	\$8.32	\$0.00	\$76.37
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER (HEAVY & HIGHWAY) LABORERS	6/1/2025	\$36.50	\$9.90	\$9.25	\$6.31	\$0.00	\$61.96
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2025	\$37.74	\$9.90	\$9.25	\$6.31	\$0.00	\$63.20
	6/1/2026	\$39.04	\$9.90	\$9.25	\$6.31	\$0.00	\$64.50
	12/1/2026	\$40.33	\$9.90	\$9.25	\$6.31	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
LABORER: MULTI-TRADE TENDER LABORERS	6/2/2025	\$36.75	\$9.90	\$9.25	\$8.32	\$0.00	\$64.22
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$38.00	\$9.90	\$9.25	\$8.32	\$0.00	\$65.47
	6/1/2026	\$39.30	\$9.90	\$9.25	\$8.32	\$0.00	\$66.77
	12/7/2026	\$40.60	\$9.90	\$9.25	\$8.32	\$0.00	\$68.07
	6/7/2027	\$42.00	\$9.90	\$9.25	\$8.32	\$0.00	\$69.47
	12/6/2027	\$43.40	\$9.90	\$9.25	\$8.32	\$0.00	\$70.87
	6/5/2028	\$44.90	\$9.90	\$9.25	\$8.32	\$0.00	\$72.37
	12/4/2028	\$46.40	\$9.90	\$9.25	\$8.32	\$0.00	\$73.87
For apprentice rates see "Apprentice- LABORER"							
LABORER: TREE REMOVER LABORERS	6/2/2025	\$36.75	\$9.90	\$9.25	\$8.32	\$0.00	\$64.22
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$38.00	\$9.90	\$9.25	\$8.32	\$0.00	\$65.47
	6/1/2026	\$39.30	\$9.90	\$9.25	\$8.32	\$0.00	\$66.77
	12/7/2026	\$40.60	\$9.90	\$9.25	\$8.32	\$0.00	\$68.07
	6/7/2027	\$42.00	\$9.90	\$9.25	\$8.32	\$0.00	\$69.47
	12/6/2027	\$43.40	\$9.90	\$9.25	\$8.32	\$0.00	\$70.87
	6/5/2028	\$44.90	\$9.90	\$9.25	\$8.32	\$0.00	\$72.37
	12/4/2028	\$46.40	\$9.90	\$9.25	\$8.32	\$0.00	\$73.87

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"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LASER BEAM OPERATOR	6/2/2025	\$36.50	\$9.90	\$9.25	\$8.32	\$0.00	\$63.97
LABORERS	12/1/2025	\$37.75	\$9.90	\$9.25	\$8.32	\$0.00	\$65.22
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$39.05	\$9.90	\$9.25	\$8.32	\$0.00	\$66.52
	12/7/2026	\$40.35	\$9.90	\$9.25	\$8.32	\$0.00	\$67.82
	6/7/2027	\$41.75	\$9.90	\$9.25	\$8.32	\$0.00	\$69.22
	12/6/2027	\$43.15	\$9.90	\$9.25	\$8.32	\$0.00	\$70.62
	6/5/2028	\$44.65	\$9.90	\$9.25	\$8.32	\$0.00	\$72.12
	12/4/2028	\$46.15	\$9.90	\$9.25	\$8.32	\$0.00	\$73.62

For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR (HEAVY & HIGHWAY)	6/1/2025	\$36.50	\$9.90	\$9.25	\$6.31	\$0.00	\$61.96
LABORERS	12/1/2025	\$37.74	\$9.90	\$9.25	\$6.31	\$0.00	\$63.20
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$39.04	\$9.90	\$9.25	\$6.31	\$0.00	\$64.50
	12/1/2026	\$40.33	\$9.90	\$9.25	\$6.31	\$0.00	\$65.79

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

MARBLE & TILE FINISHERS	2/1/2025	\$43.84	\$11.49	\$15.10	\$5.68	\$0.00	\$76.11
BRICKLAYERS LOCAL 3	8/1/2025	\$44.75	\$11.49	\$15.10	\$5.68	\$0.00	\$77.02
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	2/1/2026	\$45.83	\$11.49	\$15.10	\$5.68	\$0.00	\$78.10
	8/1/2026	\$47.59	\$11.49	\$15.10	\$5.68	\$0.00	\$79.86
	2/1/2027	\$48.71	\$11.49	\$15.10	\$5.68	\$0.00	\$80.98

Apprentice: MARBLE & TILE FINISHERS**Effective Date: 2/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$21.92	\$11.49	\$15.10	\$5.68	\$0.00	\$54.19
2	60.00	\$26.30	\$11.49	\$15.10	\$5.68	\$0.00	\$58.57
3	70.00	\$30.69	\$11.49	\$15.10	\$5.68	\$0.00	\$62.96
4	80.00	\$35.07	\$11.49	\$15.10	\$5.68	\$0.00	\$67.34
5	90.00	\$39.46	\$11.49	\$15.10	\$5.68	\$0.00	\$71.73

Apprentice: MARBLE & TILE FINISHERS**Effective Date: 8/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$22.38	\$11.49	\$15.10	\$5.68	\$0.00	\$54.65
2	60.00	\$26.85	\$11.49	\$15.10	\$5.68	\$0.00	\$59.12
3	70.00	\$31.33	\$11.49	\$15.10	\$5.68	\$0.00	\$63.60
4	80.00	\$35.80	\$11.49	\$15.10	\$5.68	\$0.00	\$68.07
5	90.00	\$40.28	\$11.49	\$15.10	\$5.68	\$0.00	\$72.55

MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

MILLWRIGHT (Zone 3)	1/6/2025	\$43.48	\$10.08	\$11.47	\$9.75	\$0.00	\$74.78
MILLWRIGHTS LOCAL 1121	1/5/2026	\$45.76	\$10.08	\$11.47	\$9.75	\$0.00	\$77.06
MILLWRIGHTS LOCAL 1121 - Zone 3							

Apprentice: MILLWRIGHT (Zone 3)**Effective Date: 1/6/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$23.91	\$10.08	\$0.00	\$5.36	\$0.00	\$39.35
2	65.00	\$28.26	\$10.08	\$0.00	\$6.34	\$0.00	\$44.68
3	75.00	\$32.61	\$10.08	\$11.47	\$7.31	\$0.00	\$61.47
4	85.00	\$36.96	\$10.08	\$11.47	\$8.29	\$0.00	\$66.80

Apprentice: MILLWRIGHT (Zone 3)**Effective Date: 1/5/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$25.17	\$10.08	\$0.00	\$5.36	\$0.00	\$40.61
2	65.00	\$29.74	\$10.08	\$0.00	\$6.34	\$0.00	\$46.16
3	75.00	\$34.32	\$10.08	\$11.47	\$7.31	\$0.00	\$63.18
4	85.00	\$38.90	\$10.08	\$11.47	\$8.29	\$0.00	\$68.74

MORTAR MIXER	6/2/2025	\$36.50	\$9.90	\$9.25	\$8.32	\$0.00	\$63.97
LABORERS	12/1/2025	\$37.75	\$9.90	\$9.25	\$8.32	\$0.00	\$65.22
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$39.05	\$9.90	\$9.25	\$8.32	\$0.00	\$66.52
	12/7/2026	\$40.35	\$9.90	\$9.25	\$8.32	\$0.00	\$67.82
	6/7/2027	\$41.75	\$9.90	\$9.25	\$8.32	\$0.00	\$69.22
	12/6/2027	\$43.15	\$9.90	\$9.25	\$8.32	\$0.00	\$70.62
	6/5/2028	\$44.65	\$9.90	\$9.25	\$8.32	\$0.00	\$72.12
	12/4/2028	\$46.15	\$9.90	\$9.25	\$8.32	\$0.00	\$73.62

For apprentice rates see "Apprentice- LABORER"

OILER	12/1/2023	\$35.02	\$13.78	\$12.15	\$3.00	\$0.00	\$63.95
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS VI	12/1/2023	\$32.74	\$13.78	\$12.15	\$3.00	\$0.00	\$61.67
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS)	1/1/2025	\$58.46	\$9.95	\$11.85	\$12.10	\$0.00	\$92.36
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER (BRIDGES/TANKS)							
Effective Date: 1/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.23	\$9.95	\$0.00	\$0.00	\$0.00	\$39.18
2	55.00	\$32.15	\$9.95	\$0.00	\$6.66	\$0.00	\$48.76
3	60.00	\$35.08	\$9.95	\$0.00	\$7.26	\$0.00	\$52.29
4	65.00	\$38.00	\$9.95	\$0.00	\$7.87	\$0.00	\$55.82
5	70.00	\$40.92	\$9.95	\$11.85	\$8.47	\$0.00	\$71.19
6	75.00	\$43.85	\$9.95	\$11.85	\$9.08	\$0.00	\$74.73
7	80.00	\$46.77	\$9.95	\$11.85	\$9.68	\$0.00	\$78.25
8	90.00	\$52.61	\$9.95	\$11.85	\$10.89	\$0.00	\$85.30

PAINTER (SPRAY OR SANDBLAST, NEW) * 1/1/2025 \$41.23 \$9.65 \$11.85 \$8.05 \$0.00 \$70.78

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used.

PAINTERS LOCAL 35

PAINTERS LOCAL 35 - ZONE 3

Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) *							
Effective Date: 1/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$20.62	\$9.95	\$0.00	\$0.00	\$0.00	\$30.57
2	55.00	\$22.68	\$9.95	\$0.00	\$4.43	\$0.00	\$37.06
3	60.00	\$24.74	\$9.95	\$0.00	\$4.83	\$0.00	\$39.52
4	65.00	\$26.80	\$9.95	\$0.00	\$5.23	\$0.00	\$41.98
5	70.00	\$28.86	\$9.95	\$11.85	\$5.64	\$0.00	\$56.30
6	75.00	\$30.92	\$9.95	\$11.85	\$6.04	\$0.00	\$58.76
7	80.00	\$32.98	\$9.95	\$11.85	\$6.44	\$0.00	\$61.22
8	90.00	\$37.11	\$9.95	\$11.85	\$7.25	\$0.00	\$66.16

PAINTER (SPRAY OR SANDBLAST, REPAINT) 1/1/2025 \$38.55 \$9.95 \$11.85 \$8.05 \$0.00 \$68.40

PAINTERS LOCAL 35

PAINTERS LOCAL 35 - ZONE 3

Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)							
Effective Date: 1/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$19.28	\$9.95	\$0.00	\$0.00	\$0.00	\$29.23
2	55.00	\$21.20	\$9.95	\$0.00	\$4.43	\$0.00	\$35.58
3	60.00	\$23.13	\$9.95	\$0.00	\$4.83	\$0.00	\$37.91
4	65.00	\$25.06	\$9.95	\$0.00	\$5.23	\$0.00	\$40.24
5	70.00	\$26.99	\$9.95	\$11.85	\$5.64	\$0.00	\$54.43
6	75.00	\$28.91	\$9.95	\$11.85	\$6.04	\$0.00	\$56.75

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)							
Effective Date: 1/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
7	80.00	\$30.84	\$9.95	\$11.85	\$6.44	\$0.00	\$59.08
8	90.00	\$34.70	\$9.95	\$11.85	\$7.25	\$0.00	\$63.75

PAINTER / TAPER (BRUSH, NEW) *	1/1/2025	\$39.83	\$9.95	\$11.85	\$8.05	\$0.00	\$69.68
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.							
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							

Apprentice: PAINTER / TAPER (BRUSH, NEW) *							
Effective Date: 1/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$19.92	\$9.95	\$0.00	\$0.00	\$0.00	\$29.87
2	55.00	\$21.91	\$9.95	\$0.00	\$4.43	\$0.00	\$36.29
3	60.00	\$23.90	\$9.95	\$0.00	\$4.83	\$0.00	\$38.68
4	65.00	\$25.89	\$9.95	\$0.00	\$5.23	\$0.00	\$41.07
5	70.00	\$27.88	\$9.95	\$11.85	\$5.64	\$0.00	\$55.32
6	75.00	\$29.87	\$9.95	\$11.85	\$6.04	\$0.00	\$57.71
7	80.00	\$31.86	\$9.95	\$11.85	\$6.44	\$0.00	\$60.10
8	90.00	\$35.85	\$9.95	\$11.85	\$7.25	\$0.00	\$64.90

PAINTER / TAPER (BRUSH, REPAINT)	1/1/2025	\$37.15	\$9.95	\$11.85	\$8.05	\$0.00	\$67.00
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							

Apprentice: PAINTER / TAPER (BRUSH, REPAINT)							
Effective Date: 1/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$18.58	\$9.95	\$0.00	\$0.00	\$0.00	\$28.53
2	55.00	\$20.43	\$9.95	\$0.00	\$4.43	\$0.00	\$34.81
3	60.00	\$22.29	\$9.95	\$0.00	\$4.83	\$0.00	\$37.07
4	65.00	\$24.15	\$9.95	\$0.00	\$5.23	\$0.00	\$39.33
5	70.00	\$26.01	\$9.95	\$11.85	\$5.64	\$0.00	\$53.45
6	75.00	\$27.86	\$9.95	\$11.85	\$6.04	\$0.00	\$55.70
7	80.00	\$29.72	\$9.95	\$11.85	\$6.44	\$0.00	\$57.96
8	90.00	\$33.44	\$9.95	\$11.85	\$7.25	\$0.00	\$62.49

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	6/1/2025	\$36.25	\$9.90	\$9.25	\$6.31	\$0.00	\$61.71
LABORERS	12/1/2025	\$37.49	\$9.90	\$9.25	\$6.31	\$0.00	\$62.95
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$38.79	\$9.90	\$9.25	\$6.31	\$0.00	\$64.25
	12/1/2026	\$40.08	\$9.90	\$9.25	\$6.31	\$0.00	\$65.54

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
PANEL & PICKUP TRUCKS DRIVER	6/1/2025	\$40.78	\$15.57	\$20.17	\$0.00	\$0.00	\$76.52
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$40.78	\$15.57	\$21.78	\$0.00	\$0.00	\$78.13
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$0.00	\$78.73
	6/1/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$0.00	\$79.73
	12/1/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$0.00	\$81.47
	1/1/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$0.00	\$82.07
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
For apprentice rates see "Apprentice- PILE DRIVER"							
PILE DRIVER	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
Apprentice: PILE DRIVER							
Effective Date: 8/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$22.14	\$10.08	\$0.00	\$2.53	\$0.00	\$34.75
2	55.00	\$27.05	\$10.08	\$0.00	\$5.07	\$0.00	\$42.20
3	70.00	\$34.43	\$10.08	\$11.62	\$7.60	\$0.00	\$63.73
4	80.00	\$39.35	\$10.08	\$11.62	\$10.14	\$0.00	\$71.19
PIPELAYER	6/2/2025	\$36.50	\$9.90	\$9.25	\$8.32	\$0.00	\$63.97
LABORERS	12/1/2025	\$37.75	\$9.90	\$9.25	\$8.32	\$0.00	\$65.22
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$39.05	\$9.90	\$9.25	\$8.32	\$0.00	\$66.52
	12/7/2026	\$40.35	\$9.90	\$9.25	\$8.32	\$0.00	\$67.82
	6/7/2027	\$41.75	\$9.90	\$9.25	\$8.32	\$0.00	\$69.22
	12/6/2027	\$43.15	\$9.90	\$9.25	\$8.32	\$0.00	\$70.62
	6/5/2028	\$44.65	\$9.90	\$9.25	\$8.32	\$0.00	\$72.12
	12/4/2028	\$46.15	\$9.90	\$9.25	\$8.32	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
PIPELAYER (HEAVY & HIGHWAY)	6/1/2025	\$36.50	\$9.90	\$9.25	\$6.31	\$0.00	\$61.96
LABORERS	12/1/2025	\$37.74	\$9.90	\$9.25	\$6.31	\$0.00	\$63.20
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$39.04	\$9.90	\$9.25	\$6.31	\$0.00	\$64.50
	12/1/2026	\$40.33	\$9.90	\$9.25	\$6.31	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
PLUMBER & PIPEFITTER	3/17/2024	\$49.21	\$9.55	\$10.10	\$7.00	\$0.00	\$75.86
PLUMBERS & PIPEFITTERS LOCAL 104							
PLUMBERS & PIPEFITTERS LOCAL 104							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PLUMBER & PIPEFITTER							
Effective Date: 3/17/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$22.14	\$9.55	\$10.10	\$0.00	\$0.00	\$41.79
2	50.00	\$24.61	\$9.55	\$10.10	\$0.00	\$0.00	\$44.26
3	55.00	\$27.07	\$9.55	\$10.10	\$0.00	\$0.00	\$46.72
4	60.00	\$29.53	\$9.55	\$10.10	\$0.00	\$0.00	\$49.18
5	65.00	\$31.99	\$9.55	\$10.10	\$0.00	\$0.00	\$51.64
6	70.00	\$34.45	\$9.55	\$10.10	\$0.00	\$0.00	\$54.10
7	75.00	\$36.91	\$9.55	\$10.10	\$0.00	\$0.00	\$56.56
8	80.00	\$39.37	\$9.55	\$10.10	\$0.00	\$0.00	\$59.02
9	80.00	\$39.37	\$9.55	\$10.10	\$7.00	\$0.00	\$66.02
10	80.00	\$39.37	\$9.55	\$10.10	\$7.00	\$0.00	\$66.02
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PNEUMATIC CONTROLS (TEMP.) PLUMBERS & PIPEFITTERS LOCAL 104 PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2024	\$49.21	\$9.55	\$10.10	\$7.00	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
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PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) LABORERS	6/1/2025	\$36.50	\$9.90	\$9.25	\$6.31	\$0.00	\$61.96
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2025	\$37.74	\$9.90	\$9.25	\$6.31	\$0.00	\$63.20
	6/1/2026	\$39.04	\$9.90	\$9.25	\$6.31	\$0.00	\$64.50
	12/1/2026	\$40.33	\$9.90	\$9.25	\$6.31	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
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POWDERMAN & BLASTER LABORERS	6/2/2025	\$37.25	\$9.90	\$9.25	\$8.32	\$0.00	\$64.72
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$38.50	\$9.90	\$9.25	\$8.32	\$0.00	\$65.97
	6/1/2026	\$39.80	\$9.90	\$9.25	\$8.32	\$0.00	\$67.27
	12/7/2026	\$41.10	\$9.90	\$9.25	\$8.32	\$0.00	\$68.57
	6/7/2027	\$42.50	\$9.90	\$9.25	\$8.32	\$0.00	\$69.97
	12/6/2027	\$43.90	\$9.90	\$9.25	\$8.32	\$0.00	\$71.37
	6/5/2028	\$45.40	\$9.90	\$9.25	\$8.32	\$0.00	\$72.87
	12/4/2028	\$46.90	\$9.90	\$9.25	\$8.32	\$0.00	\$74.37
For apprentice rates see "Apprentice- LABORER"							
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POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS	6/1/2025	\$38.00	\$9.65	\$9.00	\$6.06	\$0.00	\$62.71
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2025	\$39.24	\$9.65	\$9.00	\$6.06	\$0.00	\$63.95
	6/1/2026	\$40.54	\$9.65	\$9.00	\$6.06	\$0.00	\$65.25
	12/1/2026	\$41.83	\$9.65	\$9.00	\$6.06	\$0.00	\$66.54
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
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PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
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PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
READY-MIX CONCRETE DRIVER	5/1/2024	\$26.14	\$11.82	\$7.25	\$0.00	\$0.00	\$45.21
TEAMSTERS 404 - Construction Service (Northampton)							
TEAMSTERS 404 - Construction Service (Northampton)							
RIDE-ON MOTORIZED BUGGY OPERATOR	6/2/2025	\$36.50	\$9.90	\$9.25	\$8.32	\$0.00	\$63.97
LABORERS	12/1/2025	\$37.75	\$9.90	\$9.25	\$8.32	\$0.00	\$65.22
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$39.05	\$9.90	\$9.25	\$8.32	\$0.00	\$66.52
	12/7/2026	\$40.35	\$9.90	\$9.25	\$8.32	\$0.00	\$67.82
	6/7/2027	\$41.75	\$9.90	\$9.25	\$8.32	\$0.00	\$69.22
	12/6/2027	\$43.15	\$9.90	\$9.25	\$8.32	\$0.00	\$70.62
	6/5/2028	\$44.65	\$9.90	\$9.25	\$8.32	\$0.00	\$72.12
	12/4/2028	\$46.15	\$9.90	\$9.25	\$8.32	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
ROLLER OPERATOR	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
ROOFER (Coal tar pitch)	10/2/2024	\$42.38	\$10.35	\$8.70	\$9.30	\$0.00	\$70.73
ROOFERS LOCAL 248	7/16/2025	\$43.88	\$10.35	\$8.70	\$9.30	\$0.00	\$72.23
ROOFERS LOCAL 248	10/2/2025	\$44.88	\$10.35	\$8.70	\$9.30	\$0.00	\$73.23
	7/16/2026	\$46.88	\$10.35	\$8.70	\$9.30	\$0.00	\$75.23
For apprentice rates see "Apprentice- ROOFER"							
ROOFER (Inc.Roofeer Waterproofng &Roofeer Damproofg)	10/2/2024	\$41.88	\$10.35	\$8.70	\$9.30	\$0.00	\$70.23
ROOFERS LOCAL 248	7/16/2025	\$43.38	\$10.35	\$8.70	\$9.30	\$0.00	\$71.73
ROOFERS LOCAL 248	10/2/2025	\$44.38	\$10.35	\$8.70	\$9.30	\$0.00	\$72.73
	7/16/2026	\$46.38	\$10.35	\$8.70	\$9.30	\$0.00	\$74.73
Apprentice: ROOFER (Inc.Roofeer Waterproofng &Roofeer Damproofg)							
Effective Date: 10/2/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$25.13	\$10.35	\$0.00	\$0.00	\$0.00	\$35.48
2	65.00	\$27.22	\$10.35	\$8.70	\$9.30	\$0.00	\$55.57
3	70.00	\$29.32	\$10.35	\$8.70	\$9.30	\$0.00	\$57.67
4	75.00	\$31.41	\$10.35	\$8.70	\$9.30	\$0.00	\$59.76
5	80.00	\$33.50	\$10.35	\$8.70	\$9.30	\$0.00	\$61.85
6	85.00	\$35.60	\$10.35	\$8.70	\$9.30	\$0.00	\$63.95
7	90.00	\$37.69	\$10.35	\$8.70	\$9.30	\$0.00	\$66.04
8	95.00	\$39.79	\$10.35	\$8.70	\$9.30	\$0.00	\$68.14
ROOFER SLATE / TILE / PRECAST CONCRETE	10/2/2024	\$42.38	\$10.35	\$8.70	\$9.30	\$0.00	\$70.73
ROOFERS LOCAL 248	7/16/2025	\$43.88	\$10.35	\$8.70	\$9.30	\$0.00	\$72.23
ROOFERS LOCAL 248	10/2/2025	\$44.88	\$10.35	\$8.70	\$9.30	\$0.00	\$73.23

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	7/16/2026	\$46.88	\$10.35	\$8.70	\$9.30	\$0.00	\$75.23
For apprentice rates see "Apprentice- ROOFER"							
SCRAPER	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS)	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
SELF-PROPELLED POWER BROOM	12/1/2023	\$35.80	\$13.78	\$12.15	\$3.00	\$0.00	\$64.73
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
SHEETMETAL WORKER	1/1/2025	\$42.23	\$12.20	\$10.79	\$7.95	\$2.13	\$75.30
SHEETMETAL WORKERS LOCAL 63							
SHEETMETAL WORKERS LOCAL 63							

Apprentice: SHEETMETAL WORKER							
Effective Date: 1/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.00	\$5.49	\$4.86	\$0.00	\$0.85	\$30.20
2	50.00	\$21.12	\$6.10	\$5.40	\$0.00	\$0.94	\$33.56
3	55.00	\$23.23	\$6.71	\$9.71	\$0.00	\$1.15	\$40.80
4	60.00	\$25.34	\$7.32	\$9.71	\$0.00	\$1.23	\$43.60
5	65.00	\$27.45	\$7.93	\$9.71	\$0.00	\$1.31	\$46.40
6	70.00	\$29.56	\$8.54	\$9.71	\$0.00	\$1.39	\$49.20
7	75.00	\$31.67	\$9.15	\$9.71	\$0.00	\$1.47	\$52.00
8	80.00	\$33.78	\$9.76	\$9.71	\$7.95	\$1.78	\$62.98
9	85.00	\$35.90	\$10.37	\$9.71	\$7.95	\$1.86	\$65.79
10	90.00	\$38.01	\$10.98	\$9.71	\$7.95	\$1.94	\$68.59

SPECIALIZED EARTH MOVING EQUIP < 35 TONS	6/1/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$0.00	\$76.98
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$0.00	\$78.59
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$0.00	\$79.19
	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	6/1/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$0.00	\$77.27
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$0.00	\$78.88
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$0.00	\$79.48
	6/1/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$0.00	\$80.48
	12/1/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$0.00	\$82.22
	1/1/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$0.00	\$82.82

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
SPRINKLER FITTER	4/1/2023	\$47.43	\$11.45	\$7.20	\$9.41	\$0.00	\$75.49
SPRINKLER FITTERS LOCAL 669							
SPRINKLER FITTERS LOCAL 669							

Apprentice: SPRINKLER FITTER							
Effective Date: 4/1/2023							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$21.34	\$8.22	\$0.00	\$0.00	\$0.00	\$29.56
2	50.00	\$23.72	\$8.22	\$0.00	\$0.00	\$0.00	\$31.94
3	55.00	\$26.09	\$11.45	\$7.20	\$0.00	\$0.00	\$44.74
4	60.00	\$28.46	\$11.45	\$7.20	\$1.15	\$0.00	\$48.26
5	65.00	\$30.83	\$11.45	\$7.20	\$1.15	\$0.00	\$50.63
6	70.00	\$33.20	\$11.45	\$7.20	\$1.40	\$0.00	\$53.25
7	75.00	\$35.57	\$11.45	\$7.20	\$1.40	\$0.00	\$55.62
8	80.00	\$37.94	\$11.45	\$7.20	\$1.40	\$0.00	\$57.99
9	85.00	\$40.32	\$11.45	\$7.20	\$1.40	\$0.00	\$60.37
10	90.00	\$42.69	\$11.45	\$7.20	\$1.40	\$0.00	\$62.74

TELECOMMUNICATION TECHNICIAN	12/29/2024	\$51.06	\$13.25	\$8.23	\$6.83	\$0.00	\$79.37
ELECTRICIANS LOCAL 7	6/29/2025	\$52.16	\$13.50	\$8.31	\$6.90	\$0.00	\$80.87
ELECTRICIANS LOCAL 7	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37

Apprentice: TELECOMMUNICATION TECHNICIAN							
Effective Date: 12/29/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$20.42	\$7.35	\$0.61	\$0.00	\$0.00	\$28.38
2	45.00	\$22.98	\$7.35	\$0.69	\$0.00	\$0.00	\$31.02
3	50.00	\$25.53	\$13.25	\$7.47	\$0.00	\$0.00	\$46.25
4	55.00	\$28.08	\$13.25	\$7.54	\$0.00	\$0.00	\$48.87
5	65.00	\$33.19	\$13.25	\$9.74	\$0.00	\$0.00	\$56.18
6	70.00	\$35.74	\$13.25	\$11.19	\$0.00	\$0.00	\$60.18

Apprentice: TELECOMMUNICATION TECHNICIAN							
Effective Date: 6/29/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$20.86	\$7.50	\$0.63	\$0.00	\$0.00	\$28.99
2	45.00	\$23.47	\$7.50	\$0.70	\$0.00	\$0.00	\$31.67
3	50.00	\$26.08	\$13.50	\$7.53	\$0.00	\$0.00	\$47.11
4	55.00	\$28.69	\$13.50	\$7.61	\$0.00	\$0.00	\$49.80
5	65.00	\$33.90	\$13.50	\$9.84	\$0.00	\$0.00	\$57.24
6	70.00	\$36.51	\$13.50	\$11.30	\$0.00	\$0.00	\$61.31

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TERRAZZO FINISHERS	2/1/2025	\$64.74	\$11.49	\$15.57	\$8.02	\$0.00	\$99.82
BRICKLAYERS LOCAL 3	8/1/2025	\$66.89	\$11.49	\$15.57	\$8.02	\$0.00	\$101.97
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	2/10/2026	\$68.24	\$11.49	\$15.57	\$8.02	\$0.00	\$103.32
	8/1/2026	\$70.44	\$11.49	\$15.57	\$8.02	\$0.00	\$105.52
	2/1/2027	\$71.84	\$11.49	\$15.57	\$8.02	\$0.00	\$106.92

Apprentice: TERRAZZO FINISHERS							
Effective Date: 2/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$32.37	\$11.49	\$15.57	\$8.02	\$0.00	\$67.45
2	60.00	\$38.84	\$11.49	\$15.57	\$8.02	\$0.00	\$73.92
3	70.00	\$45.32	\$11.49	\$15.57	\$8.02	\$0.00	\$80.40
4	80.00	\$51.79	\$11.49	\$15.57	\$8.02	\$0.00	\$86.87
5	90.00	\$58.27	\$11.49	\$15.57	\$8.02	\$0.00	\$93.35

Apprentice: TERRAZZO FINISHERS							
Effective Date: 8/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.45	\$11.49	\$15.57	\$8.02	\$0.00	\$68.53
2	60.00	\$40.13	\$11.49	\$15.57	\$8.02	\$0.00	\$75.21
3	70.00	\$46.82	\$11.49	\$15.57	\$8.02	\$0.00	\$81.90
4	80.00	\$53.51	\$11.49	\$15.57	\$8.02	\$0.00	\$88.59
5	90.00	\$60.20	\$11.49	\$15.57	\$8.02	\$0.00	\$95.28

TERRAZZO MECHANIC	2/1/2025	\$65.82	\$11.49	\$15.57	\$7.99	\$0.00	\$100.87
BRICKLAYERS LOCAL 3	8/1/2025	\$67.97	\$11.49	\$15.57	\$7.99	\$0.00	\$103.02
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	2/1/2026	\$69.32	\$11.49	\$15.57	\$7.99	\$0.00	\$104.37
	8/1/2026	\$71.52	\$11.49	\$15.57	\$7.99	\$0.00	\$106.57
	2/1/2027	\$72.92	\$11.49	\$15.57	\$7.99	\$0.00	\$107.97

Apprentice: TERRAZZO MECHANIC							
Effective Date: 2/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$32.91	\$11.49	\$15.57	\$7.99	\$0.00	\$67.96
2	60.00	\$39.49	\$11.49	\$15.57	\$7.99	\$0.00	\$74.54
3	70.00	\$46.07	\$11.49	\$15.57	\$7.99	\$0.00	\$81.12
4	80.00	\$52.66	\$11.49	\$15.57	\$7.99	\$0.00	\$87.71
5	90.00	\$59.24	\$11.49	\$15.57	\$7.99	\$0.00	\$94.29

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: TERRAZZO MECHANIC Effective Date: 8/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.99	\$11.49	\$15.57	\$7.99	\$0.00	\$69.04
2	60.00	\$40.78	\$11.49	\$15.57	\$7.99	\$0.00	\$75.83
3	70.00	\$47.58	\$11.49	\$15.57	\$7.99	\$0.00	\$82.63
4	80.00	\$54.38	\$11.49	\$15.57	\$7.99	\$0.00	\$89.43
5	90.00	\$61.17	\$11.49	\$15.57	\$7.99	\$0.00	\$96.22
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TEST BORING DRILLER	6/1/2025	\$51.70	\$9.90	\$9.25	\$9.80	\$0.00	\$80.65
LABORERS	12/1/2025	\$53.20	\$9.90	\$9.25	\$9.80	\$0.00	\$82.15
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$54.75	\$9.90	\$9.25	\$9.80	\$0.00	\$83.70
	12/1/2026	\$56.25	\$9.90	\$9.25	\$9.80	\$0.00	\$85.20
For apprentice rates see "Apprentice- LABORER"							
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TEST BORING DRILLER HELPER	6/1/2025	\$47.82	\$9.90	\$9.25	\$9.80	\$0.00	\$76.77
LABORERS	12/1/2025	\$49.32	\$9.90	\$9.25	\$9.80	\$0.00	\$78.27
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$50.87	\$9.90	\$9.25	\$9.80	\$0.00	\$79.82
	12/1/2026	\$52.37	\$9.90	\$9.25	\$9.80	\$0.00	\$81.32
For apprentice rates see "Apprentice- LABORER"							
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TEST BORING LABORER	6/1/2025	\$47.70	\$9.90	\$9.25	\$9.80	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.20	\$9.90	\$9.25	\$9.80	\$0.00	\$78.15
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$50.75	\$9.90	\$9.25	\$9.80	\$0.00	\$79.70
	12/1/2026	\$52.25	\$9.90	\$9.25	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
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TRACTORS	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
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TRAILERS FOR EARTH MOVING EQUIPMENT	6/1/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$0.00	\$77.56
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$0.00	\$79.17
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$0.00	\$79.77
	6/1/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$0.00	\$80.77
	12/1/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$0.00	\$82.51
	1/1/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$0.00	\$83.11
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TUNNEL WORK - COMPRESSED AIR	6/1/2025	\$59.93	\$9.90	\$9.25	\$10.25	\$0.00	\$89.33
LABORERS	12/1/2025	\$61.43	\$9.90	\$9.25	\$10.25	\$0.00	\$90.83
LABORERS (COMPRESSED AIR)	6/1/2026	\$62.98	\$9.90	\$9.25	\$10.25	\$0.00	\$92.38
	12/1/2026	\$64.48	\$9.90	\$9.25	\$10.25	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"							
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TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	6/1/2025	\$61.93	\$9.90	\$9.25	\$10.25	\$0.00	\$91.33
LABORERS	12/1/2025	\$63.43	\$9.90	\$9.25	\$10.25	\$0.00	\$92.83

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS (COMPRESSED AIR)	6/1/2026	\$64.98	\$9.90	\$9.25	\$10.25	\$0.00	\$94.38
	12/1/2026	\$66.48	\$9.90	\$9.25	\$10.25	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"							
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TUNNEL WORK - FREE AIR LABORERS	6/1/2025	\$52.00	\$9.90	\$9.25	\$10.25	\$0.00	\$81.40
	12/1/2025	\$53.50	\$9.90	\$9.25	\$10.25	\$0.00	\$82.90
LABORERS (FREE AIR TUNNEL)	6/1/2026	\$55.05	\$9.90	\$9.25	\$10.25	\$0.00	\$84.45
	12/1/2026	\$56.55	\$9.90	\$9.25	\$10.25	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"							
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TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS	6/1/2025	\$54.00	\$9.90	\$9.25	\$10.25	\$0.00	\$83.40
	12/1/2025	\$55.50	\$9.90	\$9.25	\$10.25	\$0.00	\$84.90
LABORERS (FREE AIR TUNNEL)	6/1/2026	\$57.05	\$9.90	\$9.25	\$10.25	\$0.00	\$86.45
	12/1/2026	\$58.55	\$9.90	\$9.25	\$10.25	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"							
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VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10	6/1/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$0.00	\$76.98
	12/1/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$0.00	\$78.59
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$0.00	\$79.19
	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53
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WAGON DRILL OPERATOR LABORERS	6/2/2025	\$36.50	\$9.90	\$9.25	\$8.32	\$0.00	\$63.97
	12/1/2025	\$37.75	\$9.90	\$9.25	\$8.32	\$0.00	\$65.22
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$39.05	\$9.90	\$9.25	\$8.32	\$0.00	\$66.52
	12/7/2026	\$40.35	\$9.90	\$9.25	\$8.32	\$0.00	\$67.82
	6/7/2027	\$41.75	\$9.90	\$9.25	\$8.32	\$0.00	\$69.22
	12/6/2027	\$43.15	\$9.90	\$9.25	\$8.32	\$0.00	\$70.62
	6/5/2028	\$44.65	\$9.90	\$9.25	\$8.32	\$0.00	\$72.12
	12/4/2028	\$46.15	\$9.90	\$9.25	\$8.32	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
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WAGON DRILL OPERATOR (HEAVY & HIGHWAY) LABORERS	6/1/2025	\$36.50	\$9.90	\$9.25	\$6.31	\$0.00	\$61.96
	12/1/2025	\$37.74	\$9.90	\$9.25	\$6.31	\$0.00	\$63.20
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$39.04	\$9.90	\$9.25	\$6.31	\$0.00	\$64.50
	12/1/2026	\$40.33	\$9.90	\$9.25	\$6.31	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
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WATER METER INSTALLER PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2024	\$49.21	\$9.55	\$10.10	\$7.00	\$0.00	\$75.86
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"							

Additional Apprentice Information

All apprentices must be registered with the Division of Apprenticeship Training(DAS) in accordance with M.G.L.c. 23, §§ 11E-11L. Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the hourly prevailing wage rate established by the Commissioner under the provisions of M.G.L.c. 149, §§ 26-27D.

Apprentice ratios are established by DAS pursuant to M.G.L.c. 23, §§ 11E-11L. Ratios are expressed as the allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified. The ratios listed herein have been taken from relevant private collective bargaining agreements(CBAs) and are provided for illustrative purposes only. They have not been independently verified as being accurate or continuing to be accurate.

Parties having questions regarding what ratio to use should contact DAS.