

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

Prevailing Wage Rates

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

LAUREN IONES Secretary

MICHAEL FLANAGAN Director

KIM DRISCOLL Lt. Governor

Awarding Authority:

Southeastern Regional Transit Authority

Contract Number: City/Town: NEW BEDFORD

Design/build construction services for the adaptive reuse of storefront space located at the New Bedford Bus **Description of Work:**

Terminal.

134 Elm Street New Bedford, MA 02740 Job Location:

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Issue Date: 09/16/2024 Wage Request Number: 20240913-028

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	06/01/2024	\$39.28	\$9.65	\$17.80	\$0.00	\$66.73
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$40.61	\$9.65	\$17.80	\$0.00	\$68.06
	06/01/2025	\$42.00	\$9.65	\$17.80	\$0.00	\$69.45
	12/01/2025	\$43.38	\$9.65	\$17.80	\$0.00	\$70.83
	06/01/2026	\$44.82	\$9.65	\$17.80	\$0.00	\$72.27
	12/01/2026	\$46.26	\$9.65	\$17.80	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)	06/01/2024	\$41.80	\$14.50	\$11.05	\$0.00	\$67.35
ELLI CI ROSI INSCENI ONS ESCENE O (SOCIALIZATION)	12/01/2024	\$42.80	\$14.50	\$11.05	\$0.00	\$68.35
	06/01/2025	\$43.80	\$14.50	\$11.05	\$0.00	\$69.35
	12/01/2025	\$44.80	\$14.50	\$11.05	\$0.00	\$70.35
ASPHALT RAKER	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
ABORERS - ZONE 2	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) ABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	\$38.78	\$9.65	\$17.80	\$0.00	\$66.23
ABORERS - ZONE 2 (HEAV I & HIGHWAI)	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
	06/01/2025	\$41.50	\$9.65	\$17.80	\$0.00	\$68.95
	12/01/2025	\$42.88	\$9.65	\$17.80	\$0.00	\$70.33
	06/01/2026	\$44.32	\$9.65	\$17.80	\$0.00	\$71.77
	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
LABORERS - ZONE 2	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 2	06/01/2024	\$39.28	\$9.65	\$18.40	\$0.00	\$67.33
LABORERS - ZUNE 2	12/01/2024	\$40.61	\$9.65	\$18.40	\$0.00	\$68.66
	06/01/2025	\$42.00	\$9.65	\$18.40	\$0.00	\$70.05
	12/01/2025	\$43.38	\$9.65	\$18.40	\$0.00	\$71.43
	06/01/2026	\$44.82	\$9.65	\$18.40	\$0.00	\$72.87
	12/01/2026	\$46.26	\$9.65	\$18.40	\$0.00	\$74.31
	06/01/2027	\$47.71	\$9.65	\$18.40	\$0.00	\$75.76
	12/01/2027	\$49.16	\$9.65	\$18.40	\$0.00	\$77.21
	06/01/2028	\$50.66	\$9.65	\$18.40	\$0.00	\$78.71
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$52.16	\$9.65	\$18.40	\$0.00	\$80.21
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	06/01/2024	\$39.28	\$9.65	\$17.80	\$0.00	\$66.73
HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$40.61	\$9.65	\$17.80	\$0.00	\$68.06
EBONDIO 2018 2 (IEEE T C III OH III)	06/01/2025	\$42.00	\$9.65	\$17.80	\$0.00	\$69.45
	12/01/2025	\$43.38	\$9.65	\$17.80	\$0.00	\$70.83
	06/01/2026	\$44.82	\$9.65	\$17.80	\$0.00	\$72.27
	12/01/2026	\$46.26	\$9.65	\$17.80	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

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Total Rate

	Effective Step	ve Date - 01/01/2024 percent		ntice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	1	65		\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
	2	65		\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	
	3	70		\$33.68	\$7.07	\$14.23	\$0.00	\$54.98	
	4	75		\$36.09	\$7.07	\$15.24	\$0.00	\$58.40	
	5	80		\$38.50	\$7.07	\$16.25	\$0.00	\$61.82	
	6	85		\$40.90	\$7.07	\$17.28	\$0.00	\$65.25	
	7	90		\$43.31	\$7.07	\$18.28	\$0.00	\$68.66	
	8	95		\$45.71	\$7.07	\$19.32	\$0.00	\$72.10	
- 1 	Notes:								
	Apprei	ntice to Journeyworke	er Ratio:1:4					'	
		ICIAL MASONRY (IN	NCL. MASONRY	08/01/2024	\$64.50	\$11.49	\$23.59	\$0.00	\$99.58
ERPROOFI KLAYERS LOCA		W BEDFORD)		02/01/2025	\$65.80	\$11.49	\$23.59	\$0.00	\$100.8
2.11210 20 0.1	.125 (112	,, sast one,		08/01/2025	\$67.95	\$11.49	\$23.59	\$0.00	\$103.0
				02/01/2026	\$69.30	\$11.49	\$23.59	\$0.00	\$104.3
				08/01/2026	\$71.50	\$11.49	\$23.59	\$0.00	\$106.5
				02/01/2027	7 \$72.90	\$11.49 \$11.49	\$23.59 \$23.59	\$0.00 \$0.00	
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] ; -	Effectiv	ve Date - 08/01/2024	4	02/01/2027 Local 3 New Bentice Base Wage	7 \$72.90 dford Health	\$11.49 Pension	\$23.59 Supplemental Unemployment	\$0.00 Total Rate	\$107.9
] : -	Effective Step	ve Date - 08/01/2020 percent	4	02/01/2027 - Local 3 New Be	7 \$72.90 dford	\$11.49	\$23.59 Supplemental	\$0.00	\$107.9
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1	Step 1 2 3 4 5	ve Date - 08/01/2024 percent 50 60 70 80 90 ve Date - 02/01/2024	4 Apprer	02/01/2027 Local 3 New Be ntice Base Wage \$32.25 \$38.70 \$45.15 \$51.60 \$58.05	7 \$72.90 dford Health \$11.49 \$11.49 \$11.49 \$11.49 \$11.49	\$11.49 Pension \$23.59 \$23.59 \$23.59 \$23.59 \$23.59 Pension	\$23.59 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$0.00 Total Rate \$67.33 \$73.78 \$80.23 \$86.68 \$93.13 Total Rate	\$107.9
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1	Effective Step 1 2 3 4 5 Effective Step	ve Date - 08/01/2024 percent 50 60 70 80 90 ve Date - 02/01/2024 percent 50 60	4 Apprer	02/01/2027 - Local 3 New Be stice Base Wage \$32.25 \$38.70 \$45.15 \$51.60 \$58.05 httice Base Wage \$32.90 \$39.48	7 \$72.90 dford Health \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 Health \$11.49	\$11.49 Pension \$23.59 \$23.59 \$23.59 \$23.59 Pension \$23.59 \$23.59	\$23.59 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$67.33 \$73.78 \$80.23 \$86.68 \$93.13 Total Rate \$67.98 \$74.56	\$107.9
]	Effective Step 1 2 3 4 5 5 Effective Step 1 2 2 3 4 5 5 Effective Step 1 2 2	ve Date - 08/01/2024 percent 50 60 70 80 90 ve Date - 02/01/2024 percent 50 60 70	4 Apprer	02/01/2027 - Local 3 New Be atice Base Wage \$32.25 \$38.70 \$45.15 \$51.60 \$58.05 atice Base Wage \$32.90 \$39.48 \$46.06	7 \$72.90 dford Health \$11.49 \$11.49 \$11.49 \$11.49 Health \$11.49 \$11.49	\$11.49 Pension \$23.59 \$23.59 \$23.59 \$23.59 Pension \$23.59 \$23.59 \$23.59	\$23.59 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$67.33 \$73.78 \$80.23 \$86.68 \$93.13 Total Rate \$67.98 \$74.56 \$81.14	\$107.9
	Effective Step 1 2 3 4 5 5 Effective Step 1 2 3 3 4 5 5 The Step 1 2 3 5 The Step 3 5 The Step 1 2 5 The Step 3 5 The Step 3 5 The Step 1 5 The Step	ve Date - 08/01/2024 percent 50 60 70 80 90 ve Date - 02/01/2024 percent 50 60	4 Apprer	02/01/2027 - Local 3 New Be stice Base Wage \$32.25 \$38.70 \$45.15 \$51.60 \$58.05 httice Base Wage \$32.90 \$39.48	7 \$72.90 dford Health \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 Health \$11.49	\$11.49 Pension \$23.59 \$23.59 \$23.59 \$23.59 Pension \$23.59 \$23.59	\$23.59 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$67.33 \$73.78 \$80.23 \$86.68 \$93.13 Total Rate \$67.98 \$74.56	\$107.9
]	Effective Step 1 2 3 4 5 5 Effective Step 1 2 3 4 4 5 5	ve Date - 08/01/2024 percent 50 60 70 80 90 ve Date - 02/01/2024 percent 50 60 70 80	4 Apprer	02/01/2027 - Local 3 New Be stice Base Wage \$32.25 \$38.70 \$45.15 \$51.60 \$58.05 httice Base Wage \$32.90 \$39.48 \$46.06 \$52.64	### \$72.90 ###################################	\$11.49 Pension \$23.59 \$23.59 \$23.59 \$23.59 Pension \$23.59 \$23.59 \$23.59 \$23.59 \$23.59	\$23.59 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$67.33 \$73.78 \$80.23 \$86.68 \$93.13 Total Rate \$67.98 \$74.56 \$81.14 \$87.72	\$107.9

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BULLDOZER/GRADER/SCRAPER	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
CAISSON & UNDERPINNING BOTTOM MAN	06/01/2024	\$46.63	\$9.65	\$18.22	\$0.00	\$74.50
LABORERS - FOUNDATION AND MARINE	12/01/2024	\$48.10	\$9.65	\$18.22	\$0.00	\$75.97
	06/01/2025	\$49.60	\$9.65	\$18.22	\$0.00	\$77.47
	12/01/2025	\$51.10	\$9.65	\$18.22	\$0.00	\$78.97
	06/01/2026	\$52.65	\$9.65	\$18.22	\$0.00	\$80.52
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$54.15	\$9.65	\$18.22	\$0.00	\$82.02
CAISSON & UNDERPINNING LABORER	06/01/2024	\$45.48	\$9.65	\$18.22	\$0.00	\$73.35
LABORERS - FOUNDATION AND MARINE	12/01/2024	\$46.95	\$9.65	\$18.22	\$0.00	\$74.82
	06/01/2025	\$48.45	\$9.65	\$18.22	\$0.00	\$76.32
	12/01/2025	\$49.95	\$9.65	\$18.22	\$0.00	\$77.82
	06/01/2026	\$51.50	\$9.65	\$18.22	\$0.00	\$79.37
	12/01/2026	\$53.00	\$9.65	\$18.22	\$0.00	\$80.87
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
LABORERS - FOUNDATION AND MARINE	12/01/2024	\$47.28	\$9.65	\$18.22	\$0.00	\$75.15
	06/01/2025	\$48.78	\$9.65	\$18.22	\$0.00	\$76.65
	12/01/2025	\$50.28	\$9.65	\$18.22	\$0.00	\$78.15
	06/01/2026	\$51.83	\$9.65	\$18.22	\$0.00	\$79.70
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$53.33	\$9.65	\$18.22	\$0.00	\$81.20
CARBIDE CORE DRILL OPERATOR	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
LABORERS - ZONE 2	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
For apprentice rates see "Apprentice- LABORER"						
CARPENTER CARPENTERS ZONE 2 (Factors Maccachusotts)	09/01/2024	\$48.37	\$9.83	\$19.97	\$0.00	\$78.17
CARPENTERS -ZONE 2 (Eastern Massachusetts)	03/01/2025	\$49.62	\$9.83	\$19.97	\$0.00	\$79.42
	09/01/2025	\$50.87	\$9.83	\$19.97	\$0.00	\$80.67
	03/01/2026	\$52.12	\$9.83	\$19.97	\$0.00	\$81.92
	09/01/2026	\$53.37	\$9.83	\$19.97	\$0.00	\$83.17
	03/01/2027	\$54.62	\$9.83	\$19.97	\$0.00	\$84.42

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Total Rate

Pension

Apprentice - CARPENTER - Zone 2 Eastern MA 09/01/2024 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 45 \$21.77 \$9.83 \$1.73 \$0.00 \$33.33 2 45 \$21.77 \$9.83 \$1.73 \$0.00 \$33.33 3 55 \$26.60 \$9.83 \$3.40 \$0.00 \$39.83 4 55 \$26.60 \$9.83 \$3.40 \$0.00 \$39.83 5 70 \$33.86 \$9.83 \$0.00 \$60.20 \$16.51 6 70 \$33.86 \$9.83 \$16.51 \$0.00 \$60.20 7 80 \$38.70 \$9.83 \$0.00 \$18.24 \$66.77 8 \$38.70 80 \$9.83 \$18.24 \$0.00 \$66.77 **Effective Date -**03/01/2025 Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 45 \$22.33 \$9.83 \$1.73 \$0.00 \$33.89 2 45 \$22.33 \$9.83 \$1.73 \$0.00 \$33.89 3 55 \$27.29 \$9.83 \$3.40 \$0.00 \$40.52 4 55 \$27.29 \$9.83 \$0.00 \$3.40 \$40.52 5 70 \$34.73 \$9.83 \$16.51 \$0.00 \$61.07 6 70 \$34.73 \$9.83 \$16.51 \$0.00 \$61.07 7 80 \$39.70 \$9.83 \$0.00 \$18.24 \$67.77 8 80 \$39.70 \$9.83 \$18.24 \$0.00 \$67.77 Notes:

Apprentice	to Journeyworker	Ratio:1:5
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CARPENTER WOOD FRAME	10/01/2023	\$25.55	\$7.02	\$4.80	\$0.00	\$37.37
CARPENTERS-ZONE 3 (Wood Frame)	10/01/2024	\$26.65	\$7.02	\$4.80	\$0.00	\$38.47
	10/01/2025	\$27.75	\$7.02	\$4.80	\$0.00	\$39.57
	10/01/2026	\$28.85	\$7.02	\$4.80	\$0.00	\$40.67

All Aspects of New Wood Frame Work

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Total Rate

tep	ive Date - 10/01/2023 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.33	\$7.02	\$0.00	\$0.00	\$22.35
2	60	\$15.33	\$7.02	\$0.00	\$0.00	\$22.35
3	65	\$16.61	\$7.02	\$1.00	\$0.00	\$24.63
4	70	\$17.89	\$7.02	\$1.00	\$0.00	\$25.91
5	75	\$19.16	\$7.02	\$4.80	\$0.00	\$30.98
6	80	\$20.44	\$7.02	\$4.80	\$0.00	\$32.26
7	85	\$21.72	\$7.02	\$4.80	\$0.00	\$33.54
8	90	\$23.00	\$7.02	\$4.80	\$0.00	\$34.82
Step	ive Date - 10/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step	percent	Apprentice Base Wage	Health	Pension		Total Rate
		A15.00	Φ7 O2	\$0.00	የሰ ሰሳ	
	60	\$15.99	\$7.02	\$0.00	\$0.00	\$23.01
1 2	60 60	\$15.99 \$15.99	\$7.02 \$7.02	\$0.00	\$0.00	\$23.01 \$23.01
2	60	\$15.99	\$7.02	\$0.00	\$0.00	\$23.01
2	60 65	\$15.99 \$17.32	\$7.02 \$7.02	\$0.00 \$1.00	\$0.00 \$0.00	\$23.01 \$25.34
2 3 4 5	60 65 70	\$15.99 \$17.32 \$18.66	\$7.02 \$7.02 \$7.02	\$0.00 \$1.00 \$1.00	\$0.00 \$0.00 \$0.00	\$23.01 \$25.34 \$26.68
2 3 4	60 65 70 75	\$15.99 \$17.32 \$18.66 \$19.99	\$7.02 \$7.02 \$7.02 \$7.02	\$0.00 \$1.00 \$1.00 \$4.80	\$0.00 \$0.00 \$0.00 \$0.00	\$23.01 \$25.34 \$26.68 \$31.81

CEMENT MASONRY/PLASTERING

BRICKLAYERS LOCAL 3 (NEW BEDFORD)

01/01/2024 \$49

\$49.33

\$13.00

\$23.57

\$1.30

\$87.20

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (New Bedford)

Step 1&2 \$18.52/3&4 \$21.07/5&6 \$28.70/7&8 \$31.26

Effecti	ive Date -	01/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$24.67	\$13.00	\$15.93	\$0.00	\$53.60
2	60		\$29.60	\$13.00	\$18.57	\$1.30	\$62.47
3	65		\$32.06	\$13.00	\$19.57	\$1.30	\$65.93
4	70		\$34.53	\$13.00	\$20.57	\$1.30	\$69.40
5	75		\$37.00	\$13.00	\$21.57	\$1.30	\$72.87
6	80		\$39.46	\$13.00	\$22.57	\$1.30	\$76.33
7	90		\$44.40	\$13.00	\$23.57	\$1.30	\$82.27
Notes:							
	Steps 3,4	are 500 hrs. All other steps a	are 1,000 hrs.				I

Apprentice to Journeyworker Ratio:1:3

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
LABORERS - ZONE 2	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	06/01/2024	\$57.15	\$15.30	\$16.40	\$0.00	\$88.85
OF ERATING ENGINEERS LOCAL 4	12/01/2024	\$58.63	\$15.30	\$16.40	\$0.00	\$90.33
	06/01/2025	\$59.96	\$15.30	\$16.40	\$0.00	\$91.66
	12/01/2025	\$61.43	\$15.30	\$16.40	\$0.00	\$93.13
	06/01/2026	\$62.76	\$15.30	\$16.40	\$0.00	\$94.46
	12/01/2026	\$64.24	\$15.30	\$16.40	\$0.00	\$95.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4	06/01/2024	\$36.17	\$15.30	\$16.40	\$0.00	\$67.87
SI ERATING ENGINEERS LOCAL 4	12/01/2024	\$37.12	\$15.30	\$16.40	\$0.00	\$68.82
	06/01/2025	\$37.97	\$15.30	\$16.40	\$0.00	\$69.67
	12/01/2025	\$38.92	\$15.30	\$16.40	\$0.00	\$70.62
	06/01/2026	\$39.78	\$15.30	\$16.40	\$0.00	\$71.48
	12/01/2026	\$40.73	\$15.30	\$16.40	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 2	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
TAINTERS BOOKE 33 - ZONE 2	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

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Effective Date Base Wage Health

Pension

Total Rate

	Step	ve Date - 07/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	te
	1	50	\$28.63	\$9.95	\$0.00	\$0.00	\$38.5	58
	2	55	\$31.49	\$9.95	\$6.66	\$0.00	\$48.1	10
	3	60	\$34.36	\$9.95	\$7.26	\$0.00	\$51.5	57
	4	65	\$37.22	\$9.95	\$7.87	\$0.00	\$55.0)4
	5	70	\$40.08	\$9.95	\$20.32	\$0.00	\$70.3	35
	6	75	\$42.95	\$9.95	\$20.93	\$0.00	\$73.8	33
	7	80	\$45.81	\$9.95	\$21.53	\$0.00	\$77.2	29
	8	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.2	22
	Effecti Step	ve Date - 01/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Ra	ıte
	1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.1	
	2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.7	
	3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.2	
	4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.8	
	5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.1	
	6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.7	
	7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.2	
	8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.3	
	Notes:							
		Steps are 750 hrs.						
		ntice to Journeyworker Ratio:						
: ADZEN RS - ZONE			06/10/2024			\$18.40	\$0.00	\$73.5
			12/02/2024			\$18.40	\$0.00	\$75.0
			06/02/2025			\$18.40	\$0.00	\$76.5
			12/01/2025			\$18.40	\$0.00	\$78.0
			06/01/2026			\$18.40	\$0.00	\$79.6
			12/07/2026			\$18.40	\$0.00	\$81.1
			06/07/2027			\$18.40	\$0.00	\$82.7
			12/06/2027			\$18.40	\$0.00	\$84.3
			06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.9
		Apprentice- LABORER"	12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.6

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	06/10/2024	\$46.53	\$9.65	\$18.40	\$0.00	\$74.58
LABORERS - ZONE 2	12/02/2024	\$48.00	\$9.65	\$18.40	\$0.00	\$76.05
	06/02/2025	\$49.50	\$9.65	\$18.40	\$0.00	\$77.55
	12/01/2025	\$51.00	\$9.65	\$18.40	\$0.00	\$79.05
	06/01/2026	\$52.55	\$9.65	\$18.40	\$0.00	\$80.60
	12/07/2026	\$54.05	\$9.65	\$18.40	\$0.00	\$82.10
	06/07/2027	\$55.65	\$9.65	\$18.40	\$0.00	\$83.70
	12/06/2027	\$57.25	\$9.65	\$18.40	\$0.00	\$85.30
	06/05/2028	\$58.93	\$9.65	\$18.40	\$0.00	\$86.98
	12/04/2028	\$60.60	\$9.65	\$18.40	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS	06/10/2024	\$46.28	\$9.65	\$18.40	\$0.00	\$74.33
LABORERS - ZONE 2	12/02/2024	\$47.75	\$9.65	\$18.40	\$0.00	\$75.80
	06/02/2025	\$49.25	\$9.65	\$18.40	\$0.00	\$77.30
	12/01/2025	\$50.75	\$9.65	\$18.40	\$0.00	\$78.80
	06/01/2026	\$52.30	\$9.65	\$18.40	\$0.00	\$80.35
	12/07/2026	\$53.80	\$9.65	\$18.40	\$0.00	\$81.85
	06/07/2027	\$55.40	\$9.65	\$18.40	\$0.00	\$83.45
	12/06/2027	\$57.00	\$9.65	\$18.40	\$0.00	\$85.05
	06/05/2028	\$58.68	\$9.65	\$18.40	\$0.00	\$86.73
Concentration votes and "Annualties I ADODED"	12/04/2028	\$60.35	\$9.65	\$18.40	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER" DEMO: CONCRETE CUTTER/SAWYER	06/10/2024	\$46.53	\$9.65	\$18.40	\$0.00	\$74.58
LABORERS - ZONE 2	12/02/2024	\$48.00	\$9.65	\$18.40	\$0.00	\$76.05
	06/02/2025	\$49.50	\$9.65	\$18.40	\$0.00	\$77.55
	12/01/2025	\$51.00	\$9.65	\$18.40	\$0.00	\$77.33
	06/01/2026	\$52.55	\$9.65	\$18.40	\$0.00	\$80.60
	12/07/2026	\$52.55 \$54.05	\$9.65	\$18.40	\$0.00	\$82.10
	06/07/2027	\$5 4 .05	\$9.65	\$18.40	\$0.00	\$82.10
	12/06/2027	\$55.05 \$57.25	\$9.65	\$18.40	\$0.00	\$85.70
	06/05/2028	\$57.23	\$9.65	\$18.40	\$0.00	\$85.50
	12/04/2028	\$60.60	\$9.65	\$18.40	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"	12/04/2028	\$00.00	\$9.05	ψ10.40	\$0.00	\$66.03
DEMO: JACKHAMMER OPERATOR	06/10/2024	\$46.28	\$9.65	\$18.40	\$0.00	\$74.33
LABORERS - ZONE 2	12/02/2024	\$47.75	\$9.65	\$18.40	\$0.00	\$75.80
	06/02/2025	\$49.25	\$9.65	\$18.40	\$0.00	\$77.30
	12/01/2025	\$50.75	\$9.65	\$18.40	\$0.00	\$78.80
	06/01/2026	\$52.30	\$9.65	\$18.40	\$0.00	\$80.35
	12/07/2026	\$53.80	\$9.65	\$18.40	\$0.00	\$81.85
	06/07/2027	\$55.40	\$9.65	\$18.40	\$0.00	\$83.45
	12/06/2027	\$57.00	\$9.65	\$18.40	\$0.00	\$85.05
	06/05/2028	\$58.68	\$9.65	\$18.40	\$0.00	\$86.73
	12/04/2028	\$60.35	\$9.65	\$18.40	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"	12/01/2020	Ψ00.55	Ψ2.05	4-00	4	φοσ.10

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: WRECKING LABORER	06/10/2024	\$45.53	\$9.65	\$18.40	\$0.00	\$73.58
LABORERS - ZONE 2	12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
	06/02/2025	\$48.50	\$9.65	\$18.40	\$0.00	\$76.55
	12/01/2025	\$50.00	\$9.65	\$18.40	\$0.00	\$78.05
	06/01/2026	\$51.55	\$9.65	\$18.40	\$0.00	\$79.60
	12/07/2026	\$53.05	\$9.65	\$18.40	\$0.00	\$81.10
	06/07/2027	\$54.65	\$9.65	\$18.40	\$0.00	\$82.70
	12/06/2027	\$56.25	\$9.65	\$18.40	\$0.00	\$84.30
	06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.98
F	12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER" DIRECTIONAL DRILL MACHINE OPERATOR	06/01/2024	Φ55 41	¢15.20	\$16.40	<u> </u>	#07.11
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
DIVER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN ELECTRICIANS LOCAL 223	09/01/2023	\$47.87	\$11.75	\$16.86	\$0.00	\$76.48

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Effe	ctive Date - 09/01/2023	3			Supplemental		
Step	percent	Apprentice Base Wage	e Health	Pension	Unemployment	Total Rate	:
1	40	\$19.15	\$11.75	\$0.57	\$0.00	\$31.47	
2	45	\$21.54	\$11.75	\$0.65	\$0.00	\$33.94	
3	50	\$23.94	\$11.75	\$0.72	\$0.00	\$36.41	
4	55	\$26.33	\$11.75	\$7.79	\$0.00	\$45.87	
5	60	\$28.72	\$11.75	\$8.31	\$0.00	\$48.78	
6	65	\$31.12	\$11.75	\$8.65	\$0.00	\$51.52	
7	70	\$33.51	\$11.75	\$9.38	\$0.00	\$54.64	
8	75	\$35.90	\$11.75	\$9.90	\$0.00	\$57.55	
Note	s:						
İ							
App	rentice to Journeyworke	r Ratio:2:3***					
VATOR CONST	RUCTOR	01/01/202	22 \$65.62	\$16.03	\$20.21	\$0.00	\$101.8
	rentice - ELEVATOR Co				Supplemental		
			e Health	Pension	Supplemental Unemployment	Total Rate	
Effe	ctive Date - 01/01/2022	2	e Health	Pension \$0.00		Total Rate	
Effec Step	percent 01/01/2022	2 Apprentice Base Wage			Unemployment		
Effec Step	01/01/2022 percent 50	Apprentice Base Wage \$32.81	\$16.03	\$0.00	Unemployment \$0.00	\$48.84	
Effective Step 1 2	percent 01/01/2022 50 55	Apprentice Base Wage \$32.81 \$36.09	\$16.03 \$16.03	\$0.00 \$20.21	\$0.00 \$0.00	\$48.84 \$72.33	
Effect Step 1 2 3	50 55 65	Apprentice Base Wage \$32.81 \$36.09 \$42.65	\$16.03 \$16.03 \$16.03	\$0.00 \$20.21 \$20.21	\$0.00 \$0.00 \$0.00	\$48.84 \$72.33 \$78.89	
Effect Step 1 2 3 4	50 55 65 70 80 s:	Apprentice Base Wage \$32.81 \$36.09 \$42.65 \$45.93 \$52.50	\$16.03 \$16.03 \$16.03 \$16.03	\$0.00 \$20.21 \$20.21 \$20.21	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$48.84 \$72.33 \$78.89 \$82.17	
Effect Step 1 2 3 4 5 Note:	50 55 65 70 80 Steps 1-2 are 6 mos.; \$2	Apprentice Base Wage \$32.81 \$36.09 \$42.65 \$45.93 \$52.50 Steps 3-5 are 1 year	\$16.03 \$16.03 \$16.03 \$16.03	\$0.00 \$20.21 \$20.21 \$20.21	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$48.84 \$72.33 \$78.89 \$82.17	
Effect Step 1 2 3 4 5 Note:	50 55 65 70 80 s:	Apprentice Base Wage \$32.81 \$36.09 \$42.65 \$45.93 \$52.50 Steps 3-5 are 1 year	\$16.03 \$16.03 \$16.03 \$16.03	\$0.00 \$20.21 \$20.21 \$20.21	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$48.84 \$72.33 \$78.89 \$82.17	
Step 1 2 3 4 5 Note App	percent 50 55 65 70 80 Steps 1-2 are 6 mos.; Serentice to Journeyworke	Apprentice Base Wage \$32.81 \$36.09 \$42.65 \$45.93 \$52.50 Steps 3-5 are 1 year	\$16.03 \$16.03 \$16.03 \$16.03	\$0.00 \$20.21 \$20.21 \$20.21	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$48.84 \$72.33 \$78.89 \$82.17	
Effective Step 1 2 3 4 5 Note	percent 50 55 65 70 80 Steps 1-2 are 6 mos.; Serentice to Journeyworke	Apprentice Base Wage \$32.81 \$36.09 \$42.65 \$45.93 \$52.50 Steps 3-5 are 1 year r Ratio:1:1	\$16.03 \$16.03 \$16.03 \$16.03	\$0.00 \$20.21 \$20.21 \$20.21 \$20.21	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$48.84 \$72.33 \$78.89 \$82.17 \$88.74	
Effective Step 1 2 3 4 5 Note App VATOR CONSTRUCTO For apprentice rates see CE & GUARD R	percent 50 55 65 70 80 Steps 1-2 are 6 mos.; Steps 1-2 are 6	Apprentice Base Wage \$32.81 \$36.09 \$42.65 \$45.93 \$52.50 Steps 3-5 are 1 year Ratio:1:1 01/01/202	\$16.03 \$16.03 \$16.03 \$16.03 \$16.03	\$0.00 \$20.21 \$20.21 \$20.21 \$20.21	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$48.84 \$72.33 \$78.89 \$82.17 \$88.74	\$82.17
Effective Step 1 2 3 4 5 Note App VATOR CONSTRUCTO For apprentice rates see CE & GUARD R	percent 50 55 65 70 80 Steps 1-2 are 6 mos.; Steps 1-2 are 6	Apprentice Base Wage \$32.81 \$36.09 \$42.65 \$45.93 \$52.50 Steps 3-5 are 1 year Ratio:1:1 01/01/202	\$16.03 \$16.03 \$16.03 \$16.03 \$16.03 22 \$45.93	\$0.00 \$20.21 \$20.21 \$20.21 \$20.21 	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.21	\$48.84 \$72.33 \$78.89 \$82.17 \$88.74	\$82.17 \$66.23
Effective Step 1 2 3 4 5 Note	percent 50 55 65 70 80 Steps 1-2 are 6 mos.; Steps 1-2 are 6	Apprentice Base Wage \$32.81 \$36.09 \$42.65 \$45.93 \$52.50 Steps 3-5 are 1 year r Ratio:1:1 01/01/202	\$16.03 \$16.03 \$16.03 \$16.03 \$16.03 22 \$45.93 24 \$38.78 24 \$40.11	\$0.00 \$20.21 \$20.21 \$20.21 \$20.21 \$16.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$20.21	\$48.84 \$72.33 \$78.89 \$82.17 \$88.74	
Effective Step 1 2 3 4 5 Note App EVATOR CONSTRUCTO For apprentice rates se	percent 50 55 65 70 80 Steps 1-2 are 6 mos.; Steps 1-2 are 6	Apprentice Base Wage \$32.81 \$36.09 \$42.65 \$45.93 \$52.50 Steps 3-5 are 1 year Ratio:1:1 01/01/202 08/01/202 12/01/202	\$16.03 \$16.03 \$16.03 \$16.03 \$16.03 22 \$45.93 24 \$38.78 24 \$40.11 25 \$41.50	\$0.00 \$20.21 \$20.21 \$20.21 \$20.21 \$16.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$20.21	\$48.84 \$72.33 \$78.89 \$82.17 \$88.74 \$0.00	\$82.17 \$66.23 \$67.56

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

12/01/2026

\$45.76

\$9.65

\$17.80

\$0.00

\$73.21

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	05/01/2024	\$50.79	\$15.00	\$16.40	\$0.00	\$82.19
OPERATING ENGINEERS LOCAL 4	11/01/2024	\$52.08	\$15.00	\$16.40	\$0.00	\$83.48
	05/01/2025	\$53.52	\$15.00	\$16.40	\$0.00	\$84.92
	11/01/2025	\$54.81	\$15.00	\$16.40	\$0.00	\$86.21
	05/01/2026	\$56.25	\$15.00	\$16.40	\$0.00	\$87.65
	11/01/2026	\$57.54	\$15.00	\$16.40	\$0.00	\$88.94
	05/01/2027	\$58.97	\$15.00	\$16.40	\$0.00	\$90.37
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4	05/01/2024	\$52.37	\$15.00	\$16.40	\$0.00	\$83.77
SI ZAMINO ENGINEZIO EGGIZ I	11/01/2024	\$53.67	\$15.00	\$16.40	\$0.00	\$85.07
	05/01/2025	\$55.12	\$15.00	\$16.40	\$0.00	\$86.52
	11/01/2025	\$56.42	\$15.00	\$16.40	\$0.00	\$87.82
	05/01/2026	\$57.87	\$15.00	\$16.40	\$0.00	\$89.27
	11/01/2026	\$59.17	\$15.00	\$16.40	\$0.00	\$90.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	05/01/2027	\$60.62	\$15.00	\$16.40	\$0.00	\$92.02
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	05/01/2024	\$24.91	\$15.00	\$16.40	\$0.00	\$56.31
OPERATING ENGINEERS LOCAL 4	11/01/2024	\$25.67	\$15.00	\$16.40	\$0.00	\$57.07
	05/01/2025	\$26.52	\$15.00	\$16.40	\$0.00	\$57.92
	11/01/2025	\$27.28	\$15.00	\$16.40	\$0.00	\$58.68
	05/01/2026	\$28.13	\$15.00	\$16.40	\$0.00	\$59.53
	11/01/2026	\$28.89	\$15.00	\$16.40	\$0.00	\$60.29
	05/01/2027	\$29.74	\$15.00	\$16.40	\$0.00	\$61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 223	09/01/2020	\$43.66	\$10.90	\$14.66	\$0.00	\$69.22
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS</i>	09/01/2020	\$36.86	\$10.90	\$12.45	\$0.00	\$60.21
LOCAL 223 For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER)	06/01/2024	\$45.23	\$15.30	\$16.40	\$0.00	\$76.93
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$46.41	\$15.30	\$16.40	\$0.00	\$78.11
	06/01/2025	\$47.47	\$15.30	\$16.40	\$0.00	\$79.17
	12/01/2025	\$48.64	\$15.30	\$16.40	\$0.00	\$80.34
	06/01/2026	\$49.70	\$15.30	\$16.40	\$0.00	\$81.40
	12/01/2026	\$50.88	\$15.30	\$16.40	\$0.00	\$82.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	06/01/2024	\$27.01	\$9.65	\$17.80	\$0.00	\$54.46
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$27.01	\$9.65	\$17.80	\$0.00	\$54.46
	06/01/2025	\$28.09	\$9.65	\$17.80	\$0.00	\$55.54
	12/01/2025	\$28.09	\$9.65	\$17.80	\$0.00	\$55.54
	06/01/2026	\$29.21	\$9.65	\$17.80	\$0.00	\$56.66
	12/01/2026	\$29.21	\$9.65	\$17.80	\$0.00	\$56.66
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						

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							nemployment	
FLOORCOVERERS		VONE I	09/01/2024	\$56.23	\$8.83	\$20.27	\$0.00	\$85.33
FLOORCOVERERS I	LOCAL 2168 Z	ONE I	03/01/2025	\$57.73	\$8.83	\$20.27	\$0.00	\$86.83
			09/01/2025	\$59.23	\$8.83	\$20.27	\$0.00	\$88.33
			03/01/2026	\$60.73	\$8.83	\$20.27	\$0.00	\$89.83
			09/01/2026	\$62.23	\$8.83	\$20.27	\$0.00	\$91.33
			03/01/2027	\$63.73	\$8.83	\$20.27	\$0.00	\$92.83
		- FLOORCOVERER - Local 2	168 Zone I					
	Effective D		A	TT141-	D	Supplemental Unemployment	T-4-1 D -4-	
		rcent	Apprentice Base Wage		Pension		Total Rate	
			\$25.30	\$8.83	\$1.76	\$0.00	\$35.89	
	2 45		\$25.30	\$8.83	\$1.76	\$0.00	\$35.89	
	3 55		\$30.93	\$8.83	\$3.52	\$0.00	\$43.28	
	4 55		\$30.93	\$8.83	\$3.52	\$0.00	\$43.28	
	5 70		\$39.36	\$8.83	\$16.75	\$0.00	\$64.94	
	6 70		\$39.36	\$8.83	\$16.75	\$0.00	\$64.94	
	7 80		\$44.98	\$8.83	\$18.51	\$0.00	\$72.32	
	8 80		\$44.98	\$8.83	\$18.51	\$0.00	\$72.32	
	Effective D	ate - 03/01/2025				G 1		
		rcent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1 45		\$25.98	\$8.83	\$1.76	\$0.00	\$36.57	
	2 45		\$25.98	\$8.83	\$1.76	\$0.00	\$36.57	
	3 55		\$31.75	\$8.83	\$3.52	\$0.00	\$44.10	
	4 55		\$31.75	\$8.83	\$3.52	\$0.00	\$44.10	
	5 70		\$40.41	\$8.83	\$16.75	\$0.00	\$65.99	
	6 70) 	\$40.41	\$8.83	\$16.75	\$0.00	\$65.99	
	7 80		\$46.18	\$8.83	\$18.51	\$0.00	\$73.52	
	8 80		\$46.18	\$8.83	\$18.51	\$0.00	\$73.52	
	Notos: Stan	os are 750 hrs.						
	Totes: Step	s are /30 ms.						
		to Journeyworker Ratio:1:1						
FORK LIFT/CHI OPERATING ENGIN			06/01/2024		\$15.30	\$16.40	\$0.00	\$87.73
			12/01/2024		\$15.30	\$16.40	\$0.00	\$89.18
			06/01/2025		\$15.30	\$16.40	\$0.00	\$90.48
			12/01/2025		\$15.30	\$16.40	\$0.00	\$91.93
			06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
For annuation	rates soo !! A	entice- OPERATING ENGINEERS"	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
For apprentice ra	ates see "Appre	thice- OPERATING ENGINEERS"						

Effective Date

Base Wage

Health

Pension

Classification

Supplemental

Unemployment

Total Rate

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GENERATOR/LIGHTING PLANT/HEATERS	06/01/2024	\$36.17	\$15.30	\$16.40	\$0.00	\$67.87
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$37.12	\$15.30	\$16.40	\$0.00	\$68.82
	06/01/2025	\$37.97	\$15.30	\$16.40	\$0.00	\$69.67
	12/01/2025	\$38.92	\$15.30	\$16.40	\$0.00	\$70.62
	06/01/2026	\$39.78	\$15.30	\$16.40	\$0.00	\$71.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$40.73	\$15.30	\$16.40	\$0.00	\$72.43
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 1333	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43

Effect Step	percent 06/01/2020	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	÷
1	50	\$19.59	\$10.80	\$1.80	\$0.00	\$32.19)
2	56	\$22.04	\$10.80	\$1.80	\$0.00	\$34.64	ļ
3	63	\$24.49	\$10.80	\$2.45	\$0.00	\$37.74	ļ
4	69	\$26.94	\$10.80	\$2.45	\$0.00	\$40.19)
5	75	\$29.39	\$10.80	\$3.15	\$0.00	\$43.34	ļ
6	81	\$31.83	\$10.80	\$3.15	\$0.00	\$45.78	3
7	88	\$34.28	\$10.80	\$10.45	\$0.00	\$55.53	3
8	94	\$36.73	\$10.80	\$10.45	\$0.00	\$57.98	3
Notes	- — — — — — —						
Appre	entice to Journeyworker Ratio:1						
	R/CRANES/GRADALLS	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
RATING ENGINEERS L	OCAL 4	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
		06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
		12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
		06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
		12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68

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Total Rate

	Step	ive Date - 06/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	55	\$30.82	\$15.30	\$0.00	\$0.00	\$46.12	
	2	60	\$33.62	\$15.30	\$16.40	\$0.00	\$65.32	
	3	65	\$36.42	\$15.30	\$16.40	\$0.00	\$68.12	
	4	70	\$39.22	\$15.30	\$16.40	\$0.00	\$70.92	
	5	75	\$42.02	\$15.30	\$16.40	\$0.00	\$73.72	
	6	80	\$44.82	\$15.30	\$16.40	\$0.00	\$76.52	
	7	85	\$47.63	\$15.30	\$16.40	\$0.00	\$79.33	
	8	90	\$50.43	\$15.30	\$16.40	\$0.00	\$82.13	
		ive Date - 12/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55	\$31.61	\$0.00	\$0.00	\$0.00	\$31.61	
	2	60	\$34.49	\$15.30	\$16.40	\$0.00	\$66.19	
	3	65	\$37.36	\$15.30	\$16.40	\$0.00	\$69.06	
	4	70	\$40.24	\$15.30	\$16.40	\$0.00	\$71.94	
	5	75	\$43.11	\$15.30	\$16.40	\$0.00	\$74.81	
	6	80	\$45.98	\$15.30	\$16.40	\$0.00	\$77.68	
	7	85	\$48.86	\$15.30	\$16.40	\$0.00	\$80.56	
	8	90	\$51.73	\$15.30	\$16.40	\$0.00	\$83.43	
	Notes:							
	Appre	ntice to Journeyworker Ratio:1:6						
C (DUCT			04/01/2024	\$41.08	\$14.59	\$19.04	\$2.24	\$76.95
TMETAL WO	RKERS LO	OCAL 17 - B	10/01/2024	\$42.33	\$14.59	\$19.04	\$2.24	\$78.20
			04/01/2025	\$43.83	\$14.59	\$19.04	\$2.24	\$79.70
			10/01/2025	\$45.08	\$14.59	\$19.04	\$2.24	\$80.95
For apprentice	rates see '	'Apprentice- SHEET METAL WORKER"	04/01/2026	\$46.58	\$14.59	\$19.04	\$2.24	\$82.45
	RICAL	CONTROLS)	09/01/2020	\$43.66	\$10.90	\$14.66	\$0.00	\$69.22
For apprentice	rates see '	'Apprentice- ELECTRICIAN"						
		D BALANCING - AIR)	04/01/2024	\$41.08	\$30.43	\$19.04	\$2.24	\$92.79
TMETAL WO	RKERS LO	OCAL 17 - B	10/01/2024	\$42.33	\$30.43	\$19.04	\$2.24	\$94.04
			04/01/2025	\$43.83	\$30.43	\$19.04	\$2.24	\$95.54
			10/01/2025	\$45.08	\$30.43	\$19.04	\$2.24	\$96.79
			04/01/2026	\$46.58	\$30.43	\$19.04	\$2.24	\$98.29
		'Apprentice- SHEET METAL WORKER"						
C (TESTII 1BERS & PIP		D BALANCING -WATER) SLOCAL 51	08/26/2024			\$19.95	\$0.00	\$84.84
		'Apprentice- PIPEFITTER" or "PLUMBER/PIPEI	08/25/2025	\$57.49	\$10.15	\$19.95	\$0.00	\$87.59

Classification	Effective Date	e Base Wage	e Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC	08/26/2024	\$54.74	\$10.15	\$19.95	\$0.00	\$84.84
PLUMBERS & PIPEFITTERS LOCAL 51	08/25/2025	\$57.49	\$10.15	\$19.95	\$0.00	\$87.59
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFIT	TER"					
HYDRAULIC DRILLS	06/01/2024	\$39.28	\$9.65	\$18.40	\$0.00	\$67.33
ABORERS - ZONE 2	12/01/2024	\$40.61	\$9.65	\$18.40	\$0.00	\$68.66
	06/01/2025	\$42.00	\$9.65	\$18.40	\$0.00	\$70.05
	12/01/2025	\$43.38	\$9.65	\$18.40	\$0.00	\$71.43
	06/01/2026	\$44.82	\$9.65	\$18.40	\$0.00	\$72.87
	12/01/2026	\$46.26	\$9.65	\$18.40	\$0.00	\$74.31
	06/01/2027	\$47.71	\$9.65	\$18.40	\$0.00	\$75.76
	12/01/2027	\$49.16	\$9.65	\$18.40	\$0.00	\$77.21
	06/01/2028	\$50.66	\$9.65	\$18.40	\$0.00	\$78.71
	12/01/2028	\$52.16	\$9.65	\$18.40	\$0.00	\$80.21
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	06/01/2024	\$39.28	\$9.65	\$17.80	\$0.00	\$66.73
ABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$40.61	\$9.65	\$17.80	\$0.00	\$68.06
	06/01/2025	\$42.00	\$9.65	\$17.80	\$0.00	\$69.45
	12/01/2025	\$43.38	\$9.65	\$17.80	\$0.00	\$70.83
	06/01/2026	\$44.82	\$9.65	\$17.80	\$0.00	\$72.27
	12/01/2026	\$46.26	\$9.65	\$17.80	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
NSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)	09/01/2024	\$51.23	\$14.75	\$19.61	\$0.00	\$85.59
IEAT & PROST INSULATORS LOCAL 6 (SOUTHERN MASS)	09/01/2025	\$54.31	\$14.75	\$19.61	\$0.00	\$88.67
	09/01/2026	\$57.38	\$14.75	\$19.61	\$0.00	\$91.74
Apprentice - ASBESTOS INSULATOR (Pipes Effective Date - 09/01/2024	& Tanks) - Local 6 Sout	hern MA				
	Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		e
1 50						
		\$14.75	\$14.32	\$0.00		
2 60		\$14.75	\$15.37	\$0.00		
3 70		\$14.75	\$16.43	\$0.00		
4 80	\$40.98	\$14.75	\$17.49	\$0.00	\$73.2	2

ORKER/WELI	DER	03/16/202	1 \$42.	46 \$7.70	\$17.10	\$0.00 \$67.2
Appre	ntice to Journeyworker Ratio:1:4					
İ	Steps are 1 year					
Notes:						
4	80	\$43.45	\$14.75	\$17.49	\$0.00	\$75.69
3	70	\$38.02	\$14.75	\$16.43	\$0.00	\$69.20
2	60	\$32.59	\$14.75	\$15.37	\$0.00	\$62.71
1	50	\$27.16	\$14.75	\$14.32	\$0.00	\$56.23
Effecti Step	ve Date - 09/01/2025 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
4	80	\$40.98	\$14.75	\$17.49	\$0.00	\$73.22
3	70	\$35.86	\$14.75	\$16.43	\$0.00	\$67.04
2	60	\$30.74	\$14.75	\$15.37	\$0.00	\$60.86
1	50	\$25.62	\$14.75	\$14.32	\$0.00	\$54.69
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate

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Pension

	Step	ive Date - 03/16/2021 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	To	tal Rate
	$\frac{3 cp}{1}$	70	\$29.72	\$7.70	\$17.10	\$0.00		\$54.52
	2	75	\$31.85	\$7.70	\$17.10	\$0.00		\$54.52 \$56.65
	3	80	\$33.97	\$7.70	\$17.10	\$0.00		\$58.77
	4	85	\$36.09	\$7.70	\$17.10	\$0.00		\$60.89
	5	90	\$38.21	\$7.70	\$17.10	\$0.00		\$63.01
	6	95	\$40.34	\$7.70	\$17.10	\$0.00		\$65.14
	 Notes:							
								l I
	Appre	ntice to Journeyworker Ratio:1:						
		VING BREAKER OPERATOR	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.8
BORERS - ZONE	2		12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.1
			06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.5
			12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.9
			06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.3
			12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.8
			06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.2
			12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.7
			06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.2
			12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.7
	rates see '	'Apprentice- LABORER"						
BORER ORERS - ZONE	2		06/01/2024		\$9.65	\$18.40	\$0.00	\$66.5
			12/01/2024			\$18.40	\$0.00	\$67.9
			06/01/2025			\$18.40	\$0.00	\$69.3
			12/01/2025		\$9.65	\$18.40	\$0.00	\$70.6
			06/01/2026		\$9.65	\$18.40	\$0.00	\$72.1
			12/01/2026		\$9.65	\$18.40	\$0.00	\$73.5
			06/01/2027			\$18.40 \$18.40	\$0.00	\$75.0 \$76.4
			12/01/2027			\$18.40 \$18.40	\$0.00	\$76.4
			06/01/2028	\$49.91	\$9.65	\$16.4U	\$0.00	\$77.9

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Total Rate

Apprentice - LABORER - Zone 2 **Effective Date -** 06/01/2024

	Effecti	ive Date - 06/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$23.12	\$9.65	\$18.40	\$0.00	\$51.17	
	2	70	\$26.97	\$9.65	\$18.40	\$0.00	\$55.02	
	3	80	\$30.82	\$9.65	\$18.40	\$0.00	\$58.87	
	4	90	\$34.68	\$9.65	\$18.40	\$0.00	\$62.73	
		ive Date - 12/01/2024	A C D W	TT 1/1	ъ .	Supplemental	T (1 D (
	Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	60	\$23.92	\$9.65	\$18.40	\$0.00	\$51.97	
	2	70	\$27.90	\$9.65	\$18.40	\$0.00	\$55.95	
	3	80	\$31.89	\$9.65	\$18.40	\$0.00	\$59.94	
	4	90	\$35.87	\$9.65	\$18.40	\$0.00	\$63.92	
	Notes:							
ABORER (HE		ntice to Journeyworker Ration	06/01/2024	\$38.53	\$9.65	\$17.80	\$0.00	\$65.98
BORERS - ZONE			12/01/2024		\$9.65	\$17.80	\$0.00	\$67.31
			06/01/2025		\$9.65	\$17.80	\$0.00	\$68.70
			12/01/2025	\$42.63	\$9.65	\$17.80	\$0.00	\$70.08
			06/01/2026	04407	00.65	¢17.00	¢0.00	Φ 71 50
			06/01/2026 12/01/2026		\$9.65 \$9.65	\$17.80 \$17.80	\$0.00 \$0.00	\$71.52 \$72.96
	Effecti	ntice - LABORER (Heavy & ive Date - 06/01/2024	12/01/2026 Highway) - Zone 2	\$45.51	\$9.65	\$17.80 Supplemental	\$0.00	
	Effecti Step	ive Date - 06/01/2024 percent	12/01/2026 Highway) - Zone 2 Apprentice Base Wage	\$45.51 Health	\$9.65 Pension	\$17.80	\$0.00 Total Rate	
	Step 1	percent 06/01/2024 60	12/01/2026 Highway) - Zone 2	\$45.51	\$9.65	\$17.80 Supplemental	\$0.00	
	Step 1 2	ive Date - 06/01/2024 percent	12/01/2026 Highway) - Zone 2 Apprentice Base Wage	\$45.51 Health	\$9.65 Pension	\$17.80 Supplemental Unemployment	\$0.00 Total Rate	
	Step 1 2 3	percent 60 70 80	12/01/2026 Highway) - Zone 2 Apprentice Base Wage \$23.12	\$45.51 Health \$9.65	\$9.65 Pension \$17.80	\$17.80 Supplemental Unemployment \$0.00	\$0.00 Total Rate \$50.57	
	Step 1 2	ove Date - 06/01/2024 percent 60 70	12/01/2026 Highway) - Zone 2 Apprentice Base Wage \$23.12 \$26.97	\$45.51 Health \$9.65 \$9.65	\$9.65 Pension \$17.80 \$17.80	\$17.80 Supplemental Unemployment \$0.00 \$0.00	\$0.00 Total Rate \$50.57 \$54.42	
	Step 1 2 3 4 Effecti	percent 60 70 80 90 ive Date - 12/01/2024	12/01/2026 Highway) - Zone 2 Apprentice Base Wage \$23.12 \$26.97 \$30.82 \$34.68	### \$45.51 Health \$9.65 \$9.65 \$9.65 \$9.65	\$9.65 Pension \$17.80 \$17.80 \$17.80 \$17.80	\$17.80 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$50.57 \$54.42 \$58.27 \$62.13	\$72.96
	Step 1 2 3 4 Effecti Step	90 dive Date - 06/01/2024 percent 60 70 80 90 dive Date - 12/01/2024 percent	12/01/2026 Highway) - Zone 2 Apprentice Base Wage \$23.12 \$26.97 \$30.82 \$34.68 Apprentice Base Wage	\$45.51 Health \$9.65 \$9.65 \$9.65 \$9.65 Health	\$9.65 Pension \$17.80 \$17.80 \$17.80 \$17.80	\$17.80 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$0.00 Total Rate \$50.57 \$54.42 \$58.27 \$62.13	\$72.96
	Step 1 2 3 4 Effecti Step 1	90 ive Date - 06/01/2024 percent 60 70 80 90 ive Date - 12/01/2024 percent 60	12/01/2026 Highway) - Zone 2 Apprentice Base Wage \$23.12 \$26.97 \$30.82 \$34.68 Apprentice Base Wage \$23.92	\$45.51 Health \$9.65 \$9.65 \$9.65 Health \$9.65	\$9.65 Pension \$17.80 \$17.80 \$17.80 Pension \$17.80	\$17.80 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00	\$0.00 Total Rate \$50.57 \$54.42 \$58.27 \$62.13 Total Rate \$51.37	\$72.96
	Step 1 2 3 4 Effecti Step 1 2 2 3 4	90 ive Date - 06/01/2024 percent 60 70 80 90 ive Date - 12/01/2024 percent 60 70	12/01/2026 Highway) - Zone 2 Apprentice Base Wage \$23.12 \$26.97 \$30.82 \$34.68 Apprentice Base Wage \$23.92 \$27.90	\$45.51 Health \$9.65 \$9.65 \$9.65 Health \$9.65 \$9.65	\$9.65 Pension \$17.80 \$17.80 \$17.80 \$17.80	\$17.80 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$0.00 Total Rate \$50.57 \$54.42 \$58.27 \$62.13 Total Rate \$51.37 \$55.35	\$72.96
	Step 1 2 3 4 Effecti Step 1 2 3 4 2 3 4	90 ive Date - 06/01/2024 percent 60 70 80 90 ive Date - 12/01/2024 percent 60 70 80	12/01/2026 Highway) - Zone 2 Apprentice Base Wage \$23.12 \$26.97 \$30.82 \$34.68 Apprentice Base Wage \$23.92	\$45.51 Health \$9.65 \$9.65 \$9.65 Health \$9.65	\$9.65 Pension \$17.80 \$17.80 \$17.80 Pension \$17.80	\$17.80 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00	\$0.00 Total Rate \$50.57 \$54.42 \$58.27 \$62.13 Total Rate \$51.37	\$72.96
	Step 1 2 3 4 Effecti Step 1 2 2 3 4	90 ive Date - 06/01/2024 percent 60 70 80 90 ive Date - 12/01/2024 percent 60 70	12/01/2026 Highway) - Zone 2 Apprentice Base Wage \$23.12 \$26.97 \$30.82 \$34.68 Apprentice Base Wage \$23.92 \$27.90	\$45.51 Health \$9.65 \$9.65 \$9.65 Health \$9.65 \$9.65	\$9.65 Pension \$17.80 \$17.80 \$17.80 \$17.80 Pension \$17.80 \$17.80	\$17.80 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00	\$0.00 Total Rate \$50.57 \$54.42 \$58.27 \$62.13 Total Rate \$51.37 \$55.35	\$72.96
	Step 1 2 3 4 Effecti Step 1 2 3 4 2 3 4	ive Date - 06/01/2024 percent 60 70 80 90 ive Date - 12/01/2024 percent 60 70 80 90	12/01/2026 Highway) - Zone 2 Apprentice Base Wage \$23.12 \$26.97 \$30.82 \$34.68 Apprentice Base Wage \$23.92 \$27.90 \$31.89	\$45.51 Health \$9.65 \$9.65 \$9.65 Health \$9.65 \$9.65 \$9.65	\$9.65 Pension \$17.80 \$17.80 \$17.80 \$17.80 Pension \$17.80 \$17.80 \$17.80	\$17.80 Supplemental Unemployment \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$50.57 \$54.42 \$58.27 \$62.13 Total Rate \$51.37 \$55.35 \$59.34	\$72.96
	Effecti Step 1 2 3 4 Effecti Step 1 2 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	ive Date - 06/01/2024 percent 60 70 80 90 ive Date - 12/01/2024 percent 60 70 80 90	12/01/2026 Highway) - Zone 2 Apprentice Base Wage \$23.12 \$26.97 \$30.82 \$34.68 Apprentice Base Wage \$23.92 \$27.90 \$31.89	\$45.51 Health \$9.65 \$9.65 \$9.65 Health \$9.65 \$9.65 \$9.65 \$9.65	\$9.65 Pension \$17.80 \$17.80 \$17.80 \$17.80 Pension \$17.80 \$17.80 \$17.80 \$17.80	\$17.80 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 Total Rate \$50.57 \$54.42 \$58.27 \$62.13 Total Rate \$51.37 \$55.35 \$59.34	\$72.96

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

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

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MARBLE & TILE FINISHERS				Pension	Unemployment	Total Rate
	08/01/2024	\$49.32	\$11.49	\$21.62	\$0.00	\$82.43
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2025	\$50.36	\$11.49	\$21.62	\$0.00	\$83.47
	08/01/2025	\$52.08	\$11.49	\$21.62	\$0.00	\$85.19
	02/01/2026	\$53.16	\$11.49	\$21.62	\$0.00	\$86.27
	08/01/2026	\$54.92	\$11.49	\$21.62	\$0.00	\$88.03
	02/01/2027	\$56.04	\$11.49	\$21.62	\$0.00	\$89.15
Apprentice - <i>MARBLE & TILE FINISHER - Local 3</i> Effective Date - 08/01/2024	Marble & Tile					
	tice Base Wage	Health	Pension	Supplementa Unemploymen		
1 50	\$24.66	\$11.49	\$21.62	\$0.00		
2 60	\$29.59	\$11.49	\$21.62	\$0.00		
3 70	\$34.52	\$11.49	\$21.62	\$0.00		
4 80	\$39.46	\$11.49	\$21.62	\$0.00		
5 90	\$44.39	\$11.49	\$21.62	\$0.00	\$77.50	
Effective Date - 02/01/2025				Supplementa	I	
Step percent Appren	tice Base Wage	Health	Pension	Unemploymen		
1 50	\$25.18	\$11.49	\$21.62	\$0.00	\$58.29	
2 60	\$30.22	\$11.49	\$21.62	\$0.00	\$63.33	
3 70	\$35.25	\$11.49	\$21.62	\$0.00	\$68.36	
4 80	\$40.29	\$11.49	\$21.62	\$0.00	\$73.40	
5 90	\$45.32	\$11.49	\$21.62	\$0.00	\$78.43	
Notes:						
Apprentice to Journeyworker Ratio:1:3						
MARBLE MASONS, TILELAYERS & TERRAZZO MECH	08/01/2024	\$64.52	\$11.49	\$23.56	\$0.00	\$99.57
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2025	\$65.82	\$11.49	\$23.56	\$0.00	\$100.87
	08/01/2025	\$67.97	\$11.49	\$23.56	\$0.00	\$103.02
	02/01/2026	\$69.32	\$11.49	\$23.56	\$0.00	\$104.37
	08/01/2026	\$71.52	\$11.49	\$23.56	\$0.00	\$106.57
	02/01/2027	\$72.92	\$11.49	\$23.56	\$0.00	\$107.97

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Total Rate

\$15.30

\$10.08

\$10.08

\$10.08

\$16.40

\$21.47

\$21.47

\$21.47

\$0.00

\$0.00

\$0.00

\$0.00

\$93.99

\$74.31

\$76.64

\$78.97

\$62.29

\$42.76

\$45.09

\$47.42

Pension

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile 08/01/2024 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 50 \$32.26 \$11.49 \$23.56 \$67.31 \$0.00 2 60 \$38.71 \$23.56 \$73.76 \$11.49 \$0.00 3 70 \$45.16 \$23.56 \$0.00 \$11.49 \$80.21 4 80 \$51.62 \$11.49 \$23.56 \$0.00 \$86.67 5 90 \$58.07 \$11.49 \$23.56 \$0.00 \$93.12 **Effective Date -**02/01/2025 Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 50 \$32.91 \$11.49 \$23.56 \$0.00 \$67.96 2 60 \$39.49 \$11.49 \$23.56 \$0.00 \$74.54 3 70 \$46.07 \$11.49 \$23.56 \$0.00 \$81.12 4 80 \$52.66 \$11.49 \$23.56 \$0.00 \$87.71 5 90 \$59.24 \$0.00 \$94.29 \$11.49 \$23.56 Notes: Apprentice to Journeyworker Ratio:1:5 MECH. SWEEPER OPERATOR (ON CONST. SITES) 06/01/2024 \$55.41 \$15.30 \$16.40 \$0.00 \$87.11 OPERATING ENGINEERS LOCAL 4 \$0.00 12/01/2024 \$56.85 \$15.30 \$16.40 \$88.55 \$16.40 \$0.00 06/01/2025 \$58.13 \$15.30 \$89.83 \$0.00 12/01/2025 \$59.57 \$16.40 \$91.27 \$15.30 \$16.40 \$0.00 06/01/2026 \$60.85 \$15.30 \$92.55 12/01/2026 \$16.40 \$0.00 \$93.99 \$62.29 \$15.30 For apprentice rates see "Apprentice- OPERATING ENGINEERS" MECHANICS MAINTENANCE \$16.40 06/01/2024 \$55.41 \$15.30 \$0.00 \$87.11 OPERATING ENGINEERS LOCAL 4 \$0.00 12/01/2024 \$16.40 \$56.85 \$15.30 \$88.55 06/01/2025 \$58.13 \$15.30 \$16.40 \$0.00 \$89.83 12/01/2025 \$16.40 \$0.00 \$59.57 \$15.30 \$91.27 \$16.40 \$0.00 06/01/2026 \$60.85 \$15.30 \$92.55

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12/01/2026

01/01/2024

01/06/2025

01/05/2026

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 2)

MILLWRIGHTS LOCAL 1121 - Zone 2

Apprentice - *MILLWRIGHT - Local 1121 Zone 2*

	Effecti	ve Date -	01/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55		\$23.52	\$10.08	\$5.50	\$0.00	\$39.10	
	2	65		\$27.79	\$10.08	\$6.50	\$0.00	\$44.37	
	3	75		\$32.07	\$10.08	\$18.97	\$0.00	\$61.12	
	4	85		\$36.35	\$10.08	\$19.97	\$0.00	\$66.40	
	Effecti	ve Date -	01/06/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55		\$24.80	\$10.08	\$5.50	\$0.00	\$40.38	
	2	65		\$29.31	\$10.08	\$6.50	\$0.00	\$45.89	
	3	75		\$33.82	\$10.08	\$18.97	\$0.00	\$62.87	
	4	85		\$38.33	\$10.08	\$19.97	\$0.00	\$68.38	
i	Notes:	Step 1&2	Appr. indentured after 1/6/20)20 receive no pension,					
			eive annuity. (Step 1 \$5.72,	Step 2 \$6.66)					
	Annwa		2,000 hours irneyworker Ratio:1:4						
		ntice to Jot	irneyworker Katio:1:4				***		
MORTAR MIXE				06/01/2024		\$9.65	\$18.40	\$0.00	\$66.83
				12/01/2024		\$9.65	\$18.40	\$0.00	\$68.16
				06/01/2025		\$9.65	\$18.40	\$0.00	\$69.55
				12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
				06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
				12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
				06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
				12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
				06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
				12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
For apprentice r									
OPERATING ENGIN			CRANES,GRADALLS)	06/01/2024		\$15.30	\$16.40	\$0.00	\$56.41
				12/01/2024		\$15.30	\$16.40	\$0.00	\$57.07
				06/01/2025	\$25.97	\$15.30	\$16.40	\$0.00	\$57.67
				12/01/2025	\$26.63	\$15.30	\$16.40	\$0.00	\$58.33
				06/01/2026	\$27.22	\$15.30	\$16.40	\$0.00	\$58.92
E	!!		DED ATING ENGINEED CH	12/01/2026	\$27.89	\$15.30	\$16.40	\$0.00	\$59.59
OILER (TRUCK			PERATING ENGINEERS"				Φ1 C 40		***
OPERATING ENGIN			JALLS)	06/01/2024		\$15.30	\$16.40	\$0.00	\$61.98
				12/01/2024		\$15.30	\$16.40	\$0.00	\$62.78
				06/01/2025		\$15.30	\$16.40	\$0.00	\$63.50
				12/01/2025		\$15.30	\$16.40	\$0.00	\$64.30
				06/01/2026		\$15.30	\$16.40	\$0.00	\$65.02
For apprentice r	ates see "	'Apprentice- O	PERATING ENGINEERS"	12/01/2026	\$34.12	\$15.30	\$16.40	\$0.00	\$65.82

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

Effecti Step	or Date - 07/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.63	\$9.95	\$0.00	\$0.00	\$38.58
2	55	\$31.49	\$9.95	\$6.66	\$0.00	\$48.10
3	60	\$34.36	\$9.95	\$7.26	\$0.00	\$51.57
4	65	\$37.22	\$9.95	\$7.87	\$0.00	\$55.04
5	70	\$40.08	\$9.95	\$20.32	\$0.00	\$70.35
6	75	\$42.95	\$9.95	\$20.93	\$0.00	\$73.83
7	80	\$45.81	\$9.95	\$21.53	\$0.00	\$77.29
8	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.22
Effecti	ive Date - 01/01/2025				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30
Notes:						
	Steps are 750 hrs.					
Appre	entice to Journeyworker Ratio:1:	1				
Y OR	SANDBLAST, NEW) *	07/01/2024	4 \$48.16	\$9.95	\$23.95	\$0.00 \$82.0

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2024	\$48.16	\$9.95	\$23.95	\$0.00	\$82.06
* If 30% or more of surfaces to be painted are new construction,	01/01/2025	\$49.36	\$9.95	\$23.95	\$0.00	\$83.26
NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	01/01/2023	\$49.30	\$9.93	\$23.93	\$0.00	\$65.20

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Pension

Total Rate

Step	tive Date - 07/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.08	\$9.95	\$0.00	\$0.00	\$34.03
2	55	\$26.49	\$9.95	\$6.66	\$0.00	\$43.10
3	60	\$28.90	\$9.95	\$7.26	\$0.00	\$46.11
4	65	\$31.30	\$9.95	\$7.87	\$0.00	\$49.12
5	70	\$33.71	\$9.95	\$20.32	\$0.00	\$63.98
6	75	\$36.12	\$9.95	\$20.93	\$0.00	\$67.00
7	80	\$38.53	\$9.95	\$21.53	\$0.00	\$70.01
8	90	\$43.34	\$9.95	\$22.74	\$0.00	\$76.03
Effect Step	tive Date - 01/01/2025	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
$\frac{\operatorname{step}}{1}$	50	\$24.68	\$9.95	\$0.00	\$0.00	\$34.63
2	55	\$27.15	\$9.95	\$6.66	\$0.00	\$43.76
3	60	\$29.62	\$9.95	\$7.26	\$0.00	\$46.83
4	65	\$32.08	\$9.95	\$7.87	\$0.00	\$49.90
5	70	\$34.55	\$9.95	\$20.32	\$0.00	\$64.82
6	75	\$37.02	\$9.95	\$20.93	\$0.00	\$67.90
7	80	\$39.49	\$9.95	\$21.53	\$0.00	\$70.97
8	90	\$44.42	\$9.95	\$22.74	\$0.00	\$77.11
Notes						
	Steps are 750 hrs.					
Appr	entice to Journeyworker Ratio:1:1					
(SPRAY OF	R SANDBLAST, REPAINT)	07/01/2024	\$46.22	\$9.95	\$23.95	\$0.00 \$80.
OCAL 33 - ZON	<i>L</i> 2	01/01/2025	\$47.42	\$9.95	\$23.95	\$0.00 \$81.3

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Pension

Total Rate

Step	ive Date - percent	07/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	ie.
1	50		\$23.11	\$9.95	\$0.00	\$0.00	\$33.0	6
2	55		\$25.42	\$9.95	\$6.66	\$0.00	\$42.0	3
3	60		\$27.73	\$9.95	\$7.26	\$0.00	\$44.9	4
4	65		\$30.04	\$9.95	\$7.87	\$0.00	\$47.8	6
5	70		\$32.35	\$9.95	\$20.32	\$0.00	\$62.6	2
6	75		\$34.67	\$9.95	\$20.93	\$0.00	\$65.5	5
7	80		\$36.98	\$9.95	\$21.53	\$0.00	\$68.4	6
8	90		\$41.60	\$9.95	\$22.74	\$0.00	\$74.2	9
	ive Date -	01/01/2025	Ammontice Desa Wage	I I a a l t h	Danaian	Supplemental Unemployment	Total Dat	
Step	percent		Apprentice Base Wage		Pension		Total Rat	
1	50		\$23.71	\$9.95	\$0.00	\$0.00	\$33.6	
2	55		\$26.08	\$9.95	\$6.66	\$0.00	\$42.6	
3	60		\$28.45	\$9.95	\$7.26	\$0.00	\$45.6	
4	65		\$30.82	\$9.95	\$7.87	\$0.00	\$48.6	4
5	70		\$33.19	\$9.95	\$20.32	\$0.00	\$63.4	6
6	75		\$35.57	\$9.95	\$20.93	\$0.00	\$66.4	5
7	80		\$37.94	\$9.95	\$21.53	\$0.00	\$69.4	2
8	90		\$42.68	\$9.95	\$22.74	\$0.00	\$75.3	7
Notes:		7501						
	Steps are	/ou hrs.					i	
Appre	ntice to Jo	urneyworker Ratio:1:1						
	RUSH, NEV	,	07/01/2024	\$46.76	\$9.95	\$23.95	\$0.00	\$80.6
		painted are new construction ERS LOCAL 35 - ZONE 2	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.8

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Apprentice -	PAINTER - Local 35 Zone 2 - BRUSH NEW
ADDI CHUCC -	Timili Electric 2 Electric 2 Bit Cont 11E/

Step	ive Date - 07/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$23.38	\$9.95	\$0.00	\$0.00	\$33.33	
2	55	\$25.72	\$9.95	\$6.66	\$0.00	\$42.33	
3	60	\$28.06	\$9.95	\$7.26	\$0.00	\$45.27	
4	65	\$30.39	\$9.95	\$7.87	\$0.00	\$48.21	
5	70	\$32.73	\$9.95	\$20.32	\$0.00	\$63.00	
6	75	\$35.07	\$9.95	\$20.93	\$0.00	\$65.95	
7	80	\$37.41	\$9.95	\$21.53	\$0.00	\$68.89	
8	90	\$42.08	\$9.95	\$22.74	\$0.00	\$74.77	
Effect Step	ive Date - 01/01/2025 percent	Apprentice Base Wage	Uaalth	Pension	Supplemental Unemployment	Total Rate	
1 step	50						
2	55	\$23.98	\$9.95	\$0.00	\$0.00	\$33.93	
3	60	\$26.38	\$9.95	\$6.66	\$0.00	\$42.99	
4		\$28.78	\$9.95	\$7.26	\$0.00	\$45.99	
5	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.99	
	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.84	
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.85	
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.85	
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.85	
Notes	: Steps are 750 hrs.						
Appre	entice to Journeyworker Ratio:	<u> </u>					
	RUSH, REPAINT)	07/01/2024	\$44.82	\$9.95	\$23.95	\$0.00 \$	578.
IL 35 - ZON	E 2	01/01/2025		\$9.95	\$23.95		579.

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Pension

		ntice - PAINTER Local 35 Zone 2 - 1	BRUSH REPAINT					
		ive Date - 07/01/2024	Ammontina Daga Waga	Haalth	Dansian	Supplemental	Total Data	
	Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	50	\$22.41	\$9.95	\$0.00	\$0.00	\$32.36	
	2	55	\$24.65	\$9.95	\$6.66	\$0.00	\$41.26	
	3	60	\$26.89	\$9.95	\$7.26	\$0.00	\$44.10	
	4	65	\$29.13	\$9.95	\$7.87	\$0.00	\$46.95	
	5	70	\$31.37	\$9.95	\$20.32	\$0.00	\$61.64	
	6	75	\$33.62	\$9.95	\$20.93	\$0.00	\$64.50	
	7	80	\$35.86	\$9.95	\$21.53	\$0.00	\$67.34	
	8	90	\$40.34	\$9.95	\$22.74	\$0.00	\$73.03	
		ive Date - 01/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$23.01	\$9.95	\$0.00	\$0.00	\$32.96	
	2	55	\$25.31	\$9.95	\$6.66	\$0.00	\$41.92	
	3	60	\$27.61	\$9.95	\$7.26	\$0.00	\$44.82	
	4	65	\$29.91	\$9.95	\$7.87	\$0.00	\$47.73	
	5	70	\$32.21	\$9.95	\$20.32	\$0.00	\$62.48	
	6	75	\$34.52	\$9.95	\$20.93	\$0.00	\$65.40	
	7	80	\$36.82	\$9.95	\$21.53	\$0.00	\$68.30	
	8	90	\$41.42	\$9.95	\$22.74	\$0.00	\$74.11	
	Notes:							
		Steps are 750 hrs.					i	
	Appre	ntice to Journeyworker Ratio:1:1						
		ARKINGS (HEAVY/HIGHWAY)	06/01/2024	\$38.5	3 \$9.65	\$17.80	\$0.00	\$65.98
LABORERS - ZONE	2 (HEAV	Y & HIGHWAY)	12/01/2024	\$39.80	6 \$9.65	\$17.80	\$0.00	\$67.31
			06/01/2025	\$41.2	5 \$9.65	\$17.80	\$0.00	\$68.70
			12/01/2025	\$42.63	3 \$9.65	\$17.80	\$0.00	\$70.08
			06/01/2026	5 \$44.0	7 \$9.65	\$17.80	\$0.00	\$71.52
For apprentice	rates see '	'Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$45.5	1 \$9.65	\$17.80	\$0.00	\$72.96
PANEL & PICK	UP TR	UCKS DRIVER	06/01/2024	\$39.7	8 \$15.07	\$18.67	\$0.00	\$73.52
TEAMSTERS JOINT	COUNC.	IL NO. 10 ZONE B	12/01/2024	\$39.7	8 \$15.07	\$20.17	\$0.00	\$75.02
			01/01/2025	5 \$39.7	8 \$15.57	\$20.17	\$0.00	\$75.52
			06/01/2025	5 \$40.7	8 \$15.57	\$20.17	\$0.00	\$76.52
			12/01/2025			\$21.78	\$0.00	\$78.13
			01/01/2026			\$21.78	\$0.00	\$78.73
			06/01/2026			\$21.78	\$0.00	\$79.73
			12/01/2026			\$23.52	\$0.00	\$81.47
			01/01/2027			\$23.52	\$0.00	\$82.07
				* **				•

DECK) PILE DRIVER LOCAL 56 (ZONE 2) For apprentice rates see "Apprentice- PILE DRIVER"				08/01/2020	\$46.11	\$9.40	\$23.12	\$0.00	\$78.63
PILE DRIVER PILE DRIVER LOC		ONE 2)	(08/01/2020	\$46.11	\$9.40	\$23.12	\$0.00	\$78.63
		ntice - PILE DRIVER - ive Date - 08/01/2020 percent	Local 56 Zone 2 Apprentice B	lasa Waga	Haalth	Pension	Supplemental Unemployment	Total Rate	a
	1	0	**	0.00	\$0.00	\$0.00	\$0.00	\$0.00	
			ψι	7.00	\$0.00	\$0.00	φ0.00	\$0.00	•
	Notes	(Same as set in Zone 1)	oe no less than the following 87/4\$69.32/5\$71.78/6\$71.78	-	76.68				
	Appre	entice to Journeyworker	Ratio:1:5						
PIPELAYER Laborers - zone 2		(06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83	
				12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
			(06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
				12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
			(06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
				12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
			(06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
				12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
			(06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
_				12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
		"Apprentice- LABORER"							
PELAYER (F BORERS - ZONE		& HIGHWAY) 'Y & HIGHWAY)		06/01/2024	\$38.78	\$9.65	\$17.80	\$0.00	\$66.23
	•			12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
				06/01/2025	\$41.50	\$9.65	\$17.80	\$0.00	\$68.95
				12/01/2025	\$42.88	\$9.65	\$17.80	\$0.00	\$70.33
				06/01/2026	\$44.32	\$9.65	\$17.80	\$0.00	\$71.77
.	e rates see	"Apprentice- LABORER (Heav		12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
For apprentice	- 14105 500	L. IDOREIR (Heav	,g ,						
LUMBER & I	PIPEFIT	TER		08/26/2024	\$54.74	\$10.15	\$19.95	\$0.00	\$84.84

Effective Date

08/01/2020

Base Wage

\$46.11

Health

\$9.40

Pension

\$23.12

Classification

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND

Supplemental

\$0.00

Unemployment

Total Rate

\$78.63

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Apprentice - *PLUMBER/PIPEFITTER - Local 51*

Pension

Total Rate

		ive Date - 08/26/2024	200m 21					
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	40	\$21.90	\$10.15	\$2.50	\$0.00	\$34.55	
	2	50	\$27.37	\$10.15	\$2.50	\$0.00	\$40.02	
	3	60	\$32.84	\$10.15	\$8.80	\$0.00	\$51.79	
	4	70	\$38.32	\$10.15	\$14.08	\$0.00	\$62.55	
	5	80	\$43.79	\$10.15	\$17.60	\$0.00	\$71.54	
	Effect	ive Date - 08/25/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	40	\$23.00	\$10.15	\$2.50	\$0.00	\$35.65	
	2	50	\$28.75	\$10.15	\$2.50	\$0.00	\$41.40	
	3	60	\$34.49	\$10.15	\$8.80	\$0.00	\$53.44	
	4	70	\$40.24	\$10.15	\$14.08	\$0.00	\$64.47	
	5	80	\$45.99	\$10.15	\$17.60	\$0.00	\$73.74	
	Notes:							
		Steps 2000hrs. Prior 9/1/05; 40/40/4	45/50/55/60/65/75/80/85					
	Appre	entice to Journeyworker Ratio:1:3						
PNEUMATIC			08/26/2024	4 \$54.74	\$10.15	\$19.95	\$0.00	\$84.84
PLUMBERS & PIF	'EFITTER'	S LOCAL 51	08/25/2023	5 \$57.49	\$10.15	\$19.95	\$0.00	\$87.59
		"Apprentice- PIPEFITTER" or "PLUMBER/PII	PEFITTER"					
PNEUMATIC I Laborers - zon		TOOL OPERATOR	06/01/2024	4 \$39.28	\$9.65	\$18.40	\$0.00	\$67.33
ZIDORERS - ZOW	L 2		12/01/2024	4 \$40.61	\$9.65	\$18.40	\$0.00	\$68.66
			06/01/202	5 \$42.00	\$9.65	\$18.40	\$0.00	\$70.05
			12/01/202:	5 \$43.38	\$9.65	\$18.40	\$0.00	\$71.43
			06/01/2020	6 \$44.82	\$9.65	\$18.40	\$0.00	\$72.87
			12/01/2020	6 \$46.26	\$9.65	\$18.40	\$0.00	\$74.31
			06/01/2027	7 \$47.71	\$9.65	\$18.40	\$0.00	\$75.76
			12/01/2027	7 \$49.16	\$9.65	\$18.40	\$0.00	\$77.21
			06/01/2028	8 \$50.66	\$9.65	\$18.40	\$0.00	\$78.71
For apprentice	a rates see	"Apprentice- LABORER"	12/01/2028	8 \$52.16	\$9.65	\$18.40	\$0.00	\$80.21
		FOOL OPERATOR (HEAVY &	06/01/2024	4 \$38.78	3 \$9.65	\$17.80	\$0.00	\$66.23
HIGHWAY)	E 2 AIE 4	TV 0 IIICIIIIAV)	12/01/2024			\$17.80	\$0.00	\$67.56
LABORERS - ZON	E 2 (HEAV	I & HIGHWAY)	06/01/2023			\$17.80	\$0.00	\$68.95
			12/01/2025			\$17.80	\$0.00	\$70.33
			12,01,202,	. 412.00				
			06/01/2020	6 \$44.33	\$9.65	\$17.80	\$0.00	\$71.77
			06/01/2020 12/01/2020			\$17.80 \$17.80	\$0.00 \$0.00	\$71.77 \$73.21

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER	06/01/2024	\$39.53	\$9.65	\$18.40	\$0.00	\$67.58
LABORERS - ZONE 2	12/01/2024	\$40.86	\$9.65	\$18.40	\$0.00	\$68.91
	06/01/2025	\$42.25	\$9.65	\$18.40	\$0.00	\$70.30
	12/01/2025	\$43.63	\$9.65	\$18.40	\$0.00	\$71.68
	06/01/2026	\$45.07	\$9.65	\$18.40	\$0.00	\$73.12
	12/01/2026	\$46.51	\$9.65	\$18.40	\$0.00	\$74.56
	06/01/2027	\$47.96	\$9.65	\$18.40	\$0.00	\$76.01
	12/01/2027	\$49.41	\$9.65	\$18.40	\$0.00	\$77.46
	06/01/2028	\$50.91	\$9.65	\$18.40	\$0.00	\$78.96
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$52.41	\$9.65	\$18.40	\$0.00	\$80.46
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	06/01/2024	\$39.53	\$9.40	\$17.55	\$0.00	\$66.48
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	\$40.86	\$9.40	\$17.55	\$0.00	\$67.81
	06/01/2025	\$42.25	\$9.40	\$17.55	\$0.00	\$69.20
	12/01/2025	\$43.63	\$9.40	\$17.55	\$0.00	\$70.58
	06/01/2026	\$45.07	\$9.40	\$17.55	\$0.00	\$72.02
	12/01/2026	\$46.51	\$9.40	\$17.55	\$0.00	\$73.46
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)		φ.ισ.ε.1	Ψ>σ			Ψ75ο
POWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE)	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
PUMP OPERATOR (DEWATERING, OTHER)	06/01/2024	\$36.17	\$15.30	\$16.40	\$0.00	\$67.87
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$37.12	\$15.30	\$16.40	\$0.00	\$68.82
	06/01/2025	\$37.97	\$15.30	\$16.40	\$0.00	\$69.67
	12/01/2025	\$38.92	\$15.30	\$16.40	\$0.00	\$70.62
	06/01/2026	\$39.78	\$15.30	\$16.40	\$0.00	\$71.48
	12/01/2026	\$40.73	\$15.30	\$16.40	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER	01/01/2024	\$27.00	\$10.76	\$5.45	\$0.00	\$43.21
TEAMSTERS 170 - Dauphinais (Bellingham)	12/01/2024	\$27.60	\$11.26	\$6.15	\$0.00	\$45.01
	01/01/2025	\$27.60	\$11.26	\$6.15	\$0.00	\$45.01

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RECLAIMERS OPERATING ENGINEERS LOCAL 4	06/01/2024 12/01/2024 06/01/2025 12/01/2025	\$55.41 \$56.85 \$58.13	\$15.30 \$15.30 \$15.30	\$16.40 \$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	06/01/2025			\$16.40	Φ0.00	
		\$58.13	¢15.20		\$0.00	\$88.55
	12/01/2025		\$13.30	\$16.40	\$0.00	\$89.83
		\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
RIDE-ON MOTORIZED BUGGY OPERATOR	06/01/2024	\$38.78	\$9.65	\$18.40	\$0.00	\$66.83
LABORERS - ZONE 2	12/01/2024	\$40.11	\$9.65	\$18.40	\$0.00	\$68.16
	06/01/2025	\$41.50	\$9.65	\$18.40	\$0.00	\$69.55
	12/01/2025	\$42.88	\$9.65	\$18.40	\$0.00	\$70.93
	06/01/2026	\$44.32	\$9.65	\$18.40	\$0.00	\$72.37
	12/01/2026	\$45.76	\$9.65	\$18.40	\$0.00	\$73.81
	06/01/2027	\$47.21	\$9.65	\$18.40	\$0.00	\$75.26
	12/01/2027	\$48.66	\$9.65	\$18.40	\$0.00	\$76.71
	06/01/2028	\$50.16	\$9.65	\$18.40	\$0.00	\$78.21
For apprentice rates see "Apprentice- LABORER"	12/01/2028	\$51.66	\$9.65	\$18.40	\$0.00	\$79.71
ROLLER/SPREADER/MULCHING MACHINE	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)	08/01/2024	\$51.03	\$13.03	\$21.70	\$0.00	\$85.76
ROOFERS LOCAL 33	02/01/2025	\$52.28	\$13.03	\$21.70	\$0.00	\$87.01
	08/01/2025	\$53.78	\$13.03	\$21.70	\$0.00	\$88.51
	02/01/2026	\$55.03	\$13.03	\$21.70	\$0.00	\$89.76

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Pension

Total Rate

Unemployment

	Step	ive Date - percent	08/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$25.52	\$13.03	\$6.52	\$0.00	\$45.07	
	2	60		\$30.62	\$13.03	\$21.70	\$0.00	\$65.35	
	3	65		\$33.17	\$13.03	\$21.70	\$0.00	\$67.90	
	4	75		\$38.27	\$13.03	\$21.70	\$0.00	\$73.00	
	5	85		\$43.38	\$13.03	\$21.70	\$0.00	\$78.11	
	Effect	ive Date -	02/01/2025				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$26.14	\$13.03	\$6.52	\$0.00	\$45.69	
	2	60		\$31.37	\$13.03	\$21.70	\$0.00	\$66.10	
	3	65		\$33.98	\$13.03	\$21.70	\$0.00	\$68.71	
	4	75		\$39.21	\$13.03	\$21.70	\$0.00	\$73.94	
	5	85		\$44.44	\$13.03	\$21.70	\$0.00	\$79.17	
	Notes:	Step 1 is	5-10, the 1:10; Reroofing: 1: 2000 hrs.; Steps 2-5 are 100 a Mechanics' receive \$1.00	0 hrs.					
	Appre	ntice to Jo	urneyworker Ratio:**						
		E / PRECA	AST CONCRETE	08/01/2024	\$51.2	8 \$13.03	\$21.70	\$0.00	\$86.0
ERS LOCAL :	33			02/01/2025	5 \$52.5	3 \$13.03	\$21.70	\$0.00	\$87.2
				08/01/2025	\$54.0	3 \$13.03	\$21.70	\$0.00	\$88.7
				02/01/2026	5 \$55.2	8 \$13.03	\$21.70	\$0.00	\$90.0
r apprentice	rates see	'Apprentice- F	ROOFER"						
TMETAL	WORK		ROOFER"	04/01/2024	4 \$41.0	8 \$14.59	\$19.04	\$2.24	\$76.9
TMETAL	WORK	ER	ROOFER"	04/01/202 ² 10/01/202 ²				\$2.24 \$2.24	
TMETAL	WORK	ER	ROOFER"		4 \$42.3	3 \$14.59	\$19.04		\$78.20
or apprentice ETMETAL EMETAL WOI	WORK	ER	ROOFER"	10/01/2024	\$42.3 5 \$43.8	3 \$14.59 3 \$14.59	\$19.04 \$19.04	\$2.24	\$76.93 \$78.20 \$79.70 \$80.93

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Total Rate

	Effectiv	ve Date -	04/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	40		\$16.43	\$14.59	\$4.18	\$1.09	\$36.29	,
	2	45		\$18.49	\$14.59	\$4.71	\$1.17	\$38.96	,
	3	50		\$20.54	\$14.59	\$11.84	\$1.45	\$48.42	2
	4	55		\$22.59	\$14.59	\$11.84	\$1.52	\$50.54	ŀ
	5	60		\$24.65	\$14.59	\$15.53	\$1.64	\$56.41	<u> </u>
	6	65		\$26.70	\$14.59	\$15.84	\$1.71	\$58.84	ŀ
	7	70		\$28.76	\$14.59	\$16.15	\$1.78	\$61.28	}
	8	75		\$30.81	\$14.59	\$16.45	\$1.86	\$63.71	<u> </u>
	9	80		\$32.86	\$14.59	\$16.76	\$1.93	\$66.14	ļ
	10	85		\$34.92	\$14.59	\$17.07	\$2.00	\$68.58	}
	Effectiv	ve Date -	10/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	•
	1	40		\$16.93	\$14.59	\$4.18	\$1.09	\$36.79)
	2	45		\$19.05	\$14.59	\$4.71	\$1.17	\$39.52	2
	3	50		\$21.17	\$14.59	\$11.84	\$1.45	\$49.05	;
	4	55		\$23.28	\$14.59	\$11.84	\$1.52	\$51.23	;
	5	60		\$25.40	\$14.59	\$15.53	\$1.64	\$57.16	5
	6	65		\$27.51	\$14.59	\$15.84	\$1.71	\$59.65	;
	7	70		\$29.63	\$14.59	\$16.15	\$1.78	\$62.15	;
	8	75		\$31.75	\$14.59	\$16.45	\$1.86	\$64.65	;
	9	80		\$33.86	\$14.59	\$16.76	\$1.93	\$67.14	ļ
	10	85		\$35.98	\$14.59	\$17.07	\$2.00	\$69.64	ł
	Notes:								
	İ							i	
	Apprei	ntice to Jou	ırneyworker Ratio:1:3						
			EQUIP < 35 TONS	06/01/2024	\$40.24	4 \$15.07	\$18.67	\$0.00	\$73.98
EAMSTERS JOI!	NT COUNCI	L NO. 10 ZO!	NE B	12/01/2024	\$40.24	4 \$15.07	\$20.17	\$0.00	\$75.48
				01/01/2025	\$40.24	4 \$15.57	\$20.17	\$0.00	\$75.98
				06/01/2025	\$41.24	4 \$15.57	\$20.17	\$0.00	\$76.98
				12/01/2025	\$41.24	4 \$15.57	\$21.78	\$0.00	\$78.59
				01/01/2020			\$21.78	\$0.00	\$79.19
				06/01/2020			\$21.78	\$0.00	\$80.19
				12/01/2020				\$0.00	\$81.93
				01/01/202				\$0.00	\$82.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	06/01/2024	\$40.53	\$15.07	\$18.67	\$0.00	\$74.27
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2024	\$40.53	\$15.07	\$20.17	\$0.00	\$75.77
	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
	06/01/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$77.27
	12/01/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$78.88
	01/01/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$79.48
	06/01/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$80.48
	12/01/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$82.22
	01/01/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$82.82
SPRINKLER FITTER	03/01/2024	\$62.14	\$11.51	\$23.30	\$0.00	\$96.95
SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2	10/01/2024	\$63.76	\$11.51	\$23.30	\$0.00	\$98.57
	03/01/2025	\$65.38	\$11.51	\$23.30	\$0.00	\$100.19

Apprentice - SPRINKLER FITTER - Local 550 (Section B) Zone 2

Litecti	ive Date -	03/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	35		\$21.75	\$11.51	\$12.90	\$0.00	\$46.16
2	40		\$24.86	\$11.51	\$13.70	\$0.00	\$50.07
3	45		\$27.96	\$11.51	\$14.50	\$0.00	\$53.97
4	50		\$31.07	\$11.51	\$15.30	\$0.00	\$57.88
5	55		\$34.18	\$11.51	\$16.10	\$0.00	\$61.79
6	60		\$37.28	\$11.51	\$16.90	\$0.00	\$65.69
7	65		\$40.39	\$11.51	\$17.70	\$0.00	\$69.60
8	70		\$43.50	\$11.51	\$18.50	\$0.00	\$73.51
9	75		\$46.61	\$11.51	\$19.30	\$0.00	\$77.42
10	80		\$49.71	\$11.51	\$20.10	\$0.00	\$81.32
Effecti	ive Date -	10/01/2024				Supplemental	
Effecti Step	percent	10/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Step		10/01/2024	Apprentice Base Wage \$22.32	Health \$11.51	Pension \$12.90		Total Rate \$46.73
	percent	10/01/2024				Unemployment	
Step 1	percent 35	10/01/2024	\$22.32	\$11.51	\$12.90	Unemployment \$0.00	\$46.73
Step 1 2	35 40	10/01/2024	\$22.32 \$25.50	\$11.51 \$11.51	\$12.90 \$13.70	\$0.00 \$0.00	\$46.73 \$50.71
Step 1 2 3	35 40 45	10/01/2024	\$22.32 \$25.50 \$28.69	\$11.51 \$11.51 \$11.51	\$12.90 \$13.70 \$14.50	\$0.00 \$0.00 \$0.00	\$46.73 \$50.71 \$54.70
Step 1 2 3 4	35 40 45 50	10/01/2024	\$22.32 \$25.50 \$28.69 \$31.88	\$11.51 \$11.51 \$11.51 \$11.51	\$12.90 \$13.70 \$14.50 \$15.30	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$46.73 \$50.71 \$54.70 \$58.69
Step 1 2 3 4 5 5	95 percent 35 40 45 50 55	10/01/2024	\$22.32 \$25.50 \$28.69 \$31.88 \$35.07	\$11.51 \$11.51 \$11.51 \$11.51 \$11.51	\$12.90 \$13.70 \$14.50 \$15.30 \$16.10	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$46.73 \$50.71 \$54.70 \$58.69 \$62.68
Step 1 2 3 4 5 6	9 percent 35 40 45 50 55 60	10/01/2024	\$22.32 \$25.50 \$28.69 \$31.88 \$35.07 \$38.26	\$11.51 \$11.51 \$11.51 \$11.51 \$11.51 \$11.51	\$12.90 \$13.70 \$14.50 \$15.30 \$16.10 \$16.90	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$46.73 \$50.71 \$54.70 \$58.69 \$62.68 \$66.67
Step 1 2 3 4 5 6 7	percent 35 40 45 50 55 60 65	10/01/2024	\$22.32 \$25.50 \$28.69 \$31.88 \$35.07 \$38.26 \$41.44	\$11.51 \$11.51 \$11.51 \$11.51 \$11.51 \$11.51	\$12.90 \$13.70 \$14.50 \$15.30 \$16.10 \$16.90	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$46.73 \$50.71 \$54.70 \$58.69 \$62.68 \$66.67 \$70.65

Apprentice to Journeyworker Ratio:1:3

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 223	09/01/2024	\$40.69	\$11.75	\$14.53	\$0.00	\$66.97

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 223

Effective Date - 09/01/2024				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	ite
1 0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.0	00
Notes: See Electrician Apprentice Wag						-
Telecom Apprentice Wages sha	all be the same as the Electrician	Apprentice Wa	ages			
Apprentice to Journeyworker Ratio:	2:3***					
TERRAZZO FINISHERS	08/01/2024	\$63.44	\$11.49	\$23.59	\$0.00	\$98.52
BRICKLAYERS LOCAL 3 - MARBLE & TILE	02/01/2025	\$64.74	\$11.49	\$23.59	\$0.00	\$99.82
	08/01/2025	\$66.89	\$11.49	\$23.59	\$0.00	\$101.97
	02/01/2026	\$68.24	\$11.49	\$23.59	\$0.00	\$103.32
	08/01/2026	\$70.44	\$11.49	\$23.59	\$0.00	\$105.52
	02/01/2027	\$71.84	\$11.49	\$23.59	\$0.00	\$106.92

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Pension

	Step	ive Date - 08/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$31.72	\$11.49	\$23.59	\$0.00	\$66.80	
	2	60	\$38.06	\$11.49	\$23.59	\$0.00	\$73.14	
	3	70	\$44.41	\$11.49	\$23.59	\$0.00	\$79.49	
	4	80	\$50.75	\$11.49	\$23.59	\$0.00	\$85.83	
	5	90	\$57.10	\$11.49	\$23.59	\$0.00	\$92.18	
	Effecti	ive Date - 02/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$32.37	\$11.49	\$23.59	\$0.00	\$67.45	
	2	60	\$38.84	\$11.49	\$23.59	\$0.00	\$73.92	
	3	70	\$45.32	\$11.49	\$23.59	\$0.00	\$80.40	
	4	80	\$51.79	\$11.49	\$23.59	\$0.00	\$86.87	
	5	90	\$58.27	\$11.49	\$23.59	\$0.00	\$93.35	
	Notes:	. — — — — —						
	Appre	ntice to Journeyworker Ratio:1	:3					
EST BORING			06/01/2024	4 \$49.81	\$9.65	\$18.22	\$0.00	\$77.68
BORERS - FOU	NDAIION	AND MARINE	12/01/2024	4 \$51.28	\$9.65	\$18.22	\$0.00	\$79.15
			06/01/2023	5 \$52.78	\$9.65	\$18.22	\$0.00	\$80.65
			12/01/2025	5 \$54.28	\$9.65	\$18.22	\$0.00	\$82.15
			06/01/2020	5 \$55.83	\$9.65	\$18.22	\$0.00	\$83.70
			12/01/2020	5 \$57.33	\$9.65	\$18.22	\$0.00	\$85.20
		'Apprentice- LABORER"						
ST BORING Borers - Fou		ER HELPER AND MARINE	06/01/2024		\$9.65	\$18.22	\$0.00	\$73.47
			12/01/2024	4 . , ,		\$18.22	\$0.00	\$74.94
			06/01/2023		\$9.65	\$18.22	\$0.00	\$76.44
			12/01/2025	5 \$50.07	\$9.65	\$18.22	\$0.00	\$77.94
			06/01/2020			\$18.22	\$0.00	\$79.49
For ormant:	rotoc coc	'Appropriate I ADODED"	12/01/2020	5 \$53.12	\$9.65	\$18.22	\$0.00	\$80.99
ST BORING		'Apprentice- LABORER" R F R	0.7.104.1000	4 045.40	do 75	¢10.22	90.00	Ф72.2.7
BORERS - FOU			06/01/2024			\$18.22	\$0.00	\$73.35
			12/01/2024			\$18.22	\$0.00	\$74.82
			06/01/2023			\$18.22	\$0.00	\$76.32
			12/01/2023			\$18.22	\$0.00	\$77.82
			06/01/2020			\$18.22	\$0.00	\$79.37
			12/01/2020	5 \$53.00	\$9.65	\$18.22	\$0.00	\$80.87

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$40.82	\$15.07	\$18.67	\$0.00	\$74.56
	12/01/2024	\$40.82	\$15.07	\$20.17	\$0.00	\$76.06
	01/01/2025	\$40.82	\$15.57	\$20.17	\$0.00	\$76.56
	06/01/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$77.56
	12/01/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$79.17
	01/01/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$79.77
	06/01/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$80.77
	12/01/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$82.51
	01/01/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$83.11
TUNNEL WORK - COMPRESSED AIR	06/01/2024	\$57.71	\$9.65	\$19.00	\$0.00	\$86.36
LABORERS (COMPRESSED AIR)	12/01/2024	\$59.18	\$9.65	\$19.00	\$0.00	\$87.83
	06/01/2025	\$60.68	\$9.65	\$19.00	\$0.00	\$89.33
	12/01/2025	\$62.18	\$9.65	\$19.00	\$0.00	\$90.83
	06/01/2026	\$63.73	\$9.65	\$19.00	\$0.00	\$92.38
	12/01/2026	\$65.23	\$9.65	\$19.00	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	06/01/2024	\$59.71	\$9.65	\$19.00	\$0.00	\$88.36
Ellouid (com Resset inity	12/01/2024	\$61.18	\$9.65	\$19.00	\$0.00	\$89.83
	06/01/2025	\$62.68	\$9.65	\$19.00	\$0.00	\$91.33
	12/01/2025	\$64.18	\$9.65	\$19.00	\$0.00	\$92.83
	06/01/2026	\$65.73	\$9.65	\$19.00	\$0.00	\$94.38
To the state of Albertania	12/01/2026	\$67.23	\$9.65	\$19.00	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER" TUNNEL WORK - FREE AIR		***	** **	#10.00	0000	
LABORERS (FREE AIR TUNNEL)	06/01/2024	\$49.78	\$9.65	\$19.00	\$0.00	\$78.43
	12/01/2024	\$51.25	\$9.65	\$19.00	\$0.00	\$79.90
	06/01/2025	\$52.75	\$9.65	\$19.00	\$0.00	\$81.40
	12/01/2025	\$54.25	\$9.65	\$19.00	\$0.00	\$82.90
	06/01/2026	\$55.80	\$9.65	\$19.00	\$0.00	\$84.45
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$57.30	\$9.65	\$19.00	\$0.00	\$85.95
TUNNEL WORK - FREE AIR (HAZ. WASTE)	06/01/2024	\$51.78	\$9.65	\$19.00	\$0.00	\$80.43
LABORERS (FREE AIR TUNNEL)	12/01/2024	\$53.25	\$9.65	\$19.00	\$0.00	\$80.43
	06/01/2025	\$53.25 \$54.75	\$9.65	\$19.00	\$0.00	\$83.40
	12/01/2025	\$54.75 \$56.25	\$9.65	\$19.00	\$0.00	\$84.90
	06/01/2026	\$50.25	\$9.65	\$19.00	\$0.00	\$84.90
				\$19.00	\$0.00	
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$59.30	\$9.65	φ19.00	φυ.υυ	\$87.95

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL	06/01/2024	\$40.24	\$15.07	\$18.67	\$0.00	\$73.98
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2024	\$40.24	\$15.07	\$20.17	\$0.00	\$75.48
	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53
WAGON DRILL OPERATOR	06/01/2024	\$39.28	\$9.65	\$18.40	\$0.00	\$67.33
ABORERS - ZONE 2	12/01/2024	\$40.61	\$9.65	\$18.40	\$0.00	\$68.66
	06/01/2025	\$42.00	\$9.65	\$18.40	\$0.00	\$70.05
	12/01/2025	\$43.38	\$9.65	\$18.40	\$0.00	\$71.43
	06/01/2026	\$44.82	\$9.65	\$18.40	\$0.00	\$72.87
	12/01/2026	\$46.26	\$9.65	\$18.40	\$0.00	\$74.31
	06/01/2027	\$47.71	\$9.65	\$18.40	\$0.00	\$75.76
	12/01/2027	\$49.16	\$9.65	\$18.40	\$0.00	\$77.21
	06/01/2028	\$50.66	\$9.65	\$18.40	\$0.00	\$78.71
	12/01/2028	\$52.16	\$9.65	\$18.40	\$0.00	\$80.21
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	\$38.78	\$9.65	\$17.80	\$0.00	\$66.23
ADOREMS - ZONE Z (HEAV I W HIGHWAI)	12/01/2024	\$40.11	\$9.65	\$17.80	\$0.00	\$67.56
	06/01/2025	\$41.50	\$9.65	\$17.80	\$0.00	\$68.95
	12/01/2025	\$42.88	\$9.65	\$17.80	\$0.00	\$70.33
	06/01/2026	\$44.32	\$9.65	\$17.80	\$0.00	\$71.77
	12/01/2026	\$45.76	\$9.65	\$17.80	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
E CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR OF THE CONTRACTOR	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER PLUMBERS & PIPEFITTERS LOCAL 51	08/26/2024	\$54.74	\$10.15	\$19.95	\$0.00	\$84.84
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER.	08/25/2025	\$57.49	\$10.15	\$19.95	\$0.00	\$87.59

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Supplemental **Total Rate** Classification Pension Effective Date Base Wage Health Unemployment

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

- Multiple ratios are listed in the comment field.
- APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.
- **** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

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