

Addendum No. 1 to IFB 25-15



CITY OF SOMERVILLE, MASSACHUSETTS
Department of Procurement and Contracting Services
KATJANA BALLANTYNE
MAYOR

To: All Parties on Record with the City of Somerville as Holding IFB 25-15 Inventory, Installation and Removal of Holiday Lighting and Decorations

From: Sonia Castro

Date: 10/09/2024

Re: **Due Date Extension, Questions & Answers, Revised Price Forms, and Prevailing Wages**

Addendum No. 1 to IFB 25-15

Please acknowledge receipt of this Addendum by signing below and including this form in your bid package. Failure to do so may subject the proposer to disqualification.

NAME OF COMPANY / INDIVIDUAL: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

TELEPHONE/FAX/EMAIL: _____

SIGNATURE OF AUTHORIZED INDIVIDUAL: _____

ACKNOWLEDGEMENT OF ADDENDA:

Addendum #1 _____ **#2** _____ **#3** _____ **#4** _____

Addendum No. 1 to IFB 25-15

Dear bid holders,

Addendum #1 has been issued to extend the due date, provide answers to questions we received, to revise the price forms, and include prevailing wages.

Due Date Extension:

The Due Date is Now 10/17/2024 at 3pm

Questions and Answers:

Below are the questions we received, and answers provided:

Q1. Hi, I was wondering if you have an estimated cost for this project.

A1. \$75,000 per year, \$225,000 for 3 years

Q2. Is there a bid bond required for this?

A2. No.

Q3. Do you have a spec or a picture of the “Light Orbs” in bid (IFB #25-15)?

A3. Yes. Orb Measurements are - Radius 11.5”, Diameter 23”, and Circumference 72.3”.

Please see attached image.

Revised Price Forms:

The price forms have been revised from unit pricing to lump sum in each section to simplify and streamline the pricing process for vendors. Please use the attached price forms for pricing and include in your bid.

Prevailing Wages:

This bid is subject to prevailing wages, which were inadvertently omitted from the bid package. I apologize for the oversight and have included the prevailing wages in this addendum.

Please continue to the following pages for:

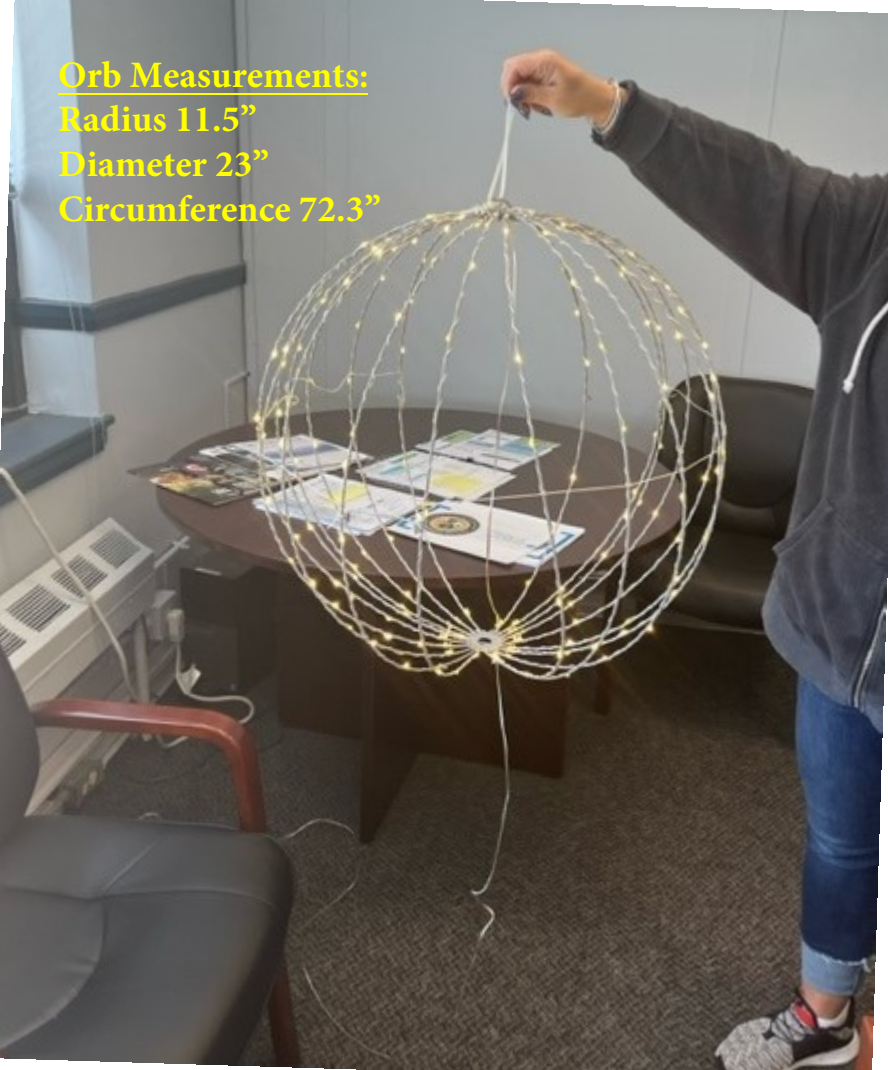
- A picture of the light orbs
- Revised price forms
- Prevailing wages

Orb Measurements:

Radius 11.5"

Diameter 23"

Circumference 72.3"



Price Forms

Please note: The vendor will include the cost of materials (zip ties, tape and related items in the lump sum pricing) The City will provide hangers for the kissing balls and wreaths

Section A. Inspection and Inventory (Phase 1)			
Description	Year 1 (2024-2025)	Year 2 (2025-2026)	Year 3 (2026-2027)
	Provide lump sum price for Year 1	Provide lump sum price for Year 2	Provide lump sum price for Year 3
Inspect, inventory & furnish report of all lighting, electrical sources and needed repairs for approximately 300 trees. See Phase 1 in Scope of Work for more information.	\$	\$	\$
Subtotal Section A. Sum all three years in the box to the right.	\$		

Section B. Install Replacement Holiday Lighting and Seasonal Decorations (Phases 2 &3)			
Description	Year 1 (2024-2025)	Year 2 (2025-2026)	Year 3 (2026-2027)
	Provide lump sum price for Year 1	Provide lump sum price for Year 2	Provide lump sum price for Year 3
Remove and replace non-functioning lighting strings/sets in approx. 50 trees. Install seasonal decorations: Hang 150 light orbs, 400 kissing balls and 150 wreaths.	\$	\$	\$
Subtotal Section B. Sum all three years in the box to the right.	\$		

Note: Average Tree Size - 35' and 18" DBH

Section C. Remove Seasonal Holiday Lighting and Decorations (Phase 4)			
Description	Year 1 (2024-2025)	Year 2 (2025-2026)	Year 3 (2026-2027)
	Provide lump sum price for Year 1	Provide lump sum price for Year 2	Provide lump sum price for Year 3
Remove , pack and transport to storage with the City 150 light orbs. Remove 400 kissing balls and 150 wreaths and discard or store at the discretion of the City.	\$	\$	\$
Subtotal Section C. Sum all three years in the box to the right.	\$		

Section D. Mid-Season On-Call Repairs							
Description	Est. Hours	Year 1 (2024-2025)		Year 2 (2025-2026)		Year 3 (2026-2027)	
		Hourly Rate	Total Price (Est. Hours × Hourly Rate)	Hourly Rate	Total Price (Est. Hours × Hourly Rate)	Hourly Rate	Total Price (Est. Hours × Hourly Rate)
On-call repairs to lighting strings/sets in lighted trees.	50	\$	\$	\$	\$	\$	\$
Annual Totals: Total price of Section E for each year.		\$		\$		\$	
Subtotal Section E: Sum all three annual totals in the box to the right.		\$					

Section E. Grand Totals			
	Year 1 (2024-2025)	Year 2 (2025-2026)	Year 3 (2026-2027)
Annual Bid Totals: Sum of Annual Totals for Sections A-D	\$	\$	\$
Grand Total Bid: Sum of Annual Bid Totals for all three years	\$		



MAURA HEALEY
Governor

KIM DRISCOLL
Lt. Governor

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

Prevailing Wage Rates

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

LAUREN JONES
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: The City of Somerville
Contract Number: IFB 25-15 **City/Town:** SOMERVILLE
Description of Work: Inventory, Installation and Removal of Holiday Lighting and Decorations
Job Location: Multiple locations Throughout the City

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2024	\$41.05	\$14.91	\$18.67	\$0.00	\$74.63
	12/01/2024	\$41.05	\$14.91	\$20.17	\$0.00	\$76.13
	06/01/2025	\$42.05	\$14.91	\$20.17	\$0.00	\$77.13
	08/01/2025	\$42.05	\$15.41	\$20.17	\$0.00	\$77.63
	12/01/2025	\$42.05	\$15.41	\$21.78	\$0.00	\$79.24
	06/01/2026	\$43.05	\$15.41	\$21.78	\$0.00	\$80.24
	08/01/2026	\$43.05	\$15.91	\$21.78	\$0.00	\$80.74
	12/01/2026	\$43.05	\$15.91	\$23.52	\$0.00	\$82.48
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2024	\$40.88	\$14.91	\$18.67	\$0.00	\$74.46
	12/01/2024	\$40.88	\$14.91	\$20.17	\$0.00	\$75.96
	06/01/2025	\$41.12	\$14.91	\$20.17	\$0.00	\$76.20
	08/01/2025	\$41.12	\$15.41	\$20.17	\$0.00	\$76.70
	12/01/2025	\$41.12	\$15.41	\$21.78	\$0.00	\$78.31
	06/01/2026	\$43.12	\$15.41	\$21.78	\$0.00	\$80.31
	08/01/2026	\$43.12	\$15.91	\$21.78	\$0.00	\$80.81
	12/01/2026	\$43.12	\$15.91	\$23.52	\$0.00	\$82.55
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2024	\$41.24	\$14.91	\$18.67	\$0.00	\$74.82
	12/01/2024	\$41.24	\$14.91	\$20.17	\$0.00	\$76.32
	06/01/2025	\$42.24	\$14.91	\$20.17	\$0.00	\$77.32
	08/01/2025	\$42.24	\$15.41	\$20.17	\$0.00	\$77.82
	12/01/2025	\$42.24	\$15.41	\$21.78	\$0.00	\$79.43
	06/01/2026	\$43.24	\$15.41	\$21.78	\$0.00	\$80.43
	08/01/2026	\$43.24	\$15.91	\$21.78	\$0.00	\$80.93
	12/01/2026	\$43.24	\$15.91	\$23.52	\$0.00	\$82.67
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2024	\$46.13	\$9.65	\$18.40	\$0.00	\$74.18
	12/01/2024	\$47.60	\$9.65	\$18.40	\$0.00	\$75.65
	06/01/2025	\$49.10	\$9.65	\$18.40	\$0.00	\$77.15
	12/01/2025	\$50.60	\$9.65	\$18.40	\$0.00	\$78.65
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$53.65	\$9.65	\$18.40	\$0.00	\$81.70
	06/01/2027	\$55.25	\$9.65	\$18.40	\$0.00	\$83.30
	12/01/2027	\$56.85	\$9.65	\$18.40	\$0.00	\$84.90
	06/01/2028	\$58.53	\$9.65	\$18.40	\$0.00	\$86.58
	12/01/2028	\$60.20	\$9.65	\$18.40	\$0.00	\$88.25
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	06/01/2024	\$46.23	\$9.65	\$18.40	\$0.00	\$74.28
	12/01/2024	\$47.70	\$9.65	\$18.40	\$0.00	\$75.75
	06/01/2025	\$49.20	\$9.65	\$18.40	\$0.00	\$77.25
	12/01/2025	\$50.70	\$9.65	\$18.40	\$0.00	\$78.75
	06/01/2026	\$52.25	\$9.65	\$18.40	\$0.00	\$80.30
	12/01/2026	\$53.75	\$9.65	\$18.40	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	06/01/2024	\$41.80	\$14.50	\$11.05	\$0.00	\$67.35
	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 <i>LABORERS - ZONE 1</i>	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	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 <i>OPERATING ENGINEERS LOCAL 4</i>	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"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i>	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i>	06/01/2024	\$46.13	\$9.65	\$18.40	\$0.00	\$74.18
	12/01/2024	\$47.60	\$9.65	\$18.40	\$0.00	\$75.65
	06/01/2025	\$49.10	\$9.65	\$18.40	\$0.00	\$77.15
	12/01/2025	\$50.60	\$9.65	\$18.40	\$0.00	\$78.65
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$53.65	\$9.65	\$18.40	\$0.00	\$81.70
	06/01/2027	\$55.25	\$9.65	\$18.40	\$0.00	\$83.30
	12/01/2027	\$56.85	\$9.65	\$18.40	\$0.00	\$84.90
	06/01/2028	\$58.53	\$9.65	\$18.40	\$0.00	\$86.58
	12/01/2028	\$60.20	\$9.65	\$18.40	\$0.00	\$88.25
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	06/01/2024	\$46.23	\$9.65	\$18.40	\$0.00	\$74.28
	12/01/2024	\$47.70	\$9.65	\$18.40	\$0.00	\$75.75
	06/01/2025	\$49.20	\$9.65	\$18.40	\$0.00	\$77.25
	12/01/2025	\$50.70	\$9.65	\$18.40	\$0.00	\$78.75
	06/01/2026	\$52.25	\$9.65	\$18.40	\$0.00	\$80.30
	12/01/2026	\$53.75	\$9.65	\$18.40	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57
2	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57
3	70	\$33.68	\$7.07	\$14.23	\$0.00	\$54.98
4	75	\$36.09	\$7.07	\$15.24	\$0.00	\$58.40
5	80	\$38.50	\$7.07	\$16.25	\$0.00	\$61.82
6	85	\$40.90	\$7.07	\$17.28	\$0.00	\$65.25
7	90	\$43.31	\$7.07	\$18.28	\$0.00	\$68.66
8	95	\$45.71	\$7.07	\$19.32	\$0.00	\$72.10

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (BOSTON)</i>	08/01/2024	\$64.50	\$11.49	\$23.59	\$0.00	\$99.58
	02/01/2025	\$65.80	\$11.49	\$23.59	\$0.00	\$100.88
	08/01/2025	\$67.95	\$11.49	\$23.59	\$0.00	\$103.03
	02/01/2026	\$69.30	\$11.49	\$23.59	\$0.00	\$104.38
	08/01/2026	\$71.50	\$11.49	\$23.59	\$0.00	\$106.58
	02/01/2027	\$72.90	\$11.49	\$23.59	\$0.00	\$107.98

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Boston

Effective Date - 08/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.25	\$11.49	\$23.59	\$0.00	\$67.33
2	60	\$38.70	\$11.49	\$23.59	\$0.00	\$73.78
3	70	\$45.15	\$11.49	\$23.59	\$0.00	\$80.23
4	80	\$51.60	\$11.49	\$23.59	\$0.00	\$86.68
5	90	\$58.05	\$11.49	\$23.59	\$0.00	\$93.13

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.90	\$11.49	\$23.59	\$0.00	\$67.98
2	60	\$39.48	\$11.49	\$23.59	\$0.00	\$74.56
3	70	\$46.06	\$11.49	\$23.59	\$0.00	\$81.14
4	80	\$52.64	\$11.49	\$23.59	\$0.00	\$87.72
5	90	\$59.22	\$11.49	\$23.59	\$0.00	\$94.30

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER 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
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	06/01/2024	\$46.63	\$9.65	\$18.22	\$0.00	\$74.50
	12/01/2024	\$48.10	\$9.65	\$18.22	\$0.00	\$75.97
	06/01/2025	\$49.60	\$9.65	\$18.22	\$0.00	\$77.47
	12/01/2025	\$51.10	\$9.65	\$18.22	\$0.00	\$78.97
	06/01/2026	\$52.65	\$9.65	\$18.22	\$0.00	\$80.52
	12/01/2026	\$54.15	\$9.65	\$18.22	\$0.00	\$82.02
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	06/01/2024	\$45.48	\$9.65	\$18.22	\$0.00	\$73.35
	12/01/2024	\$46.95	\$9.65	\$18.22	\$0.00	\$74.82
	06/01/2025	\$48.45	\$9.65	\$18.22	\$0.00	\$76.32
	12/01/2025	\$49.95	\$9.65	\$18.22	\$0.00	\$77.82
	06/01/2026	\$51.50	\$9.65	\$18.22	\$0.00	\$79.37
	12/01/2026	\$53.00	\$9.65	\$18.22	\$0.00	\$80.87
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
	12/01/2024	\$47.28	\$9.65	\$18.22	\$0.00	\$75.15
	06/01/2025	\$48.78	\$9.65	\$18.22	\$0.00	\$76.65
	12/01/2025	\$50.28	\$9.65	\$18.22	\$0.00	\$78.15
	06/01/2026	\$51.83	\$9.65	\$18.22	\$0.00	\$79.70
	12/01/2026	\$53.33	\$9.65	\$18.22	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 1 (Metro Boston)</i>	09/01/2024	\$58.96	\$9.83	\$19.97	\$0.00	\$88.76
	03/01/2025	\$60.46	\$9.83	\$19.97	\$0.00	\$90.26
	09/01/2025	\$61.96	\$9.83	\$19.97	\$0.00	\$91.76
	03/01/2026	\$63.46	\$9.83	\$19.97	\$0.00	\$93.26
	09/01/2026	\$64.96	\$9.83	\$19.97	\$0.00	\$94.76
	03/01/2027	\$66.46	\$9.83	\$19.97	\$0.00	\$96.26

Apprentice - CARPENTER - Zone 1 Metro Boston

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$26.53	\$9.83	\$1.73	\$0.00	\$38.09
2	45	\$26.53	\$9.83	\$1.73	\$0.00	\$38.09
3	55	\$32.43	\$9.83	\$3.40	\$0.00	\$45.66
4	55	\$32.43	\$9.83	\$3.40	\$0.00	\$45.66
5	70	\$41.27	\$9.83	\$16.51	\$0.00	\$67.61
6	70	\$41.27	\$9.83	\$16.51	\$0.00	\$67.61
7	80	\$47.17	\$9.83	\$18.24	\$0.00	\$75.24
8	80	\$47.17	\$9.83	\$18.24	\$0.00	\$75.24

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$27.21	\$9.83	\$1.73	\$0.00	\$38.77
2	45	\$27.21	\$9.83	\$1.73	\$0.00	\$38.77
3	55	\$33.25	\$9.83	\$3.40	\$0.00	\$46.48
4	55	\$33.25	\$9.83	\$3.40	\$0.00	\$46.48
5	70	\$42.32	\$9.83	\$16.51	\$0.00	\$68.66
6	70	\$42.32	\$9.83	\$16.51	\$0.00	\$68.66
7	80	\$48.37	\$9.83	\$18.24	\$0.00	\$76.44
8	80	\$48.37	\$9.83	\$18.24	\$0.00	\$76.44

Notes:

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	10/01/2024	\$37.74	\$7.56	\$9.47	\$0.00	\$54.77
CARPENTERS -ZONE 1 (Wood Frame)	04/01/2025	\$38.54	\$7.56	\$9.47	\$0.00	\$55.57
	10/01/2025	\$39.34	\$7.56	\$9.47	\$0.00	\$56.37
	04/01/2026	\$40.14	\$7.56	\$9.47	\$0.00	\$57.17
	10/01/2026	\$40.94	\$7.56	\$9.47	\$0.00	\$57.97
	04/01/2027	\$41.74	\$7.56	\$9.47	\$0.00	\$58.77
All Aspects of New Wood Frame Work						

Apprentice - CARPENTER (Wood Frame) - Zone 1

Effective Date - 10/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.87	\$7.56	\$0.00	\$0.00	\$26.43
2	50	\$18.87	\$7.56	\$0.00	\$0.00	\$26.43
3	55	\$20.76	\$7.56	\$2.00	\$0.00	\$30.32
4	55	\$20.76	\$7.56	\$2.00	\$0.00	\$30.32
5	70	\$26.42	\$7.56	\$7.47	\$0.00	\$41.45
6	70	\$26.42	\$7.56	\$7.47	\$0.00	\$41.45
7	80	\$30.19	\$7.56	\$8.47	\$0.00	\$46.22
8	80	\$30.19	\$7.56	\$8.47	\$0.00	\$46.22

Effective Date - 04/01/2026

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.07	\$7.56	\$0.00	\$0.00	\$27.63
2	50	\$20.07	\$7.56	\$0.00	\$0.00	\$27.63
3	55	\$22.08	\$7.56	\$2.00	\$0.00	\$31.64
4	55	\$22.08	\$7.56	\$2.00	\$0.00	\$31.64
5	70	\$28.10	\$7.56	\$7.47	\$0.00	\$43.13
6	70	\$28.10	\$7.56	\$7.47	\$0.00	\$43.13
7	80	\$32.11	\$7.56	\$8.47	\$0.00	\$48.14
8	80	\$32.11	\$7.56	\$8.47	\$0.00	\$48.14

Notes:

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (BOSTON)	01/01/2024	\$49.33	\$13.00	\$23.57	\$1.30	\$87.20
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Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Boston)

Effective Date - 01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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 are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$57.15	\$15.30	\$16.40	\$0.00	\$88.85
	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 <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$36.17	\$15.30	\$16.40	\$0.00	\$67.87
	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) <i>PAINTERS LOCAL 35 - ZONE 1</i>	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2024

Step	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

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN	06/10/2024	\$45.53	\$9.65	\$18.40	\$0.00	\$73.58
LABORERS - ZONE 1	12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
	06/02/2025	\$48.50	\$9.65	\$18.40	\$0.00	\$76.55
	12/01/2025	\$50.00	\$9.65	\$18.40	\$0.00	\$78.05
	06/01/2026	\$51.55	\$9.65	\$18.40	\$0.00	\$79.60
	12/07/2026	\$53.05	\$9.65	\$18.40	\$0.00	\$81.10
	06/07/2027	\$54.65	\$9.65	\$18.40	\$0.00	\$82.70
	12/06/2027	\$56.25	\$9.65	\$18.40	\$0.00	\$84.30
	06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.98
	12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 1</i>	06/10/2024	\$46.53	\$9.65	\$18.40	\$0.00	\$74.58
	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 <i>LABORERS - ZONE 1</i>	06/10/2024	\$46.28	\$9.65	\$18.40	\$0.00	\$74.33
	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"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 1</i>	06/10/2024	\$46.53	\$9.65	\$18.40	\$0.00	\$74.58
	12/02/2024	\$48.00	\$9.65	\$18.40	\$0.00	\$76.05
	06/02/2025	\$49.50	\$9.65	\$18.40	\$0.00	\$77.55
	12/01/2025	\$51.00	\$9.65	\$18.40	\$0.00	\$79.05
	06/01/2026	\$52.55	\$9.65	\$18.40	\$0.00	\$80.60
	12/07/2026	\$54.05	\$9.65	\$18.40	\$0.00	\$82.10
	06/07/2027	\$55.65	\$9.65	\$18.40	\$0.00	\$83.70
	12/06/2027	\$57.25	\$9.65	\$18.40	\$0.00	\$85.30
	06/05/2028	\$58.93	\$9.65	\$18.40	\$0.00	\$86.98
	12/04/2028	\$60.60	\$9.65	\$18.40	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 1</i>	06/10/2024	\$46.28	\$9.65	\$18.40	\$0.00	\$74.33
	12/02/2024	\$47.75	\$9.65	\$18.40	\$0.00	\$75.80
	06/02/2025	\$49.25	\$9.65	\$18.40	\$0.00	\$77.30
	12/01/2025	\$50.75	\$9.65	\$18.40	\$0.00	\$78.80
	06/01/2026	\$52.30	\$9.65	\$18.40	\$0.00	\$80.35
	12/07/2026	\$53.80	\$9.65	\$18.40	\$0.00	\$81.85
	06/07/2027	\$55.40	\$9.65	\$18.40	\$0.00	\$83.45
	12/06/2027	\$57.00	\$9.65	\$18.40	\$0.00	\$85.05
	06/05/2028	\$58.68	\$9.65	\$18.40	\$0.00	\$86.73
	12/04/2028	\$60.35	\$9.65	\$18.40	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: WRECKING LABORER <i>LABORERS - ZONE 1</i>	06/10/2024	\$45.53	\$9.65	\$18.40	\$0.00	\$73.58
	12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
	06/02/2025	\$48.50	\$9.65	\$18.40	\$0.00	\$76.55
	12/01/2025	\$50.00	\$9.65	\$18.40	\$0.00	\$78.05
	06/01/2026	\$51.55	\$9.65	\$18.40	\$0.00	\$79.60
	12/07/2026	\$53.05	\$9.65	\$18.40	\$0.00	\$81.10
	06/07/2027	\$54.65	\$9.65	\$18.40	\$0.00	\$82.70
	12/06/2027	\$56.25	\$9.65	\$18.40	\$0.00	\$84.30
	06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.98
	12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	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
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
	09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.25
	03/01/2026	\$68.09	\$13.00	\$22.39	\$0.00	\$103.48
	09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
	03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
	09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
	03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89

Apprentice - *ELECTRICIAN - Local 103*

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$25.51	\$13.00	\$0.77	\$0.00	\$39.28
2	40	\$25.51	\$13.00	\$0.77	\$0.00	\$39.28
3	45	\$28.70	\$13.00	\$16.69	\$0.00	\$58.39
4	45	\$28.70	\$13.00	\$16.69	\$0.00	\$58.39
5	50	\$31.89	\$13.00	\$17.20	\$0.00	\$62.09
6	55	\$35.08	\$13.00	\$17.70	\$0.00	\$65.78
7	60	\$38.27	\$13.00	\$18.21	\$0.00	\$69.48
8	65	\$41.46	\$13.00	\$18.71	\$0.00	\$73.17
9	70	\$44.65	\$13.00	\$19.22	\$0.00	\$76.87
10	75	\$47.84	\$13.00	\$19.74	\$0.00	\$80.58

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$25.99	\$13.00	\$0.78	\$0.00	\$39.77
2	40	\$25.99	\$13.00	\$0.78	\$0.00	\$39.77
3	45	\$29.24	\$13.00	\$16.71	\$0.00	\$58.95
4	45	\$29.24	\$13.00	\$16.71	\$0.00	\$58.95
5	50	\$32.49	\$13.00	\$17.21	\$0.00	\$62.70
6	55	\$35.74	\$13.00	\$17.72	\$0.00	\$66.46
7	60	\$38.99	\$13.00	\$18.23	\$0.00	\$70.22
8	65	\$42.24	\$13.00	\$18.74	\$0.00	\$73.98
9	70	\$45.49	\$13.00	\$19.24	\$0.00	\$77.73
10	75	\$48.74	\$13.00	\$19.76	\$0.00	\$81.50

Notes: :
App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR	01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86
ELEVATOR CONSTRUCTORS LOCAL 4						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - ELEVATOR CONSTRUCTOR - Local 4						
Effective Date - 01/01/2022						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84
2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33
3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89
4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74
<div>Notes:<div>Steps 1-2 are 6 mos.; Steps 3-5 are 1 year</div></div>						
Apprentice to Journeyworker Ratio:1:1						
ELEVATOR CONSTRUCTOR HELPER ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4	05/01/2024	\$50.79	\$15.00	\$16.40	\$0.00	\$82.19
	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
	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
	05/01/2027	\$60.62	\$15.00	\$16.40	\$0.00	\$92.02
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2024	\$24.91	\$15.00	\$16.40	\$0.00	\$56.31
	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 <i>ELECTRICIANS LOCAL 103</i>	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
	09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.25
	03/01/2026	\$68.09	\$13.00	\$22.39	\$0.00	\$103.48
	09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
	03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
	09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
	03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE <i>ELECTRICIANS LOCAL 103</i> / COMMISSIONING	09/01/2024	\$51.02	\$13.00	\$20.24	\$0.00	\$84.26
	03/01/2025	\$51.98	\$13.00	\$20.27	\$0.00	\$85.25
	09/01/2025	\$53.51	\$13.00	\$20.32	\$0.00	\$86.83
	03/01/2026	\$54.47	\$13.00	\$20.34	\$0.00	\$87.81
	09/01/2026	\$56.00	\$13.00	\$20.39	\$0.00	\$89.39
	03/01/2027	\$56.95	\$13.00	\$20.42	\$0.00	\$90.37
	09/01/2027	\$58.49	\$13.00	\$20.46	\$0.00	\$91.95
	03/01/2028	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$45.23	\$15.30	\$16.40	\$0.00	\$76.93
	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) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	06/01/2024	\$27.01	\$9.65	\$18.40	\$0.00	\$55.06
	12/01/2024	\$27.01	\$9.65	\$18.40	\$0.00	\$55.06
	06/01/2025	\$28.09	\$9.65	\$18.40	\$0.00	\$56.14
	12/01/2025	\$28.09	\$9.65	\$18.40	\$0.00	\$56.14
	06/01/2026	\$29.21	\$9.65	\$18.40	\$0.00	\$57.26
	12/01/2026	\$29.21	\$9.65	\$18.40	\$0.00	\$57.26
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE I</i>	09/01/2024	\$56.23	\$8.83	\$20.27	\$0.00	\$85.33
	03/01/2025	\$57.73	\$8.83	\$20.27	\$0.00	\$86.83
	09/01/2025	\$59.23	\$8.83	\$20.27	\$0.00	\$88.33
	03/01/2026	\$60.73	\$8.83	\$20.27	\$0.00	\$89.83
	09/01/2026	\$62.23	\$8.83	\$20.27	\$0.00	\$91.33
	03/01/2027	\$63.73	\$8.83	\$20.27	\$0.00	\$92.83

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 09/01/2024

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

Effective Date - 03/01/2025

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

Notes: Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER 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"						
GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4	06/01/2024	\$36.17	\$15.30	\$16.40	\$0.00	\$67.87
	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"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 35 (ZONE 1)	07/01/2024	\$52.55	\$9.95	\$23.95	\$0.00	\$86.45
	01/01/2025	\$53.75	\$9.95	\$23.95	\$0.00	\$87.65

Apprentice - GLAZIER - Local 35 Zone 1

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.28	\$9.95	\$0.00	\$0.00	\$36.23
2	55	\$28.90	\$9.95	\$6.66	\$0.00	\$45.51
3	60	\$31.53	\$9.95	\$7.26	\$0.00	\$48.74
4	65	\$34.16	\$9.95	\$7.87	\$0.00	\$51.98
5	70	\$36.79	\$9.95	\$20.32	\$0.00	\$67.06
6	75	\$39.41	\$9.95	\$20.93	\$0.00	\$70.29
7	80	\$42.04	\$9.95	\$21.53	\$0.00	\$73.52
8	90	\$47.30	\$9.95	\$22.74	\$0.00	\$79.99

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.88	\$9.95	\$0.00	\$0.00	\$36.83
2	55	\$29.56	\$9.95	\$6.66	\$0.00	\$46.17
3	60	\$32.25	\$9.95	\$7.26	\$0.00	\$49.46
4	65	\$34.94	\$9.95	\$7.87	\$0.00	\$52.76
5	70	\$37.63	\$9.95	\$20.32	\$0.00	\$67.90
6	75	\$40.31	\$9.95	\$20.93	\$0.00	\$71.19
7	80	\$43.00	\$9.95	\$21.53	\$0.00	\$74.48
8	90	\$48.38	\$9.95	\$22.74	\$0.00	\$81.07

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS	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

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2024

Step	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

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK)	08/01/2024	\$57.94	\$14.75	\$28.12	\$2.98	\$103.79
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2025	\$59.69	\$14.75	\$28.12	\$2.98	\$105.54
	08/01/2025	\$61.54	\$14.75	\$28.12	\$2.98	\$107.39
	02/01/2026	\$63.49	\$14.75	\$28.12	\$2.98	\$109.34

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS)	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
ELECTRICIANS LOCAL 103	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
	09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.25
	03/01/2026	\$68.09	\$13.00	\$22.39	\$0.00	\$103.48
	09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
	03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
	09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
	03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR)	08/01/2024	\$57.94	\$14.75	\$28.12	\$2.98	\$103.79
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2025	\$59.69	\$14.75	\$28.12	\$2.98	\$105.54
	08/01/2025	\$61.54	\$14.75	\$28.12	\$2.98	\$107.39
	02/01/2026	\$63.49	\$14.75	\$28.12	\$2.98	\$109.34

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER)	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
PIPEFITTERS LOCAL 537	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
PIPEFITTERS LOCAL 537	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS	06/01/2024	\$46.13	\$9.65	\$18.40	\$0.00	\$74.18
LABORERS - ZONE 1	12/01/2024	\$47.60	\$9.65	\$18.40	\$0.00	\$75.65
	06/01/2025	\$49.10	\$9.65	\$18.40	\$0.00	\$77.15
	12/01/2025	\$50.60	\$9.65	\$18.40	\$0.00	\$78.65
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$53.65	\$9.65	\$18.40	\$0.00	\$81.70
	06/01/2027	\$55.25	\$9.65	\$18.40	\$0.00	\$83.30
	12/01/2027	\$56.85	\$9.65	\$18.40	\$0.00	\$84.90
	06/01/2028	\$58.53	\$9.65	\$18.40	\$0.00	\$86.58
	12/01/2028	\$60.20	\$9.65	\$18.40	\$0.00	\$88.25
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	06/01/2024	\$46.23	\$9.65	\$18.40	\$0.00	\$74.28
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.70	\$9.65	\$18.40	\$0.00	\$75.75
	06/01/2025	\$49.20	\$9.65	\$18.40	\$0.00	\$77.25
	12/01/2025	\$50.70	\$9.65	\$18.40	\$0.00	\$78.75
	06/01/2026	\$52.25	\$9.65	\$18.40	\$0.00	\$80.30
	12/01/2026	\$53.75	\$9.65	\$18.40	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS)	09/01/2024	\$56.92	\$14.75	\$19.61	\$0.00	\$91.28
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2025	\$60.34	\$14.75	\$19.61	\$0.00	\$94.70
	09/01/2026	\$63.76	\$14.75	\$19.61	\$0.00	\$98.12

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

Effective Date - 09/01/2024

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

Effective Date - 09/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.17	\$14.75	\$14.32	\$0.00	\$59.24
2	60	\$36.20	\$14.75	\$15.37	\$0.00	\$66.32
3	70	\$42.24	\$14.75	\$16.43	\$0.00	\$73.42
4	80	\$48.27	\$14.75	\$17.49	\$0.00	\$80.51

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER	03/16/2024	\$53.97	\$8.35	\$26.70	\$0.00	\$89.02
IRONWORKERS LOCAL 7 (BOSTON AREA)						

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 03/16/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$32.38	\$8.35	\$26.70	\$0.00	\$67.43
2	70	\$37.78	\$8.35	\$26.70	\$0.00	\$72.83
3	75	\$40.48	\$8.35	\$26.70	\$0.00	\$75.53
4	80	\$43.18	\$8.35	\$26.70	\$0.00	\$78.23
5	85	\$45.87	\$8.35	\$26.70	\$0.00	\$80.92
6	90	\$48.57	\$8.35	\$26.70	\$0.00	\$83.62

Notes:

Apprentice to Journeyworker Ratio:1:4

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
JACKHAMMER & PAVING BREAKER OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75

For apprentice rates see "Apprentice- LABORER"

LABORER <i>LABORERS - ZONE 1</i>	06/01/2024	\$45.38	\$9.65	\$18.40	\$0.00	\$73.43
	12/01/2024	\$46.85	\$9.65	\$18.40	\$0.00	\$74.90
	06/01/2025	\$48.35	\$9.65	\$18.40	\$0.00	\$76.40
	12/01/2025	\$49.85	\$9.65	\$18.40	\$0.00	\$77.90
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$52.90	\$9.65	\$18.40	\$0.00	\$80.95
	06/01/2027	\$54.50	\$9.65	\$18.40	\$0.00	\$82.55
	12/01/2027	\$56.10	\$9.65	\$18.40	\$0.00	\$84.15
	06/01/2028	\$57.78	\$9.65	\$18.40	\$0.00	\$85.83
	12/01/2028	\$59.45	\$9.65	\$18.40	\$0.00	\$87.50

Apprentice - *LABORER - Zone 1*

Effective Date - 06/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$27.23	\$9.65	\$18.40	\$0.00	\$55.28
2	70	\$31.77	\$9.65	\$18.40	\$0.00	\$59.82
3	80	\$36.30	\$9.65	\$18.40	\$0.00	\$64.35
4	90	\$40.84	\$9.65	\$18.40	\$0.00	\$68.89

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$28.11	\$9.65	\$18.40	\$0.00	\$56.16
2	70	\$32.80	\$9.65	\$18.40	\$0.00	\$60.85
3	80	\$37.48	\$9.65	\$18.40	\$0.00	\$65.53
4	90	\$42.17	\$9.65	\$18.40	\$0.00	\$70.22

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER (HEAVY & HIGHWAY)	06/01/2024	\$45.48	\$9.65	\$18.40	\$0.00	\$73.53
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$46.95	\$9.65	\$18.40	\$0.00	\$75.00
	06/01/2025	\$48.45	\$9.65	\$18.40	\$0.00	\$76.50
	12/01/2025	\$49.95	\$9.65	\$18.40	\$0.00	\$78.00
	06/01/2026	\$51.50	\$9.65	\$18.40	\$0.00	\$79.55
	12/01/2026	\$53.00	\$9.65	\$18.40	\$0.00	\$81.05

Apprentice - LABORER (Heavy & Highway) - Zone 1

Effective Date - 06/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$27.29	\$9.65	\$18.40	\$0.00	\$55.34
2	70	\$31.84	\$9.65	\$18.40	\$0.00	\$59.89
3	80	\$36.38	\$9.65	\$18.40	\$0.00	\$64.43
4	90	\$40.93	\$9.65	\$18.40	\$0.00	\$68.98

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$28.17	\$9.65	\$18.40	\$0.00	\$56.22
2	70	\$32.87	\$9.65	\$18.40	\$0.00	\$60.92
3	80	\$37.56	\$9.65	\$18.40	\$0.00	\$65.61
4	90	\$42.26	\$9.65	\$18.40	\$0.00	\$70.31

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER	06/01/2024	\$45.38	\$9.65	\$18.40	\$0.00	\$73.43
LABORERS - ZONE 1	12/01/2024	\$46.85	\$9.65	\$18.40	\$0.00	\$74.90
	06/01/2025	\$48.35	\$9.65	\$18.40	\$0.00	\$76.40
	12/01/2025	\$49.85	\$9.65	\$18.40	\$0.00	\$77.90
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$52.90	\$9.65	\$18.40	\$0.00	\$80.95
	06/01/2027	\$54.50	\$9.65	\$18.40	\$0.00	\$82.55
	12/01/2027	\$56.10	\$9.65	\$18.40	\$0.00	\$84.15
	06/01/2028	\$57.78	\$9.65	\$18.40	\$0.00	\$85.83
	12/01/2028	\$59.45	\$9.65	\$18.40	\$0.00	\$87.50

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 1</i>	06/01/2024	\$45.38	\$9.65	\$18.40	\$0.00	\$73.43
	12/01/2024	\$46.85	\$9.65	\$18.40	\$0.00	\$74.90
	06/01/2025	\$48.35	\$9.65	\$18.40	\$0.00	\$76.40
	12/01/2025	\$49.85	\$9.65	\$18.40	\$0.00	\$77.90
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$52.90	\$9.65	\$18.40	\$0.00	\$80.95
	06/01/2027	\$54.50	\$9.65	\$18.40	\$0.00	\$82.55
	12/01/2027	\$56.10	\$9.65	\$18.40	\$0.00	\$84.15
	06/01/2028	\$57.78	\$9.65	\$18.40	\$0.00	\$85.83
	12/01/2028	\$59.45	\$9.65	\$18.40	\$0.00	\$87.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 1</i>	06/03/2024	\$45.53	\$9.65	\$18.40	\$0.00	\$73.58
	12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
	06/02/2025	\$48.50	\$9.65	\$18.40	\$0.00	\$76.55
	12/01/2025	\$50.00	\$9.65	\$18.40	\$0.00	\$78.05
	06/01/2026	\$51.55	\$9.65	\$18.40	\$0.00	\$79.60
	12/07/2026	\$53.05	\$9.65	\$18.40	\$0.00	\$81.10
	06/07/2027	\$54.65	\$9.65	\$18.40	\$0.00	\$82.70
	12/06/2027	\$56.25	\$9.65	\$18.40	\$0.00	\$84.30
	06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.98
	12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 1</i>	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i>	06/01/2024	\$45.38	\$9.65	\$18.40	\$0.00	\$73.43
	12/01/2024	\$46.85	\$9.65	\$18.40	\$0.00	\$74.90
	06/01/2025	\$48.35	\$9.65	\$18.40	\$0.00	\$76.40
	12/01/2025	\$49.85	\$9.65	\$18.40	\$0.00	\$77.90
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$52.90	\$9.65	\$18.40	\$0.00	\$80.95
	06/01/2027	\$54.50	\$9.65	\$18.40	\$0.00	\$82.55
	12/01/2027	\$56.10	\$9.65	\$18.40	\$0.00	\$84.15
	06/01/2028	\$57.78	\$9.65	\$18.40	\$0.00	\$85.83
	12/01/2028	\$59.45	\$9.65	\$18.40	\$0.00	\$87.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i>	06/01/2024	\$45.38	\$9.65	\$18.40	\$0.00	\$73.43
	12/01/2024	\$46.85	\$9.65	\$18.40	\$0.00	\$74.90
	06/01/2025	\$48.35	\$9.65	\$18.40	\$0.00	\$76.40
	12/01/2025	\$49.85	\$9.65	\$18.40	\$0.00	\$77.90
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$52.90	\$9.65	\$18.40	\$0.00	\$80.95
	06/01/2027	\$54.50	\$9.65	\$18.40	\$0.00	\$82.55
	12/01/2027	\$56.10	\$9.65	\$18.40	\$0.00	\$84.15
	06/01/2028	\$57.78	\$9.65	\$18.40	\$0.00	\$85.83
	12/01/2028	\$59.45	\$9.65	\$18.40	\$0.00	\$87.50
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2024	\$49.32	\$11.49	\$21.62	\$0.00	\$82.43
	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 - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.66	\$11.49	\$21.62	\$0.00	\$57.77
2	60	\$29.59	\$11.49	\$21.62	\$0.00	\$62.70
3	70	\$34.52	\$11.49	\$21.62	\$0.00	\$67.63
4	80	\$39.46	\$11.49	\$21.62	\$0.00	\$72.57
5	90	\$44.39	\$11.49	\$21.62	\$0.00	\$77.50

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.18	\$11.49	\$21.62	\$0.00	\$58.29
2	60	\$30.22	\$11.49	\$21.62	\$0.00	\$63.33
3	70	\$35.25	\$11.49	\$21.62	\$0.00	\$68.36
4	80	\$40.29	\$11.49	\$21.62	\$0.00	\$73.40
5	90	\$45.32	\$11.49	\$21.62	\$0.00	\$78.43

Notes:

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

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 08/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.26	\$11.49	\$23.56	\$0.00	\$67.31
2	60	\$38.71	\$11.49	\$23.56	\$0.00	\$73.76
3	70	\$45.16	\$11.49	\$23.56	\$0.00	\$80.21
4	80	\$51.62	\$11.49	\$23.56	\$0.00	\$86.67
5	90	\$58.07	\$11.49	\$23.56	\$0.00	\$93.12

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.91	\$11.49	\$23.56	\$0.00	\$67.96
2	60	\$39.49	\$11.49	\$23.56	\$0.00	\$74.54
3	70	\$46.07	\$11.49	\$23.56	\$0.00	\$81.12
4	80	\$52.66	\$11.49	\$23.56	\$0.00	\$87.71
5	90	\$59.24	\$11.49	\$23.56	\$0.00	\$94.29

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	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"						
MECHANICS MAINTENANCE	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"						
MILLWRIGHT (Zone 1)	01/01/2024	\$48.03	\$10.08	\$21.72	\$0.00	\$79.83
MILLWRIGHTS LOCAL 1121 - Zone 1	01/06/2025	\$50.53	\$10.08	\$21.72	\$0.00	\$82.33
	01/05/2026	\$53.03	\$10.08	\$21.72	\$0.00	\$84.83

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - MILLWRIGHT - Local 1121 Zone 1						
Effective Date - 01/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$26.42	\$10.08	\$5.64	\$0.00	\$42.14
2	65	\$31.22	\$10.08	\$6.66	\$0.00	\$47.96
3	75	\$36.02	\$10.08	\$19.16	\$0.00	\$65.26
4	85	\$40.83	\$10.08	\$20.18	\$0.00	\$71.09
Effective Date - 01/06/2025						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.79	\$10.08	\$5.64	\$0.00	\$43.51
2	65	\$32.84	\$10.08	\$6.66	\$0.00	\$49.58
3	75	\$37.90	\$10.08	\$19.16	\$0.00	\$67.14
4	85	\$42.95	\$10.08	\$20.18	\$0.00	\$73.21
<div>Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66) Steps are 2,000 hours</div>						
Apprentice to Journeyworker Ratio:1:4						
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MORTAR MIXER	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
LABORERS - ZONE 1	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
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OILER (OTHER THAN TRUCK CRANES,GRADALLS)	06/01/2024	\$24.71	\$15.30	\$16.40	\$0.00	\$56.41
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$25.37	\$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
	12/01/2026	\$27.89	\$15.30	\$16.40	\$0.00	\$59.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
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OILER (TRUCK CRANES, GRADALLS)	06/01/2024	\$30.28	\$15.30	\$16.40	\$0.00	\$61.98
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$31.08	\$15.30	\$16.40	\$0.00	\$62.78
	06/01/2025	\$31.80	\$15.30	\$16.40	\$0.00	\$63.50
	12/01/2025	\$32.60	\$15.30	\$16.40	\$0.00	\$64.30
	06/01/2026	\$33.32	\$15.30	\$16.40	\$0.00	\$65.02
	12/01/2026	\$34.12	\$15.30	\$16.40	\$0.00	\$65.82
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	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
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 1</i>	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2024

Step	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

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2024	\$53.95	\$9.95	\$23.95	\$0.00	\$87.85
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 1</i>	01/01/2025	\$55.15	\$9.95	\$23.95	\$0.00	\$89.05

Apprentice - PAINTER Local 35 Zone 1 - Spray/Sandblast - New

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.98	\$9.95	\$0.00	\$0.00	\$36.93
2	55	\$29.67	\$9.95	\$6.66	\$0.00	\$46.28
3	60	\$32.37	\$9.95	\$7.26	\$0.00	\$49.58
4	65	\$35.07	\$9.95	\$7.87	\$0.00	\$52.89
5	70	\$37.77	\$9.95	\$20.32	\$0.00	\$68.04
6	75	\$40.46	\$9.95	\$20.93	\$0.00	\$71.34
7	80	\$43.16	\$9.95	\$21.53	\$0.00	\$74.64
8	90	\$48.56	\$9.95	\$22.74	\$0.00	\$81.25

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.58	\$9.95	\$0.00	\$0.00	\$37.53
2	55	\$30.33	\$9.95	\$6.66	\$0.00	\$46.94
3	60	\$33.09	\$9.95	\$7.26	\$0.00	\$50.30
4	65	\$35.85	\$9.95	\$7.87	\$0.00	\$53.67
5	70	\$38.61	\$9.95	\$20.32	\$0.00	\$68.88
6	75	\$41.36	\$9.95	\$20.93	\$0.00	\$72.24
7	80	\$44.12	\$9.95	\$21.53	\$0.00	\$75.60
8	90	\$49.64	\$9.95	\$22.74	\$0.00	\$82.33

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2024	\$52.01	\$9.95	\$23.95	\$0.00	\$85.91
PAINTERS LOCAL 35 - ZONE 1	01/01/2025	\$53.21	\$9.95	\$23.95	\$0.00	\$87.11

Apprentice - PAINTER Local 35 Zone 1 - Spray/Sandblast - Repaint

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.01	\$9.95	\$0.00	\$0.00	\$35.96
2	55	\$28.61	\$9.95	\$6.66	\$0.00	\$45.22
3	60	\$31.21	\$9.95	\$7.26	\$0.00	\$48.42
4	65	\$33.81	\$9.95	\$7.87	\$0.00	\$51.63
5	70	\$36.41	\$9.95	\$20.32	\$0.00	\$66.68
6	75	\$39.01	\$9.95	\$20.93	\$0.00	\$69.89
7	80	\$41.61	\$9.95	\$21.53	\$0.00	\$73.09
8	90	\$46.81	\$9.95	\$22.74	\$0.00	\$79.50

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.61	\$9.95	\$0.00	\$0.00	\$36.56
2	55	\$29.27	\$9.95	\$6.66	\$0.00	\$45.88
3	60	\$31.93	\$9.95	\$7.26	\$0.00	\$49.14
4	65	\$34.59	\$9.95	\$7.87	\$0.00	\$52.41
5	70	\$37.25	\$9.95	\$20.32	\$0.00	\$67.52
6	75	\$39.91	\$9.95	\$20.93	\$0.00	\$70.79
7	80	\$42.57	\$9.95	\$21.53	\$0.00	\$74.05
8	90	\$47.89	\$9.95	\$22.74	\$0.00	\$80.58

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	07/01/2024	\$52.55	\$9.95	\$23.95	\$0.00	\$86.45
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.PAINTERS LOCAL 35 - ZONE 1	01/01/2025	\$53.75	\$9.95	\$23.95	\$0.00	\$87.65

Apprentice - PAINTER - Local 35 Zone 1 - BRUSH NEW

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.28	\$9.95	\$0.00	\$0.00	\$36.23
2	55	\$28.90	\$9.95	\$6.66	\$0.00	\$45.51
3	60	\$31.53	\$9.95	\$7.26	\$0.00	\$48.74
4	65	\$34.16	\$9.95	\$7.87	\$0.00	\$51.98
5	70	\$36.79	\$9.95	\$20.32	\$0.00	\$67.06
6	75	\$39.41	\$9.95	\$20.93	\$0.00	\$70.29
7	80	\$42.04	\$9.95	\$21.53	\$0.00	\$73.52
8	90	\$47.30	\$9.95	\$22.74	\$0.00	\$79.99

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.88	\$9.95	\$0.00	\$0.00	\$36.83
2	55	\$29.56	\$9.95	\$6.66	\$0.00	\$46.17
3	60	\$32.25	\$9.95	\$7.26	\$0.00	\$49.46
4	65	\$34.94	\$9.95	\$7.87	\$0.00	\$52.76
5	70	\$37.63	\$9.95	\$20.32	\$0.00	\$67.90
6	75	\$40.31	\$9.95	\$20.93	\$0.00	\$71.19
7	80	\$43.00	\$9.95	\$21.53	\$0.00	\$74.48
8	90	\$48.38	\$9.95	\$22.74	\$0.00	\$81.07

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	07/01/2024	\$50.61	\$9.95	\$23.95	\$0.00	\$84.51
PAINTERS LOCAL 35 - ZONE 1	01/01/2025	\$51.81	\$9.95	\$23.95	\$0.00	\$85.71

Apprentice - PAINTER Local 35 Zone 1 - BRUSH REPAINT

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.31	\$9.95	\$0.00	\$0.00	\$35.26
2	55	\$27.84	\$9.95	\$6.66	\$0.00	\$44.45
3	60	\$30.37	\$9.95	\$7.26	\$0.00	\$47.58
4	65	\$32.90	\$9.95	\$7.87	\$0.00	\$50.72
5	70	\$35.43	\$9.95	\$20.32	\$0.00	\$65.70
6	75	\$37.96	\$9.95	\$20.93	\$0.00	\$68.84
7	80	\$40.49	\$9.95	\$21.53	\$0.00	\$71.97
8	90	\$45.55	\$9.95	\$22.74	\$0.00	\$78.24

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.91	\$9.95	\$0.00	\$0.00	\$35.86
2	55	\$28.50	\$9.95	\$6.66	\$0.00	\$45.11
3	60	\$31.09	\$9.95	\$7.26	\$0.00	\$48.30
4	65	\$33.68	\$9.95	\$7.87	\$0.00	\$51.50
5	70	\$36.27	\$9.95	\$20.32	\$0.00	\$66.54
6	75	\$38.86	\$9.95	\$20.93	\$0.00	\$69.74
7	80	\$41.45	\$9.95	\$21.53	\$0.00	\$72.93
8	90	\$46.63	\$9.95	\$22.74	\$0.00	\$79.32

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	06/01/2024	\$45.48	\$9.65	\$18.40	\$0.00	\$73.53
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$46.95	\$9.65	\$18.40	\$0.00	\$75.00
	06/01/2025	\$48.45	\$9.65	\$18.40	\$0.00	\$76.50
	12/01/2025	\$49.95	\$9.65	\$18.40	\$0.00	\$78.00
	06/01/2026	\$51.50	\$9.65	\$18.40	\$0.00	\$79.55
	12/01/2026	\$53.00	\$9.65	\$18.40	\$0.00	\$81.05
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER	08/01/2024	\$40.88	\$14.91	\$18.67	\$0.00	\$74.46
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2024	\$40.88	\$14.91	\$20.17	\$0.00	\$75.96
	06/01/2025	\$41.88	\$14.91	\$20.17	\$0.00	\$76.96
	08/01/2025	\$41.88	\$15.41	\$20.17	\$0.00	\$77.46
	12/01/2025	\$41.88	\$15.41	\$21.78	\$0.00	\$79.07
	06/01/2026	\$42.88	\$15.41	\$21.78	\$0.00	\$80.07
	08/01/2026	\$42.88	\$15.91	\$21.78	\$0.00	\$80.57
	12/01/2026	\$42.88	\$15.91	\$23.52	\$0.00	\$82.31
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
PILE DRIVER LOCAL 56 (ZONE 1)						
For apprentice rates see "Apprentice- PILE DRIVER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06
2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.96
3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.87
4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32
5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78
7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68
8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$34.01/ 3&4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25

Apprentice to Journeyworker Ratio:1:5

PIPEFITTER & STEAMFITTER <i>PIPEFITTERS LOCAL 537</i>	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38

Apprentice - PIPEFITTER - Local 537

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$26.83	\$12.70	\$9.05	\$0.00	\$48.58
2	45	\$30.19	\$12.70	\$21.80	\$0.00	\$64.69
3	60	\$40.25	\$12.70	\$21.80	\$0.00	\$74.75
4	70	\$46.96	\$12.70	\$21.80	\$0.00	\$81.46
5	80	\$53.66	\$12.70	\$21.80	\$0.00	\$88.16

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$27.55	\$12.70	\$9.05	\$0.00	\$49.30
2	45	\$31.00	\$12.70	\$21.80	\$0.00	\$65.50
3	60	\$41.33	\$12.70	\$21.80	\$0.00	\$75.83
4	70	\$48.22	\$12.70	\$21.80	\$0.00	\$82.72
5	80	\$55.10	\$12.70	\$21.80	\$0.00	\$89.60

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.
Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER <i>LABORERS - ZONE 1</i>	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PLUMBERS & GASFITTERS <i>PLUMBERS & GASFITTERS LOCAL 12</i>	09/01/2024	\$69.04	\$14.32	\$19.61	\$0.00	\$102.97
	03/02/2025	\$70.84	\$14.32	\$19.61	\$0.00	\$104.77

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$24.16	\$14.32	\$7.06	\$0.00	\$45.54
2	40	\$27.62	\$14.32	\$8.02	\$0.00	\$49.96
3	55	\$37.97	\$14.32	\$10.93	\$0.00	\$63.22
4	65	\$44.88	\$14.32	\$12.86	\$0.00	\$72.06
5	75	\$51.78	\$14.32	\$14.79	\$0.00	\$80.89

Effective Date - 03/02/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$24.79	\$14.32	\$7.06	\$0.00	\$46.17
2	40	\$28.34	\$14.32	\$8.02	\$0.00	\$50.68
3	55	\$38.96	\$14.32	\$10.93	\$0.00	\$64.21
4	65	\$46.05	\$14.32	\$12.86	\$0.00	\$73.23
5	75	\$53.13	\$14.32	\$14.79	\$0.00	\$82.24

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$69.00, Step5 with lic\$76.87

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) <i>PIPEFITTERS LOCAL 537</i>	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 1</i>	06/01/2024	\$46.38	\$9.65	\$18.40	\$0.00	\$74.43
	12/01/2024	\$47.85	\$9.65	\$18.40	\$0.00	\$75.90
	06/01/2025	\$49.35	\$9.65	\$18.40	\$0.00	\$77.40
	12/01/2025	\$50.85	\$9.65	\$18.40	\$0.00	\$78.90
	06/01/2026	\$52.40	\$9.65	\$18.40	\$0.00	\$80.45
	12/01/2026	\$53.90	\$9.65	\$18.40	\$0.00	\$81.95
	06/01/2027	\$55.50	\$9.65	\$18.40	\$0.00	\$83.55
	12/01/2027	\$57.10	\$9.65	\$18.40	\$0.00	\$85.15
	06/01/2028	\$58.78	\$9.65	\$18.40	\$0.00	\$86.83
	12/01/2028	\$60.45	\$9.65	\$18.40	\$0.00	\$88.50
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	06/01/2024	\$46.48	\$9.65	\$18.40	\$0.00	\$74.53
	12/01/2024	\$47.95	\$9.65	\$18.40	\$0.00	\$76.00
	06/01/2025	\$49.45	\$9.65	\$18.40	\$0.00	\$77.50
	12/01/2025	\$50.95	\$9.65	\$18.40	\$0.00	\$79.00
	06/01/2026	\$52.50	\$9.65	\$18.40	\$0.00	\$80.55
	12/01/2026	\$54.00	\$9.65	\$18.40	\$0.00	\$82.05
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	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"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	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
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$36.17	\$15.30	\$16.40	\$0.00	\$67.87
	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 DRIVERS after 4/30/12 (Drivers Hired After 4/30/2012) <i>TEAMSTERS 25 (Metro) - Aggregate</i>	08/01/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$57.56
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 25 (Metro) - Aggregate</i>	08/01/2022	\$34.41	\$11.91	\$15.25	\$0.00	\$61.57
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	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
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	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
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg) <i>ROOFERS LOCAL 33</i>	08/01/2024	\$51.03	\$13.03	\$21.70	\$0.00	\$85.76
	02/01/2025	\$52.28	\$13.03	\$21.70	\$0.00	\$87.01
	08/01/2025	\$53.78	\$13.03	\$21.70	\$0.00	\$88.51
	02/01/2026	\$55.03	\$13.03	\$21.70	\$0.00	\$89.76

Apprentice - ROOFER - Local 33

Effective Date - 08/01/2024

Step	percent	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

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.14	\$13.03	\$6.52	\$0.00	\$45.69
2	60	\$31.37	\$13.03	\$21.70	\$0.00	\$66.10
3	65	\$33.98	\$13.03	\$21.70	\$0.00	\$68.71
4	75	\$39.21	\$13.03	\$21.70	\$0.00	\$73.94
5	85	\$44.44	\$13.03	\$21.70	\$0.00	\$79.17

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
(Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE	08/01/2024	\$51.28	\$13.03	\$21.70	\$0.00	\$86.01
ROOFERS LOCAL 33	02/01/2025	\$52.53	\$13.03	\$21.70	\$0.00	\$87.26
	08/01/2025	\$54.03	\$13.03	\$21.70	\$0.00	\$88.76
	02/01/2026	\$55.28	\$13.03	\$21.70	\$0.00	\$90.01

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER	08/01/2024	\$57.94	\$14.75	\$28.12	\$2.98	\$103.79
SHEETMETAL WORKERS LOCAL 17 - A	02/01/2025	\$59.69	\$14.75	\$28.12	\$2.98	\$105.54
	08/01/2025	\$61.54	\$14.75	\$28.12	\$2.98	\$107.39
	02/01/2026	\$63.49	\$14.75	\$28.12	\$2.98	\$109.34

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 08/01/2024

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

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$25.07	\$14.75	\$6.13	\$0.00	\$45.95
2	42	\$25.07	\$14.75	\$6.13	\$0.00	\$45.95
3	47	\$28.05	\$14.75	\$12.11	\$1.66	\$56.57
4	47	\$28.05	\$14.75	\$12.11	\$1.66	\$56.57
5	52	\$31.04	\$14.75	\$13.09	\$1.78	\$60.66
6	52	\$31.04	\$14.75	\$13.34	\$1.79	\$60.92
7	60	\$35.81	\$14.75	\$14.75	\$1.97	\$67.28
8	65	\$38.80	\$14.75	\$15.73	\$2.09	\$71.37
9	75	\$44.77	\$14.75	\$17.69	\$2.33	\$79.54
10	85	\$50.74	\$14.75	\$19.15	\$2.56	\$87.20

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS	08/01/2024	\$41.34	\$14.91	\$18.67	\$0.00	\$74.92
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2024	\$41.34	\$14.91	\$20.17	\$0.00	\$76.42
	06/01/2025	\$42.34	\$14.91	\$20.17	\$0.00	\$77.42
	08/01/2025	\$42.34	\$15.41	\$20.17	\$0.00	\$77.92
	12/01/2025	\$42.34	\$15.41	\$21.78	\$0.00	\$79.53
	06/01/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$80.53
	08/01/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$81.03
	12/01/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$82.77

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2024	\$41.63	\$14.91	\$18.67	\$0.00	\$75.21
	12/01/2024	\$41.63	\$14.91	\$20.17	\$0.00	\$76.71
	06/01/2025	\$42.63	\$14.91	\$20.17	\$0.00	\$77.71
	08/01/2025	\$42.63	\$15.41	\$20.17	\$0.00	\$78.21
	12/01/2025	\$42.63	\$15.41	\$21.78	\$0.00	\$79.82
	06/01/2026	\$43.63	\$15.41	\$21.78	\$0.00	\$80.82
	08/01/2026	\$43.63	\$15.91	\$21.78	\$0.00	\$81.32
	12/01/2026	\$43.63	\$15.91	\$23.52	\$0.00	\$83.06
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	10/01/2024	\$70.84	\$11.51	\$23.30	\$0.00	\$105.65
	03/01/2025	\$72.64	\$11.51	\$23.30	\$0.00	\$107.45

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

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

Effective Date - 03/01/2025						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$25.42	\$11.51	\$12.90	\$0.00	\$49.83
2	40	\$29.06	\$11.51	\$13.70	\$0.00	\$54.27
3	45	\$32.69	\$11.51	\$14.50	\$0.00	\$58.70
4	50	\$36.32	\$11.51	\$15.30	\$0.00	\$63.13
5	55	\$39.95	\$11.51	\$16.10	\$0.00	\$67.56
6	60	\$43.58	\$11.51	\$16.90	\$0.00	\$71.99
7	65	\$47.22	\$11.51	\$17.70	\$0.00	\$76.43
8	70	\$50.85	\$11.51	\$18.50	\$0.00	\$80.86
9	75	\$54.48	\$11.51	\$19.30	\$0.00	\$85.29
10	80	\$58.11	\$11.51	\$20.10	\$0.00	\$89.72

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	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
	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 <i>OPERATING ENGINEERS LOCAL 4</i>	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
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2024	\$51.02	\$13.00	\$20.24	\$0.00	\$84.26
	03/01/2025	\$51.98	\$13.00	\$20.27	\$0.00	\$85.25
	09/01/2025	\$53.51	\$13.00	\$20.32	\$0.00	\$86.83
	03/01/2026	\$54.47	\$13.00	\$20.34	\$0.00	\$87.81
	09/01/2026	\$56.00	\$13.00	\$20.39	\$0.00	\$89.39
	03/01/2027	\$56.95	\$13.00	\$20.42	\$0.00	\$90.37
	09/01/2027	\$58.49	\$13.00	\$20.46	\$0.00	\$91.95
	03/01/2028	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$22.96	\$13.00	\$0.69	\$0.00	\$36.65
2	45	\$22.96	\$13.00	\$0.69	\$0.00	\$36.65
3	50	\$25.51	\$13.00	\$16.16	\$0.00	\$54.67
4	50	\$25.51	\$13.00	\$16.16	\$0.00	\$54.67
5	55	\$28.06	\$13.00	\$16.57	\$0.00	\$57.63
6	60	\$30.61	\$13.00	\$16.97	\$0.00	\$60.58
7	65	\$33.16	\$13.00	\$17.38	\$0.00	\$63.54
8	70	\$35.71	\$13.00	\$17.78	\$0.00	\$66.49
9	75	\$38.27	\$13.00	\$18.18	\$0.00	\$69.45
10	80	\$40.82	\$13.00	\$18.58	\$0.00	\$72.40

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$23.39	\$13.00	\$0.70	\$0.00	\$37.09
2	45	\$23.39	\$13.00	\$0.70	\$0.00	\$37.09
3	50	\$25.99	\$13.00	\$16.16	\$0.00	\$55.15
4	50	\$25.99	\$13.00	\$16.16	\$0.00	\$55.15
5	55	\$28.59	\$13.00	\$16.57	\$0.00	\$58.16
6	60	\$31.19	\$13.00	\$16.97	\$0.00	\$61.16
7	65	\$33.79	\$13.00	\$17.38	\$0.00	\$64.17
8	70	\$36.39	\$13.00	\$17.78	\$0.00	\$67.17
9	75	\$38.99	\$13.00	\$18.18	\$0.00	\$70.17
10	80	\$41.58	\$13.00	\$18.58	\$0.00	\$73.16

Notes:

Apprentice to Journeyworker Ratio:1:1

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

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2024

Step	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

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental 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:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER	06/01/2024	\$49.81	\$9.65	\$18.22	\$0.00	\$77.68
LABORERS - FOUNDATION AND MARINE	12/01/2024	\$51.28	\$9.65	\$18.22	\$0.00	\$79.15
	06/01/2025	\$52.78	\$9.65	\$18.22	\$0.00	\$80.65
	12/01/2025	\$54.28	\$9.65	\$18.22	\$0.00	\$82.15
	06/01/2026	\$55.83	\$9.65	\$18.22	\$0.00	\$83.70
	12/01/2026	\$57.33	\$9.65	\$18.22	\$0.00	\$85.20
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER	06/01/2024	\$45.60	\$9.65	\$18.22	\$0.00	\$73.47
LABORERS - FOUNDATION AND MARINE	12/01/2024	\$47.07	\$9.65	\$18.22	\$0.00	\$74.94
	06/01/2025	\$48.57	\$9.65	\$18.22	\$0.00	\$76.44
	12/01/2025	\$50.07	\$9.65	\$18.22	\$0.00	\$77.94
	06/01/2026	\$51.62	\$9.65	\$18.22	\$0.00	\$79.49
	12/01/2026	\$53.12	\$9.65	\$18.22	\$0.00	\$80.99
For apprentice rates see "Apprentice- LABORER"						
TEST BORING 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"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	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
	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 <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2024	\$41.92	\$14.91	\$18.67	\$0.00	\$75.50
	12/01/2024	\$41.92	\$14.91	\$20.17	\$0.00	\$77.00
	06/01/2025	\$42.92	\$14.91	\$20.17	\$0.00	\$78.00
	08/01/2025	\$42.92	\$15.41	\$20.17	\$0.00	\$78.50
	12/01/2025	\$42.92	\$15.41	\$21.78	\$0.00	\$80.11
	06/01/2026	\$43.92	\$15.41	\$21.78	\$0.00	\$81.11
	08/01/2026	\$43.92	\$15.91	\$21.78	\$0.00	\$81.61
	12/01/2026	\$43.92	\$15.91	\$23.52	\$0.00	\$83.35
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2024	\$57.71	\$9.65	\$19.00	\$0.00	\$86.36
	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) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2024	\$59.71	\$9.65	\$19.00	\$0.00	\$88.36
	12/01/2024	\$61.18	\$9.65	\$19.00	\$0.00	\$89.83
	06/01/2025	\$62.68	\$9.65	\$19.00	\$0.00	\$91.33
	12/01/2025	\$64.18	\$9.65	\$19.00	\$0.00	\$92.83
	06/01/2026	\$65.73	\$9.65	\$19.00	\$0.00	\$94.38
	12/01/2026	\$67.23	\$9.65	\$19.00	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	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
	12/01/2026	\$57.30	\$9.65	\$19.00	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2024	\$51.78	\$9.65	\$19.00	\$0.00	\$80.43
	12/01/2024	\$53.25	\$9.65	\$19.00	\$0.00	\$81.90
	06/01/2025	\$54.75	\$9.65	\$19.00	\$0.00	\$83.40
	12/01/2025	\$56.25	\$9.65	\$19.00	\$0.00	\$84.90
	06/01/2026	\$57.80	\$9.65	\$19.00	\$0.00	\$86.45
	12/01/2026	\$59.30	\$9.65	\$19.00	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2024	\$41.34	\$14.91	\$18.67	\$0.00	\$74.92
	12/01/2024	\$41.34	\$14.91	\$20.17	\$0.00	\$76.42
	06/01/2025	\$42.34	\$14.91	\$20.17	\$0.00	\$77.42
	08/01/2025	\$42.34	\$15.41	\$20.17	\$0.00	\$77.92
	12/01/2025	\$42.34	\$15.41	\$21.78	\$0.00	\$79.53
	06/01/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$80.53
	08/01/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$81.03
	12/01/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$82.77
WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2024	\$45.63	\$9.65	\$18.40	\$0.00	\$73.68
	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	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"						
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	09/01/2024	\$69.04	\$14.32	\$19.61	\$0.00	\$102.97
	03/02/2025	\$70.84	\$14.32	\$19.61	\$0.00	\$104.77
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Rental of Equipment - East						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2024	\$41.05	\$14.91	\$0.00	\$0.00	\$55.96
	12/01/2024	\$41.05	\$14.91	\$0.00	\$0.00	\$55.96
	06/01/2025	\$42.05	\$14.91	\$0.00	\$0.00	\$56.96
	08/01/2025	\$42.05	\$15.41	\$0.00	\$0.00	\$57.46
	12/01/2025	\$42.05	\$15.41	\$0.00	\$0.00	\$57.46
	06/01/2026	\$43.05	\$15.41	\$0.00	\$0.00	\$58.46
	08/01/2026	\$43.05	\$15.91	\$0.00	\$0.00	\$58.96
	12/01/2026	\$43.05	\$15.91	\$0.00	\$0.00	\$58.96

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2024	\$40.88	\$14.91	\$0.00	\$0.00	\$55.79
	12/01/2024	\$40.88	\$14.91	\$0.00	\$0.00	\$55.79
	06/01/2025	\$41.12	\$14.91	\$0.00	\$0.00	\$56.03
	08/01/2025	\$41.12	\$15.41	\$0.00	\$0.00	\$56.53
	12/01/2025	\$41.12	\$15.41	\$0.00	\$0.00	\$56.53
	06/01/2026	\$43.12	\$15.41	\$0.00	\$0.00	\$58.53
	08/01/2026	\$43.12	\$15.91	\$0.00	\$0.00	\$59.03
	12/01/2026	\$43.12	\$15.91	\$0.00	\$0.00	\$59.03
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2024	\$41.24	\$14.91	\$0.00	\$0.00	\$56.15
	12/01/2024	\$41.24	\$14.91	\$0.00	\$0.00	\$56.15
	06/01/2025	\$42.24	\$14.91	\$0.00	\$0.00	\$57.15
	08/01/2025	\$42.24	\$15.41	\$0.00	\$0.00	\$57.65
	12/01/2025	\$42.24	\$15.41	\$0.00	\$0.00	\$57.65
	06/01/2026	\$43.24	\$15.41	\$0.00	\$0.00	\$58.65
	08/01/2026	\$43.24	\$15.91	\$0.00	\$0.00	\$59.15
	12/01/2026	\$43.24	\$15.91	\$0.00	\$0.00	\$59.15
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$0.00	\$0.00	\$112.45
For apprentice rates see "Apprentice- PILE DRIVER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$56.03	\$15.30	\$0.00	\$0.00	\$71.33
	12/01/2024	\$57.48	\$15.30	\$0.00	\$0.00	\$72.78
	06/01/2025	\$58.78	\$15.30	\$0.00	\$0.00	\$74.08
	12/01/2025	\$60.23	\$15.30	\$0.00	\$0.00	\$75.53
	06/01/2026	\$61.53	\$15.30	\$0.00	\$0.00	\$76.83
	12/01/2026	\$62.98	\$15.30	\$0.00	\$0.00	\$78.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$56.03	\$15.30	\$0.00	\$0.00	\$71.33
	12/01/2024	\$57.48	\$15.30	\$0.00	\$0.00	\$72.78
	06/01/2025	\$58.78	\$15.30	\$0.00	\$0.00	\$74.08
	12/01/2025	\$60.23	\$15.30	\$0.00	\$0.00	\$75.53
	06/01/2026	\$61.53	\$15.30	\$0.00	\$0.00	\$76.83
	12/01/2026	\$62.98	\$15.30	\$0.00	\$0.00	\$78.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$55.41	\$15.30	\$0.00	\$0.00	\$70.71
	12/01/2024	\$56.85	\$15.30	\$0.00	\$0.00	\$72.15
	06/01/2025	\$58.13	\$15.30	\$0.00	\$0.00	\$73.43
	12/01/2025	\$59.57	\$15.30	\$0.00	\$0.00	\$74.87
	06/01/2026	\$60.85	\$15.30	\$0.00	\$0.00	\$76.15
	12/01/2026	\$62.29	\$15.30	\$0.00	\$0.00	\$77.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$57.15	\$15.30	\$0.00	\$0.00	\$72.45
	12/01/2024	\$58.63	\$15.30	\$0.00	\$0.00	\$73.93
	06/01/2025	\$59.96	\$15.30	\$0.00	\$0.00	\$75.26
	12/01/2025	\$61.43	\$15.30	\$0.00	\$0.00	\$76.73
	06/01/2026	\$62.76	\$15.30	\$0.00	\$0.00	\$78.06
	12/01/2026	\$64.24	\$15.30	\$0.00	\$0.00	\$79.54
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$36.17	\$15.30	\$0.00	\$0.00	\$51.47
	12/01/2024	\$37.12	\$15.30	\$0.00	\$0.00	\$52.42
	06/01/2025	\$37.97	\$15.30	\$0.00	\$0.00	\$53.27
	12/01/2025	\$38.92	\$15.30	\$0.00	\$0.00	\$54.22
	06/01/2026	\$39.78	\$15.30	\$0.00	\$0.00	\$55.08
	12/01/2026	\$40.73	\$15.30	\$0.00	\$0.00	\$56.03
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$68.70	\$9.40	\$0.00	\$0.00	\$78.10
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$49.07	\$9.40	\$0.00	\$0.00	\$58.47
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$73.60	\$9.40	\$0.00	\$0.00	\$83.00
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2020	\$103.05	\$9.40	\$0.00	\$0.00	\$112.45
For apprentice rates see "Apprentice- PILE DRIVER"						
FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$56.03	\$15.30	\$0.00	\$0.00	\$71.33
	12/01/2024	\$57.48	\$15.30	\$0.00	\$0.00	\$72.78
	06/01/2025	\$58.78	\$15.30	\$0.00	\$0.00	\$74.08
	12/01/2025	\$60.23	\$15.30	\$0.00	\$0.00	\$75.53
	06/01/2026	\$61.53	\$15.30	\$0.00	\$0.00	\$76.83
	12/01/2026	\$62.98	\$15.30	\$0.00	\$0.00	\$78.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$36.17	\$15.30	\$0.00	\$0.00	\$51.47
	12/01/2024	\$37.12	\$15.30	\$0.00	\$0.00	\$52.42
	06/01/2025	\$37.97	\$15.30	\$0.00	\$0.00	\$53.27
	12/01/2025	\$38.92	\$15.30	\$0.00	\$0.00	\$54.22
	06/01/2026	\$39.78	\$15.30	\$0.00	\$0.00	\$55.08
	12/01/2026	\$40.73	\$15.30	\$0.00	\$0.00	\$56.03
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$56.03	\$15.30	\$0.00	\$0.00	\$71.33
	12/01/2024	\$57.48	\$15.30	\$0.00	\$0.00	\$72.78
	06/01/2025	\$58.78	\$15.30	\$0.00	\$0.00	\$74.08
	12/01/2025	\$60.23	\$15.30	\$0.00	\$0.00	\$75.53
	06/01/2026	\$61.53	\$15.30	\$0.00	\$0.00	\$76.83
	12/01/2026	\$62.98	\$15.30	\$0.00	\$0.00	\$78.28

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2024

Step	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	\$0.00	\$0.00	\$48.92
3	65	\$36.42	\$15.30	\$0.00	\$0.00	\$51.72
4	70	\$39.22	\$15.30	\$0.00	\$0.00	\$54.52
5	75	\$42.02	\$15.30	\$0.00	\$0.00	\$57.32
6	80	\$44.82	\$15.30	\$0.00	\$0.00	\$60.12
7	85	\$47.63	\$15.30	\$0.00	\$0.00	\$62.93
8	90	\$50.43	\$15.30	\$0.00	\$0.00	\$65.73

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$31.61	\$0.00	\$0.00	\$0.00	\$31.61
2	60	\$34.49	\$15.30	\$0.00	\$0.00	\$49.79
3	65	\$37.36	\$15.30	\$0.00	\$0.00	\$52.66
4	70	\$40.24	\$15.30	\$0.00	\$0.00	\$55.54
5	75	\$43.11	\$15.30	\$0.00	\$0.00	\$58.41
6	80	\$45.98	\$15.30	\$0.00	\$0.00	\$61.28
7	85	\$48.86	\$15.30	\$0.00	\$0.00	\$64.16
8	90	\$51.73	\$15.30	\$0.00	\$0.00	\$67.03

Notes:

Apprentice to Journeyworker Ratio:1:6

LABORER	06/01/2024	\$45.38	\$9.65	\$0.00	\$0.00	\$55.03
LABORERS - ZONE 1	12/01/2024	\$46.85	\$9.65	\$0.00	\$0.00	\$56.50
	06/01/2025	\$48.35	\$9.65	\$0.00	\$0.00	\$58.00
	12/01/2025	\$49.85	\$9.65	\$0.00	\$0.00	\$59.50
	06/01/2026	\$51.40	\$9.65	\$0.00	\$0.00	\$61.05
	12/01/2026	\$52.90	\$9.65	\$0.00	\$0.00	\$62.55
	06/01/2027	\$54.50	\$9.65	\$0.00	\$0.00	\$64.15
	12/01/2027	\$56.10	\$9.65	\$0.00	\$0.00	\$65.75
	06/01/2028	\$57.78	\$9.65	\$0.00	\$0.00	\$67.43
	12/01/2028	\$59.45	\$9.65	\$0.00	\$0.00	\$69.10

Apprentice - LABORER - Zone 1

Effective Date - 06/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$27.23	\$9.65	\$0.00	\$0.00	\$36.88
2	70	\$31.77	\$9.65	\$0.00	\$0.00	\$41.42
3	80	\$36.30	\$9.65	\$0.00	\$0.00	\$45.95
4	90	\$40.84	\$9.65	\$0.00	\$0.00	\$50.49

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$28.11	\$9.65	\$0.00	\$0.00	\$37.76
2	70	\$32.80	\$9.65	\$0.00	\$0.00	\$42.45
3	80	\$37.48	\$9.65	\$0.00	\$0.00	\$47.13
4	90	\$42.17	\$9.65	\$0.00	\$0.00	\$51.82

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	06/01/2024	\$45.48	\$9.65	\$0.00	\$0.00	\$55.13
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$46.95	\$9.65	\$0.00	\$0.00	\$56.60
	06/01/2025	\$48.45	\$9.65	\$0.00	\$0.00	\$58.10
	12/01/2025	\$49.95	\$9.65	\$0.00	\$0.00	\$59.60
	06/01/2026	\$51.50	\$9.65	\$0.00	\$0.00	\$61.15
	12/01/2026	\$53.00	\$9.65	\$0.00	\$0.00	\$62.65

Apprentice - LABORER (Heavy & Highway) - Zone 1

Effective Date - 06/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$27.29	\$9.65	\$0.00	\$0.00	\$36.94
2	70	\$31.84	\$9.65	\$0.00	\$0.00	\$41.49
3	80	\$36.38	\$9.65	\$0.00	\$0.00	\$46.03
4	90	\$40.93	\$9.65	\$0.00	\$0.00	\$50.58

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$28.17	\$9.65	\$0.00	\$0.00	\$37.82
2	70	\$32.87	\$9.65	\$0.00	\$0.00	\$42.52
3	80	\$37.56	\$9.65	\$0.00	\$0.00	\$47.21
4	90	\$42.26	\$9.65	\$0.00	\$0.00	\$51.91

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OILER (OTHER THAN TRUCK CRANES,GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$24.71	\$15.30	\$0.00	\$0.00	\$40.01
	12/01/2024	\$25.37	\$15.30	\$0.00	\$0.00	\$40.67
	06/01/2025	\$25.97	\$15.30	\$0.00	\$0.00	\$41.27
	12/01/2025	\$26.63	\$15.30	\$0.00	\$0.00	\$41.93
	06/01/2026	\$27.22	\$15.30	\$0.00	\$0.00	\$42.52
	12/01/2026	\$27.89	\$15.30	\$0.00	\$0.00	\$43.19
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$30.28	\$15.30	\$0.00	\$0.00	\$45.58
	12/01/2024	\$31.08	\$15.30	\$0.00	\$0.00	\$46.38
	06/01/2025	\$31.80	\$15.30	\$0.00	\$0.00	\$47.10
	12/01/2025	\$32.60	\$15.30	\$0.00	\$0.00	\$47.90
	06/01/2026	\$33.32	\$15.30	\$0.00	\$0.00	\$48.62
	12/01/2026	\$34.12	\$15.30	\$0.00	\$0.00	\$49.42
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$55.41	\$15.30	\$0.00	\$0.00	\$70.71
	12/01/2024	\$56.85	\$15.30	\$0.00	\$0.00	\$72.15
	06/01/2025	\$58.13	\$15.30	\$0.00	\$0.00	\$73.43
	12/01/2025	\$59.57	\$15.30	\$0.00	\$0.00	\$74.87
	06/01/2026	\$60.85	\$15.30	\$0.00	\$0.00	\$76.15
	12/01/2026	\$62.29	\$15.30	\$0.00	\$0.00	\$77.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2024	\$40.88	\$14.91	\$0.00	\$0.00	\$55.79
	12/01/2024	\$40.88	\$14.91	\$0.00	\$0.00	\$55.79
	06/01/2025	\$41.88	\$14.91	\$0.00	\$0.00	\$56.79
	08/01/2025	\$41.88	\$15.41	\$0.00	\$0.00	\$57.29
	12/01/2025	\$41.88	\$15.41	\$0.00	\$0.00	\$57.29
	06/01/2026	\$42.88	\$15.41	\$0.00	\$0.00	\$58.29
	08/01/2026	\$42.88	\$15.91	\$0.00	\$0.00	\$58.79
	12/01/2026	\$42.88	\$15.91	\$0.00	\$0.00	\$58.79
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$56.03	\$15.30	\$0.00	\$0.00	\$71.33
	12/01/2024	\$57.48	\$15.30	\$0.00	\$0.00	\$72.78
	06/01/2025	\$58.78	\$15.30	\$0.00	\$0.00	\$74.08
	12/01/2025	\$60.23	\$15.30	\$0.00	\$0.00	\$75.53
	06/01/2026	\$61.53	\$15.30	\$0.00	\$0.00	\$76.83
	12/01/2026	\$62.98	\$15.30	\$0.00	\$0.00	\$78.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$55.41	\$15.30	\$0.00	\$0.00	\$70.71
	12/01/2024	\$56.85	\$15.30	\$0.00	\$0.00	\$72.15
	06/01/2025	\$58.13	\$15.30	\$0.00	\$0.00	\$73.43
	12/01/2025	\$59.57	\$15.30	\$0.00	\$0.00	\$74.87
	06/01/2026	\$60.85	\$15.30	\$0.00	\$0.00	\$76.15
	12/01/2026	\$62.29	\$15.30	\$0.00	\$0.00	\$77.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$36.17	\$15.30	\$0.00	\$0.00	\$51.47
	12/01/2024	\$37.12	\$15.30	\$0.00	\$0.00	\$52.42
	06/01/2025	\$37.97	\$15.30	\$0.00	\$0.00	\$53.27
	12/01/2025	\$38.92	\$15.30	\$0.00	\$0.00	\$54.22
	06/01/2026	\$39.78	\$15.30	\$0.00	\$0.00	\$55.08
	12/01/2026	\$40.73	\$15.30	\$0.00	\$0.00	\$56.03
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$55.41	\$15.30	\$0.00	\$0.00	\$70.71
	12/01/2024	\$56.85	\$15.30	\$0.00	\$0.00	\$72.15
	06/01/2025	\$58.13	\$15.30	\$0.00	\$0.00	\$73.43
	12/01/2025	\$59.57	\$15.30	\$0.00	\$0.00	\$74.87
	06/01/2026	\$60.85	\$15.30	\$0.00	\$0.00	\$76.15
	12/01/2026	\$62.29	\$15.30	\$0.00	\$0.00	\$77.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2024	\$41.34	\$14.91	\$0.00	\$0.00	\$56.25
	12/01/2024	\$41.34	\$14.91	\$0.00	\$0.00	\$56.25
	06/01/2025	\$42.34	\$14.91	\$0.00	\$0.00	\$57.25
	08/01/2025	\$42.34	\$15.41	\$0.00	\$0.00	\$57.75
	12/01/2025	\$42.34	\$15.41	\$0.00	\$0.00	\$57.75
	06/01/2026	\$43.34	\$15.41	\$0.00	\$0.00	\$58.75
	08/01/2026	\$43.34	\$15.91	\$0.00	\$0.00	\$59.25
	12/01/2026	\$43.34	\$15.91	\$0.00	\$0.00	\$59.25
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2024	\$41.63	\$14.91	\$0.00	\$0.00	\$56.54
	12/01/2024	\$41.63	\$14.91	\$0.00	\$0.00	\$56.54
	06/01/2025	\$42.63	\$14.91	\$0.00	\$0.00	\$57.54
	08/01/2025	\$42.63	\$15.41	\$0.00	\$0.00	\$58.04
	12/01/2025	\$42.63	\$15.41	\$0.00	\$0.00	\$58.04
	06/01/2026	\$43.63	\$15.41	\$0.00	\$0.00	\$59.04
	08/01/2026	\$43.63	\$15.91	\$0.00	\$0.00	\$59.54
	12/01/2026	\$43.63	\$15.91	\$0.00	\$0.00	\$59.54
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2024	\$55.41	\$15.30	\$0.00	\$0.00	\$70.71
	12/01/2024	\$56.85	\$15.30	\$0.00	\$0.00	\$72.15
	06/01/2025	\$58.13	\$15.30	\$0.00	\$0.00	\$73.43
	12/01/2025	\$59.57	\$15.30	\$0.00	\$0.00	\$74.87
	06/01/2026	\$60.85	\$15.30	\$0.00	\$0.00	\$76.15
	12/01/2026	\$62.29	\$15.30	\$0.00	\$0.00	\$77.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	08/01/2024	\$41.92	\$14.91	\$0.00	\$0.00	\$56.83
	12/01/2024	\$41.92	\$14.91	\$0.00	\$0.00	\$56.83
	06/01/2025	\$42.92	\$14.91	\$0.00	\$0.00	\$57.83
	08/01/2025	\$42.92	\$15.41	\$0.00	\$0.00	\$58.33
	12/01/2025	\$42.92	\$15.41	\$0.00	\$0.00	\$58.33
	06/01/2026	\$43.92	\$15.41	\$0.00	\$0.00	\$59.33
	08/01/2026	\$43.92	\$15.91	\$0.00	\$0.00	\$59.83
	12/01/2026	\$43.92	\$15.91	\$0.00	\$0.00	\$59.83

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL/CATCH BASIN CLEANING	08/01/2024	\$41.34	\$14.91	\$0.00	\$0.00	\$56.25
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2024	\$41.34	\$14.91	\$0.00	\$0.00	\$56.25
	06/01/2025	\$42.34	\$14.91	\$0.00	\$0.00	\$57.25
	08/01/2025	\$42.34	\$15.41	\$0.00	\$0.00	\$57.75
	12/01/2025	\$42.34	\$15.41	\$0.00	\$0.00	\$57.75
	06/01/2026	\$43.34	\$15.41	\$0.00	\$0.00	\$58.75
	08/01/2026	\$43.34	\$15.91	\$0.00	\$0.00	\$59.25
	12/01/2026	\$43.34	\$15.91	\$0.00	\$0.00	\$59.25

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.