

SOLICITATION FOR:

REBID IFB# 25-69 Supply & Delivery of Stone & Gravel and Transportation & Disposal of Waste Material



CITY OF SOMERVILLE, MASSACHUSETTS

RELEASE DATE: 8/11/2025

QUESTIONS DUE: 8/19/2025 by 12PM EST

DUE DATE AND TIME: 8/27/2025 by 2PM EST

Anticipated Contract Award	9/8/2025
Est. Contract Commencement Date	9/22/2025
Est. Contract Completion Date	9/21/2026
Est. Renewal Years	Two additional 1-year renewals

DELIVER TO:

**City of Somerville
Procurement & Contracting Services**

Attn: Jordan T. Remy
Senior Procurement Manager
jremy@somervillema.gov
**93 Highland Avenue
Somerville, MA 02143**

CITY OF SOMERVILLE, MASSACHUSETTS

Enclosed You Will Find a Request for Bid For:

REBID IFB# 25-69 Supply & Delivery of Stone & Gravel and Transportation & Disposal of Waste Material

SECTION 1.0

GENERAL INFORMATION ON BID PROCESS

1.1 General Instructions

Copies of the solicitation may be obtained from the Procurement & Contracting Services Department on and after 8/11/2025 per the below-noted City Hall hours of operation.

City Hall Hours of Operation:	
Monday – Wednesday	8:30 a.m. to 4:30 p.m.
Thursday	8:30 a.m. to 7:30 p.m.
Friday	8:30 a.m. to 12:30 p.m.

All Responses Must be Sealed and Delivered To:

Procurement & Contracting Services Department
City of Somerville
93 Highland Avenue
Somerville, MA 02143

It is the sole responsibility of the Offeror to ensure that the bid arrives on time at the designated place. Late bids will not be considered and will be rejected and returned.

Bid Format:

Submit one, original (1) sealed bid package; it must be marked with the solicitation title and number.

In an effort to reduce waste, **we discourage the use of 3-ring binders.**

All bids must include all forms listed in the Bidders Checklist (and all documents included or referenced in **Sections 2.0 - 4.0**). **If all required documents are not present, the bid may be deemed non-responsive and may result in disqualification of the bid unless the City determines that such failure(s) constitute(s) a minor informality, as defined in Chapter MGL 30B.**

A complete bid must also include a cover letter signed by an official authorized to bind the Offeror contractually and contain a statement that the bid is firm for ninety (90) days. **An unsigned letter, or one signed by an individual not authorized to bind the Offeror, may be disqualified.**

The Offeror's authorized official(s) must sign all required bid forms.

The Price Form in **Section 3.0** must be completed. No substitute form will be accepted unless otherwise stated. Pricing must remain firm for the entire contract period.

All information in the Offeror's response should be clear and concise. The successful response will be incorporated into a contract as an exhibit; therefore, Offerors should not make claims to which they are not prepared to commit themselves contractually.

The successful Offeror must be an Equal Opportunity Employer.

The City of Somerville values a diverse workforce and believes it contributes to a work product and customer experience that best reflects the community in our city. Applicants are highly encouraged to include any certifications and documents that recognize the diversity of the Offeror's work force, including ownership of the offering firm/organization, executive leadership, management, and

employees proposed for the work in Somerville, including diversity of sub-consultants. **Please use the supplier diversity form (see Section 4.0) with supporting documentation to share your diversity data with the City.**

1.2 Bid Schedule

Key dates for this Invitation for Bids:	
IFB Issued	8/11/2025
Deadline for Submitting Questions to IFB	8/19/2025 by 12PM EST
Bids Due	8/27/2025 by 2PM EST
Anticipated Contract Award	9/8/2025
Est. Contract Commencement Date	9/22/2025
Est. Contract Completion Date	9/21/2026

Responses must be delivered by 8/27/2025 by 2PM EST to:	City of Somerville Procurement & Contracting Services Attn: Jordan T. Remy 93 Highland Avenue Somerville, MA 02143
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1.3 Submission Instructions

If you are submitting your bid online via [Bidexpress.com](https://www.bidexpress.com), then you do not need to also submit a sealed bid package as instructed below. Email is not an acceptable method of submission of bids.

Please submit *one sealed bid package* with the following contents and marked in the following manner:

Contents of Sealed Bid Package	Marked As
Envelope 1: Sealed Bid: Shall Include (1) original and one (1) electronic copy. [Electronic copies are to be submitted on USB drives and are to be saved in Adobe Acrobat format. ("Read only" files are acceptable.)]	To Be Marked: REBID IFB# 25-69 Supply & Delivery of Stone & Gravel and Transportation & Disposal of Waste Material
Please send the complete sealed package to the attention of:	Jordan T. Remy Senior Procurement Manager Procurement & Contracting Services Somerville City Hall 93 Highland Avenue Somerville, MA 02143
Live Bid Opening Link Time: Aug 27, 2025 02:00 PM Eastern Time (US and Canada) Join Zoom Meeting https://us02web.zoom.us/j/81394155258?pwd=gH8wpmg6dMauEA7GOfHLtabhAjI7Gl.1 Meeting ID: 813 9415 5258 Passcode: 658635	
Methods of Bid Submission Bidders may submit bids in any of the following ways. All bids will be timestamped and must be received no later than due date and time. 1) Sealed bids can be sent to City Hall through the US Postal Service or other delivery service (e.g. FedEx, UPS). 2) BidExpress.com is an online bidding platform where bidders can submit all required documents. The fee to use this service is approximately \$50.00 unless your company has a subscription with BidExpress. You can access the bid package and forms via the City of Somerville BidExpress page at: https://www.bidexpress.com/businesses/33100/home A user guide is attached for your reference. 3) For any technical assistance while submitting the online bid, please contact the BidExpress Customer support team at www.bidexpress.com . Bidders may submit bids in any of the following ways. All bids will be timestamped and must be received no later than due date and time.	

Bid Format

Responses shall be prepared on standard 8.5 x 11 inch paper (charts may be landscaped but must be on 8.5 x 11

inch paper) and shall be in a legible font size (12). All pages of each response shall be appropriately numbered (and with consecutive page numbering across tabs). **In an effort to reduce waste, please DO NOT USE 3-RING BINDERS.**

Elaborate format and binding are neither necessary nor desirable. All bids will clearly identify the Offeror's name, solicitation number, and formal solicitation title.

Cover Letter

Submit a cover letter that includes the official name of the firm submitting the bid, mailing address, e-mail address, telephone number, fax number and contact name. The letter must be signed by an official authorized to bind the bidder contractually and contain a statement that the bid is firm for ninety (90) days. An unsigned letter, or one signed by an individual not authorized to bind the Offeror, may be disqualified.

Qualifications & Experience

The Offeror shall include qualifications and experience of the firm (or sole proprietor). The Offeror shall identify the year the firm was established, the total number of employees currently employed, and the number of employees focused on this engagement. This section should also describe work that is similar in scope and complexity that the Offeror has undertaken in the past. A discussion of the challenges faced, and solutions developed are highly recommended. The Offeror may include any additional literature and product brochures. The Quality Requirements Form (Section 2), or set of basic business standards, must be submitted with bid.

References

The Offeror shall list at least three relevant references, which the City may contact. The City of Somerville reserves the right to use ourselves as a reference. References shall include the following information:

●The name, address, telephone number, and email address of each client listed above.	
●A description of the work performed under each contract.	●The amount of the contract.
●A description of the nature of the relationship between Offeror and the customer.	
●The dates of performance.	●The volume of the work performed.

1.4 Questions

Questions are due: 8/19/2025 by 12PM EST

Questions concerning this solicitation must be delivered in writing to:

Jordan T. Remy
Senior Procurement Manager
Somerville City Hall
Procurement & Contracting Services Department
93 Highland Avenue
Somerville, MA 02143

Or emailed to:
jremy@somervillema.gov

Or faxed to:

617-625-1344

Answers will be sent via an addendum to all Offerors who have registered as bid holders. Bidders are encouraged to contact the Procurement & Contracting Services Department to register as a bid document holder to automatically be alerted as to addenda as they are issued. It is the responsibility of the Offeror to also monitor the bid portal on the City's website for any updates, addenda, etc. regarding that specific solicitation. The web address is: <https://www.somervillema.gov/procurement>

If any bidders contact City personnel outside of the Procurement & Contracting Services Department regarding this bid, that bidder may be disqualified.

1.5 General Terms

Estimated Quantities

The City of Somerville has provided estimated quantities, which will be ordered/purchased over the course of the contract period. These estimates are estimates only and not guaranteed.

Bid Signature

A response must be signed as follows: 1) if the Offeror is an individual, by her/him personally; 2) if the Offeror is a partnership, by the name of the partnership, followed by the signature of each general partner; and 3) if the Offeror is a corporation, by the authorized officer, whose signature must be attested to by the clerk/secretary of the corporation (& with corporate seal).

Time for Bid Acceptance and City Contract Requirements

The contract will be awarded within 90 days after the bid opening. The time for award may be extended for up to 45 additional days by mutual agreement between the City of Somerville and the Offeror that is most advantageous and responsible. The Offeror's submission will remain in effect for a period of 90 days from the response deadline or until it is formally withdrawn, a contract is executed, or this solicitation is canceled, whichever occurs first. The Offeror will be required to sign a standard City contract per the City's general terms included herein as Appendix A.

Holidays are as follows:

New Year's Day	Martin Luther King. Jr. Day	Washington's Birthday	Patriots' Day
Memorial Day	Juneteenth Independence Day	Independence Day	Labor Day
Indigenous Peoples' Day	Veterans' Day	Thanksgiving Day	Thanksgiving Friday
Christmas Eve (half day)	Christmas Day		

Please visit <http://www.somervillema.gov/> for the City's most recent calendar. *Under State Law, all holidays falling on Sunday must be observed on Monday.

If the awarded Offeror for their convenience desires to perform work during other than normal working hours or on other than normal workdays, or if the Offeror is required to perform work at such times, the Offeror shall reimburse the City for any additional expense occasioned the City, thereby, such as, but not limited to, overtime pay for City employees, utilities service, etc. UNLESS otherwise specified in these provisions, services will be performed during normal work hours. When required services occur on holidays, work will be performed on either the previous or following workday, unless specified otherwise.

Unforeseen Office Closure

If, at the time of the scheduled bid opening, the Procurement & Contracting Services Department is closed due to uncontrolled events such as fire, snow, ice, wind, or building evacuation, the bid due date will be postponed until 2:00 p.m. on the next normal business day. Bids will be accepted until that date and time. In the event of

inclement weather, the Offeror is responsible for listening to the media to determine if the City has been closed due to weather.

Changes & Addenda

If any changes are made to this solicitation, an addendum will be issued. All proposers on record as having picked up the solicitation will be alerted via email as to the posting of all addenda. The City will also post addenda on its website (<https://www.somervillema.gov/procurement>). No changes may be made to the solicitation documents by the Offerors without written authorization and/or an addendum from the Procurement & Contracting Services Department.

Modification or Withdrawal of Bids, Mistakes, and Minor Informalities

An Offeror may correct, modify, or withdraw a bid by written notice received by the City of Somerville prior to the time and date set for the bid opening. Bid modifications must be submitted in a sealed envelope clearly labeled "Modification No. __" to the address listed in Section 1. Each modification must be numbered in sequence and must reference the original solicitation. After the bid opening, an Offeror may not change any provision of the bid in a manner prejudicial to the interests of the City or fair competition. Minor informalities will be waived or the proposer will be allowed to correct them. If a mistake and the intended bid are clearly evident on the face of the bid document, the mistake will be corrected to reflect the intended correct bid, and the proposer will be notified in writing; the proposer may not withdraw the bid. A proposer may withdraw a bid if a mistake is clearly evident on the face of the bid document, but the intended correct bid is not similarly evident.

Right to Cancel/Reject Bids

The City of Somerville may cancel this solicitation, or reject in whole or in part any and all bids, if the City determines that cancellation or rejection serves the best interests of the City.

Unbalanced Bids

The City reserves the right to reject unbalanced, front-loaded, and conditional bids.

Brand Name “or Equal”

Any references to any brand name or proprietary product in the specifications shall require the acceptance of an equal or better brand. The City has the right to make the final determination as to whether an alternate brand is equal to the brand specified.

Electronic Funds Transfer (EFT)

For EFT payment, the following shall be included with invoices to the point of contact:

- Contract/Order number; Contractor’s name & address as stated in the contract;
- The signature (manual or electronic, as appropriate) title, and telephone number of the Offeror’s representative authorized to provide sensitive information;
- Name of financial institution; Financial institution nine (9) digit routing transit number;
- Offeror’s account number; Type of account, i.e., checking or saving.

Other Applicable Laws

In addition to applicable federal and state laws, the City has several ordinances that apply to the services requested in this contract. Such ordinances include but are not limited to: [living wage ordinance](#), [ordinance to protect vulnerable road users](#),^[1] and [ordinance to protect against wage theft](#). Workplace safety is of paramount importance to all workers who perform services on City

contracts and all bidders must certify that they will disclose any citations they may have received for OSHA violations.

[1] The ordinance to protect vulnerable road users applies to contracts where the contractor's heavy vehicles are entering the City of Somerville to perform the work of the contract.

Notice and Certification Pursuant to Somerville Wage Theft Ordinance

All Offerors, bidders, respondents have an affirmative duty to report to the Procurement & Contracting Services Department and provide a copy of any criminal or civil judgment, administrative citation, or final administrative determination, order, or debarment, relating to wage theft, against the bidder or any of its subcontractors entered within the five years prior to bid submission.

If you are the successful bidder, you and any of your subcontractors have an affirmative duty to report any criminal or civil judgment, administrative citation, final administrative determination, order, or debarment against the bidder or any its subcontractors while your contract with the City is in effect, within five business days of receipt.

You may not contract with the City if you have been either voluntarily or involuntarily debarred by the federal government, any agency of the Commonwealth of Massachusetts or any other state for the entire term of the debarment.

You may not use any subcontractor who has been debarred by the federal government or any state government during the period of that subcontractor's debarment.

You must post notices in accordance with M.G.L. c. 151 § 16 in a conspicuous location accessible to all of their employees in English and the primary language of the employee(s) at the particular workplace.

If not all employees would have reasonable access to the notice if posted in a single location, then you must inform the purchasing agent or other City Department of the number and location of postings in order to ensure that you provide reasonable notice to all of your employees.

As a condition of this bid, the bidder (a.k.a. Offeror, respondent) hereby certifies that neither the bidder nor any of the bidder's subcontractors have been subject to a criminal or civil judgment, administrative citation, final administrative determination, order, or debarment resulting from a violation of M.G.L. c. 149, M.G.L. c. 151, or 29 U.S.C. § 201 et seq. within five years prior to bid submission.

In the alternative, the Bidder hereby discloses a criminal or civil judgment, administrative citation, administrative determination, or debarment, within five years prior to bid submission. Included with the Bid is a copy of the same, in addition to documentation demonstrating that all damages, fines, costs, and fees have been paid.

REBID IFB# 25-69
SECTION 2.0
RULE FOR AWARD /
SPECIFICATIONS/SCOPE OF SERVICES

Rule for Award

The contract shall be awarded to the responsible and responsive Bidder submitting the lowest total price. The contract will be awarded within ninety (90) days after the bid opening. The time for award may be extended for up to 45 additional days by mutual agreement between the City and the apparent lowest responsive and responsible bidder.

Background

The City of Somerville Water Department estimates the contract value to be \$45,000.00 annually. This is just an estimate and does not guarantee the maximum amount.

Scope of Work

The City of Somerville is requesting bids for the delivery of stone & gravel (Section I) and the transport and disposal of waste (Section II) for the Water Department. This bid is in two sections. Vendors must bid on both sections for a bid to be considered responsive.

Section I: Stone & Gravel

Delivery of crushed stone and gravel for City water and sewer system related work. Stone and gravel will be delivered to the City of Somerville Department of Public Works Yard 2 located on Charles E Ryan Rd Somerville, MA.

Section II: Waste Disposal

Waste disposal consists of excavation spoils and other wastes generated during City water and sewer system work. Waste ready for disposal will be located at the City of Somerville Department of Public Works Yard 2 located on Charles E Ryan Rd.

The delivery of stone & gravel and the waste disposal may be coordinated to occur in the most efficient manner. However, not every delivery of stone & gravel will coincide with waste disposal and vice versa,

Prevailing Wage Requirement

Prevailing wages apply to this contract.

Specifications / Requirements

Please see the attached specifications all prices must contain a unit and a total contract price as requested on the bid price form in this IFB. All items in a given section should be priced even if listed quantity is zero.

Quality Requirements

Quality requirements, or basic business requirements, are the minimum set of standards that an entity must meet and certify to be considered responsible and responsive. **Please complete the Quality Requirements form, below, and submit it with your completed bid.** The City of Somerville may disqualify any response that does not meet the minimum quality requirements. A "No" response to items 1-4, or a failure to respond to any of the following minimum standards, may result in disqualification of your bid.

QUALITY REQUIREMENTS		YES	NO
1.	Has the vendor been in the business of supplying the Stone & Gravel and providing Waste Disposal Services to other municipalities for at least five (5) years?		
2.	Can the Vendor provide the Stone & Gravel and Waste Disposal, according to the Specifications?		
3.	Can your company deliver supplies and pick up waste within 10 working days of receiving an order from the Water & Sewer?		
4.	Do your products meet or exceed the specifications as stated in the price sheet?		
5.	Optional: Are you a Mass. Supplier Diversity Office MBE/WBE certified minority or woman owned business? Additional minority designations may be submitted by attaching supporting documentation.		

In order to provide verification of affirmative responses to items 1-4 under the quality requirements listed in the Quality Requirements Form, Offeror must submit written information that details the general background, experience, and qualifications of the organization. Subcontractors, if applicable, must be also included.

Period of Performance

The period of performance for this contract begins on or about 9/22/2025 and ends on or about 9/21/2026. If applicable, optional renewal years may be exercised by the sole discretion of the City (see cover page for anticipated contract term).

Place of Performance

All services, delivery, and other required support shall be conducted in Somerville and other locations designated by the Department point of contact. Meetings between the Vendor and City personnel shall be held at the City of Somerville, Massachusetts, unless otherwise specified.

Vendor Conduct

The Vendor's employees shall comply with all City regulations, policies, and procedures. The Vendor shall ensure that their employees present professional work attire at all times. The authorized contracting body of the City may, at his/her sole discretion, direct the Vendor to remove any Vendor employee from City facilities for misconduct or safety reasons. Such rule does not relieve the Vendor of their responsibility to provide sufficient and timely service. The City will provide the Vendor with immediate written notice for the removal of the employee. Vendors must be knowledgeable of the conflict of interest law found on the Commonwealth's website <http://www.mass.gov/ethics/laws-and-regulations-/conflict-of-interest-information/conflict-of-interest-law.html>. Vendors may be required to take the Conflict of Interest exam.

Vendor Personnel

The Vendor shall clearly state the name of the proposed project manager. All proposed staff must demonstrate the ability to carry out the specified requirements.

Confidentiality

The Vendor agrees that it will ensure that its employees and others performing services under this contract will not use or disclose any non-public information unless authorized by the City. That includes confidential reports, information, discussions, procedures, and any other data that are collected, generated or resulting from the performance of this scope of work. All documents, photocopies, computer data, and any other information of any kind collected or received by the Vendor in connection with the contract work shall be provided to the City upon request at the termination of the contract (i.e., the date on which final payment is made on the contract or at such other time as may be requested by the City or as otherwise agreed by City and the Vendor). The Vendor may not discuss the contract work in progress with any outside party, including responding to media and press inquiries, without the prior written permission of the City. In addition, the Vendor may not issue news releases or similar items regarding contract award, any subsequent contract modifications, or any other contract-related matter without the prior written approval of the City. Requests to make such disclosures should be addressed in writing to the Vendor's point of contact.

Deliverables

Vendor shall provide for all day-to-day supervision, inspection, and monitoring of all work performed to ensure compliance with the contract requirements. The contractor is responsible for remedying all defects and omissions to the supplies or services provided to ensure that said deliverables meet the requirements as detailed in the contract specifications.

REBID IFB# 25-69
SECTION 3.0
PRICING

By signing this Price Form, the Proposer certifies the following bulleted statements and offers to supply and deliver the materials and services specified below in full accordance with the Contract Documents supplied by the City of Somerville entitled: Supply & Delivery of Stone & Gravel and Transportation & Disposal of Waste Material

- The bids will be received at the office of the Chief Procurement Officer, Somerville City Hall, 93 Highland Avenue, Somerville, MA 02143 no later than **8/27/2025 by 2PM EST**
- If the **awarded** vendor is a Corporation a "Certificate of Good Standing" (produced by the Mass. Sec. of State) must be furnished with the resulting contract (see Section 4.0.)
- **Awarded Vendor** must comply with Living Wage requirements (see Section 4.0; only for services)
- **Awarded Vendor** must comply with all applicable laws, including but not limited to the [Somerville Wage Theft Ordinance](#).
- **Awarded Vendor** must comply with insurance requirements as stated in Section 4.0.
- The Chief Procurement Officer reserves the right to accept or reject any or all bids and/or to waive any informalities if in her/his sole judgment it is deemed to be in the best interest of the City of Somerville.
- The following prices shall include delivery, the cost of fuel, the cost of labor, and all other charges.
- This form to be enclosed in sealed bid package.

Please provide Unit Price for the following and include any additional fees not listed:

Please provide pricing on the following items. Prices are to include delivery, the cost of fuel, the cost of labor, and all other charges related to the products listed below. Prices are to remain the same for the entire contract period.

Estimated quantity may increase/decrease depending on the need. In case the additional quantity is required, unit price will govern.

Section I: Stone & Gravel							
		Year 1 (2025-2026)		Year 2 (2026-2027)		Year 3 (2027-2028)	
Description	Estimated Quantity (# of tons)	Unit Price	Total Price (Unit price X Estimated Quantity)	Unit Price	Total Price (Unit price X Estimated Quantity)	Unit Price	Total Price (Unit price X Estimated Quantity)
¾ inch crushed stone	200	\$	\$	\$	\$	\$	\$
1 ½ inch gravel	500	\$	\$	\$	\$	\$	\$
Annual Subtotal of Section I: (sum of the total price per year)		\$		\$		\$	
Total of Section I: (sum of the annual subtotals for 3 years)		\$					

Section II: Waste Disposal							
		Year 1 (2025-2026)		Year 2 (2026-2027)		Year 3 (2027-2028)	
Description	Estimated Quantity (cubic yards)	Unit Price	Total Price (Unit price X Estimated Quantity)	Unit Price	Total Price (Unit price X Estimated Quantity)	Unit Price	Total Price (Unit price X Estimated Quantity)
Excavated Street work Spoilage (including, but not limited to, tar, asphalt, concrete, gravel, etc.)	500	\$	\$	\$	\$	\$	\$
Annual Subtotal of Section II: (sum of the total price per year)		\$		\$		\$	
Total of Section II: (sum of the annual subtotals for 3 years)		\$					
Total Pricing (Total of Section I + Total of Section II)							
\$ in numbers							
\$ in words							
Name of Company/Individual:							
Address, City, State, Zip:							
Tel #			Email:				
Signature of Authorized Individual							
Please acknowledge receipt of any and all Addenda (if applicable) by signing below and including this form in your bid package. Failure to do so may subject the proposer to disqualification.							
ACKNOWLEDGEMENT OF ADDENDA: Addendum #1 ____ #2 ____ #3 ____ #4 ____ #5 ____ #6 ____ #7 ____ #8 ____ #9 ____ #10 ____							

REBID IFB# 25-69

SECTION 4.0

**Supply & Delivery of Stone & Gravel and Transportation & Disposal of Waste Material
BIDDERS' CHECKLIST**

Please ensure all documents listed on this checklist are included with your bid. Failure to do so may subject the proposer to disqualification.

Required with Sealed Bids

- ☐ Cover Letter
- ☐ Price Form (Section 3.0)
- ☐ Acknowledgement of Addenda (if applicable)
- ☐ Quality Requirements (Section 2.0)
- ☐ Somerville Living Wage Form (if applicable)
- ☐ Certificate of Non-Collusion and Tax Compliance
- ☐ Certificate of Signature Authority
- ☐ Reference Form (or equivalent may be attached)
- ☐ Supplier Diversity Form
- ☐ Vulnerable Road Users Ordinance
- ☐ Prevailing Wage Compliance
- ☐ W9

Required with Contract, *Post Award*

- ☐ Certificate of Good Standing (will be required of awarded Vendor; please furnish with bid if available)
- ☐ Insurance Specifications (will be required of awarded Vendor; furnish sample certificate with bid, if possible)

APPENDIX A
City's General Terms and Conditions

CITY OF SOMERVILLE STANDARD CONTRACT GENERAL CONDITIONS

1. Definitions

"City" shall mean the City of Somerville, Massachusetts.

"Contract" and "Contract Documents" shall include the following documents, as applicable: City's Standard Contract Form; these Standard Contract General Conditions; Supplemental Conditions (if applicable); City's Invitation for Bids, Request for Proposals, Request for Quotation, or other solicitation; the Vendor's response to the City's solicitation document including certifications but excluding any language stricken by City as unacceptable. Appendices are made an integral part of this Contract. The Contract documents are to be read collectively and complementary to one another; any requirement under one shall be as binding as if required by all. In the event of any conflict or inconsistency between the City's Standard Contract General Conditions and the Supplemental Conditions, the Supplemental Conditions shall prevail. In the event of any conflict or inconsistency between the provisions of the City's Standard Contract Form or these Standard Contract General Conditions and any other Contract Documents or appendices, the provisions of the City's Standard Contract Form and/or these Standard Contract General Conditions shall prevail. In the event of any conflict or inconsistency between the Contract Documents and any applicable state law, the applicable state law shall prevail.

"Certify" or "Certifies" shall mean that the Vendor certifies under pains and penalties of perjury to the statement referenced.

"Vendor" shall mean the individual, corporation, partnership, or other entity which is a party to this Contract.

2. Performance; Time

The Vendor shall perform in accordance with all provisions of this Contract in a manner satisfactory to the City. The Vendor's performance shall be timely and meet or exceed industry standards for the performance required. It is understood and agreed that all specified times or periods of performance are of the essence of this Contract.

3. Acceptance of Goods or Services

Performance under this Contract shall include services rendered, obligations due, costs incurred, goods and deliverables provided and accepted by the City. The City shall have a reasonable opportunity to inspect all goods and deliverables, services performed by, and work product of the Vendor, and accept or reject same.

4. Compensation

The City shall pay in full and complete compensation for goods received and accepted and services performed and accepted under this Contract in an amount not to exceed the amount stated on the face of this Contract paid in accordance with the rate indicated or in accordance with a prescribed payment schedule.

The Vendor shall periodically submit invoices to the City, for which compensation is due under this Contract and requesting payment for goods received or services rendered by the Vendor during the period covered by the invoice. The invoice must agree to the rates/payment schedule as indicated in this contract. The invoice shall include the following information: vendor name, vendor remit address, invoice date, invoice number, itemized listing of goods, services, labor, and expenses and indicating the total amount due. The City shall review the invoice and determine the value of goods or services accepted by the City in accordance with the Contract Documents. Payments due to the Vendor will be made within sixty (60) days from receipt and approval of an invoice. Final invoices from the Vendor are due no later than ninety (90) days from the Completion Date. Any invoice received past the ninety (90) day date will not be paid. If this Contract is extended, invoices related to the extension period are due no later than ninety (90) days from the Extended Completion Date.

The Vendor shall furnish such information relating to the goods or services or to documentation of labor or expenses as may be requested by the City. Acceptance by the Vendor of any payment or partial payment, without any written objection by the Vendor, shall in each instance operate as a release and discharge of the City from all claims, liabilities, or other obligations relating to the performance of this Contract.

In case of an error in extension prices quoted herein, the unit price will govern (Applicable To Goods Only).

5. Release of City on Final Payment

Acceptance by the Vendor of payment from the City for final delivery of goods or rendering of services under this Contract shall be deemed to release forever the City from all claims and liabilities, except those which the Vendor notifies the City in writing within three (3) months after such payment.

6. Risk of Loss

The Vendor shall bear the risk of loss, for any cause, for any Vendor materials used for this Contract and for all goods, deliverables, and work in process, until possession, ownership, and full legal title to the goods and deliverables are transferred to and accepted by the City.

The Vendor shall pay and be exclusively responsible for all debts for labor and material contracted for by the Vendor for the rental of any appliance or equipment hired by Vendor and/or for any expense incurred on account of services to be performed or goods delivered under this Contract.

The City shall not be liable for any personal injury or death of the Vendor, its officers, employees, or agents.

7. Indemnification

The Vendor shall indemnify, defend (with counsel acceptable to City, which acceptance shall not be unreasonably withheld), and hold harmless the City of Somerville, its officers, employees, agents and representatives from and against any and all claims, suits, liabilities, losses, damages, costs or expenses (including judgments, costs, interest, attorney's fees and expert's fees) arising from or in connection with any act or omission relating in any way to the performance of this Contract by the Vendor, its agents, officers, employees, or subcontractors.

The extent of this indemnification shall not be limited by any obligation or any term or condition of any insurance policy. The obligations set forth in this paragraph shall survive the expiration or termination of this Agreement.

8. Default; Termination; Remedies

A. Events of Default

The following shall constitute events of default under this Contract: (1) The Vendor has made any material misrepresentation to the City; or (2) a judgment or decree is entered against the Vendor approving a petition for an arrangement, liquidation, dissolution or similar relief relating to bankruptcy or insolvency; or (3) the Vendor files a voluntary petition in bankruptcy or any petition or answer seeking any arrangement, liquidation or dissolution relating to bankruptcy, insolvency or other relief for debtors; or (4) the Vendor seeks or consents or acquiesces in the appointment of any trustee or receiver, or is the subject of any other proceeding under which a court assumes custody or control over the Vendor or of any of the Vendor's property; or (5) the Vendor becomes the defendant in a levy of an attachment or execution, or a debtor in an assignment for the benefit of creditors; or (6) the Vendor is involved in a winding up or dissolution of its corporate structure; or (7) any failure by the Vendor to perform any of its obligations under this Contract, including, but not limited to, the following: (i) failure to commence performance of this Contract at the time specified in this Contract due to a reason or circumstance within the Vendor's reasonable control, (ii) failure to perform this Contract with sufficient personnel and equipment or with sufficient material to ensure the completion of this Contract within the specified time due to a reason or circumstance within the Vendor's reasonable control, (iii) failure to perform this Contract in a manner reasonably satisfactory to the City, (iv) failure to promptly re-perform within reasonable time the Services or Supplies that were properly rejected by the City as erroneous or unsatisfactory, (v) discontinuance of the Services or Supplies for reasons not beyond the Vendor's reasonable control, (vi) failure to comply with a material term of this Contract, including, but not limited to, the provision of insurance and nondiscrimination; or (8) any other acts specifically and expressly stated in this Contract as constituting a basis for termination of this Contract.

B. Termination Upon Default.

In the event of a default by the Vendor, the City, acting through its Chief Procurement Officer, may, at its option, terminate this Contract immediately by written notice of termination specifying the termination date.

Notwithstanding the above, in the event of a default by the Vendor, the City, acting through its Chief Procurement Officer, may give notice in writing of a default, which notice shall set forth the nature of the default and shall set a date, by which the Vendor shall cure the default, subject to approval of the City.

If the Vendor fails to cure the default, the City, in the alternative, may make any reasonable purchase or contract to acquire goods or services in substitution for those due from Vendor. The City may deduct the cost of any substitute contract or nonperformance together with incidental and consequential damages from the Contract price and shall withhold such damages from sums due or to become due to the Vendor. If the damages sustained by the City exceeds sums due or to become due, the Vendor shall pay the difference to the City upon demand.

Upon immediate notification to the other party, neither the City nor the Vendor shall be deemed to be in default for failure or delay in performance due to Acts of God or other causes factually beyond their control and without their fault or negligence. Subcontractor failure to perform or price increases due to market fluctuations or product availability will not be deemed factually beyond the Contractor's control. The City retains all rights and remedies at law or in equity.

If the Vendor fails to cure the default within the time as may be required by the notice, the City, acting through its Chief Procurement Officer, may, at its option terminate the Contract.

The parties agree that if City erroneously or unjustifiably terminates this Contract for cause, such termination shall be deemed a termination for convenience, which shall be effective thirty (30) days after such notice of termination for cause is provided.

C. Termination For Convenience.

Notwithstanding any language to the contrary within this Contract, the City, acting through its Chief Procurement Officer, may terminate this Contract, without cause at any time, effective upon the termination date stated in the notice of termination. In the event of termination for convenience, the Vendor shall be entitled to be paid for goods delivered and accepted and services rendered and accepted prior to notice of termination at the prices stated in the Contract, subject to offset of sums due the Vendor against sums owed by the Vendor to the City. Any goods or services delivered after notification of termination but prior to the effective termination date must be approved in writing in advance by the City in order to be eligible for payment. In no event shall the Vendor be entitled to be paid for any goods or services delivered after the effective date of termination. The Vendor shall be entitled to no other compensation of any type. In no case shall a Vendor be entitled to lost profits.

D. Obligations Upon Termination.

Upon termination of this Contract with or without cause, the Vendor shall immediately, unless otherwise directed by the City: 1. cease performance upon the stated termination date; 2. surrender to the City the Vendor's work product, which is deliverable under the Contract, whatever its state of completion; and 3. return all tools, equipment, finished or unfinished documents, data, studies, reports, correspondence, drawings, plans, models, or any other items whatsoever prepared by the Vendor pursuant to this Contract, which shall become property of the City, or belonging to or supplied by the City.

E. Rights and Remedies.

The City shall have the right to: a) disallow all or any part of the Vendor's invoices not in material compliance with this Contract; b) temporarily withhold payment pending correction by the Vendor of any deficiency; c) sue for specific performance or money damages or both, including reasonable attorneys' fees and costs incurred in enforcing any Vendor obligations hereunder; d) pursue remedies under any bond provided; and e) pursue such other local, state and federal actions and remedies as may be available to the City.

Any termination shall not effect or terminate any of the rights or remedies of the City as against the Vendor then existing, or which may accrue because of any default. No remedy referred to in this subsection is intended to be exclusive, but shall be cumulative, and in addition to any other remedy referred to above or otherwise available to the City or Vendor at law or in equity. The Vendor shall not gain nor assert any right, title or interest in any product produced by the Vendor under this Contract.

9. Insurance

The Vendor shall comply with all insurance requirements set out in the Contract Documents. The Vendor shall deliver to the City new certificates of insurance at least ten (10) calendar days prior to expiration of the prior insurance and shall furnish the City with the name, business address and telephone number of the insurance agent. Vendor certifies compliance with applicable state and federal employment laws or regulations including but not limited to G.L. c. 152 (Workers' Compensation), as applicable, and Vendor shall provide City with acceptable evidence of compliance with the insurance requirements of this chapter.

10. Governing Law; Forum

This Contract shall be governed by the laws of the Commonwealth of Massachusetts. Any action arising out of this Contract shall be brought and maintained in a state or federal court in Massachusetts which shall have exclusive jurisdiction thereof.

11. Complete Agreement

This Contract supersedes all prior agreements and understandings between the parties and may not be changed unless mutually agreed upon in writing by both parties.

12. Amendment

No amendment to this Contract shall be effective unless it is signed by the authorized representatives of all parties and complies with all requirements of the law. All alterations or additions, material or otherwise, to the terms and conditions of this Contract must be in writing and signed by the City, as set forth in the below section, and the Vendor.

13. Conditions of Enforceability Against the City

This Contract is only binding upon, and enforceable against, the City if: (1) the Contract is signed by the Mayor; (2) endorsed with approval by the City Auditor as to appropriation or availability of funds; (3) endorsed with approval by the City Solicitor as to form; and (4) funding is appropriated for this Contract or otherwise made available to the City.

This Contract and payments hereunder are subject to the availability of an appropriation therefor. Any oral or written representations, commitments, or assurances made by any City representatives are not binding. Vendors should verify funding and contract execution prior to beginning performance.

When the amount of the City Auditor's certification of available funds is less than the face amount of the Contract, the City shall not be liable for any claims or requests for payment by Vendor which would cause total claims or payments under this Contract to exceed the amount so certified.

The City's Standard Contract Form and Standard Contract General Conditions shall supersede any conflicting verbal or written agreements or forms relating to the performance of this Contract, including contract forms, purchase orders, or invoices of the Vendor.

The City shall have no legal obligation to compensate a Vendor for performance that is outside the scope of this Contract. The City shall make no payment prior to the execution of a Contract.

14. Taxes

Purchases incurred by the City are exempt from Federal Excise Taxes and Massachusetts Sales Tax, and prices must exclude any such taxes. Tax Exemption Certificates will be furnished upon request. The City of Somerville's Massachusetts Tax Exempt Number is: **MO46 001 414**.

15. Independent Contractor

The Vendor is an independent contractor and is not an employee, agent or representative of the City. The City shall not be obligated under any contract, subcontract, or commitment made by the Vendor.

16. Assignment; Sub-Contract

The Vendor shall not assign, delegate, subcontract, or transfer this Contract or any interest herein, without the prior written consent of the City.

17. Discrimination

The Vendor agrees to comply with all applicable laws prohibiting discrimination in employment. The Vendor agrees that it shall be a material breach of this Contract for the Vendor to engage in any practice which shall violate any provision of G.L. c. 151B, relative to discrimination in hiring, discharge, compensation or terms, conditions or privileges of employment because of race, color, religious creed, national origin, sex, sexual orientation, age, or ancestry.

18. Waiver

All duties and obligations contained in this Contract can only be waived by written agreement. Forbearance or indulgence in any form or manner by a party shall not be construed as a waiver, nor in any way limit the legal or equitable remedies available to said party.

19. Severability

In the event that any provision of this Contract shall be held to be illegal, unenforceable or void, such provision shall be severed from this Contract and the entire Contract shall not fail on account thereof, but otherwise remain in full force and effect and shall be enforced to the fullest extent permitted by law.

20. Notice

The parties shall give notice in writing by one of the following methods: (i) hand-delivery; (ii) facsimile; (iii) certified mail, return receipt requested; or (iv) or overnight delivery service, to the Vendor at the contact information specified on the face of this Contract; to the City addressed to: Purchasing Director, Somerville City Hall, 93 Highland Avenue, Somerville, MA 02143, Fax # 617-625-1344 with a copy to: City Solicitor, City Hall, 93 Highland Avenue, Somerville, MA 02143. Notice shall be effective on the earlier of (i) the day of actual receipt, or (ii) one day after tender of delivery.

21. Captions

The captions of the sections in this Contract are for convenience and reference only and in no way define, limit or affect the scope or substance of any section of this Contract.

22. Non-Collusion

This Contract was made without collusion or fraud with any other person and was in all respects bona fide and fair. As used in this paragraph, the word, "person," shall mean any natural person, joint venture, partnership, corporation, or other business or legal entity. The Vendor certifies under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

23. Tax and Contributions Compliance

The Vendor certifies, under pains and penalties of perjury, in accordance with MGL c. 62C, s. 49A, that the Vendor is in full compliance with all laws of the Commonwealth of Massachusetts relating to taxes, is in good standing with respect to all returns due and taxes payable to the Commonwealth, reporting of employees and contractors, and withholding and remitting of child support and to contributions and payments in lieu of taxes. In the event that the City is notified by the IRS that the TIN provided by the vendor and the vendor name as recognized by the IRS do not match their records, the vendor is responsible for all penalties.

24. Municipal Taxes, Charges and Liens

The Vendor certifies that it has paid all accounts receivable owed to the City of Somerville, including but not limited to real estate, personal property or excise tax, parking fines, water/sewer charges, license/permit fees, fines and/or any other municipal lien charges due to the City of Somerville. Pursuant to MGL c. 60, s. 93, the Vendor agrees that the Collector/Treasurer of the City may withhold from amounts owing and payable to the Vendor under this Contract any sums owed to any department or agency of the City which remain wholly or partially unpaid. This shall include but not be limited to unpaid taxes and assessments, police details, and any other fees and charges until such sums owed have been fully paid, and the Collector/Treasurer may apply any amount owing and payable to the Vendor to satisfy any monies owed to the City.

25. Compliance with Applicable Laws

The Vendor shall comply with all applicable federal and state laws, and city ordinances and regulations, which in any manner affect performance of this Contract. The Vendor shall defend, indemnify, and hold harmless the City, its officers, agents and employees against any claim or liability arising from or based on the violations of such ordinances, regulations or laws, caused by the negligent actions of the Vendor, its agents, employees or subcontractors.

26. Conflict of Interest

The Vendor certifies that no official or employee of the City has a financial interest in this Contract or in the expected profits to arise therefrom, unless there has been compliance with the provisions of G. L. c. 43, § 27 (Interest in Public Contracts by Public Employees), and G. L. c. 268A (Conflict of Interest). The Vendor certifies that it has reviewed the Massachusetts Conflict of Interest Law, MGL c. 268A and at any time during the term of this Contract, the Vendor is required to affirmatively disclose in writing to the City the details of any potential conflicts of interest of which the Vendor has knowledge or learns of during the Contract term.

27. Licenses and Permits

The Vendor certifies that it is qualified to perform the Contract and shall obtain and possess at its sole expense, all necessary licenses, permits, or other authorizations required by the City, the Commonwealth of Massachusetts or any other governmental agency, for any activity under this Contract. The Vendor shall submit copies of such licenses and/or permits to the City upon request. If a business, the Vendor certifies that it is a duly organized and validly existing entity, licensed to do business in Massachusetts, in good standing in the Commonwealth of Massachusetts, with full power and authority to consummate the Contract, and listed under the Commonwealth of Massachusetts Secretary of State's website as required by law.

28. Recordkeeping, Audit, and Inspection of Records All records, work papers, reports, questionnaires, work product, regardless of its medium, prepared or collected by the Vendor in the course of completing the work to be performed under this Contract shall at all times be the exclusive property of the City. In the event of termination or upon expiration of the Contract, the Contractor shall promptly deliver to the City all documents, work papers, calculations, data, drawings, plans, and other tangible work product or materials pertaining to the services performed under this Contract, in both a physical format and electronic format. The electronic format shall be either Comma Separated Values (CSV) files along with the mapping information for each field, or Microsoft SQL (2005/2008) database with all associated Database Schemas, or such other electronic format(s) acceptable to the city. At no additional cost to the City, the Contractor shall store and preserve such records while in their possession in accordance with the requirements of the Massachusetts Public Records Law, the Commonwealth of Massachusetts record retention schedule and City of Somerville record retention schedule. The City shall have the right to at reasonable times and upon reasonable notice to examine and copy, at its reasonable expense, the books, records, and other compilations of data of the Vendor which relates to the provision of services under this Contract. Such access shall include on-site audits, review, and copying of said records.

29. Debarment or Suspension

The Vendor certifies that it has not been and currently is not debarred or suspended by any federal, state, or municipal governmental agency under G. L. c. 29, § 29F or other applicable law, nor will it contract with a debarred or suspended subcontractor on any public contract.

30. Warranties (Applicable to Goods Only)

The Vendor warrants that (1) the goods sold are merchantable, (2) that they are fit for the purpose for which they are being purchased, (3) that they are absent any latent defects and (4) that they are in conformity with any sample which may have been presented to the City. The Vendor guarantees that upon inspection, any defective or inferior goods shall be replaced without additional cost to the City. The Vendor will assume any additional cost accrued by the City due to the defective or inferior goods. The Vendor guarantees all goods for a period of no less than one (1) year, unless a greater period of time is specified in the Contract Documents.



SOMERVILLE SUPPLIER DIVERSITY CERTIFICATION FORM

Background

The City of Somerville is an equal opportunity employer and encourages businesses to apply to work with the City that are representative of the City's diverse community. In an effort to increase the opportunities for disadvantaged and small businesses within Somerville and surrounding communities, the City recognizes Massachusetts' Operational Services Division's Supplier Diversity Office certification program.

Application Process

Applicable parties may learn more about the Commonwealth's supplier diversity certification process and apply here <https://www.mass.gov/supplier-diversity-office>. During the certification process, which takes approximately 30 days, the SDO investigates applicant companies to make sure they meet applicable legal requirements. Under SDO regulations, the applicant firm must prove it is at least 51% owned and dominantly controlled by adult minority, women, Portuguese, or veteran principals who are U.S. citizens or lawful permanent residents. Firms also must be ongoing and independent.

Certifications

Check all those that apply:

- ☐ **Minority Business Enterprises (MBE)**
- ☐ **Women Business Enterprises (WBE)**
- ☐ **Veteran Business Enterprises (VBE)**
- ☐ **Portuguese Business Enterprises (PBE)**
- ☐ **Other** _____

The undersigned certifies that the applicant has received certification from the Massachusetts Supplier Diversity Office for the SDO category/categories listed above and has provided the City of Somerville with a copy of the SDO certification letter.

CERTIFIED BY:

Signature: _____
(Duly Authorized Representative of Vendor)

Title: _____

Name of Vendor: _____

Date: _____



SECRETARY OF THE COMMONWEALTH'S

CERTIFICATE OF GOOD STANDING

CERTIFICATE OF GOOD STANDING as provided by the Secretary of the Commonwealth

The **Awarded Vendor** must comply with our request for a **CURRENT "Certificate of Good Standing" provided by the Secretary of the Commonwealth's Office**

NOTE: A Certificate of Good Standing provided by the Department of Revenue will NOT be accepted. The Certificate *must* be provided by the Secretary of the Commonwealth's Office.

If you require information on how to obtain the "Certificate of Good Standing" or Certificate of Registration (Foreign Corporations) from the Commonwealth of Massachusetts, please call the

Secretary of The Commonwealth's Office at (617) 727-2850 (Press #1) located at One (1) Ashburton Place, 17 Floor, Boston, MA 02133 or you may access their web site at:
<http://corp.sec.state.ma.us/CorpWeb/Certificates/CertificateOrderForm.aspx>

If your company is incorporated outside of Massachusetts and therefore is a "foreign corporation", but is registered to do business in Massachusetts, please comply with our request for the Certificate of Registration from the Commonwealth of Massachusetts. If your company is a foreign corporation, but is not registered to do business in Massachusetts, please provide the Certificate of Good Standing from your state of incorporation.

Please note that without the above certificate (s), the City of Somerville cannot execute your contract.

IMPORTANT NOTICE

Requests for Certificates of Good Standing by mail may take a substantial amount of time. A certificate may be obtained immediately in person at the Secretary's Office at the address above. Also, at this time, the Secretary of State's Office may not have your current annual report recorded. If this is the case, and you are therefore unable to obtain the Certificate of Good Standing, please forward a copy of your annual report filing fee check with your signed contracts. Please forward your original Certificate of Good Standing to the Purchasing Department upon receipt.



Certificate of Authority (Corporations Only)

Instructions: Complete this form and sign and date where indicated below.

1. I hereby certify that I, the undersigned, am the duly elected Clerk/Secretary of

(Insert Full Name of Corporation)

2. I hereby certify that the following individual _____
(Insert the Name of Officer who Signed the Contract and Bonds)

is the duly elected _____ of said Corporation.
(Insert the Title of the Officer in Line 2)

3. I hereby certify that on _____
(Insert Date: Must be on or before Date Officer Signed Contract/Bonds)

at a duly authorized meeting of the Board of Directors of said corporation, at which a quorum was present, it was voted that

(Insert Name of Officer from Line 2) (Insert Title of Officer from Line 2)

of this corporation be and hereby is authorized to make, enter into, execute, and deliver contracts and bonds in the name and on behalf of said corporation, and affix its Corporate Seal thereto, and such execution of any contract of obligation in this corporation's name and on its behalf, with or without the Corporate Seal, shall be valid and binding upon this corporation; and that the above vote has not been amended or rescinded and remains in full force and effect as of the date set forth below.

4. **ATTEST:**

Signature: _____
(Clerk or Secretary)

AFFIX CORPORATE SEAL HERE

Printed Name: _____

Printed Title: _____

Date: _____

(Date Must Be on or after Date Officer Signed Contract/Bonds)



Certificate of Authority (Limited Liability Companies Only)

Instructions: Complete this form and sign and date where indicated below.

1. I, the undersigned, being a member or manager of

_____,
(Complete Name of Limited Liability Company)

a limited liability company (LLC) hereby certify as to the contents of this form for the purpose of contracting with the City of Somerville.

2. The LLC is organized under the laws of the state of: _____.
3. The LLC is managed by **(check one)** a Manager or by its Members.
4. I hereby certify that each of the following individual(s) is:
- a member/manager of the LLC;
 - duly authorized to execute and deliver this contract, agreement, and/or other legally binding documents relating to any contract and/or agreement on behalf of the LLC;
 - duly authorized to do and perform all acts and things necessary or appropriate to carry out the terms of this contract or agreement on behalf of the LLC; and
 - that no resolution, vote, or other document or action is necessary to establish such authority.

<u>Name</u>	<u>Title</u>

5. **Signature:**_____

Printed Name: _____

Printed Title:_____

Date: _____

INSURANCE SPECIFICATIONS

INSURANCE REQUIREMENTS FOR AWARDED VENDOR ONLY:

Prior to commencing performance of any work or supplying materials or equipment covered by these specifications, the contractor shall furnish to the Office of the Chief Procurement Officer a Certificate of Insurance evidencing the following:

A. GENERAL LIABILITY - Comprehensive Form

Bodily Injury Liability.....\$ One Million

Property Damage Liability.....\$ One Million

B. COVERAGE FOR PAYMENT OF WORKER'S COMPENSATION BENEFIT PURSUANT TO CHAPTER 152 OF THE MASSACHUSETTS GENERAL LAWS IN THE AMOUNT AS LISTED BELOW:

WORKER'S COMPENSATION.....\$ Statutory

EMPLOYERS' LIABILITY.....\$ Statutory

C. AUTOMOBILE LIABILITY INSURANCE AS LISTED BELOW:

BODILY INJURY LIABILITY.....\$ STATUTORY

1. A contract will not be executed unless a certificate (s) of insurance evidencing above-described coverage is attached.
2. Failure to have the above-described coverage in effect during the entire period of the contract shall be deemed to be a breach of the contract.
3. All applicable insurance policies shall read:
"CITY OF SOMERVILLE" as a certificate holder and as an additional insured for general liability only along with a description of operation in the space provided on the certificate.

Certificate Should Be Made Out To:

**City Of Somerville
c/o Procurement and Contracting Services Department
93 Highland Avenue
Somerville, MA 02143**

Note: If your insurance expires during the life of this contract, you shall be responsible to submit a new certificate(s) covering the period of the contract. No payment will be made on a contract with an expired insurance certificate.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	CONTACT NAME:		
	PHONE (A/C, No, Ext):	FAX (A/C, No):	
	E-MAIL ADDRESS:		
	INSURER(S) AFFORDING COVERAGE		NAIC #
INSURED	INSURER A :		
	INSURER B :		
	INSURER C :		
	INSURER D :		
	INSURER E :		
	INSURER F :		

COVERAGES

CERTIFICATE NUMBER:

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
	GENERAL LIABILITY ☐ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☐ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☐ POLICY ☐ PRO-JECT ☐ LOC						EACH OCCURRENCE \$ DAMAGE TO RENTED PREMISES (Ea occurrence) \$ MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ GENERAL AGGREGATE \$ PRODUCTS - COMP/OP AGG \$ \$
	AUTOMOBILE LIABILITY ☐ ANY AUTO ☐ ALL OWNED AUTOS ☐ SCHEDULED AUTOS ☐ HIRED AUTOS ☐ NON-OWNED AUTOS						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
	UMBRELLA LIAB ☐ OCCUR EXCESS LIAB ☐ CLAIMS-MADE DED ☐ RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$ \$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) ☐ Y / N If yes, describe under DESCRIPTION OF OPERATIONS below		N / A				WC STATUTORY LIMITS ☐ OTHER ☐ E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)

DESCRIPTION OF PROJECT, SOLICITATION NUMBER AND THAT THE CITY OF SOMERVILLE IS A CERTIFICATE HOLDER AND ADDITIONAL INSURED

CERTIFICATE HOLDER

CERTIFICATES SHOULD BE MADE OUT TO:

CITY OF SOMERVILLE
c/o PURCHASING DEPARTMENT
93 HIGHLAND AVE
SOMERVILLE, MA 02143

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE



SOMERVILLE LIVING WAGE ORDINANCE CERTIFICATION FORM
CITY OF SOMERVILLE CODE OF ORDINANCES SECTION 2-397 et seq*.

Instructions: This form shall be included in all Invitations for Bids and Requests for Proposals which involve the furnishing of labor, time or effort (with no end product other than reports) by vendors contracting or subcontracting with the City of Somerville, where the contract price meets or exceeds the following dollar threshold: **\$10,000**. If the undersigned is selected, this form will be attached to the contract or subcontract and the certifications made herein shall be incorporated as part of such contract or subcontract. **Complete this form and sign and date where indicated below on page 2.**

Purpose: The purpose of this form is to ensure that such vendors pay a “Living Wage” (defined below) to all covered employees (i.e., all employees except individuals in a city, state or federally funded youth program). In the case of bids, the City will award the contract to the lowest responsive and responsible bidder paying a Living Wage. In the case of RFP’s, the City will select the most advantageous proposal from a responsive and responsible offeror paying a Living Wage. In neither case, however, shall the City be under any obligation to select a bid or proposal that exceeds the funds available for the contract.

Definition of “Living Wage”: For this contract or subcontract, as of **7/1/2025** “Living Wage” shall be deemed to be an hourly wage of no less than **\$18.28** per hour. From time to time, the Living Wage may be upwardly adjusted and amendments, if any, to the contract or subcontract may require the payment of a higher hourly rate if a higher rate is then in effect.

CERTIFICATIONS

1. The undersigned shall pay no less than the Living Wage to all covered employees who directly expend their time on the contract or subcontract with the City of Somerville.
2. The undersigned shall post a notice, (copy enclosed), to be furnished by the contracting City Department, informing covered employees of the protections and obligations provided for in the Somerville Living Wage Ordinance, and that for assistance and information, including copies of the Ordinance, employees should contact the contracting City Department. Such notice shall be posted in each location where services are performed by covered employees, in a conspicuous place where notices to employees are customarily posted.
3. The undersigned shall maintain payrolls for all covered employees and basic records relating hereto and shall preserve them for a period of three years. The records shall contain the name and address of each employee, the number of hours worked, the gross wages, a copy of the social

* Copies of the Ordinance are available upon request to the Procurement & Contracting Services Department.

Form:____
Contract Number:_____

CITY OF SOMERVILLE

Rev. 01/22/2025

security returns, and evidence of payment thereof and such other data as may be required by the contracting City Department from time to time.

4. The undersigned shall submit payroll records to the City upon request and, if the City receives information of possible noncompliance with the provisions the Somerville Living Wage Ordinance, the undersigned shall permit City representatives to observe work being performed at the work site, to interview employees, and to examine the books and records relating to the payrolls being investigated to determine payment of wages.

5. The undersigned shall not fund wage increases required by the Somerville Living Wage Ordinance by reducing the health insurance benefits of any of its employees.

6. The undersigned agrees that the penalties and relief set forth in the Somerville Living Wage Ordinance shall be in addition to the rights and remedies set forth in the contract and/or subcontract.

CERTIFIED BY:

Signature: _____
(Duly Authorized Representative of Vendor)

Title: _____

Name of Vendor: _____

Date: _____

INSTRUCTIONS: PLEASE POST

**NOTICE TO ALL EMPLOYEES
REGARDING PAYMENT OF LIVING WAGE**

Under the Somerville, Massachusetts' Living Wage Ordinance (Ordinance No. 1999-1), any person or entity who has entered into a contract with the City of Somerville is required to pay its employees who are involved in providing services to the City of Somerville no less than a "Living Wage".

The Living Wage as of 7/1/2025 is **\$18.28** per hour.

For assistance and information regarding the protections and obligations provided for in the Living Wage Ordinance and/or a copy of the Living Wage Ordinance, all employees should contact the City of Somerville's Procurement & Contracting Services Department directly.



Non-Collusion Form and Tax Compliance Certification

Instructions: Complete each part of this two-part form and sign and date where indicated below.

A. NON-COLLUSION FORM

I, the undersigned, hereby certify under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any other person.

As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

Signature: _____
(Individual Submitted Bid or Proposal)
Duly Authorized

Name of Business or Entity:_____

Date: _____

B. TAX COMPLIANCE CERTIFICATION

Pursuant to M.G.L. c. 62C, §49A, I certify under the penalties of perjury that, to the best of my knowledge and belief, I am in compliance with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support, as well as paid all contributions and payments in lieu of contributions pursuant to MGL 151A, §19A(b).

Signature: _____
(Duly Authorized Representative of Vendor)

Name of Business or Entity:_____

Social Security Number or Federal Tax ID#:_____

Date: _____



SOMERVILLE ORDINANCE TO SAFEGUARD

VULNERABLE ROAD USERS

CITY OF SOMERVILLE CODE OF ORDINANCES ARTICLE VIII, SEC. 12-117 et seq.

Prospective contractors must familiarize themselves with the City of Somerville's Ordinance to Protect Vulnerable Road Users. The full text of this local law can be found [here](#).

1. **Request for Inspection:** Inspections are conducted on Thursdays from 4pm-7pm at the Somerville Department of Public Works, located at 1 Franey Road. Each inspection takes approximately 20 minutes.
 - a. Any vendor covered by this Ordinance shall complete an inspection request form and email it to fleetinspections@somervillema.gov.
 - b. Please submit request form no later than 3pm on the Tuesday before the requested inspection date.
2. **Fee:** The fee for the initial inspection is \$100. The fee for a renewal inspection (every two years) is \$50.
 - a. Payment of the fee is due upon scheduling of the inspection. The fee can be paid via check or credit card. Checks should be made out to the City of Somerville and include the vendor's phone number.
3. **Approval:** Vehicles inspected and approved by the Fleet Division will have an inspection approval sticker affixed to the windshield of the vehicle. A copy of the inspection report and certificate of inspection shall be issued to the vendor.
 - a. Inspection stickers are not transferable.
 - b. Any major overhaul of safeguard equipment shall be required to be re-inspected.
4. **Rejection:** If a vehicle is rejected for failing to comply with any of the technical specifications outlined in the ordinance, it shall be corrected and henceforth re-inspected within 30 days at no additional fee.
 - a. If a second inspection results in a rejection, a fee of \$50 will be required for any subsequent inspections.
 - b. Any vendor who fails to comply within 60 days of their first inspection may be subject to having their contract cancelled.
5. **Questions:** Please direct questions about vehicle inspections to Department of Public Works, at: fleetinspections@somervillema.gov or call 617-625-6600 ext. 5100

Acknowledgement

In accordance with Sec. 12-119 "Requirements" in the Ordinance, bidders must sign the following:

Unless certified that the Ordinance is not applicable to this contract or otherwise waived by the City, I acknowledge that my company has installed (or will install prior to commencing work for the contract) side guards, cross-over mirrors or equivalent blind spot countermeasures, convex mirrors or equivalent blind spot countermeasures, side-visible turn signals, and appropriate warning signage, in accordance with SCO Chapter 12, Article VII on all large vehicles it uses or will use within the City of Somerville in connection with any contract.

Authorized Signatory's Name

Date

Company Name

I certify that the Ordinance does not apply to this contract for the following reason:

☐ Vehicles do not meet or exceed Class 3 GVWR

☐ Vehicles do not exceed 15 MPH

☐ No vehicles on project

☐ Other: _____

ORDINANCE REQUIREMENTS

LATERAL PROTECTIVE DEVICES (SIDE GUARDS)

- Vehicles must have device installed between the front & rear wheels to help prevent injuries to vulnerable road users, particularly from falling underneath the vehicle.



SIDE-VISIBLE TURN SIGNALS

- Vehicles must have at least one turn signal lamp on each side of the vehicle that is visible from any point to the left and right side along the full length of the vehicle.



CONVEX MIRRORS

- Vehicles must have mirrors which enable the driver to see anything that is three feet above the road and one foot in feet of or along side of the vehicle.



CROSS-OVER MIRRORS

- Vehicles must have mirrors that enable the driver to see anything at least three feet tall passing one foot in front of the vehicle and the area in front of the bumper where direct vision is not possible.

SAFETY DECALS

- Vehicles must have a minimum of three reflective decals on the rear and sides.
- The decals must be “safety yellow” in color and include language or images that warn of blind spots.

COMMON QUESTIONS

WHAT TYPES OF VEHICLES DOES THIS ORDINANCE APPLY TO? This ordinance applies to Class 3 or above vehicles with a gross vehicle weight rating exceeding 10,000 lbs., except for an ambulance, fire apparatus, low-speed vehicle with max speed under 15 mph, or agricultural tractors.

CAN TOOL BOXES BE USED AS SIDE GUARDS? Yes, as long as the tool box meets all of the required measurements in the ordinance.

IF I RENT TRUCKS FOR A JOB, DO THOSE VEHICLES NEED TO BE INSPECTED AND PERMITTED? Yes.

DO SUBCONTRACTORS' TRUCKS WORKING ON A CITY CONTRACT NEED TO BE INSPECTED & PERMITTED? Yes.

WILL THE CITY DO AN OFF-SITE INSPECTION FOR LARGER FLEETS? Yes, depending on the availability of inspectors and the distance to the site.

REGISTER FOR AN INSPECTION

Email inspection forms to: FleetInspections@SomervilleMA.gov

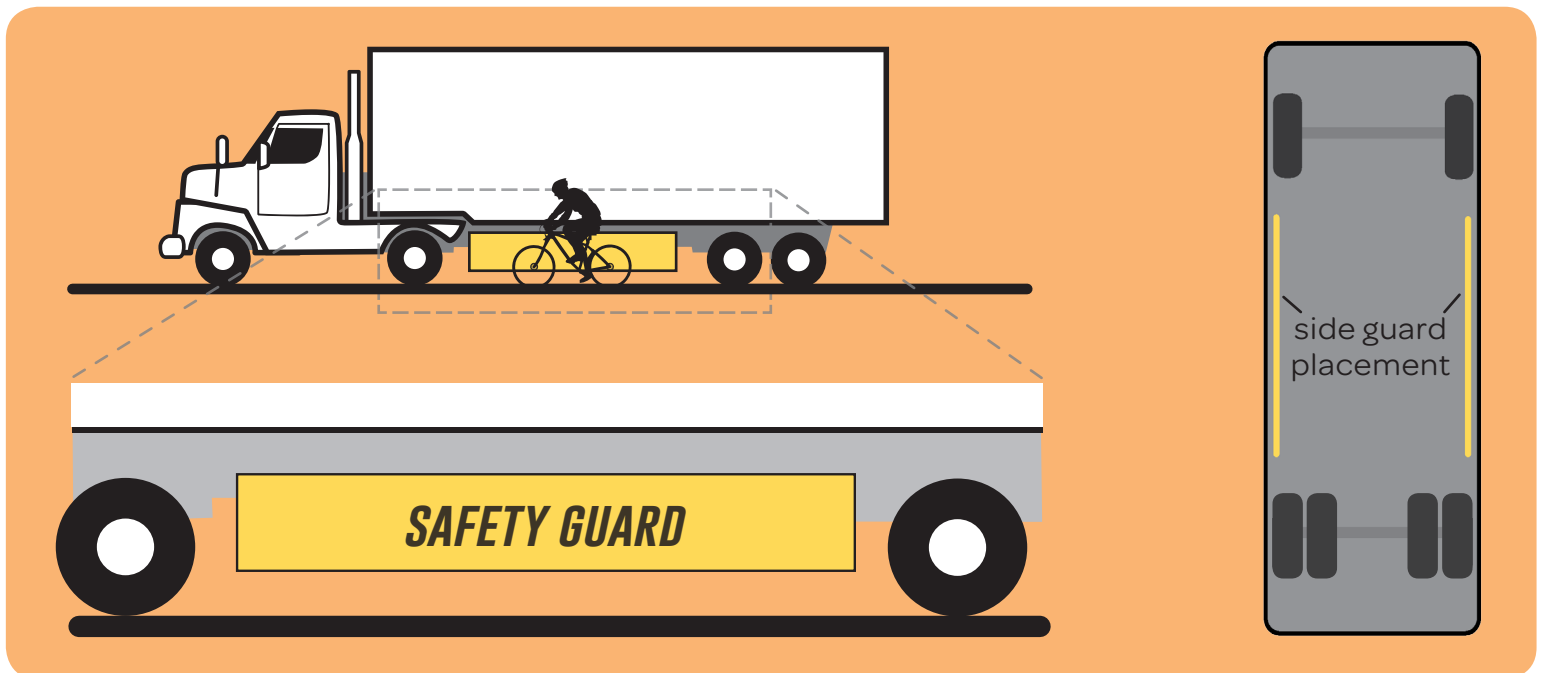


CITY OF SOMERVILLE

TRUCK SIDE GUARD ORDINANCE

Collisions with large vehicles are disproportionately likely to result in cyclist and pedestrian fatalities. The City of Somerville's Ordinance to Safeguard Vulnerable Road Users aims to prevent cyclists and pedestrians from the risk of being struck by a large vehicle because of limited driver visibility and lack of side-visible turn signals, as well as falling under the sides of large vehicles and being caught under the wheels.

The ordinance applies to large motor vehicles that are Class 3 or above with a gross vehicle weight rating (GVWR) exceeding 10,000 pounds, except for an ambulance, fire apparatus, low-speed vehicle with a maximum speed under 15 mph, or an agricultural tractor.



WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form is available from the Department of Labor Standards (DLS) at www.mass.gov/dols/pw and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

On a weekly basis, every contractor and subcontractor is required to submit a certified copy of their weekly payroll records to the awarding authority; this includes the payroll forms and the Statement of Compliance form. The certified payroll records must be submitted either by regular mail or by e-mail to the awarding authority. Once collected, the awarding authority is required to preserve those records for three years from the date of completion of the project.

Each such contractor and subcontractor shall furnish weekly **and** within 15 days after completion of its portion of the work, to the awarding authority directly by first-class mail or e-mail, a statement, executed by the contractor, subcontractor or by any authorized officer thereof who supervised the payment of wages, this form, accompanied by their payroll:

STATEMENT OF COMPLIANCE

_____, 20____

I, _____,
(Name of signatory party) (Title)

do hereby state:

That I pay or supervise the payment of the persons employed by

_____ on the _____
(Contractor, subcontractor or public body) (Building or project)

and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed on said project have been paid in accordance with wages determined under the provisions of sections twenty-six and twenty-seven of chapter one hundred and forty nine of the General Laws.

Signature _____

Title _____

WEEKLY CERTIFIED PAYROLL REPORT AND WORKFORCE PARTICIPATION FORM

CERTIFIED PAYROLL REPORT: Pursuant to MGL c. 149, s. 27B, every contractor and subcontractor is required to submit a true and accurate copy of their certified weekly payroll records to the awarding authority by first-class mail or e-mail. In addition, each weekly payroll must be accompanied by a statement of compliance signed by the employer. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.

WORKFORCE PARTICIPATION GOALS: The Commonwealth of Massachusetts has set the following goals for workforce participation for minorities and women. The participation goals for this project shall be 15.3% for minorities and 6.9% for women. The Contractor shall strive to achieve on this project the labor workforce participation goals contained herein. The Contractor shall enter the number of hours worked in each trade by each employee, identified as woman, minority, or non-minority below.

Company Name:					Address:					Phone No.:					Payroll No.:									
Employer's Signature:					Title:					Contract No:		Tax Payer ID #:		Work Week Ending:										
Awarding Authority Name:					Public Works Project Name:					Public Works Project Location:					Min. Wage Rate Sheet Number:									
General / Prime Contractor's Name:					Subcontractor's Name:										Employer Hourly Fringe Benefit Contributions									
															(B+C+D+E) (A x F)									
Employee Name & Complete Address		Work Classification	Project Hours Non-Minority	Project Hours Minority	Project Hours Women	Employee is OSHA 10 certified (?)	Appr. Rate (%)	Hours Worked								Project Hours (A) All Other Hours	Hourly Base Wage (B)	Health & Welfare Insurance (C)	ERISA Pension Plan (D)	Supp. Unemp. (E)	Total Hourly Prev. Wage (F)	Project Gross Wages Total Gross Wages	Check No. (H)	
								Su.	Mo.	Tu.	We.	Th.	Fr.	Sa.										

APPRENTICESHIP DOCUMENTATION:

Please answer the questions below.

(1) Are any apprentice employees identified above?

(2) If yes, are all apprentice employees identified above currently registered with the MA DLS Division of Apprentice Standards?

(3) If yes, is a copy of the apprentice ID card issued by the MA DLS Division of Apprentice Standards included for all apprentice employees identified above?

YES

YES

YES

NO

NO

NO



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

MAURA HEALY
Governor

KIM DRISCOLL
Lt. Governor

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

LAUREN JONES
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority:	City of Somerville	City/Town:	SOMERVILLE
Contract Number:			
Description of Work:	Supply & Delivery of Stone & Gravel and Transportation & Disposal of Waste Material		
Job Location:	Charles Ryan Road, Somerville, MA 02145		

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$42.05	\$14.91	\$20.17	\$0.00	\$0.00	\$77.13
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2025	\$42.05	\$14.91	\$20.17	\$0.00	\$0.00	\$77.13
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2025	\$42.05	\$15.41	\$20.17	\$0.00	\$0.00	\$77.63
	8/1/2025	\$42.05	\$15.41	\$20.17	\$0.00	\$0.00	\$77.63
	12/1/2025	\$42.05	\$15.41	\$21.78	\$0.00	\$0.00	\$79.24
	12/1/2025	\$42.05	\$15.41	\$21.78	\$0.00	\$0.00	\$79.24
	6/1/2026	\$43.05	\$15.41	\$21.78	\$0.00	\$0.00	\$80.24
	6/1/2026	\$43.05	\$15.41	\$21.78	\$0.00	\$0.00	\$80.24
	8/1/2026	\$43.05	\$15.91	\$21.78	\$0.00	\$0.00	\$80.74
	8/1/2026	\$43.05	\$15.91	\$21.78	\$0.00	\$0.00	\$80.74
	12/1/2026	\$43.05	\$15.91	\$23.52	\$0.00	\$0.00	\$82.48
	12/1/2026	\$43.05	\$15.91	\$23.52	\$0.00	\$0.00	\$82.48
(3 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$41.12	\$14.91	\$20.17	\$0.00	\$0.00	\$76.20
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2025	\$41.12	\$14.91	\$20.17	\$0.00	\$0.00	\$76.20
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2025	\$41.12	\$15.41	\$20.17	\$0.00	\$0.00	\$76.70
	8/1/2025	\$41.12	\$15.41	\$20.17	\$0.00	\$0.00	\$76.70
	12/1/2025	\$41.12	\$15.41	\$21.78	\$0.00	\$0.00	\$78.31
	12/1/2025	\$41.12	\$15.41	\$21.78	\$0.00	\$0.00	\$78.31
	6/1/2026	\$43.12	\$15.41	\$21.78	\$0.00	\$0.00	\$80.31
	6/1/2026	\$43.12	\$15.41	\$21.78	\$0.00	\$0.00	\$80.31
	8/1/2026	\$43.12	\$15.91	\$21.78	\$0.00	\$0.00	\$80.81
	8/1/2026	\$43.12	\$15.91	\$21.78	\$0.00	\$0.00	\$80.81
	12/1/2026	\$43.12	\$15.91	\$23.52	\$0.00	\$0.00	\$82.55
	12/1/2026	\$43.12	\$15.91	\$23.52	\$0.00	\$0.00	\$82.55
(4 & 5 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$42.24	\$14.91	\$20.17	\$0.00	\$0.00	\$77.32
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2025	\$42.24	\$14.91	\$20.17	\$0.00	\$0.00	\$77.32
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2025	\$42.24	\$15.41	\$20.17	\$0.00	\$0.00	\$77.82
	8/1/2025	\$42.24	\$15.41	\$20.17	\$0.00	\$0.00	\$77.82
	12/1/2025	\$42.24	\$15.41	\$21.78	\$0.00	\$0.00	\$79.43
	12/1/2025	\$42.24	\$15.41	\$21.78	\$0.00	\$0.00	\$79.43
	6/1/2026	\$43.24	\$15.41	\$21.78	\$0.00	\$0.00	\$80.43
	6/1/2026	\$43.24	\$15.41	\$21.78	\$0.00	\$0.00	\$80.43
	8/1/2026	\$43.24	\$15.91	\$21.78	\$0.00	\$0.00	\$80.93
	8/1/2026	\$43.24	\$15.91	\$21.78	\$0.00	\$0.00	\$80.93
	12/1/2026	\$43.24	\$15.91	\$23.52	\$0.00	\$0.00	\$82.67
	12/1/2026	\$43.24	\$15.91	\$23.52	\$0.00	\$0.00	\$82.67
ADS/SUBMERSIBLE PILOT	1/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56	1/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56 (ZONE 1)							
For apprentice rates see "Apprentice- PILE DRIVER"							
AIR TRACK OPERATOR	6/1/2025	\$48.35	\$9.90	\$9.25	\$9.65	\$0.00	\$77.15
LABORERS	12/1/2025	\$49.85	\$9.90	\$9.25	\$9.65	\$0.00	\$78.65
LABORERS - ZONE 1	6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.45
	12/1/2026	\$52.90	\$9.90	\$9.25	\$9.65	\$0.00	\$81.70
	6/1/2027	\$54.50	\$9.90	\$9.25	\$9.65	\$0.00	\$83.30
	12/1/2027	\$56.10	\$9.90	\$9.25	\$9.65	\$0.00	\$84.90

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/1/2028	\$57.78	\$9.90	\$9.25	\$9.65	\$0.00	\$86.58
	12/1/2028	\$59.45	\$9.90	\$9.25	\$9.65	\$0.00	\$88.25
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	6/1/2025	\$48.45	\$9.90	\$9.25	\$9.65	\$0.00	\$77.25
LABORERS	12/1/2025	\$49.95	\$9.90	\$9.25	\$9.65	\$0.00	\$78.75
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$51.50	\$9.90	\$9.25	\$9.65	\$0.00	\$80.30
	12/1/2026	\$53.00	\$9.90	\$9.25	\$9.65	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	6/1/2025	\$43.80	\$14.50	\$4.30	\$6.75	\$0.00	\$69.35
HEAT & FROST INSULATORS LOCAL 6	12/1/2025	\$44.80	\$14.50	\$4.30	\$6.75	\$0.00	\$70.35
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)							
ASPHALT RAKER	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
ASPHALT RAKER (HEAVY & HIGHWAY)	6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.75
LABORERS	12/1/2025	\$49.45	\$9.90	\$9.25	\$9.65	\$0.00	\$78.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$51.00	\$9.90	\$9.25	\$9.65	\$0.00	\$79.80
	12/1/2026	\$52.50	\$9.90	\$9.25	\$9.65	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BACKHOE/FRONT-END LOADER	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BARCO-TYPE JUMPING TAMPER	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75

For apprentice rates see "Apprentice- LABORER"

BLOCK PAVER, RAMMER / CURB SETTER	6/1/2025	\$48.35	\$9.90	\$9.25	\$9.65	\$0.00	\$77.15
LABORERS	12/1/2025	\$49.85	\$9.90	\$9.25	\$9.65	\$0.00	\$78.65
LABORERS - ZONE 1	6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.45
	12/1/2026	\$52.90	\$9.90	\$9.25	\$9.65	\$0.00	\$81.70
	6/1/2027	\$54.50	\$9.90	\$9.25	\$9.65	\$0.00	\$83.30
	12/1/2027	\$56.10	\$9.90	\$9.25	\$9.65	\$0.00	\$84.90
	6/1/2028	\$57.78	\$9.90	\$9.25	\$9.65	\$0.00	\$86.58
	12/1/2028	\$59.45	\$9.90	\$9.25	\$9.65	\$0.00	\$88.25

For apprentice rates see "Apprentice- LABORER"

BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	6/1/2025	\$48.45	\$9.90	\$9.25	\$9.65	\$0.00	\$77.25
LABORERS	12/1/2025	\$49.95	\$9.90	\$9.25	\$9.65	\$0.00	\$78.75
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$51.50	\$9.90	\$9.25	\$9.65	\$0.00	\$80.30
	12/1/2026	\$53.00	\$9.90	\$9.25	\$9.65	\$0.00	\$81.80

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

BOILER MAKER	1/1/2024	\$48.12	\$7.07	\$14.60	\$6.00	\$0.00	\$75.79
BOILERMAKERS LOCAL 29							
BOILERMAKERS LOCAL 29							

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

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	2/1/2025	\$65.80	\$11.49	\$15.57	\$8.02	\$0.00	\$100.88
BRICKLAYERS LOCAL 3	8/1/2025	\$67.95	\$11.49	\$15.57	\$8.02	\$0.00	\$103.03
BRICKLAYERS LOCAL 3 (BOSTON)	2/1/2026	\$69.30	\$11.49	\$15.57	\$8.02	\$0.00	\$104.38
	8/1/2026	\$71.50	\$11.49	\$15.57	\$8.02	\$0.00	\$106.58
	2/1/2027	\$72.90	\$11.49	\$15.57	\$8.02	\$0.00	\$107.98

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) Effective Date: 2/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$32.90	\$11.49	\$15.57	\$8.02	\$0.00	\$67.98
2	60.00	\$39.48	\$11.49	\$15.57	\$8.02	\$0.00	\$74.56
3	70.00	\$46.06	\$11.49	\$15.57	\$8.02	\$0.00	\$81.14
4	80.00	\$52.64	\$11.49	\$15.57	\$8.02	\$0.00	\$87.72
5	90.00	\$59.22	\$11.49	\$15.57	\$8.02	\$0.00	\$94.30
Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) Effective Date: 8/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.98	\$11.49	\$15.57	\$8.02	\$0.00	\$69.06
2	60.00	\$40.77	\$11.49	\$15.57	\$8.02	\$0.00	\$75.85
3	70.00	\$47.57	\$11.49	\$15.57	\$8.02	\$0.00	\$82.65
4	80.00	\$54.36	\$11.49	\$15.57	\$8.02	\$0.00	\$89.44
5	90.00	\$61.16	\$11.49	\$15.57	\$8.02	\$0.00	\$96.24
BULLDOZER/GRADER/SCRAPER	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
CAISSON & UNDERPINNING BOTTOM MAN	6/1/2025	\$48.85	\$9.90	\$9.25	\$9.80	\$0.00	\$77.80
LABORERS	12/1/2025	\$50.35	\$9.90	\$9.25	\$9.80	\$0.00	\$79.30
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$51.90	\$9.90	\$9.25	\$9.80	\$0.00	\$80.85
	12/1/2026	\$53.40	\$9.90	\$9.25	\$9.80	\$0.00	\$82.35
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING LABORER	6/1/2025	\$47.70	\$9.90	\$9.25	\$9.80	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.20	\$9.90	\$9.25	\$9.80	\$0.00	\$78.15
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$50.75	\$9.90	\$9.25	\$9.80	\$0.00	\$79.70
	12/1/2026	\$52.25	\$9.90	\$9.25	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING TOP MAN	6/1/2025	\$48.03	\$9.90	\$9.25	\$9.80	\$0.00	\$76.98
LABORERS	12/1/2025	\$49.53	\$9.90	\$9.25	\$9.80	\$0.00	\$78.48
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$51.08	\$9.90	\$9.25	\$9.80	\$0.00	\$80.03
	12/1/2026	\$52.58	\$9.90	\$9.25	\$9.80	\$0.00	\$81.53

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"							
CARBIDE CORE DRILL OPERATOR	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
CARPENTER	3/1/2025	\$60.46	\$9.83	\$11.47	\$8.50	\$0.00	\$90.26
CARPENTERS	9/1/2025	\$61.96	\$9.83	\$11.47	\$8.50	\$0.00	\$91.76
CARPENTERS -ZONE 1 (Metro Boston)	3/1/2026	\$63.46	\$9.83	\$11.47	\$8.50	\$0.00	\$93.26
	9/1/2026	\$64.96	\$9.83	\$11.47	\$8.50	\$0.00	\$94.76
	3/1/2027	\$66.46	\$9.83	\$11.47	\$8.50	\$0.00	\$96.26

Apprentice: CARPENTER
Effective Date: 3/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$27.21	\$9.83	\$0.00	\$1.73	\$0.00	\$38.77
2	45.00	\$27.21	\$9.83	\$0.00	\$1.73	\$0.00	\$38.77
3	55.00	\$33.25	\$9.83	\$0.00	\$3.40	\$0.00	\$46.48
4	55.00	\$33.25	\$9.83	\$0.00	\$3.40	\$0.00	\$46.48
5	70.00	\$42.32	\$9.83	\$11.41	\$5.10	\$0.00	\$68.66
6	70.00	\$42.32	\$9.83	\$11.41	\$5.10	\$0.00	\$68.66
7	80.00	\$48.37	\$9.83	\$11.44	\$6.80	\$0.00	\$76.44
8	80.00	\$48.37	\$9.83	\$11.44	\$6.80	\$0.00	\$76.44

Apprentice: CARPENTER
Effective Date: 9/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$27.88	\$9.83	\$0.00	\$1.73	\$0.00	\$39.44
2	45.00	\$27.88	\$9.83	\$0.00	\$1.73	\$0.00	\$39.44
3	55.00	\$34.08	\$9.83	\$0.00	\$3.40	\$0.00	\$47.31
4	55.00	\$34.08	\$9.83	\$0.00	\$3.40	\$0.00	\$47.31
5	70.00	\$43.37	\$9.83	\$11.41	\$5.10	\$0.00	\$69.71
6	70.00	\$43.37	\$9.83	\$11.41	\$5.10	\$0.00	\$69.71
7	80.00	\$49.57	\$9.83	\$11.44	\$6.80	\$0.00	\$77.64
8	80.00	\$49.57	\$9.83	\$11.44	\$6.80	\$0.00	\$77.64

CARPENTER WOOD FRAME	4/1/2025	\$38.54	\$7.56	\$4.47	\$5.00	\$0.00	\$55.57
CARPENTERS	10/1/2025	\$39.34	\$7.56	\$4.47	\$5.00	\$0.00	\$56.37
CARPENTERS -ZONE 1 (Wood Frame)	4/1/2026	\$40.14	\$7.56	\$4.47	\$5.00	\$0.00	\$57.17

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
All Aspects of New Wood Frame Work	10/1/2026	\$40.94	\$7.56	\$4.47	\$5.00	\$0.00	\$57.97
	4/1/2027	\$41.74	\$7.56	\$4.47	\$5.00	\$0.00	\$58.77

Apprentice: CARPENTER WOOD FRAME							
Effective Date: 4/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$19.27	\$7.56	\$0.00	\$0.00	\$0.00	\$26.83
2	50.00	\$19.27	\$7.56	\$0.00	\$0.00	\$0.00	\$26.83
3	55.00	\$21.20	\$7.56	\$0.00	\$2.00	\$0.00	\$30.76
4	55.00	\$21.20	\$7.56	\$0.00	\$2.00	\$0.00	\$30.76
5	70.00	\$26.98	\$7.56	\$4.47	\$3.00	\$0.00	\$42.01
6	70.00	\$26.98	\$7.56	\$4.47	\$3.00	\$0.00	\$42.01
7	80.00	\$30.83	\$7.56	\$4.47	\$4.00	\$0.00	\$46.86
8	80.00	\$30.83	\$7.56	\$4.47	\$4.00	\$0.00	\$46.86

Apprentice: CARPENTER WOOD FRAME							
Effective Date: 10/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$19.67	\$7.56	\$0.00	\$0.00	\$0.00	\$27.23
2	50.00	\$19.67	\$7.56	\$0.00	\$0.00	\$0.00	\$27.23
3	55.00	\$21.64	\$7.56	\$0.00	\$2.00	\$0.00	\$31.20
4	55.00	\$21.64	\$7.56	\$0.00	\$2.00	\$0.00	\$31.20
5	70.00	\$27.54	\$7.56	\$4.47	\$3.00	\$0.00	\$42.57
6	70.00	\$27.54	\$7.56	\$4.47	\$3.00	\$0.00	\$42.57
7	80.00	\$31.47	\$7.56	\$4.47	\$4.00	\$0.00	\$47.50
8	80.00	\$31.47	\$7.56	\$4.47	\$4.00	\$0.00	\$47.50

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 (BOSTON)	7/1/2024	\$49.19	\$13.35	\$16.43	\$7.78	\$1.80	\$88.55
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Apprentice: CEMENT MASONRY/PLASTERING							
Effective Date: 7/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.60	\$13.35	\$16.43	\$0.00	\$0.00	\$54.38
2	60.00	\$29.51	\$13.35	\$16.43	\$2.78	\$1.80	\$63.87
3	65.00	\$31.97	\$13.35	\$16.43	\$3.78	\$1.80	\$67.33
4	70.00	\$34.43	\$13.35	\$16.43	\$4.78	\$1.80	\$70.79
5	75.00	\$36.89	\$13.35	\$16.43	\$5.78	\$1.80	\$74.25
6	80.00	\$39.35	\$13.35	\$16.43	\$6.78	\$1.80	\$77.71
7	90.00	\$44.27	\$13.35	\$16.43	\$7.78	\$1.80	\$83.63

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	6/1/2025	\$59.51	\$15.55	\$13.25	\$3.25	\$0.00	\$91.56
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$59.51	\$15.55	\$13.25	\$3.25	\$0.00	\$91.56
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$60.98	\$15.55	\$13.25	\$3.25	\$0.00	\$93.03
	12/1/2025	\$60.98	\$15.55	\$13.25	\$3.25	\$0.00	\$93.03
	6/1/2026	\$62.31	\$15.55	\$13.25	\$3.25	\$0.00	\$94.36
	6/1/2026	\$62.31	\$15.55	\$13.25	\$3.25	\$0.00	\$94.36
	12/1/2026	\$63.79	\$15.55	\$13.25	\$3.25	\$0.00	\$95.84
	12/1/2026	\$63.79	\$15.55	\$13.25	\$3.25	\$0.00	\$95.84

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

COMPRESSOR OPERATOR	6/1/2025	\$37.52	\$15.55	\$13.25	\$3.25	\$0.00	\$69.57
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$37.52	\$15.55	\$13.25	\$3.25	\$0.00	\$69.57
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$38.47	\$15.55	\$13.25	\$3.25	\$0.00	\$70.52
	12/1/2025	\$38.47	\$15.55	\$13.25	\$3.25	\$0.00	\$70.52
	6/1/2026	\$39.33	\$15.55	\$13.25	\$3.25	\$0.00	\$71.38
	6/1/2026	\$39.33	\$15.55	\$13.25	\$3.25	\$0.00	\$71.38
	12/1/2026	\$40.28	\$15.55	\$13.25	\$3.25	\$0.00	\$72.33
	12/1/2026	\$40.28	\$15.55	\$13.25	\$3.25	\$0.00	\$72.33

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

Apprentice: DELEADER (BRIDGE)**Effective Date: 1/1/2025**

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

DEMO: ADZEMAN	6/2/2025	\$47.75	\$9.90	\$9.25	\$9.65	\$0.00	\$76.55
LABORERS	12/1/2025	\$49.25	\$9.90	\$9.25	\$9.65	\$0.00	\$78.05

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS - ZONE 1	6/1/2026	\$50.80	\$9.90	\$9.25	\$9.65	\$0.00	\$79.60
	12/7/2026	\$52.30	\$9.90	\$9.25	\$9.65	\$0.00	\$81.10
	6/7/2027	\$53.90	\$9.90	\$9.25	\$9.65	\$0.00	\$82.70
	12/6/2027	\$55.50	\$9.90	\$9.25	\$9.65	\$0.00	\$84.30
	6/5/2028	\$57.18	\$9.90	\$9.25	\$9.65	\$0.00	\$85.98
	12/4/2028	\$58.85	\$9.90	\$9.25	\$9.65	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS	6/2/2025	\$48.75	\$9.90	\$9.25	\$9.65	\$0.00	\$77.55
LABORERS - ZONE 1	12/1/2025	\$50.25	\$9.90	\$9.25	\$9.65	\$0.00	\$79.05
	6/1/2026	\$51.80	\$9.90	\$9.25	\$9.65	\$0.00	\$80.60
	12/7/2026	\$53.30	\$9.90	\$9.25	\$9.65	\$0.00	\$82.10
	6/7/2027	\$54.90	\$9.90	\$9.25	\$9.65	\$0.00	\$83.70
	12/6/2027	\$56.50	\$9.90	\$9.25	\$9.65	\$0.00	\$85.30
	6/5/2028	\$58.18	\$9.90	\$9.25	\$9.65	\$0.00	\$86.98
	12/4/2028	\$59.85	\$9.90	\$9.25	\$9.65	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BURNERS LABORERS	6/2/2025	\$48.50	\$9.90	\$9.25	\$9.65	\$0.00	\$77.30
LABORERS - ZONE 1	12/1/2025	\$50.00	\$9.90	\$9.25	\$9.65	\$0.00	\$78.80
	6/1/2026	\$51.55	\$9.90	\$9.25	\$9.65	\$0.00	\$80.35
	12/7/2026	\$53.05	\$9.90	\$9.25	\$9.65	\$0.00	\$81.85
	6/7/2027	\$54.65	\$9.90	\$9.25	\$9.65	\$0.00	\$83.45
	12/6/2027	\$56.25	\$9.90	\$9.25	\$9.65	\$0.00	\$85.05
	6/5/2028	\$57.93	\$9.90	\$9.25	\$9.65	\$0.00	\$86.73
	12/4/2028	\$59.60	\$9.90	\$9.25	\$9.65	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: CONCRETE CUTTER/SAWYER LABORERS	6/2/2025	\$48.75	\$9.90	\$9.25	\$9.65	\$0.00	\$77.55
LABORERS - ZONE 1	12/1/2025	\$50.25	\$9.90	\$9.25	\$9.65	\$0.00	\$79.05
	6/1/2026	\$51.80	\$9.90	\$9.25	\$9.65	\$0.00	\$80.60
	12/7/2026	\$53.30	\$9.90	\$9.25	\$9.65	\$0.00	\$82.10
	6/7/2027	\$54.90	\$9.90	\$9.25	\$9.65	\$0.00	\$83.70
	12/6/2027	\$56.50	\$9.90	\$9.25	\$9.65	\$0.00	\$85.30
	6/5/2028	\$58.18	\$9.90	\$9.25	\$9.65	\$0.00	\$86.98
	12/4/2028	\$59.85	\$9.90	\$9.25	\$9.65	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: JACKHAMMER OPERATOR LABORERS	6/2/2025	\$48.50	\$9.90	\$9.25	\$9.65	\$0.00	\$77.30
LABORERS - ZONE 1	12/1/2025	\$50.00	\$9.90	\$9.25	\$9.65	\$0.00	\$78.80
	6/1/2026	\$51.55	\$9.90	\$9.25	\$9.65	\$0.00	\$80.35
	12/7/2026	\$53.05	\$9.90	\$9.25	\$9.65	\$0.00	\$81.85
	6/7/2027	\$54.65	\$9.90	\$9.25	\$9.65	\$0.00	\$83.45
	12/6/2027	\$56.25	\$9.90	\$9.25	\$9.65	\$0.00	\$85.05
	6/5/2028	\$57.93	\$9.90	\$9.25	\$9.65	\$0.00	\$86.73
	12/4/2028	\$59.60	\$9.90	\$9.25	\$9.65	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: WRECKING LABORER LABORERS	6/2/2025	\$47.75	\$9.90	\$9.25	\$9.65	\$0.00	\$76.55
LABORERS - ZONE 1	12/1/2025	\$49.25	\$9.90	\$9.25	\$9.65	\$0.00	\$78.05
	6/1/2026	\$50.80	\$9.90	\$9.25	\$9.65	\$0.00	\$79.60

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/7/2026	\$52.30	\$9.90	\$9.25	\$9.65	\$0.00	\$81.10
	6/7/2027	\$53.90	\$9.90	\$9.25	\$9.65	\$0.00	\$82.70
	12/6/2027	\$55.50	\$9.90	\$9.25	\$9.65	\$0.00	\$84.30
	6/5/2028	\$57.18	\$9.90	\$9.25	\$9.65	\$0.00	\$85.98
	12/4/2028	\$58.85	\$9.90	\$9.25	\$9.65	\$0.00	\$87.65

For apprentice rates see "Apprentice- LABORER"

DIRECTIONAL DRILL MACHINE OPERATOR	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DIVER	8/1/2024	\$78.11	\$10.08	\$11.62	\$10.04	\$0.00	\$109.85
PILE DRIVER LOCAL 56	8/1/2024	\$78.11	\$10.08	\$11.62	\$10.04	\$0.00	\$109.85
PILE DRIVER LOCAL 56 (ZONE 1)							

as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate

DIVER TENDER	8/1/2024	\$55.79	\$10.08	\$11.62	\$12.67	\$0.00	\$90.16
PILE DRIVER LOCAL 56	8/1/2024	\$55.79	\$10.08	\$11.62	\$12.67	\$0.00	\$90.16
PILE DRIVER LOCAL 56 (ZONE 1)							

as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate

DIVER TENDER (EFFLUENT)	8/1/2024	\$83.69	\$10.08	\$11.62	\$12.67	\$0.00	\$118.06
PILE DRIVER LOCAL 56	8/1/2024	\$83.69	\$10.08	\$11.62	\$12.67	\$0.00	\$118.06
PILE DRIVER LOCAL 56 (ZONE 1)							

For apprentice rates see "Apprentice- PILE DRIVER"

DIVER/SLURRY (EFFLUENT)	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56 (ZONE 1)							

For apprentice rates see "Apprentice- PILE DRIVER"

DRAWBRIDGE OPERATOR (Construction)	7/1/2020	\$26.77	\$6.67	\$3.93	\$0.00	\$0.16	\$37.53
DRAWBRIDGE - SEIU LOCAL 888							
DRAWBRIDGE - SEIU LOCAL 888							

ELECTRICIAN	3/1/2025	\$64.26	\$13.00	\$14.31	\$8.72	\$0.00	\$100.29
ELECTRICIANS LOCAL 103	9/1/2025	\$66.17	\$13.00	\$14.37	\$8.72	\$0.00	\$102.26
ELECTRICIANS LOCAL 103	3/1/2026	\$67.37	\$13.00	\$14.40	\$8.72	\$0.00	\$103.49
	9/1/2026	\$69.28	\$13.00	\$14.46	\$8.72	\$0.00	\$105.46
	3/1/2027	\$70.47	\$13.00	\$14.49	\$8.72	\$0.00	\$106.68
	9/1/2027	\$72.39	\$13.00	\$14.55	\$8.72	\$0.00	\$108.66
	3/1/2028	\$73.59	\$13.00	\$14.59	\$8.72	\$0.00	\$109.90

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

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$25.70	\$13.00	\$0.77	\$0.00	\$0.00	\$39.47
2	40.00	\$25.70	\$13.00	\$0.77	\$0.00	\$0.00	\$39.47

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: ELECTRICIAN							
Effective Date: 3/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
3	45.00	\$28.92	\$13.00	\$13.25	\$3.92	\$0.00	\$59.09
4	45.00	\$28.92	\$13.00	\$13.25	\$3.92	\$0.00	\$59.09
5	50.00	\$32.13	\$13.00	\$13.34	\$4.36	\$0.00	\$62.83
6	55.00	\$35.34	\$13.00	\$13.44	\$4.80	\$0.00	\$66.58
7	60.00	\$38.56	\$13.00	\$13.54	\$5.23	\$0.00	\$70.33
8	65.00	\$41.77	\$13.00	\$13.63	\$5.67	\$0.00	\$74.07
9	70.00	\$44.98	\$13.00	\$13.73	\$6.10	\$0.00	\$77.81
10	75.00	\$48.20	\$13.00	\$13.83	\$6.54	\$0.00	\$81.57

Apprentice: ELECTRICIAN							
Effective Date: 9/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$26.47	\$13.00	\$0.79	\$0.00	\$0.00	\$40.26
2	40.00	\$26.47	\$13.00	\$0.79	\$0.00	\$0.00	\$40.26
3	45.00	\$29.78	\$13.00	\$13.27	\$3.92	\$0.00	\$59.97
4	45.00	\$29.78	\$13.00	\$13.27	\$3.92	\$0.00	\$59.97
5	50.00	\$33.09	\$13.00	\$13.37	\$4.36	\$0.00	\$63.82
6	55.00	\$36.39	\$13.00	\$13.47	\$4.80	\$0.00	\$67.66
7	60.00	\$39.70	\$13.00	\$13.57	\$5.23	\$0.00	\$71.50
8	65.00	\$43.01	\$13.00	\$13.67	\$5.67	\$0.00	\$75.35
9	70.00	\$46.32	\$13.00	\$13.77	\$6.10	\$0.00	\$79.19
10	75.00	\$49.63	\$13.00	\$13.87	\$6.54	\$0.00	\$83.04

ELEVATOR CONSTRUCTOR	1/1/2022	\$65.62	\$16.03	\$10.71	\$9.50	\$0.00	\$101.86
ELEVATOR CONSTRUCTORS LOCAL 4							
ELEVATOR CONSTRUCTORS LOCAL 4							

Apprentice: ELEVATOR CONSTRUCTOR							
Effective Date: 1/1/2022							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$32.81	\$16.03	\$0.00	\$0.00	\$0.00	\$48.84
2	55.00	\$36.09	\$16.03	\$10.71	\$9.50	\$0.00	\$72.33
3	65.00	\$42.65	\$16.03	\$10.71	\$9.50	\$0.00	\$78.89
4	70.00	\$45.93	\$16.03	\$10.71	\$9.50	\$0.00	\$82.17
5	80.00	\$52.50	\$16.03	\$10.71	\$9.50	\$0.00	\$88.74

ELEVATOR CONSTRUCTOR HELPER	1/1/2022	\$45.93	\$16.03	\$10.71	\$9.50	\$0.00	\$82.17
ELEVATOR CONSTRUCTORS LOCAL 4							
ELEVATOR CONSTRUCTORS LOCAL 4							

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.75
LABORERS	12/1/2025	\$49.45	\$9.90	\$9.25	\$9.65	\$0.00	\$78.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$51.00	\$9.90	\$9.25	\$9.65	\$0.00	\$79.80
	12/1/2026	\$52.50	\$9.90	\$9.25	\$9.65	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	5/1/2025	\$53.22	\$15.30	\$13.15	\$3.25	\$0.00	\$84.92
OPERATING ENGINEERS LOCAL 4	11/1/2025	\$54.51	\$15.30	\$13.15	\$3.25	\$0.00	\$86.21
OPERATING ENGINEERS LOCAL 4	5/1/2026	\$55.95	\$15.30	\$13.15	\$3.25	\$0.00	\$87.65
	11/1/2026	\$57.24	\$15.30	\$13.15	\$3.25	\$0.00	\$88.94
	5/1/2027	\$58.67	\$15.30	\$13.15	\$3.25	\$0.00	\$90.37
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	5/1/2025	\$54.82	\$15.30	\$13.15	\$3.25	\$0.00	\$86.52
OPERATING ENGINEERS LOCAL 4	11/1/2025	\$56.12	\$15.30	\$13.15	\$3.25	\$0.00	\$87.82
OPERATING ENGINEERS LOCAL 4	5/1/2026	\$57.57	\$15.30	\$13.15	\$3.25	\$0.00	\$89.27
	11/1/2026	\$58.87	\$15.30	\$13.15	\$3.25	\$0.00	\$90.57
	5/1/2027	\$60.32	\$15.30	\$13.15	\$3.25	\$0.00	\$92.02
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	5/1/2025	\$26.22	\$15.30	\$13.15	\$3.25	\$0.00	\$57.92
OPERATING ENGINEERS LOCAL 4	11/1/2025	\$26.98	\$15.30	\$13.15	\$3.25	\$0.00	\$58.68
OPERATING ENGINEERS LOCAL 4	5/1/2026	\$27.83	\$15.30	\$13.15	\$3.25	\$0.00	\$59.53
	11/1/2026	\$28.59	\$15.30	\$13.15	\$3.25	\$0.00	\$60.29
	5/1/2027	\$29.44	\$15.30	\$13.15	\$3.25	\$0.00	\$61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIRE ALARM INSTALLER	3/1/2025	\$64.26	\$13.00	\$14.31	\$8.72	\$0.00	\$100.29
ELECTRICIANS LOCAL 103	9/1/2025	\$66.17	\$13.00	\$14.37	\$8.72	\$0.00	\$102.26
ELECTRICIANS LOCAL 103	3/1/2026	\$67.37	\$13.00	\$14.40	\$8.72	\$0.00	\$103.49
	9/1/2026	\$69.28	\$13.00	\$14.46	\$8.72	\$0.00	\$105.46
	3/1/2027	\$70.47	\$13.00	\$14.49	\$8.72	\$0.00	\$106.68
	9/1/2027	\$72.39	\$13.00	\$14.55	\$8.72	\$0.00	\$108.66
	3/1/2028	\$73.59	\$13.00	\$14.59	\$8.72	\$0.00	\$109.90
For apprentice rates see "Apprentice- ELECTRICIAN"							
FIRE ALARM REPAIR / MAINTENANCE	3/1/2025	\$51.41	\$13.00	\$13.92	\$6.98	\$0.00	\$85.31
/ COMMISSIONING	9/1/2025	\$52.94	\$13.00	\$13.97	\$6.98	\$0.00	\$86.89
ELECTRICIANS LOCAL 103	3/1/2026	\$53.90	\$13.00	\$14.00	\$6.98	\$0.00	\$87.88
ELECTRICIANS LOCAL 103	9/1/2026	\$55.42	\$13.00	\$14.04	\$6.98	\$0.00	\$89.44
	3/1/2027	\$56.38	\$13.00	\$14.07	\$6.98	\$0.00	\$90.43
	9/1/2027	\$57.91	\$13.00	\$14.12	\$6.98	\$0.00	\$92.01
	3/1/2028	\$58.87	\$13.00	\$14.15	\$6.98	\$0.00	\$93.00
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"							
FIREMAN (ASST. ENGINEER)	6/1/2025	\$47.02	\$15.55	\$13.25	\$3.25	\$0.00	\$79.07
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$48.19	\$15.55	\$13.25	\$3.25	\$0.00	\$80.24
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$49.25	\$15.55	\$13.25	\$3.25	\$0.00	\$81.30
	12/1/2026	\$50.43	\$15.55	\$13.25	\$3.25	\$0.00	\$82.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	6/1/2025	\$28.09	\$9.90	\$9.25	\$9.65	\$0.00	\$56.89
LABORERS	12/1/2025	\$28.09	\$9.90	\$9.25	\$9.65	\$0.00	\$56.89
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$29.21	\$9.90	\$9.25	\$9.65	\$0.00	\$58.01
	12/1/2026	\$29.21	\$9.90	\$9.25	\$9.65	\$0.00	\$58.01

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

FLOORCOVERER	3/1/2025	\$57.73	\$8.83	\$11.47	\$8.80	\$0.00	\$86.83
FLOORCOVERERS LOCAL 2168	9/1/2025	\$59.23	\$8.83	\$11.47	\$8.80	\$0.00	\$88.33
FLOORCOVERERS LOCAL 2168 ZONE I	3/1/2026	\$60.73	\$8.83	\$11.47	\$8.80	\$0.00	\$89.83
	9/1/2026	\$62.23	\$8.83	\$11.47	\$8.80	\$0.00	\$91.33
	3/1/2027	\$63.73	\$8.83	\$11.47	\$8.80	\$0.00	\$92.83

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

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$25.98	\$8.83	\$0.00	\$1.76	\$0.00	\$36.57
2	45.00	\$25.98	\$8.83	\$0.00	\$1.76	\$0.00	\$36.57
3	55.00	\$31.75	\$8.83	\$0.00	\$3.52	\$0.00	\$44.10
4	55.00	\$31.75	\$8.83	\$0.00	\$3.52	\$0.00	\$44.10
5	70.00	\$40.41	\$8.83	\$11.47	\$5.28	\$0.00	\$65.99
6	70.00	\$40.41	\$8.83	\$11.47	\$5.28	\$0.00	\$65.99
7	80.00	\$46.18	\$8.83	\$11.47	\$7.04	\$0.00	\$73.52
8	80.00	\$46.18	\$8.83	\$11.47	\$7.04	\$0.00	\$73.52

Apprentice: FLOORCOVERER**Effective Date: 9/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$26.65	\$8.83	\$0.00	\$1.76	\$0.00	\$37.24
2	45.00	\$26.65	\$8.83	\$0.00	\$1.76	\$0.00	\$37.24
3	55.00	\$32.58	\$8.83	\$0.00	\$3.52	\$0.00	\$44.93
4	55.00	\$32.58	\$8.83	\$0.00	\$3.52	\$0.00	\$44.93
5	70.00	\$41.46	\$8.83	\$11.47	\$5.28	\$0.00	\$67.04
6	70.00	\$41.46	\$8.83	\$11.47	\$5.28	\$0.00	\$67.04
7	80.00	\$47.38	\$8.83	\$11.47	\$7.04	\$0.00	\$74.72
8	80.00	\$47.38	\$8.83	\$11.47	\$7.04	\$0.00	\$74.72

FORK LIFT/CHERRY PICKER	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
GENERATOR/LIGHTING PLANT/HEATERS	6/1/2025	\$37.52	\$15.55	\$13.25	\$3.25	\$0.00	\$69.57
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$37.52	\$15.55	\$13.25	\$3.25	\$0.00	\$69.57
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$38.47	\$15.55	\$13.25	\$3.25	\$0.00	\$70.52
	12/1/2025	\$38.47	\$15.55	\$13.25	\$3.25	\$0.00	\$70.52
	6/1/2026	\$39.33	\$15.55	\$13.25	\$3.25	\$0.00	\$71.38
	6/1/2026	\$39.33	\$15.55	\$13.25	\$3.25	\$0.00	\$71.38
	12/1/2026	\$40.28	\$15.55	\$13.25	\$3.25	\$0.00	\$72.33
	12/1/2026	\$40.28	\$15.55	\$13.25	\$3.25	\$0.00	\$72.33

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	1/1/2025	\$53.75	\$9.95	\$11.85	\$12.10	\$0.00	\$87.65
GLAZIERS LOCAL 35							
GLAZIERS LOCAL 35 (ZONE 1)							

Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)**Effective Date: 1/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.88	\$9.95	\$0.00	\$0.00	\$0.00	\$36.83
2	55.00	\$29.56	\$9.95	\$0.00	\$6.66	\$0.00	\$46.17
3	60.00	\$32.25	\$9.95	\$0.00	\$7.26	\$0.00	\$49.46
4	65.00	\$34.94	\$9.95	\$0.00	\$7.87	\$0.00	\$52.76
5	70.00	\$37.63	\$9.95	\$11.85	\$8.47	\$0.00	\$67.90
6	75.00	\$40.31	\$9.95	\$11.85	\$9.08	\$0.00	\$71.19
7	80.00	\$43.00	\$9.95	\$11.85	\$9.68	\$0.00	\$74.48
8	90.00	\$48.38	\$9.95	\$11.85	\$10.89	\$0.00	\$81.07

HOISTING ENGINEER/CRANES/GRADALLS	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58

Apprentice: HOISTING ENGINEER/CRANES/GRADALLS**Effective Date: 6/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$32.08	\$0.00	\$0.00	\$0.00	\$0.00	\$32.08
2	60.00	\$35.00	\$15.55	\$13.25	\$3.25	\$0.00	\$67.05
3	65.00	\$37.91	\$15.55	\$13.25	\$3.25	\$0.00	\$69.96
4	70.00	\$40.83	\$15.55	\$13.25	\$3.25	\$0.00	\$72.88
5	75.00	\$43.75	\$15.55	\$13.25	\$3.25	\$0.00	\$75.80
6	80.00	\$46.66	\$15.55	\$13.25	\$3.25	\$0.00	\$78.71
7	85.00	\$49.58	\$15.55	\$13.25	\$3.25	\$0.00	\$81.63

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: HOISTING ENGINEER/CRANES/GRADALLS							
Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
8	90.00	\$52.50	\$15.55	\$13.25	\$3.25	\$0.00	\$84.55
Apprentice: HOISTING ENGINEER/CRANES/GRADALLS							
Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$32.08	\$0.00	\$0.00	\$0.00	\$0.00	\$32.08
2	60.00	\$35.00	\$15.55	\$13.25	\$3.25	\$0.00	\$67.05
3	65.00	\$37.91	\$15.55	\$13.25	\$3.25	\$0.00	\$69.96
4	70.00	\$40.83	\$15.55	\$13.25	\$3.25	\$0.00	\$72.88
5	75.00	\$43.75	\$15.55	\$13.25	\$3.25	\$0.00	\$75.80
6	80.00	\$46.66	\$15.55	\$13.25	\$3.25	\$0.00	\$78.71
7	85.00	\$49.58	\$15.55	\$13.25	\$3.25	\$0.00	\$81.63
8	90.00	\$52.50	\$15.55	\$13.25	\$3.25	\$0.00	\$84.55
HVAC (DUCTWORK)	2/1/2025	\$59.13	\$14.91	\$18.74	\$9.53	\$2.98	\$105.29
SHEETMETAL WORKERS LOCAL 17	8/1/2025	\$60.98	\$14.91	\$18.74	\$9.53	\$2.98	\$107.14
SHEETMETAL WORKERS LOCAL 17 - A	2/1/2026	\$62.93	\$14.91	\$18.74	\$9.53	\$2.98	\$109.09
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (ELECTRICAL CONTROLS)	3/1/2025	\$64.26	\$13.00	\$14.31	\$8.72	\$0.00	\$100.29
ELECTRICIANS LOCAL 103	9/1/2025	\$66.17	\$13.00	\$14.37	\$8.72	\$0.00	\$102.26
ELECTRICIANS LOCAL 103	3/1/2026	\$67.37	\$13.00	\$14.40	\$8.72	\$0.00	\$103.49
	9/1/2026	\$69.28	\$13.00	\$14.46	\$8.72	\$0.00	\$105.46
	3/1/2027	\$70.47	\$13.00	\$14.49	\$8.72	\$0.00	\$106.68
	9/1/2027	\$72.39	\$13.00	\$14.55	\$8.72	\$0.00	\$108.66
	3/1/2028	\$73.59	\$13.00	\$14.59	\$8.72	\$0.00	\$109.90
For apprentice rates see "Apprentice- ELECTRICIAN"							
HVAC (TESTING AND BALANCING - AIR)	2/1/2025	\$59.13	\$14.91	\$18.74	\$9.53	\$2.98	\$105.29
SHEETMETAL WORKERS LOCAL 17	8/1/2025	\$60.98	\$14.91	\$18.74	\$9.53	\$2.98	\$107.14
SHEETMETAL WORKERS LOCAL 17 - A	2/1/2026	\$62.93	\$14.91	\$18.74	\$9.53	\$2.98	\$109.09
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (TESTING AND BALANCING -WATER)	3/1/2025	\$68.88	\$12.70	\$13.05	\$8.75	\$0.00	\$103.38
PIPEFITTERS LOCAL 537							
PIPEFITTERS LOCAL 537							
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HVAC MECHANIC	3/1/2025	\$68.88	\$12.70	\$13.05	\$8.75	\$0.00	\$103.38
PIPEFITTERS LOCAL 537							
PIPEFITTERS LOCAL 537							
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS	6/1/2025	\$48.35	\$9.90	\$9.25	\$9.65	\$0.00	\$77.15
LABORERS	12/1/2025	\$49.85	\$9.90	\$9.25	\$9.65	\$0.00	\$78.65
LABORERS - ZONE 1	6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.45
	12/1/2026	\$52.90	\$9.90	\$9.25	\$9.65	\$0.00	\$81.70
	6/1/2027	\$54.50	\$9.90	\$9.25	\$9.65	\$0.00	\$83.30
	12/1/2027	\$56.10	\$9.90	\$9.25	\$9.65	\$0.00	\$84.90
	6/1/2028	\$57.78	\$9.90	\$9.25	\$9.65	\$0.00	\$86.58
	12/1/2028	\$59.45	\$9.90	\$9.25	\$9.65	\$0.00	\$88.25

For apprentice rates see "Apprentice- LABORER"

HYDRAULIC DRILLS (HEAVY & HIGHWAY)	6/1/2025	\$48.45	\$9.90	\$9.25	\$9.65	\$0.00	\$77.25
LABORERS	12/1/2025	\$49.95	\$9.90	\$9.25	\$9.65	\$0.00	\$78.75
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$51.50	\$9.90	\$9.25	\$9.65	\$0.00	\$80.30
	12/1/2026	\$53.00	\$9.90	\$9.25	\$9.65	\$0.00	\$81.80

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

INSULATOR (PIPES & TANKS)	9/1/2024	\$56.92	\$14.75	\$9.52	\$10.09	\$0.00	\$91.28
HEAT & FROST INSULATORS LOCAL 6	9/1/2025	\$60.34	\$14.75	\$9.52	\$10.09	\$0.00	\$94.70
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	9/1/2026	\$63.76	\$14.75	\$9.52	\$10.09	\$0.00	\$98.12

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

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$28.46	\$14.75	\$9.27	\$5.05	\$0.00	\$57.53
2	60.00	\$34.15	\$14.75	\$9.32	\$6.05	\$0.00	\$64.27
3	70.00	\$39.84	\$14.75	\$9.37	\$7.06	\$0.00	\$71.02
4	80.00	\$45.54	\$14.75	\$9.42	\$8.07	\$0.00	\$77.78

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

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$30.17	\$14.75	\$9.27	\$5.05	\$0.00	\$59.24
2	60.00	\$36.20	\$14.75	\$9.32	\$6.05	\$0.00	\$66.32
3	70.00	\$42.24	\$14.75	\$9.37	\$7.06	\$0.00	\$73.42
4	80.00	\$48.27	\$14.75	\$9.42	\$8.07	\$0.00	\$80.51

IRONWORKER/WELDER	3/16/2024	\$53.97	\$8.35	\$12.70	\$14.00	\$0.00	\$89.02
IRONWORKERS LOCAL 7							
IRONWORKERS LOCAL 7 (BOSTON AREA)							

Apprentice: IRONWORKER/WELDER**Effective Date: 3/16/2024**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: IRONWORKER/WELDER Effective Date: 3/16/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$32.38	\$8.35	\$12.70	\$14.00	\$0.00	\$67.43
2	70.00	\$37.78	\$8.35	\$12.70	\$14.00	\$0.00	\$72.83
3	75.00	\$40.48	\$8.35	\$12.70	\$14.00	\$0.00	\$75.53
4	80.00	\$43.18	\$8.35	\$12.70	\$14.00	\$0.00	\$78.23
5	85.00	\$45.87	\$8.35	\$12.70	\$14.00	\$0.00	\$80.92
6	90.00	\$48.57	\$8.35	\$12.70	\$14.00	\$0.00	\$83.62
JACKHAMMER & PAVING BREAKER OPERATOR	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
LABORER	6/1/2025	\$47.60	\$9.90	\$9.25	\$9.65	\$0.00	\$76.40
LABORERS	6/1/2025	\$47.60	\$9.90	\$9.25	\$9.65	\$0.00	\$76.40
LABORERS - ZONE 1	12/1/2025	\$49.10	\$9.90	\$9.25	\$9.65	\$0.00	\$77.90
	12/1/2025	\$49.10	\$9.90	\$9.25	\$9.65	\$0.00	\$77.90
	6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.45
	6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.45
	12/1/2026	\$52.15	\$9.90	\$9.25	\$9.65	\$0.00	\$80.95
	12/1/2026	\$52.15	\$9.90	\$9.25	\$9.65	\$0.00	\$80.95
	6/1/2027	\$53.75	\$9.90	\$9.25	\$9.65	\$0.00	\$82.55
	6/1/2027	\$53.75	\$9.90	\$9.25	\$9.65	\$0.00	\$82.55
	12/1/2027	\$55.35	\$9.90	\$9.25	\$9.65	\$0.00	\$84.15
	12/1/2027	\$55.35	\$9.90	\$9.25	\$9.65	\$0.00	\$84.15
	6/1/2028	\$57.03	\$9.90	\$9.25	\$9.65	\$0.00	\$85.83
	6/1/2028	\$57.03	\$9.90	\$9.25	\$9.65	\$0.00	\$85.83
	12/1/2028	\$58.70	\$9.90	\$9.25	\$9.65	\$0.00	\$87.50
	12/1/2028	\$58.70	\$9.90	\$9.25	\$9.65	\$0.00	\$87.50
Apprentice: LABORER Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$28.56	\$9.90	\$9.25	\$9.65	\$0.00	\$57.36
2	70.00	\$33.32	\$9.90	\$9.25	\$9.65	\$0.00	\$62.12
3	80.00	\$38.08	\$9.90	\$9.25	\$9.65	\$0.00	\$66.88
4	90.00	\$42.84	\$9.90	\$9.25	\$9.65	\$0.00	\$71.64

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: LABORER Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$28.56	\$9.90	\$9.25	\$9.65	\$0.00	\$57.36
2	70.00	\$33.32	\$9.90	\$9.25	\$9.65	\$0.00	\$62.12
3	80.00	\$38.08	\$9.90	\$9.25	\$9.65	\$0.00	\$66.88
4	90.00	\$42.84	\$9.90	\$9.25	\$9.65	\$0.00	\$71.64
LABORER (HEAVY & HIGHWAY)	6/1/2025	\$47.70	\$9.90	\$9.25	\$9.65	\$0.00	\$76.50
LABORERS	6/1/2025	\$47.70	\$9.90	\$9.25	\$9.65	\$0.00	\$76.50
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/1/2025	\$49.20	\$9.90	\$9.25	\$9.65	\$0.00	\$78.00
	12/1/2025	\$49.20	\$9.90	\$9.25	\$9.65	\$0.00	\$78.00
	6/1/2026	\$50.75	\$9.90	\$9.25	\$9.65	\$0.00	\$79.55
	6/1/2026	\$50.75	\$9.90	\$9.25	\$9.65	\$0.00	\$79.55
	12/1/2026	\$52.25	\$9.90	\$9.25	\$9.65	\$0.00	\$81.05
	12/1/2026	\$52.25	\$9.90	\$9.25	\$9.65	\$0.00	\$81.05
Apprentice: LABORER (HEAVY & HIGHWAY) Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$28.62	\$9.65	\$9.25	\$9.65	\$0.00	\$57.17
2	70.00	\$33.39	\$9.65	\$9.25	\$9.65	\$0.00	\$61.94
3	80.00	\$38.16	\$9.65	\$9.25	\$9.65	\$0.00	\$66.71
4	90.00	\$42.93	\$9.65	\$9.25	\$9.65	\$0.00	\$71.48
Apprentice: LABORER (HEAVY & HIGHWAY) Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$28.62	\$9.65	\$9.25	\$9.65	\$0.00	\$57.17
2	70.00	\$33.39	\$9.65	\$9.25	\$9.65	\$0.00	\$61.94
3	80.00	\$38.16	\$9.65	\$9.25	\$9.65	\$0.00	\$66.71
4	90.00	\$42.93	\$9.65	\$9.25	\$9.65	\$0.00	\$71.48
LABORER: CARPENTER TENDER	6/1/2025	\$47.60	\$9.90	\$9.25	\$9.65	\$0.00	\$76.40
LABORERS	12/1/2025	\$49.10	\$9.90	\$9.25	\$9.65	\$0.00	\$77.90
LABORERS - ZONE 1	6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.45
	12/1/2026	\$52.15	\$9.90	\$9.25	\$9.65	\$0.00	\$80.95
	6/1/2027	\$53.75	\$9.90	\$9.25	\$9.65	\$0.00	\$82.55
	12/1/2027	\$55.35	\$9.90	\$9.25	\$9.65	\$0.00	\$84.15
	6/1/2028	\$57.03	\$9.90	\$9.25	\$9.65	\$0.00	\$85.83
	12/1/2028	\$58.70	\$9.90	\$9.25	\$9.65	\$0.00	\$87.50

For apprentice rates see "Apprentice- LABORER"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORER: CEMENT FINISHER TENDER	6/1/2025	\$47.60	\$9.90	\$9.25	\$9.65	\$0.00	\$76.40
LABORERS	12/1/2025	\$49.10	\$9.90	\$9.25	\$9.65	\$0.00	\$77.90
LABORERS - ZONE 1	6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.45
	12/1/2026	\$52.15	\$9.90	\$9.25	\$9.65	\$0.00	\$80.95
	6/1/2027	\$53.75	\$9.90	\$9.25	\$9.65	\$0.00	\$82.55
	12/1/2027	\$55.35	\$9.90	\$9.25	\$9.65	\$0.00	\$84.15
	6/1/2028	\$57.03	\$9.90	\$9.25	\$9.65	\$0.00	\$85.83
	12/1/2028	\$58.70	\$9.90	\$9.25	\$9.65	\$0.00	\$87.50
For apprentice rates see "Apprentice- LABORER"							
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	6/2/2025	\$47.75	\$9.90	\$9.25	\$9.65	\$0.00	\$76.55
LABORERS	12/1/2025	\$49.25	\$9.90	\$9.25	\$9.65	\$0.00	\$78.05
LABORERS - ZONE 1	6/1/2026	\$50.80	\$9.90	\$9.25	\$9.65	\$0.00	\$79.60
	12/7/2026	\$52.30	\$9.90	\$9.25	\$9.65	\$0.00	\$81.10
	6/7/2027	\$53.90	\$9.90	\$9.25	\$9.65	\$0.00	\$82.70
	12/6/2027	\$55.50	\$9.90	\$9.25	\$9.65	\$0.00	\$84.30
	6/5/2028	\$57.18	\$9.90	\$9.25	\$9.65	\$0.00	\$85.98
	12/4/2028	\$58.85	\$9.90	\$9.25	\$9.65	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER (HEAVY & HIGHWAY)	6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.75
LABORERS	12/1/2025	\$49.45	\$9.90	\$9.25	\$9.65	\$0.00	\$78.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$51.00	\$9.90	\$9.25	\$9.65	\$0.00	\$79.80
	12/1/2026	\$52.50	\$9.90	\$9.25	\$9.65	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
LABORER: MULTI-TRADE TENDER	6/1/2025	\$47.60	\$9.90	\$9.25	\$9.65	\$0.00	\$76.40
LABORERS	12/1/2025	\$49.10	\$9.90	\$9.25	\$9.65	\$0.00	\$77.90
LABORERS - ZONE 1	6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.45
	12/1/2026	\$52.15	\$9.90	\$9.25	\$9.65	\$0.00	\$80.95
	6/1/2027	\$53.75	\$9.90	\$9.25	\$9.65	\$0.00	\$82.55
	12/1/2027	\$55.35	\$9.90	\$9.25	\$9.65	\$0.00	\$84.15
	6/1/2028	\$57.03	\$9.90	\$9.25	\$9.65	\$0.00	\$85.83
	12/1/2028	\$58.70	\$9.90	\$9.25	\$9.65	\$0.00	\$87.50
For apprentice rates see "Apprentice- LABORER"							
LABORER: TREE REMOVER	6/1/2025	\$47.60	\$9.90	\$9.25	\$9.65	\$0.00	\$76.40
LABORERS	12/1/2025	\$49.10	\$9.90	\$9.25	\$9.65	\$0.00	\$77.90
LABORERS - ZONE 1	6/1/2026	\$50.65	\$9.90	\$9.25	\$9.65	\$0.00	\$79.45
	12/1/2026	\$52.15	\$9.90	\$9.25	\$9.65	\$0.00	\$80.95

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/1/2027	\$53.75	\$9.90	\$9.25	\$9.65	\$0.00	\$82.55
	12/1/2027	\$55.35	\$9.90	\$9.25	\$9.65	\$0.00	\$84.15
	6/1/2028	\$57.03	\$9.90	\$9.25	\$9.65	\$0.00	\$85.83
	12/1/2028	\$58.70	\$9.90	\$9.25	\$9.65	\$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	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75

For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR (HEAVY & HIGHWAY)	6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.75
LABORERS	12/1/2025	\$49.45	\$9.90	\$9.25	\$9.65	\$0.00	\$78.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$51.00	\$9.90	\$9.25	\$9.65	\$0.00	\$79.80
	12/1/2026	\$52.50	\$9.90	\$9.25	\$9.65	\$0.00	\$81.30

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

MARBLE & TILE FINISHERS	2/1/2025	\$50.36	\$11.49	\$15.57	\$6.05	\$0.00	\$83.47
BRICKLAYERS LOCAL 3	8/1/2025	\$52.08	\$11.49	\$15.57	\$6.05	\$0.00	\$85.19
BRICKLAYERS LOCAL 3 - MARBLE & TILE	2/1/2026	\$53.16	\$11.49	\$15.57	\$6.05	\$0.00	\$86.27
	8/1/2026	\$54.92	\$11.49	\$15.57	\$6.05	\$0.00	\$88.03
	2/1/2027	\$56.04	\$11.49	\$15.57	\$6.05	\$0.00	\$89.15

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

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$25.18	\$11.49	\$15.57	\$6.05	\$0.00	\$58.29
2	60.00	\$30.22	\$11.49	\$15.57	\$6.05	\$0.00	\$63.33
3	70.00	\$35.25	\$11.49	\$15.57	\$6.05	\$0.00	\$68.36
4	80.00	\$40.29	\$11.49	\$15.57	\$6.05	\$0.00	\$73.40
5	90.00	\$45.32	\$11.49	\$15.57	\$6.05	\$0.00	\$78.43

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

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.04	\$11.49	\$15.57	\$6.05	\$0.00	\$59.15
2	60.00	\$31.25	\$11.49	\$15.57	\$6.05	\$0.00	\$64.36
3	70.00	\$36.46	\$11.49	\$15.57	\$6.05	\$0.00	\$69.57
4	80.00	\$41.66	\$11.49	\$15.57	\$6.05	\$0.00	\$74.77
5	90.00	\$46.87	\$11.49	\$15.57	\$6.05	\$0.00	\$79.98

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
MARBLE MASONS,TILELAYERS & TERRAZZO MECH	2/1/2025	\$65.82	\$11.49	\$15.57	\$7.99	\$0.00	\$100.87
BRICKLAYERS LOCAL 3	8/1/2025	\$67.97	\$11.49	\$15.57	\$7.99	\$0.00	\$103.02
BRICKLAYERS LOCAL 3 - MARBLE & TILE	2/1/2026	\$69.32	\$11.49	\$15.57	\$7.99	\$0.00	\$104.37
	8/1/2026	\$71.52	\$11.49	\$15.57	\$7.99	\$0.00	\$106.57
	2/1/2027	\$72.92	\$11.49	\$15.57	\$7.99	\$0.00	\$107.97

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH**Effective Date: 2/1/2025**

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

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH**Effective Date: 8/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.99	\$11.49	\$15.57	\$7.99	\$0.00	\$69.04
2	60.00	\$40.78	\$11.49	\$15.57	\$7.99	\$0.00	\$75.83
3	70.00	\$47.58	\$11.49	\$15.57	\$7.99	\$0.00	\$82.63
4	80.00	\$54.38	\$11.49	\$15.57	\$7.99	\$0.00	\$89.43
5	90.00	\$61.17	\$11.49	\$15.57	\$7.99	\$0.00	\$96.22

MECH. SWEEPER OPERATOR (ON CONST. SITES)	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 1)	1/6/2025	\$50.53	\$10.08	\$11.47	\$10.25	\$0.00	\$82.33
MILLWRIGHTS LOCAL 1121	1/5/2026	\$53.03	\$10.08	\$11.47	\$10.25	\$0.00	\$84.83
MILLWRIGHTS LOCAL 1121 - Zone 1							

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

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
Apprentice: MILLWRIGHT (Zone 1) Effective Date: 1/6/2025 <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>1</td><td>55.00</td><td>\$27.79</td><td>\$10.08</td><td>\$0.00</td><td>\$5.64</td><td>\$0.00</td><td>\$43.51</td></tr><tr><td>2</td><td>65.00</td><td>\$32.84</td><td>\$10.08</td><td>\$0.00</td><td>\$6.66</td><td>\$0.00</td><td>\$49.58</td></tr><tr><td>3</td><td>75.00</td><td>\$37.90</td><td>\$10.08</td><td>\$11.47</td><td>\$7.69</td><td>\$0.00</td><td>\$67.14</td></tr><tr><td>4</td><td>85.00</td><td>\$42.95</td><td>\$10.08</td><td>\$11.47</td><td>\$8.71</td><td>\$0.00</td><td>\$73.21</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	1	55.00	\$27.79	\$10.08	\$0.00	\$5.64	\$0.00	\$43.51	2	65.00	\$32.84	\$10.08	\$0.00	\$6.66	\$0.00	\$49.58	3	75.00	\$37.90	\$10.08	\$11.47	\$7.69	\$0.00	\$67.14	4	85.00	\$42.95	\$10.08	\$11.47	\$8.71	\$0.00	\$73.21
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
1	55.00	\$27.79	\$10.08	\$0.00	\$5.64	\$0.00	\$43.51																																								
2	65.00	\$32.84	\$10.08	\$0.00	\$6.66	\$0.00	\$49.58																																								
3	75.00	\$37.90	\$10.08	\$11.47	\$7.69	\$0.00	\$67.14																																								
4	85.00	\$42.95	\$10.08	\$11.47	\$8.71	\$0.00	\$73.21																																								
Apprentice: MILLWRIGHT (Zone 1) Effective Date: 1/5/2026 <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>1</td><td>55.00</td><td>\$29.17</td><td>\$10.08</td><td>\$0.00</td><td>\$5.64</td><td>\$0.00</td><td>\$44.89</td></tr><tr><td>2</td><td>65.00</td><td>\$34.47</td><td>\$10.08</td><td>\$0.00</td><td>\$6.66</td><td>\$0.00</td><td>\$51.21</td></tr><tr><td>3</td><td>75.00</td><td>\$39.77</td><td>\$10.08</td><td>\$11.47</td><td>\$7.69</td><td>\$0.00</td><td>\$69.01</td></tr><tr><td>4</td><td>85.00</td><td>\$45.08</td><td>\$10.08</td><td>\$11.47</td><td>\$8.71</td><td>\$0.00</td><td>\$75.34</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	1	55.00	\$29.17	\$10.08	\$0.00	\$5.64	\$0.00	\$44.89	2	65.00	\$34.47	\$10.08	\$0.00	\$6.66	\$0.00	\$51.21	3	75.00	\$39.77	\$10.08	\$11.47	\$7.69	\$0.00	\$69.01	4	85.00	\$45.08	\$10.08	\$11.47	\$8.71	\$0.00	\$75.34
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
1	55.00	\$29.17	\$10.08	\$0.00	\$5.64	\$0.00	\$44.89																																								
2	65.00	\$34.47	\$10.08	\$0.00	\$6.66	\$0.00	\$51.21																																								
3	75.00	\$39.77	\$10.08	\$11.47	\$7.69	\$0.00	\$69.01																																								
4	85.00	\$45.08	\$10.08	\$11.47	\$8.71	\$0.00	\$75.34																																								
MORTAR MIXER	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65																																								
LABORERS	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15																																								
LABORERS - ZONE 1	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70																																								
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20																																								
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80																																								
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40																																								
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08																																								
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75																																								
For apprentice rates see "Apprentice- LABORER"																																															
OILER (OTHER THAN TRUCK CRANES,GRADALLS)	6/1/2025	\$25.97	\$15.30	\$13.15	\$3.25	\$0.00	\$57.67																																								
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$25.97	\$15.30	\$13.15	\$3.25	\$0.00	\$57.67																																								
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$26.63	\$15.30	\$13.15	\$3.25	\$0.00	\$58.33																																								
	12/1/2025	\$26.63	\$15.30	\$13.15	\$3.25	\$0.00	\$58.33																																								
	6/1/2026	\$27.22	\$15.30	\$13.15	\$3.25	\$0.00	\$58.92																																								
	6/1/2026	\$27.22	\$15.30	\$13.15	\$3.25	\$0.00	\$58.92																																								
	12/1/2026	\$27.89	\$15.30	\$13.15	\$3.25	\$0.00	\$59.59																																								
	12/1/2026	\$27.89	\$15.30	\$13.15	\$3.25	\$0.00	\$59.59																																								
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																																															
OILER (TRUCK CRANES, GRADALLS)	6/1/2025	\$31.80	\$15.30	\$13.15	\$3.25	\$0.00	\$63.50																																								
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$31.80	\$15.30	\$13.15	\$3.25	\$0.00	\$63.50																																								
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$32.60	\$15.30	\$13.15	\$3.25	\$0.00	\$64.30																																								
	12/1/2025	\$32.60	\$15.30	\$13.15	\$3.25	\$0.00	\$64.30																																								
	6/1/2026	\$33.32	\$15.30	\$13.15	\$3.25	\$0.00	\$65.02																																								
	6/1/2026	\$33.32	\$15.30	\$13.15	\$3.25	\$0.00	\$65.02																																								
	12/1/2026	\$34.12	\$15.30	\$13.15	\$3.25	\$0.00	\$65.82																																								
	12/1/2026	\$34.12	\$15.30	\$13.15	\$3.25	\$0.00	\$65.82																																								
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																																															

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OTHER POWER DRIVEN EQUIPMENT - CLASS II	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

Apprentice: PAINTER (BRIDGES/TANKS)**Effective Date: 1/1/2025**

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

PAINTER (SPRAY OR SANDBLAST, NEW) *	1/1/2025	\$55.15	\$9.95	\$11.85	\$12.10	\$0.00	\$89.05
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* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used.

PAINTERS LOCAL 35
PAINTERS LOCAL 35 - ZONE 1

Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) ***Effective Date: 1/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$27.58	\$9.95	\$0.00	\$0.00	\$0.00	\$37.53
2	55.00	\$30.33	\$9.95	\$0.00	\$6.66	\$0.00	\$46.94
3	60.00	\$33.09	\$9.95	\$0.00	\$7.26	\$0.00	\$50.30
4	65.00	\$35.85	\$9.95	\$0.00	\$7.87	\$0.00	\$53.67
5	70.00	\$38.61	\$9.95	\$11.85	\$8.47	\$0.00	\$68.88
6	75.00	\$41.36	\$9.95	\$11.85	\$9.08	\$0.00	\$72.24
7	80.00	\$44.12	\$9.95	\$11.85	\$9.68	\$0.00	\$75.60
8	90.00	\$49.64	\$9.95	\$11.85	\$10.89	\$0.00	\$82.33

PAINTER (SPRAY OR SANDBLAST, REPAINT)	1/1/2025	\$53.21	\$9.95	\$11.85	\$12.10	\$0.00	\$87.11
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 1							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)							
Effective Date: 1/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.61	\$9.95	\$0.00	\$0.00	\$0.00	\$36.56
2	55.00	\$29.27	\$9.95	\$0.00	\$6.66	\$0.00	\$45.88
3	60.00	\$31.93	\$9.95	\$0.00	\$7.26	\$0.00	\$49.14
4	65.00	\$34.59	\$9.95	\$0.00	\$7.87	\$0.00	\$52.41
5	70.00	\$37.25	\$9.95	\$11.85	\$8.47	\$0.00	\$67.52
6	75.00	\$39.91	\$9.95	\$11.85	\$9.08	\$0.00	\$70.79
7	80.00	\$42.57	\$9.95	\$11.85	\$9.68	\$0.00	\$74.05
8	90.00	\$47.89	\$9.95	\$11.85	\$10.89	\$0.00	\$80.58

PAINTER / TAPER (BRUSH, NEW) *	1/1/2025	\$53.75	\$9.95	\$11.85	\$12.10	\$0.00	\$87.65
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.							
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 1							

Apprentice: PAINTER / TAPER (BRUSH, NEW) *							
Effective Date: 1/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.88	\$9.95	\$0.00	\$0.00	\$0.00	\$36.83
2	55.00	\$29.56	\$9.95	\$0.00	\$6.66	\$0.00	\$46.17
3	60.00	\$32.25	\$9.95	\$0.00	\$7.26	\$0.00	\$49.46
4	65.00	\$34.94	\$9.95	\$0.00	\$7.87	\$0.00	\$52.76
5	70.00	\$37.63	\$9.95	\$11.85	\$8.47	\$0.00	\$67.90
6	75.00	\$40.31	\$9.95	\$11.85	\$9.08	\$0.00	\$71.19
7	80.00	\$43.00	\$9.95	\$11.85	\$9.68	\$0.00	\$74.48
8	90.00	\$48.38	\$9.95	\$11.85	\$10.89	\$0.00	\$81.07

PAINTER / TAPER (BRUSH, REPAINT)	1/1/2025	\$51.81	\$9.95	\$11.85	\$12.10	\$0.00	\$85.71
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 1							

Apprentice: PAINTER / TAPER (BRUSH, REPAINT)							
Effective Date: 1/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$25.91	\$9.95	\$0.00	\$0.00	\$0.00	\$35.86
2	55.00	\$28.50	\$9.95	\$0.00	\$6.66	\$0.00	\$45.11
3	60.00	\$31.09	\$9.95	\$0.00	\$7.26	\$0.00	\$48.30
4	65.00	\$33.68	\$9.95	\$0.00	\$7.87	\$0.00	\$51.50
5	70.00	\$36.27	\$9.95	\$11.85	\$8.47	\$0.00	\$66.54
6	75.00	\$38.86	\$9.95	\$11.85	\$9.08	\$0.00	\$69.74

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
Apprentice: PAINTER / TAPER (BRUSH, REPAINT) Effective Date: 1/1/2025 <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>7</td><td>80.00</td><td>\$41.45</td><td>\$9.95</td><td>\$11.85</td><td>\$9.68</td><td>\$0.00</td><td>\$72.93</td></tr><tr><td>8</td><td>90.00</td><td>\$46.63</td><td>\$9.95</td><td>\$11.85</td><td>\$10.89</td><td>\$0.00</td><td>\$79.32</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	7	80.00	\$41.45	\$9.95	\$11.85	\$9.68	\$0.00	\$72.93	8	90.00	\$46.63	\$9.95	\$11.85	\$10.89	\$0.00	\$79.32																
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
7	80.00	\$41.45	\$9.95	\$11.85	\$9.68	\$0.00	\$72.93																																								
8	90.00	\$46.63	\$9.95	\$11.85	\$10.89	\$0.00	\$79.32																																								
PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	6/1/2025	\$47.70	\$9.90	\$9.25	\$9.65	\$0.00	\$76.50																																								
LABORERS	12/1/2025	\$49.20	\$9.90	\$9.25	\$9.65	\$0.00	\$78.00																																								
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$50.75	\$9.90	\$9.25	\$9.65	\$0.00	\$79.55																																								
	12/1/2026	\$52.25	\$9.90	\$9.25	\$9.65	\$0.00	\$81.05																																								
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)																																															
PANEL & PICKUP TRUCKS DRIVER	6/1/2025	\$41.88	\$14.91	\$20.17	\$0.00	\$0.00	\$76.96																																								
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2025	\$41.88	\$14.91	\$20.17	\$0.00	\$0.00	\$76.96																																								
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2025	\$41.88	\$15.41	\$20.17	\$0.00	\$0.00	\$77.46																																								
	8/1/2025	\$41.88	\$15.41	\$20.17	\$0.00	\$0.00	\$77.46																																								
	12/1/2025	\$41.88	\$15.41	\$21.78	\$0.00	\$0.00	\$79.07																																								
	12/1/2025	\$41.88	\$15.41	\$21.78	\$0.00	\$0.00	\$79.07																																								
	6/1/2026	\$42.88	\$15.41	\$21.78	\$0.00	\$0.00	\$80.07																																								
	6/1/2026	\$42.88	\$15.41	\$21.78	\$0.00	\$0.00	\$80.07																																								
	8/1/2026	\$42.88	\$15.91	\$21.78	\$0.00	\$0.00	\$80.57																																								
	8/1/2026	\$42.88	\$15.91	\$21.78	\$0.00	\$0.00	\$80.57																																								
	12/1/2026	\$42.88	\$15.91	\$23.52	\$0.00	\$0.00	\$82.31																																								
	12/1/2026	\$42.88	\$15.91	\$23.52	\$0.00	\$0.00	\$82.31																																								
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	8/1/2024	\$55.79	\$10.08	\$11.62	\$12.67	\$0.00	\$90.16																																								
PILE DRIVER LOCAL 56																																															
PILE DRIVER LOCAL 56 (ZONE 1)																																															
For apprentice rates see "Apprentice- PILE DRIVER"																																															
PILE DRIVER	8/1/2024	\$55.79	\$10.08	\$11.62	\$12.67	\$0.00	\$90.16																																								
PILE DRIVER LOCAL 56																																															
PILE DRIVER LOCAL 56 (ZONE 1)																																															
Apprentice: PILE DRIVER Effective Date: 8/1/2024 <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>1</td><td>45.00</td><td>\$25.11</td><td>\$10.08</td><td>\$0.00</td><td>\$2.53</td><td>\$0.00</td><td>\$37.72</td></tr><tr><td>2</td><td>55.00</td><td>\$30.68</td><td>\$10.08</td><td>\$0.00</td><td>\$5.07</td><td>\$0.00</td><td>\$45.83</td></tr><tr><td>3</td><td>70.00</td><td>\$39.05</td><td>\$10.08</td><td>\$11.62</td><td>\$7.60</td><td>\$0.00</td><td>\$68.35</td></tr><tr><td>4</td><td>80.00</td><td>\$44.63</td><td>\$10.08</td><td>\$11.62</td><td>\$10.14</td><td>\$0.00</td><td>\$76.47</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	1	45.00	\$25.11	\$10.08	\$0.00	\$2.53	\$0.00	\$37.72	2	55.00	\$30.68	\$10.08	\$0.00	\$5.07	\$0.00	\$45.83	3	70.00	\$39.05	\$10.08	\$11.62	\$7.60	\$0.00	\$68.35	4	80.00	\$44.63	\$10.08	\$11.62	\$10.14	\$0.00	\$76.47
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
1	45.00	\$25.11	\$10.08	\$0.00	\$2.53	\$0.00	\$37.72																																								
2	55.00	\$30.68	\$10.08	\$0.00	\$5.07	\$0.00	\$45.83																																								
3	70.00	\$39.05	\$10.08	\$11.62	\$7.60	\$0.00	\$68.35																																								
4	80.00	\$44.63	\$10.08	\$11.62	\$10.14	\$0.00	\$76.47																																								
PIPEFITTER & STEAMFITTER	3/1/2025	\$68.88	\$12.70	\$13.05	\$8.75	\$0.00	\$103.38																																								
PIPEFITTERS LOCAL 537																																															
PIPEFITTERS LOCAL 537																																															

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PIPEFITTER & STEAMFITTER Effective Date: 3/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$27.55	\$12.70	\$0.30	\$8.75	\$0.00	\$49.30
2	45.00	\$31.00	\$12.70	\$13.05	\$8.75	\$0.00	\$65.50
3	60.00	\$41.33	\$12.70	\$13.05	\$8.75	\$0.00	\$75.83
4	70.00	\$48.22	\$12.70	\$13.05	\$8.75	\$0.00	\$82.72
5	80.00	\$55.10	\$12.70	\$13.05	\$8.75	\$0.00	\$89.60
PIPELAYER	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
PIPELAYER (HEAVY & HIGHWAY)	6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.75
LABORERS	12/1/2025	\$49.45	\$9.90	\$9.25	\$9.65	\$0.00	\$78.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$51.00	\$9.90	\$9.25	\$9.65	\$0.00	\$79.80
	12/1/2026	\$52.50	\$9.90	\$9.25	\$9.65	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
PLUMBERS & GASFITTERS	3/2/2025	\$69.84	\$14.32	\$12.31	\$8.00	\$0.00	\$104.47
PLUMBERS & GASFITTERS LOCAL 12							
PLUMBERS & GASFITTERS LOCAL 12							
Apprentice: PLUMBERS & GASFITTERS Effective Date: 3/2/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	35.00	\$24.44	\$14.32	\$4.61	\$2.80	\$0.00	\$46.17
2	40.00	\$27.94	\$14.32	\$5.22	\$3.20	\$0.00	\$50.68
3	55.00	\$38.41	\$14.32	\$7.07	\$4.40	\$0.00	\$64.20
4	65.00	\$45.40	\$14.32	\$8.30	\$5.20	\$0.00	\$73.22
5	75.00	\$52.38	\$14.32	\$9.53	\$6.00	\$0.00	\$82.23
PNEUMATIC CONTROLS (TEMP.)	3/1/2025	\$68.88	\$12.70	\$13.05	\$8.75	\$0.00	\$103.38
PIPEFITTERS LOCAL 537							
PIPEFITTERS LOCAL 537							
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
PNEUMATIC DRILL/TOOL OPERATOR	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS - ZONE 1	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.75
LABORERS	12/1/2025	\$49.45	\$9.90	\$9.25	\$9.65	\$0.00	\$78.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$51.00	\$9.90	\$9.25	\$9.65	\$0.00	\$79.80
	12/1/2026	\$52.50	\$9.90	\$9.25	\$9.65	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
POWDERMAN & BLASTER	6/1/2025	\$48.60	\$9.90	\$9.25	\$9.65	\$0.00	\$77.40
LABORERS	12/1/2025	\$50.10	\$9.90	\$9.25	\$9.65	\$0.00	\$78.90
LABORERS - ZONE 1	6/1/2026	\$51.65	\$9.90	\$9.25	\$9.65	\$0.00	\$80.45
	12/1/2026	\$53.15	\$9.90	\$9.25	\$9.65	\$0.00	\$81.95
	6/1/2027	\$54.75	\$9.90	\$9.25	\$9.65	\$0.00	\$83.55
	12/1/2027	\$56.35	\$9.90	\$9.25	\$9.65	\$0.00	\$85.15
	6/1/2028	\$58.03	\$9.90	\$9.25	\$9.65	\$0.00	\$86.83
	12/1/2028	\$59.70	\$9.90	\$9.25	\$9.65	\$0.00	\$88.50
For apprentice rates see "Apprentice- LABORER"							
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	6/1/2025	\$48.70	\$9.90	\$9.25	\$9.65	\$0.00	\$77.50
LABORERS	12/1/2025	\$50.20	\$9.90	\$9.25	\$9.65	\$0.00	\$79.00
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$51.75	\$9.90	\$9.25	\$9.65	\$0.00	\$80.55
	12/1/2026	\$53.25	\$9.90	\$9.25	\$9.65	\$0.00	\$82.05
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
POWER SHOVEL/DERRICK/TRENCHING MACHINE	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (CONCRETE)	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PUMP OPERATOR (DEWATERING, OTHER)	6/1/2025	\$37.52	\$15.55	\$13.25	\$3.25	\$0.00	\$69.57
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$37.52	\$15.55	\$13.25	\$3.25	\$0.00	\$69.57
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$38.47	\$15.55	\$13.25	\$3.25	\$0.00	\$70.52
	12/1/2025	\$38.47	\$15.55	\$13.25	\$3.25	\$0.00	\$70.52
	6/1/2026	\$39.33	\$15.55	\$13.25	\$3.25	\$0.00	\$71.38
	6/1/2026	\$39.33	\$15.55	\$13.25	\$3.25	\$0.00	\$71.38
	12/1/2026	\$40.28	\$15.55	\$13.25	\$3.25	\$0.00	\$72.33
	12/1/2026	\$40.28	\$15.55	\$13.25	\$3.25	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
READY MIX CONCRETE DRIVERS after 4/30/12 (Drivers Hired After 4/30/2012)	8/1/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$0.00	\$57.56
TEAMSTERS 25 (Metro) - Aggregate							
TEAMSTERS 25 (Metro) - Aggregate							
READY-MIX CONCRETE DRIVER	8/1/2022	\$34.41	\$11.91	\$15.25	\$0.00	\$0.00	\$61.57
TEAMSTERS 25 (Metro) - Aggregate							
TEAMSTERS 25 (Metro) - Aggregate							
RECLAIMERS	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
RIDE-ON MOTORIZED BUGGY OPERATOR	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
ROLLER/SPREADER/MULCHING MACHINE	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
ROOFER (Inc.Roofers Waterproofing &Roofers Damproofing)	2/1/2025	\$52.03	\$13.28	\$12.67	\$9.03	\$0.00	\$87.01
ROOFERS LOCAL 33	8/1/2025	\$53.53	\$13.28	\$12.67	\$9.03	\$0.00	\$88.51
ROOFERS LOCAL 33	2/1/2026	\$54.78	\$13.28	\$12.67	\$9.03	\$0.00	\$89.76

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg)							
Effective Date: 2/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.02	\$13.28	\$6.52	\$9.03	\$0.00	\$54.85
2	60.00	\$31.22	\$13.28	\$12.67	\$9.03	\$0.00	\$66.20
3	65.00	\$33.82	\$13.28	\$12.67	\$9.03	\$0.00	\$68.80
4	75.00	\$39.02	\$13.28	\$12.67	\$9.03	\$0.00	\$74.00
5	85.00	\$44.23	\$13.28	\$12.67	\$9.03	\$0.00	\$79.21

Apprentice: ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg)							
Effective Date: 8/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.77	\$13.28	\$6.52	\$9.03	\$0.00	\$55.60
2	60.00	\$32.12	\$13.28	\$12.67	\$9.03	\$0.00	\$67.10
3	65.00	\$34.79	\$13.28	\$12.67	\$9.03	\$0.00	\$69.77
4	75.00	\$40.15	\$13.28	\$12.67	\$9.03	\$0.00	\$75.13
5	85.00	\$45.50	\$13.28	\$12.67	\$9.03	\$0.00	\$80.48

ROOFER SLATE / TILE / PRECAST CONCRETE	2/1/2025	\$52.28	\$13.28	\$12.67	\$9.03	\$0.00	\$87.26
ROOFERS LOCAL 33	8/1/2025	\$53.78	\$13.28	\$12.67	\$9.03	\$0.00	\$88.76
ROOFERS LOCAL 33	2/1/2026	\$55.03	\$13.28	\$12.67	\$9.03	\$0.00	\$90.01

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER	2/1/2025	\$59.13	\$14.91	\$18.74	\$9.53	\$2.98	\$105.29
SHEETMETAL WORKERS LOCAL 17	8/1/2025	\$60.98	\$14.91	\$18.74	\$9.53	\$2.98	\$107.14
SHEETMETAL WORKERS LOCAL 17 - A	2/1/2026	\$62.93	\$14.91	\$18.74	\$9.53	\$2.98	\$109.09

Apprentice: SHEETMETAL WORKER							
Effective Date: 2/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	42.00	\$24.83	\$14.91	\$6.13	\$0.00	\$0.00	\$45.87
2	42.00	\$24.83	\$14.91	\$6.13	\$0.00	\$0.00	\$45.87
3	47.00	\$27.79	\$14.91	\$11.01	\$1.25	\$1.62	\$56.58
4	47.00	\$27.79	\$14.91	\$11.01	\$1.25	\$1.62	\$56.58
5	52.00	\$30.75	\$14.91	\$11.74	\$1.50	\$1.74	\$60.64
6	52.00	\$30.75	\$14.91	\$11.74	\$1.75	\$1.75	\$60.90
7	60.00	\$35.48	\$14.91	\$12.90	\$2.00	\$1.93	\$67.22
8	65.00	\$38.43	\$14.91	\$13.63	\$2.25	\$2.04	\$71.26
9	75.00	\$44.35	\$14.91	\$15.09	\$2.75	\$2.28	\$79.38
10	85.00	\$50.26	\$14.91	\$16.55	\$2.75	\$2.49	\$86.96

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: SHEETMETAL WORKER							
Effective Date: 8/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	42.00	\$25.61	\$14.91	\$6.13	\$0.00	\$0.00	\$46.65
2	42.00	\$25.61	\$14.91	\$6.13	\$0.00	\$0.00	\$46.65
3	47.00	\$28.66	\$14.91	\$11.01	\$1.25	\$1.62	\$57.45
4	47.00	\$28.66	\$14.91	\$11.01	\$1.25	\$1.62	\$57.45
5	52.00	\$31.71	\$14.91	\$11.74	\$1.50	\$1.74	\$61.60
6	52.00	\$31.71	\$14.91	\$11.74	\$1.75	\$1.75	\$61.86
7	60.00	\$36.59	\$14.91	\$12.90	\$2.00	\$1.93	\$68.33
8	65.00	\$39.64	\$14.91	\$13.63	\$2.25	\$2.04	\$72.47
9	75.00	\$45.74	\$14.91	\$15.09	\$2.75	\$2.28	\$80.77
10	85.00	\$51.83	\$14.91	\$16.55	\$2.75	\$2.49	\$88.53
SPECIALIZED EARTH MOVING EQUIP < 35 TONS	6/1/2025	\$42.34	\$14.91	\$20.17	\$0.00	\$0.00	\$77.42
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2025	\$42.34	\$14.91	\$20.17	\$0.00	\$0.00	\$77.42
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2025	\$42.34	\$15.41	\$20.17	\$0.00	\$0.00	\$77.92
	8/1/2025	\$42.34	\$15.41	\$20.17	\$0.00	\$0.00	\$77.92
	12/1/2025	\$42.34	\$15.41	\$21.78	\$0.00	\$0.00	\$79.53
	12/1/2025	\$42.34	\$15.41	\$21.78	\$0.00	\$0.00	\$79.53
	6/1/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$0.00	\$80.53
	6/1/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$0.00	\$80.53
	8/1/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$0.00	\$81.03
	8/1/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$0.00	\$81.03
	12/1/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$0.00	\$82.77
	12/1/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$0.00	\$82.77
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	6/1/2025	\$42.63	\$14.91	\$20.17	\$0.00	\$0.00	\$77.71
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2025	\$42.63	\$14.91	\$20.17	\$0.00	\$0.00	\$77.71
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2025	\$42.63	\$15.41	\$20.17	\$0.00	\$0.00	\$78.21
	8/1/2025	\$42.63	\$15.41	\$20.17	\$0.00	\$0.00	\$78.21
	12/1/2025	\$42.63	\$15.41	\$21.78	\$0.00	\$0.00	\$79.82
	12/1/2025	\$42.63	\$15.41	\$21.78	\$0.00	\$0.00	\$79.82
	6/1/2026	\$43.63	\$15.41	\$21.78	\$0.00	\$0.00	\$80.82
	6/1/2026	\$43.63	\$15.41	\$21.78	\$0.00	\$0.00	\$80.82
	8/1/2026	\$43.63	\$15.91	\$21.78	\$0.00	\$0.00	\$81.32
	8/1/2026	\$43.63	\$15.91	\$21.78	\$0.00	\$0.00	\$81.32
	12/1/2026	\$43.63	\$15.91	\$23.52	\$0.00	\$0.00	\$83.06
	12/1/2026	\$43.63	\$15.91	\$23.52	\$0.00	\$0.00	\$83.06
SPRINKLER FITTER	3/1/2025	\$72.14	\$11.51	\$7.30	\$16.50	\$0.00	\$107.45
SPRINKLER FITTERS LOCAL 550							
SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: SPRINKLER FITTER Effective Date: 3/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	35.00	\$25.25	\$11.51	\$13.07	\$0.00	\$0.00	\$49.83
2	40.00	\$28.86	\$11.51	\$13.90	\$0.00	\$0.00	\$54.27
3	45.00	\$32.46	\$11.51	\$14.73	\$0.00	\$0.00	\$58.70
4	50.00	\$36.07	\$11.51	\$15.55	\$0.00	\$0.00	\$63.13
5	55.00	\$39.68	\$11.51	\$16.37	\$0.00	\$0.00	\$67.56
6	60.00	\$43.28	\$11.51	\$17.20	\$0.00	\$0.00	\$71.99
7	65.00	\$46.89	\$11.51	\$18.03	\$0.00	\$0.00	\$76.43
8	70.00	\$50.50	\$11.51	\$18.85	\$0.00	\$0.00	\$80.86
9	75.00	\$54.11	\$11.51	\$19.67	\$0.00	\$0.00	\$85.29
10	80.00	\$57.71	\$11.51	\$20.50	\$0.00	\$0.00	\$89.72
STEAM BOILER OPERATOR	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TELECOMMUNICATION TECHNICIAN	3/1/2025	\$51.41	\$13.00	\$13.92	\$6.98	\$0.00	\$85.31
ELECTRICIANS LOCAL 103	9/1/2025	\$52.94	\$13.00	\$13.97	\$6.98	\$0.00	\$86.89
ELECTRICIANS LOCAL 103	3/1/2026	\$53.90	\$13.00	\$14.00	\$6.98	\$0.00	\$87.88
	9/1/2026	\$55.42	\$13.00	\$14.04	\$6.98	\$0.00	\$89.44
	3/1/2027	\$56.38	\$13.00	\$14.07	\$6.98	\$0.00	\$90.43
	9/1/2027	\$57.91	\$13.00	\$14.12	\$6.98	\$0.00	\$92.01
	3/1/2028	\$58.87	\$13.00	\$14.15	\$6.98	\$0.00	\$93.00

Apprentice: TELECOMMUNICATION TECHNICIAN Effective Date: 3/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$23.13	\$13.00	\$0.69	\$0.00	\$0.00	\$36.82
2	45.00	\$23.13	\$13.00	\$0.69	\$0.00	\$0.00	\$36.82
3	50.00	\$25.71	\$13.00	\$13.15	\$3.49	\$0.00	\$55.35
4	50.00	\$25.71	\$13.00	\$13.15	\$3.49	\$0.00	\$55.35
5	55.00	\$28.28	\$13.00	\$13.23	\$3.84	\$0.00	\$58.35
6	60.00	\$30.85	\$13.00	\$13.31	\$4.19	\$0.00	\$61.35
7	65.00	\$33.42	\$13.00	\$13.38	\$4.54	\$0.00	\$64.34

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: TELECOMMUNICATION TECHNICIAN							
Effective Date: 3/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
8	70.00	\$35.99	\$13.00	\$13.46	\$4.89	\$0.00	\$67.34
9	75.00	\$38.56	\$13.00	\$13.54	\$5.24	\$0.00	\$70.34
10	80.00	\$41.13	\$13.00	\$13.61	\$5.58	\$0.00	\$73.32
Apprentice: TELECOMMUNICATION TECHNICIAN							
Effective Date: 9/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$23.82	\$13.00	\$0.71	\$0.00	\$0.00	\$37.53
2	45.00	\$23.82	\$13.00	\$0.71	\$0.00	\$0.00	\$37.53
3	50.00	\$26.47	\$13.00	\$13.17	\$3.49	\$0.00	\$56.13
4	50.00	\$26.47	\$13.00	\$13.17	\$3.49	\$0.00	\$56.13
5	55.00	\$29.12	\$13.00	\$13.25	\$3.84	\$0.00	\$59.21
6	60.00	\$31.76	\$13.00	\$13.33	\$4.19	\$0.00	\$62.28
7	65.00	\$34.41	\$13.00	\$13.41	\$4.54	\$0.00	\$65.36
8	70.00	\$37.06	\$13.00	\$13.49	\$4.89	\$0.00	\$68.44
9	75.00	\$39.71	\$13.00	\$13.57	\$5.24	\$0.00	\$71.52
10	80.00	\$42.35	\$13.00	\$13.65	\$5.58	\$0.00	\$74.58
TERRAZZO FINISHERS	2/1/2025	\$64.74	\$11.49	\$15.57	\$8.02	\$0.00	\$99.82
BRICKLAYERS LOCAL 3	8/1/2025	\$66.89	\$11.49	\$15.57	\$8.02	\$0.00	\$101.97
BRICKLAYERS LOCAL 3 - MARBLE & TILE	2/1/2026	\$68.24	\$11.49	\$15.57	\$8.02	\$0.00	\$103.32
	8/1/2026	\$70.44	\$11.49	\$15.57	\$8.02	\$0.00	\$105.52
	2/1/2027	\$71.84	\$11.49	\$15.57	\$8.02	\$0.00	\$106.92
Apprentice: TERRAZZO FINISHERS							
Effective Date: 2/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$32.37	\$11.49	\$15.57	\$8.02	\$0.00	\$67.45
2	60.00	\$38.84	\$11.49	\$15.57	\$8.02	\$0.00	\$73.92
3	70.00	\$45.32	\$11.49	\$15.57	\$8.02	\$0.00	\$80.40
4	80.00	\$51.79	\$11.49	\$15.57	\$8.02	\$0.00	\$86.87
5	90.00	\$58.27	\$11.49	\$15.57	\$8.02	\$0.00	\$93.35
Apprentice: TERRAZZO FINISHERS							
Effective Date: 8/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.45	\$11.49	\$15.57	\$8.02	\$0.00	\$68.53

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
Apprentice: TERRAZZO FINISHERS Effective Date: 8/1/2025 <table> <tr> <th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr> <tr> <td>2</td><td>60.00</td><td>\$40.13</td><td>\$11.49</td><td>\$15.57</td><td>\$8.02</td><td>\$0.00</td><td>\$75.21</td></tr> <tr> <td>3</td><td>70.00</td><td>\$46.82</td><td>\$11.49</td><td>\$15.57</td><td>\$8.02</td><td>\$0.00</td><td>\$81.90</td></tr> <tr> <td>4</td><td>80.00</td><td>\$53.51</td><td>\$11.49</td><td>\$15.57</td><td>\$8.02</td><td>\$0.00</td><td>\$88.59</td></tr> <tr> <td>5</td><td>90.00</td><td>\$60.20</td><td>\$11.49</td><td>\$15.57</td><td>\$8.02</td><td>\$0.00</td><td>\$95.28</td></tr> </table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	2	60.00	\$40.13	\$11.49	\$15.57	\$8.02	\$0.00	\$75.21	3	70.00	\$46.82	\$11.49	\$15.57	\$8.02	\$0.00	\$81.90	4	80.00	\$53.51	\$11.49	\$15.57	\$8.02	\$0.00	\$88.59	5	90.00	\$60.20	\$11.49	\$15.57	\$8.02	\$0.00	\$95.28
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
2	60.00	\$40.13	\$11.49	\$15.57	\$8.02	\$0.00	\$75.21																																								
3	70.00	\$46.82	\$11.49	\$15.57	\$8.02	\$0.00	\$81.90																																								
4	80.00	\$53.51	\$11.49	\$15.57	\$8.02	\$0.00	\$88.59																																								
5	90.00	\$60.20	\$11.49	\$15.57	\$8.02	\$0.00	\$95.28																																								
TEST BORING DRILLER	6/1/2025	\$51.70	\$9.90	\$9.25	\$9.80	\$0.00	\$80.65																																								
LABORERS	12/1/2025	\$53.20	\$9.90	\$9.25	\$9.80	\$0.00	\$82.15																																								
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$54.75	\$9.90	\$9.25	\$9.80	\$0.00	\$83.70																																								
	12/1/2026	\$56.25	\$9.90	\$9.25	\$9.80	\$0.00	\$85.20																																								
For apprentice rates see "Apprentice- LABORER"																																															
TEST BORING DRILLER HELPER	6/1/2025	\$47.82	\$9.90	\$9.25	\$9.80	\$0.00	\$76.77																																								
LABORERS	12/1/2025	\$49.32	\$9.90	\$9.25	\$9.80	\$0.00	\$78.27																																								
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$50.87	\$9.90	\$9.25	\$9.80	\$0.00	\$79.82																																								
	12/1/2026	\$52.37	\$9.90	\$9.25	\$9.80	\$0.00	\$81.32																																								
For apprentice rates see "Apprentice- LABORER"																																															
TEST BORING LABORER	6/1/2025	\$47.70	\$9.90	\$9.25	\$9.80	\$0.00	\$76.65																																								
LABORERS	12/1/2025	\$49.20	\$9.90	\$9.25	\$9.80	\$0.00	\$78.15																																								
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$50.75	\$9.90	\$9.25	\$9.80	\$0.00	\$79.70																																								
	12/1/2026	\$52.25	\$9.90	\$9.25	\$9.80	\$0.00	\$81.20																																								
For apprentice rates see "Apprentice- LABORER"																																															
TRACTORS/PORTABLE STEAM GENERATORS	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73																																								
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$57.68	\$15.55	\$13.25	\$3.25	\$0.00	\$89.73																																								
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17																																								
	12/1/2025	\$59.12	\$15.55	\$13.25	\$3.25	\$0.00	\$91.17																																								
	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45																																								
	6/1/2026	\$60.40	\$15.55	\$13.25	\$3.25	\$0.00	\$92.45																																								
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89																																								
	12/1/2026	\$61.84	\$15.55	\$13.25	\$3.25	\$0.00	\$93.89																																								
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																																															
TRAILERS FOR EARTH MOVING EQUIPMENT	6/1/2025	\$42.92	\$14.91	\$20.17	\$0.00	\$0.00	\$78.00																																								
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2025	\$42.92	\$14.91	\$20.17	\$0.00	\$0.00	\$78.00																																								
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2025	\$42.92	\$15.41	\$20.17	\$0.00	\$0.00	\$78.50																																								
	8/1/2025	\$42.92	\$15.41	\$20.17	\$0.00	\$0.00	\$78.50																																								
	12/1/2025	\$42.92	\$15.41	\$21.78	\$0.00	\$0.00	\$80.11																																								
	12/1/2025	\$42.92	\$15.41	\$21.78	\$0.00	\$0.00	\$80.11																																								
	6/1/2026	\$43.92	\$15.41	\$21.78	\$0.00	\$0.00	\$81.11																																								
	6/1/2026	\$43.92	\$15.41	\$21.78	\$0.00	\$0.00	\$81.11																																								
	8/1/2026	\$43.92	\$15.91	\$21.78	\$0.00	\$0.00	\$81.61																																								
	8/1/2026	\$43.92	\$15.91	\$21.78	\$0.00	\$0.00	\$81.61																																								
	12/1/2026	\$43.92	\$15.91	\$23.52	\$0.00	\$0.00	\$83.35																																								
	12/1/2026	\$43.92	\$15.91	\$23.52	\$0.00	\$0.00	\$83.35																																								

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TUNNEL WORK - COMPRESSED AIR LABORERS	6/1/2025	\$59.93	\$9.90	\$9.25	\$10.25	\$0.00	\$89.33
LABORERS (COMPRESSED AIR)	12/1/2025	\$61.43	\$9.90	\$9.25	\$10.25	\$0.00	\$90.83
	6/1/2026	\$62.98	\$9.90	\$9.25	\$10.25	\$0.00	\$92.38
	12/1/2026	\$64.48	\$9.90	\$9.25	\$10.25	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS	6/1/2025	\$61.93	\$9.90	\$9.25	\$10.25	\$0.00	\$91.33
LABORERS (COMPRESSED AIR)	12/1/2025	\$63.43	\$9.90	\$9.25	\$10.25	\$0.00	\$92.83
	6/1/2026	\$64.98	\$9.90	\$9.25	\$10.25	\$0.00	\$94.38
	12/1/2026	\$66.48	\$9.90	\$9.25	\$10.25	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR LABORERS	6/1/2025	\$52.00	\$9.90	\$9.25	\$10.25	\$0.00	\$81.40
LABORERS (FREE AIR TUNNEL)	12/1/2025	\$53.50	\$9.90	\$9.25	\$10.25	\$0.00	\$82.90
	6/1/2026	\$55.05	\$9.90	\$9.25	\$10.25	\$0.00	\$84.45
	12/1/2026	\$56.55	\$9.90	\$9.25	\$10.25	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS	6/1/2025	\$54.00	\$9.90	\$9.25	\$10.25	\$0.00	\$83.40
LABORERS (FREE AIR TUNNEL)	12/1/2025	\$55.50	\$9.90	\$9.25	\$10.25	\$0.00	\$84.90
	6/1/2026	\$57.05	\$9.90	\$9.25	\$10.25	\$0.00	\$86.45
	12/1/2026	\$58.55	\$9.90	\$9.25	\$10.25	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"							
VAC-HAUL	6/1/2025	\$42.34	\$14.91	\$20.17	\$0.00	\$0.00	\$77.42
TEAMSTERS JOINT COUNCIL NO. 10	8/1/2025	\$42.34	\$15.41	\$20.17	\$0.00	\$0.00	\$77.92
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/1/2025	\$42.34	\$15.41	\$21.78	\$0.00	\$0.00	\$79.53
	6/1/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$0.00	\$80.53
	8/1/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$0.00	\$81.03
	12/1/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$0.00	\$82.77
WAGON DRILL OPERATOR LABORERS	6/1/2025	\$47.85	\$9.90	\$9.25	\$9.65	\$0.00	\$76.65
LABORERS - ZONE 1	12/1/2025	\$49.35	\$9.90	\$9.25	\$9.65	\$0.00	\$78.15
	6/1/2026	\$50.90	\$9.90	\$9.25	\$9.65	\$0.00	\$79.70
	12/1/2026	\$52.40	\$9.90	\$9.25	\$9.65	\$0.00	\$81.20
	6/1/2027	\$54.00	\$9.90	\$9.25	\$9.65	\$0.00	\$82.80
	12/1/2027	\$55.60	\$9.90	\$9.25	\$9.65	\$0.00	\$84.40
	6/1/2028	\$57.28	\$9.90	\$9.25	\$9.65	\$0.00	\$86.08
	12/1/2028	\$58.95	\$9.90	\$9.25	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) LABORERS	6/1/2025	\$47.95	\$9.90	\$9.25	\$9.65	\$0.00	\$76.75
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/1/2025	\$49.45	\$9.90	\$9.25	\$9.65	\$0.00	\$78.25
	6/1/2026	\$51.00	\$9.90	\$9.25	\$9.65	\$0.00	\$79.80
	12/1/2026	\$52.50	\$9.90	\$9.25	\$9.65	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
WASTE WATER PUMP OPERATOR	6/1/2025	\$58.33	\$15.55	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$13.25	\$3.25	\$0.00	\$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$61.08	\$15.55	\$13.25	\$3.25	\$0.00	\$93.13

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2026	\$62.53	\$15.55	\$13.25	\$3.25	\$0.00	\$94.58

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

WATER METER INSTALLER	3/2/2025	\$69.84	\$14.32	\$12.31	\$8.00	\$0.00	\$104.47
PLUMBERS & GASFITTERS LOCAL 12							
PLUMBERS & GASFITTERS LOCAL 12							

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

Rental of Equipment

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$42.05	\$14.91	\$0.00	\$0.00	\$0.00	\$56.96
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2025	\$42.05	\$14.91	\$0.00	\$0.00	\$0.00	\$56.96
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2025	\$42.05	\$15.41	\$0.00	\$0.00	\$0.00	\$57.46
	8/1/2025	\$42.05	\$15.41	\$0.00	\$0.00	\$0.00	\$57.46
	12/1/2025	\$42.05	\$15.41	\$0.00	\$0.00	\$0.00	\$57.46
	12/1/2025	\$42.05	\$15.41	\$0.00	\$0.00	\$0.00	\$57.46
	6/1/2026	\$43.05	\$15.41	\$0.00	\$0.00	\$0.00	\$58.46
	6/1/2026	\$43.05	\$15.41	\$0.00	\$0.00	\$0.00	\$58.46
	8/1/2026	\$43.05	\$15.91	\$0.00	\$0.00	\$0.00	\$58.96
	8/1/2026	\$43.05	\$15.91	\$0.00	\$0.00	\$0.00	\$58.96
	12/1/2026	\$43.05	\$15.91	\$0.00	\$0.00	\$0.00	\$58.96
	12/1/2026	\$43.05	\$15.91	\$0.00	\$0.00	\$0.00	\$58.96
(3 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$41.12	\$14.91	\$0.00	\$0.00	\$0.00	\$56.03
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2025	\$41.12	\$14.91	\$0.00	\$0.00	\$0.00	\$56.03
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2025	\$41.12	\$15.41	\$0.00	\$0.00	\$0.00	\$56.53
	8/1/2025	\$41.12	\$15.41	\$0.00	\$0.00	\$0.00	\$56.53
	12/1/2025	\$41.12	\$15.41	\$0.00	\$0.00	\$0.00	\$56.53
	12/1/2025	\$41.12	\$15.41	\$0.00	\$0.00	\$0.00	\$56.53
	6/1/2026	\$43.12	\$15.41	\$0.00	\$0.00	\$0.00	\$58.53
	6/1/2026	\$43.12	\$15.41	\$0.00	\$0.00	\$0.00	\$58.53
	8/1/2026	\$43.12	\$15.91	\$0.00	\$0.00	\$0.00	\$59.03
	8/1/2026	\$43.12	\$15.91	\$0.00	\$0.00	\$0.00	\$59.03
	12/1/2026	\$43.12	\$15.91	\$0.00	\$0.00	\$0.00	\$59.03
	12/1/2026	\$43.12	\$15.91	\$0.00	\$0.00	\$0.00	\$59.03
(4 & 5 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$42.24	\$14.91	\$0.00	\$0.00	\$0.00	\$57.15
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2025	\$42.24	\$14.91	\$0.00	\$0.00	\$0.00	\$57.15
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2025	\$42.24	\$15.41	\$0.00	\$0.00	\$0.00	\$57.65
	8/1/2025	\$42.24	\$15.41	\$0.00	\$0.00	\$0.00	\$57.65
	12/1/2025	\$42.24	\$15.41	\$0.00	\$0.00	\$0.00	\$57.65
	12/1/2025	\$42.24	\$15.41	\$0.00	\$0.00	\$0.00	\$57.65
	6/1/2026	\$43.24	\$15.41	\$0.00	\$0.00	\$0.00	\$58.65
	6/1/2026	\$43.24	\$15.41	\$0.00	\$0.00	\$0.00	\$58.65
	8/1/2026	\$43.24	\$15.91	\$0.00	\$0.00	\$0.00	\$59.15
	8/1/2026	\$43.24	\$15.91	\$0.00	\$0.00	\$0.00	\$59.15
	12/1/2026	\$43.24	\$15.91	\$0.00	\$0.00	\$0.00	\$59.15
	12/1/2026	\$43.24	\$15.91	\$0.00	\$0.00	\$0.00	\$59.15
ADS/SUBMERSIBLE PILOT	1/1/2024	\$117.16	\$10.08	\$0.00	\$0.00	\$0.00	\$127.24
PILE DRIVER LOCAL 56	1/1/2024	\$117.16	\$10.08	\$0.00	\$0.00	\$0.00	\$127.24
PILE DRIVER LOCAL 56 (ZONE 1)							
For apprentice rates see "Apprentice- PILE DRIVER"							
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	6/1/2025	\$58.33	\$15.55	\$0.00	\$0.00	\$0.00	\$73.88
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$58.33	\$15.55	\$0.00	\$0.00	\$0.00	\$73.88
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$0.00	\$0.00	\$0.00	\$75.33
	12/1/2025	\$59.78	\$15.55	\$0.00	\$0.00	\$0.00	\$75.33
	6/1/2026	\$61.08	\$15.55	\$0.00	\$0.00	\$0.00	\$76.63
	6/1/2026	\$61.08	\$15.55	\$0.00	\$0.00	\$0.00	\$76.63

Rental of Equipment

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2026	\$62.53	\$15.55	\$0.00	\$0.00	\$0.00	\$78.08
	12/1/2026	\$62.53	\$15.55	\$0.00	\$0.00	\$0.00	\$78.08
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BACKHOE/FRONT-END LOADER	6/1/2025	\$58.33	\$15.55	\$0.00	\$0.00	\$0.00	\$73.88
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$58.33	\$15.55	\$0.00	\$0.00	\$0.00	\$73.88
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$0.00	\$0.00	\$0.00	\$75.33
	12/1/2025	\$59.78	\$15.55	\$0.00	\$0.00	\$0.00	\$75.33
	6/1/2026	\$61.08	\$15.55	\$0.00	\$0.00	\$0.00	\$76.63
	6/1/2026	\$61.08	\$15.55	\$0.00	\$0.00	\$0.00	\$76.63
	12/1/2026	\$62.53	\$15.55	\$0.00	\$0.00	\$0.00	\$78.08
	12/1/2026	\$62.53	\$15.55	\$0.00	\$0.00	\$0.00	\$78.08
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BULLDOZER/GRADER/SCRAPER	6/1/2025	\$57.68	\$15.55	\$0.00	\$0.00	\$0.00	\$73.23
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$57.68	\$15.55	\$0.00	\$0.00	\$0.00	\$73.23
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$0.00	\$0.00	\$0.00	\$74.67
	12/1/2025	\$59.12	\$15.55	\$0.00	\$0.00	\$0.00	\$74.67
	6/1/2026	\$60.40	\$15.55	\$0.00	\$0.00	\$0.00	\$75.95
	6/1/2026	\$60.40	\$15.55	\$0.00	\$0.00	\$0.00	\$75.95
	12/1/2026	\$61.84	\$15.55	\$0.00	\$0.00	\$0.00	\$77.39
	12/1/2026	\$61.84	\$15.55	\$0.00	\$0.00	\$0.00	\$77.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	6/1/2025	\$59.51	\$15.55	\$0.00	\$0.00	\$0.00	\$75.06
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$59.51	\$15.55	\$0.00	\$0.00	\$0.00	\$75.06
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$60.98	\$15.55	\$0.00	\$0.00	\$0.00	\$76.53
	12/1/2025	\$60.98	\$15.55	\$0.00	\$0.00	\$0.00	\$76.53
	6/1/2026	\$62.31	\$15.55	\$0.00	\$0.00	\$0.00	\$77.86
	6/1/2026	\$62.31	\$15.55	\$0.00	\$0.00	\$0.00	\$77.86
	12/1/2026	\$63.79	\$15.55	\$0.00	\$0.00	\$0.00	\$79.34
	12/1/2026	\$63.79	\$15.55	\$0.00	\$0.00	\$0.00	\$79.34
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
COMPRESSOR OPERATOR	6/1/2025	\$37.52	\$15.55	\$0.00	\$0.00	\$0.00	\$53.07
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$37.52	\$15.55	\$0.00	\$0.00	\$0.00	\$53.07
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$38.47	\$15.55	\$0.00	\$0.00	\$0.00	\$54.02
	12/1/2025	\$38.47	\$15.55	\$0.00	\$0.00	\$0.00	\$54.02
	6/1/2026	\$39.33	\$15.55	\$0.00	\$0.00	\$0.00	\$54.88
	6/1/2026	\$39.33	\$15.55	\$0.00	\$0.00	\$0.00	\$54.88
	12/1/2026	\$40.28	\$15.55	\$0.00	\$0.00	\$0.00	\$55.83
	12/1/2026	\$40.28	\$15.55	\$0.00	\$0.00	\$0.00	\$55.83
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DIVER	8/1/2024	\$78.11	\$10.08	\$0.00	\$0.00	\$0.00	\$88.19
PILE DRIVER LOCAL 56	8/1/2024	\$78.11	\$10.08	\$0.00	\$0.00	\$0.00	\$88.19
PILE DRIVER LOCAL 56 (ZONE 1)							
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate							
DIVER TENDER	8/1/2024	\$55.79	\$10.08	\$0.00	\$0.00	\$0.00	\$65.87
PILE DRIVER LOCAL 56	8/1/2024	\$55.79	\$10.08	\$0.00	\$0.00	\$0.00	\$65.87

Rental of Equipment

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PILE DRIVER LOCAL 56 (ZONE 1)							
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate							
DIVER TENDER (EFFLUENT)	8/1/2024	\$83.69	\$10.08	\$0.00	\$0.00	\$0.00	\$93.77
PILE DRIVER LOCAL 56	8/1/2024	\$83.69	\$10.08	\$0.00	\$0.00	\$0.00	\$93.77
PILE DRIVER LOCAL 56 (ZONE 1)							
For apprentice rates see "Apprentice- PILE DRIVER"							
DIVER/SLURRY (EFFLUENT)	8/1/2024	\$117.16	\$10.08	\$0.00	\$0.00	\$0.00	\$127.24
PILE DRIVER LOCAL 56	8/1/2024	\$117.16	\$10.08	\$0.00	\$0.00	\$0.00	\$127.24
PILE DRIVER LOCAL 56 (ZONE 1)							
For apprentice rates see "Apprentice- PILE DRIVER"							
FORK LIFT/CHERRY PICKER	6/1/2025	\$58.33	\$15.55	\$0.00	\$0.00	\$0.00	\$73.88
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$58.33	\$15.55	\$0.00	\$0.00	\$0.00	\$73.88
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$0.00	\$0.00	\$0.00	\$75.33
	12/1/2025	\$59.78	\$15.55	\$0.00	\$0.00	\$0.00	\$75.33
	6/1/2026	\$61.08	\$15.55	\$0.00	\$0.00	\$0.00	\$76.63
	6/1/2026	\$61.08	\$15.55	\$0.00	\$0.00	\$0.00	\$76.63
	12/1/2026	\$62.53	\$15.55	\$0.00	\$0.00	\$0.00	\$78.08
	12/1/2026	\$62.53	\$15.55	\$0.00	\$0.00	\$0.00	\$78.08
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
GENERATOR/LIGHTING PLANT/HEATERS	6/1/2025	\$37.52	\$15.55	\$0.00	\$0.00	\$0.00	\$53.07
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$37.52	\$15.55	\$0.00	\$0.00	\$0.00	\$53.07
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$38.47	\$15.55	\$0.00	\$0.00	\$0.00	\$54.02
	12/1/2025	\$38.47	\$15.55	\$0.00	\$0.00	\$0.00	\$54.02
	6/1/2026	\$39.33	\$15.55	\$0.00	\$0.00	\$0.00	\$54.88
	6/1/2026	\$39.33	\$15.55	\$0.00	\$0.00	\$0.00	\$54.88
	12/1/2026	\$40.28	\$15.55	\$0.00	\$0.00	\$0.00	\$55.83
	12/1/2026	\$40.28	\$15.55	\$0.00	\$0.00	\$0.00	\$55.83
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
HOISTING ENGINEER/CRANES/GRADALLS	6/1/2025	\$58.33	\$15.55	\$0.00	\$0.00	\$0.00	\$73.88
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$58.33	\$15.55	\$0.00	\$0.00	\$0.00	\$73.88
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$0.00	\$0.00	\$0.00	\$75.33
	12/1/2025	\$59.78	\$15.55	\$0.00	\$0.00	\$0.00	\$75.33
	6/1/2026	\$61.08	\$15.55	\$0.00	\$0.00	\$0.00	\$76.63
	6/1/2026	\$61.08	\$15.55	\$0.00	\$0.00	\$0.00	\$76.63
	12/1/2026	\$62.53	\$15.55	\$0.00	\$0.00	\$0.00	\$78.08
	12/1/2026	\$62.53	\$15.55	\$0.00	\$0.00	\$0.00	\$78.08

Apprentice: HOISTING ENGINEER/CRANES/GRADALLS

Effective Date: 6/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$32.08	\$0.00	\$0.00	\$0.00	\$0.00	\$32.08
2	60.00	\$35.00	\$15.55	\$0.00	\$0.00	\$0.00	\$50.55
3	65.00	\$37.91	\$15.55	\$0.00	\$0.00	\$0.00	\$53.46

Rental of Equipment

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: HOISTING ENGINEER/CRANES/GRADALLS							
Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
4	70.00	\$40.83	\$15.55	\$0.00	\$0.00	\$0.00	\$56.38
5	75.00	\$43.75	\$15.55	\$0.00	\$0.00	\$0.00	\$59.30
6	80.00	\$46.66	\$15.55	\$0.00	\$0.00	\$0.00	\$62.21
7	85.00	\$49.58	\$15.55	\$0.00	\$0.00	\$0.00	\$65.13
8	90.00	\$52.50	\$15.55	\$0.00	\$0.00	\$0.00	\$68.05
Apprentice: HOISTING ENGINEER/CRANES/GRADALLS							
Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$32.08	\$0.00	\$0.00	\$0.00	\$0.00	\$32.08
2	60.00	\$35.00	\$15.55	\$0.00	\$0.00	\$0.00	\$50.55
3	65.00	\$37.91	\$15.55	\$0.00	\$0.00	\$0.00	\$53.46
4	70.00	\$40.83	\$15.55	\$0.00	\$0.00	\$0.00	\$56.38
5	75.00	\$43.75	\$15.55	\$0.00	\$0.00	\$0.00	\$59.30
6	80.00	\$46.66	\$15.55	\$0.00	\$0.00	\$0.00	\$62.21
7	85.00	\$49.58	\$15.55	\$0.00	\$0.00	\$0.00	\$65.13
8	90.00	\$52.50	\$15.55	\$0.00	\$0.00	\$0.00	\$68.05
LABORER	6/1/2025	\$47.60	\$9.90	\$0.00	\$0.00	\$0.00	\$57.50
LABORERS	6/1/2025	\$47.60	\$9.90	\$0.00	\$0.00	\$0.00	\$57.50
LABORERS - ZONE 1	12/1/2025	\$49.10	\$9.90	\$0.00	\$0.00	\$0.00	\$59.00
	12/1/2025	\$49.10	\$9.90	\$0.00	\$0.00	\$0.00	\$59.00
	6/1/2026	\$50.65	\$9.90	\$0.00	\$0.00	\$0.00	\$60.55
	6/1/2026	\$50.65	\$9.90	\$0.00	\$0.00	\$0.00	\$60.55
	12/1/2026	\$52.15	\$9.90	\$0.00	\$0.00	\$0.00	\$62.05
	12/1/2026	\$52.15	\$9.90	\$0.00	\$0.00	\$0.00	\$62.05
	6/1/2027	\$53.75	\$9.90	\$0.00	\$0.00	\$0.00	\$63.65
	6/1/2027	\$53.75	\$9.90	\$0.00	\$0.00	\$0.00	\$63.65
	12/1/2027	\$55.35	\$9.90	\$0.00	\$0.00	\$0.00	\$65.25
	12/1/2027	\$55.35	\$9.90	\$0.00	\$0.00	\$0.00	\$65.25
	6/1/2028	\$57.03	\$9.90	\$0.00	\$0.00	\$0.00	\$66.93
	6/1/2028	\$57.03	\$9.90	\$0.00	\$0.00	\$0.00	\$66.93
	12/1/2028	\$58.70	\$9.90	\$0.00	\$0.00	\$0.00	\$68.60
	12/1/2028	\$58.70	\$9.90	\$0.00	\$0.00	\$0.00	\$68.60
Apprentice: LABORER							
Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$28.56	\$9.90	\$0.00	\$0.00	\$0.00	\$38.46
2	70.00	\$33.32	\$9.90	\$0.00	\$0.00	\$0.00	\$43.22

Rental of Equipment

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: LABORER Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
3	80.00	\$38.08	\$9.90	\$0.00	\$0.00	\$0.00	\$47.98
4	90.00	\$42.84	\$9.90	\$0.00	\$0.00	\$0.00	\$52.74
Apprentice: LABORER Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$28.56	\$9.90	\$0.00	\$0.00	\$0.00	\$38.46
2	70.00	\$33.32	\$9.90	\$0.00	\$0.00	\$0.00	\$43.22
3	80.00	\$38.08	\$9.90	\$0.00	\$0.00	\$0.00	\$47.98
4	90.00	\$42.84	\$9.90	\$0.00	\$0.00	\$0.00	\$52.74
LABORER (HEAVY & HIGHWAY)	6/1/2025	\$47.70	\$9.90	\$0.00	\$0.00	\$0.00	\$57.60
LABORERS	6/1/2025	\$47.70	\$9.90	\$0.00	\$0.00	\$0.00	\$57.60
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/1/2025	\$49.20	\$9.90	\$0.00	\$0.00	\$0.00	\$59.10
	12/1/2025	\$49.20	\$9.90	\$0.00	\$0.00	\$0.00	\$59.10
	6/1/2026	\$50.75	\$9.90	\$0.00	\$0.00	\$0.00	\$60.65
	6/1/2026	\$50.75	\$9.90	\$0.00	\$0.00	\$0.00	\$60.65
	12/1/2026	\$52.25	\$9.90	\$0.00	\$0.00	\$0.00	\$62.15
	12/1/2026	\$52.25	\$9.90	\$0.00	\$0.00	\$0.00	\$62.15
Apprentice: LABORER (HEAVY & HIGHWAY) Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$28.62	\$9.65	\$0.00	\$0.00	\$0.00	\$38.27
2	70.00	\$33.39	\$9.65	\$0.00	\$0.00	\$0.00	\$43.04
3	80.00	\$38.16	\$9.65	\$0.00	\$0.00	\$0.00	\$47.81
4	90.00	\$42.93	\$9.65	\$0.00	\$0.00	\$0.00	\$52.58
Apprentice: LABORER (HEAVY & HIGHWAY) Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$28.62	\$9.65	\$0.00	\$0.00	\$0.00	\$38.27
2	70.00	\$33.39	\$9.65	\$0.00	\$0.00	\$0.00	\$43.04
3	80.00	\$38.16	\$9.65	\$0.00	\$0.00	\$0.00	\$47.81
4	90.00	\$42.93	\$9.65	\$0.00	\$0.00	\$0.00	\$52.58
OILER (OTHER THAN TRUCK CRANES,GRADALLS)	6/1/2025	\$25.97	\$15.30	\$0.00	\$0.00	\$0.00	\$41.27

Rental of Equipment

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$25.97	\$15.30	\$0.00	\$0.00	\$0.00	\$41.27
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$26.63	\$15.30	\$0.00	\$0.00	\$0.00	\$41.93
	12/1/2025	\$26.63	\$15.30	\$0.00	\$0.00	\$0.00	\$41.93
	6/1/2026	\$27.22	\$15.30	\$0.00	\$0.00	\$0.00	\$42.52
	6/1/2026	\$27.22	\$15.30	\$0.00	\$0.00	\$0.00	\$42.52
	12/1/2026	\$27.89	\$15.30	\$0.00	\$0.00	\$0.00	\$43.19
	12/1/2026	\$27.89	\$15.30	\$0.00	\$0.00	\$0.00	\$43.19
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OILER (TRUCK CRANES, GRADALLS)	6/1/2025	\$31.80	\$15.30	\$0.00	\$0.00	\$0.00	\$47.10
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$31.80	\$15.30	\$0.00	\$0.00	\$0.00	\$47.10
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$32.60	\$15.30	\$0.00	\$0.00	\$0.00	\$47.90
	12/1/2025	\$32.60	\$15.30	\$0.00	\$0.00	\$0.00	\$47.90
	6/1/2026	\$33.32	\$15.30	\$0.00	\$0.00	\$0.00	\$48.62
	6/1/2026	\$33.32	\$15.30	\$0.00	\$0.00	\$0.00	\$48.62
	12/1/2026	\$34.12	\$15.30	\$0.00	\$0.00	\$0.00	\$49.42
	12/1/2026	\$34.12	\$15.30	\$0.00	\$0.00	\$0.00	\$49.42
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OTHER POWER DRIVEN EQUIPMENT - CLASS II	6/1/2025	\$57.68	\$15.55	\$0.00	\$0.00	\$0.00	\$73.23
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$57.68	\$15.55	\$0.00	\$0.00	\$0.00	\$73.23
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$0.00	\$0.00	\$0.00	\$74.67
	12/1/2025	\$59.12	\$15.55	\$0.00	\$0.00	\$0.00	\$74.67
	6/1/2026	\$60.40	\$15.55	\$0.00	\$0.00	\$0.00	\$75.95
	6/1/2026	\$60.40	\$15.55	\$0.00	\$0.00	\$0.00	\$75.95
	12/1/2026	\$61.84	\$15.55	\$0.00	\$0.00	\$0.00	\$77.39
	12/1/2026	\$61.84	\$15.55	\$0.00	\$0.00	\$0.00	\$77.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PANEL & PICKUP TRUCKS DRIVER	6/1/2025	\$41.88	\$14.91	\$0.00	\$0.00	\$0.00	\$56.79
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2025	\$41.88	\$14.91	\$0.00	\$0.00	\$0.00	\$56.79
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2025	\$41.88	\$15.41	\$0.00	\$0.00	\$0.00	\$57.29
	8/1/2025	\$41.88	\$15.41	\$0.00	\$0.00	\$0.00	\$57.29
	12/1/2025	\$41.88	\$15.41	\$0.00	\$0.00	\$0.00	\$57.29
	12/1/2025	\$41.88	\$15.41	\$0.00	\$0.00	\$0.00	\$57.29
	6/1/2026	\$42.88	\$15.41	\$0.00	\$0.00	\$0.00	\$58.29
	6/1/2026	\$42.88	\$15.41	\$0.00	\$0.00	\$0.00	\$58.29
	8/1/2026	\$42.88	\$15.91	\$0.00	\$0.00	\$0.00	\$58.79
	8/1/2026	\$42.88	\$15.91	\$0.00	\$0.00	\$0.00	\$58.79
	12/1/2026	\$42.88	\$15.91	\$0.00	\$0.00	\$0.00	\$58.79
	12/1/2026	\$42.88	\$15.91	\$0.00	\$0.00	\$0.00	\$58.79
POWER SHOVEL/DERRICK/TRENCHING MACHINE	6/1/2025	\$58.33	\$15.55	\$0.00	\$0.00	\$0.00	\$73.88
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$58.33	\$15.55	\$0.00	\$0.00	\$0.00	\$73.88
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.78	\$15.55	\$0.00	\$0.00	\$0.00	\$75.33
	12/1/2025	\$59.78	\$15.55	\$0.00	\$0.00	\$0.00	\$75.33
	6/1/2026	\$61.08	\$15.55	\$0.00	\$0.00	\$0.00	\$76.63
	6/1/2026	\$61.08	\$15.55	\$0.00	\$0.00	\$0.00	\$76.63
	12/1/2026	\$62.53	\$15.55	\$0.00	\$0.00	\$0.00	\$78.08
	12/1/2026	\$62.53	\$15.55	\$0.00	\$0.00	\$0.00	\$78.08
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

Rental of Equipment

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE)	6/1/2025	\$57.68	\$15.55	\$0.00	\$0.00	\$0.00	\$73.23
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$57.68	\$15.55	\$0.00	\$0.00	\$0.00	\$73.23
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$0.00	\$0.00	\$0.00	\$74.67
	12/1/2025	\$59.12	\$15.55	\$0.00	\$0.00	\$0.00	\$74.67
	6/1/2026	\$60.40	\$15.55	\$0.00	\$0.00	\$0.00	\$75.95
	6/1/2026	\$60.40	\$15.55	\$0.00	\$0.00	\$0.00	\$75.95
	12/1/2026	\$61.84	\$15.55	\$0.00	\$0.00	\$0.00	\$77.39
	12/1/2026	\$61.84	\$15.55	\$0.00	\$0.00	\$0.00	\$77.39

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PUMP OPERATOR (DEWATERING, OTHER)	6/1/2025	\$37.52	\$15.55	\$0.00	\$0.00	\$0.00	\$53.07
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$37.52	\$15.55	\$0.00	\$0.00	\$0.00	\$53.07
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$38.47	\$15.55	\$0.00	\$0.00	\$0.00	\$54.02
	12/1/2025	\$38.47	\$15.55	\$0.00	\$0.00	\$0.00	\$54.02
	6/1/2026	\$39.33	\$15.55	\$0.00	\$0.00	\$0.00	\$54.88
	6/1/2026	\$39.33	\$15.55	\$0.00	\$0.00	\$0.00	\$54.88
	12/1/2026	\$40.28	\$15.55	\$0.00	\$0.00	\$0.00	\$55.83
	12/1/2026	\$40.28	\$15.55	\$0.00	\$0.00	\$0.00	\$55.83

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROLLER/SPREADER/MULCHING MACHINE	6/1/2025	\$57.68	\$15.55	\$0.00	\$0.00	\$0.00	\$73.23
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$57.68	\$15.55	\$0.00	\$0.00	\$0.00	\$73.23
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$0.00	\$0.00	\$0.00	\$74.67
	12/1/2025	\$59.12	\$15.55	\$0.00	\$0.00	\$0.00	\$74.67
	6/1/2026	\$60.40	\$15.55	\$0.00	\$0.00	\$0.00	\$75.95
	6/1/2026	\$60.40	\$15.55	\$0.00	\$0.00	\$0.00	\$75.95
	12/1/2026	\$61.84	\$15.55	\$0.00	\$0.00	\$0.00	\$77.39
	12/1/2026	\$61.84	\$15.55	\$0.00	\$0.00	\$0.00	\$77.39

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

SPECIALIZED EARTH MOVING EQUIP < 35 TONS	6/1/2025	\$42.34	\$14.91	\$0.00	\$0.00	\$0.00	\$57.25
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2025	\$42.34	\$14.91	\$0.00	\$0.00	\$0.00	\$57.25
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2025	\$42.34	\$15.41	\$0.00	\$0.00	\$0.00	\$57.75
	8/1/2025	\$42.34	\$15.41	\$0.00	\$0.00	\$0.00	\$57.75
	12/1/2025	\$42.34	\$15.41	\$0.00	\$0.00	\$0.00	\$57.75
	12/1/2025	\$42.34	\$15.41	\$0.00	\$0.00	\$0.00	\$57.75
	6/1/2026	\$43.34	\$15.41	\$0.00	\$0.00	\$0.00	\$58.75
	6/1/2026	\$43.34	\$15.41	\$0.00	\$0.00	\$0.00	\$58.75
	8/1/2026	\$43.34	\$15.91	\$0.00	\$0.00	\$0.00	\$59.25
	8/1/2026	\$43.34	\$15.91	\$0.00	\$0.00	\$0.00	\$59.25
	12/1/2026	\$43.34	\$15.91	\$0.00	\$0.00	\$0.00	\$59.25
	12/1/2026	\$43.34	\$15.91	\$0.00	\$0.00	\$0.00	\$59.25

SPECIALIZED EARTH MOVING EQUIP > 35 TONS	6/1/2025	\$42.63	\$14.91	\$0.00	\$0.00	\$0.00	\$57.54
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2025	\$42.63	\$14.91	\$0.00	\$0.00	\$0.00	\$57.54
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2025	\$42.63	\$15.41	\$0.00	\$0.00	\$0.00	\$58.04
	8/1/2025	\$42.63	\$15.41	\$0.00	\$0.00	\$0.00	\$58.04
	12/1/2025	\$42.63	\$15.41	\$0.00	\$0.00	\$0.00	\$58.04
	12/1/2025	\$42.63	\$15.41	\$0.00	\$0.00	\$0.00	\$58.04
	6/1/2026	\$43.63	\$15.41	\$0.00	\$0.00	\$0.00	\$59.04

Rental of Equipment

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/1/2026	\$43.63	\$15.41	\$0.00	\$0.00	\$0.00	\$59.04
	8/1/2026	\$43.63	\$15.91	\$0.00	\$0.00	\$0.00	\$59.54
	8/1/2026	\$43.63	\$15.91	\$0.00	\$0.00	\$0.00	\$59.54
	12/1/2026	\$43.63	\$15.91	\$0.00	\$0.00	\$0.00	\$59.54
	12/1/2026	\$43.63	\$15.91	\$0.00	\$0.00	\$0.00	\$59.54
TRACTORS/PORTABLE STEAM GENERATORS	6/1/2025	\$57.68	\$15.55	\$0.00	\$0.00	\$0.00	\$73.23
OPERATING ENGINEERS LOCAL 4	6/1/2025	\$57.68	\$15.55	\$0.00	\$0.00	\$0.00	\$73.23
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.12	\$15.55	\$0.00	\$0.00	\$0.00	\$74.67
	12/1/2025	\$59.12	\$15.55	\$0.00	\$0.00	\$0.00	\$74.67
	6/1/2026	\$60.40	\$15.55	\$0.00	\$0.00	\$0.00	\$75.95
	6/1/2026	\$60.40	\$15.55	\$0.00	\$0.00	\$0.00	\$75.95
	12/1/2026	\$61.84	\$15.55	\$0.00	\$0.00	\$0.00	\$77.39
	12/1/2026	\$61.84	\$15.55	\$0.00	\$0.00	\$0.00	\$77.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TRAILERS FOR EARTH MOVING EQUIPMENT	6/1/2025	\$42.92	\$14.91	\$0.00	\$0.00	\$0.00	\$57.83
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2025	\$42.92	\$14.91	\$0.00	\$0.00	\$0.00	\$57.83
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2025	\$42.92	\$15.41	\$0.00	\$0.00	\$0.00	\$58.33
	8/1/2025	\$42.92	\$15.41	\$0.00	\$0.00	\$0.00	\$58.33
	12/1/2025	\$42.92	\$15.41	\$0.00	\$0.00	\$0.00	\$58.33
	12/1/2025	\$42.92	\$15.41	\$0.00	\$0.00	\$0.00	\$58.33
	6/1/2026	\$43.92	\$15.41	\$0.00	\$0.00	\$0.00	\$59.33
	6/1/2026	\$43.92	\$15.41	\$0.00	\$0.00	\$0.00	\$59.33
	8/1/2026	\$43.92	\$15.91	\$0.00	\$0.00	\$0.00	\$59.83
	8/1/2026	\$43.92	\$15.91	\$0.00	\$0.00	\$0.00	\$59.83
	12/1/2026	\$43.92	\$15.91	\$0.00	\$0.00	\$0.00	\$59.83
	12/1/2026	\$43.92	\$15.91	\$0.00	\$0.00	\$0.00	\$59.83
VAC-HAUL/CATCH BASIN CLEANING	6/1/2025	\$42.34	\$14.91	\$0.00	\$0.00	\$0.00	\$57.25
TEAMSTERS JOINT COUNCIL NO. 10	8/1/2025	\$42.34	\$15.41	\$0.00	\$0.00	\$0.00	\$57.75
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/1/2025	\$42.34	\$15.41	\$0.00	\$0.00	\$0.00	\$57.75
	6/1/2026	\$43.34	\$15.41	\$0.00	\$0.00	\$0.00	\$58.75
	8/1/2026	\$43.34	\$15.91	\$0.00	\$0.00	\$0.00	\$59.25
	12/1/2026	\$43.34	\$15.91	\$0.00	\$0.00	\$0.00	\$59.25

Additional Apprentice Information

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

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

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

**Request for Taxpayer
Identification Number and Certification**

Go to www.irs.gov/FormW9 for instructions and the latest information.

**Give form to the
requester. Do not
send to the IRS.**

Before you begin. For guidance related to the purpose of Form W-9, see *Purpose of Form*, below.

Print or type. See Specific Instructions on page 3.	1 Name of entity/individual. An entry is required. (For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.)	
	2 Business name/disregarded entity name, if different from above.	
	3a Check the appropriate box for federal tax classification of the entity/individual whose name is entered on line 1. Check only one of the following seven boxes. ☐ Individual/sole proprietor ☐ C corporation ☐ S corporation ☐ Partnership ☐ Trust/estate ☐ LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership) Note: Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead check the appropriate box for the tax classification of its owner. ☐ Other (see instructions) _____	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) _____ Exemption from Foreign Account Tax Compliance Act (FATCA) reporting code (if any) _____ (Applies to accounts maintained outside the United States.)
	3b If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See instructions ☐	
	5 Address (number, street, and apt. or suite no.). See instructions.	Requester's name and address (optional)
	6 City, state, and ZIP code	
7 List account number(s) here (optional)		

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Note: If the account is in more than one name, see the instructions for line 1. See also *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number											
				-				-			
or											
Employer identification number											
					-						

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and, generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here	Signature of U.S. person	Date
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General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

What's New

Line 3a has been modified to clarify how a disregarded entity completes this line. An LLC that is a disregarded entity should check the appropriate box for the tax classification of its owner. Otherwise, it should check the "LLC" box and enter its appropriate tax classification.

New line 3b has been added to this form. A flow-through entity is required to complete this line to indicate that it has direct or indirect foreign partners, owners, or beneficiaries when it provides the Form W-9 to another flow-through entity in which it has an ownership interest. This change is intended to provide a flow-through entity with information regarding the status of its indirect foreign partners, owners, or beneficiaries, so that it can satisfy any applicable reporting requirements. For example, a partnership that has any indirect foreign partners may be required to complete Schedules K-2 and K-3. See the Partnership Instructions for Schedules K-2 and K-3 (Form 1065).

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS is giving you this form because they

must obtain your correct taxpayer identification number (TIN), which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid).
- Form 1099-DIV (dividends, including those from stocks or mutual funds).
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds).
- Form 1099-NEC (nonemployee compensation).
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers).
- Form 1099-S (proceeds from real estate transactions).
- Form 1099-K (merchant card and third-party network transactions).
- Form 1098 (home mortgage interest), 1098-E (student loan interest), and 1098-T (tuition).
- Form 1099-C (canceled debt).
- Form 1099-A (acquisition or abandonment of secured property).

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

Caution: If you don't return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See *What is backup withholding*, later.

By signing the filled-out form, you:

1. Certify that the TIN you are giving is correct (or you are waiting for a number to be issued);
2. Certify that you are not subject to backup withholding; or
3. Claim exemption from backup withholding if you are a U.S. exempt payee; and
4. Certify to your non-foreign status for purposes of withholding under chapter 3 or 4 of the Code (if applicable); and
5. Certify that FATCA code(s) entered on this form (if any) indicating that you are exempt from the FATCA reporting is correct. See *What Is FATCA Reporting*, later, for further information.

Note: If you are a U.S. person and a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

Definition of a U.S. person. For federal tax purposes, you are considered a U.S. person if you are:

- An individual who is a U.S. citizen or U.S. resident alien;
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States;
- An estate (other than a foreign estate); or
- A domestic trust (as defined in Regulations section 301.7701-7).

Establishing U.S. status for purposes of chapter 3 and chapter 4 withholding. Payments made to foreign persons, including certain distributions, allocations of income, or transfers of sales proceeds, may be subject to withholding under chapter 3 or chapter 4 of the Code (sections 1441–1474). Under those rules, if a Form W-9 or other certification of non-foreign status has not been received, a withholding agent, transferee, or partnership (payor) generally applies presumption rules that may require the payor to withhold applicable tax from the recipient, owner, transferor, or partner (payee). See Pub. 515, *Withholding of Tax on Nonresident Aliens and Foreign Entities*.

The following persons must provide Form W-9 to the payor for purposes of establishing its non-foreign status.

- In the case of a disregarded entity with a U.S. owner, the U.S. owner of the disregarded entity and not the disregarded entity.
- In the case of a grantor trust with a U.S. grantor or other U.S. owner, generally, the U.S. grantor or other U.S. owner of the grantor trust and not the grantor trust.
- In the case of a U.S. trust (other than a grantor trust), the U.S. trust and not the beneficiaries of the trust.

See Pub. 515 for more information on providing a Form W-9 or a certification of non-foreign status to avoid withholding.

Foreign person. If you are a foreign person or the U.S. branch of a foreign bank that has elected to be treated as a U.S. person (under Regulations section 1.1441-1(b)(2)(iv) or other applicable section for chapter 3 or 4 purposes), do not use Form W-9. Instead, use the appropriate Form W-8 or Form 8233 (see Pub. 515). If you are a qualified foreign pension fund under Regulations section 1.897(l)-1(d), or a partnership that is wholly owned by qualified foreign pension funds, that is treated as a non-foreign person for purposes of section 1445 withholding, do not use Form W-9. Instead, use Form W-8EXP (or other certification of non-foreign status).

Nonresident alien who becomes a resident alien. Generally, only a nonresident alien individual may use the terms of a tax treaty to reduce or eliminate U.S. tax on certain types of income. However, most tax treaties contain a provision known as a saving clause. Exceptions specified in the saving clause may permit an exemption from tax to continue for certain types of income even after the payee has otherwise become a U.S. resident alien for tax purposes.

If you are a U.S. resident alien who is relying on an exception contained in the saving clause of a tax treaty to claim an exemption from U.S. tax on certain types of income, you must attach a statement to Form W-9 that specifies the following five items.

1. The treaty country. Generally, this must be the same treaty under which you claimed exemption from tax as a nonresident alien.
2. The treaty article addressing the income.
3. The article number (or location) in the tax treaty that contains the saving clause and its exceptions.
4. The type and amount of income that qualifies for the exemption from tax.
5. Sufficient facts to justify the exemption from tax under the terms of the treaty article.

Example. Article 20 of the U.S.-China income tax treaty allows an exemption from tax for scholarship income received by a Chinese student temporarily present in the United States. Under U.S. law, this student will become a resident alien for tax purposes if their stay in the United States exceeds 5 calendar years. However, paragraph 2 of the first Protocol to the U.S.-China treaty (dated April 30, 1984) allows the provisions of Article 20 to continue to apply even after the Chinese student becomes a resident alien of the United States. A Chinese student who qualifies for this exception (under paragraph 2 of the first Protocol) and is relying on this exception to claim an exemption from tax on their scholarship or fellowship income would attach to Form W-9 a statement that includes the information described above to support that exemption.

If you are a nonresident alien or a foreign entity, give the requester the appropriate completed Form W-8 or Form 8233.

Backup Withholding

What is backup withholding? Persons making certain payments to you must under certain conditions withhold and pay to the IRS 24% of such payments. This is called “backup withholding.” Payments that may be subject to backup withholding include, but are not limited to, interest, tax-exempt interest, dividends, broker and barter exchange transactions, rents, royalties, nonemployee pay, payments made in settlement of payment card and third-party network transactions, and certain payments from fishing boat operators. Real estate transactions are not subject to backup withholding.

You will not be subject to backup withholding on payments you receive if you give the requester your correct TIN, make the proper certifications, and report all your taxable interest and dividends on your tax return.

Payments you receive will be subject to backup withholding if:

1. You do not furnish your TIN to the requester;
2. You do not certify your TIN when required (see the instructions for Part II for details);
3. The IRS tells the requester that you furnished an incorrect TIN;
4. The IRS tells you that you are subject to backup withholding because you did not report all your interest and dividends on your tax return (for reportable interest and dividends only); or
5. You do not certify to the requester that you are not subject to backup withholding, as described in item 4 under “*By signing the filled-out form*” above (for reportable interest and dividend accounts opened after 1983 only).

Certain payees and payments are exempt from backup withholding. See *Exempt payee code*, later, and the separate Instructions for the Requester of Form W-9 for more information.

See also *Establishing U.S. status for purposes of chapter 3 and chapter 4 withholding*, earlier.

What Is FATCA Reporting?

The Foreign Account Tax Compliance Act (FATCA) requires a participating foreign financial institution to report all U.S. account holders that are specified U.S. persons. Certain payees are exempt from FATCA reporting. See *Exemption from FATCA reporting code*, later, and the Instructions for the Requester of Form W-9 for more information.

Updating Your Information

You must provide updated information to any person to whom you claimed to be an exempt payee if you are no longer an exempt payee and anticipate receiving reportable payments in the future from this person. For example, you may need to provide updated information if you are a C corporation that elects to be an S corporation, or if you are no longer tax exempt. In addition, you must furnish a new Form W-9 if the name or TIN changes for the account, for example, if the grantor of a grantor trust dies.

Penalties

Failure to furnish TIN. If you fail to furnish your correct TIN to a requester, you are subject to a penalty of \$50 for each such failure unless your failure is due to reasonable cause and not to willful neglect.

Civil penalty for false information with respect to withholding. If you make a false statement with no reasonable basis that results in no backup withholding, you are subject to a \$500 penalty.

Criminal penalty for falsifying information. Willfully falsifying certifications or affirmations may subject you to criminal penalties including fines and/or imprisonment.

Misuse of TINs. If the requester discloses or uses TINs in violation of federal law, the requester may be subject to civil and criminal penalties.

Specific Instructions

Line 1

You must enter one of the following on this line; **do not** leave this line blank. The name should match the name on your tax return.

If this Form W-9 is for a joint account (other than an account maintained by a foreign financial institution (FFI)), list first, and then circle, the name of the person or entity whose number you entered in Part I of Form W-9. If you are providing Form W-9 to an FFI to document a joint account, each holder of the account that is a U.S. person must provide a Form W-9.

• **Individual.** Generally, enter the name shown on your tax return. If you have changed your last name without informing the Social Security Administration (SSA) of the name change, enter your first name, the last name as shown on your social security card, and your new last name.

Note for ITIN applicant: Enter your individual name as it was entered on your Form W-7 application, line 1a. This should also be the same as the name you entered on the Form 1040 you filed with your application.

• **Sole proprietor.** Enter your individual name as shown on your Form 1040 on line 1. Enter your business, trade, or “doing business as” (DBA) name on line 2.

• **Partnership, C corporation, S corporation, or LLC, other than a disregarded entity.** Enter the entity’s name as shown on the entity’s tax return on line 1 and any business, trade, or DBA name on line 2.

• **Other entities.** Enter your name as shown on required U.S. federal tax documents on line 1. This name should match the name shown on the charter or other legal document creating the entity. Enter any business, trade, or DBA name on line 2.

• **Disregarded entity.** In general, a business entity that has a single owner, including an LLC, and is not a corporation, is disregarded as an entity separate from its owner (a disregarded entity). See Regulations section 301.7701-2(c)(2). A disregarded entity should check the appropriate box for the tax classification of its owner. Enter the owner’s name on line 1. The name of the owner entered on line 1 should never be a disregarded entity. The name on line 1 should be the name shown on the income tax return on which the income should be reported. For

example, if a foreign LLC that is treated as a disregarded entity for U.S. federal tax purposes has a single owner that is a U.S. person, the U.S. owner’s name is required to be provided on line 1. If the direct owner of the entity is also a disregarded entity, enter the first owner that is not disregarded for federal tax purposes. Enter the disregarded entity’s name on line 2. If the owner of the disregarded entity is a foreign person, the owner must complete an appropriate Form W-8 instead of a Form W-9. This is the case even if the foreign person has a U.S. TIN.

Line 2

If you have a business name, trade name, DBA name, or disregarded entity name, enter it on line 2.

Line 3a

Check the appropriate box on line 3a for the U.S. federal tax classification of the person whose name is entered on line 1. Check only one box on line 3a.

IF the entity/individual on line 1 is a(n) . . .	THEN check the box for . . .
• Corporation	Corporation.
• Individual or • Sole proprietorship	Individual/sole proprietor.
• LLC classified as a partnership for U.S. federal tax purposes or • LLC that has filed Form 8832 or 2553 electing to be taxed as a corporation	Limited liability company and enter the appropriate tax classification: P = Partnership, C = C corporation, or S = S corporation.
• Partnership	Partnership.
• Trust/estate	Trust/estate.

Line 3b

Check this box if you are a partnership (including an LLC classified as a partnership for U.S. federal tax purposes), trust, or estate that has any foreign partners, owners, or beneficiaries, and you are providing this form to a partnership, trust, or estate, in which you have an ownership interest. You must check the box on line 3b if you receive a Form W-8 (or documentary evidence) from any partner, owner, or beneficiary establishing foreign status or if you receive a Form W-9 from any partner, owner, or beneficiary that has checked the box on line 3b.

Note: A partnership that provides a Form W-9 and checks box 3b may be required to complete Schedules K-2 and K-3 (Form 1065). For more information, see the Partnership Instructions for Schedules K-2 and K-3 (Form 1065).

If you are required to complete line 3b but fail to do so, you may not receive the information necessary to file a correct information return with the IRS or furnish a correct payee statement to your partners or beneficiaries. See, for example, sections 6698, 6722, and 6724 for penalties that may apply.

Line 4 Exemptions

If you are exempt from backup withholding and/or FATCA reporting, enter in the appropriate space on line 4 any code(s) that may apply to you.

Exempt payee code.

- Generally, individuals (including sole proprietors) are not exempt from backup withholding.
- Except as provided below, corporations are exempt from backup withholding for certain payments, including interest and dividends.
- Corporations are not exempt from backup withholding for payments made in settlement of payment card or third-party network transactions.
- Corporations are not exempt from backup withholding with respect to attorneys’ fees or gross proceeds paid to attorneys, and corporations that provide medical or health care services are not exempt with respect to payments reportable on Form 1099-MISC.

The following codes identify payees that are exempt from backup withholding. Enter the appropriate code in the space on line 4.

1—An organization exempt from tax under section 501(a), any IRA, or a custodial account under section 403(b)(7) if the account satisfies the requirements of section 401(f)(2).

- 2—The United States or any of its agencies or instrumentalities.
- 3—A state, the District of Columbia, a U.S. commonwealth or territory, or any of their political subdivisions or instrumentalities.
- 4—A foreign government or any of its political subdivisions, agencies, or instrumentalities.
- 5—A corporation.
- 6—A dealer in securities or commodities required to register in the United States, the District of Columbia, or a U.S. commonwealth or territory.
- 7—A futures commission merchant registered with the Commodity Futures Trading Commission.
- 8—A real estate investment trust.
- 9—An entity registered at all times during the tax year under the Investment Company Act of 1940.
- 10—A common trust fund operated by a bank under section 584(a).
- 11—A financial institution as defined under section 581.
- 12—A middleman known in the investment community as a nominee or custodian.
- 13—A trust exempt from tax under section 664 or described in section 4947.

The following chart shows types of payments that may be exempt from backup withholding. The chart applies to the exempt payees listed above, 1 through 13.

IF the payment is for . . .	THEN the payment is exempt for . . .
• Interest and dividend payments	All exempt payees except for 7.
• Broker transactions	Exempt payees 1 through 4 and 6 through 11 and all C corporations. S corporations must not enter an exempt payee code because they are exempt only for sales of noncovered securities acquired prior to 2012.
• Barter exchange transactions and patronage dividends	Exempt payees 1 through 4.
• Payments over \$600 required to be reported and direct sales over \$5,000 ¹	Generally, exempt payees 1 through 5. ²
• Payments made in settlement of payment card or third-party network transactions	Exempt payees 1 through 4.

¹ See Form 1099-MISC, Miscellaneous Information, and its instructions.

² However, the following payments made to a corporation and reportable on Form 1099-MISC are not exempt from backup withholding: medical and health care payments, attorneys' fees, gross proceeds paid to an attorney reportable under section 6045(f), and payments for services paid by a federal executive agency.

Exemption from FATCA reporting code. The following codes identify payees that are exempt from reporting under FATCA. These codes apply to persons submitting this form for accounts maintained outside of the United States by certain foreign financial institutions. Therefore, if you are only submitting this form for an account you hold in the United States, you may leave this field blank. Consult with the person requesting this form if you are uncertain if the financial institution is subject to these requirements. A requester may indicate that a code is not required by providing you with a Form W-9 with "Not Applicable" (or any similar indication) entered on the line for a FATCA exemption code.

A—An organization exempt from tax under section 501(a) or any individual retirement plan as defined in section 7701(a)(37).

B—The United States or any of its agencies or instrumentalities.

C—A state, the District of Columbia, a U.S. commonwealth or territory, or any of their political subdivisions or instrumentalities.

D—A corporation the stock of which is regularly traded on one or more established securities markets, as described in Regulations section 1.1472-1(c)(1)(i).

E—A corporation that is a member of the same expanded affiliated group as a corporation described in Regulations section 1.1472-1(c)(1)(i).

F—A dealer in securities, commodities, or derivative financial instruments (including notional principal contracts, futures, forwards, and options) that is registered as such under the laws of the United States or any state.

G—A real estate investment trust.

H—A regulated investment company as defined in section 851 or an entity registered at all times during the tax year under the Investment Company Act of 1940.

I—A common trust fund as defined in section 584(a).

J—A bank as defined in section 581.

K—A broker.

L—A trust exempt from tax under section 664 or described in section 4947(a)(1).

M—A tax-exempt trust under a section 403(b) plan or section 457(g) plan.

Note: You may wish to consult with the financial institution requesting this form to determine whether the FATCA code and/or exempt payee code should be completed.

Line 5

Enter your address (number, street, and apartment or suite number). This is where the requester of this Form W-9 will mail your information returns. If this address differs from the one the requester already has on file, enter "NEW" at the top. If a new address is provided, there is still a chance the old address will be used until the payor changes your address in their records.

Line 6

Enter your city, state, and ZIP code.

Part I. Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. If you are a resident alien and you do not have, and are not eligible to get, an SSN, your TIN is your IRS ITIN. Enter it in the entry space for the Social security number. If you do not have an ITIN, see *How to get a TIN* below.

If you are a sole proprietor and you have an EIN, you may enter either your SSN or EIN.

If you are a single-member LLC that is disregarded as an entity separate from its owner, enter the owner's SSN (or EIN, if the owner has one). If the LLC is classified as a corporation or partnership, enter the entity's EIN.

Note: See *What Name and Number To Give the Requester*, later, for further clarification of name and TIN combinations.

How to get a TIN. If you do not have a TIN, apply for one immediately. To apply for an SSN, get Form SS-5, Application for a Social Security Card, from your local SSA office or get this form online at www.SSA.gov. You may also get this form by calling 800-772-1213. Use Form W-7, Application for IRS Individual Taxpayer Identification Number, to apply for an ITIN, or Form SS-4, Application for Employer Identification Number, to apply for an EIN. You can apply for an EIN online by accessing the IRS website at www.irs.gov/EIN. Go to www.irs.gov/Forms to view, download, or print Form W-7 and/or Form SS-4. Or, you can go to www.irs.gov/OrderForms to place an order and have Form W-7 and/or Form SS-4 mailed to you within 15 business days.

If you are asked to complete Form W-9 but do not have a TIN, apply for a TIN and enter "Applied For" in the space for the TIN, sign and date the form, and give it to the requester. For interest and dividend payments, and certain payments made with respect to readily tradable instruments, you will generally have 60 days to get a TIN and give it to the requester before you are subject to backup withholding on payments. The 60-day rule does not apply to other types of payments. You will be subject to backup withholding on all such payments until you provide your TIN to the requester.

Note: Entering "Applied For" means that you have already applied for a TIN or that you intend to apply for one soon. See also *Establishing U.S. status for purposes of chapter 3 and chapter 4 withholding*, earlier, for when you may instead be subject to withholding under chapter 3 or 4 of the Code.

Caution: A disregarded U.S. entity that has a foreign owner must use the appropriate Form W-8.

Part II. Certification

To establish to the withholding agent that you are a U.S. person, or resident alien, sign Form W-9. You may be requested to sign by the withholding agent even if item 1, 4, or 5 below indicates otherwise.

For a joint account, only the person whose TIN is shown in Part I should sign (when required). In the case of a disregarded entity, the person identified on line 1 must sign. Exempt payees, see *Exempt payee code*, earlier.

Signature requirements. Complete the certification as indicated in items 1 through 5 below.

1. Interest, dividend, and barter exchange accounts opened before 1984 and broker accounts considered active during 1983. You must give your correct TIN, but you do not have to sign the certification.

2. Interest, dividend, broker, and barter exchange accounts opened after 1983 and broker accounts considered inactive during 1983. You must sign the certification or backup withholding will apply. If you are subject to backup withholding and you are merely providing your correct TIN to the requester, you must cross out item 2 in the certification before signing the form.

3. Real estate transactions. You must sign the certification. You may cross out item 2 of the certification.

4. Other payments. You must give your correct TIN, but you do not have to sign the certification unless you have been notified that you have previously given an incorrect TIN. "Other payments" include payments made in the course of the requester's trade or business for rents, royalties, goods (other than bills for merchandise), medical and health care services (including payments to corporations), payments to a nonemployee for services, payments made in settlement of payment card and third-party network transactions, payments to certain fishing boat crew members and fishermen, and gross proceeds paid to attorneys (including payments to corporations).

5. Mortgage interest paid by you, acquisition or abandonment of secured property, cancellation of debt, qualified tuition program payments (under section 529), ABLE accounts (under section 529A), IRA, Coverdell ESA, Archer MSA or HSA contributions or distributions, and pension distributions. You must give your correct TIN, but you do not have to sign the certification.

What Name and Number To Give the Requester

For this type of account:	Give name and SSN of:
1. Individual	The individual
2. Two or more individuals (joint account) other than an account maintained by an FFI	The actual owner of the account or, if combined funds, the first individual on the account ¹
3. Two or more U.S. persons (joint account maintained by an FFI)	Each holder of the account
4. Custodial account of a minor (Uniform Gift to Minors Act)	The minor ²
5. a. The usual revocable savings trust (grantor is also trustee)	The grantor-trustee ¹
b. So-called trust account that is not a legal or valid trust under state law	The actual owner ¹
6. Sole proprietorship or disregarded entity owned by an individual	The owner ³
7. Grantor trust filing under Optional Filing Method 1 (see Regulations section 1.671-4(b)(2)(i)(A))**	The grantor*

For this type of account:	Give name and EIN of:
8. Disregarded entity not owned by an individual	The owner
9. A valid trust, estate, or pension trust	Legal entity ⁴
10. Corporation or LLC electing corporate status on Form 8832 or Form 2553	The corporation
11. Association, club, religious, charitable, educational, or other tax-exempt organization	The organization
12. Partnership or multi-member LLC	The partnership
13. A broker or registered nominee	The broker or nominee
14. Account with the Department of Agriculture in the name of a public entity (such as a state or local government, school district, or prison) that receives agricultural program payments	The public entity
15. Grantor trust filing Form 1041 or under the Optional Filing Method 2, requiring Form 1099 (see Regulations section 1.671-4(b)(2)(i)(B))**	The trust

¹ List first and circle the name of the person whose number you furnish. If only one person on a joint account has an SSN, that person's number must be furnished.

² Circle the minor's name and furnish the minor's SSN.

³ You must show your individual name on line 1, and enter your business or DBA name, if any, on line 2. You may use either your SSN or EIN (if you have one), but the IRS encourages you to use your SSN.

⁴ List first and circle the name of the trust, estate, or pension trust. (Do not furnish the TIN of the personal representative or trustee unless the legal entity itself is not designated in the account title.)

* **Note:** The grantor must also provide a Form W-9 to the trustee of the trust.

** For more information on optional filing methods for grantor trusts, see the Instructions for Form 1041.

Note: If no name is circled when more than one name is listed, the number will be considered to be that of the first name listed.

Secure Your Tax Records From Identity Theft

Identity theft occurs when someone uses your personal information, such as your name, SSN, or other identifying information, without your permission to commit fraud or other crimes. An identity thief may use your SSN to get a job or may file a tax return using your SSN to receive a refund.

To reduce your risk:

- Protect your SSN,
- Ensure your employer is protecting your SSN, and
- Be careful when choosing a tax return preparer.

If your tax records are affected by identity theft and you receive a notice from the IRS, respond right away to the name and phone number printed on the IRS notice or letter.

If your tax records are not currently affected by identity theft but you think you are at risk due to a lost or stolen purse or wallet, questionable credit card activity, or a questionable credit report, contact the IRS Identity Theft Hotline at 800-908-4490 or submit Form 14039.

For more information, see Pub. 5027, Identity Theft Information for Taxpayers.

Victims of identity theft who are experiencing economic harm or a systemic problem, or are seeking help in resolving tax problems that have not been resolved through normal channels, may be eligible for Taxpayer Advocate Service (TAS) assistance. You can reach TAS by calling the TAS toll-free case intake line at 877-777-4778 or TTY/TDD 800-829-4059.

Protect yourself from suspicious emails or phishing schemes.

Phishing is the creation and use of email and websites designed to mimic legitimate business emails and websites. The most common act is sending an email to a user falsely claiming to be an established legitimate enterprise in an attempt to scam the user into surrendering private information that will be used for identity theft.

The IRS does not initiate contacts with taxpayers via emails. Also, the IRS does not request personal detailed information through email or ask taxpayers for the PIN numbers, passwords, or similar secret access information for their credit card, bank, or other financial accounts.

If you receive an unsolicited email claiming to be from the IRS, forward this message to phishing@irs.gov. You may also report misuse of the IRS name, logo, or other IRS property to the Treasury Inspector General for Tax Administration (TIGTA) at 800-366-4484. You can forward suspicious emails to the Federal Trade Commission at spam@uce.gov or report them at www.ftc.gov/complaint. You can contact the FTC at www.ftc.gov/idtheft or 877-IDTHEFT (877-438-4338). If you have been the victim of identity theft, see www.IdentityTheft.gov and Pub. 5027.

Go to www.irs.gov/IdentityTheft to learn more about identity theft and how to reduce your risk.

Privacy Act Notice

Section 6109 of the Internal Revenue Code requires you to provide your correct TIN to persons (including federal agencies) who are required to file information returns with the IRS to report interest, dividends, or certain other income paid to you; mortgage interest you paid; the acquisition or abandonment of secured property; the cancellation of debt; or contributions you made to an IRA, Archer MSA, or HSA. The person collecting this form uses the information on the form to file information returns with the IRS, reporting the above information. Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation and to cities, states, the District of Columbia, and U.S. commonwealths and territories for use in administering their laws. The information may also be disclosed to other countries under a treaty, to federal and state agencies to enforce civil and criminal laws, or to federal law enforcement and intelligence agencies to combat terrorism. You must provide your TIN whether or not you are required to file a tax return. Under section 3406, payors must generally withhold a percentage of taxable interest, dividends, and certain other payments to a payee who does not give a TIN to the payor. Certain penalties may also apply for providing false or fraudulent information.