Addendum No. 1 to IFB 27-27

CITY OF SOMERVILLE, MASSACHUSETTS
Department of Procurement and Contracting Services
JACOB WISLSON
MAYOR

To: All Parties on Record with the City of Somerville as Holding IFB 27-27
IFB 27-27 HVAC Preventative Maintenance and Repairs

From: Logan Carroll

Date: 11/10/2026

Re: **Site Visit Meeting Point and Prevailing Wage Rates**

Addendum No. 1 to IFB 27-27

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

NAME OF COMPANY / INDIVIDUAL: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

TELEPHONE/FAX/EMAIL: _____

SIGNATURE OF AUTHORIZED INDIVIDUAL: _____

ACKNOWLEDGEMENT OF ADDENDA:

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

Addendum No. 1 to IFB 27-27

The mandatory site visit will begin on Thursday 9:00 AM, 11/12/2026 the meeting point will be the Somerville High School front door at 81 Highland Ave, Somerville MA 02143. We will then be making 4 additional stops to various additional buildings around Somerville MA.

Starting Location-Somerville High School: 81 Highland Ave, Somerville MA 02143

Additional Locations:

Kennedy: 5 Cherry St.

DPW: 1 Franey Rd.

ESCS: 50 Cross St.

Public Safety: 220 Washington St.

Prevailing Wage Rates:

(Begin on next page)

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

MAURA HEALEY
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:	Somerville	**City/Town:**	SOMERVILLE
Wage Request No:	20261027185546	**Job Location:**	Various locations throughout the City of Somerville
Description of Work:	HVAC Automated Controls System Maintenance - Open Protocol		
Contract Number:	260213R2		

§§ 26-27D Construction Project

This Prevailing Wage Schedule establishes the minimum wage rates that employees on this public works construction project must be paid. The project's Wage Request Number is listed above and on all pages of this Schedule. This schedule applies **only** to this specific project.

Awarding Authority Responsibilities

- You must include this Prevailing Wage Schedule (PWS) or an appropriate reference to it in all advertisements and calls for bids.
- The PWS must be incorporated in its entirety into all contracts for this project (G.L. c. 149, § 27).
- The wage rates on this PWS will remain in effect for the duration of the project. **Exception:** You must request an updated schedule for any multi-year construction project no later than 2 weeks before the project's yearly anniversary date.
  - For CM AT RISK projects, the anniversary date is the earlier of the signing date of: (a) the GMP Amendment; or (b) the first amendment to permit procurement of construction services.
  - For all other construction projects, the anniversary date is the date the contract was signed by the Awarding Authority and the General Contractor.
- You must also request an updated PWS if you have not opened bids or selected a contractor within 90 days of the date of issuance on this PWS.
  - For CM AT RISK projects, the earlier of (a) the signing date of the GMP Amendment; or (b) the bid for the first construction scope of work must be within 90 days of the date of issuance on this Schedule.
- You must provide any updated PWS to all contractors working on the project, including general and sub-contractors.
- You must keep the contractors' weekly certified payroll records and Statements of Compliance on file for **3 years.**
- Awarding authorities have other prevailing wage responsibilities not listed above. Learn more at: **[Prevailing wage: for awarding authorities | Mass.gov]** and G.L. c. 149, §§ 26-27D.

Contractor Responsibilities

- You must pay all employees who perform construction work on this project at least the wage rate listed on this PWS. **Warning!** If you do not follow this requirement, you can face civil fines, criminal charges, or private lawsuits.
- You must post this PWS at the worksite where it can be easily seen. (G.L. c. 149, § 27)
- You must file weekly payroll reports and a Statement of Compliance with the awarding authority (**not** DLS). You can file payroll reports by mail or email and must keep them on file for 3 years. Each weekly payroll report must include each employees' name, address, occupational classification(s), hours worked, and wages paid. Find a sample report at: mass.gov/dols/pw.
- You cannot pay any employees at the apprentice rates listed on this PWS unless they are registered with the Massachusetts Division of Apprentice Standards (DAS). Qualifying apprentices must be paid at the applicable step rate and must carry their apprentice ID card during all work hours on the project. Apprentices **not** registered with DAS must be paid at the listed journeyworker's rate, even if they are registered with a different federal/state public agency or private entity. For every week in which apprentice rates are paid, a copy of each apprentice's apprentice ID card issued by DAS shall be attached to the certified payroll records.
- If you don't know what classification or rate applies to the work being performed, you must ask DLS; paying the wrong rate subjects you to enforcement.
- Please contact DLS if you have any questions about the Prevailing Wage Schedule: (617) 626-6953 or **DLS.Feedback@mass.gov**

Employees who are **not** paid the wage listed on the Prevailing Wage Schedule (PWS) may file a complaint with the Attorney General's Fair Labor Division: **www.mass.gov/ago/fld**; **(617) 727-3465.**

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER"	1/1/2024	$117.16	$10.08	$11.62	$12.67	$0.00	$151.53
AIR TRACK OPERATOR LABORERS LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER"	6/1/2026	$49.15	$10.90	$9.75	$9.65	$0.00	$79.45
	12/1/2026	$51.40	$10.90	$9.75	$9.65	$0.00	$81.70
	6/1/2027	$53.00	$10.90	$9.75	$9.65	$0.00	$83.30
	12/1/2027	$54.60	$10.90	$9.75	$9.65	$0.00	$84.90
	6/1/2028	$56.28	$10.90	$9.75	$9.65	$0.00	$86.58
	12/1/2028	$57.95	$10.90	$9.75	$9.65	$0.00	$88.25
AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"	6/1/2026	$50.00	$10.90	$9.75	$9.65	$0.00	$80.30
	12/1/2026	$51.50	$10.90	$9.75	$9.65	$0.00	$81.80
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/1/2025	$44.80	$14.50	$4.30	$6.75	$0.00	$70.35
ASPHALT RAKER LABORERS LABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER"	6/1/2026	$49.40	$10.90	$9.75	$9.65	$0.00	$79.70
	12/1/2026	$50.90	$10.90	$9.75	$9.65	$0.00	$81.20
	6/1/2027	$52.50	$10.90	$9.75	$9.65	$0.00	$82.80
	12/1/2027	$54.10	$10.90	$9.75	$9.65	$0.00	$84.40
	6/1/2028	$55.78	$10.90	$9.75	$9.65	$0.00	$86.08
	12/1/2028	$57.45	$10.90	$9.75	$9.65	$0.00	$87.75
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"	6/1/2026	$49.50	$10.90	$9.75	$9.65	$0.00	$79.80
	12/1/2026	$51.00	$10.90	$9.75	$9.65	$0.00	$81.30
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	6/1/2026	$59.38	$17.05	$13.35	$3.25	$0.00	$93.03
	12/1/2026	$60.83	$17.05	$13.35	$3.25	$0.00	$94.48
BACKHOE/FRONT-END LOADER	6/1/2026	$59.38	$17.05	$13.35	$3.25	$0.00	$93.03

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2026	$60.83	$17.05	$13.35	$3.25	$0.00	$94.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BARCO-TYPE JUMPING TAMPER LABORERS LABORERS - ZONE 1	6/1/2026	$49.40	$10.90	$9.75	$9.65	$0.00	$79.70
	12/1/2026	$50.90	$10.90	$9.75	$9.65	$0.00	$81.20
	6/1/2027	$52.50	$10.90	$9.75	$9.65	$0.00	$82.80
	12/1/2027	$54.10	$10.90	$9.75	$9.65	$0.00	$84.40
	6/1/2028	$55.78	$10.90	$9.75	$9.65	$0.00	$86.08
	12/1/2028	$57.45	$10.90	$9.75	$9.65	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER LABORERS LABORERS - ZONE 1	6/1/2026	$49.15	$10.90	$9.75	$9.65	$0.00	$79.45
	12/1/2026	$51.40	$10.90	$9.75	$9.65	$0.00	$81.70
	6/1/2027	$53.00	$10.90	$9.75	$9.65	$0.00	$83.30
	12/1/2027	$54.60	$10.90	$9.75	$9.65	$0.00	$84.90
	6/1/2028	$56.28	$10.90	$9.75	$9.65	$0.00	$86.58
	12/1/2028	$57.95	$10.90	$9.75	$9.65	$0.00	$88.25
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	$50.00	$10.90	$9.75	$9.65	$0.00	$80.30
	12/1/2026	$51.50	$10.90	$9.75	$9.65	$0.00	$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
BOILER MAKER BOILERMAKERS LOCAL 29 BOILERMAKERS LOCAL 29	1/1/2024	$48.12	$7.07	$14.60	$6.00	$0.00	$75.79

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

Apprentice to Journeyworker Ratio: 1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 (BOSTON)	8/1/2026	$70.15	$12.84	$15.57	$8.02	$0.00	$106.58
	2/1/2027	$71.55	$12.84	$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: 8/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$35.08	$12.84	$15.57	$8.02	$0.00	$71.51
2	60.00	$42.09	$12.84	$15.57	$8.02	$0.00	$78.52
3	70.00	$49.11	$12.84	$15.57	$8.02	$0.00	$85.54
4	80.00	$56.12	$12.84	$15.57	$8.02	$0.00	$92.55
5	90.00	$63.14	$12.84	$15.57	$8.02	$0.00	$99.57

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)

Effective Date: 2/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$35.78	$12.84	$15.57	$8.02	$0.00	$72.21
2	60.00	$42.93	$12.84	$15.57	$8.02	$0.00	$79.36
3	70.00	$50.09	$12.84	$15.57	$8.02	$0.00	$86.52
4	80.00	$57.24	$12.84	$15.57	$8.02	$0.00	$93.67
5	90.00	$64.40	$12.84	$15.57	$8.02	$0.00	$100.83

Apprentice to Journeyworker Ratio: 1:5

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
CAISSON & UNDERPINNING BOTTOM MAN LABORERS LABORERS - FOUNDATION AND MARINE	6/1/2026	$50.40	$10.90	$9.75	$9.80	$0.00	$80.85
	12/1/2026	$51.90	$10.90	$9.75	$9.80	$0.00	$82.35
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING LABORER LABORERS LABORERS - FOUNDATION AND MARINE	6/1/2026	$49.25	$10.90	$9.75	$9.80	$0.00	$79.70
	12/1/2026	$50.75	$10.90	$9.75	$9.80	$0.00	$81.20
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING TOP MAN LABORERS LABORERS - FOUNDATION AND MARINE	6/1/2026	$49.58	$10.90	$9.75	$9.80	$0.00	$80.03
	12/1/2026	$51.08	$10.90	$9.75	$9.80	$0.00	$81.53
For apprentice rates see "Apprentice- LABORER"							
CARBIDE CORE DRILL OPERATOR LABORERS LABORERS - ZONE 1	6/1/2026	$49.40	$10.90	$9.75	$9.65	$0.00	$79.70
	12/1/2026	$50.90	$10.90	$9.75	$9.65	$0.00	$81.20
	6/1/2027	$52.50	$10.90	$9.75	$9.65	$0.00	$82.80
	12/1/2027	$54.10	$10.90	$9.75	$9.65	$0.00	$84.40
	6/1/2028	$55.78	$10.90	$9.75	$9.65	$0.00	$86.08
	12/1/2028	$57.45	$10.90	$9.75	$9.65	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CARPENTER	9/1/2026	$63.69	$10.58	$11.47	$8.50	$0.00	$94.24
CARPENTERS	3/1/2027	$65.19	$10.58	$11.47	$8.50	$0.00	$95.74
CARPENTERS -ZONE 1 (Metro Boston)							

Apprentice: CARPENTER

Effective Date: 9/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	$28.66	$11.08	$0.00	$1.73	$0.00	$41.47
2	45.00	$28.66	$11.08	$0.00	$1.73	$0.00	$41.47
3	55.00	$35.03	$11.08	$0.00	$3.40	$0.00	$49.51
4	55.00	$35.03	$11.08	$0.00	$3.40	$0.00	$49.51
5	70.00	$44.58	$11.08	$11.41	$5.10	$0.00	$72.17
6	70.00	$44.58	$11.08	$11.41	$5.10	$0.00	$72.17
7	80.00	$50.95	$11.08	$11.44	$6.80	$0.00	$80.27
8	80.00	$50.95	$11.08	$11.44	$6.80	$0.00	$80.27

Apprentice: CARPENTER

Effective Date: 3/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	$29.34	$10.58	$0.00	$1.73	$0.00	$41.65
2	45.00	$29.34	$10.58	$0.00	$1.73	$0.00	$41.65
3	55.00	$35.85	$10.58	$0.00	$3.40	$0.00	$49.83
4	55.00	$35.85	$10.58	$0.00	$3.40	$0.00	$49.83
5	70.00	$45.63	$10.58	$11.41	$5.10	$0.00	$72.72
6	70.00	$45.63	$10.58	$11.41	$5.10	$0.00	$72.72
7	80.00	$52.15	$10.58	$11.44	$6.80	$0.00	$80.97
8	80.00	$52.15	$10.58	$11.44	$6.80	$0.00	$80.97

Apprentice to Journeyworker Ratio: 1:5

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CARPENTER WOOD FRAME	10/1/2026	$40.19	$8.29	$4.47	$5.00	$0.00	$57.95
CARPENTERS	10/1/2026	$39.74	$8.69	$4.47	$5.00	$0.00	$57.90
CARPENTERS -ZONE 1 (Wood Frame)	4/1/2027	$40.54	$8.69	$4.47	$5.00	$0.00	$58.70

All Aspects of New Wood Frame Work

Apprentice: CARPENTER WOOD FRAME

Effective Date: 10/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$20.10	$8.29	$0.00	$0.00	$0.00	$28.39
2	50.00	$20.10	$8.29	$0.00	$0.00	$0.00	$28.39
3	55.00	$22.10	$8.29	$0.00	$2.00	$0.00	$32.39
4	55.00	$22.10	$8.29	$0.00	$2.00	$0.00	$32.39
5	70.00	$28.13	$8.29	$4.47	$3.00	$0.00	$43.89
6	70.00	$28.13	$8.29	$4.47	$3.00	$0.00	$43.89

Construction

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

Apprentice: CARPENTER WOOD FRAME

Effective Date: 10/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
7	80.00	$32.15	$8.29	$4.47	$4.00	$0.00	$48.91
8	80.00	$32.15	$8.29	$4.47	$4.00	$0.00	$48.91

Apprentice: CARPENTER WOOD FRAME

Effective Date: 10/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$19.87	$8.69	$0.00	$0.00	$0.00	$28.56
2	50.00	$19.87	$8.69	$0.00	$0.00	$0.00	$28.56
3	55.00	$21.86	$8.69	$0.00	$2.00	$0.00	$32.55
4	55.00	$21.86	$8.69	$0.00	$2.00	$0.00	$32.55
5	70.00	$27.82	$8.69	$4.47	$3.00	$0.00	$43.98
6	70.00	$27.82	$8.69	$4.47	$3.00	$0.00	$43.98
7	80.00	$31.79	$8.69	$4.47	$4.00	$0.00	$48.95
8	80.00	$31.79	$8.69	$4.47	$4.00	$0.00	$48.95

Apprentice to Journeyworker Ratio: 1:5

CEMENT MASONRY/PLASTERING PLASTERERS AND CEMENT MASONS LOCAL 534 Plasterers and Cement Masons - Zone 1	7/1/2026	$54.49	$13.35	$16.43	$7.78	$1.80	$93.85
	1/1/2027	$55.94	$13.35	$16.43	$7.78	$1.80	$95.30
	7/1/2027	$57.29	$13.35	$16.43	$7.78	$1.80	$96.65
	1/1/2028	$58.64	$13.35	$16.43	$7.78	$1.80	$98.00

Apprentice: CEMENT MASONRY/PLASTERING

Effective Date: 7/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$27.25	$13.35	$16.43	$0.00	$0.00	$57.03
2	60.00	$32.69	$13.35	$16.43	$7.78	$1.80	$72.05
3	65.00	$35.42	$13.35	$16.43	$7.78	$1.80	$74.78
4	70.00	$38.14	$13.35	$16.43	$7.78	$1.80	$77.50
5	75.00	$40.87	$13.35	$16.43	$7.78	$1.80	$80.23
6	80.00	$43.59	$13.35	$16.43	$7.78	$1.80	$82.95
7	90.00	$49.04	$13.35	$16.43	$7.78	$0.00	$86.60

Apprentice: CEMENT MASONRY/PLASTERING

Effective Date: 1/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$27.97	$13.35	$16.43	$0.00	$0.00	$57.75
2	60.00	$33.56	$13.35	$16.43	$7.78	$1.80	$72.92

Construction

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

Apprentice: CEMENT MASONRY/PLASTERING

Effective Date: 1/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
3	65.00	$36.36	$13.35	$16.43	$7.78	$1.80	$75.72
4	70.00	$39.16	$13.35	$16.43	$7.78	$1.80	$78.52
5	75.00	$41.96	$13.35	$16.43	$7.78	$1.80	$81.32
6	80.00	$44.75	$13.35	$16.43	$7.78	$1.80	$84.11
7	90.00	$50.35	$13.35	$16.43	$0.00	$0.00	$80.13

Apprentice to Journeyworker Ratio: 1:5

CHAIN SAW OPERATOR LABORERS LABORERS - ZONE 1	6/1/2026	$49.40	$10.90	$9.75	$9.65	$0.00	$79.70
	12/1/2026	$50.90	$10.90	$9.75	$9.65	$0.00	$81.20
	6/1/2027	$52.50	$10.90	$9.75	$9.65	$0.00	$82.80
	12/1/2027	$54.10	$10.90	$9.75	$9.65	$0.00	$84.40
	6/1/2028	$55.78	$10.90	$9.75	$9.65	$0.00	$86.08
	12/1/2028	$57.45	$10.90	$9.75	$9.65	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"							
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$60.61	$17.05	$13.35	$3.25	$0.00	$94.26
	12/1/2026	$62.09	$17.05	$13.35	$3.25	$0.00	$95.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$37.63	$17.05	$13.35	$3.25	$0.00	$71.28
	12/1/2026	$38.58	$17.05	$13.35	$3.25	$0.00	$72.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DELEADER (BRIDGE) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 1	1/1/2026	$59.56	$10.35	$12.00	$12.60	$0.00	$94.51

Apprentice: DELEADER (BRIDGE)

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$29.78	$10.35	$0.00	$0.00	$0.00	$40.13
2	55.00	$32.76	$10.35	$0.00	$6.93	$0.00	$50.04
3	60.00	$35.74	$10.35	$0.00	$7.56	$0.00	$53.65
4	65.00	$38.71	$10.35	$0.00	$8.19	$0.00	$57.25
5	70.00	$41.69	$10.35	$12.00	$8.82	$0.00	$72.86
6	75.00	$44.67	$10.35	$12.00	$9.45	$0.00	$76.47
7	80.00	$47.65	$10.35	$12.00	$10.08	$0.00	$80.08
8	90.00	$53.60	$10.35	$12.00	$11.34	$0.00	$87.29

Apprentice to Journeyworker Ratio: 1:1

DEMO: ADZEMAN	6/1/2026	$49.30	$10.90	$9.75	$9.65	$0.00	$79.60

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS LABORERS - ZONE 1	12/7/2026	$50.80	$10.90	$9.75	$9.65	$0.00	$81.10
	6/7/2027	$52.40	$10.90	$9.75	$9.65	$0.00	$82.70
	12/6/2027	$54.00	$10.90	$9.75	$9.65	$0.00	$84.30
	6/5/2028	$55.68	$10.90	$9.75	$9.65	$0.00	$85.98
	12/4/2028	$57.35	$10.90	$9.75	$9.65	$0.00	$87.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS LABORERS - ZONE 1	6/1/2026	$50.30	$10.90	$9.75	$9.65	$0.00	$80.60
	12/7/2026	$51.80	$10.90	$9.75	$9.65	$0.00	$82.10
	6/7/2027	$53.40	$10.90	$9.75	$9.65	$0.00	$83.70
	12/6/2027	$55.00	$10.90	$9.75	$9.65	$0.00	$85.30
	6/5/2028	$56.68	$10.90	$9.75	$9.65	$0.00	$86.98
	12/4/2028	$58.35	$10.90	$9.75	$9.65	$0.00	$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BURNERS LABORERS LABORERS - ZONE 1	6/1/2026	$50.05	$10.90	$9.75	$9.65	$0.00	$80.35
	12/7/2026	$51.55	$10.90	$9.75	$9.65	$0.00	$81.85
	6/7/2027	$53.15	$10.90	$9.75	$9.65	$0.00	$83.45
	12/6/2027	$54.75	$10.90	$9.75	$9.65	$0.00	$85.05
	6/5/2028	$56.43	$10.90	$9.75	$9.65	$0.00	$86.73
	12/4/2028	$58.10	$10.90	$9.75	$9.65	$0.00	$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: CONCRETE CUTTER/SAWYER LABORERS LABORERS - ZONE 1	6/1/2026	$50.30	$10.90	$9.75	$9.65	$0.00	$80.60
	12/7/2026	$51.80	$10.90	$9.75	$9.65	$0.00	$82.10
	6/7/2027	$53.40	$10.90	$9.75	$9.65	$0.00	$83.70
	12/6/2027	$55.00	$10.90	$9.75	$9.65	$0.00	$85.30
	6/5/2028	$56.68	$10.90	$9.75	$9.65	$0.00	$86.98
	12/4/2028	$58.35	$10.90	$9.75	$9.65	$0.00	$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: JACKHAMMER OPERATOR LABORERS LABORERS - ZONE 1	6/1/2026	$50.05	$10.90	$9.75	$9.65	$0.00	$80.35
	12/7/2026	$51.55	$10.90	$9.75	$9.65	$0.00	$81.85
	6/7/2027	$53.15	$10.90	$9.75	$9.65	$0.00	$83.45
	12/6/2027	$54.75	$10.90	$9.75	$9.65	$0.00	$85.05
	6/5/2028	$56.43	$10.90	$9.75	$9.65	$0.00	$86.73
	12/4/2028	$58.10	$10.90	$9.75	$9.65	$0.00	$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: WRECKING LABORER LABORERS LABORERS - ZONE 1	6/1/2026	$49.30	$10.90	$9.75	$9.65	$0.00	$79.60
	12/7/2026	$50.80	$10.90	$9.75	$9.65	$0.00	$81.10
	6/7/2027	$52.40	$10.90	$9.75	$9.65	$0.00	$82.70
	12/6/2027	$54.00	$10.90	$9.75	$9.65	$0.00	$84.30
	6/5/2028	$55.68	$10.90	$9.75	$9.65	$0.00	$85.98
	12/4/2028	$57.35	$10.90	$9.75	$9.65	$0.00	$87.65
For apprentice rates see "Apprentice- LABORER"							
DIRECTIONAL DRILL MACHINE OPERATOR OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
DIVER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	$78.11	$10.08	$11.62	$10.04	$0.00	$109.85
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 PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	$55.79	$10.08	$11.62	$12.67	$0.00	$90.16
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) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	$83.69	$10.08	$11.62	$12.67	$0.00	$118.06
For apprentice rates see "Apprentice- PILE DRIVER"							
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	$117.16	$10.08	$11.62	$12.67	$0.00	$151.53
For apprentice rates see "Apprentice- PILE DRIVER"							
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888 DRAWBRIDGE - SEIU LOCAL 888	7/1/2020	$26.77	$6.67	$3.93	$0.00	$0.16	$37.53
ELECTRICIAN ELECTRICIANS LOCAL 103 ELECTRICIANS LOCAL 103	9/1/2026	$68.78	$13.00	$14.69	$9.00	$0.00	$105.47
	3/1/2027	$69.97	$13.00	$14.73	$9.00	$0.00	$106.70
	9/1/2027	$71.88	$13.00	$14.79	$9.00	$0.00	$108.67
	3/1/2028	$73.08	$13.00	$14.82	$9.00	$0.00	$109.90

Apprentice: ELECTRICIAN

Effective Date: 9/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	$27.51	$13.00	$0.83	$0.00	$0.00	$41.34
2	40.00	$27.51	$13.00	$0.83	$0.00	$0.00	$41.34
3	45.00	$30.95	$13.00	$13.56	$4.05	$0.00	$61.56
4	45.00	$30.95	$13.00	$13.56	$4.05	$0.00	$61.56
5	50.00	$34.39	$13.00	$13.66	$4.50	$0.00	$65.55
6	55.00	$37.83	$13.00	$13.76	$4.95	$0.00	$69.54
7	60.00	$41.27	$13.00	$13.87	$5.40	$0.00	$73.54
8	65.00	$44.71	$13.00	$13.97	$5.85	$0.00	$77.53
9	70.00	$48.15	$13.00	$14.07	$6.30	$0.00	$81.52
10	75.00	$51.59	$13.00	$14.18	$6.75	$0.00	$85.52

Apprentice: ELECTRICIAN

Effective Date: 3/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	$27.99	$13.00	$0.84	$0.00	$0.00	$41.83

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL 4	1/1/2026	$77.26	$16.38	$11.06	$10.70	$0.00	$115.40
ELEVATOR CONSTRUCTORS LOCAL 4	1/1/2027	$80.55	$16.48	$11.16	$11.00	$0.00	$119.19

Apprentice: ELECTRICIAN

Effective Date: 3/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
2	40.00	$27.99	$13.00	$0.84	$0.00	$0.00	$41.83
3	45.00	$31.49	$13.00	$13.57	$4.05	$0.00	$62.11
4	45.00	$31.49	$13.00	$13.57	$4.05	$0.00	$62.11
5	50.00	$34.99	$13.00	$13.68	$4.50	$0.00	$66.17
6	55.00	$38.48	$13.00	$13.78	$4.95	$0.00	$70.21
7	60.00	$41.98	$13.00	$13.89	$5.40	$0.00	$74.27
8	65.00	$45.48	$13.00	$13.99	$5.85	$0.00	$78.32
9	70.00	$48.98	$13.00	$14.10	$6.30	$0.00	$82.38
10	75.00	$52.48	$13.00	$14.20	$6.75	$0.00	$86.43

Apprentice Notes

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Apprentice to Journeyworker Ratio: 2:3

Apprentice: ELEVATOR CONSTRUCTOR

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$38.63	$0.00	$0.00	$0.00	$0.00	$38.63
2	55.00	$42.49	$16.38	$11.06	$10.70	$0.00	$80.63
3	65.00	$50.22	$16.38	$11.06	$10.70	$0.00	$88.36
4	70.00	$54.08	$16.38	$11.06	$10.70	$0.00	$92.22
5	80.00	$61.81	$16.38	$11.06	$10.70	$0.00	$99.95

Apprentice: ELEVATOR CONSTRUCTOR

Effective Date: 1/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$40.28	$0.00	$0.00	$0.00	$0.00	$40.28
2	55.00	$44.30	$16.48	$11.16	$11.00	$0.00	$82.94
3	65.00	$52.36	$16.48	$11.16	$11.00	$0.00	$91.00
4	70.00	$56.39	$16.48	$11.16	$11.00	$0.00	$95.03
5	80.00	$64.44	$16.48	$11.16	$11.00	$0.00	$103.08

Apprentice to Journeyworker Ratio: 1:1

ELEVATOR CONSTRUCTOR HELPER ELEVATOR CONSTRUCTORS LOCAL 4	1/1/2026	$54.08	$16.38	$11.06	$10.07	$0.00	$91.59
	1/1/2027	$56.39	$16.48	$11.16	$11.00	$0.00	$95.03

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
ELEVATOR CONSTRUCTORS LOCAL 4							
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"							
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	6/1/2026	$49.50	$10.90	$9.75	$9.65	$0.00	$79.80
LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/1/2026	$51.00	$10.90	$9.75	$9.65	$0.00	$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	5/1/2026	$54.40	$16.55	$13.35	$3.25	$0.00	$87.55
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	11/1/2026	$55.69	$16.55	$13.35	$3.25	$0.00	$88.84
	5/1/2027	$57.12	$16.55	$13.35	$3.25	$0.00	$90.27
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	5/1/2026	$56.02	$16.55	$13.35	$3.25	$0.00	$89.17
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	11/1/2026	$57.32	$16.55	$13.35	$3.25	$0.00	$90.47
	5/1/2027	$58.77	$16.55	$13.35	$3.25	$0.00	$91.92
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	5/1/2026	$26.28	$16.55	$13.35	$3.25	$0.00	$59.43
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	11/1/2026	$27.04	$16.55	$13.35	$3.25	$0.00	$60.19
	5/1/2027	$27.89	$16.55	$13.35	$3.25	$0.00	$61.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIRE ALARM INSTALLER	9/1/2026	$68.78	$13.00	$14.69	$9.00	$0.00	$105.47
ELECTRICIANS LOCAL 103 ELECTRICIANS LOCAL 103	3/1/2027	$69.97	$13.00	$14.73	$9.00	$0.00	$106.70
	9/1/2027	$71.88	$13.00	$14.79	$9.00	$0.00	$108.67
	3/1/2028	$73.08	$13.00	$14.82	$9.00	$0.00	$109.90
For apprentice rates see "Apprentice- ELECTRICIAN"							
FIRE ALARM REPAIR / MAINTENANCE	9/1/2026	$55.02	$13.00	$14.28	$7.20	$0.00	$89.50
/ COMMISSIONING ELECTRICIANS LOCAL 103 ELECTRICIANS LOCAL 103	3/1/2027	$55.98	$13.00	$14.31	$7.20	$0.00	$90.49
	9/1/2027	$57.50	$13.00	$14.36	$7.20	$0.00	$92.06
	3/1/2028	$58.46	$13.00	$14.38	$7.20	$0.00	$93.04
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"							
FIREMAN (ASST. ENGINEER)	6/1/2026	$47.55	$17.05	$13.35	$3.25	$0.00	$81.20
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2026	$48.73	$17.05	$13.35	$3.25	$0.00	$82.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	6/1/2026	$29.21	$10.90	$9.75	$9.65	$0.00	$59.51
LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/1/2026	$29.21	$10.90	$9.75	$9.65	$0.00	$59.51
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
FLOORCOVERER	9/1/2026	$60.74	$10.33	$11.47	$8.80	$0.00	$91.34
FLOORCOVERERS LOCAL 2168 FLOORCOVERERS LOCAL 2168 ZONE I	3/1/2027	$62.24	$10.33	$11.47	$8.80	$0.00	$92.84

Construction

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

Apprentice: FLOORCOVERER

Effective Date: 9/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	$27.33	$10.33	$0.00	$1.76	$0.00	$39.42
2	45.00	$27.33	$10.33	$0.00	$1.76	$0.00	$39.42
3	55.00	$33.41	$10.33	$0.00	$3.52	$0.00	$47.26
4	55.00	$33.41	$10.33	$0.00	$3.52	$0.00	$47.26
5	70.00	$42.52	$10.33	$11.47	$5.28	$0.00	$69.60
6	70.00	$42.52	$10.33	$11.47	$5.28	$0.00	$69.60
7	80.00	$48.59	$10.33	$11.47	$7.04	$0.00	$77.43
8	80.00	$48.59	$10.33	$11.47	$7.04	$0.00	$77.43

Apprentice: FLOORCOVERER

Effective Date: 3/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	$28.01	$10.33	$0.00	$1.76	$0.00	$40.10
2	45.00	$28.01	$10.33	$0.00	$1.76	$0.00	$40.10
3	55.00	$34.23	$10.33	$0.00	$3.52	$0.00	$48.08
4	55.00	$34.23	$10.33	$0.00	$3.52	$0.00	$48.08
5	70.00	$43.57	$10.33	$11.47	$5.28	$0.00	$70.65
6	70.00	$43.57	$10.33	$11.47	$5.28	$0.00	$70.65
7	80.00	$49.79	$10.33	$11.47	$7.04	$0.00	$78.63
8	80.00	$49.79	$10.33	$11.47	$7.04	$0.00	$78.63

Apprentice Notes

Steps are 750 hrs.

Apprentice to Journeyworker Ratio: 1:1

FORK LIFT/CHERRY PICKER	6/1/2026	$59.38	$17.05	$13.35	$3.25	$0.00	$93.03
OPERATING ENGINEERS LOCAL 4	12/1/2026	$60.83	$17.05	$13.35	$3.25	$0.00	$94.48
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
GENERATOR/LIGHTING PLANT/HEATERS	6/1/2026	$37.63	$17.05	$13.35	$3.25	$0.00	$71.28
OPERATING ENGINEERS LOCAL 4	12/1/2026	$38.58	$17.05	$13.35	$3.25	$0.00	$72.23
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	1/1/2026	$54.85	$10.35	$12.00	$12.60	$0.00	$89.80
GLAZIERS LOCAL 35							
GLAZIERS LOCAL 35 (ZONE 1)							

Construction

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

Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$27.43	$10.35	$0.00	$0.00	$0.00	$37.78
2	55.00	$30.17	$10.35	$0.00	$6.88	$0.00	$47.40
3	60.00	$32.91	$10.35	$0.00	$7.50	$0.00	$50.76
4	65.00	$35.65	$10.35	$0.00	$8.13	$0.00	$54.13
5	70.00	$38.40	$10.35	$11.95	$8.75	$0.00	$69.45
6	75.00	$41.14	$10.35	$11.95	$9.38	$0.00	$72.82
7	80.00	$43.88	$10.35	$11.95	$10.00	$0.00	$76.18
8	90.00	$49.37	$10.35	$11.95	$11.25	$0.00	$82.92

Apprentice to Journeyworker Ratio: 1:1

HOISTING ENGINEER/CRANES/GRADALLS	6/1/2026	$59.38	$17.05	$13.35	$3.25	$0.00	$93.03
OPERATING ENGINEERS LOCAL 4	12/1/2026	$60.83	$17.05	$13.35	$3.25	$0.00	$94.48
OPERATING ENGINEERS LOCAL 4							

Apprentice: HOISTING ENGINEER/CRANES/GRADALLS

Effective Date: 6/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	$32.66	$0.00	$0.00	$0.00	$0.00	$32.66
2	60.00	$35.63	$17.05	$13.35	$3.25	$0.00	$69.28
3	65.00	$38.60	$17.05	$13.35	$3.25	$0.00	$72.25
4	70.00	$41.57	$17.05	$13.35	$3.25	$0.00	$75.22
5	75.00	$44.54	$17.05	$13.35	$3.25	$0.00	$78.19
6	80.00	$47.50	$17.05	$13.35	$3.25	$0.00	$81.15
7	85.00	$50.47	$17.05	$13.35	$3.25	$0.00	$84.12
8	90.00	$53.44	$17.05	$13.35	$3.25	$0.00	$87.09

Apprentice: HOISTING ENGINEER/CRANES/GRADALLS

Effective Date: 12/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	$33.46	$0.00	$0.00	$0.00	$0.00	$33.46
2	60.00	$36.50	$17.05	$13.35	$3.25	$0.00	$70.15
3	65.00	$39.54	$17.05	$13.35	$3.25	$0.00	$73.19
4	70.00	$42.58	$17.05	$13.35	$3.25	$0.00	$76.23
5	75.00	$45.62	$17.05	$13.35	$3.25	$0.00	$79.27
6	80.00	$48.66	$17.05	$13.35	$3.25	$0.00	$82.31
7	85.00	$51.71	$17.05	$13.35	$3.25	$0.00	$85.36
8	90.00	$54.75	$17.05	$13.35	$3.25	$0.00	$88.40

Apprentice to Journeyworker Ratio: 1:6

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 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) ELECTRICIANS LOCAL 103 ELECTRICIANS LOCAL 103	9/1/2026	$68.78	$13.00	$14.69	$9.00	$0.00	$105.47
	3/1/2027	$69.97	$13.00	$14.73	$9.00	$0.00	$106.70
	9/1/2027	$71.88	$13.00	$14.79	$9.00	$0.00	$108.67
	3/1/2028	$73.08	$13.00	$14.82	$9.00	$0.00	$109.90
For apprentice rates see "Apprentice- ELECTRICIAN"							
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 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) PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537	9/1/2026	$71.71	$14.20	$14.25	$10.00	$0.00	$110.16
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HVAC MECHANIC PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537	9/1/2026	$71.71	$14.20	$14.25	$10.00	$0.00	$110.16
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HYDRAULIC DRILLS LABORERS LABORERS - ZONE 1	6/1/2026	$49.15	$10.90	$9.75	$9.65	$0.00	$79.45
	12/1/2026	$51.40	$10.90	$9.75	$9.65	$0.00	$81.70
	6/1/2027	$53.00	$10.90	$9.75	$9.65	$0.00	$83.30
	12/1/2027	$54.60	$10.90	$9.75	$9.65	$0.00	$84.90
	6/1/2028	$56.28	$10.90	$9.75	$9.65	$0.00	$86.58
	12/1/2028	$57.95	$10.90	$9.75	$9.65	$0.00	$88.25
For apprentice rates see "Apprentice- LABORER"							
HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	$50.00	$10.90	$9.75	$9.65	$0.00	$80.30
	12/1/2026	$51.50	$10.90	$9.75	$9.65	$0.00	$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	9/1/2026	$59.02	$16.15	$11.46	$11.49	$0.00	$98.12

Apprentice: INSULATOR (PIPES & TANKS)

Effective Date: 9/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$29.51	$16.15	$11.21	$5.75	$0.00	$62.62
2	60.00	$35.41	$16.15	$11.26	$6.89	$0.00	$69.71
3	70.00	$41.31	$16.15	$11.31	$8.04	$0.00	$76.81
4	80.00	$47.22	$16.15	$11.36	$9.19	$0.00	$83.92

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice to Journeyworker Ratio: 1:4							
IRONWORKER/WELDER IRONWORKERS LOCAL 7 IRONWORKERS LOCAL 7 (BOSTON AREA)	3/16/2026	$58.65	$9.25	$12.75	$15.00	$0.00	$95.65

Apprentice: IRONWORKER/WELDER

Effective Date: 3/16/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	70.00	$41.06	$9.25	$12.75	$5.00	$0.00	$68.06
2	80.00	$46.92	$9.25	$12.75	$5.00	$0.00	$73.92
3	90.00	$52.79	$9.25	$12.75	$5.00	$0.00	$79.79
4	0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
5	0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
6	0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice to Journeyworker Ratio: 1:4							
JACKHAMMER & PAVING BREAKER OPERATOR LABORERS LABORERS - ZONE 1	6/1/2026	$49.40	$10.90	$9.75	$9.65	$0.00	$79.70
	12/1/2026	$50.90	$10.90	$9.75	$9.65	$0.00	$81.20
	6/1/2027	$52.50	$10.90	$9.75	$9.65	$0.00	$82.80
	12/1/2027	$54.10	$10.90	$9.75	$9.65	$0.00	$84.40
	6/1/2028	$55.78	$10.90	$9.75	$9.65	$0.00	$86.08
	12/1/2028	$57.45	$10.90	$9.75	$9.65	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"							
LABORER LABORERS LABORERS - ZONE 1	6/1/2026	$49.15	$10.90	$9.75	$9.65	$0.00	$79.45
	12/1/2026	$50.65	$10.90	$9.75	$9.65	$0.00	$80.95
	6/1/2027	$52.25	$10.90	$9.75	$9.65	$0.00	$82.55
	12/1/2027	$53.85	$10.90	$9.75	$9.65	$0.00	$84.15
	6/1/2028	$55.53	$10.90	$9.75	$9.65	$0.00	$85.83
	12/1/2028	$57.20	$10.90	$9.75	$9.65	$0.00	$87.50

Apprentice: LABORER

Effective Date: 6/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$29.49	$10.90	$9.75	$9.65	$0.00	$59.79
2	70.00	$34.41	$10.90	$9.75	$9.65	$0.00	$64.71
3	80.00	$39.32	$10.90	$9.75	$9.65	$0.00	$69.62
4	90.00	$44.24	$10.90	$9.75	$9.65	$0.00	$74.54

Apprentice: LABORER

Effective Date: 12/1/2026

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: LABORER

Effective Date: 12/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$30.39	$10.90	$9.75	$9.65	$0.00	$60.69
2	70.00	$35.46	$10.90	$9.75	$9.65	$0.00	$65.76
3	80.00	$40.52	$10.90	$9.75	$9.65	$0.00	$70.82
4	90.00	$45.59	$10.90	$9.75	$9.65	$0.00	$75.89

Apprentice to Journeyworker Ratio: 1:5

LABORER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	$49.25	$10.90	$9.75	$9.65	$0.00	$79.55
	12/1/2026	$50.75	$10.90	$9.75	$9.65	$0.00	$81.05

Apprentice: LABORER (HEAVY & HIGHWAY)

Effective Date: 6/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$29.55	$10.90	$9.75	$9.65	$0.00	$59.85
2	70.00	$34.48	$10.90	$9.75	$9.65	$0.00	$64.78
3	80.00	$39.40	$10.90	$9.75	$9.65	$0.00	$69.70
4	90.00	$44.33	$10.90	$9.75	$9.65	$0.00	$74.63

Apprentice: LABORER (HEAVY & HIGHWAY)

Effective Date: 12/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$30.45	$10.90	$9.75	$9.65	$0.00	$60.75
2	70.00	$35.53	$10.90	$9.75	$9.65	$0.00	$65.83
3	80.00	$40.60	$10.90	$9.75	$9.65	$0.00	$70.90
4	90.00	$45.68	$10.90	$9.75	$9.65	$0.00	$75.98

Apprentice to Journeyworker Ratio: 1:5

LABORER: CARPENTER TENDER LABORERS LABORERS - ZONE 1	6/1/2026	$49.15	$10.90	$9.75	$9.65	$0.00	$79.45
	12/1/2026	$50.65	$10.90	$9.75	$9.65	$0.00	$80.95
	6/1/2027	$52.25	$10.90	$9.75	$9.65	$0.00	$82.55
	12/1/2027	$53.85	$10.90	$9.75	$9.65	$0.00	$84.15
	6/1/2028	$55.53	$10.90	$9.75	$9.65	$0.00	$85.83
	12/1/2028	$57.20	$10.90	$9.75	$9.65	$0.00	$87.50

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER LABORERS LABORERS - ZONE 1	6/1/2026	$49.15	$10.90	$9.75	$9.65	$0.00	$79.45
	12/1/2026	$50.65	$10.90	$9.75	$9.65	$0.00	$80.95
	6/1/2027	$52.25	$10.90	$9.75	$9.65	$0.00	$82.55
	12/1/2027	$53.85	$10.90	$9.75	$9.65	$0.00	$84.15
	6/1/2028	$55.53	$10.90	$9.75	$9.65	$0.00	$85.83

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2028	$57.20	$10.90	$9.75	$9.65	$0.00	$87.50
For apprentice rates see "Apprentice- LABORER"							
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS LABORERS - ZONE 1	6/1/2026	$49.30	$10.90	$9.75	$9.65	$0.00	$79.60
	12/7/2026	$50.80	$10.90	$9.75	$9.65	$0.00	$81.10
	6/7/2027	$52.40	$10.90	$9.75	$9.65	$0.00	$82.70
	12/6/2027	$54.00	$10.90	$9.75	$9.65	$0.00	$84.30
	6/5/2028	$55.68	$10.90	$9.75	$9.65	$0.00	$85.98
	12/4/2028	$57.35	$10.90	$9.75	$9.65	$0.00	$87.65
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER LABORERS LABORERS - ZONE 1	6/1/2026	$49.40	$10.90	$9.75	$9.65	$0.00	$79.70
	12/1/2026	$50.90	$10.90	$9.75	$9.65	$0.00	$81.20
	6/1/2027	$52.50	$10.90	$9.75	$9.65	$0.00	$82.80
	12/1/2027	$54.10	$10.90	$9.75	$9.65	$0.00	$84.40
	6/1/2028	$55.78	$10.90	$9.75	$9.65	$0.00	$86.08
	12/1/2028	$57.45	$10.90	$9.75	$9.65	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	$49.50	$10.90	$9.75	$9.65	$0.00	$79.80
	12/1/2026	$51.00	$10.90	$9.75	$9.65	$0.00	$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
LABORER: MULTI-TRADE TENDER LABORERS LABORERS - ZONE 1	6/1/2026	$49.15	$10.90	$9.75	$9.65	$0.00	$79.45
	12/1/2026	$50.65	$10.90	$9.75	$9.65	$0.00	$80.95
	6/1/2027	$52.25	$10.90	$9.75	$9.65	$0.00	$82.55
	12/1/2027	$53.85	$10.90	$9.75	$9.65	$0.00	$84.15
	6/1/2028	$55.53	$10.90	$9.75	$9.65	$0.00	$85.83
	12/1/2028	$57.20	$10.90	$9.75	$9.65	$0.00	$87.50
For apprentice rates see "Apprentice- LABORER"							
LABORER: TREE REMOVER LABORERS LABORERS - ZONE 1	6/1/2026	$49.15	$10.90	$9.75	$9.65	$0.00	$79.45
	12/1/2026	$50.65	$10.90	$9.75	$9.65	$0.00	$80.95
	6/1/2027	$52.25	$10.90	$9.75	$9.65	$0.00	$82.55
	12/1/2027	$53.85	$10.90	$9.75	$9.65	$0.00	$84.15
	6/1/2028	$55.53	$10.90	$9.75	$9.65	$0.00	$85.83
	12/1/2028	$57.20	$10.90	$9.75	$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 LABORERS LABORERS - ZONE 1	6/1/2026	$49.40	$10.90	$9.75	$9.65	$0.00	$79.70
	12/1/2026	$50.90	$10.90	$9.75	$9.65	$0.00	$81.20
	6/1/2027	$52.50	$10.90	$9.75	$9.65	$0.00	$82.80
	12/1/2027	$54.10	$10.90	$9.75	$9.65	$0.00	$84.40
	6/1/2028	$55.78	$10.90	$9.75	$9.65	$0.00	$86.08
	12/1/2028	$57.45	$10.90	$9.75	$9.65	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"							
LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	$49.50	$10.90	$9.75	$9.65	$0.00	$79.80
	12/1/2026	$51.00	$10.90	$9.75	$9.65	$0.00	$81.30

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
MARBLE & TILE FINISHERS	8/1/2026	$53.84	$12.84	$15.57	$5.78	$0.00	$88.03
BRICKLAYERS LOCAL 3	2/1/2027	$54.96	$12.84	$15.57	$5.78	$0.00	$89.15
BRICKLAYERS LOCAL 3 - MARBLE & TILE							

Apprentice: MARBLE & TILE FINISHERS

Effective Date: 8/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$26.92	$12.84	$15.57	$5.78	$0.00	$61.11
2	60.00	$32.30	$12.84	$15.57	$5.78	$0.00	$66.49
3	70.00	$37.69	$12.84	$15.57	$5.78	$0.00	$71.88
4	80.00	$43.07	$12.84	$15.57	$5.78	$0.00	$77.26
5	90.00	$48.46	$12.84	$15.57	$5.78	$0.00	$82.65

Apprentice: MARBLE & TILE FINISHERS

Effective Date: 2/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$27.48	$12.84	$15.57	$5.78	$0.00	$61.67
2	60.00	$32.98	$12.84	$15.57	$5.78	$0.00	$67.17
3	70.00	$38.47	$12.84	$15.57	$5.78	$0.00	$72.66
4	80.00	$43.97	$12.84	$15.57	$5.78	$0.00	$78.16
5	90.00	$49.46	$12.84	$15.57	$5.78	$0.00	$83.65

Apprentice to Journeyworker Ratio: 1:5

MARBLE MASONS,TILELAYERS & TERRAZZO MECH	8/1/2026	$70.17	$12.84	$15.57	$7.99	$0.00	$106.57
BRICKLAYERS LOCAL 3	2/1/2027	$71.57	$12.84	$15.57	$7.99	$0.00	$107.97
BRICKLAYERS LOCAL 3 - MARBLE & TILE							

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH

Effective Date: 8/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$35.09	$12.84	$15.57	$7.99	$0.00	$71.49
2	60.00	$42.10	$12.84	$15.57	$7.99	$0.00	$78.50
3	70.00	$49.12	$12.84	$15.57	$7.99	$0.00	$85.52
4	80.00	$56.14	$12.84	$15.57	$7.99	$0.00	$92.54
5	90.00	$63.15	$12.84	$15.57	$7.99	$0.00	$99.55

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH

Effective Date: 2/1/2027

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: MARBLE MASONS,TILELAYERS & TERRAZZO MECH

Effective Date: 2/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$35.79	$12.84	$15.57	$7.99	$0.00	$72.19
2	60.00	$42.94	$12.84	$15.57	$7.99	$0.00	$79.34
3	70.00	$50.10	$12.84	$15.57	$7.99	$0.00	$86.50
4	80.00	$57.26	$12.84	$15.57	$7.99	$0.00	$93.66
5	90.00	$64.41	$12.84	$15.57	$7.99	$0.00	$100.81

Apprentice to Journeyworker Ratio: 1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
MECHANICS MAINTENANCE OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
MILLWRIGHT (Zone 1) MILLWRIGHTS LOCAL 1121 MILLWRIGHTS LOCAL 1121 - Zone 1	1/5/2026	$52.47	$10.58	$11.47	$10.25	$0.00	$84.77

Apprentice: MILLWRIGHT (Zone 1)

Effective Date: 1/5/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	$28.86	$10.58	$0.00	$5.64	$0.00	$45.08
2	65.00	$34.11	$10.58	$0.00	$6.66	$0.00	$51.35
3	75.00	$39.35	$10.58	$11.47	$7.69	$0.00	$69.09
4	85.00	$44.60	$10.58	$11.47	$8.71	$0.00	$75.36

Apprentice Notes

Step 1&2 Appr. indentured after 1/6/2020 receive no pension,

Apprentice to Journeyworker Ratio: 1:4

MORTAR MIXER LABORERS LABORERS - ZONE 1	6/1/2026	$49.40	$10.90	$9.75	$9.65	$0.00	$79.70
	12/1/2026	$50.90	$10.90	$9.75	$9.65	$0.00	$81.20
	6/1/2027	$52.50	$10.90	$9.75	$9.65	$0.00	$82.80
	12/1/2027	$54.10	$10.90	$9.75	$9.65	$0.00	$84.40
	6/1/2028	$55.78	$10.90	$9.75	$9.65	$0.00	$86.08
	12/1/2028	$57.45	$10.90	$9.75	$9.65	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"							
OILER (OTHER THAN TRUCK CRANES,GRADALLS)	6/1/2026	$25.07	$17.05	$13.35	$3.25	$0.00	$58.72

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2026	$25.74	$17.05	$13.35	$3.25	$0.00	$59.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OILER (TRUCK CRANES, GRADALLS)	6/1/2026	$31.17	$17.05	$13.35	$3.25	$0.00	$64.82
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2026	$31.97	$17.05	$13.35	$3.25	$0.00	$65.62
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OTHER POWER DRIVEN EQUIPMENT - CLASS II	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 1	1/1/2026	$59.56	$10.35	$12.00	$12.60	$0.00	$94.51

Apprentice: PAINTER (BRIDGES/TANKS)

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$29.78	$10.35	$0.00	$0.00	$0.00	$40.13
2	55.00	$32.76	$10.35	$0.00	$6.93	$0.00	$50.04
3	60.00	$35.74	$10.35	$0.00	$7.56	$0.00	$53.65
4	65.00	$38.71	$10.35	$0.00	$8.19	$0.00	$57.25
5	70.00	$41.69	$10.35	$12.00	$8.82	$0.00	$72.86
6	75.00	$44.67	$10.35	$12.00	$9.45	$0.00	$76.47
7	80.00	$47.65	$10.35	$12.00	$10.08	$0.00	$80.08
8	90.00	$53.60	$10.35	$12.00	$11.34	$0.00	$87.29

Apprentice to Journeyworker Ratio: 1:1

PAINTER (SPRAY OR SANDBLAST, NEW) * * 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	1/1/2026	$56.25	$10.35	$12.00	$12.60	$0.00	$91.20

Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) *

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$28.13	$10.35	$0.00	$0.00	$0.00	$38.48
2	55.00	$30.94	$10.35	$0.00	$6.93	$0.00	$48.22
3	60.00	$33.75	$10.35	$0.00	$7.56	$0.00	$51.66
4	65.00	$36.56	$10.35	$0.00	$8.19	$0.00	$55.10
5	70.00	$39.38	$10.35	$12.00	$8.92	$0.00	$70.65
6	75.00	$42.19	$10.35	$12.00	$9.45	$0.00	$73.99
7	80.00	$45.00	$10.35	$12.00	$10.08	$0.00	$77.43

Construction

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

Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) *

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
8	90.00	$50.63	$10.35	$12.00	$11.34	$0.00	$84.32

Apprentice to Journeyworker Ratio: 1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 1	1/1/2026	$54.31	$10.35	$12.00	$12.60	$0.00	$89.26

Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$27.16	$10.35	$0.00	$0.00	$0.00	$37.51
2	55.00	$29.87	$10.35	$0.00	$6.93	$0.00	$47.15
3	60.00	$32.59	$10.35	$0.00	$7.56	$0.00	$50.50
4	65.00	$35.30	$10.35	$0.00	$8.19	$0.00	$53.84
5	70.00	$38.02	$10.35	$12.00	$8.82	$0.00	$69.19
6	75.00	$40.73	$10.35	$12.00	$9.45	$0.00	$72.53
7	80.00	$43.45	$10.35	$12.00	$10.08	$0.00	$75.88
8	90.00	$48.88	$10.35	$12.00	$11.34	$0.00	$82.57

Apprentice to Journeyworker Ratio: 1:1

PAINTER / TAPER (BRUSH, NEW) * * 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	1/1/2026	$54.85	$10.35	$12.00	$12.60	$0.00	$89.80

Apprentice: PAINTER / TAPER (BRUSH, NEW) *

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$27.43	$10.35	$0.00	$0.00	$0.00	$37.78
2	55.00	$30.17	$10.35	$0.00	$6.93	$0.00	$47.45
3	60.00	$32.91	$10.35	$0.00	$7.56	$0.00	$50.82
4	65.00	$35.65	$10.35	$0.00	$8.19	$0.00	$54.19
5	70.00	$38.40	$10.35	$12.00	$8.82	$0.00	$69.57
6	75.00	$41.14	$10.35	$12.00	$9.45	$0.00	$72.94
7	80.00	$43.88	$10.35	$12.00	$10.08	$0.00	$76.31
8	90.00	$49.37	$10.35	$12.00	$11.34	$0.00	$83.06

Apprentice to Journeyworker Ratio: 1:1

PAINTER / TAPER (BRUSH, REPAINT)	1/1/2026	$52.91	$10.35	$12.00	$12.60	$0.00	$87.86

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 1							

Apprentice: PAINTER / TAPER (BRUSH, REPAINT)

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$26.46	$10.35	$0.00	$0.00	$0.00	$36.81
2	55.00	$29.10	$10.35	$0.00	$6.93	$0.00	$46.38
3	60.00	$31.75	$10.35	$0.00	$7.56	$0.00	$49.66
4	65.00	$34.39	$10.35	$0.00	$8.19	$0.00	$52.93
5	70.00	$37.04	$10.35	$12.00	$8.82	$0.00	$68.21
6	75.00	$39.68	$10.35	$12.00	$9.45	$0.00	$71.48
7	80.00	$42.33	$10.35	$12.00	$10.08	$0.00	$74.76
8	90.00	$47.62	$10.35	$12.00	$11.34	$0.00	$81.31

Apprentice to Journeyworker Ratio: 1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	$49.25	$10.90	$9.75	$9.65	$0.00	$79.55
	12/1/2026	$50.75	$10.90	$9.75	$9.65	$0.00	$81.05
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	$55.79	$10.08	$11.62	$12.67	$0.00	$90.16
For apprentice rates see "Apprentice- PILE DRIVER"							
PILE DRIVER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	$55.79	$10.08	$11.62	$12.67	$0.00	$90.16

Apprentice: PILE DRIVER

Effective Date: 8/1/2024

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

Apprentice to Journeyworker Ratio: 1:5

PIPEFITTER & STEAMFITTER PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537	9/1/2026	$71.71	$14.20	$14.25	$10.00	$0.00	$110.16

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PIPEFITTER & STEAMFITTER							
Effective Date: 9/1/2026							

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	$28.68	$14.20	$14.25	$10.00	$0.00	$67.13
2	45.00	$32.27	$14.20	$14.25	$10.00	$0.00	$70.72
3	60.00	$43.03	$14.20	$14.25	$10.00	$0.00	$81.48
4	70.00	$50.20	$14.20	$14.25	$10.00	$0.00	$88.65
5	80.00	$57.37	$14.20	$14.25	$10.00	$0.00	$95.82

Apprentice to Journeyworker Ratio: 1:3

PIPELAYER	6/1/2026	$49.40	$10.90	$9.75	$9.65	$0.00	$79.70
LABORERS	12/1/2026	$50.90	$10.90	$9.75	$9.65	$0.00	$81.20
LABORERS - ZONE 1	6/1/2027	$52.50	$10.90	$9.75	$9.65	$0.00	$82.80
	12/1/2027	$54.10	$10.90	$9.75	$9.65	$0.00	$84.40
	6/1/2028	$55.78	$10.90	$9.75	$9.65	$0.00	$86.08
	12/1/2028	$57.45	$10.90	$9.75	$9.65	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"							
PIPELAYER (HEAVY & HIGHWAY)	6/1/2026	$49.50	$10.90	$9.75	$9.65	$0.00	$79.80
LABORERS	12/1/2026	$51.00	$10.90	$9.75	$9.65	$0.00	$81.30
LABORERS - ZONE 1 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
PLUMBERS & GASFITTERS	8/31/2026	$73.94	$15.32	$12.61	$8.50	$0.00	$110.37
PLUMBERS & GASFITTERS LOCAL 12	3/1/2027	$75.84	$15.32	$12.61	$8.50	$0.00	$112.27
PLUMBERS & GASFITTERS LOCAL 12	8/30/2027	$77.74	$15.32	$12.61	$8.50	$0.00	$114.17
	2/28/2028	$79.69	$15.32	$12.61	$8.50	$0.00	$116.12
	9/4/2028	$81.64	$15.32	$12.61	$8.50	$0.00	$118.07
	3/5/2029	$83.59	$15.32	$12.61	$8.50	$0.00	$120.02
	9/3/2029	$85.54	$15.32	$12.61	$8.50	$0.00	$121.97
	3/4/2030	$87.49	$15.32	$12.61	$8.50	$0.00	$123.92

Apprentice: PLUMBERS & GASFITTERS

Effective Date: 8/31/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	35.00	$25.90	$15.32	$4.61	$2.98	$0.00	$48.81
2	40.00	$29.60	$15.32	$5.22	$3.40	$0.00	$53.54
3	55.00	$40.70	$15.32	$7.07	$4.68	$0.00	$67.77
4	65.00	$48.10	$15.32	$8.30	$5.53	$0.00	$77.25
5	75.00	$55.50	$15.32	$9.53	$6.38	$0.00	$86.73

Construction

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

Apprentice: PLUMBERS & GASFITTERS

Effective Date: 3/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	35.00	$26.55	$15.32	$4.61	$2.98	$0.00	$49.46
2	40.00	$30.35	$15.32	$5.22	$3.40	$0.00	$54.29
3	55.00	$41.75	$15.32	$7.07	$4.68	$0.00	$68.82
4	65.00	$49.30	$15.32	$8.30	$5.53	$0.00	$78.45
5	75.00	$56.90	$15.32	$9.53	$6.68	$0.00	$88.43

Apprentice to Journeyworker Ratio: 1:2

PNEUMATIC CONTROLS (TEMP.) PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537	9/1/2026	$71.71	$14.20	$14.25	$10.00	$0.00	$110.16
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
PNEUMATIC DRILL/TOOL OPERATOR LABORERS LABORERS - ZONE 1	6/1/2026	$49.40	$10.90	$9.75	$9.65	$0.00	$79.70
	12/1/2026	$50.90	$10.90	$9.75	$9.65	$0.00	$81.20
	6/1/2027	$52.50	$10.90	$9.75	$9.65	$0.00	$82.80
	12/1/2027	$54.10	$10.90	$9.75	$9.65	$0.00	$84.40
	6/1/2028	$55.78	$10.90	$9.75	$9.65	$0.00	$86.08
	12/1/2028	$57.45	$10.90	$9.75	$9.65	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"							
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	$49.50	$10.90	$9.75	$9.65	$0.00	$79.80
	12/1/2026	$51.00	$10.90	$9.75	$9.65	$0.00	$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
POWDERMAN & BLASTER LABORERS LABORERS - ZONE 1	6/1/2026	$50.15	$10.90	$9.75	$9.65	$0.00	$80.45
	12/1/2026	$51.65	$10.90	$9.75	$9.65	$0.00	$81.95
	6/1/2027	$53.25	$10.90	$9.75	$9.65	$0.00	$83.55
	12/1/2027	$54.85	$10.90	$9.75	$9.65	$0.00	$85.15
	6/1/2028	$56.53	$10.90	$9.75	$9.65	$0.00	$86.83
	12/1/2028	$58.20	$10.90	$9.75	$9.65	$0.00	$88.50
For apprentice rates see "Apprentice- LABORER"							
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	$50.25	$10.90	$9.75	$9.65	$0.00	$80.55
	12/1/2026	$51.75	$10.90	$9.75	$9.65	$0.00	$82.05
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.38	$17.05	$13.35	$3.25	$0.00	$93.03
	12/1/2026	$60.83	$17.05	$13.35	$3.25	$0.00	$94.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (DEWATERING, OTHER)	6/1/2026	$37.63	$17.05	$13.35	$3.25	$0.00	$71.28
OPERATING ENGINEERS LOCAL 4	12/1/2026	$38.58	$17.05	$13.35	$3.25	$0.00	$72.23
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
READY MIX CONCRETE DRIVERS after 4/30/12	8/1/2022	$30.40	$11.91	$15.25	$0.00	$0.00	$57.56
(Drivers Hired After 4/30/2012)							
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	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
RIDE-ON MOTORIZED BUGGY OPERATOR	6/1/2026	$49.40	$10.90	$9.75	$9.65	$0.00	$79.70
LABORERS	12/1/2026	$50.90	$10.90	$9.75	$9.65	$0.00	$81.20
LABORERS - ZONE 1	6/1/2027	$52.50	$10.90	$9.75	$9.65	$0.00	$82.80
	12/1/2027	$54.10	$10.90	$9.75	$9.65	$0.00	$84.40
	6/1/2028	$55.78	$10.90	$9.75	$9.65	$0.00	$86.08
	12/1/2028	$57.45	$10.90	$9.75	$9.65	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"							
ROLLER/SPREADER/MULCHING MACHINE	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)	8/1/2026	$55.25	$14.53	$12.67	$9.03	$0.00	$91.48
ROOFERS LOCAL 33	2/1/2027	$57.00	$14.53	$12.67	$9.03	$0.00	$93.23
ROOFERS LOCAL 33	8/1/2027	$58.75	$14.53	$12.67	$9.03	$0.00	$94.98
	2/1/2028	$60.50	$14.53	$12.67	$9.03	$0.00	$96.73
	8/1/2028	$62.25	$14.53	$12.67	$9.03	$0.00	$98.48
	2/1/2029	$64.00	$14.53	$12.67	$9.03	$0.00	$100.23
	8/1/2029	$65.65	$14.53	$12.67	$9.03	$0.00	$101.88
	2/1/2030	$67.40	$14.53	$12.67	$9.03	$0.00	$103.63

Apprentice: ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)

Effective Date: 8/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	0.00	$0.00	$14.53	$6.34	$0.00	$0.00	$20.87
2	0.00	$0.00	$14.53	$12.67	$9.03	$0.00	$36.23
3	0.00	$0.00	$14.53	$12.67	$9.03	$0.00	$36.23
4	0.00	$0.00	$14.53	$12.67	$9.03	$0.00	$36.23

Construction

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

Apprentice: ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)

Effective Date: 8/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
5	0.00	$0.00	$14.53	$12.67	$9.03	$0.00	$36.23

Apprentice: ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)

Effective Date: 2/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	0.00	$0.00	$14.53	$6.34	$0.00	$0.00	$20.87
2	0.00	$0.00	$14.53	$12.67	$9.03	$0.00	$36.23
3	0.00	$0.00	$14.53	$12.67	$9.03	$0.00	$36.23
4	0.00	$0.00	$14.53	$12.67	$9.03	$0.00	$36.23
5	0.00	$0.00	$14.53	$12.67	$9.03	$0.00	$36.23

Apprentice Notes

** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1

Apprentice to Journeyworker Ratio: 1:5

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33 ROOFERS LOCAL 33	8/1/2026	$55.50	$14.53	$12.67	$9.03	$0.00	$91.73
	2/1/2027	$57.25	$14.53	$12.67	$9.03	$0.00	$93.48
	8/1/2027	$59.00	$14.53	$12.67	$9.03	$0.00	$95.23
	2/1/2028	$60.75	$14.53	$12.67	$9.03	$0.00	$96.98
	8/1/2028	$62.50	$14.53	$12.67	$9.03	$0.00	$98.73
	2/1/2029	$64.25	$14.53	$12.67	$9.03	$0.00	$100.48
	8/1/2029	$65.90	$14.53	$12.67	$9.03	$0.00	$102.13
	2/1/2030	$67.65	$14.53	$12.67	$9.03	$0.00	$103.88

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 17 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: 2/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	42.00	$26.43	$14.91	$6.19	$0.00	$0.00	$47.53
2	42.00	$26.43	$14.91	$6.19	$0.00	$0.00	$47.53
3	47.00	$29.58	$14.91	$10.93	$1.25	$1.62	$58.29
4	47.00	$29.58	$14.91	$10.93	$1.25	$1.62	$58.29
5	52.00	$32.72	$14.91	$11.66	$1.50	$1.74	$62.53
6	52.00	$32.72	$14.91	$11.66	$1.75	$1.75	$62.79
7	60.00	$37.76	$14.91	$12.84	$2.00	$1.93	$69.44

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	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
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	10/1/2026	$73.65	$13.55	$7.45	$20.30	$0.00	$114.95
	1/1/2027	$73.65	$14.80	$7.50	$19.00	$0.00	$114.95

Apprentice: SHEETMETAL WORKER

Effective Date: 2/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
8	65.00	$40.90	$14.91	$13.58	$2.25	$2.04	$73.68
9	75.00	$47.20	$14.91	$15.06	$2.75	$2.28	$82.20
10	85.00	$53.49	$14.91	$16.53	$2.75	$2.49	$90.17

Apprentice to Journeyworker Ratio: 1:4

Apprentice: SPRINKLER FITTER

Effective Date: 10/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	0.00	$25.78	$13.55	$12.05	$2.50	$0.00	$53.88
2	0.00	$29.46	$13.55	$13.07	$2.50	$0.00	$58.58
3	0.00	$33.14	$13.55	$14.09	$2.50	$0.00	$63.28
4	0.00	$36.83	$13.55	$15.11	$2.50	$0.00	$67.99
5	0.00	$40.51	$13.55	$16.11	$2.50	$0.00	$72.67
6	0.00	$44.19	$13.55	$15.63	$4.00	$0.00	$77.37
7	0.00	$47.87	$13.55	$16.65	$4.00	$0.00	$82.07
8	0.00	$51.56	$13.55	$17.67	$4.00	$0.00	$86.78
9	0.00	$55.24	$13.55	$18.67	$4.00	$0.00	$91.46
10	0.00	$58.92	$13.55	$19.69	$4.00	$0.00	$96.16

Apprentice: SPRINKLER FITTER

Effective Date: 1/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	0.00	$25.78	$14.80	$11.65	$2.50	$0.00	$54.73
2	0.00	$29.46	$14.80	$12.60	$2.50	$0.00	$59.36
3	0.00	$33.14	$14.80	$13.55	$2.50	$0.00	$63.99
4	0.00	$36.83	$14.80	$14.51	$2.50	$0.00	$68.64
5	0.00	$40.51	$14.80	$15.45	$2.50	$0.00	$73.26
6	0.00	$44.19	$14.80	$14.90	$4.00	$0.00	$77.89
7	0.00	$47.87	$14.80	$15.85	$4.00	$0.00	$82.52

Construction

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

Apprentice: SPRINKLER FITTER

Effective Date: 1/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
8	0.00	$51.56	$14.80	$16.81	$4.00	$0.00	$87.17
9	0.00	$55.24	$14.80	$17.75	$4.00	$0.00	$91.79
10	0.00	$58.92	$14.80	$18.70	$4.00	$0.00	$96.42

Apprentice Notes

Apprentice entered prior 9/30/10:

Apprentice to Journeyworker Ratio: 1:3

STEAM BOILER OPERATOR	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
OPERATING ENGINEERS LOCAL 4							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
OPERATING ENGINEERS LOCAL 4							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TELECOMMUNICATION TECHNICIAN	9/1/2026	$55.02	$13.00	$14.28	$7.20	$0.00	$89.50
TELECOMMUNICATION TECHNICIAN	3/1/2027	$55.98	$13.00	$14.31	$7.20	$0.00	$90.49
ELECTRICIANS LOCAL 103	9/1/2027	$57.50	$13.00	$14.36	$7.20	$0.00	$92.06
ELECTRICIANS LOCAL 103	3/1/2028	$58.46	$13.00	$14.38	$7.20	$0.00	$93.04

For apprentice rates and ratios see "Apprentice- ELECTRICIAN"

Apprentice: TELECOMMUNICATION TECHNICIAN

Effective Date: 9/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	$24.76	$13.00	$0.74	$0.00	$0.00	$38.50
2	45.00	$24.76	$13.00	$0.74	$0.00	$0.00	$38.50
3	50.00	$27.51	$13.00	$13.46	$3.60	$0.00	$57.57
4	50.00	$27.51	$13.00	$13.46	$3.60	$0.00	$57.57
5	55.00	$30.26	$13.00	$13.54	$3.96	$0.00	$60.76
6	60.00	$33.01	$13.00	$13.62	$4.32	$0.00	$63.95
7	65.00	$35.76	$13.00	$13.70	$4.68	$0.00	$67.14
8	70.00	$38.51	$13.00	$13.79	$5.04	$0.00	$70.34
9	75.00	$41.27	$13.00	$13.87	$5.40	$0.00	$73.54
10	80.00	$44.02	$13.00	$13.96	$5.76	$0.00	$76.74

Construction

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

Apprentice: TELECOMMUNICATION TECHNICIAN

Effective Date: 3/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	$25.19	$13.00	$0.76	$0.00	$0.00	$38.95
2	45.00	$25.19	$13.00	$0.76	$0.00	$0.00	$38.95
3	50.00	$27.99	$13.00	$13.47	$3.60	$0.00	$58.06
4	50.00	$27.99	$13.00	$13.47	$3.60	$0.00	$58.06
5	55.00	$30.79	$13.00	$13.55	$3.96	$0.00	$61.30
6	60.00	$33.59	$13.00	$13.64	$4.32	$0.00	$64.55
7	65.00	$36.39	$13.00	$13.72	$4.68	$0.00	$67.79
8	70.00	$39.19	$13.00	$13.81	$5.04	$0.00	$71.04
9	75.00	$41.99	$13.00	$13.89	$5.40	$0.00	$74.28
10	80.00	$44.78	$13.00	$13.97	$5.76	$0.00	$77.51

Apprentice to Journeyworker Ratio: 1:1

TERRAZZO FINISHERS	8/1/2026	$69.09	$12.84	$15.57	$8.02	$0.00	$105.52
BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 - MARBLE & TILE	2/1/2027	$70.49	$12.84	$15.57	$8.02	$0.00	$106.92

Apprentice: TERRAZZO FINISHERS

Effective Date: 8/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$34.55	$12.84	$15.57	$8.02	$0.00	$70.98
2	60.00	$41.45	$12.84	$15.57	$8.02	$0.00	$77.88
3	70.00	$48.36	$12.84	$15.57	$8.02	$0.00	$84.79
4	80.00	$55.27	$12.84	$15.57	$8.02	$0.00	$91.70
5	90.00	$62.18	$12.84	$15.57	$8.02	$0.00	$98.61

Apprentice: TERRAZZO FINISHERS

Effective Date: 2/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$35.25	$12.84	$15.57	$8.02	$0.00	$71.68
2	60.00	$42.29	$12.84	$15.57	$8.02	$0.00	$78.72
3	70.00	$49.34	$12.84	$15.57	$8.02	$0.00	$85.77
4	80.00	$56.39	$12.84	$15.57	$8.02	$0.00	$92.82
5	90.00	$63.44	$12.84	$15.57	$8.02	$0.00	$99.87

Apprentice to Journeyworker Ratio: 1:5

TEST BORING DRILLER	6/1/2026	$53.25	$10.90	$9.75	$9.80	$0.00	$83.70
LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2026	$54.75	$10.90	$9.75	$9.80	$0.00	$85.20

For apprentice rates see "Apprentice- LABORER"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TEST BORING DRILLER HELPER	6/1/2026	$49.37	$10.90	$9.75	$9.80	$0.00	$79.82
LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2026	$50.87	$10.90	$9.75	$9.80	$0.00	$81.32
For apprentice rates see "Apprentice- LABORER"							
TEST BORING LABORER	6/1/2026	$49.25	$10.90	$9.75	$9.80	$0.00	$79.70
LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2026	$50.75	$10.90	$9.75	$9.80	$0.00	$81.20
For apprentice rates see "Apprentice- LABORER"							
TRACTORS/PORTABLE STEAM GENERATORS	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TRAILERS FOR EARTH MOVING EQUIPMENT	8/1/2026	$43.92	$15.91	$21.78	$0.00	$0.00	$81.61
TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/1/2026	$43.92	$15.91	$23.52	$0.00	$0.00	$83.35
TUNNEL WORK - COMPRESSED AIR	6/1/2026	$61.48	$10.90	$9.75	$10.25	$0.00	$92.38
LABORERS LABORERS (COMPRESSED AIR)	12/1/2026	$62.98	$10.90	$9.75	$10.25	$0.00	$93.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	6/1/2026	$63.48	$10.90	$9.75	$10.25	$0.00	$94.38
LABORERS LABORERS (COMPRESSED AIR)	12/1/2026	$64.98	$10.90	$9.75	$10.25	$0.00	$95.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR	6/1/2026	$53.55	$10.90	$9.75	$10.25	$0.00	$84.45
LABORERS LABORERS (FREE AIR TUNNEL)	12/1/2026	$55.05	$10.90	$9.75	$10.25	$0.00	$85.95
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR (HAZ. WASTE)	6/1/2026	$55.55	$10.90	$9.75	$10.25	$0.00	$86.45
LABORERS LABORERS (FREE AIR TUNNEL)	12/1/2026	$57.05	$10.90	$9.75	$10.25	$0.00	$87.95
For apprentice rates see "Apprentice- LABORER"							
VAC-HAUL	8/1/2026	$43.34	$15.91	$21.78	$0.00	$0.00	$81.03
TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/1/2026	$43.34	$15.91	$23.52	$0.00	$0.00	$82.77
WAGON DRILL OPERATOR	6/1/2026	$49.40	$10.90	$9.75	$9.65	$0.00	$79.70
LABORERS LABORERS - ZONE 1	12/1/2026	$50.90	$10.90	$9.75	$9.65	$0.00	$81.20
	6/1/2027	$52.50	$10.90	$9.75	$9.65	$0.00	$82.80
	12/1/2027	$54.10	$10.90	$9.75	$9.65	$0.00	$84.40
	6/1/2028	$55.78	$10.90	$9.75	$9.65	$0.00	$86.08
	12/1/2028	$57.45	$10.90	$9.75	$9.65	$0.00	$87.75
For apprentice rates see "Apprentice- LABORER"							
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	6/1/2026	$49.50	$10.90	$9.75	$9.65	$0.00	$79.80
LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/1/2026	$51.00	$10.90	$9.75	$9.65	$0.00	$81.30

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
WASTE WATER PUMP OPERATOR	6/1/2026	$59.38	$17.05	$13.35	$3.25	$0.00	$93.03
OPERATING ENGINEERS LOCAL 4	12/1/2026	$60.83	$17.05	$13.35	$3.25	$0.00	$94.48
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
WATER METER INSTALLER	8/31/2026	$73.94	$15.32	$12.61	$8.50	$0.00	$110.37
PLUMBERS & GASFITTERS LOCAL 12	3/1/2027	$75.84	$15.32	$12.61	$8.50	$0.00	$112.27
PLUMBERS & GASFITTERS LOCAL 12	8/30/2027	$77.74	$15.32	$12.61	$8.50	$0.00	$114.17
	2/2/2028	$79.69	$15.32	$12.61	$8.50	$0.00	$116.12
	9/4/2028	$81.64	$15.32	$12.61	$8.50	$0.00	$118.07
	3/5/2029	$83.59	$15.32	$12.61	$8.50	$0.00	$120.02
	9/3/2029	$85.54	$15.32	$12.61	$8.50	$0.00	$121.97
	3/4/2030	$87.49	$15.32	$12.61	$8.50	$0.00	$123.92
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"							

Additional Apprentice Information

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

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

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