

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

Prevailing Wage Rates

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

LAUREN JONES Secretary

MICHAEL FLANAGAN
Director

Lt. Governor

Awarding Authority:

Contract Number: City/Town: HOPKINTON

Description of Work: Earthwork associated with improving drainage at EMC Park. Heavy equipment will be utilized.

Job Location: 113 Hayden Rowe St, Hopkinton, MA 01748

Town of Hopkinton

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 annual update requirement is not applicable to 27F "rental of equipment" contracts. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- 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.

Issue Date: 04/26/2024 **Wage Request Number:** 20240425-080

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$38.95	\$15.07	\$18.67	\$0.00	\$72.69
TEMMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$39.95	\$15.07	\$18.67	\$0.00	\$73.69
	12/01/2024	\$39.95	\$15.07	\$20.17	\$0.00	\$75.19
	01/01/2025	\$39.95	\$15.57	\$20.17	\$0.00	\$75.69
	06/01/2025	\$40.95	\$15.57	\$20.17	\$0.00	\$76.69
	12/01/2025	\$40.95	\$15.57	\$21.78	\$0.00	\$78.30
	01/01/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$78.90
	06/01/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$79.90
	12/01/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$81.64
	01/01/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$82.24
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$39.02	\$15.07	\$18.67	\$0.00	\$72.76
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$40.02	\$15.07	\$18.67	\$0.00	\$73.76
	12/01/2024	\$40.02	\$15.07	\$20.17	\$0.00	\$75.26
	01/01/2025	\$40.02	\$15.57	\$20.17	\$0.00	\$75.76
	06/01/2025	\$41.02	\$15.57	\$20.17	\$0.00	\$76.76
	12/01/2025	\$41.02	\$15.57	\$21.78	\$0.00	\$78.37
	01/01/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$78.97
	06/01/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$79.97
	12/01/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$81.71
	01/01/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT	01/01/2024	\$39.14	\$15.07	\$18.67	\$0.00	\$72.88
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$40.14	\$15.07	\$18.67	\$0.00	\$73.88
	12/01/2024	\$40.14	\$15.07	\$20.17	\$0.00	\$75.38
	01/01/2025	\$40.14	\$15.57	\$20.17	\$0.00	\$75.88
	06/01/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$76.88
	12/01/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$78.49
	01/01/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$79.09
	06/01/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$80.09
	12/01/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$81.83
	01/01/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER" AIR TRACK OPERATOR LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	\$39.94	\$9.65	\$17.14	\$0.00	\$66.73
	12/01/2024	\$41.27	\$9.65	\$17.14	\$0.00	\$68.06
	06/01/2025	\$41.27	\$9.65	\$17.14	\$0.00	\$69.45
	12/01/2025	\$42.00 \$44.04	\$9.65 \$9.65	\$17.14	\$0.00	\$69.43 \$70.83
				\$17.14	\$0.00	
	06/01/2026	\$45.48 \$46.02	\$9.65	\$17.14	\$0.00	\$72.27 \$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$46.92	\$9.65	φ1/.14	φυ.υυ	\$73.71

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/01/2023	\$40.80	\$14.50	\$11.05	\$0.00	\$66.35
HEAT & FROST INSULATORS LOCAL 0 (BOSTON)	06/01/2024	\$41.80	\$14.50	\$11.05	\$0.00	\$67.35
	12/01/2024	\$42.80	\$14.50	\$11.05	\$0.00	\$68.35
	06/01/2025	\$43.80	\$14.50	\$11.05	\$0.00	\$69.35
	12/01/2025	\$44.80	\$14.50	\$11.05	\$0.00	\$70.35
ASPHALT RAKER LABORERS - ZONE 2	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
EADORERS - ZOIVE 2 (HEAV I & HIGHWAI)	06/01/2024	\$39.44	\$9.65	\$17.14	\$0.00	\$66.23
	12/01/2024	\$40.77	\$9.65	\$17.14	\$0.00	\$67.56
	06/01/2025	\$42.16	\$9.65	\$17.14	\$0.00	\$68.95
	12/01/2025	\$43.54	\$9.65	\$17.14	\$0.00	\$70.33
	06/01/2026	\$44.98	\$9.65	\$17.14	\$0.00	\$71.77
	12/01/2026	\$46.42	\$9.65	\$17.14	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
of Editing Evolution Eochie (06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
OI EMILING ENGINEERIG EOCHE 4	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 2	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
For apprentice rates see "Apprentice- LABORER" DLOCK DAVIED DAMMED / CURD SETTED (HEAVY &		.	.	**	40.00	·
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	\$39.94	\$9.65	\$17.14	\$0.00	\$66.73
	12/01/2024	\$41.27	\$9.65	\$17.14	\$0.00	\$68.06
	06/01/2025	\$42.66	\$9.65	\$17.14	\$0.00	\$69.45
	12/01/2025	\$44.04	\$9.65	\$17.14	\$0.00	\$70.83
	06/01/2026	\$45.48	\$9.65	\$17.14	\$0.00	\$72.27
	12/01/2026	\$46.92	\$9.65	\$17.14	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

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Supplemental

	ntice - BOILERMAKER - Local 29 ive Date - 01/01/2024		
Step	percent	Apprentice Base Wage Health	
1	65	\$31.28 \$7.07	

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

Apprentice to Journeyworker Ratio:1:4						
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY	02/01/2024	\$60.26	\$11.49	\$22.90	\$0.00	\$94.65
WATERPROOFING) BRICKLAYERS LOCAL 3 (LOWELL)	08/01/2024	\$62.36	\$11.49	\$22.90	\$0.00	\$96.75
	02/01/2025	\$63.66	\$11.49	\$22.90	\$0.00	\$98.05
	08/01/2025	\$65.81	\$11.49	\$22.90	\$0.00	\$100.20
	02/01/2026	\$67.16	\$11.49	\$22.90	\$0.00	\$101.55
	08/01/2026	\$69.36	\$11.49	\$22.90	\$0.00	\$103.75
	02/01/2027	\$70.76	\$11.49	\$22.90	\$0.00	\$105.15

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Pension

Total Rate

	Apprei	ntice - B	RICK/PLASTER/CEMENT	MASON - Local 3 Lowell					
	Effecti	ve Date -	02/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50		\$30.13	\$11.49	\$22.90	\$0.00	\$64.52	
	2	60		\$36.16	\$11.49	\$22.90	\$0.00	\$70.55	
	3	70		\$42.18	\$11.49	\$22.90	\$0.00	\$76.57	
	4	80		\$48.21	\$11.49	\$22.90	\$0.00	\$82.60	ı
	5	90		\$54.23	\$11.49	\$22.90	\$0.00	\$88.62	
	Effecti	ve Date -	08/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate)
	1	50		\$31.18	\$11.49	\$22.90	\$0.00	\$65.57	
	2	60		\$37.42	\$11.49	\$22.90	\$0.00	\$71.81	
	3	70		\$43.65	\$11.49	\$22.90	\$0.00	\$78.04	
	4	80		\$49.89	\$11.49	\$22.90	\$0.00	\$84.28	
	5	90		\$56.12	\$11.49	\$22.90	\$0.00	\$90.51	
	Notes:								
								i	
			ourneyworker Ratio:1:5						
BULLDOZER/OPERATING ENGIN			ER	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
				06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
				12/01/2024		\$15.00	\$16.40	\$0.00	\$88.55
				06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
				12/01/2025	\$59.87	7 \$15.00	\$16.40	\$0.00	\$91.27
				06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
For apprentice	rates see "	Apprentice-	OPERATING ENGINEERS"	12/01/2026	5 \$62.59	\$15.00	\$16.40	\$0.00	\$93.99
			BOTTOM MAN	12/01/2023	3 \$45.48	3 \$9.65	\$18.22	\$0.00	\$73.35
LABORERS - FOUN	NDATION .	AND MARIN	NE	06/01/2024			\$18.22	\$0.00	\$74.83
				12/01/2024			\$18.22	\$0.00	\$76.30
				06/01/2025			\$18.22	\$0.00	\$77.80
				12/01/2025			\$18.22	\$0.00	\$79.30
				06/01/2026			\$18.22	\$0.00	\$80.85
				12/01/2026			\$18.22	\$0.00	\$82.35
For apprentice	rates see "	Apprentice-	LABORER"	12/01/2020	. ψυ ι.τι	φ,.05	, - v	**:**	40 2.00
CAISSON & U				12/01/2023	3 \$44.33	3 \$9.65	\$18.22	\$0.00	\$72.20
LABORERS - FOUN	NDATION .	AND MARIN	VE.	06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
				12/01/2024	\$47.28	\$ \$9.65	\$18.22	\$0.00	\$75.15
				06/01/2025	\$48.78	\$ \$9.65	\$18.22	\$0.00	\$76.65
				12/01/2025	\$50.28	\$ \$9.65	\$18.22	\$0.00	\$78.15
				06/01/2026			\$18.22	\$0.00	\$79.70
				12/01/2026			\$18.22	\$0.00	\$81.20
For apprentice	rates see "	Apprentice-	LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN	12/01/2023	\$44.33	\$9.65	\$18.22	\$0.00	\$72.20
LABORERS - FOUNDATION AND MARINE	06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
	12/01/2024	\$47.28	\$9.65	\$18.22	\$0.00	\$75.15
	06/01/2025	\$48.78	\$9.65	\$18.22	\$0.00	\$76.65
	12/01/2025	\$50.28	\$9.65	\$18.22	\$0.00	\$78.15
	06/01/2026	\$51.83	\$9.65	\$18.22	\$0.00	\$79.70
	12/01/2026	\$53.33	\$9.65	\$18.22	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 2	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	03/01/2024	\$47.12	\$9.83	\$19.97	\$0.00	\$76.92
CARPENTERS - ZONE 2 (Eastern Massachusetts)	09/01/2024	\$48.37	\$9.83	\$19.97	\$0.00	\$78.17
	03/01/2025	\$49.62	\$9.83	\$19.97	\$0.00	\$79.42
	09/01/2025	\$50.87	\$9.83	\$19.97	\$0.00	\$80.67
	03/01/2026	\$52.12	\$9.83	\$19.97	\$0.00	\$81.92
	09/01/2026	\$53.37	\$9.83	\$19.97	\$0.00	\$83.17
	03/01/2027	\$54.62	\$9.83	\$19.97	\$0.00	\$84.42

Apprentice - CARPENTER - Zone 2 Eastern MA

Step	percent	03/01/2024	Apprentice Base Wago	e Health	Pension	Supplemental Unemployment	Total Rate
1	45		\$21.20	\$9.83	\$1.73	\$0.00	\$32.76
2	45		\$21.20	\$9.83	\$1.73	\$0.00	\$32.76
3	55		\$25.92	\$9.83	\$3.40	\$0.00	\$39.15
4	55		\$25.92	\$9.83	\$3.40	\$0.00	\$39.15
5	70		\$32.98	\$9.83	\$16.51	\$0.00	\$59.32
6	70		\$32.98	\$9.83	\$16.51	\$0.00	\$59.32
7	80		\$37.70	\$9.83	\$18.24	\$0.00	\$65.77
8	80		\$37.70	\$9.83	\$18.24	\$0.00	\$65.77
Effect	ive Date -	09/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	e Health	Pension	Unemployment	Total Rate
1	45		\$21.77	\$9.83	\$1.73	\$0.00	\$33.33
2	45		\$21.77	\$9.83	\$1.73	\$0.00	\$33.33
3	55		\$26.60	\$9.83	\$3.40	\$0.00	\$39.83
4	55		\$26.60	\$9.83	\$3.40	\$0.00	\$39.83
5	70		\$33.86	\$9.83	\$16.51	\$0.00	\$60.20
6	70		\$33.86	\$9.83	\$16.51	\$0.00	\$60.20
7	80		\$38.70	\$9.83	\$18.24	\$0.00	\$66.77
8	80		\$38.70	\$9.83	\$18.24	\$0.00	\$66.77
Notes							
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II Aspects of New Woo	od Frame Work						
Anne	entice - CARPENTER (V	Vood Frame) - Zone 3					
	ive Date - 10/01/2023	roou i rumej Zone s			Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60	\$15.33	\$7.02	\$0.00	\$0.00	\$22.35	
2	60	\$15.33	\$7.02	\$0.00	\$0.00	\$22.35	
3	65	\$16.61	\$7.02	\$1.00	\$0.00	\$24.63	
4	70	\$17.89	\$7.02	\$1.00	\$0.00	\$25.91	
5	75	\$19.16	\$7.02	\$4.80	\$0.00	\$30.98	
6	80	\$20.44	\$7.02	\$4.80	\$0.00	\$32.26	
7	85	\$21.72	\$7.02	\$4.80	\$0.00	\$33.54	
,							
8	90	\$23.00	\$7.02	\$4.80	\$0.00	\$34.82	
8		\$23.00	\$7.02	\$4.80	\$0.00	\$34.82	
8 Effect	ive Date - 10/01/2024				Supplemental		
8 Effect Step		\$23.00 Apprentice Base Wage		\$4.80 Pension		\$34.82 Total Rate	
8 Effect	ive Date - 10/01/2024				Supplemental		
8 Effect Step	ive Date - 10/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Effect Step 1	percent 10/01/2024	Apprentice Base Wage \$15.99	Health \$7.02	Pension \$0.00	Supplemental Unemployment \$0.00	Total Rate	
Effect Step 1 2	percent 10/01/2024 60 60	Apprentice Base Wage \$15.99 \$15.99	Health \$7.02 \$7.02	Pension \$0.00 \$0.00	Supplemental Unemployment \$0.00 \$0.00	Total Rate \$23.01 \$23.01	
8 Effect Step 1 2 3	percent 10/01/2024 percent 60 60 65	Apprentice Base Wage \$15.99 \$15.99 \$17.32	Health \$7.02 \$7.02 \$7.02	\$0.00 \$0.00 \$1.00	Supplemental Unemployment \$0.00 \$0.00 \$0.00	Total Rate \$23.01 \$23.01 \$25.34	
8 Effect Step 1 2 3 4	10/01/2024 percent 60 60 65 70	\$15.99 \$15.99 \$15.99 \$17.32 \$18.66	Fr.02 \$7.02 \$7.02 \$7.02 \$7.02	Pension \$0.00 \$0.00 \$1.00 \$1.00	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$23.01 \$23.01 \$25.34 \$26.68	
8 Effect Step 1 2 3 4 5	10/01/2024 percent 60 60 65 70 75	Apprentice Base Wage \$15.99 \$15.99 \$17.32 \$18.66 \$19.99	\$7.02 \$7.02 \$7.02 \$7.02 \$7.02 \$7.02	Pension \$0.00 \$0.00 \$1.00 \$1.00 \$4.80	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$23.01 \$23.01 \$25.34 \$26.68 \$31.81	
8 Effect Step 1 2 3 4 5	10/01/2024 percent 60 60 65 70 75 80	\$15.99 \$15.99 \$17.32 \$18.66 \$19.99 \$21.32	\$7.02 \$7.02 \$7.02 \$7.02 \$7.02 \$7.02 \$7.02	Pension \$0.00 \$0.00 \$1.00 \$1.00 \$4.80	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$23.01 \$23.01 \$25.34 \$26.68 \$31.81 \$33.14	
8 Effect Step 1 2 3 4 5 6 7	10/01/2024 percent 60 60 65 70 75 80 85 90	\$15.99 \$15.99 \$15.99 \$17.32 \$18.66 \$19.99 \$21.32 \$22.65	Fr.02 \$7.02 \$7.02 \$7.02 \$7.02 \$7.02 \$7.02 \$7.02	Pension \$0.00 \$0.00 \$1.00 \$1.00 \$4.80 \$4.80	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	Total Rate \$23.01 \$23.01 \$25.34 \$26.68 \$31.81 \$33.14	

Effective Date

10/01/2023

10/01/2024

Base Wage

\$25.55

\$26.65

Health

\$7.02

\$7.02

Classification

CARPENTER WOOD FRAME

CARPENTERS-ZONE 3 (Wood Frame)

BRICKLAYERS LOCAL 3 (LOWELL)

Supplemental

\$0.00

\$0.00

Unemployment

Pension

\$4.80

\$4.80

Total Rate

\$37.37

\$38.47

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Pension

Total Rate

Step	percent 01/01/202		ntice Base Wage	Health	Pen	sion	Supplemental Unemployment	То	tal Rate	
1	50		\$24.67	\$13.00	\$1	5.93	\$0.00		\$53.60	
2	60		\$29.60	\$13.00	\$1	8.57	\$1.30		\$62.47	
3	65		\$32.06	\$13.00	\$1	9.57	\$1.30		\$65.93	
4	70		\$34.53	\$13.00	\$2	0.57	\$1.30		\$69.40	
5	75		\$37.00	\$13.00	\$2	1.57	\$1.30		\$72.87	
6	80		\$39.46	\$13.00	\$2	2.57	\$1.30		\$76.33	
7	90		\$44.40	\$13.00	\$2	3.57	\$1.30		\$82.27	
Notes		. All other steps are 1,00	0 hrs.						 	
Appr	entice to Journeywork	er Ratio:1:3								
IAIN SAW OPERA BORERS - ZONE 2	ГOR		12/01/2023	3 \$38	.11	\$9.65	\$17.14	\$0.00		\$64.90
For apprentice rates see	"Apprentice- LABORER"									
	RRY BUCKETS/HEAI	DING MACHINES	12/01/2023	3 \$56	.13	\$15.00	\$16.40	\$0.00		\$87.53
ERATING ENGINEERS I	OCAL 4		06/01/2024	\$57	.45	\$15.00	\$16.40	\$0.00		\$88.8
			12/01/2024	\$58	.93	\$15.00	\$16.40	\$0.00		\$90.33
			06/01/2025	\$60	.26	\$15.00	\$16.40	\$0.00		\$91.66
			12/01/2025	\$61	.73	\$15.00	\$16.40	\$0.00		\$93.13
			06/01/2026	\$63	.06	\$15.00	\$16.40	\$0.00		\$94.46
			12/01/2026	5 \$64	.54	\$15.00	\$16.40	\$0.00		\$95.94
	"Apprentice- OPERATING I	ENGINEERS"								
MPRESSOR OPEF ERATING ENGINEERS I			12/01/2023		.62	\$15.00	\$16.40	\$0.00		\$67.02
			06/01/2024	\$36	.47	\$15.00	\$16.40	\$0.00		\$67.87
			12/01/2024	\$37	.42	\$15.00	\$16.40	\$0.00		\$68.82
			06/01/2025	\$38	.27	\$15.00	\$16.40	\$0.00		\$69.67
			12/01/2025	\$39	.22	\$15.00	\$16.40	\$0.00		\$70.62
			06/01/2026	5 \$40	.08	\$15.00	\$16.40	\$0.00		\$71.48
.	WALL OF ORTH ATTENDANCE	NACH IEED CH	12/01/2026	5 \$41	.03	\$15.00	\$16.40	\$0.00		\$72.43
	"Apprentice- OPERATING I	ENGINEERS"								
LEADER (BRIDG) NTERS LOCAL 35 - ZON			01/01/2024			\$9.95	\$23.95	\$0.00		\$89.96
TILING LOCAL 33 LON			07/01/2024		.26	\$9.95	\$23.95	\$0.00		\$91.16

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Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Pension

	Step	ive Date - 01/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
	1	50	\$28.03	\$9.95	\$0.00	\$0.00	\$37.9	8
	2	55	\$30.83	\$9.95	\$6.66	\$0.00	\$47.4	4
	3	60	\$33.64	\$9.95	\$7.26	\$0.00	\$50.8	5
	4	65	\$36.44	\$9.95	\$7.87	\$0.00	\$54.2	6
	5	70	\$39.24	\$9.95	\$20.32	\$0.00	\$69.5	1
	6	75	\$42.05	\$9.95	\$20.93	\$0.00	\$72.9	3
	7	80	\$44.85	\$9.95	\$21.53	\$0.00	\$76.3	3
	8	90	\$50.45	\$9.95	\$22.74	\$0.00	\$83.1	4
	Effect	ive Date - 07/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
	1	50	\$28.63	\$9.95	\$0.00	\$0.00	\$38.5	8
	2	55	\$31.49	\$9.95	\$6.66	\$0.00	\$48.1	0
	3	60	\$34.36	\$9.95	\$7.26	\$0.00	\$51.5	7
	4	65	\$37.22	\$9.95	\$7.87	\$0.00	\$55.0	4
	5	70	\$40.08	\$9.95	\$20.32	\$0.00	\$70.3	5
	6	75	\$42.95	\$9.95	\$20.93	\$0.00	\$73.8	3
	7	80	\$45.81	\$9.95	\$21.53	\$0.00	\$77.2	9
	8	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.2	2
	Notes:	Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1					'	
EMO: ADZ Borers - zo.			12/01/2023	\$44.48	\$9.65	\$18.07	\$0.00	\$72.20
For apprenti	ce rates see '	'Apprentice- LABORER"						
EMO: BAC BORERS - ZO		DADER/HAMMER OPERATOR	12/01/2023	\$45.48	\$9.65	\$18.07	\$0.00	\$73.20
For apprenti EMO: BUR		'Apprentice- LABORER"	12/01/2023	\$45.23	\$9.65	\$18.07	\$0.00	\$72.95
BORERS - ZO	NE 2		12/01/2023	φτ3.23	\$7.03	Ψ10.07	ψ0.00	\$12.7
		'Apprentice- LABORER"						
EMO: CON BORERS - ZO		CUTTER/SAWYER	12/01/2023	\$45.48	\$9.65	\$18.07	\$0.00	\$73.20
For apprenti	ce rates see	'Apprentice- LABORER"						
EMO: JACI Borers - zo		ER OPERATOR	12/01/2023	\$45.23	\$9.65	\$18.07	\$0.00	\$72.95
For apprenti	ce rates see '	'Apprentice- LABORER"						
EMO: WRE Borers - zo.		ABORER	12/01/2023	\$44.48	\$9.65	\$18.07	\$0.00	\$72.20
		'Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 36 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN	09/03/2023	\$45.99	\$13.00	\$18.84	\$0.00	\$77.83
ELECTRICIANS LOCAL 96	09/01/2024	\$47.05	\$13.99	\$19.22	\$0.00	\$80.26
	09/07/2025	\$48.16	\$14.98	\$19.60	\$0.00	\$82.74
	09/06/2026	\$49.38	\$15.96	\$20.00	\$0.00	\$85.34

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Supplemental Unemployment

Pension

Total Rate

Step	percent	Appr	entice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40		\$18.40	\$13.00	\$0.55	\$0.00	\$31.95	
2	45		\$20.70	\$13.00	\$0.62	\$0.00	\$34.32	
3	48		\$22.08	\$13.00	\$15.49	\$0.00	\$50.57	
4	55		\$25.29	\$13.00	\$15.94	\$0.00	\$54.23	
5	65		\$29.89	\$13.00	\$16.59	\$0.00	\$59.48	
6	80		\$36.79	\$13.00	\$17.55	\$0.00	\$67.34	
Effecti Step	ive Date -	09/01/2024 Appr	entice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{1}{1}$	40	11	\$18.82	\$13.99	\$0.56	\$0.00	\$33.37	
2	45		\$21.17	\$13.99	\$0.64	\$0.00	\$35.80	
3	48		\$22.58	\$13.99	\$15.79	\$0.00	\$52.36	
4	55		\$25.88	\$13.99	\$16.26	\$0.00	\$56.13	
5	65		\$30.58	\$13.99	\$16.91	\$0.00	\$61.48	
6	80		\$37.64	\$13.99	\$17.90	\$0.00	\$69.53	
Notes:								
i	Steps 1-2	are 1000 hrs; Steps 3-6 are 1500 h	rs.				i	
Appre	ntice to Jo	urneyworker Ratio:2:3***						
TOR CONSTRUCTOR			01/01/2022	2 \$65.62	\$16.03	\$20.21	\$0.00	\$101.

Effecti	ve Date -	01/01/2022				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$32.81	\$16.03	\$0.00	\$0.00	\$48.84
2	55		\$36.09	\$16.03	\$20.21	\$0.00	\$72.33
3	65		\$42.65	\$16.03	\$20.21	\$0.00	\$78.89
4	70		\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
5	80		\$52.50	\$16.03	\$20.21	\$0.00	\$88.74
Notes:							
	Steps 1-2	are 6 mos.; Steps 3-5 are 1 ye	ar				

ELEVATOR CONSTRUCTOR HELPER 01/01/2022 \$0.00 \$45.93 \$16.03 \$20.21 \$82.17 ELEVATOR CONSTRUCTORS LOCAL 4

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	\$39.44	\$9.65	\$17.14	\$0.00	\$66.23
	12/01/2024	\$40.77	\$9.65	\$17.14	\$0.00	\$67.56
	06/01/2025	\$42.16	\$9.65	\$17.14	\$0.00	\$68.95
	12/01/2025	\$43.54	\$9.65	\$17.14	\$0.00	\$70.33
	06/01/2026	\$44.98	\$9.65	\$17.14	\$0.00	\$71.77
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$46.42	\$9.65	\$17.14	\$0.00	\$73.21
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	11/01/2023	¢50.20	¢14.50	\$16.15	\$0.00	\$80.95
OPERATING ENGINEERS LOCAL 4		\$50.30	\$14.50	\$16.15	\$0.00	
	05/01/2024	\$51.54	\$14.50			\$82.19
	11/01/2024	\$52.83	\$14.50	\$16.15	\$0.00	\$83.48
	05/01/2025	\$54.27	\$14.50	\$16.15	\$0.00	\$84.92
	11/01/2025	\$55.56	\$14.50	\$16.15	\$0.00	\$86.21
	05/01/2026	\$57.00	\$14.50	\$16.15	\$0.00	\$87.65
	11/01/2026	\$58.29	\$14.50	\$16.15	\$0.00	\$88.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	05/01/2027	\$59.72	\$14.50	\$16.15	\$0.00	\$90.37
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	11/01/2023	\$51.87	\$14.50	\$16.15	\$0.00	\$82.52
OPERATING ENGINEERS LOCAL 4	05/01/2024	\$53.12	\$14.50	\$16.15	\$0.00	\$83.77
	11/01/2024	\$54.42	\$14.50	\$16.15	\$0.00	\$85.07
	05/01/2025	\$5 4.42 \$55.87	\$14.50	\$16.15	\$0.00	\$86.52
	11/01/2025	\$57.17	\$14.50	\$16.15	\$0.00	\$87.82
	05/01/2026	\$57.17	\$14.50	\$16.15	\$0.00	\$89.27
	11/01/2026	\$59.92	\$14.50	\$16.15	\$0.00	\$90.57
	05/01/2027	\$61.37	\$14.50	\$16.15	\$0.00	\$92.02
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	03/01/2027	\$01.57	φ17.50	Ψ10.13	ψ0.00	\$72.02
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	11/01/2023	\$24.93	\$14.50	\$16.15	\$0.00	\$55.58
OPERATING ENGINEERS LOCAL 4	05/01/2024	\$25.66	\$14.50	\$16.15	\$0.00	\$56.31
	11/01/2024	\$26.42	\$14.50	\$16.15	\$0.00	\$57.07
	05/01/2025	\$27.27	\$14.50	\$16.15	\$0.00	\$57.92
	11/01/2025	\$28.03	\$14.50	\$16.15	\$0.00	\$58.68
	05/01/2026	\$28.88	\$14.50	\$16.15	\$0.00	\$59.53
	11/01/2026	\$29.64	\$14.50	\$16.15	\$0.00	\$60.29
	05/01/2027	\$30.49	\$14.50	\$16.15	\$0.00	\$61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 96	09/03/2023	\$45.99	\$13.00	\$18.84	\$0.00	\$77.83
ELECTRICIANS LOCAL 90	09/01/2024	\$47.05	\$13.99	\$19.22	\$0.00	\$80.26
	09/07/2025	\$48.16	\$14.98	\$19.60	\$0.00	\$82.74
For apprentice rates see "Apprentice- ELECTRICIAN"	09/06/2026	\$49.38	\$15.96	\$20.00	\$0.00	\$85.34
FIRE ALARM REPAIR / MAINT/COMMISSIONING	09/03/2023	\$45.99	\$13.00	\$18.84	\$0.00	\$77.83
ELECTRICIANS LOCAL 96	09/01/2024	\$47.05	\$13.99	\$19.22	\$0.00	\$80.26
	09/07/2025	\$48.16	\$14.98	\$19.60	\$0.00	\$82.74
	09/06/2026	\$49.38	\$15.96	\$20.00	\$0.00	\$85.34
For apprentice rates see "Apprentice- ELECTRICIAN"	57. 55. 2520	Ų 17.50	ψ15.70	2-2.00		Ç00.0 I

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIREMAN (ASST. ENGINEER)	12/01/2023	\$44.47	\$15.00	\$16.40	\$0.00	\$75.87
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$45.53	\$15.00	\$16.40	\$0.00	\$76.93
	12/01/2024	\$46.71	\$15.00	\$16.40	\$0.00	\$78.11
	06/01/2025	\$47.77	\$15.00	\$16.40	\$0.00	\$79.17
	12/01/2025	\$48.94	\$15.00	\$16.40	\$0.00	\$80.34
	06/01/2026	\$50.00	\$15.00	\$16.40	\$0.00	\$81.40
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$51.18	\$15.00	\$16.40	\$0.00	\$82.58
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/01/2023	\$25.48	\$9.65	\$17.14	\$0.00	\$52.27
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	\$26.51	\$9.65	\$17.14	\$0.00	\$53.30
	12/01/2024	\$26.51	\$9.65	\$17.14	\$0.00	\$53.30
	06/01/2025	\$27.59	\$9.65	\$17.14	\$0.00	\$54.38
	12/01/2025	\$27.59	\$9.65	\$17.14	\$0.00	\$54.38
	06/01/2026	\$28.71	\$9.65	\$17.14	\$0.00	\$55.50
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$28.71	\$9.65	\$17.14	\$0.00	\$55.50
FLOORCOVERER	03/01/2024	\$54.73	\$8.83	\$20.27	\$0.00	\$83.83
FLOORCOVERERS LOCAL 2168 ZONE I	09/01/2024	\$56.23	\$8.83	\$20.27	\$0.00	\$85.33
	03/01/2025	\$57.73	\$8.83	\$20.27	\$0.00	\$86.83
	09/01/2025	\$59.23	\$8.83	\$20.27	\$0.00	\$88.33
	03/01/2026	\$60.73	\$8.83	\$20.27	\$0.00	\$89.83
	09/01/2026	\$62.23	\$8.83	\$20.27	\$0.00	\$91.33
	03/01/2027	\$63.73	\$8.83	\$20.27	\$0.00	\$92.83

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Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone I

	Effect	ive Date - 03/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	45	\$24.63	\$8.83	\$1.76	\$0.00	\$35.22	
	2	45	\$24.63	\$8.83	\$1.76	\$0.00	\$35.22	
	3	55	\$30.10	\$8.83	\$3.52	\$0.00	\$42.45	
	4	55	\$30.10	\$8.83	\$3.52	\$0.00	\$42.45	
	5	70	\$38.31	\$8.83	\$16.75	\$0.00	\$63.89	
	6	70	\$38.31	\$8.83	\$16.75	\$0.00	\$63.89	
	7	80	\$43.78	\$8.83	\$18.51	\$0.00	\$71.12	
	8	80	\$43.78	\$8.83	\$18.51	\$0.00	\$71.12	
	Effect	ive Date - 09/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	45	\$25.30	\$8.83	\$1.76	\$0.00	\$35.89	
	2	45	\$25.30	\$8.83	\$1.76	\$0.00	\$35.89	
	3	55	\$30.93	\$8.83	\$3.52	\$0.00	\$43.28	
	4	55	\$30.93	\$8.83	\$3.52	\$0.00	\$43.28	
	5	70	\$39.36	\$8.83	\$16.75	\$0.00	\$64.94	
	6	70	\$39.36	\$8.83	\$16.75	\$0.00	\$64.94	
	7	80	\$44.98	\$8.83	\$18.51	\$0.00	\$72.32	
	8	80	\$44.98	\$8.83	\$18.51	\$0.00	\$72.32	
	Notes:	Steps are 750 hrs.						
							į	
		entice to Journeyworker Ratio:1:1						
FORK LIFT/ OPERATING EN			12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
			06/01/2024			\$16.40	\$0.00	\$87.73
			12/01/2024			\$16.40	\$0.00	\$89.18
			06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
			12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
			06/01/2026			\$16.40	\$0.00	\$93.23
For apprent	tice rates see '	"Apprentice- OPERATING ENGINEERS"	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68
		ING PLANT/HEATERS	12/01/2023	\$35.62	\$15.00	\$16.40	\$0.00	\$67.02
OPERATING EN			06/01/2024			\$16.40	\$0.00	\$67.87
			12/01/2024			\$16.40	\$0.00	\$68.82
						\$16.40	\$0.00	\$69.67
			06/01/2025					Ψ07.07
			06/01/2025 12/01/2025			\$16.40	\$0.00	\$70.62
			12/01/2025	\$39.22	\$15.00	\$16.40 \$16.40	\$0.00 \$0.00	\$70.62 \$71.48
				\$39.22 \$40.08	\$15.00 \$15.00	\$16.40 \$16.40 \$16.40	\$0.00 \$0.00 \$0.00	\$70.62 \$71.48 \$72.43

LAZIEKS LOCAL 33	(ZOIVE 2,	,	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86
E	Effective	ice - GLAZIER - Local 35 Zone 2 e Date - 01/01/2024				Supplemental		
S	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	1	50	\$22.78	\$9.95	\$0.00	\$0.00	\$32.73	
2	2	55	\$25.06	\$9.95	\$6.66	\$0.00	\$41.67	
3	3	60	\$27.34	\$9.95	\$7.26	\$0.00	\$44.55	
2	4	65	\$29.61	\$9.95	\$7.87	\$0.00	\$47.43	
4	5	70	\$31.89	\$9.95	\$20.32	\$0.00	\$62.16	
(6	75	\$34.17	\$9.95	\$20.93	\$0.00	\$65.05	
7	7	80	\$36.45	\$9.95	\$21.53	\$0.00	\$67.93	
8	8	90	\$41.00	\$9.95	\$22.74	\$0.00	\$73.69	
		e Date - 07/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
_	1	50	\$23.38	\$9.95	\$0.00	\$0.00	\$33.33	
	2	55	\$25.72	\$9.95	\$6.66	\$0.00	\$42.33	
	3	60	\$28.06	\$9.95	\$7.26	\$0.00	\$42.33 \$45.27	
	4	65	\$30.39	\$9.95	\$7.20	\$0.00	\$48.21	
	5	70	\$32.73	\$9.95	\$20.32	\$0.00	\$63.00	
	6	75	\$35.07	\$9.95	\$20.93	\$0.00	\$65.95	
	7	80				\$0.00	\$68.89	
	8	90	\$37.41 \$42.08	\$9.95 \$9.95	\$21.53 \$22.74	\$0.00	\$08.89 \$74.77	
Į.	otes:							
		Steps are 750 hrs.						
A	Apprent	tice to Journeyworker Ratio:1:1						
DISTING ENGI ERATING ENGINE		CRANES/GRADALLS	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
MATINU ENGINE	LN3 LUC	AL 7	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
			12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
			06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
			12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
			06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
			12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68

Effective Date

01/01/2024

07/01/2024

Base Wage

\$45.56

\$46.76

Health

\$9.95

\$9.95

Classification

SYSTEMS)

GLAZIERS LOCAL 35 (ZONE 2)

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR

Supplemental

\$0.00

\$0.00

Unemployment

Pension

\$23.95

\$23.95

Total Rate

\$79.46

\$80.66

Issue Date: 04/26/2024 **Wage Request Number:** 20240425-080 **Page 15 of 39**

Supplemental **Total Rate** Pension Unemployment

NAC (ELECTRICAL CONTROLS)		Step	ve Date - percent	12/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
3 65 \$33.577 \$15.00 \$16.40 \$0.00 \$67.17 4 70 \$38.52 \$15.00 \$16.40 \$0.00 \$69.92 5 75 \$41.27 \$15.00 \$16.40 \$0.00 \$72.67 6 80 \$44.02 \$15.00 \$16.40 \$0.00 \$75.42 7 85 \$46.78 \$15.00 \$16.40 \$0.00 \$75.42 7 85 \$46.78 \$15.00 \$16.40 \$0.00 \$75.81 8 90 \$49.53 \$15.00 \$16.40 \$0.00 \$80.93 Fife-tive Date - 06/01/2024		1	55		\$30.27	\$15.00	\$0.00	\$0.00	\$45.27	
4		2	60		\$33.02	\$15.00	\$16.40	\$0.00	\$64.42	
Second		3	65		\$35.77	\$15.00	\$16.40	\$0.00	\$67.17	
Second S		4	70		\$38.52	\$15.00	\$16.40	\$0.00	\$69.92	
Part		5	75		\$41.27	\$15.00	\$16.40	\$0.00	\$72.67	
Refrective Date - 06/01/2024 Apprentice Base Wage Health Pension Supplemental Monemployment Total Rate		6	80		\$44.02	\$15.00	\$16.40	\$0.00	\$75.42	
Notes:		7	85		\$46.78	\$15.00	\$16.40	\$0.00	\$78.18	
Step percent		8	90		\$49.53	\$15.00	\$16.40	\$0.00	\$80.93	
Step		Effecti	ve Date -	06/01/2024				Supplemental		
2 60 \$33.80 \$15.00 \$16.40 \$0.00 \$65.20 \$65.20 \$36.61 \$15.00 \$16.40 \$0.00 \$66.21 \$68.01 \$4 70 \$39.43 \$15.00 \$16.40 \$0.00 \$70.83 \$5 75 \$42.25 \$15.00 \$16.40 \$0.00 \$77.83 \$5 75 \$42.25 \$15.00 \$16.40 \$0.00 \$77.85 \$6 80 \$45.06 \$15.00 \$16.40 \$0.00 \$77.85 \$6 80 \$45.06 \$15.00 \$16.40 \$0.00 \$77.85 \$6 80 \$45.06 \$15.00 \$16.40 \$0.00 \$77.85 \$8 90 \$50.70 \$15.00 \$16.40 \$0.00 \$77.28 \$8 90 \$50.70 \$15.00 \$16.40 \$0.00 \$77.28 \$8 90 \$50.70 \$15.00 \$16.40 \$0.00 \$82.10 \$82		Step	percent		Apprentice Base Wage	Health	Pension		Total Rate	
3 65 \$33.6.1 \$15.00 \$16.40 \$0.00 \$68.01 \$4 70 \$33.43 \$15.00 \$16.40 \$0.00 \$77.83 \$5 75 \$42.25 \$15.00 \$16.40 \$0.00 \$77.83 \$5 75 \$42.25 \$15.00 \$16.40 \$0.00 \$77.646 \$7 85 \$47.88 \$15.00 \$16.40 \$0.00 \$77.646 \$7 85 \$90 \$55.70 \$15.00 \$16.40 \$0.00 \$77.628 \$8 90 \$55.70 \$15.00 \$16.40 \$0.00 \$77.228 \$8 90 \$55.70 \$15.00 \$16.40 \$0.00 \$82.10 \$82		1	55		\$30.98	\$15.00	\$0.00	\$0.00	\$45.98	
## 70		2	60		\$33.80	\$15.00	\$16.40	\$0.00	\$65.20	
Section Sect		3	65		\$36.61	\$15.00	\$16.40	\$0.00	\$68.01	
Section Sect		4	70		\$39.43	\$15.00	\$16.40	\$0.00	\$70.83	
7 85 \$47.88 \$15.00 \$16.40 \$0.00 \$79.28 8 90 \$50.70 \$15.00 \$16.40 \$0.00 \$82.10 \$82.10 \$\$\$ Notes: Notes:		5	75		\$42.25	\$15.00	\$16.40	\$0.00	\$73.65	
8 90 \$50.70 \$15.00 \$16.40 \$0.00 \$82.10 Notes:		6	80		\$45.06	\$15.00	\$16.40	\$0.00	\$76.46	
Notes:		7	85		\$47.88	\$15.00	\$16.40	\$0.00	\$79.28	
Apprentice to Journeyworker Ratio:1:6 VAC (DUCTWORK) EETMETAL WORKERS LOCAL 17 - A 08/01/2024 \$57.22 \$14.59 \$27.50 \$2.98 \$10 02/01/2025 \$60.72 \$14.59 \$27.50 \$2.98 \$10 02/01/2025 \$60.72 \$14.59 \$27.50 \$2.98 \$10 08/01/2025 \$62.57 \$14.59 \$27.50 \$2.98 \$10 08/01/2026 \$64.52 \$14.59 \$27.50 \$2.98 \$10 02/01/2026 \$64.52 \$14.59 \$27.50 \$2.98 \$10 VAC (ELECTRICAL CONTROLS) 09/03/2023 \$45.99 \$13.00 \$18.84 \$0.00 \$77 09/01/2024 \$47.05 \$13.99 \$19.22 \$0.00 \$80 09/07/2025 \$48.16 \$14.98 \$19.60 \$0.00 \$85 For apprentice rates see "Apprentice- ELECTRICIAN" VAC (TESTING AND BALANCING - AIR) 02/01/2024 \$57.22 \$14.59 \$27.50 \$2.98 \$10 08/01/2024 \$58.97 \$14.59 \$27.50 \$2.98 \$10 08/01/2024 \$58.97 \$14.59 \$27.50 \$2.98 \$10 08/01/2024 \$58.97 \$14.59 \$27.50 \$2.98 \$10		8	90		\$50.70	\$15.00	\$16.40	\$0.00	\$82.10	
AC (DUCTWORK) EETMETAL WORKERS LOCAL 17 - A 08/01/2024 \$57.22 \$14.59 \$27.50 \$2.98 \$10 08/01/2025 \$60.72 \$14.59 \$27.50 \$2.98 \$10 02/01/2025 \$60.72 \$14.59 \$27.50 \$2.98 \$10 08/01/2025 \$62.57 \$14.59 \$27.50 \$2.98 \$10 08/01/2025 \$62.57 \$14.59 \$27.50 \$2.98 \$10 08/01/2026 \$64.52 \$14.59 \$27.50 \$2.98 \$10 08/01/2026 \$64.52 \$14.59 \$27.50 \$2.98 \$10 ETMETAL WORKERS LOCAL 17 - A 09/03/2023 \$45.99 \$13.00 \$18.84 \$0.00 \$77 09/01/2024 \$47.05 \$13.99 \$19.22 \$0.00 \$80 09/07/2025 \$48.16 \$14.98 \$19.60 \$0.00 \$82 09/07/2025 \$48.16 \$14.98 \$19.60 \$0.00 \$82 09/06/2026 \$49.38 \$15.96 \$20.00 \$0.00 \$82 ETMETAL WORKERS LOCAL 17 - A 08/01/2024 \$57.22 \$14.59 \$27.50 \$2.98 \$10 02/01/2025 \$60.72 \$14.59 \$27.50 \$2.98 \$10 02/01/2025 \$60.72 \$14.59 \$27.50 \$2.98 \$10		Notes:								
### Description of the image of		Appre	ntice to Jo	urneyworker Ratio:1:6						
08/01/2024 \$58.97 \$14.59 \$27.50 \$2.98 \$10 02/01/2025 \$60.72 \$14.59 \$27.50 \$2.98 \$10 08/01/2025 \$62.57 \$14.59 \$27.50 \$2.98 \$10 08/01/2026 \$62.57 \$14.59 \$27.50 \$2.98 \$10 02/01/2026 \$64.52 \$14.59 \$27.50 \$2.98 \$10 02/01/2026 \$64.52 \$14.59 \$27.50 \$2.98 \$10 02/01/2026 \$64.52 \$14.59 \$27.50 \$2.98 \$10 02/01/2026 \$45.99 \$13.00 \$18.84 \$0.00 \$77 09/01/2024 \$47.05 \$13.99 \$19.22 \$0.00 \$80 09/07/2025 \$48.16 \$14.98 \$19.60 \$0.00 \$82 09/07/2025 \$48.16 \$14.98 \$19.60 \$0.00 \$82 09/06/2026 \$49.38 \$15.96 \$20.00 \$0.00 \$85 09/06/2026 \$49.38 \$15.96 \$20.00 \$0.0					02/01/2024	4 \$57.22	\$14.59	\$27.50	\$2.98	\$102.29
08/01/2025 \$62.57 \$14.59 \$27.50 \$2.98 \$10	EETMETAL WO	ORKERS LO	OCAL 17 - A		08/01/2024	4 \$58.97	\$14.59	\$27.50	\$2.98	\$104.0
O2/01/2026 \$64.52 \$14.59 \$27.50 \$2.98 \$10					02/01/2025	5 \$60.72	\$14.59	\$27.50	\$2.98	\$105.7
For apprentice rates see "Apprentice- SHEET METAL WORKER" VAC (ELECTRICAL CONTROLS) ECTRICIANS LOCAL 96 09/03/2023 \$45.99 \$13.00 \$18.84 \$0.00 \$77 09/01/2024 \$47.05 \$13.99 \$19.22 \$0.00 \$80 09/07/2025 \$48.16 \$14.98 \$19.60 \$0.00 \$82 09/06/2026 \$49.38 \$15.96 \$20.00 \$0.00 \$85 For apprentice rates see "Apprentice- ELECTRICIAN" VAC (TESTING AND BALANCING - AIR) EETMETAL WORKERS LOCAL 17 - A 08/01/2024 \$57.22 \$14.59 \$27.50 \$2.98 \$10 02/01/2025 \$60.72 \$14.59 \$27.50 \$2.98 \$10					08/01/2023	\$62.57	\$14.59	\$27.50	\$2.98	\$107.6
VAC (ELECTRICAL CONTROLS) ### CECTRICIANS LOCAL 96 09/03/2023	For apprentic	a ratac caa !	Annrantica	SHEET METAL WODKED"	02/01/2020	5 \$64.52	\$14.59	\$27.50	\$2.98	\$109.5
### Total Process of Control Pro	VAC (ELEC	TRICAL			09/03/2023	3 \$45.99	\$13.00	\$18.84	\$0.00	\$77.83
09/06/2026	ECTRICIANS L	OCAL 96						\$19.22	\$0.00	\$80.26
For apprentice rates see "Apprentice- ELECTRICIAN" VAC (TESTING AND BALANCING - AIR) EETMETAL WORKERS LOCAL 17 - A 08/01/2024 \$57.22 \$14.59 \$27.50 \$2.98 \$10 02/01/2025 \$60.72 \$14.59 \$27.50 \$2.98 \$10					09/07/2025	5 \$48.16	\$14.98	\$19.60	\$0.00	\$82.74
VAC (TESTING AND BALANCING - AIR) 02/01/2024 \$57.22 \$14.59 \$27.50 \$2.98 \$10 08/01/2024 \$58.97 \$14.59 \$27.50 \$2.98 \$10 02/01/2025 \$60.72 \$14.59 \$27.50 \$2.98 \$10	Eastern C	.a. mat	· A	ELECTRICIANII	09/06/2020	5 \$49.38	\$15.96	\$20.00	\$0.00	\$85.34
08/01/2024 \$58.97 \$14.59 \$27.50 \$2.98 \$10 02/01/2025 \$60.72 \$14.59 \$27.50 \$2.98 \$10					00/01/202	4 057.00	0145 0	¢27.50	\$2.00	Ф102.2
02/01/2025 \$60.72 \$14.59 \$27.50 \$2.98 \$10				2110 - Mily						\$102.2
										\$104.0
06/01/2023 \$02.37 \$14.39 \$27.30 \$2.98 \$10										\$105.75 \$107.6
02/01/2026 \$64.52 \$14.59 \$27.50 \$2.98 \$10										\$107.6

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER)	03/01/2024	\$65.28	\$12.70	\$21.80	\$0.00	\$99.78
PIPEFITTERS LOCAL 537	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFIT	03/01/2025 TER"	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
HVAC MECHANIC	03/01/2024	\$65.28	\$12.70	\$21.80	\$0.00	\$99.78
PIPEFITTERS LOCAL 537	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
				\$21.80	\$0.00	
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFIT	03/01/2025 TER"	\$68.88	\$12.70	\$21.60	\$0.00	\$103.38
HYDRAULIC DRILLS LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	\$39.94	\$9.65	\$17.14	\$0.00	\$66.73
	12/01/2024	\$41.27	\$9.65	\$17.14	\$0.00	\$68.06
	06/01/2025	\$42.66	\$9.65	\$17.14	\$0.00	\$69.45
	12/01/2025	\$44.04	\$9.65	\$17.14	\$0.00	\$70.83
	06/01/2026	\$45.48	\$9.65	\$17.14	\$0.00	\$72.27
	12/01/2026	\$46.92	\$9.65	\$17.14	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2023	\$53.50	\$14.75	\$19.61	\$0.00	\$87.86
2001019	09/01/2024	\$56.92	\$14.75	\$19.61	\$0.00	\$91.28
	09/01/2025	\$60.34	\$14.75	\$19.61	\$0.00	\$94.70
	09/01/2026	\$63.76	\$14.75	\$19.61	\$0.00	\$98.12
Apprentice - ASBESTOS INSULATOR (Pipes of Effective Date - 09/01/2023 Step percent A	& Tanks) - Local 6 Bosto		Pension	Supplementa Unemploymen		a.
1 50		14.75	\$14.32	\$0.00		
2 60				*	,	
3 70		14.75	\$15.37	\$0.00		
, ,		14.75	\$16.43	\$0.00		
4 80	\$42.80 \$	14.75	\$17.49	\$0.00) \$75.0 ₄	1

Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$26.75	\$14.75	\$14.32	\$0.00	\$55.82
2	60	\$32.10	\$14.75	\$15.37	\$0.00	\$62.22
3	70	\$37.45	\$14.75	\$16.43	\$0.00	\$68.63
4	80	\$42.80	\$14.75	\$17.49	\$0.00	\$75.04
Effecti	ve Date - 09/01/2024				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$28.46	\$14.75	\$14.32	\$0.00	\$57.53
2	60	\$34.15	\$14.75	\$15.37	\$0.00	\$64.27
3	70	\$39.84	\$14.75	\$16.43	\$0.00	\$71.02
4	80	\$45.54	\$14.75	\$17.49	\$0.00	\$77.78
Notes:						
į	Steps are 1 year					
Apprei	ntice to Journeyworker Ratio:1:4					
ONWORKER/WELD		03/16/2024	\$53	3.67 \$8.35	\$26.70	\$0.00 \$88.72

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\$17.14

\$17.14

\$17.14

\$17.14

\$17.14

\$17.14

\$17.14

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$64.65

\$65.98

\$67.31

\$68.70

\$70.08

\$71.52

\$72.96

Lite	tive Date - 03/16/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60	\$32.20	\$8.35	\$26.70	\$0.00	\$67.25	
2	70	\$37.57	\$8.35	\$26.70	\$0.00	\$72.62	
3	75	\$40.25	\$8.35	\$26.70	\$0.00	\$75.30	
4	80	\$42.94	\$8.35	\$26.70	\$0.00	\$77.99	
5	85	\$45.62	\$8.35	\$26.70	\$0.00	\$80.67	
6	90	\$48.30	\$8.35	\$26.70	\$0.00	\$83.35	
Notes							
Appr	entice to Journeyworker Rat	io:1:4					
CKHAMMER & PA BORERS - ZONE 2	VING BREAKER OPERATO	DR 12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see	"Apprentice- LABORER"						
For apprentice rates see ABORER ABORERS - ZONE 2	"Apprentice- LABORER"	12/01/2023	\$37.86	\$9.65	\$17.14	\$0.00	\$64.65
ABORER BORERS - ZONE 2 Appro	entice - LABORER - Zone 2	12/01/2023	\$37.86	\$9.65	\$17.14	\$0.00	\$64.65
ABORER BORERS - ZONE 2 Appro	entice - <i>LABORER - Zone 2</i> tive Date - 12/01/2023				Supplemental		\$64.65
ABORER BORERS - ZONE 2 Appro Effect Step	entice - LABORER - Zone 2 tive Date - 12/01/2023 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	\$64.65
ABORER BORERS - ZONE 2 Appro Effect Step 1	entice - LABORER - Zone 2 tive Date - 12/01/2023 percent 60	Apprentice Base Wage \$22.72	Health \$9.65	Pension \$16.89	Supplemental Unemployment \$0.00	Total Rate \$49.26	\$64.65
ABORER BORERS - ZONE 2 Appro Effect Step 1 2	entice - LABORER - Zone 2 tive Date - 12/01/2023 percent 60 70	Apprentice Base Wage \$22.72 \$26.50	Health \$9.65 \$9.65	Pension \$16.89 \$16.89	Supplemental Unemployment \$0.00 \$0.00	Total Rate	\$64.65
ABORER BORERS - ZONE 2 Appro Effect Step 1 2 3	entice - <i>LABORER - Zone 2</i> tive Date - 12/01/2023 percent 60 70 80	Apprentice Base Wage \$22.72	Health \$9.65	Pension \$16.89	Supplemental Unemployment \$0.00	Total Rate \$49.26	\$64.65
ABORER BORERS - ZONE 2 Appro Effect Step 1 2	entice - LABORER - Zone 2 tive Date - 12/01/2023 percent 60 70	Apprentice Base Wage \$22.72 \$26.50	Health \$9.65 \$9.65	Pension \$16.89 \$16.89	Supplemental Unemployment \$0.00 \$0.00	Total Rate \$49.26 \$53.04	\$64.65
ABORER BORERS - ZONE 2 Appro Effect Step 1 2 3	entice - LABORER - Zone 2 tive Date - 12/01/2023 percent 60 70 80 90	Apprentice Base Wage \$22.72 \$26.50 \$30.29	Health \$9.65 \$9.65 \$9.65	Pension \$16.89 \$16.89 \$16.89	Supplemental Unemployment \$0.00 \$0.00 \$0.00	Total Rate \$49.26 \$53.04 \$56.83	\$64.65

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12/01/2023

06/01/2024

12/01/2024

06/01/2025

12/01/2025

06/01/2026

12/01/2026

\$37.86

\$39.19

\$40.52

\$41.91

\$43.29

\$44.73

\$46.17

\$9.65

\$9.65

\$9.65

\$9.65

\$9.65

\$9.65

\$9.65

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)

LABORERS - ZONE 2 (HEAVY & HIGHWAY)

Pension

	Step	ve Date - percent	12/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
	1	60		\$22.72	\$9.65	\$17.14	\$0.00	\$49.51	
	2	70		\$26.50	\$9.65	\$17.14	\$0.00	\$53.29)
	3	80		\$30.29	\$9.65	\$17.14	\$0.00	\$57.08	3
	4	90		\$34.07	\$9.65	\$17.14	\$0.00	\$60.86	Ó
	Effecti	ve Date -	06/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	•
	1	60		\$23.51	\$9.00	\$16.89	\$0.00	\$49.40)
	2	70		\$27.43	\$9.00	\$16.89	\$0.00	\$53.32	2
	3	80		\$31.35	\$9.00	\$16.89	\$0.00	\$57.24	ļ
	4	90		\$35.27	\$9.00	\$16.89	\$0.00	\$61.16	Ó
	Notes:								
	Appre	ntice to Jou	rneyworker Ratio:1:5						
ABORER: CA BORERS - ZON		TER TENDE	R	12/01/2023	\$37.86	\$9.65	\$17.14	\$0.00	\$64.63
For apprentice	e rates see '	'Apprentice- LA	ABORER"						
ABORER: CI BORERS - ZON	E 2			12/01/2023	\$38.36	\$9.40	\$16.89	\$0.00	\$64.63
		'Apprentice- LA							
ABORER: H. BORERS - ZON		OUS WAST	E/ASBESTOS REMOVER	12/01/2023	\$37.95	\$9.65	\$17.20	\$0.00	\$64.80
		'Apprentice- LA	ABORER"						
ABORER: M BORERS - ZON	E 2			12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
		'Apprentice- LA					*		
BORERS - ZON			EAVY & HIGHWAY)	12/01/2023		\$9.65	\$17.14	\$0.00	\$64.90
				06/01/2024	*	\$9.65	\$17.14	\$0.00	\$66.23
				12/01/2024		\$9.65	\$17.14	\$0.00	\$67.50
				06/01/2025		\$9.65	\$17.14	\$0.00	\$68.95
				12/01/2025		\$9.65	\$17.14	\$0.00	\$70.33
				06/01/2026	\$44.98	\$9.65	\$17.14	\$0.00	\$71.7
For apprentice	e rates see '	'Apprentice- LA	ABORER (Heavy and Highway)	12/01/2026	\$46.42	\$9.65	\$17.14	\$0.00	\$73.2
ABORER: M	ULTI-TI			12/01/2023	\$37.86	\$9.65	\$17.14	\$0.00	\$64.63
For apprentice	e rates see '	'Apprentice- LA	ABORER"						
ABORER: TI BORERS - ZON		MOVER		12/01/2023	\$37.86	\$9.65	\$17.14	\$0.00	\$64.63
			l of standing trees, and the trimming apprentice rates see "Apprentice- I		limbs when relate	ed to public wor	ks construction or s	site	
A CED DE A N	1 OPERA	TOR		12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.9

Classification For apprentic		'Apprentice- LABORER"	Effective Da	te Base Wage	e Health	Pension	Supplemental Unemployment	Total Rate
		ATOR (HEAVY & HIGHWAY)	12/01/2023	3 \$38.11	\$9.65	\$17.14	\$0.00	\$64.90
LABORERS - ZON	NE 2 (HEAV	Y & HIGHWAY)	06/01/2024	\$39.44	\$9.65	\$17.14	\$0.00	\$66.23
			12/01/2024	\$40.77	\$9.65	\$17.14	\$0.00	\$67.56
			06/01/2025	\$42.16	\$9.65	\$17.14	\$0.00	\$68.95
			12/01/2025	\$43.54	\$9.65	\$17.14	\$0.00	\$70.33
			06/01/2026	\$44.98	\$9.65	\$17.14	\$0.00	\$71.77
			12/01/2026	\$46.42	\$9.65	\$17.14	\$0.00	\$73.21
For apprentic		'Apprentice- LABORER (Heavy and Highway)		4 047.00	#11.40	e21.27	£0.00	#00 7 5
RICKLAYERS LO			02/01/2024		\$11.49	\$21.37	\$0.00	\$80.75
			08/01/2024		\$11.49	\$21.37	\$0.00 \$0.00	\$82.43
			02/01/2025		\$11.49	\$21.37 \$21.37	\$0.00	\$83.47
			08/01/2025		\$11.49 \$11.40	\$21.37 \$21.37	\$0.00 \$0.00	\$85.19
			02/01/2026		\$11.49 \$11.40	\$21.37	\$0.00	\$86.27 \$88.03
			08/01/2026 02/01/2027		\$11.49 \$11.49	\$21.37	\$0.00	\$88.03
	Appre Effecti Step	ntice - MARBLE & TILE FINISHER ve Date - 02/01/2024 percent	R - Local 3 Marble & Tile Apprentice Base Wage	Health	Pension	Supplementa Unemploymen		
	$\frac{3 \text{cp}}{1}$	50	\$23.95	\$11.49	\$21.37	\$0.00		
	2	60	\$28.73	\$11.49	\$21.37	\$0.00		
	3	70	\$33.52	\$11.49	\$21.37	\$0.00		
	4	80			\$21.37	\$0.00		
			3.2021	D11.49	.0∠1)/			
	5	90	\$38.31 \$43.10	\$11.49 \$11.49	\$21.37	\$0.00		
			\$43.10	\$11.49	\$21.37	\$0.00	\$75.96	
	Effecti Step	90 (ve Date - 08/01/2024 percent		\$11.49		\$0.00	\$75.96	
	Effection Step	90 ve Date - 08/01/2024 percent 50	\$43.10 Apprentice Base Wage \$24.79	\$11.49 Health \$11.49	\$21.37	\$0.00 Supplementa Unemployment	\$75.96 Total Rate \$57.65	
	Effecti Step 1 2	90 (ve Date - 08/01/2024 percent 50 60	\$43.10 Apprentice Base Wage \$24.79 \$29.74	\$11.49 Health \$11.49 \$11.49	\$21.37 Pension \$21.37 \$21.37	\$0.00 Supplementa Unemployment \$0.00 \$0.00	\$75.96 Total Rate \$57.65 \$62.60	
	Effecti Step 1 2 3	90 Exercise Date - 08/01/2024 percent 50 60 70	\$43.10 Apprentice Base Wage \$24.79 \$29.74 \$34.70	\$11.49 Health \$11.49 \$11.49 \$11.49	\$21.37 Pension \$21.37 \$21.37 \$21.37	\$0.00 Supplementa Unemploymen \$0.00 \$0.00	\$75.96 Total Rate \$57.65 \$62.60 \$67.56	
	Effecti Step 1 2 3 4	90 ve Date - 08/01/2024 percent 50 60 70 80	\$43.10 Apprentice Base Wage \$24.79 \$29.74 \$34.70 \$39.66	\$11.49 Health \$11.49 \$11.49 \$11.49 \$11.49	\$21.37 Pension \$21.37 \$21.37 \$21.37 \$21.37	\$0.00 Supplementa Unemploymen \$0.00 \$0.00 \$0.00 \$0.00	\$75.96 Total Rate \$57.65 \$62.60 \$67.56 \$72.52	
	Effecti Step 1 2 3	90 Exercise Date - 08/01/2024 percent 50 60 70	\$43.10 Apprentice Base Wage \$24.79 \$29.74 \$34.70	\$11.49 Health \$11.49 \$11.49 \$11.49	\$21.37 Pension \$21.37 \$21.37 \$21.37	\$0.00 Supplementa Unemploymen \$0.00 \$0.00	\$75.96 Total Rate \$57.65 \$62.60 \$67.56 \$72.52	
	Effecti Step 1 2 3 4	90 Eve Date - 08/01/2024 percent 50 60 70 80 90	\$43.10 Apprentice Base Wage \$24.79 \$29.74 \$34.70 \$39.66	\$11.49 Health \$11.49 \$11.49 \$11.49 \$11.49	\$21.37 Pension \$21.37 \$21.37 \$21.37 \$21.37	\$0.00 Supplementa Unemploymen \$0.00 \$0.00 \$0.00 \$0.00	\$75.96 Total Rate \$57.65 \$62.60 \$67.56 \$72.52	
	Step 1 2 3 4 5	90 Eve Date - 08/01/2024 percent 50 60 70 80 90	\$43.10 Apprentice Base Wage \$24.79 \$29.74 \$34.70 \$39.66	\$11.49 Health \$11.49 \$11.49 \$11.49 \$11.49	\$21.37 Pension \$21.37 \$21.37 \$21.37 \$21.37	\$0.00 Supplementa Unemploymen \$0.00 \$0.00 \$0.00 \$0.00	\$75.96 Total Rate \$57.65 \$62.60 \$67.56 \$72.52	
	Effection Step 1 2 3 4 5 Notes: Appre	90 Eve Date - 08/01/2024 percent 50 60 70 80 90 Intice to Journeyworker Ratio:1:3 ILELAYERS & TERRAZZO MECH	\$43.10 Apprentice Base Wage \$24.79 \$29.74 \$34.70 \$39.66 \$44.61	\$11.49 Health \$11.49 \$11.49 \$11.49 \$11.49 \$11.49	\$21.37 Pension \$21.37 \$21.37 \$21.37 \$21.37	\$0.00 Supplementa Unemploymen \$0.00 \$0.00 \$0.00 \$0.00	\$75.96 Total Rate \$57.65 \$62.60 \$67.56 \$72.52	\$97.47
	Effection Step 1 2 3 4 5 Notes: Appre	90 Eve Date - 08/01/2024 percent 50 60 70 80 90 Intice to Journeyworker Ratio:1:3 ILELAYERS & TERRAZZO MECH	\$43.10 Apprentice Base Wage \$24.79 \$29.74 \$34.70 \$39.66 \$44.61	Health \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$11.49	\$21.37 Pension \$21.37 \$21.37 \$21.37 \$21.37 \$21.37	\$0.00 Supplementa Unemployment \$0.00 \$0.00 \$0.00 \$0.00	\$75.96 Total Rate \$57.65 \$62.60 \$67.56 \$72.52 \$77.47	\$97.47 \$99.57
	Effection Step 1 2 3 4 5 Notes: Appre	90 Eve Date - 08/01/2024 percent 50 60 70 80 90 Intice to Journeyworker Ratio:1:3 ILELAYERS & TERRAZZO MECH	\$43.10 Apprentice Base Wage \$24.79 \$29.74 \$34.70 \$39.66 \$44.61	Health \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$11.49 \$	\$21.37 Pension \$21.37 \$21.37 \$21.37 \$21.37 \$21.37 \$21.37 \$21.37	\$0.00 Supplementa Unemploymen \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$23.56	\$75.96 Total Rate \$57.65 \$62.60 \$67.56 \$72.52 \$77.47	
	Effection Step 1 2 3 4 5 Notes: Appre	90 Eve Date - 08/01/2024 percent 50 60 70 80 90 Intice to Journeyworker Ratio:1:3 ILELAYERS & TERRAZZO MECH	\$43.10 Apprentice Base Wage \$24.79 \$29.74 \$34.70 \$39.66 \$44.61	### ##################################	\$21.37 Pension \$21.37 \$21.37 \$21.37 \$21.37 \$21.37 \$21.37 \$21.37	\$0.00 Supplementa Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$23.56 \$23.56	\$75.96 Total Rate \$57.65 \$62.60 \$67.56 \$72.52 \$77.47 \$0.00 \$0.00	\$99.57
	Effection Step 1 2 3 4 5 Notes: Appre	90 Eve Date - 08/01/2024 percent 50 60 70 80 90 Intice to Journeyworker Ratio:1:3 ILELAYERS & TERRAZZO MECH	\$43.10 Apprentice Base Wage \$24.79 \$29.74 \$34.70 \$39.66 \$44.61	### ##################################	\$21.37 Pension \$21.37 \$21.37 \$21.37 \$21.37 \$21.37 \$21.37 \$21.37	\$0.00 Supplementa Unemploymen \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$23.56 \$23.56 \$23.56	\$75.96 Total Rate \$57.65 \$62.60 \$67.56 \$72.52 \$77.47 \$0.00 \$0.00 \$0.00	\$99.57 \$100.87
IARBLE MA	Effection Step 1 2 3 4 5 Notes: Appre	90 Eve Date - 08/01/2024 percent 50 60 70 80 90 Intice to Journeyworker Ratio:1:3 ILELAYERS & TERRAZZO MECH	\$43.10 Apprentice Base Wage \$24.79 \$29.74 \$34.70 \$39.66 \$44.61	### ##################################	\$21.37 Pension \$21.37 \$21.37 \$21.37 \$21.37 \$21.37 \$21.37 \$21.37 \$21.37	\$0.00 Supplementa Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$23.56 \$23.56 \$23.56 \$23.56	\$75.96 Total Rate \$57.65 \$62.60 \$67.56 \$72.52 \$77.47 \$0.00 \$0.00 \$0.00 \$0.00	\$99.57 \$100.87 \$103.02

 Issue Date:
 04/26/2024
 Wage Request Number:
 20240425-080
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Pension

Total Rate

	Effecti Step	ive Date -	02/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	$\frac{3\mathbf{cp}}{1}$	50		\$31.21	\$11.49	\$23.56	\$0.00	\$66.26	
	2	60		\$37.45	\$11.49	\$23.56	\$0.00	\$72.50	
	3	70		\$43.69	\$11.49	\$23.56	\$0.00	\$72.30 \$78.74	
	4	80		\$49.94	\$11.49	\$23.56	\$0.00	\$84.99	
	5	90		\$56.18	\$11.49	\$23.56	\$0.00	\$91.23	
	Effecti	ive Date -	08/01/2024						
	Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$32.26	\$11.49	\$23.56	\$0.00	\$67.31	
	2	60		\$38.71	\$11.49	\$23.56	\$0.00	\$73.76	
	3	70		\$45.16	\$11.49	\$23.56	\$0.00	\$80.21	
	4	80		\$51.62	\$11.49	\$23.56	\$0.00	\$86.67	
	5	90		\$58.07	\$11.49	\$23.56	\$0.00	\$93.12	
	Notes:								
	i								
	Appre	ntice to Jou	rneyworker Ratio:1:5						
	EEPER OP	,	ON CONST. SITES)	12/01/2023	3 \$54.43	\$15.00	\$16.40	\$0.00	\$85.83
KAIING EN	VOINEERS LO	JCAL 4		06/01/2024	4 \$55.71	\$15.00	\$16.40	\$0.00	\$87.11
				12/01/2024	4 \$57.15	\$15.00	\$16.40	\$0.00	\$88.55
				06/01/2025	5 \$58.43	\$15.00	\$16.40	\$0.00	\$89.83
				12/01/2025	5 \$59.87	\$15.00	\$16.40	\$0.00	\$91.27
				06/01/2026	5 \$61.15	\$15.00	\$16.40	\$0.00	\$92.55
For apprent	tice rates see !	'Annrentice- ()	PERATING ENGINEERS"	12/01/2026	6 \$62.59	\$15.00	\$16.40	\$0.00	\$93.99
	S MAINT		I ERGITING ENGINEERO	12/01/2023	3 \$54.43	\$15.00	\$16.40	\$0.00	\$85.83
RATING EN	NGINEERS LO	OCAL 4		06/01/2024			\$16.40	\$0.00	\$87.11
				12/01/2024	4 \$57.15	\$15.00	\$16.40	\$0.00	\$88.55
				06/01/2025	5 \$58.43	\$15.00	\$16.40	\$0.00	\$89.83
				12/01/2025	5 \$59.87	\$15.00	\$16.40	\$0.00	\$91.27
				06/01/2026	5 \$61.15	\$15.00	\$16.40	\$0.00	\$92.55
				12/01/2026	5 \$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprent	tice rates see '	'Apprentice- O	PERATING ENGINEERS"						
	HT (Zone 2			01/01/2024	4 \$42.76	\$10.08	\$21.47	\$0.00	\$74.31
LWRIGHTS.	LOCAL 1121	- Zone 2		01/06/2025	5 \$45.09	\$10.08	\$21.47	\$0.00	\$76.64
				01/05/2026	5 \$47.42	\$10.08	\$21.47	\$0.00	\$78.97

	Effective l			TT 1.1	ъ .	Supplemental	m to	
		ercent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1 5		\$23.52	\$10.08	\$5.50	\$0.00	\$39.10	
	2 6		\$27.79	\$10.08	\$6.50	\$0.00	\$44.37	
	3 7		\$32.07	\$10.08	\$18.97	\$0.00	\$61.12	
	4 8	5	\$36.35	\$10.08	\$19.97	\$0.00	\$66.40	
	Effective l	Date - 01/06/2025				Supplemental		
	Step po	ercent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1 5	5	\$24.80	\$10.08	\$5.50	\$0.00	\$40.38	
	2 6	5	\$29.31	\$10.08	\$6.50	\$0.00	\$45.89	
	3 7	5	\$33.82	\$10.08	\$18.97	\$0.00	\$62.87	
	4 8	5	\$38.33	\$10.08	\$19.97	\$0.00	\$68.38	
	bu	p 1&2 Appr. indentured after 1/6/ tt do receive annuity. (Step 1 \$5.72 eps are 2,000 hours						
	Apprentic	e to Journeyworker Ratio:1:4						
MORTAR MIXI ABORERS - ZONE			12/01/2023	3 \$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice i	rates see "App	rentice- LABORER"						
		RUCK CRANES,GRADALLS)	12/01/2023	3 \$24.41	\$15.00	\$16.40	\$0.00	\$55.81
PERATING ENGIN	NEERS LOCA	L 4	06/01/2024	\$25.01	\$15.00	\$16.40	\$0.00	\$56.41
			12/01/2024	\$25.67	\$15.00	\$16.40	\$0.00	\$57.07
			06/01/2025	\$26.27	\$15.00	\$16.40	\$0.00	\$57.67
			12/01/2025	\$26.93	\$15.00	\$16.40	\$0.00	\$58.33
			06/01/2026	5 \$27.52	\$15.00	\$16.40	\$0.00	\$58.92
			12/01/2026	\$28.19	\$15.00	\$16.40	\$0.00	\$59.59
		rentice- OPERATING ENGINEERS"						
OILER (TRUCK PERATING ENGIN		, GRADALLS)	12/01/2023	\$29.86	\$15.00	\$16.40	\$0.00	\$61.26
LICITING LIVEI	VEEKS LOCAL	L T	06/01/2024	\$30.58	\$15.00	\$16.40	\$0.00	\$61.98
			12/01/2024	\$31.38	\$15.00	\$16.40	\$0.00	\$62.78
			06/01/2025	\$32.10	\$15.00	\$16.40	\$0.00	\$63.50
			12/01/2025	\$32.90	\$15.00	\$16.40	\$0.00	\$64.30
			06/01/2026	\$33.62	\$15.00	\$16.40	\$0.00	\$65.02
For apprentice i	rates see "App	rentice- OPERATING ENGINEERS"	12/01/2026	\$34.42	\$15.00	\$16.40	\$0.00	\$65.82
THER POWE	R DRIVEN	EQUIPMENT - CLASS II	12/01/2023	3 \$54.43	\$15.00	\$16.40	\$0.00	\$85.83
PERATING ENGIN	VEERS LOCAL	L 4	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
			12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
			06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
			12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
			06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
F	, ".	CONTRACTOR ENGINEERS	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice i	rates see "App	rentice- OPERATING ENGINEERS"						

ERS LOCAL 35 - ZO	NE 2	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
		01/01/2025		\$9.95	\$23.95	\$0.00	\$92.36
	rentice - PAINTER Local 35 - BRIDGE	ES/TANKS					
	ctive Date - 01/01/2024				Supplemental		
Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
1	50	\$28.03	\$9.95	\$0.00	\$0.00	\$37.98	
2	55	\$30.83	\$9.95	\$6.66	\$0.00	\$47.44	
3	60	\$33.64	\$9.95	\$7.26	\$0.00	\$50.85	
4	65	\$36.44	\$9.95	\$7.87	\$0.00	\$54.26	
5	70	\$39.24	\$9.95	\$20.32	\$0.00	\$69.51	
6	75	\$42.05	\$9.95	\$20.93	\$0.00	\$72.93	
7	80	\$44.85	\$9.95	\$21.53	\$0.00	\$76.33	
8	90	\$50.45	\$9.95	\$22.74	\$0.00	\$83.14	
Effec	ctive Date - 07/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$28.63	\$9.95	\$0.00	\$0.00	\$38.58	
2	55	\$31.49	\$9.95	\$6.66	\$0.00	\$48.10	
3	60	\$34.36	\$9.95	\$7.26	\$0.00	\$51.57	
4	65	\$37.22	\$9.95	\$7.87	\$0.00	\$55.04	
5	70	\$40.08	\$9.95	\$20.32	\$0.00	\$70.35	
6	75	\$42.95	\$9.95	\$20.93	\$0.00	\$73.83	
7	80	\$45.81	\$9.95	\$21.53	\$0.00	\$77.29	
8	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.22	
Note	s:						
	Steps are 750 hrs.						
Аррі	rentice to Journeyworker Ratio:1:1						
	R SANDBLAST, NEW) *	01/01/2024	\$46.96	\$9.95	\$23.95	\$0.00	\$80.86
	surfaces to be painted are new construction used. PAINTERS LOCAL 35 - ZONE 2	on, 07/01/2024	\$48.16	\$9.95	\$23.95	\$0.00	\$82.06

Effective Date

01/01/2024

Base Wage

\$56.06

Health

\$9.95

Classification

PAINTER (BRIDGES/TANKS)

Supplemental

\$0.00

Unemployment

Pension

\$23.95

\$23.95

\$0.00

\$83.26

Total Rate

\$89.96

Issue Date: 04/26/2024 **Wage Request Number:** 20240425-080 **Page 23 of 39**

01/01/2025

\$49.36

\$9.95

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - New	,
Effective Date	- 01/01/2024	

Eff	ective Date -	01/01/2024				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$23.48	\$9.95	\$0.00	\$0.00	\$33.43	
2	55		\$25.83	\$9.95	\$6.66	\$0.00	\$42.44	
3	60		\$28.18	\$9.95	\$7.26	\$0.00	\$45.39	
4	65		\$30.52	\$9.95	\$7.87	\$0.00	\$48.34	
5	70		\$32.87	\$9.95	\$20.32	\$0.00	\$63.14	
6	75		\$35.22	\$9.95	\$20.93	\$0.00	\$66.10	
7	80		\$37.57	\$9.95	\$21.53	\$0.00	\$69.05	
8	90		\$42.26	\$9.95	\$22.74	\$0.00	\$74.95	
Eff	ective Date -	07/01/2024				Supplemental		
Ste	p percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$24.08	\$9.95	\$0.00	\$0.00	\$34.03	
2	55		\$26.49	\$9.95	\$6.66	\$0.00	\$43.10	
3	60		\$28.90	\$9.95	\$7.26	\$0.00	\$46.11	
4	65		\$31.30	\$9.95	\$7.87	\$0.00	\$49.12	
5	70		\$33.71	\$9.95	\$20.32	\$0.00	\$63.98	
6	75		\$36.12	\$9.95	\$20.93	\$0.00	\$67.00	
7	80		\$38.53	\$9.95	\$21.53	\$0.00	\$70.01	
8	90		\$43.34	\$9.95	\$22.74	\$0.00	\$76.03	
No								
į	Steps are	750 hrs.					i	
Ap	prentice to Jo	urneyworker Ratio:1:1						
,		AST, REPAINT)	01/01/2024	\$45.02	\$9.95	\$23.95	\$0.00	\$78.92
TERS LOCAL 35 - Z	ONE 2		07/01/2024	\$46.22	\$9.95	\$23.95	\$0.00	\$80.12
			01/01/2025	\$47.42	\$9.95	\$23.95	\$0.00	\$81.32

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Pension

Total Rate

		35 Zone 2 - Spray/Sandblast - Repaint					
Step	percent 01/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$22.51	\$9.95	\$0.00	\$0.00	\$32.46	
2	55	\$24.76	\$9.95	\$6.66	\$0.00	\$41.37	
3	60	\$27.01	\$9.95	\$7.26	\$0.00	\$44.22	
4	65	\$29.26	\$9.95	\$7.87	\$0.00	\$47.08	
5	70	\$31.51	\$9.95	\$20.32	\$0.00	\$61.78	
6	75	\$33.77	\$9.95	\$20.93	\$0.00	\$64.65	
7	80	\$36.02	\$9.95	\$21.53	\$0.00	\$67.50	
8	90	\$40.52	\$9.95	\$22.74	\$0.00	\$73.21	
Effec	etive Date - 07/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$23.11	\$9.95	\$0.00	\$0.00	\$33.06	
2	55	\$25.42	\$9.95	\$6.66	\$0.00	\$42.03	
3	60	\$27.73	\$9.95	\$7.26	\$0.00	\$44.94	
4	65	\$30.04	\$9.95	\$7.87	\$0.00	\$47.86	
5	70	\$32.35	\$9.95	\$20.32	\$0.00	\$62.62	
6	75	\$34.67	\$9.95	\$20.93	\$0.00	\$65.55	
7	80	\$36.98	\$9.95	\$21.53	\$0.00	\$68.46	
8	90	\$41.60	\$9.95	\$22.74	\$0.00	\$74.29	
Note							
	Steps are 750 hrs.						
Арр	rentice to Journeyworker I	Ratio:1:1					
	BRUSH, NEW) *	01/01/202	4 \$45.56	\$9.95	\$23.95	\$0.00	\$79.46
	urfaces to be painted are new be used. PAINTERS LOCAL 35 - 2	0 //01 / 20 2	4 \$46.76	\$9.95	\$23.95	\$0.00	\$80.66
Paint rate shan	Se asea.IMINIERS EGGAL 33 - I	01/01/202	5 \$47.96	\$9.95	\$23.95	\$0.00	\$81.86

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Pension

Total Rate

Apprentice -	PAINTER - Local 35 Zone 2 - BRUSH NEW
Effective Date	- 01/01/2024

	Efforti	ve Date -	01/01/2024						
	Step	percent	01/01/2021	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$22.78	\$9.95	\$0.00	\$0.00	\$32.73	
	2	55		\$25.06	\$9.95	\$6.66	\$0.00	\$41.67	
	3	60		\$27.34	\$9.95	\$7.26	\$0.00	\$44.55	
	4	65		\$29.61	\$9.95	\$7.87	\$0.00	\$47.43	
	5	70		\$31.89	\$9.95	\$20.32	\$0.00	\$62.16	
	6	75		\$34.17	\$9.95	\$20.93	\$0.00	\$65.05	
	7	80		\$36.45	\$9.95	\$21.53	\$0.00	\$67.93	
	8	90		\$41.00	\$9.95	\$22.74	\$0.00	\$73.69	
	Effecti Step	ve Date -	07/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$23.38	\$9.95	\$0.00	\$0.00	\$33.33	
	2	55		\$25.72	\$9.95	\$6.66	\$0.00	\$42.33	
	3	60		\$28.06	\$9.95	\$7.26	\$0.00	\$45.27	
	4	65		\$30.39	\$9.95	\$7.87	\$0.00	\$48.21	
	5	70		\$32.73	\$9.95	\$20.32	\$0.00	\$63.00	
	6	75		\$35.07	\$9.95	\$20.93	\$0.00	\$65.95	
	7	80		\$37.41	\$9.95	\$21.53	\$0.00	\$68.89	
	8	90		\$42.08	\$9.95	\$22.74	\$0.00	\$74.77	
	Notes:								
		Steps are	750 hrs.						
	Appre	ntice to Jo	urneyworker Ratio:1:1						
NTER / TAP			PAINT)	01/01/2024	4 \$43.62	\$9.95	\$23.95	\$0.00	\$77.52
VIEKS LOCAL 3	s - ZONE	<i>i. ∠</i>		07/01/2024	4 \$44.82	\$9.95	\$23.95	\$0.00	\$78.72
				01/01/202	5 \$46.02	\$9.95	\$23.95	\$0.00	\$79.92

Issue Date: 04/26/2024 Wage Request Number: 20240425-080 Page 26 of 39 **Apprentice -** PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effect	ive Date - 01/01/2024	4				Supplemental		
Step	percent	Apprentice	Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$	21.81	\$9.95	\$0.00	\$0.00	\$31.76	
2	55	\$	23.99	\$9.95	\$6.66	\$0.00	\$40.60	
3	60	\$	26.17	\$9.95	\$7.26	\$0.00	\$43.38	
4	65	\$	28.35	\$9.95	\$7.87	\$0.00	\$46.17	
5	70	\$	30.53	\$9.95	\$20.32	\$0.00	\$60.80	
6	75	\$	32.72	\$9.95	\$20.93	\$0.00	\$63.60	
7	80	\$	34.90	\$9.95	\$21.53	\$0.00	\$66.38	
8	90	\$	39.26	\$9.95	\$22.74	\$0.00	\$71.95	
Effect	ive Date - 07/01/2024	4				Supplemental		
Step	percent	Apprentice	Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$	22.41	\$9.95	\$0.00	\$0.00	\$32.36	
2	55	\$	24.65	\$9.95	\$6.66	\$0.00	\$41.26	
3	60	\$	26.89	\$9.95	\$7.26	\$0.00	\$44.10	
4	65	\$	29.13	\$9.95	\$7.87	\$0.00	\$46.95	
5	70	\$	31.37	\$9.95	\$20.32	\$0.00	\$61.64	
6	75	\$	33.62	\$9.95	\$20.93	\$0.00	\$64.50	
7	80	\$	35.86	\$9.95	\$21.53	\$0.00	\$67.34	
8	90	\$	40.34	\$9.95	\$22.74	\$0.00	\$73.03	
Notes								
	Steps are 750 hrs.						i	
Appro	entice to Journeyworke	r Ratio:1:1						
	ARKINGS (HEAVY/H	IGHWAY)	12/01/2023	\$37.86	\$9.65	\$17.14	\$0.00	\$64.65
LABORERS - ZONE 2 (HEA)	Y & HIGHWAY)		06/01/2024	\$39.19	\$9.65	\$17.14	\$0.00	\$65.98
			12/01/2024	\$40.52	\$9.65	\$17.14	\$0.00	\$67.31
			06/01/2025	\$41.91	\$9.65	\$17.14	\$0.00	\$68.70
			12/01/2025	\$43.29	\$9.65	\$17.14	\$0.00	\$70.08
			06/01/2026	\$44.73	\$9.65	\$17.14	\$0.00	\$71.52
For apprentice rates see	"Apprentice- LABORER (Hea	avy and Highway)	12/01/2026	\$46.17	\$9.65	\$17.14	\$0.00	\$72.96
PANEL & PICKUP TR			01/01/2024	\$38.78	\$15.07	\$18.67	\$0.00	\$72.52
TEAMSTERS JOINT COUNC	CIL NO. 10 ZONE B		06/01/2024			\$18.67	\$0.00	\$73.52
			12/01/2024			\$20.17	\$0.00	\$75.02
			01/01/2025		\$15.57	\$20.17	\$0.00	\$75.52
			06/01/2025			\$20.17	\$0.00	\$76.52
			12/01/2025			\$21.78	\$0.00	\$78.13
			01/01/2026		\$16.17	\$21.78	\$0.00	\$78.73
			06/01/2026			\$21.78	\$0.00	\$79.73
			12/01/2026			\$23.52	\$0.00	\$81.47
			01/01/2027			\$23.52	\$0.00	\$82.07
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
DECK)						
PILE DRIVER LOCAL 56 (ZONE 1)						
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
PILE DRIVER LOCAL 56 (ZONE 1)	00.01/2020	ψ.σ.σ.	Ψ>.10			401.09

Step	percent	Apprentice Base Wage I	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{1}{1}$	50	\$24.54	\$9.40	\$23.12	\$0.00	\$57.06	
2	60	\$29.44	\$9.40	\$23.12	\$0.00	\$61.96	
3	70	\$34.35	\$9.40	\$23.12	\$0.00	\$66.87	
4	75	\$36.80	\$9.40	\$23.12	\$0.00	\$69.32	
5	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78	
6	80	\$39.26	\$9.40	\$23.12	\$0.00	\$71.78	
7	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68	
8	90	\$44.16	\$9.40	\$23.12	\$0.00	\$76.68	
Note							
į		1/17; 45/45/55/55/70/70/80/80 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25					
App	rentice to Journeyworker	Ratio:1:5					
FITTER & STE		03/01/2024	\$65.28	\$12.70	\$21.80	\$0.00	\$99.78
TTERS LOCAL 537		09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.5
		03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.3

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Total Rate

Apprentice - PIPEFITTER - Local 537

Ff	fective D	ate - 03/0	1/2024				0 1		
Ste		cent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	40			\$26.11	\$12.70	\$9.05	\$0.00	\$47.86	
2	45			\$29.38	\$12.70	\$21.80	\$0.00	\$63.88	
3	60			\$39.17	\$12.70	\$21.80	\$0.00	\$73.67	
4	70			\$45.70	\$12.70	\$21.80	\$0.00	\$80.20	
5	80			\$52.22	\$12.70	\$21.80	\$0.00	\$86.72	
Ef	fective D	ate - 09/0	1/2024				Supplemental		
Ste	ep per	cent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40			\$26.83	\$12.70	\$9.05	\$0.00	\$48.58	
2	45			\$30.19	\$12.70	\$21.80	\$0.00	\$64.69	
3	60			\$40.25	\$12.70	\$21.80	\$0.00	\$74.75	
4	70			\$46.96	\$12.70	\$21.80	\$0.00	\$81.46	
5	80			\$53.66	\$12.70	\$21.80	\$0.00	\$88.16	
No	otes:								
	** 1 Ref	rig/AC Mec		are 1 yr. 3:6;4:8;5:10;6:12;7:14;8:1	7;9:20;10:23(Max)			
IPELAYER	** 1 Ref	rig/AC Mec				Max)\$9.65	\$17.14	\$0.00	\$64.90
PELAYER	** 1 Ref pprentice	rig/AC Mec to Journey	hanic **1:1;1:2;2:4; worker Ratio:**	3:6;4:8;5:10;6:12;7:14;8:1			\$17.14	\$0.00	\$64.90
PELAYER BORERS - ZONE 2 For apprentice rates PELAYER (HEA	Ref pprentice s see "Appre	rig/AC Mec to Journey entice- LABORI GHWAY)	hanic **1:1;1:2;2:4; worker Ratio:**	3:6;4:8;5:10;6:12;7:14;8:1	3 \$38.11		\$17.14	\$0.00	\$64.90 \$64.90
PELAYER BORERS - ZONE 2 For apprentice rates PELAYER (HEA	Ref pprentice s see "Appre	rig/AC Mec to Journey entice- LABORI GHWAY)	hanic **1:1;1:2;2:4; worker Ratio:**	3:6;4:8;5:10;6:12;7:14;8:1 12/01/202	3 \$38.11 3 \$38.11	\$9.65 \$9.65			
PELAYER BORERS - ZONE 2 For apprentice rates PELAYER (HEA	Ref pprentice s see "Appre	rig/AC Mec to Journey entice- LABORI GHWAY)	hanic **1:1;1:2;2:4; worker Ratio:**	3:6;4:8;5:10;6:12;7:14;8:1 12/01/202:	3 \$38.11 3 \$38.11 4 \$39.44	\$9.65 \$9.65 \$9.65	\$17.14	\$0.00	\$64.90
PELAYER BORERS - ZONE 2 For apprentice rates PELAYER (HEA	Ref pprentice s see "Appre	rig/AC Mec to Journey entice- LABORI GHWAY)	hanic **1:1;1:2;2:4; worker Ratio:**	12/01/2023 06/01/2024	3 \$38.11 3 \$38.11 4 \$39.44 4 \$40.77	\$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14	\$0.00 \$0.00	\$64.90 \$66.23
IPELAYER ABORERS - ZONE 2 For apprentice rates IPELAYER (HEA	Ref pprentice s see "Appre	rig/AC Mec to Journey entice- LABORI GHWAY)	hanic **1:1;1:2;2:4; worker Ratio:**	12/01/2022 12/01/2022 12/01/2022 12/01/2024	3 \$38.11 3 \$38.11 4 \$39.44 4 \$40.77 5 \$42.16	\$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56
PELAYER BORERS - ZONE 2 For apprentice rates PELAYER (HEA	Ref pprentice s see "Appre	rig/AC Mec to Journey entice- LABORI GHWAY)	hanic **1:1;1:2;2:4; worker Ratio:**	12/01/2022 12/01/2022 12/01/2022 06/01/2022 06/01/2022	3 \$38.11 4 \$39.44 4 \$40.77 5 \$42.16 5 \$43.54	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95
PELAYER BORERS - ZONE 2 For apprentice rates PELAYER (HEA' BORERS - ZONE 2 (HEA'	Ref Perentice s see "Appre VY & HI HEAVY & H.	entice- LABORI GHWAY)	hanic **1:1;1:2;2:4; worker Ratio:**	12/01/2022 12/01/2022 12/01/2022 06/01/2022 12/01/2022 06/01/2022 12/01/2022 06/01/2022 12/01/2022 12/01/2022	3 \$38.11 4 \$39.44 4 \$40.77 5 \$42.16 5 \$43.54	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33
IPELAYER ABORERS - ZONE 2 For apprentice rates IPELAYER (HEA ABORERS - ZONE 2 (F	Ref Poprentice S see "Appre VY & HI HEAVY & H.	rig/AC Mec to Journey entice- LABORI GHWAY) IGHWAY)	hanic **1:1;1:2;2:4; worker Ratio:**	12/01/2022 12/01/2022 12/01/2022 06/01/2022 12/01/2022 06/01/2022 12/01/2022 06/01/2022 12/01/2022 12/01/2022	3 \$38.11 4 \$39.44 4 \$40.77 5 \$42.16 5 \$43.54	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33 \$71.77 \$73.21
IPELAYER ABORERS - ZONE 2 For apprentice rates IPELAYER (HEA ABORERS - ZONE 2 (F) For apprentice rates LUMBERS & GA	Ref Poprentice S see "Appre VY & HI HEAVY & H.	rig/AC Mec to Journey entice- LABORI GHWAY) IGHWAY)	hanic **1:1;1:2;2:4; worker Ratio:**	12/01/2022 12/01/2022 12/01/2022 06/01/2022 12/01/2022 06/01/2022 12/01/2022 06/01/2022 12/01/2022 12/01/2022	3 \$38.11 3 \$38.11 4 \$39.44 4 \$40.77 5 \$42.16 5 \$43.54 6 \$44.98 6 \$46.42	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33 \$71.77 \$73.21
IPELAYER ABORERS - ZONE 2 For apprentice rates IPELAYER (HEA' ABORERS - ZONE 2 (HEA'	Ref Poprentice S see "Appre VY & HI HEAVY & H.	rig/AC Mec to Journey entice- LABORI GHWAY) IGHWAY)	hanic **1:1;1:2;2:4; worker Ratio:**	12/01/2022 12/01/2022 12/01/2022 06/01/2022 12/01/2022 12/01/2022 12/01/2022 12/01/2022	3 \$38.11 3 \$38.11 4 \$39.44 4 \$40.77 5 \$42.16 5 \$43.54 6 \$44.98 6 \$46.42 4 \$67.74	\$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65 \$9.65	\$17.14 \$17.14 \$17.14 \$17.14 \$17.14 \$17.14	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$64.90 \$66.23 \$67.56 \$68.95 \$70.33 \$71.77 \$73.21

Total Rate

	Effecti Step	percent 03/03/2024	A navanti	ce Base Wage	Haalth	Pension	Supplemental Unemployment	Total Rate	
	1 step	35	Арргени						
	2	40		\$23.71 \$27.10	\$14.32	\$6.88	\$0.00	\$44.91	
	3	55		*	\$14.32	\$7.82	\$0.00	\$49.24	
	4	65		\$37.26	\$14.32	\$10.65	\$0.00	\$62.23	
	5			\$44.03	\$14.32	\$12.53	\$0.00	\$70.88	
	3	75		\$50.81	\$14.32	\$14.41	\$0.00	\$79.54	
	Effecti	ive Date - 09/01/2024					Supplemental		
	Step	percent	Apprentic	ce Base Wage	Health	Pension	Unemployment	Total Rate	
	1	35		\$24.34	\$14.32	\$6.88	\$0.00	\$45.54	
	2	40		\$27.82	\$14.32	\$7.82	\$0.00	\$49.96	
	3	55		\$38.25	\$14.32	\$10.65	\$0.00	\$63.22	
	4	65		\$45.20	\$14.32	\$12.53	\$0.00	\$72.05	
	5	75		\$52.16	\$14.32	\$14.41	\$0.00	\$80.89	
	Notes:								
		** 1:2; 2:6; 3:10; 4:14; Step4 with lic\$69.00, S	1						
	Appre	ntice to Journeyworker	Ratio:**						
		OLS (TEMP.)		03/01/2024	4 \$65.	28 \$12.70	\$21.80	\$0.00	\$99.78
PEFITTERS LO	CAL 33/			09/01/2024	4 \$67.	08 \$12.70	\$21.80	\$0.00	\$101.5
				03/01/2025	\$68.	88 \$12.70	\$21.80	\$0.00	\$103.3
		"Apprentice- PIPEFITTER" or	'PLUMBER/PIPEFITTER"						
BORERS - ZON		FOOL OPERATOR		12/01/2023	3 \$38.	11 \$9.65	\$17.14	\$0.00	\$64.90
• • • • • • • • • • • • • • • • • • • •		"Apprentice- LABORER"							
IEUMATIC I GHWAY)	DRILL/	TOOL OPERATOR (HEA	AV Y &	12/01/2023			\$17.14	\$0.00	\$64.90
	E 2 (HEAV	Y & HIGHWAY)		06/01/2024	*		\$17.14	\$0.00	\$66.23
				12/01/2024			\$17.14	\$0.00	\$67.56
				06/01/2025		16 \$9.65	\$17.14	\$0.00	\$68.95
				12/01/202		54 \$9.65	\$17.14	\$0.00	\$70.33
				06/01/2020		98 \$9.65	\$17.14	\$0.00	\$71.77
For apprentice	e rates see '	"Apprentice- LABORER (Heav	v and Highway)	12/01/2020	5 \$46.	42 \$9.65	\$17.14	\$0.00	\$73.21
OWDERMAN BORERS - ZON	N & BLA		,	12/01/2023	3 \$38.	86 \$9.65	\$17.14	\$0.00	\$65.65
For apprentice	e rates see '	"Apprentice- LABORER"							
		ASTER (HEAVY & HIG	HWAY)	12/01/2023	3 \$39.	36 \$9.40	\$16.89	\$0.00	\$65.65
RORERS - ZON	E 2 (HEAV	Y & HIGHWAY)		06/01/2024	4 \$40.	69 \$9.40	\$16.89	\$0.00	\$66.98
				12/01/2024			\$16.89	\$0.00	\$68.31
				06/01/2025			\$16.89	\$0.00	\$69.70
				12/01/2025			\$16.89	\$0.00	\$71.08
				06/01/2020			\$16.89	\$0.00	\$72.52
					. 4.0.	. 470			- · - · · -

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
OF ELECTRIC ENGLISHED BOCKEY	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
D	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"				****		
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	12/01/2023	\$35.62	\$15.00	\$16.40	\$0.00	\$67.02
	06/01/2024	\$36.47	\$15.00	\$16.40	\$0.00	\$67.87
	12/01/2024	\$37.42	\$15.00	\$16.40	\$0.00	\$68.82
	06/01/2025	\$38.27	\$15.00	\$16.40	\$0.00	\$69.67
	12/01/2025	\$39.22	\$15.00	\$16.40	\$0.00	\$70.62
	06/01/2026	\$40.08	\$15.00	\$16.40	\$0.00	\$71.48
Construction and a second of ODED ATING ENGINEED CH	12/01/2026	\$41.03	\$15.00	\$16.40	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER TEAMSTERS 170 - Dauphinais (Bellingham)	01/01/2024	\$27.00	\$10.76	\$5.45	\$0.00	\$43.21
	12/01/2024	\$27.60	\$11.26	\$6.15	\$0.00	\$45.01
	01/01/2025	\$27.60	\$11.26	\$6.15	\$0.00	\$45.01
RECLAIMERS OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS - ZONE 2	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

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				00/01/202-		Ψ12.70			
				02/01/2025	\$52.78	\$12.78	\$21.45	\$0.00	\$87.01
				08/01/2025	\$54.28	\$12.78	\$21.45	\$0.00	\$88.51
				02/01/2026	\$55.53	\$12.78	\$21.45	\$0.00	\$89.76
		ntice - Ro	OOFER - Local 33 02/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$25.02	\$12.78	\$6.21	\$0.00	\$44.01	
	2	60		\$30.02	\$12.78	\$21.45	\$0.00	\$64.25	
	3	65		\$32.52	\$12.78	\$21.45	\$0.00	\$66.75	
	4	75		\$37.52	\$12.78	\$21.45	\$0.00	\$71.75	
	5	85		\$42.53	\$12.78	\$21.45	\$0.00	\$76.76	
	Effecti Step	ive Date -	08/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$25.77	\$12.78	\$6.21	\$0.00	\$44.76	
	2	60		\$30.92	\$12.78	\$21.45	\$0.00	\$65.15	
	3 65		\$33.49	\$12.78	\$21.45	\$0.00	\$67.72		
	4 75		\$38.65	\$12.78	\$21.45	\$0.00	\$72.88		
	5	85		\$43.80	\$12.78	\$21.45	\$0.00	\$78.03	
	Notes:	Step 1 is 2	5-10, the 1:10; Reroofing: 1: 2000 hrs.; Steps 2-5 are 100 h Mechanics' receive \$1.00	0 hrs.					
	Appre	ntice to Jo	urneyworker Ratio:**						
		E / PRECA	AST CONCRETE	02/01/2024	\$50.28	\$12.78	\$21.45	\$0.00	\$84.51
OFERS LOCAL	33			08/01/2024	\$51.78	\$12.78	\$21.45	\$0.00	\$86.01
				02/01/2025	\$53.03	\$12.78	\$21.45	\$0.00	\$87.26
				08/01/2025	\$54.53	\$12.78	\$21.45	\$0.00	\$88.76
For apprentice	e rates see '	"Apprentice- F	ROOFER"	02/01/2026	\$55.78	\$12.78	\$21.45	\$0.00	\$90.01
EETMETA	L WORK	KER		02/01/2024	\$57.22	\$14.59	\$27.50	\$2.98	\$102.29
EETMETAL WC	KKEKS L()CAL 1 / - A		08/01/2024	\$58.97	\$14.59	\$27.50	\$2.98	\$104.04
				02/01/2025	\$60.72	\$14.59	\$27.50	\$2.98	\$105.79
				08/01/2025	\$62.57	\$14.59	\$27.50	\$2.98	\$107.64
				02/01/2026	\$64.52	\$14.59	\$27.50	\$2.98	\$109.59

Effective Date

02/01/2024

08/01/2024

Base Wage

\$50.03

\$51.53

Health

\$12.78

\$12.78

Pension

\$21.45

\$21.45

Classification

ROOFERS LOCAL 33

ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg)

Supplemental

\$0.00

\$0.00

Unemployment

Total Rate

\$84.26

\$85.76

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Pension

Total Rate

	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
1	42	\$24.03	\$14.59	\$6.13	\$0.00	\$44.75	
2	42	\$24.03	\$14.59	\$6.13	\$0.00	\$44.75	
3	47	\$26.89	\$14.59	\$12.11	\$1.61	\$55.20	1
4	47	\$26.89	\$14.59	\$12.11	\$1.61	\$55.20	1
5	52	\$29.75	\$14.59	\$13.09	\$1.72	\$59.15	i
6	52	\$29.75	\$14.59	\$13.34	\$1.73	\$59.41	
7	60	\$34.33	\$14.59	\$14.75	\$1.91	\$65.58	í
8	65	\$37.19	\$14.59	\$15.73	\$2.03	\$69.54	
9	75	\$42.92	\$14.59	\$17.69	\$2.26	\$77.46)
10	85	\$48.64	\$14.59	\$19.15	\$2.47	\$84.85	
Effect Step	ive Date - 08/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{\operatorname{step}}{1}$	*						
2	42 42	\$24.77	\$14.59	\$6.13	\$0.00	\$45.49	
3	47	\$24.77	\$14.59	\$6.13	\$0.00	\$45.49	
4	47	\$27.72	\$14.59	\$12.11	\$1.63	\$56.05	
5	52	\$27.72	\$14.59	\$12.11	\$1.63	\$56.05	
6		\$30.66	\$14.59	\$13.09	\$1.75	\$60.09	
7	52	\$30.66	\$14.59	\$13.34	\$1.76	\$60.35	
8	60	\$35.38	\$14.59	\$14.75	\$1.94	\$66.66	
9	65	\$38.33	\$14.59	\$15.73	\$2.06	\$70.71	
10	75 85	\$44.23	\$14.59	\$17.69	\$2.30	\$78.81	
		\$50.12 	\$14.59 	\$19.15 — — —	\$2.52	\$86.38	
Notes							
	Steps are 6 mos.						
	ntice to Journeyworker Ratio:1:4						
ALIZED EARTI ERS JOINT COUNC	H MOVING EQUIP < 35 TONS	01/01/2024		\$15.07		\$0.00	\$72.9
		06/01/2024		\$15.07		\$0.00	\$73.9
		12/01/2024	4 \$40.24	\$15.07	\$20.17	\$0.00	\$75.4
		01/01/202		\$15.57		\$0.00	\$75.9
		06/01/202				\$0.00	\$76.9
		12/01/202				\$0.00	\$78.5
		01/01/2020	6 \$41.24	\$16.17		\$0.00	\$79.
		06/01/2020	6 \$42.24	\$16.17		\$0.00	\$80.
		12/01/2020	6 \$42.24	\$16.17	\$23.52	\$0.00	\$81.9

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	01/01/2024	\$39.53	\$15.07	\$18.67	\$0.00	\$73.27
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$40.53	\$15.07	\$18.67	\$0.00	\$74.27
	12/01/2024	\$40.53	\$15.07	\$20.17	\$0.00	\$75.77
	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
	06/01/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$77.27
	12/01/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$78.88
	01/01/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$79.48
	06/01/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$80.48
	12/01/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$82.22
	01/01/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$82.82
SPRINKLER FITTER	03/01/2024	\$69.75	\$10.90	\$23.20	\$0.00	\$103.85
SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	10/01/2024	\$71.55	\$10.90	\$23.20	\$0.00	\$105.65
	03/01/2025	\$73.35	\$10.90	\$23.20	\$0.00	\$107.45

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

Effecti	ve Date -	03/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	35		\$24.41	\$10.90	\$12.80	\$0.00	\$48.11
2	40		\$27.90	\$10.90	\$13.60	\$0.00	\$52.40
3	45		\$31.39	\$10.90	\$14.40	\$0.00	\$56.69
4	50		\$34.88	\$10.90	\$15.20	\$0.00	\$60.98
5	55		\$38.36	\$10.90	\$16.00	\$0.00	\$65.26
6	60		\$41.85	\$10.90	\$16.80	\$0.00	\$69.55
7	65		\$45.34	\$10.90	\$17.60	\$0.00	\$73.84
8	70		\$48.83	\$10.90	\$18.40	\$0.00	\$78.13
9	75		\$52.31	\$10.90	\$19.20	\$0.00	\$82.41
10	80		\$55.80	\$10.90	\$20.00	\$0.00	\$86.70
Effecti	ve Date -	10/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	35		\$25.04	\$10.90	\$12.80	\$0.00	\$48.74
2	40		\$28.62	\$10.90	\$13.60	\$0.00	\$53.12
3	45		\$32.20	\$10.90	\$14.40	\$0.00	\$57.50
4	50		\$35.78	\$10.90	\$15.20	\$0.00	\$61.88
5	55		\$39.35	\$10.90	\$16.00	\$0.00	\$66.25
6	60		\$42.93	\$10.90	\$16.80	\$0.00	\$70.63
7	65		\$46.51	\$10.90	\$17.60	\$0.00	\$75.01
8	70		\$50.09	\$10.90	\$18.40	\$0.00	\$79.39
9	75		\$53.66	\$10.90	\$19.20	\$0.00	\$83.76
10	80		\$57.24	\$10.90	\$20.00	\$0.00	\$88.14
Notes:	1 1	e entered prior 9/30/10: 55/60/65/70/75/80/85					
	Steps are	850 hours					

Apprentice to Journeyworker Ratio:1:3

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
TERRAZZO FINISHERS	02/01/2024	\$61.34	\$11.49	\$23.59	\$0.00	\$96.42
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2024	\$63.44	\$11.49	\$23.59	\$0.00	\$98.52
	02/01/2025	\$64.74	\$11.49	\$23.59	\$0.00	\$99.82
	08/01/2025	\$66.89	\$11.49	\$23.59	\$0.00	\$101.97
	02/01/2026	\$68.24	\$11.49	\$23.59	\$0.00	\$103.32
	08/01/2026	\$70.44	\$11.49	\$23.59	\$0.00	\$105.52
	02/01/2027	\$71.84	\$11.49	\$23.59	\$0.00	\$106.92

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 50 \$30.67 \$11.49 \$23.59 \$0.00 \$65.75 2 60 \$36.80 \$11.49 \$23.59 \$0.00 \$71.88 3 70 \$42.94 \$11.49 \$23.59 \$0.00 \$78.02 4 80 \$49.07 \$11.49 \$23.59 \$0.00 \$84.15 5 90 \$55.21 \$11.49 \$23.59 \$0.00 \$90.29 Effective Date - 08/01/2024	Effecti	ve Date -	02/01/2024				Supplemental	
2 60 \$36.80 \$11.49 \$23.59 \$0.00 \$71.88 3 70 \$42.94 \$11.49 \$23.59 \$0.00 \$78.02 4 80 \$49.07 \$11.49 \$23.59 \$0.00 \$84.15 5 90 \$55.21 \$11.49 \$23.59 \$0.00 \$90.29 Effective Date - 08/01/2024 Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 50 \$31.72 \$11.49 \$23.59 \$0.00 \$66.80 2 60 \$38.06 \$11.49 \$23.59 \$0.00 \$73.14 3 70 \$44.41 \$11.49 \$23.59 \$0.00 \$79.49 4 80 \$50.75 \$11.49 \$23.59 \$0.00 \$85.83	Step	percent		Apprentice Base Wage	Health	Pension		Total Rate
3 70 \$42.94 \$11.49 \$23.59 \$0.00 \$78.02 \$4 80 \$49.07 \$11.49 \$23.59 \$0.00 \$84.15 5 90 \$55.21 \$11.49 \$23.59 \$0.00 \$90.29 \$\$Effective Date - \$08/01/2024 \$\$Apprentice Base Wage Health Pension Unemployment Total Rate \$1 50 \$31.72 \$11.49 \$23.59 \$0.00 \$66.80 \$2 60 \$38.06 \$11.49 \$23.59 \$0.00 \$73.14 \$3 70 \$44.41 \$11.49 \$23.59 \$0.00 \$79.49 \$4 80 \$50.75 \$11.49 \$23.59 \$0.00 \$85.83	1	50		\$30.67	\$11.49	\$23.59	\$0.00	\$65.75
4 80 \$49.07 \$11.49 \$23.59 \$0.00 \$84.15 5 90 \$55.21 \$11.49 \$23.59 \$0.00 \$90.29 Effective Date - 08/01/2024 Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 50 \$31.72 \$11.49 \$23.59 \$0.00 \$66.80 2 60 \$38.06 \$11.49 \$23.59 \$0.00 \$73.14 3 70 \$44.41 \$11.49 \$23.59 \$0.00 \$79.49 4 80 \$50.75 \$11.49 \$23.59 \$0.00 \$85.83	2	60		\$36.80	\$11.49	\$23.59	\$0.00	\$71.88
5 90 \$55.21 \$11.49 \$23.59 \$0.00 \$90.29 Effective Date - 08/01/2024 Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 50 \$31.72 \$11.49 \$23.59 \$0.00 \$66.80 2 60 \$38.06 \$11.49 \$23.59 \$0.00 \$73.14 3 70 \$44.41 \$11.49 \$23.59 \$0.00 \$79.49 4 80 \$50.75 \$11.49 \$23.59 \$0.00 \$85.83	3	70		\$42.94	\$11.49	\$23.59	\$0.00	\$78.02
Effective Date - 08/01/2024 Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 50 \$31.72 \$11.49 \$23.59 \$0.00 \$66.80 2 60 \$38.06 \$11.49 \$23.59 \$0.00 \$73.14 3 70 \$44.41 \$11.49 \$23.59 \$0.00 \$79.49 4 80 \$50.75 \$11.49 \$23.59 \$0.00 \$85.83	4	80		\$49.07	\$11.49	\$23.59	\$0.00	\$84.15
Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 50 \$31.72 \$11.49 \$23.59 \$0.00 \$66.80 2 60 \$38.06 \$11.49 \$23.59 \$0.00 \$73.14 3 70 \$44.41 \$11.49 \$23.59 \$0.00 \$79.49 4 80 \$50.75 \$11.49 \$23.59 \$0.00 \$85.83	5	90		\$55.21	\$11.49	\$23.59	\$0.00	\$90.29
Step percent Apprentice Base Wage Health Pension Unemployment Total Rate 1 50 \$31.72 \$11.49 \$23.59 \$0.00 \$66.80 2 60 \$38.06 \$11.49 \$23.59 \$0.00 \$73.14 3 70 \$44.41 \$11.49 \$23.59 \$0.00 \$79.49 4 80 \$50.75 \$11.49 \$23.59 \$0.00 \$85.83	Effecti	ve Date -	08/01/2024				Sunnlemental	
2 60 \$38.06 \$11.49 \$23.59 \$0.00 \$73.14 3 70 \$44.41 \$11.49 \$23.59 \$0.00 \$79.49 4 80 \$50.75 \$11.49 \$23.59 \$0.00 \$85.83	Step	percent		Apprentice Base Wage	Health	Pension		Total Rate
3 70 \$44.41 \$11.49 \$23.59 \$0.00 \$79.49 4 80 \$50.75 \$11.49 \$23.59 \$0.00 \$85.83	1	50		\$31.72	\$11.49	\$23.59	\$0.00	\$66.80
4 80 \$50.75 \$11.49 \$23.59 \$0.00 \$85.83	2	60		\$38.06	\$11.49	\$23.59	\$0.00	\$73.14
-	3	70		\$44.41	\$11.49	\$23.59	\$0.00	\$79.49
5 90 \$57.10 \$11.49 \$23.59 \$0.00 \$92.18	4	80		\$50.75	\$11.49	\$23.59	\$0.00	\$85.83
	5	90		\$57.10	\$11.49	\$23.59	\$0.00	\$92.18
								i

Apprentice to Journeyworker Ratio:1:3

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE	12/01/2023	\$48.33	\$9.65	\$18.22	\$0.00	\$76.20
LABORERS - FOUNDATION AND MARINE	06/01/2024	\$49.81	\$9.65	\$18.22	\$0.00	\$77.68
	12/01/2024	\$51.28	\$9.65	\$18.22	\$0.00	\$79.15
	06/01/2025	\$52.78	\$9.65	\$18.22	\$0.00	\$80.65
	12/01/2025	\$54.28	\$9.65	\$18.22	\$0.00	\$82.15
	06/01/2026	\$55.83	\$9.65	\$18.22	\$0.00	\$83.70
	12/01/2026	\$57.33	\$9.65	\$18.22	\$0.00	\$85.20
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER LABORERS - FOUNDATION AND MARINE	12/01/2023	\$44.45	\$9.65	\$18.22	\$0.00	\$72.32
LABORERS - POUNDATION AND MARINE	06/01/2024	\$45.93	\$9.65	\$18.22	\$0.00	\$73.80
	12/01/2024	\$47.40	\$9.65	\$18.22	\$0.00	\$75.27
	06/01/2025	\$48.90	\$9.65	\$18.22	\$0.00	\$76.77
	12/01/2025	\$50.40	\$9.65	\$18.22	\$0.00	\$78.27
	06/01/2026	\$51.95	\$9.65	\$18.22	\$0.00	\$79.82
	12/01/2026	\$53.45	\$9.65	\$18.22	\$0.00	\$81.32
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2023	\$44.33	\$9.65	\$18.22	\$0.00	\$72.20
ENDORLIS - I CONDITION AND INDIVINE	06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
	12/01/2024	\$47.28	\$9.65	\$18.22	\$0.00	\$75.15
	06/01/2025	\$48.78	\$9.65	\$18.22	\$0.00	\$76.65
	12/01/2025	\$50.28	\$9.65	\$18.22	\$0.00	\$78.15
	06/01/2026	\$51.83	\$9.65	\$18.22	\$0.00	\$79.70
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$53.33	\$9.65	\$18.22	\$0.00	\$81.20
TRACTORS/PORTABLE STEAM GENERATORS	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$54.43 \$55.71	\$15.00	\$16.40	\$0.00	\$83.83
	12/01/2024	\$53.71 \$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$57.13	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025		*	\$16.40	\$0.00	\$91.27
		\$59.87	\$15.00	\$16.40	\$0.00	
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.59	\$15.00	\$10.40	\$0.00	\$93.99
TRAILERS FOR EARTH MOVING EQUIPMENT	01/01/2024	\$39.82	\$15.07	\$18.67	\$0.00	\$73.56
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$40.82	\$15.07	\$18.67	\$0.00	\$74.56
	12/01/2024	\$40.82	\$15.07	\$20.17	\$0.00	\$76.06
	01/01/2025	\$40.82	\$15.57	\$20.17	\$0.00	\$76.56
	06/01/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$77.56
	12/01/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$77.30
	01/01/2026	\$41.82	\$15.57	\$21.78	\$0.00	\$79.17
				\$21.78	\$0.00	\$79.77
	06/01/2026	\$42.82 \$42.82	\$16.17			
	12/01/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$82.51
	01/01/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$83.11

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TUNNEL WORK - COMPRESSED AIR **LABORERS (COMPRESSED AIR)**	12/01/2023 06/01/2024	\$56.56	\$9.65	A10.65		
ABOKEKS (COMPRESSED AIK)	06/01/2024		$\psi J.UJ$	\$18.67	\$0.00	\$84.88
	00/01/2024	\$58.04	\$9.65	\$18.67	\$0.00	\$86.36
	12/01/2024	\$59.51	\$9.65	\$18.67	\$0.00	\$87.83
	06/01/2025	\$61.01	\$9.65	\$18.67	\$0.00	\$89.33
	12/01/2025	\$62.51	\$9.65	\$18.67	\$0.00	\$90.83
	06/01/2026	\$64.06	\$9.65	\$18.67	\$0.00	\$92.38
	12/01/2026	\$65.56	\$9.65	\$18.67	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	12/01/2023	\$58.56	\$9.65	\$18.67	\$0.00	\$86.88
ADORLAS (COM RESSED MAY	06/01/2024	\$60.04	\$9.65	\$18.67	\$0.00	\$88.36
	12/01/2024	\$61.51	\$9.65	\$18.67	\$0.00	\$89.83
	06/01/2025	\$63.01	\$9.65	\$18.67	\$0.00	\$91.33
	12/01/2025	\$64.51	\$9.65	\$18.67	\$0.00	\$92.83
	06/01/2026	\$66.06	\$9.65	\$18.67	\$0.00	\$94.38
	12/01/2026	\$67.56	\$9.65	\$18.67	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						
ΓUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL)	12/01/2023	\$48.63	\$9.65	\$18.67	\$0.00	\$76.95
220 C. 1. 1. 2. 1. 1. 2. 1. 1. 2. 1. 1. 2. 1. 1. 2. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.	06/01/2024	\$50.11	\$9.65	\$18.67	\$0.00	\$78.43
	12/01/2024	\$51.58	\$9.65	\$18.67	\$0.00	\$79.90
	06/01/2025	\$53.08	\$9.65	\$18.67	\$0.00	\$81.40
	12/01/2025	\$54.58	\$9.65	\$18.67	\$0.00	\$82.90
	06/01/2026	\$56.13	\$9.65	\$18.67	\$0.00	\$84.45
	12/01/2026	\$57.63	\$9.65	\$18.67	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"						
ΓUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL)	12/01/2023	\$50.63	\$9.65	\$18.67	\$0.00	\$78.95
and the state of t	06/01/2024	\$52.11	\$9.65	\$18.67	\$0.00	\$80.43
	12/01/2024	\$53.58	\$9.65	\$18.67	\$0.00	\$81.90
	06/01/2025	\$55.08	\$9.65	\$18.67	\$0.00	\$83.40
	12/01/2025	\$56.58	\$9.65	\$18.67	\$0.00	\$84.90
	06/01/2026	\$58.13	\$9.65	\$18.67	\$0.00	\$86.45
	12/01/2026	\$59.63	\$9.65	\$18.67	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$39.24	\$15.07	\$18.67	\$0.00	\$72.98
2	06/01/2024	\$40.24	\$15.07	\$18.67	\$0.00	\$73.98
	12/01/2024	\$40.24	\$15.07	\$20.17	\$0.00	\$75.48
	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53
VOICE-DATA-VIDEO TECHNICIAN	09/03/2023	\$34.49	\$13.00	\$17.22	\$0.00	\$64.71
ELECTRICIANS LOCAL 96	09/01/2024	\$35.29	\$13.99	\$17.57	\$0.00	\$66.85
	09/07/2025	\$36.12	\$14.98	\$17.91	\$0.00	\$69.01
	09/06/2026	\$37.04	\$15.96	\$18.27	\$0.00	\$71.27
	07/00/2020	φ <i>5 /</i> .U 1	φ13.90	Ψ10.2/	ψ0.00	ψ/1.Δ/

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Apprentice - VOICE-DATA-VIDEO TECHNICIAN - Local 96

Pension

Total Rate

Effective Date - 09/03/2023	ibbo ibeliivieniiv boom yo			Supplemental		
Step percent	Apprentice Base Wa	ge Health	Pension	Unemployment	Total Rate	
1 50	\$17.25	\$13.00	\$4.31	\$0.00	\$34.56	
2 55	\$18.97	\$13.00	\$4.36	\$0.00	\$36.33	
3 60	\$20.69	\$13.00	\$16.81	\$0.00	\$50.50	
4 65	\$22.42	\$13.00	\$16.86	\$0.00	\$52.28	
5 70	\$24.14	\$13.00	\$16.91	\$0.00	\$54.05	
6 75	\$25.87	\$13.00	\$16.97	\$0.00	\$55.84	
7 80	\$27.59	\$13.00	\$17.02	\$0.00	\$57.61	
8 85	\$29.32	\$13.00	\$17.07	\$0.00	\$59.39	
Effective Date - 09/01/2024				Supplemental		
Step percent	Apprentice Base Wa	ge Health	Pension	Unemployment	Total Rate	
1 50	\$17.65	\$13.99	\$4.41	\$0.00	\$36.05	
2 55	\$19.41	\$13.99	\$4.46	\$0.00	\$37.86	
3 60	\$21.17	\$13.99	\$17.15	\$0.00	\$52.31	
4 65	\$22.94	\$13.99	\$17.20	\$0.00	\$54.13	
5 70	\$24.70	\$13.99	\$17.25	\$0.00	\$55.94	
6 75	\$26.47	\$13.99	\$17.30	\$0.00	\$57.76	
7 80	\$28.23	\$13.99	\$17.36	\$0.00	\$59.58	
8 85	\$30.00	\$13.99	\$17.41	\$0.00	\$61.40	
Notes:						
İ					i	
Apprentice to Journeyworker	Ratio:1:1					
WAGON DRILL OPERATOR LABORERS - ZONE 2	12/01/2	2023 \$38.1	1 \$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGH	HWAY) 12/01/2	2023 \$38.1	1 \$9.65	\$17.14	\$0.00	\$64.90
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2	2024 \$39.4	\$9.65	\$17.14	\$0.00	\$66.23
	12/01/2	2024 \$40.7	77 \$9.65	\$17.14	\$0.00	\$67.56
	06/01/2	2025 \$42.1	6 \$9.65	\$17.14	\$0.00	\$68.95
	12/01/2	2025 \$43.5	\$9.65	\$17.14	\$0.00	\$70.33
	06/01/2	2026 \$44.9	98 \$9.65	\$17.14	\$0.00	\$71.77
For apprentice rates see "Apprentice- LABORER (Heav	12/01/2	2026 \$46.4	\$9.65	\$17.14	\$0.00	\$73.21
WASTE WATER PUMP OPERATOR	12/01/2	2023 \$55.0	3 \$15.00	\$16.40	\$0.00	\$86.43
OPERATING ENGINEERS LOCAL 4	06/01/2	2024 \$56.3	\$15.00	\$16.40	\$0.00	\$87.73
	12/01/2	2024 \$57.7	78 \$15.00	\$16.40	\$0.00	\$89.18
	06/01/2	2025 \$59.0	98 \$15.00	\$16.40	\$0.00	\$90.48
	12/01/2	2025 \$60.5	\$15.00	\$16.40	\$0.00	\$91.93
	06/01/2	2026 \$61.8	\$15.00	\$16.40	\$0.00	\$93.23
	12/01/2	2026 \$63.2	\$15.00	\$16.40	\$0.00	\$94.68
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER	03/03/2024	\$67.74	\$14.32	\$19.11	\$0.00	\$101.17
PLUMBERS & GASFITTERS LOCAL 12	09/01/2024	\$69.54	\$14.32	\$19.11	\$0.00	\$102.97
	03/02/2025	\$71.34	\$14.32	\$19.11	\$0.00	\$104.77
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFI	ITTER"					

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

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

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