



MAURA HEALEY
Governor

KIM DRISCOLL
Lt. Governor

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

Prevailing Wage Rates

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

LAUREN JONES
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: Town of Montague
Contract Number: **City/Town:** MONTAGUE
Description of Work: Project will remove hazardous materials including asbestos from Town-owned utility lines on privately-owned footbridge structure, in anticipation of footbridge demolition
Job Location: over Turners Falls Canal, Turners Falls, MA

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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 <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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 <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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 <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2024	\$35.75	\$9.90	\$17.57	\$0.00	\$63.22
	06/02/2025	\$37.00	\$9.90	\$17.57	\$0.00	\$64.47
	12/01/2025	\$38.25	\$9.90	\$17.57	\$0.00	\$65.72
	06/01/2026	\$39.55	\$9.90	\$17.57	\$0.00	\$67.02
	12/07/2026	\$40.85	\$9.90	\$17.57	\$0.00	\$68.32
	06/07/2027	\$42.25	\$9.90	\$17.57	\$0.00	\$69.72
	12/06/2027	\$43.65	\$9.90	\$17.57	\$0.00	\$71.12
	06/05/2028	\$45.15	\$9.90	\$17.57	\$0.00	\$72.62
	12/04/2028	\$46.65	\$9.90	\$17.57	\$0.00	\$74.12
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2024	\$35.75	\$9.90	\$15.56	\$0.00	\$61.21
	06/01/2025	\$37.00	\$9.90	\$15.56	\$0.00	\$62.46
	12/01/2025	\$38.24	\$9.90	\$15.56	\$0.00	\$63.70
	06/01/2026	\$39.54	\$9.90	\$15.56	\$0.00	\$65.00
	12/01/2026	\$40.83	\$9.90	\$15.56	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	12/01/2024	\$38.52	\$14.50	\$10.55	\$0.00	\$63.57
	06/01/2025	\$39.42	\$14.50	\$10.55	\$0.00	\$64.47
	12/01/2025	\$40.32	\$14.50	\$10.55	\$0.00	\$65.37

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2024	\$35.25	\$9.90	\$17.57	\$0.00	\$62.72
	06/02/2025	\$36.50	\$9.90	\$17.57	\$0.00	\$63.97
	12/01/2025	\$37.75	\$9.90	\$17.57	\$0.00	\$65.22
	06/01/2026	\$39.05	\$9.90	\$17.57	\$0.00	\$66.52
	12/07/2026	\$40.35	\$9.90	\$17.57	\$0.00	\$67.82
	06/07/2027	\$41.75	\$9.90	\$17.57	\$0.00	\$69.22
	12/06/2027	\$43.15	\$9.90	\$17.57	\$0.00	\$70.62
	06/05/2028	\$44.65	\$9.90	\$17.57	\$0.00	\$72.12
	12/04/2028	\$46.15	\$9.90	\$17.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2024	\$35.25	\$9.90	\$15.56	\$0.00	\$60.71
	06/01/2025	\$36.50	\$9.90	\$15.56	\$0.00	\$61.96
	12/01/2025	\$37.74	\$9.90	\$15.56	\$0.00	\$63.20
	06/01/2026	\$39.04	\$9.90	\$15.56	\$0.00	\$64.50
	12/01/2026	\$40.33	\$9.90	\$15.56	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2024	\$35.25	\$9.90	\$17.57	\$0.00	\$62.72
	06/02/2025	\$36.50	\$9.90	\$17.57	\$0.00	\$63.97
	12/01/2025	\$37.75	\$9.90	\$17.57	\$0.00	\$65.22
	06/01/2026	\$39.05	\$9.90	\$17.57	\$0.00	\$66.52
	12/07/2026	\$40.35	\$9.90	\$17.57	\$0.00	\$67.82
	06/07/2027	\$41.75	\$9.90	\$17.57	\$0.00	\$69.22
	12/06/2027	\$43.15	\$9.90	\$17.57	\$0.00	\$70.62
	06/05/2028	\$44.65	\$9.90	\$17.57	\$0.00	\$72.12
	12/04/2028	\$46.15	\$9.90	\$17.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.03	\$13.78	\$15.15	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2024	\$35.75	\$9.90	\$17.57	\$0.00	\$63.22
	06/02/2025	\$37.00	\$9.90	\$17.57	\$0.00	\$64.47
	12/01/2025	\$38.25	\$9.90	\$17.57	\$0.00	\$65.72
	06/01/2026	\$39.55	\$9.90	\$17.57	\$0.00	\$67.02
	12/07/2026	\$40.85	\$9.90	\$17.57	\$0.00	\$68.32
	06/07/2027	\$42.25	\$9.90	\$17.57	\$0.00	\$69.72
	12/06/2027	\$43.65	\$9.90	\$17.57	\$0.00	\$71.12
	06/05/2028	\$45.15	\$9.90	\$17.57	\$0.00	\$72.62
	12/04/2028	\$46.65	\$9.90	\$17.57	\$0.00	\$74.12
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	12/01/2024	\$35.75	\$9.90	\$15.56	\$0.00	\$61.21
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2025	\$37.00	\$9.90	\$15.56	\$0.00	\$62.46
	12/01/2025	\$38.24	\$9.90	\$15.56	\$0.00	\$63.70
	06/01/2026	\$39.54	\$9.90	\$15.56	\$0.00	\$65.00
	12/01/2026	\$40.83	\$9.90	\$15.56	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79
BOILERMAKERS LOCAL 29						

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2024

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

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	02/01/2025	\$54.21	\$11.49	\$21.46	\$0.00	\$87.16
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	08/01/2025	\$56.36	\$11.49	\$21.46	\$0.00	\$89.31
	02/01/2026	\$57.71	\$11.49	\$21.46	\$0.00	\$90.66
	08/01/2026	\$59.91	\$11.49	\$21.46	\$0.00	\$92.86
	02/01/2027	\$61.31	\$11.49	\$21.46	\$0.00	\$94.26

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.11	\$11.49	\$21.46	\$0.00	\$60.06
2	60	\$32.53	\$11.49	\$21.46	\$0.00	\$65.48
3	70	\$37.95	\$11.49	\$21.46	\$0.00	\$70.90
4	80	\$43.37	\$11.49	\$21.46	\$0.00	\$76.32
5	90	\$48.79	\$11.49	\$21.46	\$0.00	\$81.74

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.18	\$11.49	\$21.46	\$0.00	\$61.13
2	60	\$33.82	\$11.49	\$21.46	\$0.00	\$66.77
3	70	\$39.45	\$11.49	\$21.46	\$0.00	\$72.40
4	80	\$45.09	\$11.49	\$21.46	\$0.00	\$78.04
5	90	\$50.72	\$11.49	\$21.46	\$0.00	\$83.67

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
/CLAM SHELL OPERATING						

ENGINEERS LOCAL 98

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN	12/01/2024	\$47.35	\$9.90	\$19.05	\$0.00	\$76.30
LABORERS - FOUNDATION AND MARINE	06/01/2025	\$48.85	\$9.90	\$19.05	\$0.00	\$77.80
	12/01/2025	\$50.35	\$9.90	\$19.05	\$0.00	\$79.30
	06/01/2026	\$51.90	\$9.90	\$19.05	\$0.00	\$80.85
	12/01/2026	\$53.40	\$9.90	\$19.05	\$0.00	\$82.35

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER	12/01/2024	\$46.20	\$9.90	\$19.05	\$0.00	\$75.15
LABORERS - FOUNDATION AND MARINE	06/01/2025	\$47.70	\$9.90	\$19.05	\$0.00	\$76.65
	12/01/2025	\$49.20	\$9.90	\$19.05	\$0.00	\$78.15
	06/01/2026	\$50.75	\$9.90	\$19.05	\$0.00	\$79.70
	12/01/2026	\$52.25	\$9.90	\$19.05	\$0.00	\$81.20

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING TOP MAN	12/01/2024	\$46.53	\$9.90	\$19.05	\$0.00	\$75.48
LABORERS - FOUNDATION AND MARINE	06/01/2025	\$48.03	\$9.90	\$19.05	\$0.00	\$76.98
	12/01/2025	\$49.53	\$9.90	\$19.05	\$0.00	\$78.48
	06/01/2026	\$51.08	\$9.90	\$19.05	\$0.00	\$80.03
	12/01/2026	\$52.58	\$9.90	\$19.05	\$0.00	\$81.53

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2024	\$35.25	\$9.90	\$17.57	\$0.00	\$62.72
	06/02/2025	\$36.50	\$9.90	\$17.57	\$0.00	\$63.97
	12/01/2025	\$37.75	\$9.90	\$17.57	\$0.00	\$65.22
	06/01/2026	\$39.05	\$9.90	\$17.57	\$0.00	\$66.52
	12/07/2026	\$40.35	\$9.90	\$17.57	\$0.00	\$67.82
	06/07/2027	\$41.75	\$9.90	\$17.57	\$0.00	\$69.22
	12/06/2027	\$43.15	\$9.90	\$17.57	\$0.00	\$70.62
	06/05/2028	\$44.65	\$9.90	\$17.57	\$0.00	\$72.12
	12/04/2028	\$46.15	\$9.90	\$17.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"						

CARPENTER <i>CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN</i>	03/01/2025	\$43.26	\$7.91	\$18.15	\$0.00	\$69.32
	09/01/2025	\$44.21	\$7.91	\$18.15	\$0.00	\$70.27
	03/01/2026	\$45.11	\$7.91	\$18.15	\$0.00	\$71.17
	09/01/2026	\$46.06	\$7.91	\$18.15	\$0.00	\$72.12
	03/01/2027	\$46.96	\$7.91	\$18.15	\$0.00	\$73.02

Apprentice - CARPENTER - Local 336 Hampden Hampshire Franklin

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.47	\$7.91	\$1.40	\$0.00	\$28.78
2	45	\$19.47	\$7.91	\$1.40	\$0.00	\$28.78
3	55	\$23.79	\$7.91	\$2.76	\$0.00	\$34.46
4	55	\$23.79	\$7.91	\$2.76	\$0.00	\$34.46
5	70	\$30.28	\$7.91	\$15.39	\$0.00	\$53.58
6	70	\$30.28	\$7.91	\$15.39	\$0.00	\$53.58
7	80	\$34.61	\$7.91	\$16.77	\$0.00	\$59.29
8	80	\$34.61	\$7.91	\$16.77	\$0.00	\$59.29

Effective Date - 09/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.89	\$7.91	\$1.38	\$0.00	\$29.18
2	45	\$19.89	\$7.91	\$1.38	\$0.00	\$29.18
3	55	\$24.32	\$7.91	\$2.76	\$0.00	\$34.99
4	55	\$24.32	\$7.91	\$2.76	\$0.00	\$34.99
5	70	\$30.95	\$7.91	\$15.39	\$0.00	\$54.25
6	70	\$30.95	\$7.91	\$15.39	\$0.00	\$54.25
7	80	\$35.37	\$7.91	\$16.77	\$0.00	\$60.05
8	80	\$35.37	\$7.91	\$16.77	\$0.00	\$60.05

Notes:

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME <i>CARPENTERS-ZONE 3 (Wood Frame)</i>	10/01/2024	\$26.65	\$7.02	\$4.80	\$0.00	\$38.47
	10/01/2025	\$27.75	\$7.02	\$4.80	\$0.00	\$39.57
	10/01/2026	\$28.85	\$7.02	\$4.80	\$0.00	\$40.67

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
All Aspects of New Wood Frame Work							
Apprentice - CARPENTER (Wood Frame) - Zone 3							
Effective Date - 10/01/2024							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60	\$15.99	\$7.02	\$0.00	\$0.00	\$23.01	
2	60	\$15.99	\$7.02	\$0.00	\$0.00	\$23.01	
3	65	\$17.32	\$7.02	\$1.00	\$0.00	\$25.34	
4	70	\$18.66	\$7.02	\$1.00	\$0.00	\$26.68	
5	75	\$19.99	\$7.02	\$4.80	\$0.00	\$31.81	
6	80	\$21.32	\$7.02	\$4.80	\$0.00	\$33.14	
7	85	\$22.65	\$7.02	\$4.80	\$0.00	\$34.47	
8	90	\$23.99	\$7.02	\$4.80	\$0.00	\$35.81	
Effective Date - 10/01/2025							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60	\$16.65	\$7.02	\$0.00	\$0.00	\$23.67	
2	60	\$16.65	\$7.02	\$0.00	\$0.00	\$23.67	
3	65	\$18.04	\$7.02	\$1.00	\$0.00	\$26.06	
4	70	\$19.43	\$7.02	\$1.00	\$0.00	\$27.45	
5	75	\$20.81	\$7.02	\$4.80	\$0.00	\$32.63	
6	80	\$22.20	\$7.02	\$4.80	\$0.00	\$34.02	
7	85	\$23.59	\$7.02	\$4.80	\$0.00	\$35.41	
8	90	\$24.98	\$7.02	\$4.80	\$0.00	\$36.80	
Notes:							
Apprentice to Journeyworker Ratio:1:5							
CEMENT MASONRY/PLASTERING		07/01/2024	\$44.56	\$13.20	\$19.23	\$1.69	\$78.68
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)							

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.28	\$13.20	\$16.30	\$0.00	\$51.78
2	60	\$26.74	\$13.20	\$19.23	\$1.69	\$60.86
3	65	\$28.96	\$13.20	\$19.23	\$1.69	\$63.08
4	70	\$31.19	\$13.20	\$19.23	\$1.69	\$65.31
5	75	\$33.42	\$13.20	\$19.23	\$1.69	\$67.54
6	80	\$35.65	\$13.20	\$19.23	\$1.69	\$69.77
7	90	\$40.10	\$13.20	\$19.23	\$1.69	\$74.22

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR	12/02/2024	\$35.25	\$9.90	\$17.57	\$0.00	\$62.72
LABORERS - ZONE 3 (BUILDING & SITE)	06/02/2025	\$36.50	\$9.90	\$17.57	\$0.00	\$63.97
	12/01/2025	\$37.75	\$9.90	\$17.57	\$0.00	\$65.22
	06/01/2026	\$39.05	\$9.90	\$17.57	\$0.00	\$66.52
	12/07/2026	\$40.35	\$9.90	\$17.57	\$0.00	\$67.82
	06/07/2027	\$41.75	\$9.90	\$17.57	\$0.00	\$69.22
	12/06/2027	\$43.15	\$9.90	\$17.57	\$0.00	\$70.62
	06/05/2028	\$44.65	\$9.90	\$17.57	\$0.00	\$72.12
	12/04/2028	\$46.15	\$9.90	\$17.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"						
COMPRESSOR OPERATOR	12/01/2023	\$39.03	\$13.78	\$15.15	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR	12/01/2023	\$43.06	\$13.78	\$15.15	\$0.00	\$71.99
OPERATING ENGINEERS LOCAL 98						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE)	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36
PAINTERS LOCAL 35 - ZONE 3						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - PAINTER Local 35 - BRIDGES/TANKS						
Effective Date - 01/01/2025						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30
Notes: Steps are 750 hrs.						
Apprentice to Journeyworker Ratio:1:1						
DEMO: ADZEMAN		12/02/2024	\$46.25	\$9.90	\$18.90	\$75.05
LABORERS - ZONE 3 (BUILDING & SITE)		06/02/2025	\$47.75	\$9.90	\$18.90	\$76.55
		12/01/2025	\$49.25	\$9.90	\$18.90	\$78.05
		06/01/2026	\$50.80	\$9.90	\$18.90	\$79.60
		12/07/2026	\$52.30	\$9.90	\$18.90	\$81.10
		06/07/2027	\$53.90	\$9.90	\$18.90	\$82.70
		12/06/2027	\$55.50	\$9.90	\$18.90	\$84.30
		06/05/2028	\$57.18	\$9.90	\$18.90	\$85.98
		12/04/2028	\$58.85	\$9.90	\$18.90	\$87.65
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR		12/02/2024	\$47.25	\$9.90	\$18.90	\$76.05
LABORERS - ZONE 3 (BUILDING & SITE)		06/02/2025	\$48.75	\$9.90	\$18.90	\$77.55
		12/01/2025	\$50.25	\$9.90	\$18.90	\$79.05
		06/01/2026	\$51.80	\$9.90	\$18.90	\$80.60
		12/07/2026	\$53.30	\$9.90	\$18.90	\$82.10
		06/07/2027	\$54.90	\$9.90	\$18.90	\$83.70
		12/06/2027	\$56.50	\$9.90	\$18.90	\$85.30
		06/05/2028	\$58.18	\$9.90	\$18.90	\$86.98
		12/04/2028	\$59.85	\$9.90	\$18.90	\$88.65
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS		12/02/2024	\$47.75	\$9.65	\$18.40	\$75.80
LABORERS - ZONE 3 (BUILDING & SITE)		06/02/2025	\$49.25	\$9.65	\$18.40	\$77.30
		12/01/2025	\$50.75	\$9.65	\$18.40	\$78.80
		06/01/2026	\$52.30	\$9.65	\$18.40	\$80.35
		12/07/2026	\$53.80	\$9.65	\$18.40	\$81.85
		06/07/2027	\$55.40	\$9.65	\$18.40	\$83.45
		12/06/2027	\$57.00	\$9.65	\$18.40	\$85.05
		06/05/2028	\$58.68	\$9.65	\$18.40	\$86.73
		12/04/2028	\$60.35	\$9.65	\$18.40	\$88.40

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2024	\$47.25	\$9.90	\$18.90	\$0.00	\$76.05
	06/02/2025	\$48.75	\$9.90	\$18.90	\$0.00	\$77.55
	12/01/2025	\$50.25	\$9.90	\$18.90	\$0.00	\$79.05
	06/01/2026	\$51.80	\$9.90	\$18.90	\$0.00	\$80.60
	12/07/2026	\$53.30	\$9.90	\$18.90	\$0.00	\$82.10
	06/07/2027	\$54.90	\$9.90	\$18.90	\$0.00	\$83.70
	12/06/2027	\$56.50	\$9.90	\$18.90	\$0.00	\$85.30
	06/05/2028	\$58.18	\$9.90	\$18.90	\$0.00	\$86.98
	12/04/2028	\$59.85	\$9.90	\$18.90	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2024	\$47.75	\$9.65	\$18.40	\$0.00	\$75.80
	06/02/2025	\$49.25	\$9.65	\$18.40	\$0.00	\$77.30
	12/01/2025	\$50.75	\$9.65	\$18.40	\$0.00	\$78.80
	06/01/2026	\$52.30	\$9.65	\$18.40	\$0.00	\$80.35
	12/07/2026	\$53.80	\$9.65	\$18.40	\$0.00	\$81.85
	06/07/2027	\$55.40	\$9.65	\$18.40	\$0.00	\$83.45
	12/06/2027	\$57.00	\$9.65	\$18.40	\$0.00	\$85.05
	06/05/2028	\$58.68	\$9.65	\$18.40	\$0.00	\$86.73
	12/04/2028	\$60.35	\$9.65	\$18.40	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2024	\$46.25	\$9.90	\$18.90	\$0.00	\$75.05
	06/02/2025	\$47.75	\$9.90	\$18.90	\$0.00	\$76.55
	12/01/2025	\$49.25	\$9.90	\$18.90	\$0.00	\$78.05
	06/01/2026	\$50.80	\$9.90	\$18.90	\$0.00	\$79.60
	12/07/2026	\$52.30	\$9.90	\$18.90	\$0.00	\$81.10
	06/07/2027	\$53.90	\$9.90	\$18.90	\$0.00	\$82.70
	12/06/2027	\$55.50	\$9.90	\$18.90	\$0.00	\$84.30
	06/05/2028	\$57.18	\$9.90	\$18.90	\$0.00	\$85.98
	12/04/2028	\$58.85	\$9.90	\$18.90	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2024	\$78.11	\$10.08	\$24.29	\$0.00	\$112.48
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2024	\$49.19	\$10.08	\$24.29	\$0.00	\$83.56
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2024	\$83.69	\$10.08	\$24.29	\$0.00	\$118.06
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELECTRICIAN (Including Core Drilling)	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
<i>ELECTRICIANS LOCAL 7</i>	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37

Apprentice - *ELECTRICIAN - Local 7*

Effective Date - 12/29/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.42	\$7.35	\$0.61	\$0.00	\$28.38
2	45	\$22.98	\$7.35	\$0.69	\$0.00	\$31.02
3	50	\$25.53	\$13.25	\$7.47	\$0.00	\$46.25
4	55	\$28.08	\$13.25	\$7.54	\$0.00	\$48.87
5	65	\$33.19	\$13.25	\$9.74	\$0.00	\$56.18
6	70	\$35.74	\$13.25	\$11.19	\$0.00	\$60.18

Effective Date - 06/29/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.86	\$7.50	\$0.63	\$0.00	\$28.99
2	45	\$23.47	\$7.50	\$0.70	\$0.00	\$31.67
3	50	\$26.08	\$13.50	\$7.53	\$0.00	\$47.11
4	55	\$28.69	\$13.50	\$7.61	\$0.00	\$49.80
5	65	\$33.90	\$13.50	\$9.84	\$0.00	\$57.24
6	70	\$36.51	\$13.50	\$11.30	\$0.00	\$61.31

Notes:

Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

Apprentice to Journeyworker Ratio:2:3****

ELEVATOR CONSTRUCTOR	01/01/2025	\$62.83	\$16.28	\$21.36	\$0.00	\$100.47
<i>ELEVATOR CONSTRUCTORS LOCAL 41</i>	01/01/2026	\$63.68	\$16.38	\$21.76	\$0.00	\$101.82
	01/01/2027	\$64.53	\$16.48	\$22.16	\$0.00	\$103.17

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - ELEVATOR CONSTRUCTOR - Local 41						
Effective Date - 01/01/2025						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.42	\$16.28	\$0.00	\$0.00	\$47.70
2	55	\$34.56	\$16.28	\$21.36	\$0.00	\$72.20
3	65	\$40.84	\$16.28	\$21.36	\$0.00	\$78.48
4	70	\$43.98	\$16.28	\$21.36	\$0.00	\$81.62
5	80	\$50.26	\$16.28	\$21.36	\$0.00	\$87.90
Effective Date - 01/01/2026						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.84	\$16.38	\$0.00	\$0.00	\$48.22
2	55	\$35.02	\$16.38	\$21.76	\$0.00	\$73.16
3	65	\$41.39	\$16.38	\$21.76	\$0.00	\$79.53
4	70	\$44.58	\$16.38	\$21.76	\$0.00	\$82.72
5	80	\$50.94	\$16.38	\$21.76	\$0.00	\$89.08
Notes: Steps 1-2 are 6 mos.; Steps 3-5 are 1 year						
Apprentice to Journeyworker Ratio:1:1						
ELEVATOR CONSTRUCTOR HELPER	01/01/2025	\$43.98	\$16.28	\$21.36	\$0.00	\$81.62
ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2026	\$44.58	\$16.38	\$21.76	\$0.00	\$82.72
	01/01/2027	\$45.17	\$16.48	\$22.16	\$0.00	\$83.81
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/01/2024	\$35.25	\$9.90	\$15.56	\$0.00	\$60.71
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2025	\$36.50	\$9.90	\$15.56	\$0.00	\$61.96
	12/01/2025	\$37.74	\$9.90	\$15.56	\$0.00	\$63.20
	06/01/2026	\$39.04	\$9.90	\$15.56	\$0.00	\$64.50
	12/01/2026	\$40.33	\$9.90	\$15.56	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
OPERATING ENGINEERS LOCAL 98						
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
OPERATING ENGINEERS LOCAL 98						
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
OPERATING ENGINEERS LOCAL 98						
FIRE ALARM INSTALLER	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
ELECTRICIANS LOCAL 7	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37
For apprentice rates see "Apprentice- ELECTRICIAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS</i>	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
<i>LOCAL 7</i>	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						

FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.03	\$13.78	\$15.15	\$0.00	\$67.96
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Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 12/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.42	\$13.78	\$15.15	\$0.00	\$52.35
2	70	\$27.32	\$13.78	\$15.15	\$0.00	\$56.25
3	80	\$31.22	\$13.78	\$15.15	\$0.00	\$60.15
4	90	\$35.13	\$13.78	\$15.15	\$0.00	\$64.06

Notes:

Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs.

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2024	\$27.01	\$9.90	\$15.56	\$0.00	\$52.47
	06/01/2025	\$28.09	\$9.90	\$15.56	\$0.00	\$53.55
	12/01/2025	\$28.09	\$9.90	\$15.56	\$0.00	\$53.55
	06/01/2026	\$29.21	\$9.90	\$15.56	\$0.00	\$54.67
	12/01/2026	\$29.21	\$9.90	\$15.56	\$0.00	\$54.67

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

FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE III</i>	03/01/2025	\$43.26	\$7.91	\$18.15	\$0.00	\$69.32
	09/01/2025	\$44.21	\$7.91	\$18.15	\$0.00	\$70.27
	03/01/2026	\$45.11	\$7.91	\$18.15	\$0.00	\$71.17
	09/01/2026	\$46.06	\$7.91	\$18.15	\$0.00	\$72.12
	03/01/2027	\$46.96	\$7.91	\$18.15	\$0.00	\$73.02

Apprentice - FLOORCOVERER - Local 2168 Zone III

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.47	\$7.91	\$1.38	\$0.00	\$28.76
2	45	\$19.47	\$7.91	\$1.38	\$0.00	\$28.76
3	55	\$23.79	\$7.91	\$2.76	\$0.00	\$34.46
4	55	\$23.79	\$7.91	\$2.76	\$0.00	\$34.46
5	70	\$30.28	\$7.91	\$15.39	\$0.00	\$53.58
6	70	\$30.28	\$7.91	\$15.39	\$0.00	\$53.58
7	80	\$34.61	\$7.91	\$16.77	\$0.00	\$59.29
8	80	\$34.61	\$7.91	\$16.77	\$0.00	\$59.29

Effective Date - 09/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.89	\$7.91	\$1.38	\$0.00	\$29.18
2	45	\$19.89	\$7.91	\$1.38	\$0.00	\$29.18
3	55	\$24.32	\$7.91	\$2.76	\$0.00	\$34.99
4	55	\$24.32	\$7.91	\$2.76	\$0.00	\$34.99
5	70	\$30.95	\$7.91	\$15.39	\$0.00	\$54.25
6	70	\$30.95	\$7.91	\$15.39	\$0.00	\$54.25
7	80	\$35.37	\$7.91	\$16.77	\$0.00	\$60.05
8	80	\$35.37	\$7.91	\$16.77	\$0.00	\$60.05

Notes: Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2023	\$39.25	\$13.78	\$15.15	\$0.00	\$68.18
GENERATORS/LIGHTING PLANTS OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2023	\$35.80	\$13.78	\$15.15	\$0.00	\$64.73
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 1333	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - GLAZIER - Local 1333						
Effective Date - 06/01/2020						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.59	\$10.80	\$1.80	\$0.00	\$32.19
2	56	\$22.04	\$10.80	\$1.80	\$0.00	\$34.64
3	63	\$24.49	\$10.80	\$2.45	\$0.00	\$37.74
4	69	\$26.94	\$10.80	\$2.45	\$0.00	\$40.19
5	75	\$29.39	\$10.80	\$3.15	\$0.00	\$43.34
6	81	\$31.83	\$10.80	\$3.15	\$0.00	\$45.78
7	88	\$34.28	\$10.80	\$10.45	\$0.00	\$55.53
8	94	\$36.73	\$10.80	\$10.45	\$0.00	\$57.98
Notes:						
Apprentice to Journeyworker Ratio:1:3						
GRADER/TRENCHING MACHINE/DERRICK OPERATING ENGINEERS LOCAL 98	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63	01/01/2025	\$42.23	\$12.20	\$18.74	\$2.13	\$75.30
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 7	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 63	01/01/2025	\$42.23	\$12.20	\$18.74	\$2.13	\$75.30
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2024	\$35.75	\$9.90	\$15.56	\$0.00	\$61.21
	06/01/2025	\$37.00	\$9.90	\$15.56	\$0.00	\$62.46
	12/01/2025	\$38.24	\$9.90	\$15.56	\$0.00	\$63.70
	06/01/2026	\$39.54	\$9.90	\$15.56	\$0.00	\$65.00
	12/01/2026	\$40.83	\$9.90	\$15.56	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	09/01/2024	\$45.54	\$14.75	\$19.61	\$0.00	\$79.90
	09/01/2025	\$48.27	\$14.75	\$19.61	\$0.00	\$82.63
	09/01/2026	\$51.01	\$14.75	\$19.61	\$0.00	\$85.37

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

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.77	\$14.75	\$14.32	\$0.00	\$51.84
2	60	\$27.32	\$14.75	\$15.37	\$0.00	\$57.44
3	70	\$31.88	\$14.75	\$16.43	\$0.00	\$63.06
4	80	\$36.43	\$14.75	\$17.49	\$0.00	\$68.67

Effective Date - 09/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.14	\$14.75	\$14.32	\$0.00	\$53.21
2	60	\$28.96	\$14.75	\$15.37	\$0.00	\$59.08
3	70	\$33.79	\$14.75	\$16.43	\$0.00	\$64.97
4	80	\$38.62	\$14.75	\$17.49	\$0.00	\$70.86

Notes:
Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER	03/16/2024	\$40.66	\$8.25	\$22.70	\$0.00	\$71.61
IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)						

Apprentice - IRONWORKER - Local 7 Springfield

Effective Date - 03/16/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.40	\$8.25	\$22.70	\$0.00	\$55.35
2	70	\$28.46	\$8.25	\$22.70	\$0.00	\$59.41
3	75	\$30.50	\$8.25	\$22.70	\$0.00	\$61.45
4	80	\$32.53	\$8.25	\$22.70	\$0.00	\$63.48
5	85	\$34.56	\$8.25	\$22.70	\$0.00	\$65.51
6	90	\$36.59	\$8.25	\$22.70	\$0.00	\$67.54

Notes:

Apprentice to Journeyworker Ratio:1:4

JACKHAMMER & PAVING BREAKER OPERATOR	12/02/2024	\$35.25	\$9.90	\$17.57	\$0.00	\$62.72
LABORERS - ZONE 3 (BUILDING & SITE)						
	06/02/2025	\$36.50	\$9.90	\$17.57	\$0.00	\$63.97
	12/01/2025	\$37.75	\$9.90	\$17.57	\$0.00	\$65.22
	06/01/2026	\$39.05	\$9.90	\$17.57	\$0.00	\$66.52
	12/07/2026	\$40.35	\$9.90	\$17.57	\$0.00	\$67.82
	06/07/2027	\$41.75	\$9.90	\$17.57	\$0.00	\$69.22
	12/06/2027	\$43.15	\$9.90	\$17.57	\$0.00	\$70.62
	06/05/2028	\$44.65	\$9.90	\$17.57	\$0.00	\$72.12
	12/04/2028	\$46.15	\$9.90	\$17.57	\$0.00	\$73.62

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
LABORER	12/02/2024	\$35.50	\$9.90	\$17.57	\$0.00	\$62.97
LABORERS - ZONE 3 (BUILDING & SITE)	06/02/2025	\$36.75	\$9.90	\$17.57	\$0.00	\$64.22
	12/01/2025	\$38.00	\$9.90	\$17.57	\$0.00	\$65.47
	06/01/2026	\$39.30	\$9.90	\$17.57	\$0.00	\$66.77
	12/07/2026	\$40.60	\$9.90	\$17.57	\$0.00	\$68.07
	06/07/2027	\$42.00	\$9.90	\$17.57	\$0.00	\$69.47
	12/06/2027	\$43.40	\$9.90	\$17.57	\$0.00	\$70.87
	06/05/2028	\$44.90	\$9.90	\$17.57	\$0.00	\$72.37
	12/04/2028	\$46.40	\$9.90	\$17.57	\$0.00	\$73.87

Apprentice - LABORER - Zone 3 Building & Site

Effective Date - 12/02/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.30	\$9.90	\$17.57	\$0.00	\$48.77
2	70	\$24.85	\$9.90	\$17.57	\$0.00	\$52.32
3	80	\$28.40	\$9.90	\$17.57	\$0.00	\$55.87
4	90	\$31.95	\$9.90	\$17.57	\$0.00	\$59.42

Effective Date - 06/02/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.05	\$9.90	\$17.57	\$0.00	\$49.52
2	70	\$25.73	\$9.90	\$17.57	\$0.00	\$53.20
3	80	\$29.40	\$9.90	\$17.57	\$0.00	\$56.87
4	90	\$33.08	\$9.90	\$17.57	\$0.00	\$60.55

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	12/01/2024	\$35.00	\$9.90	\$15.56	\$0.00	\$60.46
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2025	\$36.25	\$9.90	\$15.56	\$0.00	\$61.71
	12/01/2025	\$37.49	\$9.90	\$15.56	\$0.00	\$62.95
	06/01/2026	\$38.79	\$9.90	\$15.56	\$0.00	\$64.25
	12/01/2026	\$40.08	\$9.90	\$15.56	\$0.00	\$65.54

Apprentice - LABORER (Heavy & Highway) - Zone 3

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.00	\$9.90	\$15.56	\$0.00	\$46.46
2	70	\$24.50	\$9.90	\$15.56	\$0.00	\$49.96
3	80	\$28.00	\$9.90	\$15.56	\$0.00	\$53.46
4	90	\$31.50	\$9.90	\$15.56	\$0.00	\$56.96

Effective Date - 06/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$21.75	\$9.90	\$15.56	\$0.00	\$47.21
2	70	\$25.38	\$9.90	\$15.56	\$0.00	\$50.84
3	80	\$29.00	\$9.90	\$15.56	\$0.00	\$54.46
4	90	\$32.63	\$9.90	\$15.56	\$0.00	\$58.09

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2024	\$35.50	\$9.90	\$17.57	\$0.00	\$62.97
	06/02/2025	\$36.75	\$9.90	\$17.57	\$0.00	\$64.22
	12/01/2025	\$38.00	\$9.90	\$17.57	\$0.00	\$65.47
	06/01/2026	\$39.30	\$9.90	\$17.57	\$0.00	\$66.77
	12/07/2026	\$40.60	\$9.90	\$17.57	\$0.00	\$68.07
	06/07/2027	\$42.00	\$9.90	\$17.57	\$0.00	\$69.47
	12/06/2027	\$43.40	\$9.90	\$17.57	\$0.00	\$70.87
	06/05/2028	\$44.90	\$9.90	\$17.57	\$0.00	\$72.37
	12/04/2028	\$46.40	\$9.90	\$17.57	\$0.00	\$73.87

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 3 (BUILDING & SITE)	12/02/2024	\$35.00	\$9.90	\$17.57	\$0.00	\$62.47
	06/02/2025	\$36.25	\$9.90	\$17.57	\$0.00	\$63.72
	12/01/2025	\$37.50	\$9.90	\$17.57	\$0.00	\$64.97
	06/01/2026	\$38.80	\$9.90	\$17.57	\$0.00	\$66.27
	12/07/2026	\$40.10	\$9.90	\$17.57	\$0.00	\$67.57
	06/07/2027	\$41.50	\$9.90	\$17.57	\$0.00	\$68.97
	12/06/2027	\$42.90	\$9.90	\$17.57	\$0.00	\$70.37
	06/05/2028	\$44.40	\$9.90	\$17.57	\$0.00	\$71.87
	12/04/2028	\$45.90	\$9.90	\$17.57	\$0.00	\$73.37

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2024	\$34.92	\$9.90	\$17.70	\$0.00	\$62.52
	06/02/2025	\$36.17	\$9.90	\$17.70	\$0.00	\$63.77
	12/01/2025	\$37.42	\$9.90	\$17.70	\$0.00	\$65.02
	06/01/2026	\$38.72	\$9.90	\$17.70	\$0.00	\$66.32
	12/07/2026	\$40.02	\$9.90	\$17.70	\$0.00	\$67.62
	06/07/2027	\$41.42	\$9.90	\$17.70	\$0.00	\$69.02
	12/06/2027	\$42.82	\$9.90	\$17.70	\$0.00	\$70.42
	06/05/2028	\$44.32	\$9.90	\$17.70	\$0.00	\$71.92
	12/04/2028	\$45.82	\$9.90	\$17.70	\$0.00	\$73.42
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2024	\$38.00	\$9.90	\$17.57	\$0.00	\$65.47
	06/02/2025	\$39.25	\$9.90	\$17.57	\$0.00	\$66.72
	12/01/2025	\$40.50	\$9.90	\$17.57	\$0.00	\$67.97
	06/01/2026	\$41.80	\$9.90	\$17.57	\$0.00	\$69.27
	12/07/2026	\$43.10	\$9.90	\$17.57	\$0.00	\$70.57
	06/07/2027	\$44.50	\$9.90	\$17.57	\$0.00	\$71.97
	12/06/2027	\$45.90	\$9.90	\$17.57	\$0.00	\$73.37
	06/05/2028	\$47.40	\$9.90	\$17.57	\$0.00	\$74.87
	12/04/2028	\$48.90	\$9.90	\$17.57	\$0.00	\$76.37
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2024	\$35.25	\$9.90	\$15.56	\$0.00	\$60.71
	06/01/2025	\$36.50	\$9.90	\$15.56	\$0.00	\$61.96
	12/01/2025	\$37.74	\$9.90	\$15.56	\$0.00	\$63.20
	06/01/2026	\$39.04	\$9.90	\$15.56	\$0.00	\$64.50
	12/01/2026	\$40.33	\$9.90	\$15.56	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2024	\$35.50	\$9.90	\$17.57	\$0.00	\$62.97
	06/02/2025	\$36.75	\$9.90	\$17.57	\$0.00	\$64.22
	12/01/2025	\$38.00	\$9.90	\$17.57	\$0.00	\$65.47
	06/01/2026	\$39.30	\$9.90	\$17.57	\$0.00	\$66.77
	12/07/2026	\$40.60	\$9.90	\$17.57	\$0.00	\$68.07
	06/07/2027	\$42.00	\$9.90	\$17.57	\$0.00	\$69.47
	12/06/2027	\$43.40	\$9.90	\$17.57	\$0.00	\$70.87
	06/05/2028	\$44.90	\$9.90	\$17.57	\$0.00	\$72.37
	12/04/2028	\$46.40	\$9.90	\$17.57	\$0.00	\$73.87
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2024	\$35.50	\$9.90	\$17.57	\$0.00	\$62.97
	06/02/2025	\$36.75	\$9.90	\$17.57	\$0.00	\$64.22
	12/01/2025	\$38.00	\$9.90	\$17.57	\$0.00	\$65.47
	06/01/2026	\$39.30	\$9.90	\$17.57	\$0.00	\$66.77
	12/07/2026	\$40.60	\$9.90	\$17.57	\$0.00	\$68.07
	06/07/2027	\$42.00	\$9.90	\$17.57	\$0.00	\$69.47
	12/06/2027	\$43.40	\$9.90	\$17.57	\$0.00	\$70.87
	06/05/2028	\$44.90	\$9.90	\$17.57	\$0.00	\$72.37
	12/04/2028	\$46.40	\$9.90	\$17.57	\$0.00	\$73.87
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LASER BEAM OPERATOR	12/02/2024	\$35.25	\$9.90	\$17.57	\$0.00	\$62.72
LABORERS - ZONE 3 (BUILDING & SITE)	06/02/2025	\$36.50	\$9.90	\$17.57	\$0.00	\$63.97
	12/01/2025	\$37.75	\$9.90	\$17.57	\$0.00	\$65.22
	06/01/2026	\$39.05	\$9.90	\$17.57	\$0.00	\$66.52
	12/07/2026	\$40.35	\$9.90	\$17.57	\$0.00	\$67.82
	06/07/2027	\$41.75	\$9.90	\$17.57	\$0.00	\$69.22
	12/06/2027	\$43.15	\$9.90	\$17.57	\$0.00	\$70.62
	06/05/2028	\$44.65	\$9.90	\$17.57	\$0.00	\$72.12
	12/04/2028	\$46.15	\$9.90	\$17.57	\$0.00	\$73.62

For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$35.25	\$9.90	\$15.56	\$0.00	\$60.71
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2025	\$36.50	\$9.90	\$15.56	\$0.00	\$61.96
	12/01/2025	\$37.74	\$9.90	\$15.56	\$0.00	\$63.20
	06/01/2026	\$39.04	\$9.90	\$15.56	\$0.00	\$64.50
	12/01/2026	\$40.33	\$9.90	\$15.56	\$0.00	\$65.79

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

MARBLE & TILE FINISHERS	02/01/2025	\$43.84	\$11.49	\$20.78	\$0.00	\$76.11
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	08/01/2025	\$44.75	\$11.49	\$20.78	\$0.00	\$77.02
	02/01/2026	\$45.83	\$11.49	\$20.78	\$0.00	\$78.10
	08/01/2026	\$47.59	\$11.49	\$20.78	\$0.00	\$79.86
	02/01/2027	\$48.71	\$11.49	\$20.78	\$0.00	\$80.98

Apprentice - MARBLE-TILE FINISHER-Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.92	\$11.49	\$20.78	\$0.00	\$54.19
2	60	\$26.30	\$11.49	\$20.78	\$0.00	\$58.57
3	70	\$30.69	\$11.49	\$20.78	\$0.00	\$62.96
4	80	\$35.07	\$11.49	\$20.78	\$0.00	\$67.34
5	90	\$39.46	\$11.49	\$20.78	\$0.00	\$71.73

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.38	\$11.49	\$20.78	\$0.00	\$54.65
2	60	\$26.85	\$11.49	\$20.78	\$0.00	\$59.12
3	70	\$31.33	\$11.49	\$20.78	\$0.00	\$63.60
4	80	\$35.80	\$11.49	\$20.78	\$0.00	\$68.07
5	90	\$40.28	\$11.49	\$20.78	\$0.00	\$72.55

Notes:

Apprentice to Journeyworker Ratio:1:5

MARBLE MASON/TILE LAYER(SP/PT)SeeBrick

BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE

See "BRICK/STONE/ARTIFICIAL MASONRY(INCL.MASONRY WATERPROOFING)

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANIC/WELDER/BOOM TRUCK <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.03	\$13.78	\$15.15	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 3) <i>MILLWRIGHTS LOCAL 1121 - Zone 3</i>	01/06/2025	\$43.48	\$10.08	\$21.22	\$0.00	\$74.78
	01/05/2026	\$45.76	\$10.08	\$21.22	\$0.00	\$77.06
Apprentice - <i>MILLWRIGHT - Local 1121 Zone 3</i>						
Effective Date - 01/06/2025						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$23.91	\$10.08	\$5.36	\$0.00	\$39.35
2	65	\$28.26	\$10.08	\$6.34	\$0.00	\$44.68
3	75	\$32.61	\$10.08	\$18.78	\$0.00	\$61.47
4	85	\$36.96	\$10.08	\$19.76	\$0.00	\$66.80
Effective Date - 01/05/2026						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$25.17	\$10.08	\$5.36	\$0.00	\$40.61
2	65	\$29.74	\$10.08	\$6.34	\$0.00	\$46.16
3	75	\$34.32	\$10.08	\$18.78	\$0.00	\$63.18
4	85	\$38.90	\$10.08	\$19.76	\$0.00	\$68.74
Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66) Steps are 2,000 hours						
Apprentice to Journeyworker Ratio:1:4						
MORTAR MIXER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2024	\$35.25	\$9.90	\$17.57	\$0.00	\$62.72
	06/02/2025	\$36.50	\$9.90	\$17.57	\$0.00	\$63.97
	12/01/2025	\$37.75	\$9.90	\$17.57	\$0.00	\$65.22
	06/01/2026	\$39.05	\$9.90	\$17.57	\$0.00	\$66.52
	12/07/2026	\$40.35	\$9.90	\$17.57	\$0.00	\$67.82
	06/07/2027	\$41.75	\$9.90	\$17.57	\$0.00	\$69.22
	12/06/2027	\$43.15	\$9.90	\$17.57	\$0.00	\$70.62
	06/05/2028	\$44.65	\$9.90	\$17.57	\$0.00	\$72.12
	12/04/2028	\$46.15	\$9.90	\$17.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"						
OILER <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$35.02	\$13.78	\$15.15	\$0.00	\$63.95
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$32.74	\$13.78	\$15.15	\$0.00	\$61.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 3</i>	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2025

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2025	\$41.23	\$9.65	\$19.90	\$0.00	\$70.78
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* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 3*

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - New

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.62	\$9.95	\$0.00	\$0.00	\$30.57
2	55	\$22.68	\$9.95	\$4.43	\$0.00	\$37.06
3	60	\$24.74	\$9.95	\$4.83	\$0.00	\$39.52
4	65	\$26.80	\$9.95	\$5.23	\$0.00	\$41.98
5	70	\$28.86	\$9.95	\$17.49	\$0.00	\$56.30
6	75	\$30.92	\$9.95	\$17.89	\$0.00	\$58.76
7	80	\$32.98	\$9.95	\$18.29	\$0.00	\$61.22
8	90	\$37.11	\$9.95	\$19.10	\$0.00	\$66.16

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2025	\$38.55	\$9.95	\$19.90	\$0.00	\$68.40
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PAINTERS LOCAL 35 - ZONE 3

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint
Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.28	\$9.95	\$0.00	\$0.00	\$29.23
2	55	\$21.20	\$9.95	\$4.43	\$0.00	\$35.58
3	60	\$23.13	\$9.95	\$4.83	\$0.00	\$37.91
4	65	\$25.06	\$9.95	\$5.23	\$0.00	\$40.24
5	70	\$26.99	\$9.95	\$17.49	\$0.00	\$54.43
6	75	\$28.91	\$9.95	\$17.89	\$0.00	\$56.75
7	80	\$30.84	\$9.95	\$18.29	\$0.00	\$59.08
8	90	\$34.70	\$9.95	\$19.10	\$0.00	\$63.75

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	01/01/2025	\$39.83	\$9.95	\$19.90	\$0.00	\$69.68
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* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW
Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.92	\$9.95	\$0.00	\$0.00	\$29.87
2	55	\$21.91	\$9.95	\$4.43	\$0.00	\$36.29
3	60	\$23.90	\$9.95	\$4.83	\$0.00	\$38.68
4	65	\$25.89	\$9.95	\$5.23	\$0.00	\$41.07
5	70	\$27.88	\$9.95	\$17.49	\$0.00	\$55.32
6	75	\$29.87	\$9.95	\$17.89	\$0.00	\$57.71
7	80	\$31.86	\$9.95	\$18.29	\$0.00	\$60.10
8	90	\$35.85	\$9.95	\$19.10	\$0.00	\$64.90

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2025	\$37.15	\$9.95	\$19.90	\$0.00	\$67.00
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PAINTERS LOCAL 35 - ZONE 3

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.58	\$9.95	\$0.00	\$0.00	\$28.53
2	55	\$20.43	\$9.95	\$4.43	\$0.00	\$34.81
3	60	\$22.29	\$9.95	\$4.83	\$0.00	\$37.07
4	65	\$24.15	\$9.95	\$5.23	\$0.00	\$39.33
5	70	\$26.01	\$9.95	\$17.49	\$0.00	\$53.45
6	75	\$27.86	\$9.95	\$17.89	\$0.00	\$55.70
7	80	\$29.72	\$9.95	\$18.29	\$0.00	\$57.96
8	90	\$33.44	\$9.95	\$19.10	\$0.00	\$62.49

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/01/2024	\$35.00	\$9.90	\$15.56	\$0.00	\$60.46
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2025	\$36.25	\$9.90	\$15.56	\$0.00	\$61.71
	12/01/2025	\$37.49	\$9.90	\$15.56	\$0.00	\$62.95
	06/01/2026	\$38.79	\$9.90	\$15.56	\$0.00	\$64.25
	12/01/2026	\$40.08	\$9.90	\$15.56	\$0.00	\$65.54

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

PANEL & PICKUP TRUCKS DRIVER	01/01/2025	\$39.78	\$15.57	\$20.17	\$0.00	\$75.52
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$40.78	\$15.57	\$20.17	\$0.00	\$76.52
	12/01/2025	\$40.78	\$15.57	\$21.78	\$0.00	\$78.13
	01/01/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$78.73
	06/01/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$79.73
	12/01/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$81.47
	01/01/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$82.07

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2024	\$49.19	\$10.08	\$24.29	\$0.00	\$83.56
PILE DRIVER LOCAL 56 (ZONE 3)						
For apprentice rates see "Apprentice- PILE DRIVER"						

PILE DRIVER	08/01/2024	\$49.19	\$10.08	\$24.29	\$0.00	\$83.56
PILE DRIVER LOCAL 56 (ZONE 3)						

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - PILE DRIVER - Local 56 Zone 3							
Effective Date - 08/01/2024							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	45	\$22.14	\$10.08	\$2.53	\$0.00	\$34.75	
2	55	\$27.05	\$10.08	\$5.07	\$0.00	\$42.20	
3	70	\$34.43	\$10.08	\$19.22	\$0.00	\$63.73	
4	80	\$39.35	\$10.08	\$21.76	\$0.00	\$71.19	
Notes: % Indentured BEFORE 8/1/2020, 50/60/70/75/80/80/90/90 1\$58.97/2\$63.88/3\$68.80/4\$71.26/5&6 \$73.72/7&8 \$78.64							
Apprentice to Journeyworker Ratio:1:5							
PIPELAYER		12/02/2024	\$35.25	\$9.90	\$17.57	\$0.00	\$62.72
LABORERS - ZONE 3 (BUILDING & SITE)		06/02/2025	\$36.50	\$9.90	\$17.57	\$0.00	\$63.97
		12/01/2025	\$37.75	\$9.90	\$17.57	\$0.00	\$65.22
		06/01/2026	\$39.05	\$9.90	\$17.57	\$0.00	\$66.52
		12/07/2026	\$40.35	\$9.90	\$17.57	\$0.00	\$67.82
		06/07/2027	\$41.75	\$9.90	\$17.57	\$0.00	\$69.22
		12/06/2027	\$43.15	\$9.90	\$17.57	\$0.00	\$70.62
		06/05/2028	\$44.65	\$9.90	\$17.57	\$0.00	\$72.12
		12/04/2028	\$46.15	\$9.90	\$17.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
PIPELAYER (HEAVY & HIGHWAY)		12/01/2024	\$35.25	\$9.90	\$15.56	\$0.00	\$60.71
LABORERS - ZONE 3 (HEAVY & HIGHWAY)		06/01/2025	\$36.50	\$9.90	\$15.56	\$0.00	\$61.96
		12/01/2025	\$37.74	\$9.90	\$15.56	\$0.00	\$63.20
		06/01/2026	\$39.04	\$9.90	\$15.56	\$0.00	\$64.50
		12/01/2026	\$40.33	\$9.90	\$15.56	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
PLUMBER & PIPEFITTER		03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
PLUMBERS & PIPEFITTERS LOCAL 104							

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PLUMBER/PIPEFITTER - Local 104

Effective Date - 03/17/2024

Effective Date - 03/17/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$22.14	\$9.55	\$10.10	\$0.00	\$41.79
2	50	\$24.61	\$9.55	\$10.10	\$0.00	\$44.26
3	55	\$27.07	\$9.55	\$10.10	\$0.00	\$46.72
4	60	\$29.53	\$9.55	\$10.10	\$0.00	\$49.18
5	65	\$31.99	\$9.55	\$10.10	\$0.00	\$51.64
6	70	\$34.45	\$9.55	\$10.10	\$0.00	\$54.10
7	75	\$36.91	\$9.55	\$10.10	\$0.00	\$56.56
8	80	\$39.37	\$9.55	\$10.10	\$0.00	\$59.02
9	80	\$39.37	\$9.55	\$17.10	\$0.00	\$66.02
10	80	\$39.37	\$9.55	\$17.10	\$0.00	\$66.02

Notes: **1:1,2:5,3:9,4:12

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.)	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
PLUMBERS & PIPEFITTERS LOCAL 104						

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

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$35.25	\$9.90	\$15.56	\$0.00	\$60.71
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2025	\$36.50	\$9.90	\$15.56	\$0.00	\$61.96
	12/01/2025	\$37.74	\$9.90	\$15.56	\$0.00	\$63.20
	06/01/2026	\$39.04	\$9.90	\$15.56	\$0.00	\$64.50
	12/01/2026	\$40.33	\$9.90	\$15.56	\$0.00	\$65.79

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

POWDERMAN & BLASTER	12/02/2024	\$36.00	\$9.90	\$17.57	\$0.00	\$63.47
LABORERS - ZONE 3 (BUILDING & SITE)	06/02/2025	\$37.25	\$9.90	\$17.57	\$0.00	\$64.72
	12/01/2025	\$38.50	\$9.90	\$17.57	\$0.00	\$65.97
	06/01/2026	\$39.80	\$9.90	\$17.57	\$0.00	\$67.27
	12/07/2026	\$41.10	\$9.90	\$17.57	\$0.00	\$68.57
	06/07/2027	\$42.50	\$9.90	\$17.57	\$0.00	\$69.97
	12/06/2027	\$43.90	\$9.90	\$17.57	\$0.00	\$71.37
	06/05/2028	\$45.40	\$9.90	\$17.57	\$0.00	\$72.87
	12/04/2028	\$46.90	\$9.90	\$17.57	\$0.00	\$74.37

For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/01/2024	\$36.75	\$9.65	\$15.06	\$0.00	\$61.46
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2025	\$38.00	\$9.65	\$15.06	\$0.00	\$62.71
	12/01/2025	\$39.24	\$9.65	\$15.06	\$0.00	\$63.95
	06/01/2026	\$40.54	\$9.65	\$15.06	\$0.00	\$65.25
	12/01/2026	\$41.83	\$9.65	\$15.06	\$0.00	\$66.54

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

PUMP OPERATOR (CONCRETE)	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.03	\$13.78	\$15.15	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 404 - Construction Service (Northampton)</i>	05/01/2024	\$26.14	\$11.82	\$7.25	\$0.00	\$45.21
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2024	\$35.25	\$9.90	\$17.57	\$0.00	\$62.72
	06/02/2025	\$36.50	\$9.90	\$17.57	\$0.00	\$63.97
	12/01/2025	\$37.75	\$9.90	\$17.57	\$0.00	\$65.22
	06/01/2026	\$39.05	\$9.90	\$17.57	\$0.00	\$66.52
	12/07/2026	\$40.35	\$9.90	\$17.57	\$0.00	\$67.82
	06/07/2027	\$41.75	\$9.90	\$17.57	\$0.00	\$69.22
	12/06/2027	\$43.15	\$9.90	\$17.57	\$0.00	\$70.62
	06/05/2028	\$44.65	\$9.90	\$17.57	\$0.00	\$72.12
	12/04/2028	\$46.15	\$9.90	\$17.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$38.42	\$13.78	\$15.15	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) <i>ROOFERS LOCAL 248</i>	10/02/2024	\$42.38	\$10.35	\$18.00	\$0.00	\$70.73
	07/16/2025	\$43.88	\$10.35	\$18.00	\$0.00	\$72.23
	10/02/2025	\$44.88	\$10.35	\$18.00	\$0.00	\$73.23
	07/16/2026	\$46.88	\$10.35	\$18.00	\$0.00	\$75.23
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofor Waterproofing &Roofor Damproofg) <i>ROOFERS LOCAL 248</i>	10/02/2024	\$41.88	\$10.35	\$18.00	\$0.00	\$70.23
	07/16/2025	\$43.38	\$10.35	\$18.00	\$0.00	\$71.73
	10/02/2025	\$44.38	\$10.35	\$18.00	\$0.00	\$72.73
	07/16/2026	\$46.38	\$10.35	\$18.00	\$0.00	\$74.73

Apprentice - ROOFER - Local 248

Effective Date - 10/02/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$25.13	\$10.35	\$0.00	\$0.00	\$35.48
2	65	\$27.22	\$10.35	\$18.00	\$0.00	\$55.57
3	70	\$29.32	\$10.35	\$18.00	\$0.00	\$57.67
4	75	\$31.41	\$10.35	\$18.00	\$0.00	\$59.76
5	80	\$33.50	\$10.35	\$18.00	\$0.00	\$61.85
6	85	\$35.60	\$10.35	\$18.00	\$0.00	\$63.95
7	90	\$37.69	\$10.35	\$18.00	\$0.00	\$66.04
8	95	\$39.79	\$10.35	\$18.00	\$0.00	\$68.14

Notes:

Steps are 750 hrs.Roofor(Tear Off)1:1; Same as above

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 248</i>	10/02/2024	\$42.38	\$10.35	\$18.00	\$0.00	\$70.73
	07/16/2025	\$43.88	\$10.35	\$18.00	\$0.00	\$72.23
	10/02/2025	\$44.88	\$10.35	\$18.00	\$0.00	\$73.23
	07/16/2026	\$46.88	\$10.35	\$18.00	\$0.00	\$75.23
For apprentice rates see "Apprentice- ROOFER"						
SCRAPER <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.03	\$13.78	\$15.15	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$38.42	\$13.78	\$15.15	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$35.80	\$13.78	\$15.15	\$0.00	\$64.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2025	\$42.23	\$12.20	\$18.74	\$2.13	\$75.30

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.00	\$5.49	\$4.86	\$0.85	\$30.20
2	50	\$21.12	\$6.10	\$5.40	\$0.94	\$33.56
3	55	\$23.23	\$6.71	\$9.71	\$1.15	\$40.80
4	60	\$25.34	\$7.32	\$9.71	\$1.23	\$43.60
5	65	\$27.45	\$7.93	\$9.71	\$1.31	\$46.40
6	70	\$29.56	\$8.54	\$9.71	\$1.39	\$49.20
7	75	\$31.67	\$9.15	\$9.71	\$1.47	\$52.00
8	80	\$33.78	\$9.76	\$17.66	\$1.78	\$62.98
9	85	\$35.90	\$10.37	\$17.66	\$1.86	\$65.79
10	90	\$38.01	\$10.98	\$17.66	\$1.94	\$68.59

Notes:

Apprentice to Journeyworker Ratio:1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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 <i>SPRINKLER FITTERS LOCAL 669</i>	04/01/2023	\$47.43	\$11.45	\$16.61	\$0.00	\$75.49

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 04/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$21.34	\$8.22	\$0.00	\$0.00	\$29.56
2	50	\$23.72	\$8.22	\$0.00	\$0.00	\$31.94
3	55	\$26.09	\$11.45	\$7.20	\$0.00	\$44.74
4	60	\$28.46	\$11.45	\$8.35	\$0.00	\$48.26
5	65	\$30.83	\$11.45	\$8.35	\$0.00	\$50.63
6	70	\$33.20	\$11.45	\$8.60	\$0.00	\$53.25
7	75	\$35.57	\$11.45	\$8.60	\$0.00	\$55.62
8	80	\$37.94	\$11.45	\$8.60	\$0.00	\$57.99
9	85	\$40.32	\$11.45	\$8.60	\$0.00	\$60.37
10	90	\$42.69	\$11.45	\$8.60	\$0.00	\$62.74

Notes:

Apprentice to Journeyworker Ratio:1:1

TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 7</i>	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 12/29/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.42	\$7.35	\$0.61	\$0.00	\$28.38
2	45	\$22.98	\$7.35	\$0.69	\$0.00	\$31.02
3	50	\$25.53	\$13.25	\$7.47	\$0.00	\$46.25
4	55	\$28.08	\$13.25	\$7.54	\$0.00	\$48.87
5	65	\$33.19	\$13.25	\$9.74	\$0.00	\$56.18
6	70	\$35.74	\$13.25	\$11.19	\$0.00	\$60.18

Effective Date - 06/29/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.86	\$7.50	\$0.63	\$0.00	\$28.99
2	45	\$23.47	\$7.50	\$0.70	\$0.00	\$31.67
3	50	\$26.08	\$13.50	\$7.53	\$0.00	\$47.11
4	55	\$28.69	\$13.50	\$7.61	\$0.00	\$49.80
5	65	\$33.90	\$13.50	\$9.84	\$0.00	\$57.24
6	70	\$36.51	\$13.50	\$11.30	\$0.00	\$61.31

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	02/01/2025	\$64.74	\$11.49	\$23.59	\$0.00	\$99.82
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	08/01/2025	\$66.89	\$11.49	\$23.59	\$0.00	\$101.97
	02/10/2026	\$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

Classification			Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Ptt)								
Effective Date - 02/01/2025								
Step	percent	Apprentice Base Wage		Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$32.37		\$11.49	\$23.59	\$0.00	\$67.45	
2	60	\$38.84		\$11.49	\$23.59	\$0.00	\$73.92	
3	70	\$45.32		\$11.49	\$23.59	\$0.00	\$80.40	
4	80	\$51.79		\$11.49	\$23.59	\$0.00	\$86.87	
5	90	\$58.27		\$11.49	\$23.59	\$0.00	\$93.35	
Effective Date - 08/01/2025								
Step	percent	Apprentice Base Wage		Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$33.45		\$11.49	\$23.59	\$0.00	\$68.53	
2	60	\$40.13		\$11.49	\$23.59	\$0.00	\$75.21	
3	70	\$46.82		\$11.49	\$23.59	\$0.00	\$81.90	
4	80	\$53.51		\$11.49	\$23.59	\$0.00	\$88.59	
5	90	\$60.20		\$11.49	\$23.59	\$0.00	\$95.28	
Notes:								
Apprentice to Journeyworker Ratio:1:5								
TERRAZZO MECHANIC			02/01/2025	\$65.82	\$11.49	\$23.56	\$0.00	\$100.87
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE			08/01/2025	\$67.97	\$11.49	\$23.56	\$0.00	\$103.02
			02/01/2026	\$69.32	\$11.49	\$23.56	\$0.00	\$104.37
			08/01/2026	\$71.52	\$11.49	\$23.56	\$0.00	\$106.57
			02/01/2027	\$72.92	\$11.49	\$23.56	\$0.00	\$107.97

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - TERRAZZO MECH - Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 02/01/2025

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

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$33.99	\$11.49	\$23.56	\$0.00	\$69.04
2	60	\$40.78	\$11.49	\$23.56	\$0.00	\$75.83
3	70	\$47.58	\$11.49	\$23.56	\$0.00	\$82.63
4	80	\$54.38	\$11.49	\$23.56	\$0.00	\$89.43
5	90	\$61.17	\$11.49	\$23.56	\$0.00	\$96.22

Notes:

Apprentice to Journeyworker Ratio:1:5

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2024	\$50.20	\$9.90	\$19.05	\$0.00	\$79.15
	06/01/2025	\$51.70	\$9.90	\$19.05	\$0.00	\$80.65
	12/01/2025	\$53.20	\$9.90	\$19.05	\$0.00	\$82.15
	06/01/2026	\$54.75	\$9.90	\$19.05	\$0.00	\$83.70
	12/01/2026	\$56.25	\$9.90	\$19.05	\$0.00	\$85.20
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2024	\$46.32	\$9.90	\$19.05	\$0.00	\$75.27
	06/01/2025	\$47.82	\$9.90	\$19.05	\$0.00	\$76.77
	12/01/2025	\$49.32	\$9.90	\$19.05	\$0.00	\$78.27
	06/01/2026	\$50.87	\$9.90	\$19.05	\$0.00	\$79.82
	12/01/2026	\$52.37	\$9.90	\$19.05	\$0.00	\$81.32
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2024	\$46.20	\$9.90	\$19.05	\$0.00	\$75.15
	06/01/2025	\$47.70	\$9.90	\$19.05	\$0.00	\$76.65
	12/01/2025	\$49.20	\$9.90	\$19.05	\$0.00	\$78.15
	06/01/2026	\$50.75	\$9.90	\$19.05	\$0.00	\$79.70
	12/01/2026	\$52.25	\$9.90	\$19.05	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$38.42	\$13.78	\$15.15	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$40.82	\$15.57	\$20.17	\$0.00	\$76.56
	06/01/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$77.56
	12/01/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$79.17
	01/01/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$79.77
	06/01/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$80.77
	12/01/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$82.51
	01/01/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$83.11
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2024	\$58.43	\$9.90	\$19.50	\$0.00	\$87.83
	06/01/2025	\$59.93	\$9.90	\$19.50	\$0.00	\$89.33
	12/01/2025	\$61.43	\$9.90	\$19.50	\$0.00	\$90.83
	06/01/2026	\$62.98	\$9.90	\$19.50	\$0.00	\$92.38
	12/01/2026	\$64.48	\$9.90	\$19.50	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2024	\$60.43	\$9.90	\$19.50	\$0.00	\$89.83
	06/01/2025	\$61.93	\$9.90	\$19.50	\$0.00	\$91.33
	12/01/2025	\$63.43	\$9.90	\$19.50	\$0.00	\$92.83
	06/01/2026	\$64.98	\$9.90	\$19.50	\$0.00	\$94.38
	12/01/2026	\$66.48	\$9.90	\$19.50	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2024	\$50.50	\$9.90	\$19.50	\$0.00	\$79.90
	06/01/2025	\$52.00	\$9.90	\$19.50	\$0.00	\$81.40
	12/01/2025	\$53.50	\$9.90	\$19.50	\$0.00	\$82.90
	06/01/2026	\$55.05	\$9.90	\$19.50	\$0.00	\$84.45
	12/01/2026	\$56.55	\$9.90	\$19.50	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2024	\$52.50	\$9.90	\$19.50	\$0.00	\$81.90
	06/01/2025	\$54.00	\$9.90	\$19.50	\$0.00	\$83.40
	12/01/2025	\$55.50	\$9.90	\$19.50	\$0.00	\$84.90
	06/01/2026	\$57.05	\$9.90	\$19.50	\$0.00	\$86.45
	12/01/2026	\$58.55	\$9.90	\$19.50	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i>	12/02/2024	\$35.25	\$9.90	\$17.57	\$0.00	\$62.72
	06/02/2025	\$36.50	\$9.90	\$17.57	\$0.00	\$63.97
	12/01/2025	\$37.75	\$9.90	\$17.57	\$0.00	\$65.22
	06/01/2026	\$39.05	\$9.90	\$17.57	\$0.00	\$66.52
	12/07/2026	\$40.35	\$9.90	\$17.57	\$0.00	\$67.82
	06/07/2027	\$41.75	\$9.90	\$17.57	\$0.00	\$69.22
	12/06/2027	\$43.15	\$9.90	\$17.57	\$0.00	\$70.62
	06/05/2028	\$44.65	\$9.90	\$17.57	\$0.00	\$72.12
	12/04/2028	\$46.15	\$9.90	\$17.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i>	12/01/2024	\$35.25	\$9.90	\$15.56	\$0.00	\$60.71
	06/01/2025	\$36.50	\$9.90	\$15.56	\$0.00	\$61.96
	12/01/2025	\$37.74	\$9.90	\$15.56	\$0.00	\$63.20
	06/01/2026	\$39.04	\$9.90	\$15.56	\$0.00	\$64.50
	12/01/2026	\$40.33	\$9.90	\$15.56	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i>	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentices Information:

All apprentices must be registered with the Division of Apprenticeship Training (DAS) in accordance with M.G.L. c. 23, §§ 11E-11L. Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the hourly prevailing wage rate established by the Commissioner under the provisions of M.G.L. c. 149, §§ 26-27D. Apprentice ratios are established by DAS pursuant to M.G.L. c. 23, §§ 11E-11L. Ratios are expressed as the allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified. The ratios listed herein have been taken from relevant private collective bargaining agreements (CBAs) and are provided for illustrative purposes only. They have not been independently verified as being accurate or continuing to be accurate. Parties having questions regarding what ratio to use should contact DAS.