

TOWN OF MONTAGUE
PARKS & RECREATION DEPARTMENT

Village of Turners Falls, MA

INVITATION FOR BID

**UNITY PARK PLAYGROUND IMPROVEMENTS
PROJECT**



Bids Due at 1:00 PM Tuesday, May 5, 2026

Bid Conference Thursday, April 23, 2026

Project Manager

Chris Nolan-Zeller

1 Avenue A

Turners Falls, MA 01376

(413) 863-3200 x109

chrisn@montague-ma.gov

INVITATION TO BID

Unity Park Playground Improvements Project

The Town of Montague is accepting sealed bids for the replacement of pour-in-place rubber surfacing, and the purchase and installation of a new tube slide to replace an existing piece of equipment at Unity Park in Turners Falls, MA.

Bids shall be submitted in a sealed envelope clearly labeled “Unity Park Playground Improvements Project” and be delivered to the Selectboard Office, Montague Town Hall, One Avenue A, Turners Falls, Massachusetts 01376. This IFB is offered per M.G.L. c. 30, § 39M and work is subject to Prevailing Wage Requirements.

Sealed Bids must be received by Tues. May 5, 2026 @ 1:00 PM, at which time all bid packages will be opened and read at the Town Hall Annex Meeting Room at the same address listed above. No exceptions or allowances will be made for late submittals.

A bid conference will be held on Thurs. April 23, 2026 at 10:00 AM at Unity Park, 56 First St., Turners Falls, MA 01376. Attendance is not mandatory but is strongly encouraged. The IFB is available at <https://www.montague-ma.gov/BIDS>. Registration is required. Once registered, any addenda or notifications will automatically be sent to the email address of registrants on record. Written questions can be submitted to the Project Manager, Chris Nolan-Zeller, at chrisn@montague-ma.gov until Mon. April 27, 2026 at 1:00 PM.

Qualified proposers who are Minority/Women/Disabled Owned Business Enterprises (M/W/D/BE) businesses are encouraged to apply. Other qualified proposers are encouraged to partner with disadvantaged businesses. A listing of certified disadvantaged businesses can be found at <http://www.mass.gov/sdo>.

The Town of Montague reserves the right to accept or reject any or all proposals in total or in part as they may deem in the public’s best interest.

By: Walter Ramsey, Chief Procurement Officer
April 15, 2026

The Town of Montague does not discriminate on the basis of race, color, national origin, sex, age, disability, or gender with respect to admission to, access to, or operation of its programs, services or activities

Introduction

The Unity Park Playground Improvements Project is at 56 First Street in Turners Falls, MA. The park is the flagship facility for Montague Parks & Recreation and is a highly trafficked area and source of pride to the community. The winning bidder will be responsible for furnishing and installing pour-in-place (PIP) rubber playground surfacing and a free-standing tube slide as specified in the Project work and specifications, in accordance with state and local laws and regulations, including but not limited to M.G.L. c. 30, § 39M. Work is subject to Prevailing Wage Requirements.

The Town will award the project to the lowest bidder found responsible and qualified. The Town reserves the right to award or not award a contract as it determines it is in its own best interest.

A. Contractor General Requirements

- The Town expects construction to begin in mid-late August, in conjunction with the end of summer programming.
- All work will be coordinated with the Director of Parks & Recreation to ensure disruption to business operations is minimized.
- Respondent must be a licensed contractor in the Commonwealth of MA.
- Contractor must provide OSHA training certifications verifying that employees to be employed at the worksite have completed approved OSHA (United States Occupational Safety and Health Administration) training in a construction safety and health course that is at least ten hours in duration. This certification must accompany the certified payroll submittal.
- Contractor must submit an OSHA safety plan to the Town for review and approval.
- The prevailing wage requirements of Massachusetts General Laws, Chapter 39M, are applicable to this IFB. Wage rates, as determined by the Massachusetts Division of Occupational Safety, are attached. The contractor agrees that the rate per hour and wages paid to employees used in the performance of this project shall not be less than the minimum rates of wages as determined in accordance with Massachusetts General Law Chapter 39M as may be amended. The contractor shall provide a certified copy of payroll every week to the Project Manager for all employees working under the contract for this project.
- Minority-owned business enterprises or Woman-owned business enterprises are strongly encouraged to submit quotes. These business enterprises shall be determined by SOMWBA, the State Office of Minority and Woman-Owned Business Assistance. All such businesses are encouraged to contact SOMWBA at (617) 973-8692 for further information.

B. Bidder Instructions

- Participation in the bidder's inspection tour is strongly encouraged. Contact the IFB contact for further information as may be needed.
- Questions related to the IFB should be submitted via email to Chris Nolan-Zeller at

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chrisn@montague-ma.gov no later than 1:00 PM on **April 27**. Responses will be shared with all registered bidders that indicate interest in receiving responses to questions via email.

- The contract will be awarded to the responsible bidder that offers demonstrated expertise at the lowest price and is responsive to the IFB requirements. The Town of Montague will review bidder experience and references. The town retains the right to contact additional references beyond those provided or to not award the contract to a bidder if it judges a bid to not be in the best interest of the town.
- Construction labor associated with this bid is subject to prevailing wage rates as per MGL Chapter 149, Section 26 - 27f inclusive. A current prevailing wage sheet for this job is included as an attachment.
- A 50% Payment Bond will be required upon signing the contract. Selected contractor will be subject to the terms and conditions of the Town of Montague standard contract - sample attached.
- A bid deposit of 5% of the value of the total bid is required.
- The Town of Montague is tax exempt. A tax-exempt certificate will be provided upon request. Payments will be made within 30 days of receipt of the invoice.

C. GENERAL INSTRUCTIONS and CONTRACT TERMS

1. Sealed Bids should be marked "Unity Park Playground Improvements Project Bids" and will be received by the Town of Montague until Tuesday, **May 5** at 1:00 PM. Emailed bids will not be accepted. Bids may be mailed or hand-delivered to Selectboard Office, Town of Montague, One Avenue A, Montague, MA 01376. Bids received after the deadline will not be accepted. Bids must be signed by an authorized representative of the bidder organization.
2. IFB should be downloaded from www.montague-ma.gov/BIDS. Notice and addenda will be forwarded to those who are registered as having downloaded the IFB.
3. All work is to be done by a Massachusetts licensed general contractor, certified, and skilled in the work proposed.
4. The contractor will be bound by all applicable statutory provisions of law of the Federal Government, the Commonwealth of Massachusetts, and local codes (including current building and fire codes). Municipal permit fees will be waived by the Town.
5. As the Town is exempt from the payment of Federal Excise Taxes and Massachusetts Sales Tax, prices bid herein are not to include these taxes. Tax exempt forms will be provided to the contractor upon request.

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6. Prevailing Wage rates set at the Massachusetts Department of Labor and Industries apply. Appropriate wage schedule is attached. Certified Payroll shall be submitted weekly to Chris Nolan-Zeller, Assistant Town Administrator, via email to chrism@montague-ma.gov.
7. A 5% bid bond/deposit is required at the time of bid submittal. A Labor and Materials/Payment Bond is required at the time of contract signing in the amount of 50% of the total bid at the time of contract signing.
8. A bidder will be held to the terms and the prices submitted for the duration of the contract period if a contract is signed by both parties within 45 days from bid opening.
9. Contract execution will be conditioned upon producing an insurance certificate as outlined on the SAMPLE CONTRACT page.
10. A contract substantially in accord with the Sample Contract found in this bid package will be required to be signed by the Contractor and the Montague Selectboard. Submitting a bid denotes acceptance of these terms and conditions. Any terms or conditions that cannot be met by the bidder must be brought to the Town's attention in a Written Question before the deadline for written questions. If the matter can be resolved through the Town's response, an Addendum will be issued so that all Bidders are notified of any exceptions allowed.
11. The bid will be awarded to the responsible and responsive contractor based upon price, past performance and reliability of the contractor, quality of product and/or service, and degree of exclusion, exemption, or restrictions on the bid.
12. Statement of Warranty must be provided with the Bid. Workmanship shall be warranted for one year.
13. The Project Manager Chris Nolan-Zeller will be available to answer any general questions about procedure, etc., but no question will be answered that in any way could give an unfair advantage to a contractor except through a written Addendum. Inquiries should be directed to: Chris Nolan-Zeller, Assistant Town Administrator, 413-863-3200 x109 or chrism@montague-ma.gov.
14. The Contractor must submit with their response a list of at least three (3) projects which they have successfully completed, giving the name and address of the projects so that they may be investigated prior to the award of the contract. Public projects and projects completed in municipal parks or similar settings are preferred. A contact person with CURRENT PHONE NUMBER must be provided for each reference (see form).
15. Bids which are incomplete, not properly endorsed or signed, or otherwise contrary to instructions may be rejected as non-responsive by the Town. Conditional Bids will not be accepted.

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16. Any restrictions, qualifications, or deviations from specifications must appear either on the Bid Form or on an attachment thereto.

17. OSHA Certification

All contractors working on public works projects will be required to certify that ALL employees employed at the work site have successfully completed an OSHA approved course in construction safety of at least 10 hours in duration. This law requires general contractors to have on file records of all employees' OSHA 10- hour training and provide proof to the various agencies in charge of the work. This also applies to all subcontractors, hired trucks, and hired equipment with operators. Every bidder must certify that all persons who are employed by them for this bid are certified. Proof does not have to be submitted with this bid but must be available upon request.

C. Project Specifications

1.1 SUMMARY

- A. Work covered by this section of the specifications shall conform to the contract documents, engineering plans as well as state and local codes.
- B. The purpose of these specifications is to define the performance and design standards for Pour-in-Place (PIP) rubber playground surfacing and free-standing tube slide. The manufacturer / contractor shall supply products that meet or exceed the standards set forth in these specifications.
- C. The project will be for the following venue:
 - 1. Unity Park, 56 First St., Turners Falls, MA 01376

- D. The primary goals of this project are:

- 1. Demolition, excavation, removal and disposing of current pour-in-place surfacing and tube slide.
- 2. Install the new tube slide in the same footprint as the existing one.
- 3. Install the pour-in-place surfacing in the same areas as the original application
- 4. All products, designs and installations shall comply with relevant federal, State, and local ordinances and standards.

POUR-IN-PLACE RUBBER PLAYGROUND SURFACING

PART 1 – SYSTEM DESCRIPTION

A. Performance Requirements: Provide a rubber-urethane surface which has been designed, manufactured and installed to meet all American Society for Testing and Materials (ASTM) standards relative to Flammability, Tensile Strength, Tear Resistance, Water Permeability, and Accessibility relative to playground surfacing.

PART 2 - STRUCTURAL PARAMETERS

- A. Material will be applied on a flat surface, and may include all of the following:
 - i. Top layer – **black and blue** specked mix that includes appropriate binder/urethane to satisfy warranty noted below. Color will be confirmed with the Parks & Recreation Director.
 - ii. Cushion layer – confirm that existing sub-base is intact and replace where needed. Cushion layer thickness shall be adjusted on-site to correspond with the fall heights of installed play equipment.

- iii. Base – add gravel/stone where necessary to maintain proper integrity

2.02 PRODUCT SUBSTITUTIONS

A. Substitutions: No substitutions permitted.

Specifier Note: Specify proportions and procedures for site mixing materials. Mixing is the preparation of materials for use and is part of the manufacturing process.

2.03 MIXES

A. Required mix proportions by weight:

- a. 22% urethane (ratio: 18% urethane divided by 82% rubber). 18% urethane, 82% rubber (based on the entire rubber & urethane mix).

PART 3 – EXECUTION

3.04 INSTALLATION

A. Contractor/installer will confirm square footage of all work areas.

Do not proceed with surface installation until all applicable site work, including substrate preparation, fencing, play equipment installation and other relevant work, has been completed.

B. Primer Application: Using a brush or short nap roller, apply primer to the substrate perimeter and any adjacent vertical barriers, such as playground equipment support legs, curbs or slabs that will contact the surface, at the rate of 300 ft²/gal (7.5 m²/L).

C. Surface Installation:

- 1. Using a hand trowel, install surface at a consistent density of 58 pounds, 9 ounces per cubic foot (938 kg/m³) to a nominal thickness of 1/2" (12.7 mm) or as otherwise specified (minimum thickness 3/8" (9.5 mm)).

- 2. **Specifier Note:** Specify provisions for protecting work after installation but prior to acceptance by the Owner. Coordinate article below with Division 1 Execution Requirements Section.

3.05 PROTECTION

A. Protect the installed surface from damage resulting from subsequent construction activity on the site.

- 3.1 **QUALITY CONTROL** - Surfacing must be installed by an experienced, certified installer trained in the proper installation techniques for the specified surface system.

3.1.A - Qualifications: installer must be approved and trained by the manufacturer of the surface, having experience with other projects of the scope and scale of the work described in this section.

3.1.B. Certifications: Certification by manufacturer that installer is an approved applicator of the surface.

3.4 **WARRANTY AND GUARANTEE**

- A. 10-Year Warranty: Each manufacturer shall supply a signed warranty covering the entire system for 10 years from the date of shipment. Warranty shall guarantee specified performance levels. Manufacturer shall maintain specifically funded financial reserves to assure fulfillment of the warranty for the full term. Warranty does not cover weather events such as lightning or hail damage, improper installation, vandalism or abuse, unauthorized repairs or alterations, or product made by other manufacturers.

FREE-STANDING TUBE SLIDE

PART 1 – SYSTEM DESCRIPTION

A. Performance Requirements: Provide a **free-standing spiral tube slide**, designed, manufactured, and installed to meet all applicable safety standards for public playground equipment, including those issued by ASTM International and the U.S. Consumer Product Safety Commission (CPSC).

The slide shall be designed for use in a public playground setting, suitable for children ages 5–12, and capable of withstanding heavy use and exposure to outdoor environmental conditions. The spiral configuration is intended to provide a longer, more engaging sliding experience within a compact footprint, consistent with the existing playground's character.

B. Equipment Components: The tube slide assembly shall include the following components:

1. Slide Structure:
 - Fully enclosed **spiral (helical) tube slide** configuration.
 - Entry height approximately 8–10 feet above finished grade.
 - Constructed of durable, UV-resistant materials (e.g., rotationally molded plastic or equivalent) with smooth, continuous sliding surfaces.
2. Support System:
 - Independent structural support system designed specifically for the slide (not attached to an existing play structure).
 - Support posts and framing shall be constructed of corrosion-resistant materials (e.g., galvanized steel, powder-coated steel, or equivalent).
3. Access System:
 - Standard steps designed to provide safe and compliant entry to the slide platform.
 - Access system shall meet all applicable safety and spacing requirements.
4. Safety Features:
 - Fully enclosed tube design to minimize fall risk.
 - Entry and exit transitions designed to ensure safe use and smooth egress.
 - All openings, railings, and transitions shall comply with applicable safety standards.

PART 2 – STRUCTURAL PARAMETERS

A. Materials:

1. **Structural Components:** Support posts, framing, and connections shall be constructed of corrosion-resistant materials (e.g., hot-dip galvanized and powder-coated steel, aluminum, or equivalent) suitable for long-term outdoor use.
2. **Slide:** Spiral tube slide shall be constructed of durable, UV-resistant materials such as rotationally molded polyethylene, stainless steel, or equivalent, providing a smooth, continuous sliding surface.
3. **Fasteners and Hardware:** All fasteners shall be tamper-resistant and corrosion-resistant (e.g., stainless steel or coated steel), designed for public playground applications.

B. Dimensions and Performance:

1. Configuration: Slide shall be a **spiral (helical) tube configuration** with an entry height of approximately 8–10 feet above finished grade.
2. Use Zone: The slide and its installation shall comply with required use zones and clearances for spiral tube slides in accordance with ASTM International F1487.
3. Fall Height and Surfacing Integration: The maximum fall height and all associated surfacing requirements shall be coordinated with the adjacent poured-in-place surfacing system to meet applicable impact attenuation standards.

C. Durability and Sustainability: Materials shall be designed for durability in a public-use environment and resistance to weathering, UV exposure, and vandalism. Use of recycled or recyclable materials is encouraged where it does not compromise performance.

2.02 PRODUCT SUBSTITUTIONS

A. Substitutions: Products shall be as specified or approved equal. Requests for substitution must be submitted in accordance with the requirements of the bid documents and approved in writing by the Owner prior to bid submission.

2.03 COMPONENT REQUIREMENTS:

A. Compliance: The slide and all associated components shall comply with applicable safety standards, including those issued by ASTM International and the U.S. Consumer Product Safety Commission (CPSC).

B. Scope Limitation: This section applies only to the **free-standing spiral tube slide and its associated structural and access components**, and does not include a full playground structure or additional play elements.

PART 3 – EXECUTION

3.04 INSTALLATION

A. Contractor/installer shall confirm site dimensions, verify surfacing preparation, and ensure the tube slide installation area is free of hazards before beginning installation.

B. The free-standing spiral tube slide shall be installed in strict accordance with the manufacturer's instructions and industry best practices to ensure structural integrity, stability, and user safety.

C. All anchoring, footings, and support system installation shall comply with manufacturer specifications, ASTM F1487 standards, and applicable local codes.

3.05 PROTECTION

A. Protect the installed tube slide and associated supports from damage resulting from subsequent construction or site activity until final acceptance by the Owner.

3.06 QUALITY CONTROL

A. The tube slide must be installed by an experienced, certified installer trained in the proper installation techniques for this type of equipment.

B. Installer qualifications shall include prior experience with projects of similar scope and scale.

C. Documentation of installer experience or certification must be submitted to the Owner prior to commencement of work.

3.07 WARRANTY AND GUARANTEE

A. The manufacturer shall provide a minimum 10-year warranty covering all structural components, fasteners, and the slide itself.

B. Warranty shall guarantee performance and durability under normal public playground use.

C. Warranty does not cover damage caused by acts of nature, vandalism, abuse, unauthorized repairs, or installation errors not performed by the certified installer.

D. Manufacturer/installer shall provide documentation for maintenance, inspection, and replacement of components.

ILLUSTRATION OF WORK AREA



Areas of pour-in-place surfacing to be replaced are outlined in blue. The tube slide is circled in red. Please note that the area of pour-in-place surfacing surround the “Supernova” spinning equipment near the bottom-right corner of the diagram will be replaced, but not the adjoining material underneath the adjacent large play structure. The contractor will be responsible for ensuring a smooth transition along the border between the new material under the Supernova, and the existing material under the large play structure.

REQUIRED SUBMITTALS

Checklist of Required Submittals:

- Price Quote Form
- References
- Non-Collusion Form
- Tax Compliance Form
- Certificate of Corporate Authority (if applicable)
- Sign Wherever You See 

Submit one (1) copy of your fully signed proposal materials in a sealed envelope labeled “Unity Park Playground Improvements Bid” and addressed to:

Chris Nolan-Zeller
Montague Town Hall
Selectboard Office
One Avenue A
Turners Falls MA 01376

Bids must be submitted by 1:00 PM on Tuesday May 5, 2026.

Late bids cannot be accepted.

PRICE QUOTE FORM

TO: The Town of Montague

The undersigned certifies that he/she is an authorized signer of the Price Quote and that there are no known barriers to the execution and performance of a contract agreement with the Town of Montague. The undersigned acknowledges receipt of any Addenda to the original IFB, if applicable, and certifies that this quote includes consideration thereof:

Addendum # ____, Date:_____, 2026 Addendum#____, Date:_____, 2026

The Bidder agrees that the Owner will have thirty (30) consecutive days from date of opening to accept the bid, except as described in the specifications, the unit(s) at the price, therein. The Bidder also understands that the Owner reserves the right to accept or reject any or all bids and to waive any informalities in the Bids if it is in the Owner's interest to do so. The Advertisement for Bidders, Information for Bidders, Specifications and Bid Form attached thereto, shall become a contract upon receipt by the Bidder of written acceptance of this bid by the Owner.

The Bidder agrees that activities not expressly mentioned in these specifications for Lump Sum Work, but involved in carrying out their intent are/will be performed the same as though they were specifically mentioned, described, and delineated – including the provision of incidental equipment and supplies.

The Bidder certifies that all materials meet or exceed the requirements of the bid specifications and they are licensed to perform the services in the Commonwealth of Massachusetts and that workmanship is warranted for at least one year.

A Statement of Capacity and past experience that verifies bidder understands and can meet the requirements of this project is included as a part of this Form for General Bid.

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Form for General Bid Page 2

The Bidder will take in full payment, therefore, the following price, to wit:

Total Lump Sum Bid Amount \$ _____

In words: _____

Bid Bond and Payment Bond requirements are to be based on this lump sum bid amount exclusive of additional pricing requested below.

Proposed pour-in-place rubber playground surfacing product name: _____

Proposed tube slide product name: _____

Authorized Signature  _____ Printed Name _____

Title _____ Company Name _____

Company Address _____

Phone _____ Email _____

Date _____

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Form for General Bid Page 3

The Office of the Attorney General, Washington, DC, requires the following information on all bid proposals amounting to \$1,000.00 or more:

_____ Federal Tax ID Number (this number is regularly used by companies when filing their "EMPLOYER'S FEDERAL TAX RETURN, U.S." Treasury Department Form 941

*IF A CORPORATION, INCLUDE WITH YOUR BID A CORPORATE RESOLUTION LISTING ALL DULY AUTHORIZED SIGNERS ON BEHALF OF THE CORPORATION AND CHECK HERE ☐

*IF A PARTNERSHIP, INCLUDE A LIST OF NAMES/ADDRESSES OF ALL PARTNERS AND CHECK HERE ☐

*IF A PROPRIETORSHIP, COMPLETELY FILL OUT INFORMATION ABOVE ONLY AND CHECK HERE ☐

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REFERENCES

Please list AT LEAST THREE references, preferably for PUBLIC projects of similar size and scope. Please make sure contact information is CURRENT. Inability to check references may affect the eligibility of your bid. Use additional sheet for more references. TOWN RESERVES THE RIGHT TO CHECK PAST PERFORMANCE BEYOND REFERENCES PROVIDED.

1 _____

Name of Project Contract Dates

Name of Contact Person Title of Contact Person Phone Number

Describe Scope of Work (nature and cost)

2 _____

Name of Project Contract Dates

Name of Contact Person Title of Contact Person Phone Number

Describe Scope of Work (nature and cost)

3 _____

Name of Project Contract Dates

Name of Contact Person Title of Contact Person Phone Number

Describe Scope of Work (nature and cost)

TAX COMPLIANCE AND NON-COLLUSION STATEMENTS

Any person or corporation that fails to date, sign with original signature, and submit the following statements shall not be awarded this contract.

Tax Compliance

Pursuant to M.G.L. Ch. 62C, Sec. 49A, I certify under the penalties of perjury that, to the best of my knowledge and belief, I am in compliance with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.



Authorized Official's Signature Title of Person Signing

Typed or Printed Name of Person Signing Company Name

Telephone Number _____ Address _____

Fax Number _____

Date _____ Email _____

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Certificate of Non-Collusion

The undersigned certifies under penalties of perjury that this bid has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

Date _____

Authorized Official's Signature



Typed or Printed Name of Person Signing

Company or Corporation

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DEBARMENT STATEMENT

Any person or corporation that fails to date, sign with original signature, and submit the following statement shall not be awarded this contract.

Debarment (Chapter 550, Acts of 1991)

The undersigned certifies under penalties of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth of Massachusetts under the provisions of Section 29F of Chapter 29 of the General Laws, or any other applicable debarment provisions of any other Chapter of the General Laws, or any Rule or Regulation promulgated thereunder.

Date _____

Authorized Official's Signature



Typed or Printed Name of Person Signing

Company or Corporation

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OSHA CERTIFICATION

I hereby certify that all of our employees who will be employed at the work site have successfully passed the OSHA approved 10-hour safety course, and we have proof on file. I also certify that I am able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work.

Date _____

Authorized Official's Signature



Typed or Printed Name of Person Signing

Company or Corporation

Name and Telephone # of Person who will be filing CERTIFIED PAYROLL

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CERTIFICATE OF CORPORATE AUTHORITY (if applicable)

At a duly authorized meeting of the Board of Directors of

_____ (Name of Corporation)

held on _____ it
was VOTED that:
(Date)

(Name)

(Officer)

of this corporation, be and he/she hereby is authorized to execute contracts, deeds and bonds in the name and on behalf of said corporation, and affix its corporate seal hereto; and such execution of any contract, deed or obligation in this corporation's name on its behalf by such

_____ under
r seal of the

(Officer)

company, shall be valid and binding upon this corporation.

A True Copy,

ATTEST: _____

TITLE: _____

PLACE OF BUSINESS: _____

DATE OF THIS CERTIFICATE: _____

I hereby certify that I am the clerk of the _____
that _____ is the duly elected _____ of said
corporation, and that the above vote has not been amended or rescinded and remains in full
force and effect as of the date of this contract.

(Clerk)

CORPORATE SEAL

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SAMPLE CONTRACT

See Separate Attachment

SAMPLE CONTRACT
AGREEMENT FOR CONSTRUCTION
PROJECT UNDER C. 30 § 39M

The following provisions shall constitute an Agreement between the Town of Montague, acting by and through its Selectboard, hereinafter referred to as "Town," and [REDACTED], with an address of [REDACTED], hereinafter referred to as "Contractor", effective as of the ____ day of _____, 2025. In consideration of the mutual covenants contained herein, the parties agree as follows:

ARTICLE 1: SCOPE OF WORK:

The Contractor shall perform all work and furnish all services necessary for the [REDACTED] **project**, including the scope of services set forth in Attachment A.

ARTICLE 2: TIME OF PERFORMANCE:

The Contractor shall complete all work and services required hereunder commencing _____, 2025 through _____, 2025.

ARTICLE 3: COMPENSATION:

The Town shall pay the Contractor for the performance of the work outlined in Article 1 above the contract sum of \$_____. The Contractor shall submit monthly invoices to the Town for services rendered, which will be due 30 days following receipt by the Town.

ARTICLE 4: CONTRACT DOCUMENTS:

The following documents form the Contract and all are as fully a part of the Contract as if attached to this Agreement or repeated herein:

1. This Agreement.
2. Amendments, or other changes mutually agreed upon between the parties.
3. All attachments to the Agreement.

In the event of conflicting provisions, those provisions most favorable to the Town shall govern.

ARTICLE 5: CONTRACT TERMINATION:

The Town may suspend or terminate this Agreement by providing the Contractor with ten (10) days written notice for the reasons outlined as follows:

1. Failure of the Contractor, for any reason, to fulfill in a timely and proper manner its obligations under this Agreement.
2. Violation of any of the provisions of this Agreement by the Contractor.

3. A determination by the Town that the Contractor has engaged in fraud, waste, mismanagement, misuse of funds, or criminal activity with any funds provided by this Agreement.

Either party may terminate this Agreement at any time for convenience by providing the other party written notice specifying therein the termination date which shall be no sooner than thirty (30) days from the issuance of said notice. Upon receipt of a notice of termination from the Town, the Contractor shall cease to incur additional expenses in connection with the Agreement. Upon such termination, the Contractor shall be entitled to compensation for all satisfactory work completed prior to the termination date as determined by the Town. Such payment shall not exceed the fair value of the services provided hereunder.

ARTICLE 6: INDEMNIFICATION:

The Contractor shall defend, indemnify and hold harmless the Town and its officers, agents, and all employees from and against claims arising directly or indirectly from the contract. Contractor shall be solely responsible for all local taxes or contributions imposed or required under the Social Security, Workers' Compensation, and income tax laws. Further, the Contractor shall defend, indemnify and hold harmless the Town with respect to any damages, expenses, or claims arising from or in connection with any of the work performed or to be performed under this Agreement. This shall not be construed as a limitation of the Contractor's liability under the Agreement or as otherwise provided by law.

ARTICLE 7: AVAILABILITY OF FUNDS:

The compensation provided by this Agreement is subject to the availability and appropriation of funds.

ARTICLE 8: APPLICABLE LAW:

The Contractor agrees to comply with all applicable local, state and federal laws, regulations and orders relating to the completion of this Agreement. This Agreement shall be governed by and construed in accordance with the law of the Commonwealth of Massachusetts.

ARTICLE 9: ASSIGNMENT:

The Contractor shall not make any assignment of this Agreement without the prior written approval of the Town.

ARTICLE 10: AMENDMENTS:

All amendments or any changes to the provisions specified in this Contract can only occur when mutually agreed upon by the Town and Contractor. Further, such amendments or changes shall be in writing and signed by officials with authority to bind the Town. No amendment or change to the contract provisions shall be made until after the written execution of the amendment or change to the Contract by both parties.

ARTICLE 11: INDEPENDENT CONTRACTOR:

The Contractor acknowledges and agrees that it is acting as an independent contractor for all work and services rendered pursuant to this Agreement and shall not be considered an employee or agent of the Town for any purpose.

ARTICLE 12: INSURANCE:

The Contractor shall be responsible to the Town or any third party for any property damage or bodily injury caused by it, any of its subcontractors, employees or agents in the performance of, or as a result of, the work under this Agreement. The Contractor and any subcontractors used hereby certify that they are insured for workers' compensation, property damage, personal and product liability. The Contractor and any subcontractor it uses shall purchase, furnish copies of, and maintain in full force and effect insurance policies in the amounts here indicated.

The Contractor shall at all times during the contract maintain in full force and effect Employer's Liability, Worker's Compensation, Bodily Injury Liability, and Property Damage and General Liability Insurance, including contractual liability coverage. All insurance shall be by insurers and for policy limits acceptable to the Town of Montague and before commencement of work hereunder the Contractor agrees to furnish the Town certificates of insurance or other evidence satisfactory to the Town to the effect that such insurance has been procured and is in force.

For the purpose of the Contract, the Contractor shall carry the following types of insurance in at least the limits specified below:

COVERAGES	LIMITS OF LIABILITY
Worker's Compensation	Statutory
Employer's Liability	\$500,000/\$500,000/\$500,000
Automobile Liability	\$1,000,000.00 combined single limit for bodily injury and property damage
General Liability	\$1,000,000.00 each occurrence \$3,000,000.00 aggregate
Excess Umbrella Liability	\$2,000,000 each occurrence \$2,000,000 annual aggregate

The Town of Montague shall be named as additional insured under the liability and automobile insurance. The excess/umbrella liability insurance policy should contain a broad form general liability endorsement.

Prior to commencement of any work under this Agreement, the Contractor shall provide the Town with Certificates of Insurance which include the Town as an additional named insured and which include a thirty day notice of cancellation to the Town.

ARTICLE 13: SEVERABILITY:

If any term or condition of this Agreement or any application thereof shall to any extent be held invalid, illegal or unenforceable by the court of competent jurisdiction, the validity, legality, and enforceability of the remaining terms and conditions of this Agreement shall not be deemed affected thereby unless one or both parties would be substantially or materially prejudiced.

ARTICLE 14: ENTIRE AGREEMENT:

This Agreement, including all documents incorporated herein by reference, constitutes the entire integrated agreement between the parties with respect to the matters described. This Agreement supersedes all prior agreements, negotiations and representations, either written or oral, and it shall not be modified or amended except by a written document executed by the parties hereto.

ARTICLE 15: COUNTERPARTS:

This Agreement may be executed in any number of counterparts, each of which shall be deemed to be a counterpart original.

CERTIFICATION AS TO PAYMENT OF STATE TAXES

Pursuant to Chapter 62C of the Massachusetts General Laws, Section 49A(b), I, _____, authorized signatory for the Contractor do hereby certify under the pains and penalties of perjury that said Contractor has complied with all laws of the Commonwealth of Massachusetts relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Social Security Number or
Federal Identification Number

Signature of Individual or
Corporate Name

By:
Corporate Officer
(if applicable)

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed on the day and year first above written.

CONTRACTOR

TOWN OF MONTAGUE

By

by its Selectboard

Printed Name and Title

Approved as to Availability of Funds:

Town Accountant

(\$_____)
Contract Sum

UNITY PARK PLAYGROUND IMPROVEMENTS
PROJECT

PREVAILING WAGE REPORT

See Separate Attachment



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

MAURA HEALEY
Governor
KIM DRISCOLL
Lt. Governor

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

LAUREN JONES
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority:	Montague	City/Town:	MONTAGUE
Contract Number:			
Description of Work:	Replacement of pour-in-place rubber surfacing, and the purchase and installation of a new tube slide to replace an existing piece of equipment at Unity Park in Turners Falls, MA		
Job Location:	56 First Street, Turners Falls, MA 01376		

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	1/1/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$0.00	\$78.90
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$0.00	\$79.90
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$0.00	\$81.64
	1/1/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$0.00	\$82.24
(3 AXLE) DRIVER - EQUIPMENT	1/1/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$0.00	\$78.97
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$0.00	\$79.97
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$0.00	\$81.71
	1/1/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$0.00	\$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT	1/1/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$0.00	\$79.09
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$0.00	\$80.09
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$0.00	\$81.83
	1/1/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
For apprentice rates see "Apprentice- PILE DRIVER"							
AIR TRACK OPERATOR	12/1/2025	\$36.75	\$10.65	\$9.75	\$8.57	\$0.00	\$65.72
LABORERS	6/1/2026	\$38.05	\$10.65	\$9.75	\$8.57	\$0.00	\$67.02
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$39.35	\$10.65	\$9.75	\$8.57	\$0.00	\$68.32
	6/7/2027	\$40.75	\$10.65	\$9.75	\$8.57	\$0.00	\$69.72
	12/6/2027	\$42.15	\$10.65	\$9.75	\$8.57	\$0.00	\$71.12
	6/5/2028	\$43.65	\$10.65	\$9.75	\$8.57	\$0.00	\$72.62
	12/4/2028	\$45.15	\$10.65	\$9.75	\$8.57	\$0.00	\$74.12
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	12/1/2025	\$36.74	\$10.65	\$9.75	\$6.56	\$0.00	\$63.70
LABORERS	6/1/2026	\$38.04	\$10.65	\$9.75	\$6.56	\$0.00	\$65.00
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$39.33	\$10.65	\$9.75	\$6.56	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASBESTOS WORKER (PIPES & TANKS)	12/1/2025	\$40.32	\$14.50	\$4.30	\$6.25	\$0.00	\$65.37
HEAT & FROST INSULATORS LOCAL 6							
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)							
ASPHALT RAKER	12/1/2025	\$36.25	\$10.65	\$9.75	\$8.57	\$0.00	\$65.22
LABORERS	6/1/2026	\$37.55	\$10.65	\$9.75	\$8.57	\$0.00	\$66.52
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$38.85	\$10.65	\$9.75	\$8.57	\$0.00	\$67.82
	6/7/2027	\$40.25	\$10.65	\$9.75	\$8.57	\$0.00	\$69.22
	12/6/2027	\$41.65	\$10.65	\$9.75	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.15	\$10.65	\$9.75	\$8.57	\$0.00	\$72.12
	12/4/2028	\$44.65	\$10.65	\$9.75	\$8.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
ASPHALT RAKER (HEAVY & HIGHWAY)	12/1/2025	\$36.24	\$10.65	\$9.75	\$6.56	\$0.00	\$63.20
LABORERS	6/1/2026	\$37.54	\$10.65	\$9.75	\$6.56	\$0.00	\$64.50
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$38.83	\$10.65	\$9.75	\$6.56	\$0.00	\$65.79

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BACKHOE/FRONT-END LOADER OPERATOR OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BARCO-TYPE JUMPING TAMPER LABORERS	12/1/2025	\$36.25	\$10.65	\$9.75	\$8.57	\$0.00	\$65.22
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$37.55	\$10.65	\$9.75	\$8.57	\$0.00	\$66.52
	12/7/2026	\$38.85	\$10.65	\$9.75	\$8.57	\$0.00	\$67.82
	6/7/2027	\$40.25	\$10.65	\$9.75	\$8.57	\$0.00	\$69.22
	12/6/2027	\$41.65	\$10.65	\$9.75	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.15	\$10.65	\$9.75	\$8.57	\$0.00	\$72.12
	12/4/2028	\$44.65	\$10.65	\$9.75	\$8.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
BATCH/CEMENT PLANT - ON SITE OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BLOCK PAVER, RAMMER / CURB SETTER LABORERS	12/1/2025	\$36.75	\$10.65	\$9.75	\$8.57	\$0.00	\$65.72
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$38.05	\$10.65	\$9.75	\$8.57	\$0.00	\$67.02
	12/7/2026	\$39.35	\$10.65	\$9.75	\$8.57	\$0.00	\$68.32
	6/7/2027	\$40.75	\$10.65	\$9.75	\$8.57	\$0.00	\$69.72
	12/6/2027	\$42.15	\$10.65	\$9.75	\$8.57	\$0.00	\$71.12
	6/5/2028	\$43.65	\$10.65	\$9.75	\$8.57	\$0.00	\$72.62
	12/4/2028	\$45.15	\$10.65	\$9.75	\$8.57	\$0.00	\$74.12
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) LABORERS	12/1/2025	\$36.74	\$10.65	\$9.75	\$6.56	\$0.00	\$63.70
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$38.04	\$10.65	\$9.75	\$6.56	\$0.00	\$65.00
	12/1/2026	\$39.33	\$10.65	\$9.75	\$6.56	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
BOILER MAKER BOILERMAKERS LOCAL 29 BOILERMAKERS LOCAL 29	1/1/2024	\$48.12	\$7.07	\$14.60	\$6.00	\$0.00	\$75.79

Apprentice: BOILER MAKER**Effective Date: 1/1/2024**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	65.00	\$31.28	\$7.07	\$9.32	\$3.90	\$0.00	\$51.57
2	65.00	\$31.28	\$7.07	\$9.32	\$3.90	\$0.00	\$51.57

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: BOILER MAKER Effective Date: 1/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
3	70.00	\$33.68	\$7.07	\$10.03	\$4.20	\$0.00	\$54.98
4	75.00	\$36.09	\$7.07	\$10.74	\$4.50	\$0.00	\$58.40
5	80.00	\$38.50	\$7.07	\$11.45	\$4.80	\$0.00	\$61.82
6	85.00	\$40.90	\$7.07	\$12.18	\$5.10	\$0.00	\$65.25
7	90.00	\$43.31	\$7.07	\$12.88	\$5.40	\$0.00	\$68.66
8	95.00	\$45.71	\$7.07	\$13.62	\$5.70	\$0.00	\$72.10
Apprentice to Journeyworker Ratio: 1:4							
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	2/1/2026	\$56.36	\$12.84	\$15.57	\$5.89	\$0.00	\$90.66
BRICKLAYERS LOCAL 3	8/1/2026	\$58.56	\$12.84	\$15.57	\$5.89	\$0.00	\$92.86
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	2/1/2027	\$59.96	\$12.84	\$15.57	\$5.89	\$0.00	\$94.26
Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$28.18	\$12.84	\$15.57	\$5.89	\$0.00	\$62.48
2	60.00	\$33.82	\$12.84	\$15.57	\$5.89	\$0.00	\$68.12
3	70.00	\$39.45	\$12.84	\$15.57	\$5.89	\$0.00	\$73.75
4	80.00	\$45.09	\$12.84	\$15.57	\$5.89	\$0.00	\$79.39
5	90.00	\$50.72	\$12.84	\$15.57	\$5.89	\$0.00	\$85.02
Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) Effective Date: 8/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.28	\$12.84	\$15.57	\$5.89	\$0.00	\$63.58
2	60.00	\$35.14	\$12.84	\$15.57	\$5.89	\$0.00	\$69.44
3	70.00	\$40.99	\$12.84	\$15.57	\$5.89	\$0.00	\$75.29
4	80.00	\$46.85	\$12.84	\$15.57	\$5.89	\$0.00	\$81.15
5	90.00	\$52.70	\$12.84	\$15.57	\$5.89	\$0.00	\$87.00
Apprentice to Journeyworker Ratio: 1:5							
BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
CAISSON & UNDERPINNING BOTTOM MAN LABORERS	12/1/2025	\$49.10	\$10.65	\$9.75	\$9.80	\$0.00	\$79.30
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$50.65	\$10.65	\$9.75	\$9.80	\$0.00	\$80.85

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2026	\$52.15	\$10.65	\$9.75	\$9.80	\$0.00	\$82.35
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING LABORER	12/1/2025	\$47.95	\$10.65	\$9.75	\$9.80	\$0.00	\$78.15
LABORERS	6/1/2026	\$49.50	\$10.65	\$9.75	\$9.80	\$0.00	\$79.70
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$51.00	\$10.65	\$9.75	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING TOP MAN	12/1/2025	\$48.28	\$10.65	\$9.75	\$9.80	\$0.00	\$78.48
LABORERS	6/1/2026	\$49.83	\$10.65	\$9.75	\$9.80	\$0.00	\$80.03
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$51.33	\$10.65	\$9.75	\$9.80	\$0.00	\$81.53
For apprentice rates see "Apprentice- LABORER"							
CARBIDE CORE DRILL OPERATOR	12/1/2025	\$36.25	\$10.65	\$9.75	\$8.57	\$0.00	\$65.22
LABORERS	6/1/2026	\$37.55	\$10.65	\$9.75	\$8.57	\$0.00	\$66.52
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$38.85	\$10.65	\$9.75	\$8.57	\$0.00	\$67.82
	6/7/2027	\$40.25	\$10.65	\$9.75	\$8.57	\$0.00	\$69.22
	12/6/2027	\$41.65	\$10.65	\$9.75	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.15	\$10.65	\$9.75	\$8.57	\$0.00	\$72.12
	12/4/2028	\$44.65	\$10.65	\$9.75	\$8.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
CARPENTER	3/1/2026	\$43.81	\$9.19	\$11.25	\$6.90	\$0.00	\$71.15
CARPENTERS	9/1/2026	\$44.76	\$9.19	\$11.25	\$6.90	\$0.00	\$72.10
CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN	3/1/2027	\$45.66	\$9.19	\$11.25	\$6.90	\$0.00	\$73.00

Apprentice: CARPENTER**Effective Date: 3/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.71	\$9.19	\$0.00	\$1.38	\$0.00	\$30.28
2	45.00	\$19.71	\$1.28	\$0.00	\$1.38	\$0.00	\$22.37
3	55.00	\$24.10	\$9.19	\$0.00	\$2.76	\$0.00	\$36.05
4	55.00	\$24.10	\$9.19	\$0.00	\$2.76	\$0.00	\$36.05
5	70.00	\$30.67	\$9.19	\$11.25	\$4.14	\$0.00	\$55.25
6	70.00	\$30.67	\$9.19	\$11.25	\$4.14	\$0.00	\$55.25
7	80.00	\$35.05	\$9.19	\$11.25	\$5.52	\$0.00	\$61.01
8	80.00	\$35.05	\$9.19	\$11.25	\$5.52	\$0.00	\$61.01

Apprentice: CARPENTER**Effective Date: 9/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$20.14	\$9.19	\$0.00	\$1.38	\$0.00	\$30.71
2	45.00	\$20.14	\$9.19	\$0.00	\$1.38	\$0.00	\$30.71
3	55.00	\$24.62	\$9.19	\$0.00	\$2.76	\$0.00	\$36.57
4	55.00	\$24.62	\$9.19	\$0.00	\$2.76	\$0.00	\$36.57

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: CARPENTER Effective Date: 9/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
5	70.00	\$31.33	\$9.19	\$11.25	\$4.14	\$0.00	\$55.91
6	70.00	\$31.33	\$9.19	\$11.25	\$4.14	\$0.00	\$55.91
7	80.00	\$35.81	\$9.19	\$11.25	\$5.52	\$0.00	\$61.77
8	80.00	\$35.81	\$9.19	\$11.25	\$5.52	\$0.00	\$61.77
Apprentice to Journeyworker Ratio: 1:5							
CARPENTER WOOD FRAME	10/1/2025	\$27.37	\$7.38	\$4.47	\$1.00	\$0.00	\$40.22
CARPENTERS	10/1/2026	\$28.47	\$7.38	\$4.47	\$1.00	\$0.00	\$41.32
CARPENTERS-ZONE 3 (Wood Frame)							
All Aspects of New Wood Frame Work							

Apprentice: CARPENTER WOOD FRAME Effective Date: 10/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$16.42	\$7.38	\$0.00	\$0.00	\$0.00	\$23.80
2	60.00	\$16.42	\$7.38	\$0.00	\$0.00	\$0.00	\$23.80
3	65.00	\$17.79	\$7.38	\$0.00	\$1.00	\$0.00	\$26.17
4	70.00	\$19.16	\$7.38	\$0.00	\$1.00	\$0.00	\$27.54
5	75.00	\$20.53	\$7.38	\$3.80	\$1.00	\$0.00	\$32.71
6	80.00	\$21.90	\$7.38	\$3.80	\$1.00	\$0.00	\$34.08
7	85.00	\$23.26	\$7.38	\$3.80	\$1.00	\$0.00	\$35.44
8	90.00	\$24.63	\$7.38	\$3.80	\$1.00	\$0.00	\$36.81

Apprentice: CARPENTER WOOD FRAME Effective Date: 10/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$17.08	\$7.38	\$0.00	\$0.00	\$0.00	\$24.46
2	60.00	\$17.08	\$7.38	\$0.00	\$0.00	\$0.00	\$24.46
3	65.00	\$18.51	\$7.38	\$0.00	\$1.00	\$0.00	\$26.89
4	70.00	\$19.93	\$7.38	\$0.00	\$1.00	\$0.00	\$28.31
5	75.00	\$21.35	\$7.38	\$3.80	\$1.00	\$0.00	\$33.53
6	80.00	\$22.78	\$7.38	\$3.80	\$1.00	\$0.00	\$34.96
7	85.00	\$24.20	\$7.38	\$3.80	\$1.00	\$0.00	\$36.38
8	90.00	\$25.62	\$7.38	\$3.80	\$1.00	\$0.00	\$37.80

Apprentice to Journeyworker Ratio: 1:5

CEMENT MASONRY/PLASTERING	1/1/2026	\$48.13	\$13.20	\$16.30	\$2.93	\$1.69	\$82.25
PLASTERERS AND CEMENT MASONS LOCAL 534	7/1/2026	\$49.32	\$13.20	\$16.30	\$2.93	\$1.69	\$83.44
Plasterers and Cement Masons - Zone 2	1/1/2027	\$50.51	\$13.20	\$16.30	\$2.93	\$1.69	\$84.63
	7/1/2027	\$51.70	\$13.20	\$16.30	\$2.93	\$1.69	\$85.82

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	1/1/2028	\$52.89	\$13.20	\$16.30	\$2.93	\$1.69	\$87.01

Apprentice: CEMENT MASONRY/PLASTERING							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.07	\$13.20	\$16.30	\$0.00	\$0.00	\$53.57
2	60.00	\$28.88	\$13.20	\$16.30	\$2.93	\$1.69	\$63.00
3	65.00	\$31.28	\$13.20	\$16.30	\$2.93	\$1.69	\$65.40
4	70.00	\$33.69	\$13.20	\$16.30	\$2.93	\$1.69	\$67.81
5	75.00	\$36.10	\$13.20	\$16.30	\$2.93	\$1.69	\$70.22
6	80.00	\$38.50	\$13.20	\$16.30	\$2.93	\$1.69	\$72.62
7	90.00	\$43.32	\$13.20	\$16.30	\$2.93	\$1.69	\$77.44

Apprentice: CEMENT MASONRY/PLASTERING							
Effective Date: 7/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.66	\$13.20	\$16.30	\$0.00	\$0.00	\$54.16
2	60.00	\$29.59	\$13.20	\$16.30	\$2.93	\$1.69	\$63.71
3	65.00	\$32.06	\$13.20	\$16.30	\$2.93	\$1.69	\$66.18
4	70.00	\$34.52	\$13.20	\$16.30	\$2.93	\$1.69	\$68.64
5	75.00	\$36.99	\$13.20	\$16.30	\$2.93	\$1.69	\$71.11
6	80.00	\$39.46	\$13.20	\$16.30	\$2.93	\$1.69	\$73.58
7	90.00	\$44.39	\$13.20	\$16.30	\$2.93	\$0.00	\$76.82

Apprentice to Journeyworker Ratio: 1:5

CHAIN SAW OPERATOR	12/1/2025	\$36.25	\$10.65	\$9.75	\$8.57	\$0.00	\$65.22
LABORERS	6/1/2026	\$37.55	\$10.65	\$9.75	\$8.57	\$0.00	\$66.52
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$38.85	\$10.65	\$9.75	\$8.57	\$0.00	\$67.82
	6/7/2027	\$40.25	\$10.65	\$9.75	\$8.57	\$0.00	\$69.22
	12/6/2027	\$41.65	\$10.65	\$9.75	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.15	\$10.65	\$9.75	\$8.57	\$0.00	\$72.12
	12/4/2028	\$44.65	\$10.65	\$9.75	\$8.57	\$0.00	\$73.62

For apprentice rates see "Apprentice- LABORER"

COMPRESSOR OPERATOR	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CRANE OPERATOR	12/1/2023	\$43.06	\$13.78	\$12.15	\$3.00	\$0.00	\$71.99
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE)	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.60	\$0.00	\$94.51
PAINTERS LOCAL 35							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PAINTERS LOCAL 35 - ZONE 3							

Apprentice: DELEADER (BRIDGE)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.78	\$10.35	\$0.00	\$0.00	\$0.00	\$40.13
2	55.00	\$32.76	\$10.35	\$0.00	\$6.93	\$0.00	\$50.04
3	60.00	\$35.74	\$10.35	\$0.00	\$7.56	\$0.00	\$53.65
4	65.00	\$38.71	\$10.35	\$0.00	\$8.19	\$0.00	\$57.25
5	70.00	\$41.69	\$10.35	\$12.00	\$8.82	\$0.00	\$72.86
6	75.00	\$44.67	\$10.35	\$12.00	\$9.45	\$0.00	\$76.47
7	80.00	\$47.65	\$10.35	\$12.00	\$10.08	\$0.00	\$80.08
8	90.00	\$53.60	\$10.35	\$12.00	\$11.34	\$0.00	\$87.29

Apprentice to Journeyworker Ratio: 1:1

DEMO: ADZEMAN	12/1/2025	\$48.00	\$10.65	\$9.75	\$9.65	\$0.00	\$78.05
LABORERS	6/1/2026	\$49.55	\$10.65	\$9.75	\$9.65	\$0.00	\$79.60
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$51.05	\$10.65	\$9.75	\$9.65	\$0.00	\$81.10
	6/7/2027	\$52.65	\$10.65	\$9.75	\$9.65	\$0.00	\$82.70
	12/6/2027	\$54.25	\$10.65	\$9.75	\$9.65	\$0.00	\$84.30
	6/5/2028	\$55.93	\$10.65	\$9.75	\$9.65	\$0.00	\$85.98
	12/4/2028	\$57.60	\$10.65	\$9.75	\$9.65	\$0.00	\$87.65

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR	12/1/2025	\$49.00	\$10.65	\$9.75	\$9.65	\$0.00	\$79.05
LABORERS	6/1/2026	\$50.55	\$10.65	\$9.75	\$9.65	\$0.00	\$80.60
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$52.05	\$10.65	\$9.75	\$9.65	\$0.00	\$82.10
	6/7/2027	\$53.65	\$10.65	\$9.75	\$9.65	\$0.00	\$83.70
	12/6/2027	\$55.25	\$10.65	\$9.75	\$9.65	\$0.00	\$85.30
	6/5/2028	\$56.93	\$10.65	\$9.75	\$9.65	\$0.00	\$86.98
	12/4/2028	\$58.60	\$10.65	\$9.75	\$9.65	\$0.00	\$88.65

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS	12/1/2025	\$48.75	\$10.65	\$9.75	\$9.65	\$0.00	\$78.80
LABORERS	6/1/2026	\$50.30	\$10.65	\$9.75	\$9.65	\$0.00	\$80.35
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$51.80	\$10.65	\$9.75	\$9.65	\$0.00	\$81.85
	6/7/2027	\$53.40	\$10.65	\$9.75	\$9.65	\$0.00	\$83.45
	12/6/2027	\$55.00	\$10.65	\$9.75	\$9.65	\$0.00	\$85.05
	6/5/2028	\$56.68	\$10.65	\$9.75	\$9.65	\$0.00	\$86.73
	12/4/2028	\$58.35	\$10.65	\$9.75	\$9.65	\$0.00	\$88.40

For apprentice rates see "Apprentice- LABORER"

DEMO: CONCRETE CUTTER/SAWYER	12/1/2025	\$49.00	\$10.65	\$9.75	\$9.65	\$0.00	\$79.05
LABORERS	6/1/2026	\$50.55	\$10.65	\$9.75	\$9.65	\$0.00	\$80.60
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$52.05	\$10.65	\$9.75	\$9.65	\$0.00	\$82.10
	6/7/2027	\$53.65	\$10.65	\$9.75	\$9.65	\$0.00	\$83.70
	12/6/2027	\$55.25	\$10.65	\$9.75	\$9.65	\$0.00	\$85.30

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/5/2028	\$56.93	\$10.65	\$9.75	\$9.65	\$0.00	\$86.98
	12/4/2028	\$58.60	\$10.65	\$9.75	\$9.65	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: JACKHAMMER OPERATOR	12/1/2025	\$48.75	\$10.65	\$9.75	\$9.65	\$0.00	\$78.80
LABORERS	6/1/2026	\$50.30	\$10.65	\$9.75	\$9.65	\$0.00	\$80.35
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$51.80	\$10.65	\$9.75	\$9.65	\$0.00	\$81.85
	6/7/2027	\$53.40	\$10.65	\$9.75	\$9.65	\$0.00	\$83.45
	12/6/2027	\$55.00	\$10.65	\$9.75	\$9.65	\$0.00	\$85.05
	6/5/2028	\$56.68	\$10.65	\$9.75	\$9.65	\$0.00	\$86.73
	12/4/2028	\$58.35	\$10.65	\$9.75	\$9.65	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: WRECKING LABORER	12/1/2025	\$48.00	\$10.65	\$9.75	\$9.65	\$0.00	\$78.05
LABORERS	6/1/2026	\$49.55	\$10.65	\$9.75	\$9.65	\$0.00	\$79.60
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$51.05	\$10.65	\$9.75	\$9.65	\$0.00	\$81.10
	6/7/2027	\$52.65	\$10.65	\$9.75	\$9.65	\$0.00	\$82.70
	12/6/2027	\$54.25	\$10.65	\$9.75	\$9.65	\$0.00	\$84.30
	6/5/2028	\$55.93	\$10.65	\$9.75	\$9.65	\$0.00	\$85.98
	12/4/2028	\$57.60	\$10.65	\$9.75	\$9.65	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"							
DIVER	8/1/2024	\$78.11	\$10.08	\$11.62	\$12.67	\$0.00	\$112.48
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate							
DIVER TENDER	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate							
DIVER TENDER (EFFLUENT)	8/1/2024	\$83.69	\$10.08	\$11.62	\$12.67	\$0.00	\$118.06
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
For apprentice rates see "Apprentice- PILE DRIVER"							
DIVER/SLURRY (EFFLUENT)	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
For apprentice rates see "Apprentice- PILE DRIVER"							
DRAWBRIDGE OPERATOR (Construction)	7/1/2020	\$26.77	\$6.67	\$3.93	\$0.00	\$0.16	\$37.53
DRAWBRIDGE - SEIU LOCAL 888							
DRAWBRIDGE - SEIU LOCAL 888							
ELECTRICIAN (Including Core Drilling)	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
ELECTRICIANS LOCAL 7	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
ELECTRICIANS LOCAL 7	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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Apprentice: ELECTRICIAN (Including Core Drilling)							
Effective Date: 12/28/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$21.30	\$7.65	\$0.63	\$0.00	\$0.00	\$29.58
2	45.00	\$23.97	\$7.65	\$0.70	\$0.00	\$0.00	\$32.32
3	50.00	\$26.63	\$13.75	\$7.53	\$0.00	\$0.00	\$47.91
4	55.00	\$29.29	\$13.75	\$7.61	\$0.00	\$0.00	\$50.65
5	65.00	\$34.62	\$13.75	\$9.84	\$0.00	\$0.00	\$58.21
6	70.00	\$37.28	\$13.75	\$11.30	\$0.00	\$0.00	\$62.33

Apprentice: ELECTRICIAN (Including Core Drilling)							
Effective Date: 6/28/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$21.76	\$7.80	\$0.63	\$0.00	\$0.00	\$30.19
2	45.00	\$24.48	\$7.80	\$0.70	\$0.00	\$0.00	\$32.98
3	50.00	\$27.21	\$14.00	\$7.53	\$0.00	\$0.00	\$48.74
4	55.00	\$29.93	\$14.00	\$7.61	\$0.00	\$0.00	\$51.54
5	65.00	\$35.37	\$14.00	\$9.84	\$0.00	\$0.00	\$59.21
6	70.00	\$38.09	\$14.00	\$11.30	\$0.00	\$0.00	\$63.39

Apprentice to Journeyworker Ratio: 2:3

ELEVATOR CONSTRUCTOR	1/1/2026	\$69.23	\$16.38	\$11.06	\$10.70	\$0.00	\$107.37
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2027	\$72.23	\$16.48	\$11.16	\$11.00	\$0.00	\$110.87
ELEVATOR CONSTRUCTORS LOCAL 41							

Apprentice: ELEVATOR CONSTRUCTOR							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$34.62	\$16.38	\$0.00	\$0.00	\$0.00	\$51.00
2	55.00	\$38.08	\$16.38	\$11.06	\$10.70	\$0.00	\$76.22
3	65.00	\$45.00	\$16.38	\$11.06	\$10.70	\$0.00	\$83.14
4	70.00	\$48.46	\$16.38	\$11.06	\$10.70	\$0.00	\$86.60
5	80.00	\$55.38	\$16.38	\$11.06	\$10.70	\$0.00	\$93.52

Apprentice: ELEVATOR CONSTRUCTOR							
Effective Date: 1/1/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$36.12	\$16.48	\$0.00	\$0.00	\$0.00	\$52.60
2	55.00	\$39.73	\$16.48	\$11.16	\$11.00	\$0.00	\$78.37
3	65.00	\$46.95	\$16.48	\$11.16	\$11.00	\$0.00	\$85.59

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: ELEVATOR CONSTRUCTOR Effective Date: 1/1/2027							
		Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
4	70.00	\$50.56	\$16.48	\$11.16	\$11.00	\$0.00	\$89.20
5	80.00	\$57.78	\$16.48	\$11.16	\$11.00	\$0.00	\$96.42
Apprentice to Journeyworker Ratio: 1:1							
ELEVATOR CONSTRUCTOR HELPER	1/1/2026	\$48.46	\$16.38	\$11.06	\$10.70	\$0.00	\$86.60
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2027	\$50.56	\$16.48	\$11.16	\$11.00	\$0.00	\$89.20
ELEVATOR CONSTRUCTORS LOCAL 41							
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"							
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/1/2025	\$36.24	\$10.65	\$9.75	\$6.56	\$0.00	\$63.20
LABORERS	6/1/2026	\$37.54	\$10.65	\$9.75	\$6.56	\$0.00	\$64.50
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$38.83	\$10.65	\$9.75	\$6.56	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY	6/1/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$0.00	\$27.74
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY	6/1/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$0.00	\$30.23
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY	6/1/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$0.00	\$31.23
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
FIRE ALARM INSTALLER	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
ELECTRICIANS LOCAL 7	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
ELECTRICIANS LOCAL 7	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37
For apprentice rates see "Apprentice- ELECTRICIAN"							
FIRE ALARM REPAIR / MAINTENANCE	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
/ COMMISSIONING	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
ELECTRICIANS LOCAL 7	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37
ELECTRICIANS LOCAL 7							
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"							
FIREMAN	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

Apprentice: FIREMAN

Effective Date: 12/1/2023

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: FIREMAN Effective Date: 12/1/2023							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$23.42	\$13.78	\$12.15	\$3.00	\$0.00	\$52.35
2	70.00	\$27.32	\$13.78	\$12.15	\$3.00	\$0.00	\$56.25
3	80.00	\$31.22	\$13.78	\$12.15	\$3.00	\$0.00	\$60.15
4	90.00	\$35.13	\$13.78	\$12.15	\$3.00	\$0.00	\$64.06
Apprentice to Journeyworker Ratio: 1:6							
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/1/2025	\$28.09	\$10.65	\$9.75	\$6.56	\$0.00	\$55.05
LABORERS	6/1/2026	\$29.21	\$10.65	\$9.75	\$6.56	\$0.00	\$56.17
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$29.21	\$10.65	\$9.75	\$6.56	\$0.00	\$56.17
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
FLOORCOVERER	3/1/2026	\$44.34	\$8.56	\$11.25	\$6.90	\$0.00	\$71.05
FLOORCOVERERS LOCAL 2168	9/1/2026	\$45.29	\$8.56	\$11.25	\$6.90	\$0.00	\$72.00
FLOORCOVERERS LOCAL 2168 ZONE III	3/1/2027	\$46.19	\$8.56	\$11.25	\$6.90	\$0.00	\$72.90

Apprentice: FLOORCOVERER Effective Date: 3/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.95	\$8.56	\$0.00	\$1.38	\$0.00	\$29.89
2	45.00	\$19.95	\$8.56	\$0.00	\$1.38	\$0.00	\$29.89
3	55.00	\$24.39	\$8.56	\$0.00	\$2.76	\$0.00	\$35.71
4	55.00	\$24.39	\$8.56	\$0.00	\$2.76	\$0.00	\$35.71
5	70.00	\$31.04	\$8.56	\$11.25	\$4.14	\$0.00	\$54.99
6	70.00	\$31.04	\$8.56	\$11.25	\$4.14	\$0.00	\$54.99
7	80.00	\$35.47	\$8.56	\$11.25	\$5.52	\$0.00	\$60.80
8	80.00	\$35.47	\$8.56	\$11.25	\$5.52	\$0.00	\$60.80

Apprentice: FLOORCOVERER Effective Date: 9/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$20.38	\$8.56	\$0.00	\$1.38	\$0.00	\$30.32
2	45.00	\$20.38	\$8.56	\$0.00	\$1.38	\$0.00	\$30.32
3	55.00	\$24.91	\$8.56	\$0.00	\$2.76	\$0.00	\$36.23
4	55.00	\$24.91	\$8.56	\$0.00	\$2.76	\$0.00	\$36.23
5	70.00	\$31.70	\$8.56	\$11.25	\$4.14	\$0.00	\$55.65
6	70.00	\$31.70	\$8.56	\$11.25	\$4.14	\$0.00	\$55.65
7	80.00	\$36.23	\$8.56	\$11.25	\$5.52	\$0.00	\$61.56
8	80.00	\$36.23	\$8.56	\$11.25	\$5.52	\$0.00	\$61.56

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice Notes Steps are 750 hrs.							
Apprentice to Journeyworker Ratio: 1:1							
FORK LIFT	12/1/2023	\$39.25	\$13.78	\$12.15	\$3.00	\$0.00	\$68.18
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
GENERATORS/LIGHTING PLANTS	12/1/2023	\$35.80	\$13.78	\$12.15	\$3.00	\$0.00	\$64.73
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	6/1/2025	\$43.13	\$10.80	\$8.25	\$5.50	\$0.00	\$67.68
GLAZIERS LOCAL 1333	6/1/2026	\$44.73	\$11.20	\$8.40	\$6.05	\$0.00	\$70.38
GLAZIERS LOCAL 1333	6/1/2027	\$46.73	\$11.60	\$8.55	\$6.60	\$0.00	\$73.48
	6/1/2028	\$48.73	\$12.00	\$8.70	\$7.20	\$0.00	\$76.63

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

Effective Date: 6/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$21.57	\$10.80	\$8.25	\$5.50	\$0.00	\$46.12
2	56.25	\$24.26	\$10.80	\$8.25	\$5.50	\$0.00	\$48.81
3	62.50	\$26.96	\$10.80	\$8.25	\$5.50	\$0.00	\$51.51
4	68.75	\$29.65	\$10.80	\$8.25	\$5.50	\$0.00	\$54.20
5	75.00	\$32.35	\$10.80	\$8.25	\$5.50	\$0.00	\$56.90
6	81.25	\$35.04	\$10.80	\$8.25	\$5.50	\$0.00	\$59.59
7	87.50	\$37.74	\$10.80	\$8.25	\$5.50	\$0.00	\$62.29
8	93.75	\$40.43	\$10.80	\$8.25	\$5.50	\$0.00	\$64.98

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

Effective Date: 6/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$22.37	\$11.20	\$8.40	\$6.05	\$0.00	\$48.02
2	56.25	\$25.16	\$11.20	\$8.40	\$6.05	\$0.00	\$50.81
3	62.50	\$27.96	\$11.20	\$8.40	\$6.05	\$0.00	\$53.61
4	68.75	\$30.75	\$11.20	\$8.40	\$6.05	\$0.00	\$56.40
5	75.00	\$33.55	\$11.20	\$8.40	\$6.05	\$0.00	\$59.20
6	81.25	\$36.34	\$11.20	\$8.40	\$6.05	\$0.00	\$61.99
7	87.50	\$39.14	\$11.20	\$8.40	\$6.05	\$0.00	\$64.79
8	93.75	\$41.93	\$11.20	\$8.40	\$6.05	\$0.00	\$67.58

Apprentice to Journeyworker Ratio: 3:1

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
GRADER/TRENCHING MACHINE/DERRICK OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
HVAC (DUCTWORK)	7/1/2025	\$43.48	\$12.94	\$11.01	\$8.72	\$2.13	\$78.28
SHEETMETAL WORKERS LOCAL 63	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
SHEETMETAL WORKERS LOCAL 63	1/1/2027	\$43.48	\$13.54	\$11.01	\$11.12	\$2.13	\$81.28
	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (ELECTRICAL CONTROLS)	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
ELECTRICIANS LOCAL 7	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
ELECTRICIANS LOCAL 7	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37
For apprentice rates see "Apprentice- ELECTRICIAN"							
HVAC (TESTING AND BALANCING - AIR)	7/1/2025	\$43.48	\$12.94	\$11.01	\$8.72	\$2.13	\$78.28
SHEETMETAL WORKERS LOCAL 63	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
SHEETMETAL WORKERS LOCAL 63	1/1/2027	\$43.48	\$13.54	\$11.01	\$11.12	\$2.13	\$81.28
	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (TESTING AND BALANCING -WATER)	3/17/2026	\$52.76	\$13.50	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$54.76	\$13.50	\$10.85	\$7.10	\$0.00	\$86.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HVAC MECHANIC	3/17/2026	\$52.76	\$13.50	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$54.76	\$13.50	\$10.85	\$7.10	\$0.00	\$86.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS	12/1/2025	\$36.74	\$10.65	\$9.75	\$6.56	\$0.00	\$63.70
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$38.04	\$10.65	\$9.75	\$6.56	\$0.00	\$65.00
	12/1/2026	\$39.33	\$10.65	\$9.75	\$6.56	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
INSULATOR (PIPES & TANKS)	9/1/2025	\$48.27	\$14.75	\$9.52	\$10.09	\$0.00	\$82.63
HEAT & FROST INSULATORS LOCAL 6	9/1/2026	\$51.01	\$14.75	\$9.52	\$10.09	\$0.00	\$85.37
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: INSULATOR (PIPES & TANKS) Effective Date: 9/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.14	\$14.75	\$9.27	\$5.05	\$0.00	\$53.21
2	60.00	\$28.96	\$14.75	\$9.32	\$6.05	\$0.00	\$59.08
3	70.00	\$33.79	\$14.75	\$9.37	\$7.06	\$0.00	\$64.97
4	80.00	\$38.62	\$14.75	\$9.42	\$8.07	\$0.00	\$70.86
Apprentice: INSULATOR (PIPES & TANKS) Effective Date: 9/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$25.51	\$14.75	\$9.27	\$5.05	\$0.00	\$54.58
2	60.00	\$30.61	\$14.75	\$9.32	\$6.05	\$0.00	\$60.73
3	70.00	\$35.71	\$14.75	\$9.37	\$7.06	\$0.00	\$66.89
4	80.00	\$40.81	\$14.75	\$9.42	\$8.07	\$0.00	\$73.05
Apprentice to Journeyworker Ratio: 1:4							
IRONWORKER/WELDER	3/16/2024	\$40.66	\$8.25	\$12.70	\$10.00	\$0.00	\$71.61
IRONWORKERS LOCAL 7							
IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)							
Apprentice: IRONWORKER/WELDER Effective Date: 3/16/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$24.40	\$8.25	\$12.70	\$10.00	\$0.00	\$55.35
2	70.00	\$28.46	\$8.25	\$12.70	\$10.00	\$0.00	\$59.41
3	75.00	\$30.50	\$8.25	\$12.70	\$10.00	\$0.00	\$61.45
4	80.00	\$32.53	\$8.25	\$12.70	\$10.00	\$0.00	\$63.48
5	85.00	\$34.56	\$8.25	\$12.70	\$10.00	\$0.00	\$65.51
6	90.00	\$36.59	\$8.25	\$12.70	\$10.00	\$0.00	\$67.54
Apprentice to Journeyworker Ratio: 1:4							
JACKHAMMER & PAVING BREAKER OPERATOR	12/1/2025	\$36.25	\$10.65	\$9.75	\$8.57	\$0.00	\$65.22
LABORERS	6/1/2026	\$37.55	\$10.65	\$9.75	\$8.57	\$0.00	\$66.52
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$38.85	\$10.65	\$9.75	\$8.57	\$0.00	\$67.82
	6/7/2027	\$40.25	\$10.65	\$9.75	\$8.57	\$0.00	\$69.22
	12/6/2027	\$41.65	\$10.65	\$9.75	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.15	\$10.65	\$9.75	\$8.57	\$0.00	\$72.12
	12/4/2028	\$44.65	\$10.65	\$9.75	\$8.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
LABORER	12/1/2025	\$36.00	\$10.65	\$9.75	\$8.57	\$0.00	\$64.97

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS	6/1/2026	\$37.30	\$10.65	\$9.75	\$8.57	\$0.00	\$66.27
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$38.60	\$10.65	\$9.75	\$8.57	\$0.00	\$67.57
	6/7/2027	\$40.00	\$10.65	\$9.75	\$8.57	\$0.00	\$68.97
	12/6/2027	\$41.40	\$10.65	\$9.75	\$8.57	\$0.00	\$70.37
	6/5/2028	\$42.90	\$10.65	\$9.75	\$8.57	\$0.00	\$71.87
	12/4/2028	\$44.40	\$10.65	\$9.75	\$8.57	\$0.00	\$73.37

Apprentice: LABORER							
Effective Date: 12/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.05	\$9.90	\$9.25	\$8.32	\$0.00	\$49.52
2	70.00	\$25.73	\$9.90	\$9.25	\$8.32	\$0.00	\$53.20
3	80.00	\$29.40	\$9.90	\$9.25	\$8.32	\$0.00	\$56.87
4	90.00	\$33.08	\$9.90	\$9.25	\$8.32	\$0.00	\$60.55

Apprentice: LABORER							
Effective Date: 6/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.38	\$10.65	\$9.75	\$8.57	\$0.00	\$51.35
2	70.00	\$26.11	\$10.65	\$9.75	\$8.57	\$0.00	\$55.08
3	80.00	\$29.84	\$10.65	\$9.75	\$8.57	\$0.00	\$58.81
4	90.00	\$33.57	\$10.65	\$9.75	\$8.57	\$0.00	\$62.54

Apprentice to Journeyworker Ratio: 1:5

LABORER (HEAVY & HIGHWAY)	12/1/2025	\$35.99	\$10.65	\$9.75	\$6.56	\$0.00	\$62.95
LABORERS	6/1/2026	\$37.29	\$10.65	\$9.75	\$6.56	\$0.00	\$64.25
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$38.58	\$10.65	\$9.75	\$6.56	\$0.00	\$65.54

Apprentice: LABORER (HEAVY & HIGHWAY)							
Effective Date: 12/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.04	\$9.90	\$9.25	\$6.31	\$0.00	\$47.50
2	70.00	\$25.72	\$9.90	\$9.25	\$6.31	\$0.00	\$51.18
3	80.00	\$29.40	\$9.90	\$9.25	\$6.31	\$0.00	\$54.86
4	90.00	\$33.07	\$9.90	\$9.25	\$6.31	\$0.00	\$58.53

Apprentice: LABORER (HEAVY & HIGHWAY)							
Effective Date: 6/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.37	\$10.65	\$9.75	\$6.56	\$0.00	\$49.33

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																
Apprentice: LABORER (HEAVY & HIGHWAY) Effective Date: 6/1/2026 <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>2</td><td>70.00</td><td>\$26.10</td><td>\$10.65</td><td>\$9.75</td><td>\$6.56</td><td>\$0.00</td><td>\$53.06</td></tr><tr><td>3</td><td>80.00</td><td>\$29.83</td><td>\$10.65</td><td>\$9.75</td><td>\$6.56</td><td>\$0.00</td><td>\$56.79</td></tr><tr><td>4</td><td>90.00</td><td>\$33.56</td><td>\$10.65</td><td>\$9.75</td><td>\$6.56</td><td>\$0.00</td><td>\$60.52</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	2	70.00	\$26.10	\$10.65	\$9.75	\$6.56	\$0.00	\$53.06	3	80.00	\$29.83	\$10.65	\$9.75	\$6.56	\$0.00	\$56.79	4	90.00	\$33.56	\$10.65	\$9.75	\$6.56	\$0.00	\$60.52
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																
2	70.00	\$26.10	\$10.65	\$9.75	\$6.56	\$0.00	\$53.06																																
3	80.00	\$29.83	\$10.65	\$9.75	\$6.56	\$0.00	\$56.79																																
4	90.00	\$33.56	\$10.65	\$9.75	\$6.56	\$0.00	\$60.52																																
Apprentice to Journeyworker Ratio: 1:5																																							
LABORER: CARPENTER TENDER	12/1/2025	\$36.00	\$10.65	\$9.75	\$8.57	\$0.00	\$64.97																																
LABORERS	6/1/2026	\$37.30	\$10.65	\$9.75	\$8.57	\$0.00	\$66.27																																
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$38.60	\$10.65	\$9.75	\$8.57	\$0.00	\$67.57																																
	6/7/2027	\$40.00	\$10.65	\$9.75	\$8.57	\$0.00	\$68.97																																
	12/6/2027	\$41.40	\$10.65	\$9.75	\$8.57	\$0.00	\$70.37																																
	6/5/2028	\$42.90	\$10.65	\$9.75	\$8.57	\$0.00	\$71.87																																
	12/4/2028	\$44.40	\$10.65	\$9.75	\$8.57	\$0.00	\$73.37																																
For apprentice rates see "Apprentice- LABORER"																																							
LABORER: CEMENT FINISHER TENDER	12/1/2025	\$36.00	\$10.65	\$9.75	\$8.57	\$0.00	\$64.97																																
LABORERS	6/1/2026	\$37.30	\$10.65	\$9.75	\$8.57	\$0.00	\$66.27																																
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$38.60	\$10.65	\$9.75	\$8.57	\$0.00	\$67.57																																
	6/7/2027	\$40.00	\$10.65	\$9.75	\$8.57	\$0.00	\$68.97																																
	12/6/2027	\$41.40	\$10.65	\$9.75	\$8.57	\$0.00	\$70.37																																
	6/5/2028	\$42.90	\$10.65	\$9.75	\$8.57	\$0.00	\$71.87																																
	12/4/2028	\$44.40	\$10.65	\$9.75	\$8.57	\$0.00	\$73.37																																
For apprentice rates see "Apprentice- LABORER"																																							
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/1/2025	\$35.92	\$10.65	\$9.75	\$8.70	\$0.00	\$65.02																																
LABORERS	6/1/2026	\$37.22	\$10.65	\$9.75	\$8.70	\$0.00	\$66.32																																
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$38.52	\$10.65	\$9.75	\$8.70	\$0.00	\$67.62																																
	6/7/2027	\$39.92	\$10.65	\$9.75	\$8.70	\$0.00	\$69.02																																
	12/6/2027	\$41.32	\$10.65	\$9.75	\$8.70	\$0.00	\$70.42																																
	6/5/2028	\$42.82	\$10.65	\$9.75	\$8.70	\$0.00	\$71.92																																
	12/4/2028	\$44.32	\$10.65	\$9.75	\$8.70	\$0.00	\$73.42																																
For apprentice rates see "Apprentice- LABORER"																																							
LABORER: MASON TENDER	12/1/2025	\$39.00	\$10.65	\$9.75	\$8.57	\$0.00	\$67.97																																
LABORERS	6/1/2026	\$40.30	\$10.65	\$9.75	\$8.57	\$0.00	\$69.27																																
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$41.60	\$10.65	\$9.75	\$8.57	\$0.00	\$70.57																																
	6/7/2027	\$43.00	\$10.65	\$9.75	\$8.57	\$0.00	\$71.97																																
	12/6/2027	\$44.40	\$10.65	\$9.75	\$8.57	\$0.00	\$73.37																																
	6/5/2028	\$45.90	\$10.65	\$9.75	\$8.57	\$0.00	\$74.87																																
	12/4/2028	\$47.40	\$10.65	\$9.75	\$8.57	\$0.00	\$76.37																																
For apprentice rates see "Apprentice- LABORER"																																							
LABORER: MASON TENDER (HEAVY & HIGHWAY)	12/1/2025	\$36.24	\$10.65	\$9.75	\$6.56	\$0.00	\$63.20																																
LABORERS	6/1/2026	\$37.54	\$10.65	\$9.75	\$6.56	\$0.00	\$64.50																																
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$38.83	\$10.65	\$9.75	\$6.56	\$0.00	\$65.79																																

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
LABORER: MULTI-TRADE TENDER	12/1/2025	\$36.00	\$10.65	\$9.75	\$8.57	\$0.00	\$64.97
LABORERS	6/1/2026	\$37.30	\$10.65	\$9.75	\$8.57	\$0.00	\$66.27
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$38.60	\$10.65	\$9.75	\$8.57	\$0.00	\$67.57
	6/7/2027	\$40.00	\$10.65	\$9.75	\$8.57	\$0.00	\$68.97
	12/6/2027	\$41.40	\$10.65	\$9.75	\$8.57	\$0.00	\$70.37
	6/5/2028	\$42.90	\$10.65	\$9.75	\$8.57	\$0.00	\$71.87
	12/4/2028	\$44.40	\$10.65	\$9.75	\$8.57	\$0.00	\$73.37
For apprentice rates see "Apprentice- LABORER"							
LABORER: TREE REMOVER	12/1/2025	\$36.00	\$10.65	\$9.75	\$8.57	\$0.00	\$64.97
LABORERS	6/1/2026	\$37.30	\$10.65	\$9.75	\$8.57	\$0.00	\$66.27
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$38.60	\$10.65	\$9.75	\$8.57	\$0.00	\$67.57
	6/7/2027	\$40.00	\$10.65	\$9.75	\$8.57	\$0.00	\$68.97
	12/6/2027	\$41.40	\$10.65	\$9.75	\$8.57	\$0.00	\$70.37
	6/5/2028	\$42.90	\$10.65	\$9.75	\$8.57	\$0.00	\$71.87
	12/4/2028	\$44.40	\$10.65	\$9.75	\$8.57	\$0.00	\$73.37
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"							
LASER BEAM OPERATOR	12/1/2025	\$36.25	\$10.65	\$9.75	\$8.57	\$0.00	\$65.22
LABORERS	6/1/2026	\$37.55	\$10.65	\$9.75	\$8.57	\$0.00	\$66.52
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$38.85	\$10.65	\$9.75	\$8.57	\$0.00	\$67.82
	6/7/2027	\$40.25	\$10.65	\$9.75	\$8.57	\$0.00	\$69.22
	12/6/2027	\$41.65	\$10.65	\$9.75	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.15	\$10.65	\$9.75	\$8.57	\$0.00	\$72.12
	12/4/2028	\$44.65	\$10.65	\$9.75	\$8.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/1/2025	\$36.24	\$10.65	\$9.75	\$6.56	\$0.00	\$63.20
LABORERS	6/1/2026	\$37.54	\$10.65	\$9.75	\$6.56	\$0.00	\$64.50
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$38.83	\$10.65	\$9.75	\$6.56	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
MARBLE & TILE FINISHERS	2/1/2026	\$45.56	\$12.84	\$15.10	\$5.41	\$0.00	\$78.91
BRICKLAYERS LOCAL 3	8/1/2026	\$47.32	\$12.84	\$15.10	\$5.41	\$0.00	\$80.67
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	2/1/2027	\$48.44	\$12.84	\$15.10	\$5.41	\$0.00	\$81.79

Apprentice: MARBLE & TILE FINISHERS**Effective Date: 2/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$22.78	\$12.84	\$15.10	\$5.41	\$0.00	\$56.13
2	60.00	\$27.34	\$12.84	\$15.10	\$5.41	\$0.00	\$60.69
3	70.00	\$31.89	\$12.84	\$15.10	\$5.41	\$0.00	\$65.24
4	80.00	\$36.45	\$12.84	\$15.10	\$5.41	\$0.00	\$69.80
5	90.00	\$41.00	\$12.84	\$15.10	\$5.41	\$0.00	\$74.35

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: MARBLE & TILE FINISHERS							
Effective Date: 8/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$23.66	\$12.84	\$15.10	\$5.41	\$0.00	\$57.01
2	60.00	\$28.39	\$12.84	\$15.10	\$5.41	\$0.00	\$61.74
3	70.00	\$33.12	\$12.84	\$15.10	\$5.41	\$0.00	\$66.47
4	80.00	\$37.86	\$12.84	\$15.10	\$5.41	\$0.00	\$71.21
5	90.00	\$42.59	\$12.84	\$15.10	\$5.41	\$0.00	\$75.94
Apprentice to Journeyworker Ratio: 1:5							
MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
MECHANIC/WELDER/BOOM TRUCK	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
MILLWRIGHT (Zone 3)	1/5/2026	\$45.20	\$10.58	\$11.47	\$9.75	\$0.00	\$77.00
MILLWRIGHTS LOCAL 1121							
MILLWRIGHTS LOCAL 1121 - Zone 3							
Apprentice: MILLWRIGHT (Zone 3)							
Effective Date: 1/5/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$24.86	\$10.58	\$0.00	\$5.36	\$0.00	\$40.80
2	65.00	\$29.38	\$10.58	\$0.00	\$6.34	\$0.00	\$46.30
3	75.00	\$33.90	\$10.58	\$11.47	\$7.31	\$0.00	\$63.26
4	85.00	\$38.42	\$10.58	\$11.47	\$8.29	\$0.00	\$68.76
Apprentice Notes							
Step 1&2 Appr. indentured after 1/6/2020 receive no pension,							
Apprentice to Journeyworker Ratio: 1:4							
MORTAR MIXER	12/1/2025	\$36.25	\$10.65	\$9.75	\$8.57	\$0.00	\$65.22
LABORERS	6/1/2026	\$37.55	\$10.65	\$9.75	\$8.57	\$0.00	\$66.52
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$38.85	\$10.65	\$9.75	\$8.57	\$0.00	\$67.82
	6/7/2027	\$40.25	\$10.65	\$9.75	\$8.57	\$0.00	\$69.22
	12/6/2027	\$41.65	\$10.65	\$9.75	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.15	\$10.65	\$9.75	\$8.57	\$0.00	\$72.12
	12/4/2028	\$44.65	\$10.65	\$9.75	\$8.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OILER OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$35.02	\$13.78	\$12.15	\$3.00	\$0.00	\$63.95

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS VI OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$32.74	\$13.78	\$12.15	\$3.00	\$0.00	\$61.67
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 3	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.60	\$0.00	\$94.51
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Apprentice: PAINTER (BRIDGES/TANKS)

Effective Date: 1/1/2026

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

Apprentice to Journeyworker Ratio: 1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	1/1/2026	\$42.03	\$10.35	\$12.00	\$8.35	\$0.00	\$72.73
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* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used.

PAINTERS LOCAL 35
PAINTERS LOCAL 35 - ZONE 3

Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) *

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$21.02	\$10.35	\$0.00	\$0.00	\$0.00	\$31.37
2	55.00	\$23.12	\$10.35	\$0.00	\$4.59	\$0.00	\$38.06
3	60.00	\$25.22	\$10.35	\$0.00	\$5.01	\$0.00	\$40.58
4	65.00	\$27.32	\$10.35	\$0.00	\$5.43	\$0.00	\$43.10
5	70.00	\$29.42	\$10.35	\$12.00	\$5.85	\$0.00	\$57.62
6	75.00	\$31.52	\$10.35	\$12.00	\$6.26	\$0.00	\$60.13
7	80.00	\$33.62	\$10.35	\$12.00	\$6.68	\$0.00	\$62.65
8	90.00	\$37.83	\$10.35	\$12.00	\$7.52	\$0.00	\$67.70

Apprentice to Journeyworker Ratio: 1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	1/1/2026	\$39.35	\$10.35	\$12.00	\$8.35	\$0.00	\$70.05
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							

Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$19.68	\$10.35	\$0.00	\$0.00	\$0.00	\$30.03
2	55.00	\$21.64	\$10.35	\$0.00	\$4.59	\$0.00	\$36.58
3	60.00	\$23.61	\$10.35	\$0.00	\$5.01	\$0.00	\$38.97
4	65.00	\$25.58	\$10.35	\$0.00	\$5.43	\$0.00	\$41.36
5	70.00	\$27.55	\$10.35	\$12.00	\$5.85	\$0.00	\$55.75
6	75.00	\$29.51	\$10.35	\$12.00	\$6.26	\$0.00	\$58.12
7	80.00	\$31.48	\$10.35	\$12.00	\$6.68	\$0.00	\$60.51
8	90.00	\$35.42	\$10.35	\$12.00	\$7.52	\$0.00	\$65.29

Apprentice to Journeyworker Ratio: 1:1

PAINTER / TAPER (BRUSH, NEW) *	1/1/2026	\$40.63	\$10.35	\$12.00	\$8.35	\$0.00	\$71.33
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.							
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							

Apprentice: PAINTER / TAPER (BRUSH, NEW) *							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$20.32	\$10.35	\$0.00	\$0.00	\$0.00	\$30.67
2	55.00	\$22.35	\$10.35	\$0.00	\$4.59	\$0.00	\$37.29
3	60.00	\$24.38	\$10.35	\$0.00	\$5.01	\$0.00	\$39.74
4	65.00	\$26.41	\$10.35	\$0.00	\$5.43	\$0.00	\$42.19
5	70.00	\$28.44	\$10.35	\$12.00	\$5.85	\$0.00	\$56.64
6	75.00	\$30.47	\$10.35	\$12.00	\$6.26	\$0.00	\$59.08
7	80.00	\$32.50	\$10.35	\$12.00	\$6.68	\$0.00	\$61.53
8	90.00	\$36.57	\$10.35	\$12.00	\$7.52	\$0.00	\$66.44

Apprentice to Journeyworker Ratio: 1:1

PAINTER / TAPER (BRUSH, REPAINT)	1/1/2026	\$37.95	\$10.35	\$12.00	\$8.35	\$0.00	\$68.65
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							

Apprentice: PAINTER / TAPER (BRUSH, REPAINT)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$18.98	\$10.35	\$0.00	\$0.00	\$0.00	\$29.33

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER / TAPER (BRUSH, REPAINT) Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
2	55.00	\$20.87	\$10.35	\$0.00	\$4.59	\$0.00	\$35.81
3	60.00	\$22.77	\$10.35	\$0.00	\$5.01	\$0.00	\$38.13
4	65.00	\$24.67	\$10.35	\$0.00	\$5.43	\$0.00	\$40.45
5	70.00	\$26.57	\$10.35	\$12.00	\$5.85	\$0.00	\$54.77
6	75.00	\$28.46	\$10.35	\$12.00	\$6.26	\$0.00	\$57.07
7	80.00	\$30.36	\$10.35	\$12.00	\$6.68	\$0.00	\$59.39
8	90.00	\$34.16	\$10.35	\$12.00	\$7.52	\$0.00	\$64.03
Apprentice to Journeyworker Ratio: 1:1							
PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/1/2025	\$35.99	\$10.65	\$9.75	\$6.56	\$0.00	\$62.95
LABORERS	6/1/2026	\$37.29	\$10.65	\$9.75	\$6.56	\$0.00	\$64.25
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$38.58	\$10.65	\$9.75	\$6.56	\$0.00	\$65.54
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
PANEL & PICKUP TRUCKS DRIVER	1/1/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$0.00	\$78.73
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$0.00	\$79.73
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$0.00	\$81.47
	1/1/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$0.00	\$82.07
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
For apprentice rates see "Apprentice- PILE DRIVER"							
PILE DRIVER	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
Apprentice: PILE DRIVER Effective Date: 8/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$22.14	\$10.08	\$0.00	\$2.53	\$0.00	\$34.75
2	55.00	\$27.05	\$10.08	\$0.00	\$5.07	\$0.00	\$42.20
3	70.00	\$34.43	\$10.08	\$11.62	\$7.60	\$0.00	\$63.73
4	80.00	\$39.35	\$10.08	\$11.62	\$10.14	\$0.00	\$71.19
Apprentice to Journeyworker Ratio: 1:5							
PIPELAYER	12/1/2025	\$36.25	\$10.65	\$9.75	\$8.57	\$0.00	\$65.22
LABORERS	6/1/2026	\$37.55	\$10.65	\$9.75	\$8.57	\$0.00	\$66.52
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$38.85	\$10.65	\$9.75	\$8.57	\$0.00	\$67.82
	6/7/2027	\$40.25	\$10.65	\$9.75	\$8.57	\$0.00	\$69.22
	12/6/2027	\$41.65	\$10.65	\$9.75	\$8.57	\$0.00	\$70.62

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/5/2028	\$43.15	\$10.65	\$9.75	\$8.57	\$0.00	\$72.12
	12/4/2028	\$44.65	\$10.65	\$9.75	\$8.57	\$0.00	\$73.62

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY)	12/1/2025	\$36.24	\$10.65	\$9.75	\$6.56	\$0.00	\$63.20
LABORERS	6/1/2026	\$37.54	\$10.65	\$9.75	\$6.56	\$0.00	\$64.50
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$38.83	\$10.65	\$9.75	\$6.56	\$0.00	\$65.79

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

PLUMBER & PIPEFITTER	3/17/2026	\$52.76	\$13.50	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$54.76	\$13.50	\$10.85	\$7.10	\$0.00	\$86.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21

Apprentice: PLUMBER & PIPEFITTER

Effective Date: 3/17/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$23.74	\$13.50	\$10.85	\$0.00	\$0.00	\$48.09
2	50.00	\$26.38	\$13.50	\$10.85	\$0.00	\$0.00	\$50.73
3	55.00	\$29.02	\$13.50	\$10.85	\$0.00	\$0.00	\$53.37
4	60.00	\$31.66	\$13.50	\$10.85	\$0.00	\$0.00	\$56.01
5	65.00	\$34.29	\$13.50	\$10.85	\$0.00	\$0.00	\$58.64
6	70.00	\$36.93	\$13.50	\$10.85	\$0.00	\$0.00	\$61.28
7	75.00	\$39.57	\$13.50	\$10.85	\$0.00	\$0.00	\$63.92
8	80.00	\$42.21	\$13.50	\$10.85	\$0.00	\$0.00	\$66.56
9	85.00	\$44.85	\$13.50	\$10.85	\$7.10	\$0.00	\$76.30
10	85.00	\$44.85	\$13.50	\$10.85	\$7.10	\$0.00	\$76.30

Apprentice: PLUMBER & PIPEFITTER

Effective Date: 9/17/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$24.64	\$13.50	\$0.00	\$0.00	\$0.00	\$38.14
2	50.00	\$27.38	\$13.50	\$0.00	\$0.00	\$0.00	\$40.88
3	55.00	\$30.12	\$13.50	\$0.00	\$0.00	\$0.00	\$43.62
4	60.00	\$32.86	\$13.50	\$0.00	\$0.00	\$0.00	\$46.36
5	65.00	\$35.59	\$13.50	\$0.00	\$0.00	\$0.00	\$49.09
6	70.00	\$38.33	\$13.50	\$0.00	\$0.00	\$0.00	\$51.83
7	75.00	\$41.07	\$13.50	\$0.00	\$0.00	\$0.00	\$54.57
8	80.00	\$43.81	\$13.50	\$0.00	\$0.00	\$0.00	\$57.31
9	85.00	\$46.55	\$13.50	\$0.00	\$7.10	\$0.00	\$67.15
10	85.00	\$46.55	\$13.50	\$0.00	\$7.10	\$0.00	\$67.15

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice Notes **1:1,2:5,3:9,4:12 Apprentice to Journeyworker Ratio: 1:1							
PNEUMATIC CONTROLS (TEMP.)	3/17/2026	\$52.76	\$13.50	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$54.76	\$13.50	\$10.85	\$7.10	\$0.00	\$86.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/1/2025	\$36.24	\$10.65	\$9.75	\$6.56	\$0.00	\$63.20
LABORERS	6/1/2026	\$37.54	\$10.65	\$9.75	\$6.56	\$0.00	\$64.50
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$38.83	\$10.65	\$9.75	\$6.56	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
POWDERMAN & BLASTER	12/1/2025	\$37.00	\$10.65	\$9.75	\$8.57	\$0.00	\$65.97
LABORERS	6/1/2026	\$38.30	\$10.65	\$9.75	\$8.57	\$0.00	\$67.27
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$39.60	\$10.65	\$9.75	\$8.57	\$0.00	\$68.57
	6/7/2027	\$41.00	\$10.65	\$9.75	\$8.57	\$0.00	\$69.97
	12/6/2027	\$42.40	\$10.65	\$9.75	\$8.57	\$0.00	\$71.37
	6/5/2028	\$43.90	\$10.65	\$9.75	\$8.57	\$0.00	\$72.87
	12/4/2028	\$45.40	\$10.65	\$9.75	\$8.57	\$0.00	\$74.37
For apprentice rates see "Apprentice- LABORER"							
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/1/2025	\$36.99	\$10.65	\$9.75	\$6.56	\$0.00	\$63.95
LABORERS	6/1/2026	\$38.29	\$10.65	\$9.75	\$6.56	\$0.00	\$65.25
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$39.58	\$10.65	\$9.75	\$6.56	\$0.00	\$66.54
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
PUMP OPERATOR (CONCRETE)	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (DEWATERING, OTHER)	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
READY-MIX CONCRETE DRIVER	5/1/2024	\$26.14	\$11.82	\$7.25	\$0.00	\$0.00	\$45.21
TEAMSTERS 404 - Construction Service (Northampton)							
TEAMSTERS 404 - Construction Service (Northampton)							
RIDE-ON MOTORIZED BUGGY OPERATOR	12/1/2025	\$36.25	\$10.65	\$9.75	\$8.57	\$0.00	\$65.22
LABORERS	6/1/2026	\$37.55	\$10.65	\$9.75	\$8.57	\$0.00	\$66.52
LABORERS - ZONE 3 (BUILDING & SITE)	12/7/2026	\$38.85	\$10.65	\$9.75	\$8.57	\$0.00	\$67.82
	6/7/2027	\$40.25	\$10.65	\$9.75	\$8.57	\$0.00	\$69.22

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/6/2027	\$41.65	\$10.65	\$9.75	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.15	\$10.65	\$9.75	\$8.57	\$0.00	\$72.12
	12/4/2028	\$44.65	\$10.65	\$9.75	\$8.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
ROLLER OPERATOR OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
ROOFER (Coal tar pitch) ROOFERS LOCAL 248 ROOFERS LOCAL 248	10/2/2025 7/16/2026	\$44.73 \$46.73	\$10.60 \$10.60	\$8.70 \$8.70	\$10.00 \$10.00	\$0.00 \$0.00	\$74.03 \$76.03
For apprentice rates see "Apprentice- ROOFER"							
ROOFER (Inc.Roofers Waterproofing &Roofers Dampproofg) ROOFERS LOCAL 248 ROOFERS LOCAL 248	10/2/2025 7/16/2026	\$44.23 \$46.23	\$10.60 \$10.60	\$8.70 \$8.70	\$10.00 \$10.00	\$0.00 \$0.00	\$73.53 \$75.53
ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 248 ROOFERS LOCAL 248	10/2/2025 7/16/2026	\$44.73 \$46.73	\$10.60 \$10.60	\$8.70 \$8.70	\$10.00 \$10.00	\$0.00 \$0.00	\$74.03 \$76.03
For apprentice rates see "Apprentice- ROOFER"							
SCRAPER OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$35.80	\$13.78	\$12.15	\$3.00	\$0.00	\$64.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63 SHEETMETAL WORKERS LOCAL 63	7/1/2025 7/1/2026 1/1/2027 7/1/2027 1/1/2028	\$43.48 \$43.48 \$43.48 \$44.98 \$46.48	\$12.94 \$13.24 \$13.54 \$13.54 \$13.54	\$11.01 \$11.01 \$11.01 \$11.01 \$11.01	\$8.72 \$9.92 \$11.12 \$11.12 \$11.12	\$2.13 \$2.13 \$2.13 \$2.13 \$2.13	\$78.28 \$79.78 \$81.28 \$82.78 \$84.28

Apprentice: SHEETMETAL WORKER**Effective Date: 7/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.57	\$5.82	\$4.95	\$0.00	\$0.85	\$31.19
2	50.00	\$21.74	\$6.47	\$5.51	\$0.00	\$0.94	\$34.66
3	55.00	\$23.91	\$7.12	\$9.91	\$0.00	\$1.15	\$42.09

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: SHEETMETAL WORKER							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
4	60.00	\$26.09	\$7.76	\$9.91	\$0.00	\$1.23	\$44.99
5	65.00	\$28.26	\$8.41	\$9.91	\$0.00	\$1.31	\$47.89
6	70.00	\$30.44	\$9.06	\$9.91	\$0.00	\$1.39	\$50.80
7	75.00	\$32.61	\$9.71	\$9.91	\$0.00	\$1.47	\$53.70
8	80.00	\$34.78	\$10.35	\$9.91	\$8.72	\$1.78	\$65.54
9	85.00	\$36.96	\$11.00	\$9.91	\$8.72	\$1.86	\$68.45
10	90.00	\$39.13	\$11.65	\$9.91	\$8.72	\$1.94	\$71.35
Apprentice: SHEETMETAL WORKER							
Effective Date: 7/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.57	\$5.96	\$4.95	\$0.00	\$0.85	\$31.33
2	50.00	\$21.74	\$6.62	\$5.51	\$0.00	\$0.94	\$34.81
3	55.00	\$23.91	\$7.28	\$9.91	\$0.00	\$1.15	\$42.25
4	60.00	\$26.09	\$7.94	\$9.91	\$0.00	\$1.23	\$45.17
5	65.00	\$28.26	\$8.60	\$9.91	\$0.00	\$1.31	\$48.08
6	70.00	\$30.44	\$9.27	\$9.91	\$0.00	\$1.39	\$51.01
7	75.00	\$32.61	\$9.93	\$9.91	\$0.00	\$1.47	\$53.92
8	80.00	\$34.78	\$10.59	\$9.91	\$9.92	\$1.78	\$66.98
9	85.00	\$36.96	\$11.25	\$9.91	\$9.92	\$1.86	\$69.90
10	90.00	\$39.13	\$11.92	\$9.91	\$9.92	\$1.94	\$72.82
Apprentice to Journeyworker Ratio: 1:3							
SPECIALIZED EARTH MOVING EQUIP < 35 TONS	1/1/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$0.00	\$79.19
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	1/1/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$0.00	\$79.48
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$0.00	\$80.48
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$0.00	\$82.22
	1/1/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$0.00	\$82.82
SPRINKLER FITTER	4/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
SPRINKLER FITTERS LOCAL 669	7/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
SPRINKLER FITTERS LOCAL 669	10/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
	1/1/2027	\$56.54	\$14.55	\$7.50	\$9.41	\$0.00	\$88.00
	4/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	7/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	10/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	1/1/2028	\$59.83	\$15.50	\$7.55	\$9.41	\$0.00	\$92.29

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: SPRINKLER FITTER							
Effective Date: 4/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	43.00	\$28.36	\$9.64	\$0.00	\$0.00	\$0.00	\$38.00
2	48.00	\$31.66	\$9.64	\$0.00	\$0.00	\$0.00	\$41.30
3	52.00	\$34.29	\$13.60	\$7.45	\$1.15	\$0.00	\$56.49
4	56.00	\$36.93	\$13.60	\$7.45	\$1.15	\$0.00	\$59.13
5	59.00	\$38.91	\$13.60	\$7.45	\$1.40	\$0.00	\$61.36
6	64.00	\$42.21	\$13.60	\$7.45	\$1.40	\$0.00	\$64.66
7	68.00	\$44.85	\$13.60	\$7.45	\$1.40	\$0.00	\$67.30
8	72.00	\$47.48	\$13.60	\$7.45	\$1.40	\$0.00	\$69.93
9	76.00	\$50.12	\$13.60	\$7.45	\$1.40	\$0.00	\$72.57
10	80.00	\$52.76	\$13.60	\$7.45	\$1.40	\$0.00	\$75.21

Apprentice: SPRINKLER FITTER							
Effective Date: 7/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	43.00	\$28.36	\$9.64	\$0.00	\$0.00	\$0.00	\$38.00
2	48.00	\$31.66	\$9.64	\$0.00	\$0.00	\$0.00	\$41.30
3	52.00	\$34.29	\$13.60	\$7.45	\$1.15	\$0.00	\$56.49
4	56.00	\$36.93	\$13.60	\$7.45	\$1.15	\$0.00	\$59.13
5	59.00	\$38.91	\$13.60	\$7.45	\$1.40	\$0.00	\$61.36
6	64.00	\$42.21	\$13.60	\$7.45	\$1.40	\$0.00	\$64.66
7	68.00	\$44.85	\$13.60	\$7.45	\$1.40	\$0.00	\$67.30
8	72.00	\$47.48	\$13.60	\$7.45	\$1.40	\$0.00	\$69.93
9	76.00	\$50.12	\$13.60	\$7.45	\$1.40	\$0.00	\$72.57
10	80.00	\$52.76	\$13.60	\$7.45	\$1.40	\$0.00	\$75.21

Apprentice to Journeyworker Ratio: 1:1

TELECOMMUNICATION TECHNICIAN	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
TELECOMMUNICATION TECHNICIAN	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
ELECTRICIANS LOCAL 7	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37

For apprentice rates and ratios see "Apprentice- ELECTRICIAN"

Apprentice: TELECOMMUNICATION TECHNICIAN							
Effective Date: 12/28/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$21.30	\$7.65	\$0.63	\$0.00	\$0.00	\$29.58
2	45.00	\$23.97	\$7.65	\$0.70	\$0.00	\$0.00	\$32.32
3	50.00	\$26.63	\$13.75	\$7.53	\$0.00	\$0.00	\$47.91
4	55.00	\$29.29	\$13.75	\$7.61	\$0.00	\$0.00	\$50.65

Construction

Classification		Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: TELECOMMUNICATION TECHNICIAN								
Effective Date: 12/28/2025								
Step	Percent		Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
5	65.00		\$34.62	\$13.75	\$9.84	\$0.00	\$0.00	\$58.21
6	70.00		\$37.28	\$13.75	\$11.30	\$0.00	\$0.00	\$62.33

Apprentice: TELECOMMUNICATION TECHNICIAN								
Effective Date: 6/28/2026								
Step	Percent		Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00		\$21.76	\$7.80	\$0.63	\$0.00	\$0.00	\$30.19
2	45.00		\$24.48	\$7.80	\$0.70	\$0.00	\$0.00	\$32.98
3	50.00		\$27.21	\$14.00	\$7.53	\$0.00	\$0.00	\$48.74
4	55.00		\$29.93	\$14.00	\$7.61	\$0.00	\$0.00	\$51.54
5	65.00		\$35.37	\$14.00	\$9.84	\$0.00	\$0.00	\$59.21
6	70.00		\$38.09	\$14.00	\$11.30	\$0.00	\$0.00	\$63.39

Apprentice to Journeyworker Ratio: 1:1

TERRAZZO FINISHERS	2/10/2026	\$66.89	\$12.84	\$15.57	\$8.02	\$0.00	\$103.32
BRICKLAYERS LOCAL 3	8/1/2026	\$69.09	\$12.84	\$15.57	\$8.02	\$0.00	\$105.52
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	2/1/2027	\$70.49	\$12.84	\$15.57	\$8.02	\$0.00	\$106.92

Apprentice: TERRAZZO FINISHERS								
Effective Date: 2/10/2026								
Step	Percent		Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00		\$33.45	\$12.84	\$15.57	\$8.02	\$0.00	\$69.88
2	60.00		\$40.13	\$12.84	\$15.57	\$8.02	\$0.00	\$76.56
3	70.00		\$46.82	\$12.84	\$15.57	\$8.02	\$0.00	\$83.25
4	80.00		\$53.51	\$12.84	\$15.57	\$8.02	\$0.00	\$89.94
5	90.00		\$60.20	\$12.84	\$15.57	\$8.02	\$0.00	\$96.63

Apprentice: TERRAZZO FINISHERS								
Effective Date: 8/1/2026								
Step	Percent		Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00		\$34.55	\$12.84	\$15.57	\$8.02	\$0.00	\$70.98
2	60.00		\$41.45	\$12.84	\$15.57	\$8.02	\$0.00	\$77.88
3	70.00		\$48.36	\$12.84	\$15.57	\$8.02	\$0.00	\$84.79
4	80.00		\$55.27	\$12.84	\$15.57	\$8.02	\$0.00	\$91.70
5	90.00		\$62.18	\$12.84	\$15.57	\$8.02	\$0.00	\$98.61

Apprentice to Journeyworker Ratio: 1:5

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TERRAZZO MECHANIC	2/1/2026	\$67.97	\$12.84	\$15.57	\$7.99	\$0.00	\$104.37
BRICKLAYERS LOCAL 3	8/1/2026	\$70.17	\$12.84	\$15.57	\$7.99	\$0.00	\$106.57
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	2/1/2027	\$71.57	\$12.84	\$15.57	\$7.99	\$0.00	\$107.97

Apprentice: TERRAZZO MECHANIC							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.99	\$12.84	\$15.57	\$7.99	\$0.00	\$70.39
2	60.00	\$40.78	\$12.84	\$15.57	\$7.99	\$0.00	\$77.18
3	70.00	\$47.58	\$12.84	\$15.57	\$7.99	\$0.00	\$83.98
4	80.00	\$54.38	\$12.84	\$15.57	\$7.99	\$0.00	\$90.78
5	90.00	\$61.17	\$12.84	\$15.57	\$7.99	\$0.00	\$97.57

Apprentice: TERRAZZO MECHANIC							
Effective Date: 8/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$35.09	\$12.84	\$15.57	\$7.99	\$0.00	\$71.49
2	60.00	\$42.10	\$12.84	\$15.57	\$7.99	\$0.00	\$78.50
3	70.00	\$49.12	\$12.84	\$15.57	\$7.99	\$0.00	\$85.52
4	80.00	\$56.14	\$12.84	\$15.57	\$7.99	\$0.00	\$92.54
5	90.00	\$63.15	\$12.84	\$15.57	\$7.99	\$0.00	\$99.55

Apprentice to Journeyworker Ratio: 1:5

TEST BORING DRILLER	12/1/2025	\$51.95	\$10.65	\$9.75	\$9.80	\$0.00	\$82.15
LABORERS	6/1/2026	\$53.50	\$10.65	\$9.75	\$9.80	\$0.00	\$83.70
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$55.00	\$10.65	\$9.75	\$9.80	\$0.00	\$85.20

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER	12/1/2025	\$48.07	\$10.65	\$9.75	\$9.80	\$0.00	\$78.27
LABORERS	6/1/2026	\$49.62	\$10.65	\$9.75	\$9.80	\$0.00	\$79.82
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$51.12	\$10.65	\$9.75	\$9.80	\$0.00	\$81.32

For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER	12/1/2025	\$47.95	\$10.65	\$9.75	\$9.80	\$0.00	\$78.15
LABORERS	6/1/2026	\$49.50	\$10.65	\$9.75	\$9.80	\$0.00	\$79.70
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$51.00	\$10.65	\$9.75	\$9.80	\$0.00	\$81.20

For apprentice rates see "Apprentice- LABORER"

TRACTORS	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TRAILERS FOR EARTH MOVING EQUIPMENT	1/1/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$0.00	\$79.77
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$0.00	\$80.77

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$0.00	\$82.51
	1/1/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$0.00	\$83.11
TUNNEL WORK - COMPRESSED AIR LABORERS LABORERS (COMPRESSED AIR)	12/1/2025	\$60.18	\$10.65	\$9.75	\$10.25	\$0.00	\$90.83
	6/1/2026	\$61.73	\$10.65	\$9.75	\$10.25	\$0.00	\$92.38
	12/1/2026	\$63.23	\$10.65	\$9.75	\$10.25	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS LABORERS (COMPRESSED AIR)	12/1/2025	\$62.18	\$10.65	\$9.75	\$10.25	\$0.00	\$92.83
	6/1/2026	\$63.73	\$10.65	\$9.75	\$10.25	\$0.00	\$94.38
	12/1/2026	\$65.23	\$10.65	\$9.75	\$10.25	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR LABORERS LABORERS (FREE AIR TUNNEL)	12/1/2025	\$52.25	\$10.65	\$9.75	\$10.25	\$0.00	\$82.90
	6/1/2026	\$53.80	\$10.65	\$9.75	\$10.25	\$0.00	\$84.45
	12/1/2026	\$55.30	\$10.65	\$9.75	\$10.25	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS LABORERS (FREE AIR TUNNEL)	12/1/2025	\$54.25	\$10.65	\$9.75	\$10.25	\$0.00	\$84.90
	6/1/2026	\$55.80	\$10.65	\$9.75	\$10.25	\$0.00	\$86.45
	12/1/2026	\$57.30	\$10.65	\$9.75	\$10.25	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"							
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$0.00	\$79.19
	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53
WAGON DRILL OPERATOR LABORERS LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$36.25	\$10.65	\$9.75	\$8.57	\$0.00	\$65.22
	6/1/2026	\$37.55	\$10.65	\$9.75	\$8.57	\$0.00	\$66.52
	12/7/2026	\$38.85	\$10.65	\$9.75	\$8.57	\$0.00	\$67.82
	6/7/2027	\$40.25	\$10.65	\$9.75	\$8.57	\$0.00	\$69.22
	12/6/2027	\$41.65	\$10.65	\$9.75	\$8.57	\$0.00	\$70.62
	6/5/2028	\$43.15	\$10.65	\$9.75	\$8.57	\$0.00	\$72.12
	12/4/2028	\$44.65	\$10.65	\$9.75	\$8.57	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2025	\$36.24	\$10.65	\$9.75	\$6.56	\$0.00	\$63.20
	6/1/2026	\$37.54	\$10.65	\$9.75	\$6.56	\$0.00	\$64.50
	12/1/2026	\$38.83	\$10.65	\$9.75	\$6.56	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
WATER METER INSTALLER PLUMBERS & PIPEFITTERS LOCAL 104 PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$52.76	\$13.50	\$10.85	\$7.10	\$0.00	\$84.21
	9/17/2026	\$56.26	\$12.00	\$10.85	\$7.10	\$0.00	\$86.21
	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"							

Additional Apprentice Information

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

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

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