

UNITY PARK FIELDHOUSE BUILDINGS -
WEATHERIZATION

TOWN OF MONTAGUE
PARKS & RECREATION DEPARTMENT

Village of Turners Falls, MA

INVITATION TO BID

**UNITY PARK FIELDHOUSE BUILDINGS -
WEATHERIZATION**



Bids Due at 1pm Wednesday November 5,
2025

Bid Conference Tuesday October 21, 2025

Project Manager

Jon Dobosz

Director of Parks & Recreation

Town of Montague

(413) 863-3216

recdir@montague-ma.gov

INVITATION TO BID

Unity Park Fieldhouse Buildings - Weatherization

The Town of Montague is accepting sealed bids for weatherization of the Fieldhouse Buildings at Unity Park in Turners Falls, MA.

Bids shall be submitted in a sealed envelope clearly labeled “Unity Park Fieldhouse Buildings - Weatherization” 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. 149 and work is subject to Prevailing Wage Requirements.

Sealed Bids must be received by Wed. **November 5, 2025 @ 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 bidders’ conference will be held on Tues. **October 21, 2025 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, Jon Dobosz, at recdir@montague-ma.gov until Thurs. **October 23 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

October 14, 2025

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 Fieldhouse is located at 56 First Street in Turners Falls, MA. The park is the flagship facility for the Montague Department of Parks & Recreation, and the Fieldhouse is the Department's headquarters. The winning bidder will be responsible for providing weatherization improvements to the building 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. 149. Work is subject to Prevailing Wage Requirements, as well as all requirements associated with the Massachusetts Department of Energy Resources' Green Communities program.

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

- 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 149, are applicable to this RFP. 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 149 as may be amended. The contractor shall provide a certified copy of payroll every week to the Assistant Town Administrator 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

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further information as may be needed.

- Questions related to the IFB should be submitted via email to Jon Dobosz at recdir@montague-ma.gov no later than 1pm on **October 23**. 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 Fieldhouse Buildings - Weatherization" and will be received by the Town of Montague until November 5 at 1:00PM. Emailed bids will not be accepted. Mailed or delivered bids should be 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.

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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.
6. Prevailing Wage rates set at the Massachusetts Department of Labor Standards apply. Appropriate wage schedule is attached. Certified Payroll shall be submitted weekly to Chris Nolan-Zeller, Assistant Town Administrator, via email to chrisn@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 Jon Dobosz 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: Jon Dobosz, Director of Parks & Recreation 413-863-3216 or recdir@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 a professional workplace are preferred. A contact person with CURRENT PHONE NUMBER must be provided for each reference (see form).

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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.

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

SUMMARY

- A. Work covered by this section of the specifications shall conform to the contract documents as well as state and local codes.
- B. The purpose of these specifications is to implement energy conservation measures (weatherization) in the Unity Park Fieldhouse Buildings, to be provided for the benefit of, and subject to the direction and oversight of the Town. 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 Fieldhouse, 56 First St., Turners Falls, MA 01376
- D. The primary goals of this project are:

1. Interior and exterior renovations to the Fieldhouse at Unity Park

Scope to include the following:

- Insulation upgrades
- Infill door openings
- Door replacement
- All work to comply with Commonwealth of MA Prevailing Wage requirements

GENERAL CONDITIONS

The General Conditions pertain to all areas listed within this scope of work.

Plans & Specifications

- A. Supply drawings as required for building permit application.

Project Management

- A. Provide copy of current Construction Supervisor's License.
- B. Provide shop drawings, samples, color choices, and/or selection charts as needed for Owner's approval.
- C. Coordinate operations under different sections that are dependent on each other for proper installation and operation
- D. Notify Owner in a timely manner when scheduled work will impact occupied portions of the premises.
- E. Site investigation and plan development, final scope of work, and design.
- F. Assist owner with applying for gas and electric rebates offered through the Mass Save program upon completion of the project.

Supervision

- A. Provide supervision at all phases of construction performed or subcontracted by the Contractor.

Warranty

- A. Supply certificate of liability (minimum \$2 million) and Worker's Compensation Insurance.
- B. All work performed or subcontracted by the Contractor to be guaranteed for a minimum of one (1) year.

Permits

- A. Supply all building permits as required.

Architectural and Engineering Services

- A. Proposal does not include code review, professional engineering, or architectural services.

Temporary Facilities

- A. Provide portable toilet for workers.

Cleanup & Trash Disposal

- A. Clean up all debris and leave the jobsite broom clean at completion of all work.
- B. Legally dispose of all debris.

Owner Responsibilities

- A. Cost of electricity and water during construction
- B. All other phases not specifically outlined in this scope of work.

Main Attic Space

- A. Construct ceiling in Mechanical room using 2" x 6" KD framing, 16" o.c.
- B. Install insulated fold-down stairs to access the attic.
- C. Install 14" of loose-blown cellulose insulation in attic space.
- D. Remove and dispose of existing fiberglass insulation in rafter bays.
- E. Air seal all penetrations from ceiling.

Addition Attic Space

- A. Construct insulated cover over existing fold-down stairs.
- B. Install 14" of loose-blown cellulose insulation in attic space.
- C. Air seal all penetrations from ceiling.

Infill Bathroom Doors

- A. Remove and dispose of existing exterior doors from bathrooms.
- B. Infill openings with concrete block equal in size to existing block.

Exterior Door Replacement

- A. Replace existing exterior door with insulated steel door and frame.
- B. New door to have all new Grade 1 hardware.
- C. Door to be power operated with wall-mount remote switch.
- D. All hardware to comply with Commonwealth of MA CMR 521.

Bid Alternate #1 – New Exterior Entrance

- A. Install additional doorway on western side of building next to restrooms.
- B. New door to have all new Grade 1 hardware.
- C. Door to be power operated with wall-mount remote switch.
- D. All hardware to comply with Commonwealth of MA CMR 521.

Bid Alternate #2 – Carpet Replacement in Offices

- A. Rip up and remove approximately 220 square feet of existing carpet in building's two offices to be disposed in owner dumpster.
- B. Floor prep – scrape adhesive, minor slim coating
- C. Install new carpet tiles (Shaw/No Limits/Color #69503 Unending or equivalent as approved by owner) and carpet tile adhesive.

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 Fieldhouse Buildings - Weatherization" and addressed to:

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

Bids must be submitted by 1:00pm on Wednesday November 5, 2025.

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 RFQ, if applicable, and certifies that this quote includes consideration thereof:

Addendum # ____, Date: _____, 2025 Addendum# ____, Date: _____, 2025

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 Base Bid Amount \$ _____

Total for Alternate #1 \$ _____

Total for Alternate #2 \$ _____

Total Lump Sum Bid Amount (Base Bid + All Alternates) \$ _____

Lump Sum 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.

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 _____

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

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

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

UNITY PARK FIELDHOUSE BUILDINGS -
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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

_____ unde
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)

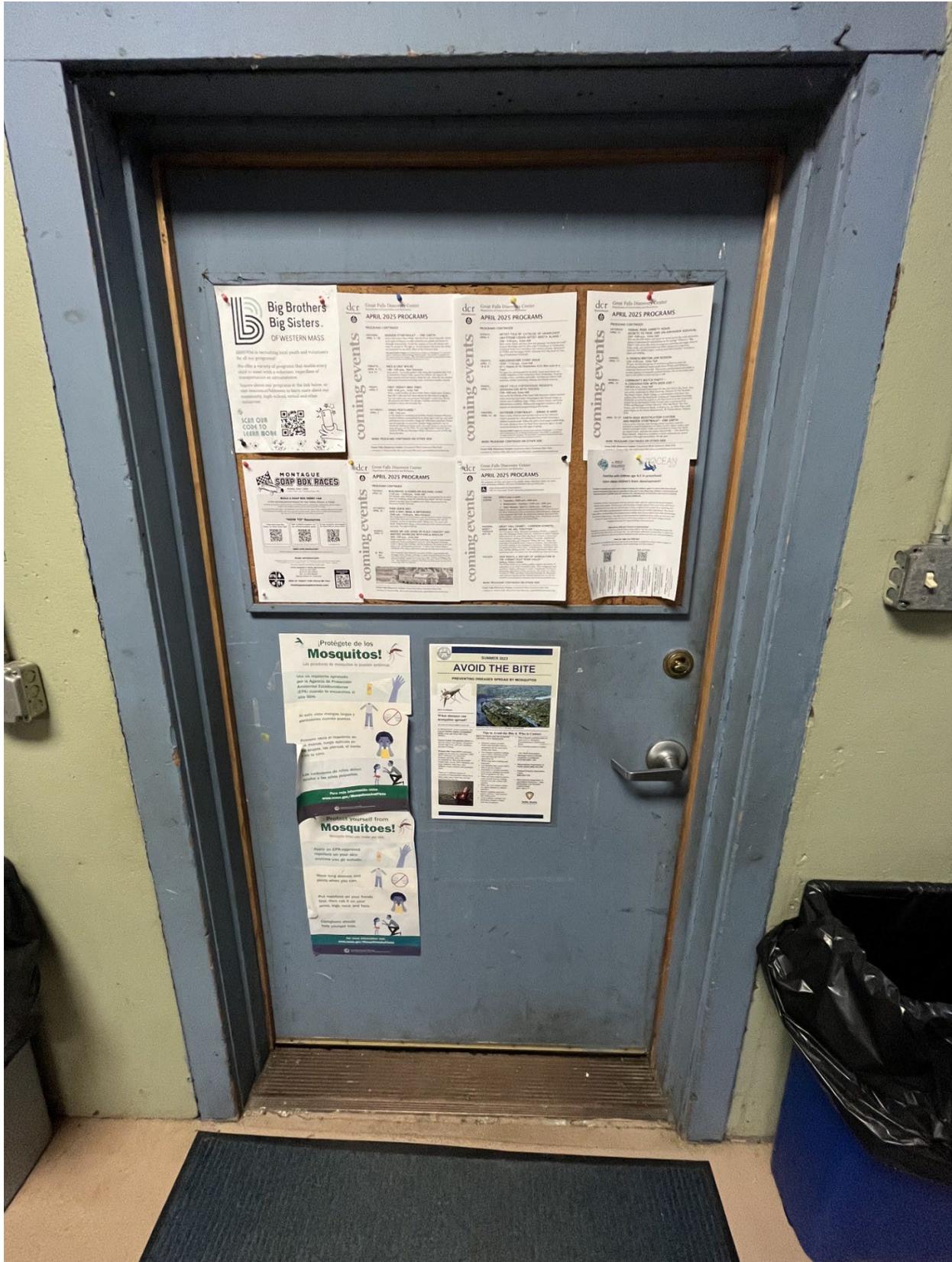
CORPORATE SEAL

UNITY PARK FIELDHOUSE BUILDINGS -
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SITE PHOTOS – EXISTING CONDITIONS

See Separate Attachment

UNITY PARK FIELDHOUSE BUILDINGS -
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Main Exterior Door

UNITY PARK FIELDHOUSE BUILDINGS -
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Bathroom #1 Exterior Door (to be infilled)

UNITY PARK FIELDHOUSE BUILDINGS -
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Bathroom #2 Exterior Door (to be infilled)

UNITY PARK FIELDHOUSE BUILDINGS -
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Fieldhouse Attic (North)

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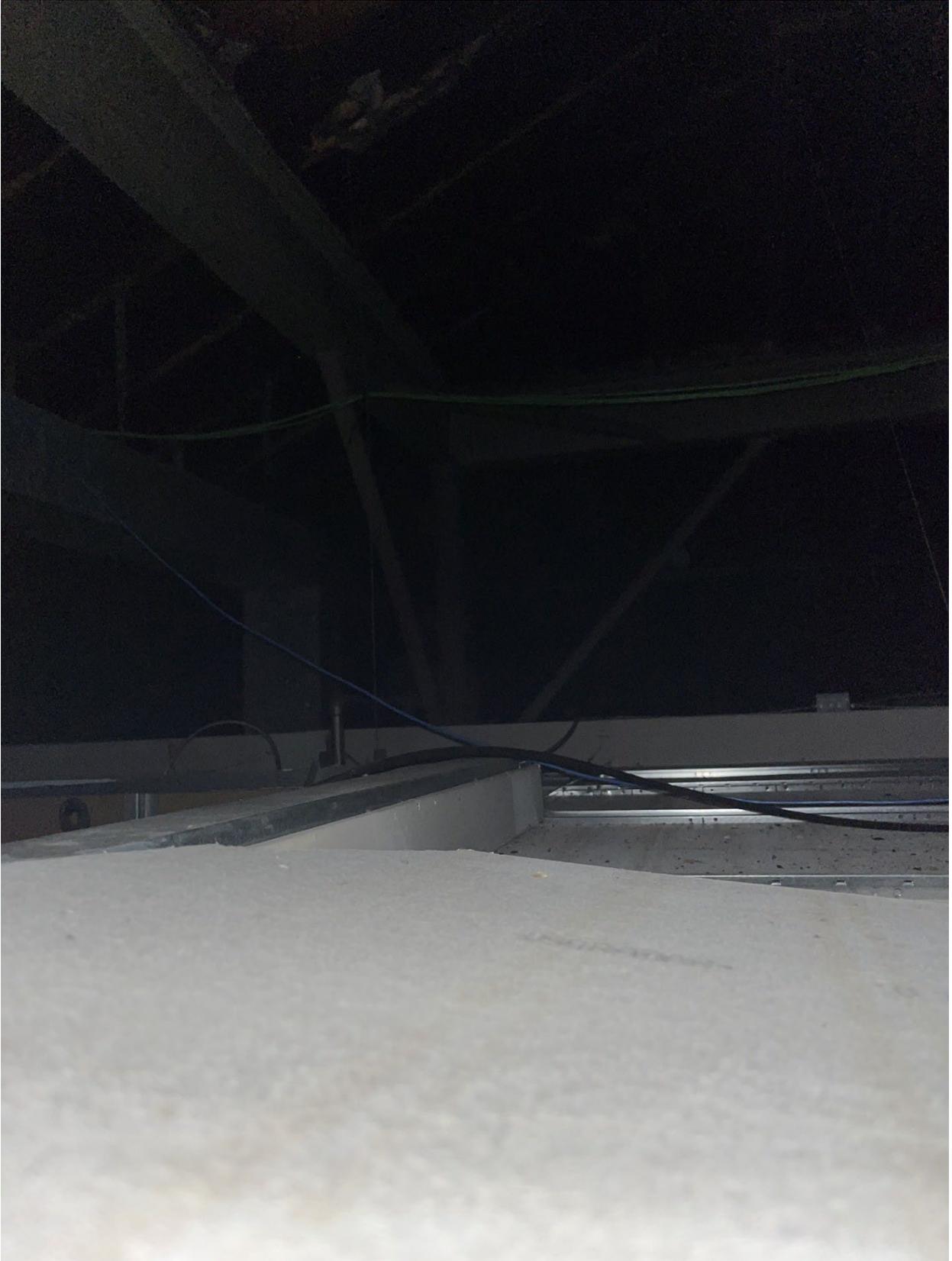
Fieldhouse Attic (South)

UNITY PARK FIELDHOUSE BUILDINGS -
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Fieldhouse Attic Ladder

UNITY PARK FIELDHOUSE BUILDINGS -
WEATHERIZATION



Fieldhouse Crawl Space 1

UNITY PARK FIELDHOUSE BUILDINGS -
WEATHERIZATION



Fieldhouse Crawl Space 2

UNITY PARK FIELDHOUSE BUILDINGS -
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Fieldhouse Crawl Space 3

UNITY PARK FIELDHOUSE BUILDINGS -
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New Entrance Door Location (interior)

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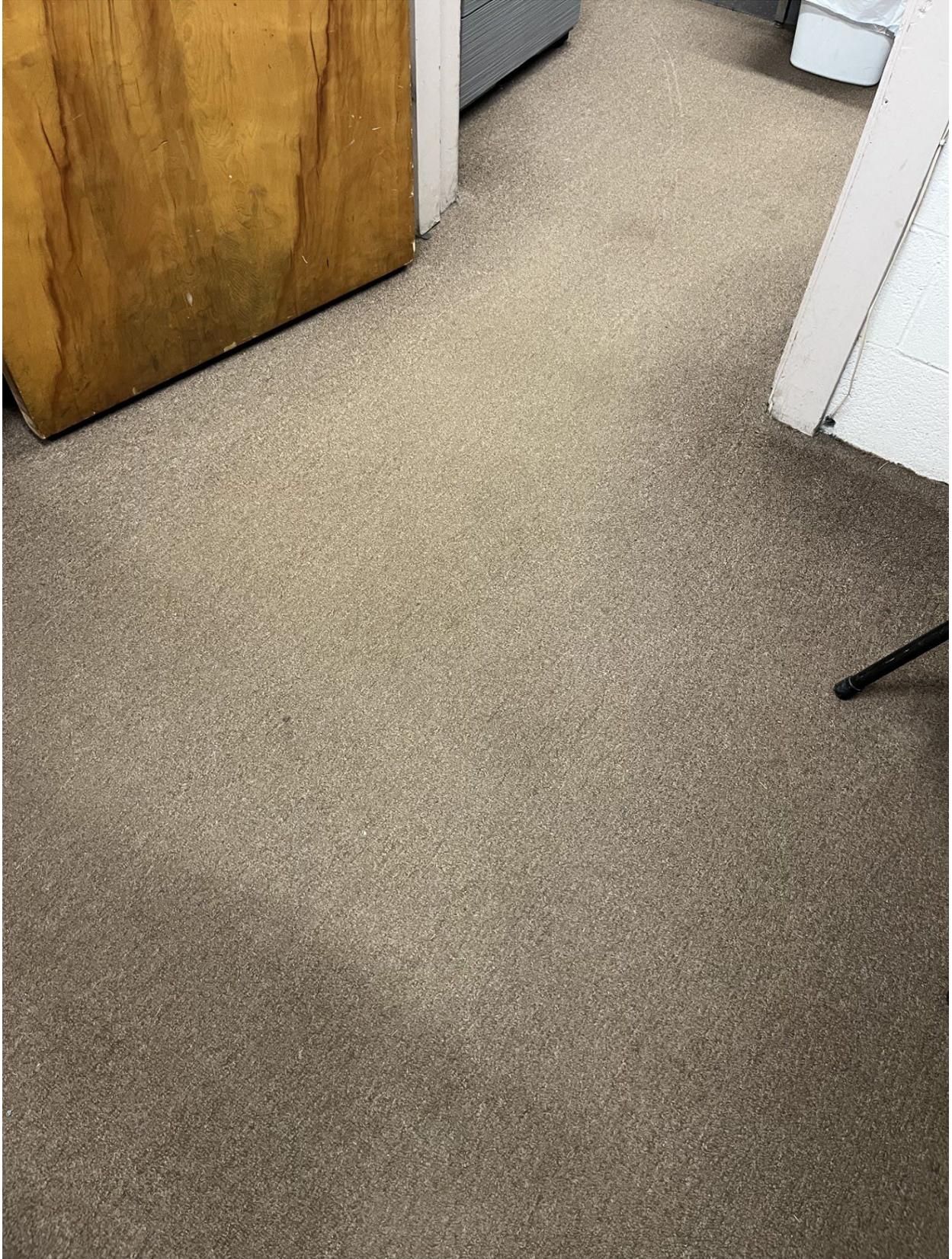
New Entrance Door Location (exterior)

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Closet Adjacent to New Entrance Location

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Parks & Recreation Office Carpet

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SAMPLE CONTRACT

See Separate Attachment

SAMPLE CONTRACT
AGREEMENT FOR CONSTRUCTION
PROJECT UNDER C. 149

The following provisions shall constitute an Agreement between the Town of Montague, acting by and through its Selectboard, hereinafter referred to as "Town," and _____, with an address of _____, 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 _____ **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 FIELDHOUSE BUILDINGS -
WEATHERIZATION

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 HEALY
Governor

KIM DRISCOLL
Lt. Governor

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

LAUREN JONES
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: Montague **City/Town:** MONTAGUE

Contract Number:

Description of Work: Town accepting bids for the weatherization of the Unity Park Fieldhouse buildings, including insulation upgrades, infill door openings, and door replacement.

Job Location: 56 First Street, Turners Falls, MA

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$40.95	\$15.57	\$20.17	\$0.00	\$0.00	\$76.69
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$40.95	\$15.57	\$21.78	\$0.00	\$0.00	\$78.30
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$0.00	\$78.90
	6/1/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$0.00	\$79.90
	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	6/1/2025	\$41.02	\$15.57	\$20.17	\$0.00	\$0.00	\$76.76
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.02	\$15.57	\$21.78	\$0.00	\$0.00	\$78.37
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$0.00	\$78.97
	6/1/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$0.00	\$79.97
	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	6/1/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$0.00	\$76.88
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$0.00	\$78.49
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$0.00	\$79.09
	6/1/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$0.00	\$80.09
	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	6/2/2025	\$37.00	\$9.90	\$9.25	\$8.32	\$0.00	\$64.47
LABORERS	12/1/2025	\$38.25	\$9.90	\$9.25	\$8.32	\$0.00	\$65.72
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$39.55	\$9.90	\$9.25	\$8.32	\$0.00	\$67.02
	12/7/2026	\$40.85	\$9.90	\$9.25	\$8.32	\$0.00	\$68.32
	6/7/2027	\$42.25	\$9.90	\$9.25	\$8.32	\$0.00	\$69.72
	12/6/2027	\$43.65	\$9.90	\$9.25	\$8.32	\$0.00	\$71.12
	6/5/2028	\$45.15	\$9.90	\$9.25	\$8.32	\$0.00	\$72.62
	12/4/2028	\$46.65	\$9.90	\$9.25	\$8.32	\$0.00	\$74.12
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	6/1/2025	\$37.00	\$9.90	\$9.25	\$6.31	\$0.00	\$62.46
LABORERS	12/1/2025	\$38.24	\$9.90	\$9.25	\$6.31	\$0.00	\$63.70
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$39.54	\$9.90	\$9.25	\$6.31	\$0.00	\$65.00
	12/1/2026	\$40.83	\$9.90	\$9.25	\$6.31	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASBESTOS WORKER (PIPES & TANKS)	6/1/2025	\$39.42	\$14.50	\$4.30	\$6.25	\$0.00	\$64.47
HEAT & FROST INSULATORS LOCAL 6	12/1/2025	\$40.32	\$14.50	\$4.30	\$6.25	\$0.00	\$65.37
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)							
ASPHALT RAKER	6/2/2025	\$36.50	\$9.90	\$9.25	\$8.32	\$0.00	\$63.97
LABORERS	12/1/2025	\$37.75	\$9.90	\$9.25	\$8.32	\$0.00	\$65.22
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$39.05	\$9.90	\$9.25	\$8.32	\$0.00	\$66.52
	12/7/2026	\$40.35	\$9.90	\$9.25	\$8.32	\$0.00	\$67.82

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/7/2027	\$41.75	\$9.90	\$9.25	\$8.32	\$0.00	\$69.22
	12/6/2027	\$43.15	\$9.90	\$9.25	\$8.32	\$0.00	\$70.62
	6/5/2028	\$44.65	\$9.90	\$9.25	\$8.32	\$0.00	\$72.12
	12/4/2028	\$46.15	\$9.90	\$9.25	\$8.32	\$0.00	\$73.62

For apprentice rates see "Apprentice- LABORER"

ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS	6/1/2025	\$36.50	\$9.90	\$9.25	\$6.31	\$0.00	\$61.96
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2025	\$37.74	\$9.90	\$9.25	\$6.31	\$0.00	\$63.20
	6/1/2026	\$39.04	\$9.90	\$9.25	\$6.31	\$0.00	\$64.50
	12/1/2026	\$40.33	\$9.90	\$9.25	\$6.31	\$0.00	\$65.79

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
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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
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

BARCO-TYPE JUMPING TAMPER LABORERS	6/2/2025	\$36.50	\$9.90	\$9.25	\$8.32	\$0.00	\$63.97
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$37.75	\$9.90	\$9.25	\$8.32	\$0.00	\$65.22
	6/1/2026	\$39.05	\$9.90	\$9.25	\$8.32	\$0.00	\$66.52
	12/7/2026	\$40.35	\$9.90	\$9.25	\$8.32	\$0.00	\$67.82
	6/7/2027	\$41.75	\$9.90	\$9.25	\$8.32	\$0.00	\$69.22
	12/6/2027	\$43.15	\$9.90	\$9.25	\$8.32	\$0.00	\$70.62
	6/5/2028	\$44.65	\$9.90	\$9.25	\$8.32	\$0.00	\$72.12
	12/4/2028	\$46.15	\$9.90	\$9.25	\$8.32	\$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
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

BLOCK PAVER, RAMMER / CURB SETTER LABORERS	6/2/2025	\$37.00	\$9.90	\$9.25	\$8.32	\$0.00	\$64.47
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$38.25	\$9.90	\$9.25	\$8.32	\$0.00	\$65.72
	6/1/2026	\$39.55	\$9.90	\$9.25	\$8.32	\$0.00	\$67.02
	12/7/2026	\$40.85	\$9.90	\$9.25	\$8.32	\$0.00	\$68.32
	6/7/2027	\$42.25	\$9.90	\$9.25	\$8.32	\$0.00	\$69.72
	12/6/2027	\$43.65	\$9.90	\$9.25	\$8.32	\$0.00	\$71.12
	6/5/2028	\$45.15	\$9.90	\$9.25	\$8.32	\$0.00	\$72.62
	12/4/2028	\$46.65	\$9.90	\$9.25	\$8.32	\$0.00	\$74.12

For apprentice rates see "Apprentice- LABORER"

BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) LABORERS	6/1/2025	\$37.00	\$9.90	\$9.25	\$6.31	\$0.00	\$62.46
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2025	\$38.24	\$9.90	\$9.25	\$6.31	\$0.00	\$63.70
	6/1/2026	\$39.54	\$9.90	\$9.25	\$6.31	\$0.00	\$65.00
	12/1/2026	\$40.83	\$9.90	\$9.25	\$6.31	\$0.00	\$66.29

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
BOILER MAKER	1/1/2024	\$48.12	\$7.07	\$14.60	\$6.00	\$0.00	\$75.79
BOILERMAKERS LOCAL 29							
BOILERMAKERS LOCAL 29							

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

Apprentice to Journeyworker Ratio: 1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	8/1/2025	\$56.36	\$11.49	\$15.57	\$5.89	\$0.00	\$89.31
BRICKLAYERS LOCAL 3	2/1/2026	\$57.71	\$11.49	\$15.57	\$5.89	\$0.00	\$90.66
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	8/1/2026	\$59.91	\$11.49	\$15.57	\$5.89	\$0.00	\$92.86
	2/1/2027	\$61.31	\$11.49	\$15.57	\$5.89	\$0.00	\$94.26

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)							
Effective Date: 8/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$28.18	\$11.49	\$15.57	\$5.89	\$0.00	\$61.13
2	60.00	\$33.82	\$11.49	\$15.57	\$5.89	\$0.00	\$66.77
3	70.00	\$39.45	\$11.49	\$15.57	\$5.89	\$0.00	\$72.40
4	80.00	\$45.09	\$11.49	\$15.57	\$5.89	\$0.00	\$78.04
5	90.00	\$50.72	\$11.49	\$15.57	\$5.89	\$0.00	\$83.67

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	\$28.86	\$11.49	\$15.57	\$5.89	\$0.00	\$61.81
2	60.00	\$34.63	\$11.49	\$15.57	\$5.89	\$0.00	\$67.58
3	70.00	\$40.40	\$11.49	\$15.57	\$5.89	\$0.00	\$73.35
4	80.00	\$46.17	\$11.49	\$15.57	\$5.89	\$0.00	\$79.12
5	90.00	\$51.94	\$11.49	\$15.57	\$5.89	\$0.00	\$84.89

Apprentice to Journeyworker Ratio: 1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
CAISSON & UNDERPINNING BOTTOM MAN LABORERS	6/1/2025	\$48.85	\$9.90	\$9.25	\$9.80	\$0.00	\$77.80
LABORERS - FOUNDATION AND MARINE	12/1/2025	\$50.35	\$9.90	\$9.25	\$9.80	\$0.00	\$79.30
	6/1/2026	\$51.90	\$9.90	\$9.25	\$9.80	\$0.00	\$80.85
	12/1/2026	\$53.40	\$9.90	\$9.25	\$9.80	\$0.00	\$82.35
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING LABORER LABORERS	6/1/2025	\$47.70	\$9.90	\$9.25	\$9.80	\$0.00	\$76.65
LABORERS - FOUNDATION AND MARINE	12/1/2025	\$49.20	\$9.90	\$9.25	\$9.80	\$0.00	\$78.15
	6/1/2026	\$50.75	\$9.90	\$9.25	\$9.80	\$0.00	\$79.70
	12/1/2026	\$52.25	\$9.90	\$9.25	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING TOP MAN LABORERS	6/1/2025	\$48.03	\$9.90	\$9.25	\$9.80	\$0.00	\$76.98
LABORERS - FOUNDATION AND MARINE	12/1/2025	\$49.53	\$9.90	\$9.25	\$9.80	\$0.00	\$78.48
	6/1/2026	\$51.08	\$9.90	\$9.25	\$9.80	\$0.00	\$80.03
	12/1/2026	\$52.58	\$9.90	\$9.25	\$9.80	\$0.00	\$81.53
For apprentice rates see "Apprentice- LABORER"							
CARBIDE CORE DRILL OPERATOR LABORERS	6/2/2025	\$36.50	\$9.90	\$9.25	\$8.32	\$0.00	\$63.97
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$37.75	\$9.90	\$9.25	\$8.32	\$0.00	\$65.22
	6/1/2026	\$39.05	\$9.90	\$9.25	\$8.32	\$0.00	\$66.52
	12/7/2026	\$40.35	\$9.90	\$9.25	\$8.32	\$0.00	\$67.82
	6/7/2027	\$41.75	\$9.90	\$9.25	\$8.32	\$0.00	\$69.22
	12/6/2027	\$43.15	\$9.90	\$9.25	\$8.32	\$0.00	\$70.62
	6/5/2028	\$44.65	\$9.90	\$9.25	\$8.32	\$0.00	\$72.12
	12/4/2028	\$46.15	\$9.90	\$9.25	\$8.32	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
CARPENTER CARPENTERS	9/1/2025	\$43.54	\$8.56	\$11.25	\$6.90	\$0.00	\$70.25
CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN	3/1/2026	\$44.44	\$8.56	\$11.25	\$6.90	\$0.00	\$71.15
	9/1/2026	\$45.39	\$8.56	\$11.25	\$6.90	\$0.00	\$72.10
	3/1/2027	\$46.29	\$8.56	\$11.25	\$6.90	\$0.00	\$73.00

Apprentice: CARPENTER							
Effective Date: 9/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.59	\$8.56	\$0.00	\$1.38	\$0.00	\$29.53
2	45.00	\$19.59	\$8.56	\$0.00	\$1.38	\$0.00	\$29.53
3	55.00	\$23.95	\$8.56	\$0.00	\$2.76	\$0.00	\$35.27
4	55.00	\$23.95	\$8.56	\$0.00	\$2.76	\$0.00	\$35.27
5	70.00	\$30.48	\$8.56	\$11.25	\$4.14	\$0.00	\$54.43
6	70.00	\$30.48	\$8.56	\$11.25	\$4.14	\$0.00	\$54.43
7	80.00	\$34.83	\$8.56	\$11.25	\$5.52	\$0.00	\$60.16
8	80.00	\$34.83	\$8.56	\$11.25	\$5.52	\$0.00	\$60.16

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	7/1/2024	\$44.56	\$13.20	\$16.30	\$2.93	\$1.69	\$78.68

Apprentice: CEMENT MASONRY/PLASTERING							
Effective Date: 7/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$22.28	\$13.20	\$16.30	\$0.00	\$0.00	\$51.78
2	60.00	\$26.74	\$13.20	\$16.30	\$2.93	\$1.69	\$60.86
3	65.00	\$28.96	\$13.20	\$16.30	\$2.93	\$1.69	\$63.08
4	70.00	\$31.19	\$13.20	\$16.30	\$2.93	\$1.69	\$65.31
5	75.00	\$33.42	\$13.20	\$16.30	\$2.93	\$1.69	\$67.54
6	80.00	\$35.65	\$13.20	\$16.30	\$2.93	\$1.69	\$69.77
7	90.00	\$40.10	\$13.20	\$16.30	\$2.93	\$1.69	\$74.22

Apprentice to Journeyworker Ratio: 1:3

CHAIN SAW OPERATOR LABORERS	6/2/2025	\$36.50	\$9.90	\$9.25	\$8.32	\$0.00	\$63.97
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$37.75	\$9.90	\$9.25	\$8.32	\$0.00	\$65.22
	6/1/2026	\$39.05	\$9.90	\$9.25	\$8.32	\$0.00	\$66.52
	12/7/2026	\$40.35	\$9.90	\$9.25	\$8.32	\$0.00	\$67.82
	6/7/2027	\$41.75	\$9.90	\$9.25	\$8.32	\$0.00	\$69.22
	12/6/2027	\$43.15	\$9.90	\$9.25	\$8.32	\$0.00	\$70.62
	6/5/2028	\$44.65	\$9.90	\$9.25	\$8.32	\$0.00	\$72.12
	12/4/2028	\$46.15	\$9.90	\$9.25	\$8.32	\$0.00	\$73.62

For apprentice rates see "Apprentice- LABORER"

COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CRANE OPERATOR OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$43.06	\$13.78	\$12.15	\$3.00	\$0.00	\$71.99
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE) PAINTERS LOCAL 35	7/1/2025	\$58.51	\$10.30	\$11.95	\$12.50	\$0.00	\$93.26
PAINTERS LOCAL 35 - ZONE 3	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.60	\$0.00	\$94.51

Apprentice: DELEADER (BRIDGE)							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.26	\$10.30	\$0.00	\$0.00	\$0.00	\$39.56
2	55.00	\$32.18	\$10.30	\$0.00	\$6.88	\$0.00	\$49.36
3	60.00	\$35.11	\$10.30	\$0.00	\$7.50	\$0.00	\$52.91

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: DELEADER (BRIDGE)							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
4	65.00	\$38.03	\$10.30	\$0.00	\$8.13	\$0.00	\$56.46
5	70.00	\$40.96	\$10.30	\$11.95	\$8.75	\$0.00	\$71.96
6	75.00	\$43.88	\$10.30	\$11.95	\$9.38	\$0.00	\$75.51
7	80.00	\$46.81	\$10.30	\$11.95	\$10.00	\$0.00	\$79.06
8	90.00	\$52.66	\$10.30	\$11.95	\$11.25	\$0.00	\$86.16
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 LABORERS	6/2/2025	\$47.75	\$9.90	\$9.25	\$9.65	\$0.00	\$76.55
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$49.25	\$9.90	\$9.25	\$9.65	\$0.00	\$78.05
	6/1/2026	\$50.80	\$9.90	\$9.25	\$9.65	\$0.00	\$79.60
	12/7/2026	\$52.30	\$9.90	\$9.25	\$9.65	\$0.00	\$81.10
	6/7/2027	\$53.90	\$9.90	\$9.25	\$9.65	\$0.00	\$82.70
	12/6/2027	\$55.50	\$9.90	\$9.25	\$9.65	\$0.00	\$84.30
	6/5/2028	\$57.18	\$9.90	\$9.25	\$9.65	\$0.00	\$85.98
	12/4/2028	\$58.85	\$9.90	\$9.25	\$9.65	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS	6/2/2025	\$48.75	\$9.90	\$9.25	\$9.65	\$0.00	\$77.55
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$50.25	\$9.90	\$9.25	\$9.65	\$0.00	\$79.05
	6/1/2026	\$51.80	\$9.90	\$9.25	\$9.65	\$0.00	\$80.60
	12/7/2026	\$53.30	\$9.90	\$9.25	\$9.65	\$0.00	\$82.10
	6/7/2027	\$54.90	\$9.90	\$9.25	\$9.65	\$0.00	\$83.70
	12/6/2027	\$56.50	\$9.90	\$9.25	\$9.65	\$0.00	\$85.30
	6/5/2028	\$58.18	\$9.90	\$9.25	\$9.65	\$0.00	\$86.98
	12/4/2028	\$59.85	\$9.90	\$9.25	\$9.65	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BURNERS LABORERS	6/2/2025	\$49.25	\$9.65	\$9.00	\$9.40	\$0.00	\$77.30
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$50.75	\$9.65	\$9.00	\$9.40	\$0.00	\$78.80
	6/1/2026	\$52.30	\$9.65	\$9.00	\$9.40	\$0.00	\$80.35

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/7/2026	\$53.80	\$9.65	\$9.00	\$9.40	\$0.00	\$81.85
	6/7/2027	\$55.40	\$9.65	\$9.00	\$9.40	\$0.00	\$83.45
	12/6/2027	\$57.00	\$9.65	\$9.00	\$9.40	\$0.00	\$85.05
	6/5/2028	\$58.68	\$9.65	\$9.00	\$9.40	\$0.00	\$86.73
	12/4/2028	\$60.35	\$9.65	\$9.00	\$9.40	\$0.00	\$88.40

For apprentice rates see "Apprentice- LABORER"

DEMO: CONCRETE CUTTER/SAWYER LABORERS	6/2/2025	\$48.75	\$9.90	\$9.25	\$9.65	\$0.00	\$77.55
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$50.25	\$9.90	\$9.25	\$9.65	\$0.00	\$79.05
	6/1/2026	\$51.80	\$9.90	\$9.25	\$9.65	\$0.00	\$80.60
	12/7/2026	\$53.30	\$9.90	\$9.25	\$9.65	\$0.00	\$82.10
	6/7/2027	\$54.90	\$9.90	\$9.25	\$9.65	\$0.00	\$83.70
	12/6/2027	\$56.50	\$9.90	\$9.25	\$9.65	\$0.00	\$85.30
	6/5/2028	\$58.18	\$9.90	\$9.25	\$9.65	\$0.00	\$86.98
	12/4/2028	\$59.85	\$9.90	\$9.25	\$9.65	\$0.00	\$88.65

For apprentice rates see "Apprentice- LABORER"

DEMO: JACKHAMMER OPERATOR LABORERS	6/2/2025	\$49.25	\$9.65	\$9.00	\$9.40	\$0.00	\$77.30
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$50.75	\$9.65	\$9.00	\$9.40	\$0.00	\$78.80
	6/1/2026	\$52.30	\$9.65	\$9.00	\$9.40	\$0.00	\$80.35
	12/7/2026	\$53.80	\$9.65	\$9.00	\$9.40	\$0.00	\$81.85
	6/7/2027	\$55.40	\$9.65	\$9.00	\$9.40	\$0.00	\$83.45
	12/6/2027	\$57.00	\$9.65	\$9.00	\$9.40	\$0.00	\$85.05
	6/5/2028	\$58.68	\$9.65	\$9.00	\$9.40	\$0.00	\$86.73
	12/4/2028	\$60.35	\$9.65	\$9.00	\$9.40	\$0.00	\$88.40

For apprentice rates see "Apprentice- LABORER"

DEMO: WRECKING LABORER LABORERS	6/2/2025	\$47.75	\$9.90	\$9.25	\$9.65	\$0.00	\$76.55
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$49.25	\$9.90	\$9.25	\$9.65	\$0.00	\$78.05
	6/1/2026	\$50.80	\$9.90	\$9.25	\$9.65	\$0.00	\$79.60
	12/7/2026	\$52.30	\$9.90	\$9.25	\$9.65	\$0.00	\$81.10
	6/7/2027	\$53.90	\$9.90	\$9.25	\$9.65	\$0.00	\$82.70
	12/6/2027	\$55.50	\$9.90	\$9.25	\$9.65	\$0.00	\$84.30
	6/5/2028	\$57.18	\$9.90	\$9.25	\$9.65	\$0.00	\$85.98
	12/4/2028	\$58.85	\$9.90	\$9.25	\$9.65	\$0.00	\$87.65

For apprentice rates see "Apprentice- LABORER"

DIVER PILE DRIVER LOCAL 56 (ZONE 3)	8/1/2024	\$78.11	\$10.08	\$11.62	\$12.67	\$0.00	\$112.48
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as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate

DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 3)	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
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as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate

DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	8/1/2024	\$83.69	\$10.08	\$11.62	\$12.67	\$0.00	\$118.06
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For apprentice rates see "Apprentice- PILE DRIVER"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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)	6/29/2025	\$52.16	\$13.50	\$8.31	\$6.90	\$0.00	\$80.87
ELECTRICIANS LOCAL 7	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
	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37

Apprentice: ELECTRICIAN (Including Core Drilling)							
Effective Date: 6/29/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$20.86	\$7.50	\$0.63	\$0.00	\$0.00	\$28.99
2	45.00	\$23.47	\$7.50	\$0.70	\$0.00	\$0.00	\$31.67
3	50.00	\$26.08	\$13.50	\$7.53	\$0.00	\$0.00	\$47.11
4	55.00	\$28.69	\$13.50	\$7.61	\$0.00	\$0.00	\$49.80
5	65.00	\$33.90	\$13.50	\$9.84	\$0.00	\$0.00	\$57.24
6	70.00	\$36.51	\$13.50	\$11.30	\$0.00	\$0.00	\$61.31

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 to Journeyworker Ratio: 2:3

ELEVATOR CONSTRUCTOR	1/1/2025	\$66.41	\$16.28	\$10.96	\$10.40	\$0.00	\$104.05
ELEVATOR CONSTRUCTORS LOCAL 41	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

Apprentice: ELEVATOR CONSTRUCTOR							
Effective Date: 1/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.21	\$16.28	\$0.00	\$0.00	\$0.00	\$49.49

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: ELEVATOR CONSTRUCTOR							
Effective Date: 1/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
2	55.00	\$36.53	\$16.28	\$10.96	\$10.40	\$0.00	\$74.17
3	65.00	\$43.17	\$16.28	\$10.96	\$10.40	\$0.00	\$80.81
4	70.00	\$46.49	\$16.28	\$10.96	\$10.40	\$0.00	\$84.13
5	80.00	\$53.13	\$16.28	\$10.96	\$10.40	\$0.00	\$90.77
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 to Journeyworker Ratio: 1:1							
ELEVATOR CONSTRUCTOR HELPER	1/1/2025	\$46.49	\$16.28	\$10.96	\$10.40	\$0.00	\$84.13
ELEVATOR CONSTRUCTORS LOCAL 41	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
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"							
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	6/1/2025	\$36.50	\$9.90	\$9.25	\$6.31	\$0.00	\$61.96
LABORERS	12/1/2025	\$37.74	\$9.90	\$9.25	\$6.31	\$0.00	\$63.20
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$39.04	\$9.90	\$9.25	\$6.31	\$0.00	\$64.50
	12/1/2026	\$40.33	\$9.90	\$9.25	\$6.31	\$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	6/29/2025	\$52.16	\$13.50	\$8.31	\$6.90	\$0.00	\$80.87
ELECTRICIANS LOCAL 7	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
	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37
For apprentice rates see "Apprentice- ELECTRICIAN"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING	6/29/2025	\$52.16	\$13.50	\$8.31	\$6.90	\$0.00	\$80.87
ELECTRICIANS LOCAL 7	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- 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
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) LABORERS	6/1/2025	\$28.09	\$9.90	\$9.25	\$6.31	\$0.00	\$53.55
LABORERS	12/1/2025	\$28.09	\$9.90	\$9.25	\$6.31	\$0.00	\$53.55
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$29.21	\$9.90	\$9.25	\$6.31	\$0.00	\$54.67
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2026	\$29.21	\$9.90	\$9.25	\$6.31	\$0.00	\$54.67

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

FLOORCOVERER	9/1/2025	\$43.44	\$8.56	\$11.25	\$6.90	\$0.00	\$70.15
FLOORCOVERERS LOCAL 2168	3/1/2026	\$44.34	\$8.56	\$11.25	\$6.90	\$0.00	\$71.05
FLOORCOVERERS LOCAL 2168 ZONE III	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: 9/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.55	\$8.56	\$0.00	\$1.38	\$0.00	\$29.49
2	45.00	\$19.55	\$8.56	\$0.00	\$1.38	\$0.00	\$29.49
3	55.00	\$23.89	\$8.56	\$0.00	\$2.76	\$0.00	\$35.21
4	55.00	\$23.89	\$8.56	\$0.00	\$2.76	\$0.00	\$35.21
5	70.00	\$30.41	\$8.56	\$11.25	\$4.14	\$0.00	\$54.36
6	70.00	\$30.41	\$8.56	\$11.25	\$4.14	\$0.00	\$54.36
7	80.00	\$34.75	\$8.56	\$11.25	\$5.52	\$0.00	\$60.08
8	80.00	\$34.75	\$8.56	\$11.25	\$5.52	\$0.00	\$60.08

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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							
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) SHEETMETAL WORKERS LOCAL 63	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
	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) ELECTRICIANS LOCAL 7	6/29/2025	\$52.16	\$13.50	\$8.31	\$6.90	\$0.00	\$80.87
ELECTRICIANS LOCAL 7	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
	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) SHEETMETAL WORKERS LOCAL 63	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
	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) PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2025	\$53.01	\$10.31	\$10.85	\$7.10	\$0.00	\$81.27
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$55.01	\$10.31	\$10.85	\$7.10	\$0.00	\$83.27
	9/17/2026	\$57.01	\$10.31	\$10.85	\$7.10	\$0.00	\$85.27
	3/17/2027	\$59.01	\$10.31	\$10.85	\$7.10	\$0.00	\$87.27
	9/17/2027	\$61.01	\$10.31	\$10.85	\$7.10	\$0.00	\$89.27
	3/17/2028	\$63.01	\$10.31	\$10.85	\$7.10	\$0.00	\$91.27
	9/17/2028	\$65.01	\$10.31	\$10.85	\$7.10	\$0.00	\$93.27
	3/17/2029	\$67.01	\$10.31	\$10.85	\$7.10	\$0.00	\$95.27
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
HVAC MECHANIC	9/17/2025	\$53.01	\$10.35	\$10.85	\$7.10	\$0.00	\$81.31
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$55.01	\$10.35	\$10.85	\$7.10	\$0.00	\$83.31
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$57.01	\$10.35	\$10.85	\$7.10	\$0.00	\$85.31
	3/17/2027	\$59.01	\$10.35	\$10.85	\$7.10	\$0.00	\$87.31
	9/17/2027	\$61.01	\$10.35	\$10.85	\$7.10	\$0.00	\$89.31
	3/17/2028	\$63.01	\$10.35	\$10.85	\$7.10	\$0.00	\$91.31
	9/17/2028	\$65.01	\$10.35	\$10.85	\$7.10	\$0.00	\$93.31
	3/17/2029	\$67.01	\$10.35	\$10.85	\$7.10	\$0.00	\$95.31

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

HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS	6/1/2025	\$37.00	\$9.90	\$9.25	\$6.31	\$0.00	\$62.46
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2025	\$38.24	\$9.90	\$9.25	\$6.31	\$0.00	\$63.70
	6/1/2026	\$39.54	\$9.90	\$9.25	\$6.31	\$0.00	\$65.00
	12/1/2026	\$40.83	\$9.90	\$9.25	\$6.31	\$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)							

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: LABORER							
Effective Date: 12/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
2	70.00	\$26.60	\$9.90	\$9.25	\$8.32	\$0.00	\$54.07
3	80.00	\$30.40	\$9.90	\$9.25	\$8.32	\$0.00	\$57.87
4	90.00	\$34.20	\$9.90	\$9.25	\$8.32	\$0.00	\$61.67

Apprentice to Journeyworker Ratio: 1:5

LABORER (HEAVY & HIGHWAY)	6/1/2025	\$36.25	\$9.90	\$9.25	\$6.31	\$0.00	\$61.71
LABORERS	12/1/2025	\$37.49	\$9.90	\$9.25	\$6.31	\$0.00	\$62.95
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$38.79	\$9.90	\$9.25	\$6.31	\$0.00	\$64.25
	12/1/2026	\$40.08	\$9.90	\$9.25	\$6.31	\$0.00	\$65.54

Apprentice: LABORER (HEAVY & HIGHWAY)							
Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$21.75	\$9.90	\$9.25	\$6.31	\$0.00	\$47.21
2	70.00	\$25.38	\$9.90	\$9.25	\$6.31	\$0.00	\$50.84
3	80.00	\$29.00	\$9.90	\$9.25	\$6.31	\$0.00	\$54.46
4	90.00	\$32.63	\$9.90	\$9.25	\$6.31	\$0.00	\$58.09

Apprentice: LABORER (HEAVY & HIGHWAY)							
Effective Date: 12/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.49	\$9.90	\$9.25	\$6.31	\$0.00	\$47.95
2	70.00	\$26.24	\$9.90	\$9.25	\$6.31	\$0.00	\$51.70
3	80.00	\$29.99	\$9.90	\$9.25	\$6.31	\$0.00	\$55.45
4	90.00	\$33.74	\$9.90	\$9.25	\$6.31	\$0.00	\$59.20

Apprentice to Journeyworker Ratio: 1:5

LABORER: CARPENTER TENDER	6/2/2025	\$36.75	\$9.90	\$9.25	\$8.32	\$0.00	\$64.22
LABORERS	12/1/2025	\$38.00	\$9.90	\$9.25	\$8.32	\$0.00	\$65.47
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$39.30	\$9.90	\$9.25	\$8.32	\$0.00	\$66.77
	12/7/2026	\$40.60	\$9.90	\$9.25	\$8.32	\$0.00	\$68.07
	6/7/2027	\$42.00	\$9.90	\$9.25	\$8.32	\$0.00	\$69.47
	12/6/2027	\$43.40	\$9.90	\$9.25	\$8.32	\$0.00	\$70.87
	6/5/2028	\$44.90	\$9.90	\$9.25	\$8.32	\$0.00	\$72.37
	12/4/2028	\$46.40	\$9.90	\$9.25	\$8.32	\$0.00	\$73.87

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER	6/2/2025	\$36.25	\$9.90	\$9.25	\$8.32	\$0.00	\$63.72
LABORERS	12/1/2025	\$37.50	\$9.90	\$9.25	\$8.32	\$0.00	\$64.97

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$38.80	\$9.90	\$9.25	\$8.32	\$0.00	\$66.27
	12/7/2026	\$40.10	\$9.90	\$9.25	\$8.32	\$0.00	\$67.57
	6/7/2027	\$41.50	\$9.90	\$9.25	\$8.32	\$0.00	\$68.97
	12/6/2027	\$42.90	\$9.90	\$9.25	\$8.32	\$0.00	\$70.37
	6/5/2028	\$44.40	\$9.90	\$9.25	\$8.32	\$0.00	\$71.87
	12/4/2028	\$45.90	\$9.90	\$9.25	\$8.32	\$0.00	\$73.37

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS	6/2/2025	\$36.17	\$9.90	\$9.25	\$8.45	\$0.00	\$63.77
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$37.42	\$9.90	\$9.25	\$8.45	\$0.00	\$65.02
	6/1/2026	\$38.72	\$9.90	\$9.25	\$8.45	\$0.00	\$66.32
	12/7/2026	\$40.02	\$9.90	\$9.25	\$8.45	\$0.00	\$67.62
	6/7/2027	\$41.42	\$9.90	\$9.25	\$8.45	\$0.00	\$69.02
	12/6/2027	\$42.82	\$9.90	\$9.25	\$8.45	\$0.00	\$70.42
	6/5/2028	\$44.32	\$9.90	\$9.25	\$8.45	\$0.00	\$71.92
12/4/2028	\$45.82	\$9.90	\$9.25	\$8.45	\$0.00	\$73.42	

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER LABORERS	6/2/2025	\$39.25	\$9.90	\$9.25	\$8.32	\$0.00	\$66.72
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$40.50	\$9.90	\$9.25	\$8.32	\$0.00	\$67.97
	6/1/2026	\$41.80	\$9.90	\$9.25	\$8.32	\$0.00	\$69.27
	12/7/2026	\$43.10	\$9.90	\$9.25	\$8.32	\$0.00	\$70.57
	6/7/2027	\$44.50	\$9.90	\$9.25	\$8.32	\$0.00	\$71.97
	12/6/2027	\$45.90	\$9.90	\$9.25	\$8.32	\$0.00	\$73.37
	6/5/2028	\$47.40	\$9.90	\$9.25	\$8.32	\$0.00	\$74.87
12/4/2028	\$48.90	\$9.90	\$9.25	\$8.32	\$0.00	\$76.37	

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER (HEAVY & HIGHWAY) LABORERS	6/1/2025	\$36.50	\$9.90	\$9.25	\$6.31	\$0.00	\$61.96
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2025	\$37.74	\$9.90	\$9.25	\$6.31	\$0.00	\$63.20
	6/1/2026	\$39.04	\$9.90	\$9.25	\$6.31	\$0.00	\$64.50
	12/1/2026	\$40.33	\$9.90	\$9.25	\$6.31	\$0.00	\$65.79

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

LABORER: MULTI-TRADE TENDER LABORERS	6/2/2025	\$36.75	\$9.90	\$9.25	\$8.32	\$0.00	\$64.22
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$38.00	\$9.90	\$9.25	\$8.32	\$0.00	\$65.47
	6/1/2026	\$39.30	\$9.90	\$9.25	\$8.32	\$0.00	\$66.77
	12/7/2026	\$40.60	\$9.90	\$9.25	\$8.32	\$0.00	\$68.07
	6/7/2027	\$42.00	\$9.90	\$9.25	\$8.32	\$0.00	\$69.47
	12/6/2027	\$43.40	\$9.90	\$9.25	\$8.32	\$0.00	\$70.87
	6/5/2028	\$44.90	\$9.90	\$9.25	\$8.32	\$0.00	\$72.37
12/4/2028	\$46.40	\$9.90	\$9.25	\$8.32	\$0.00	\$73.87	

For apprentice rates see "Apprentice- LABORER"

LABORER: TREE REMOVER LABORERS	6/2/2025	\$36.75	\$9.90	\$9.25	\$8.32	\$0.00	\$64.22
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$38.00	\$9.90	\$9.25	\$8.32	\$0.00	\$65.47
	6/1/2026	\$39.30	\$9.90	\$9.25	\$8.32	\$0.00	\$66.77
	12/7/2026	\$40.60	\$9.90	\$9.25	\$8.32	\$0.00	\$68.07
	6/7/2027	\$42.00	\$9.90	\$9.25	\$8.32	\$0.00	\$69.47
	12/6/2027	\$43.40	\$9.90	\$9.25	\$8.32	\$0.00	\$70.87
	6/5/2028	\$44.90	\$9.90	\$9.25	\$8.32	\$0.00	\$72.37

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/4/2028	\$46.40	\$9.90	\$9.25	\$8.32	\$0.00	\$73.87

This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR	6/2/2025	\$36.50	\$9.90	\$9.25	\$8.32	\$0.00	\$63.97
LABORERS	12/1/2025	\$37.75	\$9.90	\$9.25	\$8.32	\$0.00	\$65.22
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$39.05	\$9.90	\$9.25	\$8.32	\$0.00	\$66.52
	12/7/2026	\$40.35	\$9.90	\$9.25	\$8.32	\$0.00	\$67.82
	6/7/2027	\$41.75	\$9.90	\$9.25	\$8.32	\$0.00	\$69.22
	12/6/2027	\$43.15	\$9.90	\$9.25	\$8.32	\$0.00	\$70.62
	6/5/2028	\$44.65	\$9.90	\$9.25	\$8.32	\$0.00	\$72.12
	12/4/2028	\$46.15	\$9.90	\$9.25	\$8.32	\$0.00	\$73.62

For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR (HEAVY & HIGHWAY)	6/1/2025	\$36.50	\$9.90	\$9.25	\$6.31	\$0.00	\$61.96
LABORERS	12/1/2025	\$37.74	\$9.90	\$9.25	\$6.31	\$0.00	\$63.20
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$39.04	\$9.90	\$9.25	\$6.31	\$0.00	\$64.50
	12/1/2026	\$40.33	\$9.90	\$9.25	\$6.31	\$0.00	\$65.79

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

MARBLE & TILE FINISHERS	8/1/2025	\$45.56	\$11.49	\$15.10	\$5.68	\$0.00	\$77.83
BRICKLAYERS LOCAL 3	2/1/2026	\$46.64	\$11.49	\$15.10	\$5.68	\$0.00	\$78.91
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	8/1/2026	\$48.40	\$11.49	\$15.10	\$5.68	\$0.00	\$80.67
	2/1/2027	\$49.52	\$11.49	\$15.10	\$5.68	\$0.00	\$81.79

Apprentice: MARBLE & TILE FINISHERS							
Effective Date: 8/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$22.78	\$11.49	\$15.10	\$5.68	\$0.00	\$55.05
2	60.00	\$27.34	\$11.49	\$15.10	\$5.68	\$0.00	\$59.61
3	70.00	\$31.89	\$11.49	\$15.10	\$5.68	\$0.00	\$64.16
4	80.00	\$36.45	\$11.49	\$15.10	\$5.68	\$0.00	\$68.72
5	90.00	\$41.00	\$11.49	\$15.10	\$5.68	\$0.00	\$73.27

Apprentice: MARBLE & TILE FINISHERS							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$23.32	\$11.49	\$15.10	\$5.68	\$0.00	\$55.59
2	60.00	\$27.98	\$11.49	\$15.10	\$5.68	\$0.00	\$60.25
3	70.00	\$32.65	\$11.49	\$15.10	\$5.68	\$0.00	\$64.92
4	80.00	\$37.31	\$11.49	\$15.10	\$5.68	\$0.00	\$69.58
5	90.00	\$41.98	\$11.49	\$15.10	\$5.68	\$0.00	\$74.25

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							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
MECHANIC/WELDER/BOOM TRUCK 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"							
MILLWRIGHT (Zone 3) MILLWRIGHTS LOCAL 1121 MILLWRIGHTS LOCAL 1121 - Zone 3	1/6/2025	\$43.42	\$10.08	\$11.47	\$9.75	\$0.00	\$74.72
	1/5/2026	\$45.70	\$10.08	\$11.47	\$9.75	\$0.00	\$77.00

Apprentice: MILLWRIGHT (Zone 3)							
Effective Date: 1/6/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$23.88	\$10.08	\$0.00	\$5.36	\$0.00	\$39.32
2	65.00	\$28.22	\$10.08	\$0.00	\$6.34	\$0.00	\$44.64
3	75.00	\$32.57	\$10.08	\$11.47	\$7.31	\$0.00	\$61.43
4	85.00	\$36.91	\$10.08	\$11.47	\$8.29	\$0.00	\$66.75

Apprentice: MILLWRIGHT (Zone 3)							
Effective Date: 1/5/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$25.14	\$10.08	\$0.00	\$5.36	\$0.00	\$40.58
2	65.00	\$29.71	\$10.08	\$0.00	\$6.34	\$0.00	\$46.13
3	75.00	\$34.28	\$10.08	\$11.47	\$7.31	\$0.00	\$63.14
4	85.00	\$38.85	\$10.08	\$11.47	\$8.29	\$0.00	\$68.69

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

Apprentice to Journeyworker Ratio: 1:4

MORTAR MIXER LABORERS	6/2/2025	\$36.50	\$9.90	\$9.25	\$8.32	\$0.00	\$63.97
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$37.75	\$9.90	\$9.25	\$8.32	\$0.00	\$65.22
	6/1/2026	\$39.05	\$9.90	\$9.25	\$8.32	\$0.00	\$66.52
	12/7/2026	\$40.35	\$9.90	\$9.25	\$8.32	\$0.00	\$67.82
	6/7/2027	\$41.75	\$9.90	\$9.25	\$8.32	\$0.00	\$69.22
	12/6/2027	\$43.15	\$9.90	\$9.25	\$8.32	\$0.00	\$70.62
	6/5/2028	\$44.65	\$9.90	\$9.25	\$8.32	\$0.00	\$72.12
	12/4/2028	\$46.15	\$9.90	\$9.25	\$8.32	\$0.00	\$73.62

For apprentice rates see "Apprentice- LABORER"

OILER OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$35.02	\$13.78	\$12.15	\$3.00	\$0.00	\$63.95
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OTHER POWER DRIVEN EQUIPMENT - CLASS VI OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$32.74	\$13.78	\$12.15	\$3.00	\$0.00	\$61.67

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35	7/1/2025	\$58.51	\$10.30	\$11.95	\$12.50	\$0.00	\$93.26
PAINTERS LOCAL 35 - ZONE 3	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.60	\$0.00	\$94.51

Apprentice: PAINTER (BRIDGES/TANKS)							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.26	\$10.30	\$0.00	\$0.00	\$0.00	\$39.56
2	55.00	\$32.18	\$10.30	\$0.00	\$6.88	\$0.00	\$49.36
3	60.00	\$35.11	\$10.30	\$0.00	\$7.50	\$0.00	\$52.91
4	65.00	\$38.03	\$10.30	\$0.00	\$8.13	\$0.00	\$56.46
5	70.00	\$40.96	\$10.30	\$11.95	\$8.75	\$0.00	\$71.96
6	75.00	\$43.88	\$10.30	\$11.95	\$9.38	\$0.00	\$75.51
7	80.00	\$46.81	\$10.30	\$11.95	\$10.00	\$0.00	\$79.06
8	90.00	\$52.66	\$10.30	\$11.95	\$11.25	\$0.00	\$86.16

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) *	7/1/2025	\$41.13	\$10.30	\$11.95	\$8.25	\$0.00	\$71.63
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.	1/1/2026	\$42.03	\$10.35	\$12.00	\$8.35	\$0.00	\$72.73
PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 3							

Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) *							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$20.57	\$10.30	\$0.00	\$0.00	\$0.00	\$30.87

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice to Journeyworker Ratio: 1:1							
Painter / Taper (Brush, Repaint)	7/1/2025	\$37.05	\$10.30	\$11.95	\$8.25	\$0.00	\$67.55
Painters Local 35	1/1/2026	\$37.95	\$10.35	\$12.00	\$8.35	\$0.00	\$68.65
Painters Local 35 - Zone 3							

Apprentice: PAINTER / TAPER (BRUSH, REPAINT)							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$18.53	\$10.30	\$0.00	\$0.00	\$0.00	\$28.83
2	55.00	\$20.38	\$10.30	\$0.00	\$4.54	\$0.00	\$35.22
3	60.00	\$22.23	\$10.30	\$0.00	\$4.95	\$0.00	\$37.48
4	65.00	\$24.08	\$10.30	\$0.00	\$5.36	\$0.00	\$39.74
5	70.00	\$25.94	\$10.30	\$11.95	\$5.78	\$0.00	\$53.97
6	75.00	\$27.79	\$10.30	\$11.95	\$6.19	\$0.00	\$56.23
7	80.00	\$29.64	\$10.30	\$11.95	\$6.60	\$0.00	\$58.49
8	90.00	\$33.35	\$10.30	\$11.95	\$7.43	\$0.00	\$63.03

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
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)	6/1/2025	\$36.25	\$9.90	\$9.25	\$6.31	\$0.00	\$61.71
Laborers	12/1/2025	\$37.49	\$9.90	\$9.25	\$6.31	\$0.00	\$62.95
Laborers - Zone 3 (Heavy & Highway)	6/1/2026	\$38.79	\$9.90	\$9.25	\$6.31	\$0.00	\$64.25
	12/1/2026	\$40.08	\$9.90	\$9.25	\$6.31	\$0.00	\$65.54

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

Panel & Pickup Trucks Driver	6/1/2025	\$40.78	\$15.57	\$20.17	\$0.00	\$0.00	\$76.52
Teamsters Joint Council No. 10	12/1/2025	\$40.78	\$15.57	\$21.78	\$0.00	\$0.00	\$78.13
Teamsters Joint Council No. 10 Zone B	1/1/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$0.00	\$78.73
	6/1/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$0.00	\$79.73
	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)	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
DECK)							
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	6/2/2025	\$36.50	\$9.90	\$9.25	\$8.32	\$0.00	\$63.97
LABORERS	12/1/2025	\$37.75	\$9.90	\$9.25	\$8.32	\$0.00	\$65.22
LABORERS - ZONE 3 (BUILDING & SITE)	6/1/2026	\$39.05	\$9.90	\$9.25	\$8.32	\$0.00	\$66.52
	12/7/2026	\$40.35	\$9.90	\$9.25	\$8.32	\$0.00	\$67.82
	6/7/2027	\$41.75	\$9.90	\$9.25	\$8.32	\$0.00	\$69.22
	12/6/2027	\$43.15	\$9.90	\$9.25	\$8.32	\$0.00	\$70.62
	6/5/2028	\$44.65	\$9.90	\$9.25	\$8.32	\$0.00	\$72.12
	12/4/2028	\$46.15	\$9.90	\$9.25	\$8.32	\$0.00	\$73.62

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY)	6/1/2025	\$36.50	\$9.90	\$9.25	\$6.31	\$0.00	\$61.96
LABORERS	12/1/2025	\$37.74	\$9.90	\$9.25	\$6.31	\$0.00	\$63.20
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$39.04	\$9.90	\$9.25	\$6.31	\$0.00	\$64.50
	12/1/2026	\$40.33	\$9.90	\$9.25	\$6.31	\$0.00	\$65.79

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

PLUMBER & PIPEFITTER	9/17/2025	\$53.01	\$10.35	\$10.85	\$7.10	\$0.00	\$81.31
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$55.01	\$10.35	\$10.85	\$7.10	\$0.00	\$83.31
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$57.01	\$10.35	\$10.85	\$7.10	\$0.00	\$85.31
	3/17/2027	\$59.01	\$10.35	\$10.85	\$7.10	\$0.00	\$87.31
	9/17/2027	\$61.01	\$10.35	\$10.85	\$7.10	\$0.00	\$89.31
	3/17/2028	\$63.01	\$10.35	\$10.85	\$7.10	\$0.00	\$91.31
	9/17/2028	\$65.01	\$10.35	\$10.85	\$7.10	\$0.00	\$93.31
	3/17/2029	\$67.01	\$10.35	\$10.85	\$7.10	\$0.00	\$95.31

Apprentice: PLUMBER & PIPEFITTER							
Effective Date: 9/17/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	6/1/2026	\$39.04	\$9.90	\$9.25	\$6.31	\$0.00	\$64.50
	12/1/2026	\$40.33	\$9.90	\$9.25	\$6.31	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
POWDERMAN & BLASTER LABORERS	6/2/2025	\$37.25	\$9.90	\$9.25	\$8.32	\$0.00	\$64.72
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$38.50	\$9.90	\$9.25	\$8.32	\$0.00	\$65.97
	6/1/2026	\$39.80	\$9.90	\$9.25	\$8.32	\$0.00	\$67.27
	12/7/2026	\$41.10	\$9.90	\$9.25	\$8.32	\$0.00	\$68.57
	6/7/2027	\$42.50	\$9.90	\$9.25	\$8.32	\$0.00	\$69.97
	12/6/2027	\$43.90	\$9.90	\$9.25	\$8.32	\$0.00	\$71.37
	6/5/2028	\$45.40	\$9.90	\$9.25	\$8.32	\$0.00	\$72.87
	12/4/2028	\$46.90	\$9.90	\$9.25	\$8.32	\$0.00	\$74.37
For apprentice rates see "Apprentice- LABORER"							
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS	6/1/2025	\$38.00	\$9.65	\$9.00	\$6.06	\$0.00	\$62.71
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2025	\$39.24	\$9.65	\$9.00	\$6.06	\$0.00	\$63.95
	6/1/2026	\$40.54	\$9.65	\$9.00	\$6.06	\$0.00	\$65.25
	12/1/2026	\$41.83	\$9.65	\$9.00	\$6.06	\$0.00	\$66.54
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
PUMP OPERATOR (CONCRETE) 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"							
PUMP OPERATOR (DEWATERING, OTHER) 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"							
READY-MIX CONCRETE DRIVER TEAMSTERS 404 - Construction Service (Northampton) TEAMSTERS 404 - Construction Service (Northampton)	5/1/2024	\$26.14	\$11.82	\$7.25	\$0.00	\$0.00	\$45.21
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS	6/2/2025	\$36.50	\$9.90	\$9.25	\$8.32	\$0.00	\$63.97
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$37.75	\$9.90	\$9.25	\$8.32	\$0.00	\$65.22
	6/1/2026	\$39.05	\$9.90	\$9.25	\$8.32	\$0.00	\$66.52
	12/7/2026	\$40.35	\$9.90	\$9.25	\$8.32	\$0.00	\$67.82
	6/7/2027	\$41.75	\$9.90	\$9.25	\$8.32	\$0.00	\$69.22
	12/6/2027	\$43.15	\$9.90	\$9.25	\$8.32	\$0.00	\$70.62
	6/5/2028	\$44.65	\$9.90	\$9.25	\$8.32	\$0.00	\$72.12
	12/4/2028	\$46.15	\$9.90	\$9.25	\$8.32	\$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	10/2/2025	\$44.88	\$10.35	\$8.70	\$9.30	\$0.00	\$73.23
ROOFERS LOCAL 248	7/16/2026	\$46.88	\$10.35	\$8.70	\$9.30	\$0.00	\$75.23
For apprentice rates see "Apprentice- ROOFER"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg)	10/2/2025	\$44.38	\$10.35	\$8.70	\$9.30	\$0.00	\$72.73
ROOFERS LOCAL 248	7/16/2026	\$46.38	\$10.35	\$8.70	\$9.30	\$0.00	\$74.73
ROOFERS LOCAL 248							
ROOFER SLATE / TILE / PRECAST CONCRETE	10/2/2025	\$44.88	\$10.35	\$8.70	\$9.30	\$0.00	\$73.23
ROOFERS LOCAL 248	7/16/2026	\$46.88	\$10.35	\$8.70	\$9.30	\$0.00	\$75.23
ROOFERS LOCAL 248							
For apprentice rates see "Apprentice- ROOFER"							
SCRAPER	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"							
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS)	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"							
SELF-PROPELLED POWER BROOM	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"							
SHEETMETAL WORKER	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

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
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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: TERRAZZO MECHANIC							
Effective Date: 8/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.99	\$11.49	\$15.57	\$7.99	\$0.00	\$69.04
2	60.00	\$40.78	\$11.49	\$15.57	\$7.99	\$0.00	\$75.83
3	70.00	\$47.58	\$11.49	\$15.57	\$7.99	\$0.00	\$82.63
4	80.00	\$54.38	\$11.49	\$15.57	\$7.99	\$0.00	\$89.43
5	90.00	\$61.17	\$11.49	\$15.57	\$7.99	\$0.00	\$96.22
Apprentice: TERRAZZO MECHANIC							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$34.66	\$11.49	\$15.57	\$7.99	\$0.00	\$69.71
2	60.00	\$41.59	\$11.49	\$15.57	\$7.99	\$0.00	\$76.64
3	70.00	\$48.52	\$11.49	\$15.57	\$7.99	\$0.00	\$83.57
4	80.00	\$55.46	\$11.49	\$15.57	\$7.99	\$0.00	\$90.51
5	90.00	\$62.39	\$11.49	\$15.57	\$7.99	\$0.00	\$97.44
Apprentice to Journeyworker Ratio: 1:5							
TEST BORING DRILLER LABORERS	6/1/2025	\$51.70	\$9.90	\$9.25	\$9.80	\$0.00	\$80.65
LABORERS - FOUNDATION AND MARINE	12/1/2025	\$53.20	\$9.90	\$9.25	\$9.80	\$0.00	\$82.15
	6/1/2026	\$54.75	\$9.90	\$9.25	\$9.80	\$0.00	\$83.70
	12/1/2026	\$56.25	\$9.90	\$9.25	\$9.80	\$0.00	\$85.20
For apprentice rates see "Apprentice- LABORER"							
TEST BORING DRILLER HELPER LABORERS	6/1/2025	\$47.82	\$9.90	\$9.25	\$9.80	\$0.00	\$76.77
LABORERS - FOUNDATION AND MARINE	12/1/2025	\$49.32	\$9.90	\$9.25	\$9.80	\$0.00	\$78.27
	6/1/2026	\$50.87	\$9.90	\$9.25	\$9.80	\$0.00	\$79.82
	12/1/2026	\$52.37	\$9.90	\$9.25	\$9.80	\$0.00	\$81.32
For apprentice rates see "Apprentice- LABORER"							
TEST BORING LABORER LABORERS	6/1/2025	\$47.70	\$9.90	\$9.25	\$9.80	\$0.00	\$76.65
LABORERS - FOUNDATION AND MARINE	12/1/2025	\$49.20	\$9.90	\$9.25	\$9.80	\$0.00	\$78.15
	6/1/2026	\$50.75	\$9.90	\$9.25	\$9.80	\$0.00	\$79.70
	12/1/2026	\$52.25	\$9.90	\$9.25	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
TRACTORS 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"							
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10	6/1/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$0.00	\$77.56
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$0.00	\$79.17
	1/1/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$0.00	\$79.77

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/1/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$0.00	\$80.77
	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
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TUNNEL WORK - COMPRESSED AIR LABORERS	6/1/2025	\$59.93	\$9.90	\$9.25	\$10.25	\$0.00	\$89.33
LABORERS (COMPRESSED AIR)	12/1/2025	\$61.43	\$9.90	\$9.25	\$10.25	\$0.00	\$90.83
	6/1/2026	\$62.98	\$9.90	\$9.25	\$10.25	\$0.00	\$92.38
	12/1/2026	\$64.48	\$9.90	\$9.25	\$10.25	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"							
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TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS	6/1/2025	\$61.93	\$9.90	\$9.25	\$10.25	\$0.00	\$91.33
LABORERS (COMPRESSED AIR)	12/1/2025	\$63.43	\$9.90	\$9.25	\$10.25	\$0.00	\$92.83
	6/1/2026	\$64.98	\$9.90	\$9.25	\$10.25	\$0.00	\$94.38
	12/1/2026	\$66.48	\$9.90	\$9.25	\$10.25	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"							
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TUNNEL WORK - FREE AIR LABORERS	6/1/2025	\$52.00	\$9.90	\$9.25	\$10.25	\$0.00	\$81.40
LABORERS (FREE AIR TUNNEL)	12/1/2025	\$53.50	\$9.90	\$9.25	\$10.25	\$0.00	\$82.90
	6/1/2026	\$55.05	\$9.90	\$9.25	\$10.25	\$0.00	\$84.45
	12/1/2026	\$56.55	\$9.90	\$9.25	\$10.25	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"							
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TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS	6/1/2025	\$54.00	\$9.90	\$9.25	\$10.25	\$0.00	\$83.40
LABORERS (FREE AIR TUNNEL)	12/1/2025	\$55.50	\$9.90	\$9.25	\$10.25	\$0.00	\$84.90
	6/1/2026	\$57.05	\$9.90	\$9.25	\$10.25	\$0.00	\$86.45
	12/1/2026	\$58.55	\$9.90	\$9.25	\$10.25	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"							
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VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10	6/1/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$0.00	\$76.98
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$0.00	\$78.59
	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
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WAGON DRILL OPERATOR LABORERS	6/2/2025	\$36.50	\$9.90	\$9.25	\$8.32	\$0.00	\$63.97
LABORERS - ZONE 3 (BUILDING & SITE)	12/1/2025	\$37.75	\$9.90	\$9.25	\$8.32	\$0.00	\$65.22
	6/1/2026	\$39.05	\$9.90	\$9.25	\$8.32	\$0.00	\$66.52
	12/7/2026	\$40.35	\$9.90	\$9.25	\$8.32	\$0.00	\$67.82
	6/7/2027	\$41.75	\$9.90	\$9.25	\$8.32	\$0.00	\$69.22
	12/6/2027	\$43.15	\$9.90	\$9.25	\$8.32	\$0.00	\$70.62
	6/5/2028	\$44.65	\$9.90	\$9.25	\$8.32	\$0.00	\$72.12
	12/4/2028	\$46.15	\$9.90	\$9.25	\$8.32	\$0.00	\$73.62
For apprentice rates see "Apprentice- LABORER"							
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WAGON DRILL OPERATOR (HEAVY & HIGHWAY) LABORERS	6/1/2025	\$36.50	\$9.90	\$9.25	\$6.31	\$0.00	\$61.96
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/1/2025	\$37.74	\$9.90	\$9.25	\$6.31	\$0.00	\$63.20
	6/1/2026	\$39.04	\$9.90	\$9.25	\$6.31	\$0.00	\$64.50
	12/1/2026	\$40.33	\$9.90	\$9.25	\$6.31	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
WATER METER INSTALLER	9/17/2025	\$53.01	\$10.35	\$10.85	\$7.10	\$0.00	\$81.31
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2026	\$55.01	\$10.35	\$10.85	\$7.10	\$0.00	\$83.31
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$57.01	\$10.35	\$10.85	\$7.10	\$0.00	\$85.31
	3/17/2027	\$59.01	\$10.35	\$10.85	\$7.10	\$0.00	\$87.31
	9/17/2027	\$61.01	\$10.35	\$10.85	\$7.10	\$0.00	\$89.31
	3/17/2028	\$63.01	\$10.35	\$10.85	\$7.10	\$0.00	\$91.31
	9/17/2028	\$65.01	\$10.35	\$10.85	\$7.10	\$0.00	\$93.31
	3/17/2029	\$67.01	\$10.35	\$10.85	\$7.10	\$0.00	\$95.31

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.