

PURCHASING DIVISION  
CITY OF WORCESTER  
MASSACHUSETTS 01608-1895  
ROOM 201 - CITY HALL, 455 MAIN ST.  
PHONE (508) 799-1220

**BID INVITATION**  
(Supplies, Material, Equipment, Services)

AN EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER

**BID NO. 8272-M5**

**DATE: August 28, 2024**

**CITY OF WORCESTER**  
**Christopher J. Gagliastro, MCPPO**  
**Purchasing Agent**

**BUYER: Stephen R. McDonald**

**NOTICE TO BIDDERS**  
**TERMS AND CONDITIONS**

All bids are subject to the terms and conditions and specificity herein set forth except where specifically deleted by the City of Worcester in Section No. 6 below.

**COMPLETE ORIGINAL COPY (including ALL required pages) OF THIS BID MUST BE SUBMITTED IN A SEALED ENVELOPE:**

DATE: September 10, 2024

TIME: 4:00 P.M. LOCAL TIME

PLACE: Purchasing Division, Room 201, City Hall, Worcester, Massachusetts

MARK ENVELOPE **"Bid No. 8272-M5, Guardrail Installation - Great Post Rd at Clegg St / DPW&P"**

The name and address of the bidder must appear in the upper left hand corner of the envelope. The City of Worcester is not responsible for bids not properly marked.

**GENERAL**

1. This Bid Invitation covers: all labor, materials, and equipment necessary for the guardrail repairs at Great Post Road & Clegg Street as per the attached requirements and specifications of the Department of Public Facilities.
2. A certified check or bid bond made payable to the "City Treasurer, City of Worcester" in the Amount of \$ None must accompany this bid.
3. **NO BID WILL BE ACCEPTED AFTER TIME AND DATE SPECIFIED**
4. A performance bond in the amount of \$ n/a of the total dollar award is required.
5. **A payment bond in the amount of \$ 50% of the total dollar award is required if total bid price if greater than \$ 25,000.00**
6. All terms and conditions are applicable to this proposal except the following section numbers which are hereby deleted from this invitation: all apply
7. Questions pertaining to this bid must be directed to: Stephen R. McDonald via email at [MCDONALDS@worcesterma.gov](mailto:MCDONALDS@worcesterma.gov)
  - **Email copies of this bid are acceptable. Please email bids to [MCDONALDS@worcesterma.gov](mailto:MCDONALDS@worcesterma.gov)**

8. The following meanings are attached to the defined words when used in this bid form.
  - a) The word "City" means The City of Worcester, Massachusetts.
  - b) The word "Bidder" means the person, firm or corporation submitting a bid on these specifications or any part thereof.
  - c) The word "Contractor" means the person, firm or corporation with whom the contract is made by carrying out the provisions of these specifications and the contract.
  - d) The words "Firm Price" shall mean a guarantee against price increases during the life of the contract.
9. Any prospective bidder requesting a change in or interpretation of existing specifications of terms and conditions must do so within five (5) days (Saturdays, Sundays and Holidays excluded) BEFORE scheduled bid opening date. All requests are to be in writing to the Purchasing Division (or e-mailed at [MCDONALDS@worcesterma.gov](mailto:MCDONALDS@worcesterma.gov) ). No changes will be considered or any interpretation issued unless request is in our hands within five (5) days (Saturdays, Sundays and Holidays excluded) BEFORE scheduled bid opening date.
10. The contractor will be required to indemnify and save harmless the City of Worcester, for all damages to life and property that may occur due to his or her negligence or that of his or her employees, subcontractors, etc., during this contract.
11. The Contract Agreement will be in the form customarily employed by the City of Worcester and is on file in the Purchasing Division at City Hall.
12. Bids which are incomplete, not properly endorsed, or signed, or otherwise contrary to these instructions will be rejected as informal by the Purchasing Agent. Conditional Bids Will Not Be Accepted.
13. The Bidder must certify that no official or employee of the City of Worcester, Massachusetts is pecuniarily interested in this proposal or in the contract which the bidder offers to execute or in expected profits to arise therefrom, unless there has been compliance with provisions of G.L.C.43 Sec. 27, and that this bid is made in good faith without fraud or collusion or connection with any other person submitting a proposal.
14. As the City of Worcester is exempt from the payment of Federal Excise Taxes, and Massachusetts Sales Tax, prices quoted herein are not to include these taxes.
15. **All prices are to be firm F.O.B. Destination, City of Worcester, Massachusetts, unless otherwise indicated by the City. Time reserved for award is ninety days.**
16. In case of error in the extension prices quoted herein, the unit price will govern.
17. It is understood and agreed that should any price reductions occur between the opening of this bid and delivery of any order, the benefit of all such reductions will be extended to the City.
18. The City of Worcester reserves the right to reject any and all bids, wholly or in part, and to make awards in a manner deemed in the best interest of the City.
19. Awards will be made to the bidder quoting the lowest net price in accordance with specifications.
20. The supplier will be bound by all applicable statutory provisions of law of the Federal Government, the Commonwealth of Massachusetts, the City of Worcester, and The Department of Public Safety of the Commonwealth of Massachusetts.
21. Any bid withdrawn after time and date specified, the bidder shall forfeit deposit on bid as liquidated damages.
22. The contractor will not be permitted to either or underlet the contractor, not assign either legally or equitably any monies hereunder, or its claim thereto without the previous written consent of the City Treasurer and of the Purchasing Agent of the City.
23. If this bid shall be accepted by the City, and the bidder shall fail to contract as aforesaid and to give a bond in the amount as specified in Section 4, within ten (10) days, (not including Sunday or a Legal Holiday) from the date of the mailing of a notice from the City to him, according to the address given herewith, that the contract is ready for signature, the City may by option determine that the bidder has abandoned the contract and thereupon the proposal and acceptance shall be null and void and the bid security accompanying this proposal shall become the property of the City as liquidated damages.

24. When quoting, the bidder shall submit a signed copy of this bid form, and if bid is accepted by the City shall constitute part of the contract of purchase. Do not detach any part of this form when submitting a bid. Bidder must sign and return complete forms.
25. If in the judgment of the Purchasing Agent any property is needlessly damaged by an act or omission of the contractor or his/her employees, servants, or agent, the amount of such damages shall be determined by the Purchasing Agent of the City of Worcester and such amount shall be deducted from any money due the contractor or may be recovered from said contractor in actions at law.
26. It is agreed that deliveries and/or completion are subject to strikes, lockouts, accidents and Acts of God.

### **INSURANCE AND WORKER'S COMPENSATION**

27. COMMERCIAL GENERAL LIABILITY INSURANCE – Contractor to supply the City of Worcester with certificates of insurance evidencing general liability coverage of not less than \$ 1,000,000.00 per occurrence / \$ 2,000,000.00 aggregate.
28. AUTOMOBILE LIABILITY INSURANCE – Contractor to supply the City of Worcester with certificates of insurance evidencing automobile liability coverage, bodily injury and property damage combined single limits, of \$ 1,000,000.00 (all owned, hired and non-owned autos).
29. COMPENSATION INSURANCE – Contractor shall furnish the City of Worcester with certificates showing that all of his or her employees who shall be connected with this work are protected under Massachusetts' statutory worker's compensation insurance policies.
30. The Contractor shall carry public liability insurance with an insurance company satisfactory to the City so as to save the City harmless from any and all claims for damages arising out of bodily injury to or death of any person or persons, and for all claims for damages arising out of injury to or destruction of property caused by accident resulting from the use of implements, equipment or labor used in the performance of the contractor or from any neglect, default or omission, or want of proper care, or misconduct on the part of the Contractor or for any one of his employ during the execution of the contract.
31. Prior to starting on this contract, the Contractor shall deposit with the contracting officer certificates from the insurer to the effect that the insurance policies required in the above paragraph have been issued to the Contractor. The certificates must be on a form satisfactory to the Purchasing Agent.
32. Except as may be otherwise stated herein, the Contractor shall also carry bodily injury and property damage insurance in amount not less than those set forth above covering the operation of all motor powered vehicles owned or operated by the Contractor and engage in this contract.

### **DISCOUNT**

33. Prompt pay discounts will be considered when determining the low bid except when discounts are for a period of less than 30 days. In this event discounts will not be taken into consideration when determining low bid.
34. Time, in connection with discount offered, will be computed from date of completion and/or delivery and acceptance at destination, or from date correct bill or voucher properly certified by the contractor is received if the latter date is later than the date of completion and acceptance and/or delivery and acceptance.

### **GUARANTEE**

35. The bidder to who a contract is awarded guarantees to the City of Worcester all equipment, materials and/or workmanship for a period of one (1) year after final inspection and acceptance and shall replace promptly any defective equipment, materials and/or workmanship required without additional cost to the City.

### **DELIVERIES AND COMPLETION**

36. It is understood and agreed that in the event of failure on the part of the bidder to indicate date of delivery and/or completion, delivery and/or completion will be made within twelve (12) days from date of notification. Should the successful bidder fail to make delivery or complete contract within time specified, the City reserves the right to make the

purchase on such orders at the open market and charge any excess over contract price to the account of the successful bidder, who shall pay the same.

37. The contractor shall familiarize himself with the location and facilities for storage.
38. The City, through its Purchasing Division, reserves the right to divert delivery from one location to another, and to allow for any change in operating conditions or for any other cause not now foreseen and to proportion deliveries according to available storage facilities.

#### **SAMPLING AND ANALYSIS**

39. Each bidder must state the commercial name of the product quoted, name, and address of operator or agent from whom the product will be purchased and in addition shall furnish an analysis of the product, date of analysis, by whom made and their address.
40. Samples of the product to be delivered may be taken by a representative of the City, either prior to delivery or while it is being delivered in the storage facilities at destination, or will be taken from the storage facilities to which the product has been delivered as determined from time to time by the Purchasing Agent. Bidder agrees to furnish the necessary manual labor, without additional cost required to assemble the physical samples, which is to be performed under the direction of the City representative.
41. The representative of the City taking the samples, shall be given the opportunity, while sampling, to affix his signature to the delivery slip each item represented in his sample.
42. Any product after the sampling and analysis, not found meeting the requirements of the contract shall be sufficient cause for the cancellation of the contract at the option of the Purchasing Agent.
43. If any product is found that does not meet the analysis submitted by the bidder in his proposal, the Purchasing Agent may at his option exercise his right to reject the product and require that all or any part thereof shall be removed promptly by and at the expense of the contractor and replace it forthwith with a product satisfactory to the Purchasing Agent, or to retain the product and compensate the contractor in an amount as determined by the Purchasing Agent and the City Manager.
44. It is understood and agreed that it shall be a material breach of any contract resulting from this bid for the Contractor to engage in any practice which shall violate any provisions of Massachusetts General Laws, Chapter 151B, relative to discrimination in hiring, discharge, compensation, or terms, conditions or privileges of employment because of race, color, religious creed, national origin, sex, age or ancestry.
45. The undersigned as bidder, declares that the only parties interested in this proposal as principals are named herein; that this proposal is made without collusion with any other person, firm or corporation; that no officer or agent of the City is directly or indirectly interested in this bid; and he proposes and agrees that if this proposal is accepted he will contract with the City in accordance with the specifications, also the terms and conditions as spelled out in this bid form.
46. No Person, including but not limited to corporations, partnerships, limited partnerships or limited liability corporations, shall be eligible to receive a contract under this invitation to bid and/or request for proposal if that person has been convicted of any felony offense involving the distribution of controlled substances as that term is defined under Chapter 94C of the General Laws and, for contracts to be performed for on-site services to the Worcester Public Schools, if that person or any person to be employed by that person in the performance of such on-site services has been convicted of a "sex offense" or a "sex offense involving a child" or a "sexually violent offense" or would meet the definition of "sexually violent predator" as those terms are defined in Chapter 6, Section 178C of the General Laws and who must register with the sex offender registry board.
47. The Contractor shall at all times enforce strict discipline and good order among his employees and shall not employ for work or services relating to this contract any unfit person or anyone not skilled in the task assigned to him. In light of the fact that the performance of this contract requires the Contractor and its employees to have significant interaction with the public, the Contractor shall require all employees who may perform services under this contract to conduct themselves in a courteous, professional manner. If the Contractor is notified by the Contract Officer that any person engaged upon the work is incompetent, unfaithful, disorderly, discourteous, or otherwise unsatisfactory, then such person shall be discharged from providing services or work pursuant to this contract. Without limiting the generality of the foregoing, intimidation,

threats and/or violent conduct of any kind or nature directed to members of the public are absolutely prohibited. Failure to comply with this requirement shall be grounds for termination of the contract.

48. The Contractor's performance may be evaluated on an ongoing basis including but not limited to consideration of complaints received from members of the public. In order to facilitate this evaluation, the Contractor shall provide the City with documents and records upon request. The Contractor shall further obtain from its employees authorization that appropriate City personnel may obtain all available criminal offender information ("CORI") from the Criminal History Systems Board. A high number of unresolved complaints, any number of complaints that are particularly severe, or employment of individuals who have been convicted of assault or other violent crimes shall be grounds for the early termination or non-renewal of the contract by the City.
49. The procurement officer shall award the contract to the lowest responsible and responsive bidder. The term "responsible bidder" means "a person who has the capability to perform fully the contract requirements, and the integrity and reliability which assures good faith performance." Consistent with its duty to maintain public order and promote public safety, the City has determined that this contract is of a type and nature so as to be particularly sensitive due, at least in part, to the contractor's inherent access and dealings with the members of the general public. Therefore, the City has concluded that additional scrutiny is justified as it determines whether a particular bidder is responsible, having the integrity and reliability to properly perform the requested services. This may entail consideration of the contractor's system of oversight, training and supervision of its employees, including but not limited to its requirement of a high standard of customer service and courtesy in its dealings with the public. The bidder's care and diligence in hiring and assigning its employees will also be considered. In making its determination, the City reserves the right to examine any and all information at its disposal, including but not limited to prior City contracts, the experiences and information obtained from current and former customers (whether identified by the bidder as references or not), as well as other sources available to the City, including but not limited to court documents, newspapers, financial reports (such as DUNS), and certain police data and reports.
50. The Contractor, acting through its owner(s) or any of its employees, or its agents or sub-contractors and any of their employees, shall not engage in any behavior, whether during the course of its duties under this contract or at any other time, that is illegal, criminal or otherwise shocking or offensive to the general public. The determination whether any particular behavior is illegal, criminal or shocking to the general public shall rest in the sound judgment of the Contracting Officer or the City Manager. In making such determination, the Contracting Officer or the City Manager shall apply the general standards of the community. No criminal conviction or formal charges shall be required to make such determination. Such behavior need be something more than trivial and something which would cause the general public to have concerns either about the safety of individuals coming in contact with the Contractor or about the character and integrity of the individuals with which the City does business. Violation of this provision shall be grounds for immediate and unilateral termination of this contract by the City upon five days' notice as otherwise provided herein

**GIVE FULL NAMES AND RESIDENCES OF ALL PERSONS INTERESTED IN THE FOREGOING PROPOSAL.**

(NOTICE: Give first and last name in full; in case of corporations, give corporate name and names of President, Treasurer, and Manager; and in case of firms give names of the individual members)

| Name | Address | Zip Code |
|------|---------|----------|
|------|---------|----------|

|       |       |       |
|-------|-------|-------|
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |

**KINDLY FURNISH THE FOLLOWING INFORMATION REGARDING BIDDER:**

|     |                                    |
|-----|------------------------------------|
| (1) | If a Proprietorship                |
|     | Name of Owner _____                |
|     | Business Address _____             |
|     | Zip Code _____ Telephone No. _____ |
|     | Home Address _____                 |
|     | Zip Code _____ Telephone No. _____ |

| (2)         | If a Partnership                                                                                                                                                                                                                                                                   |                 |                |                 |       |       |       |       |       |       |       |       |       |
|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|----------------|-----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|             | Full names and addresses of all partners                                                                                                                                                                                                                                           |                 |                |                 |       |       |       |       |       |       |       |       |       |
|             | <table><thead><tr><th><u>Name</u></th><th><u>Address</u></th><th><u>Zip Code</u></th></tr></thead><tbody><tr><td>_____</td><td>_____</td><td>_____</td></tr><tr><td>_____</td><td>_____</td><td>_____</td></tr><tr><td>_____</td><td>_____</td><td>_____</td></tr></tbody></table> | <u>Name</u>     | <u>Address</u> | <u>Zip Code</u> | _____ | _____ | _____ | _____ | _____ | _____ | _____ | _____ | _____ |
| <u>Name</u> | <u>Address</u>                                                                                                                                                                                                                                                                     | <u>Zip Code</u> |                |                 |       |       |       |       |       |       |       |       |       |
| _____       | _____                                                                                                                                                                                                                                                                              | _____           |                |                 |       |       |       |       |       |       |       |       |       |
| _____       | _____                                                                                                                                                                                                                                                                              | _____           |                |                 |       |       |       |       |       |       |       |       |       |
| _____       | _____                                                                                                                                                                                                                                                                              | _____           |                |                 |       |       |       |       |       |       |       |       |       |
|             | Business Address _____ Zip Code _____                                                                                                                                                                                                                                              |                 |                |                 |       |       |       |       |       |       |       |       |       |
|             | Tel. No. _____                                                                                                                                                                                                                                                                     |                 |                |                 |       |       |       |       |       |       |       |       |       |

(3) If a Corporation

Full Legal Name \_\_\_\_\_

State of Incorporation \_\_\_\_\_ Qualified in Massachusetts ? Yes \_\_\_\_\_ No \_\_\_\_\_

Principal Place of Business \_\_\_\_\_

|           |          |
|-----------|----------|
| Street    | P.O. Box |
| City/Town | State    |
| Zip       |          |

Telephone No. \_\_\_\_\_

Place of Business in Massachusetts \_\_\_\_\_

|           |          |
|-----------|----------|
| Street    | P.O. Box |
| City/Town | State    |
| Zip       |          |

Telephone No. \_\_\_\_\_

GIVE THE FOLLOWING INFORMATION REGARDING SURETY COMPANY

Full Legal Name of Surety Company \_\_\_\_\_

State of Incorporation \_\_\_\_\_ Admitted in Massachusetts ? Yes \_\_\_\_\_ No \_\_\_\_\_

Principal Place of Business \_\_\_\_\_

|           |          |
|-----------|----------|
| Street    | P.O. Box |
| City/Town | State    |
| Zip       |          |

Place of Business in Massachusetts \_\_\_\_\_

|           |          |
|-----------|----------|
| Street    | P.O. Box |
| City/Town | State    |
| Zip       |          |

Telephone No. \_\_\_\_\_

NOTE

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

F.I.D. Number of bidder \_\_\_\_\_

This number is regularly used by companies when filing their "EMPLOYER'S FEDERAL TAX RETURN, U.S." Treasury Department Form 941.

AUTHORIZED SIGNATURE OF BIDDER \_\_\_\_\_ TITLE \_\_\_\_\_  
PLEASE SIGN

DATE \_\_\_\_\_ BID SECURITY \$ \_\_\_\_\_

The name of Customer Service Representative and the Contract Administrator responsible for servicing this account in the event of contract award are:

NAME (PLEASE PRINT) *Customer Service Rep.* \_\_\_\_\_ TEL. NO. \_\_\_\_\_

NAME (PLEASE PRINT) *Contract Administrator* \_\_\_\_\_ TEL. NO. \_\_\_\_\_

FAX NUMBER \_\_\_\_\_ FAX # \_\_\_\_\_

E-MAIL (Customer Service Rep.): \_\_\_\_\_

E-MAIL (Contract Administrator): \_\_\_\_\_

UNDER MASSACHUSETTS GENERAL LAWS, CHAPTER 30B: SECTION 10, THE FOLLOWING CERTIFICATION MUST BE PROVIDED:

Section 10. A person submitting a bid or a proposal for the procurement or disposal of supplies, or services to any governmental body shall certify in writing, on the bid or proposal, as follows:

" The undersigned certifies under penalties of perjury that this bid or proposal 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."

(Please Print) \_\_\_\_\_  
Name of Person Signing Bid

\_\_\_\_\_  
Signature of Person Signing Bid

\_\_\_\_\_  
Company

**No award will be made without vendor certification of the above.**



**PROPOSAL PAGE**

Bidders must state and identify the product offered, such as manufacturer's name, trade name, brand name and quality next to each item. WE MUST KNOW WHAT HAS BEEN OFFERED.

The quantities shown herein are estimated only and the Contractor will be required to furnish all quantities ordered by the City during the period of the contract.

YES XX NO

Delivery to be made to: Worcester, MA

This Bid includes addenda numbered \_\_\_\_\_

**NO PRICE ADJUSTMENTS ALLOWED. PRICES QUOTED ARE FINAL. CHECK BEFORE SIGNING**

**BIDDER TO COMPLETE ITEMS BELOW**

| Item No. | Estimated Quantity | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Bid Price / Total Amount                                                      |
|----------|--------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|
|          |                    | <p><b>All labor, materials, and equipment necessary for the guardrail installation / repairs as per the attached requirements and specifications of the Department of Public Works &amp; Parks.</b></p> <p><i>For any bid price that exceeds \$25,000, the vendor must provide a payment bond in the amount of 50% of the contract amount. Payment Bond form to be provided by the City upon award.</i></p> <p><i>Insurance certificates are required. The awardee must forward insurance certificate copies to the Purchasing Division consistent with the requirements stated in these bid documents prior to commencement of work.</i></p> <p><u><b>No work may commence until these forms are on file with the Purchasing Division</b></u></p> <p>The bidder hereby certifies that it is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work; that all employees to be employed at the worksite will have successfully completed a course on construction safety and health approved by the United States Occupational Safety and Health Administration that is at least ten hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee: and that he will comply fully with all laws and regulations applicable to awards of subcontracts subject to section 44F.</p> | <p>\$ _____</p> <p style="text-align: center;"><b>Total Amount of Bid</b></p> |

TERMS, PROMPT PAY DISCOUNT \_\_\_\_\_ % 30 DAYS, NET 45 DAYS.

DELIVERY AND/OR COMPLETION TO BE MADE WITHIN 30 days from issuance of Purchase Order by City

NAME OF BIDDER \_\_\_\_\_

**Guardrail Installation – Great Post Rd at Clegg St**  
**Bid#: 8272-M5**  
**Specifications / Scope of Services**

**Scope of Work:**

**1) Materials for repairs to guardrails identified include:**

- a. Removal of existing materials, approximately 375 LF
  - i. Locations are very steep.
  - ii. Damaged guardrails are a mix of stainless steel, concrete & rebar posts with cable.
- b. Install 750 Linear Feet of Guardrail Steel Type SS
- c. Install 121 EA 8'L Deep Posts
- d. Install Galvanized Terminal Ends and Polymer Offset Blocks as needed.

**OTHER CONDITIONS**

- A. Work must confirm to City of Worcester Standard Specifications  
(<https://www.worcesterma.gov/engineering>)
- B. Work must be completed within 30 days after issuance of purchase order by the City.
- C. **TRAFFIC CONTROL:** The cost of police details, if required, will be paid by the Owner. The Owner will coordinate detail assignments which will be billed to the City directly based on the hourly cost.
- D. **WORKMANSHIP:** All workmanship shall be of the highest quality. Any workmanship determined to be below the high standards of the particular craft involved will not be accepted and will be corrected and/or replaced as required by the Owner.
- E. **DIG SAFE:** Contractor shall be responsible for contacting Dig-Safe and ensuring utilities in the area are properly marked prior to construction starting.

**Contractor Qualifications:**

- In all circumstances the work to be performed shall be of first-class quality by employees skilled in the respective trade and knowledgeable about the products and equipment being used.
- The contractor awarded this project shall provide evidence of prior experience and capabilities, including appropriate staff and equipment necessary to complete the required work in accordance with the above schedule. A list of recent projects (minimum of 3) similar in size and scope to the City's project (including name, contact number of references) is acceptable.
- The City reserves the right to contact bidders' references and the City shall serve as its own reference.

**PREVAILING WAGE RATES**

**&**

**CERTIFIED PAYROLL REPORTING**

**FORMS**

**NOTE:** Successful bidder/contractor shall submit the required certified payroll reporting forms on a weekly basis *via email* to:

**[certifiedpayrollrecords@worcesterma.gov](mailto:certifiedpayrollrecords@worcesterma.gov)**

**City of Worcester – Purchasing Division  
City Hall – Room 201  
455 Main Street  
Worcester, MA 01608**

# MASSACHUSETTS WEEKLY CERTIFIED PAYROLL REPORT FORM



| Company's Name:                    |                      | Address:                          |                |                        |     | Phone No.:                     |     |                                                |     | Payroll No.:                |                   |                                      |                      |                                |                        |                  |                             |                     |               |
|------------------------------------|----------------------|-----------------------------------|----------------|------------------------|-----|--------------------------------|-----|------------------------------------------------|-----|-----------------------------|-------------------|--------------------------------------|----------------------|--------------------------------|------------------------|------------------|-----------------------------|---------------------|---------------|
|                                    |                      |                                   |                |                        |     |                                |     |                                                |     |                             |                   |                                      |                      |                                |                        |                  |                             |                     |               |
| Employer's Signature:              |                      | Title:                            |                |                        |     | Contract No:                   |     | Tax Payer ID Number                            |     | Work Week Ending:           |                   |                                      |                      |                                |                        |                  |                             |                     |               |
|                                    |                      |                                   |                |                        |     |                                |     |                                                |     |                             |                   |                                      |                      |                                |                        |                  |                             |                     |               |
| Awarding Authority's Name:         |                      | Public Works Project Name:        |                |                        |     | Public Works Project Location: |     |                                                |     | Min. Wage Rate Sheet Number |                   |                                      |                      |                                |                        |                  |                             |                     |               |
|                                    |                      |                                   |                |                        |     |                                |     |                                                |     |                             |                   |                                      |                      |                                |                        |                  |                             |                     |               |
| General / Prime Contractor's Name: |                      | Subcontractor's Name:             |                |                        |     |                                |     | "Employer" Hourly Fringe Benefit Contributions |     |                             |                   |                                      |                      |                                |                        |                  |                             |                     |               |
|                                    |                      |                                   |                |                        |     |                                |     |                                                |     |                             |                   |                                      |                      |                                |                        |                  |                             |                     |               |
|                                    |                      |                                   |                | (B+C+D+E)      (A x F) |     |                                |     |                                                |     |                             |                   |                                      |                      |                                |                        |                  |                             |                     |               |
| Employee Name & Complete Address   | Work Classification: | Employee is OSHA 10 certified (?) | Appr. Rate (%) | Hours Worked           |     |                                |     |                                                |     |                             |                   | Project Hours (A)<br>All Other Hours | Hourly Base Wage (B) | Health & Welfare Insurance (C) | ERISA Pension Plan (D) | Supp. Unemp. (E) | Total Hourly Prev. Wage (F) | Project Gross Wages | Check No. (H) |
|                                    |                      |                                   |                | Su.                    | Mo. | Tu.                            | We. | Th.                                            | Fr. | Sa.                         | Total Gross Wages |                                      |                      |                                |                        |                  |                             |                     |               |
|                                    |                      |                                   |                |                        |     |                                |     |                                                |     |                             |                   |                                      |                      |                                |                        |                  |                             |                     |               |
|                                    |                      |                                   |                |                        |     |                                |     |                                                |     |                             |                   |                                      |                      |                                |                        |                  |                             |                     |               |
|                                    |                      |                                   |                |                        |     |                                |     |                                                |     |                             |                   |                                      |                      |                                |                        |                  |                             |                     |               |
|                                    |                      |                                   |                |                        |     |                                |     |                                                |     |                             |                   |                                      |                      |                                |                        |                  |                             |                     |               |
|                                    |                      |                                   |                |                        |     |                                |     |                                                |     |                             |                   |                                      |                      |                                |                        |                  |                             |                     |               |
|                                    |                      |                                   |                |                        |     |                                |     |                                                |     |                             |                   |                                      |                      |                                |                        |                  |                             |                     |               |
|                                    |                      |                                   |                |                        |     |                                |     |                                                |     |                             |                   |                                      |                      |                                |                        |                  |                             |                     |               |
|                                    |                      |                                   |                |                        |     |                                |     |                                                |     |                             |                   |                                      |                      |                                |                        |                  |                             |                     |               |
|                                    |                      |                                   |                |                        |     |                                |     |                                                |     |                             |                   |                                      |                      |                                |                        |                  |                             |                     |               |
|                                    |                      |                                   |                |                        |     |                                |     |                                                |     |                             |                   |                                      |                      |                                |                        |                  |                             |                     |               |

Are all apprentice employees identified above currently registered with the MA DLS's Division of Apprentice Standards?      YES ☐      NO ☐

For all apprentices performing work during the reporting period, attach a copy of the apprentice identification card issued by the Massachusetts Department of Labor Standards / Division of Apprentice Standards.      No apprentices are identified above ☐

**NOTE:** Pursuant to MGL c. 149, s. 27B, every contractor and subcontractor is required to submit a true and accurate copy of their certified weekly payroll records to the awarding authority by first-class mail or e-mail. In addition, each weekly payroll must be accompanied by a statement of compliance signed by the employer. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.

Page \_\_\_\_\_ of \_\_\_\_\_

Date Received by Awarding Authority  
/      /

CITY OF WORCESTER

Monthly Workforce Report

PROJECT NAME \_\_\_\_\_

Construction Manager: \_\_\_\_\_

Project: \_\_\_\_\_ Contract #: \_\_\_\_\_

Period Covered: \_\_\_\_\_ through \_\_\_\_\_

|                           |             | GOAL - 38%      |                | GOAL - 10% |                |                |             |
|---------------------------|-------------|-----------------|----------------|------------|----------------|----------------|-------------|
| PROJECT-TO-DATE:          |             | PEOPLE OF COLOR |                | FEMALE     |                | MINORITY OWNED | WOMEN OWNED |
| Contractor/Sub-Contractor | Total Hours | PTD Hours       | PTD Percentage | PTD Hours  | PTD Percentage |                |             |
| XX                        | 600         |                 | 0.0%           |            | 0.0%           | YES / NO       | YES / NO    |
|                           |             |                 |                |            |                | YES / NO       | YES / NO    |
|                           |             |                 |                |            |                | YES / NO       | YES / NO    |
|                           |             |                 |                |            |                | YES / NO       | YES / NO    |
| MONTHLY TOTAL:            |             | 600.0           | 0.00           | 0.0%       | 0.0            | 0.0%           |             |

PROJECT NAME \_\_\_\_\_

Construction Manager: \_\_\_\_\_

Project: \_\_\_\_\_ Contract #: \_\_\_\_\_

Period Covered: \_\_\_\_\_ through \_\_\_\_\_

|                  |             | GOAL - 38%      |                | GOAL - 10% |                |
|------------------|-------------|-----------------|----------------|------------|----------------|
| PROJECT-TO-DATE: |             | PEOPLE OF COLOR |                | FEMALE     |                |
| Trade            | Total Hours | PTD Hours       | PTD Percentage | PTD Hours  | PTD Percentage |
| Carpenter        | 600.0       | 0.0             | 0.0%           | 0.0        | 0.0%           |
| X                |             |                 |                |            |                |
| X                |             |                 |                |            |                |
| X                |             |                 |                |            |                |
| X                |             |                 |                |            |                |
| X                |             |                 |                |            |                |
| MONTHLY TOTALS   | 600.0       | 0.0             | 0.0%           | 0.0        | 0.0%           |

## WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. For every week in which an apprentice is employed, a photocopy of the apprentice's identification card must be attached to the payroll report. Once collected, the awarding authority is also required to preserve those records for three years.

In addition, each such contractor, subcontractor, or public body shall furnish to the awarding authority directly, within fifteen days after completion of its portion of the work a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

### STATEMENT OF COMPLIANCE

\_\_\_\_\_, 20\_\_\_\_

I, \_\_\_\_\_, \_\_\_\_\_  
(Name of signatory party) (Title)

do hereby state:

That I pay or supervise the payment of the persons employed by

\_\_\_\_\_ on the \_\_\_\_\_  
(Contractor, subcontractor or public body) (Building or project)

and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed on said project have been paid in accordance with wages determined under the provisions of sections twenty-six and twenty-seven of chapter one hundred and forty nine of the General Laws.

Signature \_\_\_\_\_

Title \_\_\_\_\_



MAURA HEALEY  
Governor

KIM DRISCOLL  
Lt. Governor

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

Prevailing Wage Rates

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

LAUREN JONES  
Secretary

MICHAEL FLANAGAN  
Director

**Awarding Authority:** City of Worcester  
**Contract Number:** 8272-M5 **City/Town:** WORCESTER  
**Description of Work:** Removal of existing damaged guardrail, installation of new guardrail and posts.

**Job Location:** Great Post Road at Clegg Street, Worcester MA

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Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

| Classification                                                                  | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|---------------------------------------------------------------------------------|----------------|-----------|---------|---------|------------------------------|------------|
| <b>Construction</b>                                                             |                |           |         |         |                              |            |
| (2 AXLE) DRIVER - EQUIPMENT<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>     | 06/01/2024     | \$39.95   | \$15.07 | \$18.67 | \$0.00                       | \$73.69    |
|                                                                                 | 12/01/2024     | \$39.95   | \$15.07 | \$20.17 | \$0.00                       | \$75.19    |
|                                                                                 | 01/01/2025     | \$39.95   | \$15.57 | \$20.17 | \$0.00                       | \$75.69    |
|                                                                                 | 06/01/2025     | \$40.95   | \$15.57 | \$20.17 | \$0.00                       | \$76.69    |
|                                                                                 | 12/01/2025     | \$40.95   | \$15.57 | \$21.78 | \$0.00                       | \$78.30    |
|                                                                                 | 01/01/2026     | \$40.95   | \$16.17 | \$21.78 | \$0.00                       | \$78.90    |
|                                                                                 | 06/01/2026     | \$41.95   | \$16.17 | \$21.78 | \$0.00                       | \$79.90    |
|                                                                                 | 12/01/2026     | \$41.95   | \$16.17 | \$23.52 | \$0.00                       | \$81.64    |
|                                                                                 | 01/01/2027     | \$41.95   | \$16.77 | \$23.52 | \$0.00                       | \$82.24    |
| (3 AXLE) DRIVER - EQUIPMENT<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>     | 06/01/2024     | \$40.02   | \$15.07 | \$18.67 | \$0.00                       | \$73.76    |
|                                                                                 | 12/01/2024     | \$40.02   | \$15.07 | \$20.17 | \$0.00                       | \$75.26    |
|                                                                                 | 01/01/2025     | \$40.02   | \$15.57 | \$20.17 | \$0.00                       | \$75.76    |
|                                                                                 | 06/01/2025     | \$41.02   | \$15.57 | \$20.17 | \$0.00                       | \$76.76    |
|                                                                                 | 12/01/2025     | \$41.02   | \$15.57 | \$21.78 | \$0.00                       | \$78.37    |
|                                                                                 | 01/01/2026     | \$41.02   | \$16.17 | \$21.78 | \$0.00                       | \$78.97    |
|                                                                                 | 06/01/2026     | \$42.02   | \$16.17 | \$21.78 | \$0.00                       | \$79.97    |
|                                                                                 | 12/01/2026     | \$42.02   | \$16.17 | \$23.52 | \$0.00                       | \$81.71    |
|                                                                                 | 01/01/2027     | \$42.02   | \$16.77 | \$23.52 | \$0.00                       | \$82.31    |
| (4 & 5 AXLE) DRIVER - EQUIPMENT<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 06/01/2024     | \$40.14   | \$15.07 | \$18.67 | \$0.00                       | \$73.88    |
|                                                                                 | 12/01/2024     | \$40.14   | \$15.07 | \$20.17 | \$0.00                       | \$75.38    |
|                                                                                 | 01/01/2025     | \$40.14   | \$15.57 | \$20.17 | \$0.00                       | \$75.88    |
|                                                                                 | 06/01/2025     | \$41.14   | \$15.57 | \$20.17 | \$0.00                       | \$76.88    |
|                                                                                 | 12/01/2025     | \$41.14   | \$15.57 | \$21.78 | \$0.00                       | \$78.49    |
|                                                                                 | 01/01/2026     | \$41.14   | \$16.17 | \$21.78 | \$0.00                       | \$79.09    |
|                                                                                 | 06/01/2026     | \$42.14   | \$16.17 | \$21.78 | \$0.00                       | \$80.09    |
|                                                                                 | 12/01/2026     | \$42.14   | \$16.17 | \$23.52 | \$0.00                       | \$81.83    |
|                                                                                 | 01/01/2027     | \$42.14   | \$16.77 | \$23.52 | \$0.00                       | \$82.43    |
| ADS/SUBMERSIBLE PILOT<br><i>PILE DRIVER LOCAL 56 (ZONE 2)</i>                   | 08/01/2020     | \$103.05  | \$9.40  | \$23.12 | \$0.00                       | \$135.57   |
| For apprentice rates see "Apprentice- PILE DRIVER"                              |                |           |         |         |                              |            |
| AIR TRACK OPERATOR<br><i>LABORERS - ZONE 2</i>                                  | 06/01/2024     | \$39.28   | \$9.65  | \$18.40 | \$0.00                       | \$67.33    |
|                                                                                 | 12/01/2024     | \$40.61   | \$9.65  | \$18.40 | \$0.00                       | \$68.66    |
|                                                                                 | 06/01/2025     | \$42.00   | \$9.65  | \$18.40 | \$0.00                       | \$70.05    |
|                                                                                 | 12/01/2025     | \$43.38   | \$9.65  | \$18.40 | \$0.00                       | \$71.43    |
|                                                                                 | 06/01/2026     | \$44.82   | \$9.65  | \$18.40 | \$0.00                       | \$72.87    |
|                                                                                 | 12/01/2026     | \$46.26   | \$9.65  | \$18.40 | \$0.00                       | \$74.31    |
|                                                                                 | 06/01/2027     | \$47.71   | \$9.65  | \$18.40 | \$0.00                       | \$75.76    |
|                                                                                 | 12/01/2027     | \$49.16   | \$9.65  | \$18.40 | \$0.00                       | \$77.21    |
|                                                                                 | 06/01/2028     | \$50.66   | \$9.65  | \$18.40 | \$0.00                       | \$78.71    |
| For apprentice rates see "Apprentice- LABORER"                                  | 12/01/2028     | \$52.16   | \$9.65  | \$18.40 | \$0.00                       | \$80.21    |



| Classification                                                                            | Effective Date                                                     | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|-------------------------------------------------------------------------------------------|--------------------------------------------------------------------|-----------|---------|---------|------------------------------|------------|
| AIR TRACK OPERATOR (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>    | 06/01/2024                                                         | \$39.28   | \$9.65  | \$17.80 | \$0.00                       | \$66.73    |
|                                                                                           | 12/01/2024                                                         | \$40.61   | \$9.65  | \$17.80 | \$0.00                       | \$68.06    |
|                                                                                           | 06/01/2025                                                         | \$42.00   | \$9.65  | \$17.80 | \$0.00                       | \$69.45    |
|                                                                                           | 12/01/2025                                                         | \$43.38   | \$9.65  | \$17.80 | \$0.00                       | \$70.83    |
|                                                                                           | 06/01/2026                                                         | \$44.82   | \$9.65  | \$17.80 | \$0.00                       | \$72.27    |
|                                                                                           | 12/01/2026                                                         | \$46.26   | \$9.65  | \$17.80 | \$0.00                       | \$73.71    |
|                                                                                           | For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" |           |         |         |                              |            |
| ASBESTOS WORKER (PIPES & TANKS)<br><i>HEAT &amp; FROST INSULATORS LOCAL 6 (WORCESTER)</i> | 06/01/2024                                                         | \$41.80   | \$14.50 | \$11.05 | \$0.00                       | \$67.35    |
|                                                                                           | 12/01/2024                                                         | \$42.80   | \$14.50 | \$11.05 | \$0.00                       | \$68.35    |
|                                                                                           | 06/01/2025                                                         | \$43.80   | \$14.50 | \$11.05 | \$0.00                       | \$69.35    |
|                                                                                           | 12/01/2025                                                         | \$44.80   | \$14.50 | \$11.05 | \$0.00                       | \$70.35    |
| ASPHALT RAKER<br><i>LABORERS - ZONE 2</i>                                                 | 06/01/2024                                                         | \$38.78   | \$9.65  | \$18.40 | \$0.00                       | \$66.83    |
|                                                                                           | 12/01/2024                                                         | \$40.11   | \$9.65  | \$18.40 | \$0.00                       | \$68.16    |
|                                                                                           | 06/01/2025                                                         | \$41.50   | \$9.65  | \$18.40 | \$0.00                       | \$69.55    |
|                                                                                           | 12/01/2025                                                         | \$42.88   | \$9.65  | \$18.40 | \$0.00                       | \$70.93    |
|                                                                                           | 06/01/2026                                                         | \$44.32   | \$9.65  | \$18.40 | \$0.00                       | \$72.37    |
|                                                                                           | 12/01/2026                                                         | \$45.76   | \$9.65  | \$18.40 | \$0.00                       | \$73.81    |
|                                                                                           | 06/01/2027                                                         | \$47.21   | \$9.65  | \$18.40 | \$0.00                       | \$75.26    |
|                                                                                           | 12/01/2027                                                         | \$48.66   | \$9.65  | \$18.40 | \$0.00                       | \$76.71    |
|                                                                                           | 06/01/2028                                                         | \$50.16   | \$9.65  | \$18.40 | \$0.00                       | \$78.21    |
|                                                                                           | 12/01/2028                                                         | \$51.66   | \$9.65  | \$18.40 | \$0.00                       | \$79.71    |
|                                                                                           | For apprentice rates see "Apprentice- LABORER"                     |           |         |         |                              |            |
| ASPHALT RAKER (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>         | 06/01/2024                                                         | \$38.78   | \$9.65  | \$17.80 | \$0.00                       | \$66.23    |
|                                                                                           | 12/01/2024                                                         | \$40.11   | \$9.65  | \$17.80 | \$0.00                       | \$67.56    |
|                                                                                           | 06/01/2025                                                         | \$41.50   | \$9.65  | \$17.80 | \$0.00                       | \$68.95    |
|                                                                                           | 12/01/2025                                                         | \$42.88   | \$9.65  | \$17.80 | \$0.00                       | \$70.33    |
|                                                                                           | 06/01/2026                                                         | \$44.32   | \$9.65  | \$17.80 | \$0.00                       | \$71.77    |
|                                                                                           | 12/01/2026                                                         | \$45.76   | \$9.65  | \$17.80 | \$0.00                       | \$73.21    |
|                                                                                           | For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" |           |         |         |                              |            |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE<br><i>OPERATING ENGINEERS LOCAL 4</i>              | 06/01/2024                                                         | \$56.03   | \$15.30 | \$16.40 | \$0.00                       | \$87.73    |
|                                                                                           | 12/01/2024                                                         | \$57.48   | \$15.30 | \$16.40 | \$0.00                       | \$89.18    |
|                                                                                           | 06/01/2025                                                         | \$58.78   | \$15.30 | \$16.40 | \$0.00                       | \$90.48    |
|                                                                                           | 12/01/2025                                                         | \$60.23   | \$15.30 | \$16.40 | \$0.00                       | \$91.93    |
|                                                                                           | 06/01/2026                                                         | \$61.53   | \$15.30 | \$16.40 | \$0.00                       | \$93.23    |
|                                                                                           | 12/01/2026                                                         | \$62.98   | \$15.30 | \$16.40 | \$0.00                       | \$94.68    |
|                                                                                           | For apprentice rates see "Apprentice- OPERATING ENGINEERS"         |           |         |         |                              |            |
| BACKHOE/FRONT-END LOADER<br><i>OPERATING ENGINEERS LOCAL 4</i>                            | 06/01/2024                                                         | \$56.03   | \$15.30 | \$16.40 | \$0.00                       | \$87.73    |
|                                                                                           | 12/01/2024                                                         | \$57.48   | \$15.30 | \$16.40 | \$0.00                       | \$89.18    |
|                                                                                           | 06/01/2025                                                         | \$58.78   | \$15.30 | \$16.40 | \$0.00                       | \$90.48    |
|                                                                                           | 12/01/2025                                                         | \$60.23   | \$15.30 | \$16.40 | \$0.00                       | \$91.93    |
|                                                                                           | 06/01/2026                                                         | \$61.53   | \$15.30 | \$16.40 | \$0.00                       | \$93.23    |
|                                                                                           | 12/01/2026                                                         | \$62.98   | \$15.30 | \$16.40 | \$0.00                       | \$94.68    |
|                                                                                           | For apprentice rates see "Apprentice- OPERATING ENGINEERS"         |           |         |         |                              |            |

| Classification                                                                                        | Effective Date | Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|-------------------------------------------------------------------------------------------------------|----------------|-----------|--------|---------|------------------------------|------------|
| BARCO-TYPE JUMPING TAMPER<br><i>LABORERS - ZONE 2</i>                                                 | 06/01/2024     | \$38.78   | \$9.65 | \$18.40 | \$0.00                       | \$66.83    |
|                                                                                                       | 12/01/2024     | \$40.11   | \$9.65 | \$18.40 | \$0.00                       | \$68.16    |
|                                                                                                       | 06/01/2025     | \$41.50   | \$9.65 | \$18.40 | \$0.00                       | \$69.55    |
|                                                                                                       | 12/01/2025     | \$42.88   | \$9.65 | \$18.40 | \$0.00                       | \$70.93    |
|                                                                                                       | 06/01/2026     | \$44.32   | \$9.65 | \$18.40 | \$0.00                       | \$72.37    |
|                                                                                                       | 12/01/2026     | \$45.76   | \$9.65 | \$18.40 | \$0.00                       | \$73.81    |
|                                                                                                       | 06/01/2027     | \$47.21   | \$9.65 | \$18.40 | \$0.00                       | \$75.26    |
|                                                                                                       | 12/01/2027     | \$48.66   | \$9.65 | \$18.40 | \$0.00                       | \$76.71    |
|                                                                                                       | 06/01/2028     | \$50.16   | \$9.65 | \$18.40 | \$0.00                       | \$78.21    |
|                                                                                                       | 12/01/2028     | \$51.66   | \$9.65 | \$18.40 | \$0.00                       | \$79.71    |
| For apprentice rates see "Apprentice- LABORER"                                                        |                |           |        |         |                              |            |
| BLOCK PAVER, RAMMER / CURB SETTER<br><i>LABORERS - ZONE 2</i>                                         | 06/01/2024     | \$39.28   | \$9.65 | \$18.40 | \$0.00                       | \$67.33    |
|                                                                                                       | 12/01/2024     | \$40.61   | \$9.65 | \$18.40 | \$0.00                       | \$68.66    |
|                                                                                                       | 06/01/2025     | \$42.00   | \$9.65 | \$18.40 | \$0.00                       | \$70.05    |
|                                                                                                       | 12/01/2025     | \$43.38   | \$9.65 | \$18.40 | \$0.00                       | \$71.43    |
|                                                                                                       | 06/01/2026     | \$44.82   | \$9.65 | \$18.40 | \$0.00                       | \$72.87    |
|                                                                                                       | 12/01/2026     | \$46.26   | \$9.65 | \$18.40 | \$0.00                       | \$74.31    |
|                                                                                                       | 06/01/2027     | \$47.71   | \$9.65 | \$18.40 | \$0.00                       | \$75.76    |
|                                                                                                       | 12/01/2027     | \$49.16   | \$9.65 | \$18.40 | \$0.00                       | \$77.21    |
|                                                                                                       | 06/01/2028     | \$50.66   | \$9.65 | \$18.40 | \$0.00                       | \$78.71    |
|                                                                                                       | 12/01/2028     | \$52.16   | \$9.65 | \$18.40 | \$0.00                       | \$80.21    |
| For apprentice rates see "Apprentice- LABORER"                                                        |                |           |        |         |                              |            |
| BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i> | 06/01/2024     | \$39.28   | \$9.65 | \$17.80 | \$0.00                       | \$66.73    |
|                                                                                                       | 12/01/2024     | \$40.61   | \$9.65 | \$17.80 | \$0.00                       | \$68.06    |
|                                                                                                       | 06/01/2025     | \$42.00   | \$9.65 | \$17.80 | \$0.00                       | \$69.45    |
|                                                                                                       | 12/01/2025     | \$43.38   | \$9.65 | \$17.80 | \$0.00                       | \$70.83    |
|                                                                                                       | 06/01/2026     | \$44.82   | \$9.65 | \$17.80 | \$0.00                       | \$72.27    |
|                                                                                                       | 12/01/2026     | \$46.26   | \$9.65 | \$17.80 | \$0.00                       | \$73.71    |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"                                    |                |           |        |         |                              |            |
| BOILER MAKER<br><i>BOILERMAKERS LOCAL 29</i>                                                          | 01/01/2024     | \$48.12   | \$7.07 | \$20.60 | \$0.00                       | \$75.79    |

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2024

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

Notes:

Apprentice to Journeyworker Ratio:1:4

|                                                              |            |         |         |         |        |          |
|--------------------------------------------------------------|------------|---------|---------|---------|--------|----------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) | 08/01/2024 | \$62.36 | \$11.49 | \$22.90 | \$0.00 | \$96.75  |
| BRICKLAYERS LOCAL 3 (WORCESTER)                              | 02/01/2025 | \$63.66 | \$11.49 | \$22.90 | \$0.00 | \$98.05  |
|                                                              | 08/01/2025 | \$65.81 | \$11.49 | \$22.90 | \$0.00 | \$100.20 |
|                                                              | 02/01/2026 | \$67.16 | \$11.49 | \$22.90 | \$0.00 | \$101.55 |
|                                                              | 08/01/2026 | \$69.36 | \$11.49 | \$22.90 | \$0.00 | \$103.75 |
|                                                              | 02/01/2027 | \$70.76 | \$11.49 | \$22.90 | \$0.00 | \$105.15 |

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Worcester

Effective Date - 08/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 50      | \$31.18              | \$11.49 | \$22.90 | \$0.00                       | \$65.57    |
| 2    | 60      | \$37.42              | \$11.49 | \$22.90 | \$0.00                       | \$71.81    |
| 3    | 70      | \$43.65              | \$11.49 | \$22.90 | \$0.00                       | \$78.04    |
| 4    | 80      | \$49.89              | \$11.49 | \$22.90 | \$0.00                       | \$84.28    |
| 5    | 90      | \$56.12              | \$11.49 | \$22.90 | \$0.00                       | \$90.51    |

Effective Date - 02/01/2025

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 50      | \$31.83              | \$11.49 | \$22.90 | \$0.00                       | \$66.22    |
| 2    | 60      | \$38.20              | \$11.49 | \$22.90 | \$0.00                       | \$72.59    |
| 3    | 70      | \$44.56              | \$11.49 | \$22.90 | \$0.00                       | \$78.95    |
| 4    | 80      | \$50.93              | \$11.49 | \$22.90 | \$0.00                       | \$85.32    |
| 5    | 90      | \$57.29              | \$11.49 | \$22.90 | \$0.00                       | \$91.68    |

Notes:

Apprentice to Journeyworker Ratio:1:5

| Classification                                                               | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------------------------------------------------------------------------------|----------------|-----------|---------|---------|------------------------------|------------|
| BULLDOZER/GRADER/SCRAPER<br><i>OPERATING ENGINEERS LOCAL 4</i>               | 06/01/2024     | \$55.41   | \$15.30 | \$16.40 | \$0.00                       | \$87.11    |
|                                                                              | 12/01/2024     | \$56.85   | \$15.30 | \$16.40 | \$0.00                       | \$88.55    |
|                                                                              | 06/01/2025     | \$58.13   | \$15.30 | \$16.40 | \$0.00                       | \$89.83    |
|                                                                              | 12/01/2025     | \$59.57   | \$15.30 | \$16.40 | \$0.00                       | \$91.27    |
|                                                                              | 06/01/2026     | \$60.85   | \$15.30 | \$16.40 | \$0.00                       | \$92.55    |
|                                                                              | 12/01/2026     | \$62.29   | \$15.30 | \$16.40 | \$0.00                       | \$93.99    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                   |                |           |         |         |                              |            |
| CAISSON & UNDERPINNING BOTTOM MAN<br><i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2024     | \$46.63   | \$9.65  | \$18.22 | \$0.00                       | \$74.50    |
|                                                                              | 12/01/2024     | \$48.10   | \$9.65  | \$18.22 | \$0.00                       | \$75.97    |
|                                                                              | 06/01/2025     | \$49.60   | \$9.65  | \$18.22 | \$0.00                       | \$77.47    |
|                                                                              | 12/01/2025     | \$51.10   | \$9.65  | \$18.22 | \$0.00                       | \$78.97    |
|                                                                              | 06/01/2026     | \$52.65   | \$9.65  | \$18.22 | \$0.00                       | \$80.52    |
|                                                                              | 12/01/2026     | \$54.15   | \$9.65  | \$18.22 | \$0.00                       | \$82.02    |
| For apprentice rates see "Apprentice- LABORER"                               |                |           |         |         |                              |            |
| CAISSON & UNDERPINNING LABORER<br><i>LABORERS - FOUNDATION AND MARINE</i>    | 06/01/2024     | \$45.48   | \$9.65  | \$18.22 | \$0.00                       | \$73.35    |
|                                                                              | 12/01/2024     | \$46.95   | \$9.65  | \$18.22 | \$0.00                       | \$74.82    |
|                                                                              | 06/01/2025     | \$48.45   | \$9.65  | \$18.22 | \$0.00                       | \$76.32    |
|                                                                              | 12/01/2025     | \$49.95   | \$9.65  | \$18.22 | \$0.00                       | \$77.82    |
|                                                                              | 06/01/2026     | \$51.50   | \$9.65  | \$18.22 | \$0.00                       | \$79.37    |
|                                                                              | 12/01/2026     | \$53.00   | \$9.65  | \$18.22 | \$0.00                       | \$80.87    |
| For apprentice rates see "Apprentice- LABORER"                               |                |           |         |         |                              |            |
| CAISSON & UNDERPINNING TOP MAN<br><i>LABORERS - FOUNDATION AND MARINE</i>    | 06/01/2024     | \$45.81   | \$9.65  | \$18.22 | \$0.00                       | \$73.68    |
|                                                                              | 12/01/2024     | \$47.28   | \$9.65  | \$18.22 | \$0.00                       | \$75.15    |
|                                                                              | 06/01/2025     | \$48.78   | \$9.65  | \$18.22 | \$0.00                       | \$76.65    |
|                                                                              | 12/01/2025     | \$50.28   | \$9.65  | \$18.22 | \$0.00                       | \$78.15    |
|                                                                              | 06/01/2026     | \$51.83   | \$9.65  | \$18.22 | \$0.00                       | \$79.70    |
|                                                                              | 12/01/2026     | \$53.33   | \$9.65  | \$18.22 | \$0.00                       | \$81.20    |
| For apprentice rates see "Apprentice- LABORER"                               |                |           |         |         |                              |            |
| CARBIDE CORE DRILL OPERATOR<br><i>LABORERS - ZONE 2</i>                      | 06/01/2024     | \$38.78   | \$9.65  | \$18.40 | \$0.00                       | \$66.83    |
|                                                                              | 12/01/2024     | \$40.11   | \$9.65  | \$18.40 | \$0.00                       | \$68.16    |
|                                                                              | 06/01/2025     | \$41.50   | \$9.65  | \$18.40 | \$0.00                       | \$69.55    |
|                                                                              | 12/01/2025     | \$42.88   | \$9.65  | \$18.40 | \$0.00                       | \$70.93    |
|                                                                              | 06/01/2026     | \$44.32   | \$9.65  | \$18.40 | \$0.00                       | \$72.37    |
|                                                                              | 12/01/2026     | \$45.76   | \$9.65  | \$18.40 | \$0.00                       | \$73.81    |
|                                                                              | 06/01/2027     | \$47.21   | \$9.65  | \$18.40 | \$0.00                       | \$75.26    |
|                                                                              | 12/01/2027     | \$48.66   | \$9.65  | \$18.40 | \$0.00                       | \$76.71    |
|                                                                              | 06/01/2028     | \$50.16   | \$9.65  | \$18.40 | \$0.00                       | \$78.21    |
|                                                                              | 12/01/2028     | \$51.66   | \$9.65  | \$18.40 | \$0.00                       | \$79.71    |
| For apprentice rates see "Apprentice- LABORER"                               |                |           |         |         |                              |            |
| CARPENTER<br><i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>               | 03/01/2024     | \$47.12   | \$9.83  | \$19.97 | \$0.00                       | \$76.92    |
|                                                                              | 09/01/2024     | \$48.37   | \$9.83  | \$19.97 | \$0.00                       | \$78.17    |
|                                                                              | 03/01/2025     | \$49.62   | \$9.83  | \$19.97 | \$0.00                       | \$79.42    |
|                                                                              | 09/01/2025     | \$50.87   | \$9.83  | \$19.97 | \$0.00                       | \$80.67    |
|                                                                              | 03/01/2026     | \$52.12   | \$9.83  | \$19.97 | \$0.00                       | \$81.92    |
|                                                                              | 09/01/2026     | \$53.37   | \$9.83  | \$19.97 | \$0.00                       | \$83.17    |
|                                                                              | 03/01/2027     | \$54.62   | \$9.83  | \$19.97 | \$0.00                       | \$84.42    |

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 45      | \$21.20              | \$9.83 | \$1.73  | \$0.00                       | \$32.76    |
| 2    | 45      | \$21.20              | \$9.83 | \$1.73  | \$0.00                       | \$32.76    |
| 3    | 55      | \$25.92              | \$9.83 | \$3.40  | \$0.00                       | \$39.15    |
| 4    | 55      | \$25.92              | \$9.83 | \$3.40  | \$0.00                       | \$39.15    |
| 5    | 70      | \$32.98              | \$9.83 | \$16.51 | \$0.00                       | \$59.32    |
| 6    | 70      | \$32.98              | \$9.83 | \$16.51 | \$0.00                       | \$59.32    |
| 7    | 80      | \$37.70              | \$9.83 | \$18.24 | \$0.00                       | \$65.77    |
| 8    | 80      | \$37.70              | \$9.83 | \$18.24 | \$0.00                       | \$65.77    |

Effective Date - 09/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 45      | \$21.77              | \$9.83 | \$1.73  | \$0.00                       | \$33.33    |
| 2    | 45      | \$21.77              | \$9.83 | \$1.73  | \$0.00                       | \$33.33    |
| 3    | 55      | \$26.60              | \$9.83 | \$3.40  | \$0.00                       | \$39.83    |
| 4    | 55      | \$26.60              | \$9.83 | \$3.40  | \$0.00                       | \$39.83    |
| 5    | 70      | \$33.86              | \$9.83 | \$16.51 | \$0.00                       | \$60.20    |
| 6    | 70      | \$33.86              | \$9.83 | \$16.51 | \$0.00                       | \$60.20    |
| 7    | 80      | \$38.70              | \$9.83 | \$18.24 | \$0.00                       | \$66.77    |
| 8    | 80      | \$38.70              | \$9.83 | \$18.24 | \$0.00                       | \$66.77    |

Notes:

Apprentice to Journeyworker Ratio:1:5

|                                |            |         |        |        |        |         |
|--------------------------------|------------|---------|--------|--------|--------|---------|
| CARPENTER WOOD FRAME           | 10/01/2023 | \$25.55 | \$7.02 | \$4.80 | \$0.00 | \$37.37 |
| CARPENTERS-ZONE 3 (Wood Frame) | 10/01/2024 | \$26.65 | \$7.02 | \$4.80 | \$0.00 | \$38.47 |
|                                | 10/01/2025 | \$27.75 | \$7.02 | \$4.80 | \$0.00 | \$39.57 |
|                                | 10/01/2026 | \$28.85 | \$7.02 | \$4.80 | \$0.00 | \$40.67 |

All Aspects of New Wood Frame Work

Apprentice - CARPENTER (Wood Frame) - Zone 3

Effective Date - 10/01/2023

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 60      | \$15.33              | \$7.02 | \$0.00  | \$0.00                       | \$22.35    |
| 2    | 60      | \$15.33              | \$7.02 | \$0.00  | \$0.00                       | \$22.35    |
| 3    | 65      | \$16.61              | \$7.02 | \$1.00  | \$0.00                       | \$24.63    |
| 4    | 70      | \$17.89              | \$7.02 | \$1.00  | \$0.00                       | \$25.91    |
| 5    | 75      | \$19.16              | \$7.02 | \$4.80  | \$0.00                       | \$30.98    |
| 6    | 80      | \$20.44              | \$7.02 | \$4.80  | \$0.00                       | \$32.26    |
| 7    | 85      | \$21.72              | \$7.02 | \$4.80  | \$0.00                       | \$33.54    |
| 8    | 90      | \$23.00              | \$7.02 | \$4.80  | \$0.00                       | \$34.82    |

Effective Date - 10/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 60      | \$15.99              | \$7.02 | \$0.00  | \$0.00                       | \$23.01    |
| 2    | 60      | \$15.99              | \$7.02 | \$0.00  | \$0.00                       | \$23.01    |
| 3    | 65      | \$17.32              | \$7.02 | \$1.00  | \$0.00                       | \$25.34    |
| 4    | 70      | \$18.66              | \$7.02 | \$1.00  | \$0.00                       | \$26.68    |
| 5    | 75      | \$19.99              | \$7.02 | \$4.80  | \$0.00                       | \$31.81    |
| 6    | 80      | \$21.32              | \$7.02 | \$4.80  | \$0.00                       | \$33.14    |
| 7    | 85      | \$22.65              | \$7.02 | \$4.80  | \$0.00                       | \$34.47    |
| 8    | 90      | \$23.99              | \$7.02 | \$4.80  | \$0.00                       | \$35.81    |

Notes:  
% Indentured After 10/1/17; 45/45/55/55/70/70/80/80  
Step 1&2 \$18.52/ 3&4 \$21.07/ 5&6 \$28.70/ 7&8 \$31.26

Apprentice to Journeyworker Ratio:1:5

|                                 |            |         |         |         |        |         |
|---------------------------------|------------|---------|---------|---------|--------|---------|
| CEMENT MASONRY/PLASTERING       | 01/01/2024 | \$49.33 | \$13.00 | \$23.57 | \$1.30 | \$87.20 |
| BRICKLAYERS LOCAL 3 (WORCESTER) |            |         |         |         |        |         |

Apprentice - CEMENT MASONRY/PLASTERING - Worcester

Effective Date - 01/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 50      | \$24.67              | \$13.00 | \$15.93 | \$0.00                       | \$53.60    |
| 2    | 60      | \$29.60              | \$13.00 | \$18.57 | \$1.30                       | \$62.47    |
| 3    | 65      | \$32.06              | \$13.00 | \$19.57 | \$1.30                       | \$65.93    |
| 4    | 70      | \$34.53              | \$13.00 | \$20.57 | \$1.30                       | \$69.40    |
| 5    | 75      | \$37.00              | \$13.00 | \$21.57 | \$1.30                       | \$72.87    |
| 6    | 80      | \$39.46              | \$13.00 | \$22.57 | \$1.30                       | \$76.33    |
| 7    | 90      | \$44.40              | \$13.00 | \$23.57 | \$1.30                       | \$82.27    |

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

Apprentice to Journeyworker Ratio:1:3

| Classification                                                                    | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|-----------------------------------------------------------------------------------|----------------|-----------|---------|---------|------------------------------|------------|
| CHAIN SAW OPERATOR<br><i>LABORERS - ZONE 2</i>                                    | 06/01/2024     | \$38.78   | \$9.65  | \$18.40 | \$0.00                       | \$66.83    |
|                                                                                   | 12/01/2024     | \$40.11   | \$9.65  | \$18.40 | \$0.00                       | \$68.16    |
|                                                                                   | 06/01/2025     | \$41.50   | \$9.65  | \$18.40 | \$0.00                       | \$69.55    |
|                                                                                   | 12/01/2025     | \$42.88   | \$9.65  | \$18.40 | \$0.00                       | \$70.93    |
|                                                                                   | 06/01/2026     | \$44.32   | \$9.65  | \$18.40 | \$0.00                       | \$72.37    |
|                                                                                   | 12/01/2026     | \$45.76   | \$9.65  | \$18.40 | \$0.00                       | \$73.81    |
|                                                                                   | 06/01/2027     | \$47.21   | \$9.65  | \$18.40 | \$0.00                       | \$75.26    |
|                                                                                   | 12/01/2027     | \$48.66   | \$9.65  | \$18.40 | \$0.00                       | \$76.71    |
|                                                                                   | 06/01/2028     | \$50.16   | \$9.65  | \$18.40 | \$0.00                       | \$78.21    |
|                                                                                   | 12/01/2028     | \$51.66   | \$9.65  | \$18.40 | \$0.00                       | \$79.71    |
| For apprentice rates see "Apprentice- LABORER"                                    |                |           |         |         |                              |            |
| CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES<br><i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2024     | \$57.15   | \$15.30 | \$16.40 | \$0.00                       | \$88.85    |
|                                                                                   | 12/01/2024     | \$58.63   | \$15.30 | \$16.40 | \$0.00                       | \$90.33    |
|                                                                                   | 06/01/2025     | \$59.96   | \$15.30 | \$16.40 | \$0.00                       | \$91.66    |
|                                                                                   | 12/01/2025     | \$61.43   | \$15.30 | \$16.40 | \$0.00                       | \$93.13    |
|                                                                                   | 06/01/2026     | \$62.76   | \$15.30 | \$16.40 | \$0.00                       | \$94.46    |
|                                                                                   | 12/01/2026     | \$64.24   | \$15.30 | \$16.40 | \$0.00                       | \$95.94    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                        |                |           |         |         |                              |            |
| COMPRESSOR OPERATOR<br><i>OPERATING ENGINEERS LOCAL 4</i>                         | 06/01/2024     | \$36.17   | \$15.30 | \$16.40 | \$0.00                       | \$67.87    |
|                                                                                   | 12/01/2024     | \$37.12   | \$15.30 | \$16.40 | \$0.00                       | \$68.82    |
|                                                                                   | 06/01/2025     | \$37.97   | \$15.30 | \$16.40 | \$0.00                       | \$69.67    |
|                                                                                   | 12/01/2025     | \$38.92   | \$15.30 | \$16.40 | \$0.00                       | \$70.62    |
|                                                                                   | 06/01/2026     | \$39.78   | \$15.30 | \$16.40 | \$0.00                       | \$71.48    |
|                                                                                   | 12/01/2026     | \$40.73   | \$15.30 | \$16.40 | \$0.00                       | \$72.43    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                        |                |           |         |         |                              |            |
| DELEADER (BRIDGE)<br><i>PAINTERS LOCAL 35 - ZONE 2</i>                            | 07/01/2024     | \$57.26   | \$9.95  | \$23.95 | \$0.00                       | \$91.16    |
|                                                                                   | 01/01/2025     | \$58.46   | \$9.95  | \$23.95 | \$0.00                       | \$92.36    |

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 50      | \$28.63              | \$9.95 | \$0.00  | \$0.00                       | \$38.58    |
| 2    | 55      | \$31.49              | \$9.95 | \$6.66  | \$0.00                       | \$48.10    |
| 3    | 60      | \$34.36              | \$9.95 | \$7.26  | \$0.00                       | \$51.57    |
| 4    | 65      | \$37.22              | \$9.95 | \$7.87  | \$0.00                       | \$55.04    |
| 5    | 70      | \$40.08              | \$9.95 | \$20.32 | \$0.00                       | \$70.35    |
| 6    | 75      | \$42.95              | \$9.95 | \$20.93 | \$0.00                       | \$73.83    |
| 7    | 80      | \$45.81              | \$9.95 | \$21.53 | \$0.00                       | \$77.29    |
| 8    | 90      | \$51.53              | \$9.95 | \$22.74 | \$0.00                       | \$84.22    |

Effective Date - 01/01/2025

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

|                                                           |            |         |        |         |        |         |
|-----------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| DEMO: ADZEMAN<br>LABORERS - ZONE 2                        | 12/01/2023 | \$44.48 | \$9.65 | \$18.07 | \$0.00 | \$72.20 |
| For apprentice rates see "Apprentice- LABORER"            |            |         |        |         |        |         |
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR<br>LABORERS - ZONE 2 | 12/01/2023 | \$45.48 | \$9.65 | \$18.07 | \$0.00 | \$73.20 |
| For apprentice rates see "Apprentice- LABORER"            |            |         |        |         |        |         |
| DEMO: BURNERS<br>LABORERS - ZONE 2                        | 12/01/2023 | \$45.23 | \$9.65 | \$18.07 | \$0.00 | \$72.95 |
| For apprentice rates see "Apprentice- LABORER"            |            |         |        |         |        |         |
| DEMO: CONCRETE CUTTER/SAWYER<br>LABORERS - ZONE 2         | 12/01/2023 | \$45.48 | \$9.65 | \$18.07 | \$0.00 | \$73.20 |
| For apprentice rates see "Apprentice- LABORER"            |            |         |        |         |        |         |
| DEMO: JACKHAMMER OPERATOR<br>LABORERS - ZONE 2            | 12/01/2023 | \$45.23 | \$9.65 | \$18.07 | \$0.00 | \$72.95 |
| For apprentice rates see "Apprentice- LABORER"            |            |         |        |         |        |         |
| DEMO: WRECKING LABORER<br>LABORERS - ZONE 2               | 12/01/2023 | \$44.48 | \$9.65 | \$18.07 | \$0.00 | \$72.20 |
| For apprentice rates see "Apprentice- LABORER"            |            |         |        |         |        |         |



| Classification                                                           | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|--------------------------------------------------------------------------|----------------|-----------|---------|---------|------------------------------|------------|
| DIRECTIONAL DRILL MACHINE OPERATOR<br><i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2024     | \$55.41   | \$15.30 | \$16.40 | \$0.00                       | \$87.11    |
|                                                                          | 12/01/2024     | \$56.85   | \$15.30 | \$16.40 | \$0.00                       | \$88.55    |
|                                                                          | 06/01/2025     | \$58.13   | \$15.30 | \$16.40 | \$0.00                       | \$89.83    |
|                                                                          | 12/01/2025     | \$59.57   | \$15.30 | \$16.40 | \$0.00                       | \$91.27    |
|                                                                          | 06/01/2026     | \$60.85   | \$15.30 | \$16.40 | \$0.00                       | \$92.55    |
|                                                                          | 12/01/2026     | \$62.29   | \$15.30 | \$16.40 | \$0.00                       | \$93.99    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"               |                |           |         |         |                              |            |
| DIVER<br><i>PILE DRIVER LOCAL 56 (ZONE 2)</i>                            | 08/01/2020     | \$68.70   | \$9.40  | \$23.12 | \$0.00                       | \$101.22   |
| For apprentice rates see "Apprentice- PILE DRIVER"                       |                |           |         |         |                              |            |
| DIVER TENDER<br><i>PILE DRIVER LOCAL 56 (ZONE 2)</i>                     | 08/01/2020     | \$49.07   | \$9.40  | \$23.12 | \$0.00                       | \$81.59    |
| For apprentice rates see "Apprentice- PILE DRIVER"                       |                |           |         |         |                              |            |
| DIVER TENDER (EFFLUENT)<br><i>PILE DRIVER LOCAL 56 (ZONE 2)</i>          | 08/01/2020     | \$73.60   | \$9.40  | \$23.12 | \$0.00                       | \$106.12   |
| For apprentice rates see "Apprentice- PILE DRIVER"                       |                |           |         |         |                              |            |
| DIVER/SLURRY (EFFLUENT)<br><i>PILE DRIVER LOCAL 56 (ZONE 2)</i>          | 08/01/2020     | \$103.05  | \$9.40  | \$23.12 | \$0.00                       | \$135.57   |
| For apprentice rates see "Apprentice- PILE DRIVER"                       |                |           |         |         |                              |            |
| DRAWBRIDGE OPERATOR (Construction)<br><i>DRAWBRIDGE - SEIU LOCAL 888</i> | 07/01/2020     | \$26.77   | \$6.67  | \$3.93  | \$0.16                       | \$37.53    |
| ELECTRICIAN<br><i>ELECTRICIANS LOCAL 96</i>                              | 09/03/2023     | \$45.99   | \$13.00 | \$18.84 | \$0.00                       | \$77.83    |
|                                                                          | 09/01/2024     | \$47.05   | \$13.99 | \$19.22 | \$0.00                       | \$80.26    |
|                                                                          | 09/07/2025     | \$48.16   | \$14.98 | \$19.60 | \$0.00                       | \$82.74    |
|                                                                          | 09/06/2026     | \$49.38   | \$15.96 | \$20.00 | \$0.00                       | \$85.34    |

Apprentice - *ELECTRICIAN - Local 96*

Effective Date - 09/03/2023

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 40      | \$18.40              | \$13.00 | \$0.55  | \$0.00                       | \$31.95    |
| 2    | 45      | \$20.70              | \$13.00 | \$0.62  | \$0.00                       | \$34.32    |
| 3    | 48      | \$22.08              | \$13.00 | \$15.49 | \$0.00                       | \$50.57    |
| 4    | 55      | \$25.29              | \$13.00 | \$15.94 | \$0.00                       | \$54.23    |
| 5    | 65      | \$29.89              | \$13.00 | \$16.59 | \$0.00                       | \$59.48    |
| 6    | 80      | \$36.79              | \$13.00 | \$17.55 | \$0.00                       | \$67.34    |

Effective Date - 09/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 40      | \$18.82              | \$13.99 | \$0.56  | \$0.00                       | \$33.37    |
| 2    | 45      | \$21.17              | \$13.99 | \$0.64  | \$0.00                       | \$35.80    |
| 3    | 48      | \$22.58              | \$13.99 | \$15.79 | \$0.00                       | \$52.36    |
| 4    | 55      | \$25.88              | \$13.99 | \$16.26 | \$0.00                       | \$56.13    |
| 5    | 65      | \$30.58              | \$13.99 | \$16.91 | \$0.00                       | \$61.48    |
| 6    | 80      | \$37.64              | \$13.99 | \$17.90 | \$0.00                       | \$69.53    |

Notes:

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

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

|                                |            |         |         |         |        |          |
|--------------------------------|------------|---------|---------|---------|--------|----------|
| ELEVATOR CONSTRUCTOR           | 01/01/2024 | \$61.98 | \$16.18 | \$20.96 | \$0.00 | \$99.12  |
| ELEVATOR CONSTRUCTORS LOCAL 41 | 01/01/2025 | \$62.83 | \$16.28 | \$21.36 | \$0.00 | \$100.47 |
|                                | 01/01/2026 | \$63.68 | \$16.38 | \$21.76 | \$0.00 | \$101.82 |
|                                | 01/01/2027 | \$64.53 | \$16.48 | \$22.16 | \$0.00 | \$103.17 |

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 50      | \$30.99              | \$16.18 | \$0.00  | \$0.00                       | \$47.17    |
| 2    | 55      | \$34.09              | \$16.18 | \$20.96 | \$0.00                       | \$71.23    |
| 3    | 65      | \$40.29              | \$16.18 | \$20.96 | \$0.00                       | \$77.43    |
| 4    | 70      | \$43.39              | \$16.18 | \$20.96 | \$0.00                       | \$80.53    |
| 5    | 80      | \$49.58              | \$16.18 | \$20.96 | \$0.00                       | \$86.72    |

Effective Date - 01/01/2025

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 50      | \$31.42              | \$16.28 | \$0.00  | \$0.00                       | \$47.70    |
| 2    | 55      | \$34.56              | \$16.28 | \$21.36 | \$0.00                       | \$72.20    |
| 3    | 65      | \$40.84              | \$16.28 | \$21.36 | \$0.00                       | \$78.48    |
| 4    | 70      | \$43.98              | \$16.28 | \$21.36 | \$0.00                       | \$81.62    |
| 5    | 80      | \$50.26              | \$16.28 | \$21.36 | \$0.00                       | \$87.90    |

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1

|                                                                    |            |         |         |         |        |         |
|--------------------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR HELPER                                        | 01/01/2024 | \$43.39 | \$16.18 | \$20.96 | \$0.00 | \$80.53 |
| ELEVATOR CONSTRUCTORS LOCAL 41                                     | 01/01/2025 | \$43.98 | \$16.28 | \$21.36 | \$0.00 | \$81.62 |
|                                                                    | 01/01/2026 | \$44.58 | \$16.38 | \$21.76 | \$0.00 | \$82.72 |
|                                                                    | 01/01/2027 | \$45.17 | \$16.48 | \$22.16 | \$0.00 | \$83.81 |
| For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"       |            |         |         |         |        |         |
| FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)                       | 06/01/2024 | \$38.78 | \$9.65  | \$17.80 | \$0.00 | \$66.23 |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)                                | 12/01/2024 | \$40.11 | \$9.65  | \$17.80 | \$0.00 | \$67.56 |
|                                                                    | 06/01/2025 | \$41.50 | \$9.65  | \$17.80 | \$0.00 | \$68.95 |
|                                                                    | 12/01/2025 | \$42.88 | \$9.65  | \$17.80 | \$0.00 | \$70.33 |
|                                                                    | 06/01/2026 | \$44.32 | \$9.65  | \$17.80 | \$0.00 | \$71.77 |
|                                                                    | 12/01/2026 | \$45.76 | \$9.65  | \$17.80 | \$0.00 | \$73.21 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" |            |         |         |         |        |         |
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY                            | 05/01/2024 | \$50.79 | \$15.00 | \$16.40 | \$0.00 | \$82.19 |
| OPERATING ENGINEERS LOCAL 4                                        | 11/01/2024 | \$52.08 | \$15.00 | \$16.40 | \$0.00 | \$83.48 |
|                                                                    | 05/01/2025 | \$53.52 | \$15.00 | \$16.40 | \$0.00 | \$84.92 |
|                                                                    | 11/01/2025 | \$54.81 | \$15.00 | \$16.40 | \$0.00 | \$86.21 |
|                                                                    | 05/01/2026 | \$56.25 | \$15.00 | \$16.40 | \$0.00 | \$87.65 |
|                                                                    | 11/01/2026 | \$57.54 | \$15.00 | \$16.40 | \$0.00 | \$88.94 |
|                                                                    | 05/01/2027 | \$58.97 | \$15.00 | \$16.40 | \$0.00 | \$90.37 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"         |            |         |         |         |        |         |

| Classification                                                                         | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|----------------------------------------------------------------------------------------|----------------|-----------|---------|---------|------------------------------|------------|
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY<br><i>OPERATING ENGINEERS LOCAL 4</i>          | 05/01/2024     | \$52.37   | \$15.00 | \$16.40 | \$0.00                       | \$83.77    |
|                                                                                        | 11/01/2024     | \$53.67   | \$15.00 | \$16.40 | \$0.00                       | \$85.07    |
|                                                                                        | 05/01/2025     | \$55.12   | \$15.00 | \$16.40 | \$0.00                       | \$86.52    |
|                                                                                        | 11/01/2025     | \$56.42   | \$15.00 | \$16.40 | \$0.00                       | \$87.82    |
|                                                                                        | 05/01/2026     | \$57.87   | \$15.00 | \$16.40 | \$0.00                       | \$89.27    |
|                                                                                        | 11/01/2026     | \$59.17   | \$15.00 | \$16.40 | \$0.00                       | \$90.57    |
|                                                                                        | 05/01/2027     | \$60.62   | \$15.00 | \$16.40 | \$0.00                       | \$92.02    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                             |                |           |         |         |                              |            |
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY<br><i>OPERATING ENGINEERS LOCAL 4</i>           | 05/01/2024     | \$24.91   | \$15.00 | \$16.40 | \$0.00                       | \$56.31    |
|                                                                                        | 11/01/2024     | \$25.67   | \$15.00 | \$16.40 | \$0.00                       | \$57.07    |
|                                                                                        | 05/01/2025     | \$26.52   | \$15.00 | \$16.40 | \$0.00                       | \$57.92    |
|                                                                                        | 11/01/2025     | \$27.28   | \$15.00 | \$16.40 | \$0.00                       | \$58.68    |
|                                                                                        | 05/01/2026     | \$28.13   | \$15.00 | \$16.40 | \$0.00                       | \$59.53    |
|                                                                                        | 11/01/2026     | \$28.89   | \$15.00 | \$16.40 | \$0.00                       | \$60.29    |
|                                                                                        | 05/01/2027     | \$29.74   | \$15.00 | \$16.40 | \$0.00                       | \$61.14    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                             |                |           |         |         |                              |            |
| FIRE ALARM INSTALLER<br><i>ELECTRICIANS LOCAL 96</i>                                   | 09/03/2023     | \$45.99   | \$13.00 | \$18.84 | \$0.00                       | \$77.83    |
|                                                                                        | 09/01/2024     | \$47.05   | \$13.99 | \$19.22 | \$0.00                       | \$80.26    |
|                                                                                        | 09/07/2025     | \$48.16   | \$14.98 | \$19.60 | \$0.00                       | \$82.74    |
|                                                                                        | 09/06/2026     | \$49.38   | \$15.96 | \$20.00 | \$0.00                       | \$85.34    |
| For apprentice rates see "Apprentice- ELECTRICIAN"                                     |                |           |         |         |                              |            |
| FIRE ALARM REPAIR / MAINT/COMMISSIONING<br><i>ELECTRICIANS LOCAL 96</i>                | 09/03/2023     | \$45.99   | \$13.00 | \$18.84 | \$0.00                       | \$77.83    |
|                                                                                        | 09/01/2024     | \$47.05   | \$13.99 | \$19.22 | \$0.00                       | \$80.26    |
|                                                                                        | 09/07/2025     | \$48.16   | \$14.98 | \$19.60 | \$0.00                       | \$82.74    |
|                                                                                        | 09/06/2026     | \$49.38   | \$15.96 | \$20.00 | \$0.00                       | \$85.34    |
| For apprentice rates see "Apprentice- ELECTRICIAN"                                     |                |           |         |         |                              |            |
| FIREMAN (ASST. ENGINEER)<br><i>OPERATING ENGINEERS LOCAL 4</i>                         | 06/01/2024     | \$45.23   | \$15.30 | \$16.40 | \$0.00                       | \$76.93    |
|                                                                                        | 12/01/2024     | \$46.41   | \$15.30 | \$16.40 | \$0.00                       | \$78.11    |
|                                                                                        | 06/01/2025     | \$47.47   | \$15.30 | \$16.40 | \$0.00                       | \$79.17    |
|                                                                                        | 12/01/2025     | \$48.64   | \$15.30 | \$16.40 | \$0.00                       | \$80.34    |
|                                                                                        | 06/01/2026     | \$49.70   | \$15.30 | \$16.40 | \$0.00                       | \$81.40    |
|                                                                                        | 12/01/2026     | \$50.88   | \$15.30 | \$16.40 | \$0.00                       | \$82.58    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                             |                |           |         |         |                              |            |
| FLAGGER & SIGNALER (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i> | 06/01/2024     | \$27.01   | \$9.65  | \$17.80 | \$0.00                       | \$54.46    |
|                                                                                        | 12/01/2024     | \$27.01   | \$9.65  | \$17.80 | \$0.00                       | \$54.46    |
|                                                                                        | 06/01/2025     | \$28.09   | \$9.65  | \$17.80 | \$0.00                       | \$55.54    |
|                                                                                        | 12/01/2025     | \$28.09   | \$9.65  | \$17.80 | \$0.00                       | \$55.54    |
|                                                                                        | 06/01/2026     | \$29.21   | \$9.65  | \$17.80 | \$0.00                       | \$56.66    |
|                                                                                        | 12/01/2026     | \$29.21   | \$9.65  | \$17.80 | \$0.00                       | \$56.66    |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"                     |                |           |         |         |                              |            |
| FLOORCOVERER<br><i>FLOORCOVERERS LOCAL 2168 ZONE II</i>                                | 03/01/2024     | \$49.47   | \$8.83  | \$20.27 | \$0.00                       | \$78.57    |

Apprentice - FLOORCOVERER - Local 2168 Zone II

Effective Date - 03/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 50      | \$24.74              | \$8.83 | \$1.76  | \$0.00                       | \$35.33    |
| 2    | 55      | \$27.21              | \$8.83 | \$1.76  | \$0.00                       | \$37.80    |
| 3    | 60      | \$29.68              | \$8.83 | \$3.52  | \$0.00                       | \$42.03    |
| 4    | 65      | \$32.16              | \$8.83 | \$3.52  | \$0.00                       | \$44.51    |
| 5    | 70      | \$34.63              | \$8.83 | \$16.75 | \$0.00                       | \$60.21    |
| 6    | 75      | \$37.10              | \$8.83 | \$16.75 | \$0.00                       | \$62.68    |
| 7    | 80      | \$39.58              | \$8.83 | \$18.51 | \$0.00                       | \$66.92    |
| 8    | 85      | \$42.05              | \$8.83 | \$18.51 | \$0.00                       | \$69.39    |

Notes: Steps are 750 hrs.  
% After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)  
Step 1&2 \$32.63/ 3&4 \$39.28/ 5&6 \$59.86/ 7&8 \$66.52

Apprentice to Journeyworker Ratio:1:1

|                                                        |            |         |         |         |        |         |
|--------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| FORK LIFT/CHERRY PICKER<br>OPERATING ENGINEERS LOCAL 4 | 06/01/2024 | \$56.03 | \$15.30 | \$16.40 | \$0.00 | \$87.73 |
|                                                        | 12/01/2024 | \$57.48 | \$15.30 | \$16.40 | \$0.00 | \$89.18 |
|                                                        | 06/01/2025 | \$58.78 | \$15.30 | \$16.40 | \$0.00 | \$90.48 |
|                                                        | 12/01/2025 | \$60.23 | \$15.30 | \$16.40 | \$0.00 | \$91.93 |
|                                                        | 06/01/2026 | \$61.53 | \$15.30 | \$16.40 | \$0.00 | \$93.23 |
|                                                        | 12/01/2026 | \$62.98 | \$15.30 | \$16.40 | \$0.00 | \$94.68 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                                                                 |            |         |         |         |        |         |
|-----------------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| GENERATOR/LIGHTING PLANT/HEATERS<br>OPERATING ENGINEERS LOCAL 4 | 06/01/2024 | \$36.17 | \$15.30 | \$16.40 | \$0.00 | \$67.87 |
|                                                                 | 12/01/2024 | \$37.12 | \$15.30 | \$16.40 | \$0.00 | \$68.82 |
|                                                                 | 06/01/2025 | \$37.97 | \$15.30 | \$16.40 | \$0.00 | \$69.67 |
|                                                                 | 12/01/2025 | \$38.92 | \$15.30 | \$16.40 | \$0.00 | \$70.62 |
|                                                                 | 06/01/2026 | \$39.78 | \$15.30 | \$16.40 | \$0.00 | \$71.48 |
|                                                                 | 12/01/2026 | \$40.73 | \$15.30 | \$16.40 | \$0.00 | \$72.43 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                                                                                     |            |         |        |         |        |         |
|-------------------------------------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR<br>SYSTEMS)<br>GLAZIERS LOCAL 35 (ZONE 2) | 07/01/2024 | \$46.76 | \$9.95 | \$23.95 | \$0.00 | \$80.66 |
|                                                                                     | 01/01/2025 | \$47.96 | \$9.95 | \$23.95 | \$0.00 | \$81.86 |

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 50      | \$23.38              | \$9.95 | \$0.00  | \$0.00                       | \$33.33    |
| 2    | 55      | \$25.72              | \$9.95 | \$6.66  | \$0.00                       | \$42.33    |
| 3    | 60      | \$28.06              | \$9.95 | \$7.26  | \$0.00                       | \$45.27    |
| 4    | 65      | \$30.39              | \$9.95 | \$7.87  | \$0.00                       | \$48.21    |
| 5    | 70      | \$32.73              | \$9.95 | \$20.32 | \$0.00                       | \$63.00    |
| 6    | 75      | \$35.07              | \$9.95 | \$20.93 | \$0.00                       | \$65.95    |
| 7    | 80      | \$37.41              | \$9.95 | \$21.53 | \$0.00                       | \$68.89    |
| 8    | 90      | \$42.08              | \$9.95 | \$22.74 | \$0.00                       | \$74.77    |

Effective Date - 01/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 50      | \$23.98              | \$9.95 | \$0.00  | \$0.00                       | \$33.93    |
| 2    | 55      | \$26.38              | \$9.95 | \$6.66  | \$0.00                       | \$42.99    |
| 3    | 60      | \$28.78              | \$9.95 | \$7.26  | \$0.00                       | \$45.99    |
| 4    | 65      | \$31.17              | \$9.95 | \$7.87  | \$0.00                       | \$48.99    |
| 5    | 70      | \$33.57              | \$9.95 | \$20.32 | \$0.00                       | \$63.84    |
| 6    | 75      | \$35.97              | \$9.95 | \$20.93 | \$0.00                       | \$66.85    |
| 7    | 80      | \$38.37              | \$9.95 | \$21.53 | \$0.00                       | \$69.85    |
| 8    | 90      | \$43.16              | \$9.95 | \$22.74 | \$0.00                       | \$75.85    |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

|                                   |            |         |         |         |        |         |
|-----------------------------------|------------|---------|---------|---------|--------|---------|
| HOISTING ENGINEER/CRANES/GRADALLS | 06/01/2024 | \$56.03 | \$15.30 | \$16.40 | \$0.00 | \$87.73 |
| OPERATING ENGINEERS LOCAL 4       | 12/01/2024 | \$57.48 | \$15.30 | \$16.40 | \$0.00 | \$89.18 |
|                                   | 06/01/2025 | \$58.78 | \$15.30 | \$16.40 | \$0.00 | \$90.48 |
|                                   | 12/01/2025 | \$60.23 | \$15.30 | \$16.40 | \$0.00 | \$91.93 |
|                                   | 06/01/2026 | \$61.53 | \$15.30 | \$16.40 | \$0.00 | \$93.23 |
|                                   | 12/01/2026 | \$62.98 | \$15.30 | \$16.40 | \$0.00 | \$94.68 |

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 55      | \$30.82              | \$15.30 | \$0.00  | \$0.00                       | \$46.12    |
| 2    | 60      | \$33.62              | \$15.30 | \$16.40 | \$0.00                       | \$65.32    |
| 3    | 65      | \$36.42              | \$15.30 | \$16.40 | \$0.00                       | \$68.12    |
| 4    | 70      | \$39.22              | \$15.30 | \$16.40 | \$0.00                       | \$70.92    |
| 5    | 75      | \$42.02              | \$15.30 | \$16.40 | \$0.00                       | \$73.72    |
| 6    | 80      | \$44.82              | \$15.30 | \$16.40 | \$0.00                       | \$76.52    |
| 7    | 85      | \$47.63              | \$15.30 | \$16.40 | \$0.00                       | \$79.33    |
| 8    | 90      | \$50.43              | \$15.30 | \$16.40 | \$0.00                       | \$82.13    |

Effective Date - 12/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 55      | \$31.61              | \$0.00  | \$0.00  | \$0.00                       | \$31.61    |
| 2    | 60      | \$34.49              | \$15.30 | \$16.40 | \$0.00                       | \$66.19    |
| 3    | 65      | \$37.36              | \$15.30 | \$16.40 | \$0.00                       | \$69.06    |
| 4    | 70      | \$40.24              | \$15.30 | \$16.40 | \$0.00                       | \$71.94    |
| 5    | 75      | \$43.11              | \$15.30 | \$16.40 | \$0.00                       | \$74.81    |
| 6    | 80      | \$45.98              | \$15.30 | \$16.40 | \$0.00                       | \$77.68    |
| 7    | 85      | \$48.86              | \$15.30 | \$16.40 | \$0.00                       | \$80.56    |
| 8    | 90      | \$51.73              | \$15.30 | \$16.40 | \$0.00                       | \$83.43    |

Notes:

Apprentice to Journeyworker Ratio:1:6

|                                                                           |            |         |         |         |        |         |
|---------------------------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| HVAC (DUCTWORK)<br>SHEETMETAL WORKERS LOCAL 63                            | 07/01/2024 | \$40.98 | \$12.20 | \$18.74 | \$2.13 | \$74.05 |
| For apprentice rates see "Apprentice- SHEET METAL WORKER"                 | 01/01/2025 | \$42.23 | \$12.20 | \$18.74 | \$2.13 | \$75.30 |
| HVAC (ELECTRICAL CONTROLS)<br>ELECTRICIANS LOCAL 96                       | 09/03/2023 | \$45.99 | \$13.00 | \$18.84 | \$0.00 | \$77.83 |
|                                                                           | 09/01/2024 | \$47.05 | \$13.99 | \$19.22 | \$0.00 | \$80.26 |
|                                                                           | 09/07/2025 | \$48.16 | \$14.98 | \$19.60 | \$0.00 | \$82.74 |
| For apprentice rates see "Apprentice- ELECTRICIAN"                        | 09/06/2026 | \$49.38 | \$15.96 | \$20.00 | \$0.00 | \$85.34 |
| HVAC (TESTING AND BALANCING - AIR)<br>SHEETMETAL WORKERS LOCAL 63         | 07/01/2024 | \$40.98 | \$12.20 | \$18.74 | \$2.13 | \$74.05 |
| For apprentice rates see "Apprentice- SHEET METAL WORKER"                 | 01/01/2025 | \$42.23 | \$12.20 | \$18.74 | \$2.13 | \$75.30 |
| HVAC (TESTING AND BALANCING -WATER)<br>PLUMBERS LOCAL 4                   | 03/01/2024 | \$53.95 | \$9.90  | \$17.42 | \$0.00 | \$81.27 |
|                                                                           | 09/01/2024 | \$55.35 | \$9.90  | \$17.42 | \$0.00 | \$82.67 |
|                                                                           | 03/01/2025 | \$56.75 | \$9.90  | \$17.42 | \$0.00 | \$84.07 |
|                                                                           | 09/01/2025 | \$58.15 | \$9.90  | \$17.42 | \$0.00 | \$85.47 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | 03/01/2026 | \$59.55 | \$9.90  | \$17.42 | \$0.00 | \$86.87 |

| Classification                                                                       | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|--------------------------------------------------------------------------------------|----------------|-----------|---------|---------|------------------------------|------------|
| HVAC MECHANIC<br><i>PLUMBERS LOCAL 4</i>                                             | 03/01/2024     | \$53.95   | \$9.90  | \$17.42 | \$0.00                       | \$81.27    |
|                                                                                      | 09/01/2024     | \$55.35   | \$9.90  | \$17.42 | \$0.00                       | \$82.67    |
|                                                                                      | 03/01/2025     | \$56.75   | \$9.90  | \$17.42 | \$0.00                       | \$84.07    |
|                                                                                      | 09/01/2025     | \$58.15   | \$9.90  | \$17.42 | \$0.00                       | \$85.47    |
|                                                                                      | 03/01/2026     | \$59.55   | \$9.90  | \$17.42 | \$0.00                       | \$86.87    |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"            |                |           |         |         |                              |            |
| HYDRAULIC DRILLS<br><i>LABORERS - ZONE 2</i>                                         | 06/01/2024     | \$39.28   | \$9.65  | \$18.40 | \$0.00                       | \$67.33    |
|                                                                                      | 12/01/2024     | \$40.61   | \$9.65  | \$18.40 | \$0.00                       | \$68.66    |
|                                                                                      | 06/01/2025     | \$42.00   | \$9.65  | \$18.40 | \$0.00                       | \$70.05    |
|                                                                                      | 12/01/2025     | \$43.38   | \$9.65  | \$18.40 | \$0.00                       | \$71.43    |
|                                                                                      | 06/01/2026     | \$44.82   | \$9.65  | \$18.40 | \$0.00                       | \$72.87    |
|                                                                                      | 12/01/2026     | \$46.26   | \$9.65  | \$18.40 | \$0.00                       | \$74.31    |
|                                                                                      | 06/01/2027     | \$47.71   | \$9.65  | \$18.40 | \$0.00                       | \$75.76    |
|                                                                                      | 12/01/2027     | \$49.16   | \$9.65  | \$18.40 | \$0.00                       | \$77.21    |
|                                                                                      | 06/01/2028     | \$50.66   | \$9.65  | \$18.40 | \$0.00                       | \$78.71    |
|                                                                                      | 12/01/2028     | \$52.16   | \$9.65  | \$18.40 | \$0.00                       | \$80.21    |
| For apprentice rates see "Apprentice- LABORER"                                       |                |           |         |         |                              |            |
| HYDRAULIC DRILLS (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i> | 06/01/2024     | \$39.28   | \$9.65  | \$17.80 | \$0.00                       | \$66.73    |
|                                                                                      | 12/01/2024     | \$40.61   | \$9.65  | \$17.80 | \$0.00                       | \$68.06    |
|                                                                                      | 06/01/2025     | \$42.00   | \$9.65  | \$17.80 | \$0.00                       | \$69.45    |
|                                                                                      | 12/01/2025     | \$43.38   | \$9.65  | \$17.80 | \$0.00                       | \$70.83    |
|                                                                                      | 06/01/2026     | \$44.82   | \$9.65  | \$17.80 | \$0.00                       | \$72.27    |
|                                                                                      | 12/01/2026     | \$46.26   | \$9.65  | \$17.80 | \$0.00                       | \$73.71    |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"                   |                |           |         |         |                              |            |
| INSULATOR (PIPES & TANKS)<br><i>HEAT &amp; FROST INSULATORS LOCAL 6 (WORCESTER)</i>  | 09/01/2023     | \$48.15   | \$14.75 | \$19.61 | \$0.00                       | \$82.51    |
|                                                                                      | 09/01/2024     | \$51.23   | \$14.75 | \$19.61 | \$0.00                       | \$85.59    |
|                                                                                      | 09/01/2025     | \$54.31   | \$14.75 | \$19.61 | \$0.00                       | \$88.67    |
|                                                                                      | 09/01/2026     | \$57.38   | \$14.75 | \$19.61 | \$0.00                       | \$91.74    |



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

Effective Date - 09/01/2023

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 50      | \$24.08              | \$14.75 | \$14.32 | \$0.00                       | \$53.15    |
| 2    | 60      | \$28.89              | \$14.75 | \$15.37 | \$0.00                       | \$59.01    |
| 3    | 70      | \$33.71              | \$14.75 | \$16.43 | \$0.00                       | \$64.89    |
| 4    | 80      | \$38.52              | \$14.75 | \$17.49 | \$0.00                       | \$70.76    |

Effective Date - 09/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 50      | \$25.62              | \$14.75 | \$14.32 | \$0.00                       | \$54.69    |
| 2    | 60      | \$30.74              | \$14.75 | \$15.37 | \$0.00                       | \$60.86    |
| 3    | 70      | \$35.86              | \$14.75 | \$16.43 | \$0.00                       | \$67.04    |
| 4    | 80      | \$40.98              | \$14.75 | \$17.49 | \$0.00                       | \$73.22    |

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

|                                      |            |         |        |         |        |         |
|--------------------------------------|------------|---------|--------|---------|--------|---------|
| IRONWORKER/WELDER                    | 03/16/2024 | \$53.67 | \$8.35 | \$26.70 | \$0.00 | \$88.72 |
| IRONWORKERS LOCAL 7 (WORCESTER AREA) |            |         |        |         |        |         |

Apprentice - IRONWORKER - Local 7 Worcester

Effective Date - 03/16/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 60      | \$32.20              | \$8.35 | \$26.70 | \$0.00                       | \$67.25    |
| 2    | 70      | \$37.57              | \$8.35 | \$26.70 | \$0.00                       | \$72.62    |
| 3    | 75      | \$40.25              | \$8.35 | \$26.70 | \$0.00                       | \$75.30    |
| 4    | 80      | \$42.94              | \$8.35 | \$26.70 | \$0.00                       | \$77.99    |
| 5    | 85      | \$45.62              | \$8.35 | \$26.70 | \$0.00                       | \$80.67    |
| 6    | 90      | \$48.30              | \$8.35 | \$26.70 | \$0.00                       | \$83.35    |

Notes:

Apprentice to Journeyworker Ratio:1:4

| Classification                                                   | Effective Date | Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------------------------------------------------------------------|----------------|-----------|--------|---------|------------------------------|------------|
| JACKHAMMER & PAVING BREAKER OPERATOR<br><i>LABORERS - ZONE 2</i> | 06/01/2024     | \$38.78   | \$9.65 | \$18.40 | \$0.00                       | \$66.83    |
|                                                                  | 12/01/2024     | \$40.11   | \$9.65 | \$18.40 | \$0.00                       | \$68.16    |
|                                                                  | 06/01/2025     | \$41.50   | \$9.65 | \$18.40 | \$0.00                       | \$69.55    |
|                                                                  | 12/01/2025     | \$42.88   | \$9.65 | \$18.40 | \$0.00                       | \$70.93    |
|                                                                  | 06/01/2026     | \$44.32   | \$9.65 | \$18.40 | \$0.00                       | \$72.37    |
|                                                                  | 12/01/2026     | \$45.76   | \$9.65 | \$18.40 | \$0.00                       | \$73.81    |
|                                                                  | 06/01/2027     | \$47.21   | \$9.65 | \$18.40 | \$0.00                       | \$75.26    |
|                                                                  | 12/01/2027     | \$48.66   | \$9.65 | \$18.40 | \$0.00                       | \$76.71    |
|                                                                  | 06/01/2028     | \$50.16   | \$9.65 | \$18.40 | \$0.00                       | \$78.21    |
|                                                                  | 12/01/2028     | \$51.66   | \$9.65 | \$18.40 | \$0.00                       | \$79.71    |
| For apprentice rates see "Apprentice- LABORER"                   |                |           |        |         |                              |            |
| LABORER<br><i>LABORERS - ZONE 2</i>                              | 06/01/2024     | \$38.53   | \$9.65 | \$18.40 | \$0.00                       | \$66.58    |
|                                                                  | 12/01/2024     | \$39.86   | \$9.65 | \$18.40 | \$0.00                       | \$67.91    |
|                                                                  | 06/01/2025     | \$41.25   | \$9.65 | \$18.40 | \$0.00                       | \$69.30    |
|                                                                  | 12/01/2025     | \$42.63   | \$9.65 | \$18.40 | \$0.00                       | \$70.68    |
|                                                                  | 06/01/2026     | \$44.07   | \$9.65 | \$18.40 | \$0.00                       | \$72.12    |
|                                                                  | 12/01/2026     | \$45.51   | \$9.65 | \$18.40 | \$0.00                       | \$73.56    |
|                                                                  | 06/01/2027     | \$46.96   | \$9.65 | \$18.40 | \$0.00                       | \$75.01    |
|                                                                  | 12/01/2027     | \$48.41   | \$9.65 | \$18.40 | \$0.00                       | \$76.46    |
|                                                                  | 06/01/2028     | \$49.91   | \$9.65 | \$18.40 | \$0.00                       | \$77.96    |
|                                                                  | 12/01/2028     | \$51.41   | \$9.65 | \$18.40 | \$0.00                       | \$79.46    |

**Apprentice - *LABORER - Zone 2***

**Effective Date -** 06/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 60      | \$23.12              | \$9.65 | \$18.40 | \$0.00                       | \$51.17    |
| 2    | 70      | \$26.97              | \$9.65 | \$18.40 | \$0.00                       | \$55.02    |
| 3    | 80      | \$30.82              | \$9.65 | \$18.40 | \$0.00                       | \$58.87    |
| 4    | 90      | \$34.68              | \$9.65 | \$18.40 | \$0.00                       | \$62.73    |

**Effective Date -** 12/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 60      | \$23.92              | \$9.65 | \$18.40 | \$0.00                       | \$51.97    |
| 2    | 70      | \$27.90              | \$9.65 | \$18.40 | \$0.00                       | \$55.95    |
| 3    | 80      | \$31.89              | \$9.65 | \$18.40 | \$0.00                       | \$59.94    |
| 4    | 90      | \$35.87              | \$9.65 | \$18.40 | \$0.00                       | \$63.92    |

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

| Classification                      | Effective Date | Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|-------------------------------------|----------------|-----------|--------|---------|------------------------------|------------|
| LABORER (HEAVY & HIGHWAY)           | 06/01/2024     | \$38.53   | \$9.65 | \$17.80 | \$0.00                       | \$65.98    |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY) | 12/01/2024     | \$39.86   | \$9.65 | \$17.80 | \$0.00                       | \$67.31    |
|                                     | 06/01/2025     | \$41.25   | \$9.65 | \$17.80 | \$0.00                       | \$68.70    |
|                                     | 12/01/2025     | \$42.63   | \$9.65 | \$17.80 | \$0.00                       | \$70.08    |
|                                     | 06/01/2026     | \$44.07   | \$9.65 | \$17.80 | \$0.00                       | \$71.52    |
|                                     | 12/01/2026     | \$45.51   | \$9.65 | \$17.80 | \$0.00                       | \$72.96    |

**Apprentice - LABORER (Heavy & Highway) - Zone 2**

**Effective Date -** 06/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 60      | \$23.12              | \$9.65 | \$17.80 | \$0.00                       | \$50.57    |
| 2    | 70      | \$26.97              | \$9.65 | \$17.80 | \$0.00                       | \$54.42    |
| 3    | 80      | \$30.82              | \$9.65 | \$17.80 | \$0.00                       | \$58.27    |
| 4    | 90      | \$34.68              | \$9.65 | \$17.80 | \$0.00                       | \$62.13    |

**Effective Date -** 12/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 60      | \$23.92              | \$9.65 | \$17.80 | \$0.00                       | \$51.37    |
| 2    | 70      | \$27.90              | \$9.65 | \$17.80 | \$0.00                       | \$55.35    |
| 3    | 80      | \$31.89              | \$9.65 | \$17.80 | \$0.00                       | \$59.34    |
| 4    | 90      | \$35.87              | \$9.65 | \$17.80 | \$0.00                       | \$63.32    |

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

|                           |            |         |        |         |        |         |
|---------------------------|------------|---------|--------|---------|--------|---------|
| LABORER: CARPENTER TENDER | 06/01/2024 | \$38.53 | \$9.65 | \$18.40 | \$0.00 | \$66.58 |
| LABORERS - ZONE 2         | 12/01/2024 | \$39.86 | \$9.65 | \$18.40 | \$0.00 | \$67.91 |
|                           | 06/01/2025 | \$41.25 | \$9.65 | \$18.40 | \$0.00 | \$69.30 |
|                           | 12/01/2025 | \$42.63 | \$9.65 | \$18.40 | \$0.00 | \$70.68 |
|                           | 06/01/2026 | \$44.07 | \$9.65 | \$18.40 | \$0.00 | \$72.12 |
|                           | 12/01/2026 | \$45.51 | \$9.65 | \$18.40 | \$0.00 | \$73.56 |
|                           | 06/01/2027 | \$46.96 | \$9.65 | \$18.40 | \$0.00 | \$75.01 |
|                           | 12/01/2027 | \$48.41 | \$9.65 | \$18.40 | \$0.00 | \$76.46 |
|                           | 06/01/2028 | \$49.91 | \$9.65 | \$18.40 | \$0.00 | \$77.96 |
|                           | 12/01/2028 | \$51.41 | \$9.65 | \$18.40 | \$0.00 | \$79.46 |

For apprentice rates see "Apprentice- LABORER"

| Classification                                                                            | Effective Date                                 | Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|-------------------------------------------------------------------------------------------|------------------------------------------------|-----------|--------|---------|------------------------------|------------|
| LABORER: CEMENT FINISHER TENDER<br><i>LABORERS - ZONE 2</i>                               | 06/01/2024                                     | \$38.53   | \$9.65 | \$18.40 | \$0.00                       | \$66.58    |
|                                                                                           | 12/01/2024                                     | \$39.86   | \$9.65 | \$18.40 | \$0.00                       | \$67.91    |
|                                                                                           | 06/01/2025                                     | \$41.25   | \$9.65 | \$18.40 | \$0.00                       | \$69.30    |
|                                                                                           | 12/01/2025                                     | \$42.63   | \$9.65 | \$18.40 | \$0.00                       | \$70.68    |
|                                                                                           | 06/01/2026                                     | \$44.07   | \$9.65 | \$18.40 | \$0.00                       | \$72.12    |
|                                                                                           | 12/01/2026                                     | \$45.51   | \$9.65 | \$18.40 | \$0.00                       | \$73.56    |
|                                                                                           | 06/01/2027                                     | \$46.96   | \$9.65 | \$18.40 | \$0.00                       | \$75.01    |
|                                                                                           | 12/01/2027                                     | \$48.41   | \$9.65 | \$18.40 | \$0.00                       | \$76.46    |
|                                                                                           | 06/01/2028                                     | \$49.91   | \$9.65 | \$18.40 | \$0.00                       | \$77.96    |
|                                                                                           | 12/01/2028                                     | \$51.41   | \$9.65 | \$18.40 | \$0.00                       | \$79.46    |
| For apprentice rates see "Apprentice- LABORER"                                            |                                                |           |        |         |                              |            |
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER<br><i>LABORERS - ZONE 2</i>                     | 12/01/2023                                     | \$37.95   | \$9.65 | \$17.20 | \$0.00                       | \$64.80    |
|                                                                                           | For apprentice rates see "Apprentice- LABORER" |           |        |         |                              |            |
| LABORER: MASON TENDER<br><i>LABORERS - ZONE 2</i>                                         | 06/01/2024                                     | \$38.78   | \$9.65 | \$18.40 | \$0.00                       | \$66.83    |
|                                                                                           | 12/01/2024                                     | \$40.11   | \$9.65 | \$18.40 | \$0.00                       | \$68.16    |
|                                                                                           | 06/01/2025                                     | \$41.50   | \$9.65 | \$18.40 | \$0.00                       | \$69.55    |
|                                                                                           | 12/01/2025                                     | \$42.88   | \$9.65 | \$18.40 | \$0.00                       | \$70.93    |
|                                                                                           | 06/01/2026                                     | \$44.32   | \$9.65 | \$18.40 | \$0.00                       | \$72.37    |
|                                                                                           | 12/01/2026                                     | \$45.76   | \$9.65 | \$18.40 | \$0.00                       | \$73.81    |
|                                                                                           | 06/01/2027                                     | \$47.21   | \$9.65 | \$18.40 | \$0.00                       | \$75.26    |
|                                                                                           | 12/01/2027                                     | \$48.66   | \$9.65 | \$18.40 | \$0.00                       | \$76.71    |
|                                                                                           | 06/01/2028                                     | \$50.16   | \$9.65 | \$18.40 | \$0.00                       | \$78.21    |
|                                                                                           | 12/01/2028                                     | \$51.66   | \$9.65 | \$18.40 | \$0.00                       | \$79.71    |
| For apprentice rates see "Apprentice- LABORER"                                            |                                                |           |        |         |                              |            |
| LABORER: MASON TENDER (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i> | 06/01/2024                                     | \$38.78   | \$9.65 | \$17.80 | \$0.00                       | \$66.23    |
|                                                                                           | 12/01/2024                                     | \$40.11   | \$9.65 | \$17.80 | \$0.00                       | \$67.56    |
|                                                                                           | 06/01/2025                                     | \$41.50   | \$9.65 | \$17.80 | \$0.00                       | \$68.95    |
|                                                                                           | 12/01/2025                                     | \$42.88   | \$9.65 | \$17.80 | \$0.00                       | \$70.33    |
|                                                                                           | 06/01/2026                                     | \$44.32   | \$9.65 | \$17.80 | \$0.00                       | \$71.77    |
|                                                                                           | 12/01/2026                                     | \$45.76   | \$9.65 | \$17.80 | \$0.00                       | \$73.21    |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"                        |                                                |           |        |         |                              |            |
| LABORER: MULTI-TRADE TENDER<br><i>LABORERS - ZONE 2</i>                                   | 06/01/2024                                     | \$38.53   | \$9.65 | \$18.40 | \$0.00                       | \$66.58    |
|                                                                                           | 12/01/2024                                     | \$39.86   | \$9.65 | \$18.40 | \$0.00                       | \$67.91    |
|                                                                                           | 06/01/2025                                     | \$41.25   | \$9.65 | \$18.40 | \$0.00                       | \$69.30    |
|                                                                                           | 12/01/2025                                     | \$42.63   | \$9.65 | \$18.40 | \$0.00                       | \$70.68    |
|                                                                                           | 06/01/2026                                     | \$44.07   | \$9.65 | \$18.40 | \$0.00                       | \$72.12    |
|                                                                                           | 12/01/2026                                     | \$45.51   | \$9.65 | \$18.40 | \$0.00                       | \$73.56    |
|                                                                                           | 06/01/2027                                     | \$46.96   | \$9.65 | \$18.40 | \$0.00                       | \$75.01    |
|                                                                                           | 12/01/2027                                     | \$48.41   | \$9.65 | \$18.40 | \$0.00                       | \$76.46    |
|                                                                                           | 06/01/2028                                     | \$49.91   | \$9.65 | \$18.40 | \$0.00                       | \$77.96    |
|                                                                                           | 12/01/2028                                     | \$51.41   | \$9.65 | \$18.40 | \$0.00                       | \$79.46    |
| For apprentice rates see "Apprentice- LABORER"                                            |                                                |           |        |         |                              |            |

| Classification                                                                                                                                                                                                                                           | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-----------|---------|---------|------------------------------|------------|
| LABORER: TREE REMOVER<br><i>LABORERS - ZONE 2</i>                                                                                                                                                                                                        | 06/01/2024     | \$38.53   | \$9.65  | \$18.40 | \$0.00                       | \$66.58    |
|                                                                                                                                                                                                                                                          | 12/01/2024     | \$39.86   | \$9.65  | \$18.40 | \$0.00                       | \$67.91    |
|                                                                                                                                                                                                                                                          | 06/01/2025     | \$41.25   | \$9.65  | \$18.40 | \$0.00                       | \$69.30    |
|                                                                                                                                                                                                                                                          | 12/01/2025     | \$42.63   | \$9.65  | \$18.40 | \$0.00                       | \$70.68    |
|                                                                                                                                                                                                                                                          | 06/01/2026     | \$44.07   | \$9.65  | \$18.40 | \$0.00                       | \$72.12    |
|                                                                                                                                                                                                                                                          | 12/01/2026     | \$45.51   | \$9.65  | \$18.40 | \$0.00                       | \$73.56    |
|                                                                                                                                                                                                                                                          | 06/01/2027     | \$46.96   | \$9.65  | \$18.40 | \$0.00                       | \$75.01    |
|                                                                                                                                                                                                                                                          | 12/01/2027     | \$48.41   | \$9.65  | \$18.40 | \$0.00                       | \$76.46    |
|                                                                                                                                                                                                                                                          | 06/01/2028     | \$49.91   | \$9.65  | \$18.40 | \$0.00                       | \$77.96    |
|                                                                                                                                                                                                                                                          | 12/01/2028     | \$51.41   | \$9.65  | \$18.40 | \$0.00                       | \$79.46    |
| 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<br><i>LABORERS - ZONE 2</i>                                                                                                                                                                                                          | 06/01/2024     | \$38.78   | \$9.65  | \$18.40 | \$0.00                       | \$66.83    |
|                                                                                                                                                                                                                                                          | 12/01/2024     | \$40.11   | \$9.65  | \$18.40 | \$0.00                       | \$68.16    |
|                                                                                                                                                                                                                                                          | 06/01/2025     | \$41.50   | \$9.65  | \$18.40 | \$0.00                       | \$69.55    |
|                                                                                                                                                                                                                                                          | 12/01/2025     | \$42.88   | \$9.65  | \$18.40 | \$0.00                       | \$70.93    |
|                                                                                                                                                                                                                                                          | 06/01/2026     | \$44.32   | \$9.65  | \$18.40 | \$0.00                       | \$72.37    |
|                                                                                                                                                                                                                                                          | 12/01/2026     | \$45.76   | \$9.65  | \$18.40 | \$0.00                       | \$73.81    |
|                                                                                                                                                                                                                                                          | 06/01/2027     | \$47.21   | \$9.65  | \$18.40 | \$0.00                       | \$75.26    |
|                                                                                                                                                                                                                                                          | 12/01/2027     | \$48.66   | \$9.65  | \$18.40 | \$0.00                       | \$76.71    |
|                                                                                                                                                                                                                                                          | 06/01/2028     | \$50.16   | \$9.65  | \$18.40 | \$0.00                       | \$78.21    |
|                                                                                                                                                                                                                                                          | 12/01/2028     | \$51.66   | \$9.65  | \$18.40 | \$0.00                       | \$79.71    |
| For apprentice rates see "Apprentice- LABORER"                                                                                                                                                                                                           |                |           |         |         |                              |            |
| LASER BEAM OPERATOR (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i>                                                                                                                                                                  | 06/01/2024     | \$38.78   | \$9.65  | \$17.80 | \$0.00                       | \$66.23    |
|                                                                                                                                                                                                                                                          | 12/01/2024     | \$40.11   | \$9.65  | \$17.80 | \$0.00                       | \$67.56    |
|                                                                                                                                                                                                                                                          | 06/01/2025     | \$41.50   | \$9.65  | \$17.80 | \$0.00                       | \$68.95    |
|                                                                                                                                                                                                                                                          | 12/01/2025     | \$42.88   | \$9.65  | \$17.80 | \$0.00                       | \$70.33    |
|                                                                                                                                                                                                                                                          | 06/01/2026     | \$44.32   | \$9.65  | \$17.80 | \$0.00                       | \$71.77    |
|                                                                                                                                                                                                                                                          | 12/01/2026     | \$45.76   | \$9.65  | \$17.80 | \$0.00                       | \$73.21    |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"                                                                                                                                                                                       |                |           |         |         |                              |            |
| MARBLE & TILE FINISHERS<br><i>BRICKLAYERS LOCAL 3 - MARBLE &amp; TILE</i>                                                                                                                                                                                | 08/01/2024     | \$49.32   | \$11.49 | \$21.62 | \$0.00                       | \$82.43    |
|                                                                                                                                                                                                                                                          | 02/01/2025     | \$50.36   | \$11.49 | \$21.62 | \$0.00                       | \$83.47    |
|                                                                                                                                                                                                                                                          | 08/01/2025     | \$52.08   | \$11.49 | \$21.62 | \$0.00                       | \$85.19    |
|                                                                                                                                                                                                                                                          | 02/01/2026     | \$53.16   | \$11.49 | \$21.62 | \$0.00                       | \$86.27    |
|                                                                                                                                                                                                                                                          | 08/01/2026     | \$54.92   | \$11.49 | \$21.62 | \$0.00                       | \$88.03    |
|                                                                                                                                                                                                                                                          | 02/01/2027     | \$56.04   | \$11.49 | \$21.62 | \$0.00                       | \$89.15    |

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 50      | \$24.66              | \$11.49 | \$21.62 | \$0.00                       | \$57.77    |
| 2    | 60      | \$29.59              | \$11.49 | \$21.62 | \$0.00                       | \$62.70    |
| 3    | 70      | \$34.52              | \$11.49 | \$21.62 | \$0.00                       | \$67.63    |
| 4    | 80      | \$39.46              | \$11.49 | \$21.62 | \$0.00                       | \$72.57    |
| 5    | 90      | \$44.39              | \$11.49 | \$21.62 | \$0.00                       | \$77.50    |

Effective Date - 02/01/2025

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 50      | \$25.18              | \$11.49 | \$21.62 | \$0.00                       | \$58.29    |
| 2    | 60      | \$30.22              | \$11.49 | \$21.62 | \$0.00                       | \$63.33    |
| 3    | 70      | \$35.25              | \$11.49 | \$21.62 | \$0.00                       | \$68.36    |
| 4    | 80      | \$40.29              | \$11.49 | \$21.62 | \$0.00                       | \$73.40    |
| 5    | 90      | \$45.32              | \$11.49 | \$21.62 | \$0.00                       | \$78.43    |

Notes:

Apprentice to Journeyworker Ratio:1:3

|                                          |            |         |         |         |        |          |
|------------------------------------------|------------|---------|---------|---------|--------|----------|
| MARBLE MASONS,TILELAYERS & TERRAZZO MECH | 08/01/2024 | \$64.52 | \$11.49 | \$23.56 | \$0.00 | \$99.57  |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE      | 02/01/2025 | \$65.82 | \$11.49 | \$23.56 | \$0.00 | \$100.87 |
|                                          | 08/01/2025 | \$67.97 | \$11.49 | \$23.56 | \$0.00 | \$103.02 |
|                                          | 02/01/2026 | \$69.32 | \$11.49 | \$23.56 | \$0.00 | \$104.37 |
|                                          | 08/01/2026 | \$71.52 | \$11.49 | \$23.56 | \$0.00 | \$106.57 |
|                                          | 02/01/2027 | \$72.92 | \$11.49 | \$23.56 | \$0.00 | \$107.97 |

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 08/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 50      | \$32.26              | \$11.49 | \$23.56 | \$0.00                       | \$67.31    |
| 2    | 60      | \$38.71              | \$11.49 | \$23.56 | \$0.00                       | \$73.76    |
| 3    | 70      | \$45.16              | \$11.49 | \$23.56 | \$0.00                       | \$80.21    |
| 4    | 80      | \$51.62              | \$11.49 | \$23.56 | \$0.00                       | \$86.67    |
| 5    | 90      | \$58.07              | \$11.49 | \$23.56 | \$0.00                       | \$93.12    |

Effective Date - 02/01/2025

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

Notes:

Apprentice to Journeyworker Ratio:1:5

|                                                            |            |         |         |         |        |         |
|------------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| MECH. SWEEPER OPERATOR (ON CONST. SITES)                   | 06/01/2024 | \$55.41 | \$15.30 | \$16.40 | \$0.00 | \$87.11 |
| OPERATING ENGINEERS LOCAL 4                                | 12/01/2024 | \$56.85 | \$15.30 | \$16.40 | \$0.00 | \$88.55 |
|                                                            | 06/01/2025 | \$58.13 | \$15.30 | \$16.40 | \$0.00 | \$89.83 |
|                                                            | 12/01/2025 | \$59.57 | \$15.30 | \$16.40 | \$0.00 | \$91.27 |
|                                                            | 06/01/2026 | \$60.85 | \$15.30 | \$16.40 | \$0.00 | \$92.55 |
|                                                            | 12/01/2026 | \$62.29 | \$15.30 | \$16.40 | \$0.00 | \$93.99 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" |            |         |         |         |        |         |
| MECHANICS MAINTENANCE                                      | 06/01/2024 | \$55.41 | \$15.30 | \$16.40 | \$0.00 | \$87.11 |
| OPERATING ENGINEERS LOCAL 4                                | 12/01/2024 | \$56.85 | \$15.30 | \$16.40 | \$0.00 | \$88.55 |
|                                                            | 06/01/2025 | \$58.13 | \$15.30 | \$16.40 | \$0.00 | \$89.83 |
|                                                            | 12/01/2025 | \$59.57 | \$15.30 | \$16.40 | \$0.00 | \$91.27 |
|                                                            | 06/01/2026 | \$60.85 | \$15.30 | \$16.40 | \$0.00 | \$92.55 |
|                                                            | 12/01/2026 | \$62.29 | \$15.30 | \$16.40 | \$0.00 | \$93.99 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" |            |         |         |         |        |         |
| MILLWRIGHT (Zone 3)                                        | 01/01/2024 | \$41.20 | \$10.08 | \$21.22 | \$0.00 | \$72.50 |
| MILLWRIGHTS LOCAL 1121 - Zone 3                            | 01/06/2025 | \$43.48 | \$10.08 | \$21.22 | \$0.00 | \$74.78 |
|                                                            | 01/05/2026 | \$45.76 | \$10.08 | \$21.22 | \$0.00 | \$77.06 |

| Classification                                                                                                                                                          | Effective Date | Base Wage            | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------------|---------|---------|------------------------------|------------|
| Apprentice - MILLWRIGHT - Local 1121 Zone 3                                                                                                                             |                |                      |         |         |                              |            |
| Effective Date - 01/01/2024                                                                                                                                             |                |                      |         |         |                              |            |
| Step                                                                                                                                                                    | percent        | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
| 1                                                                                                                                                                       | 55             | \$22.66              | \$10.08 | \$5.36  | \$0.00                       | \$38.10    |
| 2                                                                                                                                                                       | 65             | \$26.78              | \$10.08 | \$6.34  | \$0.00                       | \$43.20    |
| 3                                                                                                                                                                       | 75             | \$30.90              | \$10.08 | \$18.78 | \$0.00                       | \$59.76    |
| 4                                                                                                                                                                       | 85             | \$35.02              | \$10.08 | \$19.76 | \$0.00                       | \$64.86    |
| Effective Date - 01/06/2025                                                                                                                                             |                |                      |         |         |                              |            |
| Step                                                                                                                                                                    | percent        | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
| 1                                                                                                                                                                       | 55             | \$23.91              | \$10.08 | \$5.36  | \$0.00                       | \$39.35    |
| 2                                                                                                                                                                       | 65             | \$28.26              | \$10.08 | \$6.34  | \$0.00                       | \$44.68    |
| 3                                                                                                                                                                       | 75             | \$32.61              | \$10.08 | \$18.78 | \$0.00                       | \$61.47    |
| 4                                                                                                                                                                       | 85             | \$36.96              | \$10.08 | \$19.76 | \$0.00                       | \$66.80    |
| <div>Notes: Step 1&amp;2 Appr. indentured after 1/6/2020 receive no pension,<br/>but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66)<br/>Steps are 2,000 hours</div> |                |                      |         |         |                              |            |
| Apprentice to Journeyworker Ratio:1:4                                                                                                                                   |                |                      |         |         |                              |            |
| MORTAR MIXER                                                                                                                                                            |                |                      |         |         |                              |            |
| LABORERS - ZONE 2                                                                                                                                                       |                |                      |         |         |                              |            |
|                                                                                                                                                                         | 06/01/2024     | \$38.78              | \$9.65  | \$18.40 | \$0.00                       | \$66.83    |
|                                                                                                                                                                         | 12/01/2024     | \$40.11              | \$9.65  | \$18.40 | \$0.00                       | \$68.16    |
|                                                                                                                                                                         | 06/01/2025     | \$41.50              | \$9.65  | \$18.40 | \$0.00                       | \$69.55    |
|                                                                                                                                                                         | 12/01/2025     | \$42.88              | \$9.65  | \$18.40 | \$0.00                       | \$70.93    |
|                                                                                                                                                                         | 06/01/2026     | \$44.32              | \$9.65  | \$18.40 | \$0.00                       | \$72.37    |
|                                                                                                                                                                         | 12/01/2026     | \$45.76              | \$9.65  | \$18.40 | \$0.00                       | \$73.81    |
|                                                                                                                                                                         | 06/01/2027     | \$47.21              | \$9.65  | \$18.40 | \$0.00                       | \$75.26    |
|                                                                                                                                                                         | 12/01/2027     | \$48.66              | \$9.65  | \$18.40 | \$0.00                       | \$76.71    |
|                                                                                                                                                                         | 06/01/2028     | \$50.16              | \$9.65  | \$18.40 | \$0.00                       | \$78.21    |
|                                                                                                                                                                         | 12/01/2028     | \$51.66              | \$9.65  | \$18.40 | \$0.00                       | \$79.71    |
| For apprentice rates see "Apprentice- LABORER"                                                                                                                          |                |                      |         |         |                              |            |
| OILER (OTHER THAN TRUCK CRANES,GRADALLS)                                                                                                                                |                |                      |         |         |                              |            |
| OPERATING ENGINEERS LOCAL 4                                                                                                                                             |                |                      |         |         |                              |            |
|                                                                                                                                                                         | 06/01/2024     | \$24.71              | \$15.30 | \$16.40 | \$0.00                       | \$56.41    |
|                                                                                                                                                                         | 12/01/2024     | \$25.37              | \$15.30 | \$16.40 | \$0.00                       | \$57.07    |
|                                                                                                                                                                         | 06/01/2025     | \$25.97              | \$15.30 | \$16.40 | \$0.00                       | \$57.67    |
|                                                                                                                                                                         | 12/01/2025     | \$26.63              | \$15.30 | \$16.40 | \$0.00                       | \$58.33    |
|                                                                                                                                                                         | 06/01/2026     | \$27.22              | \$15.30 | \$16.40 | \$0.00                       | \$58.92    |
|                                                                                                                                                                         | 12/01/2026     | \$27.89              | \$15.30 | \$16.40 | \$0.00                       | \$59.59    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                                                                                                              |                |                      |         |         |                              |            |
| OILER (TRUCK CRANES, GRADALLS)                                                                                                                                          |                |                      |         |         |                              |            |
| OPERATING ENGINEERS LOCAL 4                                                                                                                                             |                |                      |         |         |                              |            |
|                                                                                                                                                                         | 06/01/2024     | \$30.28              | \$15.30 | \$16.40 | \$0.00                       | \$61.98    |
|                                                                                                                                                                         | 12/01/2024     | \$31.08              | \$15.30 | \$16.40 | \$0.00                       | \$62.78    |
|                                                                                                                                                                         | 06/01/2025     | \$31.80              | \$15.30 | \$16.40 | \$0.00                       | \$63.50    |
|                                                                                                                                                                         | 12/01/2025     | \$32.60              | \$15.30 | \$16.40 | \$0.00                       | \$64.30    |
|                                                                                                                                                                         | 06/01/2026     | \$33.32              | \$15.30 | \$16.40 | \$0.00                       | \$65.02    |
|                                                                                                                                                                         | 12/01/2026     | \$34.12              | \$15.30 | \$16.40 | \$0.00                       | \$65.82    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                                                                                                              |                |                      |         |         |                              |            |



| Classification                                                                | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|-------------------------------------------------------------------------------|----------------|-----------|---------|---------|------------------------------|------------|
| OTHER POWER DRIVEN EQUIPMENT - CLASS II<br><i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2024     | \$55.41   | \$15.30 | \$16.40 | \$0.00                       | \$87.11    |
|                                                                               | 12/01/2024     | \$56.85   | \$15.30 | \$16.40 | \$0.00                       | \$88.55    |
|                                                                               | 06/01/2025     | \$58.13   | \$15.30 | \$16.40 | \$0.00                       | \$89.83    |
|                                                                               | 12/01/2025     | \$59.57   | \$15.30 | \$16.40 | \$0.00                       | \$91.27    |
|                                                                               | 06/01/2026     | \$60.85   | \$15.30 | \$16.40 | \$0.00                       | \$92.55    |
|                                                                               | 12/01/2026     | \$62.29   | \$15.30 | \$16.40 | \$0.00                       | \$93.99    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                    |                |           |         |         |                              |            |
| PAINTER (BRIDGES/TANKS)<br><i>PAINTERS LOCAL 35 - ZONE 2</i>                  | 07/01/2024     | \$57.26   | \$9.95  | \$23.95 | \$0.00                       | \$91.16    |
|                                                                               | 01/01/2025     | \$58.46   | \$9.95  | \$23.95 | \$0.00                       | \$92.36    |

**Apprentice - PAINTER Local 35 - BRIDGES/TANKS**

**Effective Date - 07/01/2024**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 50      | \$28.63              | \$9.95 | \$0.00  | \$0.00                       | \$38.58    |
| 2    | 55      | \$31.49              | \$9.95 | \$6.66  | \$0.00                       | \$48.10    |
| 3    | 60      | \$34.36              | \$9.95 | \$7.26  | \$0.00                       | \$51.57    |
| 4    | 65      | \$37.22              | \$9.95 | \$7.87  | \$0.00                       | \$55.04    |
| 5    | 70      | \$40.08              | \$9.95 | \$20.32 | \$0.00                       | \$70.35    |
| 6    | 75      | \$42.95              | \$9.95 | \$20.93 | \$0.00                       | \$73.83    |
| 7    | 80      | \$45.81              | \$9.95 | \$21.53 | \$0.00                       | \$77.29    |
| 8    | 90      | \$51.53              | \$9.95 | \$22.74 | \$0.00                       | \$84.22    |

**Effective Date - 01/01/2025**

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

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

|                                                                                                                                     |            |         |        |         |        |         |
|-------------------------------------------------------------------------------------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, NEW) *                                                                                                 | 07/01/2024 | \$48.16 | \$9.95 | \$23.95 | \$0.00 | \$82.06 |
| * If 30% or more of surfaces to be painted are new construction,<br>NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i> | 01/01/2025 | \$49.36 | \$9.95 | \$23.95 | \$0.00 | \$83.26 |

| Classification                                               |         |                      | Effective Date | Base Wage | Health  | Pension                      | Supplemental<br>Unemployment | Total Rate |
|--------------------------------------------------------------|---------|----------------------|----------------|-----------|---------|------------------------------|------------------------------|------------|
| Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New |         |                      |                |           |         |                              |                              |            |
| Effective Date - 07/01/2024                                  |         |                      |                |           |         |                              |                              |            |
| Step                                                         | percent | Apprentice Base Wage |                | Health    | Pension | Supplemental<br>Unemployment | Total Rate                   |            |
| 1                                                            | 50      | \$24.08              |                | \$9.95    | \$0.00  | \$0.00                       | \$34.03                      |            |
| 2                                                            | 55      | \$26.49              |                | \$9.95    | \$6.66  | \$0.00                       | \$43.10                      |            |
| 3                                                            | 60      | \$28.90              |                | \$9.95    | \$7.26  | \$0.00                       | \$46.11                      |            |
| 4                                                            | 65      | \$31.30              |                | \$9.95    | \$7.87  | \$0.00                       | \$49.12                      |            |
| 5                                                            | 70      | \$33.71              |                | \$9.95    | \$20.32 | \$0.00                       | \$63.98                      |            |
| 6                                                            | 75      | \$36.12              |                | \$9.95    | \$20.93 | \$0.00                       | \$67.00                      |            |
| 7                                                            | 80      | \$38.53              |                | \$9.95    | \$21.53 | \$0.00                       | \$70.01                      |            |
| 8                                                            | 90      | \$43.34              |                | \$9.95    | \$22.74 | \$0.00                       | \$76.03                      |            |
| Effective Date - 01/01/2025                                  |         |                      |                |           |         |                              |                              |            |
| Step                                                         | percent | Apprentice Base Wage |                | Health    | Pension | Supplemental<br>Unemployment | Total Rate                   |            |
| 1                                                            | 50      | \$24.68              |                | \$9.95    | \$0.00  | \$0.00                       | \$34.63                      |            |
| 2                                                            | 55      | \$27.15              |                | \$9.95    | \$6.66  | \$0.00                       | \$43.76                      |            |
| 3                                                            | 60      | \$29.62              |                | \$9.95    | \$7.26  | \$0.00                       | \$46.83                      |            |
| 4                                                            | 65      | \$32.08              |                | \$9.95    | \$7.87  | \$0.00                       | \$49.90                      |            |
| 5                                                            | 70      | \$34.55              |                | \$9.95    | \$20.32 | \$0.00                       | \$64.82                      |            |
| 6                                                            | 75      | \$37.02              |                | \$9.95    | \$20.93 | \$0.00                       | \$67.90                      |            |
| 7                                                            | 80      | \$39.49              |                | \$9.95    | \$21.53 | \$0.00                       | \$70.97                      |            |
| 8                                                            | 90      | \$44.42              |                | \$9.95    | \$22.74 | \$0.00                       | \$77.11                      |            |
| Notes:                                                       |         |                      |                |           |         |                              |                              |            |
| Steps are 750 hrs.                                           |         |                      |                |           |         |                              |                              |            |
| Apprentice to Journeyworker Ratio:1:1                        |         |                      |                |           |         |                              |                              |            |
| PAINTER (SPRAY OR SANDBLAST, REPAINT)                        |         |                      | 07/01/2024     | \$46.22   | \$9.95  | \$23.95                      | \$0.00                       | \$80.12    |
| PAINTERS LOCAL 35 - ZONE 2                                   |         |                      | 01/01/2025     | \$47.42   | \$9.95  | \$23.95                      | \$0.00                       | \$81.32    |

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 50      | \$23.11              | \$9.95 | \$0.00  | \$0.00                       | \$33.06    |
| 2    | 55      | \$25.42              | \$9.95 | \$6.66  | \$0.00                       | \$42.03    |
| 3    | 60      | \$27.73              | \$9.95 | \$7.26  | \$0.00                       | \$44.94    |
| 4    | 65      | \$30.04              | \$9.95 | \$7.87  | \$0.00                       | \$47.86    |
| 5    | 70      | \$32.35              | \$9.95 | \$20.32 | \$0.00                       | \$62.62    |
| 6    | 75      | \$34.67              | \$9.95 | \$20.93 | \$0.00                       | \$65.55    |
| 7    | 80      | \$36.98              | \$9.95 | \$21.53 | \$0.00                       | \$68.46    |
| 8    | 90      | \$41.60              | \$9.95 | \$22.74 | \$0.00                       | \$74.29    |

Effective Date - 01/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 50      | \$23.71              | \$9.95 | \$0.00  | \$0.00                       | \$33.66    |
| 2    | 55      | \$26.08              | \$9.95 | \$6.66  | \$0.00                       | \$42.69    |
| 3    | 60      | \$28.45              | \$9.95 | \$7.26  | \$0.00                       | \$45.66    |
| 4    | 65      | \$30.82              | \$9.95 | \$7.87  | \$0.00                       | \$48.64    |
| 5    | 70      | \$33.19              | \$9.95 | \$20.32 | \$0.00                       | \$63.46    |
| 6    | 75      | \$35.57              | \$9.95 | \$20.93 | \$0.00                       | \$66.45    |
| 7    | 80      | \$37.94              | \$9.95 | \$21.53 | \$0.00                       | \$69.42    |
| 8    | 90      | \$42.68              | \$9.95 | \$22.74 | \$0.00                       | \$75.37    |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

|                                                                                                                             |            |         |        |         |        |         |
|-----------------------------------------------------------------------------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, NEW) *                                                                                              | 07/01/2024 | \$46.76 | \$9.95 | \$23.95 | \$0.00 | \$80.66 |
| * If 30% or more of surfaces to be painted are new construction,<br>NEW paint rate shall be used.PAINTERS LOCAL 35 - ZONE 2 | 01/01/2025 | \$47.96 | \$9.95 | \$23.95 | \$0.00 | \$81.86 |

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 50      | \$23.38              | \$9.95 | \$0.00  | \$0.00                       | \$33.33    |
| 2    | 55      | \$25.72              | \$9.95 | \$6.66  | \$0.00                       | \$42.33    |
| 3    | 60      | \$28.06              | \$9.95 | \$7.26  | \$0.00                       | \$45.27    |
| 4    | 65      | \$30.39              | \$9.95 | \$7.87  | \$0.00                       | \$48.21    |
| 5    | 70      | \$32.73              | \$9.95 | \$20.32 | \$0.00                       | \$63.00    |
| 6    | 75      | \$35.07              | \$9.95 | \$20.93 | \$0.00                       | \$65.95    |
| 7    | 80      | \$37.41              | \$9.95 | \$21.53 | \$0.00                       | \$68.89    |
| 8    | 90      | \$42.08              | \$9.95 | \$22.74 | \$0.00                       | \$74.77    |

Effective Date - 01/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 50      | \$23.98              | \$9.95 | \$0.00  | \$0.00                       | \$33.93    |
| 2    | 55      | \$26.38              | \$9.95 | \$6.66  | \$0.00                       | \$42.99    |
| 3    | 60      | \$28.78              | \$9.95 | \$7.26  | \$0.00                       | \$45.99    |
| 4    | 65      | \$31.17              | \$9.95 | \$7.87  | \$0.00                       | \$48.99    |
| 5    | 70      | \$33.57              | \$9.95 | \$20.32 | \$0.00                       | \$63.84    |
| 6    | 75      | \$35.97              | \$9.95 | \$20.93 | \$0.00                       | \$66.85    |
| 7    | 80      | \$38.37              | \$9.95 | \$21.53 | \$0.00                       | \$69.85    |
| 8    | 90      | \$43.16              | \$9.95 | \$22.74 | \$0.00                       | \$75.85    |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

|                                  |            |         |        |         |        |         |
|----------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, REPAINT) | 07/01/2024 | \$44.82 | \$9.95 | \$23.95 | \$0.00 | \$78.72 |
| PAINTERS LOCAL 35 - ZONE 2       | 01/01/2025 | \$46.02 | \$9.95 | \$23.95 | \$0.00 | \$79.92 |

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 50      | \$22.41              | \$9.95 | \$0.00  | \$0.00                       | \$32.36    |
| 2    | 55      | \$24.65              | \$9.95 | \$6.66  | \$0.00                       | \$41.26    |
| 3    | 60      | \$26.89              | \$9.95 | \$7.26  | \$0.00                       | \$44.10    |
| 4    | 65      | \$29.13              | \$9.95 | \$7.87  | \$0.00                       | \$46.95    |
| 5    | 70      | \$31.37              | \$9.95 | \$20.32 | \$0.00                       | \$61.64    |
| 6    | 75      | \$33.62              | \$9.95 | \$20.93 | \$0.00                       | \$64.50    |
| 7    | 80      | \$35.86              | \$9.95 | \$21.53 | \$0.00                       | \$67.34    |
| 8    | 90      | \$40.34              | \$9.95 | \$22.74 | \$0.00                       | \$73.03    |

Effective Date - 01/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 50      | \$23.01              | \$9.95 | \$0.00  | \$0.00                       | \$32.96    |
| 2    | 55      | \$25.31              | \$9.95 | \$6.66  | \$0.00                       | \$41.92    |
| 3    | 60      | \$27.61              | \$9.95 | \$7.26  | \$0.00                       | \$44.82    |
| 4    | 65      | \$29.91              | \$9.95 | \$7.87  | \$0.00                       | \$47.73    |
| 5    | 70      | \$32.21              | \$9.95 | \$20.32 | \$0.00                       | \$62.48    |
| 6    | 75      | \$34.52              | \$9.95 | \$20.93 | \$0.00                       | \$65.40    |
| 7    | 80      | \$36.82              | \$9.95 | \$21.53 | \$0.00                       | \$68.30    |
| 8    | 90      | \$41.42              | \$9.95 | \$22.74 | \$0.00                       | \$74.11    |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

|                                                                                 |            |         |         |         |        |         |
|---------------------------------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)<br>LABORERS - ZONE 2 (HEAVY & HIGHWAY) | 06/01/2024 | \$38.53 | \$9.65  | \$17.80 | \$0.00 | \$65.98 |
|                                                                                 | 12/01/2024 | \$39.86 | \$9.65  | \$17.80 | \$0.00 | \$67.31 |
|                                                                                 | 06/01/2025 | \$41.25 | \$9.65  | \$17.80 | \$0.00 | \$68.70 |
|                                                                                 | 12/01/2025 | \$42.63 | \$9.65  | \$17.80 | \$0.00 | \$70.08 |
|                                                                                 | 06/01/2026 | \$44.07 | \$9.65  | \$17.80 | \$0.00 | \$71.52 |
|                                                                                 | 12/01/2026 | \$45.51 | \$9.65  | \$17.80 | \$0.00 | \$72.96 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)               |            |         |         |         |        |         |
| PANEL & PICKUP TRUCKS DRIVER<br>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B           | 06/01/2024 | \$39.78 | \$15.07 | \$18.67 | \$0.00 | \$73.52 |
|                                                                                 | 12/01/2024 | \$39.78 | \$15.07 | \$20.17 | \$0.00 | \$75.02 |
|                                                                                 | 01/01/2025 | \$39.78 | \$15.57 | \$20.17 | \$0.00 | \$75.52 |
|                                                                                 | 06/01/2025 | \$40.78 | \$15.57 | \$20.17 | \$0.00 | \$76.52 |
|                                                                                 | 12/01/2025 | \$40.78 | \$15.57 | \$21.78 | \$0.00 | \$78.13 |
|                                                                                 | 01/01/2026 | \$40.78 | \$16.17 | \$21.78 | \$0.00 | \$78.73 |
|                                                                                 | 06/01/2026 | \$41.78 | \$16.17 | \$21.78 | \$0.00 | \$79.73 |
|                                                                                 | 12/01/2026 | \$41.78 | \$16.17 | \$23.52 | \$0.00 | \$81.47 |
|                                                                                 | 01/01/2027 | \$41.78 | \$16.77 | \$23.52 | \$0.00 | \$82.07 |

| Classification                                                                                                                                  | Effective Date | Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|-------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-----------|--------|---------|------------------------------|------------|
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)<br><i>PILE DRIVER LOCAL 56 (ZONE 2)</i><br>For apprentice rates see "Apprentice- PILE DRIVER" | 08/01/2020     | \$46.11   | \$9.40 | \$23.12 | \$0.00                       | \$78.63    |
| PILE DRIVER<br><i>PILE DRIVER LOCAL 56 (ZONE 2)</i>                                                                                             | 08/01/2020     | \$46.11   | \$9.40 | \$23.12 | \$0.00                       | \$78.63    |

**Apprentice - PILE DRIVER - Local 56 Zone 2**

**Effective Date -** 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1    | 0       | \$0.00               | \$0.00 | \$0.00  | \$0.00                       | \$0.00     |

**Notes:** Apprentice wages shall be no less than the following Steps;

(Same as set in Zone 1)

1\$57.06/2\$61.96/3\$66.87/4\$69.32/5\$71.78/6\$71.78/7\$76.68/8\$76.68

**Apprentice to Journeyworker Ratio:1:5**

|                                       |            |         |        |         |        |         |
|---------------------------------------|------------|---------|--------|---------|--------|---------|
| PIPELAYER<br><i>LABORERS - ZONE 2</i> | 06/01/2024 | \$38.78 | \$9.65 | \$18.40 | \$0.00 | \$66.83 |
|                                       | 12/01/2024 | \$40.11 | \$9.65 | \$18.40 | \$0.00 | \$68.16 |
|                                       | 06/01/2025 | \$41.50 | \$9.65 | \$18.40 | \$0.00 | \$69.55 |
|                                       | 12/01/2025 | \$42.88 | \$9.65 | \$18.40 | \$0.00 | \$70.93 |
|                                       | 06/01/2026 | \$44.32 | \$9.65 | \$18.40 | \$0.00 | \$72.37 |
|                                       | 12/01/2026 | \$45.76 | \$9.65 | \$18.40 | \$0.00 | \$73.81 |
|                                       | 06/01/2027 | \$47.21 | \$9.65 | \$18.40 | \$0.00 | \$75.26 |
|                                       | 12/01/2027 | \$48.66 | \$9.65 | \$18.40 | \$0.00 | \$76.71 |
|                                       | 06/01/2028 | \$50.16 | \$9.65 | \$18.40 | \$0.00 | \$78.21 |
|                                       | 12/01/2028 | \$51.66 | \$9.65 | \$18.40 | \$0.00 | \$79.71 |

For apprentice rates see "Apprentice- LABORER"

|                                                                               |            |         |        |         |        |         |
|-------------------------------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| PIPELAYER (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i> | 06/01/2024 | \$38.78 | \$9.65 | \$17.80 | \$0.00 | \$66.23 |
|                                                                               | 12/01/2024 | \$40.11 | \$9.65 | \$17.80 | \$0.00 | \$67.56 |
|                                                                               | 06/01/2025 | \$41.50 | \$9.65 | \$17.80 | \$0.00 | \$68.95 |
|                                                                               | 12/01/2025 | \$42.88 | \$9.65 | \$17.80 | \$0.00 | \$70.33 |
|                                                                               | 06/01/2026 | \$44.32 | \$9.65 | \$17.80 | \$0.00 | \$71.77 |
|                                                                               | 12/01/2026 | \$45.76 | \$9.65 | \$17.80 | \$0.00 | \$73.21 |

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

|                                                 |            |         |        |         |        |         |
|-------------------------------------------------|------------|---------|--------|---------|--------|---------|
| PLUMBER & PIPEFITTER<br><i>PLUMBERS LOCAL 4</i> | 03/01/2024 | \$53.95 | \$9.90 | \$17.42 | \$0.00 | \$81.27 |
|                                                 | 09/01/2024 | \$55.35 | \$9.90 | \$17.42 | \$0.00 | \$82.67 |
|                                                 | 03/01/2025 | \$56.75 | \$9.90 | \$17.42 | \$0.00 | \$84.07 |
|                                                 | 09/01/2025 | \$58.15 | \$9.90 | \$17.42 | \$0.00 | \$85.47 |
|                                                 | 03/01/2026 | \$59.55 | \$9.90 | \$17.42 | \$0.00 | \$86.87 |

| Classification                                                                                                                   |         | Effective Date       | Base Wage  | Health  | Pension                      | Supplemental<br>Unemployment | Total Rate |         |
|----------------------------------------------------------------------------------------------------------------------------------|---------|----------------------|------------|---------|------------------------------|------------------------------|------------|---------|
| <b>Apprentice - PLUMBER/PIPEFITTER - Local 4</b>                                                                                 |         |                      |            |         |                              |                              |            |         |
| <b>Effective Date - 03/01/2024</b>                                                                                               |         |                      |            |         |                              |                              |            |         |
| Step                                                                                                                             | percent | Apprentice Base Wage | Health     | Pension | Supplemental<br>Unemployment | Total Rate                   |            |         |
| 1                                                                                                                                | 40      | \$21.58              | \$9.90     | \$0.00  | \$0.00                       | \$31.48                      |            |         |
| 2                                                                                                                                | 50      | \$26.98              | \$9.90     | \$0.00  | \$0.00                       | \$36.88                      |            |         |
| 3                                                                                                                                | 60      | \$32.37              | \$9.90     | \$0.00  | \$0.00                       | \$42.27                      |            |         |
| 4                                                                                                                                | 70      | \$37.77              | \$9.90     | \$7.71  | \$0.00                       | \$55.38                      |            |         |
| 5                                                                                                                                | 80      | \$43.16              | \$9.90     | \$7.71  | \$0.00                       | \$60.77                      |            |         |
| <b>Effective Date - 09/01/2024</b>                                                                                               |         |                      |            |         |                              |                              |            |         |
| Step                                                                                                                             | percent | Apprentice Base Wage | Health     | Pension | Supplemental<br>Unemployment | Total Rate                   |            |         |
| 1                                                                                                                                | 40      | \$22.14              | \$9.90     | \$0.00  | \$0.00                       | \$32.04                      |            |         |
| 2                                                                                                                                | 50      | \$27.68              | \$9.90     | \$0.00  | \$0.00                       | \$37.58                      |            |         |
| 3                                                                                                                                | 60      | \$33.21              | \$9.90     | \$0.00  | \$0.00                       | \$43.11                      |            |         |
| 4                                                                                                                                | 70      | \$38.75              | \$9.90     | \$7.71  | \$0.00                       | \$56.36                      |            |         |
| 5                                                                                                                                | 80      | \$44.28              | \$9.90     | \$7.71  | \$0.00                       | \$61.89                      |            |         |
| <div><b>Notes:</b><br/>Steps - 2000 hrs; Step 4 w/lic 75%, Step 5 w/lic 85%<br/>Step 4 w/lic \$52.59, Step 5 w/lic \$57.44</div> |         |                      |            |         |                              |                              |            |         |
| <b>Apprentice to Journeyworker Ratio:1:3</b>                                                                                     |         |                      |            |         |                              |                              |            |         |
| PNEUMATIC CONTROLS (TEMP.)                                                                                                       |         |                      | 03/01/2024 | \$53.95 | \$9.90                       | \$17.42                      | \$0.00     | \$81.27 |
| PLUMBERS LOCAL 4                                                                                                                 |         |                      | 09/01/2024 | \$55.35 | \$9.90                       | \$17.42                      | \$0.00     | \$82.67 |
|                                                                                                                                  |         |                      | 03/01/2025 | \$56.75 | \$9.90                       | \$17.42                      | \$0.00     | \$84.07 |
|                                                                                                                                  |         |                      | 09/01/2025 | \$58.15 | \$9.90                       | \$17.42                      | \$0.00     | \$85.47 |
|                                                                                                                                  |         |                      | 03/01/2026 | \$59.55 | \$9.90                       | \$17.42                      | \$0.00     | \$86.87 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"                                                        |         |                      |            |         |                              |                              |            |         |
| PNEUMATIC DRILL/TOOL OPERATOR                                                                                                    |         |                      | 06/01/2024 | \$39.28 | \$9.65                       | \$18.40                      | \$0.00     | \$67.33 |
| LABORERS - ZONE 2                                                                                                                |         |                      | 12/01/2024 | \$40.61 | \$9.65                       | \$18.40                      | \$0.00     | \$68.66 |
|                                                                                                                                  |         |                      | 06/01/2025 | \$42.00 | \$9.65                       | \$18.40                      | \$0.00     | \$70.05 |
|                                                                                                                                  |         |                      | 12/01/2025 | \$43.38 | \$9.65                       | \$18.40                      | \$0.00     | \$71.43 |
|                                                                                                                                  |         |                      | 06/01/2026 | \$44.82 | \$9.65                       | \$18.40                      | \$0.00     | \$72.87 |
|                                                                                                                                  |         |                      | 12/01/2026 | \$46.26 | \$9.65                       | \$18.40                      | \$0.00     | \$74.31 |
|                                                                                                                                  |         |                      | 06/01/2027 | \$47.71 | \$9.65                       | \$18.40                      | \$0.00     | \$75.76 |
|                                                                                                                                  |         |                      | 12/01/2027 | \$49.16 | \$9.65                       | \$18.40                      | \$0.00     | \$77.21 |
|                                                                                                                                  |         |                      | 06/01/2028 | \$50.66 | \$9.65                       | \$18.40                      | \$0.00     | \$78.71 |
|                                                                                                                                  |         |                      | 12/01/2028 | \$52.16 | \$9.65                       | \$18.40                      | \$0.00     | \$80.21 |
| For apprentice rates see "Apprentice- LABORER"                                                                                   |         |                      |            |         |                              |                              |            |         |
| PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)                                                                                  |         |                      | 06/01/2024 | \$38.78 | \$9.65                       | \$17.80                      | \$0.00     | \$66.23 |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)                                                                                              |         |                      | 12/01/2024 | \$40.11 | \$9.65                       | \$17.80                      | \$0.00     | \$67.56 |
|                                                                                                                                  |         |                      | 06/01/2025 | \$41.50 | \$9.65                       | \$17.80                      | \$0.00     | \$68.95 |
|                                                                                                                                  |         |                      | 12/01/2025 | \$42.88 | \$9.65                       | \$17.80                      | \$0.00     | \$70.33 |
|                                                                                                                                  |         |                      | 06/01/2026 | \$44.32 | \$9.65                       | \$17.80                      | \$0.00     | \$71.77 |
|                                                                                                                                  |         |                      | 12/01/2026 | \$45.76 | \$9.65                       | \$17.80                      | \$0.00     | \$73.21 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"                                                               |         |                      |            |         |                              |                              |            |         |

| Classification                                                                          | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|-----------------------------------------------------------------------------------------|----------------|-----------|---------|---------|------------------------------|------------|
| POWDERMAN & BLASTER<br><i>LABORERS - ZONE 2</i>                                         | 06/01/2024     | \$39.53   | \$9.65  | \$18.40 | \$0.00                       | \$67.58    |
|                                                                                         | 12/01/2024     | \$40.86   | \$9.65  | \$18.40 | \$0.00                       | \$68.91    |
|                                                                                         | 06/01/2025     | \$42.25   | \$9.65  | \$18.40 | \$0.00                       | \$70.30    |
|                                                                                         | 12/01/2025     | \$43.63   | \$9.65  | \$18.40 | \$0.00                       | \$71.68    |
|                                                                                         | 06/01/2026     | \$45.07   | \$9.65  | \$18.40 | \$0.00                       | \$73.12    |
|                                                                                         | 12/01/2026     | \$46.51   | \$9.65  | \$18.40 | \$0.00                       | \$74.56    |
|                                                                                         | 06/01/2027     | \$47.96   | \$9.65  | \$18.40 | \$0.00                       | \$76.01    |
|                                                                                         | 12/01/2027     | \$49.41   | \$9.65  | \$18.40 | \$0.00                       | \$77.46    |
|                                                                                         | 06/01/2028     | \$50.91   | \$9.65  | \$18.40 | \$0.00                       | \$78.96    |
|                                                                                         | 12/01/2028     | \$52.41   | \$9.65  | \$18.40 | \$0.00                       | \$80.46    |
| For apprentice rates see "Apprentice- LABORER"                                          |                |           |         |         |                              |            |
| POWDERMAN & BLASTER (HEAVY & HIGHWAY)<br><i>LABORERS - ZONE 2 (HEAVY &amp; HIGHWAY)</i> | 06/01/2024     | \$39.53   | \$9.40  | \$17.55 | \$0.00                       | \$66.48    |
|                                                                                         | 12/01/2024     | \$40.86   | \$9.40  | \$17.55 | \$0.00                       | \$67.81    |
|                                                                                         | 06/01/2025     | \$42.25   | \$9.40  | \$17.55 | \$0.00                       | \$69.20    |
|                                                                                         | 12/01/2025     | \$43.63   | \$9.40  | \$17.55 | \$0.00                       | \$70.58    |
|                                                                                         | 06/01/2026     | \$45.07   | \$9.40  | \$17.55 | \$0.00                       | \$72.02    |
|                                                                                         | 12/01/2026     | \$46.51   | \$9.40  | \$17.55 | \$0.00                       | \$73.46    |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"                      |                |           |         |         |                              |            |
| POWER SHOVEL/DERRICK/TRENCHING MACHINE<br><i>OPERATING ENGINEERS LOCAL 4</i>            | 06/01/2024     | \$56.03   | \$15.30 | \$16.40 | \$0.00                       | \$87.73    |
|                                                                                         | 12/01/2024     | \$57.48   | \$15.30 | \$16.40 | \$0.00                       | \$89.18    |
|                                                                                         | 06/01/2025     | \$58.78   | \$15.30 | \$16.40 | \$0.00                       | \$90.48    |
|                                                                                         | 12/01/2025     | \$60.23   | \$15.30 | \$16.40 | \$0.00                       | \$91.93    |
|                                                                                         | 06/01/2026     | \$61.53   | \$15.30 | \$16.40 | \$0.00                       | \$93.23    |
|                                                                                         | 12/01/2026     | \$62.98   | \$15.30 | \$16.40 | \$0.00                       | \$94.68    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                              |                |           |         |         |                              |            |
| PUMP OPERATOR (CONCRETE)<br><i>OPERATING ENGINEERS LOCAL 4</i>                          | 06/01/2024     | \$55.41   | \$15.30 | \$16.40 | \$0.00                       | \$87.11    |
|                                                                                         | 12/01/2024     | \$56.85   | \$15.30 | \$16.40 | \$0.00                       | \$88.55    |
|                                                                                         | 06/01/2025     | \$58.13   | \$15.30 | \$16.40 | \$0.00                       | \$89.83    |
|                                                                                         | 12/01/2025     | \$59.57   | \$15.30 | \$16.40 | \$0.00                       | \$91.27    |
|                                                                                         | 06/01/2026     | \$60.85   | \$15.30 | \$16.40 | \$0.00                       | \$92.55    |
|                                                                                         | 12/01/2026     | \$62.29   | \$15.30 | \$16.40 | \$0.00                       | \$93.99    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                              |                |           |         |         |                              |            |
| PUMP OPERATOR (DEWATERING, OTHER)<br><i>OPERATING ENGINEERS LOCAL 4</i>                 | 06/01/2024     | \$36.17   | \$15.30 | \$16.40 | \$0.00                       | \$67.87    |
|                                                                                         | 12/01/2024     | \$37.12   | \$15.30 | \$16.40 | \$0.00                       | \$68.82    |
|                                                                                         | 06/01/2025     | \$37.97   | \$15.30 | \$16.40 | \$0.00                       | \$69.67    |
|                                                                                         | 12/01/2025     | \$38.92   | \$15.30 | \$16.40 | \$0.00                       | \$70.62    |
|                                                                                         | 06/01/2026     | \$39.78   | \$15.30 | \$16.40 | \$0.00                       | \$71.48    |
|                                                                                         | 12/01/2026     | \$40.73   | \$15.30 | \$16.40 | \$0.00                       | \$72.43    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                              |                |           |         |         |                              |            |
| READY-MIX CONCRETE DRIVER<br><i>TEAMSTERS 170 - Dauphinais (Bellingham)</i>             | 01/01/2024     | \$27.00   | \$10.76 | \$5.45  | \$0.00                       | \$43.21    |
|                                                                                         | 12/01/2024     | \$27.60   | \$11.26 | \$6.15  | \$0.00                       | \$45.01    |
|                                                                                         | 01/01/2025     | \$27.60   | \$11.26 | \$6.15  | \$0.00                       | \$45.01    |



| Classification                                                                 | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|--------------------------------------------------------------------------------|----------------|-----------|---------|---------|------------------------------|------------|
| RECLAIMERS<br><i>OPERATING ENGINEERS LOCAL 4</i>                               | 06/01/2024     | \$55.41   | \$15.30 | \$16.40 | \$0.00                       | \$87.11    |
|                                                                                | 12/01/2024     | \$56.85   | \$15.30 | \$16.40 | \$0.00                       | \$88.55    |
|                                                                                | 06/01/2025     | \$58.13   | \$15.30 | \$16.40 | \$0.00                       | \$89.83    |
|                                                                                | 12/01/2025     | \$59.57   | \$15.30 | \$16.40 | \$0.00                       | \$91.27    |
|                                                                                | 06/01/2026     | \$60.85   | \$15.30 | \$16.40 | \$0.00                       | \$92.55    |
|                                                                                | 12/01/2026     | \$62.29   | \$15.30 | \$16.40 | \$0.00                       | \$93.99    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                     |                |           |         |         |                              |            |
| RIDE-ON MOTORIZED BUGGY OPERATOR<br><i>LABORERS - ZONE 2</i>                   | 06/01/2024     | \$38.78   | \$9.65  | \$18.40 | \$0.00                       | \$66.83    |
|                                                                                | 12/01/2024     | \$40.11   | \$9.65  | \$18.40 | \$0.00                       | \$68.16    |
|                                                                                | 06/01/2025     | \$41.50   | \$9.65  | \$18.40 | \$0.00                       | \$69.55    |
|                                                                                | 12/01/2025     | \$42.88   | \$9.65  | \$18.40 | \$0.00                       | \$70.93    |
|                                                                                | 06/01/2026     | \$44.32   | \$9.65  | \$18.40 | \$0.00                       | \$72.37    |
|                                                                                | 12/01/2026     | \$45.76   | \$9.65  | \$18.40 | \$0.00                       | \$73.81    |
|                                                                                | 06/01/2027     | \$47.21   | \$9.65  | \$18.40 | \$0.00                       | \$75.26    |
|                                                                                | 12/01/2027     | \$48.66   | \$9.65  | \$18.40 | \$0.00                       | \$76.71    |
|                                                                                | 06/01/2028     | \$50.16   | \$9.65  | \$18.40 | \$0.00                       | \$78.21    |
|                                                                                | 12/01/2028     | \$51.66   | \$9.65  | \$18.40 | \$0.00                       | \$79.71    |
| For apprentice rates see "Apprentice- LABORER"                                 |                |           |         |         |                              |            |
| ROLLER/SPREADER/MULCHING MACHINE<br><i>OPERATING ENGINEERS LOCAL 4</i>         | 06/01/2024     | \$55.41   | \$15.30 | \$16.40 | \$0.00                       | \$87.11    |
|                                                                                | 12/01/2024     | \$56.85   | \$15.30 | \$16.40 | \$0.00                       | \$88.55    |
|                                                                                | 06/01/2025     | \$58.13   | \$15.30 | \$16.40 | \$0.00                       | \$89.83    |
|                                                                                | 12/01/2025     | \$59.57   | \$15.30 | \$16.40 | \$0.00                       | \$91.27    |
|                                                                                | 06/01/2026     | \$60.85   | \$15.30 | \$16.40 | \$0.00                       | \$92.55    |
|                                                                                | 12/01/2026     | \$62.29   | \$15.30 | \$16.40 | \$0.00                       | \$93.99    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                     |                |           |         |         |                              |            |
| ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg)<br><i>ROOFERS LOCAL 33</i> | 08/01/2024     | \$51.53   | \$12.78 | \$21.45 | \$0.00                       | \$85.76    |
|                                                                                | 02/01/2025     | \$52.78   | \$12.78 | \$21.45 | \$0.00                       | \$87.01    |
|                                                                                | 08/01/2025     | \$54.28   | \$12.78 | \$21.45 | \$0.00                       | \$88.51    |
|                                                                                | 02/01/2026     | \$55.53   | \$12.78 | \$21.45 | \$0.00                       | \$89.76    |

| Classification                                                                                                                                                                   |         |                      | Effective Date | Base Wage | Health  | Pension                      | Supplemental<br>Unemployment | Total Rate |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|----------------------|----------------|-----------|---------|------------------------------|------------------------------|------------|
| Apprentice - ROOFER - Local 33                                                                                                                                                   |         |                      |                |           |         |                              |                              |            |
| Effective Date -                                                                                                                                                                 |         |                      | 08/01/2024     |           |         |                              |                              |            |
| Step                                                                                                                                                                             | percent | Apprentice Base Wage |                | Health    | Pension | Supplemental<br>Unemployment | Total Rate                   |            |
| 1                                                                                                                                                                                | 50      | \$25.77              |                | \$12.78   | \$6.21  | \$0.00                       | \$44.76                      |            |
| 2                                                                                                                                                                                | 60      | \$30.92              |                | \$12.78   | \$21.45 | \$0.00                       | \$65.15                      |            |
| 3                                                                                                                                                                                | 65      | \$33.49              |                | \$12.78   | \$21.45 | \$0.00                       | \$67.72                      |            |
| 4                                                                                                                                                                                | 75      | \$38.65              |                | \$12.78   | \$21.45 | \$0.00                       | \$72.88                      |            |
| 5                                                                                                                                                                                | 85      | \$43.80              |                | \$12.78   | \$21.45 | \$0.00                       | \$78.03                      |            |
| Effective Date -                                                                                                                                                                 |         |                      | 02/01/2025     |           |         |                              |                              |            |
| Step                                                                                                                                                                             | percent | Apprentice Base Wage |                | Health    | Pension | Supplemental<br>Unemployment | Total Rate                   |            |
| 1                                                                                                                                                                                | 50      | \$26.39              |                | \$12.78   | \$6.21  | \$0.00                       | \$45.38                      |            |
| 2                                                                                                                                                                                | 60      | \$31.67              |                | \$12.78   | \$21.45 | \$0.00                       | \$65.90                      |            |
| 3                                                                                                                                                                                | 65      | \$34.31              |                | \$12.78   | \$21.45 | \$0.00                       | \$68.54                      |            |
| 4                                                                                                                                                                                | 75      | \$39.59              |                | \$12.78   | \$21.45 | \$0.00                       | \$73.82                      |            |
| 5                                                                                                                                                                                | 85      | \$44.86              |                | \$12.78   | \$21.45 | \$0.00                       | \$79.09                      |            |
| <div>Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1<br/>Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.<br/>(Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)</div> |         |                      |                |           |         |                              |                              |            |
| Apprentice to Journeyworker Ratio:**                                                                                                                                             |         |                      |                |           |         |                              |                              |            |
| ROOFER SLATE / TILE / PRECAST CONCRETE                                                                                                                                           |         |                      | 08/01/2024     | \$51.78   | \$12.78 | \$21.45                      | \$0.00                       | \$86.01    |
| ROOFERS LOCAL 33                                                                                                                                                                 |         |                      | 02/01/2025     | \$53.03   | \$12.78 | \$21.45                      | \$0.00                       | \$87.26    |
|                                                                                                                                                                                  |         |                      | 08/01/2025     | \$54.53   | \$12.78 | \$21.45                      | \$0.00                       | \$88.76    |
|                                                                                                                                                                                  |         |                      | 02/01/2026     | \$55.78   | \$12.78 | \$21.45                      | \$0.00                       | \$90.01    |
| For apprentice rates see "Apprentice- ROOFER"                                                                                                                                    |         |                      |                |           |         |                              |                              |            |
| SHEETMETAL WORKER                                                                                                                                                                |         |                      | 07/01/2024     | \$40.98   | \$12.20 | \$18.74                      | \$2.13                       | \$74.05    |
| SHEETMETAL WORKERS LOCAL 63                                                                                                                                                      |         |                      | 01/01/2025     | \$42.23   | \$12.20 | \$18.74                      | \$2.13                       | \$75.30    |

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 45      | \$18.44              | \$5.49  | \$4.86  | \$0.85                       | \$29.64    |
| 2    | 50      | \$20.49              | \$6.10  | \$5.40  | \$0.94                       | \$32.93    |
| 3    | 55      | \$22.54              | \$6.71  | \$9.71  | \$1.15                       | \$40.11    |
| 4    | 60      | \$24.59              | \$7.32  | \$9.71  | \$1.23                       | \$42.85    |
| 5    | 65      | \$26.64              | \$7.93  | \$9.71  | \$1.31                       | \$45.59    |
| 6    | 70      | \$28.69              | \$8.54  | \$9.71  | \$1.39                       | \$48.33    |
| 7    | 75      | \$30.74              | \$9.15  | \$9.71  | \$1.47                       | \$51.07    |
| 8    | 80      | \$32.78              | \$9.76  | \$17.66 | \$1.78                       | \$61.98    |
| 9    | 85      | \$34.83              | \$10.37 | \$17.66 | \$1.86                       | \$64.72    |
| 10   | 90      | \$36.88              | \$10.98 | \$17.66 | \$1.94                       | \$67.46    |

Effective Date - 01/01/2025

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

Notes:

Apprentice to Journeyworker Ratio:1:3

|                                          |            |         |         |         |        |         |
|------------------------------------------|------------|---------|---------|---------|--------|---------|
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS | 06/01/2024 | \$40.24 | \$15.07 | \$18.67 | \$0.00 | \$73.98 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B    | 12/01/2024 | \$40.24 | \$15.07 | \$20.17 | \$0.00 | \$75.48 |
|                                          | 01/01/2025 | \$40.24 | \$15.57 | \$20.17 | \$0.00 | \$75.98 |
|                                          | 06/01/2025 | \$41.24 | \$15.57 | \$20.17 | \$0.00 | \$76.98 |
|                                          | 12/01/2025 | \$41.24 | \$15.57 | \$21.78 | \$0.00 | \$78.59 |
|                                          | 01/01/2026 | \$41.24 | \$16.17 | \$21.78 | \$0.00 | \$79.19 |
|                                          | 06/01/2026 | \$42.24 | \$16.17 | \$21.78 | \$0.00 | \$80.19 |
|                                          | 12/01/2026 | \$42.24 | \$16.17 | \$23.52 | \$0.00 | \$81.93 |
|                                          | 01/01/2027 | \$42.24 | \$16.77 | \$23.52 | \$0.00 | \$82.53 |

| Classification                                                                           | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------------------------------------------------------------------------------------------|----------------|-----------|---------|---------|------------------------------|------------|
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 06/01/2024     | \$40.53   | \$15.07 | \$18.67 | \$0.00                       | \$74.27    |
|                                                                                          | 12/01/2024     | \$40.53   | \$15.07 | \$20.17 | \$0.00                       | \$75.77    |
|                                                                                          | 01/01/2025     | \$40.53   | \$15.57 | \$20.17 | \$0.00                       | \$76.27    |
|                                                                                          | 06/01/2025     | \$41.53   | \$15.57 | \$20.17 | \$0.00                       | \$77.27    |
|                                                                                          | 12/01/2025     | \$41.53   | \$15.57 | \$21.78 | \$0.00                       | \$78.88    |
|                                                                                          | 01/01/2026     | \$41.53   | \$16.17 | \$21.78 | \$0.00                       | \$79.48    |
|                                                                                          | 06/01/2026     | \$42.53   | \$16.17 | \$21.78 | \$0.00                       | \$80.48    |
|                                                                                          | 12/01/2026     | \$42.53   | \$16.17 | \$23.52 | \$0.00                       | \$82.22    |
|                                                                                          | 01/01/2027     | \$42.53   | \$16.77 | \$23.52 | \$0.00                       | \$82.82    |
| SPRINKLER FITTER<br><i>SPRINKLER FITTERS LOCAL 669</i>                                   | 04/01/2023     | \$47.43   | \$11.45 | \$16.61 | \$0.00                       | \$75.49    |

**Apprentice - SPRINKLER FITTER - Local 669**

**Effective Date -** 04/01/2023

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

**Notes:**

**Apprentice to Journeyworker Ratio:1:1**

|                                                             |            |         |         |         |        |         |
|-------------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| STEAM BOILER OPERATOR<br><i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2024 | \$55.41 | \$15.30 | \$16.40 | \$0.00 | \$87.11 |
|                                                             | 12/01/2024 | \$56.85 | \$15.30 | \$16.40 | \$0.00 | \$88.55 |
|                                                             | 06/01/2025 | \$58.13 | \$15.30 | \$16.40 | \$0.00 | \$89.83 |
|                                                             | 12/01/2025 | \$59.57 | \$15.30 | \$16.40 | \$0.00 | \$91.27 |
|                                                             | 06/01/2026 | \$60.85 | \$15.30 | \$16.40 | \$0.00 | \$92.55 |
|                                                             | 12/01/2026 | \$62.29 | \$15.30 | \$16.40 | \$0.00 | \$93.99 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                                                                                |            |         |         |         |        |         |
|--------------------------------------------------------------------------------|------------|---------|---------|---------|--------|---------|
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN<br><i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2024 | \$55.41 | \$15.30 | \$16.40 | \$0.00 | \$87.11 |
|                                                                                | 12/01/2024 | \$56.85 | \$15.30 | \$16.40 | \$0.00 | \$88.55 |
|                                                                                | 06/01/2025 | \$58.13 | \$15.30 | \$16.40 | \$0.00 | \$89.83 |
|                                                                                | 12/01/2025 | \$59.57 | \$15.30 | \$16.40 | \$0.00 | \$91.27 |
|                                                                                | 06/01/2026 | \$60.85 | \$15.30 | \$16.40 | \$0.00 | \$92.55 |
|                                                                                | 12/01/2026 | \$62.29 | \$15.30 | \$16.40 | \$0.00 | \$93.99 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification                                                       | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|----------------------------------------------------------------------|----------------|-----------|---------|---------|------------------------------|------------|
| TERRAZZO FINISHERS<br><i>BRICKLAYERS LOCAL 3 - MARBLE &amp; TILE</i> | 08/01/2024     | \$63.44   | \$11.49 | \$23.59 | \$0.00                       | \$98.52    |
|                                                                      | 02/01/2025     | \$64.74   | \$11.49 | \$23.59 | \$0.00                       | \$99.82    |
|                                                                      | 08/01/2025     | \$66.89   | \$11.49 | \$23.59 | \$0.00                       | \$101.97   |
|                                                                      | 02/01/2026     | \$68.24   | \$11.49 | \$23.59 | \$0.00                       | \$103.32   |
|                                                                      | 08/01/2026     | \$70.44   | \$11.49 | \$23.59 | \$0.00                       | \$105.52   |
|                                                                      | 02/01/2027     | \$71.84   | \$11.49 | \$23.59 | \$0.00                       | \$106.92   |

**Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile**

**Effective Date -** 08/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 50      | \$31.72              | \$11.49 | \$23.59 | \$0.00                       | \$66.80    |
| 2    | 60      | \$38.06              | \$11.49 | \$23.59 | \$0.00                       | \$73.14    |
| 3    | 70      | \$44.41              | \$11.49 | \$23.59 | \$0.00                       | \$79.49    |
| 4    | 80      | \$50.75              | \$11.49 | \$23.59 | \$0.00                       | \$85.83    |
| 5    | 90      | \$57.10              | \$11.49 | \$23.59 | \$0.00                       | \$92.18    |

**Effective Date -** 02/01/2025

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 50      | \$32.37              | \$11.49 | \$23.59 | \$0.00                       | \$67.45    |
| 2    | 60      | \$38.84              | \$11.49 | \$23.59 | \$0.00                       | \$73.92    |
| 3    | 70      | \$45.32              | \$11.49 | \$23.59 | \$0.00                       | \$80.40    |
| 4    | 80      | \$51.79              | \$11.49 | \$23.59 | \$0.00                       | \$86.87    |
| 5    | 90      | \$58.27              | \$11.49 | \$23.59 | \$0.00                       | \$93.35    |

**Notes:**

**Apprentice to Journeyworker Ratio:1:3**

|                                                                |            |         |        |         |        |         |
|----------------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| TEST BORING DRILLER<br><i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2024 | \$49.81 | \$9.65 | \$18.22 | \$0.00 | \$77.68 |
|                                                                | 12/01/2024 | \$51.28 | \$9.65 | \$18.22 | \$0.00 | \$79.15 |
|                                                                | 06/01/2025 | \$52.78 | \$9.65 | \$18.22 | \$0.00 | \$80.65 |
|                                                                | 12/01/2025 | \$54.28 | \$9.65 | \$18.22 | \$0.00 | \$82.15 |
|                                                                | 06/01/2026 | \$55.83 | \$9.65 | \$18.22 | \$0.00 | \$83.70 |
|                                                                | 12/01/2026 | \$57.33 | \$9.65 | \$18.22 | \$0.00 | \$85.20 |

For apprentice rates see "Apprentice- LABORER"

|                                                                       |            |         |        |         |        |         |
|-----------------------------------------------------------------------|------------|---------|--------|---------|--------|---------|
| TEST BORING DRILLER HELPER<br><i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2024 | \$45.60 | \$9.65 | \$18.22 | \$0.00 | \$73.47 |
|                                                                       | 12/01/2024 | \$47.07 | \$9.65 | \$18.22 | \$0.00 | \$74.94 |
|                                                                       | 06/01/2025 | \$48.57 | \$9.65 | \$18.22 | \$0.00 | \$76.44 |
|                                                                       | 12/01/2025 | \$50.07 | \$9.65 | \$18.22 | \$0.00 | \$77.94 |
|                                                                       | 06/01/2026 | \$51.62 | \$9.65 | \$18.22 | \$0.00 | \$79.49 |
|                                                                       | 12/01/2026 | \$53.12 | \$9.65 | \$18.22 | \$0.00 | \$80.99 |

For apprentice rates see "Apprentice- LABORER"

| Classification                                                                      | Effective Date                                             | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|-------------------------------------------------------------------------------------|------------------------------------------------------------|-----------|---------|---------|------------------------------|------------|
| TEST BORING LABORER<br><i>LABORERS - FOUNDATION AND MARINE</i>                      | 06/01/2024                                                 | \$45.48   | \$9.65  | \$18.22 | \$0.00                       | \$73.35    |
|                                                                                     | 12/01/2024                                                 | \$46.95   | \$9.65  | \$18.22 | \$0.00                       | \$74.82    |
|                                                                                     | 06/01/2025                                                 | \$48.45   | \$9.65  | \$18.22 | \$0.00                       | \$76.32    |
|                                                                                     | 12/01/2025                                                 | \$49.95   | \$9.65  | \$18.22 | \$0.00                       | \$77.82    |
|                                                                                     | 06/01/2026                                                 | \$51.50   | \$9.65  | \$18.22 | \$0.00                       | \$79.37    |
|                                                                                     | 12/01/2026                                                 | \$53.00   | \$9.65  | \$18.22 | \$0.00                       | \$80.87    |
|                                                                                     | For apprentice rates see "Apprentice- LABORER"             |           |         |         |                              |            |
| TRACTORS/PORTABLE STEAM GENERATORS<br><i>OPERATING ENGINEERS LOCAL 4</i>            | 06/01/2024                                                 | \$55.41   | \$15.30 | \$16.40 | \$0.00                       | \$87.11    |
|                                                                                     | 12/01/2024                                                 | \$56.85   | \$15.30 | \$16.40 | \$0.00                       | \$88.55    |
|                                                                                     | 06/01/2025                                                 | \$58.13   | \$15.30 | \$16.40 | \$0.00                       | \$89.83    |
|                                                                                     | 12/01/2025                                                 | \$59.57   | \$15.30 | \$16.40 | \$0.00                       | \$91.27    |
|                                                                                     | 06/01/2026                                                 | \$60.85   | \$15.30 | \$16.40 | \$0.00                       | \$92.55    |
|                                                                                     | 12/01/2026                                                 | \$62.29   | \$15.30 | \$16.40 | \$0.00                       | \$93.99    |
|                                                                                     | For apprentice rates see "Apprentice- OPERATING ENGINEERS" |           |         |         |                              |            |
| TRAILERS FOR EARTH MOVING EQUIPMENT<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 06/01/2024                                                 | \$40.82   | \$15.07 | \$18.67 | \$0.00                       | \$74.56    |
|                                                                                     | 12/01/2024                                                 | \$40.82   | \$15.07 | \$20.17 | \$0.00                       | \$76.06    |
|                                                                                     | 01/01/2025                                                 | \$40.82   | \$15.57 | \$20.17 | \$0.00                       | \$76.56    |
|                                                                                     | 06/01/2025                                                 | \$41.82   | \$15.57 | \$20.17 | \$0.00                       | \$77.56    |
|                                                                                     | 12/01/2025                                                 | \$41.82   | \$15.57 | \$21.78 | \$0.00                       | \$79.17    |
|                                                                                     | 01/01/2026                                                 | \$41.82   | \$16.17 | \$21.78 | \$0.00                       | \$79.77    |
|                                                                                     | 06/01/2026                                                 | \$42.82   | \$16.17 | \$21.78 | \$0.00                       | \$80.77    |
|                                                                                     | 12/01/2026                                                 | \$42.82   | \$16.17 | \$23.52 | \$0.00                       | \$82.51    |
|                                                                                     | 01/01/2027                                                 | \$42.82   | \$16.77 | \$23.52 | \$0.00                       | \$83.11    |
| TUNNEL WORK - COMPRESSED AIR<br><i>LABORERS (COMPRESSED AIR)</i>                    | 06/01/2024                                                 | \$57.71   | \$9.65  | \$19.00 | \$0.00                       | \$86.36    |
|                                                                                     | 12/01/2024                                                 | \$59.18   | \$9.65  | \$19.00 | \$0.00                       | \$87.83    |
|                                                                                     | 06/01/2025                                                 | \$60.68   | \$9.65  | \$19.00 | \$0.00                       | \$89.33    |
|                                                                                     | 12/01/2025                                                 | \$62.18   | \$9.65  | \$19.00 | \$0.00                       | \$90.83    |
|                                                                                     | 06/01/2026                                                 | \$63.73   | \$9.65  | \$19.00 | \$0.00                       | \$92.38    |
|                                                                                     | 12/01/2026                                                 | \$65.23   | \$9.65  | \$19.00 | \$0.00                       | \$93.88    |
|                                                                                     | For apprentice rates see "Apprentice- LABORER"             |           |         |         |                              |            |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)<br><i>LABORERS (COMPRESSED AIR)</i>       | 06/01/2024                                                 | \$59.71   | \$9.65  | \$19.00 | \$0.00                       | \$88.36    |
|                                                                                     | 12/01/2024                                                 | \$61.18   | \$9.65  | \$19.00 | \$0.00                       | \$89.83    |
|                                                                                     | 06/01/2025                                                 | \$62.68   | \$9.65  | \$19.00 | \$0.00                       | \$91.33    |
|                                                                                     | 12/01/2025                                                 | \$64.18   | \$9.65  | \$19.00 | \$0.00                       | \$92.83    |
|                                                                                     | 06/01/2026                                                 | \$65.73   | \$9.65  | \$19.00 | \$0.00                       | \$94.38    |
|                                                                                     | 12/01/2026                                                 | \$67.23   | \$9.65  | \$19.00 | \$0.00                       | \$95.88    |
|                                                                                     | For apprentice rates see "Apprentice- LABORER"             |           |         |         |                              |            |
| TUNNEL WORK - FREE AIR<br><i>LABORERS (FREE AIR TUNNEL)</i>                         | 06/01/2024                                                 | \$49.78   | \$9.65  | \$19.00 | \$0.00                       | \$78.43    |
|                                                                                     | 12/01/2024                                                 | \$51.25   | \$9.65  | \$19.00 | \$0.00                       | \$79.90    |
|                                                                                     | 06/01/2025                                                 | \$52.75   | \$9.65  | \$19.00 | \$0.00                       | \$81.40    |
|                                                                                     | 12/01/2025                                                 | \$54.25   | \$9.65  | \$19.00 | \$0.00                       | \$82.90    |
|                                                                                     | 06/01/2026                                                 | \$55.80   | \$9.65  | \$19.00 | \$0.00                       | \$84.45    |
|                                                                                     | 12/01/2026                                                 | \$57.30   | \$9.65  | \$19.00 | \$0.00                       | \$85.95    |
|                                                                                     | For apprentice rates see "Apprentice- LABORER"             |           |         |         |                              |            |

| Classification                                                           | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|--------------------------------------------------------------------------|----------------|-----------|---------|---------|------------------------------|------------|
| TUNNEL WORK - FREE AIR (HAZ. WASTE)<br><i>LABORERS (FREE AIR TUNNEL)</i> | 06/01/2024     | \$51.78   | \$9.65  | \$19.00 | \$0.00                       | \$80.43    |
|                                                                          | 12/01/2024     | \$53.25   | \$9.65  | \$19.00 | \$0.00                       | \$81.90    |
|                                                                          | 06/01/2025     | \$54.75   | \$9.65  | \$19.00 | \$0.00                       | \$83.40    |
|                                                                          | 12/01/2025     | \$56.25   | \$9.65  | \$19.00 | \$0.00                       | \$84.90    |
|                                                                          | 06/01/2026     | \$57.80   | \$9.65  | \$19.00 | \$0.00                       | \$86.45    |
|                                                                          | 12/01/2026     | \$59.30   | \$9.65  | \$19.00 | \$0.00                       | \$87.95    |
| For apprentice rates see "Apprentice- LABORER"                           |                |           |         |         |                              |            |
| VAC-HAUL<br><i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>                 | 06/01/2024     | \$40.24   | \$15.07 | \$18.67 | \$0.00                       | \$73.98    |
|                                                                          | 12/01/2024     | \$40.24   | \$15.07 | \$20.17 | \$0.00                       | \$75.48    |
|                                                                          | 01/01/2025     | \$40.24   | \$15.57 | \$20.17 | \$0.00                       | \$75.98    |
|                                                                          | 06/01/2025     | \$41.24   | \$15.57 | \$20.17 | \$0.00                       | \$76.98    |
|                                                                          | 12/01/2025     | \$41.24   | \$15.57 | \$21.78 | \$0.00                       | \$78.59    |
|                                                                          | 01/01/2026     | \$41.24   | \$16.17 | \$21.78 | \$0.00                       | \$79.19    |
|                                                                          | 06/01/2026     | \$42.24   | \$16.17 | \$21.78 | \$0.00                       | \$80.19    |
|                                                                          | 12/01/2026     | \$42.24   | \$16.17 | \$23.52 | \$0.00                       | \$81.93    |
| VOICE-DATA-VIDEO TECHNICIAN<br><i>ELECTRICIANS LOCAL 96</i>              | 01/01/2027     | \$42.24   | \$16.77 | \$23.52 | \$0.00                       | \$82.53    |
|                                                                          | 09/03/2023     | \$34.49   | \$13.00 | \$17.22 | \$0.00                       | \$64.71    |
|                                                                          | 09/01/2024     | \$35.29   | \$13.99 | \$17.57 | \$0.00                       | \$66.85    |
|                                                                          | 09/07/2025     | \$36.12   | \$14.98 | \$17.91 | \$0.00                       | \$69.01    |
|                                                                          | 09/06/2026     | \$37.04   | \$15.96 | \$18.27 | \$0.00                       | \$71.27    |

Apprentice - VOICE-DATA-VIDEO TECHNICIAN - Local 96

Effective Date - 09/03/2023

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 50      | \$17.25              | \$13.00 | \$4.31  | \$0.00                       | \$34.56    |
| 2    | 55      | \$18.97              | \$13.00 | \$4.36  | \$0.00                       | \$36.33    |
| 3    | 60      | \$20.69              | \$13.00 | \$16.81 | \$0.00                       | \$50.50    |
| 4    | 65      | \$22.42              | \$13.00 | \$16.86 | \$0.00                       | \$52.28    |
| 5    | 70      | \$24.14              | \$13.00 | \$16.91 | \$0.00                       | \$54.05    |
| 6    | 75      | \$25.87              | \$13.00 | \$16.97 | \$0.00                       | \$55.84    |
| 7    | 80      | \$27.59              | \$13.00 | \$17.02 | \$0.00                       | \$57.61    |
| 8    | 85      | \$29.32              | \$13.00 | \$17.07 | \$0.00                       | \$59.39    |

Effective Date - 09/01/2024

| Step | percent | Apprentice Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1    | 50      | \$17.65              | \$13.99 | \$4.41  | \$0.00                       | \$36.05    |
| 2    | 55      | \$19.41              | \$13.99 | \$4.46  | \$0.00                       | \$37.86    |
| 3    | 60      | \$21.17              | \$13.99 | \$17.15 | \$0.00                       | \$52.31    |
| 4    | 65      | \$22.94              | \$13.99 | \$17.20 | \$0.00                       | \$54.13    |
| 5    | 70      | \$24.70              | \$13.99 | \$17.25 | \$0.00                       | \$55.94    |
| 6    | 75      | \$26.47              | \$13.99 | \$17.30 | \$0.00                       | \$57.76    |
| 7    | 80      | \$28.23              | \$13.99 | \$17.36 | \$0.00                       | \$59.58    |
| 8    | 85      | \$30.00              | \$13.99 | \$17.41 | \$0.00                       | \$61.40    |

Notes:

Apprentice to Journeyworker Ratio:1:1

|                      |            |         |        |         |        |         |
|----------------------|------------|---------|--------|---------|--------|---------|
| WAGON DRILL OPERATOR | 06/01/2024 | \$39.28 | \$9.65 | \$18.40 | \$0.00 | \$67.33 |
| LABORERS - ZONE 2    | 12/01/2024 | \$40.61 | \$9.65 | \$18.40 | \$0.00 | \$68.66 |
|                      | 06/01/2025 | \$42.00 | \$9.65 | \$18.40 | \$0.00 | \$70.05 |
|                      | 12/01/2025 | \$43.38 | \$9.65 | \$18.40 | \$0.00 | \$71.43 |
|                      | 06/01/2026 | \$44.82 | \$9.65 | \$18.40 | \$0.00 | \$72.87 |
|                      | 12/01/2026 | \$46.26 | \$9.65 | \$18.40 | \$0.00 | \$74.31 |
|                      | 06/01/2027 | \$47.71 | \$9.65 | \$18.40 | \$0.00 | \$75.76 |
|                      | 12/01/2027 | \$49.16 | \$9.65 | \$18.40 | \$0.00 | \$77.21 |
|                      | 06/01/2028 | \$50.66 | \$9.65 | \$18.40 | \$0.00 | \$78.71 |
|                      | 12/01/2028 | \$52.16 | \$9.65 | \$18.40 | \$0.00 | \$80.21 |

For apprentice rates see "Apprentice- LABORER"

|                                        |            |         |        |         |        |         |
|----------------------------------------|------------|---------|--------|---------|--------|---------|
| WAGON DRILL OPERATOR (HEAVY & HIGHWAY) | 06/01/2024 | \$38.78 | \$9.65 | \$17.80 | \$0.00 | \$66.23 |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)    | 12/01/2024 | \$40.11 | \$9.65 | \$17.80 | \$0.00 | \$67.56 |
|                                        | 06/01/2025 | \$41.50 | \$9.65 | \$17.80 | \$0.00 | \$68.95 |
|                                        | 12/01/2025 | \$42.88 | \$9.65 | \$17.80 | \$0.00 | \$70.33 |
|                                        | 06/01/2026 | \$44.32 | \$9.65 | \$17.80 | \$0.00 | \$71.77 |
|                                        | 12/01/2026 | \$45.76 | \$9.65 | \$17.80 | \$0.00 | \$73.21 |

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



| Classification                                                                   | Effective Date | Base Wage | Health  | Pension | Supplemental<br>Unemployment | Total Rate |
|----------------------------------------------------------------------------------|----------------|-----------|---------|---------|------------------------------|------------|
| WASTE WATER PUMP OPERATOR<br><i>OPERATING ENGINEERS LOCAL 4</i>                  | 06/01/2024     | \$56.03   | \$15.30 | \$16.40 | \$0.00                       | \$87.73    |
|                                                                                  | 12/01/2024     | \$57.48   | \$15.30 | \$16.40 | \$0.00                       | \$89.18    |
|                                                                                  | 06/01/2025     | \$58.78   | \$15.30 | \$16.40 | \$0.00                       | \$90.48    |
|                                                                                  | 12/01/2025     | \$60.23   | \$15.30 | \$16.40 | \$0.00                       | \$91.93    |
|                                                                                  | 06/01/2026     | \$61.53   | \$15.30 | \$16.40 | \$0.00                       | \$93.23    |
|                                                                                  | 12/01/2026     | \$62.98   | \$15.30 | \$16.40 | \$0.00                       | \$94.68    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                       |                |           |         |         |                              |            |
| WATER METER INSTALLER<br><i>PLUMBERS LOCAL 4</i>                                 | 03/01/2024     | \$53.95   | \$9.90  | \$17.42 | \$0.00                       | \$81.27    |
|                                                                                  | 09/01/2024     | \$55.35   | \$9.90  | \$17.42 | \$0.00                       | \$82.67    |
|                                                                                  | 03/01/2025     | \$56.75   | \$9.90  | \$17.42 | \$0.00                       | \$84.07    |
|                                                                                  | 09/01/2025     | \$58.15   | \$9.90  | \$17.42 | \$0.00                       | \$85.47    |
|                                                                                  | 03/01/2026     | \$59.55   | \$9.90  | \$17.42 | \$0.00                       | \$86.87    |
| For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER" |                |           |         |         |                              |            |

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

\*\* Multiple ratios are listed in the comment field.

\*\*\* APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

\*\*\*\* APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.