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. 8859-M7
DATE: November 4, 2026
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: NOVEMBER 19, 2026 TIME: 4:00 P.M. LOCAL TIME

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

MARK ENVELOPE **"Bid No. 8859-M7 Asbestos Abatement – Tatnuck Magnet School / WPS"**

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 asbestos abatement at the Tatnuck Magnet School in Worcester, MA as per the attached requirements and specifications of Worcester Public Schools

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

   - **Email copies of this bid are acceptable. Please email bids to MCDONALDS@worcesterma.gov**
   - **A pre-bid meeting will be held at Tatnuck Magnet School 1083 Pleasant Street, Worcester, MA at 3:00pm on November 12, 2026.**

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). 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 or 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

Name Address Zip Code

_____

_____

_____

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: Tatnuck Magnet School in 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
		All labor, materials, and equipment necessary for the asbestos abatement project at the Tatnuck Magnet School in Worcester, MA as per the attached requirements and specifications of Worcester Public Schools. ***For any bid price that exceeds $25,000, the vendor must provide a payment bond in the amount of 50% of the contract amount. Payment Bond form to be provided by the City upon award.*** ***Insurance certificates are required. The awardee must forward insurance certificate copies to the Purchasing Division consistent with the requirements stated in these bid documents prior to commencement of work.*** ***No work may commence until these forms are on file with the Purchasing Division*** **The bidder hereby certifies that it is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work; that all employees to be employed at the worksite will have successfully completed a course on construction safety and health approved by the United States Occupational Safety and Health Administration that is at least ten hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee: and that he will comply fully with all laws and regulations applicable to awards of subcontracts subject to section 44F.**	**$_____** **Total Amount of Bid**

TERMS, PROMPT PAY DISCOUNT _____% 30 DAYS, NET 45 DAYS.

DELIVERY AND/OR COMPLETION TO BE MADE WITHIN See attached

NAME OF BIDDER_____

Asbestos Abatement – Tatnuck Magnet School / WPS
Bid#: 8859-M7
Scope of Services

The City of Worcester is soliciting proposals from experienced and qualified contractors to perform asbestos abatement of the asbestos tile and mastic in Room 21 at Tatnuck Magnet School located at 1083 Pleasant St, Worcester, MA 01602. The selected contractor will be responsible for ensuring that all work is carried out in strict compliance with federal, state, and local regulations, including those established by the Massachusetts Department of Environmental Protection (MassDEP), the Occupational Safety and Health Administration (OSHA), and the Environmental Protection Agency (EPA).

The scope of work includes, but is not limited to, the safe removal and disposal of asbestos-containing materials, the implementation of appropriate containment and abatement procedures, and the thorough cleaning and clearance testing of the affected areas. Contractors must demonstrate a proven track record of successfully completing similar projects, possess all necessary certifications, and employ properly trained and licensed personnel.

Additionally, the contractor must follow best practices for worker safety and environmental protection, ensuring that the project minimizes exposure risks to both personnel and the surrounding community. All remediation activities must align with industry standards and regulatory requirements to safeguard public health and maintain the integrity of the property.

DESCRIPTION OF SERVICES

The City of Worcester is seeking a vendor to complete abatement of the asbestos tile and mastic in Room 21 at Tatnuck Magnet School located at 1083 Pleasant St, Worcester, MA 01602.

- This work is expected to take place starting February 12, 2027 and must be completed by February 17, 2027. Work will need to begin after school dismisses on February 12, 2027 (3:00 PM), the rest of the work will be 7:00 AM-3:00 PM unless otherwise requested. No work will be completed on February 15, 2027.

- The Awardee is responsible for staffing appropriately to complete the abatement work by the set deadline.

- Worcester Public Schools (WPS) staff will be responsible for tiling the rooms after abatement has been completed.

- The Awardee must follow all specifications outlined in Appendix 1 / Technical Specifications.

- To receive payment, the following forms must be submitted to Brittany Helgerson at 115 Northeast Cutoff, Worcester, MA 01606 within 30 days of project completion:
    - Sign in logs from Asbestos Contractor for each day of the project (names & license numbers of workers)
    - Daily logs from project monitor and asbestos contractor
    - Notification form (ANF-001 form)
    - Waste shipment record
    - Name & license number of the asbestos contractor

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

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 Su.	Mo.	Tu.	We.	Th.	Fr.	Sa.	Project Hours (A) 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 / Total Gross Wages	Check No. (H)

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.

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 _____

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

MAURA HEALEY
Governor
KIM DRISCOLL
Lt. Governor

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

LAUREN JONES
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority:	Worcester	**City/Town:**	WORCESTER
Wage Request No:	20261103145423	**Job Location:**	Tatnuck Magnet School, Worcester MA
Description of Work:	Tatnuck Magnet School, Room 21, Floor tile and mastic asbestos abatement during February Break.		
Contract Number:	8859-M7		

§§ 26-27D Construction Project

This Prevailing Wage Schedule establishes the minimum wage rates that employees on this public works construction project must be paid. The project's Wage Request Number is listed above and on all pages of this Schedule. This schedule applies **only** to this specific project.

Awarding Authority Responsibilities

- You must include this Prevailing Wage Schedule (PWS) or an appropriate reference to it in all advertisements and calls for bids.
- The PWS must be incorporated in its entirety into all contracts for this project (G.L. c. 149, § 27).
- The wage rates on this PWS will remain in effect for the duration of the project. **Exception:** You must request an updated schedule for any multi-year construction project no later than 2 weeks before the project's yearly anniversary date.
  - For CM AT RISK projects, the anniversary date is the earlier of the signing date of: (a) the GMP Amendment; or (b) the first amendment to permit procurement of construction services.
  - For all other construction projects, the anniversary date is the date the contract was signed by the Awarding Authority and the General Contractor.
- You must also request an updated PWS if you have not opened bids or selected a contractor within 90 days of the date of issuance on this PWS.
  - For CM AT RISK projects, the earlier of (a) the signing date of the GMP Amendment; or (b) the bid for the first construction scope of work must be within 90 days of the date of issuance on this Schedule.
- You must provide any updated PWS to all contractors working on the project, including general and sub-contractors.
- You must keep the contractors' weekly certified payroll records and Statements of Compliance on file for **3 years.**
- Awarding authorities have other prevailing wage responsibilities not listed above. Learn more at: **[Prevailing wage: for awarding authorities | Mass.gov]** and G.L. c. 149, §§ 26-27D.

Contractor Responsibilities

- You must pay all employees who perform construction work on this project at least the wage rate listed on this PWS. **Warning!** If you do not follow this requirement, you can face civil fines, criminal charges, or private lawsuits.
- You must post this PWS at the worksite where it can be easily seen. (G.L. c. 149, § 27)
- You must file weekly payroll reports and a Statement of Compliance with the awarding authority (**not** DLS). You can file payroll reports by mail or email and must keep them on file for 3 years. Each weekly payroll report must include each employees' name, address, occupational classification(s), hours worked, and wages paid. Find a sample report at: mass.gov/dols/pw.
- You cannot pay any employees at the apprentice rates listed on this PWS unless they are registered with the Massachusetts Division of Apprentice Standards (DAS). Qualifying apprentices must be paid at the applicable step rate and must carry their apprentice ID card during all work hours on the project. Apprentices **not** registered with DAS must be paid at the listed journeyworker's rate, even if they are registered with a different federal/state public agency or private entity. For every week in which apprentice rates are paid, a copy of each apprentice's apprentice ID card issued by DAS shall be attached to the certified payroll records.
- If you don't know what classification or rate applies to the work being performed, you must ask DLS; paying the wrong rate subjects you to enforcement.
- Please contact DLS if you have any questions about the Prevailing Wage Schedule: (617) 626-6953 or **DLS.Feedback@mass.gov**

Employees who are **not** paid the wage listed on the Prevailing Wage Schedule (PWS) may file a complaint with the Attorney General's Fair Labor Division: **www.mass.gov/ago/fld**; **(617) 727-3465.**

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	$41.95	$16.17	$21.78	$0.00	$0.00	$79.90
	12/1/2026	$41.95	$16.17	$23.52	$0.00	$0.00	$81.64
	1/1/2027	$41.95	$16.77	$23.52	$0.00	$0.00	$82.24
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	$42.02	$16.17	$21.78	$0.00	$0.00	$79.97
	12/1/2026	$42.02	$16.17	$23.52	$0.00	$0.00	$81.71
	1/1/2027	$42.02	$16.77	$23.52	$0.00	$0.00	$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	$42.14	$16.17	$21.78	$0.00	$0.00	$80.09
	12/1/2026	$42.14	$16.17	$23.52	$0.00	$0.00	$81.83
	1/1/2027	$42.14	$16.77	$23.52	$0.00	$0.00	$82.43
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 2) For apprentice rates see "Apprentice- PILE DRIVER"	8/1/2024	$117.16	$10.08	$11.62	$12.67	$0.00	$151.53
AIR TRACK OPERATOR LABORERS LABORERS - ZONE 2	6/1/2026	$42.41	$10.90	$9.75	$9.11	$0.00	$72.17
	12/1/2026	$43.85	$10.90	$9.75	$9.11	$0.00	$73.61
	6/1/2027	$45.30	$10.90	$9.75	$9.11	$0.00	$75.06
	12/1/2027	$46.75	$10.90	$9.75	$9.11	$0.00	$76.51
	6/1/2028	$48.25	$10.90	$9.75	$9.11	$0.00	$78.01
	12/1/2028	$49.75	$10.90	$9.75	$9.11	$0.00	$79.51
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"	6/1/2026	$42.41	$10.90	$9.75	$9.21	$0.00	$72.27
	12/1/2026	$43.85	$10.90	$9.75	$9.21	$0.00	$73.71
ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)	12/1/2025	$44.80	$14.50	$4.30	$6.75	$0.00	$70.35
ASPHALT RAKER LABORERS LABORERS - ZONE 2	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$44.80	$10.90	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.25	$10.90	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$47.75	$10.90	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.25	$10.90	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"	6/1/2026	$41.91	$10.90	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.35	$10.90	$9.75	$9.21	$0.00	$73.21
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	6/1/2026	$59.38	$17.05	$13.35	$3.25	$0.00	$93.03
	12/1/2026	$60.83	$17.05	$13.35	$3.25	$0.00	$94.48

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER	6/1/2026	$59.38	$17.05	$13.35	$3.25	$0.00	$93.03
OPERATING ENGINEERS LOCAL 4	12/1/2026	$60.83	$17.05	$13.35	$3.25	$0.00	$94.48
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BARCO-TYPE JUMPING TAMPER	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
LABORERS	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
LABORERS - ZONE 2	6/1/2027	$44.80	$10.90	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.25	$10.90	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$47.75	$10.90	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.25	$10.90	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER	6/1/2026	$42.41	$10.90	$9.75	$9.11	$0.00	$72.17
LABORERS	12/1/2026	$43.85	$10.90	$9.75	$9.11	$0.00	$73.61
LABORERS - ZONE 2	6/1/2027	$45.30	$10.90	$9.75	$9.11	$0.00	$75.06
	12/1/2027	$46.75	$10.90	$9.75	$9.11	$0.00	$76.51
	6/1/2028	$48.25	$10.90	$9.75	$9.11	$0.00	$78.01
	12/1/2028	$49.75	$10.90	$9.75	$9.11	$0.00	$79.51
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	6/1/2026	$42.41	$10.90	$9.75	$9.21	$0.00	$72.27
LABORERS	12/1/2026	$43.85	$10.90	$9.75	$9.21	$0.00	$73.71
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
BOILER MAKER	1/1/2024	$48.12	$7.07	$14.60	$6.00	$0.00	$75.79
BOILERMAKERS LOCAL 29							
BOILERMAKERS LOCAL 29							

Apprentice: BOILER MAKER

Effective Date: 1/1/2024

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

Apprentice to Journeyworker Ratio: 1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	8/1/2026	$68.01	$12.84	$15.57	$7.33	$0.00	$103.75
BRICKLAYERS LOCAL 3	2/1/2027	$69.41	$12.84	$15.57	$7.33	$0.00	$105.15
BRICKLAYERS LOCAL 3 (WORCESTER)							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)

Effective Date: 8/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$34.01	$12.84	$15.57	$7.33	$0.00	$69.75
2	60.00	$40.81	$12.84	$15.57	$7.33	$0.00	$76.55
3	70.00	$47.61	$12.84	$15.57	$7.33	$0.00	$83.35
4	80.00	$54.41	$12.84	$15.57	$7.33	$0.00	$90.15
5	90.00	$61.21	$12.84	$15.57	$7.33	$0.00	$96.95

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)

Effective Date: 2/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$34.71	$12.84	$15.57	$7.33	$0.00	$70.45
2	60.00	$41.65	$12.84	$15.57	$7.33	$0.00	$77.39
3	70.00	$48.59	$12.84	$15.57	$7.33	$0.00	$84.33
4	80.00	$55.53	$12.84	$15.57	$7.33	$0.00	$91.27
5	90.00	$62.47	$12.84	$15.57	$7.33	$0.00	$98.21

Apprentice to Journeyworker Ratio: 1:5

BULLDOZER/GRADER/SCRAPER	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
CAISSON & UNDERPINNING BOTTOM MAN	6/1/2026	$50.40	$10.90	$9.75	$9.80	$0.00	$80.85
LABORERS	12/1/2026	$51.90	$10.90	$9.75	$9.80	$0.00	$82.35
LABORERS - FOUNDATION AND MARINE							
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING LABORER	6/1/2026	$49.25	$10.90	$9.75	$9.80	$0.00	$79.70
LABORERS	12/1/2026	$50.75	$10.90	$9.75	$9.80	$0.00	$81.20
LABORERS - FOUNDATION AND MARINE							
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING TOP MAN	6/1/2026	$49.58	$10.90	$9.75	$9.80	$0.00	$80.03
LABORERS	12/1/2026	$51.08	$10.90	$9.75	$9.80	$0.00	$81.53
LABORERS - FOUNDATION AND MARINE							
For apprentice rates see "Apprentice- LABORER"							
CARBIDE CORE DRILL OPERATOR	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
LABORERS	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
LABORERS - ZONE 2	6/1/2027	$44.80	$10.90	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.25	$10.90	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$47.75	$10.90	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.25	$10.90	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CARPENTER CARPENTERS CARPENTERS -ZONE 2 (Eastern Massachusetts)	9/1/2026	$52.10	$11.08	$11.47	$8.50	$0.00	$83.15
	3/1/2027	$53.35	$11.08	$11.47	$8.50	$0.00	$84.40

Apprentice: CARPENTER

Effective Date: 9/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	$23.45	$11.08	$0.00	$1.73	$0.00	$36.26
2	45.00	$23.45	$11.08	$0.00	$1.73	$0.00	$36.26
3	55.00	$28.66	$11.08	$0.00	$3.40	$0.00	$43.14
4	55.00	$28.66	$11.08	$0.00	$3.40	$0.00	$43.14
5	70.00	$36.47	$11.08	$11.41	$5.10	$0.00	$64.06
6	70.00	$36.47	$11.08	$11.41	$5.10	$0.00	$64.06
7	80.00	$41.68	$11.08	$11.44	$6.80	$0.00	$71.00
8	80.00	$41.68	$11.08	$11.44	$6.80	$0.00	$71.00

Apprentice: CARPENTER

Effective Date: 3/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	$24.01	$11.08	$0.00	$1.73	$0.00	$36.82
2	45.00	$24.01	$11.08	$0.00	$1.73	$0.00	$36.82
3	55.00	$29.34	$11.08	$0.00	$3.40	$0.00	$43.82
4	55.00	$29.34	$11.08	$0.00	$3.40	$0.00	$43.82
5	70.00	$37.35	$11.08	$11.41	$5.10	$0.00	$64.94
6	70.00	$37.35	$11.08	$11.41	$5.10	$0.00	$64.94
7	80.00	$42.68	$11.08	$11.44	$6.80	$0.00	$72.00
8	80.00	$42.68	$11.08	$11.44	$6.80	$0.00	$72.00

Apprentice to Journeyworker Ratio: 1:5

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CARPENTER WOOD FRAME CARPENTERS CARPENTERS-ZONE 3 (Wood Frame)	10/1/2026	$28.14	$7.66	$4.47	$1.00	$0.00	$41.27

All Aspects of New Wood Frame Work

Apprentice: CARPENTER WOOD FRAME

Effective Date: 10/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$16.88	$7.66	$0.00	$0.00	$0.00	$24.54
2	60.00	$16.88	$7.66	$0.00	$0.00	$0.00	$24.54
3	65.00	$18.29	$7.66	$0.00	$0.00	$0.00	$25.95
4	70.00	$19.70	$7.66	$0.00	$0.00	$0.00	$27.36
5	75.00	$21.11	$7.66	$4.47	$0.00	$0.00	$33.24
6	80.00	$22.51	$7.66	$4.47	$0.00	$0.00	$34.64

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: CARPENTER WOOD FRAME

Effective Date: 10/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
7	85.00	$23.92	$7.66	$4.47	$0.00	$0.00	$36.05
8	90.00	$25.33	$7.66	$4.47	$0.00	$0.00	$37.46

Apprentice to Journeyworker Ratio: 1:5

CEMENT MASONRY/PLASTERING	7/1/2026	$54.49	$13.35	$16.43	$7.78	$1.80	$93.85
PLASTERERS AND CEMENT MASONS LOCAL 534	1/1/2027	$55.94	$13.35	$16.43	$7.78	$1.80	$95.30
Plasterers and Cement Masons - Zone 1	7/1/2027	$57.29	$13.35	$16.43	$7.78	$1.80	$96.65
	1/1/2028	$58.64	$13.35	$16.43	$7.78	$1.80	$98.00

Apprentice: CEMENT MASONRY/PLASTERING

Effective Date: 7/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$27.25	$13.35	$16.43	$0.00	$0.00	$57.03
2	60.00	$32.69	$13.35	$16.43	$7.78	$1.80	$72.05
3	65.00	$35.42	$13.35	$16.43	$7.78	$1.80	$74.78
4	70.00	$38.14	$13.35	$16.43	$7.78	$1.80	$77.50
5	75.00	$40.87	$13.35	$16.43	$7.78	$1.80	$80.23
6	80.00	$43.59	$13.35	$16.43	$7.78	$1.80	$82.95
7	90.00	$49.04	$13.35	$16.43	$7.78	$0.00	$86.60

Apprentice: CEMENT MASONRY/PLASTERING

Effective Date: 1/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$27.97	$13.35	$16.43	$0.00	$0.00	$57.75
2	60.00	$33.56	$13.35	$16.43	$7.78	$1.80	$72.92
3	65.00	$36.36	$13.35	$16.43	$7.78	$1.80	$75.72
4	70.00	$39.16	$13.35	$16.43	$7.78	$1.80	$78.52
5	75.00	$41.96	$13.35	$16.43	$7.78	$1.80	$81.32
6	80.00	$44.75	$13.35	$16.43	$7.78	$1.80	$84.11
7	90.00	$50.35	$13.35	$16.43	$0.00	$0.00	$80.13

Apprentice to Journeyworker Ratio: 1:5

CHAIN SAW OPERATOR	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
LABORERS	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
LABORERS - ZONE 2	6/1/2027	$44.80	$10.90	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.25	$10.90	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$47.75	$10.90	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.25	$10.90	$9.75	$9.11	$0.00	$79.01

For apprentice rates see "Apprentice- LABORER"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	6/1/2026	$60.61	$17.05	$13.35	$3.25	$0.00	$94.26
OPERATING ENGINEERS LOCAL 4	12/1/2026	$62.09	$17.05	$13.35	$3.25	$0.00	$95.74
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
COMPRESSOR OPERATOR	6/1/2026	$37.63	$17.05	$13.35	$3.25	$0.00	$71.28
OPERATING ENGINEERS LOCAL 4	12/1/2026	$38.58	$17.05	$13.35	$3.25	$0.00	$72.23
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DELEADER (BRIDGE)	1/1/2026	$59.56	$10.35	$12.00	$12.60	$0.00	$94.51
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 2							

Apprentice: DELEADER (BRIDGE)

Effective Date: 1/1/2026

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

Apprentice to Journeyworker Ratio: 1:1

DEMO: ADZEMAN	6/1/2026	$49.30	$10.90	$9.75	$9.65	$0.00	$79.60
LABORERS	12/7/2026	$50.80	$10.90	$9.75	$9.65	$0.00	$81.10
LABORERS - ZONE 2	6/7/2027	$52.40	$10.90	$9.75	$9.65	$0.00	$82.70
	12/6/2027	$54.00	$10.90	$9.75	$9.65	$0.00	$84.30
	6/5/2028	$55.68	$10.90	$9.75	$9.65	$0.00	$85.98
	12/4/2028	$57.35	$10.90	$9.75	$9.65	$0.00	$87.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	6/1/2026	$50.30	$10.90	$9.75	$9.65	$0.00	$80.60
LABORERS	12/7/2026	$51.80	$10.90	$9.75	$9.65	$0.00	$82.10
LABORERS - ZONE 2	6/7/2027	$53.40	$10.90	$9.75	$9.65	$0.00	$83.70
	12/6/2027	$55.00	$10.90	$9.75	$9.65	$0.00	$85.30
	6/5/2028	$56.68	$10.90	$9.75	$9.65	$0.00	$86.98
	12/4/2028	$58.35	$10.90	$9.75	$9.65	$0.00	$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BURNERS	6/1/2026	$50.05	$10.90	$9.75	$9.65	$0.00	$80.35
LABORERS	12/7/2026	$51.55	$10.90	$9.75	$9.65	$0.00	$81.85
LABORERS - ZONE 2	6/7/2027	$53.15	$10.90	$9.75	$9.65	$0.00	$83.45
	12/6/2027	$54.75	$10.90	$9.75	$9.65	$0.00	$85.05
	6/5/2028	$56.43	$10.90	$9.75	$9.65	$0.00	$86.73
	12/4/2028	$58.10	$10.90	$9.75	$9.65	$0.00	$88.40

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"							
DEMO: CONCRETE CUTTER/SAWYER	6/1/2026	$50.30	$10.90	$9.75	$9.65	$0.00	$80.60
LABORERS	12/7/2026	$51.80	$10.90	$9.75	$9.65	$0.00	$82.10
LABORERS - ZONE 2	6/7/2027	$53.40	$10.90	$9.75	$9.65	$0.00	$83.70
	12/6/2027	$55.00	$10.90	$9.75	$9.65	$0.00	$85.30
	6/5/2028	$56.68	$10.90	$9.75	$9.65	$0.00	$86.98
	12/4/2028	$58.35	$10.90	$9.75	$9.65	$0.00	$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: JACKHAMMER OPERATOR	6/1/2026	$50.05	$10.90	$9.75	$9.65	$0.00	$80.35
LABORERS	12/7/2026	$51.55	$10.90	$9.75	$9.65	$0.00	$81.85
LABORERS - ZONE 2	6/7/2027	$53.15	$10.90	$9.75	$9.65	$0.00	$83.45
	12/6/2027	$54.75	$10.90	$9.75	$9.65	$0.00	$85.05
	6/5/2028	$56.43	$10.90	$9.75	$9.65	$0.00	$86.73
	12/4/2028	$58.10	$10.90	$9.75	$9.65	$0.00	$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: WRECKING LABORER	6/1/2026	$49.30	$10.90	$9.75	$9.65	$0.00	$79.60
LABORERS	12/7/2026	$50.80	$10.90	$9.75	$9.65	$0.00	$81.10
LABORERS - ZONE 2	6/7/2027	$52.40	$10.90	$9.75	$9.65	$0.00	$82.70
	12/6/2027	$54.00	$10.90	$9.75	$9.65	$0.00	$84.30
	6/5/2028	$55.68	$10.90	$9.75	$9.65	$0.00	$85.98
	12/4/2028	$57.35	$10.90	$9.75	$9.65	$0.00	$87.65
For apprentice rates see "Apprentice- LABORER"							
DIRECTIONAL DRILL MACHINE OPERATOR	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DIVER	8/1/2024	$78.11	$10.08	$11.62	$12.67	$0.00	$112.48
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 2)							
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A $69.83, 3A $91.79,4A $102.14 Total Rate							
DIVER TENDER	8/1/2024	$51.97	$10.08	$11.62	$12.67	$0.00	$86.34
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 2)							
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A $54.20, 3A $73.93,4A $82.05 Total Rate							
DIVER TENDER (EFFLUENT)	8/1/2024	$83.69	$10.08	$11.62	$12.67	$0.00	$118.06
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 2)							
For apprentice rates see "Apprentice- PILE DRIVER"							
DIVER/SLURRY (EFFLUENT)	8/1/2024	$117.16	$10.08	$11.62	$12.67	$0.00	$151.53
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 2)							
For apprentice rates see "Apprentice- PILE DRIVER"							
DRAWBRIDGE OPERATOR (Construction)	7/1/2020	$26.77	$6.67	$3.93	$0.00	$0.16	$37.53
DRAWBRIDGE - SEIU LOCAL 888							

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
DRAWBRIDGE - SEIU LOCAL 888							
ELECTRICIAN ELECTRICIANS LOCAL 96 ELECTRICIANS LOCAL 96	9/6/2026	$49.38	$15.96	$14.57	$5.43	$0.00	$85.34

Apprentice: ELECTRICIAN

Effective Date: 9/6/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	$19.75	$15.96	$0.59	$0.00	$0.00	$36.30
2	45.00	$22.22	$15.96	$0.67	$0.00	$0.00	$38.85
3	48.00	$23.70	$15.96	$13.80	$2.61	$0.00	$56.07
4	55.00	$27.16	$15.96	$13.90	$2.99	$0.00	$60.01
5	65.00	$32.10	$15.96	$14.05	$3.53	$0.00	$65.64
6	80.00	$39.50	$15.96	$14.28	$4.35	$0.00	$74.09

Apprentice to Journeyworker Ratio: 2:3

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

Apprentice: ELEVATOR CONSTRUCTOR

Effective Date: 1/1/2026

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

Apprentice: ELEVATOR CONSTRUCTOR

Effective Date: 1/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$36.12	$16.48	$0.00	$0.00	$0.00	$52.60
2	55.00	$39.73	$16.48	$11.16	$11.00	$0.00	$78.37
3	65.00	$46.95	$16.48	$11.16	$11.00	$0.00	$85.59
4	70.00	$50.56	$16.48	$11.16	$11.00	$0.00	$89.20
5	80.00	$57.78	$16.48	$11.16	$11.00	$0.00	$96.42

Apprentice to Journeyworker Ratio: 1:1

ELEVATOR CONSTRUCTOR HELPER ELEVATOR CONSTRUCTORS LOCAL 41 ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2026	$48.46	$16.38	$11.06	$10.70	$0.00	$86.60
	1/1/2027	$50.56	$16.48	$11.16	$11.00	$0.00	$89.20

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"							
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$41.91	$10.90	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.35	$10.90	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	11/1/2026	$55.69	$16.55	$13.35	$3.25	$0.00	$88.84
	5/1/2027	$57.12	$16.55	$13.35	$3.25	$0.00	$90.27
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	11/1/2026	$57.32	$16.55	$13.35	$3.25	$0.00	$90.47
	5/1/2027	$58.77	$16.55	$13.35	$3.25	$0.00	$91.92
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	11/1/2026	$27.04	$16.55	$13.35	$3.25	$0.00	$60.19
	5/1/2027	$27.89	$16.55	$13.35	$3.25	$0.00	$61.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 96 ELECTRICIANS LOCAL 96	9/6/2026	$49.38	$15.96	$14.57	$5.43	$0.00	$85.34
For apprentice rates see "Apprentice- ELECTRICIAN"							
FIRE ALARM REPAIR / MAINT/COMMISSIONING ELECTRICIANS LOCAL 96 ELECTRICIANS LOCAL 96	9/6/2026	$49.38	$15.96	$14.57	$5.43	$0.00	$85.34
For apprentice rates see "Apprentice- ELECTRICIAN"							
FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$47.55	$17.05	$13.35	$3.25	$0.00	$81.20
	12/1/2026	$48.73	$17.05	$13.35	$3.25	$0.00	$82.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$29.21	$10.90	$9.75	$9.21	$0.00	$59.07
	12/1/2026	$29.21	$10.90	$9.75	$9.21	$0.00	$59.07
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
FLOORCOVERER FLOORCOVERERS LOCAL 2168 FLOORCOVERERS LOCAL 2168 ZONE II	3/1/2024	$48.93	$10.33	$11.47	$8.80	$0.00	$79.53

Apprentice: FLOORCOVERER

Effective Date: 3/1/2024

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$24.47	$10.33	$0.00	$1.76	$0.00	$36.56
2	55.00	$26.91	$10.33	$0.00	$1.76	$0.00	$39.00
3	60.00	$29.36	$10.33	$0.00	$3.52	$0.00	$43.21

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: FLOORCOVERER

Effective Date: 3/1/2024

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
4	65.00	$31.80	$10.33	$0.00	$3.52	$0.00	$45.65
5	70.00	$34.25	$10.33	$11.47	$5.28	$0.00	$61.33
6	75.00	$36.70	$10.33	$11.47	$5.28	$0.00	$63.78
7	80.00	$39.14	$10.33	$11.47	$7.04	$0.00	$67.98
8	85.00	$41.59	$10.33	$11.47	$7.04	$0.00	$70.43

Apprentice Notes

Steps are 750 hrs.

Apprentice to Journeyworker Ratio: 1:1

FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026 12/1/2026	$59.38 $60.83	$17.05 $17.05	$13.35 $13.35	$3.25 $3.25	$0.00 $0.00	$93.03 $94.48

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026 12/1/2026	$37.63 $38.58	$17.05 $17.05	$13.35 $13.35	$3.25 $3.25	$0.00 $0.00	$71.28 $72.23

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 35 GLAZIERS LOCAL 35 (ZONE 2)	1/1/2026	$49.06	$10.35	$12.00	$12.60	$0.00	$84.01

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

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$24.53	$10.35	$0.00	$0.00	$0.00	$34.88
2	55.00	$26.98	$10.35	$0.00	$6.88	$0.00	$44.21
3	60.00	$29.44	$10.35	$0.00	$7.50	$0.00	$47.29
4	65.00	$31.89	$10.35	$0.00	$8.13	$0.00	$50.37
5	70.00	$34.34	$10.35	$12.00	$8.75	$0.00	$65.44
6	75.00	$36.80	$10.35	$12.00	$9.38	$0.00	$68.53
7	80.00	$39.25	$10.35	$12.00	$10.00	$0.00	$71.60
8	90.00	$44.15	$10.35	$12.00	$11.25	$0.00	$77.75

Apprentice to Journeyworker Ratio: 1:1

HOISTING ENGINEER/CRANES/GRADALLS OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026 12/1/2026	$59.38 $60.83	$17.05 $17.05	$13.35 $13.35	$3.25 $3.25	$0.00 $0.00	$93.03 $94.48

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: HOISTING ENGINEER/CRANES/GRADALLS

Effective Date: 6/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	$32.66	$0.00	$0.00	$0.00	$0.00	$32.66
2	60.00	$35.63	$17.05	$13.35	$3.25	$0.00	$69.28
3	65.00	$38.60	$17.05	$13.35	$3.25	$0.00	$72.25
4	70.00	$41.57	$17.05	$13.35	$3.25	$0.00	$75.22
5	75.00	$44.54	$17.05	$13.35	$3.25	$0.00	$78.19
6	80.00	$47.50	$17.05	$13.35	$3.25	$0.00	$81.15
7	85.00	$50.47	$17.05	$13.35	$3.25	$0.00	$84.12
8	90.00	$53.44	$17.05	$13.35	$3.25	$0.00	$87.09

Apprentice: HOISTING ENGINEER/CRANES/GRADALLS

Effective Date: 12/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	$33.46	$0.00	$0.00	$0.00	$0.00	$33.46
2	60.00	$36.50	$17.05	$13.35	$3.25	$0.00	$70.15
3	65.00	$39.54	$17.05	$13.35	$3.25	$0.00	$73.19
4	70.00	$42.58	$17.05	$13.35	$3.25	$0.00	$76.23
5	75.00	$45.62	$17.05	$13.35	$3.25	$0.00	$79.27
6	80.00	$48.66	$17.05	$13.35	$3.25	$0.00	$82.31
7	85.00	$51.71	$17.05	$13.35	$3.25	$0.00	$85.36
8	90.00	$54.75	$17.05	$13.35	$3.25	$0.00	$88.40

Apprentice to Journeyworker Ratio: 1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63 SHEETMETAL WORKERS LOCAL 63	7/1/2026	$43.48	$13.24	$11.01	$9.92	$2.13	$79.78
	1/1/2027	$43.48	$13.54	$11.01	$11.12	$2.13	$81.28
	7/1/2027	$44.98	$13.54	$11.01	$11.12	$2.13	$82.78
	1/1/2028	$46.48	$13.54	$11.01	$11.12	$2.13	$84.28
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 96 ELECTRICIANS LOCAL 96	9/6/2026	$49.38	$15.96	$14.57	$5.43	$0.00	$85.34
For apprentice rates see "Apprentice- ELECTRICIAN"							
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 63 SHEETMETAL WORKERS LOCAL 63	7/1/2026	$43.48	$13.24	$11.01	$9.92	$2.13	$79.78
	1/1/2027	$43.48	$13.54	$11.01	$11.12	$2.13	$81.28
	7/1/2027	$44.98	$13.54	$11.01	$11.12	$2.13	$82.78
	1/1/2028	$46.48	$13.54	$11.01	$11.12	$2.13	$84.28
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (TESTING AND BALANCING -WATER) PLUMBERS LOCAL 4 PLUMBERS LOCAL 4	3/1/2026	$55.90	$13.10	$9.71	$8.06	$0.00	$86.77

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HVAC MECHANIC PLUMBERS LOCAL 4 PLUMBERS LOCAL 4	3/1/2026	$55.90	$13.10	$9.71	$8.06	$0.00	$86.77
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HYDRAULIC DRILLS LABORERS LABORERS - ZONE 2	6/1/2026	$42.41	$10.90	$9.75	$9.11	$0.00	$72.17
	12/1/2026	$43.85	$10.90	$9.75	$9.11	$0.00	$73.61
	6/1/2027	$45.30	$10.90	$9.75	$9.11	$0.00	$75.06
	12/1/2027	$46.75	$10.90	$9.75	$9.11	$0.00	$76.51
	6/1/2028	$48.25	$10.90	$9.75	$9.11	$0.00	$78.01
	12/1/2028	$49.75	$10.90	$9.75	$9.11	$0.00	$79.51
For apprentice rates see "Apprentice- LABORER"							
HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$42.41	$10.90	$9.75	$9.21	$0.00	$72.27
	12/1/2026	$43.85	$10.90	$9.75	$9.21	$0.00	$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)	9/1/2026	$53.12	$16.15	$11.46	$11.49	$0.00	$92.22

Apprentice: INSULATOR (PIPES & TANKS)

Effective Date: 9/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$26.56	$16.15	$11.21	$5.75	$0.00	$59.67
2	60.00	$31.87	$16.15	$11.26	$6.89	$0.00	$66.17
3	70.00	$37.18	$16.15	$11.31	$8.04	$0.00	$72.68
4	80.00	$42.50	$16.15	$11.36	$9.19	$0.00	$79.20

Apprentice to Journeyworker Ratio: 1:4

IRONWORKER/WELDER IRONWORKERS LOCAL 7 IRONWORKERS LOCAL 7 (WORCESTER AREA)	3/16/2026	$58.35	$9.25	$12.75	$15.00	$0.00	$95.35

Apprentice: IRONWORKER/WELDER

Effective Date: 3/16/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	70.00	$40.85	$9.25	$12.75	$5.00	$0.00	$67.85
2	80.00	$46.68	$9.25	$12.75	$5.00	$0.00	$73.68
3	90.00	$52.52	$9.25	$12.75	$5.00	$0.00	$79.52
4	0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
5	0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
6	0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice to Journeyworker Ratio: 1:4							
JACKHAMMER & PAVING BREAKER OPERATOR LABORERS LABORERS - ZONE 2	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$44.80	$10.90	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.25	$10.90	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$47.75	$10.90	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.25	$10.90	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
LABORER LABORERS LABORERS - ZONE 2	6/1/2026	$41.66	$10.90	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.10	$10.90	$9.75	$9.11	$0.00	$72.86
	6/1/2027	$44.55	$10.90	$9.75	$9.11	$0.00	$74.31
	12/1/2027	$46.00	$10.90	$9.75	$9.11	$0.00	$75.76
	6/1/2028	$47.50	$10.90	$9.75	$9.11	$0.00	$77.26
	12/1/2028	$49.00	$10.90	$9.75	$9.11	$0.00	$78.76

Apprentice: LABORER

Effective Date: 6/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$25.00	$10.90	$9.75	$9.11	$0.00	$54.76
2	70.00	$29.16	$10.90	$9.75	$9.11	$0.00	$58.92
3	80.00	$33.33	$10.90	$9.75	$9.11	$0.00	$63.09
4	90.00	$37.49	$10.90	$9.75	$9.11	$0.00	$67.25

Apprentice: LABORER

Effective Date: 12/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$25.86	$10.90	$9.75	$9.11	$0.00	$55.62
2	70.00	$30.17	$10.90	$9.75	$9.11	$0.00	$59.93
3	80.00	$34.48	$10.90	$9.75	$9.11	$0.00	$64.24
4	90.00	$38.79	$10.90	$9.75	$9.11	$0.00	$68.55

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice to Journeyworker Ratio: 1:5							
LABORER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$41.66	$10.90	$9.75	$9.21	$0.00	$71.52
	12/1/2026	$43.10	$10.90	$9.75	$9.21	$0.00	$72.96

Apprentice: LABORER (HEAVY & HIGHWAY)

Effective Date: 6/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$25.00	$10.90	$9.75	$9.21	$0.00	$54.86

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: LABORER (HEAVY & HIGHWAY)

Effective Date: 6/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
2	70.00	$29.16	$10.90	$9.75	$9.21	$0.00	$59.02
3	80.00	$33.33	$10.90	$9.75	$9.21	$0.00	$63.19
4	90.00	$37.49	$10.90	$9.75	$9.10	$0.00	$67.24

Apprentice: LABORER (HEAVY & HIGHWAY)

Effective Date: 12/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$25.86	$10.90	$9.75	$9.21	$0.00	$55.72
2	70.00	$30.17	$10.90	$9.75	$9.21	$0.00	$60.03
3	80.00	$34.48	$10.90	$9.75	$9.21	$0.00	$64.34
4	90.00	$38.79	$10.90	$9.75	$9.21	$0.00	$68.65

Apprentice to Journeyworker Ratio: 1:5

LABORER: CARPENTER TENDER LABORERS LABORERS - ZONE 2	6/1/2026	$41.66	$10.90	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.10	$10.90	$9.75	$9.11	$0.00	$72.86
	6/1/2027	$44.55	$10.90	$9.75	$9.11	$0.00	$74.31
	12/1/2027	$46.00	$10.90	$9.75	$9.11	$0.00	$75.76
	6/1/2028	$47.50	$10.90	$9.75	$9.11	$0.00	$77.26
	12/1/2028	$49.00	$10.90	$9.75	$9.11	$0.00	$78.76
For apprentice rates see "Apprentice- LABORER"							
LABORER: CEMENT FINISHER TENDER LABORERS LABORERS - ZONE 2	6/1/2026	$41.66	$10.90	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.10	$10.90	$9.75	$9.11	$0.00	$72.86
	6/1/2027	$44.55	$10.90	$9.75	$9.11	$0.00	$74.31
	12/1/2027	$46.00	$10.90	$9.75	$9.11	$0.00	$75.76
	6/1/2028	$47.50	$10.90	$9.75	$9.11	$0.00	$77.26
	12/1/2028	$49.00	$10.90	$9.75	$9.11	$0.00	$78.76
For apprentice rates see "Apprentice- LABORER"							
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS LABORERS - ZONE 2	6/1/2026	$41.75	$10.90	$9.75	$9.65	$0.00	$72.05
	12/7/2026	$43.19	$10.90	$9.75	$9.65	$0.00	$73.49
	6/7/2027	$44.64	$10.90	$9.75	$9.65	$0.00	$74.94
	12/6/2027	$46.09	$10.90	$9.75	$9.65	$0.00	$76.39
	6/5/2028	$47.59	$10.90	$9.75	$9.65	$0.00	$77.89
	12/4/2028	$49.09	$10.90	$9.75	$9.65	$0.00	$79.39
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER LABORERS LABORERS - ZONE 2	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$44.80	$10.90	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.25	$10.90	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$47.75	$10.90	$9.75	$9.11	$0.00	$77.51

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2028	$49.25	$10.90	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER (HEAVY & HIGHWAY)	6/1/2026	$41.91	$10.90	$9.75	$9.21	$0.00	$71.77
LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	$43.35	$10.90	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
LABORER: MULTI-TRADE TENDER	6/1/2026	$41.66	$10.90	$9.75	$9.11	$0.00	$71.42
LABORERS LABORERS - ZONE 2	12/1/2026	$43.10	$10.90	$9.75	$9.11	$0.00	$72.86
	6/1/2027	$44.55	$10.90	$9.75	$9.11	$0.00	$74.31
	12/1/2027	$46.00	$10.90	$9.75	$9.11	$0.00	$75.76
	6/1/2028	$47.50	$10.90	$9.75	$9.11	$0.00	$77.26
	12/1/2028	$49.00	$10.90	$9.75	$9.11	$0.00	$78.76
For apprentice rates see "Apprentice- LABORER"							
LABORER: TREE REMOVER	6/1/2026	$41.66	$10.90	$9.75	$9.11	$0.00	$71.42
LABORERS LABORERS - ZONE 2	12/1/2026	$43.10	$10.90	$9.75	$9.11	$0.00	$72.86
	6/1/2027	$44.55	$10.90	$9.75	$9.11	$0.00	$74.31
	12/1/2027	$46.00	$10.90	$9.75	$9.11	$0.00	$75.76
	6/1/2028	$47.50	$10.90	$9.75	$9.11	$0.00	$77.26
	12/1/2028	$49.00	$10.90	$9.75	$9.11	$0.00	$78.76
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"							
LASER BEAM OPERATOR	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
LABORERS LABORERS - ZONE 2	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$44.80	$10.90	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.25	$10.90	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$47.75	$10.90	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.25	$10.90	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	6/1/2026	$41.91	$10.90	$9.75	$9.21	$0.00	$71.77
LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	$43.35	$10.90	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
MARBLE & TILE FINISHERS	8/1/2026	$53.84	$12.84	$15.57	$5.78	$0.00	$88.03
BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 - MARBLE & TILE	2/1/2027	$54.96	$12.84	$15.57	$5.78	$0.00	$89.15

Apprentice: MARBLE & TILE FINISHERS

Effective Date: 8/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$26.92	$12.84	$15.57	$5.78	$0.00	$61.11
2	60.00	$32.30	$12.84	$15.57	$5.78	$0.00	$66.49
3	70.00	$37.69	$12.84	$15.57	$5.78	$0.00	$71.88
4	80.00	$43.07	$12.84	$15.57	$5.78	$0.00	$77.26

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: MARBLE & TILE FINISHERS

Effective Date: 8/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
5	90.00	$48.46	$12.84	$15.57	$5.78	$0.00	$82.65

Apprentice: MARBLE & TILE FINISHERS

Effective Date: 2/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$27.48	$12.84	$15.57	$5.78	$0.00	$61.67
2	60.00	$32.98	$12.84	$15.57	$5.78	$0.00	$67.17
3	70.00	$38.47	$12.84	$15.57	$5.78	$0.00	$72.66
4	80.00	$43.97	$12.84	$15.57	$5.78	$0.00	$78.16
5	90.00	$49.46	$12.84	$15.57	$5.78	$0.00	$83.65

Apprentice to Journeyworker Ratio: 1:5

MARBLE MASONS,TILELAYERS & TERRAZZO MECH BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 - MARBLE & TILE	8/1/2026	$70.17	$12.84	$15.57	$7.99	$0.00	$106.57
	2/1/2027	$71.57	$12.84	$15.57	$7.99	$0.00	$107.97

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH

Effective Date: 8/1/2026

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

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH

Effective Date: 2/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$35.79	$12.84	$15.57	$7.99	$0.00	$72.19
2	60.00	$42.94	$12.84	$15.57	$7.99	$0.00	$79.34
3	70.00	$50.10	$12.84	$15.57	$7.99	$0.00	$86.50
4	80.00	$57.26	$12.84	$15.57	$7.99	$0.00	$93.66
5	90.00	$64.41	$12.84	$15.57	$7.99	$0.00	$100.81

Apprentice to Journeyworker Ratio: 1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
MECHANICS MAINTENANCE OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
MILLWRIGHT (Zone 3) MILLWRIGHTS LOCAL 1121 MILLWRIGHTS LOCAL 1121 - Zone 3	1/5/2026	$45.20	$10.58	$11.47	$9.75	$0.00	$77.00

Apprentice: MILLWRIGHT (Zone 3)

Effective Date: 1/5/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	$24.86	$10.58	$0.00	$5.36	$0.00	$40.80
2	65.00	$29.38	$10.58	$0.00	$6.34	$0.00	$46.30
3	75.00	$33.90	$10.58	$11.47	$7.31	$0.00	$63.26
4	85.00	$38.42	$10.58	$11.47	$8.29	$0.00	$68.76

Apprentice Notes

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

Apprentice to Journeyworker Ratio: 1:4

MORTAR MIXER LABORERS LABORERS - ZONE 2	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$44.80	$10.90	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.25	$10.90	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$47.75	$10.90	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.25	$10.90	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$25.07	$17.05	$13.35	$3.25	$0.00	$58.72
	12/1/2026	$25.74	$17.05	$13.35	$3.25	$0.00	$59.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$31.17	$17.05	$13.35	$3.25	$0.00	$64.82
	12/1/2026	$31.97	$17.05	$13.35	$3.25	$0.00	$65.62
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2	1/1/2026	$59.56	$10.35	$12.00	$12.50	$0.00	$94.41

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: PAINTER (BRIDGES/TANKS)

Effective Date: 1/1/2026

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

Apprentice to Journeyworker Ratio: 1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	1/1/2026	$50.46	$10.35	$12.00	$12.60	$0.00	$85.41

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used.
PAINTERS LOCAL 35
PAINTERS LOCAL 35 - ZONE 2

Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) *

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$25.23	$10.35	$0.00	$0.00	$0.00	$35.58
2	55.00	$27.75	$10.35	$0.00	$6.93	$0.00	$45.03
3	60.00	$30.28	$10.35	$0.00	$7.56	$0.00	$48.19
4	65.00	$32.80	$10.35	$0.00	$8.19	$0.00	$51.34
5	70.00	$35.32	$10.35	$12.00	$8.82	$0.00	$66.49
6	75.00	$37.85	$10.35	$12.00	$9.45	$0.00	$69.65
7	80.00	$40.37	$10.35	$12.00	$10.08	$0.00	$72.80
8	90.00	$45.41	$10.35	$12.00	$11.34	$0.00	$79.10

Apprentice to Journeyworker Ratio: 1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	1/1/2026	$48.52	$10.35	$12.00	$12.60	$0.00	$83.47

PAINTERS LOCAL 35
PAINTERS LOCAL 35 - ZONE 2

Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$24.26	$10.35	$0.00	$0.00	$0.00	$34.61
2	55.00	$26.69	$10.35	$0.00	$6.93	$0.00	$43.97
3	60.00	$29.11	$10.35	$0.00	$7.56	$0.00	$47.02

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
4	65.00	$31.54	$10.35	$0.00	$8.19	$0.00	$50.08
5	70.00	$33.96	$10.35	$12.00	$8.82	$0.00	$65.13
6	75.00	$36.39	$10.35	$12.00	$9.45	$0.00	$68.19
7	80.00	$38.82	$10.35	$12.00	$10.08	$0.00	$71.25
8	90.00	$43.67	$10.35	$12.00	$11.34	$0.00	$77.36

Apprentice to Journeyworker Ratio: 1:1

PAINTER / TAPER (BRUSH, NEW) *	1/1/2026	$49.06	$10.35	$12.00	$12.60	$0.00	$84.01

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used.
PAINTERS LOCAL 35
PAINTERS LOCAL 35 - ZONE 2

Apprentice: PAINTER / TAPER (BRUSH, NEW) *

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$24.53	$10.35	$0.00	$0.00	$0.00	$34.88
2	55.00	$26.98	$10.35	$0.00	$6.93	$0.00	$44.26
3	60.00	$29.44	$10.35	$0.00	$7.56	$0.00	$47.35
4	65.00	$31.89	$10.35	$0.00	$8.19	$0.00	$50.43
5	70.00	$34.34	$10.35	$12.00	$8.82	$0.00	$65.51
6	75.00	$36.80	$10.35	$12.00	$9.45	$0.00	$68.60
7	80.00	$39.25	$10.35	$12.00	$10.08	$0.00	$71.68
8	90.00	$44.15	$10.35	$12.00	$11.34	$0.00	$77.84

Apprentice to Journeyworker Ratio: 1:1

PAINTER / TAPER (BRUSH, REPAINT)	1/1/2026	$47.12	$10.35	$12.00	$12.60	$0.00	$82.07

PAINTERS LOCAL 35
PAINTERS LOCAL 35 - ZONE 2

Apprentice: PAINTER / TAPER (BRUSH, REPAINT)

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$23.56	$10.35	$0.00	$0.00	$0.00	$33.91
2	55.00	$25.92	$10.35	$0.00	$6.93	$0.00	$43.20
3	60.00	$28.27	$10.35	$0.00	$7.56	$0.00	$46.18
4	65.00	$30.63	$10.35	$0.00	$8.19	$0.00	$49.17
5	70.00	$32.98	$10.35	$12.00	$8.82	$0.00	$64.15
6	75.00	$35.34	$10.35	$12.00	$9.45	$0.00	$67.14
7	80.00	$37.70	$10.35	$12.00	$10.08	$0.00	$70.13

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: PAINTER / TAPER (BRUSH, REPAINT)

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
8	90.00	$42.41	$10.35	$12.00	$11.34	$0.00	$76.10

Apprentice to Journeyworker Ratio: 1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$41.66	$10.90	$9.75	$9.21	$0.00	$71.52
	12/1/2026	$43.10	$10.90	$9.75	$9.21	$0.00	$72.96
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	$41.78	$16.17	$21.78	$0.00	$0.00	$79.73
	12/1/2026	$41.78	$16.17	$23.52	$0.00	$0.00	$81.47
	1/1/2027	$41.78	$16.77	$23.52	$0.00	$0.00	$82.07
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 2)	8/1/2024	$51.97	$10.08	$11.62	$12.67	$0.00	$86.34
For apprentice rates see "Apprentice- PILE DRIVER"							
PILE DRIVER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 2)	8/1/2024	$51.97	$10.08	$11.62	$12.67	$0.00	$86.34

Apprentice: PILE DRIVER

Effective Date: 8/1/2024

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	$23.39	$10.08	$0.00	$2.53	$0.00	$36.00
2	55.00	$28.58	$10.08	$0.00	$5.07	$0.00	$43.73
3	70.00	$36.38	$10.08	$11.62	$7.60	$0.00	$65.68
4	80.00	$41.58	$10.08	$11.62	$10.14	$0.00	$73.42

Apprentice to Journeyworker Ratio: 1:5

PIPELAYER LABORERS LABORERS - ZONE 2	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$44.80	$10.90	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.25	$10.90	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$47.75	$10.90	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.25	$10.90	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
PIPELAYER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$41.91	$10.90	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.35	$10.90	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PLUMBER & PIPEFITTER PLUMBERS LOCAL 4 PLUMBERS LOCAL 4	3/1/2026	$55.90	$13.10	$9.71	$8.06	$0.00	$86.77

Apprentice: PLUMBER & PIPEFITTER

Effective Date: 3/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	$22.36	$13.10	$0.00	$0.00	$0.00	$35.46
2	50.00	$27.95	$13.10	$0.00	$0.00	$0.00	$41.05
3	60.00	$33.54	$13.10	$0.00	$0.00	$0.00	$46.64
4	70.00	$39.13	$13.10	$0.00	$8.06	$0.00	$60.29
5	80.00	$44.72	$13.10	$0.00	$8.06	$0.00	$65.88

Apprentice to Journeyworker Ratio: 1:3

PNEUMATIC CONTROLS (TEMP.) PLUMBERS LOCAL 4 PLUMBERS LOCAL 4	3/1/2026	$55.90	$13.10	$9.71	$8.06	$0.00	$86.77

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

PNEUMATIC DRILL/TOOL OPERATOR LABORERS LABORERS - ZONE 2	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$44.80	$10.90	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.25	$10.90	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$47.75	$10.90	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.25	$10.90	$9.75	$9.11	$0.00	$79.01

For apprentice rates see "Apprentice- LABORER"

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$41.91	$10.90	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.35	$10.90	$9.75	$9.21	$0.00	$73.21

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

POWDERMAN & BLASTER LABORERS LABORERS - ZONE 2	6/1/2026	$42.66	$10.90	$9.75	$9.11	$0.00	$72.42
	12/1/2026	$44.10	$10.90	$9.75	$9.11	$0.00	$73.86
	6/1/2027	$45.55	$10.90	$9.75	$9.11	$0.00	$75.31
	12/1/2027	$47.00	$10.90	$9.75	$9.11	$0.00	$76.76
	6/1/2028	$48.50	$10.90	$9.75	$9.11	$0.00	$78.26
	12/1/2028	$50.00	$10.90	$9.75	$9.11	$0.00	$79.76

For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$42.66	$10.90	$9.75	$9.21	$0.00	$72.52
	12/1/2026	$44.10	$10.90	$9.75	$9.21	$0.00	$73.96

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

POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.38	$17.05	$13.35	$3.25	$0.00	$93.03
	12/1/2026	$60.83	$17.05	$13.35	$3.25	$0.00	$94.48

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$37.63	$17.05	$13.35	$3.25	$0.00	$71.28
	12/1/2026	$38.58	$17.05	$13.35	$3.25	$0.00	$72.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
READY-MIX CONCRETE DRIVER TEAMSTERS 170 TEAMSTERS 170 - Dauphinais (Bellingham)	1/1/2025	$27.60	$11.26	$6.15	$0.00	$0.00	$45.01
RECLAIMERS OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS LABORERS - ZONE 2	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$44.80	$10.90	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.25	$10.90	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$47.75	$10.90	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.25	$10.90	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
ROLLER/SPREADER/MULCHING MACHINE OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) ROOFERS LOCAL 33 ROOFERS LOCAL 33	8/1/2026	$55.25	$14.53	$12.67	$9.03	$0.00	$91.48
	2/1/2027	$57.00	$14.53	$12.67	$9.03	$0.00	$93.23
	8/1/2027	$58.75	$14.53	$12.67	$9.03	$0.00	$94.98
	2/1/2028	$60.50	$14.53	$12.67	$9.03	$0.00	$96.73
	8/1/2028	$62.25	$14.53	$12.67	$9.03	$0.00	$98.48
	2/1/2029	$64.00	$14.53	$12.67	$9.03	$0.00	$100.23
	8/1/2029	$65.65	$14.53	$12.67	$9.03	$0.00	$101.88
	2/1/2030	$67.40	$14.53	$12.67	$9.03	$0.00	$103.63

Apprentice: ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)

Effective Date: 8/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	0.00	$0.00	$14.53	$6.34	$0.00	$0.00	$20.87
2	0.00	$0.00	$14.53	$12.67	$9.03	$0.00	$36.23
3	0.00	$0.00	$14.53	$12.67	$9.03	$0.00	$36.23
4	0.00	$0.00	$14.53	$12.67	$9.03	$0.00	$36.23
5	0.00	$0.00	$14.53	$12.67	$9.03	$0.00	$36.23

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33 ROOFERS LOCAL 33	8/1/2026	$55.50	$14.53	$12.67	$9.03	$0.00	$91.73
	2/1/2027	$57.25	$14.53	$12.67	$9.03	$0.00	$93.48
	8/1/2027	$59.00	$14.53	$12.67	$9.03	$0.00	$95.23
	2/1/2028	$60.75	$14.53	$12.67	$9.03	$0.00	$96.98
	8/1/2028	$62.50	$14.53	$12.67	$9.03	$0.00	$98.73
	2/1/2029	$64.25	$14.53	$12.67	$9.03	$0.00	$100.48
	8/1/2029	$65.90	$14.53	$12.67	$9.03	$0.00	$102.13
	2/1/2030	$67.65	$14.53	$12.67	$9.03	$0.00	$103.88
For apprentice rates see "Apprentice- ROOFER"							

Apprentice: ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)

Effective Date: 2/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	0.00	$0.00	$14.53	$6.34	$0.00	$0.00	$20.87
2	0.00	$0.00	$14.53	$12.67	$9.03	$0.00	$36.23
3	0.00	$0.00	$14.53	$12.67	$9.03	$0.00	$36.23
4	0.00	$0.00	$14.53	$12.67	$9.03	$0.00	$36.23
5	0.00	$0.00	$14.53	$12.67	$9.03	$0.00	$36.23

Apprentice Notes

** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1

Apprentice to Journeyworker Ratio: 1:5

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63 SHEETMETAL WORKERS LOCAL 63	7/1/2026	$43.48	$13.24	$11.01	$9.92	$2.13	$79.78
	1/1/2027	$43.48	$13.54	$11.01	$11.12	$2.13	$81.28
	7/1/2027	$44.98	$13.54	$11.01	$11.12	$2.13	$82.78
	1/1/2028	$46.48	$13.54	$11.01	$11.12	$2.13	$84.28

Apprentice: SHEETMETAL WORKER

Effective Date: 7/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	$19.57	$5.96	$4.95	$0.00	$0.85	$31.33
2	50.00	$21.74	$6.62	$5.51	$0.00	$0.94	$34.81
3	55.00	$23.91	$7.28	$9.91	$0.00	$1.15	$42.25
4	60.00	$26.09	$7.94	$9.91	$0.00	$1.23	$45.17
5	65.00	$28.26	$8.60	$9.91	$0.00	$1.31	$48.08
6	70.00	$30.44	$9.27	$9.91	$0.00	$1.39	$51.01
7	75.00	$32.61	$9.93	$9.91	$0.00	$1.47	$53.92
8	80.00	$34.78	$10.59	$9.91	$9.92	$1.78	$66.98
9	85.00	$36.96	$11.25	$9.91	$9.92	$1.86	$69.90
10	90.00	$39.13	$11.92	$9.91	$9.92	$1.94	$72.82

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: SHEETMETAL WORKER

Effective Date: 1/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	$19.57	$6.09	$4.95	$0.00	$0.85	$31.46
2	50.00	$21.74	$6.77	$5.51	$0.00	$0.94	$34.96
3	55.00	$23.91	$7.45	$9.91	$0.00	$1.15	$42.42
4	60.00	$26.09	$8.36	$9.91	$0.00	$1.23	$45.59
5	65.00	$28.26	$8.86	$9.91	$0.00	$1.31	$48.34
6	70.00	$30.44	$9.48	$9.91	$0.00	$1.39	$51.22
7	75.00	$32.61	$10.15	$9.91	$0.00	$1.47	$54.14
8	80.00	$34.78	$10.83	$9.91	$11.12	$1.78	$68.42
9	85.00	$36.96	$11.51	$9.91	$11.12	$1.86	$71.36
10	90.00	$39.13	$12.18	$9.91	$11.12	$1.94	$74.28

Apprentice to Journeyworker Ratio: 1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	$42.24	$16.17	$21.78	$0.00	$0.00	$80.19
	12/1/2026	$42.24	$16.17	$23.52	$0.00	$0.00	$81.93
	1/1/2027	$42.24	$16.77	$23.52	$0.00	$0.00	$82.53
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	$42.53	$16.17	$21.78	$0.00	$0.00	$80.48
	12/1/2026	$42.53	$16.17	$23.52	$0.00	$0.00	$82.22
	1/1/2027	$42.53	$16.77	$23.52	$0.00	$0.00	$82.82
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 669 SPRINKLER FITTERS LOCAL 669	10/1/2026	$56.54	$13.60	$7.45	$9.41	$0.00	$87.00
	1/1/2027	$56.54	$14.55	$7.50	$9.41	$0.00	$88.00
	4/1/2027	$59.83	$14.55	$7.50	$9.41	$0.00	$91.29
	7/1/2027	$59.83	$14.55	$7.50	$9.41	$0.00	$91.29
	10/1/2027	$59.83	$14.55	$7.50	$9.41	$0.00	$91.29
	1/1/2028	$59.83	$15.50	$7.55	$9.41	$0.00	$92.29

Apprentice: SPRINKLER FITTER

Effective Date: 10/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	43.00	$28.36	$0.00	$0.00	$0.00	$0.00	$28.36
2	48.00	$31.66	$0.00	$0.00	$0.00	$0.00	$31.66
3	52.00	$34.29	$0.00	$0.00	$1.15	$0.00	$35.44
4	56.00	$36.93	$0.00	$0.00	$1.15	$0.00	$38.08
5	59.00	$38.91	$0.00	$0.00	$1.40	$0.00	$40.31
6	64.00	$42.21	$0.00	$0.00	$1.40	$0.00	$43.61
7	68.00	$44.85	$0.00	$0.00	$1.40	$0.00	$46.25
8	72.00	$47.48	$0.00	$0.00	$1.40	$0.00	$48.88
9	76.00	$50.12	$0.00	$0.00	$1.40	$0.00	$51.52
10	80.00	$52.76	$0.00	$0.00	$1.40	$0.00	$54.16

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: SPRINKLER FITTER

Effective Date: 1/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	43.00	$28.36	$0.00	$0.00	$0.00	$0.00	$28.36
2	48.00	$31.66	$0.00	$0.00	$0.00	$0.00	$31.66
3	52.00	$34.29	$0.00	$0.00	$1.15	$0.00	$35.44
4	56.00	$36.93	$0.00	$0.00	$1.15	$0.00	$38.08
5	59.00	$38.91	$0.00	$0.00	$1.40	$0.00	$40.31
6	64.00	$42.21	$0.00	$0.00	$1.40	$0.00	$43.61
7	68.00	$44.85	$0.00	$0.00	$1.40	$0.00	$46.25
8	72.00	$47.48	$0.00	$0.00	$1.40	$0.00	$48.88
9	76.00	$50.12	$0.00	$0.00	$1.40	$0.00	$51.52
10	80.00	$52.76	$0.00	$0.00	$1.40	$0.00	$54.16

Apprentice to Journeyworker Ratio: 1:1

STEAM BOILER OPERATOR	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
OPERATING ENGINEERS LOCAL 4							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
OPERATING ENGINEERS LOCAL 4							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TERRAZZO FINISHERS	8/1/2026	$69.09	$12.84	$15.57	$8.02	$0.00	$105.52
BRICKLAYERS LOCAL 3	2/1/2027	$70.49	$12.84	$15.57	$8.02	$0.00	$106.92
BRICKLAYERS LOCAL 3 - MARBLE & TILE							

Apprentice: TERRAZZO FINISHERS

Effective Date: 8/1/2026

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

Apprentice: TERRAZZO FINISHERS

Effective Date: 2/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$35.25	$12.84	$15.57	$8.02	$0.00	$71.68
2	60.00	$42.29	$12.84	$15.57	$8.02	$0.00	$78.72

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: TERRAZZO FINISHERS

Effective Date: 2/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
3	70.00	$49.34	$12.84	$15.57	$8.02	$0.00	$85.77
4	80.00	$56.39	$12.84	$15.57	$8.02	$0.00	$92.82
5	90.00	$63.44	$12.84	$15.57	$8.02	$0.00	$99.87

Apprentice to Journeyworker Ratio: 1:5

TEST BORING DRILLER	6/1/2026	$53.25	$10.90	$9.75	$9.80	$0.00	$83.70
LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2026	$54.75	$10.90	$9.75	$9.80	$0.00	$85.20
For apprentice rates see "Apprentice- LABORER"							
TEST BORING DRILLER HELPER	6/1/2026	$49.37	$10.90	$9.75	$9.80	$0.00	$79.82
LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2026	$50.87	$10.90	$9.75	$9.80	$0.00	$81.32
For apprentice rates see "Apprentice- LABORER"							
TEST BORING LABORER	6/1/2026	$49.25	$10.90	$9.75	$9.80	$0.00	$79.70
LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2026	$50.75	$10.90	$9.75	$9.80	$0.00	$81.20
For apprentice rates see "Apprentice- LABORER"							
TRACTORS/PORTABLE STEAM GENERATORS	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TRAILERS FOR EARTH MOVING EQUIPMENT	6/1/2026	$42.82	$16.17	$21.78	$0.00	$0.00	$80.77
TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	$42.82	$16.17	$23.52	$0.00	$0.00	$82.51
	1/1/2027	$42.82	$16.77	$23.52	$0.00	$0.00	$83.11
TUNNEL WORK - COMPRESSED AIR	6/1/2026	$61.48	$10.90	$9.75	$10.25	$0.00	$92.38
LABORERS LABORERS (COMPRESSED AIR)	12/1/2026	$62.98	$10.90	$9.75	$10.25	$0.00	$93.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	6/1/2026	$63.48	$10.90	$9.75	$10.25	$0.00	$94.38
LABORERS LABORERS (COMPRESSED AIR)	12/1/2026	$64.98	$10.90	$9.75	$10.25	$0.00	$95.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR	6/1/2026	$53.55	$10.90	$9.75	$10.25	$0.00	$84.45
LABORERS LABORERS (FREE AIR TUNNEL)	12/1/2026	$55.05	$10.90	$9.75	$10.25	$0.00	$85.95
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR (HAZ. WASTE)	6/1/2026	$55.55	$10.90	$9.75	$10.25	$0.00	$86.45
LABORERS LABORERS (FREE AIR TUNNEL)	12/1/2026	$57.05	$10.90	$9.75	$10.25	$0.00	$87.95
For apprentice rates see "Apprentice- LABORER"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	$42.24	$16.17	$21.78	$0.00	$0.00	$80.19
	12/1/2026	$42.24	$16.17	$23.52	$0.00	$0.00	$81.93
	1/1/2027	$42.24	$16.77	$23.52	$0.00	$0.00	$82.53
VOICE-DATA-VIDEO TECHNICIAN ELECTRICIANS LOCAL 96 ELECTRICIANS LOCAL 96	9/6/2026	$37.04	$15.96	$14.20	$4.07	$0.00	$71.27

Apprentice: VOICE-DATA-VIDEO TECHNICIAN

Effective Date: 9/6/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$18.52	$15.96	$0.56	$4.07	$0.00	$39.11
2	55.00	$20.37	$15.96	$0.61	$4.07	$0.00	$41.01
3	60.00	$22.22	$15.96	$13.76	$4.07	$0.00	$56.01
4	65.00	$24.08	$15.96	$13.81	$4.07	$0.00	$57.92
5	70.00	$25.93	$15.96	$13.87	$4.07	$0.00	$59.83
6	75.00	$27.78	$15.96	$13.92	$4.07	$0.00	$61.73
7	80.00	$29.63	$15.96	$13.98	$4.07	$0.00	$63.64
8	85.00	$31.48	$15.96	$14.03	$4.07	$0.00	$65.54

Apprentice to Journeyworker Ratio: 1:1

WAGON DRILL OPERATOR LABORERS LABORERS - ZONE 2	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$44.80	$10.90	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.25	$10.90	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$47.75	$10.90	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.25	$10.90	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$41.91	$10.90	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.35	$10.90	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.38	$17.05	$13.35	$3.25	$0.00	$93.03
	12/1/2026	$60.83	$17.05	$13.35	$3.25	$0.00	$94.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
WATER METER INSTALLER PLUMBERS LOCAL 4 PLUMBERS LOCAL 4	3/1/2026	$55.90	$13.10	$9.71	$8.06	$0.00	$86.77
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"							

Additional Apprentice Information

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

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

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