



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

MAURA HEALY  
Governor

KIM DRISCOLL  
Lt. Governor

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

LAUREN JONES  
Secretary  
MICHAEL FLANAGAN  
Director

|                             |  |                   |           |
|-----------------------------|--|-------------------|-----------|
| <b>Awarding Authority:</b>  | City of Fitchburg  | <b>City/Town:</b> | FITCHBURG |
| <b>Contract Number:</b>     | 26-000   |                   |           |
| <b>Description of Work:</b> | Minor Small and/or Emergency Isolated Repairs Not Associated with Other Larger Planned Projects (12 mos) |                   |           |
| <b>Job Location:</b>        | Fitchburg  |                   |           |

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**Information about Prevailing Wage Schedules for Awarding Authorities and Contractors**

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

## Construction

| Classification   | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|--|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| (2 AXLE) DRIVER - EQUIPMENT  | 6/1/2025       | \$40.95   | \$15.57 | \$20.17 | \$0.00  | \$0.00                       | \$76.69       |
| TEAMSTERS JOINT COUNCIL NO. 10                                     | 12/1/2025      | \$40.95   | \$15.57 | \$21.78 | \$0.00  | \$0.00                       | \$78.30       |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B                              | 1/1/2026       | \$40.95   | \$16.17 | \$21.78 | \$0.00  | \$0.00                       | \$78.90       |
|  | 6/1/2026       | \$41.95   | \$16.17 | \$21.78 | \$0.00  | \$0.00                       | \$79.90       |
|  | 12/1/2026      | \$41.95   | \$16.17 | \$23.52 | \$0.00  | \$0.00                       | \$81.64       |
|  | 1/1/2027       | \$41.95   | \$16.77 | \$23.52 | \$0.00  | \$0.00                       | \$82.24       |
| (3 AXLE) DRIVER - EQUIPMENT  | 6/1/2025       | \$41.02   | \$15.57 | \$20.17 | \$0.00  | \$0.00                       | \$76.76       |
| TEAMSTERS JOINT COUNCIL NO. 10                                     | 12/1/2025      | \$41.02   | \$15.57 | \$21.78 | \$0.00  | \$0.00                       | \$78.37       |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B                              | 1/1/2026       | \$41.02   | \$16.17 | \$21.78 | \$0.00  | \$0.00                       | \$78.97       |
|  | 6/1/2026       | \$42.02   | \$16.17 | \$21.78 | \$0.00  | \$0.00                       | \$79.97       |
|  | 12/1/2026      | \$42.02   | \$16.17 | \$23.52 | \$0.00  | \$0.00                       | \$81.71       |
|  | 1/1/2027       | \$42.02   | \$16.77 | \$23.52 | \$0.00  | \$0.00                       | \$82.31       |
| (4 & 5 AXLE) DRIVER - EQUIPMENT                                    | 6/1/2025       | \$41.14   | \$15.57 | \$20.17 | \$0.00  | \$0.00                       | \$76.88       |
| TEAMSTERS JOINT COUNCIL NO. 10                                     | 12/1/2025      | \$41.14   | \$15.57 | \$21.78 | \$0.00  | \$0.00                       | \$78.49       |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B                              | 1/1/2026       | \$41.14   | \$16.17 | \$21.78 | \$0.00  | \$0.00                       | \$79.09       |
|  | 6/1/2026       | \$42.14   | \$16.17 | \$21.78 | \$0.00  | \$0.00                       | \$80.09       |
|  | 12/1/2026      | \$42.14   | \$16.17 | \$23.52 | \$0.00  | \$0.00                       | \$81.83       |
|  | 1/1/2027       | \$42.14   | \$16.77 | \$23.52 | \$0.00  | \$0.00                       | \$82.43       |
| ADS/SUBMERSIBLE PILOT  | 8/1/2024       | \$117.16  | \$10.08 | \$11.62 | \$12.67 | \$0.00                       | \$151.53      |
| PILE DRIVER LOCAL 56   |                |           |         |         |         |                              |               |
| PILE DRIVER LOCAL 56 (ZONE 2)                                      |                |           |         |         |         |                              |               |
| For apprentice rates see "Apprentice- PILE DRIVER"                 |                |           |         |         |         |                              |               |
| AIR TRACK OPERATOR   | 6/1/2025       | \$41.09   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$69.35       |
| LABORERS   | 12/1/2025      | \$42.47   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$70.73       |
| LABORERS - ZONE 2  | 6/1/2026       | \$43.91   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$72.17       |
|  | 12/1/2026      | \$45.35   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$73.61       |
|  | 6/1/2027       | \$46.80   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$75.06       |
|  | 12/1/2027      | \$48.25   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$76.51       |
|  | 6/1/2028       | \$49.75   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$78.01       |
|  | 12/1/2028      | \$51.25   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$79.51       |
| For apprentice rates see "Apprentice- LABORER"                     |                |           |         |         |         |                              |               |
| AIR TRACK OPERATOR (HEAVY & HIGHWAY)                               | 6/1/2025       | \$41.09   | \$9.90  | \$9.25  | \$9.21  | \$0.00                       | \$69.45       |
| LABORERS   | 12/1/2025      | \$42.47   | \$9.90  | \$9.25  | \$9.21  | \$0.00                       | \$70.83       |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)                                | 6/1/2026       | \$43.91   | \$9.90  | \$9.25  | \$9.21  | \$0.00                       | \$72.27       |
|  | 12/1/2026      | \$45.35   | \$9.90  | \$9.25  | \$9.21  | \$0.00                       | \$73.71       |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" |                |           |         |         |         |                              |               |
| ASBESTOS WORKER (PIPES & TANKS)                                    | 6/1/2025       | \$43.80   | \$14.50 | \$4.30  | \$6.75  | \$0.00                       | \$69.35       |
| HEAT & FROST INSULATORS LOCAL 6                                    | 12/1/2025      | \$44.80   | \$14.50 | \$4.30  | \$6.75  | \$0.00                       | \$70.35       |
| HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)                        |                |           |         |         |         |                              |               |
| ASPHALT RAKER  | 6/1/2025       | \$40.59   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$68.85       |
| LABORERS   | 12/1/2025      | \$41.97   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$70.23       |
| LABORERS - ZONE 2  | 6/1/2026       | \$43.41   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$71.67       |
|  | 12/1/2026      | \$44.85   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$73.11       |

**Construction**

| Classification   | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|--|----------------|-----------|---------|---------|---------|------------------------------|---------------|
|  | 6/1/2027       | \$46.30   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$74.56       |
|  | 12/1/2027      | \$47.75   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$76.01       |
|  | 6/1/2028       | \$49.25   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$77.51       |
|  | 12/1/2028      | \$50.75   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$79.01       |
| For apprentice rates see "Apprentice- LABORER"                     |                |           |         |         |         |                              |               |
| ASPHALT RAKER (HEAVY & HIGHWAY)                                    | 6/1/2025       | \$40.59   | \$9.90  | \$9.25  | \$9.21  | \$0.00                       | \$68.95       |
| LABORERS   | 12/1/2025      | \$41.97   | \$9.90  | \$9.25  | \$9.21  | \$0.00                       | \$70.33       |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)                                | 6/1/2026       | \$43.41   | \$9.90  | \$9.25  | \$9.21  | \$0.00                       | \$71.77       |
|  | 12/1/2026      | \$44.85   | \$9.90  | \$9.25  | \$9.21  | \$0.00                       | \$73.21       |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" |                |           |         |         |         |                              |               |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE                             | 6/1/2025       | \$58.33   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$90.38       |
| OPERATING ENGINEERS LOCAL 4  | 12/1/2025      | \$59.78   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$91.83       |
| OPERATING ENGINEERS LOCAL 4  | 6/1/2026       | \$61.08   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$93.13       |
|  | 12/1/2026      | \$62.53   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$94.58       |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"         |                |           |         |         |         |                              |               |
| BACKHOE/FRONT-END LOADER   | 6/1/2025       | \$58.33   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$90.38       |
| OPERATING ENGINEERS LOCAL 4  | 12/1/2025      | \$59.78   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$91.83       |
| OPERATING ENGINEERS LOCAL 4  | 6/1/2026       | \$61.08   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$93.13       |
|  | 12/1/2026      | \$62.53   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$94.58       |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"         |                |           |         |         |         |                              |               |
| BARCO-TYPE JUMPING TAMPER  | 6/1/2025       | \$40.59   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$68.85       |
| LABORERS   | 12/1/2025      | \$41.97   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$70.23       |
| LABORERS - ZONE 2  | 6/1/2026       | \$43.41   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$71.67       |
|  | 12/1/2026      | \$44.85   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$73.11       |
|  | 6/1/2027       | \$46.30   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$74.56       |
|  | 12/1/2027      | \$47.75   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$76.01       |
|  | 6/1/2028       | \$49.25   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$77.51       |
|  | 12/1/2028      | \$50.75   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$79.01       |
| For apprentice rates see "Apprentice- LABORER"                     |                |           |         |         |         |                              |               |
| BLOCK PAVER, RAMMER / CURB SETTER                                  | 6/1/2025       | \$41.09   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$69.35       |
| LABORERS   | 12/1/2025      | \$42.47   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$70.73       |
| LABORERS - ZONE 2  | 6/1/2026       | \$43.91   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$72.17       |
|  | 12/1/2026      | \$45.35   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$73.61       |
|  | 6/1/2027       | \$46.80   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$75.06       |
|  | 12/1/2027      | \$48.25   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$76.51       |
|  | 6/1/2028       | \$49.75   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$78.01       |
|  | 12/1/2028      | \$51.25   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$79.51       |
| For apprentice rates see "Apprentice- LABORER"                     |                |           |         |         |         |                              |               |
| BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)                | 6/1/2025       | \$41.09   | \$9.90  | \$9.25  | \$9.21  | \$0.00                       | \$69.45       |
| LABORERS   | 12/1/2025      | \$42.47   | \$9.90  | \$9.25  | \$9.21  | \$0.00                       | \$70.83       |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)                                | 6/1/2026       | \$43.91   | \$9.90  | \$9.25  | \$9.21  | \$0.00                       | \$72.27       |
|  | 12/1/2026      | \$45.35   | \$9.90  | \$9.25  | \$9.21  | \$0.00                       | \$73.71       |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" |                |           |         |         |         |                              |               |

## Construction

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

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

|  |          |         |         |         |        |        |          |
|--|----------|---------|---------|---------|--------|--------|----------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) | 2/1/2025 | \$63.66 | \$11.49 | \$15.57 | \$7.33 | \$0.00 | \$98.05  |
| BRICKLAYERS LOCAL 3  | 8/1/2025 | \$65.81 | \$11.49 | \$15.57 | \$7.33 | \$0.00 | \$100.20 |
| BRICKLAYERS LOCAL 3 (LOWELL)                                 | 2/1/2026 | \$67.16 | \$11.49 | \$15.57 | \$7.33 | \$0.00 | \$101.55 |
|  | 8/1/2026 | \$69.36 | \$11.49 | \$15.57 | \$7.33 | \$0.00 | \$103.75 |
|  | 2/1/2027 | \$70.76 | \$11.49 | \$15.57 | \$7.33 | \$0.00 | \$105.15 |

| Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) |         |                      |         |         |         |                           |            |
|--|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Effective Date: 2/1/2025   |         |                      |         |         |         |                           |            |
| Step   | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1  | 50.00   | \$31.83              | \$11.49 | \$15.57 | \$7.33  | \$0.00                    | \$66.22    |
| 2  | 60.00   | \$38.20              | \$11.49 | \$15.57 | \$7.33  | \$0.00                    | \$72.59    |
| 3  | 70.00   | \$44.56              | \$11.49 | \$15.57 | \$7.33  | \$0.00                    | \$78.95    |
| 4  | 80.00   | \$50.93              | \$11.49 | \$15.57 | \$7.33  | \$0.00                    | \$85.32    |
| 5  | 90.00   | \$57.29              | \$11.49 | \$15.57 | \$7.33  | \$0.00                    | \$91.68    |

| Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) |         |                      |         |         |         |                           |            |
|--|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Effective Date: 8/1/2025   |         |                      |         |         |         |                           |            |
| Step   | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1  | 50.00   | \$32.91              | \$11.49 | \$15.57 | \$7.33  | \$0.00                    | \$67.30    |
| 2  | 60.00   | \$39.49              | \$11.49 | \$15.57 | \$7.33  | \$0.00                    | \$73.88    |
| 3  | 70.00   | \$46.07              | \$11.49 | \$15.57 | \$7.33  | \$0.00                    | \$80.46    |
| 4  | 80.00   | \$52.65              | \$11.49 | \$15.57 | \$7.33  | \$0.00                    | \$87.04    |
| 5  | 90.00   | \$59.23              | \$11.49 | \$15.57 | \$7.33  | \$0.00                    | \$93.62    |

|                             |           |         |         |         |        |        |         |
|-----------------------------|-----------|---------|---------|---------|--------|--------|---------|
| BULLDOZER/GRADER/SCRAPER    | 6/1/2025  | \$57.68 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$89.73 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$59.12 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.17 |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026  | \$60.40 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$92.45 |

**Construction**

| Classification   | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|--|----------------|-----------|---------|---------|---------|------------------------------|---------------|
|  | 12/1/2026      | \$61.84   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$93.89       |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" |                |           |         |         |         |                              |               |
| CAISSON & UNDERPINNING BOTTOM MAN<br>LABORERS              | 6/1/2025       | \$48.85   | \$9.90  | \$9.25  | \$9.80  | \$0.00                       | \$77.80       |
| LABORERS - FOUNDATION AND MARINE                           | 12/1/2025      | \$50.35   | \$9.90  | \$9.25  | \$9.80  | \$0.00                       | \$79.30       |
|  | 6/1/2026       | \$51.90   | \$9.90  | \$9.25  | \$9.80  | \$0.00                       | \$80.85       |
|  | 12/1/2026      | \$53.40   | \$9.90  | \$9.25  | \$9.80  | \$0.00                       | \$82.35       |
| For apprentice rates see "Apprentice- LABORER"             |                |           |         |         |         |                              |               |
| CAISSON & UNDERPINNING LABORER<br>LABORERS                 | 6/1/2025       | \$47.70   | \$9.90  | \$9.25  | \$9.80  | \$0.00                       | \$76.65       |
| LABORERS - FOUNDATION AND MARINE                           | 12/1/2025      | \$49.20   | \$9.90  | \$9.25  | \$9.80  | \$0.00                       | \$78.15       |
|  | 6/1/2026       | \$50.75   | \$9.90  | \$9.25  | \$9.80  | \$0.00                       | \$79.70       |
|  | 12/1/2026      | \$52.25   | \$9.90  | \$9.25  | \$9.80  | \$0.00                       | \$81.20       |
| For apprentice rates see "Apprentice- LABORER"             |                |           |         |         |         |                              |               |
| CAISSON & UNDERPINNING TOP MAN<br>LABORERS                 | 6/1/2025       | \$48.03   | \$9.90  | \$9.25  | \$9.80  | \$0.00                       | \$76.98       |
| LABORERS - FOUNDATION AND MARINE                           | 12/1/2025      | \$49.53   | \$9.90  | \$9.25  | \$9.80  | \$0.00                       | \$78.48       |
|  | 6/1/2026       | \$51.08   | \$9.90  | \$9.25  | \$9.80  | \$0.00                       | \$80.03       |
|  | 12/1/2026      | \$52.58   | \$9.90  | \$9.25  | \$9.80  | \$0.00                       | \$81.53       |
| For apprentice rates see "Apprentice- LABORER"             |                |           |         |         |         |                              |               |
| CARBIDE CORE DRILL OPERATOR<br>LABORERS                    | 6/1/2025       | \$40.59   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$68.85       |
| LABORERS - ZONE 2  | 12/1/2025      | \$41.97   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$70.23       |
|  | 6/1/2026       | \$43.41   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$71.67       |
|  | 12/1/2026      | \$44.85   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$73.11       |
|  | 6/1/2027       | \$46.30   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$74.56       |
|  | 12/1/2027      | \$47.75   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$76.01       |
|  | 6/1/2028       | \$49.25   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$77.51       |
|  | 12/1/2028      | \$50.75   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$79.01       |
| For apprentice rates see "Apprentice- LABORER"             |                |           |         |         |         |                              |               |
| CARPENTER  | 3/1/2025       | \$49.62   | \$9.83  | \$11.47 | \$8.50  | \$0.00                       | \$79.42       |
| CARPENTERS   | 9/1/2025       | \$50.87   | \$9.83  | \$11.47 | \$8.50  | \$0.00                       | \$80.67       |
| CARPENTERS -ZONE 2 (Eastern Massachusetts)                 | 3/1/2026       | \$52.12   | \$9.83  | \$11.47 | \$8.50  | \$0.00                       | \$81.92       |
|  | 9/1/2026       | \$53.37   | \$9.83  | \$11.47 | \$8.50  | \$0.00                       | \$83.17       |
|  | 3/1/2027       | \$54.62   | \$9.83  | \$11.47 | \$8.50  | \$0.00                       | \$84.42       |

**Apprentice: CARPENTER****Effective Date: 3/1/2025**

| Step | Percent | Apprentice<br>Base Wage | Health | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------|---------|-------------------------|--------|---------|---------|------------------------------|---------------|
| 1    | 45.00   | \$22.33                 | \$9.83 | \$0.00  | \$1.73  | \$0.00                       | \$33.89       |
| 2    | 45.00   | \$22.33                 | \$9.83 | \$0.00  | \$1.73  | \$0.00                       | \$33.89       |
| 3    | 55.00   | \$27.29                 | \$9.83 | \$0.00  | \$3.40  | \$0.00                       | \$40.52       |
| 4    | 55.00   | \$27.29                 | \$9.83 | \$0.00  | \$3.40  | \$0.00                       | \$40.52       |
| 5    | 70.00   | \$34.73                 | \$9.83 | \$11.41 | \$5.10  | \$0.00                       | \$61.07       |
| 6    | 70.00   | \$34.73                 | \$9.83 | \$11.41 | \$5.10  | \$0.00                       | \$61.07       |
| 7    | 80.00   | \$39.70                 | \$9.83 | \$11.44 | \$6.80  | \$0.00                       | \$67.77       |
| 8    | 80.00   | \$39.70                 | \$9.83 | \$11.44 | \$6.80  | \$0.00                       | \$67.77       |

## Construction

| Classification                     | Effective Date | Base Wage            | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------------------------------------|----------------|----------------------|--------|---------|---------|---------------------------|------------|
| <b>Apprentice: CARPENTER</b>       |                |                      |        |         |         |                           |            |
| <b>Effective Date: 9/1/2025</b>    |                |                      |        |         |         |                           |            |
| Step                               | Percent        | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                  | 45.00          | \$22.89              | \$9.83 | \$0.00  | \$1.73  | \$0.00                    | \$34.45    |
| 2                                  | 45.00          | \$22.89              | \$9.83 | \$0.00  | \$1.73  | \$0.00                    | \$34.45    |
| 3                                  | 55.00          | \$27.98              | \$9.83 | \$0.00  | \$3.40  | \$0.00                    | \$41.21    |
| 4                                  | 55.00          | \$27.98              | \$9.83 | \$0.00  | \$3.40  | \$0.00                    | \$41.21    |
| 5                                  | 70.00          | \$35.61              | \$9.83 | \$11.41 | \$5.10  | \$0.00                    | \$61.95    |
| 6                                  | 70.00          | \$35.61              | \$9.83 | \$11.41 | \$5.10  | \$0.00                    | \$61.95    |
| 7                                  | 80.00          | \$40.70              | \$9.83 | \$11.44 | \$6.80  | \$0.00                    | \$68.77    |
| 8                                  | 80.00          | \$40.70              | \$9.83 | \$11.44 | \$6.80  | \$0.00                    | \$68.77    |
| <hr/>                              |                |                      |        |         |         |                           |            |
| CARPENTER WOOD FRAME               | 10/1/2024      | \$26.65              | \$7.02 | \$3.80  | \$1.00  | \$0.00                    | \$38.47    |
| CARPENTERS                         | 10/1/2025      | \$27.75              | \$7.02 | \$3.80  | \$1.00  | \$0.00                    | \$39.57    |
| CARPENTERS-ZONE 3 (Wood Frame)     | 10/1/2026      | \$28.85              | \$7.02 | \$3.80  | \$1.00  | \$0.00                    | \$40.67    |
| All Aspects of New Wood Frame Work |                |                      |        |         |         |                           |            |

| <b>Apprentice: CARPENTER WOOD FRAME</b> |         |                      |        |         |         |                           |            |
|---|---------|----------------------|--------|---------|---------|---------------------------|------------|
| <b>Effective Date: 10/1/2024</b>        |         |                      |        |         |         |                           |            |
| Step                                    | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                       | 60.00   | \$15.99              | \$7.02 | \$0.00  | \$0.00  | \$0.00                    | \$23.01    |
| 2                                       | 60.00   | \$15.99              | \$7.02 | \$0.00  | \$0.00  | \$0.00                    | \$23.01    |
| 3                                       | 65.00   | \$17.32              | \$7.02 | \$0.00  | \$1.00  | \$0.00                    | \$25.34    |
| 4                                       | 70.00   | \$18.66              | \$7.02 | \$0.00  | \$1.00  | \$0.00                    | \$26.68    |
| 5                                       | 75.00   | \$19.99              | \$7.02 | \$3.80  | \$1.00  | \$0.00                    | \$31.81    |
| 6                                       | 80.00   | \$21.32              | \$7.02 | \$3.80  | \$1.00  | \$0.00                    | \$33.14    |
| 7                                       | 85.00   | \$22.65              | \$7.02 | \$3.80  | \$1.00  | \$0.00                    | \$34.47    |
| 8                                       | 90.00   | \$23.99              | \$7.02 | \$3.80  | \$1.00  | \$0.00                    | \$35.81    |

| <b>Apprentice: CARPENTER WOOD FRAME</b> |         |                      |        |         |         |                           |            |
|---|---------|----------------------|--------|---------|---------|---------------------------|------------|
| <b>Effective Date: 10/1/2025</b>        |         |                      |        |         |         |                           |            |
| Step                                    | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                       | 60.00   | \$16.65              | \$7.02 | \$0.00  | \$0.00  | \$0.00                    | \$23.67    |
| 2                                       | 60.00   | \$16.65              | \$7.02 | \$0.00  | \$0.00  | \$0.00                    | \$23.67    |
| 3                                       | 65.00   | \$18.04              | \$7.02 | \$0.00  | \$1.00  | \$0.00                    | \$26.06    |
| 4                                       | 70.00   | \$19.43              | \$7.02 | \$0.00  | \$1.00  | \$0.00                    | \$27.45    |
| 5                                       | 75.00   | \$20.81              | \$7.02 | \$3.80  | \$1.00  | \$0.00                    | \$32.63    |
| 6                                       | 80.00   | \$22.20              | \$7.02 | \$3.80  | \$1.00  | \$0.00                    | \$34.02    |
| 7                                       | 85.00   | \$23.59              | \$7.02 | \$3.80  | \$1.00  | \$0.00                    | \$35.41    |
| 8                                       | 90.00   | \$24.98              | \$7.02 | \$3.80  | \$1.00  | \$0.00                    | \$36.80    |

|                           |          |         |         |         |        |        |         |
|---------------------------|----------|---------|---------|---------|--------|--------|---------|
| CEMENT MASONRY/PLASTERING | 7/1/2024 | \$49.19 | \$13.35 | \$16.43 | \$7.78 | \$1.80 | \$88.55 |
|---------------------------|----------|---------|---------|---------|--------|--------|---------|

**Construction**

| Classification               | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------------------------------|----------------|-----------|--------|---------|---------|------------------------------|---------------|
| BRICKLAYERS LOCAL 3          |                |           |        |         |         |                              |               |
| BRICKLAYERS LOCAL 3 (LOWELL) |                |           |        |         |         |                              |               |

**Apprentice: CEMENT MASONRY/PLASTERING****Effective Date: 7/1/2024**

| Step | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1    | 50.00   | \$24.60                 | \$13.35 | \$16.43 | \$0.00  | \$0.00                       | \$54.38       |
| 2    | 60.00   | \$29.51                 | \$13.35 | \$16.43 | \$2.78  | \$1.80                       | \$63.87       |
| 3    | 65.00   | \$31.97                 | \$13.35 | \$16.43 | \$3.78  | \$1.80                       | \$67.33       |
| 4    | 70.00   | \$34.43                 | \$13.35 | \$16.43 | \$4.78  | \$1.80                       | \$70.79       |
| 5    | 75.00   | \$36.89                 | \$13.35 | \$16.43 | \$5.78  | \$1.80                       | \$74.25       |
| 6    | 80.00   | \$39.35                 | \$13.35 | \$16.43 | \$6.78  | \$1.80                       | \$77.71       |
| 7    | 90.00   | \$44.27                 | \$13.35 | \$16.43 | \$7.78  | \$1.80                       | \$83.63       |

|                    |           |         |        |        |        |        |         |
|--------------------|-----------|---------|--------|--------|--------|--------|---------|
| CHAIN SAW OPERATOR | 6/1/2025  | \$40.59 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$68.85 |
| LABORERS           | 12/1/2025 | \$41.97 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$70.23 |
| LABORERS - ZONE 2  | 6/1/2026  | \$43.41 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$71.67 |
|                    | 12/1/2026 | \$44.85 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$73.11 |
|                    | 6/1/2027  | \$46.30 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$74.56 |
|                    | 12/1/2027 | \$47.75 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$76.01 |
|                    | 6/1/2028  | \$49.25 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$77.51 |
|                    | 12/1/2028 | \$50.75 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$79.01 |

For apprentice rates see "Apprentice- LABORER"

|   |           |         |         |         |        |        |         |
|---|-----------|---------|---------|---------|--------|--------|---------|
| CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES | 6/1/2025  | \$59.51 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.56 |
| OPERATING ENGINEERS LOCAL 4                 | 12/1/2025 | \$60.98 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.03 |
| OPERATING ENGINEERS LOCAL 4                 | 6/1/2026  | \$62.31 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$94.36 |
|   | 12/1/2026 | \$63.79 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$95.84 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                             |           |         |         |         |        |        |         |
|-----------------------------|-----------|---------|---------|---------|--------|--------|---------|
| COMPRESSOR OPERATOR         | 6/1/2025  | \$37.52 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$69.57 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$38.47 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$70.52 |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026  | \$39.33 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$71.38 |
|                             | 12/1/2026 | \$40.28 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$72.33 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                            |          |         |        |         |         |        |         |
|----------------------------|----------|---------|--------|---------|---------|--------|---------|
| DELEADER (BRIDGE)          | 1/1/2025 | \$58.46 | \$9.95 | \$11.85 | \$12.10 | \$0.00 | \$92.36 |
| PAINTERS LOCAL 35          |          |         |        |         |         |        |         |
| PAINTERS LOCAL 35 - ZONE 2 |          |         |        |         |         |        |         |

**Apprentice: DELEADER (BRIDGE)****Effective Date: 1/1/2025**

| Step | Percent | Apprentice<br>Base Wage | Health | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------|---------|-------------------------|--------|---------|---------|------------------------------|---------------|
| 1    | 50.00   | \$29.23                 | \$9.95 | \$0.00  | \$0.00  | \$0.00                       | \$39.18       |
| 2    | 55.00   | \$32.15                 | \$9.95 | \$0.00  | \$6.66  | \$0.00                       | \$48.76       |
| 3    | 60.00   | \$35.08                 | \$9.95 | \$0.00  | \$7.26  | \$0.00                       | \$52.29       |

## Construction

| Classification  | Effective Date | Base Wage               | Health | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|---|----------------|-------------------------|--------|---------|---------|------------------------------|---------------|------|---------|-------------------------|--------|---------|---------|------------------------------|---------------|---|-------|---------|--------|--------|--------|--------|---------|---|-------|---------|--------|---------|--------|--------|---------|---|-------|---------|--------|---------|--------|--------|---------|---|-------|---------|--------|---------|--------|--------|---------|---|-------|---------|--------|---------|---------|--------|---------|
| <div>Apprentice: DELEADER (BRIDGE)</div> <div>Effective Date: 1/1/2025</div> <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice<br/>Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental<br/>Unemployment</th><th>Total<br/>Rate</th></tr></thead><tbody><tr><td>4</td><td>65.00</td><td>\$38.00</td><td>\$9.95</td><td>\$0.00</td><td>\$7.87</td><td>\$0.00</td><td>\$55.82</td></tr><tr><td>5</td><td>70.00</td><td>\$40.92</td><td>\$9.95</td><td>\$11.85</td><td>\$8.47</td><td>\$0.00</td><td>\$71.19</td></tr><tr><td>6</td><td>75.00</td><td>\$43.85</td><td>\$9.95</td><td>\$11.85</td><td>\$9.08</td><td>\$0.00</td><td>\$74.73</td></tr><tr><td>7</td><td>80.00</td><td>\$46.77</td><td>\$9.95</td><td>\$11.85</td><td>\$9.68</td><td>\$0.00</td><td>\$78.25</td></tr><tr><td>8</td><td>90.00</td><td>\$52.61</td><td>\$9.95</td><td>\$11.85</td><td>\$10.89</td><td>\$0.00</td><td>\$85.30</td></tr></tbody></table> |                |                         |        |         |         |                              |               | Step | Percent | Apprentice<br>Base Wage | Health | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate | 4 | 65.00 | \$38.00 | \$9.95 | \$0.00 | \$7.87 | \$0.00 | \$55.82 | 5 | 70.00 | \$40.92 | \$9.95 | \$11.85 | \$8.47 | \$0.00 | \$71.19 | 6 | 75.00 | \$43.85 | \$9.95 | \$11.85 | \$9.08 | \$0.00 | \$74.73 | 7 | 80.00 | \$46.77 | \$9.95 | \$11.85 | \$9.68 | \$0.00 | \$78.25 | 8 | 90.00 | \$52.61 | \$9.95 | \$11.85 | \$10.89 | \$0.00 | \$85.30 |
| Step  | Percent        | Apprentice<br>Base Wage | Health | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| 4   | 65.00          | \$38.00                 | \$9.95 | \$0.00  | \$7.87  | \$0.00                       | \$55.82       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| 5   | 70.00          | \$40.92                 | \$9.95 | \$11.85 | \$8.47  | \$0.00                       | \$71.19       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| 6   | 75.00          | \$43.85                 | \$9.95 | \$11.85 | \$9.08  | \$0.00                       | \$74.73       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| 7   | 80.00          | \$46.77                 | \$9.95 | \$11.85 | \$9.68  | \$0.00                       | \$78.25       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| 8   | 90.00          | \$52.61                 | \$9.95 | \$11.85 | \$10.89 | \$0.00                       | \$85.30       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   |                |                         |        |         |         |                              |               |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| DEMO: ADZEMAN   | 6/2/2025       | \$47.75                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$76.55       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| LABORERS  | 12/1/2025      | \$49.25                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$78.05       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| LABORERS - ZONE 2   | 6/1/2026       | \$50.80                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$79.60       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   | 12/7/2026      | \$52.30                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$81.10       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   | 6/7/2027       | \$53.90                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$82.70       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   | 12/6/2027      | \$55.50                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$84.30       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   | 6/5/2028       | \$57.18                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$85.98       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   | 12/4/2028      | \$58.85                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$87.65       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| For apprentice rates see "Apprentice- LABORER"  |                |                         |        |         |         |                              |               |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   |                |                         |        |         |         |                              |               |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR  | 6/2/2025       | \$48.75                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$77.55       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| LABORERS  | 12/1/2025      | \$50.25                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$79.05       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| LABORERS - ZONE 2   | 6/1/2026       | \$51.80                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$80.60       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   | 12/7/2026      | \$53.30                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$82.10       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   | 6/7/2027       | \$54.90                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$83.70       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   | 12/6/2027      | \$56.50                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$85.30       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   | 6/5/2028       | \$58.18                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$86.98       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   | 12/4/2028      | \$59.85                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$88.65       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| For apprentice rates see "Apprentice- LABORER"  |                |                         |        |         |         |                              |               |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   |                |                         |        |         |         |                              |               |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| DEMO: BURNERS   | 6/2/2025       | \$48.50                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$77.30       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| LABORERS  | 12/1/2025      | \$50.00                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$78.80       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| LABORERS - ZONE 2   | 6/1/2026       | \$51.55                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$80.35       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   | 12/7/2026      | \$53.05                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$81.85       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   | 6/7/2027       | \$54.65                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$83.45       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   | 12/6/2027      | \$56.25                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$85.05       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   | 6/5/2028       | \$57.93                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$86.73       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   | 12/4/2028      | \$59.60                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$88.40       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| For apprentice rates see "Apprentice- LABORER"  |                |                         |        |         |         |                              |               |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   |                |                         |        |         |         |                              |               |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| DEMO: CONCRETE CUTTER/SAWYER  | 6/2/2025       | \$48.75                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$77.55       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| LABORERS  | 12/1/2025      | \$50.25                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$79.05       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| LABORERS - ZONE 2   | 6/1/2026       | \$51.80                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$80.60       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   | 12/7/2026      | \$53.30                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$82.10       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   | 6/7/2027       | \$54.90                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$83.70       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   | 12/6/2027      | \$56.50                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$85.30       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   | 6/5/2028       | \$58.18                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$86.98       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
|   | 12/4/2028      | \$59.85                 | \$9.90 | \$9.25  | \$9.65  | \$0.00                       | \$88.65       |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |
| For apprentice rates see "Apprentice- LABORER"  |                |                         |        |         |         |                              |               |      |         |                         |        |         |         |                              |               |   |       |         |        |        |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |        |        |         |   |       |         |        |         |         |        |         |



**Construction**

| Classification  | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|---|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| DEMO: JACKHAMMER OPERATOR<br>LABORERS   | 6/2/2025       | \$48.50   | \$9.90  | \$9.25  | \$9.65  | \$0.00                       | \$77.30       |
| LABORERS - ZONE 2   | 12/1/2025      | \$50.00   | \$9.90  | \$9.25  | \$9.65  | \$0.00                       | \$78.80       |
|   | 6/1/2026       | \$51.55   | \$9.90  | \$9.25  | \$9.65  | \$0.00                       | \$80.35       |
|   | 12/7/2026      | \$53.05   | \$9.90  | \$9.25  | \$9.65  | \$0.00                       | \$81.85       |
|   | 6/7/2027       | \$54.65   | \$9.90  | \$9.25  | \$9.65  | \$0.00                       | \$83.45       |
|   | 12/6/2027      | \$56.25   | \$9.90  | \$9.25  | \$9.65  | \$0.00                       | \$85.05       |
|   | 6/5/2028       | \$57.93   | \$9.90  | \$9.25  | \$9.65  | \$0.00                       | \$86.73       |
|   | 12/4/2028      | \$59.60   | \$9.90  | \$9.25  | \$9.65  | \$0.00                       | \$88.40       |
| For apprentice rates see "Apprentice- LABORER"  |                |           |         |         |         |                              |               |
| DEMO: WRECKING LABORER<br>LABORERS  | 6/2/2025       | \$47.75   | \$9.90  | \$9.25  | \$9.65  | \$0.00                       | \$76.55       |
| LABORERS - ZONE 2   | 12/1/2025      | \$49.25   | \$9.90  | \$9.25  | \$9.65  | \$0.00                       | \$78.05       |
|   | 6/1/2026       | \$50.80   | \$9.90  | \$9.25  | \$9.65  | \$0.00                       | \$79.60       |
|   | 12/7/2026      | \$52.30   | \$9.90  | \$9.25  | \$9.65  | \$0.00                       | \$81.10       |
|   | 6/7/2027       | \$53.90   | \$9.90  | \$9.25  | \$9.65  | \$0.00                       | \$82.70       |
|   | 12/6/2027      | \$55.50   | \$9.90  | \$9.25  | \$9.65  | \$0.00                       | \$84.30       |
|   | 6/5/2028       | \$57.18   | \$9.90  | \$9.25  | \$9.65  | \$0.00                       | \$85.98       |
|   | 12/4/2028      | \$58.85   | \$9.90  | \$9.25  | \$9.65  | \$0.00                       | \$87.65       |
| For apprentice rates see "Apprentice- LABORER"  |                |           |         |         |         |                              |               |
| DIRECTIONAL DRILL MACHINE OPERATOR<br>OPERATING ENGINEERS LOCAL 4   | 6/1/2025       | \$57.68   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$89.73       |
| OPERATING ENGINEERS LOCAL 4   | 12/1/2025      | \$59.12   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$91.17       |
|   | 6/1/2026       | \$60.40   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$92.45       |
|   | 12/1/2026      | \$61.84   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$93.89       |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"  |                |           |         |         |         |                              |               |
| DIVER<br>PILE DRIVER LOCAL 56<br>PILE DRIVER LOCAL 56 (ZONE 2)  | 8/1/2024       | \$78.11   | \$10.08 | \$11.62 | \$12.67 | \$0.00                       | \$112.48      |
| as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate     |                |           |         |         |         |                              |               |
| DIVER TENDER<br>PILE DRIVER LOCAL 56<br>PILE DRIVER LOCAL 56 (ZONE 2)   | 8/1/2024       | \$51.97   | \$10.08 | \$11.62 | \$12.67 | \$0.00                       | \$86.34       |
| 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)<br>PILE DRIVER LOCAL 56<br>PILE DRIVER LOCAL 56 (ZONE 2)  | 8/1/2024       | \$83.69   | \$10.08 | \$11.62 | \$12.67 | \$0.00                       | \$118.06      |
| For apprentice rates see "Apprentice- PILE DRIVER"  |                |           |         |         |         |                              |               |
| DIVER/SLURRY (EFFLUENT)<br>PILE DRIVER LOCAL 56<br>PILE DRIVER LOCAL 56 (ZONE 2)  | 8/1/2024       | \$117.16  | \$10.08 | \$11.62 | \$12.67 | \$0.00                       | \$151.53      |
| For apprentice rates see "Apprentice- PILE DRIVER"  |                |           |         |         |         |                              |               |
| DRAWBRIDGE OPERATOR (Construction)<br>DRAWBRIDGE - SEIU LOCAL 888<br>DRAWBRIDGE - SEIU LOCAL 888  | 7/1/2020       | \$26.77   | \$6.67  | \$3.93  | \$0.00  | \$0.16                       | \$37.53       |
| ELECTRICIAN<br>ELECTRICIANS LOCAL 96<br>ELECTRICIANS LOCAL 96   | 9/1/2024       | \$47.05   | \$13.99 | \$14.04 | \$5.18  | \$0.00                       | \$80.26       |
|   | 9/7/2025       | \$48.16   | \$14.98 | \$14.30 | \$5.30  | \$0.00                       | \$82.74       |

Construction

| Classification | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
|                | 9/6/2026       | \$49.38   | \$15.96 | \$14.57 | \$5.43  | \$0.00                    | \$85.34    |

| Apprentice: ELECTRICIAN  |         |                      |         |         |         |                           |            |
|--------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Effective Date: 9/1/2024 |         |                      |         |         |         |                           |            |
| Step                     | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                        | 40.00   | \$18.82              | \$13.99 | \$0.56  | \$0.00  | \$0.00                    | \$33.37    |
| 2                        | 45.00   | \$21.17              | \$13.99 | \$0.64  | \$0.00  | \$0.00                    | \$35.80    |
| 3                        | 48.00   | \$22.58              | \$13.99 | \$13.31 | \$2.48  | \$0.00                    | \$52.36    |
| 4                        | 55.00   | \$25.88              | \$13.99 | \$13.41 | \$2.85  | \$0.00                    | \$56.13    |
| 5                        | 65.00   | \$30.58              | \$13.99 | \$13.55 | \$3.36  | \$0.00                    | \$61.48    |
| 6                        | 80.00   | \$37.64              | \$13.99 | \$13.76 | \$4.14  | \$0.00                    | \$69.53    |

| Apprentice: ELECTRICIAN  |         |                      |         |         |         |                           |            |
|--------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Effective Date: 9/7/2025 |         |                      |         |         |         |                           |            |
| Step                     | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                        | 40.00   | \$19.26              | \$14.98 | \$0.58  | \$0.00  | \$0.00                    | \$34.82    |
| 2                        | 45.00   | \$21.67              | \$14.98 | \$0.65  | \$0.00  | \$0.00                    | \$37.30    |
| 3                        | 48.00   | \$23.12              | \$14.98 | \$13.55 | \$2.54  | \$0.00                    | \$54.19    |
| 4                        | 55.00   | \$26.49              | \$14.98 | \$13.65 | \$2.92  | \$0.00                    | \$58.04    |
| 5                        | 65.00   | \$31.30              | \$14.98 | \$13.80 | \$3.45  | \$0.00                    | \$63.53    |
| 6                        | 80.00   | \$38.53              | \$14.98 | \$14.02 | \$4.24  | \$0.00                    | \$71.77    |

|                                |          |         |         |         |         |        |          |
|--------------------------------|----------|---------|---------|---------|---------|--------|----------|
| ELEVATOR CONSTRUCTOR           | 1/1/2025 | \$62.83 | \$16.28 | \$10.96 | \$10.40 | \$0.00 | \$100.47 |
| ELEVATOR CONSTRUCTORS LOCAL 41 | 1/1/2026 | \$63.68 | \$16.38 | \$11.06 | \$10.70 | \$0.00 | \$101.82 |
| ELEVATOR CONSTRUCTORS LOCAL 41 | 1/1/2027 | \$64.53 | \$16.48 | \$11.16 | \$11.00 | \$0.00 | \$103.17 |

| Apprentice: ELEVATOR CONSTRUCTOR |         |                      |         |         |         |                           |            |
|----------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Effective Date: 1/1/2025         |         |                      |         |         |         |                           |            |
| Step                             | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                | 50.00   | \$31.42              | \$16.28 | \$0.00  | \$0.00  | \$0.00                    | \$47.70    |
| 2                                | 55.00   | \$34.56              | \$16.28 | \$10.96 | \$10.40 | \$0.00                    | \$72.20    |
| 3                                | 65.00   | \$40.84              | \$16.28 | \$10.96 | \$10.40 | \$0.00                    | \$78.48    |
| 4                                | 70.00   | \$43.98              | \$16.28 | \$10.96 | \$10.40 | \$0.00                    | \$81.62    |
| 5                                | 80.00   | \$50.26              | \$16.28 | \$10.96 | \$10.40 | \$0.00                    | \$87.90    |

| Apprentice: ELEVATOR CONSTRUCTOR |         |                      |         |         |         |                           |            |
|----------------------------------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Effective Date: 1/1/2026         |         |                      |         |         |         |                           |            |
| Step                             | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                | 50.00   | \$31.84              | \$16.38 | \$0.00  | \$0.00  | \$0.00                    | \$48.22    |
| 2                                | 55.00   | \$35.02              | \$16.38 | \$11.06 | \$10.70 | \$0.00                    | \$73.16    |

## Construction

| Classification   | Effective Date | Base Wage                   | Health        | Pension        | Annuity        | Supplemental Unemployment        | Total Rate        |
|--|----------------|-----------------------------|---------------|----------------|----------------|----------------------------------|-------------------|
| <b>Apprentice: ELEVATOR CONSTRUCTOR</b><br><b>Effective Date: 1/1/2026</b> |                |                             |               |                |                |                                  |                   |
|  |                | <b>Apprentice Base Wage</b> | <b>Health</b> | <b>Pension</b> | <b>Annuity</b> | <b>Supplemental Unemployment</b> | <b>Total Rate</b> |
| 3  | 65.00          | \$41.39                     | \$16.38       | \$11.06        | \$10.70        | \$0.00                           | \$79.53           |
| 4  | 70.00          | \$44.58                     | \$16.38       | \$11.06        | \$10.70        | \$0.00                           | \$82.72           |
| 5  | 80.00          | \$50.94                     | \$16.38       | \$11.06        | \$10.70        | \$0.00                           | \$89.08           |
| <hr/>  |                |                             |               |                |                |                                  |                   |
| ELEVATOR CONSTRUCTOR HELPER  | 1/1/2025       | \$43.98                     | \$16.28       | \$10.96        | \$10.40        | \$0.00                           | \$81.62           |
| ELEVATOR CONSTRUCTORS LOCAL 41   | 1/1/2026       | \$44.58                     | \$16.38       | \$11.06        | \$10.70        | \$0.00                           | \$82.72           |
| ELEVATOR CONSTRUCTORS LOCAL 41   | 1/1/2027       | \$45.17                     | \$16.48       | \$11.16        | \$11.00        | \$0.00                           | \$83.81           |
| For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"               |                |                             |               |                |                |                                  |                   |
| <hr/>  |                |                             |               |                |                |                                  |                   |
| FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) LABORERS                      | 6/1/2025       | \$40.59                     | \$9.90        | \$9.25         | \$9.21         | \$0.00                           | \$68.95           |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)  | 12/1/2025      | \$41.97                     | \$9.90        | \$9.25         | \$9.21         | \$0.00                           | \$70.33           |
|  | 6/1/2026       | \$43.41                     | \$9.90        | \$9.25         | \$9.21         | \$0.00                           | \$71.77           |
|  | 12/1/2026      | \$44.85                     | \$9.90        | \$9.25         | \$9.21         | \$0.00                           | \$73.21           |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"         |                |                             |               |                |                |                                  |                   |
| <hr/>  |                |                             |               |                |                |                                  |                   |
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY                                    | 5/1/2025       | \$53.22                     | \$15.30       | \$13.15        | \$3.25         | \$0.00                           | \$84.92           |
| OPERATING ENGINEERS LOCAL 4  | 11/1/2025      | \$54.51                     | \$15.30       | \$13.15        | \$3.25         | \$0.00                           | \$86.21           |
| OPERATING ENGINEERS LOCAL 4  | 5/1/2026       | \$55.95                     | \$15.30       | \$13.15        | \$3.25         | \$0.00                           | \$87.65           |
|  | 11/1/2026      | \$57.24                     | \$15.30       | \$13.15        | \$3.25         | \$0.00                           | \$88.94           |
|  | 5/1/2027       | \$58.67                     | \$15.30       | \$13.15        | \$3.25         | \$0.00                           | \$90.37           |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                 |                |                             |               |                |                |                                  |                   |
| <hr/>  |                |                             |               |                |                |                                  |                   |
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY                                    | 5/1/2025       | \$54.82                     | \$15.30       | \$13.15        | \$3.25         | \$0.00                           | \$86.52           |
| OPERATING ENGINEERS LOCAL 4  | 11/1/2025      | \$56.12                     | \$15.30       | \$13.15        | \$3.25         | \$0.00                           | \$87.82           |
| OPERATING ENGINEERS LOCAL 4  | 5/1/2026       | \$57.57                     | \$15.30       | \$13.15        | \$3.25         | \$0.00                           | \$89.27           |
|  | 11/1/2026      | \$58.87                     | \$15.30       | \$13.15        | \$3.25         | \$0.00                           | \$90.57           |
|  | 5/1/2027       | \$60.32                     | \$15.30       | \$13.15        | \$3.25         | \$0.00                           | \$92.02           |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                 |                |                             |               |                |                |                                  |                   |
| <hr/>  |                |                             |               |                |                |                                  |                   |
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY                                     | 5/1/2025       | \$26.22                     | \$15.30       | \$13.15        | \$3.25         | \$0.00                           | \$57.92           |
| OPERATING ENGINEERS LOCAL 4  | 11/1/2025      | \$26.98                     | \$15.30       | \$13.15        | \$3.25         | \$0.00                           | \$58.68           |
| OPERATING ENGINEERS LOCAL 4  | 5/1/2026       | \$27.83                     | \$15.30       | \$13.15        | \$3.25         | \$0.00                           | \$59.53           |
|  | 11/1/2026      | \$28.59                     | \$15.30       | \$13.15        | \$3.25         | \$0.00                           | \$60.29           |
|  | 5/1/2027       | \$29.44                     | \$15.30       | \$13.15        | \$3.25         | \$0.00                           | \$61.14           |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                 |                |                             |               |                |                |                                  |                   |
| <hr/>  |                |                             |               |                |                |                                  |                   |
| FIRE ALARM INSTALLER   | 9/1/2024       | \$47.05                     | \$13.99       | \$14.04        | \$5.18         | \$0.00                           | \$80.26           |
| ELECTRICIANS LOCAL 96  | 9/7/2025       | \$48.16                     | \$14.98       | \$14.30        | \$5.30         | \$0.00                           | \$82.74           |
| ELECTRICIANS LOCAL 96  | 9/6/2026       | \$49.38                     | \$15.96       | \$14.57        | \$5.43         | \$0.00                           | \$85.34           |
| For apprentice rates see "Apprentice- ELECTRICIAN"                         |                |                             |               |                |                |                                  |                   |
| <hr/>  |                |                             |               |                |                |                                  |                   |
| FIRE ALARM REPAIR / MAINT/COMMISSIONING                                    | 9/1/2024       | \$47.05                     | \$13.99       | \$14.04        | \$5.18         | \$0.00                           | \$80.26           |
| ELECTRICIANS LOCAL 96  | 9/7/2025       | \$48.16                     | \$14.98       | \$14.30        | \$5.30         | \$0.00                           | \$82.74           |
| ELECTRICIANS LOCAL 96  | 9/6/2026       | \$49.38                     | \$15.96       | \$14.57        | \$5.43         | \$0.00                           | \$85.34           |
| For apprentice rates see "Apprentice- ELECTRICIAN"                         |                |                             |               |                |                |                                  |                   |

**Construction**

| Classification              | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-----------------------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| FIREMAN (ASST. ENGINEER)    | 6/1/2025       | \$47.02   | \$15.55 | \$13.25 | \$3.25  | \$0.00                    | \$79.07    |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025      | \$48.19   | \$15.55 | \$13.25 | \$3.25  | \$0.00                    | \$80.24    |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026       | \$49.25   | \$15.55 | \$13.25 | \$3.25  | \$0.00                    | \$81.30    |
|                             | 12/1/2026      | \$50.43   | \$15.55 | \$13.25 | \$3.25  | \$0.00                    | \$82.48    |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                                      |           |         |        |        |        |        |         |
|--------------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| FLAGGER & SIGNALER (HEAVY & HIGHWAY) | 6/1/2025  | \$28.09 | \$9.90 | \$9.25 | \$9.21 | \$0.00 | \$56.45 |
| LABORERS                             | 12/1/2025 | \$28.09 | \$9.90 | \$9.25 | \$9.21 | \$0.00 | \$56.45 |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)  | 6/1/2026  | \$29.21 | \$9.90 | \$9.25 | \$9.21 | \$0.00 | \$57.57 |
|                                      | 12/1/2026 | \$29.21 | \$9.90 | \$9.25 | \$9.21 | \$0.00 | \$57.57 |

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

|                                  |          |         |        |         |        |        |         |
|----------------------------------|----------|---------|--------|---------|--------|--------|---------|
| FLOORCOVERER                     | 3/1/2024 | \$49.47 | \$8.83 | \$11.47 | \$8.80 | \$0.00 | \$78.57 |
| FLOORCOVERERS LOCAL 2168         |          |         |        |         |        |        |         |
| FLOORCOVERERS LOCAL 2168 ZONE II |          |         |        |         |        |        |         |

**Apprentice: FLOORCOVERER****Effective Date: 3/1/2024**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| 1    | 50.00   | \$24.74              | \$8.83 | \$0.00  | \$1.76  | \$0.00                    | \$35.33    |
| 2    | 55.00   | \$27.21              | \$8.83 | \$0.00  | \$1.76  | \$0.00                    | \$37.80    |
| 3    | 60.00   | \$29.68              | \$8.83 | \$0.00  | \$3.52  | \$0.00                    | \$42.03    |
| 4    | 65.00   | \$32.16              | \$8.83 | \$0.00  | \$3.52  | \$0.00                    | \$44.51    |
| 5    | 70.00   | \$34.63              | \$8.83 | \$11.47 | \$5.28  | \$0.00                    | \$60.21    |
| 6    | 75.00   | \$37.10              | \$8.83 | \$11.47 | \$5.28  | \$0.00                    | \$62.68    |
| 7    | 80.00   | \$39.58              | \$8.83 | \$11.47 | \$7.04  | \$0.00                    | \$66.92    |
| 8    | 85.00   | \$42.05              | \$8.83 | \$11.47 | \$7.04  | \$0.00                    | \$69.39    |

|                             |           |         |         |         |        |        |         |
|-----------------------------|-----------|---------|---------|---------|--------|--------|---------|
| FORK LIFT/CHERRY PICKER     | 6/1/2025  | \$58.33 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$90.38 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$59.78 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.83 |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026  | \$61.08 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.13 |
|                             | 12/1/2026 | \$62.53 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$94.58 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                                  |           |         |         |         |        |        |         |
|----------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| GENERATOR/LIGHTING PLANT/HEATERS | 6/1/2025  | \$37.52 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$69.57 |
| OPERATING ENGINEERS LOCAL 4      | 12/1/2025 | \$38.47 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$70.52 |
| OPERATING ENGINEERS LOCAL 4      | 6/1/2026  | \$39.33 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$71.38 |
|                                  | 12/1/2026 | \$40.28 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$72.33 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|  |          |         |        |         |         |        |         |
|--|----------|---------|--------|---------|---------|--------|---------|
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) | 1/1/2025 | \$47.96 | \$9.95 | \$11.85 | \$12.10 | \$0.00 | \$81.86 |
| GLAZIERS LOCAL 35                                  |          |         |        |         |         |        |         |
| GLAZIERS LOCAL 35 (ZONE 2)                         |          |         |        |         |         |        |         |

**Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)****Effective Date: 1/1/2025**

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

## Construction

| Classification  | Effective Date | Base Wage               | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|---|----------------|-------------------------|---------|---------|---------|------------------------------|---------------|
| <b>Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)</b> |                |                         |         |         |         |                              |               |
| <b>Effective Date: 1/1/2025</b>                                       |                |                         |         |         |         |                              |               |
| Step  | Percent        | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
| 1   | 50.00          | \$23.98                 | \$9.95  | \$0.00  | \$0.00  | \$0.00                       | \$33.93       |
| 2   | 55.00          | \$26.38                 | \$9.95  | \$0.00  | \$6.66  | \$0.00                       | \$42.99       |
| 3   | 60.00          | \$28.78                 | \$9.95  | \$0.00  | \$7.26  | \$0.00                       | \$45.99       |
| 4   | 65.00          | \$31.17                 | \$9.95  | \$0.00  | \$7.87  | \$0.00                       | \$48.99       |
| 5   | 70.00          | \$33.57                 | \$9.95  | \$11.85 | \$8.47  | \$0.00                       | \$63.84       |
| 6   | 75.00          | \$35.97                 | \$9.95  | \$11.85 | \$9.08  | \$0.00                       | \$66.85       |
| 7   | 80.00          | \$38.37                 | \$9.95  | \$11.85 | \$9.68  | \$0.00                       | \$69.85       |
| 8   | 90.00          | \$43.16                 | \$9.95  | \$11.85 | \$10.89 | \$0.00                       | \$75.85       |
| <hr/>   |                |                         |         |         |         |                              |               |
| HOISTING ENGINEER/CRANES/GRADALLS                                     | 6/1/2025       | \$58.33                 | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$90.38       |
| OPERATING ENGINEERS LOCAL 4   | 12/1/2025      | \$59.78                 | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$91.83       |
| OPERATING ENGINEERS LOCAL 4   | 6/1/2026       | \$61.08                 | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$93.13       |
|   | 12/1/2026      | \$62.53                 | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$94.58       |
| <hr/>   |                |                         |         |         |         |                              |               |
| <b>Apprentice: HOISTING ENGINEER/CRANES/GRADALLS</b>                  |                |                         |         |         |         |                              |               |
| <b>Effective Date: 6/1/2025</b>                                       |                |                         |         |         |         |                              |               |
| Step  | Percent        | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
| 1   | 55.00          | \$32.08                 | \$0.00  | \$0.00  | \$0.00  | \$0.00                       | \$32.08       |
| 2   | 60.00          | \$35.00                 | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$67.05       |
| 3   | 65.00          | \$37.91                 | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$69.96       |
| 4   | 70.00          | \$40.83                 | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$72.88       |
| 5   | 75.00          | \$43.75                 | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$75.80       |
| 6   | 80.00          | \$46.66                 | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$78.71       |
| 7   | 85.00          | \$49.58                 | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$81.63       |
| 8   | 90.00          | \$52.50                 | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$84.55       |
| <hr/>   |                |                         |         |         |         |                              |               |
| <b>Apprentice: HOISTING ENGINEER/CRANES/GRADALLS</b>                  |                |                         |         |         |         |                              |               |
| <b>Effective Date: 12/1/2025</b>                                      |                |                         |         |         |         |                              |               |
| Step  | Percent        | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
| 1   | 55.00          | \$32.88                 | \$0.00  | \$0.00  | \$0.00  | \$0.00                       | \$32.88       |
| 2   | 60.00          | \$35.87                 | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$67.92       |
| 3   | 65.00          | \$38.86                 | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$70.91       |
| 4   | 70.00          | \$41.85                 | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$73.90       |
| 5   | 75.00          | \$44.84                 | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$76.89       |
| 6   | 80.00          | \$47.82                 | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$79.87       |
| 7   | 85.00          | \$50.81                 | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$82.86       |
| 8   | 90.00          | \$53.80                 | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$85.85       |
| <hr/>   |                |                         |         |         |         |                              |               |
| HVAC (DUCTWORK)   | 1/1/2025       | \$42.23                 | \$12.20 | \$10.79 | \$7.95  | \$2.13                       | \$75.30       |
| SHEETMETAL WORKERS LOCAL 63   |                |                         |         |         |         |                              |               |

**Construction**

| Classification  | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|---|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| SHEETMETAL WORKERS LOCAL 63   |                |           |         |         |         |                              |               |
| For apprentice rates see "Apprentice- SHEET METAL WORKER"                 |                |           |         |         |         |                              |               |
| HVAC (ELECTRICAL CONTROLS)  | 9/1/2024       | \$47.05   | \$13.99 | \$14.04 | \$5.18  | \$0.00                       | \$80.26       |
| ELECTRICIANS LOCAL 96   | 9/7/2025       | \$48.16   | \$14.98 | \$14.30 | \$5.30  | \$0.00                       | \$82.74       |
| 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)  | 1/1/2025       | \$42.23   | \$12.20 | \$10.79 | \$7.95  | \$2.13                       | \$75.30       |
| SHEETMETAL WORKERS LOCAL 63   |                |           |         |         |         |                              |               |
| SHEETMETAL WORKERS LOCAL 63   |                |           |         |         |         |                              |               |
| For apprentice rates see "Apprentice- SHEET METAL WORKER"                 |                |           |         |         |         |                              |               |
| HVAC (TESTING AND BALANCING -WATER)                                       | 3/1/2025       | \$55.00   | \$11.30 | \$9.71  | \$8.06  | \$0.00                       | \$84.07       |
| PLUMBERS LOCAL 4  | 9/1/2025       | \$56.40   | \$11.30 | \$9.71  | \$8.06  | \$0.00                       | \$85.47       |
| PLUMBERS LOCAL 4  | 3/1/2026       | \$57.80   | \$11.30 | \$9.71  | \$8.06  | \$0.00                       | \$86.87       |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" |                |           |         |         |         |                              |               |
| HVAC MECHANIC   | 3/1/2025       | \$55.00   | \$11.30 | \$9.71  | \$8.06  | \$0.00                       | \$84.07       |
| PLUMBERS LOCAL 4  | 9/1/2025       | \$56.40   | \$11.30 | \$9.71  | \$8.06  | \$0.00                       | \$85.47       |
| PLUMBERS LOCAL 4  | 3/1/2026       | \$57.80   | \$11.30 | \$9.71  | \$8.06  | \$0.00                       | \$86.87       |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" |                |           |         |         |         |                              |               |
| HYDRAULIC DRILLS  | 6/1/2025       | \$41.09   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$69.35       |
| LABORERS  | 12/1/2025      | \$42.47   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$70.73       |
| LABORERS - ZONE 2   | 6/1/2026       | \$43.91   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$72.17       |
|   | 12/1/2026      | \$45.35   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$73.61       |
|   | 6/1/2027       | \$46.80   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$75.06       |
|   | 12/1/2027      | \$48.25   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$76.51       |
|   | 6/1/2028       | \$49.75   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$78.01       |
|   | 12/1/2028      | \$51.25   | \$9.90  | \$9.25  | \$9.11  | \$0.00                       | \$79.51       |
| For apprentice rates see "Apprentice- LABORER"                            |                |           |         |         |         |                              |               |
| HYDRAULIC DRILLS (HEAVY & HIGHWAY)  | 6/1/2025       | \$41.09   | \$9.90  | \$9.25  | \$9.21  | \$0.00                       | \$69.45       |
| LABORERS  | 12/1/2025      | \$42.47   | \$9.90  | \$9.25  | \$9.21  | \$0.00                       | \$70.83       |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)                                       | 6/1/2026       | \$43.91   | \$9.90  | \$9.25  | \$9.21  | \$0.00                       | \$72.27       |
|   | 12/1/2026      | \$45.35   | \$9.90  | \$9.25  | \$9.21  | \$0.00                       | \$73.71       |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"        |                |           |         |         |         |                              |               |
| INSULATOR (PIPES & TANKS)   | 9/1/2024       | \$51.23   | \$14.75 | \$9.52  | \$10.09 | \$0.00                       | \$85.59       |
| HEAT & FROST INSULATORS LOCAL 6   | 9/1/2025       | \$54.31   | \$14.75 | \$9.52  | \$10.09 | \$0.00                       | \$88.67       |
| HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)                               | 9/1/2026       | \$57.38   | \$14.75 | \$9.52  | \$10.09 | \$0.00                       | \$91.74       |

**Apprentice: INSULATOR (PIPES & TANKS)****Effective Date: 9/1/2024**

| Step | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1    | 50.00   | \$25.62                 | \$14.75 | \$9.27  | \$5.05  | \$0.00                       | \$54.69       |
| 2    | 60.00   | \$30.74                 | \$14.75 | \$9.32  | \$6.05  | \$0.00                       | \$60.86       |

## Construction

| Classification                                   | Effective Date | Base Wage               | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|--|----------------|-------------------------|---------|---------|---------|------------------------------|---------------|
| <b>Apprentice: INSULATOR (PIPES &amp; TANKS)</b> |                |                         |         |         |         |                              |               |
| <b>Effective Date: 9/1/2024</b>                  |                |                         |         |         |         |                              |               |
| Step   | Percent        | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
| 3  | 70.00          | \$35.86                 | \$14.75 | \$9.37  | \$7.06  | \$0.00                       | \$67.04       |
| 4  | 80.00          | \$40.98                 | \$14.75 | \$9.42  | \$8.07  | \$0.00                       | \$73.22       |
| <b>Apprentice: INSULATOR (PIPES &amp; TANKS)</b> |                |                         |         |         |         |                              |               |
| <b>Effective Date: 9/1/2025</b>                  |                |                         |         |         |         |                              |               |
| Step   | Percent        | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
| 1  | 50.00          | \$27.16                 | \$14.75 | \$9.27  | \$5.05  | \$0.00                       | \$56.23       |
| 2  | 60.00          | \$32.59                 | \$14.75 | \$9.32  | \$6.05  | \$0.00                       | \$62.71       |
| 3  | 70.00          | \$38.02                 | \$14.75 | \$9.37  | \$7.06  | \$0.00                       | \$69.20       |
| 4  | 80.00          | \$43.45                 | \$14.75 | \$9.42  | \$8.07  | \$0.00                       | \$75.69       |
| IRONWORKER/WELDER                                | 3/16/2024      | \$53.67                 | \$8.35  | \$12.70 | \$14.00 | \$0.00                       | \$88.72       |
| IRONWORKERS LOCAL 7                              |                |                         |         |         |         |                              |               |
| IRONWORKERS LOCAL 7 (WORCESTER AREA)             |                |                         |         |         |         |                              |               |

| <b>Apprentice: IRONWORKER/WELDER</b> |         |                         |        |         |         |                              |               |
|--------------------------------------|---------|-------------------------|--------|---------|---------|------------------------------|---------------|
| <b>Effective Date: 3/16/2024</b>     |         |                         |        |         |         |                              |               |
| Step                                 | Percent | Apprentice<br>Base Wage | Health | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
| 1                                    | 60.00   | \$32.20                 | \$8.35 | \$12.70 | \$14.00 | \$0.00                       | \$67.25       |
| 2                                    | 70.00   | \$37.57                 | \$8.35 | \$12.70 | \$14.00 | \$0.00                       | \$72.62       |
| 3                                    | 75.00   | \$40.25                 | \$8.35 | \$12.70 | \$14.00 | \$0.00                       | \$75.30       |
| 4                                    | 80.00   | \$42.94                 | \$8.35 | \$12.70 | \$14.00 | \$0.00                       | \$77.99       |
| 5                                    | 85.00   | \$45.62                 | \$8.35 | \$12.70 | \$14.00 | \$0.00                       | \$80.67       |
| 6                                    | 90.00   | \$48.30                 | \$8.35 | \$12.70 | \$14.00 | \$0.00                       | \$83.35       |

|                                      |           |         |        |        |        |        |         |
|--------------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| JACKHAMMER & PAVING BREAKER OPERATOR | 6/1/2025  | \$40.59 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$68.85 |
| LABORERS                             | 12/1/2025 | \$41.97 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$70.23 |
| LABORERS - ZONE 2                    | 6/1/2026  | \$43.41 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$71.67 |
|                                      | 12/1/2026 | \$44.85 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$73.11 |
|                                      | 6/1/2027  | \$46.30 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$74.56 |
|                                      | 12/1/2027 | \$47.75 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$76.01 |
|                                      | 6/1/2028  | \$49.25 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$77.51 |
|                                      | 12/1/2028 | \$50.75 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$79.01 |

For apprentice rates see "Apprentice- LABORER"

|                   |           |         |        |        |        |        |         |
|-------------------|-----------|---------|--------|--------|--------|--------|---------|
| LABORER           | 6/1/2025  | \$40.34 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$68.60 |
| LABORERS          | 12/1/2025 | \$41.72 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$69.98 |
| LABORERS - ZONE 2 | 6/1/2026  | \$43.16 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$71.42 |
|                   | 12/1/2026 | \$44.60 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$72.86 |
|                   | 6/1/2027  | \$46.05 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$74.31 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|---------|---------------------------|------------|
|                | 12/1/2027      | \$47.50   | \$9.90 | \$9.25  | \$9.11  | \$0.00                    | \$75.76    |
|                | 6/1/2028       | \$49.00   | \$9.90 | \$9.25  | \$9.11  | \$0.00                    | \$77.26    |
|                | 12/1/2028      | \$50.50   | \$9.90 | \$9.25  | \$9.11  | \$0.00                    | \$78.76    |

| Apprentice: LABORER      |         |                      |        |         |         |                           |            |
|--------------------------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| Effective Date: 6/1/2025 |         |                      |        |         |         |                           |            |
| Step                     | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                        | 60.00   | \$24.20              | \$9.90 | \$9.25  | \$9.11  | \$0.00                    | \$52.46    |
| 2                        | 70.00   | \$28.24              | \$9.90 | \$9.25  | \$9.11  | \$0.00                    | \$56.50    |
| 3                        | 80.00   | \$32.27              | \$9.90 | \$9.25  | \$9.11  | \$0.00                    | \$60.53    |
| 4                        | 90.00   | \$36.31              | \$9.90 | \$9.25  | \$9.11  | \$0.00                    | \$64.57    |

| Apprentice: LABORER       |         |                      |        |         |         |                           |            |
|---------------------------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| Effective Date: 12/1/2025 |         |                      |        |         |         |                           |            |
| Step                      | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                         | 60.00   | \$25.03              | \$9.90 | \$9.25  | \$9.11  | \$0.00                    | \$53.29    |
| 2                         | 70.00   | \$29.20              | \$9.90 | \$9.25  | \$9.11  | \$0.00                    | \$57.46    |
| 3                         | 80.00   | \$33.38              | \$9.90 | \$9.25  | \$9.11  | \$0.00                    | \$61.64    |
| 4                         | 90.00   | \$37.55              | \$9.90 | \$9.25  | \$9.11  | \$0.00                    | \$65.81    |

|                                     |           |         |        |        |        |        |         |
|-------------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| LABORER (HEAVY & HIGHWAY)           | 6/1/2025  | \$40.34 | \$9.90 | \$9.25 | \$9.21 | \$0.00 | \$68.70 |
| LABORERS                            | 12/1/2025 | \$41.72 | \$9.90 | \$9.25 | \$9.21 | \$0.00 | \$70.08 |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY) | 6/1/2026  | \$43.16 | \$9.90 | \$9.25 | \$9.21 | \$0.00 | \$71.52 |
|                                     | 12/1/2026 | \$44.60 | \$9.90 | \$9.25 | \$9.21 | \$0.00 | \$72.96 |

| Apprentice: LABORER (HEAVY & HIGHWAY) |         |                      |        |         |         |                           |            |
|---------------------------------------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| Effective Date: 6/1/2025              |         |                      |        |         |         |                           |            |
| Step                                  | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                     | 60.00   | \$24.20              | \$9.90 | \$9.25  | \$9.21  | \$0.00                    | \$52.56    |
| 2                                     | 70.00   | \$28.24              | \$9.90 | \$9.25  | \$9.21  | \$0.00                    | \$56.60    |
| 3                                     | 80.00   | \$32.27              | \$9.90 | \$9.25  | \$9.21  | \$0.00                    | \$60.63    |
| 4                                     | 90.00   | \$36.31              | \$9.90 | \$9.25  | \$9.21  | \$0.00                    | \$64.67    |

| Apprentice: LABORER (HEAVY & HIGHWAY) |         |                      |        |         |         |                           |            |
|---------------------------------------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| Effective Date: 12/1/2025             |         |                      |        |         |         |                           |            |
| Step                                  | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1                                     | 60.00   | \$25.03              | \$9.90 | \$9.25  | \$9.21  | \$0.00                    | \$53.39    |
| 2                                     | 70.00   | \$29.20              | \$9.90 | \$9.25  | \$9.21  | \$0.00                    | \$57.56    |
| 3                                     | 80.00   | \$33.38              | \$9.90 | \$9.25  | \$9.21  | \$0.00                    | \$61.74    |
| 4                                     | 90.00   | \$37.55              | \$9.90 | \$9.25  | \$9.21  | \$0.00                    | \$65.91    |



**Construction**

| <b>Classification</b>  | <b>Effective Date</b> | <b>Base Wage</b> | <b>Health</b> | <b>Pension</b> | <b>Annuity</b> | <b>Supplemental<br/>Unemployment</b> | <b>Total<br/>Rate</b> |
|--|-----------------------|------------------|---------------|----------------|----------------|--------------------------------------|-----------------------|
| LABORER: CARPENTER TENDER  | 6/1/2025              | \$40.34          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$68.60               |
| LABORERS   | 12/1/2025             | \$41.72          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$69.98               |
| LABORERS - ZONE 2  | 6/1/2026              | \$43.16          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$71.42               |
|  | 12/1/2026             | \$44.60          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$72.86               |
|  | 6/1/2027              | \$46.05          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$74.31               |
|  | 12/1/2027             | \$47.50          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$75.76               |
|  | 6/1/2028              | \$49.00          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$77.26               |
|  | 12/1/2028             | \$50.50          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$78.76               |
| For apprentice rates see "Apprentice- LABORER"                     |                       |                  |               |                |                |                                      |                       |
| LABORER: CEMENT FINISHER TENDER                                    | 6/1/2025              | \$40.34          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$68.60               |
| LABORERS   | 12/1/2025             | \$41.72          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$69.98               |
| LABORERS - ZONE 2  | 6/1/2026              | \$43.16          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$71.42               |
|  | 12/1/2026             | \$44.60          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$72.86               |
|  | 6/1/2027              | \$46.05          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$74.31               |
|  | 12/1/2027             | \$47.50          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$75.76               |
|  | 6/1/2028              | \$49.00          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$77.26               |
|  | 12/1/2028             | \$50.50          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$78.76               |
| For apprentice rates see "Apprentice- LABORER"                     |                       |                  |               |                |                |                                      |                       |
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER                          | 6/2/2025              | \$40.43          | \$9.90        | \$9.25         | \$9.17         | \$0.00                               | \$68.75               |
| LABORERS   | 12/1/2025             | \$41.81          | \$9.90        | \$9.25         | \$9.17         | \$0.00                               | \$70.13               |
| LABORERS - ZONE 2  | 6/1/2026              | \$43.25          | \$9.90        | \$9.25         | \$9.17         | \$0.00                               | \$71.57               |
|  | 12/7/2026             | \$44.69          | \$9.90        | \$9.25         | \$9.17         | \$0.00                               | \$73.01               |
|  | 6/7/2027              | \$46.14          | \$9.90        | \$9.25         | \$9.17         | \$0.00                               | \$74.46               |
|  | 12/6/2027             | \$47.59          | \$9.90        | \$9.25         | \$9.17         | \$0.00                               | \$75.91               |
|  | 6/5/2028              | \$49.09          | \$9.90        | \$9.25         | \$9.17         | \$0.00                               | \$77.41               |
|  | 12/4/2028             | \$50.59          | \$9.90        | \$9.25         | \$9.17         | \$0.00                               | \$78.91               |
| For apprentice rates see "Apprentice- LABORER"                     |                       |                  |               |                |                |                                      |                       |
| LABORER: MASON TENDER  | 6/1/2025              | \$40.59          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$68.85               |
| LABORERS   | 12/1/2025             | \$41.97          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$70.23               |
| LABORERS - ZONE 2  | 6/1/2026              | \$43.41          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$71.67               |
|  | 12/1/2026             | \$44.85          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$73.11               |
|  | 6/1/2027              | \$46.30          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$74.56               |
|  | 12/1/2027             | \$47.75          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$76.01               |
|  | 6/1/2028              | \$49.25          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$77.51               |
|  | 12/1/2028             | \$50.75          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$79.01               |
| For apprentice rates see "Apprentice- LABORER"                     |                       |                  |               |                |                |                                      |                       |
| LABORER: MASON TENDER (HEAVY & HIGHWAY)                            | 6/1/2025              | \$40.59          | \$9.90        | \$9.25         | \$9.21         | \$0.00                               | \$68.95               |
| LABORERS   | 12/1/2025             | \$41.97          | \$9.90        | \$9.25         | \$9.21         | \$0.00                               | \$70.33               |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)                                | 6/1/2026              | \$43.41          | \$9.90        | \$9.25         | \$9.21         | \$0.00                               | \$71.77               |
|  | 12/1/2026             | \$44.85          | \$9.90        | \$9.25         | \$9.21         | \$0.00                               | \$73.21               |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" |                       |                  |               |                |                |                                      |                       |
| LABORER: MULTI-TRADE TENDER  | 6/1/2025              | \$40.34          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$68.60               |
| LABORERS   | 12/1/2025             | \$41.72          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$69.98               |
| LABORERS - ZONE 2  | 6/1/2026              | \$43.16          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$71.42               |
|  | 12/1/2026             | \$44.60          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$72.86               |

**Construction**

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|----------------|----------------|-----------|--------|---------|---------|------------------------------|---------------|
|                | 6/1/2027       | \$46.05   | \$9.90 | \$9.25  | \$9.11  | \$0.00                       | \$74.31       |
|                | 12/1/2027      | \$47.50   | \$9.90 | \$9.25  | \$9.11  | \$0.00                       | \$75.76       |
|                | 6/1/2028       | \$49.00   | \$9.90 | \$9.25  | \$9.11  | \$0.00                       | \$77.26       |
|                | 12/1/2028      | \$50.50   | \$9.90 | \$9.25  | \$9.11  | \$0.00                       | \$78.76       |

For apprentice rates see "Apprentice- LABORER"

|                       |           |         |        |        |        |        |         |
|-----------------------|-----------|---------|--------|--------|--------|--------|---------|
| LABORER: TREE REMOVER | 6/1/2025  | \$40.34 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$68.60 |
| LABORERS              | 12/1/2025 | \$41.72 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$69.98 |
| LABORERS - ZONE 2     | 6/1/2026  | \$43.16 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$71.42 |
|                       | 12/1/2026 | \$44.60 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$72.86 |
|                       | 6/1/2027  | \$46.05 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$74.31 |
|                       | 12/1/2027 | \$47.50 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$75.76 |
|                       | 6/1/2028  | \$49.00 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$77.26 |
|                       | 12/1/2028 | \$50.50 | \$9.90 | \$9.25 | \$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 | 6/1/2025  | \$40.59 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$68.85 |
| LABORERS            | 12/1/2025 | \$41.97 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$70.23 |
| LABORERS - ZONE 2   | 6/1/2026  | \$43.41 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$71.67 |
|                     | 12/1/2026 | \$44.85 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$73.11 |
|                     | 6/1/2027  | \$46.30 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$74.56 |
|                     | 12/1/2027 | \$47.75 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$76.01 |
|                     | 6/1/2028  | \$49.25 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$77.51 |
|                     | 12/1/2028 | \$50.75 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$79.01 |

For apprentice rates see "Apprentice- LABORER"

|                                       |           |         |        |        |        |        |         |
|---------------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| LASER BEAM OPERATOR (HEAVY & HIGHWAY) | 6/1/2025  | \$40.59 | \$9.90 | \$9.25 | \$9.21 | \$0.00 | \$68.95 |
| LABORERS                              | 12/1/2025 | \$41.97 | \$9.90 | \$9.25 | \$9.21 | \$0.00 | \$70.33 |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)   | 6/1/2026  | \$43.41 | \$9.90 | \$9.25 | \$9.21 | \$0.00 | \$71.77 |
|                                       | 12/1/2026 | \$44.85 | \$9.90 | \$9.25 | \$9.21 | \$0.00 | \$73.21 |

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

|                                     |          |         |         |         |        |        |         |
|-------------------------------------|----------|---------|---------|---------|--------|--------|---------|
| MARBLE & TILE FINISHERS             | 2/1/2025 | \$50.36 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$83.47 |
| BRICKLAYERS LOCAL 3                 | 8/1/2025 | \$52.08 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$85.19 |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE | 2/1/2026 | \$53.16 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$86.27 |
|                                     | 8/1/2026 | \$54.92 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$88.03 |
|                                     | 2/1/2027 | \$56.04 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$89.15 |

**Apprentice: MARBLE & TILE FINISHERS****Effective Date: 2/1/2025**

| Step | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1    | 50.00   | \$25.18                 | \$11.49 | \$15.57 | \$6.05  | \$0.00                       | \$58.29       |
| 2    | 60.00   | \$30.22                 | \$11.49 | \$15.57 | \$6.05  | \$0.00                       | \$63.33       |
| 3    | 70.00   | \$35.25                 | \$11.49 | \$15.57 | \$6.05  | \$0.00                       | \$68.36       |
| 4    | 80.00   | \$40.29                 | \$11.49 | \$15.57 | \$6.05  | \$0.00                       | \$73.40       |
| 5    | 90.00   | \$45.32                 | \$11.49 | \$15.57 | \$6.05  | \$0.00                       | \$78.43       |

## Construction

| Classification   | Effective Date | Base Wage            | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Apprentice: MARBLE &amp; TILE FINISHERS</b><br><b>Effective Date: 8/1/2025</b>                  |                |                      |         |         |         |                           |            |
| Step   | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1  | 50.00          | \$26.04              | \$11.49 | \$15.57 | \$6.05  | \$0.00                    | \$59.15    |
| 2  | 60.00          | \$31.25              | \$11.49 | \$15.57 | \$6.05  | \$0.00                    | \$64.36    |
| 3  | 70.00          | \$36.46              | \$11.49 | \$15.57 | \$6.05  | \$0.00                    | \$69.57    |
| 4  | 80.00          | \$41.66              | \$11.49 | \$15.57 | \$6.05  | \$0.00                    | \$74.77    |
| 5  | 90.00          | \$46.87              | \$11.49 | \$15.57 | \$6.05  | \$0.00                    | \$79.98    |
| <hr/>  |                |                      |         |         |         |                           |            |
| MARBLE MASONS,TILELAYERS & TERRAZZO MECH   | 2/1/2025       | \$65.82              | \$11.49 | \$15.57 | \$7.99  | \$0.00                    | \$100.87   |
| BRICKLAYERS LOCAL 3  | 8/1/2025       | \$67.97              | \$11.49 | \$15.57 | \$7.99  | \$0.00                    | \$103.02   |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE  | 2/1/2026       | \$69.32              | \$11.49 | \$15.57 | \$7.99  | \$0.00                    | \$104.37   |
|  | 8/1/2026       | \$71.52              | \$11.49 | \$15.57 | \$7.99  | \$0.00                    | \$106.57   |
|  | 2/1/2027       | \$72.92              | \$11.49 | \$15.57 | \$7.99  | \$0.00                    | \$107.97   |
| <hr/>  |                |                      |         |         |         |                           |            |
| <b>Apprentice: MARBLE MASONS,TILELAYERS &amp; TERRAZZO MECH</b><br><b>Effective Date: 2/1/2025</b> |                |                      |         |         |         |                           |            |
| Step   | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1  | 50.00          | \$32.91              | \$11.49 | \$15.57 | \$7.99  | \$0.00                    | \$67.96    |
| 2  | 60.00          | \$39.49              | \$11.49 | \$15.57 | \$7.99  | \$0.00                    | \$74.54    |
| 3  | 70.00          | \$46.07              | \$11.49 | \$15.57 | \$7.99  | \$0.00                    | \$81.12    |
| 4  | 80.00          | \$52.66              | \$11.49 | \$15.57 | \$7.99  | \$0.00                    | \$87.71    |
| 5  | 90.00          | \$59.24              | \$11.49 | \$15.57 | \$7.99  | \$0.00                    | \$94.29    |
| <hr/>  |                |                      |         |         |         |                           |            |
| <b>Apprentice: MARBLE MASONS,TILELAYERS &amp; TERRAZZO MECH</b><br><b>Effective Date: 8/1/2025</b> |                |                      |         |         |         |                           |            |
| Step   | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1  | 50.00          | \$33.99              | \$11.49 | \$15.57 | \$7.99  | \$0.00                    | \$69.04    |
| 2  | 60.00          | \$40.78              | \$11.49 | \$15.57 | \$7.99  | \$0.00                    | \$75.83    |
| 3  | 70.00          | \$47.58              | \$11.49 | \$15.57 | \$7.99  | \$0.00                    | \$82.63    |
| 4  | 80.00          | \$54.38              | \$11.49 | \$15.57 | \$7.99  | \$0.00                    | \$89.43    |
| 5  | 90.00          | \$61.17              | \$11.49 | \$15.57 | \$7.99  | \$0.00                    | \$96.22    |
| <hr/>  |                |                      |         |         |         |                           |            |
| MECH. SWEEPER OPERATOR (ON CONST. SITES)   | 6/1/2025       | \$57.68              | \$15.55 | \$13.25 | \$3.25  | \$0.00                    | \$89.73    |
| OPERATING ENGINEERS LOCAL 4  | 12/1/2025      | \$59.12              | \$15.55 | \$13.25 | \$3.25  | \$0.00                    | \$91.17    |
| OPERATING ENGINEERS LOCAL 4  | 6/1/2026       | \$60.40              | \$15.55 | \$13.25 | \$3.25  | \$0.00                    | \$92.45    |
|  | 12/1/2026      | \$61.84              | \$15.55 | \$13.25 | \$3.25  | \$0.00                    | \$93.89    |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"   |                |                      |         |         |         |                           |            |
| <hr/>  |                |                      |         |         |         |                           |            |
| MECHANICS MAINTENANCE  | 6/1/2025       | \$57.68              | \$15.55 | \$13.25 | \$3.25  | \$0.00                    | \$89.73    |
| OPERATING ENGINEERS LOCAL 4  | 12/1/2025      | \$59.12              | \$15.55 | \$13.25 | \$3.25  | \$0.00                    | \$91.17    |
| OPERATING ENGINEERS LOCAL 4  | 6/1/2026       | \$60.40              | \$15.55 | \$13.25 | \$3.25  | \$0.00                    | \$92.45    |

**Construction**

| Classification | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|----------------|----------------|-----------|---------|---------|---------|------------------------------|---------------|
|                | 12/1/2026      | \$61.84   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$93.89       |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                                 |          |         |         |         |        |        |         |
|---------------------------------|----------|---------|---------|---------|--------|--------|---------|
| MILLWRIGHT (Zone 3)             | 1/6/2025 | \$43.48 | \$10.08 | \$11.47 | \$9.75 | \$0.00 | \$74.78 |
| MILLWRIGHTS LOCAL 1121          | 1/5/2026 | \$45.76 | \$10.08 | \$11.47 | \$9.75 | \$0.00 | \$77.06 |
| MILLWRIGHTS LOCAL 1121 - Zone 3 |          |         |         |         |        |        |         |

**Apprentice: MILLWRIGHT (Zone 3)****Effective Date: 1/6/2025**

| Step | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1    | 55.00   | \$23.91                 | \$10.08 | \$0.00  | \$5.36  | \$0.00                       | \$39.35       |
| 2    | 65.00   | \$28.26                 | \$10.08 | \$0.00  | \$6.34  | \$0.00                       | \$44.68       |
| 3    | 75.00   | \$32.61                 | \$10.08 | \$11.47 | \$7.31  | \$0.00                       | \$61.47       |
| 4    | 85.00   | \$36.96                 | \$10.08 | \$11.47 | \$8.29  | \$0.00                       | \$66.80       |

**Apprentice: MILLWRIGHT (Zone 3)****Effective Date: 1/5/2026**

| Step | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1    | 55.00   | \$25.17                 | \$10.08 | \$0.00  | \$5.36  | \$0.00                       | \$40.61       |
| 2    | 65.00   | \$29.74                 | \$10.08 | \$0.00  | \$6.34  | \$0.00                       | \$46.16       |
| 3    | 75.00   | \$34.32                 | \$10.08 | \$11.47 | \$7.31  | \$0.00                       | \$63.18       |
| 4    | 85.00   | \$38.90                 | \$10.08 | \$11.47 | \$8.29  | \$0.00                       | \$68.74       |

|                   |           |         |        |        |        |        |         |
|-------------------|-----------|---------|--------|--------|--------|--------|---------|
| MORTAR MIXER      | 6/1/2025  | \$40.59 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$68.85 |
| LABORERS          | 12/1/2025 | \$41.97 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$70.23 |
| LABORERS - ZONE 2 | 6/1/2026  | \$43.41 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$71.67 |
|                   | 12/1/2026 | \$44.85 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$73.11 |
|                   | 6/1/2027  | \$46.30 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$74.56 |
|                   | 12/1/2027 | \$47.75 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$76.01 |
|                   | 6/1/2028  | \$49.25 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$77.51 |
|                   | 12/1/2028 | \$50.75 | \$9.90 | \$9.25 | \$9.11 | \$0.00 | \$79.01 |

For apprentice rates see "Apprentice- LABORER"

|  |           |         |         |         |        |        |         |
|--|-----------|---------|---------|---------|--------|--------|---------|
| OILER (OTHER THAN TRUCK CRANES,GRADALLS) | 6/1/2025  | \$25.97 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$57.67 |
| OPERATING ENGINEERS LOCAL 4              | 12/1/2025 | \$26.63 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$58.33 |
| OPERATING ENGINEERS LOCAL 4              | 6/1/2026  | \$27.22 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$58.92 |
|  | 12/1/2026 | \$27.89 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$59.59 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                                |           |         |         |         |        |        |         |
|--------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| OILER (TRUCK CRANES, GRADALLS) | 6/1/2025  | \$31.80 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$63.50 |
| OPERATING ENGINEERS LOCAL 4    | 12/1/2025 | \$32.60 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$64.30 |
| OPERATING ENGINEERS LOCAL 4    | 6/1/2026  | \$33.32 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$65.02 |
|                                | 12/1/2026 | \$34.12 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$65.82 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|   |          |         |         |         |        |        |         |
|---|----------|---------|---------|---------|--------|--------|---------|
| OTHER POWER DRIVEN EQUIPMENT - CLASS II | 6/1/2025 | \$57.68 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$89.73 |
|---|----------|---------|---------|---------|--------|--------|---------|

**Construction**

| Classification              | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|-----------------------------|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025      | \$59.12   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$91.17       |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026       | \$60.40   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$92.45       |
|                             | 12/1/2026      | \$61.84   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$93.89       |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                            |          |         |        |         |         |        |         |
|----------------------------|----------|---------|--------|---------|---------|--------|---------|
| PAINTER (BRIDGES/TANKS)    | 1/1/2025 | \$58.46 | \$9.95 | \$11.85 | \$12.10 | \$0.00 | \$92.36 |
| PAINTERS LOCAL 35          |          |         |        |         |         |        |         |
| PAINTERS LOCAL 35 - ZONE 2 |          |         |        |         |         |        |         |

| Apprentice: PAINTER (BRIDGES/TANKS) |         |                         |        |         |         |                              |               |
|-------------------------------------|---------|-------------------------|--------|---------|---------|------------------------------|---------------|
| Effective Date: 1/1/2025            |         |                         |        |         |         |                              |               |
| Step                                | Percent | Apprentice<br>Base Wage | Health | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
| 1                                   | 50.00   | \$29.23                 | \$9.95 | \$0.00  | \$0.00  | \$0.00                       | \$39.18       |
| 2                                   | 55.00   | \$32.15                 | \$9.95 | \$0.00  | \$6.66  | \$0.00                       | \$48.76       |
| 3                                   | 60.00   | \$35.08                 | \$9.95 | \$0.00  | \$7.26  | \$0.00                       | \$52.29       |
| 4                                   | 65.00   | \$38.00                 | \$9.95 | \$0.00  | \$7.87  | \$0.00                       | \$55.82       |
| 5                                   | 70.00   | \$40.92                 | \$9.95 | \$11.85 | \$8.47  | \$0.00                       | \$71.19       |
| 6                                   | 75.00   | \$43.85                 | \$9.95 | \$11.85 | \$9.08  | \$0.00                       | \$74.73       |
| 7                                   | 80.00   | \$46.77                 | \$9.95 | \$11.85 | \$9.68  | \$0.00                       | \$78.25       |
| 8                                   | 90.00   | \$52.61                 | \$9.95 | \$11.85 | \$10.89 | \$0.00                       | \$85.30       |

|   |          |         |        |         |         |        |         |
|---|----------|---------|--------|---------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, NEW) *   | 1/1/2025 | \$49.36 | \$9.95 | \$11.85 | \$12.10 | \$0.00 | \$83.26 |
| * If 30% or more of surfaces to be painted are new construction,<br>NEW paint rate shall be used. |          |         |        |         |         |        |         |
| PAINTERS LOCAL 35   |          |         |        |         |         |        |         |
| PAINTERS LOCAL 35 - ZONE 2  |          |         |        |         |         |        |         |

| Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) * |         |                         |        |         |         |                              |               |
|---|---------|-------------------------|--------|---------|---------|------------------------------|---------------|
| Effective Date: 1/1/2025                        |         |                         |        |         |         |                              |               |
| Step  | Percent | Apprentice<br>Base Wage | Health | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
| 1   | 50.00   | \$24.68                 | \$9.95 | \$0.00  | \$0.00  | \$0.00                       | \$34.63       |
| 2   | 55.00   | \$27.15                 | \$9.95 | \$0.00  | \$6.66  | \$0.00                       | \$43.76       |
| 3   | 60.00   | \$29.62                 | \$9.95 | \$0.00  | \$7.26  | \$0.00                       | \$46.83       |
| 4   | 65.00   | \$32.08                 | \$9.95 | \$0.00  | \$7.87  | \$0.00                       | \$49.90       |
| 5   | 70.00   | \$34.55                 | \$9.95 | \$11.85 | \$8.47  | \$0.00                       | \$64.82       |
| 6   | 75.00   | \$37.02                 | \$9.95 | \$11.85 | \$9.08  | \$0.00                       | \$67.90       |
| 7   | 80.00   | \$39.49                 | \$9.95 | \$11.85 | \$9.68  | \$0.00                       | \$70.97       |
| 8   | 90.00   | \$44.42                 | \$9.95 | \$11.85 | \$10.89 | \$0.00                       | \$77.11       |

|                                       |          |         |        |         |         |        |         |
|---------------------------------------|----------|---------|--------|---------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, REPAINT) | 1/1/2025 | \$47.42 | \$9.95 | \$11.85 | \$12.10 | \$0.00 | \$81.32 |
| PAINTERS LOCAL 35                     |          |         |        |         |         |        |         |
| PAINTERS LOCAL 35 - ZONE 2            |          |         |        |         |         |        |         |

## Construction

| Classification   | Effective Date | Base Wage            | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------|----------------------|--------|---------|---------|---------------------------|------------|
| <b>Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)</b> |                |                      |        |         |         |                           |            |
| <b>Effective Date: 1/1/2025</b>                          |                |                      |        |         |         |                           |            |
| Step   | Percent        | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1  | 50.00          | \$23.71              | \$9.95 | \$0.00  | \$0.00  | \$0.00                    | \$33.66    |
| 2  | 55.00          | \$26.08              | \$9.95 | \$0.00  | \$6.66  | \$0.00                    | \$42.69    |
| 3  | 60.00          | \$28.45              | \$9.95 | \$0.00  | \$7.26  | \$0.00                    | \$45.66    |
| 4  | 65.00          | \$30.82              | \$9.95 | \$0.00  | \$7.87  | \$0.00                    | \$48.64    |
| 5  | 70.00          | \$33.19              | \$9.95 | \$11.85 | \$8.47  | \$0.00                    | \$63.46    |
| 6  | 75.00          | \$35.57              | \$9.95 | \$11.85 | \$9.08  | \$0.00                    | \$66.45    |
| 7  | 80.00          | \$37.94              | \$9.95 | \$11.85 | \$9.68  | \$0.00                    | \$69.42    |
| 8  | 90.00          | \$42.68              | \$9.95 | \$11.85 | \$10.89 | \$0.00                    | \$75.37    |

PAINTER / TAPER (BRUSH, NEW) \* 1/1/2025 \$47.96 \$9.95 \$11.85 \$12.10 \$0.00 \$81.86

\* 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

| <b>Apprentice: PAINTER / TAPER (BRUSH, NEW) *</b> |         |                      |        |         |         |                           |            |
|---|---------|----------------------|--------|---------|---------|---------------------------|------------|
| <b>Effective Date: 1/1/2025</b>                   |         |                      |        |         |         |                           |            |
| Step  | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1   | 50.00   | \$23.98              | \$9.95 | \$0.00  | \$0.00  | \$0.00                    | \$33.93    |
| 2   | 55.00   | \$26.38              | \$9.95 | \$0.00  | \$6.66  | \$0.00                    | \$42.99    |
| 3   | 60.00   | \$28.78              | \$9.95 | \$0.00  | \$7.26  | \$0.00                    | \$45.99    |
| 4   | 65.00   | \$31.17              | \$9.95 | \$0.00  | \$7.87  | \$0.00                    | \$48.99    |
| 5   | 70.00   | \$33.57              | \$9.95 | \$11.85 | \$8.47  | \$0.00                    | \$63.84    |
| 6   | 75.00   | \$35.97              | \$9.95 | \$11.85 | \$9.08  | \$0.00                    | \$66.85    |
| 7   | 80.00   | \$38.37              | \$9.95 | \$11.85 | \$9.68  | \$0.00                    | \$69.85    |
| 8   | 90.00   | \$43.16              | \$9.95 | \$11.85 | \$10.89 | \$0.00                    | \$75.85    |

PAINTER / TAPER (BRUSH, REPAINT) 1/1/2025 \$46.02 \$9.95 \$11.85 \$12.10 \$0.00 \$79.92

PAINTERS LOCAL 35

PAINTERS LOCAL 35 - ZONE 2

| <b>Apprentice: PAINTER / TAPER (BRUSH, REPAINT)</b> |         |                      |        |         |         |                           |            |
|---|---------|----------------------|--------|---------|---------|---------------------------|------------|
| <b>Effective Date: 1/1/2025</b>                     |         |                      |        |         |         |                           |            |
| Step  | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1   | 50.00   | \$23.01              | \$9.95 | \$0.00  | \$0.00  | \$0.00                    | \$32.96    |
| 2   | 55.00   | \$25.31              | \$9.95 | \$0.00  | \$6.66  | \$0.00                    | \$41.92    |
| 3   | 60.00   | \$27.61              | \$9.95 | \$0.00  | \$7.26  | \$0.00                    | \$44.82    |
| 4   | 65.00   | \$29.91              | \$9.95 | \$0.00  | \$7.87  | \$0.00                    | \$47.73    |
| 5   | 70.00   | \$32.21              | \$9.95 | \$11.85 | \$8.47  | \$0.00                    | \$62.48    |
| 6   | 75.00   | \$34.52              | \$9.95 | \$11.85 | \$9.08  | \$0.00                    | \$65.40    |

Construction

| Classification   | Effective Date | Base Wage                   | Health        | Pension        | Annuity        | Supplemental Unemployment        | Total Rate        |
|--|----------------|-----------------------------|---------------|----------------|----------------|----------------------------------|-------------------|
| <b>Apprentice: PAINTER / TAPER (BRUSH, REPAINT)</b><br><b>Effective Date: 1/1/2025</b> |                |                             |               |                |                |                                  |                   |
|  |                | <b>Apprentice Base Wage</b> | <b>Health</b> | <b>Pension</b> | <b>Annuity</b> | <b>Supplemental Unemployment</b> | <b>Total Rate</b> |
| 7  | 80.00          | \$36.82                     | \$9.95        | \$11.85        | \$9.68         | \$0.00                           | \$68.30           |
| 8  | 90.00          | \$41.42                     | \$9.95        | \$11.85        | \$10.89        | \$0.00                           | \$74.11           |
|  |                |                             |               |                |                |                                  |                   |
| PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)   | 6/1/2025       | \$40.34                     | \$9.90        | \$9.25         | \$9.21         | \$0.00                           | \$68.70           |
| LABORERS   | 12/1/2025      | \$41.72                     | \$9.90        | \$9.25         | \$9.21         | \$0.00                           | \$70.08           |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)  | 6/1/2026       | \$43.16                     | \$9.90        | \$9.25         | \$9.21         | \$0.00                           | \$71.52           |
|  | 12/1/2026      | \$44.60                     | \$9.90        | \$9.25         | \$9.21         | \$0.00                           | \$72.96           |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)                      |                |                             |               |                |                |                                  |                   |
|  |                |                             |               |                |                |                                  |                   |
| PANEL & PICKUP TRUCKS DRIVER   | 6/1/2025       | \$40.78                     | \$15.57       | \$20.17        | \$0.00         | \$0.00                           | \$76.52           |
| TEAMSTERS JOINT COUNCIL NO. 10   | 12/1/2025      | \$40.78                     | \$15.57       | \$21.78        | \$0.00         | \$0.00                           | \$78.13           |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B  | 1/1/2026       | \$40.78                     | \$16.17       | \$21.78        | \$0.00         | \$0.00                           | \$78.73           |
|  | 6/1/2026       | \$41.78                     | \$16.17       | \$21.78        | \$0.00         | \$0.00                           | \$79.73           |
|  | 12/1/2026      | \$41.78                     | \$16.17       | \$23.52        | \$0.00         | \$0.00                           | \$81.47           |
|  | 1/1/2027       | \$41.78                     | \$16.77       | \$23.52        | \$0.00         | \$0.00                           | \$82.07           |
|  |                |                             |               |                |                |                                  |                   |
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)                                      | 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)  |                |                             |               |                |                |                                  |                   |
| For apprentice rates see "Apprentice- PILE DRIVER"                                     |                |                             |               |                |                |                                  |                   |
|  |                |                             |               |                |                |                                  |                   |
| PILE DRIVER  | 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)  |                |                             |               |                |                |                                  |                   |
|  |                |                             |               |                |                |                                  |                   |
| <b>Apprentice: PILE DRIVER</b><br><b>Effective Date: 8/1/2024</b>                      |                |                             |               |                |                |                                  |                   |
|  |                | <b>Apprentice Base Wage</b> | <b>Health</b> | <b>Pension</b> | <b>Annuity</b> | <b>Supplemental Unemployment</b> | <b>Total Rate</b> |
| 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           |
|  |                |                             |               |                |                |                                  |                   |
| PIPELAYER  | 6/1/2025       | \$40.59                     | \$9.90        | \$9.25         | \$9.11         | \$0.00                           | \$68.85           |
| LABORERS   | 12/1/2025      | \$41.97                     | \$9.90        | \$9.25         | \$9.11         | \$0.00                           | \$70.23           |
| LABORERS - ZONE 2  | 6/1/2026       | \$43.41                     | \$9.90        | \$9.25         | \$9.11         | \$0.00                           | \$71.67           |
|  | 12/1/2026      | \$44.85                     | \$9.90        | \$9.25         | \$9.11         | \$0.00                           | \$73.11           |
|  | 6/1/2027       | \$46.30                     | \$9.90        | \$9.25         | \$9.11         | \$0.00                           | \$74.56           |
|  | 12/1/2027      | \$47.75                     | \$9.90        | \$9.25         | \$9.11         | \$0.00                           | \$76.01           |
|  | 6/1/2028       | \$49.25                     | \$9.90        | \$9.25         | \$9.11         | \$0.00                           | \$77.51           |
|  | 12/1/2028      | \$50.75                     | \$9.90        | \$9.25         | \$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 |
|-------------------------------------|----------------|-----------|--------|---------|---------|---------------------------|------------|
| PIPELAYER (HEAVY & HIGHWAY)         | 6/1/2025       | \$40.59   | \$9.90 | \$9.25  | \$9.21  | \$0.00                    | \$68.95    |
| LABORERS                            | 12/1/2025      | \$41.97   | \$9.90 | \$9.25  | \$9.21  | \$0.00                    | \$70.33    |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY) | 6/1/2026       | \$43.41   | \$9.90 | \$9.25  | \$9.21  | \$0.00                    | \$71.77    |
|                                     | 12/1/2026      | \$44.85   | \$9.90 | \$9.25  | \$9.21  | \$0.00                    | \$73.21    |

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

|                      |          |         |         |        |        |        |         |
|----------------------|----------|---------|---------|--------|--------|--------|---------|
| PLUMBER & PIPEFITTER | 3/1/2025 | \$55.00 | \$11.30 | \$9.71 | \$8.06 | \$0.00 | \$84.07 |
| PLUMBERS LOCAL 4     | 9/1/2025 | \$56.40 | \$11.30 | \$9.71 | \$8.06 | \$0.00 | \$85.47 |
| PLUMBERS LOCAL 4     | 3/1/2026 | \$57.80 | \$11.30 | \$9.71 | \$8.06 | \$0.00 | \$86.87 |

**Apprentice: PLUMBER & PIPEFITTER****Effective Date: 3/1/2025**

| Step | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1    | 40.00   | \$22.00              | \$11.30 | \$0.00  | \$0.00  | \$0.00                    | \$33.30    |
| 2    | 50.00   | \$27.50              | \$11.30 | \$0.00  | \$0.00  | \$0.00                    | \$38.80    |
| 3    | 60.00   | \$33.00              | \$11.30 | \$0.00  | \$0.00  | \$0.00                    | \$44.30    |
| 4    | 70.00   | \$38.50              | \$11.30 | \$0.00  | \$8.06  | \$0.00                    | \$57.86    |
| 5    | 80.00   | \$44.00              | \$11.30 | \$0.00  | \$8.06  | \$0.00                    | \$63.36    |

**Apprentice: PLUMBER & PIPEFITTER****Effective Date: 9/1/2025**

| Step | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1    | 40.00   | \$22.56              | \$11.30 | \$0.00  | \$0.00  | \$0.00                    | \$33.86    |
| 2    | 50.00   | \$28.20              | \$11.30 | \$0.00  | \$0.00  | \$0.00                    | \$39.50    |
| 3    | 60.00   | \$33.84              | \$11.30 | \$0.00  | \$0.00  | \$0.00                    | \$45.14    |
| 4    | 70.00   | \$39.48              | \$11.30 | \$0.00  | \$8.06  | \$0.00                    | \$58.84    |
| 5    | 80.00   | \$45.12              | \$11.30 | \$0.00  | \$8.06  | \$0.00                    | \$64.48    |

|                            |          |         |         |        |        |        |         |
|----------------------------|----------|---------|---------|--------|--------|--------|---------|
| PNEUMATIC CONTROLS (TEMP.) | 3/1/2025 | \$55.00 | \$11.30 | \$9.71 | \$8.06 | \$0.00 | \$84.07 |
| PLUMBERS LOCAL 4           | 9/1/2025 | \$56.40 | \$11.30 | \$9.71 | \$8.06 | \$0.00 | \$85.47 |
| PLUMBERS LOCAL 4           | 3/1/2026 | \$57.80 | \$11.30 | \$9.71 | \$8.06 | \$0.00 | \$86.87 |

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

|                               |           |         |        |        |        |        |         |
|-------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR | 6/1/2025  | \$41.09 | \$9.90 | \$9.25 | \$8.29 | \$0.00 | \$68.53 |
| LABORERS                      | 12/1/2025 | \$42.47 | \$9.90 | \$9.25 | \$8.29 | \$0.00 | \$69.91 |
| LABORERS - ZONE 2             | 6/1/2026  | \$43.91 | \$9.90 | \$9.25 | \$8.29 | \$0.00 | \$71.35 |
|                               | 12/1/2026 | \$45.35 | \$9.90 | \$9.25 | \$8.29 | \$0.00 | \$72.79 |
|                               | 6/1/2027  | \$46.80 | \$9.90 | \$9.25 | \$8.29 | \$0.00 | \$74.24 |
|                               | 12/1/2027 | \$48.25 | \$9.90 | \$9.25 | \$8.29 | \$0.00 | \$75.69 |
|                               | 6/1/2028  | \$49.75 | \$9.90 | \$9.25 | \$8.29 | \$0.00 | \$77.19 |
|                               | 12/1/2028 | \$51.25 | \$9.90 | \$9.25 | \$8.29 | \$0.00 | \$78.69 |

For apprentice rates see "Apprentice- LABORER"

|   |           |         |        |        |        |        |         |
|---|-----------|---------|--------|--------|--------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) | 6/1/2025  | \$40.59 | \$9.90 | \$9.25 | \$9.21 | \$0.00 | \$68.95 |
| LABORERS  | 12/1/2025 | \$41.97 | \$9.90 | \$9.25 | \$9.21 | \$0.00 | \$70.33 |



**Construction**

| <b>Classification</b>  | <b>Effective Date</b> | <b>Base Wage</b> | <b>Health</b> | <b>Pension</b> | <b>Annuity</b> | <b>Supplemental<br/>Unemployment</b> | <b>Total<br/>Rate</b> |
|--|-----------------------|------------------|---------------|----------------|----------------|--------------------------------------|-----------------------|
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)  | 6/1/2026              | \$43.41          | \$9.90        | \$9.25         | \$9.21         | \$0.00                               | \$71.77               |
|  | 12/1/2026             | \$44.85          | \$9.90        | \$9.25         | \$9.21         | \$0.00                               | \$73.21               |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"                                   |                       |                  |               |                |                |                                      |                       |
| <hr/>  |                       |                  |               |                |                |                                      |                       |
| POWDERMAN & BLASTER<br>LABORERS<br>LABORERS - ZONE 2   | 6/1/2025              | \$41.34          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$69.60               |
|  | 12/1/2025             | \$42.72          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$70.98               |
|  | 6/1/2026              | \$44.16          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$72.42               |
|  | 12/1/2026             | \$45.60          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$73.86               |
|  | 6/1/2027              | \$47.05          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$75.31               |
|  | 12/1/2027             | \$48.50          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$76.76               |
|  | 6/1/2028              | \$50.00          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$78.26               |
|  | 12/1/2028             | \$51.50          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$79.76               |
| For apprentice rates see "Apprentice- LABORER"   |                       |                  |               |                |                |                                      |                       |
| <hr/>  |                       |                  |               |                |                |                                      |                       |
| POWDERMAN & BLASTER (HEAVY & HIGHWAY)<br>LABORERS<br>LABORERS - ZONE 2 (HEAVY & HIGHWAY)             | 6/1/2025              | \$41.34          | \$9.65        | \$9.25         | \$9.21         | \$0.00                               | \$69.45               |
|  | 12/1/2025             | \$42.72          | \$9.65        | \$9.25         | \$9.21         | \$0.00                               | \$70.83               |
|  | 6/1/2026              | \$44.16          | \$9.65        | \$9.25         | \$9.21         | \$0.00                               | \$72.27               |
|  | 12/1/2026             | \$45.60          | \$9.65        | \$9.25         | \$9.21         | \$0.00                               | \$73.71               |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"                                   |                       |                  |               |                |                |                                      |                       |
| <hr/>  |                       |                  |               |                |                |                                      |                       |
| POWER SHOVEL/DERRICK/TRENCHING MACHINE<br>OPERATING ENGINEERS LOCAL 4<br>OPERATING ENGINEERS LOCAL 4 | 6/1/2025              | \$58.33          | \$15.55       | \$13.25        | \$3.25         | \$0.00                               | \$90.38               |
|  | 12/1/2025             | \$59.78          | \$15.55       | \$13.25        | \$3.25         | \$0.00                               | \$91.83               |
|  | 6/1/2026              | \$61.08          | \$15.55       | \$13.25        | \$3.25         | \$0.00                               | \$93.13               |
|  | 12/1/2026             | \$62.53          | \$15.55       | \$13.25        | \$3.25         | \$0.00                               | \$94.58               |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"   |                       |                  |               |                |                |                                      |                       |
| <hr/>  |                       |                  |               |                |                |                                      |                       |
| PUMP OPERATOR (CONCRETE)<br>OPERATING ENGINEERS LOCAL 4<br>OPERATING ENGINEERS LOCAL 4               | 6/1/2025              | \$57.68          | \$15.55       | \$13.25        | \$3.25         | \$0.00                               | \$89.73               |
|  | 12/1/2025             | \$59.12          | \$15.55       | \$13.25        | \$3.25         | \$0.00                               | \$91.17               |
|  | 6/1/2026              | \$60.40          | \$15.55       | \$13.25        | \$3.25         | \$0.00                               | \$92.45               |
|  | 12/1/2026             | \$61.84          | \$15.55       | \$13.25        | \$3.25         | \$0.00                               | \$93.89               |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"   |                       |                  |               |                |                |                                      |                       |
| <hr/>  |                       |                  |               |                |                |                                      |                       |
| PUMP OPERATOR (DEWATERING, OTHER)<br>OPERATING ENGINEERS LOCAL 4<br>OPERATING ENGINEERS LOCAL 4      | 6/1/2025              | \$37.52          | \$15.55       | \$13.25        | \$3.25         | \$0.00                               | \$69.57               |
|  | 12/1/2025             | \$38.47          | \$15.55       | \$13.25        | \$3.25         | \$0.00                               | \$70.52               |
|  | 6/1/2026              | \$39.33          | \$15.55       | \$13.25        | \$3.25         | \$0.00                               | \$71.38               |
|  | 12/1/2026             | \$40.28          | \$15.55       | \$13.25        | \$3.25         | \$0.00                               | \$72.33               |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"   |                       |                  |               |                |                |                                      |                       |
| <hr/>  |                       |                  |               |                |                |                                      |                       |
| READY-MIX CONCRETE DRIVER<br>TEAMSTERS 170<br>TEAMSTERS 170 -J.G.MacLellan (Lunenburg)               | 2/2/2025              | \$29.50          | \$11.57       | \$8.00         | \$0.00         | \$0.00                               | \$49.07               |
|  | 2/2/2026              | \$29.50          | \$12.37       | \$8.00         | \$0.00         | \$0.00                               | \$49.87               |
|  | 1/1/2027              | \$30.00          | \$12.37       | \$8.00         | \$0.00         | \$0.00                               | \$50.37               |
| <hr/>  |                       |                  |               |                |                |                                      |                       |
| RECLAIMERS<br>OPERATING ENGINEERS LOCAL 4<br>OPERATING ENGINEERS LOCAL 4                             | 6/1/2025              | \$57.68          | \$15.55       | \$13.25        | \$3.25         | \$0.00                               | \$89.73               |
|  | 12/1/2025             | \$59.12          | \$15.55       | \$13.25        | \$3.25         | \$0.00                               | \$91.17               |
|  | 6/1/2026              | \$60.40          | \$15.55       | \$13.25        | \$3.25         | \$0.00                               | \$92.45               |
|  | 12/1/2026             | \$61.84          | \$15.55       | \$13.25        | \$3.25         | \$0.00                               | \$93.89               |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"   |                       |                  |               |                |                |                                      |                       |
| <hr/>  |                       |                  |               |                |                |                                      |                       |
| RIDE-ON MOTORIZED BUGGY OPERATOR<br>LABORERS   | 6/1/2025              | \$40.59          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$68.85               |
|  | 12/1/2025             | \$41.97          | \$9.90        | \$9.25         | \$9.11         | \$0.00                               | \$70.23               |

## Construction

| Classification    | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-------------------|----------------|-----------|--------|---------|---------|---------------------------|------------|
| LABORERS - ZONE 2 | 6/1/2026       | \$43.41   | \$9.90 | \$9.25  | \$9.11  | \$0.00                    | \$71.67    |
|                   | 12/1/2026      | \$44.85   | \$9.90 | \$9.25  | \$9.11  | \$0.00                    | \$73.11    |
|                   | 6/1/2027       | \$46.30   | \$9.90 | \$9.25  | \$9.11  | \$0.00                    | \$74.56    |
|                   | 12/1/2027      | \$47.75   | \$9.90 | \$9.25  | \$9.11  | \$0.00                    | \$76.01    |
|                   | 6/1/2028       | \$49.25   | \$9.90 | \$9.25  | \$9.11  | \$0.00                    | \$77.51    |
|                   | 12/1/2028      | \$50.75   | \$9.90 | \$9.25  | \$9.11  | \$0.00                    | \$79.01    |

For apprentice rates see "Apprentice- LABORER"

|                                  |           |         |         |         |        |        |         |
|----------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| ROLLER/SPREADER/MULCHING MACHINE | 6/1/2025  | \$57.68 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$89.73 |
| OPERATING ENGINEERS LOCAL 4      | 12/1/2025 | \$59.12 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.17 |
| OPERATING ENGINEERS LOCAL 4      | 6/1/2026  | \$60.40 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$92.45 |
|                                  | 12/1/2026 | \$61.84 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.89 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|   |          |         |         |         |        |        |         |
|---|----------|---------|---------|---------|--------|--------|---------|
| ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) | 2/1/2025 | \$52.03 | \$13.28 | \$12.67 | \$9.03 | \$0.00 | \$87.01 |
| ROOFERS LOCAL 33                                      | 8/1/2025 | \$53.53 | \$13.28 | \$12.67 | \$9.03 | \$0.00 | \$88.51 |
| ROOFERS LOCAL 33                                      | 2/1/2026 | \$54.78 | \$13.28 | \$12.67 | \$9.03 | \$0.00 | \$89.76 |

### Apprentice: ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg)

Effective Date: 2/1/2025

| Step | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1    | 50.00   | \$26.02              | \$13.28 | \$6.52  | \$9.03  | \$0.00                    | \$54.85    |
| 2    | 60.00   | \$31.22              | \$13.28 | \$12.67 | \$9.03  | \$0.00                    | \$66.20    |
| 3    | 65.00   | \$33.82              | \$13.28 | \$12.67 | \$9.03  | \$0.00                    | \$68.80    |
| 4    | 75.00   | \$39.02              | \$13.28 | \$12.67 | \$9.03  | \$0.00                    | \$74.00    |
| 5    | 85.00   | \$44.23              | \$13.28 | \$12.67 | \$9.03  | \$0.00                    | \$79.21    |

### Apprentice: ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg)

Effective Date: 8/1/2025

| Step | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1    | 50.00   | \$26.77              | \$13.28 | \$6.52  | \$9.03  | \$0.00                    | \$55.60    |
| 2    | 60.00   | \$32.12              | \$13.28 | \$12.67 | \$9.03  | \$0.00                    | \$67.10    |
| 3    | 65.00   | \$34.79              | \$13.28 | \$12.67 | \$9.03  | \$0.00                    | \$69.77    |
| 4    | 75.00   | \$40.15              | \$13.28 | \$12.67 | \$9.03  | \$0.00                    | \$75.13    |
| 5    | 85.00   | \$45.50              | \$13.28 | \$12.67 | \$9.03  | \$0.00                    | \$80.48    |

|  |          |         |         |         |        |        |         |
|--|----------|---------|---------|---------|--------|--------|---------|
| ROOFER SLATE / TILE / PRECAST CONCRETE | 2/1/2025 | \$52.28 | \$13.28 | \$12.67 | \$9.03 | \$0.00 | \$87.26 |
| ROOFERS LOCAL 33                       | 8/1/2025 | \$53.78 | \$13.28 | \$12.67 | \$9.03 | \$0.00 | \$88.76 |
| ROOFERS LOCAL 33                       | 2/1/2026 | \$55.03 | \$13.28 | \$12.67 | \$9.03 | \$0.00 | \$90.01 |

For apprentice rates see "Apprentice- ROOFER"

|                             |          |         |         |         |        |        |         |
|-----------------------------|----------|---------|---------|---------|--------|--------|---------|
| SHEETMETAL WORKER           | 1/1/2025 | \$42.23 | \$12.20 | \$10.79 | \$7.95 | \$2.13 | \$75.30 |
| SHEETMETAL WORKERS LOCAL 63 |          |         |         |         |        |        |         |
| SHEETMETAL WORKERS LOCAL 63 |          |         |         |         |        |        |         |

## Construction

| Classification  | Effective Date | Base Wage            | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---|----------------|----------------------|---------|---------|---------|---------------------------|------------|
| <b>Apprentice: SHEETMETAL WORKER</b><br><b>Effective Date: 1/1/2025</b> |                |                      |         |         |         |                           |            |
| Step  | Percent        | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1   | 45.00          | \$19.00              | \$5.49  | \$4.86  | \$0.00  | \$0.85                    | \$30.20    |
| 2   | 50.00          | \$21.12              | \$6.10  | \$5.40  | \$0.00  | \$0.94                    | \$33.56    |
| 3   | 55.00          | \$23.23              | \$6.71  | \$9.71  | \$0.00  | \$1.15                    | \$40.80    |
| 4   | 60.00          | \$25.34              | \$7.32  | \$9.71  | \$0.00  | \$1.23                    | \$43.60    |
| 5   | 65.00          | \$27.45              | \$7.93  | \$9.71  | \$0.00  | \$1.31                    | \$46.40    |
| 6   | 70.00          | \$29.56              | \$8.54  | \$9.71  | \$0.00  | \$1.39                    | \$49.20    |
| 7   | 75.00          | \$31.67              | \$9.15  | \$9.71  | \$0.00  | \$1.47                    | \$52.00    |
| 8   | 80.00          | \$33.78              | \$9.76  | \$9.71  | \$7.95  | \$1.78                    | \$62.98    |
| 9   | 85.00          | \$35.90              | \$10.37 | \$9.71  | \$7.95  | \$1.86                    | \$65.79    |
| 10  | 90.00          | \$38.01              | \$10.98 | \$9.71  | \$7.95  | \$1.94                    | \$68.59    |
|   |                |                      |         |         |         |                           |            |
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS                                | 6/1/2025       | \$41.24              | \$15.57 | \$20.17 | \$0.00  | \$0.00                    | \$76.98    |
| TEAMSTERS JOINT COUNCIL NO. 10  | 12/1/2025      | \$41.24              | \$15.57 | \$21.78 | \$0.00  | \$0.00                    | \$78.59    |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B                                   | 1/1/2026       | \$41.24              | \$16.17 | \$21.78 | \$0.00  | \$0.00                    | \$79.19    |
|   | 6/1/2026       | \$42.24              | \$16.17 | \$21.78 | \$0.00  | \$0.00                    | \$80.19    |
|   | 12/1/2026      | \$42.24              | \$16.17 | \$23.52 | \$0.00  | \$0.00                    | \$81.93    |
|   | 1/1/2027       | \$42.24              | \$16.77 | \$23.52 | \$0.00  | \$0.00                    | \$82.53    |
|   |                |                      |         |         |         |                           |            |
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS                                | 6/1/2025       | \$41.53              | \$15.57 | \$20.17 | \$0.00  | \$0.00                    | \$77.27    |
| TEAMSTERS JOINT COUNCIL NO. 10  | 12/1/2025      | \$41.53              | \$15.57 | \$21.78 | \$0.00  | \$0.00                    | \$78.88    |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B                                   | 1/1/2026       | \$41.53              | \$16.17 | \$21.78 | \$0.00  | \$0.00                    | \$79.48    |
|   | 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  | 4/1/2023       | \$47.43              | \$11.45 | \$7.20  | \$9.41  | \$0.00                    | \$75.49    |
| SPRINKLER FITTERS LOCAL 669   |                |                      |         |         |         |                           |            |
| SPRINKLER FITTERS LOCAL 669   |                |                      |         |         |         |                           |            |

| <b>Apprentice: SPRINKLER FITTER</b><br><b>Effective Date: 4/1/2023</b> |         |                      |         |         |         |                           |            |
|--|---------|----------------------|---------|---------|---------|---------------------------|------------|
| Step   | Percent | Apprentice Base Wage | Health  | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1  | 45.00   | \$21.34              | \$8.22  | \$0.00  | \$0.00  | \$0.00                    | \$29.56    |
| 2  | 50.00   | \$23.72              | \$8.22  | \$0.00  | \$0.00  | \$0.00                    | \$31.94    |
| 3  | 55.00   | \$26.09              | \$11.45 | \$7.20  | \$0.00  | \$0.00                    | \$44.74    |
| 4  | 60.00   | \$28.46              | \$11.45 | \$7.20  | \$1.15  | \$0.00                    | \$48.26    |
| 5  | 65.00   | \$30.83              | \$11.45 | \$7.20  | \$1.15  | \$0.00                    | \$50.63    |
| 6  | 70.00   | \$33.20              | \$11.45 | \$7.20  | \$1.40  | \$0.00                    | \$53.25    |
| 7  | 75.00   | \$35.57              | \$11.45 | \$7.20  | \$1.40  | \$0.00                    | \$55.62    |
| 8  | 80.00   | \$37.94              | \$11.45 | \$7.20  | \$1.40  | \$0.00                    | \$57.99    |
| 9  | 85.00   | \$40.32              | \$11.45 | \$7.20  | \$1.40  | \$0.00                    | \$60.37    |
| 10   | 90.00   | \$42.69              | \$11.45 | \$7.20  | \$1.40  | \$0.00                    | \$62.74    |

**Construction**

| Classification              | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|-----------------------------|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| STEAM BOILER OPERATOR       | 6/1/2025       | \$57.68   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$89.73       |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025      | \$59.12   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$91.17       |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026       | \$60.40   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$92.45       |
|                             | 12/1/2026      | \$61.84   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$93.89       |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|  |           |         |         |         |        |        |         |
|--|-----------|---------|---------|---------|--------|--------|---------|
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN | 6/1/2025  | \$57.68 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$89.73 |
| OPERATING ENGINEERS LOCAL 4              | 12/1/2025 | \$59.12 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.17 |
| OPERATING ENGINEERS LOCAL 4              | 6/1/2026  | \$60.40 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$92.45 |
|  | 12/1/2026 | \$61.84 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.89 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

|                                     |          |         |         |         |        |        |          |
|-------------------------------------|----------|---------|---------|---------|--------|--------|----------|
| TERRAZZO FINISHERS                  | 2/1/2025 | \$64.74 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$99.82  |
| BRICKLAYERS LOCAL 3                 | 8/1/2025 | \$66.89 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$101.97 |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE | 2/1/2026 | \$68.24 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$103.32 |
|                                     | 8/1/2026 | \$70.44 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$105.52 |
|                                     | 2/1/2027 | \$71.84 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$106.92 |

**Apprentice: TERRAZZO FINISHERS****Effective Date: 2/1/2025**

| Step | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1    | 50.00   | \$32.37                 | \$11.49 | \$15.57 | \$8.02  | \$0.00                       | \$67.45       |
| 2    | 60.00   | \$38.84                 | \$11.49 | \$15.57 | \$8.02  | \$0.00                       | \$73.92       |
| 3    | 70.00   | \$45.32                 | \$11.49 | \$15.57 | \$8.02  | \$0.00                       | \$80.40       |
| 4    | 80.00   | \$51.79                 | \$11.49 | \$15.57 | \$8.02  | \$0.00                       | \$86.87       |
| 5    | 90.00   | \$58.27                 | \$11.49 | \$15.57 | \$8.02  | \$0.00                       | \$93.35       |

**Apprentice: TERRAZZO FINISHERS****Effective Date: 8/1/2025**

| Step | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1    | 50.00   | \$33.45                 | \$11.49 | \$15.57 | \$8.02  | \$0.00                       | \$68.53       |
| 2    | 60.00   | \$40.13                 | \$11.49 | \$15.57 | \$8.02  | \$0.00                       | \$75.21       |
| 3    | 70.00   | \$46.82                 | \$11.49 | \$15.57 | \$8.02  | \$0.00                       | \$81.90       |
| 4    | 80.00   | \$53.51                 | \$11.49 | \$15.57 | \$8.02  | \$0.00                       | \$88.59       |
| 5    | 90.00   | \$60.20                 | \$11.49 | \$15.57 | \$8.02  | \$0.00                       | \$95.28       |

|                                  |           |         |        |        |        |        |         |
|----------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| TEST BORING DRILLER              | 6/1/2025  | \$51.70 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$80.65 |
| LABORERS                         | 12/1/2025 | \$53.20 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$82.15 |
| LABORERS - FOUNDATION AND MARINE | 6/1/2026  | \$54.75 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$83.70 |
|                                  | 12/1/2026 | \$56.25 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$85.20 |

For apprentice rates see "Apprentice- LABORER"

|                                  |           |         |        |        |        |        |         |
|----------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| TEST BORING DRILLER HELPER       | 6/1/2025  | \$47.82 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$76.77 |
| LABORERS                         | 12/1/2025 | \$49.32 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$78.27 |
| LABORERS - FOUNDATION AND MARINE | 6/1/2026  | \$50.87 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$79.82 |

**Construction**

| Classification   | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|--|----------------|-----------|---------|---------|---------|------------------------------|---------------|
|  | 12/1/2026      | \$52.37   | \$9.90  | \$9.25  | \$9.80  | \$0.00                       | \$81.32       |
| For apprentice rates see "Apprentice- LABORER"             |                |           |         |         |         |                              |               |
| TEST BORING LABORER  | 6/1/2025       | \$47.70   | \$9.90  | \$9.25  | \$9.80  | \$0.00                       | \$76.65       |
| LABORERS   | 12/1/2025      | \$49.20   | \$9.90  | \$9.25  | \$9.80  | \$0.00                       | \$78.15       |
| LABORERS - FOUNDATION AND MARINE                           | 6/1/2026       | \$50.75   | \$9.90  | \$9.25  | \$9.80  | \$0.00                       | \$79.70       |
|  | 12/1/2026      | \$52.25   | \$9.90  | \$9.25  | \$9.80  | \$0.00                       | \$81.20       |
| For apprentice rates see "Apprentice- LABORER"             |                |           |         |         |         |                              |               |
| TRACTORS/PORTABLE STEAM GENERATORS                         | 6/1/2025       | \$57.68   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$89.73       |
| OPERATING ENGINEERS LOCAL 4                                | 12/1/2025      | \$59.12   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$91.17       |
| OPERATING ENGINEERS LOCAL 4                                | 6/1/2026       | \$60.40   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$92.45       |
|  | 12/1/2026      | \$61.84   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$93.89       |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" |                |           |         |         |         |                              |               |
| TRAILERS FOR EARTH MOVING EQUIPMENT                        | 6/1/2025       | \$41.82   | \$15.57 | \$20.17 | \$0.00  | \$0.00                       | \$77.56       |
| TEAMSTERS JOINT COUNCIL NO. 10                             | 12/1/2025      | \$41.82   | \$15.57 | \$21.78 | \$0.00  | \$0.00                       | \$79.17       |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B                      | 1/1/2026       | \$41.82   | \$16.17 | \$21.78 | \$0.00  | \$0.00                       | \$79.77       |
|  | 6/1/2026       | \$42.82   | \$16.17 | \$21.78 | \$0.00  | \$0.00                       | \$80.77       |
|  | 12/1/2026      | \$42.82   | \$16.17 | \$23.52 | \$0.00  | \$0.00                       | \$82.51       |
|  | 1/1/2027       | \$42.82   | \$16.77 | \$23.52 | \$0.00  | \$0.00                       | \$83.11       |
| TUNNEL WORK - COMPRESSED AIR                               | 6/1/2025       | \$59.93   | \$9.90  | \$9.25  | \$10.25 | \$0.00                       | \$89.33       |
| LABORERS   | 12/1/2025      | \$61.43   | \$9.90  | \$9.25  | \$10.25 | \$0.00                       | \$90.83       |
| LABORERS (COMPRESSED AIR)                                  | 6/1/2026       | \$62.98   | \$9.90  | \$9.25  | \$10.25 | \$0.00                       | \$92.38       |
|  | 12/1/2026      | \$64.48   | \$9.90  | \$9.25  | \$10.25 | \$0.00                       | \$93.88       |
| For apprentice rates see "Apprentice- LABORER"             |                |           |         |         |         |                              |               |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)                  | 6/1/2025       | \$61.93   | \$9.90  | \$9.25  | \$10.25 | \$0.00                       | \$91.33       |
| LABORERS   | 12/1/2025      | \$63.43   | \$9.90  | \$9.25  | \$10.25 | \$0.00                       | \$92.83       |
| LABORERS (COMPRESSED AIR)                                  | 6/1/2026       | \$64.98   | \$9.90  | \$9.25  | \$10.25 | \$0.00                       | \$94.38       |
|  | 12/1/2026      | \$66.48   | \$9.90  | \$9.25  | \$10.25 | \$0.00                       | \$95.88       |
| For apprentice rates see "Apprentice- LABORER"             |                |           |         |         |         |                              |               |
| TUNNEL WORK - FREE AIR                                     | 6/1/2025       | \$52.00   | \$9.90  | \$9.25  | \$10.25 | \$0.00                       | \$81.40       |
| LABORERS   | 12/1/2025      | \$53.50   | \$9.90  | \$9.25  | \$10.25 | \$0.00                       | \$82.90       |
| LABORERS (FREE AIR TUNNEL)                                 | 6/1/2026       | \$55.05   | \$9.90  | \$9.25  | \$10.25 | \$0.00                       | \$84.45       |
|  | 12/1/2026      | \$56.55   | \$9.90  | \$9.25  | \$10.25 | \$0.00                       | \$85.95       |
| For apprentice rates see "Apprentice- LABORER"             |                |           |         |         |         |                              |               |
| TUNNEL WORK - FREE AIR (HAZ. WASTE)                        | 6/1/2025       | \$54.00   | \$9.90  | \$9.25  | \$10.25 | \$0.00                       | \$83.40       |
| LABORERS   | 12/1/2025      | \$55.50   | \$9.90  | \$9.25  | \$10.25 | \$0.00                       | \$84.90       |
| LABORERS (FREE AIR TUNNEL)                                 | 6/1/2026       | \$57.05   | \$9.90  | \$9.25  | \$10.25 | \$0.00                       | \$86.45       |
|  | 12/1/2026      | \$58.55   | \$9.90  | \$9.25  | \$10.25 | \$0.00                       | \$87.95       |
| For apprentice rates see "Apprentice- LABORER"             |                |           |         |         |         |                              |               |
| VAC-HAUL   | 6/1/2025       | \$41.24   | \$15.57 | \$20.17 | \$0.00  | \$0.00                       | \$76.98       |
| TEAMSTERS JOINT COUNCIL NO. 10                             | 12/1/2025      | \$41.24   | \$15.57 | \$21.78 | \$0.00  | \$0.00                       | \$78.59       |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE B                      | 1/1/2026       | \$41.24   | \$16.17 | \$21.78 | \$0.00  | \$0.00                       | \$79.19       |
|  | 6/1/2026       | \$42.24   | \$16.17 | \$21.78 | \$0.00  | \$0.00                       | \$80.19       |

**Construction**

| Classification              | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|-----------------------------|----------------|-----------|---------|---------|---------|------------------------------|---------------|
|                             | 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 | 9/1/2024       | \$35.29   | \$13.99 | \$13.69 | \$3.88  | \$0.00                       | \$66.85       |
| ELECTRICIANS LOCAL 96       | 9/7/2025       | \$36.12   | \$14.98 | \$13.94 | \$3.97  | \$0.00                       | \$69.01       |
| 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: 9/1/2024**

| Step | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1    | 50.00   | \$17.65                 | \$13.99 | \$0.53  | \$3.88  | \$0.00                       | \$36.05       |
| 2    | 55.00   | \$19.41                 | \$13.99 | \$0.58  | \$3.88  | \$0.00                       | \$37.86       |
| 3    | 60.00   | \$21.17                 | \$13.99 | \$13.27 | \$3.88  | \$0.00                       | \$52.31       |
| 4    | 65.00   | \$22.94                 | \$13.99 | \$13.32 | \$3.88  | \$0.00                       | \$54.13       |
| 5    | 70.00   | \$24.70                 | \$13.99 | \$13.37 | \$3.88  | \$0.00                       | \$55.94       |
| 6    | 75.00   | \$26.47                 | \$13.99 | \$13.42 | \$3.88  | \$0.00                       | \$57.76       |
| 7    | 80.00   | \$28.23                 | \$13.99 | \$13.48 | \$3.88  | \$0.00                       | \$59.58       |
| 8    | 85.00   | \$30.00                 | \$13.99 | \$13.53 | \$3.88  | \$0.00                       | \$61.40       |

**Apprentice: VOICE-DATA-VIDEO TECHNICIAN****Effective Date: 9/7/2025**

| Step | Percent | Apprentice<br>Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1    | 50.00   | \$18.06                 | \$14.98 | \$0.54  | \$3.97  | \$0.00                       | \$37.55       |
| 2    | 55.00   | \$19.87                 | \$14.98 | \$0.60  | \$3.97  | \$0.00                       | \$39.42       |
| 3    | 60.00   | \$21.67                 | \$14.98 | \$13.51 | \$3.97  | \$0.00                       | \$54.13       |
| 4    | 65.00   | \$23.48                 | \$14.98 | \$13.56 | \$3.97  | \$0.00                       | \$55.99       |
| 5    | 70.00   | \$25.28                 | \$14.98 | \$13.62 | \$3.97  | \$0.00                       | \$57.85       |
| 6    | 75.00   | \$27.09                 | \$14.98 | \$13.67 | \$3.97  | \$0.00                       | \$59.71       |
| 7    | 80.00   | \$28.90                 | \$14.98 | \$13.73 | \$3.97  | \$0.00                       | \$61.58       |
| 8    | 85.00   | \$30.70                 | \$14.98 | \$13.78 | \$3.97  | \$0.00                       | \$63.43       |

|                      |           |         |        |        |        |        |         |
|----------------------|-----------|---------|--------|--------|--------|--------|---------|
| WAGON DRILL OPERATOR | 6/1/2025  | \$42.00 | \$9.65 | \$9.00 | \$8.70 | \$0.00 | \$69.35 |
| LABORERS             | 12/1/2025 | \$43.38 | \$9.65 | \$9.00 | \$8.70 | \$0.00 | \$70.73 |
| LABORERS - ZONE 2    | 6/1/2026  | \$44.82 | \$9.65 | \$9.00 | \$8.70 | \$0.00 | \$72.17 |
|                      | 12/1/2026 | \$46.26 | \$9.65 | \$9.00 | \$8.70 | \$0.00 | \$73.61 |
|                      | 6/1/2027  | \$47.71 | \$9.65 | \$9.00 | \$8.70 | \$0.00 | \$75.06 |
|                      | 12/1/2027 | \$49.16 | \$9.65 | \$9.00 | \$8.70 | \$0.00 | \$76.51 |
|                      | 6/1/2028  | \$50.66 | \$9.65 | \$9.00 | \$8.70 | \$0.00 | \$78.01 |
|                      | 12/1/2028 | \$52.16 | \$9.65 | \$9.00 | \$8.70 | \$0.00 | \$79.51 |

For apprentice rates see "Apprentice- LABORER"

|  |           |         |        |        |        |        |         |
|--|-----------|---------|--------|--------|--------|--------|---------|
| WAGON DRILL OPERATOR (HEAVY & HIGHWAY) | 6/1/2025  | \$40.59 | \$9.90 | \$9.25 | \$9.21 | \$0.00 | \$68.95 |
| LABORERS                               | 12/1/2025 | \$41.97 | \$9.90 | \$9.25 | \$9.21 | \$0.00 | \$70.33 |
| LABORERS - ZONE 2 (HEAVY & HIGHWAY)    | 6/1/2026  | \$43.41 | \$9.90 | \$9.25 | \$9.21 | \$0.00 | \$71.77 |
|  | 12/1/2026 | \$44.85 | \$9.90 | \$9.25 | \$9.21 | \$0.00 | \$73.21 |

**Construction**

| Classification   | Effective Date | Base Wage | Health  | Pension | Annuity | Supplemental<br>Unemployment | Total<br>Rate |
|--|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)                |                |           |         |         |         |                              |               |
| WASTE WATER PUMP OPERATOR  | 6/1/2025       | \$58.33   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$90.38       |
| OPERATING ENGINEERS LOCAL 4  | 12/1/2025      | \$59.78   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$91.83       |
| OPERATING ENGINEERS LOCAL 4  | 6/1/2026       | \$61.08   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$93.13       |
|  | 12/1/2026      | \$62.53   | \$15.55 | \$13.25 | \$3.25  | \$0.00                       | \$94.58       |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS"                       |                |           |         |         |         |                              |               |
| WATER METER INSTALLER  | 3/1/2025       | \$55.00   | \$11.30 | \$9.71  | \$8.06  | \$0.00                       | \$84.07       |
| PLUMBERS LOCAL 4   | 9/1/2025       | \$56.40   | \$11.30 | \$9.71  | \$8.06  | \$0.00                       | \$85.47       |
| PLUMBERS LOCAL 4   | 3/1/2026       | \$57.80   | \$11.30 | \$9.71  | \$8.06  | \$0.00                       | \$86.87       |
| 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.