

TOWN OF SAVOY, MASSACHUSETTS

INVITATION FOR BIDS

Savoy Town Hall Roof Replacement Project

720 Main Road, Savoy, MA 01256

1. INVITATION

The Town of Savoy, Massachusetts, invites sealed bids from qualified roofing contractors for the removal and replacement of the existing asphalt shingle roofing system at the Savoy Town Hall, located at 720 Main Road, Savoy, Massachusetts.

The project generally consists of the complete tear-off and replacement of the existing roof system, installation of new architectural asphalt shingles, underlayment, flashings, drip edge, and related roofing components.

The Town reserves the right to reject any or all bids, waive informalities, and award the contract in the best interest of the Town.

2. PROJECT LOCATION

Savoy Town Hall
720 Main Road
Savoy, MA 01256

3. PROJECT DESCRIPTION

The Town Hall consists of two primary roof sections together with multiple covered entrance roofs.

Main Roof Areas

The two primary building roof sections are of similar size and configuration.

Each section is approximately:

- 35 feet in length
- 18 feet from eave to ridge on each side
- Approximately 14 roofing squares per roof section

Combined area of the two primary roof sections is approximately 28 roofing squares.

Entrance Roof Areas

The building also includes three covered entrance roofs requiring reroofing.

The main front entrance roof is approximately:

- Gable roof design
- Projects approximately 6 feet from the building
- Approximately 5 feet from eave to ridge on each side
- Approximately 1 roofing square

The remaining entry roofs shall be measured and verified by the contractor during site inspection and shall be included within the base bid.

Estimated Roofing Quantity

The Town estimates the project will require approximately 30 to 32 roofing squares of material, including waste factors, starter strips, ridge cap shingles, and normal overages.

These quantities are estimates only. Contractors shall verify all dimensions and existing conditions prior to submitting a bid.

4. EXISTING CONDITIONS

The existing roofing system consists of:

- One layer of 3-tab asphalt shingles
- Roof sheathing that appears to be in generally serviceable condition based upon visual observation

Contractors shall inspect the existing conditions and include all work necessary to provide a complete and watertight roofing system.

5. SCOPE OF WORK

The successful bidder shall furnish all labor, materials, equipment, supervision, tools, transportation, disposal services, permits, and incidental items necessary to complete the project.

The scope shall include, but not be limited to:

Demolition

- Remove existing roofing shingles and related materials.
- Remove existing underlayment.
- Remove deteriorated flashing and roofing accessories.
- Legally dispose of all roofing debris off-site.

Roof Deck Inspection

Following removal of existing roofing materials, the contractor shall inspect the roof deck.

Any damaged or deteriorated sheathing identified during construction may be replaced upon authorization by the Town.

Bidders shall provide a separate unit price for roof deck replacement per 4-foot by 8-foot sheet of 1/2-inch CDX plywood or approved equivalent.

New Roofing System

Install:

- Self-adhering ice and water shield.
- Premium synthetic roofing underlayment.
- New architectural asphalt shingles.
- Matching ridge cap shingles.
- New drip edge.
- New pipe boots and vent flashings.
- New flashing at roof transitions and penetrations.
- Any additional components necessary for a complete manufacturer's roofing system warranty.

Ventilation

Contractor shall evaluate the existing ventilation system and provide any improvements required to maintain manufacturer warranty requirements and proper roof performance.

Cleanup

The contractor shall:

- Maintain a clean and safe work site.

- Protect landscaping and building surfaces.
 - Perform daily cleanup.
 - Remove all project debris.
 - Conduct a final magnetic sweep to remove roofing nails and fasteners.
-

6. MATERIAL SPECIFICATIONS

All materials shall be new and installed in accordance with the manufacturer's specifications and applicable building codes.

Shingles

Architectural laminated asphalt shingles meeting or exceeding the following standards:

Acceptable products include:

- GAF Timberline HDZ
- CertainTeed Landmark
- Owens Corning Duration
- Approved Equal

Shingles shall carry a manufacturer's limited lifetime warranty.

Color

Color shall be selected by the Town from the manufacturer's standard color offerings following contract award.

Preferred colors include:

- Weathered Wood
 - Charcoal
 - Slate Gray
 - Driftwood
-

7. UNDERLAYMENT REQUIREMENTS

Ice and Water Shield

Install self-adhering ice and water shield:

- At all eaves
- In all valleys
- Around penetrations
- At other locations required by applicable code

Ice and water shield shall extend a minimum of six (6) feet inside the exterior wall line or as otherwise required by Massachusetts Building Code.

Synthetic Underlayment

Install premium synthetic roofing underlayment over all roof surfaces not protected by ice and water shield.

8. FLASHING AND DRIP EDGE

Install new:

- Aluminum or galvanized drip edge at all eaves and rakes
- Pipe boots
- Step flashing
- Counter flashing
- Apron flashing
- Ridge components
- Other flashing as required

All roofing penetrations shall be properly sealed and flashed.

9. CONTRACTOR QUALIFICATIONS

Bidders shall:

- Have a minimum of three years of roofing experience.
- Be properly registered to conduct business in Massachusetts.
- Carry all required insurance.
- Provide at least three references for similar completed projects.

References should include municipal, commercial, institutional, or comparable projects.

10. INSURANCE REQUIREMENTS

Prior to contract execution, the successful bidder shall provide evidence of:

Commercial General Liability

- \$1,000,000 per occurrence
- \$2,000,000 aggregate

Automobile Liability

- \$1,000,000 combined single limit

Workers' Compensation

- Statutory Massachusetts limits

The Town of Savoy shall be named as an additional insured on applicable liability policies.

11. PREVAILING WAGE REQUIREMENTS

This project shall be subject to Massachusetts Prevailing Wage Law.

The Town will obtain and provide the applicable Prevailing Wage Schedule from the Massachusetts Department of Labor Standards (DLS).

Contractors shall:

- Pay all workers not less than the applicable prevailing wage rates.
 - Maintain certified payroll records.
 - Submit payroll documentation as required by law.
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12. WARRANTIES

The successful contractor shall provide:

- Minimum two-year workmanship warranty.
 - Manufacturer's material warranty.
 - Written warranty documentation upon project completion.
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13. BID SUBMISSION REQUIREMENTS

Bid Submission Deadline: 08/26/2026 12am

Each bid shall include:

1. Contractor name and contact information.
2. Lump-sum bid amount.
3. Roofing manufacturer and product proposed.
4. Unit price for roof deck replacement per sheet.
5. Estimated project duration.
6. Three project references.
7. Certificate of insurance.
8. Acknowledgement of prevailing wage requirements.

14. SITE INSPECTION

Bidders are strongly encouraged to visit and inspect the site prior to submitting a bid.

Submission of a bid shall constitute acknowledgement that the bidder has examined the site and is familiar with existing conditions.

No additional compensation shall be granted for conditions reasonably observable during a site visit.

Site visits may be arranged through:

Email: highway@townofsavoy.com

15. PROJECT SCHEDULE

The Town anticipates awarding the contract within thirty (30) days following the bid opening.

Work shall begin upon issuance of a Notice to Proceed and shall be substantially complete within thirty (30) calendar days, weather permitting.

16. BID FORM

TOWN OF SAVOY – TOWN HALL ROOF REPLACEMENT

Contractor Name: _____

Address: _____

Phone: _____

Email: _____

BASE BID

Complete Roof Replacement Project:

\$ _____

UNIT PRICE

Roof Deck Replacement (per 4' x 8' sheet):

\$ _____

Roofing Manufacturer:

Roofing Product:

Estimated Completion Time:

Authorized Signature:

Printed Name:

Date:

OPTIONAL ALTERNATES

Please provide separate pricing for the following:

Alternate No. 1 – Replace all gutters and downspouts.

\$ _____

Alternate No. 2 – Replace deteriorated fascia boards as required.

\$ _____

Alternate No. 3 – Upgrade to manufacturer's enhanced roofing warranty system.

\$ _____

This solicitation should provide Savoy with a clear, competitive bid package while ensuring all bids are based on comparable materials, workmanship standards, prevailing wage requirements, and warranty protection.



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

MAURA HEALEY
Governor
KIM DRISCOLL
Lt. Governor

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

LAUREN JONES
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority: Savoy **City/Town:** SAVOY

Contract Number:

Description of Work: The Town Hall consists of two primary roof sections together with multiple covered entrance roofs. The two primary building roof sections are of similar size and configuration. combined area of approx: 28 roofing squ

Job Location: 720 Main Road

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	6/1/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$0.00	\$79.90
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$0.00	\$81.64
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$0.00	\$82.24
(3 AXLE) DRIVER - EQUIPMENT	6/1/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$0.00	\$79.97
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$0.00	\$81.71
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$0.00	\$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT	6/1/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$0.00	\$80.09
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$0.00	\$81.83
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
For apprentice rates see "Apprentice- PILE DRIVER"							
AIR TRACK OPERATOR	6/1/2026	\$36.97	\$10.90	\$9.75	\$6.60	\$0.00	\$64.22
LABORERS	12/1/2026	\$39.39	\$10.90	\$9.75	\$6.60	\$0.00	\$66.64
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2027	\$40.79	\$10.90	\$9.75	\$6.60	\$0.00	\$68.04
	12/1/2027	\$42.19	\$10.90	\$9.75	\$6.60	\$0.00	\$69.44
	6/1/2028	\$43.69	\$10.90	\$9.75	\$6.60	\$0.00	\$70.94
	12/1/2028	\$45.19	\$10.90	\$9.75	\$6.60	\$0.00	\$72.44
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	6/1/2026	\$37.75	\$10.90	\$9.75	\$6.60	\$0.00	\$65.00
LABORERS	12/1/2026	\$39.04	\$10.90	\$9.75	\$6.60	\$0.00	\$66.29
LABORERS - ZONE 4 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASBESTOS WORKER (PIPES & TANKS)	12/1/2025	\$40.32	\$14.50	\$4.30	\$6.25	\$0.00	\$65.37
HEAT & FROST INSULATORS LOCAL 6							
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)							
ASPHALT RAKER	6/1/2026	\$36.47	\$10.90	\$9.75	\$6.60	\$0.00	\$63.72
LABORERS	12/1/2026	\$38.89	\$10.90	\$9.75	\$6.60	\$0.00	\$66.14
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2027	\$40.29	\$10.90	\$9.75	\$6.60	\$0.00	\$67.54
	12/1/2027	\$41.69	\$10.90	\$9.75	\$6.60	\$0.00	\$68.94
	6/1/2028	\$43.19	\$10.90	\$9.75	\$6.60	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$44.94	\$10.90	\$9.75	\$6.60	\$0.00	\$72.19
For apprentice rates see "Apprentice- LABORER"							
ASPHALT RAKER (HEAVY & HIGHWAY)	6/1/2026	\$37.25	\$10.90	\$9.75	\$6.60	\$0.00	\$64.50

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS	12/1/2026	\$38.54	\$10.90	\$9.75	\$6.60	\$0.00	\$65.79
LABORERS - ZONE 4 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER)	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BACKHOE/FRONT-END LOADER OPERATOR	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BARCO-TYPE JUMPING TAMPER	6/1/2026	\$36.47	\$10.90	\$9.75	\$6.60	\$0.00	\$63.72
LABORERS	12/1/2026	\$38.89	\$10.90	\$9.75	\$6.60	\$0.00	\$66.14
LABORERS - ZONE 4 (BUILDING & SITE)							
	6/1/2027	\$40.29	\$10.90	\$9.75	\$6.60	\$0.00	\$67.54
	12/1/2027	\$41.69	\$10.90	\$9.75	\$6.60	\$0.00	\$68.94
	6/1/2028	\$43.19	\$10.90	\$9.75	\$6.60	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$44.94	\$10.90	\$9.75	\$6.60	\$0.00	\$72.19
For apprentice rates see "Apprentice- LABORER"							
BATCH/CEMENT PLANT - ON SITE	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BLOCK PAVER, RAMMER / CURB SETTER	6/1/2026	\$36.97	\$10.90	\$9.75	\$6.60	\$0.00	\$64.22
LABORERS	12/1/2026	\$39.39	\$10.90	\$9.75	\$6.60	\$0.00	\$66.64
LABORERS - ZONE 4 (BUILDING & SITE)							
	6/1/2027	\$40.79	\$10.90	\$9.75	\$6.60	\$0.00	\$68.04
	12/1/2027	\$42.19	\$10.90	\$9.75	\$6.60	\$0.00	\$69.44
	6/1/2028	\$43.69	\$10.90	\$9.75	\$6.60	\$0.00	\$70.94
	12/1/2028	\$45.19	\$10.90	\$9.75	\$6.60	\$0.00	\$72.44
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	6/1/2026	\$37.75	\$10.90	\$9.75	\$6.60	\$0.00	\$65.00
	12/1/2026	\$39.04	\$10.90	\$9.75	\$6.60	\$0.00	\$66.29
LABORERS							
LABORERS - ZONE 4 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
BOILER MAKER	1/1/2024	\$48.12	\$7.07	\$14.60	\$6.00	\$0.00	\$75.79
BOILERMAKERS LOCAL 29							
BOILERMAKERS LOCAL 29							

Construction

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

Apprentice to Journeyworker Ratio: 1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	2/1/2026	\$56.36	\$12.84	\$15.57	\$5.89	\$0.00	\$90.66
BRICKLAYERS LOCAL 3	8/1/2026	\$58.56	\$12.84	\$15.57	\$5.89	\$0.00	\$92.86
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	2/1/2027	\$59.96	\$12.84	\$15.57	\$5.89	\$0.00	\$94.26

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$28.18	\$12.84	\$15.57	\$5.89	\$0.00	\$62.48
2	60.00	\$33.82	\$12.84	\$15.57	\$5.89	\$0.00	\$68.12
3	70.00	\$39.45	\$12.84	\$15.57	\$5.89	\$0.00	\$73.75
4	80.00	\$45.09	\$12.84	\$15.57	\$5.89	\$0.00	\$79.39
5	90.00	\$50.72	\$12.84	\$15.57	\$5.89	\$0.00	\$85.02

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)							
Effective Date: 8/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.28	\$12.84	\$15.57	\$5.89	\$0.00	\$63.58
2	60.00	\$35.14	\$12.84	\$15.57	\$5.89	\$0.00	\$69.44
3	70.00	\$40.99	\$12.84	\$15.57	\$5.89	\$0.00	\$75.29
4	80.00	\$46.85	\$12.84	\$15.57	\$5.89	\$0.00	\$81.15
5	90.00	\$52.70	\$12.84	\$15.57	\$5.89	\$0.00	\$87.00

Apprentice to Journeyworker Ratio: 1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING BOTTOM MAN LABORERS	6/1/2026	\$50.40	\$10.90	\$9.75	\$9.80	\$0.00	\$80.85
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$51.90	\$10.90	\$9.75	\$9.80	\$0.00	\$82.35
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING LABORER LABORERS	6/1/2026	\$49.25	\$10.90	\$9.75	\$9.80	\$0.00	\$79.70
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$50.75	\$10.90	\$9.75	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING TOP MAN LABORERS	6/1/2026	\$49.58	\$10.90	\$9.75	\$9.80	\$0.00	\$80.03
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$51.08	\$10.90	\$9.75	\$9.80	\$0.00	\$81.53
For apprentice rates see "Apprentice- LABORER"							
CARBIDE CORE DRILL OPERATOR LABORERS	6/1/2026	\$36.47	\$10.90	\$9.75	\$6.60	\$0.00	\$63.72
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$38.89	\$10.90	\$9.75	\$6.60	\$0.00	\$66.14
	6/1/2027	\$40.29	\$10.90	\$9.75	\$6.60	\$0.00	\$67.54
	12/1/2027	\$41.69	\$10.90	\$9.75	\$6.60	\$0.00	\$68.94
	6/1/2028	\$43.19	\$10.90	\$9.75	\$6.60	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$44.94	\$10.90	\$9.75	\$6.60	\$0.00	\$72.19
For apprentice rates see "Apprentice- LABORER"							
CARPENTER	3/1/2026	\$43.81	\$9.19	\$11.25	\$6.90	\$0.00	\$71.15
CARPENTERS	9/1/2026	\$44.76	\$9.19	\$11.25	\$6.90	\$0.00	\$72.10
CARPENTERS LOCAL 336 - BERKSHIRE COUNTY	3/1/2027	\$45.66	\$9.19	\$11.25	\$6.90	\$0.00	\$73.00

Apprentice: CARPENTER

Effective Date: 3/1/2026

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: CARPENTER							
Effective Date: 9/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$20.14	\$9.19	\$0.00	\$1.38	\$0.00	\$30.71
2	45.00	\$20.14	\$9.19	\$0.00	\$1.38	\$0.00	\$30.71
3	55.00	\$24.62	\$9.19	\$0.00	\$2.76	\$0.00	\$36.57
4	55.00	\$24.62	\$9.19	\$0.00	\$2.76	\$0.00	\$36.57
5	70.00	\$31.33	\$9.19	\$11.25	\$4.14	\$0.00	\$55.91
6	70.00	\$31.33	\$9.19	\$11.25	\$4.14	\$0.00	\$55.91
7	80.00	\$35.81	\$9.19	\$11.25	\$5.52	\$0.00	\$61.77
8	80.00	\$35.81	\$9.19	\$11.25	\$5.52	\$0.00	\$61.77

Apprentice to Journeyworker Ratio: 1:5

CARPENTER WOOD FRAME	10/1/2025	\$27.37	\$7.38	\$4.47	\$1.00	\$0.00	\$40.22
CARPENTERS	10/1/2026	\$28.47	\$7.38	\$4.47	\$1.00	\$0.00	\$41.32
CARPENTERS-ZONE 3 (Wood Frame)							
All Aspects of New Wood Frame Work							

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

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

Apprentice to Journeyworker Ratio: 1:5

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CEMENT MASONRY/PLASTERING	7/1/2026	\$49.32	\$13.20	\$16.30	\$2.93	\$1.69	\$83.44
PLASTERERS AND CEMENT MASONS LOCAL 534	1/1/2027	\$50.51	\$13.20	\$16.30	\$2.93	\$1.69	\$84.63
Plasterers and Cement Masons - Zone 2	7/1/2027	\$51.70	\$13.20	\$16.30	\$2.93	\$1.69	\$85.82
	1/1/2028	\$52.89	\$13.20	\$16.30	\$2.93	\$1.69	\$87.01

Apprentice: CEMENT MASONRY/PLASTERING

Effective Date: 7/1/2026

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

Apprentice: CEMENT MASONRY/PLASTERING

Effective Date: 1/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$25.26	\$16.30	\$16.30	\$0.00	\$0.00	\$57.86
2	60.00	\$30.31	\$16.30	\$16.30	\$2.93	\$1.69	\$67.53
3	65.00	\$32.83	\$16.30	\$16.30	\$2.93	\$1.69	\$70.05
4	70.00	\$35.36	\$16.30	\$16.30	\$2.93	\$1.69	\$72.58
5	75.00	\$37.88	\$16.30	\$16.30	\$2.93	\$1.69	\$75.10
6	80.00	\$40.41	\$16.30	\$16.30	\$2.93	\$1.69	\$77.63
7	90.00	\$45.46	\$16.30	\$16.30	\$2.93	\$0.00	\$80.99

Apprentice to Journeyworker Ratio: 1:5

CHAIN SAW OPERATOR	6/1/2026	\$36.47	\$10.90	\$9.75	\$6.60	\$0.00	\$63.72
LABORERS	12/1/2026	\$38.89	\$10.90	\$9.75	\$6.60	\$0.00	\$66.14
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2027	\$40.29	\$10.90	\$9.75	\$6.60	\$0.00	\$67.54
	12/1/2027	\$41.69	\$10.90	\$9.75	\$6.60	\$0.00	\$68.94
	6/1/2028	\$43.19	\$10.90	\$9.75	\$6.60	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$44.94	\$10.90	\$9.75	\$6.60	\$0.00	\$72.19

For apprentice rates see "Apprentice- LABORER"

COMPRESSOR OPERATOR	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
CRANE OPERATOR	12/1/2023	\$43.06	\$13.78	\$12.15	\$3.00	\$0.00	\$71.99
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DELEADER (BRIDGE)	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.60	\$0.00	\$94.51
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							

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

Apprentice to Journeyworker Ratio: 1:1

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"							
DEMO: CONCRETE CUTTER/SAWYER	6/1/2026	\$50.30	\$10.90	\$9.75	\$9.65	\$0.00	\$80.60
LABORERS	12/7/2026	\$51.80	\$10.90	\$9.75	\$9.65	\$0.00	\$82.10
LABORERS - ZONE 4 (BUILDING & SITE)	6/7/2027	\$53.40	\$10.90	\$9.75	\$9.65	\$0.00	\$83.70
	12/6/2027	\$55.00	\$10.90	\$9.75	\$9.65	\$0.00	\$85.30
	6/5/2028	\$56.68	\$10.90	\$9.75	\$9.65	\$0.00	\$86.98
	12/4/2028	\$58.35	\$10.90	\$9.75	\$9.65	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: JACKHAMMER OPERATOR	6/1/2026	\$50.05	\$10.90	\$9.75	\$9.65	\$0.00	\$80.35
LABORERS	12/7/2026	\$51.55	\$10.90	\$9.75	\$9.65	\$0.00	\$81.85
LABORERS - ZONE 4 (BUILDING & SITE)	6/7/2027	\$53.15	\$10.90	\$9.75	\$9.65	\$0.00	\$83.45
	12/6/2027	\$54.75	\$10.90	\$9.75	\$9.65	\$0.00	\$85.05
	6/5/2028	\$56.43	\$10.90	\$9.75	\$9.65	\$0.00	\$86.73
	12/4/2028	\$58.10	\$10.90	\$9.75	\$9.65	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: WRECKING LABORER	6/1/2026	\$49.30	\$10.90	\$9.75	\$9.65	\$0.00	\$79.60
LABORERS	12/7/2026	\$50.80	\$10.90	\$9.75	\$9.65	\$0.00	\$81.10
LABORERS - ZONE 4 (BUILDING & SITE)	6/7/2027	\$52.40	\$10.90	\$9.75	\$9.65	\$0.00	\$82.70
	12/6/2027	\$54.00	\$10.90	\$9.75	\$9.65	\$0.00	\$84.30
	6/5/2028	\$55.68	\$10.90	\$9.75	\$9.65	\$0.00	\$85.98
	12/4/2028	\$57.35	\$10.90	\$9.75	\$9.65	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"							
DIVER	8/1/2024	\$78.11	\$10.08	\$11.62	\$12.67	\$0.00	\$112.48
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate							
DIVER TENDER	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate							
DIVER TENDER (EFFLUENT)	8/1/2024	\$83.69	\$10.08	\$11.62	\$12.67	\$0.00	\$118.06
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
For apprentice rates see "Apprentice- PILE DRIVER"							
DIVER/SLURRY (EFFLUENT)	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
For apprentice rates see "Apprentice- PILE DRIVER"							
DRAWBRIDGE OPERATOR (Construction)	7/1/2020	\$26.77	\$6.67	\$3.93	\$0.00	\$0.16	\$37.53
DRAWBRIDGE - SEIU LOCAL 888							
DRAWBRIDGE - SEIU LOCAL 888							
ELECTRICIAN (Including Core Drilling)	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
ELECTRICIANS LOCAL 7	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37
ELECTRICIANS LOCAL 7							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: ELECTRICIAN (Including Core Drilling) Effective Date: 6/28/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$21.76	\$7.80	\$0.63	\$0.00	\$0.00	\$30.19
2	45.00	\$24.48	\$7.80	\$0.70	\$0.00	\$0.00	\$32.98
3	50.00	\$27.21	\$14.00	\$7.53	\$0.00	\$0.00	\$48.74
4	55.00	\$29.93	\$14.00	\$7.61	\$0.00	\$0.00	\$51.54
5	65.00	\$35.37	\$14.00	\$9.84	\$0.00	\$0.00	\$59.21
6	70.00	\$38.09	\$14.00	\$11.30	\$0.00	\$0.00	\$63.39
Apprentice: ELECTRICIAN (Including Core Drilling) Effective Date: 1/3/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$22.22	\$7.95	\$0.63	\$0.00	\$0.00	\$30.80
2	45.00	\$25.00	\$7.95	\$0.70	\$0.00	\$0.00	\$33.65
3	50.00	\$27.78	\$14.25	\$7.53	\$0.00	\$0.00	\$49.56
4	55.00	\$30.56	\$14.25	\$7.61	\$0.00	\$0.00	\$52.42
5	65.00	\$36.11	\$14.25	\$9.84	\$0.00	\$0.00	\$60.20
6	70.00	\$38.89	\$14.25	\$11.30	\$0.00	\$0.00	\$64.44
Apprentice to Journeyworker Ratio: 2:3							
ELEVATOR CONSTRUCTOR	1/1/2026	\$69.23	\$16.38	\$11.06	\$10.70	\$0.00	\$107.37
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2027	\$72.23	\$16.48	\$11.16	\$11.00	\$0.00	\$110.87
ELEVATOR CONSTRUCTORS LOCAL 41							

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

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: ELEVATOR CONSTRUCTOR Effective Date: 1/1/2027							
		Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
4	70.00	\$50.56	\$16.48	\$11.16	\$11.00	\$0.00	\$89.20
5	80.00	\$57.78	\$16.48	\$11.16	\$11.00	\$0.00	\$96.42
Apprentice to Journeyworker Ratio: 1:1							
ELEVATOR CONSTRUCTOR HELPER	1/1/2026	\$48.46	\$16.38	\$11.06	\$10.70	\$0.00	\$86.60
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2027	\$50.56	\$16.48	\$11.16	\$11.00	\$0.00	\$89.20
ELEVATOR CONSTRUCTORS LOCAL 41							
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"							
FENCE & BEAM RAIL ERECTOR	6/1/2026	\$36.47	\$10.90	\$9.75	\$6.60	\$0.00	\$63.72
LABORERS	12/1/2026	\$38.64	\$10.90	\$9.75	\$6.60	\$0.00	\$65.89
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2027	\$40.29	\$10.90	\$9.75	\$6.60	\$0.00	\$67.54
	12/1/2027	\$41.69	\$10.90	\$9.75	\$6.60	\$0.00	\$68.94
	6/1/2028	\$43.19	\$10.90	\$9.75	\$6.60	\$0.00	\$70.44
	12/1/2028	\$44.69	\$10.90	\$9.75	\$6.60	\$0.00	\$71.94
For apprentice rates see "Apprentice- LABORER"							
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	6/1/2026	\$37.25	\$10.90	\$9.75	\$6.60	\$0.00	\$64.50
LABORERS	12/1/2026	\$38.54	\$10.90	\$9.75	\$6.60	\$0.00	\$65.79
LABORERS - ZONE 4 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY	6/1/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$0.00	\$27.74
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY	6/1/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$0.00	\$30.23
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY	6/1/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$0.00	\$31.23
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
FIRE ALARM INSTALLER	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
ELECTRICIANS LOCAL 7	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37
ELECTRICIANS LOCAL 7							
For apprentice rates see "Apprentice- ELECTRICIAN"							
FIRE ALARM REPAIR / MAINTENANCE	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
/ COMMISSIONING	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37
ELECTRICIANS LOCAL 7							
ELECTRICIANS LOCAL 7							
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"							
FIREMAN	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: FIREMAN							
Effective Date: 12/1/2023							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$23.42	\$13.78	\$12.15	\$3.00	\$0.00	\$52.35
2	70.00	\$27.32	\$13.78	\$12.15	\$3.00	\$0.00	\$56.25
3	80.00	\$31.22	\$13.78	\$12.15	\$3.00	\$0.00	\$60.15
4	90.00	\$35.13	\$13.78	\$12.15	\$3.00	\$0.00	\$64.06

Apprentice to Journeyworker Ratio: 1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY)	6/1/2026	\$29.21	\$10.90	\$9.75	\$6.60	\$0.00	\$56.46
LABORERS	12/1/2026	\$29.21	\$10.90	\$9.75	\$6.60	\$0.00	\$56.46
LABORERS - ZONE 4 (HEAVY & HIGHWAY)							

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

FLOORCOVERER	3/1/2026	\$44.34	\$8.56	\$11.25	\$6.90	\$0.00	\$71.05
FLOORCOVERERS LOCAL 2168	9/1/2026	\$45.29	\$8.56	\$11.25	\$6.90	\$0.00	\$72.00
FLOORCOVERERS LOCAL 2168 ZONE III	3/1/2027	\$46.19	\$8.56	\$11.25	\$6.90	\$0.00	\$72.90

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

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																																																								
Apprentice Notes Steps are 750 hrs.																																																																															
Apprentice to Journeyworker Ratio: 1:1																																																																															
FORK LIFT	12/1/2023	\$39.25	\$13.78	\$12.15	\$3.00	\$0.00	\$68.18																																																																								
OPERATING ENGINEERS LOCAL 98																																																																															
OPERATING ENGINEERS LOCAL 98																																																																															
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																																																																															
GENERATORS/LIGHTING PLANTS	12/1/2023	\$35.80	\$13.78	\$12.15	\$3.00	\$0.00	\$64.73																																																																								
OPERATING ENGINEERS LOCAL 98																																																																															
OPERATING ENGINEERS LOCAL 98																																																																															
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																																																																															
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	6/1/2026	\$44.73	\$11.20	\$8.40	\$6.05	\$0.00	\$70.38																																																																								
GLAZIERS LOCAL 1333	6/1/2027	\$46.73	\$11.60	\$8.55	\$6.60	\$0.00	\$73.48																																																																								
GLAZIERS LOCAL 1333	6/1/2028	\$48.73	\$12.00	\$8.70	\$7.20	\$0.00	\$76.63																																																																								
Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) Effective Date: 6/1/2026 <table> <tr> <th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr> <tr><td>1</td><td>50.00</td><td>\$22.37</td><td>\$11.20</td><td>\$8.40</td><td>\$6.05</td><td>\$0.00</td><td>\$48.02</td></tr> <tr><td>2</td><td>56.25</td><td>\$25.16</td><td>\$11.20</td><td>\$8.40</td><td>\$6.05</td><td>\$0.00</td><td>\$50.81</td></tr> <tr><td>3</td><td>62.50</td><td>\$27.96</td><td>\$11.20</td><td>\$8.40</td><td>\$6.05</td><td>\$0.00</td><td>\$53.61</td></tr> <tr><td>4</td><td>68.75</td><td>\$30.75</td><td>\$11.20</td><td>\$8.40</td><td>\$6.05</td><td>\$0.00</td><td>\$56.40</td></tr> <tr><td>5</td><td>75.00</td><td>\$33.55</td><td>\$11.20</td><td>\$8.40</td><td>\$6.05</td><td>\$0.00</td><td>\$59.20</td></tr> <tr><td>6</td><td>81.25</td><td>\$36.34</td><td>\$11.20</td><td>\$8.40</td><td>\$6.05</td><td>\$0.00</td><td>\$61.99</td></tr> <tr><td>7</td><td>87.50</td><td>\$39.14</td><td>\$11.20</td><td>\$8.40</td><td>\$6.05</td><td>\$0.00</td><td>\$64.79</td></tr> <tr><td>8</td><td>93.75</td><td>\$41.93</td><td>\$11.20</td><td>\$8.40</td><td>\$6.05</td><td>\$0.00</td><td>\$67.58</td></tr> </table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	1	50.00	\$22.37	\$11.20	\$8.40	\$6.05	\$0.00	\$48.02	2	56.25	\$25.16	\$11.20	\$8.40	\$6.05	\$0.00	\$50.81	3	62.50	\$27.96	\$11.20	\$8.40	\$6.05	\$0.00	\$53.61	4	68.75	\$30.75	\$11.20	\$8.40	\$6.05	\$0.00	\$56.40	5	75.00	\$33.55	\$11.20	\$8.40	\$6.05	\$0.00	\$59.20	6	81.25	\$36.34	\$11.20	\$8.40	\$6.05	\$0.00	\$61.99	7	87.50	\$39.14	\$11.20	\$8.40	\$6.05	\$0.00	\$64.79	8	93.75	\$41.93	\$11.20	\$8.40	\$6.05	\$0.00	\$67.58
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																																																								
1	50.00	\$22.37	\$11.20	\$8.40	\$6.05	\$0.00	\$48.02																																																																								
2	56.25	\$25.16	\$11.20	\$8.40	\$6.05	\$0.00	\$50.81																																																																								
3	62.50	\$27.96	\$11.20	\$8.40	\$6.05	\$0.00	\$53.61																																																																								
4	68.75	\$30.75	\$11.20	\$8.40	\$6.05	\$0.00	\$56.40																																																																								
5	75.00	\$33.55	\$11.20	\$8.40	\$6.05	\$0.00	\$59.20																																																																								
6	81.25	\$36.34	\$11.20	\$8.40	\$6.05	\$0.00	\$61.99																																																																								
7	87.50	\$39.14	\$11.20	\$8.40	\$6.05	\$0.00	\$64.79																																																																								
8	93.75	\$41.93	\$11.20	\$8.40	\$6.05	\$0.00	\$67.58																																																																								
Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) Effective Date: 6/1/2027 <table> <tr> <th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr> <tr><td>1</td><td>50.00</td><td>\$23.37</td><td>\$11.60</td><td>\$8.55</td><td>\$6.60</td><td>\$0.00</td><td>\$50.12</td></tr> <tr><td>2</td><td>56.25</td><td>\$26.29</td><td>\$11.60</td><td>\$8.55</td><td>\$6.60</td><td>\$0.00</td><td>\$53.04</td></tr> <tr><td>3</td><td>62.50</td><td>\$29.21</td><td>\$11.60</td><td>\$8.55</td><td>\$6.60</td><td>\$0.00</td><td>\$55.96</td></tr> <tr><td>4</td><td>68.75</td><td>\$32.13</td><td>\$11.60</td><td>\$8.55</td><td>\$6.60</td><td>\$0.00</td><td>\$58.88</td></tr> <tr><td>5</td><td>75.00</td><td>\$35.05</td><td>\$11.60</td><td>\$8.55</td><td>\$6.60</td><td>\$0.00</td><td>\$61.80</td></tr> <tr><td>6</td><td>81.25</td><td>\$37.97</td><td>\$11.60</td><td>\$8.55</td><td>\$6.60</td><td>\$0.00</td><td>\$64.72</td></tr> <tr><td>7</td><td>87.50</td><td>\$40.89</td><td>\$11.60</td><td>\$8.55</td><td>\$6.60</td><td>\$0.00</td><td>\$67.64</td></tr> <tr><td>8</td><td>93.75</td><td>\$43.81</td><td>\$11.60</td><td>\$8.55</td><td>\$6.60</td><td>\$0.00</td><td>\$70.56</td></tr> </table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	1	50.00	\$23.37	\$11.60	\$8.55	\$6.60	\$0.00	\$50.12	2	56.25	\$26.29	\$11.60	\$8.55	\$6.60	\$0.00	\$53.04	3	62.50	\$29.21	\$11.60	\$8.55	\$6.60	\$0.00	\$55.96	4	68.75	\$32.13	\$11.60	\$8.55	\$6.60	\$0.00	\$58.88	5	75.00	\$35.05	\$11.60	\$8.55	\$6.60	\$0.00	\$61.80	6	81.25	\$37.97	\$11.60	\$8.55	\$6.60	\$0.00	\$64.72	7	87.50	\$40.89	\$11.60	\$8.55	\$6.60	\$0.00	\$67.64	8	93.75	\$43.81	\$11.60	\$8.55	\$6.60	\$0.00	\$70.56
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																																																								
1	50.00	\$23.37	\$11.60	\$8.55	\$6.60	\$0.00	\$50.12																																																																								
2	56.25	\$26.29	\$11.60	\$8.55	\$6.60	\$0.00	\$53.04																																																																								
3	62.50	\$29.21	\$11.60	\$8.55	\$6.60	\$0.00	\$55.96																																																																								
4	68.75	\$32.13	\$11.60	\$8.55	\$6.60	\$0.00	\$58.88																																																																								
5	75.00	\$35.05	\$11.60	\$8.55	\$6.60	\$0.00	\$61.80																																																																								
6	81.25	\$37.97	\$11.60	\$8.55	\$6.60	\$0.00	\$64.72																																																																								
7	87.50	\$40.89	\$11.60	\$8.55	\$6.60	\$0.00	\$67.64																																																																								
8	93.75	\$43.81	\$11.60	\$8.55	\$6.60	\$0.00	\$70.56																																																																								
Apprentice to Journeyworker Ratio: 3:1																																																																															
GRADER/TRENCHING MACHINE/DERRICK	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49																																																																								

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
HVAC (DUCTWORK)	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
SHEETMETAL WORKERS LOCAL 63	1/1/2027	\$43.48	\$13.54	\$11.01	\$11.12	\$2.13	\$81.28
SHEETMETAL WORKERS LOCAL 63	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (ELECTRICAL CONTROLS)	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
ELECTRICIANS LOCAL 7	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37
ELECTRICIANS LOCAL 7							
For apprentice rates see "Apprentice- ELECTRICIAN"							
HVAC (TESTING AND BALANCING - AIR)	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
SHEETMETAL WORKERS LOCAL 63	1/1/2027	\$43.48	\$13.54	\$11.01	\$11.12	\$2.13	\$81.28
SHEETMETAL WORKERS LOCAL 63	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (TESTING AND BALANCING -WATER)	3/17/2026	\$52.76	\$13.50	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$54.76	\$13.50	\$10.85	\$7.10	\$0.00	\$86.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HVAC MECHANIC	3/17/2026	\$52.76	\$13.50	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$54.76	\$13.50	\$10.85	\$7.10	\$0.00	\$86.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	6/1/2026	\$37.75	\$10.90	\$9.75	\$6.60	\$0.00	\$65.00
LABORERS	12/1/2026	\$39.04	\$10.90	\$9.75	\$6.60	\$0.00	\$66.29
LABORERS - ZONE 4 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
INSULATOR (PIPES & TANKS)	9/1/2025	\$48.27	\$14.75	\$9.52	\$10.09	\$0.00	\$82.63
HEAT & FROST INSULATORS LOCAL 6	9/1/2026	\$51.01	\$14.75	\$9.52	\$10.09	\$0.00	\$85.37
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: INSULATOR (PIPES & TANKS)							
Effective Date: 9/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.14	\$14.75	\$9.27	\$5.05	\$0.00	\$53.21
2	60.00	\$28.96	\$14.75	\$9.32	\$6.05	\$0.00	\$59.08
3	70.00	\$33.79	\$14.75	\$9.37	\$7.06	\$0.00	\$64.97
4	80.00	\$38.62	\$14.75	\$9.42	\$8.07	\$0.00	\$70.86
Apprentice: INSULATOR (PIPES & TANKS)							
Effective Date: 9/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$25.51	\$14.75	\$9.27	\$5.05	\$0.00	\$54.58
2	60.00	\$30.61	\$14.75	\$9.32	\$6.05	\$0.00	\$60.73
3	70.00	\$35.71	\$14.75	\$9.37	\$7.06	\$0.00	\$66.89
4	80.00	\$40.81	\$14.75	\$9.42	\$8.07	\$0.00	\$73.05
Apprentice to Journeyworker Ratio: 1:4							
IRONWORKER/WELDER	3/16/2026	\$42.46	\$9.25	\$12.75	\$11.25	\$0.00	\$75.71
IRONWORKERS LOCAL 7							
IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)							
Apprentice: IRONWORKER/WELDER							
Effective Date: 3/16/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	70.00	\$29.72	\$9.25	\$12.75	\$1.25	\$0.00	\$52.97
2	80.00	\$33.97	\$9.25	\$12.75	\$1.25	\$0.00	\$57.22
3	90.00	\$38.21	\$9.25	\$12.75	\$1.25	\$0.00	\$61.46
4	0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
5	0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
6	0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Apprentice to Journeyworker Ratio: 1:4							
JACKHAMMER & PAVING BREAKER OPERATOR	6/1/2026	\$36.47	\$10.90	\$9.75	\$6.60	\$0.00	\$63.72
LABORERS	12/1/2026	\$38.89	\$10.90	\$9.75	\$6.60	\$0.00	\$66.14
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2027	\$40.29	\$10.90	\$9.75	\$6.60	\$0.00	\$67.54
	12/1/2027	\$41.69	\$10.90	\$9.75	\$6.60	\$0.00	\$68.94
	6/1/2028	\$43.19	\$10.90	\$9.75	\$6.60	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$44.94	\$10.90	\$9.75	\$6.60	\$0.00	\$72.19

For apprentice rates see "Apprentice- LABORER"

LABORER	6/1/2026	\$36.22	\$10.90	\$9.75	\$6.60	\$0.00	\$63.47
LABORERS	12/1/2026	\$38.64	\$10.90	\$9.75	\$6.60	\$0.00	\$65.89
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2027	\$40.04	\$10.90	\$9.75	\$6.60	\$0.00	\$67.29
	12/1/2027	\$41.44	\$10.90	\$9.75	\$6.60	\$0.00	\$68.69
	6/1/2028	\$42.94	\$10.90	\$9.75	\$6.60	\$0.00	\$70.19
	12/1/2028	\$44.44	\$10.90	\$9.75	\$6.60	\$0.00	\$71.69

Apprentice: LABORER**Effective Date: 6/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$21.73	\$10.90	\$9.75	\$6.60	\$0.00	\$48.98
2	70.00	\$25.35	\$10.90	\$9.75	\$6.60	\$0.00	\$52.60
3	80.00	\$28.98	\$10.90	\$9.75	\$6.60	\$0.00	\$56.23
4	90.00	\$32.60	\$10.90	\$9.75	\$6.60	\$0.00	\$59.85

Apprentice: LABORER**Effective Date: 12/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$23.18	\$10.90	\$9.75	\$6.60	\$0.00	\$50.43
2	70.00	\$27.05	\$10.90	\$9.75	\$6.60	\$0.00	\$54.30
3	80.00	\$30.91	\$10.90	\$9.75	\$6.60	\$0.00	\$58.16
4	90.00	\$34.78	\$10.90	\$9.75	\$6.60	\$0.00	\$62.03

Apprentice to Journeyworker Ratio: 1:5

LABORER (HEAVY & HIGHWAY)	6/1/2026	\$37.00	\$10.90	\$9.75	\$6.60	\$0.00	\$64.25
LABORERS	12/1/2026	\$38.29	\$10.90	\$9.75	\$6.60	\$0.00	\$65.54
LABORERS - ZONE 4 (HEAVY & HIGHWAY)							

Apprentice: LABORER (HEAVY & HIGHWAY)**Effective Date: 6/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$22.20	\$10.90	\$9.75	\$6.60	\$0.00	\$49.45
2	70.00	\$25.90	\$10.90	\$9.75	\$6.60	\$0.00	\$53.15
3	80.00	\$29.60	\$10.90	\$9.75	\$6.60	\$0.00	\$56.85
4	90.00	\$33.30	\$10.90	\$9.75	\$6.60	\$0.00	\$60.55

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
Apprentice: LABORER (HEAVY & HIGHWAY) Effective Date: 12/1/2026 <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>1</td><td>60.00</td><td>\$22.97</td><td>\$10.90</td><td>\$9.75</td><td>\$6.60</td><td>\$0.00</td><td>\$50.22</td></tr><tr><td>2</td><td>70.00</td><td>\$26.80</td><td>\$10.90</td><td>\$9.75</td><td>\$6.60</td><td>\$0.00</td><td>\$54.05</td></tr><tr><td>3</td><td>80.00</td><td>\$30.63</td><td>\$10.90</td><td>\$9.75</td><td>\$6.60</td><td>\$0.00</td><td>\$57.88</td></tr><tr><td>4</td><td>90.00</td><td>\$34.46</td><td>\$10.90</td><td>\$9.75</td><td>\$6.60</td><td>\$0.00</td><td>\$61.71</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	1	60.00	\$22.97	\$10.90	\$9.75	\$6.60	\$0.00	\$50.22	2	70.00	\$26.80	\$10.90	\$9.75	\$6.60	\$0.00	\$54.05	3	80.00	\$30.63	\$10.90	\$9.75	\$6.60	\$0.00	\$57.88	4	90.00	\$34.46	\$10.90	\$9.75	\$6.60	\$0.00	\$61.71
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																								
1	60.00	\$22.97	\$10.90	\$9.75	\$6.60	\$0.00	\$50.22																																								
2	70.00	\$26.80	\$10.90	\$9.75	\$6.60	\$0.00	\$54.05																																								
3	80.00	\$30.63	\$10.90	\$9.75	\$6.60	\$0.00	\$57.88																																								
4	90.00	\$34.46	\$10.90	\$9.75	\$6.60	\$0.00	\$61.71																																								
Apprentice to Journeyworker Ratio: 1:5																																															
LABORER: CARPENTER TENDER	6/1/2026	\$36.22	\$10.90	\$9.75	\$6.60	\$0.00	\$63.47																																								
LABORERS	12/1/2026	\$38.64	\$10.90	\$9.75	\$6.60	\$0.00	\$65.89																																								
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2027	\$40.04	\$10.90	\$9.75	\$6.60	\$0.00	\$67.29																																								
	12/1/2027	\$41.44	\$10.90	\$9.75	\$6.60	\$0.00	\$68.69																																								
	6/1/2028	\$42.94	\$10.90	\$9.75	\$6.60	\$0.00	\$70.19																																								
	12/1/2028	\$44.44	\$10.90	\$9.75	\$6.60	\$0.00	\$71.69																																								
For apprentice rates see "Apprentice- LABORER"																																															
LABORER: CEMENT FINISHER TENDER	6/1/2026	\$36.22	\$10.90	\$9.75	\$6.60	\$0.00	\$63.47																																								
LABORERS	12/1/2026	\$38.64	\$10.90	\$9.75	\$6.60	\$0.00	\$65.89																																								
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2027	\$40.04	\$10.90	\$9.75	\$6.60	\$0.00	\$67.29																																								
	12/1/2027	\$41.44	\$10.90	\$9.75	\$6.60	\$0.00	\$68.69																																								
	6/1/2028	\$42.94	\$10.90	\$9.75	\$6.60	\$0.00	\$70.19																																								
	12/1/2028	\$44.44	\$10.90	\$9.75	\$6.60	\$0.00	\$71.69																																								
For apprentice rates see "Apprentice- LABORER"																																															
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	6/1/2026	\$35.67	\$10.90	\$9.75	\$5.41	\$0.00	\$61.73																																								
LABORERS	12/1/2026	\$36.96	\$10.90	\$9.75	\$5.41	\$0.00	\$63.02																																								
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2027	\$38.26	\$10.90	\$9.75	\$5.41	\$0.00	\$64.32																																								
	12/1/2027	\$39.56	\$10.90	\$9.75	\$5.41	\$0.00	\$65.62																																								
	6/5/2028	\$40.91	\$10.90	\$9.75	\$5.41	\$0.00	\$66.97																																								
	12/4/2028	\$42.26	\$10.90	\$9.75	\$5.41	\$0.00	\$68.32																																								
For apprentice rates see "Apprentice- LABORER"																																															
LABORER: MASON TENDER	6/1/2026	\$38.22	\$10.90	\$9.75	\$6.60	\$0.00	\$65.47																																								
LABORERS	12/1/2026	\$40.64	\$10.90	\$9.75	\$6.60	\$0.00	\$67.89																																								
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2027	\$42.04	\$10.90	\$9.75	\$6.60	\$0.00	\$69.29																																								
	12/1/2027	\$43.44	\$10.90	\$9.75	\$6.60	\$0.00	\$70.69																																								
	6/1/2028	\$44.94	\$10.90	\$9.75	\$6.60	\$0.00	\$72.19																																								
	12/1/2028	\$46.44	\$10.90	\$9.75	\$6.60	\$0.00	\$73.69																																								
For apprentice rates see "Apprentice- LABORER"																																															
LABORER: MASON TENDER (HEAVY & HIGHWAY)	6/1/2026	\$37.25	\$10.90	\$9.75	\$6.60	\$0.00	\$64.50																																								
LABORERS	12/1/2026	\$38.54	\$10.90	\$9.75	\$6.60	\$0.00	\$65.79																																								
LABORERS - ZONE 4 (HEAVY & HIGHWAY)																																															
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"																																															
LABORER: MULTI-TRADE TENDER	6/1/2026	\$36.22	\$10.90	\$9.75	\$6.60	\$0.00	\$63.47																																								

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS	12/1/2026	\$38.64	\$10.90	\$9.75	\$6.60	\$0.00	\$65.89
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2027	\$40.04	\$10.90	\$9.75	\$6.60	\$0.00	\$67.29
	12/1/2027	\$41.44	\$10.90	\$9.75	\$6.60	\$0.00	\$68.69
	6/1/2028	\$42.94	\$10.90	\$9.75	\$6.60	\$0.00	\$70.19
	12/1/2028	\$44.44	\$10.90	\$9.75	\$6.60	\$0.00	\$71.69

For apprentice rates see "Apprentice- LABORER"

LABORER: TREE REMOVER	6/1/2026	\$36.22	\$10.90	\$9.75	\$6.60	\$0.00	\$63.47
LABORERS	12/1/2026	\$38.64	\$10.90	\$9.75	\$6.60	\$0.00	\$65.89
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2027	\$40.04	\$10.90	\$9.75	\$6.60	\$0.00	\$67.29
	12/1/2027	\$41.44	\$10.90	\$9.75	\$6.60	\$0.00	\$68.69
	6/1/2028	\$42.94	\$10.90	\$9.75	\$6.60	\$0.00	\$70.19
	12/1/2028	\$44.44	\$10.90	\$9.75	\$6.60	\$0.00	\$71.69

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

LASER BEAM OPERATOR	6/1/2026	\$36.47	\$10.90	\$9.75	\$6.60	\$0.00	\$63.72
LABORERS	12/1/2026	\$38.89	\$10.90	\$9.75	\$6.60	\$0.00	\$66.14
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2027	\$40.29	\$10.90	\$9.75	\$6.60	\$0.00	\$67.54
	12/1/2027	\$41.69	\$10.90	\$9.75	\$6.60	\$0.00	\$68.94
	6/1/2028	\$43.19	\$10.90	\$9.75	\$6.60	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$44.94	\$10.90	\$9.75	\$6.60	\$0.00	\$72.19

For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR (HEAVY & HIGHWAY)	6/1/2026	\$37.25	\$10.90	\$9.75	\$6.60	\$0.00	\$64.50
LABORERS	12/1/2026	\$38.54	\$10.90	\$9.75	\$6.60	\$0.00	\$65.79
LABORERS - ZONE 4 (HEAVY & HIGHWAY)							

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

MARBLE & TILE FINISHERS	2/1/2026	\$45.56	\$12.84	\$15.10	\$5.41	\$0.00	\$78.91
BRICKLAYERS LOCAL 3	8/1/2026	\$47.32	\$12.84	\$15.10	\$5.41	\$0.00	\$80.67
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	2/1/2027	\$48.44	\$12.84	\$15.10	\$5.41	\$0.00	\$81.79

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

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																																
Apprentice: MARBLE & TILE FINISHERS Effective Date: 8/1/2026 <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>1</td><td>50.00</td><td>\$23.66</td><td>\$12.84</td><td>\$15.10</td><td>\$5.41</td><td>\$0.00</td><td>\$57.01</td></tr><tr><td>2</td><td>60.00</td><td>\$28.39</td><td>\$12.84</td><td>\$15.10</td><td>\$5.41</td><td>\$0.00</td><td>\$61.74</td></tr><tr><td>3</td><td>70.00</td><td>\$33.12</td><td>\$12.84</td><td>\$15.10</td><td>\$5.41</td><td>\$0.00</td><td>\$66.47</td></tr><tr><td>4</td><td>80.00</td><td>\$37.86</td><td>\$12.84</td><td>\$15.10</td><td>\$5.41</td><td>\$0.00</td><td>\$71.21</td></tr><tr><td>5</td><td>90.00</td><td>\$42.59</td><td>\$12.84</td><td>\$15.10</td><td>\$5.41</td><td>\$0.00</td><td>\$75.94</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	1	50.00	\$23.66	\$12.84	\$15.10	\$5.41	\$0.00	\$57.01	2	60.00	\$28.39	\$12.84	\$15.10	\$5.41	\$0.00	\$61.74	3	70.00	\$33.12	\$12.84	\$15.10	\$5.41	\$0.00	\$66.47	4	80.00	\$37.86	\$12.84	\$15.10	\$5.41	\$0.00	\$71.21	5	90.00	\$42.59	\$12.84	\$15.10	\$5.41	\$0.00	\$75.94
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																																
1	50.00	\$23.66	\$12.84	\$15.10	\$5.41	\$0.00	\$57.01																																																
2	60.00	\$28.39	\$12.84	\$15.10	\$5.41	\$0.00	\$61.74																																																
3	70.00	\$33.12	\$12.84	\$15.10	\$5.41	\$0.00	\$66.47																																																
4	80.00	\$37.86	\$12.84	\$15.10	\$5.41	\$0.00	\$71.21																																																
5	90.00	\$42.59	\$12.84	\$15.10	\$5.41	\$0.00	\$75.94																																																
Apprentice to Journeyworker Ratio: 1:5																																																							
MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49																																																
OPERATING ENGINEERS LOCAL 98																																																							
OPERATING ENGINEERS LOCAL 98																																																							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																																																							
MECHANIC/WELDER/BOOM TRUCK	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96																																																
OPERATING ENGINEERS LOCAL 98																																																							
OPERATING ENGINEERS LOCAL 98																																																							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																																																							
MILLWRIGHT (Zone 3)	1/5/2026	\$45.20	\$10.58	\$11.47	\$9.75	\$0.00	\$77.00																																																
MILLWRIGHTS LOCAL 1121																																																							
MILLWRIGHTS LOCAL 1121 - Zone 3																																																							
Apprentice: MILLWRIGHT (Zone 3) Effective Date: 1/5/2026 <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>1</td><td>55.00</td><td>\$24.86</td><td>\$10.58</td><td>\$0.00</td><td>\$5.36</td><td>\$0.00</td><td>\$40.80</td></tr><tr><td>2</td><td>65.00</td><td>\$29.38</td><td>\$10.58</td><td>\$0.00</td><td>\$6.34</td><td>\$0.00</td><td>\$46.30</td></tr><tr><td>3</td><td>75.00</td><td>\$33.90</td><td>\$10.58</td><td>\$11.47</td><td>\$7.31</td><td>\$0.00</td><td>\$63.26</td></tr><tr><td>4</td><td>85.00</td><td>\$38.42</td><td>\$10.58</td><td>\$11.47</td><td>\$8.29</td><td>\$0.00</td><td>\$68.76</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	1	55.00	\$24.86	\$10.58	\$0.00	\$5.36	\$0.00	\$40.80	2	65.00	\$29.38	\$10.58	\$0.00	\$6.34	\$0.00	\$46.30	3	75.00	\$33.90	\$10.58	\$11.47	\$7.31	\$0.00	\$63.26	4	85.00	\$38.42	\$10.58	\$11.47	\$8.29	\$0.00	\$68.76								
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																																
1	55.00	\$24.86	\$10.58	\$0.00	\$5.36	\$0.00	\$40.80																																																
2	65.00	\$29.38	\$10.58	\$0.00	\$6.34	\$0.00	\$46.30																																																
3	75.00	\$33.90	\$10.58	\$11.47	\$7.31	\$0.00	\$63.26																																																
4	85.00	\$38.42	\$10.58	\$11.47	\$8.29	\$0.00	\$68.76																																																
Apprentice Notes Step 1&2 Appr. indentured after 1/6/2020 receive no pension,																																																							
Apprentice to Journeyworker Ratio: 1:4																																																							
MORTAR MIXER	6/1/2026	\$36.47	\$10.90	\$9.75	\$6.60	\$0.00	\$63.72																																																
LABORERS	12/1/2026	\$38.89	\$10.90	\$9.75	\$6.60	\$0.00	\$66.14																																																
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2027	\$40.29	\$10.90	\$9.75	\$6.60	\$0.00	\$67.54																																																
	12/1/2027	\$41.69	\$10.90	\$9.75	\$6.60	\$0.00	\$68.94																																																
	6/1/2028	\$43.19	\$10.90	\$9.75	\$6.60	\$0.00	\$70.44																																																
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94																																																
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19																																																
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47																																																

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$44.94	\$10.90	\$9.75	\$6.60	\$0.00	\$72.19

For apprentice rates see "Apprentice- LABORER"

OILER	12/1/2023	\$35.02	\$13.78	\$12.15	\$3.00	\$0.00	\$63.95
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS VI	12/1/2023	\$32.74	\$13.78	\$12.15	\$3.00	\$0.00	\$61.67
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

Apprentice: PAINTER (BRIDGES/TANKS)**Effective Date: 1/1/2026**

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

Apprentice to Journeyworker Ratio: 1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	1/1/2026	\$42.03	\$10.35	\$12.00	\$8.35	\$0.00	\$72.73
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.							
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							

Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) ***Effective Date: 1/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$21.02	\$10.35	\$0.00	\$0.00	\$0.00	\$31.37
2	55.00	\$23.12	\$10.35	\$0.00	\$4.59	\$0.00	\$38.06
3	60.00	\$25.22	\$10.35	\$0.00	\$5.01	\$0.00	\$40.58

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) * Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
4	65.00	\$27.32	\$10.35	\$0.00	\$5.43	\$0.00	\$43.10
5	70.00	\$29.42	\$10.35	\$12.00	\$5.85	\$0.00	\$57.62
6	75.00	\$31.52	\$10.35	\$12.00	\$6.26	\$0.00	\$60.13
7	80.00	\$33.62	\$10.35	\$12.00	\$6.68	\$0.00	\$62.65
8	90.00	\$37.83	\$10.35	\$12.00	\$7.52	\$0.00	\$67.70
Apprentice to Journeyworker Ratio: 1:1							
PAINTER (SPRAY OR SANDBLAST, REPAINT)	1/1/2026	\$39.35	\$10.35	\$12.00	\$8.35	\$0.00	\$70.05
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							

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

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

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER / TAPER (BRUSH, NEW) * Effective Date: 1/1/2026							
		Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
8	90.00	\$36.57	\$10.35	\$12.00	\$7.52	\$0.00	\$66.44
Apprentice to Journeyworker Ratio: 1:1							
PAINTER / TAPER (BRUSH, REPAINT)	1/1/2026	\$37.95	\$10.35	\$12.00	\$8.35	\$0.00	\$68.65
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							
Apprentice: PAINTER / TAPER (BRUSH, REPAINT) Effective Date: 1/1/2026							
		Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$18.98	\$10.35	\$0.00	\$0.00	\$0.00	\$29.33
2	55.00	\$20.87	\$10.35	\$0.00	\$4.59	\$0.00	\$35.81
3	60.00	\$22.77	\$10.35	\$0.00	\$5.01	\$0.00	\$38.13
4	65.00	\$24.67	\$10.35	\$0.00	\$5.43	\$0.00	\$40.45
5	70.00	\$26.57	\$10.35	\$12.00	\$5.85	\$0.00	\$54.77
6	75.00	\$28.46	\$10.35	\$12.00	\$6.26	\$0.00	\$57.07
7	80.00	\$30.36	\$10.35	\$12.00	\$6.68	\$0.00	\$59.39
8	90.00	\$34.16	\$10.35	\$12.00	\$7.52	\$0.00	\$64.03
Apprentice to Journeyworker Ratio: 1:1							
PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	6/1/2026	\$37.00	\$10.90	\$9.75	\$6.60	\$0.00	\$64.25
LABORERS	12/1/2026	\$38.29	\$10.90	\$9.75	\$6.60	\$0.00	\$65.54
LABORERS - ZONE 4 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
PANEL & PICKUP TRUCKS DRIVER	6/1/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$0.00	\$79.73
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$0.00	\$81.47
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$0.00	\$82.07
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
For apprentice rates see "Apprentice- PILE DRIVER"							
PILE DRIVER	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							

Apprentice: PILE DRIVER**Effective Date: 8/1/2024**

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

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PILE DRIVER Effective Date: 8/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$22.14	\$10.08	\$0.00	\$2.53	\$0.00	\$34.75
2	55.00	\$27.05	\$10.08	\$0.00	\$5.07	\$0.00	\$42.20
3	70.00	\$34.43	\$10.08	\$11.62	\$7.60	\$0.00	\$63.73
4	80.00	\$39.35	\$10.08	\$11.62	\$10.14	\$0.00	\$71.19
Apprentice to Journeyworker Ratio: 1:5							
PIPELAYER	6/1/2026	\$36.47	\$10.90	\$9.75	\$6.60	\$0.00	\$63.72
LABORERS	12/1/2026	\$38.89	\$10.90	\$9.75	\$6.60	\$0.00	\$66.14
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2027	\$40.29	\$10.90	\$9.75	\$6.60	\$0.00	\$67.54
	12/1/2027	\$41.69	\$10.90	\$9.75	\$6.60	\$0.00	\$68.94
	6/1/2028	\$43.19	\$10.90	\$9.75	\$6.60	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$44.94	\$10.90	\$9.75	\$6.60	\$0.00	\$72.19
For apprentice rates see "Apprentice- LABORER"							
PIPELAYER (HEAVY & HIGHWAY)	6/1/2026	\$37.25	\$10.90	\$9.75	\$6.60	\$0.00	\$64.50
LABORERS	12/1/2026	\$38.54	\$10.90	\$9.75	\$6.60	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
PLUMBER & PIPEFITTER	3/17/2026	\$52.76	\$13.50	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$54.76	\$13.50	\$10.85	\$7.10	\$0.00	\$86.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21
Apprentice: PLUMBER & PIPEFITTER Effective Date: 3/17/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$23.74	\$13.50	\$10.85	\$0.00	\$0.00	\$48.09
2	50.00	\$26.38	\$13.50	\$10.85	\$0.00	\$0.00	\$50.73
3	55.00	\$29.02	\$13.50	\$10.85	\$0.00	\$0.00	\$53.37
4	60.00	\$31.66	\$13.50	\$10.85	\$0.00	\$0.00	\$56.01

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PLUMBER & PIPEFITTER							
Effective Date: 3/17/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
5	65.00	\$34.29	\$13.50	\$10.85	\$0.00	\$0.00	\$58.64
6	70.00	\$36.93	\$13.50	\$10.85	\$0.00	\$0.00	\$61.28
7	75.00	\$39.57	\$13.50	\$10.85	\$0.00	\$0.00	\$63.92
8	80.00	\$42.21	\$13.50	\$10.85	\$0.00	\$0.00	\$66.56
9	85.00	\$44.85	\$13.50	\$10.85	\$7.10	\$0.00	\$76.30
10	85.00	\$44.85	\$13.50	\$10.85	\$7.10	\$0.00	\$76.30

Apprentice: PLUMBER & PIPEFITTER							
Effective Date: 9/17/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$24.64	\$13.50	\$0.00	\$0.00	\$0.00	\$38.14
2	50.00	\$27.38	\$13.50	\$0.00	\$0.00	\$0.00	\$40.88
3	55.00	\$30.12	\$13.50	\$0.00	\$0.00	\$0.00	\$43.62
4	60.00	\$32.86	\$13.50	\$0.00	\$0.00	\$0.00	\$46.36
5	65.00	\$35.59	\$13.50	\$0.00	\$0.00	\$0.00	\$49.09
6	70.00	\$38.33	\$13.50	\$0.00	\$0.00	\$0.00	\$51.83
7	75.00	\$41.07	\$13.50	\$0.00	\$0.00	\$0.00	\$54.57
8	80.00	\$43.81	\$13.50	\$0.00	\$0.00	\$0.00	\$57.31
9	85.00	\$46.55	\$13.50	\$0.00	\$7.10	\$0.00	\$67.15
10	85.00	\$46.55	\$13.50	\$0.00	\$7.10	\$0.00	\$67.15

Apprentice Notes							
**1:1,2:5,3:9,4:12							

Apprentice to Journeyworker Ratio: 1:1

PNEUMATIC CONTROLS (TEMP.)	3/17/2026	\$52.76	\$13.50	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$54.76	\$13.50	\$10.85	\$7.10	\$0.00	\$86.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	6/1/2026	\$37.25	\$10.90	\$9.75	\$6.60	\$0.00	\$64.50
LABORERS	12/1/2026	\$38.54	\$10.90	\$9.75	\$6.60	\$0.00	\$65.79
LABORERS - ZONE 4 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
POWDERMAN & BLASTER	6/1/2026	\$37.22	\$10.90	\$9.75	\$6.60	\$0.00	\$64.47
LABORERS	12/1/2026	\$39.64	\$10.90	\$9.75	\$6.60	\$0.00	\$66.89
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2027	\$41.04	\$10.90	\$9.75	\$6.60	\$0.00	\$68.29

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2027	\$42.44	\$10.90	\$9.75	\$6.60	\$0.00	\$69.69
	6/1/2028	\$43.94	\$10.90	\$9.75	\$6.60	\$0.00	\$71.19
	12/1/2028	\$45.44	\$10.90	\$9.75	\$6.60	\$0.00	\$72.69
For apprentice rates see "Apprentice- LABORER"							
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS	6/1/2026	\$38.00	\$10.90	\$9.75	\$6.60	\$0.00	\$65.25
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2026	\$39.29	\$10.90	\$9.75	\$6.60	\$0.00	\$66.54
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
READY-MIX CONCRETE DRIVER TEAMSTERS 404 - Construction Service (Northampton) TEAMSTERS 404 - Construction Service (Northampton)	5/1/2024	\$26.14	\$11.82	\$7.25	\$0.00	\$0.00	\$45.21
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS	6/1/2026	\$36.47	\$10.90	\$9.75	\$6.60	\$0.00	\$63.72
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$38.89	\$10.90	\$9.75	\$6.60	\$0.00	\$66.14
	6/1/2027	\$40.29	\$10.90	\$9.75	\$6.60	\$0.00	\$67.54
	12/1/2027	\$41.69	\$10.90	\$9.75	\$6.60	\$0.00	\$68.94
	6/1/2028	\$43.19	\$10.90	\$9.75	\$6.60	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$44.94	\$10.90	\$9.75	\$6.60	\$0.00	\$72.19
For apprentice rates see "Apprentice- LABORER"							
ROLLER OPERATOR OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
ROOFER (Coal tar pitch) ROOFERS LOCAL 248 ROOFERS LOCAL 248	7/16/2026	\$46.73	\$10.60	\$8.70	\$10.00	\$0.00	\$76.03
For apprentice rates see "Apprentice- ROOFER"							
ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg) ROOFERS LOCAL 248 ROOFERS LOCAL 248	7/16/2026	\$46.23	\$10.60	\$8.70	\$10.00	\$0.00	\$75.53

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 248 ROOFERS LOCAL 248	7/16/2026	\$46.73	\$10.60	\$8.70	\$10.00	\$0.00	\$76.03
For apprentice rates see "Apprentice- ROOFER"							
SCRAPER OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$35.80	\$13.78	\$12.15	\$3.00	\$0.00	\$64.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63 SHEETMETAL WORKERS LOCAL 63	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
	1/1/2027	\$43.48	\$13.54	\$11.01	\$11.12	\$2.13	\$81.28
	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28

Apprentice: SHEETMETAL WORKER

Effective Date: 7/1/2026

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

Apprentice: SHEETMETAL WORKER

Effective Date: 1/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.57	\$6.09	\$4.95	\$0.00	\$0.85	\$31.46
2	50.00	\$21.74	\$6.77	\$5.51	\$0.00	\$0.94	\$34.96
3	55.00	\$23.91	\$7.45	\$9.91	\$0.00	\$1.15	\$42.42
4	60.00	\$26.09	\$8.36	\$9.91	\$0.00	\$1.23	\$45.59
5	65.00	\$28.26	\$8.86	\$9.91	\$0.00	\$1.31	\$48.34

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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Apprentice: SHEETMETAL WORKER							
Effective Date: 1/1/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
6	70.00	\$30.44	\$9.48	\$9.91	\$0.00	\$1.39	\$51.22
7	75.00	\$32.61	\$10.15	\$9.91	\$0.00	\$1.47	\$54.14
8	80.00	\$34.78	\$10.83	\$9.91	\$11.12	\$1.78	\$68.42
9	85.00	\$36.96	\$11.51	\$9.91	\$11.12	\$1.86	\$71.36
10	90.00	\$39.13	\$12.18	\$9.91	\$11.12	\$1.94	\$74.28

Apprentice to Journeyworker Ratio: 1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53

SPECIALIZED EARTH MOVING EQUIP > 35 TONS	6/1/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$0.00	\$80.48
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$0.00	\$82.22
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$0.00	\$82.82

SPRINKLER FITTER	7/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
SPRINKLER FITTERS LOCAL 669	10/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
SPRINKLER FITTERS LOCAL 669	1/1/2027	\$56.54	\$14.55	\$7.50	\$9.41	\$0.00	\$88.00
	4/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	7/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	10/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	1/1/2028	\$59.83	\$15.50	\$7.55	\$9.41	\$0.00	\$92.29

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

Apprentice: SPRINKLER FITTER							
Effective Date: 10/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: SPRINKLER FITTER							
Effective Date: 10/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	43.00	\$28.36	\$0.00	\$0.00	\$0.00	\$0.00	\$28.36
2	48.00	\$31.66	\$0.00	\$0.00	\$0.00	\$0.00	\$31.66
3	52.00	\$34.29	\$0.00	\$0.00	\$1.15	\$0.00	\$35.44
4	56.00	\$36.93	\$0.00	\$0.00	\$1.15	\$0.00	\$38.08
5	59.00	\$38.91	\$0.00	\$0.00	\$1.40	\$0.00	\$40.31
6	64.00	\$42.21	\$0.00	\$0.00	\$1.40	\$0.00	\$43.61
7	68.00	\$44.85	\$0.00	\$0.00	\$1.40	\$0.00	\$46.25
8	72.00	\$47.48	\$0.00	\$0.00	\$1.40	\$0.00	\$48.88
9	76.00	\$50.12	\$0.00	\$0.00	\$1.40	\$0.00	\$51.52
10	80.00	\$52.76	\$0.00	\$0.00	\$1.40	\$0.00	\$54.16
Apprentice to Journeyworker Ratio: 1:1							

TELECOMMUNICATION TECHNICIAN	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
TELECOMMUNICATION TECHNICIAN	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37
ELECTRICIANS LOCAL 7							
ELECTRICIANS LOCAL 7							

For apprentice rates and ratios see "Apprentice- ELECTRICIAN"

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

Apprentice: TELECOMMUNICATION TECHNICIAN							
Effective Date: 1/3/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$22.22	\$7.95	\$0.63	\$0.00	\$0.00	\$30.80
2	45.00	\$25.00	\$7.95	\$0.70	\$0.00	\$0.00	\$33.65
3	50.00	\$27.78	\$14.25	\$7.53	\$0.00	\$0.00	\$49.56
4	55.00	\$30.56	\$14.25	\$7.61	\$0.00	\$0.00	\$52.42
5	65.00	\$36.11	\$14.25	\$9.84	\$0.00	\$0.00	\$60.20
6	70.00	\$38.89	\$14.25	\$11.30	\$0.00	\$0.00	\$64.44

Apprentice to Journeyworker Ratio: 1:1

TERRAZZO FINISHERS	2/10/2026	\$66.89	\$12.84	\$15.57	\$8.02	\$0.00	\$103.32
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
BRICKLAYERS LOCAL 3	8/1/2026	\$69.09	\$12.84	\$15.57	\$8.02	\$0.00	\$105.52
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	2/1/2027	\$70.49	\$12.84	\$15.57	\$8.02	\$0.00	\$106.92

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

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

Apprentice to Journeyworker Ratio: 1:5

TERRAZZO MECHANIC	2/1/2026	\$67.97	\$12.84	\$15.57	\$7.99	\$0.00	\$104.37
BRICKLAYERS LOCAL 3	8/1/2026	\$70.17	\$12.84	\$15.57	\$7.99	\$0.00	\$106.57
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	2/1/2027	\$71.57	\$12.84	\$15.57	\$7.99	\$0.00	\$107.97

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

Apprentice: TERRAZZO MECHANIC							
Effective Date: 8/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$35.09	\$12.84	\$15.57	\$7.99	\$0.00	\$71.49
2	60.00	\$42.10	\$12.84	\$15.57	\$7.99	\$0.00	\$78.50

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: TERRAZZO MECHANIC Effective Date: 8/1/2026							
		Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
3	70.00	\$49.12	\$12.84	\$15.57	\$7.99	\$0.00	\$85.52
4	80.00	\$56.14	\$12.84	\$15.57	\$7.99	\$0.00	\$92.54
5	90.00	\$63.15	\$12.84	\$15.57	\$7.99	\$0.00	\$99.55
Apprentice to Journeyworker Ratio: 1:5							
TEST BORING DRILLER	6/1/2026	\$53.25	\$10.90	\$9.75	\$9.80	\$0.00	\$83.70
LABORERS	12/1/2026	\$54.75	\$10.90	\$9.75	\$9.80	\$0.00	\$85.20
LABORERS - FOUNDATION AND MARINE							
For apprentice rates see "Apprentice- LABORER"							
TEST BORING DRILLER HELPER	6/1/2026	\$49.37	\$10.90	\$9.75	\$9.80	\$0.00	\$79.82
LABORERS	12/1/2026	\$50.87	\$10.90	\$9.75	\$9.80	\$0.00	\$81.32
LABORERS - FOUNDATION AND MARINE							
For apprentice rates see "Apprentice- LABORER"							
TEST BORING LABORER	6/1/2026	\$49.25	\$10.90	\$9.75	\$9.80	\$0.00	\$79.70
LABORERS	12/1/2026	\$50.75	\$10.90	\$9.75	\$9.80	\$0.00	\$81.20
LABORERS - FOUNDATION AND MARINE							
For apprentice rates see "Apprentice- LABORER"							
TRACTORS	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TRAILERS FOR EARTH MOVING EQUIPMENT	6/1/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$0.00	\$80.77
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$0.00	\$82.51
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$0.00	\$83.11
TUNNEL WORK - COMPRESSED AIR	6/1/2026	\$61.48	\$10.90	\$9.75	\$10.25	\$0.00	\$92.38
LABORERS	12/1/2026	\$62.98	\$10.90	\$9.75	\$10.25	\$0.00	\$93.88
LABORERS (COMPRESSED AIR)							
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	6/1/2026	\$63.48	\$10.90	\$9.75	\$10.25	\$0.00	\$94.38
LABORERS	12/1/2026	\$64.98	\$10.90	\$9.75	\$10.25	\$0.00	\$95.88
LABORERS (COMPRESSED AIR)							
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR	6/1/2026	\$53.55	\$10.90	\$9.75	\$10.25	\$0.00	\$84.45
LABORERS	12/1/2026	\$55.05	\$10.90	\$9.75	\$10.25	\$0.00	\$85.95
LABORERS (FREE AIR TUNNEL)							
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR (HAZ. WASTE)	6/1/2026	\$55.55	\$10.90	\$9.75	\$10.25	\$0.00	\$86.45
LABORERS	12/1/2026	\$57.05	\$10.90	\$9.75	\$10.25	\$0.00	\$87.95
LABORERS (FREE AIR TUNNEL)							
For apprentice rates see "Apprentice- LABORER"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
VAC-HAUL	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	6/1/2026	\$37.25	\$10.90	\$9.75	\$6.60	\$0.00	\$64.50
LABORERS	12/1/2026	\$38.54	\$10.90	\$9.75	\$6.60	\$0.00	\$65.79
LABORERS - ZONE 4 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
WATER METER INSTALLER	3/17/2026	\$52.76	\$13.50	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$56.26	\$12.00	\$10.85	\$7.10	\$0.00	\$86.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21
For apprentice rates see "Apprentice- 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.