

Town of Templeton, MA

Two bituminous all-weather Tennis & Pickleball Courts at Gilman-Waite

INVITATION TO BID

The Town of Templeton, Massachusetts is seeking an experienced licensed contractor with commercial experience to install two bituminous all-weather Tennis & Pickleball Courts at Gilman-Waite in Baldwinville, MA. The successful Contractor will provide all of their own equipment including but not limited to; working tools of the trade and all other related tools necessary to complete the project. The contractor shall be fully licensed and insured at the Town's standard rates. The Contractor is responsible to pull all required permits with all local and state authorities. Permit fees imposed by the Town of Templeton will be waived.

Bid specifications are available at the Select Board's Office, 160 Patriots Rd, Rm. 6, P.O. Box 620, Templeton MA 01438, M - Th., 7.30 am – 4:30 pm. Sealed bids shall be accepted at the Select Board's Office, 160 Patriots Rd, Rm. 6, P.O. Box 620, Templeton MA 01438 until **Wednesday**, **October 25, 2023, at 2:00 p.m.** at which time they shall be publicly opened in the Town Hall conference room.

Bid submissions must be all inclusive of material, labor, and equipment, except where noted. No extra charges allowed; any change orders must be preapproved by both parties.

All Wage Rates will comply with those established by the Commonwealth Department of Labor and Industries M.G. L. Chapter 140, Sections 26-27G. A copy of the current prevailing wages is attached. Affidavit of OSHA Compliance and an insurance certificate will be required from the successful submitter.

Bid Submission Process:

Final bids must be received by **2:00 pm on Wednesday, October 25, 2023, at 2:00 p.m.**, and shall be submitted as follows: Sealed bids (*including pages 7-9 of this form*) shall be submitted either by <u>hand</u> delivery to the Town Administrator's Office, Town Hall, Rm. 6, 160 Patriots Road, East Templeton, <u>MA, 01438</u>, or mailed to:

Town of Templeton Attn: Adam Lamontagne P.O. Box 620 East Templeton, MA 01438

Bids will be time stamped as they are received. The Town's time stamp shall be controlling. Bids received by the Town after the Submission Deadline will be deemed non-responsive and will be rejected. Telecopied or electronically mailed (e-mailed) bids will be deemed non-responsive and rejected regardless of the date received. Bidders are cautioned to hand deliver their bids. Any bid delivered late in person will be refused; if delivered late by mail, it will be returned to its respective sender. If a bid is left in the drop box, *it will automatically be rejected*.

Timely bids will be opened at 2:00 PM on Wednesday, October 25, 2023, at 2:00 p.m., in the conference room at 160 Patriots Road, East Templeton, MA, 01438, and at that time only the names of bidders and total amount of each bid will be read.

All sealed bids must be marked "Two bituminous all-weather Tennis & Pickleball Courts at Gilman-Waite". The Town reserves the right to accept or reject any or all bids and to waive informalities if deemed in the Town's best interest to do so. MBE/WBE firms encouraged to apply.

The Town will not accept any information or materials submitted after the Submission Deadline unless such information or materials are provided in response to the Town's written request for such information or materials. Bids shall be unconditional. Prior to the Submission Deadline, bidders may correct, modify or withdraw a bid by written notice to the Town's contact person. Prior to opening the bids, any person(s) needing to make changes, correct, modify, or withdraw their bid, which has already been submitted, must submit a request in writing in order to receive their bid. No bidder may withdraw his bid for a period of 180 days after the date set for the opening thereof. After the opening of bids, a bidder may not correct or modify its bid in any manner unless in response to a written request by the Town in its sole discretion. These submission requirements will be strictly enforced. The Town reserves the right to reject any and all bids, to waive any informalities, to advertise for new bids, and to award one or more contracts, wholly or in part, as may be deemed to be in the best interest of the Town. **The Templeton Select Board is the awarding authority.**

The Select Board, or their designee, will make a contract award for the installation of two bituminous all-weather Tennis & Pickleball Courts at Gilman-Waite Field to the responsible and responsive bidder (as determined by the Town) with the lowest price. Bid submissions must be all inclusive of material, labor, and equipment, except where noted. No extra charges will be allowed, any change orders must be pre-approved by both parties. The Town reserves the right to accept or reject any or all bids if it is in the Town's best interest to do so. Bid proposals and prices shall stand as submitted for a period of 45 business days or until the contract is executed. The selection of the supplier shall be made without regard to race, color, sex, age, religion, political affiliation, or national origin. The successful bidder shall be required to enter into a contract with the Town.

The successful bidder will provide a payment bond and a performance bond each in the amount of 100% of the value of the total bid, and a certificate of insurance with coverages as outlined below WITHIN 10 DAYS OF BEING NOTIFIED VIA EMAIL THAT THEY ARE THE WINNING BIDDER. If the payment bond and a current certificate of insurance evidencing the required insurance is not submitted to the Town within the 10-day period after email notification, the bid will be automatically awarded to the second highest qualified bidder. The certificate of insurance shall be provided *prior* to the commencement of work and shall remain in force during the term of the contract.

INSURANCE REQUIREMENTS

a. Prior to commencing work, and throughout the term of this Contract, Agreement, Permit or License, the Town property user shall obtain, and maintain, in the limits and under the conditions set forth below, insurance coverage for the following types and levels of coverage:

i. Workers Compensation:	Statutory
ii. Automobile and Equipment:	\$1 Million/\$1 Million
iii. Property Damage:	\$1 Million/\$2 Million
iv. General Liability:	\$1 Million/\$2 Million

b. The Town of Templeton shall be named as certificate holder. The name and address in the 'certificate holder' box shall be listed as follows:

Town of Templeton P.O. Box 620, 160 Patriots Road East Templeton, MA 01438

c. The Town of Templeton and its' officers, employees and agents shall be named as an additional insured.

d. The Town shall be notified no earlier than thirty (30) days before any such policy is cancelled, altered, or materially changed. (Either via email to hyoung@templetonma.gov or via first class mail at the address listed in b.).

Site Inspection Meeting

A site inspection will be held on Tuesday, October 10, 2023, at 8 a.m. at the existing tennis courts at Gilman-Waite Field in Baldwinville, MA. The inspection will allow prospective contractors to familiarize themselves with all conditions that may affect the performance and cost of the contract. In order to accommodate all individuals, please <u>click this link to sign-up online</u> or use the QR code below by October 0, 2022 at 6 nm

by October 9, 2023 at 6 pm.



Or, you may call ahead on or before Thursday, October 5, 2023, at 4 p.m. to confirm participation in the site inspection by contacting Holly Young at 978-894-2762. Failure to become familiarized with all conditions shall not constitute a basis for subsequent contract change orders.

Scope of Work Outline

Note: This is a general outline of the work to be performed. It is not intended to be an all-inclusive list of requirements. Other work may need to be performed in addition to the outlined work, and it is the responsibility of the general contractor to include the complete scope of work in their bid submission. Department of Public Services will be taking down the fencing for access.

The general scope of work is as follows:

Furnish all labor, material and equipment to pulverize and remove and replace 1,152 SY of tennis courts, furnish and apply a four coat acrylic surface system to bituminous concrete surface as outlined below:

- 1. Reclaim or remove existing bituminous concrete tennis courts and remove the existing net posts.
- 2. Remove any excess material from the site.
- 3. Fine grade and compact.
- 4. Furnish, spread and roll 1.5" of bituminous concrete binder course.
- 5. Install two sets of steel net post sleeves and center anchors (fence posts should be in at this time).
- 6. Furnish, spread and roll 1.5" of bituminous concrete top.
- 7. Sweep and air clean to be surfaced.
- 8. Apply two coats of acrylic resurfacer mixed 5-10 pounds of 50-60 mesh silica sand per gallon of resurfacer and applied at a rate of .07 to .10 gallon per square yard.
- 9. Apply two coats of latexite textured surface at a rate of approximately .05 gallon/SY per coat.
- 10. Install two sets of new douglas tennis posts and nets.
- 11. Layout, mask, and stripe two tennis and two pickleball playing lines with a paintbrush using 100% acrylic textured line paint.
- 12. Remove masking tape and clean up general work area.

The work site will be at the current tennis court. See photo below:



Questions and Addenda

Questions must be received, in writing (by hand or by mail to the above address), by email (alamontagne@templetonma.gov), by Adam Lamontagne, Town Administrator, no later than 2:00 p.m. on October 16, 2023. It is the bidder's responsibility to view and account for any addendums relating to this request. These will be posted on the Town web site no later than 4:30 p.m. October 18, 2023.

GENERAL CONDITIONS AND RESERVATIONS

A. The Town makes no express or implied representations or warranties, orally or in writing, as to the accuracy and/or completeness of any of the information contained in, or provided as part of, this IFB, including, without limitation, information in the IFB, in appendices, exhibits, attachments, technical information, and/or supplements, in hard copy, facsimile, electronic or online, or available upon request or from other sources. The information is provided for convenience only, and cannot be relied upon, without outside, independent investigation and verification by the bidder. This information is subject to differing interpretation, analysis, and conclusions and to errors, omissions, and changes in costs, conditions, economics, engineering, laws, rules, and regulations that may occur on or after the date the information was created or assembled.

B. This IFB is made subject to errors and omissions.

C. The Town reserves the right to amend, suspend or withdraw this IFB by posting notice on the Town's website at any time for any reason whatsoever, in the Town's sole discretion.

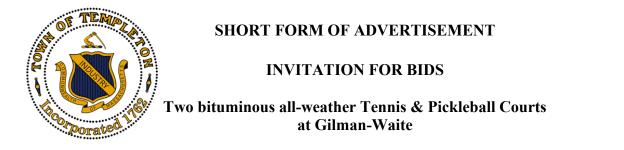
D. The Town reserves the right, in The Town's sole discretion, to change the schedule or selection process by posting notice of any such changes on the Town's website at any time for any reason whatsoever in The Town's sole discretion.

E. The Town reserves the right to reject, in The Town's sole discretion, any bid not submitted in conformance with the requirements of the IFB and any amendments hereto, or to reject, in The Town's sole discretion, any and all bids, for any reason whatsoever. The Town reserves the right to waive any technicalities, to advertise for new bids, and to make awards as may be deemed to be in the best interest of the Town. The Town further reserves the right, in The Town's sole discretion, to waive, or to decline to waive, irregularities in any bid if and when The Town determines that it is in The Town's interest to do so.

F. The Town reserves the right, in The Town's sole discretion, to discontinue its selection process, to solicit other bids, to issue a new IFB or conduct any authorized alternative procurement method for any reason whatsoever at any time.

G. The successful bidder shall comply with all applicable federal, state, and local laws and regulations related to real estate transactions.

If any questions, contact: see Questions and Addenda section above.



The Town of Templeton, Massachusetts is seeking an experienced licensed contractor with commercial experience for the installation of two bituminous all-weather Tennis & Pickleball Courts at the Gilman-Waite Field in Baldwinville, MA. The successful Contractor will provide all of their own equipment including but not limited to; working tools of the trade and all other related tools necessary to complete the project. The contractor shall be fully licensed and insured at the Town's standard rates. The Contractor is responsible to pull all required permits with all local and state authorities. Permit fees imposed by the Town of Templeton will be waived.

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Questions must be received, in writing (by hand or by mail to the above address), by email (alamontagne@templetonma.gov), by Adam Lamontagne, Town Administrator, no later than 2:00 p.m. on October 16, 2023. It is the bidder's responsibility to view and account for any addendums relating to this request. These will be posted on the Town web site no later than 4:30 p.m. October 18, 2023.

Advertised: The Gardner News Posted: Town Bulletin Boards E-Mailed: Vendor's List Web: www.templetonma.gov; Central Register; CommBuys

BID RESPONSE

Installation of two bituminous all-weather Tennis & Pickleball Courts at Gilman-Waite

The undersigned, having familiarized him/herself with the areas of the building included in this specification, proposes to furnish all labor and materials required for the installation of two bituminous all-weather Tennis & Pickleball Courts at Gilman-Waite in the Town of Templeton, Massachusetts, in accordance with the scope of work prepared by the Town of Templeton for the contract prices specified below, subject to additions and deductions according to the terms of the specifications.

Acknowledgement of Addenda: This proposed Bid includes Addenda Nos. (if applicable)_____

The Proposed Total Contract Price is

Work can be accomplished within the given timeframe of 4 weeks from start of work? Yes _____ No ____ (Owner will provide accommodation to schedule as needed for legitimate for weather related delays.)

The undersigned certifies under penalties of perjury that there have been no substantial changes in his/her financial position or business organization since the applicant's most recent pre-qualification statement and that this bid is in all respects bona fide, fair, and made without collusion or fraud with any other person. "Person" here means any natural person, joint venture, partnership, corporation, or other business or legal entity which sells materials, equipment or supplies used in or for, or engages in the performance of the same or similar construction, reconstruction, installation, demolition, maintenance or repair work or any part thereof.

The undersigned agrees that, if he/she is selected as contractor, he/she will within five days, Saturdays, Sundays and legal holidays excluded, after presentation thereof by the awarding authority, execute a contract in accordance with the terms of this general bid and furnish a Performance Bond and also a Labor and Materials or Payment bond, each of a surety company qualified to do business under the laws of the Commonwealth and satisfactory to the awarding authority and each in the sum of one hundred percent (100%) of the contract price, the premiums for which are to be paid by the general contractor and are included in the contract price.

<u>REFERENCES</u>:

The bidder will list at least five recent customers, with appropriate contact person name, title, name of entity, and appropriate phone numbers. References from municipalities preferred. Please add additional paper if needed.

1.	
2.	
3.	
4.	
5.	

THIS FORM MUST BE SIGNED AND RETURNED WITH YOUR BID

CERTIFICATIONS:

The undersigned hereby certifies that he/she is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work and that he/she will comply fully with all laws and regulations applicable to awards made subject to section forty-four A.

The undersigned further certifies under the penalties of perjury that this bid is in all respects bona fide, fair, and made and submitted in good faith and without collusion or fraud with any other person. As used in this subsection, the word "person" shall mean any natural person, joint venture, partnership, corporation, or other business or legal entity.

The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth under the provisions of section twenty-nine F of chapter twenty-nine, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

Pursuant to Massachusetts General Law Chapter 62C Section 49A, I certify under the penalties of perjury that I, to my best knowledge and belief, am in compliance with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting of child support.

(Signature of Bidder)

(Printed Name of Person Signing Bid and Title)

(Business Address)

(City and State)

(Date)

(Phone Number)

Social Security or Federal Identification Number

THIS FORM MUST BE SIGNED AND RETURNED WITH YOUR BID

PUBLIC CONTRACTS - DEBARMENT

Chapter 550, Acts of 1991

The undersigned certifies under penalties of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth of Massachusetts under the provisions of Section 29F of Chapter 29 of the General Laws, or any other applicable debarment provisions of any other Chapter of the General Laws, or any Rule or Regulation promulgated thereunder.

Date:	

Name of Bidder:

By:

Signature

Print Name & Title of Person Signing

Address

City, State, Zip

THIS FORM MUST BE SIGNED AND RETURNED WITH YOUR BID



Governor

KIM DRISCOLL Lt. Governor

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

Prevailing Wage Rates

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

MICHAEL FLANAGAN Director

Awarding Authority:	Templeton Select Board
Contract Number:	City/Town: TEMPLETON
Description of Work:	seeking an experienced licensed contractor with commercial experience to install two bituminous all-weather Tennis & Pickleball Courts at Gilman- Waite in Baldwinville, MA.

Job Location: Gilman-Waite Field, Baldwinville MA 01436

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 annual update requirement is not applicable to 27F "rental of equipment" contracts. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to http://www.mass.gov/dols/pw.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$35.95	\$13.41	\$16.01	\$0.00	\$65.37
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.02	\$13.41	\$16.01	\$0.00	\$65.44
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.14	\$13.41	\$16.01	\$0.00	\$65.56
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR LABORERS - ZONE 2	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
LADORERS - ZONE 2 (HEAVT & HIGHWAT)	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
	06/01/2024	\$40.44	\$9.40	\$16.89	\$0.00	\$66.73
	12/01/2024	\$41.77	\$9.40	\$16.89	\$0.00	\$68.06
	06/01/2025	\$43.16	\$9.40	\$16.89	\$0.00	\$69.45
	12/01/2025	\$44.54	\$9.40	\$16.89	\$0.00	\$70.83
	06/01/2026	\$45.98	\$9.40	\$16.89	\$0.00	\$72.27
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$47.42	\$9.40	\$16.89	\$0.00	\$73.71
ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)	12/01/2020	\$38.10	\$12.80	\$9.45	\$0.00	\$60.35
ASPHALT RAKER	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
	06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
	12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56
	06/01/2025	\$42.66	\$9.40	\$16.89	\$0.00	\$68.95
	12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
	06/01/2026	\$45.48	\$9.40	\$16.89	\$0.00	\$71.77
	12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) OPERATING ENGINEERS LOCAL 98	06/01/2023	\$38.86	\$13.58	\$15.10	\$0.00	\$67.54
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2023	\$39.81	\$13.58	\$15.10	\$0.00	\$68.49
BACKHOE/FRONT-END LOADER OPERATOR	06/01/2022	¢20.00	¢12.50	¢15.10	\$0.00	Ф <i>С</i> 7 <i>Б</i> А
OPERATING ENGINEERS LOCAL 98	06/01/2023	\$38.86	\$13.58	\$15.10	\$0.00 \$0.00	\$67.54 \$68.40
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2023	\$39.81	\$13.58	\$15.10	\$0.00	\$68.49
BARCO-TYPE JUMPING TAMPER	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
BATCH/CEMENT PLANT - ON SITE	0.01/2022	¢20.22	¢10.50	¢15 10	¢0.00	¢(7.01
OPERATING ENGINEERS LOCAL 98	06/01/2023	\$38.33	\$13.58	\$15.10	\$0.00 \$0.00	\$67.01
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2023	\$39.28	\$13.58	\$15.10	\$0.00	\$67.96

Issue Date: 07/26/2023

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
LABORERS - ZONE 2	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
	06/01/2024	\$40.44	\$9.40	\$16.89	\$0.00	\$66.73
	12/01/2024	\$41.77	\$9.40	\$16.89	\$0.00	\$68.06
	06/01/2025	\$43.16	\$9.40	\$16.89	\$0.00	\$69.45
	12/01/2025	\$44.54	\$9.40	\$16.89	\$0.00	\$70.83
	06/01/2026	\$45.98	\$9.40	\$16.89	\$0.00	\$72.27
	12/01/2026	\$47.42	\$9.40	\$16.89	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER	01/01/2023	\$47.37	\$7.07	\$20.31	\$0.00	\$74.75
BOILERMAKERS LOCAL 29	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

Apprentice - BOILERMAKER - Local 29

Effect	ive Date -	01/01/2023				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	65		\$30.79	\$7.07	\$13.22	\$0.00	\$51.08	
2	65		\$30.79	\$7.07	\$13.22	\$0.00	\$51.08	
3	70		\$33.16	\$7.07	\$14.23	\$0.00	\$54.46	
4	75		\$35.53	\$7.07	\$15.24	\$0.00	\$57.84	
5	80		\$37.90	\$7.07	\$16.25	\$0.00	\$61.22	
6	85		\$40.26	\$7.07	\$17.28	\$0.00	\$64.61	
7	90		\$42.63	\$7.07	\$18.28	\$0.00	\$67.98	
8	95		\$45.00	\$7.07	\$19.32	\$0.00	\$71.39	

Effect	ive Date -	01/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	e Health	Pension	Unemployment	Total Rate
1	65		\$31.28	\$7.07	\$13.22	\$0.00	\$51.57
2	65		\$31.28	\$7.07	\$13.22	\$0.00	\$51.57
3	70		\$33.68	\$7.07	\$14.23	\$0.00	\$54.98
4	75		\$36.09	\$7.07	\$15.24	\$0.00	\$58.40
5	80		\$38.50	\$7.07	\$16.25	\$0.00	\$61.82
6	85		\$40.90	\$7.07	\$17.28	\$0.00	\$65.25
7	90		\$43.31	\$7.07	\$18.28	\$0.00	\$68.66
8	95		\$45.71	\$7.07	\$19.32	\$0.00	\$72.10

Apprentice to Journeyworker Ratio:1:4

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY	02/01/2023	\$58.21	\$11.49	\$21.65	\$0.00	\$91.35
WATERPROOFING) BRICKLAYERS LOCAL 3 (LOWELL)	08/01/2023	\$60.26	\$11.49	\$21.65	\$0.00	\$93.40
	02/01/2024	\$61.51	\$11.49	\$21.65	\$0.00	\$94.65
	08/01/2024	\$63.61	\$11.49	\$21.65	\$0.00	\$96.75
	02/01/2025	\$64.91	\$11.49	\$21.65	\$0.00	\$98.05
	08/01/2025	\$67.06	\$11.49	\$21.65	\$0.00	\$100.20
	02/01/2026	\$68.41	\$11.49	\$21.65	\$0.00	\$101.55
	08/01/2026	\$70.61	\$11.49	\$21.65	\$0.00	\$103.75
	02/01/2027	\$72.01	\$11.49	\$21.65	\$0.00	\$105.15

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

Effecti	ive Date -	02/01/2023				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$29.11	\$11.49	\$21.65	\$0.00	\$62.25	
2	60		\$34.93	\$11.49	\$21.65	\$0.00	\$68.07	
3	70		\$40.75	\$11.49	\$21.65	\$0.00	\$73.89	
4	80		\$46.57	\$11.49	\$21.65	\$0.00	\$79.71	
5	90		\$52.39	\$11.49	\$21.65	\$0.00	\$85.53	

Effective Date - 08/01/2023

Step p					Supplemental	
1 1	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1 5	50	\$30.13	\$11.49	\$21.65	\$0.00	\$63.27
2 6	60	\$36.16	\$11.49	\$21.65	\$0.00	\$69.30
3	70	\$42.18	\$11.49	\$21.65	\$0.00	\$75.32
4 8	80	\$48.21	\$11.49	\$21.65	\$0.00	\$81.35
5 9	90	\$54.23	\$11.49	\$21.65	\$0.00	\$87.37

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/POWER SHOVEL/TREE SHREDDER	06/01/2023	\$38.86	\$13.58	\$15.10	\$0.00	\$67.54
/CLAM SHELLOPERATING ENGINEERS LOCAL 98	12/01/2023	\$39.81	\$13.58	\$15.10	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	06/01/2023	\$44.73	\$9.40	\$17.97	\$0.00	\$72.10
ABORERS - FOUNDATION AND MARINE	12/01/2023	\$45.98	\$9.40	\$17.97	\$0.00	\$73.35
	06/01/2024	\$47.46	\$9.40	\$17.97	\$0.00	\$74.83
	12/01/2024	\$48.93	\$9.40	\$17.97	\$0.00	\$76.30
	06/01/2025	\$50.43	\$9.40	\$17.97	\$0.00	\$77.80
	12/01/2025	\$51.93	\$9.40	\$17.97	\$0.00	\$79.30
	06/01/2026	\$53.48	\$9.40	\$17.97	\$0.00	\$80.85
	12/01/2026	\$54.98	\$9.40	\$17.97	\$0.00	\$82.35

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING LABORER	06/01/2023	\$43.58	\$9.40	\$17.97	\$0.00	\$70.95
LABORERS - FOUNDATION AND MARINE	12/01/2023	\$44.83	\$9.40	\$17.97	\$0.00	\$72.20
	06/01/2024	\$46.31	\$9.40	\$17.97	\$0.00	\$73.68
	12/01/2024	\$47.78	\$9.40	\$17.97	\$0.00	\$75.15
	06/01/2025	\$49.28	\$9.40	\$17.97	\$0.00	\$76.65
	12/01/2025	\$50.78	\$9.40	\$17.97	\$0.00	\$78.15
	06/01/2026	\$52.33	\$9.40	\$17.97	\$0.00	\$79.70
	12/01/2026	\$53.83	\$9.40	\$17.97	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE	06/01/2023	\$43.58	\$9.40	\$17.97	\$0.00	\$70.95
LADORERS - FOUNDATION AND MARINE	12/01/2023	\$44.83	\$9.40	\$17.97	\$0.00	\$72.20
	06/01/2024	\$46.31	\$9.40	\$17.97	\$0.00	\$73.68
	12/01/2024	\$47.78	\$9.40	\$17.97	\$0.00	\$75.15
	06/01/2025	\$49.28	\$9.40	\$17.97	\$0.00	\$76.65
	12/01/2025	\$50.78	\$9.40	\$17.97	\$0.00	\$78.15
	06/01/2026	\$52.33	\$9.40	\$17.97	\$0.00	\$79.70
	12/01/2026	\$53.83	\$9.40	\$17.97	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
CARPENTER CARPENTERS -ZONE 2 (Eastern Massachusetts)	03/01/2023	\$45.12	\$9.33	\$19.97	\$0.00	\$74.42

Apprentice -	CARPENTER - Zone 2 Eastern MA
	02/01/2022

Effect	ive Date - 03/01/2023				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$22.56	\$9.33	\$1.73	\$0.00	\$33.62	
2	60	\$27.07	\$9.33	\$1.73	\$0.00	\$38.13	
3	70	\$31.58	\$9.33	\$14.78	\$0.00	\$55.69	
4	75	\$33.84	\$9.33	\$14.78	\$0.00	\$57.95	
5	80	\$36.10	\$9.33	\$16.51	\$0.00	\$61.94	
6	80	\$36.10	\$9.33	\$16.51	\$0.00	\$61.94	
7	90	\$40.61	\$9.33	\$18.24	\$0.00	\$68.18	
8	90	\$40.61	\$9.33	\$18.24	\$0.00	\$68.18	
Notes							
		./17; 45/45/55/55/70/70/80/80 \$36.93/ 5&6 \$56.82/ 7&8 \$63.06					
Appre	entice to Journeyworker	Ratio:1:5					
RPENTER WOOD PENTERS-ZONE 3 (Woo		04/01/2023	\$\$24.16	\$7.21	\$4.80	\$0.00	\$36.17
All Aspects of New Woo	od Frame Work						

All Aspects of New Wood Frame Work

Effecti	ve Date - 04/01/20	23			Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71	
2	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71	
3	65	\$15.70	\$7.21	\$0.00	\$0.00	\$22.91	
4	70	\$16.91	\$7.21	\$0.00	\$0.00	\$24.12	
5	75	\$18.12	\$7.21	\$3.80	\$0.00	\$29.13	
6	80	\$19.33	\$7.21	\$3.80	\$0.00	\$30.34	
7	85	\$20.54	\$7.21	\$3.80	\$0.00	\$31.55	
8	90	\$21.74	\$7.21	\$3.80	\$0.00	\$32.75	
Notes:							
	% Indentured After	10/1/17; 45/45/55/55/70/70/80/80					
	Step 1&2 \$17.86/ 3	&4 \$20.22/ 5&6 \$27.57/ 7&8 \$29.94					
Appre	ntice to Journeywor	cer Ratio:1:5					
EMENT MASONRY/		07/01/2023	\$50.59	\$12.75	\$22.74	\$0.87	\$86.95
RICKLAYERS LOCAL 3 (LO	WELL)	01/01/2024	\$51.73	\$12.75	\$22.74	\$0.87	\$88.09

Apprentice - CARPENTER (Wood Frame) - Zone 3 Effective Date - 04/01/2023

Apprentice - CEMENT MASONRY/PLASTERING - Lowell

Effecti	ive Date -	07/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$25.30	\$12.75	\$15.49	\$0.00	\$53.54
2	60		\$30.35	\$12.75	\$22.74	\$0.87	\$66.71
3	65		\$32.88	\$12.75	\$22.74	\$0.87	\$69.24
4	70		\$35.41	\$12.75	\$22.74	\$0.87	\$71.77
5	75		\$37.94	\$12.75	\$22.74	\$0.87	\$74.30
6	80		\$40.47	\$12.75	\$22.74	\$0.87	\$76.83
7	90		\$45.53	\$12.75	\$22.74	\$0.87	\$81.89

Enectiv	ve Date - 01/01/2024				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$25.87	\$12.75	\$15.49	\$0.00	\$54.11
2	60	\$31.04	\$12.75	\$22.74	\$0.87	\$67.40
3	65	\$33.62	\$12.75	\$22.74	\$0.87	\$69.98
4	70	\$36.21	\$12.75	\$22.74	\$0.87	\$72.57
5	75	\$38.80	\$12.75	\$22.74	\$0.87	\$75.16
6	80	\$41.38	\$12.75	\$22.74	\$0.87	\$77.74
7	90	\$46.56	\$12.75	\$22.74	\$0.87	\$82.92

Notes:

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

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
COMPRESSOR OPERATOR	06/01/2023	\$38.33	\$13.58	\$15.10	\$0.00	\$67.01
OPERATING ENGINEERS LOCAL 98	12/01/2023	\$39.28	\$13.58	\$15.10	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR	06/01/2023	\$42.36	\$13.58	\$15.10	\$0.00	\$71.04
OPERATING ENGINEERS LOCAL 98	12/01/2023	\$43.31	\$13.58	\$15.10	\$0.00	\$71.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE)	07/01/2023	\$55.51	\$9.65	\$23.70	\$0.00	\$88.86
PAINTERS LOCAL 35 - ZONE 2	01/01/2024	\$56.06	\$9.95	\$23.95	\$0.00	\$89.96
	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS Effective Date - 07/01/2023

Effecti	ive Date -	0//01/2023				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$27.76	\$9.65	\$0.00	\$0.00	\$37.41	
2	55		\$30.53	\$9.65	\$6.55	\$0.00	\$46.73	
3	60		\$33.31	\$9.65	\$7.14	\$0.00	\$50.10	
4	65		\$36.08	\$9.65	\$7.74	\$0.00	\$53.47	
5	70		\$38.86	\$9.65	\$20.13	\$0.00	\$68.64	
6	75		\$41.63	\$9.65	\$20.73	\$0.00	\$72.01	
7	80		\$44.41	\$9.65	\$21.32	\$0.00	\$75.38	
8	90		\$49.96	\$9.65	\$22.51	\$0.00	\$82.12	

		ive Date - 01/01/2024				Supplemental		. 1.5	
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total R	ate	
	1	50	\$28.03	\$9.95	\$0.00	\$0.00	\$37.	.98	
	2	55	\$30.83	\$9.95	\$6.66	\$0.00	\$47.	.44	
	3	60	\$33.64	\$9.95	\$7.26	\$0.00	\$50.	.85	
	4	65	\$36.44	\$9.95	\$7.87	\$0.00	\$54.	.26	
	5	70	\$39.24	\$9.95	\$20.32	\$0.00	\$69.	.51	
	6	75	\$42.05	\$9.95	\$20.93	\$0.00	\$72.	.93	
	7	80	\$44.85	\$9.95	\$21.53	\$0.00	\$76.	.33	
	8	90	\$50.45	\$9.95	\$22.74	\$0.00	\$83.	14	
	Notes:							-	
		Steps are 750 hrs.							
	Appre	ntice to Journeyworker Ratio:1:1	·					_	
EMO: ADZ			06/01/2023	\$43.73	\$9.40	\$17.82	\$0.00	\$70.95	
BORERS - ZO	NE 2		12/01/2023	\$44.98	\$9.40	\$17.82	\$0.00	\$72.20	
For apprenti	ce rates see '	'Apprentice- LABORER"							
		DADER/HAMMER OPERATOR	06/01/2023	\$44.73	\$9.40	\$17.82	\$0.00	\$71.95	
BORERS - ZO	ERS - ZONE 2		12/01/2023	\$45.98	\$9.40	\$17.82	\$0.00	\$73.20	

Issue Date: 07/26/2023

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"					enempioyment	
DEMO: BURNERS	06/01/2023	\$44.48	\$9.40	\$17.82	\$0.00	\$71.70
LABORERS - ZONE 2	12/01/2023	\$45.73	\$9.40	\$17.82	\$0.00	\$72.95
For apprentice rates see "Apprentice- LABORER"	12/01/2025	ψ15.75	ψ2.10	¢1,10 <u>2</u>	<i>Q</i> 0100	ψ72.95
DEMO: CONCRETE CUTTER/SAWYER	06/01/2023	\$44.73	\$9.40	\$17.82	\$0.00	\$71.95
LABORERS - ZONE 2	12/01/2023	\$45.98	\$9.40	\$17.82	\$0.00	\$73.20
For apprentice rates see "Apprentice- LABORER"	12/01/2025	φ15.90	ψ2.10	¢1,10 <u>2</u>	<i>Q</i> 0100	ψ <i>15.</i> 20
DEMO: JACKHAMMER OPERATOR	06/01/2023	\$44.48	\$9.40	\$17.82	\$0.00	\$71.70
LABORERS - ZONE 2	12/01/2023	\$45.73	\$9.40	\$17.82	\$0.00	\$72.95
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER	06/01/2023	\$43.73	\$9.40	\$17.82	\$0.00	\$70.95
LABORERS - ZONE 2	12/01/2023	\$44.98	\$9.40	\$17.82	\$0.00	\$72.20
For apprentice rates see "Apprentice- LABORER"						
DIVER	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
PILE DRIVER LOCAL 56 (ZONE 2)						
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
PILE DRIVER LOCAL 56 (ZONE 2)						
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT)	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
PILE DRIVER LOCAL 56 (ZONE 2)						
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
PILE DRIVER LOCAL 56 (ZONE 2)						
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction)	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
DRAWBRIDGE - SEIU LOCAL 888						
ELECTRICIAN	09/04/2022	\$45.59	\$12.20	\$17.50	\$0.00	\$75.29
ELECTRICIANS LOCAL 96						

Apprentice - ELECTRICIAN - Local 96

Effecti	ve Date -	09/04/2022				Supplemental	
Step	percent	A	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	40		\$18.24	\$12.20	\$0.55	\$0.00	\$30.99
2	43		\$19.60	\$12.20	\$0.59	\$0.00	\$32.39
3	48		\$21.88	\$12.20	\$14.18	\$0.00	\$48.26
4	55		\$25.07	\$12.20	\$14.63	\$0.00	\$51.90
5	65		\$29.63	\$12.20	\$15.27	\$0.00	\$57.10
6	80		\$36.47	\$12.20	\$16.22	\$0.00	\$64.89

Apprentice to Journeyworker Ratio:2:3***

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELEVATOR CONSTRUCTOR	01/01/2023	\$61.13	\$16.08	\$20.56	\$0.00	\$97.77
ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2024	\$61.98	\$16.18	\$20.96	\$0.00	\$99.12
	01/01/2025	\$62.83	\$16.28	\$21.36	\$0.00	\$100.47
	01/01/2026	\$63.68	\$16.38	\$21.76	\$0.00	\$101.82
	01/01/2027	\$64.53	\$16.48	\$22.16	\$0.00	\$103.17

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date -		01/01/2023						
Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50		\$30.57	\$16.08	\$0.00	\$0.00	\$46.65	
2	55		\$33.62	\$16.08	\$20.56	\$0.00	\$70.26	
3	65		\$39.73	\$16.08	\$20.56	\$0.00	\$76.37	
4	70		\$42.79	\$16.08	\$20.56	\$0.00	\$79.43	
5	80		\$48.90	\$16.08	\$20.56	\$0.00	\$85.54	

Effective Date - 01/01/2024

Effect	ive Date -	01/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$30.99	\$16.18	\$0.00	\$0.00	\$47.17	
2	55		\$34.09	\$16.18	\$20.96	\$0.00	\$71.23	
3	65		\$40.29	\$16.18	\$20.96	\$0.00	\$77.43	
4	70		\$43.39	\$16.18	\$20.96	\$0.00	\$80.53	
5	80		\$49.58	\$16.18	\$20.96	\$0.00	\$86.72	

Notes:

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

Apprentice to Journeyworker Ratio:1:1

01/01/2023	\$42.79	\$16.08	\$20.56	\$0.00	\$79.43
01/01/2024	\$43.39	\$16.18	\$20.96	\$0.00	\$80.53
01/01/2025	\$43.98	\$16.28	\$21.36	\$0.00	\$81.62
01/01/2026	\$44.58	\$16.38	\$21.76	\$0.00	\$82.72
01/01/2027	\$45.17	\$16.48	\$22.16	\$0.00	\$83.81
06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56
06/01/2025	\$42.66	\$9.40	\$16.89	\$0.00	\$68.95
12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
06/01/2026	\$45.48	\$9.40	\$16.89	\$0.00	\$71.77
12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
-	01/01/2024 01/01/2025 01/01/2026 01/01/2027 06/01/2023 12/01/2023 06/01/2024 12/01/2024 06/01/2025 12/01/2025 06/01/2026 12/01/2026 12/01/2026	01/01/2024 \$43.39 01/01/2025 \$43.98 01/01/2026 \$44.58 01/01/2027 \$45.17 06/01/2023 \$37.71 12/01/2023 \$38.61 06/01/2024 \$39.94 12/01/2024 \$41.27 06/01/2025 \$42.66 12/01/2025 \$44.04 06/01/2026 \$45.48 12/01/2026 \$46.92 06/01/1999 \$18.84	01/01/2024 \$43.39 \$16.18 01/01/2025 \$43.98 \$16.28 01/01/2026 \$44.58 \$16.38 01/01/2027 \$45.17 \$16.48 06/01/2023 \$37.71 \$9.40 12/01/2023 \$38.61 \$9.40 06/01/2024 \$39.94 \$9.40 12/01/2025 \$42.66 \$9.40 12/01/2025 \$44.04 \$9.40 06/01/2025 \$44.04 \$9.40 12/01/2026 \$44.92 \$9.40 12/01/2026 \$46.92 \$9.40 06/01/12026 \$44.84 \$4.80	01/01/2024 \$43.39 \$16.18 \$20.96 01/01/2025 \$43.98 \$16.28 \$21.36 01/01/2026 \$44.58 \$16.38 \$21.76 01/01/2027 \$45.17 \$16.48 \$22.16 06/01/2023 \$37.71 \$9.40 \$16.89 12/01/2023 \$38.61 \$9.40 \$16.89 06/01/2024 \$39.94 \$9.40 \$16.89 06/01/2025 \$42.66 \$9.40 \$16.89 06/01/2025 \$44.04 \$9.40 \$16.89 06/01/2025 \$44.04 \$9.40 \$16.89 06/01/2025 \$44.04 \$9.40 \$16.89 06/01/2025 \$44.04 \$9.40 \$16.89 06/01/2026 \$44.92 \$9.40 \$16.89 06/01/2026 \$46.92 \$9.40 \$16.89 06/01/1999 \$18.84 \$4.80 \$4.10	01/01/2024 \$43.39 \$16.18 \$20.96 \$0.00 01/01/2025 \$43.98 \$16.28 \$21.36 \$0.00 01/01/2026 \$44.58 \$16.38 \$21.76 \$0.00 01/01/2027 \$45.17 \$16.48 \$22.16 \$0.00 06/01/2023 \$37.71 \$9.40 \$16.89 \$0.00 12/01/2023 \$37.71 \$9.40 \$16.89 \$0.00 06/01/2023 \$37.71 \$9.40 \$16.89 \$0.00 06/01/2024 \$39.94 \$9.40 \$16.89 \$0.00 06/01/2024 \$41.27 \$9.40 \$16.89 \$0.00 06/01/2025 \$42.66 \$9.40 \$16.89 \$0.00 06/01/2025 \$44.04 \$9.40 \$16.89 \$0.00 06/01/2025 \$44.04 \$9.40 \$16.89 \$0.00 06/01/2026 \$44.92 \$9.40 \$16.89 \$0.00 06/01/2026 \$44.92 \$9.40 \$16.89 \$0.00 06/01/1999 \$18.84 \$4.80 \$4.10 \$0.00

Issue Date: 07/26/2023

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 96 For apprentice rates see "Apprentice- ELECTRICIAN"	09/04/2022	\$45.59	\$12.20	\$17.50	\$0.00	\$75.29
FIRE ALARM REPAIR / MAINT/COMMISSIONING ELECTRICIANS LOCAL 96	09/04/2022	\$45.59	\$12.20	\$17.50	\$0.00	\$75.29
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIREMAN OPERATING ENGINEERS LOCAL 98	06/01/2023 12/01/2023	\$38.33 \$39.28	\$13.58 \$13.58	\$15.10 \$15.10	\$0.00 \$0.00	\$67.01 \$67.96

	tive Date -	06/01/2023	Apprentice Base Wage	Haalth	Pension	Supplemental Unemployment	Total Rate	
Step	percent							
1	60		\$23.00	\$13.58	\$15.10	\$0.00	\$51.68	
2	70		\$26.83	\$13.58	\$15.10	\$0.00	\$55.51	
3	80		\$30.66	\$13.58	\$15.10	\$0.00	\$59.34	
4	90		\$34.50	\$13.58	\$15.10	\$0.00	\$63.18	
Effec	tive Date -	12/01/2023				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$23.57	\$13.58	\$15.10	\$0.00	\$52.25	
2	70		\$27.50	\$13.58	\$15.10	\$0.00	\$56.18	
3	80		\$31.42	\$13.58	\$15.10	\$0.00	\$60.10	
4	90		\$35.35	\$13.58	\$15.10	\$0.00	\$64.03	
Note		are 1000 hrs.; Steps 3-4 are	2000 hrs.					
Арр	entice to Jou	ırneyworker Ratio:1:6						
AGGER & SIGNA			06/01/2023	\$25.98	\$9.40	\$16.89	\$0.00	\$52.27
BORERS - ZONE 2 (HEA	ν ι α πισπινά	1)	12/01/2023	\$\$25.98	\$9.40	\$16.89	\$0.00	\$52.27
			06/01/2024	\$27.01	\$9.40	\$16.89	\$0.00	\$53.30
			12/01/2024	\$27.01	\$9.40	\$16.89	\$0.00	\$53.30
			06/01/2025	5 \$28.09	\$9.40	\$16.89	\$0.00	\$54.38
			12/01/2025	5 \$28.09	\$9.40	\$16.89	\$0.00	\$54.38
			06/01/2020	\$	\$9.40	\$16.89	\$0.00	\$55.50
			12/01/2020	¢20.21	\$9.40	\$16.89	\$0.00	\$55.50
			12/01/2026	5 \$29.21	\$9.40	\$10.07	\$0.00	\$55.50
For apprentice rates se	e "Apprentice- L	ABORER (Heavy and Highway)	12/01/2020	\$29.21	\$9.40	\$10.09	\$0.00	\$55.50

FLOORCOVERERS LOCAL 2168 ZONE II

Effect	ive Date - 0	03/01/2022				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$23.98	\$9.33	\$1.79	\$0.00	\$35.10	
2	55		\$26.38	\$9.33	\$1.79	\$0.00	\$37.50	
3	60		\$28.78	\$9.33	\$14.90	\$0.00	\$53.01	
4	65		\$31.17	\$9.33	\$14.90	\$0.00	\$55.40	
5	70		\$33.57	\$9.33	\$16.69	\$0.00	\$59.59	
6	75		\$35.97	\$9.33	\$16.69	\$0.00	\$61.99	
7	80		\$38.37	\$9.33	\$18.48	\$0.00	\$66.18	
8	85		\$40.77	\$9.33	\$18.48	\$0.00	\$68.58	
FORK LIFT		neyworker Ratio:1:1	06/01/2023	3 \$38.55	\$13.58	\$15.10	\$0.00	\$67.23
OPERATING ENGINEERS L	OCAL 98		12/01/2023	\$39.50	\$13.58	\$15.10	\$0.00	\$68.18
		RATING ENGINEERS"						
GENERATORS/LIGH OPERATING ENGINEERS L		S	06/01/2023	\$35.10	\$13.58	\$15.10	\$0.00	\$63.78
		RATING ENGINEERS"	12/01/2023	\$36.05	\$13.58	\$15.10	\$0.00	\$64.73
GLAZIER (GLASS PL	ANK/AIR BA	RRIER/INTERIOR	07/01/2023	\$45.01	\$9.65	\$23.70	\$0.00	\$78.36
SYSTEMS) GLAZIERS LOCAL 35 (ZONI	E 2)		01/01/2024	\$45.56	\$9.95	\$23.95	\$0.00	\$79.46
	/		07/01/2024	\$46.76	\$9.95	\$23.95	\$0.00	\$80.66
			01/01/2025	5 \$47.96	\$9.95	\$23.95	\$0.00	\$81.86

Apprentice - FLOORCOVERER - Local 2168 Zone II

Supplemental

-ppi c	intree -						
Effect	ive Date -	07/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$22.51	\$9.65	\$0.00	\$0.00	\$32.16
2	55		\$24.76	\$9.65	\$6.55	\$0.00	\$40.96
3	60		\$27.01	\$9.65	\$7.14	\$0.00	\$43.80
4	65		\$29.26	\$9.65	\$7.74	\$0.00	\$46.65
5	70		\$31.51	\$9.65	\$20.13	\$0.00	\$61.29
6	75		\$33.76	\$9.65	\$20.73	\$0.00	\$64.14
7	80		\$36.01	\$9.65	\$21.32	\$0.00	\$66.98
8	90		\$40.51	\$9.65	\$22.51	\$0.00	\$72.67

Apprentice -	GLAZIER - Local 35 Zone 2
Effortivo Doto	07/01/2023

Effective Date - 01/	/01/2024
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S	tep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	•
1	1	50	\$22.78	\$9.95	\$0.00	\$0.00	\$32.73	
2	2	55	\$25.06	\$9.95	\$6.66	\$0.00	\$41.67	,
3	3	60	\$27.34	\$9.95	\$7.26	\$0.00	\$44.55	i
4	1	65	\$29.61	\$9.95	\$7.87	\$0.00	\$47.43	i i
5	5	70	\$31.89	\$9.95	\$20.32	\$0.00	\$62.16	
6	5	75	\$34.17	\$9.95	\$20.93	\$0.00	\$65.05	i
7	7	80	\$36.45	\$9.95	\$21.53	\$0.00	\$67.93	i
8	3	90	\$41.00	\$9.95	\$22.74	\$0.00	\$73.69	1
N	lotes:							
		Steps are 750 hrs.						
A	ppre	ntice to Journeyworker Ratio:1:1					'	
		G MACHINE/DERRICK	06/01/2023	\$38.86	\$13.58	\$15.10	\$0.00	\$67.54
OPERATING ENGINE	ERS LO	DCAL 98	12/01/2023			\$15.10	\$0.00	\$68.49
For apprentice rate	es see "	Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWC	,		07/01/2023	\$42.55	\$10.64	\$17.54	\$2.05	\$72.78
SHEETMETAL WORKI	EKS LC	JCAL 03	01/01/2024	\$43.80	\$10.64	\$17.54	\$2.05	\$74.03
			07/01/2024	\$45.05	\$10.64	\$17.54	\$2.05	\$75.28
			01/01/2025	\$46.30	\$10.64	\$17.54	\$2.05	\$76.53
		Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRI ELECTRICIANS LOCA		CONTROLS)	09/04/2022	\$45.59	\$12.20	\$17.50	\$0.00	\$75.29
For apprentice rate	es see "	Apprentice- ELECTRICIAN"						
		BALANCING - AIR)	07/01/2023	\$42.55	\$10.64	\$17.54	\$2.05	\$72.78
SHEETMETAL WORKI	ERS LC	DCAL 63	01/01/2024	\$43.80	\$10.64	\$17.54	\$2.05	\$74.03
			07/01/2024	\$45.05	\$10.64	\$17.54	\$2.05	\$75.28
			01/01/2025	\$46.30	\$10.64	\$17.54	\$2.05	\$76.53
For apprentice rate	es see "	Apprentice- SHEET METAL WORKER"						

For apprentice rates see "Apprentice- SHEET METAL WORKER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER)	03/01/2023	\$51.50	\$9.80	\$17.42	\$0.00	\$78.72
PLUMBERS LOCAL 4	09/01/2023	\$52.90	\$9.80	\$17.42	\$0.00	\$80.12
	03/01/2024	\$54.30	\$9.80	\$17.42	\$0.00	\$81.52
	09/01/2024	\$55.70	\$9.80	\$17.42	\$0.00	\$82.92
	03/01/2025	\$57.10	\$9.80	\$17.42	\$0.00	\$84.32
	09/01/2025	\$58.50	\$9.80	\$17.42	\$0.00	\$85.72
	03/01/2026	\$59.90	\$9.80	\$17.42	\$0.00	\$87.12
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC Plumbers local 4	03/01/2023	\$51.50	\$9.80	\$17.42	\$0.00	\$78.72
I LOMDERS LOCAL 4	09/01/2023	\$52.90	\$9.80	\$17.42	\$0.00	\$80.12
	03/01/2024	\$54.30	\$9.80	\$17.42	\$0.00	\$81.52
	09/01/2024	\$55.70	\$9.80	\$17.42	\$0.00	\$82.92
	03/01/2025	\$57.10	\$9.80	\$17.42	\$0.00	\$84.32
	09/01/2025	\$58.50	\$9.80	\$17.42	\$0.00	\$85.72
	03/01/2026	\$59.90	\$9.80	\$17.42	\$0.00	\$87.12
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS LABORERS - ZONE 2	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
For apprentice rates see "Apprentice- LABORER"				.		
HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2023	\$38.21	\$9.40	\$16.89	\$0.00	\$64.50
	12/01/2023	\$39.11	\$9.40	\$16.89	\$0.00	\$65.40
	06/01/2024	\$40.44	\$9.40	\$16.89	\$0.00	\$66.73
	12/01/2024	\$41.77	\$9.40	\$16.89	\$0.00	\$68.06
	06/01/2025	\$43.16	\$9.40	\$16.89	\$0.00	\$69.45
	12/01/2025	\$44.54	\$9.40	\$16.89	\$0.00	\$70.83
	06/01/2026	\$45.98	\$9.40	\$16.89	\$0.00	\$72.27
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2026	\$47.42	\$9.40	\$16.89	\$0.00	\$73.71
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)	09/01/2022	\$48.95	\$13.80	\$17.14	\$0.00	\$79.89

Effecti Step	ive Date - 09/01/2022 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total	Rate
1	50	\$24.48	\$13.80	\$12.42	\$0.00	\$5	0.70
2	60	\$29.37	\$13.80	\$13.36	\$0.00	\$5	6.53
3	70	\$34.27	\$13.80	\$14.31	\$0.00	\$6	2.38
4	80	\$39.16	\$13.80	\$15.25	\$0.00	\$6	8.21
Notes:	Steps are 1 year						_
Appre	ntice to Journeyworker Ratio:1:2						
ONWORKER/WELI	DER	03/16/2023	\$ \$52.42	\$8.35	\$26.70	\$0.00	\$87.47
ONWORKERS LOCAL 7 (W	VORCESTER AREA)	03/16/2024	\$53.67	\$8.35	\$26.70	\$0.00	\$88.72

Ε	ffective Date -	03/16/2023				Supplemental		
S	tep percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$31.45	\$8.35	\$26.70	\$0.00	\$66.50	
2	70		\$36.69	\$8.35	\$26.70	\$0.00	\$71.74	
3	75		\$39.32	\$8.35	\$26.70	\$0.00	\$74.37	
4	80		\$41.94	\$8.35	\$26.70	\$0.00	\$76.99	
5	85		\$44.56	\$8.35	\$26.70	\$0.00	\$79.61	
6	90		\$47.18	\$8.35	\$26.70	\$0.00	\$82.23	
	ffective Date - tep percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1 1							
2	00		\$32.20	\$8.35	\$26.70	\$0.00	\$67.25	
			\$37.57	\$8.35	\$26.70	\$0.00	\$72.62	
3	75		\$40.25	\$8.35	\$26.70	\$0.00	\$75.30	
4	80		\$42.94	\$8.35	\$26.70	\$0.00	\$77.99	
5	85		\$45.62	\$8.35	\$26.70	\$0.00	\$80.67	
6	90		\$48.30	\$8.35	\$26.70	\$0.00	\$83.35	
N	otes:							
А	pprentice to J	ourneyworker Ratio:1:4						
	& PAVING BR	EAKER OPERATOR	06/01/2023	3 \$37.71	\$9.40	\$16.89	\$0.00	\$64.00
ABORERS - ZONE 2			12/01/2023	3 \$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rate	es see "Apprentice-	LABORER"						
ABORER			06/01/2023	3 \$37.46	\$9.40	\$16.89	\$0.00	\$63.75
ABORERS - ZONE 2			12/01/2023	3 \$38.36	\$9.40	\$16.89	\$0.00	\$64.65

Apprentice - IRONWORKER - Local 7 Worcester

Appren								
	ve Date -	06/01/2023				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$22.48	\$9.40	\$16.89	\$0.00	\$48.77	
2	70		\$26.22	\$9.40	\$16.89	\$0.00	\$52.51	
3	80		\$29.97	\$9.40	\$16.89	\$0.00	\$56.26	
4	90		\$33.71	\$9.40	\$16.89	\$0.00	\$60.00	
Effectiv	ve Date -	12/01/2023				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	60		\$23.02	\$9.40	\$16.89	\$0.00	\$49.31	
2	70		\$26.85	\$9.40	\$16.89	\$0.00	\$53.14	
3	80		\$30.69	\$9.40	\$16.89	\$0.00	\$56.98	
4	90		\$34.52	\$9.40	\$16.89	\$0.00	\$60.81	
Notes:								
Apprer	tice to Jo	ırneyworker Ratio:1:5						
BORER (HEAVY &		2	06/01/2023	3 \$37.46	\$9.40	\$16.89	\$0.00	\$63.75
BORERS - ZONE 2 (HEAVY	' & HIGHWA	Y)	12/01/2023	\$38.36	\$9.40	\$16.89	\$0.00	\$64.65
			06/01/2024	\$39.69	\$9.40	\$16.89	\$0.00	\$65.98
			12/01/2024	\$41.02	\$9.40	\$16.89	\$0.00	\$67.31
			06/01/2025	\$42.41	\$9.40	\$16.89	\$0.00	\$68.70
			12/01/2025	5 \$43.79	\$9.40	\$16.89	\$0.00	\$70.08

06/01/2026

12/01/2026

\$45.23

\$46.67

\$9.40

\$9.40

\$16.89

\$16.89

\$0.00

\$0.00

\$71.52

\$72.96

	ive Date - 06/01/20	23	<i>y)</i> 2010 2			Sunnlemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total	Rate
1	60		\$22.48	\$9.40	\$16.89	\$0.00	\$4	18.77
2	70		\$26.22	\$9.40	\$16.89	\$0.00	\$5	52.51
3	80		\$29.97	\$9.40	\$16.89	\$0.00	\$5	56.26
4	90		\$33.71	\$9.40	\$16.89	\$0.00	\$6	50.00
Effecti	ive Date - 12/01/20	23				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total	Rate
1	60		\$23.02	\$9.40	\$16.89	\$0.00	\$4	49.31
2	70		\$26.85	\$9.40	\$16.89	\$0.00	\$5	53.14
3	80		\$30.69	\$9.40	\$16.89	\$0.00	\$5	56.98
4	90		\$34.52	\$9.40	\$16.89	\$0.00	\$6	50.81
Notes:								
	-	cer Ratio:1:5						
	TER TENDER		06/01/2023	\$37.46	5 \$9.40	\$16.89	\$0.00	\$63.75
	'Apprentice- LABORER"		12/01/2023	\$38.36	\$9.40	\$16.89	\$0.00	\$64.65
LABORER: CEMENT FINISHER TENDER		06/01/2023	\$37.46	5 \$9.40	\$16.89	\$0.00	\$63.75	
Ξ2							\$0.00	\$64.65
rates see '	'Apprentice- LABORER"				•••••			•••••
	OUS WASTE/ASBES	TOS REMOVER	06/01/2023	\$37.55	\$9.40	\$16.95	\$0.00	\$63.90
	Amounting LADORED!		12/01/2023	\$38.45	\$9.40	\$16.95	\$0.00	\$64.80
			0.0110000					
E_2	ENDER							\$64.00
rates see '	'Apprentice- LABORER"		12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
		HIGHWAY)	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
e 2 (HEAV	Y & HIGHWAY)		12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
			06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
			12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56
			06/01/2025	\$42.66	5 \$9.40	\$16.89	\$0.00	\$68.95
			12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
			06/01/2026	\$45.48	8 \$9.40	\$16.89	\$0.00	\$71.77
			12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
rates see '	'Apprentice- LABORER (H	leavy and Highway)						
	RADE TENDER		06/01/2023	\$37.46	5 \$9.40	\$16.89	\$0.00	\$63.75
			12/01/2023	\$38.36	\$9.40	\$16.89	\$0.00	\$64.65
rates see '			06/01/2023	3 \$37.46		\$16.89	\$0.00	
EE REI					5 \$9.40			\$63.75
	Step 1 2 3 4 Effecti Step 1 2 3 4 Instead Appre	Step percent 1 60 2 70 3 80 4 90 Effective Date - 12/01/20 Step percent 1 60 2 70 3 80 4 90 Step percent 1 60 2 70 3 80 4 90 Notes:	Step percent 1 60 2 70 3 80 4 90 Effective Date - 12/01/2023 Step percent 1 60 2 70 3 80 4 90 Notes:	Step percent Apprentice Base Wage 1 60 \$22.48 2 70 \$26.22 3 80 \$29.97 4 90 \$33.71 Effective Date - 12/01/2023 Effective Date - 12/01/2023 Step percent Apprentice Base Wage 1 1 60 \$23.02 2 2 70 \$26.85 3 3 80 \$30.69 4 90 \$34.52	Step percent Apprentice Base Wage Health 1 60 \$22.48 \$9.40 2 70 \$26.22 \$9.40 3 80 \$29.97 \$9.40 4 90 \$33.71 \$9.40 Effective Date - 12/01/2023 Apprentice Base Wage Health 1 60 \$23.02 \$9.40 2 70 \$26.85 \$9.40 3 80 \$30.69 \$9.40 4 90 \$34.52 \$9.40 4 90 \$34.52 \$9.40 Notes:	Step percent Apprentice Base Wage Health Pension 1 60 \$22.48 \$9.40 \$16.89 2 70 \$26.22 \$9.40 \$16.89 3 80 \$29.97 \$9.40 \$16.89 4 90 \$33.71 \$9.40 \$16.89 Effective Date 12/01/2023 \$9.40 \$16.89 2 70 \$26.85 \$9.40 \$16.89 2 70 \$26.85 \$9.40 \$16.89 3 80 \$30.69 \$9.40 \$16.89 4 90 \$33.52 \$9.40 \$16.89 3 80 \$30.69 \$9.40 \$16.89 4 90 \$33.52 \$9.40 \$16.89 Notes:	Step percent Apprentice Base Wage Health Pension Unemploymentation 1 60 \$22.48 \$9.40 \$16.89 \$0.00 2 70 \$26.22 \$9.40 \$16.89 \$0.00 3 80 \$29.97 \$9.40 \$16.89 \$0.00 4 90 \$33.71 \$9.40 \$16.89 \$0.00 Effective Date - 12/01/2023 \$3.71 \$9.40 \$16.89 \$0.00 2 70 \$26.85 \$9.40 \$16.89 \$0.00 3 80 \$30.69 \$9.40 \$16.89 \$0.00 4 90 \$34.52 \$9.40 \$16.89 \$0.00 Notes:	Step percent Apprentice Base Wage Health Pension Unsemployment Total 1 60 \$22,48 \$9,40 \$16,89 \$0,00 \$54 2 70 \$26,22 \$9,40 \$16,89 \$0,00 \$53 3 80 \$29,97 \$9,40 \$16,89 \$0,00 \$53 4 90 \$33,71 \$9,40 \$16,89 \$0,00 \$53 Step Percent Apprentice Base Wage Health Pension Unemployment Total 1 60 \$23,02 \$9,40 \$16,89 \$0,00 \$53 3 80 \$30,69 \$9,40 \$16,89 \$0,00 \$56 Notes:

Apprentice - LABORER (Heavy & Highway) - Zone 2

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"

Issue Date: 07/26/2023

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LASER BEAM OPERATOR	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
	06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
	12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56
	06/01/2025	\$42.66	\$9.40	\$16.89	\$0.00	\$68.95
	12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
	06/01/2026	\$45.48	\$9.40	\$16.89	\$0.00	\$71.77
	12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
MARBLE & TILE FINISHERS	02/01/2023	\$46.25	\$11.49	\$20.37	\$0.00	\$78.11
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2023	\$47.89	\$11.49	\$20.37	\$0.00	\$79.75
	02/01/2024	\$48.89	\$11.49	\$20.37	\$0.00	\$80.75
	08/01/2024	\$50.57	\$11.49	\$20.37	\$0.00	\$82.43
	02/01/2025	\$51.61	\$11.49	\$20.37	\$0.00	\$83.47
	08/01/2025	\$53.33	\$11.49	\$20.37	\$0.00	\$85.19
	02/01/2026	\$54.41	\$11.49	\$20.37	\$0.00	\$86.27
	08/01/2026	\$56.17	\$11.49	\$20.37	\$0.00	\$88.03
	02/01/2027	\$57.29	\$11.49	\$20.37	\$0.00	\$89.15

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

Effect	ive Date -	02/01/2023				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$23.13	\$11.49	\$20.37	\$0.00	\$54.99	
2	60		\$27.75	\$11.49	\$20.37	\$0.00	\$59.61	
3	70		\$32.38	\$11.49	\$20.37	\$0.00	\$64.24	
4	80		\$37.00	\$11.49	\$20.37	\$0.00	\$68.86	
5	90		\$41.63	\$11.49	\$20.37	\$0.00	\$73.49	

Effect	ive Date - 08/01/2023				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$23.95	\$11.49	\$20.37	\$0.00	\$55.81
2	60	\$28.73	\$11.49	\$20.37	\$0.00	\$60.59
3	70	\$33.52	\$11.49	\$20.37	\$0.00	\$65.38
4	80	\$38.31	\$11.49	\$20.37	\$0.00	\$70.17
5	90	\$43.10	\$11.49	\$20.37	\$0.00	\$74.96

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/01/2023	\$60.37	\$11.49	\$22.31	\$0.00	\$94.17
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
	02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
	08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57
	02/01/2025	\$67.07	\$11.49	\$22.31	\$0.00	\$100.87
	08/01/2025	\$69.22	\$11.49	\$22.31	\$0.00	\$103.02
	02/01/2026	\$70.57	\$11.49	\$22.31	\$0.00	\$104.37
	08/01/2026	\$72.77	\$11.49	\$22.31	\$0.00	\$106.57
	02/01/2027	\$74.17	\$11.49	\$22.31	\$0.00	\$107.97

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

Effect	ive Date - 02/01/2023				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$30.19	\$11.49	\$22.31	\$0.00	\$63.99	
2	60	\$36.22	\$11.49	\$22.31	\$0.00	\$70.02	
3	70	\$42.26	\$11.49	\$22.31	\$0.00	\$76.06	
4	80	\$48.30	\$11.49	\$22.31	\$0.00	\$82.10	
5	90	\$54.33	\$11.49	\$22.31	\$0.00	\$88.13	

Effecti	ve Date - 08/01/2023				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	e
1	50	\$31.21	\$11.49	\$22.31	\$0.00	\$65.0	1
2	60	\$37.45	\$11.49	\$22.31	\$0.00	\$71.2	5
3	70	\$43.69	\$11.49	\$22.31	\$0.00	\$77.4	9
4	80	\$49.94	\$11.49	\$22.31	\$0.00	\$83.7	4
5	90	\$56.18	\$11.49	\$22.31	\$0.00	\$89.9	8
Notes:							
Appre	ntice to Journeyworker Ratio:1:5						
	ERATOR (ON CONST. SITES)	06/01/2023	3 \$38.86	\$13.58	\$15.10	\$0.00	\$67.54
OPERATING ENGINEERS LO	<i>OCAL 98</i>	12/01/2023	3 \$39.81	\$13.58	\$15.10	\$0.00	\$68.49
For apprentice rates see '	'Apprentice- OPERATING ENGINEERS"						
MECHANIC/WELDER		06/01/2023	3 \$38.33	\$13.58	\$15.10	\$0.00	\$67.01
OPERATING ENGINEERS LO	OPERATING ENGINEERS LOCAL 98		3 \$39.28	\$13.58	\$15.10	\$0.00	\$67.96
For apprentice rates see '	'Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 3		01/02/2023	3 \$40.16	\$8.58	\$21.57	\$0.00	\$70.31

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MILLWRIGHTS LOCAL 1121 - Zone 3
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F	Effecti	ve Date -	01/02/2023				Supplemental		
S	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
_	1	55		\$22.09	\$8.58	\$5.72	\$0.00	\$36.39	
	2	65		\$26.10	\$8.58	\$17.93	\$0.00	\$52.61	
	3	75		\$30.12	\$8.58	\$18.98	\$0.00	\$57.68	
	4 85			\$34.14	\$8.58	\$8.58 \$20.01		\$62.73	
ק ק	Notes:	but do re	Appr. indentured after 1/6/ ceive annuity. (Step 1 \$5.72 2,000 hours	-				 	
A	Appre	ntice to Jo	ourneyworker Ratio:1:4						
MORTAR MIXER		06/01/2023	3 \$37.71	\$9.40	\$16.89	\$0.00	\$64.00		
LABORERS - ZONE 2				12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rat	tes see "	Apprentice-	LABORER"						
DILER				06/01/2023	3 \$34.04	\$13.58	\$15.10	\$0.00	\$62.72
OPERATING ENGINE	ERS LC	OCAL 98		12/01/2023	3 \$35.27	\$13.58	\$15.10	\$0.00	\$63.95
For apprentice rat	tes see "	Apprentice-	OPERATING ENGINEERS"						
		-	PMENT - CLASS VI	06/01/2023	\$32.04	\$13.58	\$15.10	\$0.00	\$60.72
OPERATING ENGINEERS LOCAL 98			12/01/2023	\$32.99	\$13.58	\$15.10	\$0.00	\$61.67	
For apprentice rat	tes see "	Apprentice-	OPERATING ENGINEERS"						
PAINTER (BRID PAINTERS LOCAL 35				07/01/2023	\$55.51	\$9.65	\$23.70	\$0.00	\$88.86
AINTERS LOCAL 33	- 20NE	. 2		01/01/2024	\$\$56.06	\$9.95	\$23.95	\$0.00	\$89.96
				07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
				01/01/2025	5 \$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Apprentice -	MILLWRIGHT - Local 1121 Zone 3
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Effect	ive Date -	07/01/2023					
Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50		\$27.76	\$9.65	\$0.00	\$0.00	\$37.41
2	55		\$30.53	\$9.65	\$6.55	\$0.00	\$46.73
3	60		\$33.31	\$9.65	\$7.14	\$0.00	\$50.10
4	65		\$36.08	\$9.65	\$7.74	\$0.00	\$53.47
5	70		\$38.86	\$9.65	\$20.13	\$0.00	\$68.64
6	75		\$41.63	\$9.65	\$20.73	\$0.00	\$72.01
7	80		\$44.41	\$9.65	\$21.32	\$0.00	\$75.38
8	90		\$49.96	\$9.65	\$22.51	\$0.00	\$82.12

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/0	01/2024
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Effective Date - 01/01/2024 Step percent Ap		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
<u></u> 1	50	\$28.03	\$9.95	\$0.00	\$0.00	\$37.98	
2	55	\$30.83	\$9.95	\$6.66	\$0.00	\$47.44	
3	60	\$33.64	\$9.95	\$7.26	\$0.00	\$50.85	
4	65	\$36.44	\$9.95	\$7.87	\$0.00	\$54.26	
5	70	\$39.24	\$9.95	\$20.32	\$0.00	\$69.51	
6	75	\$42.05	\$9.95	\$20.93	\$0.00	\$72.93	
7	80	\$44.85	\$9.95	\$21.53	\$0.00	\$76.33	
8	90	\$50.45	\$9.95	\$22.74	\$0.00	\$83.14	
Notes							
Appre	entice to Journeyworker Ratio:1:1						
* If 30% or more of su	& SANDBLAST, NEW) * irfaces to be painted are new construction e used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2024	\$46.96	\$9.95	\$23.70 \$23.95	\$0.00 \$0.00	\$79.76 \$80.86
		07/01/2024	4 \$48.16	\$9.95	\$23.95	\$0.00	\$82.06

01/01/2025

\$49.36

\$9.95

\$23.95

\$0.00

\$83.26

Effective Date - 07/01/2023 Supplemental						
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$23.21	\$9.65	\$0.00	\$0.00	\$32.86
2	55	\$25.53	\$9.65	\$6.55	\$0.00	\$41.73
3	60	\$27.85	\$9.65	\$7.14	\$0.00	\$44.64
4	65	\$30.17	\$9.65	\$7.74	\$0.00	\$47.56
5	70	\$32.49	\$9.65	\$20.13	\$0.00	\$62.27
6	75	\$34.81	\$9.65	\$20.73	\$0.00	\$65.19
7	80	\$37.13	\$9.65	\$21.32	\$0.00	\$68.10
8	90	\$41.77	\$8.65	\$22.51	\$0.00	\$72.93

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - New
Effective Date	07/01/2023

01/01/2024 Effective Date -

Effectiv	ve Date - 01/01/2024			Supplemental			
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$23.48	\$9.95	\$0.00	\$0.00	\$33.43	
2	55	\$25.83	\$9.95	\$6.66	\$0.00	\$42.44	
3	60	\$28.18	\$9.95	\$7.26	\$0.00	\$45.39	
4	65	\$30.52	\$9.95	\$7.87	\$0.00	\$48.34	
5	70	\$32.87	\$9.95	\$20.32	\$0.00	\$63.14	
6	75	\$35.22	\$9.95	\$20.93	\$0.00	\$66.10	
7	80	\$37.57	\$9.95	\$21.53	\$0.00	\$69.05	
8	90	\$42.26	\$9.95	\$22.74	\$0.00	\$74.95	
Notes:							
	Steps are 750 hrs.						
Apprei	ntice to Journeyworker Ratio:1:1						
	SANDBLAST, REPAINT)	07/01/2023	3 \$44.47	\$9.65	\$23.70	\$0.00	\$77.82
PAINTERS LOCAL 35 - ZONE	2	01/01/2024	4 \$45.02	\$9.95	\$23.95	\$0.00	\$78.92
		07/01/2024	4 \$46.22	\$9.95	\$23.95	\$0.00	\$80.12

01/01/2025

\$47.42

\$9.95

\$23.95

\$0.00

\$81.32

Effecti	ive Date -	07/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$22.24	\$9.65	\$0.00	\$0.00	\$31.89
2	55		\$24.46	\$9.65	\$6.55	\$0.00	\$40.66
3	60		\$26.68	\$9.65	\$7.14	\$0.00	\$43.47
4	65		\$28.91	\$9.65	\$7.74	\$0.00	\$46.30
5	70		\$31.13	\$9.65	\$20.13	\$0.00	\$60.91
6	75		\$33.35	\$9.65	\$20.73	\$0.00	\$63.73
7	80		\$35.58	\$9.65	\$21.32	\$0.00	\$66.55
8	90		\$40.02	\$9.65	\$22.51	\$0.00	\$72.18

Apprentice -	PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Effective Date	- 07/01/2023

01/01/2024 Effective Date -

		ive Date - 01/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$22.51	\$9.95	\$0.00	\$0.00	\$32.46	
	2	55	\$24.76	\$9.95	\$6.66	\$0.00	\$41.37	
	3	60	\$27.01	\$9.95	\$7.26	\$0.00	\$44.22	
	4	65	\$29.26	\$9.95	\$7.87	\$0.00	\$47.08	
	5	70	\$31.51	\$9.95	\$20.32	\$0.00	\$61.78	
	6	75	\$33.77	\$9.95	\$20.93	\$0.00	\$64.65	
	7	80	\$36.02	\$9.95	\$21.53	\$0.00	\$67.50	
	8	90	\$40.52	\$9.95	\$22.74	\$0.00	\$73.21	
	Notes:							
		Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1						
PAINTER / TAI			07/01/2023	3 \$45.01	\$9.65	\$23.70	\$0.00	\$78.36
		faces to be painted are new constru-	ction, 01/01/2024	4 \$45.56	\$9.95	\$23.95	\$0.00	\$79.46
The w paint rate	shan be	e used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2024	4 \$46.76	\$9.95	\$23.95	\$0.00	\$80.66

01/01/2025

\$47.96

\$9.95

\$23.95

\$0.00

\$81.86

Effective Date - 07/01/2023 Supplemental							
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$22.51	\$9.65	\$0.00	\$0.00	\$32.16	
2	55	\$24.76	\$9.65	\$6.55	\$0.00	\$40.96	
3	60	\$27.01	\$9.65	\$7.14	\$0.00	\$43.80	
4	65	\$29.26	\$9.65	\$7.74	\$0.00	\$46.65	
5	70	\$31.51	\$9.65	\$20.13	\$0.00	\$61.29	
6	75	\$33.76	\$9.65	\$20.73	\$0.00	\$64.14	
7	80	\$36.01	\$9.65	\$21.32	\$0.00	\$66.98	
8	90	\$40.51	\$9.65	\$22.51	\$0.00	\$72.67	

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

01/01/2024 Effective Date -

Effecti	ve Date - 01/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$22.78	\$9.95	\$0.00	\$0.00	\$32.73	
2	55	\$25.06	\$9.95	\$6.66	\$0.00	\$41.67	
3	60	\$27.34	\$9.95	\$7.26	\$0.00	\$44.55	
4	65	\$29.61	\$9.95	\$7.87	\$0.00	\$47.43	
5	70	\$31.89	\$9.95	\$20.32	\$0.00	\$62.16	
6	75	\$34.17	\$9.95	\$20.93	\$0.00	\$65.05	
7	80	\$36.45	\$9.95	\$21.53	\$0.00	\$67.93	
8	90	\$41.00	\$9.95	\$22.74	\$0.00	\$73.69	
Notes:		·					
	Steps are 750 hrs.						
Appre	ntice to Journeyworker Ratio:1:1						
AINTER / TAPER (BE		07/01/2023	3 \$43.07	\$9.65	\$23.70	\$0.00	\$76.42
AINTERS LOCAL 35 - ZONE	5.2	01/01/2024	\$43.62	\$9.95	\$23.95	\$0.00	\$77.52

07/01/2024

01/01/2025

\$44.82

\$46.02

\$9.95

\$9.95

\$23.95

\$23.95

\$78.72

\$79.92

\$0.00

\$0.00

- ppre	nuce						
Effect	ive Date -	07/01/2023				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$21.54	\$9.65	\$0.00	\$0.00	\$31.19
2	55		\$23.69	\$9.65	\$6.27	\$0.00	\$39.61
3	60		\$25.84	\$9.65	\$6.84	\$0.00	\$42.33
4	65		\$28.00	\$9.65	\$7.41	\$0.00	\$45.06
5	70		\$30.15	\$9.65	\$19.78	\$0.00	\$59.58
6	75		\$32.30	\$9.65	\$20.35	\$0.00	\$62.30
7	80		\$34.46	\$9.65	\$20.92	\$0.00	\$65.03
8	90		\$38.76	\$9.65	\$22.06	\$0.00	\$70.47

Apprentice -	PAINTER Local 35 Zone 2 - BRUSH REPAINT
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	8	90	\$38.76	\$9.65	\$22.06	\$0.00	\$70.4	7
	Effecti Step	ive Date - 01/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
	$\frac{\operatorname{step}}{1}$	50	\$21.81	\$9.95	\$0.00	\$0.00	\$31.7	
	2	55	\$23.99	\$9.95	\$6.66	\$0.00	\$40.6	
	3	60	\$26.17	\$9.95	\$7.26	\$0.00	\$43.3	
	4	65	\$28.35	\$9.95	\$7.87	\$0.00	\$46.1	
	5	70	\$30.53	\$9.95	\$20.32	\$0.00	\$60.8	
	6	75	\$32.72	\$9.95	\$20.93	\$0.00	\$63.6	
	7	80	\$34.90	\$9.95	\$21.53	\$0.00	\$66.3	
	8	90	\$39.26	\$9.95	\$22.74	\$0.00	\$71.9	
	Notes:							
		Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1						
		ARKINGS (HEAVY/HIGHWAY)	06/01/2023	\$37.46	\$9.40	\$16.89	\$0.00	\$63.75
LABORERS - ZON	E 2 (HEAV	Y & HIGHWAY)	12/01/2023	\$38.36	\$9.40	\$16.89	\$0.00	\$64.65
			06/01/2024	\$39.69	\$9.40	\$16.89	\$0.00	\$65.98
			12/01/2024	\$41.02	\$9.40	\$16.89	\$0.00	\$67.31
			06/01/2025	\$42.41	\$9.40	\$16.89	\$0.00	\$68.70
			12/01/2025	\$43.79	\$9.40	\$16.89	\$0.00	\$70.08
			06/01/2026	\$45.23	\$9.40	\$16.89	\$0.00	\$71.52
			12/01/2026	\$46.67	\$9.40	\$16.89	\$0.00	\$72.96
		Apprentice- LABORER (Heavy and Highway)					
PANEL & PIC		UCKS DRIVER IL NO. 10 ZONE B	12/01/2021	\$35.78	\$13.41	\$16.01	\$0.00	\$65.20
DECK) <i>Pile driver loc</i>	CAL 56 (ZC		ND 08/01/2020	\$46.11	\$9.40	\$23.12	\$0.00	\$78.63
For apprentice PILE DRIVER PILE DRIVER LOO		'Apprentice- PILE DRIVER"	08/01/2020	\$46.11	\$9.40	\$23.12	\$0.00	\$78.63

	Apprentice - <i>PI</i> Effective Date -	<i>LE DRIVER - Local 56 Zon</i> 08/01/2020	e 2			Supplemental		
	Step percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Ra	ate
	1 0		\$0.00	\$0.00	\$0.00	\$0.00	\$0.	00
	(Same as 1\$57.06/2	e wages shall be no less thar set in Zone 1) 2\$61.96/3\$66.87/4\$69.32/5\$ urneyworker Ratio:1:5		\$76.68				
PIPELAYER			06/01/2023	\$ \$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE	E 2		12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice	rates see "Apprentice- L	ABORER"						
	IEAVY & HIGHW		06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE	E 2 (HEAVY & HIGHWA	Y)	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
			06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
			12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56
			06/01/2023	\$42.66	\$9.40	\$16.89	\$0.00	\$68.95
			12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
			06/01/2020	\$45.48	\$9.40	\$16.89	\$0.00	\$71.77
For apprentice	rates see "Apprentice- L	ABORER (Heavy and Highway)	12/01/2020	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
PLUMBER & P	PIPEFITTER		03/01/2023	\$ \$51.50	\$9.80	\$17.42	\$0.00	\$78.72
PLUMBERS LOCAL	L 4		09/01/2023			\$17.42	\$0.00	\$80.12
			03/01/2024			\$17.42	\$0.00	\$81.52
			09/01/2024	•		\$17.42	\$0.00	\$82.92
			03/01/202			\$17.42	\$0.00	\$84.32
			09/01/2025			\$17.42	\$0.00	\$85.72
			03/01/2020			\$17.42	\$0.00 \$0.00	\$85.72
			05/01/2020	, \$39.90	\$7.60	φ1/.τζ	φ0.00	\$0/.1Z

Effe	ctive Date -	03/01/2023				Supplemental		
Step			Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40		\$20.60	\$9.80	\$0.00	\$0.00	\$30.40	
2	50		\$25.75	\$9.80	\$0.00	\$0.00	\$35.55	
3	60		\$30.90	\$9.80	\$0.00	\$0.00	\$40.70	
4	70		\$36.05	\$9.80	\$7.71	\$0.00	\$53.56	
5	80		\$41.20	\$9.80	\$7.71	\$0.00	\$58.71	
Effe	ctive Date -	09/01/2023				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	40		\$21.16	\$9.80	\$0.00	\$0.00	\$30.96	
2	50		\$26.45	\$9.80	\$0.00	\$0.00	\$36.25	
3	60		\$31.74	\$9.80	\$0.00	\$0.00	\$41.54	
4	70		\$37.03	\$9.80	\$7.71	\$0.00	\$54.54	
5	80		\$42.32	\$9.80	\$7.71	\$0.00	\$59.83	
Note								
		000 hrs; Step 4 w/lic 75%, 5 /lic \$52.59, Step 5 w/lic \$57						
App	rentice to Jo	urneyworker Ratio:1:3						
PNEUMATIC CONT	ROLS (TEM	IP.)	03/01/2023	\$51.50	\$9.80	\$17.42	\$0.00	\$78.72
PLUMBERS LOCAL 4			09/01/2023	\$52.90		\$17.42	\$0.00	\$80.12
			03/01/2024	\$54.30	\$9.80	\$17.42	\$0.00	\$81.52
			09/01/2024	\$55.70	\$9.80	\$17.42	\$0.00	\$82.92
			03/01/2025	\$57.10	\$9.80	\$17.42	\$0.00	\$84.32
			09/01/2025	\$58.50	\$9.80	\$17.42	\$0.00	\$85.72
			03/01/2026	\$59.90		\$17.42	\$0.00	\$87.12
For apprentice rates se	e "Apprentice- I	PIPEFITTER" or "PLUMBER/PIPE	EFITTER"					
PNEUMATIC DRILL	/TOOL OPE	ERATOR	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2			12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
For apprentice rates se								
PNEUMATIC DRILL HIGHWAY)	./TOOL OPE	ERATOR (HEAVY &	06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2 (HEA	4VY & HIGHWA	<i>4Y)</i>	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
			06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23
			12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56
			06/01/2025	\$42.66	\$9.40	\$16.89	\$0.00	\$68.95
			12/01/2025	\$44.04	\$9.40	\$16.89	\$0.00	\$70.33
			06/01/2026	\$45.48	\$9.40	\$16.89	\$0.00	\$71.77
			12/01/2026	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21
For apprentice rates se POWDERMAN & BI		LABORER (Heavy and Highway)		*** • •	* ~ · · ·	¢17.00		
LABORERS - ZONE 2	LASIEK		06/01/2023 12/01/2023			\$16.89 \$16.89	\$0.00 \$0.00	\$64.75 \$65.65
For apprentice rates se	e "Apprentice- I	LABORER"	12/01/2023	\$39.30	\$ 7.4 0	ψ10.07	ψυιυυ	φ02.02

Apprentice - PLUMBER/PIPEFITTER - Local 4

Issue Date: 07/26/2023

POWDERMAN & BLASTER (HEAVY & HIGHWAY) 06/01/2023 \$38.46 \$9.40 \$16.89 \$0.00 \$64.75 LBORERS - ZONE 2 (HEAVY & HIGHWAY) 12/01/2023 \$39.36 \$9.40 \$16.89 \$0.00 \$565.85 06/01/2024 \$40.69 \$9.40 \$16.89 \$0.00 \$566.98 06/01/2025 \$43.41 \$9.40 \$16.89 \$0.00 \$573.96 12/01/2025 \$44.77 \$9.40 \$16.89 \$0.00 \$77.52 For appendice rates see "Appendice- LABORER (Heavy and Highway) 06/01/2026 \$47.67 \$9.40 \$16.89 \$0.00 \$67.54 PUMP OPERATOR CCONCRETE) 06/01/2023 \$38.86 \$13.58 \$15.10 \$0.00 \$67.90 PUMP OPERATOR CONCRETEN 06/01/2023 \$38.33 \$13.58 \$15.10 \$0.00 \$67.90 PUMP OPERATOR CONCRETEN 06/01/2023 \$38.33 \$13.58 \$15.10 \$0.00 \$67.96 PUMP OPERATOR CONCRETE DRIVER 02/02/2023 \$39.28 \$13.58 \$15.10 \$0.00 \$67.96 PUMP OP	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1201/2023 \$39.36 \$9.40 \$16.89 \$0.00 \$56.55 06/01/2024 \$40.69 \$9.40 \$16.89 \$0.00 \$66.98 1201/2024 \$42.02 \$9.40 \$16.89 \$0.00 \$66.98 1201/2025 \$43.41 \$9.40 \$16.89 \$0.00 \$56.95 06/01/2025 \$44.79 \$9.40 \$16.89 \$0.00 \$57.10 DEVID OPERATIOR CONCRETE) 06/01/2026 \$47.67 \$9.40 \$16.89 \$0.00 \$57.36 PUMP OPERATIOR CONCRETE) 06/01/2023 \$38.86 \$13.58 \$15.10 \$0.00 \$67.74 OPREATINC EXDICAL 98 12/01/2023 \$38.93 \$13.58 \$15.10 \$0.00 \$67.01 PUMP OPERATOR (DEWATERING, OTHER) 06/01/2023 \$38.33 \$13.58 \$15.10 \$0.00 \$67.90 PUMP OPERATOR (DEWATERING, OTHER) 06/01/2023 \$38.29 \$13.58 \$15.10 \$0.00 \$47.91 OPERATIVE EXDICAL 98 01/01/2024 \$25.29 \$10.77 \$8.00 \$0.00		06/01/2023	\$38.46	\$9.40	\$16.89	\$0.00	\$64.75
12.012.024 \$42.02 \$9.40 \$16.89 \$0.00 \$68.31 12.012.024 \$42.02 \$9.40 \$16.89 \$0.00 \$69.70 12.012.025 \$43.41 \$9.40 \$16.89 \$0.00 \$571.08 06:01/2025 \$44.79 \$9.40 \$16.89 \$0.00 \$573.96 Por appendic rules see "Apprentice- LABORER (Heavy and Highway) 06:01/2023 \$38.86 \$13.58 \$15.10 \$0.00 \$67.34 PUM POPERATIOR (CONCRETE) 06:01/2023 \$38.86 \$13.58 \$15.10 \$0.00 \$67.64 PUMP OPERATIOR CONCRETE 06:01/2023 \$38.33 \$13.58 \$15.10 \$0.00 \$67.61 12:01/2024 \$39.28 \$15.10 \$0.00 \$67.74 PUMP OPERATIOR CONCRETE 06:01/2023 \$38.33 \$13.58 \$15.10 \$0.00 \$67.61 12:01/2024 \$39.20 \$11.77 \$8.00 \$0.00 \$44.06 TEAMSTERS 170-J.G.Mad.ellan (Lanothong) 02/02/2024 \$29.00 \$11.17 \$8.00 \$0.00 \$48.8	LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$39.36	\$9.40	\$16.89	\$0.00	\$65.65
0601/2025 \$43.41 \$9.40 \$16.89 \$0.00 \$56.70 12/01/2025 \$44.79 \$9.40 \$16.89 \$0.00 \$77.82 POMP OPERATOR (CONCRNTE) 06/01/2023 \$38.86 \$13.58 \$15.10 \$0.00 \$67.54 POMP OPERATOR (CONCRNTE) 06/01/2023 \$38.86 \$13.58 \$15.10 \$0.00 \$66.89 POMP OPERATOR (DEWATERING ONGENERS" 06/01/2023 \$38.33 \$13.58 \$15.10 \$0.00 \$66.79 POMP OPERATOR (DEWATERING, OTHER) 06/01/2023 \$38.33 \$13.58 \$15.10 \$0.00 \$67.96 POMP OPERATOR DEWATERING, OTHER) 06/01/2023 \$38.33 \$13.58 \$15.10 \$0.00 \$67.96 PARTING ENGINEERS' 12/01/2023 \$25.29 \$10.77 \$8.00 \$0.00 \$44.06 READY-MIX CONCRETE DRIVER 02/02/2024 \$29.00 \$11.17 \$8.00 \$0.00 \$44.97 02/02/2025 \$29.50 \$11.37 \$8.00 \$60.00 \$44.97 02/02/2026 \$29.50 <td< td=""><td></td><td>06/01/2024</td><td>\$40.69</td><td>\$9.40</td><td>\$16.89</td><td>\$0.00</td><td>\$66.98</td></td<>		06/01/2024	\$40.69	\$9.40	\$16.89	\$0.00	\$66.98
1201/2025 \$44.79 \$9.40 \$16.89 \$0.00 \$71.08 For apprentice rules see "Apprentice- LABORER (Heavy and Highway) 06/01/2026 \$44.23 \$9.40 \$16.89 \$0.00 \$73.96 PUMP OPERATIOR (CONCRETE) OPERATING ENGINEERS LOCAL 98 12/01/2023 \$38.86 \$13.58 \$15.10 \$0.00 \$66.89 PUMP OPERATIOR ENGINEERS LOCAL 98 12/01/2023 \$38.33 \$13.58 \$15.10 \$0.00 \$67.96 PUMP OPERATIOR ENGINEERS LOCAL 98 12/01/2023 \$38.33 \$13.58 \$15.10 \$0.00 \$67.96 PUMP OPERATIOR ENGINEERS LOCAL 98 12/01/2023 \$39.28 \$13.58 \$15.10 \$0.00 \$67.96 PUMP OPERATIOR ENGINEERS 06/01/2023 \$25.29 \$10.77 \$8.00 \$0.00 \$44.06 TEMASTERS 170-J.G.MacLelian (Lamenburg) 01/01/2024 \$28.00 \$11.17 \$8.00 \$0.00 \$44.87 01/01/2025 \$29.50 \$11.57 \$8.00 \$0.00 \$44.97 TEMASTERS 170-J.G.MacLelian (Lamenburg) 06/01/2023 \$37.71 \$9.40		12/01/2024	\$42.02	\$9.40	\$16.89	\$0.00	\$68.31
Incomparison Incomparison<		06/01/2025	\$43.41	\$9.40	\$16.89	\$0.00	\$69.70
Inclusion 12/01/2026 \$47.67 \$9.40 \$16.89 \$0.00 \$573.96 PUMP OPERATOR (CONCRETE) for apprentice rules see "Apprentice- OPERATING ENGINEERS" 06/01/2023 \$38.86 \$13.58 \$15.10 \$0.00 \$67.54 PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98 515.10 \$0.00 \$67.01 PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS 06/01/2023 \$38.33 \$13.58 \$15.10 \$0.00 \$67.01 PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS 06/01/2023 \$32.28 \$13.58 \$15.10 \$0.00 \$67.96 TEAMSTERS 170-J.G.MacLellan (Lanenburg) 02/02/2023 \$25.29 \$10.77 \$8.00 \$0.00 \$44.06 TEAMSTERS 170-J.G.MacLellan (Lanenburg) 02/02/2023 \$22.90 \$11.17 \$8.00 \$0.00 \$48.71 01/01/2024 \$29.00 \$11.17 \$8.00 \$0.00 \$49.87 02/02/2026 \$29.50 \$11.57 \$8.00 \$0.00 \$49.87 01/01/2027 \$30.00 \$14.237 \$8.00 \$0.00 \$49.87		12/01/2025	\$44.79	\$9.40	\$16.89	\$0.00	\$71.08
For apprentice rates see "Apprentice- LABORER (Heavy and Highway) 06/01/2023 \$38.86 \$13.58 \$15.10 \$0.00 \$67.54 PUMP OPERATOR (CONCRETE) 06/01/2023 \$39.81 \$13.58 \$15.10 \$0.00 \$66.49 For apprentice rates see "Apprentice- OPERATING ENGINEERS" 06/01/2023 \$38.33 \$13.58 \$15.10 \$0.00 \$67.01 OPERATING ENGINEERS LOCAL 98 12/01/2023 \$39.28 \$13.58 \$15.10 \$0.00 \$67.96 For apprentice rates see "Apprentice- OPERATING ENGINEERS" 02/02/2023 \$25.29 \$10.77 \$8.00 \$0.00 \$44.06 01/01/2024 \$28.00 \$11.17 \$8.00 \$0.00 \$44.10 01/01/2025 \$29.00 \$11.17 \$8.00 \$0.00 \$44.81 02/02/2026 \$29.50 \$11.57 \$8.00 \$0.00 \$48.17 01/01/2027 \$30.00 \$11.57 \$8.00 \$0.00 \$49.97 02/02/2026 \$29.50 \$11.57 \$8.00 \$0.00 \$49.87 01/01/2027 \$30.00		06/01/2026	\$46.23	\$9.40	\$16.89	\$0.00	\$72.52
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 98 06/01/2023 \$38.86 \$13.58 \$15.10 \$0.00 \$67.54 OPERATING ENGINEERS LOCAL 98 12/01/2023 \$39.81 \$13.58 \$15.10 \$0.00 \$668.49 PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98 06/01/2023 \$38.33 \$13.58 \$15.10 \$0.00 \$67.96 For apprentice rules see "Apprentice- OPERATING ENGINEERS" 02/02/2023 \$25.29 \$10.77 \$8.00 \$0.00 \$44.06 TEAMSTERS 170 -J.G.MacLelian (Lunenburg) 01/01/2024 \$28.00 \$11.17 \$8.00 \$0.00 \$44.06 01/01/2024 \$29.00 \$11.17 \$8.00 \$0.00 \$44.06 01/01/2025 \$29.00 \$11.17 \$8.00 \$0.00 \$44.87 01/01/2025 \$29.00 \$11.17 \$8.00 \$0.00 \$44.87 01/01/2027 \$30.00 \$12.37 \$8.00 \$0.00 \$44.87 01/01/2027 \$30.00 \$12.37 \$8.00 \$0.00 \$64.90 DAGOERS - ZONE 2 12/0		12/01/2026	\$47.67	\$9.40	\$16.89	\$0.00	\$73.96
OPERATING ENGINEERS LOCAL 98 1 1000000000000000000000000000000000000	For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
For apprentice rates see "Apprentice- OPERATING ENGINEERS" 12/01/2023 \$39.81 \$13.58 \$15.10 \$0.00 \$68.49 PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98 12/01/2023 \$39.28 \$13.58 \$15.10 \$0.00 \$67.01 For apprentice rates see "Apprentice- OPERATING ENGINEERS" 02/02/2023 \$25.29 \$10.77 \$8.00 \$0.00 \$44.06 READY-MIX CONCRETE DRIVER 02/02/2024 \$29.00 \$11.17 \$8.00 \$0.00 \$44.06 01/01/2025 \$29.00 \$11.17 \$8.00 \$0.00 \$44.06 02/02/2026 \$29.00 \$11.17 \$8.00 \$0.00 \$44.06 02/02/2026 \$29.00 \$11.17 \$8.00 \$0.00 \$44.97 02/02/2026 \$29.00 \$11.57 \$8.00 \$0.00 \$49.97 02/02/2026 \$29.50 \$11.57 \$8.00 \$0.00 \$49.97 01/01/2027 \$30.00 \$12.37 \$8.00 \$0.00 \$66.40 L4D0RER5 - ZONE 2 12/01/2023 \$37.71 \$9.40 <td></td> <td>06/01/2023</td> <td>\$38.86</td> <td>\$13.58</td> <td>\$15.10</td> <td>\$0.00</td> <td>\$67.54</td>		06/01/2023	\$38.86	\$13.58	\$15.10	\$0.00	\$67.54
PUM OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98 06/01/2023 \$38.33 \$13.58 \$15.10 \$0.00 \$67.01 For apprentice rates see "Apprentice- OPERATING ENGINEERS" 02/02/2023 \$29.28 \$13.58 \$15.10 \$0.00 \$44.06 TEAMSTERS 170-J.G.MacLellan (Lamenburg) 02/02/2023 \$25.29 \$10.77 \$8.00 \$0.00 \$44.06 01/01/2024 \$28.00 \$11.17 \$8.00 \$0.00 \$44.06 02/02/2025 \$29.00 \$11.17 \$8.00 \$0.00 \$44.06 02/02/2025 \$29.00 \$11.57 \$8.00 \$0.00 \$44.97 02/02/2026 \$29.50 \$11.57 \$8.00 \$0.00 \$49.87 01/01/2027 \$30.00 \$12.37 \$8.00 \$0.00 \$49.87 01/01/2027 \$30.00 \$12.37 \$8.00 \$0.00 \$49.87 01/01/2027 \$30.00 \$12.37 \$8.00 \$0.00 \$64.90 For apprentice rates see "Apprentice- LABORER" 06/01/2023 \$37.72 \$13.58 \$15.10		12/01/2023	\$39.81	\$13.58	\$15.10	\$0.00	\$68.49
OPERATING ENGINEERS LOCAL 98 1 1000 012023 530.05 510.00 500.00 500.00 For apprentice rates see "Apprentice- OPERATING ENGINEERS" 12/01/2023 \$39.28 \$13.58 \$15.10 \$0.00 \$67.96 READY-MIX CONCRETE DRIVER TEAMSTERS 170-J.G.MacLellan (Lamenburg) 02/02/2023 \$25.29 \$10.77 \$8.00 \$0.00 \$44.06 01/01/2024 \$28.00 \$11.17 \$8.00 \$0.00 \$44.06 02/02/2024 \$29.00 \$11.17 \$8.00 \$0.00 \$44.07 02/02/2024 \$29.00 \$11.17 \$8.00 \$0.00 \$44.87 02/02/2025 \$29.50 \$11.57 \$8.00 \$0.00 \$49.97 02/02/2026 \$29.50 \$12.37 \$8.00 \$0.00 \$49.87 01/01/2027 \$30.00 \$12.37 \$8.00 \$0.00 \$49.87 01/01/2027 \$30.00 \$12.37 \$8.00 \$0.00 \$64.90 For apprentice- Tabes see "Apprentice- LABORER" 06/01/2023 \$37.72 \$13.58 \$15.10 \$0.0							
For apprentice rates see "Apprentice- OPERATING ENGINEERS" 12/01/2023 \$39.28 \$13.58 \$15.10 \$0.00 \$67.96 TEAMSTERS 170 -J.G.MacLellan (Lunenburg) 02/02/2023 \$25.29 \$10.77 \$8.00 \$0.00 \$44.06 01/01/2024 \$28.00 \$11.17 \$8.00 \$0.00 \$44.17 02/02/2025 \$29.00 \$11.17 \$8.00 \$0.00 \$44.87 01/01/2024 \$29.00 \$11.17 \$8.00 \$0.00 \$44.97 01/01/2025 \$29.00 \$11.17 \$8.00 \$0.00 \$44.97 02/02/2026 \$29.50 \$11.57 \$8.00 \$0.00 \$44.97 02/02/2026 \$29.50 \$11.57 \$8.00 \$0.00 \$49.87 01/01/2027 \$30.00 \$12.37 \$8.00 \$0.00 \$66.40 LABORERS - ZONE 2 06/01/2023 \$37.71 \$9.40 \$16.89 \$0.00 \$66.40 OPERATING ENGINEERS' 06/01/2023 \$37.72 \$13.58 \$15.10 \$0.00 \$66.40 <td< td=""><td></td><td>06/01/2023</td><td>\$38.33</td><td>\$13.58</td><td>\$15.10</td><td>\$0.00</td><td>\$67.01</td></td<>		06/01/2023	\$38.33	\$13.58	\$15.10	\$0.00	\$67.01
READY-MIX CONCRETE DRIVER 02/02/2023 \$25.29 \$10.77 \$8.00 \$0.00 \$44.06 TEAMSTERS 170-J.G.MacLellan (Lunenburg) 01/01/2024 \$28.00 \$11.17 \$8.00 \$0.00 \$44.17 02/02/2024 \$29.00 \$11.17 \$8.00 \$0.00 \$44.17 02/02/2025 \$29.00 \$11.17 \$8.00 \$0.00 \$44.17 01/01/2025 \$29.00 \$11.57 \$8.00 \$0.00 \$44.90 02/02/2026 \$29.50 \$11.57 \$8.00 \$0.00 \$44.90 02/02/2026 \$29.50 \$12.37 \$8.00 \$0.00 \$49.07 02/02/2026 \$29.50 \$12.37 \$8.00 \$0.00 \$49.07 02/02/2026 \$29.50 \$12.37 \$8.00 \$0.00 \$49.07 02/02/2023 \$37.71 \$9.40 \$16.89 \$0.00 \$64.00 LABORERS - ZONE 2 12/01/2023 \$37.72 \$13.58 \$15.10 \$0.00 \$66.40 OPERATING ENGINEERS'' 06/01/2023 \$37.72 \$13.58 \$15.10 \$0.00 \$67.35 For apprent		12/01/2023	\$39.28	\$13.58	\$15.10	\$0.00	\$67.96
TEAMSTERS 170 -J.G.MacLellan (Lunenburg) 02/02/2021 \$25,25 \$10,17 \$0.00 \$344,00 01/01/2024 \$28,00 \$11,17 \$8.00 \$0.00 \$447,17 02/02/2024 \$29,00 \$11,17 \$8.00 \$0.00 \$448,57 01/01/2025 \$29,00 \$11,57 \$8.00 \$0.00 \$448,57 02/02/2026 \$29,50 \$11,57 \$8.00 \$0.00 \$49,97 02/02/2026 \$29,50 \$11,57 \$8.00 \$0.00 \$49,97 02/02/2026 \$29,50 \$12,37 \$8.00 \$0.00 \$49,97 02/02/2026 \$29,50 \$12,37 \$8.00 \$0.00 \$49,97 02/02/2026 \$29,50 \$12,37 \$8.00 \$0.00 \$49,97 02/02/2026 \$29,50 \$12,37 \$8.00 \$0.00 \$64.00 LABORERS - ZONE 2 06/01/2023 \$37,71 \$9,40 \$16.89 \$0.00 \$66.40 0PERATING ENGINEERS LOCAL 98 \$10,71/2023 \$38.67 \$13,58 \$15.10							
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01/01/2025 \$29.00 \$11.57 \$8.00 \$0.00 \$48.57 02/02/2025 \$29.50 \$11.57 \$8.00 \$0.00 \$49.07 02/02/2026 \$29.50 \$11.57 \$8.00 \$0.00 \$49.07 02/02/2026 \$29.50 \$12.37 \$8.00 \$0.00 \$49.87 01/01/2027 \$30.00 \$12.37 \$8.00 \$0.00 \$50.37 RIDE-ON MOTORIZED BUGGY OPERATOR 06/01/2023 \$37.71 \$9.40 \$16.89 \$0.00 \$64.00 LABORERS - ZONE 2 12/01/2023 \$38.61 \$9.40 \$16.89 \$0.00 \$64.90 For apprentice- TABORER" 06/01/2023 \$37.72 \$13.58 \$15.10 \$0.00 \$66.40 OPERATING ENGINEERS LOCAL 98 12/01/2023 \$38.67 \$13.58 \$15.10 \$0.00 \$67.35 For apprentice- rates see "Apprentice- OPERATING ENGINEERS" 02/01/2023 \$48.53 \$12.78 \$20.20 \$0.00 \$83.01 ROOFER (Inc.Roofer Waterproofing & Roofer Damproofg) 02/01/2023 \$50.03 <t< td=""><td></td><td>01/01/2024</td><td>\$28.00</td><td>\$11.17</td><td>\$8.00</td><td>\$0.00</td><td>\$47.17</td></t<>		01/01/2024	\$28.00	\$11.17	\$8.00	\$0.00	\$47.17
02/02/2025 \$29.50 \$11.57 \$8.00 \$0.00 \$49.07 02/02/2026 \$29.50 \$12.37 \$8.00 \$0.00 \$49.87 01/01/2027 \$30.00 \$12.37 \$8.00 \$0.00 \$49.87 01/01/2027 \$30.00 \$12.37 \$8.00 \$0.00 \$49.87 01/01/2027 \$30.00 \$12.37 \$8.00 \$0.00 \$40.00 LABORERS - ZONE 2 06/01/2023 \$37.71 \$9.40 \$16.89 \$0.00 \$64.00 For apprentice rates see "Apprentice- LABORER" 06/01/2023 \$37.72 \$13.58 \$15.10 \$0.00 \$66.40 OPERATING ENGINEERS LOCAL 98 12/01/2023 \$38.67 \$13.58 \$15.10 \$0.00 \$67.35 For apprentice rates see "Apprentice- OPERATING ENGINEERS" 02/01/2023 \$50.03 \$12.78 \$20.20 \$0.00 \$81.51 ROOFER (Inc.Roofer Waterproofing & Roofer Damproofg) 02/01/2023 \$50.03 \$12.78 \$20.20 \$0.00 \$83.01 02/01/2024 \$51.28 \$12.78 \$2		02/02/2024	\$29.00	\$11.17	\$8.00	\$0.00	\$48.17
02/02/2026 \$29,50 \$12.37 \$8.00 \$0.00 \$49,87 01/01/2027 \$30.00 \$12.37 \$8.00 \$0.00 \$50.37 RIDE-ON MOTORIZED BUGGY OPERATOR 06/01/2023 \$37.71 \$9.40 \$16.89 \$0.00 \$64.00 LABORERS - ZONE 2 12/01/2023 \$38.61 \$9.40 \$16.89 \$0.00 \$64.00 For apprentice rates see "Apprentice- LABORER" 06/01/2023 \$37.72 \$13.58 \$15.10 \$0.00 \$66.40 OPERATING ENGINEERS LOCAL 98 12/01/2023 \$37.72 \$13.58 \$15.10 \$0.00 \$66.30 For apprentice rates see "Apprentice- OPERATING ENGINEERS" 02/01/2023 \$38.67 \$13.58 \$15.10 \$0.00 \$66.40 OPERATING ENGINEERS INCOLL 98 12/01/2023 \$38.67 \$13.58 \$15.10 \$0.00 \$67.35 ROOFER (Inc.Roofer Waterproofing & Roofer Damproofg) 02/01/2023 \$50.03 \$12.78 \$20.20 \$0.00 \$83.01 02/01/2024 \$51.28 \$12.78 \$20.20 \$0.00 \$84.26		01/01/2025	\$29.00	\$11.57	\$8.00	\$0.00	\$48.57
01/01/2027 \$30.00 \$12.37 \$8.00 \$50.37 RIDE-ON MOTORIZED BUGGY OPERATOR 06/01/2023 \$37.71 \$9.40 \$16.89 \$0.00 \$64.00 LABORERS - ZONE 2 12/01/2023 \$38.61 \$9.40 \$16.89 \$0.00 \$64.00 For apprentice rates see "Apprentice- LABORER" 06/01/2023 \$37.72 \$13.58 \$15.10 \$0.00 \$66.40 OPERATING ENGINEERS LOCAL 98 12/01/2023 \$38.67 \$13.58 \$15.10 \$0.00 \$67.35 For apprentice rates see "Apprentice- OPERATING ENGINEERS" 02/01/2023 \$48.53 \$12.78 \$20.20 \$0.00 \$81.51 ROOFER (Inc.Roofer Waterproofing & Roofer Damproofg) 02/01/2023 \$48.53 \$12.78 \$20.20 \$0.00 \$83.01 02/01/2024 \$51.28 \$12.78 \$20.20 \$0.00 \$84.26 08/01/2024 \$52.78 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$55.403 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$55.53		02/02/2025	\$29.50	\$11.57	\$8.00	\$0.00	\$49.07
RIDE-ON MOTORIZED BUGGY OPERATOR 06/01/2023 \$37.71 \$9.40 \$16.89 \$0.00 \$64.00 LABORERS - ZONE 2 12/01/2023 \$38.61 \$9.40 \$16.89 \$0.00 \$64.90 For apprentice rates see "Apprentice- LABORER" 06/01/2023 \$37.72 \$13.58 \$15.10 \$0.00 \$66.40 OPERATING ENGINEERS LOCAL 98 06/01/2023 \$37.72 \$13.58 \$15.10 \$0.00 \$66.30 For apprentice rates see "Apprentice- OPERATING ENGINEERS" 06/01/2023 \$38.67 \$13.58 \$15.10 \$0.00 \$67.35 ROOFER (Inc.Roofer Waterproofng & Roofer Damproofg) 02/01/2023 \$48.53 \$12.78 \$20.20 \$0.00 \$83.01 02/01/2024 \$51.28 \$12.78 \$20.20 \$0.00 \$84.26 08/01/2024 \$52.78 \$12.78 \$20.20 \$0.00 \$84.26 08/01/2024 \$52.78 \$12.78 \$20.20 \$0.00 \$84.26 08/01/2025 \$55.53 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$55.53 \$12.78 \$20.20 \$0.00 \$85.71		02/02/2026	\$29.50	\$12.37	\$8.00	\$0.00	\$49.87
LABORERS - ZONE 2 12/01/2023 \$33.61 \$9.40 \$16.89 \$0.00 \$64.90 For apprentice rates see "Apprentice- LABORER" 06/01/2023 \$37.72 \$13.58 \$15.10 \$0.00 \$66.40 OPERATING ENGINEERS LOCAL 98 12/01/2023 \$38.67 \$13.58 \$15.10 \$0.00 \$67.35 For apprentice rates see "Apprentice- OPERATING ENGINEERS" 02/01/2023 \$48.53 \$12.78 \$20.20 \$0.00 \$81.51 ROOFERS LOCAL 33 02/01/2023 \$48.53 \$12.78 \$20.20 \$0.00 \$83.01 02/01/2024 \$51.28 \$12.78 \$20.20 \$0.00 \$84.26 08/01/2024 \$52.78 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$54.03 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$54.03 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$55.53 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$55.53 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$55.53 \$12.78 \$20.20<		01/01/2027	\$30.00	\$12.37	\$8.00	\$0.00	\$50.37
For apprentice- LABORER" 12/01/2023 \$38.61 \$9.40 \$16.89 \$0.00 \$64.90 ROLLER OPERATOR OPERATING ENGINEERS LOCAL 98 For apprentice- OPERATING ENGINEERS" ROOFER (Inc.Roofer Waterproofing & Roofer Damproofg) 06/01/2023 \$37.72 \$13.58 \$15.10 \$0.00 \$66.40 ROOFERS LOCAL 33 \$000 \$66.40 \$2/01/2023 \$38.67 \$13.58 \$15.10 \$0.00 \$67.35 ROOFERS LOCAL 33 \$02/01/2023 \$48.53 \$12.78 \$20.20 \$0.00 \$81.51 02/01/2023 \$50.03 \$12.78 \$20.20 \$0.00 \$83.01 02/01/2024 \$51.28 \$12.78 \$20.20 \$0.00 \$84.26 08/01/2024 \$51.28 \$12.78 \$20.20 \$0.00 \$84.26 08/01/2024 \$52.78 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$54.03 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$55.53 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$55.53 \$12.78 \$20.20 \$0.00 \$85.71 <td></td> <td>06/01/2023</td> <td>\$37.71</td> <td>\$9.40</td> <td>\$16.89</td> <td>\$0.00</td> <td>\$64.00</td>		06/01/2023	\$37.71	\$9.40	\$16.89	\$0.00	\$64.00
ROLLER OPERATOR 06/01/2023 \$37.72 \$13.58 \$15.10 \$0.00 \$66.40 OPERATING ENGINEERS LOCAL 98 12/01/2023 \$38.67 \$13.58 \$15.10 \$0.00 \$67.35 For apprentice rates see "Apprentice- OPERATING ENGINEERS" 02/01/2023 \$48.53 \$12.78 \$20.20 \$0.00 \$81.51 ROOFER (Inc.Roofer Waterproofing & Roofer Damproofg) 02/01/2023 \$48.53 \$12.78 \$20.20 \$0.00 \$83.01 02/01/2024 \$51.28 \$12.78 \$20.20 \$0.00 \$84.26 08/01/2024 \$51.28 \$12.78 \$20.20 \$0.00 \$84.26 08/01/2024 \$52.78 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$54.03 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$54.03 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$55.53 \$12.78 \$20.20 \$0.00 \$85.71 08/01/2025 \$55.53 \$12.78 \$20.20 \$0.00 \$85.71	LABORERS - ZONE 2	12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90
OPERATING ENGINEERS LOCAL 98 5000 112025 5000 112025 5000 112025 5000 100 100 1000 For apprentice rates see "Apprentice- OPERATING ENGINEERS" 12/01/2023 \$38.67 \$13.58 \$15.10 \$0.00 \$67.35 ROOFER (Inc.Roofer Waterproofing & Roofer Damproofg) 02/01/2023 \$48.53 \$12.78 \$20.20 \$0.00 \$81.51 08/01/2023 \$50.03 \$12.78 \$20.20 \$0.00 \$83.01 02/01/2024 \$51.28 \$12.78 \$20.20 \$0.00 \$84.26 08/01/2024 \$52.78 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$54.03 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$55.53 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$55.53 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$55.53 \$12.78 \$20.20 \$0.00 \$85.71	For apprentice rates see "Apprentice- LABORER"						
12/01/2023 \$38.67 \$13.58 \$15.10 \$0.00 \$67.35 ROOFER (Inc.Roofer Waterproofing & Roofer Damproofg) 02/01/2023 \$48.53 \$12.78 \$20.20 \$0.00 \$81.51 08/01/2023 \$50.03 \$12.78 \$20.20 \$0.00 \$83.01 02/01/2024 \$51.28 \$12.78 \$20.20 \$0.00 \$83.01 02/01/2024 \$51.28 \$12.78 \$20.20 \$0.00 \$84.26 08/01/2024 \$52.78 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$54.03 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$55.53 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$55.53 \$12.78 \$20.20 \$0.00 \$85.76 08/01/2025 \$55.53 \$12.78 \$20.20 \$0.00 \$85.71		06/01/2023	\$37.72	\$13.58	\$15.10	\$0.00	\$66.40
ROOFER (Inc.Roofer Waterproofing & Roofer Damproofg) 02/01/2023 \$48.53 \$12.78 \$20.20 \$0.00 \$81.51 ROOFERS LOCAL 33 08/01/2023 \$50.03 \$12.78 \$20.20 \$0.00 \$83.01 02/01/2024 \$51.28 \$12.78 \$20.20 \$0.00 \$84.26 08/01/2024 \$52.78 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$54.03 \$12.78 \$20.20 \$0.00 \$87.01 08/01/2025 \$55.53 \$12.78 \$20.20 \$0.00 \$88.51		12/01/2023	\$38.67	\$13.58	\$15.10	\$0.00	\$67.35
ROOFERS LOCAL 33 08/01/2023 \$10.53 \$12.78 \$20.20 \$0.00 \$83.01 02/01/2024 \$51.28 \$12.78 \$20.20 \$0.00 \$84.26 08/01/2024 \$52.78 \$12.78 \$20.20 \$0.00 \$84.26 02/01/2024 \$52.78 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$54.03 \$12.78 \$20.20 \$0.00 \$85.76 02/01/2025 \$55.53 \$12.78 \$20.20 \$0.00 \$85.71 08/01/2025 \$55.53 \$12.78 \$20.20 \$0.00 \$88.51	For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
08/01/2023\$50.03\$12.78\$20.20\$0.00\$83.0102/01/2024\$51.28\$12.78\$20.20\$0.00\$84.2608/01/2024\$52.78\$12.78\$20.20\$0.00\$85.7602/01/2025\$54.03\$12.78\$20.20\$0.00\$85.0108/01/2025\$55.53\$12.78\$20.20\$0.00\$87.0108/01/2025\$55.53\$12.78\$20.20\$0.00\$88.51		02/01/2023	\$48.53	\$12.78	\$20.20	\$0.00	\$81.51
08/01/2024\$52.78\$12.78\$20.20\$0.00\$85.7602/01/2025\$54.03\$12.78\$20.20\$0.00\$87.0108/01/2025\$55.53\$12.78\$20.20\$0.00\$88.51	NOOLFUS FOCAT J	08/01/2023	\$50.03	\$12.78	\$20.20	\$0.00	\$83.01
02/01/2025\$54.03\$12.78\$20.20\$0.00\$87.0108/01/2025\$55.53\$12.78\$20.20\$0.00\$88.51		02/01/2024	\$51.28	\$12.78	\$20.20	\$0.00	\$84.26
08/01/2025 \$55.53 \$12.78 \$20.20 \$0.00 \$88.51		08/01/2024	\$52.78	\$12.78	\$20.20	\$0.00	\$85.76
		02/01/2025	\$54.03	\$12.78	\$20.20	\$0.00	\$87.01
		08/01/2025	\$55.53	\$12.78	\$20.20	\$0.00	\$88.51
02/01/2020 $530./8$ $512./8$ 520.20 50.00 $589./0$		02/01/2026	\$56.78	\$12.78	\$20.20	\$0.00	\$89.76

	Step	e Date - percent	02/01/2023	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$24.27	\$12.78	\$5.59	\$0.00	\$42.64	
	2	60		\$29.12	\$12.78	\$20.20	\$0.00	\$62.10	
	3	65		\$31.54	\$12.78	\$20.20	\$0.00	\$64.52	
	4	75		\$36.40	\$12.78	\$20.20	\$0.00	\$69.38	
	5	85		\$41.25	\$12.78	\$20.20	\$0.00	\$74.23	
	Effectiv	e Date -	08/01/2023				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$25.02	\$12.78	\$5.59	\$0.00	\$43.39	
	2	60		\$30.02	\$12.78	\$20.20	\$0.00	\$63.00	
	3	65		\$32.52	\$12.78	\$20.20	\$0.00	\$65.50	
	4	75		\$37.52	\$12.78	\$20.20	\$0.00	\$70.50	
	5	85		\$42.53	\$12.78	\$20.20	\$0.00	\$75.51	
		Step 1 is 2 (Hot Pitel	5-10, the 1:10; Reroofing: 1: 2000 hrs.; Steps 2-5 are 100 n Mechanics' receive \$1.00 h urneyworker Ratio:**	0 hrs.				 	
DOFER SLA7	FE / TILE	E / PRECA	ST CONCRETE	02/01/2023	3 \$48.78	3 \$12.78	\$20.20	\$0.00	\$81.76
OOFERS LOCAL .	33			08/01/2023			\$20.20	\$0.00	\$83.20
				02/01/2024			\$20.20	\$0.00	\$84.5
				08/01/2024	4 \$53.03	\$12.78	\$20.20	\$0.00	\$86.0
				02/01/202	5 \$54.28	\$12.78	\$20.20	\$0.00	\$87.26
				08/01/2023	5 \$55.78	\$12.78	\$20.20	\$0.00	\$88.76
For apprentice	rates see "	nnrentice- F	POOFER"	02/01/2020	6 \$57.03	\$12.78	\$20.20	\$0.00	\$90.0 1
CRAPER		ipprendee- r		06/01/2023	3 \$38.33	\$ \$13.58	\$15.10	\$0.00	\$67.01
	INEERS LO	CAL 98		12/01/2023	3 \$39.28	\$13.58	\$15.10	\$0.00	\$67.96
PERATING ENGL			PERATING ENGINEERS"						
For apprentice			D COMPACTORS	06/01/2023	3 \$37.72	2 \$13.58	\$15.10	\$0.00	\$66.40
For apprentice	ED ROL	LERS AN	D COMPACTORS	06/01/202 12/01/202			\$15.10 \$15.10	\$0.00 \$0.00	
For apprentice LF-POWERI AMPERS) ERATING ENGL For apprentice	ED ROL	LERS AN CAL 98 Apprentice- C	PPERATING ENGINEERS"						
For apprentice LF-POWERI AMPERS) <i>ERATING ENGL</i> For apprentice LF-PROPEL	ED ROL	CAL 98 CAL 98 Apprentice- C	PPERATING ENGINEERS"		3 \$38.67	\$13.58	\$15.10 \$15.10		\$67.3
For apprentice LF-POWERI AMPERS) <i>ERATING ENGL</i> For apprentice LF-PROPEL <i>ERATING ENGL</i>	ED ROL <i>INEERS LO</i> rates see "/ <i>LED PO</i> <i>INEERS LO</i>	LERS AN CAL 98 Apprentice- C WER BR(CAL 98	OPERATING ENGINEERS"	12/01/202	3 \$38.67 3 \$35.10	\$13.58\$13.58	\$15.10	\$0.00	\$67.35 \$63.78
For apprentice LF-POWERI AMPERS) ERATING ENGL For apprentice LF-PROPEL ERATING ENGL For apprentice	ED ROL INEERS LO rates see "/ LED PO INEERS LO	CAL 98 Apprentice- C WER BR(CAL 98 Apprentice- C	PPERATING ENGINEERS"	12/01/202 06/01/202 12/01/202	3 \$38.67 3 \$35.10 3 \$36.05	7 \$13.58 0 \$13.58 5 \$13.58	\$15.10 \$15.10 \$15.10	\$0.00 \$0.00 \$0.00	\$67.3 \$63.78 \$64.73
For apprentice LF-POWERI AMPERS) <i>ERATING ENGL</i> For apprentice <i>EF-PROPEL</i> <i>ERATING ENGL</i> For apprentice IEETMETAL	ED ROL	CAL 98 Apprentice- C WER BRC CAL 98 Apprentice- C ER	OPERATING ENGINEERS"	12/01/202: 06/01/202: 12/01/202: 07/01/202:	3 \$38.67 3 \$35.10 3 \$36.02 3 \$42.55	7 \$13.58 0 \$13.58 5 \$13.58 5 \$13.64	\$15.10 \$15.10 \$15.10 \$17.54	\$0.00 \$0.00 \$0.00 \$2.05	\$66.40 \$67.35 \$63.78 \$64.73 \$72.78
For apprentice CLF-POWERI AMPERS) <i>ERATING ENGL</i> For apprentice CLF-PROPEL <i>ERATING ENGL</i>	ED ROL	CAL 98 Apprentice- C WER BRC CAL 98 Apprentice- C ER	OPERATING ENGINEERS"	12/01/202 06/01/202 12/01/202	3 \$38.67 3 \$35.10 3 \$36.05 3 \$42.55 4 \$43.80	7 \$13.58 0 \$13.58 5 \$13.58 5 \$13.64 0 \$10.64	\$15.10 \$15.10 \$15.10	\$0.00 \$0.00 \$0.00	\$67.35 \$63.78 \$64.73

Effect	ive Date -	07/01/2023				Supplemental	
Step	percent		Apprentice Base Wag	e Health	Pension	Unemployment	Total Rate
1	45		\$19.15	\$4.79	\$4.76	\$0.92	\$29.62
2	50		\$21.28	\$5.32	\$5.29	\$1.03	\$32.92
3	55		\$23.40	\$5.85	\$5.82	\$1.13	\$36.20
4	60		\$25.53	\$6.38	\$6.35	\$1.23	\$39.49
5	65		\$27.66	\$6.92	\$6.88	\$1.33	\$42.79
6	70		\$29.79	\$7.45	\$7.41	\$1.44	\$46.09
7	75		\$31.91	\$7.98	\$7.94	\$1.54	\$49.37
8	80		\$34.04	\$8.51	\$15.42	\$1.64	\$59.61
)	85		\$36.17	\$9.04	\$15.95	\$1.74	\$62.90
10	90		\$38.30	\$9.58	\$16.48	\$1.85	\$66.21

Apprentice - SHEET METAL WORKER - Local 63

10 90 \$38.30 \$9.58 \$16.48 \$1.85 \$66.40 Effective Date - 01/01/2024 Step percent Apprentice Base Wage Health Pension Supplemental Unemployment Total R 1 45 \$19.71 \$4.79 \$4.76 \$0.92 \$30.0 2 50 \$21.90 \$5.32 \$5.29 \$1.03 \$33.3 3 55 \$224.09 \$5.85 \$5.82 \$1.13 \$36.0 4 60 \$26.28 \$6.38 \$6.35 \$1.23 \$40.0 5 65 \$28.47 \$6.92 \$6.88 \$1.33 \$43.0 6 70 \$30.66 \$7.45 \$7.41 \$1.44 \$46.0 7 75 \$32.85 \$7.98 \$7.94 \$1.54 \$50.0 8 80 \$35.04 \$8.51 \$15.42 \$1.64 \$60.0 9 85 \$37.23 \$9.04 \$15.95 \$1.74 \$63.0 10 90 \$39.42 \$9.58 \$13.92 \$1.85 \$64.0<	
SteppercentApprentice Base WageHealthPensionUnemploymentTotal R145\$19.71\$4.79\$4.76\$0.92\$30.250\$21.90\$5.32\$5.29\$1.03\$33.355\$24.09\$5.85\$5.82\$1.13\$36.460\$26.28\$6.38\$6.35\$1.23\$40.565\$28.47\$6.92\$6.88\$1.33\$43.670\$30.66\$7.45\$7.41\$1.44\$46.775\$32.85\$7.98\$7.94\$1.54\$50.880\$35.04\$8.51\$15.42\$1.64\$60.985\$37.23\$9.04\$15.95\$1.74\$63.	21
SteppercentApprentice Base WageHealthPensionUnemploymentTotal R145 $\$19.71$ $\$4.79$ $\$4.76$ $\$0.92$ $\$30.92$ 250 $\$21.90$ $\$5.32$ $\$5.29$ $\$1.03$ $\$33.93$ 355 $\$24.09$ $\$5.85$ $\$5.82$ $\$1.13$ $\$36.92$ 460 $\$26.28$ $\$6.38$ $\$6.35$ $\$1.23$ $\$40.92$ 565 $\$28.47$ $\$6.92$ $\$6.88$ $\$1.33$ $\$43.92$ 670 $\$30.66$ $\$7.45$ $\$7.41$ $\$1.44$ $\$46.92$ 775 $\$32.85$ $\$7.98$ $\$7.94$ $\$1.54$ $\$50.92$ 880 $\$35.04$ $\$8.51$ $\$15.42$ $\$1.64$ $\$60.92$ 985 $\$37.23$ $\$9.04$ $\$15.95$ $\$1.74$ $\$63.92$	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	ite
3 55 \$24.09 \$5.82 \$1.13 \$36. 4 60 \$26.28 \$6.38 \$6.35 \$1.23 \$40. 5 65 \$28.47 \$6.92 \$6.88 \$1.33 \$43. 6 70 \$30.66 \$7.45 \$7.41 \$1.44 \$46. 7 75 \$32.85 \$7.98 \$7.94 \$1.54 \$50. 8 80 \$35.04 \$8.51 \$15.42 \$1.64 \$60. 9 85 \$37.23 \$9.04 \$15.95 \$1.74 \$63.	18
4 60 \$24,69 \$5,65 \$5,65 \$1,15 \$5,65 5 65 \$26,28 \$6,38 \$6,35 \$1,23 \$40 5 65 \$28,47 \$6,92 \$6,88 \$1,33 \$43 6 70 \$30,66 \$7,45 \$7,41 \$1,44 \$46 7 75 \$32,85 \$7,98 \$7,94 \$1,54 \$50 8 80 \$35,04 \$8,51 \$15,42 \$1,64 \$60 9 85 \$37,23 \$9,04 \$15,95 \$1,74 \$63	54
5 65 \$28.47 \$6.92 \$6.88 \$1.33 \$43.66 6 70 \$30.66 \$7.45 \$7.41 \$1.44 \$46.77 7 75 \$32.85 \$7.98 \$7.94 \$1.54 \$50.86 8 80 \$35.04 \$8.51 \$15.42 \$1.64 \$60.92 9 85 \$37.23 \$9.04 \$15.95 \$1.74 \$63.85	89
6 70 \$30.66 \$7.45 \$7.41 \$1.44 \$46. 7 75 \$32.85 \$7.98 \$7.94 \$1.54 \$50. 8 80 \$35.04 \$8.51 \$15.42 \$1.64 \$60. 9 85 \$37.23 \$9.04 \$15.95 \$1.74 \$63.	24
7 75 \$32.85 \$7.98 \$7.94 \$1.54 \$50.00 8 80 \$35.04 \$8.51 \$15.42 \$1.64 \$60.00 9 85 \$37.23 \$9.04 \$15.95 \$1.74 \$63.00	60
8 80 \$35.04 \$8.51 \$15.42 \$1.64 \$60. 9 85 \$37.23 \$9.04 \$15.95 \$1.74 \$63.	96
9 85 \$37.23 \$9.04 \$15.95 \$1.74 \$63.	31
	61
10 90 \$39.42 \$9.58 \$13.92 \$1.85 \$64.	96
	77
Notes:	-
Apprentice to Journeyworker Ratio:1:3	_
PECIALIZED EARTH MOVING EQUIP < 35 TONS	\$65.66
ECIALIZED EARTH MOVING EQUIP > 35 TONS 12/01/2021 \$36.53 \$13.41 \$16.01 \$0.00 AMSTERS JOINT COUNCIL NO. 10 ZONE B 5 5 \$12/01/2021 \$36.53 \$13.41 \$16.01 \$0.00	\$65.95
PRINKLER FITTER 04/01/2021 \$43.14 \$10.55 \$16.41 \$0.00 RINKLER FITTERS LOCAL 669 669 669 669 669 669 669 669 669 669 669 669 669 669 56	\$70.10

		re Date - 04/01/2021					Supplemental		
St	tep	percent	Apprentice Base Wage	Health	F	Pension	Unemployment	To	otal Rate
1		45	\$19.41	\$7.75		\$0.00	\$0.00		\$27.16
2		50	\$21.57	\$7.75		\$0.00	\$0.00		\$29.32
3		55	\$23.73	\$10.55		\$8.15	\$0.00		\$42.43
4	ļ	60	\$25.88	\$10.55		\$8.15	\$0.00		\$44.58
5		65	\$28.04	\$10.55		\$8.40	\$0.00		\$46.99
6		70	\$30.20	\$10.55		\$8.40	\$0.00		\$49.15
7		75	\$32.36	\$10.55		\$8.40	\$0.00		\$51.31
8		80	\$34.51	\$10.55		\$8.40	\$0.00		\$53.46
9)	85	\$36.67	\$10.55		\$8.40	\$0.00		\$55.62
1	0	90	\$38.83	\$10.55		\$8.40	\$0.00		\$57.78
N	otes:								
A	pprer	itice to Journeyworker Ratio:1:1							
TERRAZZO FINIS			02/01/2023	3 \$5	59.29	\$11.49	\$22.34	\$0.00	\$93.12
BRICKLAYERS LOCAL	. 3 - MA	RBLE & TILE	08/01/2023	3 \$6	51.34	\$11.49	\$22.34	\$0.00	\$95.17
			02/01/2024	4 \$6	52.59	\$11.49	\$22.34	\$0.00	\$96.42
			08/01/2024	4 \$6	64.69	\$11.49	\$22.34	\$0.00	\$98.52
			02/01/202	5 \$6	55.99	\$11.49	\$22.34	\$0.00	\$99.82
			08/01/202	5 \$6	58.14	\$11.49	\$22.34	\$0.00	\$101.97
			02/01/2020	6 \$6	59.49	\$11.49	\$22.34	\$0.00	\$103.32
			08/01/2020	6 \$7	71.69	\$11.49	\$22.34	\$0.00	\$105.52
			02/01/202	7 \$7	73.09	\$11.49	\$22.34	\$0.00	\$106.92

Apprentice - SPRINKLER FITTER - Local 669

	Effecti	ive Date -	02/01/2023				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$29.65	\$11.49	\$22.34	\$0.00	\$63.48	
	2	60		\$35.57	\$11.49	\$22.34	\$0.00	\$69.40	
	3	70		\$41.50	\$11.49	\$22.34	\$0.00	\$75.33	
	4	80		\$47.43	\$11.49	\$22.34	\$0.00	\$81.26	
	5	90		\$53.36	\$11.49	\$22.34	\$0.00	\$87.19	
	Effecti	ive Date -	08/01/2023				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$30.67	\$11.49	\$22.34	\$0.00	\$64.50	
	2	60		\$36.80	\$11.49	\$22.34	\$0.00	\$70.63	
	3	70		\$42.94	\$11.49	\$22.34	\$0.00	\$76.77	
	4	80		\$49.07	\$11.49	\$22.34	\$0.00	\$82.90	
	5	90		\$55.21	\$11.49	\$22.34	\$0.00	\$89.04	
	Notes:								
	Appre	ntice to Jo	urneyworker Ratio:1:3						
EST BORING				06/01/2023	3 \$47.5	58 \$9.40	\$17.97	\$0.00	\$74.95
ABORERS - FOUN	DATION	AND MARINI	E	12/01/2023	3 \$48.8	\$9.40	\$17.97	\$0.00	\$76.20
				06/01/2024	4 \$50.3	\$9.40	\$17.97	\$0.00	\$77.68
				12/01/2024	4 \$51.7	78 \$9.40	\$17.97	\$0.00	\$79.15
				06/01/202	5 \$53.2	8 \$9.40	\$17.97	\$0.00	\$80.65
				12/01/202	5 \$54.7	8 \$9.40	\$17.97	\$0.00	\$82.15
				06/01/2020	5 \$56.3	\$9.40	\$17.97	\$0.00	\$83.70
For apprentice 1	ratas saa '	Apprentice I	ABODED"	12/01/2020	5 \$57.8	\$9.40	\$17.97	\$0.00	\$85.20
EST BORING	DRILL	ER HELPI	ER	06/01/202	3 \$43.7	70 \$9.40	\$17.97	\$0.00	\$71.07
4BORERS - FOUN	DATION	AND MARIN	Ε	12/01/202			\$17.97	\$0.00	\$72.32
				06/01/2024			\$17.97	\$0.00	\$73.80
				12/01/2024			\$17.97	\$0.00	\$75.27
				06/01/202:			\$17.97	\$0.00	\$76.77
				12/01/202			\$17.97	\$0.00	\$78.27
				06/01/2020			\$17.97	\$0.00	\$79.82
				12/01/2020			\$17.97	\$0.00	\$81.32
For apprentice a	rates see '	'Annrentice- I	ABORER"	12,01,202					, .

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile Effective Date - 02/01/2023

For apprentice rates see "Apprentice- LABORER"

ABORERS - FOUNDATION AND MARINE 500012025 51150 50100 51150 50100 51150 12/01/2023 \$44.83 \$9.40 \$17.97 \$0.00 \$72.20 06/01/2024 \$46.31 \$9.40 \$17.97 \$0.00 \$73.68 12/01/2024 \$47.78 \$9.40 \$17.97 \$0.00 \$73.68 12/01/2025 \$49.28 \$9.40 \$17.97 \$0.00 \$76.65 12/01/2025 \$50.78 \$9.40 \$17.97 \$0.00 \$78.15 06/01/2025 \$49.28 \$9.40 \$17.97 \$0.00 \$78.15 06/01/2026 \$52.33 \$9.40 \$17.97 \$0.00 \$78.15 06/01/2026 \$53.83 \$9.40 \$17.97 \$0.00 \$78.15 06/01/2026 \$53.83 \$9.40 \$17.97 \$0.00 \$76.65 12/01/2026 \$53.83 \$9.40 \$17.97 \$0.00 \$78.15 06/01/2026 \$53.83 \$9.40 \$17.97 \$0.00 \$66.40 20PERATING ENGINEERS 06/01/2023 \$37.72 \$13.58 \$15.10 \$0.00 <th>Classification</th> <th>Effective Date</th> <th>Base Wage</th> <th>Health</th> <th>Pension</th> <th>Supplemental Unemployment</th> <th>Total Rate</th>	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
12012023 \$44.3 \$9.40 \$17.97 \$0.00 \$72.20 066012024 \$46.31 \$9.40 \$17.97 \$0.00 \$73.68 12012025 \$49.28 \$9.40 \$17.97 \$0.00 \$75.15 06012025 \$49.28 \$9.40 \$17.97 \$0.00 \$78.15 06012026 \$53.33 \$9.40 \$17.97 \$0.00 \$78.15 06012026 \$53.33 \$9.40 \$17.97 \$0.00 \$78.15 For apprentice rates see "Apprentice-LABOREA" \$2012020 \$53.83 \$9.40 \$17.97 \$0.00 \$66.40 PFRATING PROPERSTOCAL 98 \$2012022 \$33.87 \$13.58 \$15.10 \$0.00 \$66.24 RALEES FOR ADTH MOTING PROPERSTOCAL 98 \$2012022 \$38.67 \$13.88 \$15.10 \$0.00 \$86.36 TUNNEL WORK - COMPRESSED AIR 06012021 \$55.45 \$9.40 \$18.42 \$0.00 \$88.63 12012024 \$66.11 \$9.40 \$18.42 \$0.00 \$88.63 12012025 \$65.11 \$9.40 \$18.42 \$0.00 \$88.63 12	TEST BORING LABORER	06/01/2023	\$43.58	\$9.40	\$17.97	\$0.00	\$70.95	
I2012024 \$47.78 \$9,40 \$17.97 \$0.00 \$75.15 I2012025 \$49.28 \$9.40 \$17.97 \$0.00 \$76.55 I2012025 \$53.08 \$9.40 \$17.97 \$0.00 \$87.815 I2012026 \$53.38 \$9.40 \$17.97 \$0.00 \$81.20 IRRACTOR 12012026 \$33.83 \$9.40 \$17.97 \$0.00 \$81.20 IRRACTOR 0601/2023 \$37.87 \$13.58 \$15.10 \$0.00 \$66.40 SPERATION DEVOLVER FUNCTIONS FOULPMENT 1201/2021 \$38.67 \$13.58 \$15.10 \$0.00 \$66.40 TARAPTERS COMPRESSED AIR 0601/2022 \$38.67 \$13.42 \$0.00 \$88.63 OUNDERS COMPRESSED AIR 0601/2024 \$55.81 \$9.40 \$18.42 \$0.00 \$88.63 OUNDERS COMPRESSED AIR 0601/2024 \$56.61 \$9.40 \$18.42 \$0.00 \$88.63 IUNDEL WORK - COMPRESSED AIR (HAZ WASTE) 0601/2024 \$66.01 \$9.40 \$18.42 \$0.00 <td< td=""><td>LABORERS - FOUNDATION AND MARINE</td><td>12/01/2023</td><td>\$44.83</td><td>\$9.40</td><td>\$17.97</td><td>\$0.00</td><td>\$72.20</td></td<>	LABORERS - FOUNDATION AND MARINE	12/01/2023	\$44.83	\$9.40	\$17.97	\$0.00	\$72.20	
bit bit< <th>bit bit<</th> bit<	bit bit<		06/01/2024	\$46.31	\$9.40	\$17.97	\$0.00	\$73.68
12012025 550.78 59.40 51.797 50.00 578.15 66/01/2026 552.33 59.40 51.797 50.00 579.70 12012026 553.83 59.40 51.797 50.00 581.20 ICRACTORS 06/01/2023 53.772 513.58 51.50 50.00 566.40 ICRACTORS 12/01/2021 53.847 513.58 51.50 50.00 566.24 ICRACTORS 12/01/2021 53.842 51.41 51.60 58.62 58.43 ABORESS (COMPRESSED AIR 06/01/2023 555.81 59.40 51.842 50.00 588.36 ILUNNEL WOKK - COMPRESSED AIR 06/01/2024 556.31 59.40 51.842 50.00 588.36 12/01/2024 560.01 59.40 51.842 50.00 588.36 12/01/2025 561.51 59.40 51.842 50.00 588.36 12/01/2025 561.51 59.40 51.842 50.00 588.36 12/01/2026 561.51		12/01/2024	\$47.78	\$9.40	\$17.97	\$0.00	\$75.15	
6001/202 552.33 59.40 517.97 50.00 579.70 12/01/2026 553.83 59.40 \$17.97 \$0.00 \$51.20 PERAIPTED EXENTERS LABORER* 06/01/2023 \$37.72 \$13.58 \$15.10 \$0.00 \$66.40 Description rates we "Appendice TABORER" 12/01/2023 \$38.67 \$13.58 \$15.10 \$0.00 \$66.30 TRALLERS FOR EARTH MOVING EQUIPMENT 12/01/2021 \$36.82 \$13.41 \$16.01 \$0.00 \$86.36 ABORES (COMPRESSED AIR 06/01/2023 \$55.81 \$9.40 \$18.42 \$0.00 \$86.36 12/01/2021 \$56.04 \$9.40 \$18.42 \$0.00 \$86.36 12/01/2023 \$57.06 \$9.40 \$18.42 \$0.00 \$86.36 12/01/2024 \$60.01 \$9.40 \$18.42 \$0.00 \$86.36 12/01/2025 \$61.51 \$9.40 \$18.42 \$0.00 \$92.33 12/01/2026 \$66.66 \$9.40 \$18.42 \$0.00 \$93.88 12/01/2026<		06/01/2025	\$49.28	\$9.40	\$17.97	\$0.00	\$76.65	
Inclusion 12/01/2026 \$53.83 \$9.40 \$17.97 \$0.00 \$81.20 For apprentice rules see "Apprentice- LABORER" 12/01/2023 \$37.72 \$13.58 \$15.10 \$0.00 \$66.40 PPERATING ENGINEERS LOCAL 98 12/01/2023 \$38.67 \$13.58 \$15.10 \$0.00 \$66.24 IRALLENS FOR EARTH MOVING EQUIPMENT 12/01/2021 \$56.82 \$13.41 \$16.01 \$0.00 \$86.36 IUNNEL WORK - COMPRESSED AIR 6601/2023 \$57.86 \$9.40 \$18.42 \$0.00 \$88.63 06/01/2024 \$58.54 \$9.40 \$18.42 \$0.00 \$88.63 06/01/2024 \$66.15 \$9.40 \$18.42 \$0.00 \$88.73 12/01/2025 \$63.10 \$9.40 \$18.42 \$0.00 \$89.33 12/01/2026 \$66.06 \$9.40 \$18.42 \$0.00 \$89.33 12/01/2026 \$66.06 \$9.40 \$18.42 \$0.00 \$89.38 06/01/2026 \$66.65 \$9.40 \$18.42 \$0.00 \$88.53		12/01/2025	\$50.78	\$9.40	\$17.97	\$0.00	\$78.15	
Per appendite rates set "Appendite LABORER" No. 1000000000000000000000000000000000000		06/01/2026	\$52.33	\$9.40	\$17.97	\$0.00	\$79.70	
IRACTORS 06/01/2023 \$37.72 \$13.58 \$15.10 \$0.00 \$66.40 PERATING ENGINEERS LOCAL 98 12/01/2023 \$38.67 \$13.58 \$15.10 \$0.00 \$67.35 For apprentice rules see "Apprentice OPERATING ENGINEERS" 12/01/2021 \$36.82 \$13.41 \$16.01 \$0.00 \$66.24 REALERS FOR EARTH MOVING EQUIPMENT 12/01/2023 \$55.81 \$9.40 \$18.42 \$0.00 \$86.63 ABORERS (COMPRESSED AIR) 06/01/2023 \$55.81 \$9.40 \$18.42 \$0.00 \$86.63 12/01/2023 \$57.06 \$9.40 \$18.42 \$0.00 \$86.76 12/01/2024 \$56.51 \$9.40 \$18.42 \$0.00 \$86.76 12/01/2024 \$56.01 \$9.40 \$18.42 \$0.00 \$87.83 06/01/2024 \$66.01 \$9.40 \$18.42 \$0.00 \$89.33 12/01/2025 \$63.01 \$9.40 \$18.42 \$0.00 \$86.88 06/01/2024 \$60.66 \$9.40 \$18.42 \$0.00 \$86.53 </td <td></td> <td>12/01/2026</td> <td>\$53.83</td> <td>\$9.40</td> <td>\$17.97</td> <td>\$0.00</td> <td>\$81.20</td>		12/01/2026	\$53.83	\$9.40	\$17.97	\$0.00	\$81.20	
Defermation Eventineers Solution Soluti								
12/01/2023 \$33.67 \$13.58 \$15.10 \$0.00 \$67.35 Per apprentice rates see "Apprentice- OPERATING ENGINFERS" 12/01/2021 \$36.82 \$13.41 \$16.01 \$0.00 \$66.24 TRAILERS FOR EARTH MOVING EQUIPMENT EAMSTERS JONT COUNCIL NO. 10 ZONE B 06/01/2023 \$55.81 \$9.40 \$18.42 \$0.00 \$83.63 ABORERS (COMPRESSED AIR) 06/01/2023 \$55.81 \$9.40 \$18.42 \$0.00 \$84.88 06/01/2024 \$56.31 \$9.40 \$18.42 \$0.00 \$87.33 06/01/2025 \$61.51 \$9.40 \$18.42 \$0.00 \$89.33 12/01/2025 \$63.01 \$9.40 \$18.42 \$0.00 \$89.33 12/01/2026 \$66.66 \$9.40 \$18.42 \$0.00 \$89.38 12/01/2026 \$66.66 \$9.40 \$18.42 \$0.00 \$89.83 12/01/2024 \$50.64 \$9.40 \$18.42 \$0.00 \$88.84 12/01/2024 \$66.26 \$9.40 \$18.42 \$0.00 \$88.83 <td< td=""><td>TRACTORS</td><td>06/01/2023</td><td>\$37.72</td><td>\$13.58</td><td>\$15.10</td><td>\$0.00</td><td>\$66.40</td></td<>	TRACTORS	06/01/2023	\$37.72	\$13.58	\$15.10	\$0.00	\$66.40	
TRAILERS FOR FARTH MOVING EQUIPMENT 12/01/2021 \$36.82 \$13.41 \$16.01 \$0.00 \$66.24 LUNNEL WORK - COMPRESSED AIR 06/01/2023 \$55.81 \$9.40 \$18.42 \$0.00 \$84.88 06/01/2024 \$58.54 \$9.40 \$18.42 \$0.00 \$84.88 06/01/2024 \$58.54 \$9.40 \$18.42 \$0.00 \$86.36 12/01/2023 \$57.06 \$9.40 \$18.42 \$0.00 \$86.36 06/01/2024 \$56.151 \$9.40 \$18.42 \$0.00 \$86.36 06/01/2025 \$66.51 \$9.40 \$18.42 \$0.00 \$89.33 12/01/2025 \$66.31 \$9.40 \$18.42 \$0.00 \$99.33 06/01/2026 \$66.45 \$9.40 \$18.42 \$0.00 \$93.88 12/01/2026 \$66.66 \$9.40 \$18.42 \$0.00 \$85.63 ABORERS (COMPRESSED AIR (HAZ. WASTE) 06/01/2023 \$57.81 \$9.40 \$18.42 \$0.00 \$86.88 06/01/2024 \$60.54 \$9.40 \$18.42 \$0.00 \$88.33 12/01/2025 \$65.		12/01/2023	\$38.67	\$13.58	\$15.10	\$0.00	\$67.35	
EAMSTERS JOINT COUNCIL NO. 10 ZONE B COUNT OF COUNT OF COUNCIL NO. 10 ZONE B COUNT OF COUNT O								
ABORERS (COMPRESSED AIR) 12/01/2023 \$57.06 \$9.40 \$18.42 \$0.00 \$84.88 06/01/2024 \$58.54 \$9.40 \$18.42 \$0.00 \$86.36 12/01/2023 \$57.06 \$9.40 \$18.42 \$0.00 \$86.36 12/01/2024 \$60.01 \$9.40 \$18.42 \$0.00 \$89.33 12/01/2025 \$61.51 \$9.40 \$18.42 \$0.00 \$89.33 12/01/2025 \$63.01 \$9.40 \$18.42 \$0.00 \$89.33 12/01/2025 \$64.56 \$9.40 \$18.42 \$0.00 \$90.83 06/01/2025 \$64.56 \$9.40 \$18.42 \$0.00 \$89.33 12/01/2026 \$66.06 \$9.40 \$18.42 \$0.00 \$88.83 12/01/2023 \$57.81 \$9.40 \$18.42 \$0.00 \$88.83 12/01/2023 \$57.81 \$9.40 \$18.42 \$0.00 \$88.83 12/01/2024 \$60.54 \$9.40 \$18.42 \$0.00 \$88.83 12/01/2025 \$65.51 \$9.40 \$18.42 \$0.00 \$92.83 <	TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2021	\$36.82	\$13.41	\$16.01	\$0.00	\$66.24	
12/01/2023 \$57.06 \$9.40 \$18.42 \$0.00 \$84.88 06/01/2024 \$58.54 \$9.40 \$18.42 \$0.00 \$86.36 12/01/2024 \$60.10 \$9.40 \$18.42 \$0.00 \$87.83 06/01/2025 \$61.51 \$9.40 \$18.42 \$0.00 \$89.33 12/01/2025 \$66.151 \$9.40 \$18.42 \$0.00 \$90.83 06/01/2026 \$64.56 \$9.40 \$18.42 \$0.00 \$92.38 12/01/2026 \$66.06 \$9.40 \$18.42 \$0.00 \$92.38 12/01/2026 \$66.06 \$9.40 \$18.42 \$0.00 \$93.88 12/01/2026 \$66.06 \$9.40 \$18.42 \$0.00 \$85.63 12/01/2023 \$57.81 \$9.40 \$18.42 \$0.00 \$86.88 06/01/2024 \$66.054 \$9.40 \$18.42 \$0.00 \$88.33 12/01/2024 \$62.01 \$9.40 \$18.42 \$0.00 \$89.83 06/01/2024 \$65.01 \$9.40 \$18.42 \$0.00 \$91.33 12/01/2026 <t< td=""><td>TUNNEL WORK - COMPRESSED AIR</td><td>06/01/2023</td><td>\$55.81</td><td>\$9.40</td><td>\$18.42</td><td>\$0.00</td><td>\$83.63</td></t<>	TUNNEL WORK - COMPRESSED AIR	06/01/2023	\$55.81	\$9.40	\$18.42	\$0.00	\$83.63	
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Object S61.51 S9.40 S18.42 S0.00 S89.33 12/01/2025 S63.01 S9.40 S18.42 S0.00 S90.83 06/01/2026 S64.56 S9.40 S18.42 S0.00 S92.38 12/01/2026 S66.06 S9.40 S18.42 S0.00 S93.88 12/01/2026 S66.06 S9.40 S18.42 S0.00 S93.88 12/01/2026 S66.06 S9.40 S18.42 S0.00 S85.63 12/01/2023 S57.81 S9.40 S18.42 S0.00 S86.88 06/01/2024 S60.54 S9.40 S18.42 S0.00 S88.36 12/01/2024 S62.01 S9.40 S18.42 S0.00 S88.36 12/01/2025 S65.01 S9.40 S18.42 S0.00 S92.83 06/01/2025 S65.01 S9.40 S18.42 S0.00 S92.83 12/01/2026 S66.86 S9.40 S18.42 S0.00 S92.83 12/01/2026 S66.31		06/01/2024	\$58.54	\$9.40	\$18.42	\$0.00	\$86.36	
Instrume		12/01/2024	\$60.01	\$9.40	\$18.42	\$0.00	\$87.83	
bit bi		06/01/2025	\$61.51	\$9.40	\$18.42	\$0.00	\$89.33	
I2/01/2026 \$66.06 \$9.40 \$18.42 \$0.00 \$93.88 FOr apprentice rates see "Apprentice-LABORER" 66/01/2023 \$57.81 \$9.40 \$18.42 \$0.00 \$85.63 ABORERS (COMPRESSED AIR) 66/01/2023 \$57.81 \$9.40 \$18.42 \$0.00 \$86.88 06/01/2024 \$60.54 \$9.40 \$18.42 \$0.00 \$88.36 12/01/2024 \$60.54 \$9.40 \$18.42 \$0.00 \$89.33 06/01/2024 \$60.51 \$9.40 \$18.42 \$0.00 \$89.83 06/01/2025 \$63.51 \$9.40 \$18.42 \$0.00 \$89.83 06/01/2025 \$66.50 \$9.40 \$18.42 \$0.00 \$92.83 12/01/2026 \$66.56 \$9.40 \$18.42 \$0.00 \$94.38 12/01/2026 \$66.56 \$9.40 \$18.42 \$0.00 \$94.38 12/01/2026 \$66.56 \$9.40 \$18.42 \$0.00 \$75.70 IABORERS (FREE AIR 12/01/2023 \$47.88 \$9.40		12/01/2025	\$63.01	\$9.40	\$18.42	\$0.00	\$90.83	
For apprentice LABORER" FUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)		06/01/2026	\$64.56	\$9.40	\$18.42	\$0.00	\$92.38	
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) 06/01/2023 \$57.81 \$9.40 \$18.42 \$0.00 \$85.63 12/01/2023 \$59.06 \$9.40 \$18.42 \$0.00 \$86.88 06/01/2024 \$60.54 \$9.40 \$18.42 \$0.00 \$88.36 12/01/2024 \$60.54 \$9.40 \$18.42 \$0.00 \$88.36 12/01/2024 \$62.01 \$9.40 \$18.42 \$0.00 \$89.83 06/01/2025 \$63.51 \$9.40 \$18.42 \$0.00 \$89.83 06/01/2025 \$65.01 \$9.40 \$18.42 \$0.00 \$92.83 06/01/2026 \$66.56 \$9.40 \$18.42 \$0.00 \$94.38 12/01/2025 \$65.01 \$9.40 \$18.42 \$0.00 \$94.38 12/01/2026 \$66.56 \$9.40 \$18.42 \$0.00 \$94.38 12/01/2026 \$66.56 \$9.40 \$18.42 \$0.00 \$95.88 For apprentice- LABORER" 12/01/2023 \$47.88 \$9.40 \$18.42 \$0.00 \$75.70 LABORERS (FREE AIR TUNNEL) 06/01/2024 \$50.61		12/01/2026	\$66.06	\$9.40	\$18.42	\$0.00	\$93.88	
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12/01/2025 \$65.01 \$9.40 \$18.42 \$0.00 \$92.83 06/01/2026 \$66.56 \$9.40 \$18.42 \$0.00 \$94.38 12/01/2026 \$68.06 \$9.40 \$18.42 \$0.00 \$95.88 TUNNEL WORK - FREE AIR ABORERS (FREE AIR TUNNEL) 06/01/2023 \$47.88 \$9.40 \$18.42 \$0.00 \$75.70 12/01/2023 \$47.88 \$9.40 \$18.42 \$0.00 \$76.95 06/01/2024 \$50.61 \$9.40 \$18.42 \$0.00 \$78.43 12/01/2024 \$52.08 \$9.40 \$18.42 \$0.00 \$79.90 06/01/2025 \$53.58 \$9.40 \$18.42 \$0.00 \$79.90 06/01/2025 \$53.58 \$9.40 \$18.42 \$0.00 \$81.40 12/01/2025 \$55.08 \$9.40 \$18.42 \$0.00 \$81.40 12/01/2025 \$55.08 \$9.40 \$18.42 \$0.00 \$82.90 06/01/2026 \$55.63 \$9.40 \$18.42 \$0.00 \$82.90 06/01/2026 \$56.63 \$9.40		12/01/2024	\$62.01	\$9.40	\$18.42	\$0.00	\$89.83	
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For apprentice- LABORER" 12/01/2026 \$68.06 \$9.40 \$18.42 \$0.00 \$95.88 CUNNEL WORK - FREE AIR 06/01/2023 \$47.88 \$9.40 \$18.42 \$0.00 \$75.70 ABORERS (FREE AIR TUNNEL) 12/01/2023 \$49.13 \$9.40 \$18.42 \$0.00 \$76.95 06/01/2024 \$50.61 \$9.40 \$18.42 \$0.00 \$78.43 12/01/2024 \$52.08 \$9.40 \$18.42 \$0.00 \$78.43 12/01/2024 \$52.08 \$9.40 \$18.42 \$0.00 \$79.90 06/01/2025 \$53.58 \$9.40 \$18.42 \$0.00 \$81.40 12/01/2025 \$55.08 \$9.40 \$18.42 \$0.00 \$81.40 12/01/2025 \$55.08 \$9.40 \$18.42 \$0.00 \$82.90 06/01/2025 \$55.08 \$9.40 \$18.42 \$0.00 \$82.90 06/01/2026 \$56.63 \$9.40 \$18.42 \$0.00 \$84.45		12/01/2025	\$65.01	\$9.40	\$18.42	\$0.00	\$92.83	
For apprentice- LABORER" FUNNEL WORK - FREE AIR 06/01/2023 \$47.88 \$9.40 \$18.42 \$0.00 \$75.70 ABORERS (FREE AIR TUNNEL) 12/01/2023 \$49.13 \$9.40 \$18.42 \$0.00 \$76.95 06/01/2024 \$50.61 \$9.40 \$18.42 \$0.00 \$78.43 12/01/2024 \$52.08 \$9.40 \$18.42 \$0.00 \$79.90 06/01/2025 \$53.58 \$9.40 \$18.42 \$0.00 \$81.40 12/01/2025 \$55.08 \$9.40 \$18.42 \$0.00 \$82.90 06/01/2026 \$56.63 \$9.40 \$18.42 \$0.00 \$82.90 06/01/2026 \$56.63 \$9.40 \$18.42 \$0.00 \$82.90		06/01/2026	\$66.56	\$9.40	\$18.42	\$0.00	\$94.38	
TUNNEL WORK - FREE AIR 06/01/2023 \$47.88 \$9.40 \$18.42 \$0.00 \$75.70 LABORERS (FREE AIR TUNNEL) 12/01/2023 \$49.13 \$9.40 \$18.42 \$0.00 \$76.95 06/01/2024 \$50.61 \$9.40 \$18.42 \$0.00 \$78.43 12/01/2024 \$52.08 \$9.40 \$18.42 \$0.00 \$79.90 06/01/2025 \$53.58 \$9.40 \$18.42 \$0.00 \$81.40 12/01/2025 \$55.08 \$9.40 \$18.42 \$0.00 \$82.90 06/01/2026 \$56.63 \$9.40 \$18.42 \$0.00 \$84.45		12/01/2026	\$68.06	\$9.40	\$18.42	\$0.00	\$95.88	
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12/01/2025\$55.08\$9.40\$18.42\$0.00\$82.9006/01/2026\$56.63\$9.40\$18.42\$0.00\$84.45		12/01/2024	\$52.08	\$9.40	\$18.42	\$0.00	\$79.90	
06/01/2026 \$56.63 \$9.40 \$18.42 \$0.00 \$84.45		06/01/2025	\$53.58	\$9.40	\$18.42	\$0.00	\$81.40	
		12/01/2025	\$55.08	\$9.40	\$18.42	\$0.00	\$82.90	
12/01/2026 \$58.13 \$9.40 \$18.42 \$0.00 \$85.95		06/01/2026	\$56.63	\$9.40	\$18.42	\$0.00	\$84.45	
		12/01/2026	\$58.13	\$9.40	\$18.42	\$0.00	\$85.95	

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE)	06/01/2023	\$49.88	\$9.40	\$18.42	\$0.00	\$77.70
LABORERS (FREE AIR TUNNEL)	12/01/2023	\$51.13	\$9.40	\$18.42	\$0.00	\$78.95
	06/01/2024	\$52.61	\$9.40	\$18.42	\$0.00	\$80.43
	12/01/2024	\$54.08	\$9.40	\$18.42	\$0.00	\$81.90
	06/01/2025	\$55.58	\$9.40	\$18.42	\$0.00	\$83.40
	12/01/2025	\$57.08	\$9.40	\$18.42	\$0.00	\$84.90
	06/01/2026	\$58.63	\$9.40	\$18.42	\$0.00	\$86.45
For apprentice rates see "Apprentice- LABORER"	12/01/2026	\$60.13	\$9.40	\$18.42	\$0.00	\$87.95
VAC-HAUL Teamsters joint council no. 10 zone B	12/01/2021	\$36.24	\$13.41	\$16.01	\$0.00	\$65.66
VOICE-DATA-VIDEO TECHNICIAN ELECTRICIANS LOCAL 96	09/04/2022	\$34.19	\$12.20	\$15.91	\$0.00	\$62.30

Apprentice - VOICE-DATA-VIDEO TECHNICIAN - Local 96

Effect	ive Date - 09	9/04/2022				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50		\$17.10	\$12.20	\$4.27	\$0.00	\$33.57	
2	55		\$18.80	\$12.20	\$4.32	\$0.00	\$35.32	
3	60		\$20.51	\$12.20	\$15.50	\$0.00	\$48.21	
4	65		\$22.22	\$12.20	\$15.55	\$0.00	\$49.97	
5	70		\$23.93	\$12.20	\$15.60	\$0.00	\$51.73	
6	75		\$25.64	\$12.20	\$15.65	\$0.00	\$53.49	
7	80		\$27.35	\$12.20	\$15.70	\$0.00	\$55.25	
8	85		\$29.06	\$12.20	\$15.75	\$0.00	\$57.01	
Notes	 :							
Appre	entice to Journ	eyworker Ratio:1:1						
VAGON DRILL OPERATOR ABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER"		06/01/2023	3 \$37.71	\$9.40	\$16.89	\$0.00	\$64.00	
		12/01/2023	3 \$38.61	\$9.40	\$16.89	\$0.00	\$64.90	
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)			06/01/2023	3 \$37.71	\$9.40	\$16.89	\$0.00	\$64.00
LABORERS - ZONE 2 (HEAVY & HIGHWAY)		12/01/2023	\$38.61	\$9.40	\$16.89	\$0.00	\$64.90	
		06/01/2024	\$39.94	\$9.40	\$16.89	\$0.00	\$66.23	
		12/01/2024	\$41.27	\$9.40	\$16.89	\$0.00	\$67.56	
			06/01/2025	5 \$42.66	\$9.40	\$16.89	\$0.00	\$68.95
			12/01/2025	5 \$44.04	\$9.40	\$16.89	\$0.00	\$70.33
			06/01/2020	5 \$45.48	\$9.40	\$16.89	\$0.00	\$71.77
For opposition and a	"Ammonti I ADA	OPED (Hoovy and Highway)	12/01/2020	\$46.92	\$9.40	\$16.89	\$0.00	\$73.21

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate			
WATER METER INSTALLER	03/01/2023	\$51.50	\$9.80	\$17.42	\$0.00	\$78.72			
PLUMBERS LOCAL 4	09/01/2023	\$52.90	\$9.80	\$17.42	\$0.00	\$80.12			
	03/01/2024	\$54.30	\$9.80	\$17.42	\$0.00	\$81.52			
	09/01/2024	\$55.70	\$9.80	\$17.42	\$0.00	\$82.92			
	03/01/2025	\$57.10	\$9.80	\$17.42	\$0.00	\$84.32			
	09/01/2025	\$58.50	\$9.80	\$17.42	\$0.00	\$85.72			
	03/01/2026	\$59.90	\$9.80	\$17.42	\$0.00	\$87.12			
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"									

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

** Multiple ratios are listed in the comment field.

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

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